



BUILT ENVIRONMENT JUST TRANSITIONS ACCELERATOR

RESPONSIBLE BUSINESS PRACTICE IN DENMARK'S GREEN
CONSTRUCTION TRANSITION - FROM COMMITMENT TO ACTION

8TH DECEMBER | 14.30 - 16.00

LAUNCH OF STRATEGIC PARTNERSHIP | ONLINE

CONCEPT NOTE

RESPONSIBLE BUSINESS PRACTICE IN DENMARK'S GREEN CONSTRUCTION TRANSITION - FROM COMMITMENT TO ACTION

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Launching a strategic partnership under the Built Environment Just Transitions Accelerator (BEJTA) Denmark

Denmark's construction sector stands at a defining moment. The industry, employing over 180,000 workers and responsible for nearly 40% of national carbon emissions, must prove that environmental and social sustainability are interdependent objectives that must advance together, not in competition.

The challenge

Despite Denmark's strong labour traditions and progressive environmental frameworks, significant gaps persist between policy ambitions and the daily realities on construction sites. Key challenges include:

- Obscured accountability: Complex and fragmented subcontracting chains obscure oversight and enable poor practice.
- Persistent inequality: Workers, particularly posted workers, continue to face unfair wages, unsafe conditions, and wage inequality.
- Inconsistent enforcement: The enforcement of existing protections remains inconsistent across thousands of active sites.
- Transition risks: There is a clear risk that the immense pressure of the green transition could deepen these social challenges if not addressed systematically.

A strategic partnership for change

On December 8th, 2025, we mark a significant step forward by launching a formal collaboration between three key organisations:

- BEJTA Denmark - IHRB's Built Environment Just Transitions Accelerator
- Bygherreforeningen
- Byggeriets Samfundsansvar

This alliance establishes Denmark's first dedicated platform explicitly designed to ensure the green transition advances, rather than compromises, workers' rights and welfare, and sustainable and responsible business practice. It brings together the clients who commission billions in construction, the contractors ready to lead on social responsibility, and international expertise in business and human rights.



Why now?

This partnership launches against a backdrop of significant regulatory transformation that creates a new baseline for compliance, risk, and corporate accountability. Despite uncertainties on timeline and implementation, the EU Corporate Sustainability Due Diligence Directive (CSDDD) represents a fundamental shift, requiring mandatory human rights and environmental due diligence throughout complex value chains.

This is amplified by a wave of new national legislation creating powerful enforcement mechanisms and new compliance duties:

- Enhanced Enforcement: Including new authority for the Danish Working Environment Authority to issue "Contractor Stop Orders" (project shutdowns) and a 50% increase in fines for violations (Jan 2026).
- Worker Protections: New Housing Standards for Workers Act (July 2025) and the Working Time Registration Act (July 2024).
- Accountability & Transparency: Stricter Posted Workers Act amendments (2025-2026) and the implementation of the EU Pay Transparency Directive (June 2026).

Gaps in enforcement and implementation persist. This partnership moves beyond viewing these frameworks as compliance burdens. We position them as a strategic opportunity to future-proof operations, manage risk, and create a clear competitive advantage for responsible businesses.

Our approach: From analysis to actionable tools

This initiative moves beyond documenting problems to developing practical, implementable solutions. Through 2026, we will convene three focused workshops to create concrete tools, clear recommendations, and actionable frameworks designed for real-world application. This is about creating solutions that responsible businesses can implement and that create meaningful protection for workers.

2026 WORKSHOP PROGRAMME

Workshop 1: Tackling Social Dumping – Closing the Accountability Gap (Late February/Early March 2026)

This session will examine why social dumping persists despite regulatory efforts. We will analyse how complex subcontracting chains enable accountability gaps and what transparency measures, enhanced due diligence, and collective action are required to raise standards.

Output: Practical due diligence tools and enforcement recommendations.

2026 WORKSHOP PROGRAMME

Workshop 2: Implementation Reality Check – From Policy to Practice (May 2026)

An evidence-based assessment of the gap between policy intentions and implementation realities. We will identify which approaches genuinely protect workers versus providing procedural compliance, the specific barriers faced by businesses, and establish consensus on the minimal social safeguards for all projects.

Output: Implementation guidance and support frameworks.

Workshop 3: Green & Fair Transition – Aligning Climate and Social Goals (September 2026)

This workshop will demonstrate that environmental and social sustainability are mutually dependent objectives. We will explore practical integration points, including embedding social criteria in green procurement, linking climate finance to fair labour practices, and ensuring workers help shape technological change.

Output: Integrated frameworks for sustainable and just construction

Building a Coalition for Change

Transformation requires broad engagement from construction clients prioritising responsible procurement, contractors committing to supply chain transparency, unions and civil society holding stakeholders accountable, and policymakers strengthening enforcement.

**The December 8th event begins building this coalition.
We invite all stakeholders grappling with these challenges and seeking
practical solutions.**

Join us on December 8th

This is Denmark's opportunity to prove that climate ambition and social justice can and must advance together. Join us in shaping an approach that creates competitive advantage for responsible businesses while ensuring meaningful protection for all workers.

- Date: 8 December 2025
- Time: 14.30-16.00
- Format: Online
- Registration: [click here for the online registration form](#)

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CONTACT INFORMATION

For any queries or further information, reach out to:

Andreia Fidalgo, Europe Programme Manager,
Built Environment
T: +45 (0) 93 99 91 00
E: andreia.fidalgo@ihrb.org

Giulio Ferrini, Head of Built Environment
T: +44 (0) 7761 280 652
E: giulio.ferrini@ihrb.org