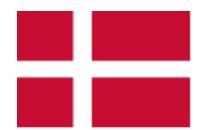
# THE OECD TAX-BENEFIT DATABASE

Description of policy rules for Denmark 2023





# THE OECD TAX-BENEFIT DATABASE FOR DENMARK

# Description of policy rules for 2023

**OECD contact**: Eliza-Jane Pearsall, Jobs and Income Division, Directorate for Employment, Labour and Social Affairs. Email: <u>Tax-Benefit.Models@oecd.org</u>

**National team**: James Erec Hulverscheidt (Ministry of Employment); A. Matthias Kisling Harris (Ministry of Taxation).

This version: February 2024

This work is published on the responsibility of the Director of the OECD Directorate for Employment, Labour and Social Affairs. The opinions expressed and arguments employed herein do not necessarily reflect the official views of the Organisation or of the governments of its member countries.

This document and any map included herein are without prejudice to the status of or sovereignty over any territory, to the delimitation of international frontiers and boundaries and to the name of any territory, city or area.

You can copy, download or print OECD content for your own use, and you can include excerpts from OECD publications, databases and multimedia products in your own documents, presentations, blogs, websites and teaching materials, provided that suitable acknowledgment of the source and copyright owner is given. All requests for public or commercial use and translation rights should be submitted to rights@oecd.org. Requests for permission to photocopy portions of this material for public or commercial use shall be addressed directly to the Copyright Clearance Center (CCC) at info@copyright.com or the Centre français d'exploitation du droit de copie (CFC) at contact@cfcopies.com.



Jobs and Income Division Directorate for Employment, Labour and Social Affairs

# Table of contents

| Preface  | 4                                 |
|--|-----------------------------------|
| The OECD tax-benefit model for Denmark: Policy rules in 2023   | 1                                 |
| 1. Reference wages   | 1                                 |
| <ul> <li>2.1. Unemployment benefits</li> <li>2.1. Unemployment insurance (Arbejdsløshedsdagpenge og andre a-kasseydelser)</li> <li>2.2. Unemployment Assistance</li> </ul>   | <b>1</b><br>1<br>5                |
| <ul> <li>3. Social assistance and housing benefits</li> <li>3.1. Guaranteed minimum income benefit (Kontanthjælp)</li> <li>3.2. Special housing benefit for people on social assistance (Særlig støtte)</li> <li>3.3. Housing benefit (Boligsikring)</li> <li>3.4. The cap on social assistance</li> </ul>   | 6<br>10<br>10<br>13               |
| <ul> <li>4. Family benefits</li> <li>4.1. Child and youth allowance (Børne- og ungeydelsen)</li> <li>4.2. Child allowances (Børnetilskud)</li> <li>4.3. Temporary child benefit (Midlertidigt børnetilskud)</li> </ul>   | <b>15</b><br>15<br>17<br>18       |
| <ul> <li>5. Net costs of Early Childhood Education and Care</li> <li>5.1. Gross childcare fees</li> <li>5.2. Fee discounts and free provision</li> <li>5.3. Subsidy for formal centre-based care (Tilskud til egenbetaling)</li> <li>5.4. Subsidies for private childminding and minding own children (Tilskud til pasning af egne børn)</li> <li>5.5. Tax concessions for childcare expenditures</li> </ul> | 20<br>20<br>21<br>21<br>22<br>22  |
| 6. Employment conditional benefits   | 23                                |
| <ul> <li>7. Social security contributions and payroll taxes</li> <li>7.1. Employee's social security contributions (A-kassebidrag, Efterlønsbidrag, ATP-bidrag)</li> <li>7.2. Employer's social security contributions (ATP-bidrag)</li> <li>7.3. Payroll taxes</li> </ul>   | <b>23</b><br>23<br>24<br>24       |
| <ul> <li>8. Taxes</li> <li>8.1. Personal income tax</li> <li>8.2. Local income taxes (Kommuneskat and Kirkeskat)</li> </ul>  | <b>25</b><br>25<br>27             |
| 9. Selected output from the OECD tax-benefit model (TaxBEN)  | 28                                |
| Annex I: Other benefits and direct taxes<br>Unemployment benefit for disabled persons admitted to the flexible-job scheme (Ledighedsydelse)<br>Voluntary early retirement benefit (Efterløn)<br>Survival allowance (Efterlevelseshjælp)<br>Other child allowances  | <b>30</b><br>30<br>30<br>30<br>30 |



# Preface

This report provides a detailed description of the tax and benefit rules in Denmark as they apply to working-age individuals and their dependent children. It also includes output from the <u>OECD Tax-Benefit model</u> (TaxBEN), which puts all these complex legal rules into a unified methodological framework that enables international comparisons of how tax liabilities and benefit entitlements affect the net disposable income of families in different labour market circumstances, .e.g. in employment versus unemployment.

The **main body** of the report describes the rules that are relevant for the family and labour market characteristics that are within the scope of the TaxBEN model (see below for the methodology and user guide). The **annex** provides information on other cash benefits and taxes on employment income that are relevant for other groups of the working-age population, but are outside the scope of the **TaxBEN** model.

TaxBEN is essentially a large cross-country calculator of tax liabilities and benefit entitlements for a broad set of hypothetical families ("vignettes"), e.g. a married couple of 40-years-old adults with two children aged 4 and 6 (click here for a quick overview of the TaxBEN model). TaxBEN incorporates rules on the main taxes on employment income, social contributions paid by employees and employers, as well as the main cash and nearcash benefit programmes, including unemployment benefits, family and childcare benefits, guaranteed minimum-income benefits, cash housing benefits, and employment-conditional benefits. Disability benefits, maternity and parental leaves benefits are included in the model for a sub-set of countries and years. The main policy instruments that are currently not included in the TaxBEN model are taxes on wealth (e.g. taxes on immovable and unmovable properties), indirect taxes (e.g. VAT), early-retirement benefits, short-time work compensation schemes, sickness benefits, and in-kind benefits (e.g. subsidised transport and free health care).

## Useful online resources for the OECD tax-benefit model (TaxBEN)



**TaxBEN** web calculator





OECD tax-benefit data portal

**General guidelines** 



# **Network of national experts**

## **Guidelines for updating this report (for national experts)**



Detailed guidelines for updating Section 5 "Net costs for Early Childhood Education and Care"

## **Reading notes and further details on the content of this report**

- **Reference date** for the policy rules described in this report: <u>January 1, 2023</u>. ٠
- The TaxBEN models all policies in effect on the reference date. This includes temporary policies implemented in response to the Covid-19 pandemic.
- The symbol (i) in the text provides a link to the glossary of technical terms. •
- Section titles provide the names of taxes and benefits as they are known in the country: first, direct translation into English, then (in brackets) the name in the national language.
- **TaxBEN** variables are indicated in the text using the format [variable name].



Jobs and Income Division Directorate for Employment, Labour and Social Affairs

### The OECD tax-benefit model for Denmark: Policy rules in 2023

#### 1. Reference wages

Average wage **[AW]**: The OECD tax-benefit model uses Secretariat estimates of the average full-time wage (available <u>here</u>).<sup>1</sup> If Secretariat estimates are not available yet, the model uses wage projections obtained by applying forecasted wage growth<sup>2</sup> to the latest available wage estimate.

Minimum wage: There was no statutory minimum wage in Denmark in 2023.<sup>3</sup>

#### 2. Unemployment benefits

### **2.1.** Unemployment insurance (Arbejdsløshedsdagpenge og andre akasseydelser)

This is an unemployment insurance benefit. It is contributory, not means-tested and taxable. (i)

Variable name:<sup>4</sup> [UB; UI p; UI s]

## 2.1.1. Eligibility conditions (i)

Unemployment insurance is voluntary in Denmark. The general condition to receive unemployment benefit coverage is membership of an insurance fund and this condition is satisfied with the payment of the membership fee. Unemployment insurance can cover both employees and self-employed and in a combination. Below we only describe the legislation for employees as self-employed are not considered in TaxBEN.

**Age:** Persons can receive unemployment benefits if they are between 18 years and the statutory retirement age.<sup>5,6</sup> Persons under the age of 18 can also be admitted if they have completed vocational training of at least 18 months (not considered in TaxBEN).

<sup>&</sup>lt;sup>1</sup> Average Wages are estimated by the Centre for Tax Policy and Administration at the OECD. For more information on methodology see the latest Taxing Wages publication.

<sup>&</sup>lt;sup>2</sup> Wage growth projections are based on <u>OECD Economic Outlook</u> and <u>EU economic forecasts</u> (for non-OECD countries).

<sup>&</sup>lt;sup>3</sup> Minimum wages are typically regulated in the general agreements for particular sectors. TaxBEN does not take those minimum wages into account.

<sup>&</sup>lt;sup>4</sup> The variable names ending with "\_p" refer to the first adult (so-called "principal" adult) whereas those ending with "\_s" are related to the *s*pouse.

<sup>&</sup>lt;sup>5</sup> Older unemployed can be eligible for a voluntary early retirement scheme. TaxBEN does not assume that persons enroll in this scheme but continue to be available to the labour market until normal legal retirement age. Please see the Annex for details.

<sup>&</sup>lt;sup>6</sup> The retirement age in Denmark has gradually increased to reach 67 years in 2022. Please see <u>https://www.retsinformation.dk/eli/ft/200612L00057</u> for further information.

**Contribution/employment history**: The qualifying criteria for access to unemployment benefits is based upon previous income. The criterion is an income of at least DKK 254,328 (2023) earned within the past 36 months. However, a ceiling of approx. DKK 21,194 per month (2023) applies, which means that prospective recipients of benefits need to have been employed for at least 12 months (i.e. 12 \* DKK 21,194 = DKK 254,328).<sup>7</sup>

Persons can also stipulate a part-time insurance and in this case they become entitled to unemployment insurance after an income of 169,548 DKK within the last three years. Prospective recipients need to have been employed for at least 12 months as well.

Hereafter, the qualifying criteria for obtaining a new unemployment benefit period is based upon hours worked (1,924 hours within 36 months for full time insurance and 1,258 hours within 36 months for part-time insurance).

A requirement of at least one year's membership of an unemployment insurance fund also applies.

## Behavioural requirements:<sup>8</sup> (i)

- 1. Registration with the public employment service as a job seeker and be available for work;
- 2. Register jobseeking activity and have an updated CV on *"jobnet"* continually throughout the unemployment spell;
- 3. Be available for interviews on request.

If unemployment is self-induced, there is a three-week waiting period to receive unemployment insurance benefits.

TaxBEN assumes "involuntary" job loss and that the behavioural requirements above are satisfied.

#### 2.1.2. Benefit amount

Unemployment benefit amounts depend, among other things, on: previous earnings; whether the person is full-time or part-time ensured; age. Special rules apply for persons below age 25 and for persons who have just completed their education or a vocational training of 18 months' duration, and have not been employed previously ("Graduates").

Calculation of unemployment benefit rate is based on the 12 months with the highest income (wages and income from self-employment) within the past 24 months. The aim of this is to ensure that no one is punished for taking temporary low-paid jobs immediately before becoming unemployed.

In general, unemployment benefit will be paid at a rate of 90 percent of the recipient's former income from employment. However, a ceiling applies of a maximum rate of DKK 19,728 per month (DKK 236,736 per year) in 2023. Graduates who do not fulfill the regular eligibility criteria have access to unemployment benefits immediately after graduation and will receive 71.5 per cent of the maximum rate (DKK 14,106 per month and DKK 169,272 per year). Graduates who are also parents will receive 82 per cent of the maximum rate (DKK 16,177 per month and DKK 194,124 per year).

<sup>&</sup>lt;sup>7</sup> TaxBEN assumes that people always stipulate full-time insurance, i.e. part-time insurance is not modelled.

<sup>&</sup>lt;sup>8</sup> Details on behavioural requirements and sanction provisions for unemployment benefits are reported at <u>https://www.oecd.org/social/strictness-benefit-eligibility.htm</u>

For jobseekers who are under 25 ("Youth") and do not have sufficient education for the "graduate" rights (see above), the unemployment benefit is 50% of the maximum unemployment benefit (DKK 9,864 per month and DKK 118,368 per year). This is not modelled, as TaxBEN assumes that the necessary education level for graduate rights is always obtained.

Amounts are reduced to two-thirds for those who are part-time ensured.

From 1 May 2023 maximum benefits received are increased during the first 3 month of unemployment up to 118.86 percent of the benefit ceiling amount (that is, DKK 23,449 per month in 2023). As TaxBEN models rules as of 1 January this is not modelled for 2023.

The following table shows all applicable amounts (per month) in 2023 (figures in grey (part-time insured and Youth) are not taken into account in TaxBEN):

| Max unemployment benefit levels for employees                          | DKK/month |
|--|-----------|
| Full time insured  | 19,728    |
| Part time insured  | 13,152    |
| Graduate benefit level, full time insured (with dependent children)    | 16,177    |
| Graduate benefit level, part time insured (with dependent children)    | 10,785    |
| Graduate benefit level, full time insured (with no dependent children) | 14,106    |
| Graduate benefit level, part time insured (with no dependent children) | 9,864     |
| Youth benefit level, full time insured                                 | 9,864     |
| Youth benefit level, part time insured                                 | 6,576     |

#### 2.1.3. Benefit duration

The benefit is paid on a monthly basis for up to 24 months within a 36-month period, with an option to prolong the benefit period by up to 1 year by working for a period of half a year during the benefit period. Hours worked are recorded in an "employment account" that can be exchanged for unemployment benefits at a ratio of 1:2. This means that "every hour of work counts" towards extending the benefit duration. A tool has been created on jobnet.dk where the benefit period can be calculated.

Participation in activation schemes or training does not qualify for extending the period. To re-qualify for a full 2 years benefit period, the person will have to fulfill the eligibility conditions for re-qualification (see Section 2.1.1; re-qualification is not modelled in TaxBEN).

From 1 May 2023 the eligibility period for graduates is reduced to one year, with the possibility to extend the total length through the same mechanisms described above. As TaxBEN models rules as of 1<sup>st</sup> of January this is not modelled for 2023.

OECD note: Recipients can only exchange hours in their "employment account" for extended unemployment benefits in months where they did not work at all. As the TaxBEN model only considers the take up of consistent and continuous employment (either part-time or full-time) the effect of the "employment account" is not modelled. Recipients who take up part-time work may be eligible for "supplementary benefits" (see Section 2.1.7) which are included in the TaxBEN model.

#### 2.1.4. Means test

See Section 2.1.7.

#### 2.1.5. Tax treatment

Unemployment benefits fall under the temporary income relief scheme and are normally taxable. The 8% Labour Market Contribution (*AM-bidrag*, see Sections 7 and 8) is not payable on unemployment benefit income. Recipients of unemployment insurance contribute to the Supplementary Labour Market Pension Scheme (*ATP-bidrag*, see Section 7). Contributions to the unemployment insurance fund (both the unemployment and early retirement insurance contributions) are also made by unemployment insurance beneficiaries (not modelled in TaxBEN, see Section 7). Contributions are tax deductible.

### 2.1.6. Interactions with other components of the tax-benefit system (i)

Unemployment benefit recipients can receive / claim other benefits without specific constraints. Unemployment benefits are taken into account for the means test of social assistance (see Section 3.1).

#### 2.1.7. Combining benefit receipt and employment/starting a new job

The benefit is compatible with work but earnings reduce the amount of unemployment benefits on an hour-to-hour basis.

Unemployed persons who work part-time, can top-up their income with **supplementary unemployment benefits**, provided that certain conditions are fulfilled: The person must still be registered at jobnet.dk, must be available for full-time employment, and must be actively looking for a full-time job.

The right to the supplementary benefit is calculated on a monthly basis. A person is considered working part time if the person works less than 160.33 hours in a given month (i.e. 37 hours per week). Supplementary benefits can only be paid out in months where the person is eligible for at least 14.8 hours' worth of benefits (that is having worked less than 160.33-14.8=145.53 hours per month or 145.53/160.33\*5=4.5 days per week).

Unemployed persons who have a part-time job can receive supplementary benefits for a maximum of 30 weeks (7 months) within a 104-week (two-year) period. Unemployed persons who have a part-time job and a fixed term of notice will need a "notice waiver" certificate from their employer in order to receive supplementary benefits.<sup>9</sup> This applies to all persons independently of whether they are full-time or part-time insurance members.

#### 2.1.8. Indexation

All benefits for unemployment insurance are adjusted yearly on the basis of wage development (in the private sector for members employers' organisation for ordinary employees) two calendar years before the adjusted levels come into effect on 1 January. The indexation is calculated as 1.7 percent plus the adjustment rate coefficient which is the amount wages rose over 2 percent minus 0.3 percent. The difference of 0.3 percent is used for obligatory savings for pensions. The adjustments for 2023 have additionally

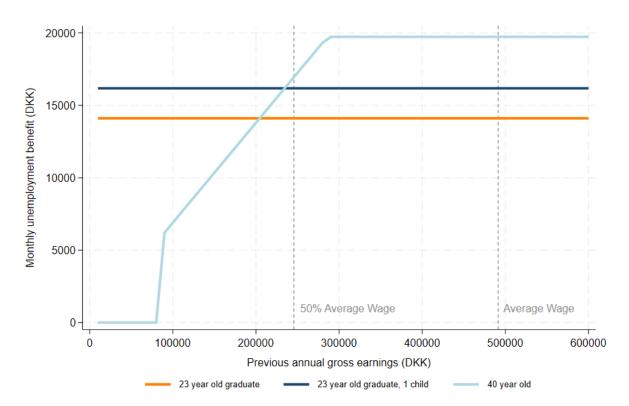
<sup>&</sup>lt;sup>9</sup> This certificate serves as a proof that the unemployed person can quit their part-time job at a moment's notice in order to take up full-time employment. When an employer signs a notice waiver, they renounce to the right of a term of notice in case of the employees resignation.

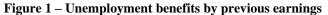
been affected by the diminished regulation coefficient of 0.75 percent that is phased out for 2024 and onwards.

#### 2.2. Unemployment Assistance

*OECD note*: in many OECD countries, jobseekers who do not qualify for Unemployment Insurance (UI – Section 2.1), or whose entitlement to UI is low or have expired, can claim Unemployment Assistance (UA – this section) and/or Social Assistance benefits (SA – Section 3). UA and SA benefits have different purposes (and reach different target groups). For instance, while the main purpose of UA is to encourage the labour market reintegration of jobseekers who have exhausted or are not eligible to the standard UI benefit, the purpose of SA programmes is to provide an acceptable standard of living for families unable to earn sufficient incomes from other sources. Conditions for UA typically include requirements to register with the public employment service and participate in active job search in a similar way as for UI. This is *not always* the case for SA benefits, for which low income is the key entitlement criterion and activation requirements exist only for those who are capable of work.

Based on this definition, Denmark does not currently provide a national/local Unemployment Assistance programme. Nevertheless, Denmark does provide a Social Assistance programme (described in Section 3.1).





Note: All figures are for single adults. For 40-year olds, long and continuous employment record (22 years) assumed. Figures for 2<sup>nd</sup> month of benefit receipt. Source: OECD Tax-Benefit model, 2023.

#### 3. Social assistance and housing benefits

#### 3.1. Guaranteed minimum income benefit (Kontanthjælp)

Variable name: [SA; SA\_p; SA\_s]

This is a non-contributory benefit, means-tested and taxable.

Payment rates depend on age and family composition.

#### 3.1.1. Eligibility conditions

Social assistance is the lowest security net in the Danish system, but low income as such is not a condition for becoming entitled to social cash benefits. Instead, a "social event", such as unemployment, sickness or disability, must have happened. Unemployed individuals can receive social assistance as long as they meet the eligibility requirements for the unemployment insurance (Section 2.1.1). For couples claiming social assistance, the obligation to be available for work holds for both capable partners (but not their children). Individuals who are not unemployed and have experienced other types of "social events", e.g. as sickness or disability, may not be required to be available for work but will have to meet other requirements, e.g. participation in rehabilitation activities. Single people who are employed full time are not eligible for social assistance benefits as they are not available for additional work<sup>10</sup>. However, in a 1-earner couple both the spouse and full-time employee are eligible for social assistance if the wage is so low that it cannot provide for the spouse.

#### 3.1.2. Benefit Amount

Benefits are calculated at the individual level<sup>11</sup>. The following table summarizes the maximum amounts for social assistance in 2023, as applied in TaxBEN (figures in grey (social assistance for people without a vocational education) are not taken into account in TaxBEN):

<sup>&</sup>lt;sup>10</sup> In practice, a person working full time would generally be expected to have sufficient earnings that they would not be eligible for the guaranteed minimum income benefit.

<sup>&</sup>lt;sup>11</sup> Social assistance benefit recipients can receive additional cash support from the municipal authority for particular expenses such as medicines and dental treatments, relocation costs for improving the housing or employment situation; expenses for maintaining a child where custody has been awarded upon the death of the custodial parent. In case of death of the partner the municipal authority can pay also a survivor allowance (see Annex). All these expenses are assumed to be zero in TaxBEN and accordant cash support is not simulated.

|  | 2023   |  | 2023       |
|--|--------|--|------------|
| Single, >= age 30,<br>with children  | 15,874 | Couple, >= age 30, with children   | 2 * 15,874 |
|  |        |  |            |
| Single, >= age 30,<br>without children   | 11,944 | Couple, >= age<br>30, without<br>children                                      | 2 * 11.944 |
| Single, < age 30,<br>with children, with<br>a vocational<br>education          | 15,172 | Couple, < age 30,<br>with children, with<br>a vocational<br>education          | 2 * 10.615 |
| Single, < age 30,<br>without children,<br>with a vocational<br>education       | 7,699  | Couple, < age 30,<br>without children,<br>with a vocational<br>education       | 2 * 7,699  |
| Single, < age 30,<br>with children,<br>without a<br>vocational<br>education    | 13,090 | Couple, < age 30,<br>with children,<br>without a<br>vocational<br>education    | 2 * 9,161  |
| Single, < age 30,<br>without children,<br>without a<br>vocational<br>education | 6,545  | Couple, < age 30,<br>without children,<br>without a<br>vocational<br>education | 2 * 6,545  |

Maximum SA amounts, DKK per month<sup>12</sup>

*Note:* For singles below age 30, rates are shown for those who do not reside with their parents. In the TaxBEN model, young adults (from age 18) are assumed to live on their own.

Social assistance is reduced after receiving the benefit for one year within the previous three years if a person who is able to work has not worked a minimum of 225 hours in the previous 12 months (i.e. approximately 5-6 hours per week<sup>13</sup>). In such cases, the benefit (before the means-test) is reduced by DKK 1,090 for single persons receiving the high benefit levels of DKK 15,874 or DKK 11,944and by DKK 544 for single persons receiving lower benefits (single persons who receive self-sufficiency and return benefit or transition benefit are exempted from the 225-hour rule). For married couples the total benefit will be reduced to one benefit for one person of 30 years or more depending on whether the couple has children if one or both partners fail to fulfill the 225-hour rule.

<sup>&</sup>lt;sup>12</sup> There is a limit to how much a person can receive overall in special support (Guaranteed minimum income benefit (Kontanthjælp) Special housing benefit for people on social assistance (Særlig støtte) and Housing benefit (Boligsikring)). The limit depends among other things on age, whether a person is a dependent, married/cohabiting or single.

<sup>&</sup>lt;sup>13</sup> In the TaxBEN model, the threshold for the 225 hour test is 20% of a full-week, that is one day or 7.4 hours per week.

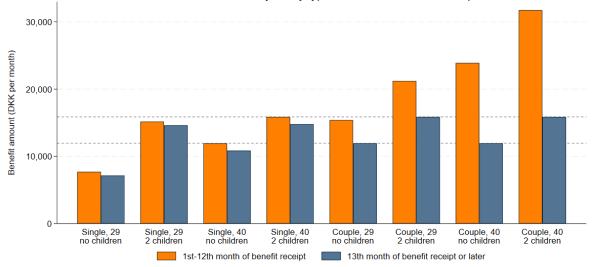


Figure 2 – Social Assistance – operation of 225 hour rule

Social assistance by family type and month of benefit receipt

Note: Beneficiary is unemployed and is assessed to be able to work 225 hours, but does not meet the hour requirement. Children, if present, are 4 and 6. Horizontal lines highlight equivalent rates.

#### 3.1.3. Benefit duration

The applicant receives social assistance every month. There is no limit to the duration of the benefit. There is a requirement of residence in Denmark (including Greenland/Faroe Islands) for 9 out of the previous 10 years in order to receive social assistance. During this waiting period, the applicant can get a *self-sufficiency and return benefit or transition benefit*<sup>14</sup>

#### 3.1.4. Means test

#### Income test

Income is deducted krone to krone, and includes the following components:

- Earnings net of the labour market contribution (*AM-bidrag*) and the Labour Market Supplementary Pension (*ATP-bidrag*). If the applicant or his or her spouse has income from work, a sum of DKK 29.43 per hour worked will not be deducted from the total benefits payable. The total number of hours for which such an amount may be ignored shall not exceed 160 hours per month per person.
- Unemployment insurance (Section 2.1) net of Labour Market Supplementary Pension contributions (*ATP-bidrag*)
- Other income components not modelled in TaxBEN

#### Asset test

As a general rule an administrating municipality does not supply benefits if an applicant or the spouse has sufficient wealth that can cover the material needs of the household. The determination of what is sufficient is made on a case by case basis.

<sup>&</sup>lt;sup>14</sup> This is not modelled in TaxBEN as claimants are assumed to be native and lifelong residents.

The personal wealth cannot exceed DKK 10,000 (DKK 20.000 for couples). Wealth in this context is defined as items of material wealth that can be transformed to monetary assets. This includes cash, checkable deposits or investments in stocks obligations, securities, precious metals etc. Savings in capital-based pensions and expensive furniture, windfall earnings (lottery win), cars as well as non-self-occupied real estate are considered wealth. Self-occupied housing is usually not considered; however, a person may, based on an individual assessment, be asked to take up a new loan or refinance their existing mortgage if there is considerable equity in their home and if the costs are bearable.

The administrating municipality (PES) shall not consider pensions without the right of redemption. Pension schemes with buy-back rights (pension schemes such as capital pensions) that can be redeemed early are included in the asset assessment after a waiting period of six months of receiving public support and with a trivial limit of DKK 50,000 (DKK 100,000 for spouses).

Material wealth that is required to maintain or gain a sufficient housing standard, employment- and education opportunities for the family are to be excluded from this amount. This may or may not include a car, depending on the individual assessment. Several forms of wealth or income are also excluded such as from insurances against the loss of working capacity paid out as a result of personal injury or support from certain tax-exempt charitable funds.

#### 3.1.5. Tax treatment

Social assistance income is taxable, but not subject to the 8% Labour Market Contribution (*AM-bidrag*). Social assistance recipients pay the supplementary pension scheme contributions (*ATP-bidrag*, see Section 7.1) if they have received social assistance for an uninterrupted period of twelve months and they receive the maximum benefit rate (that is, they are not affected by the means test).<sup>15</sup>.

### 3.1.6. Interactions with other components of the tax-benefit system (i)

Unemployment benefits are taken into account for the means test (see Section 2.1).

#### 3.1.7. Combining benefit receipt and employment/starting a new job

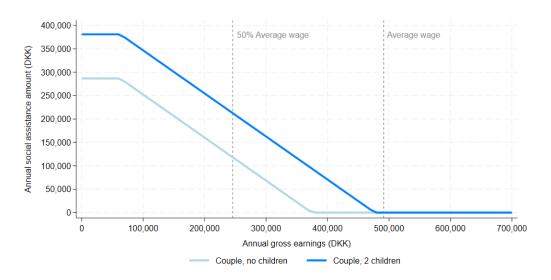
See Section 3.1.4.

#### 3.1.8. Indexation

All listed benefits for social assistance are adjusted yearly on the same basis as Unemployment Benefits (see section 2.1.8).

<sup>&</sup>lt;sup>15</sup> Recipients who have a reduced rate due to the operation of the 225 hour rule are still considered to receive the maximum rate for the purposes of ATP contributions provided their benefit is not reduced due to the means test.

#### Figure 3 - Social Assistance - operation of means test



Social assistance by full time earnings

Note: The chart shows the effect of full-time work (40 hours per week) at different earnings levels on social assistance benefits. The recipient is assumed to work full-time at all wage levels shown, even very low income levels. Note that low income levels may not be realistic full time wages, and are illustrative only. Single people working full time are not eligible for social assistance, and so are not shown. The beneficiary is 40 years old; in the 2<sup>nd</sup> month of benefit receipt; children, if present, are 4 and 6; and the beneficiary's spouse, if present, has no earnings. Earnings in the chart are before all deductions (see Section 3.1.4).

#### 3.2. Special housing benefit for people on social assistance (Særlig støtte)

#### Variable name: [HB; HB SPEC]

This benefit is granted as a supplement to persons who fulfill the conditions to receive social assistance and are in a particularly difficult situation due to high housing costs. Amounts are as at 1 January 2023.

For families without children, net rent (gross rent minus general housing benefits, see section 3.3) exceeding DKK 3,300 per month is paid. For families with children, all net rent above DKK 4,800 per month per adult is paid (DKK 4,900 if the child is not living at home), reduced by DKK 900 for each child (DKK 700 if the child is not living at the home) other than the first. The total amount of social assistance after tax and special housing benefit cannot exceed 90% of the previous net earnings, which is considered to be broadly equivalent to be the net earnings in the most recent calendar month before the change that led to the need for social assistance. If this amount is not a reasonable expression of the applicant's earning capacity, the average income in the last three calendar months is used instead. From the fourth month onwards, the total amount cannot exceed the maximum unemployment benefit after tax.

#### 3.3. Housing benefit (Boligsikring)

Variable name: [HB; HBEN]

This is a non-contributory benefit, means-tested and not taxable.

#### 3.3.1. Eligibility conditions

There are two main housing benefits in Denmark: the first, the "boligsikring", is primarily targeted at working-age households without pensioners, whereas the second, the "boligydelse", is mainly for pensioners (or for recipients of disability pensions granted before 2003). As the "boligydelse" is dominantly paid to pensioners it is not described in this report and is not simulated in TaxBEN.

#### 3.3.2. Benefit amount

The actual rent before electricity, antenna, gas and warm water expenditures is the basis for housing benefits<sup>16</sup>. The rent is corrected for the indicative size of the apartment expressed in square meters. The correction factor is the sum of 65 m<sup>2</sup> plus 20 m<sup>2</sup> per household member divided by the actual m<sup>2</sup>. Furthermore, the corrected rent will - if it exceeds certain limits depending on family size - be reduced to a maximum allowed (subsidized) level.

The maximum subsidized rent on 1 January 2023 is DKK 84,700 for households without children and if there are children the maximum is increased by 5% per child, max 20%. Households can receive housing benefits up to DKK 44,688. If there are more than three children this amount is raised by 25% to DKK 55,860.

General housing benefits - rent subsidy (boligsikring) (in DKK), 2023

| Number of children                 | 0      | 1      | 2      | 3      | 4 or more |
|------------------------------------|--------|--------|--------|--------|-----------|
| Max. subsidized rent per year      | 84,700 | 88,935 | 93,170 | 97,405 | 101,640   |
| Max. benefit per year <sup>1</sup> | 44,688 | 44,688 | 44,688 | 44,688 | 55,860    |

1. Note: Benefits cannot exceed 15% of the rent in families without children.

The subsidy is calculated as 60% of the rent with an income-related deduction of 18% of the household income beyond DKK 150,900. For household without children the subsidy cannot exceed 15% of the rent. For households with children, the subsidy is also 60% of the rent and then reduced by 18% of the household income beyond DKK 150,900. However, if there is more than one child in the household, this threshold is raised by DKK 39,800 per child up to max DKK 270,300 (which equals an increase for three additional children). Households must always pay at least DKK 25,400 out of the payable rent.

| % benefits of rent | Threshold<br>for<br>deduction | % deducted<br>above | Threshold raised per child (2-4) | Minimum own<br>payment |
|--------------------|-------------------------------|---------------------|----------------------------------|------------------------|
| 60                 | 150,900                       | 18                  | 39,800                           | 25,400                 |

Finally, a minimum triviality limit of DKK 3,276 applies under which no benefit is paid.

<sup>&</sup>lt;sup>16</sup> Fixed adjustments to the housing expenses are made if the rent amount comprises non-standard inclusions. The housing expenses is reduced if the rent includes payment for heating, hot water and electricity consumption. The housing expense is increased if the tenant pays water consumption in addition to the rent, if the tenant is expected to maintain the apartment, and if the tenant pays the costs associated with collective heating systems. The specific adjustments are available at <u>Boligstøtte (bm.dk)</u>.

#### Source: Boligstøtte (bm.dk)

#### 3.3.3. Benefit duration

There is no limit to the benefit duration. Housing benefit is paid on a monthly basis.

#### 3.3.4. Means test

The benefit is phased-out against the total household income augmented to taking into account financial wealth minus the deductions outlined above (Section 3.3.2). The total household income includes:

- Earnings from employment,
- Unemployment related benefits (Section 2.1)
- Social assistance (Section 3.1), but not including Special Housing Benefit (Section 3.2)
- The employee labour market contribution (*AM-bidrag*) and the ATP pension (*ATP bidrag*) is deducted from gross income for the purposes of the income test.

*3.3.5. Tax treatment* 

All housing benefits are non-taxable.

3.3.6. Interaction with other components of the tax-benefit system (i)

No information

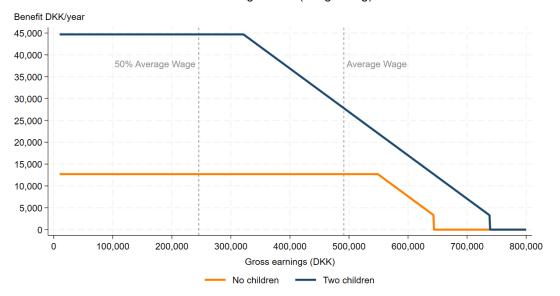
3.3.7. Combining benefit receipt and employment/starting a new job

See Section 3.3.4.

#### 3.3.8. Indexation

The listed housing benefits and the corresponding thresholds are adjusted yearly by the price development two calendar years before the adjusted levels come into effect at the 1st of January.

**Figure 4 – Housing Benefits** 



Housing benefit (Boligsikring)

Note: Adults are 40 and do not receive Social Assistance. Children, if present, are 4 and 6. Rent is 20% of average wage, i.e. DKK 8256.68 per month in 2023

#### 3.4. The cap on social assistance

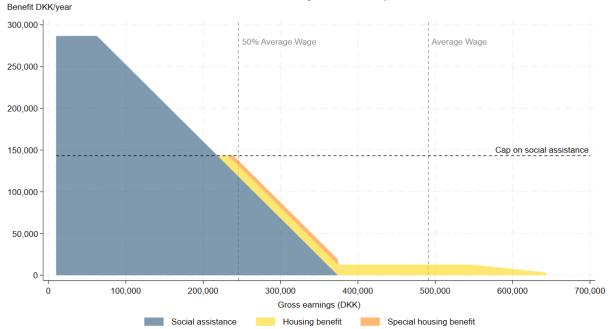
For all recipients of social assistance, there is a cap on the total amount of special housing benefit (særlig støtte) and housing benefit (boligstøtte) that you are entitled to receive. Recipients of social assistance who live in certain special housing due to disability are exempted from the cap. The cap depends among other things on age, whether a person is a dependent, married/cohabiting or single. The following table summarizes the different limits.

The cap does not mean that the amount a person receives in social assistance is reduced, but that one is paid less in special housing benefit and housing benefit. The following table outlines the cap for each type of social assistance recipient (figures in grey are not taken into account in TaxBEN):

|   | 2023   |   | 2023   |
|---|--------|---|--------|
| Single, >= age 30,<br>without children  | 14,447 | Couple, >= age<br>30, without<br>children   | 11,944 |
| Single, >= age 30,<br>with one child  | 16,550 | Couple, >= age<br>30, with one child  | 15,874 |
| Single, >= age 30,<br>with two or more<br>children                                      | 16,941 | Couple, >= age<br>30, with two or<br>more children                                      | 15,874 |
| Single, < age 30,<br>without children,<br>with a vocational<br>education                | 11,060 | Couple, < age 30,<br>without children,<br>with a vocational<br>education                | 10,294 |
| Single, < age 30,<br>with one child,<br>with a vocational<br>education                  | 16,223 | Couple, < age 30,<br>with one child,<br>with a vocational<br>education                  | 13,553 |
| Single, < age 30,<br>with two or more<br>children, with a<br>vocational<br>education    | 16,614 | Couple, < age 30,<br>with two or more<br>children, with a<br>vocational<br>education    | 13,419 |
| Single, < age 30,<br>without children,<br>without a<br>vocational<br>education          | 10,623 | Couple, < age 30,<br>without children,<br>without a<br>vocational<br>education          | 9.863  |
| Single, < age 30,<br>with one child,<br>without a<br>vocational<br>education            | 15,436 | Couple, < age 30,<br>with one child,<br>without a<br>vocational<br>education            | 12,925 |
| Single, < age 30,<br>with two or more<br>children, without a<br>vocational<br>education | 15,825 | Couple, < age 30,<br>with two or more<br>children, without a<br>vocational<br>education | 12,751 |

## The cap per person, DKK per month





Social assistance and housing benefits, couple with no children

Note: Adults are 40. Rent is 20% of average wage, i.e. DKK 8256.68 per month in 2023

#### 4. Family benefits

#### 4.1. Child and youth allowance (Børne- og ungeydelsen)

Variable name: [FB]

This is a non-contributory benefit, means-tested and not taxable.

#### 4.1.1. Eligibility conditions

Families who live in Denmark with children below the age of 18 qualify for child and youth allowance. As a main rule, the allowance is split evenly between the custody holders.<sup>17</sup> In TaxBEN lone parents are assumed to have full custody of their children, and thus are eligible to receive the entire allowance.

Entitlement to child and youth allowance is gradually acquired through periods of employment or residence in Denmark of 6 months' duration. A national of the EU/EEA or Switzerland acquires entitlement to the child and youth allowance on the basis of work or residence in EU/EEA or Switzerland as well as in Denmark.

#### 4.1.2. Benefit amount

The allowance is age dependent: for children aged from 0 to 14 the allowance is given in accordance with the child allowance scheme, which contains three subgroups

<sup>&</sup>lt;sup>17</sup> 1 January 2022 new rules concerning the recipient of the allowance came into force.

(children aged 0-2, 3-6, and 7-14); for children aged 15 to 17 the allowance is given in accordance with the youth allowance scheme.

For children aged from 0 to 14 the allowance is paid out in quarterly amounts, while for children aged 15-17 the amount is paid out in monthly rates of DKK 966 (i.e. the quarterly amount divided by 3). In 2023 there is a temporary increase to the payment rate in the first quarter.<sup>18</sup> Amounts as at 1 January 2023 are as follows:

| Age group | Quarterly amount (DKK)<br>for each child | Increase in first quarter 2023 |
|-----------|--|--------------------------------|
| 0 - 2     | 4,746                                    | 660                            |
| 3 - 6     | 3,756                                    | 660                            |
| 7 - 14    | 2,955                                    | 660                            |
| 15 - 17   | 2,955                                    | 660                            |

#### 4.1.3. Benefit duration

See section 4.1.2.

4.1.4. Means test

The reference income includes:

- Earnings
- Unemployment Benefits (Section 2.1)
- Social Assistance (Section 3.1), but not housing benefits (Section 3.2 and 3.3)
- The Labour Market Contribution (*AM-bidrag*) and the Supplementary Labour Market Pension contribution (*ATP-bidrag*) are deducted

The benefit amount is reduced with 2 percent of the reference income above a fixed income ceiling which in 2023 amounted to DKK 852,600.

#### 4.1.5. Tax treatment

Child and youth allowance are not taxable.

# 4.1.6. Interaction with other components of the tax-benefit system (i)

The benefit is universal and can be received together with any other benefit.

#### 4.1.7. Combining benefit receipt and employment/starting a new job

Employment doesn't affect benefit receipt.

#### 4.1.8. Indexation

The allowance is adjusted annually according to the development in the consumer price index. Due to the current cost-of-living crisis the allowance per year is temporarily increased in 2023 by DKK 660.

<sup>&</sup>lt;sup>18</sup> The temporary increase is modelled as a one-time payment in the TaxBEN model. The amount of DKK 660 is added once to the annual amount of family benefit before the income test is applied.

#### 4.2. Child allowances (Børnetilskud)

Variable name: [FB]

Parents in Denmark may be entitled to other family benefits that depend on whether they belong to a particular group or are in a particular situation. In such cases parents typically receive child allowances as applicable whose amounts depend on the specific situation. Examples are allowances for single parents, orphans; cases where paternity has not been established; mothers with multiple births; parents receiving an old-age or disability pension, etc. These allowances are typically non-contributory, not meanstested and not taxable.

Most of these supplements are not applicable within TaxBEN and are therefore described in the Annex. The focus of this section is on the ordinary and extra child allowance to lone parents (*ordinært børnetilskud; ekstra børnetilskud*) and advance payment of child support (*forskudsvis udbetalt børnebidrag*).

#### 4.2.1. Eligibility conditions

To be eligible for the **extra child allowance** (*ekstra børnetilskud*) as a single parent, the recipient must be:

- entitled to the ordinary child allowance as a single parent
- have custody
- have the child living with them.

To receive the **ordinary child allowance** (*ordinært børnetilskud*) as a single parent one has to be a single parent and meet the following conditions: be the sole provider; not married; be resident in Denmark; the child (or children) lives in Denmark; Danish citizenship (or have lived in Denmark for a minimum of one year); the child is not married. The single-parent situation must be proven once a year.

It is possible to receive **advance payment of child support** (*forskudsvis udbetalt*  $b\phi$ *rnebidrag*) if the 'absent parent' does not pay the child support on time.<sup>19</sup>

#### 4.2.2. Benefit amount

All benefit amounts are as at 1 January 2023.

The **ordinary child allowance** (*ordinært børnetilskud*) is DKK 6.232 per child aged 0-17 per year and is supplemented by an **extra child allowance** (*ekstra børnetilskud*) of DKK 6,352 per year (irrespective of the number of children).

Advance payment of child support (*forskudsvis udbetalt børnebidrag*): There is a state transfer of DKK 18,000 per year for each dependent child. The state advances the money and then demands the absent parent to pay it in full or in part. The alimony payment in 2023 consists of a basic amount which is DKK 15,936 per year and a supplement which is DKK 2,064 per year (i.e. in sum DKK 18,000).

<sup>&</sup>lt;sup>19</sup> This is the usual assumption in TaxBEN, i.e. if public alimony payments are in place, they are granted in the model upon meeting further possible eligibility conditions.

#### 4.2.3. Benefit duration

As long as eligibility conditions hold, ordinary child allowance and the extra child allowance is paid on a quarterly basis. Advance payment of child support is paid on a monthly basis.

*4.2.4. Means test (i)* 

Not means-tested.

#### 4.2.5. Tax treatment

Non-taxable.

4.2.6. Interaction with other components of the tax-benefit system (i)

Both supplements are universal and can be received together with any other benefit.

#### 4.2.7. Combining benefit receipt and employment/starting a new job

Employment doesn't affect benefit receipt.

#### 4.2.8. Indexation

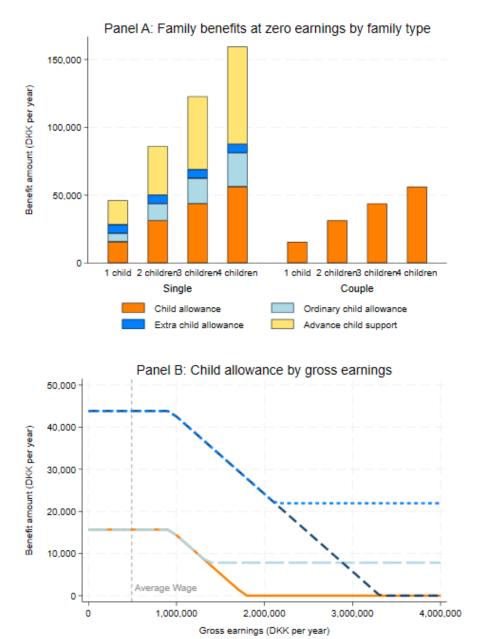
All listed benefits for child allowances are adjusted yearly on the basis of wage development in the private sector for members employers' organisation for ordinary employees two calendar years before the adjusted levels come into effect at the 1st of January. The indexation is calculated as 1,7 pct. plus the adjustment rate coefficient which is the amount wages rose over 2 percent minus 0,3 percent. The difference of 0,3 percent is used for obligatory savings for pensions.

#### 4.3. Temporary child benefit (Midlertidigt børnetilskud)

On 1 January 2020, a temporary child benefit was introduced for persons affected by the cap on social assistance (described in Section 3.4), or persons receiving the self-sufficiency and return benefit or transition benefit (not taken into account in TaxBEN), applying retroactively from 1 August 2019.

The legislation for the temporary child benefit expired 1 January 2023, and it is no longer included in the TaxBEN model. The last half of the annual payment from 2022 was paid out in January 2023.

**Figure 6 – Family Benefits** 



Note: Panel A shows family benefits for families with zero earnings, by payment and family type. Panel B shows Child Allowance (Børne- og ungeydelsen, see section 4.1) by gross earnings for selected family types. Adults are aged 40. In couple families the spouse has no earnings. One child families have a child aged 4. Two child families also have a child aged 6. Three child families also have a child aged 8. Four child families also have a child aged 10.

Couple 1 child

Couple 3 children

Single 1 child

Single 3 children

#### 5. Net costs of Early Childhood Education and Care

The reference date for the policy rules described in this section is January 1, 2023.

In Denmark, the guaranteed day-care availability ensures that all children from 26 weeks until school age are entitled to be enrolled in a day care facility. The first year of compulsory school in Denmark is, as a general rule, the calendar year when the child turns 6.

#### 5.1. Gross childcare fees

#### Variable name: [DKcc cost]

The average gross fee across municipalities paid per year by parents for full time daycare in 2023 is shown in the table below. Parents with low incomes pay less (see Section 5.3) and there is also a price-reduction if the parent(s) have more than one child in daycare.

In the average fee paid for a child in day-care institutions the price includes lunch, even if the parent(s) pay this rate separate. In family day-care lunch is always included in the fee. TaxBEN applies the fee for day-care institutions only.

| Age | Day-care institution<br>(0-2: <i>Vuggestue</i><br>3-5: <i>Børnehave</i> ) | Family day-care<br>(Kommunal dagpleje) |
|-----|---|--|
| 0-2 | 41 582  | 34 393                                 |
| 3-5 | 23 214  | <b>34 104</b> <sup>20</sup>            |

Average fee paid per year 2023, DKK

Source: statistikbanken.dk table RES88

Note: The yearly rates are the rates decided by the municipalities as of 1 January. The figures have been corrected in cases where one or more months are free of payment. The rates are before subsidies (See Section 5.3)

Childcare fees are not tax deductible and are not taken into account when determining entitlement to benefits such as social assistance. The actual fees depend on the household income, see Section 5.3.

#### 5.1.1. Discounts for part-time usage (not modelled)

Municipal authorities have the possibility to offer parents a part-time daycare service. The gross operating expenditure for the daycare service varies depending on whether or not it is a part-time or full-time daycare service. The state covers a minimum of 75% of the gross operating expenditure for the daycare service. Furthermore, parents on maternity leave have a right to apply for a part-time daycare service of 30 hours per week with a discount in their own payment.

In Copenhagen, part-time daycare is not generally offered to parents<sup>21</sup>.

 $<sup>^{20}</sup>$  Very few children aged 3-5 attend family day-care in Denmark. The average fee presented here is indicative.

<sup>&</sup>lt;sup>21</sup> Parents on maternity and paternity leave can use part-time daycare. Parents may also have access to part-time daycare if they have a documented need due to work that lies outside the

#### 5.2. Fee discounts and free provision

See Section 5.3.

#### 5.3. Subsidy for formal centre-based care (Tilskud til egenbetaling)

Variable name: [cc benefit/ cc subsidy]

#### 5.3.1. Eligibility

Subsidised day-care is available to all households with young children (26 weeks until school age) in day-care.

#### 5.3.2. Benefit amount

Parents pay a maximum of 25% of the budgeted gross operating expenditure for daycare services for children from 26 weeks to age six. The average parent's gross payments are given in Section 5.1.

There is no charge for day-care if the household income (earnings, unemployment benefits and social assistance benefits net of the labour market contribution *AM-bidrag* and the supplementary labour market pension contributions *ATP-bidrag*) is below DKK 193.501 (2023). From DKK 193.501 to DKK 197.792 the payment is 5% of the full rate. From that income level, the payment is linearly increased until the full price is paid at a household income of DKK 601.200, i.e. the payment is increased by 1 percentage point for every income increment of DKK 4,291.

There are special discount rates for single parents: the scale for calculating the payment in percent of the full rate for financially aided place subsidy increases with DKK 67.719 for each level of income.

There are special discount rates for siblings: First, if the household at the application time has more than one child under 18 years of age, the scale for calculating the payment in percent of the full rate for financially aided place subsidy increases with DKK 7,000 for each additional child (for example, the threshold is increased by DKK 7,000 for a family with three children under 18). Second, if a family has more than one child in day care, the full price is charged for the child in the most expensive day care facility and half the price is charged for all the remaining children in day care. The discount for siblings is calculated subsequently.

Parents of children with special social problems can have a supplemental subsidy in addition to the above-mentioned subsidy (not modelled in TaxBEN).

The benefit amounts are adjusted yearly on the basis of wage development in the private sector for members employers' organisation for ordinary employees two calendar years before the adjusted levels come into effect at the 1<sup>st</sup> of January.

#### 5.3.3. Tax treatment

The benefit is not taxable.

normal operating hours of daycare facilities. In this case their part time care is complemented by a subsidy for flexible childcare (i.e. to pay for a childminder in the evening or at the weekend). These scenarios are outside the scope of the TaxBEN model, and so part-time usage is not modelled in TaxBEN. Source: https://international.kk.dk/live/childcare-andschool/childcare-services/cost-of-childcare-services

# **5.4.** Subsidies for private childminding and minding own children (Tilskud til pasning af egne børn)

The local council may decide to allow parents with children aged 24 weeks to school age the opportunity to choose a financial subsidy for minding their own children instead of accepting a place in a day-care facility. The municipal council may decide that such subsidies shall be payable only to parents with children of a specific age group.

Subsidies for minding own children are conditional upon the applicant

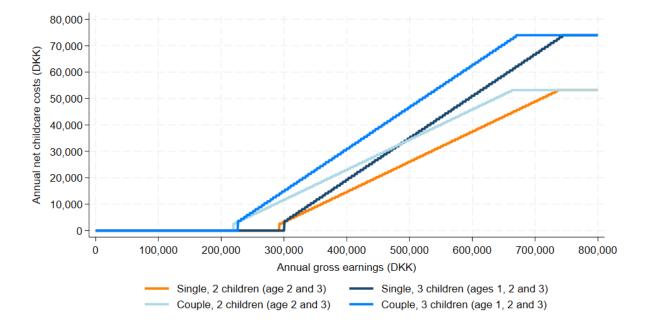
- 1. having Danish skills that are sufficient in order to develop the child's Danish language skills;
- 2. not receiving public transfer payments at the same time or having earned income;
- 3. having resided in Denmark for seven of the past eight years. Each municipality can decide to grant subsidies to parents taking care of their children instead of using a day care facility.

This subsidy is not implemented in TaxBEN.

#### 5.5. Tax concessions for childcare expenditures

None.





Annual net childcare costs by earnings and number of children

Note: All adults are 40 years old. Children are in full-time care. Families do not receive Social Assistance benefits. Annual gross earnings are before the deduction of AM-bidrag and ATP-bidrag deductions.

#### 6. Employment conditional benefits

*OECD note:* This section provides information on employment-conditional ("in-work") benefits for employees, i.e. benefits whose eligibility is conditional on being regularly employed and working a certain number of hours or having earnings beyond a certain minimum. This definition notably excludes 'workfare' programmes and related 'work-first' policies that make out-of-work benefits conditional on participation in work activities.

This section provides information also on *one-off* and/or *temporary* payments for benefit recipients who are out of work and make a transition into employment. These types of benefits are referred to as transitional "into-work" benefits in order to differentiate them from the "regular" in-work benefits that do not have any predefined maximum duration after moving into work.

Based on this definition, Denmark does not have an "in-work" benefit programme.

#### 7. Social security contributions and payroll taxes

# **7.1.** *Employee's social security contributions* (*A-kassebidrag*, *Efterlønsbidrag*, *ATP-bidrag*)

Variable names: [SC; SS\_ee\_p; SS\_ee\_s; SS\_ue\_p; SS\_ue\_s; SS\_sa\_p; SS\_sa\_s; neg\_it]

#### Unemployment insurance fund (A-kassebidrag)

Full-time employees pay contributions to an unemployment insurance fund in order to be eligible for unemployment insurance and early retirement pension.<sup>22</sup> The contribution consists of two parts that can vary between different insurances due to differences in administrational contributions: one of DKK 4,416 per year for unemployment insurance (*A-kassebidrag*) and the other of DKK 531 for voluntary early retirement scheme (*Efterlønsbidrag*). In addition an average administration fee of DKK 1,523 is added. As this contribution is not compulsory, it is not included in the TaxBEN model.

#### Supplementary Labour Market Pension scheme (ATP-bidrag)

In addition, there is a compulsory fixed contribution of up to DKK 1,136 to the Supplementary Labour Market Pension Scheme (*ATP-bidrag*) depending on the number of hours worked per month (based on a 160.33 hour working month).

| Hours worked per month                    | ATP-bidrag contribution (annual) |
|---|----------------------------------|
| Less than 39 hours                        | DKK 0                            |
| At least 39 hours but less than 78 hours  | DKK 379                          |
| At least 78 hours but less than 117 hours | DKK 757                          |
| At least 117 hours                        | DKK 1136                         |

There is a fixed contribution of DKK 94.65 per month (DKK 1135.80 per year) for recipients of social assistance and unemployment benefits. If a recipient of these benefits also works, their fixed contribution is DKK 1.34 per hour receiving benefit (that is,

<sup>&</sup>lt;sup>22</sup> Although contributions to the unemployment funds are not mandatory in Denmark, these payments have been defined as social security contributions and classified as taxes in the Danish national accounts until the 2014 revision of the Danish national accounts. Currently, contributions to the unemployment funds are no longer classified as taxes in the Danish national accounts.

every hour not worked out of a 37 hour work week) plus the contribution in the table above for part-time work.

These contributions are modelled as a standard tax relief from the personal income tax. As the employee (and employer, see below) contribution is paid to a privately-managed pension scheme, they are not considered as taxes but rather non-tax compulsory payments (NTCP) in TaxBEN.<sup>23</sup>

#### Labour Market Contribution (AM-bidrag)

In addition, workers pay a Labour Market Contribution (*AM-bidrag*) of 8% of earnings. This is classified as a tax in the TaxBEN model.

There is no automatic indexation of social contribution amounts.

#### 7.2. Employer's social security contributions (ATP-bidrag)

#### Variable names: [SSCR; SSCR p; SSCR s]

The employer also contributes to the Supplementary Labour Market Pension Scheme. For a full-time employee this contribution is DKK 2,272 (i.e. twice the fixed amount of DKK 1,136 for the employee). It is compulsory for the employer to contribute also to the Employers' Reimbursement System (DKK 2,803); the industrial injury tax (Varies with sector), and the Employees' Guarantee Fund (DKK 520). In addition, all private sector employers contribute to Financing Contribution (DKK 825) and barsel.dk (DKK 1.150). Those contributions are considered as non-tax compulsory payments (NTCP) in TaxBEN and are not considered in the tax calculations.<sup>24</sup>

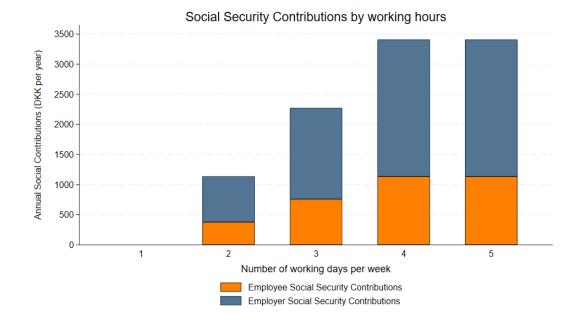
7.3. Payroll taxes

None.

<sup>&</sup>lt;sup>23</sup> NTCPs refer to compulsory payments made by employers or employees in connection with the employees' labour activity that do not qualify as taxes and social security contributions. See the "Associated paper: non-tax compulsory payments" to the latest OECD *Taxing Wages* report for more details on NTCPs.

<sup>&</sup>lt;sup>24</sup> Both these payments are paid to privately managed funds. The Financing Contribution covers part of the Danish state's expenses to ATP-contributions as well as expenses to Employees' Guarantee Fund for the unemployed. Barsel.dk is a statutory scheme covering the part of the private sector labour market that is not covered by other approved maternity/paternity compensation schemes.

Figure 8 – Social Security Contributions by working hours



Note: For 40-year old one-earner couple with 2 children (ages 4 and 6). Primary earns average wage. (SSC are not dependent on wage, but working hours per month.)

#### 8. Taxes

Taxation in Denmark is mainly at the individual level. The taxation period is the calendar year.

#### 8.1. Personal income tax

Variable name: [IT; INCTAX\_p; INCTAX\_s; TAX\_p; TAX\_s; LMC\_p; LMC s; HEALTH tx p; HEALTH tx s]

#### 8.1.1. Tax allowances

Variable names: [ALL\_p; ALL\_s; EarnCredit\_p; EarnCredit\_s; EarnCreditLP p; EarnCreditLP s]

#### Standard tax allowances:

**Deductibility of social security contributions**: The employees' payments to labour market supplementary pension schemes are not included in personal income or taxable income, i.e. are fully deductible. Contributions to unemployment insurance and early retirement pension are only deductible in the taxable income.

**Tax Credit Scheme** (*Beskæftigelsesfradrag*): Wage or salary earners who make expenses in order to earn their income (e.g. transport expenses, trade union membership dues, unemployment premiums) can fully deduct these expenses from taxable income. The tax credit scheme allows taxpayers to deduct 10.65 per cent of earned income to a maximum of DKK 45,600 in order to calculate taxable income, it thus serves as a tax allowance. Lone parents get an extra employment allowance of 6.25 per cent in 2023 with a maximum allowance of DKK 24,400. The effective value of the allowance is

equal to the average municipality tax (25.018%) multiplied by the value of the deduction.  $^{25}$ 

**Job allowance** (*Jobfradrag*) Taxpayers with an income (plus pension payments) of at least DKK 208,700 receives a job allowance of 4.5% on taxable income. The maximum allowance of DKK 2,700 is achieved at an income of DKK 268,700 and the effective value of the credit is equal to about DKK 675 (25.018% x DKK 2,700 = 675 DKK).

Every year the Tax Credit Scheme and the Job allowance are automatically indexed according to the development in the average wages.

#### 8.1.2. Tax base

#### Variable names: [TAXABLE\_p; TAXABLE\_s; PERS\_p; PERS\_s]

In the Danish personal income tax system, the income of the individual taxpayer is split into three categories:

- *Personal income*, which consists of employment income, business income, pensions, unemployment benefits etc. less employees' contributions to certain pension schemes and their payments to labour market supplementary pension schemes (see Section 8.1.1).
- *Capital income* (e.g. interest income and some capital gains) is calculated as a net amount (the sum of positive and negative capital income net of interest expenses). Dividend income and the property value of owner-occupied dwellings are taxed at different tax rates (capital income is not considered in TaxBEN).
- *Taxable income* the aggregate of personal income and capital income less deductions (see Section 8.1.1).

Regarding the tax unit, the earned income of each spouse is taxed separately. However, some unutilised personal allowances can be transferred between them.

#### 8.1.3. Income tax schedule

Individuals pay an 8% <u>Labour Market Contribution</u> (*Arbejdsmarkedsbidrag* or *AM-bidrag*), levied on the gross wage or other income from work *before* the deduction of any allowance (compare Section 7.1).

Low bracket tax of the central government (*Bundskat*) is levied on the sum of the personal income base plus any positive net capital income minus the general tax allowance. The rate is 12.06%.

<u>Top bracket tax</u> of the central government is levied at the rate of 14.962% on the sum of the personal income base plus any positive net capital income and contributions to capital pension schemes, minus DKK 568,900. If a married individual cannot utilise the total allowance of DKK 568,900, the unutilised part is not transferred to the spouse.

If the marginal tax rate including local tax but excluding church tax exceeds 52.07 per cent, the top bracket tax rate is reduced by the difference between the marginal tax rate and 52.07 per cent.

<sup>&</sup>lt;sup>25</sup> Various <u>non-standard tax allowances</u> also exist, e.g. related to the actual costs that are made in order to acquire income, interest payments or contributions/premiums paid to private pension saving plans. These are not modelled in TaxBEN.

Every year the threshold of the top bracket tax is automatically indexed according to the development in the average wages.

#### 8.1.4. Tax credits

Variable names: [CREDITS\_p; CREDITS\_s; HEALTH\_cr\_p; HEALTH cr s; GREEN p; GREEN s]

**General personal allowance**: Each person is granted general personal allowance, which is converted into a <u>non-refundable tax credit</u> by applying the marginal tax rate of the first bracket of the income tax schedule. For a person 18 years of age and older the tax credit amounts to:

| Central government income tax | 12.09 per cent of DKK 48,000=<br>DKK 5,803.20    |
|-------------------------------|--|
| Local government income tax   | 25.018 per cent of DKK 48,000 =<br>DKK 12,008.64 |

If a married person cannot utilise the personal allowance, the unutilised part is transferred to the spouse.

There is a *special* personal allowance for an individual younger than 18 years: DKK 38,400 (not considered in TaxBEN as working individuals are assumed to be at least 18 years old).

**Green check**: From 2023 the general green check refundable tax credit is abolished, except for the per child amount (DKK 120 per parent<sup>26</sup> per child for up to two children) and the amount paid to pensioners (DKK 875, not modelled in TaxBEN). The 'green check' is nominally fixed and is quickly phased out at a rate of 7.5 per cent for income above DKK 441,900.

Pensioners may receive an 'additional green check' of DKK 280 if the yearly income is lower than DKK 258,300.

#### 8.2. Local income taxes (Kommuneskat and Kirkeskat)

Variable names: [LOC\_TAX\_p; LOC\_TAX\_s]

Local income taxes are levied by the municipalities (Kommuneskat). The rate varies by jurisdiction. The tax base is the taxable income base after the deduction of the general personal allowance. Unused allowances can be transferred between spouses. The tax credit varies with tax rates. The minimum, maximum and average amount of the municipality tax (Kommuneskat) are given below:

- Lowest rate: 23.1 per cent
- Highest rate: 26.3 per cent
- Average rate: 25.018 per cent

The average rate is used in TaxBEN; it is applied to the tax base minus the personal allowances.

<sup>&</sup>lt;sup>26</sup> In TaxBEN lone parents are assumed to have full custody of their children, and thus are eligible to receive twice this amount per child.

The church tax (Kirkeskat) is a voluntary contribution and is not simulated in TaxBEN. It is paid by about 75% of taxpayers and the average rate was 0.869 in 2023.

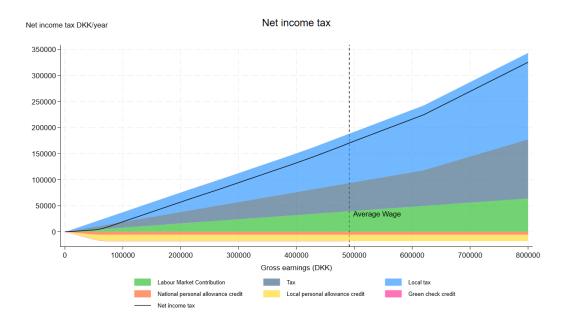


Figure 9 – Income Taxes by gross earnings

Note: For single 40-year old with two children aged 4 and 6.

#### 9. Selected output from the OECD tax-benefit model (TaxBEN)

This section shows selected output of the TaxBEN model for Denmark in 2023 (see figure below). TaxBEN by default produces the following output: 1) net household incomes (**black line**) and 2) related income components (**coloured stacked areas**) for selected family and individual circumstances (users are free to select many of these circumstances). The model and the related web calculator is accessible from the <u>project</u> website. The figure below shows output for a two-adult family with two children (adults are both 40 years old whereas children are 4 and 6 years old respectively) and four different scenarios:

By percentage of the average wage (**Panel A**);

By unemployment duration (in months) for a jobseeker claiming unemployment benefits (**Panel B**);

By previous gross earnings levels for a jobseeker claiming unemployment benefits (**Panel C**);

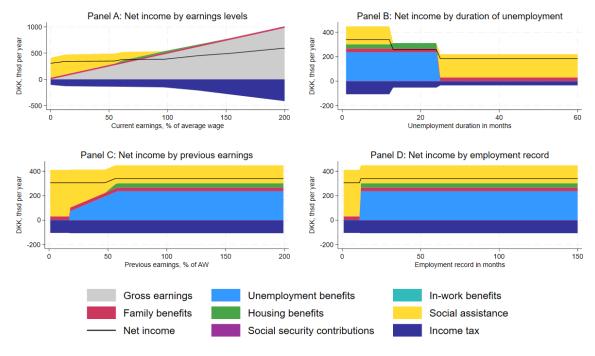
By previous employment record (in months), for a jobseeker claiming unemployment benefits (**Panel D**).

The stacked areas show the following household income components: **GROSS** = gross earnings; **UB** = unemployment benefits; **SA** = social assistance / guaranteed minimum income benefits; **HB** = housing benefits; **FB** = family benefits; **IW** = in-work benefits; **SSC** = social security contributions; **IT**= income tax. Note that these components may be the result of the aggregation of more than one benefit/tax into a composite category. Please refer to the sections above for the benefits/taxes included in each category.

Social assistance and housing benefit supplements are assumed to be available in all the four scenarios provided that the necessary income and eligibility requirements are met. Where receipt of social assistance or other benefits is subject to activity tests (such as active job-search or being available for work), these requirements are assumed to be met.

**Panel A** assumes that one adult family member (the so-called 'second adult' using the TaxBEN terminology) is out of work and not eligible for unemployment benefits (e.g. because they have expired) whereas the other adult member (the so-called 'first adult') is employed full-time throughout the entire year at different earnings levels ranging between 0 and 200% of the average wage (AW). When earnings of the first adult are precisely 0% of the AW this person is assumed to be out of work without receiving unemployment benefits (again, e.g. because they have expired) but claiming social assistance or guaranteed minimum income benefits, as applicable.

**Panels B to D** assume that the second adult is out of work and not eligible to unemployment benefits whereas the first adult is also out of work and claiming unemployment benefits. In Panel B and C the first adult is assumed to have a 'long' employment record of 264 consecutive months before the job loss. The x-axis in Panel B measures the time of benefit receipt, starting from the first month. The x-axis in Panel C shows the amount of previous gross earnings (before any social contribution payments). Results in Panels C and D refer to the  $2^{nd}$  month of unemployment benefit receipt. In Panel B and D, previous earnings are assumed to be equal to the average wage.



#### Couple with two children

Figure 10 – Selected output from the OECD tax-benefit model

*Note: the average wage used to produce the charts above is DKK 491 253. Source:* Calculations based on the OECD tax-benefit model, 2023.

### Annex I: Other benefits and direct taxes

This section provides a brief description of other cash benefits and taxes on employment incomes in Denmark that are relevant for some members of the population below the statutory retirement age, but which are not included in the OECD tax-benefit model.

# Unemployment benefit for disabled persons admitted to the flexible-job scheme (Ledighedsydelse)

Unemployed persons with reduced work capacity can be admitted in so-called flexiblejob schemes if they have a permanently reduced work capacity and have exhausted all possible offers of rehabilitative training without gaining reentry to the ordinary labour market. In the event of unemployment a temporary benefit (*Ledighedsydelse*) is paid by the municipality until another flexible job is offered. The flexible job scheme and the *Ledighedsydelse* are administered by the municipalities. It is not a requirement for the person to be a member of an unemployment insurance fund. A special early retirement scheme also exists for persons admitted to the flexible job scheme.

#### Voluntary early retirement benefit (Efterløn)

Members of an unemployment insurance fund, who have reached the age of early retirement, currently 63 years, have been members of an unemployment insurance fund for 30 years and have paid contributions for voluntary early retirement in a corresponding period, are entitled to a voluntary early retirement payment until they reach the retirement age (currently 67 years). The early retirement payment is calculated as in Section 2.1.2 but for a maximum of 91% of the maximum unemployment benefits, if they go into voluntary early retirement as soon as they reach the age of early retirement (currently the age of 63). However, if the transition into voluntary early retirement is postponed until three years before the public retirement age and if the person in this period has worked 30 hours a week on average, the voluntary early retirement payment is paid at the rate of 100% of the maximum unemployment benefits. Members in early retirement are not obliged to be available for work. However, they may work for an unlimited number of hours with an hour-to-hour deduction.

#### Survival allowance (Efterlevelseshjælp)

Upon application, the municipal authority shall pay a survivor's allowance to any person whose husband/wife or cohabiting partner has died. Payment of the allowance shall be subject to the surviving dependant having cohabited with the deceased at a joint address in Denmark for the last three years immediately preceding the death. The maximum amount of the allowance is DKK 15,601 and it shall be payable to any dependent survivor whose estimated annual income does not exceed DKK 256,852. If the estimated annual income exceeds the amount set out in the first sentence hereof, the allowance will be reduced, and if the estimated annual income exceeds DKK 401,327, no survivor's allowance will be paid.

#### Other child allowances

**Special allowance for parents still studying** (*Særligt børnetilskud til uddannelsessøgende*): A total of up to DKK 8,188 is under certain conditions payable a

year for a parent who is undertaking formal education, but only for one child. The supplement is paid quarterly and is depending of the income of the parents.

**Supplementary child allowance** (*Supplerende børnetilskud i visse praktik- og skoleperioder*): This is a supplementary child allowance for parents in trainee or school practice. Family breadwinners can in certain periods of training or education receive a supplementary child benefit of 55 percent of the difference between his or her trainee or school practice allowance (incl. any other income) and the state education grant with a breadwinner allowance. The supplementary child benefit will lift their total income to a level equivalent to the comparable state education grant with a breadwinner allowance.

**Child allowance for multiple births** (*Flerbørnstilskud*): Parents with multiple births receive DKK 0 for the first child and DKK 10,288 for the following child from 0-6 years of age.

**Special child allowance** (*Særligt børnetilskud*) to parents, who e.g. have chosen to adopt as a single parent, are retired etc.:

- Children of pensioners receive DKK 15,936 a year per child (one pensioner parent) or DKK 18,000 a year per child if both parents are pensioners. The supplement is paid quarterly and is means tested against the income of the parents. The total amount of received special child allowance is reduced by 3% if the family income is over the limit set for Social Pensions supplements. In the event where a family receives several special child allowances, the reduction is shared equally among these.
- Full orphans receive DKK 36,000 a year
- An allowance of DKK 18,000 is also payable when paternity cannot be determined.

Adoption Grant (*Adoptionstilskud*): In case of adoption of a foreign child, there is a possibility to receive a one-time allowance of DKK 59,191.

**Child maintenance** (*Børnebidrag*). Every year a set of guidelines are published, which suggest the size of income that leads to a raise in the alimony payment of absent parents. It is important to emphasize that it is only a recommendation, not a fixed rule. According to the guidelines, the alimony payment is raised with 100% of the basic amount, when an absent parent with one child earns more than DKK 530,000 per year. This income limit is raised according to the number of children of the absent parent. The percentage of the basic amount, which is added, is raised according to the income of the absent parent, up to 300%. The table below shows the actual suggested approximately income limits (2023).

| Alimony payment | 1 child   | 2 children | 3 children      | 4 children | 5 children |
|-----------------|-----------|------------|-----------------|------------|------------|
|                 |           | Approxima  | ately income li | mits (DKK) |            |
| 100%            | 560,000   | 620,000    | 700,000         | 810,000    | 920,000    |
| 200%            | 800,000   | 900,000    | 1,100,000       | 1,200,000  | 1,300,000  |
| 300%            | 1,400,000 | 1 700,000  | 2,000,000       | 2,200,000  | 2,400,000  |

**Compensation for loss of income for parents of children with disabilities** (*Dækning af tabt arbejdsfortjeneste*): Parents taking care of a child under age 18 who have a

substantial and permanent disability can get a compensation for loss of earnings up to DKK 34,055 per month if they choose to give up their job fully or partially to provide domiciliary care and/or training of the child. The parents can also get a subsidy covering any necessary extra costs they have as a consequence of the functional impairment of a child under 18 with permanent physical or mental disabilities. Up to a maximum of DKK 5,348 per year, the subsidy covers all relevant extra costs relating to the personal day-to-day maintenance of everyday life for children with permanent physical or mental disabilities such as extra costs for transport and medicine. Source: <u>Børn og unge (sm.dk)</u>.