DA'S POLICY RECOMMENDATIONS FOR REDUCTION OF ADMINISTRATIVE BURDENS STEMMING FROM THE EU

DA CONFEDERATION OF DANISH EMPLOYERS

August 2025

DA's policy recommendations for reduction of administrative burdens stemming from the EU

Foto: Adobe Stock
August 2025

Reduction of administrative burdens is key to saving European competitiveness

In September 2024, the European Commission presented the Draghi report on the EU's poor competitiveness. It indicates that extensive regulatory requirements stemming from EU directives, regulations and EUCJ rulings have a negative impact on European companies' innovation and competitiveness compared to their counterparts in the US and China.

To boost competitiveness, the European Commission has agreed to targets of a 25% overall reduction of the administrative burden on businesses in general, and a 35% reduction for SMEs. Denmark and the other EU Member States have endorsed this objective, making EU regulatory simplification and the reduction of burden a top priority for the Danish EU Presidency in the second half of 2025.

The closer focus on reducing businesses' administrative costs is of vital importance. European companies face significant ongoing challenges and costs associated with the many complex EU regulations.

The Confederation of Danish Employers (DA) has adopted three categories of policy recommendations for preventing and reducing administrative burdens at the EU level.

I. *General recommendations* addressing the EU's overall principles for policymaking on the labour market and social affairs.

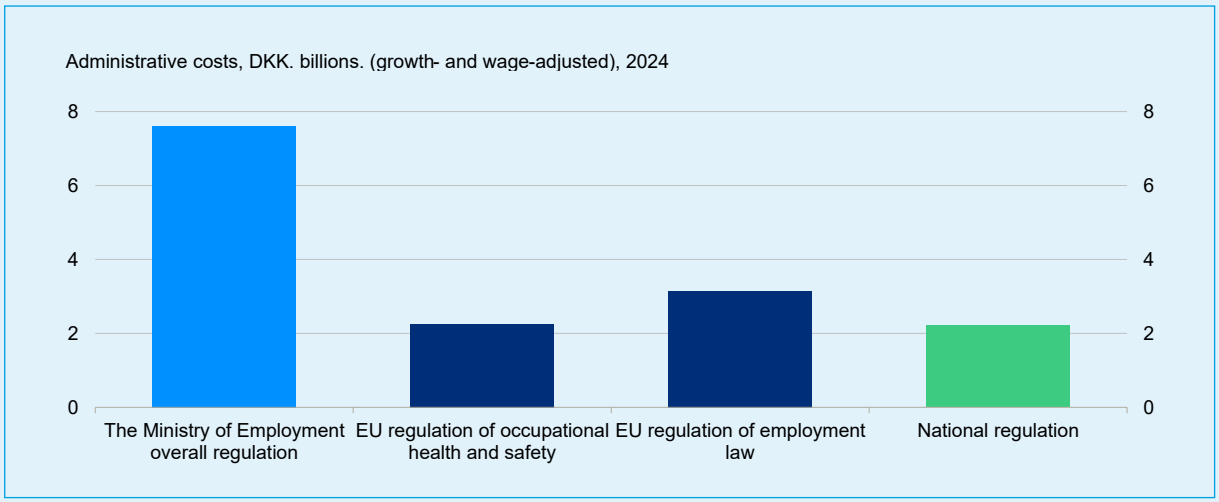
II. *Structural recommendations* addressing the EU institutions and their respective responsibilities for contributing to the reduction of administrative burdens.

III. *Specific recommendations* suggesting tangible changes to EU legislation and detailing the parts of the regulations DA wishes to see modified.

While the EU Commission aims to cover all business regulations, DA's specific recommendations focus on regulation that falls under the auspices of the Ministry of Employment, in particular on the working environment and employment law.

The administrative burdens in these areas are significant, amounting to almost EUR 270 million (DKK 2 billion) and over EUR 400 million (DKK 3 billion), respectively, per annum for Danish companies. These figures correspond to just over two-thirds of all labour-market administrative costs. (See Figure 1)

Figure 1. Labour market administration costs stem primarily from the EU



Notes: This calculation is based on assessments from the Danish Business Authority of the administrative burdens arising from regulatory requirements. Their annual reports summarize changes in companies' administrative costs (burdens/reliefs) by ministerial areas, indicating whether these changes result from national or EU regulation. The assessment also adjusts for economic developments since the burdens were last calculated, taking into account wage trends and changes in structural employment. Additionally, it includes companies' administrative costs associated with supervision under national regulation. However, burdens related to the whistleblower scheme implemented in 2021 fall under the Ministry of Justice and are not included in this figure.

Source: DA's Labour Market Report from 2014, the Danish Business Authority's annual reports for 2014–2024, DA's Business Statistics and the Ministry of Finance's mediumterm projection, June 2025..

DA's general recommendations (section I) and our structural recommendations (section II) are presented below, followed by specific recommendations for burden reduction (section III). Further details of the specific recommendations are listed in the catalogue for occupational health and safety and employment law (see appendix).

I. General recommendations

DA has several general recommendations, all of which help prevent and reduce administrative burdens for companies. They include new overarching principles at the EU level regarding policymaking for the labour market.

DA recommends that the EU's principles for labour market policy provide sufficient room for manoeuvre for Member States to implement regulations in a manner appropriate to the EU policy objectives.

Extensive and unnecessarily detailed EU regulation has a negative impact on the national labour markets. It fails to comply with the principles of subsidiarity and proportionality and to respect a flexible labour market based on collective bargaining that tangibly enhances competitiveness.

DA recommends that EU labour market and social policies always respect the principles of subsidiarity and proportionality, which make it easier to implement policy objectives in line with Member States' national practices and traditions, allows for flexible solutions tailored to national labour markets and improves companies' competitiveness and potential to create jobs.

To the extent EU regulation is deemed necessary, DA recommends that it adhere to the clear principle that legislation should focus on the policy objective, while allowing Member States the freedom to decide how to implement that objective.

This would improve dialogue between the labour market partners at the national level, promote the flexibility needed to make the EU more competitive, support economic growth, and build a solid foundation for jobs and social progress.

II. Structural recommendations

DA has specific structural recommendations that entail tailored modifications to the current Interinstitutional Agreement on Better Law-Making.

DA recommends ex-post evaluation of all acts in force for more than ten years.

Ex-post evaluation[1] is a key instrument to ensure the policy objectives of acts are maintained in a manner that is both proportionate and fit for purpose. DA recommends that the Commission conducts ex-post evaluations of all acts that have been in force for more than ten years. Relevant stakeholders must be involved in identifying administrative burdens that can be reduced and suggesting opportunities for regulatory simplification. This process should focus on substantive material additions carrying new burdens that have arisen since the act was passed, including interpretations by the European Court of Justice and the Commission.

1 Ex-post evaluation is conducted by the Commission when legislation has been in force in Member States for several years. It assesses whether the legal instrument is reasonable, whether the regulation continues to work as originally intended and whether it fulfils its political purpose.

DA recommends that the Council and European Parliament follow up on the Commission's ex-post evaluations by establishing interinstitutional procedures to ensure that the co-legislators treat proposals for regulatory simplification and burden reduction as priorities.

Re-establishing the EU's competitiveness requires decisive and sustained effort. DA recommends the introduction of procedures that oblige EU's co-legislators to uphold their shared responsibility to reduce administrative burdens in existing legislation. The Commission should be required to present proposals regularly for simplification, burden reduction and the repeal of outdated provisions. DA specifically recommends the Commission to present such proposals in a dedicated section of its annual Legislative Work Programme. The Council and the European Parliament must commit to prioritising the adoption of such proposals.

DA recommends a simplified procedure for processing and adopting proposals for burden reduction and regulatory simplification.

The Commission, the Council and the European Parliament should agree to use a streamlined and tailored legislative process for the adoption of legislative proposals designed solely to remove or amend specific requirements and provisions, or repeal entire legislation deemed redundant or disproportionate. Such proposals should not lead to the reopening of entire legislative acts or broader legislative packages, nor should their underlying political objectives be subject to substantive debate. This can be achieved without the need for Treaty changes or a special legal authority.

DA recommends avoiding and removing obstacles to common standards and equal competition.

Examples exist of the Commission's regulatory proposals stipulating provisions that prevent Member States from creating a level playing field within the Single Market[2]. This happens when the EU adopts standards that do not align with existing national standards in the Member States. Such discrepancies distort fair competition, undermine the level playing field in the internal market, and impose administrative burdens on companies, which must navigate various national requirements. To make the Single Market work well based on fair competition and reduced administrative burdens, the Commission should refrain from proposing provisions that hinder Member States from aligning their national standards with EU ones.

DA recommends greater use of impact assessments in the legislative process.

One key prerequisite for enhancing competitiveness through simpler regulation and reducing administrative burdens is that the European Commission, the Council, and the European Parliament make wider use of impact assessments in the legislative process, and in any subsequent changes to the interpretation of existing legislation. This will create transparency about the extent of additional burdens and about who is responsible for imposing them.

2 The preamble to the Framework Directive for the working environment includes the following: *"(1) Under the Treaty, the Council may adopt, by means of directives, minimum requirements for encouraging improvements, especially in the working environment, to guarantee a better level of protection of the health and safety of workers. (2) While, in accordance with the Treaty, this Directive does not prevent any Member State from maintaining or introducing more stringent protective measures,* ***its implementation should not serve to justify any regression in relation to the situation which already prevails in each Member State***" [emphasized by DA].

Specifically, DA recommends that:

- The Commission commits to impact assessments of decisions by the Court of Justice of the European Union, its interpretations, delegated acts, and similar that entail additional administrative burdens for businesses.

- The Council and the European Parliament commit to impact assessments when tabling significant amendments.

DA recommends that the EU legislative institutions make a joint commitment to prevent and reduce administrative burdens on companies.

Administrative burdens are often added during negotiations on the legislative procedure and have an unnecessary and disproportionate impact on companies' competitiveness. DA recommends that the Council and EP commit to matching the burden reduction in the Commission's legislative proposal with alternative reductions whenever they propose amendments to Commission proposals. This would ensure that all three institutions assume mutual responsibility for avoiding the imposition of additional administrative burdens during the legislative process.

III. Specific recommendations for reducing the administrative burden of EU regulations

DA's specific recommendations for burden reduction and regulatory simplification entails reopening existing acts, solely for the purpose of a targeted revision to remove superfluous and burdening rules. To meet this objective, DA refers to its structural recommendations aimed at reducing burdens and simplifying rules to be processed and adopted by a clear procedure, as outlined above.

The aim of encouraging greater discretion for Member States to implement primary policy objectives also entails a risk that some Member States may propose additional requirements that conflict with the concept of the level playing field in the Single Market. It should be noted that one of the key themes of the Commission's recently adopted Single Market strategy is the implementation measures intended to bolster the internal market and Member States' ownership of it and to reduce barriers set up at the national level.

Occupational health and safety

A significant number of companies' obligations in the field of occupational health and safety, and work-related injuries, stem from EU regulations. The heaviest single burden stems from workplace assessment requirements, which are estimated to cost Danish companies approximately EUR 100 million p.a. (DKK 740 million).

Box 1 lists six recommendations that DA recommends be revised or abolished. These include the Workplace Directive and the Display Screen Equipment Directive, which contain a total of over 100 specific requirements for workplace design and configuration. The recommendations are discussed in greater detail in the specific recommendations.

Box 1. Recommendations in the field of occupational health and safety

1. Abolish requirements in individual occupational health and safety directives that are already covered by the Framework Directive on occupational health and safety.
2. Comprehensively simplify and modernise the Workplace Directive. Streamline and simplify the annex to the directive, which contains 68 speci ic requirements.
3. Comprehensively simplify and modernise the Display Screen Equipment Directive. Abolish speci ic provisions in the directive, as well as its annexes containing 33 detailed requirements.
4. Comprehensively simplify and modernise the Directive on the protection of young people at work.
5. Remove overlapping provisions in the REACH Regulation, so that occupational health and safety related to chemicals and carcinogens are regulated solely by the Cancer Directive and the Chemical Agents' Directive.
6. Remove requirements for the retention of data on occupational illnesses in the Cancer Directive and the Asbestos Directive, as this falls outside the scope of EU legislation.

Employment law

The EU has extensive employment law regulations that include provisions on working conditions and registration of working hours. These provisions, which impose significant administrative burdens on Danish companies, particularly the registration of working hours, which is the result of a ruling from the European Court of Justice that is estimated to cost Danish companies almost DKK 3 billion/EUR 402 million p.a.

Box 2 outlines 14 recommendations for employment law regulatory measures that DA recommends be simplified or abolished. These include the Working Conditions Directive, the Working Time Directive, and data protection provisions under GDPR. The recommendations are elaborated on in the specific recommendations.

Box 2. Recommendations in the field of employment law

7. Amend the Working Time Directive to remove the requirement to record individuals' working hours. Make the rules for rest periods, maximum working hours and taking paid leave more flexible.

8. Amend the use of the Working Conditions Directive when guaranteed working hours are not set in advance and abolish the requirements for detailed information and individual justifications.

9. Simplify the rules for posting of workers abroad.

10. Amend social security rules for cross-border telework to make the Commission's 2023 framework agreement on the cross-border coordination of social security binding.

11. Simplify the data protection rules in the GDPR.

12. Amend the Whistleblower Directive so it no longer applies to companies with fewer than 250 employees and allow group-wide whistleblowing schemes.

13. Do not implement changes to the adopted revision of the European Works Council Directive.

14. Repeal the Pay Transparency Directive or exempt companies with fewer than 100 employees and abolish reporting requirements.

15. Amend the Platform Work Directive, so that it only covers genuine digital labour platforms. Abolish or significantly reduce provisions on algorithmic management and transparency.

16. Amend or remove information requirements in the AI Act.

Specific recommendations – EU administrative burdens reduction and simplification

The compilation below provides a detailed description of specific problems with administrative burdens stemming from EU-regulation identified by DA. For each identified problem DA offers its recommendations for rectification, a reference to authorities' estimation administrative burdens, and lastly DA's assessment of the impact of the recommendations[3].

3 The EU-Commission prepares impact assessments accompanying proposals for legislative acts based on the Standard Costs Model (SCM) and in accordance with the Commission's guidelines. Impact assessments include i.a. an assessment of administrative costs on business based on the legislative proposal when adopted and proposed by the Commission. DA has included relevant information from these impact assessments to the extent that they are available. DA's estimates of its own recommendations are based on this information and the aggregated administrative burdens on business as a result of the adopted regulation following the legislative process.

1. Abolish requirements for risk assessment, training, consultation, providing information to employees and training and instructing them in the application of individual directives, if already regulated by the Framework Directive on health and safety at work (89/391/EEC)

Problem	The Framework Directive contains several requirements for risk assessment, training and instruction, training of employees and members of health and safety organisations, as well as consultation and information to employees. In general, the provisions in the Framework Directive are designed to facilitate their implementation in a manner that complies with national law and practice. However, since the adoption of the Framework Directive in 1989, several separate directives, including the Display Screen Directive, have been introduced, adding numerous, detailed requirements. This level of detail limits the scope for Member States to achieve the objectives of the Framework Directive, increases the risk of obsolete provisions and leads to unnecessary complexity and significant administrative burdens.
Recommendations	All occupational health and safety regulations and directives should be reviewed in order to remove legislation that includes requirements more generally regulated by the Framework Directive. DA recommends that the Display Screen Equipment Directive be abolished in its entirety, as it does not address working conditions related to health and safety. Our recommendations will furthermore necessitate an extensive overhaul of the Workplace Directive. The directive's annexes, which list 68 specific requirements, should, in the future, only address requirements based on health and safety risks that are not already regulated by other legislation. For example, fire safety requirements should be deleted, as they already fall under the responsibility of the fire authorities. Other specific Directives elaborate on the general requirements. For example, the directives concerning the chemical working environment detail specific requirements for the data that forms the basis for risk assessment. The specific requirements that are removed from the special directives can be reinstated as guidance. This will make them more flexible, easier to update and will reduce the risk of obsolescence. This recommendation must be understood in conjunction with recommendations 2 and 3, as it will entail the removal of the Display Screen Equipment Directive and a thorough revision of the Workplace Directive.
Impact assessments	The cost of the Framework Directive (and associated regulation of the working environment) at EU level is estimated at approximately DKK 50 billion/EUR 6.5 billion per annum (growth- and wage-adjusted to 2024). There is no estimate of the administrative costs at the national level, but workplace assessments alone impose administrative costs of DKK 740 million/EUR 99 million on Danish companies per annum (growth- and wage-adjusted to 2024).

Impact of DA's recommendations	It is currently not possible to calculate the economic impact of DA's recommendations. Requirements for training, information, and the working environment represent a significant part of the total administrative costs of EU regulations of the working environment. DA's assessment therefore is, that substantial savings can be captured without compromising safety levels.

2. Comprehensive simplification and modernisation of the Workplace Directive (89/654/EEC). The Directive's annexes, containing 68 specific requirements, should be streamlined and simplified.

Problem	The Workplace Directive regulates the physical layout of workplaces. It contains a set of general obligations for employers as well as annexes with 68 specific requirements, including for the opening, adjusting and securing of windows, and the transparency of swing doors. The main drawback of the Directive is the level of detail in the specific requirements in the annexes, as this makes it unnecessarily complex. In addition, technical and social progress will eventually render these provisions obsolete.
Recommendations	Amend Article 1(2) to allow Member States to exclude additional sectors from the scope of the Directive. In Article 2, clarify that the Directive's definition of 'workplace' does not include working at home or teleworking. The Directive's annexes, containing 68 specific requirements, should be streamlined and simplified.
Impact assessments	See recommendation 1.
Impact of DA's recommendations	See recommendation 1.

3. Comprehensive simplification and modernisation of the Display Screen Equipment Directive (89/270/EEC). Repeal specific provisions of the Directive, as well as its annexes containing 33 specific requirements.

Problem	The Display Screen Equipment Directive regulates the physical and, to some extent, cognitive aspects of workplaces for employees who regularly work with screens for a significant part of their normal working day. Like the Workplace Directive, it contains general obligations as well as 33 specific requirements for workplaces regarding screen work. These include rules on the symbols on the keys on keyboards and the design and layout of the work surface. The main problem with the Directive, as with the Workplace Directive, is that the level of detail in the specific requirements makes it unnecessarily complex. In addition, technological and social progress will eventually render the requirements outlined in the annexes obsolete. The point of all occupational health and safety regulations is to prevent risks to workers' health and safety. A notable concern with this Directive is that it contains several provisions designed solely to improve workers' 'comfort' and reduce discomfort. For example, the desk must have a concept holder that is stable and adjustable "[...] as to minimise the need for uncomfortable head and eye movements."
Recommendations	Clarify that the Display Screen Equipment Directive does not apply to working at home (or elsewhere outside the employer's premises). To ensure comprehensive modernisation and simplification, repeal the annexes, including the 33 specific requirements. Clarify that none of the rules on screens and organisation of the workplace apply to work at home or elsewhere outside the employer's business premises. Clarify that the Directive's requirements for configuration do not apply to mobile phones, tablets or laptops when they are not used at a fixed workstation at the employer's premises. Abolish the requirement in Article 3(1) to include 'possible risks to eyesight' and 'mental stress' in the risk evaluation. There is no evidence-based research to support this requirement. The requirement for 'mental stress' is already addressed by the Framework Directive's risk assessment requirements and is inappropriate in a directive on workplace design. Abolish Article 9(4) of the Directive. The article requires the employer to pay for eye tests and possibly glasses for computer work. The Directive on personal protective equipment stipulates that these must be provided free of charge by the employer. Eye- and vision tests and glasses for computer work do not fall into this category but are nonetheless a special requirement for 'screen workers'. As this is not PPE and therefore does not prevent a health and safety risk, the requirement should be removed.
Impact assessments	See recommendation 1.
Impact of DA's recommendations	See recommendation 1.

4. Comprehensive simplification and modernisation of the Directive on the protection of young people in the workplace (94/33/EC).

Problem	The Directive stipulates several requirements for young people's work and working hours, based on age and whether they attending school full-time. The general rule is that individuals under the age of 18 are not permitted to work under any circumstances. The content of the Directive is highly complex, since all the conditions under which young people are allowed to work constitute exceptions to the general ban. Article 3 defines three categories of young people: i) 'young person' referring to anyone under the age of 18, ii) 'child' referring to anyone under the age of 15 or who is still subject to full-time compulsory schooling and iii) 'adolescent' referring to anyone between the ages of 15–18 who is no longer subject to compulsory full-time schooling. Article 4 describes the framework for young people in the category 'child'. They are only allowed to do 'light work'. That is, 15–17-year-olds who are required to attend school may only engage in 'light work', while those who have finished compulsory education may take on other tasks. In addition, there are several exceptions to these exceptions, as well as special conditions based on various parameters, including the sector in which the work is performed, age, and compulsory full-time education. This complexity makes the rules difficult to understand and manage. The directive also outlines specific working hours and conditions based on the factors mentioned above While it is reasonable for compulsory schooling to limit working hours for after-school jobs, the existing rules are unnecessarily detailed and complicated.
Recommendations	Comprehensively review and simplify the Directive. Remove compulsory full-time schooling as a criterion on which to define tasks young people are allowed to perform in a work situation. Articles 8 and 9 should not regulate working time in detail. This is particularly challenging for those young people who have reduced school hours and could benefit from fulfilling part of their compulsory education through work. For example, the restrictive requirements of a maximum of two hours of work per school day could be addressed. This would also give young people in rural areas facing long commutes the opportunity to organise their work schedules. However, the primary consideration must continue to be the young person's schooling in an educational setting.
Impact assessments	The administrative costs at the national level are estimated at DKK 2.6 million/ EUR 350.000 euros per annum (growth- and wage-adjusted to 2024). Most of the content of the (Danish) executive order is a direct consequence of the EU Directive, and additional requirements have been added during its implementation.
Impact of DA's recommendations	It is not possible to calculate the economic impact of the recommendations.

5. Repeal overlapping provisions in the REACH Regulation ((EU) 1907/2006) so that occupational health and safety regarding chemicals and carcinogens is only regulated by the Cancer Directive (2004/37/EC) and the Chemical Agents' Directive (98/24/EC).

Problem	The REACH regulation is closely aligned with the Directive on the protection of workers from the risks related to exposure to carcinogens or mutagens at work (CMRD) and the Directive on the protection of the health and safety of workers from the risks associated with chemical agents in the workplace (CAD). The application of various uncoordinated EU regulations on chemical agents and carcinogens makes it difficult for companies to understand the directives and comply with them. The primary concern is the relationship between the REACH Regulation and the Chemical Agents and Carcinogens Directive. REACH introduces rules for occupational health and safety by restricting the use of certain substances. This includes rules on work organisation, workplace configuration and work performance, which must align with existing occupational health and safety directives. This leads to parallel, non-overlapping requirements, unnecessary administrative burdens and complicates compliance, especially for smaller companies.
Recommendations	Chemicals should only be regulated by specific directives – not REACH – relating to the working environment. This means that all requirements regarding occupational health and safety (e.g. training requirements for working with a given substance) should be removed from the REACH regulation.
Impact assessments	It has not been possible to calculate a baseline as the necessary knowledge base for the REACH regulation is not available.
Impact of DA's recommendations	It is not possible to calculate the economic impact of DA's recommendations, as these only concern the specific requirements for the working environment, which are only a minor part of the REACH regulation.

6. The Cancer Directive (2004/37/EC) and the Asbestos Directive (2009/148/EC) should not require the storage of data on occupational injuries, as this falls outside Community legislation.

Problem	Both Directives contain requirements for the registration and storage of records of employees exposed to carcinogenic and mutagenic substances, as well as asbestos. The employer must retain these records for 40 years after the exposure has ceased. The rules requiring companies to retain this information for 40 years are based on the need to document the basis for compensation in the event of occupational illness. Member States use different injury-recording systems and IT support. In addition, occupational illness systems are not part of Community legislation. Currently, these EU requirements present significant and unnecessary compliance difficulties for employers. GDPR has exacerbated this issue because most personal data recording IT systems are designed to delete data after a few years. As a result, storing personal data for 40 years requires special in-house processes.
Recommendations	DA recommends significantly increased discretion for Member States to determine which obligations should apply to employers in relation to providing documentation of possible exposure to hazardous substances that may be relevant to later occupational illness cases, as per national occupational illness. The provisions of the two Directives should be adapted accordingly, so that employers need only ensure documentation of employee exposure as per national legislation and/or practice.
Impact assessments	The Cancer Directive's administrative costs at the national level are estimated at DKK 49 million/EUR 6.5 million euros per annum (growth- and wage-adjusted to 2024). The administrative costs of the Asbestos Directive are estimated at approximately DKK 18 million/EUR 2.5 million per annum (growth- and wage-adjusted to 2024).
Impact of DA's recommendations	It is not possible to calculate the economic impact of DA's recommendations.

7. Abolish the working time registration requirement and introduce greater flexibility in the remaining provisions of the Working Time Directive (2003/88/EC).

Recommendations	The Directive requires employers to ensure that individual workers register their working hours, limits the maximum weekly working time within a four-month period, and contains inflexible rules about rest periods, night work and annual paid leave. This creates administrative burdens and challenges for employers' ability to organise their work schedules flexibly.
Anbefaling	Amend the Directive as follows: 1. Stop the registration of individual workers' daily working time. 2. Make the fixed rules on rest periods and compensatory rest more flexible. For example, being physically in a space designated by the employer should not automatically constitute working time. 3. Extend the reference period for a maximum weekly working time of 48 hours from the current four months to a year. 4. Make the rules for nightwork more flexible. 5. Allow the social partners greater freedom to agree on a flexible framework for annual leave or related payment.
Impact assessments	The Danish government has estimated that the working time registration requirements have imposed costs on Danish employers amounting to approximately DKK 2.9 billion/EUR 389 million per annum (growth- and wage-adjusted to 2024).
Impact of DA's recommendations	An annual saving of DKK 2.9 billion/EUR 389 million for Danish employers per annum (growth- and wage-adjusted to 2024).

8. Abolish the use of the Directive on Transparent and Predictable Working Conditions ((EU) 2019/1152) in situations without a predetermined guaranteed number of working hours and remove the obligations for detailed information and individual justification.

Problem	The Directive requires companies to provide employees with detailed information regarding their working conditions, within certain set time restraints. The administration of the Directive is particularly burdensome for companies in industries with many casual workers, zero-hours contracts, and varied forms of employment. The requirement that companies provide written justification at the request of the employee for a transition to a form of employment with more predictable and secure working conditions also creates difficulties. The Directive overlaps with the regulations for posting of workers, meaning that different deadlines for the provision of specific information about employment conditions apply. The Directive goes into many details, requiring the employer to provide information about social security, even if the information does not relate to the terms of employment.
Recommendations	Amend the Directive as follows: 1. Abolish the requirement that obliges employers to provide a certificate of employment to employees where no guaranteed amount of paid work has been predetermined before the employment relationship begins, even if the working time does not exceed three hours per week. 2. Remove the requirements for information on employment patterns and minimum predictability so that a more flexible work organisation framework can be agreed. 3. Revoke the regulations regarding employers' obligation to provide information on social security schemes. 4. Abolish the requirements for the provision of additional information on the posting of workers or coordinate it with the existing requirements for posting of workers. 5. Remove the provision on the right to written reasons for transition to employment with more predictable and secure working conditions.
Impact assessments	The Danish Business Authority has estimated the ongoing associated costs at DKK 3.6 million/EUR 483.000 per annum in Denmark (growth- and wage-adjusted to 2024).
Impact of DA's recommendations	An annual saving of DKK 3.6 million/EUR 483.000 in Denmark (growth- and wage-adjusted to 2024).

9. Simplify the rules in the Posting of Workers Directive (96/71/EC), the Enforcement Directive (2014/67/EU), and the Regulation on the coordination of social security systems ((EC) 883/2004/EC).

Problem	The rules on the posting of workers impose detailed and extensive notification and documentation requirements on official agencies in the home and host countries. Despite attempts at harmonisation, the procedures still differ between Member States. • The notification process under Directive 2014/67/EU requires detailed information about the service provider, the contact person, the posted worker and the specifics of the posting (location, start date, duration). • Member States may require additional information such as VAT registration numbers, social security numbers, professional qualifications, tax information, A1 certificates or employment contract commencement dates. Some also require additional documents such as health certificates and copies of A1 certificates.
Recommendations	1. Only apply the posting of worker rules to sectors with a genuine need to protect workers. 2. Exempt short-term postings of up to four weeks from the requirements of the Posting of Workers Directive. 3. Extend the standard posting period from 12 to 18 months without requiring the employer to submit a “reasoned notification” for the extension. 4. Make e-declarations compulsory for Member States. 5. Harmonise rules on social security and the posting of workers.
Impact assessments	No relevant data is available..
Impact of DA’s recommendations	The administrative burden on companies and official agencies will be reduced. They will avoid having to provide pay and employment conditions at short notice for short postings. This will result in fewer time-consuming and unclear rules, including, for example, holidays, where the parties involved can apply the rules, they are familiar with, and align with the regulations in place between Member States. This may also be of benefit to official agencies and reduce the use of administrative resources.

10. Make the application of the European Commission's 2023 framework agreement on cross-border social security compulsory and align Regulations (EC) 883/2004 and (EC) 987/2009 accordingly.

Problem	Remote workers are restricted by the EU's social security rules to working from home for more than 25% of their working time. This poses a challenge for both the employer and the employee, as exceeding this threshold makes the employee subject to social security in their country of residence.
Recommendations	Make the European Commission's 2023 framework agreement on cross-border social security, which is currently voluntary, compulsory within the social security regulations, i.e. Regulations 883/2004 and 987/2009.
Impact assessments	No relevant data is available.
Impact of DA's recommendations	Reduction of administrative burdens for businesses and public authorities. This would enable remote workers (regardless of their EU country of residence) to work up to 50% of their working hours from their country of residence, for the same employer based in another Member State. This would not trigger a change in their social security entitlement, unlike the current threshold of 25%.

11. Exclude small enterprises from the General Data Protection Regulation ((EU) 2016/679/EU) and introduce exemptions for the processing of low-risk data, as well as flexibility to allow data processing arrangements to be defined in collective agreements.

Problem	The General Data Protection Regulation (GDPR) imposes a wide range of specific requirements on all companies, regardless of the scope and nature of the personal data they process. This includes the processing of employee data and comprehensive documentation and information about the processing of individual personal data. Any processing of personal data must be based on a documented specific legal basis in the regulation or national law (consent, requirements in other legislation, labour law obligations, trade-offs, etc.). For certain types of information, such as trade union membership or health conditions, there are additional requirements. However, consent can only be provided to a limited extent in employment relationships, as the Regulation assumes that there is an imbalance between employer and employee. Companies must keep detailed records of processing activities, documenting purposes, categories of data and security measures, as per Article 30. These requirements are particularly burdensome for small and medium-sized businesses, which often lack sufficient resources to handle the extensive documentation. Article 88 of the GDPR allows Member States to stipulate specific rules for personal data processing in employment relationships, including through collective agreements by the social partners. This is in place in the Danish Data Protection Act § 12, but the scope of competence is narrowed in the Directive.
Recommendations	1. Amend the Regulation to exempt small businesses. 2. Exempt companies that only process low-risk data, including general employee data, from the Regulation, e.g., by introducing de minimis limits for data processing activities in Article 5. 3. Revise Article 30 of the Regulation to exempt small and medium-sized enterprises (SMEs) with fewer than a certain number of employees from keeping records of their processing activities. This requirement is particularly burdensome for SMEs that often lack the resources to handle the extensive documentation. 4. Amend Article 7 of the GDPR so that consent can be used as the basis for authorisation in employment relationships. 5. Modify GDPR Article 88 so that Member States can allow the social partners to negotiate collective agreements that determine which personal data can be processed in connection with an employment relationship. 6. Introduce standardised data protection processes into the GDPR, including digital tools for data protection that can also be used by employers, e.g., for risk assessments, for reporting to supervisory agencies or for data processing agreements.
Impact assessments	No relevant data is available.
Impact of DA's recommendations	It is not possible to calculate the economic impact of the recommendations.

12. Introduce an exemption from the Whistleblower Directive ((EU) 2019/1937) for companies with fewer than 250 employees and permit the establishment of group-wide reporting schemes.

Problem	Companies with min. 50 employees are obliged to set up a whistleblowing scheme and establish procedures for receiving and following up on reports. However, many companies, especially larger ones and groups, had already before the directive established own schemes within their organizations schemes, and the Directive forces them to abide by a standard one. Companies with up to 249 employees can, according to the Directive, set up shared schemes. Regardless of size, the operation of the scheme can be entrusted to an external third party, such as a lawyer or auditor. An uncertainty in the Directive about whether larger concerns can have a joint scheme has been resolved in the Danish Whistleblower Act via a Danish special provision. Under Danish law, this is now permitted, which eases the administrative burden of whistleblower schemes for some companies.
Recommendations	1. Raise the threshold for establishing whistleblower schemes in private companies from the current 50 to 250 employees. This will allow more companies to reduce or remove the procedures for receiving and following up on reports. 2. Explicitly state in the Directive that can set up joint whistleblower schemes.
Impact assessments	The Danish Business Authority estimates the annual administrative costs of the whistleblower scheme at DKK 29.7 million/EUR 3.99 million per annum (wage and growth adjusted to 2024). The cost is estimated for companies that do not already have a similar scheme in place.
Impact of DA's recommendations	Raising the threshold will exempt a large number of companies from the obligation to set up and run whistleblower schemes or pay for outside help. Many companies may be interested in voluntary schemes. Raising the threshold from 50 to 250 employees is expected to reduce the annual administrative burden by approximately DKK 10 million/EUR 1.3 million (adjusted for wages and growth to 2024). An alteration in the Directive that allows for group schemes will give companies greater legal certainty and is an opportunity that may interest other larger groups. This saves administrative costs and improves the quality of whistleblower schemes, as it provides an overview and uniformity across the company or group.

13. Do not adopt the amendments to the Directive on European Works Councils (COM/2024/14 final).

Problem	In June 2025, an agreement was reached on the proposed Directive COM/2024/14 in the trilogue process. Many of the changes will involve bureaucratic obstacles that will hamper the ability of European companies to act effectively. The changes contrast sharply with the aim of reducing the burden on European businesses. This is the case, for example, for changes that provide a broader definition of the group concept, cross-border events, requirements for written responses, greater incentives for litigation between companies and employees for which companies must bear the costs, restricting the opportunity for confidentiality including the requirement to justify the confidentiality, the requirement for at least two meetings a year, the requirement to amend existing agreements negotiated under the transitional rules..
Recommendations	Do not adopt the proposed amendments to the Directive. Alternatively, revise the Directive on European Work Councils (EWCs) to ensure it does not: 1. Broaden the definition of what constitutes a transnational matter covered by the Directive or expand the concept of a group of companies. 2. Introduce requirements for written responses from management or create incentives for litigation between companies and employees. 3. Curb the company's ability to impose confidentiality obligations. 4. Impose requirements for a higher minimum number of annual committee meetings. 5. Mandate changes to existing agreements on European Works Councils, unless such changes are entered into by agreement, or at the request of all parties.
Impact assessments	The Commission's impact assessment states that the EWC regulations are relevant to 3,970 companies in the EU. There were approximately 1,000 EWCs in the entire EU (including approximately 30 in Denmark). The number in the EU grows on average by about nine per year: 20 new added and 11 disbanded. A negotiation meeting between management and employees to reduce or change an EWC is calculated at an average of EUR 18.400 per month. The total cost for a new EWC is EUR 148,000, and an ordinary meeting at EUR 42.000 per month. In general, the cost of running an EWC is calculated at EUR 300.000 per annum, and the total increase in annual administrative costs is estimated to be between EUR 55 million and EUR 165 million.
Impact of DA's recommendations	It is not possible to calculate the economic impact of the recommendations.

14. Abolish the Pay Transparency Directive ((EU) 2023/970) or change the way it is applied to exempt smaller companies and remove several requirements.

Problem	The Directive requires larger companies to carry out wage analyses and provide employees with access to information on the criteria for wage setting and wage increases. This includes providing individual employees, on request, with information on their salary levels and the average salary levels of employees performing the same work and work of equal value. This means that all employers must be able, for example, to define at any given time what categories an employee belongs to. The protection of individual anonymity, following data protection principles, is not taken into account when providing information on salaries. The definitions and double regulations in the Directive and the reporting requirements on wages set out in the CSRD are also inconsistent.
Recommendations	Abolish the Pay Transparency Directive. Alternatively, revise it to: 1. No longer oblige companies to provide information to individual employees on request about their salary levels and the average salary levels of other employees performing the same work and work of equal value. 2. Apply disclosure obligations only in situations where there are groups/cells of employees of which at least 10 employees are of each sex. 3. Delete Article 19 about 'one and the same source'. 4. Fully harmonise the Directive's requirements with the CSRD requirements on pay transparency. However, the CSRD should not contain stand-alone reporting requirements on pay differentials.
Impact assessments	No relevant data is available.
Impact of DA's recommendations	This will ease the administrative workload for employers and provide greater legal certainty for companies and their employees.

15. Limit the scope of the Platform Work Directive ((EU) 2024/2831/EU) to genuine digital working platforms and abolish or reduce the provisions on algorithmic management and transparency.

Problem	The Directive addresses digital platform work but is relatively broad and unclear in its scope. There is a risk of the directive affecting many companies just due to se digital workflows and affect, in turn, "ordinary companies" outside the platform economy, by increasing the administrative burden. The Platforms Directive contains a large number of detailed obligations, including those related to personal data law, that will affect a broad range of digital work-places. These include requirements for human review of decisions concerning an employee that are taken either wholly or partially by an automated system, payment by the company for the use of experts by employee representatives to assess the company's use of automated monitoring and decision-making systems (and the creation of communication channels for individuals doing platform work). The Directive also presumes an employment mechanism to ensure that platform workers are not classified as self-employed and not accorded an incorrect status as employees.
Recommendations	1. Narrow the scope of the Directive to make it clear that only actual digital work platforms and the people working in such contexts fall within its remit. 2. Abolish or severely curtail Chapters 3 and 4 of the Platform Directive on algo-rithmic governance and transparency to make it clear that they only relate to digital platform companies.
Impact assessments	The Commission's impact assessment states: "Action to address the risk of misclassification (Policy Area A) could result in increased costs per year for plat-forms between EUR 1.9 billion and EUR 4.5 billion. Businesses relying on them and consumers may be faced with part of these costs, depending on if and how platforms decide to pass them onto third parties."
Impact of DA's recommendations	It is not possible to calculate the economic impact of the recommendations.

16. Reduce information requirements and specific obligations in the AI Regulation ((EU) 2024/1689).

Problem	The AI Regulation imposes specific and extensive requirements on employers' use of AI. For example, it imposes extensive information obligations to employees and their representatives in connection with the deployment of so-called high-risk AI systems in the workplace, i.e. recruitment systems and other types of AI systems that can make decisions affecting the terms and conditions of employment. However, the GDPR already contains rules on information and consultation with employees on the use of, for example, AI technology.
Recommendations	Reduce the administrative burden associated with the AI Regulation by: 1. Abolishing the requirement in Article 26(7) of the Regulation for additional information in the workplace when deploying or using a high-risk AI system, so that the general national rules on information and consultation apply. 2. Abolish Annex III - 4 a) and b) of the Regulation. Their definition of AI systems dealing with recruitment systems and other types of AI systems that make decisions affecting the terms and conditions of employment as high-risk is incorrect and unnecessary. Such systems should not be subject to specific requirements.
Impact assessments	No relevant data is available.
Impact of DA's recommendations	The recommendations will save companies from duplicate information and consultation requirements regarding the use of AI.

CONFEDERATION OF DANISH EMPLOYERS
Vester Voldgade 113
DK-1552 København V
Phone 33 38 90 00
da@da.dk
da.dk