

ABSENCE STATISTICS 2026

GUIDANCE

The purpose of the statistics is to shed light on the extent and development of absence within the DA-associated enterprises and to help create a better foundation for companies' absence management efforts. "Absence" refers to the lost working hours resulting from employees being absent.

Participants

The Absence Statistics are mandatory and based on a sample of companies selected in cooperation with Statistics Denmark. Generally, the reporting covers all employees in the legal entity (CVR number). By reporting to DA's Absence Statistics, the company fulfils its reporting obligations regarding absence to Statistics Denmark.

Own Numbers

Each participating company can view its own absence levels compared with relevant industry numbers in NetStat. Access to NetStat can be obtained by contacting the company's own employer organisation. However, it is a prerequisite that the company has reported correctly and completely for both the wage statistics and the absence statistics.

Collection and Reporting

Once a year, the company must submit absence information for its employees. Reporting requires that each employee's absence is registered continuously throughout the year.

Absence Registration

Absence registration takes place in the payroll system/absence module.

If you have questions:

- About registration in the payroll system/absence module: please contact your system provider.
- About the reporting itself: visit our website at <http://indberetning.da.dk>, where you can download the guidance materials electronically and contact DA Statistics.

WHICH INFORMATION MUST BE REPORTED?

Absence refers to *paid* absence, whether paid by the employer or by public funds (e.g. sickness benefits). The Absence Statistics cover all employees in the legal entity, and each individual case of absence is registered separately with:

- the reason for the absence,
- the absence period, and
- the extent of the absence in the period (number of hours).

Absence periods that occur wholly or partly within the tax year must be included in the reporting. This includes periods:

- that start and end within the tax year
- that start before the beginning of the tax year
- that are not completed by the end of the tax year
- that start before the tax year and end after the tax year
- (see examples on pages 4 and 5)

Period of Absence

An absence period consists of the total date interval during which the employee is absent. The start date is the first day of absence, and the end date is the last day. The period must include non-working days if the absence extends across the employee's normal days off and into a new working week.

Extent of Absence Measured in Hours

Only lost working hours are counted.

For example, the period Friday–Monday is counted as 2 *days of absence*, equivalent to 14.8 hours for a full-time employee, provided Saturday and Sunday are not working days.

If the system allows registration in both days and hours, it must be able to convert days to hours before reporting. Partial absence must also be reported.

Absence That Should NOT Be Registered

Time off in lieu, flex days, courses, education, staff and union work, ordinary holidays/unpaid holidays, and days of unemployment.

CAUSES OF ABSENCE

The following absence causes must be registered and reported. The code in parentheses is the code used in the reporting file to DA.

Own illness (1100)

Ordinary illness, including illness related to pregnancy. Also includes absence due to accidents outside working hours and §56 illness. Absence reimbursed by the public authorities must also be reported. Both full and partial absence must be reported.

Child's illness (1200)

Absence due to a child's ordinary illness, including collectively agreed leave in connection with a child's hospitalisation, and absence for the care of a seriously ill child under §26 of the Parental Leave Act. Absence reimbursed by the public authorities must also be reported. Both full and partial absence must be reported.

Work accidents (1300)

Absence due to accidents during working hours, whether on or off the worksite. Both full and partial absence must be reported.

Leave related to pregnancy, childbirth and adoption (1400)

Absence for women and men related to maternity and adoption, including pregnancy leave, paternity leave and parental leave. Also includes bereavement leave under §13 of the Parental Leave Act.

(Pregnancy-related illness must be reported under 1100, and care for a seriously ill child under §26 must be reported under 1200.)

Absence reimbursed by the public authorities must also be reported. Both full and partial absence must be reported.

Other absence (1500)

Absence with permission, unexplained absence and late arrival—where paid by the company. The types of absence permitted depend on local agreements. Examples include leave for moving house, absence due to a wedding or funeral, doctor and dentist appointments. Both full and partial absence must be reported.

“Feriefri” / extra days and care days must not be included; register these under 1921 or 1922.

Care days and special leave related to specific rights (1921)

Collectively agreed senior days, children's care days and care days under local agreements. Full and partial absence must be reported.

Extra holiday days and special holiday days (1922)

Collectively agreed extra holiday days as well as special paid holiday days. Both full and partial absence must be reported.

Regular holiday days (as defined by the Holiday Act) must *not* be included.

Care leave to look after family (1935)

Leave taken to care for children or adults with serious or chronic illness, or to care for a terminally ill relative, cf. the Social Services Act §42 and §119. Both full and partial absence must be reported.

EXAMPLES

The examples illustrate the principles for how absence periods must be reported to the statistics.

The examples cannot be directly applied to the company’s specific recording of absence periods in its own payroll system or absence module. In the examples, the hours are shown in 1/100, as this is the format required for reporting to the statistics. However, in the company’s own system, the registration may be handled differently. If you have any questions regarding this registration, please contact your system provider.

In the examples, we assume that the tax year runs from 1 January to 31 December 2026, and that no work is carried out on Saturdays and Sundays.

Example 1 – Full-time Employee

An employee has been absent due to:

- own illness during the periods 9–13 April 2026 (including the weekend) and 13–30 October 2026
- child’s first sick day on 2 October 2026
- child’s hospitalisation from 2–4 December 2026
- 5 hours of absence due to a work accident on 12 June 2026
- parental leave from 4–17 September 2026
- 0.5 hours of late arrival with pay on 18 December 2026

In Table 2, the corresponding causes, start and end dates, and number of absence hours are shown.

Absence cause	Start date	End date	Number of absence hours
1100	20260409	20260413	2220
1100	20261013	20261030	10360
1200	20261002	20261002	740
1200	20261202	20261204	2220
1300	20260612	20260612	500
1400	20260904	20260917	7400
1500	20261218	20261218	50

Example 2 – Part-time Employee (30 hours per week)

An employee has been absent due to the child’s first sick day on 10 July 2026, cf. Table 3.

Absence cause	Start date	End date	Number of absence hours
1200	20260710	20260710	600

Example 3 – Unfinished periods / periods spanning two tax years

The company may need to report absence periods that are not completed at the end of the tax year, cf. the definition on page 2. Below we show two examples of this:

- 3.1) the absence period is not completed at the end of the tax year but is completed at the time of reporting.
- 3.2) the absence period is not completed at the end of the tax year, nor at the time of reporting.

(Examples on the next page)

Example 3.1

A full-time employee has been absent due to own illness from 28 December 2026 to 8 January 2027. This absence period will typically be registered normally in the payroll system/absence module, for example as shown in Table 4 below.

Absence cause	Start date	End date	Number of absence hours
1100	20261228	20270108	6660

In connection with the creation of a reporting file, there may be special procedures in your payroll

system/absence module for this type of periods, and you are referred to your system provider for further information.

Example 3.2

An employee started an absence period on 28 December 2026, and at the time of reporting in 2027, he has not yet returned.

Such absence periods, in which absence hours fall within the reporting period but the absence period is not completed at the time of reporting, must necessarily be handled in a special manner. You are referred to your system provider for further information on this.

PRACTICAL INFORMATION

Reporting

The reporting must include information on the CVR number, employee number, CPR number, P-number, DA association code (DAK) code, number of absence hours, the start and end dates of the absence periods, and the corresponding cause codes.

Read more on our website:

<http://indberetning.da.dk>.

If you register absence information in a separate module independent of the wage statistics, you must ensure that the information on employee number, CPR number, P-number (pnummer) and DAK matches the information reported to the wage statistics.

All participants automatically receive, at the end of January, a request to report to the Absence Statistics for the previous year.

The numbers on absence must be submitted separately and independently of the numbers for the wage statistics.

Electronic reporting can be carried out at

<http://indberetning.da.dk>.

Absence periods that must be reported

Absence periods that occur wholly or partly within the tax year must be included in the reporting for that year. This includes periods:

- that start and end within the tax year
- that start before the beginning of the tax year
- that are not completed at the end of the tax year
- that start before and end after the tax year

Remember proper reporting to DA's Wage Statistics

In addition to the information in this guidance, the Absence Statistics are based on the company's reporting to DA's Wage and Salaries Statistics (StrukturStatistikken). Among other things, the following data are reused:

- Start and end date (IL0010)
- Job function / DISCO-08 code (IP0350)
- Number of normal weekly hours (IP0600)
- Number of annual holiday days (IP0610)
- Hours worked (IL0010 Units)
- Holiday days without pay (IL0026 Units)
- Overtime (IL0036/IL0037 Units)
- Paid hours (IL0210 Units)

You can read much more about reporting to the wage and absence statistics at:

<http://indberetning.da.dk>