

B-solutions

FINAL REPORT BY THE EXPERT

Advice Case: Cross-border internships

Advised Entity: Region Sønderjylland-Schleswig, Regionskontor & Infocenter

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I. Executive summary

Internships have become an important part of the transition from education to employment. The labour market authorities in Denmark and Germany are both operating with the instrument of internships to help people after long periods of unemployment or with special needs back on to the labour market. There is considerable similarity in relation to the purpose and target group of work experience in Denmark and Germany. In practice, this means that the Danish purpose and target group will be 'recognizable' in Germany. However, there are also significant differences in the

systems of the two countries and legal obstacles that make intership abroad complicated or even impossible.

1. Description of the obstacles

On the Danish side, there is generally no legal justification for internships abroad. The appropriate Danish laws only mention internship abroad for one group on Danish social benefits, 'sygedagpengemodtagere', which mean 'sickness benefit recipients'. Recipients of other Danish social benefits are, in general, not allowed to leave the country if they want to keep these benefits.

In Germany, the problem is different. Recipients of regular unemployment benefits may work up to 15 hours a week, also abroad. If they work more, the benefits stop unless it has been approved by the employment agency/Arbeitsagentur. Another problem in Germany is 'subsidised' internships. Here the employer or the matchmaker is paid by the labour authority to employ the intern. It is organised in a system where the unemployed person gets a voucher, which he gives to a private employment agent. In case of successful employment, the agent can cash the voucher.

The arrangement of internships abroad is not covered by that system; these can only take place in Germany. Social benefits are therefore not exportable to any groups in case of an internship outside Germany.

2. Description of a possible solution

1. EU-charter

The European Commission and the European Council could propose an initiative for a European Charter for internship, including minimum standards to ensure employment value and avoid exploitation.

2. Internship could be included in Regulation 883/2004

One solution could be to include the concept of internship for unemployed persons on benefits in Regulation 883/2004.

3. Changing national legislation

For internships to be carried out in another country, changes in the national regulations in both countries are required.

4. Common rules based on bilateral agreements

Signing a bilateral agreement based on Article 16 of Regulation (EC) 883/2004 would contribute to filling the current legislative gaps and would have a positive impact on the coordination between Denmark and Germany in terms of social policies. The agreements could take inspiration from two existing internship programmes, PIU and PD U2, which allow for and encourage travelling abroad.

WHAT'S NEXT

The aim of the report is to share the findings of the expert's report to catch the attention of the competent Danish and German authorities, and involve them in the implementation or discussion of the proposed solutions.

II. Description of the obstacle

Together with apprenticeships and temporary jobs, internships (or *traineeships*, as they are often called in Europe) have become an important part of the transition from education to employment. Although there is no universally accepted definition, the term 'internship' is typically used to cover a wide range of schemes that seek to provide skills, knowledge and experience in a workplace.

The labour market authorities in both Denmark and Germany use internships as an instrument to help people after long periods of unemployment or with special needs back into the labour market. It is only natural that the acting authorities in a border region with quite a developed cross-border labour market take into consideration to engage people with an internship on the other side of the border –if there are any opportunities, which there often are. However, a number of legal obstacles make this complicated or even impossible.

1. Different internship systems

On the Danish side, there is generally no legal justification for internships abroad. It is Danish administrative tradition that for any administrative act, explicit legal justification is required. The appropriate Danish laws only mention internship abroad for one group on Danish social benefits, 'sygedagpengemodtagere', which mean 'sickness benefit recipients'. Recipients of other Danish social benefits, e.g. 'kontanthjælp', an allowance that follows insurance-based unemployment benefits (Danish: 'dagpenge') are, in general, not allowed to leave the country if they want to keep these benefits. The same applies to recipients of 'Revalidering', an allowance for people who have more than temporary limitations in their ability to work. These benefits would be defined as non-contributory cash benefits and therefore not under the regime of directive 883/2004. The benefits are not exportable outside Denmark.

In Germany, the problem is different. Recipients of regular unemployment benefits may work up to 15 hours a week, also abroad. If they work more, the benefits stop unless it has been approved by the employment agency/Arbeitsagentur. It does not matter whether the internship is paid or not or how much is paid. Because an internship typically includes more than 15 hours per week, this reduces any chances for such an internship.

Another problem in Germany is 'subsidised' internships. Here the employer or the matchmaker is paid by the labour authority to employ the intern. It is organised in a system where the unemployed person gets a voucher, which he gives to a private employment agent. In case of successful employment, the agent can cash the voucher. It is possible to take employment in Denmark if it is a regular employment with minimum 15 working hours per week.

The arrangement of internships abroad is not covered by that system; these can only take place in Germany. Social benefits are therefore not exportable to any groups in case of an internship outside Germany.

The purpose of the project is twofold: i) to address the legal obstacles that exist in Denmark and Germany concerning cross-border internships; and ii) to suggest possible solutions to these obstacles.

III. Indication of the legal/administrative dispositions causing the obstacle

1. Definition of an internship

There is no universally accepted definition of an internship. The term originated in the context of medical education, where it is still used to denote a period early in the postgraduate training of doctors, during which they work under supervision in hospitals. From the 1930s in the United States, it was adopted to describe programmes that gave young people the opportunity to work in government and (later) political organisations. But nowadays, interns can be found in a wide range of industries and occupations, working for businesses, not-for-profit organisations, and government agencies alike.

In today's highly competitive labour market, internships may be undertaken to satisfy the requirements of education or training courses or be offered to unemployed jobseekers by employment service providers as part of active labour market programmes. They may be established by businesses to offer a taste of what work is like in a particular profession, or to test out applicants. Or they may simply be arrangements initiated by jobseekers themselves, in order to gain contacts or to fill out a resumé.

2. EU legislation

Freedom of movement for workers is a key principle of the EU, enshrined in Article 45 of the Treaty on the Functioning of the European Union and further emphasised by secondary European law (EU Regulation 492/2011) and the case law of the European Court of Justice. This prohibits discrimination based on nationality between workers of the member states as regards to employment, remuneration and other conditions of work and employment. The Treaty provisions provide that, subject to limitations justified on grounds of public policy, public security or public health, workers have the right to:

- seek employment in another EU country;
- work in another EU country without the need for a work permit;
- live in another EU country for employment purposes;
- receive the same assistance granted to the citizens of the host country by the national employment services;
- stay in the country long enough to find a job, apply and be hired;
- remain in the country even upon conclusion of the professional activity;
- enjoy equal treatment granted to nationals in terms of job opportunities, working conditions, as well as any other social and tax benefits.

If an EU citizen works in an EU country and lives in another country to which they return every day, or at least once a week, they are considered a cross-border commuter under European law (or a cross-border or frontier worker). Cross-border workers are entitled to the same social and tax benefits as national workers (for example, fare reductions on public transport for large families, family allowances, minimum subsistence payment). Cross-border workers are, however, required to pay social security contributions and other insurance benefits to the social security institution of the member state where they work. Regulation of the European Parliament and of the Council (EC) No 883/2004 and implementing Regulation No 987 of 2009 establishes the essential provisions that govern the coordination of social security systems and freedom of movement when citizens relocate from one EU country to another. In this sense, cooperation between the different countries in terms of their national social security systems is in the general interest of the European Union and its citizens. Both regulations establish general indications for social security and insurance obligations, but do not provide for remote working.

For a cross-border who does not work, the rights are different. This was first established in the Case 316/85, Lebon (Judgment of the Court of 18 June 1987), in which the Court ruled that the right to equal treatment regarding social and tax advantages applies to workers only. Those who move in search of employment qualify for equal treatment only as regards access to employment.

The Lebon case concerned a French national who lived in Belgium with her French father. He was in receipt of a Belgian pension. Moreover, she brought proceedings regarding the Belgian authorities' refusal to pay her 'minimex' (a form of social security) whilst she was sick and unemployed. The court held that once the child of a worker reached 21 and was no longer

dependent on the worker, benefits to that child could not be construed as an advantage to the worker under Article 7.

The Treaty rules on freedom of movement for persons initially applied only to economically active persons (i.e., employed persons and jobseekers). In 1993, the Maastricht Treaty gave new life to the EU rules on free movement of persons, enshrining the Article 20 right of EU citizenship and giving, in Article 21, all EU citizens and their family members the right, in principle, to move and reside freely within the EU. These provisions must be viewed in the context of the general principle of non-discrimination based on nationality under Article 18 of the TFEU and in Article 21(2) of the Charter of Fundamental Rights of the European Union. Inactive EU citizens therefore have the right to reside in another member state for more than three months, but they must have sufficient resources and comprehensive sickness insurance cover. According to Directive 2004/38 (21), it would be left to the host member state to decide whether it will grant social assistance during the first three months of residence, or for a longer period in the case of jobseekers, interns or to EU citizens other than those who are workers or self-employed.

3. Danish legislation concerning internship

The Danish rules for internships are regulated in Act no. 701 of 22 May 2022 on active employment efforts (*lov om aktiv beskæftigelsesindsats*), chapter 11 (LAB), LBK no. 1146 of 22 June 2020 on the integration of foreigners (*Lovbekendtgørelse om integration af udlændinge*) § 23 b, the Danish Agency for Labour Market and Recruitment's Executive Order no. 2636 of 28/12 2021 on an active employment effort (Styrelsen for Arbejdsmarked og Rekrutterings bekendtgørelse om en aktiv beskæftigelsesindsats), chapters 10 and 21 (BAB). In addition, guidance no. 9641 of 17 June 2022 on internships describes the rules for internships according to LAB and chapter 10 of BAB. From these regulations, it appears that an internship is a company-oriented offer under the active employment effort, which strengthens the unemployed person's opportunities to either obtain or maintain a connection to the labour market or begin ordinary education. Consisting of shorter courses in the private or public sectors, it allows the intern to develop professional, social or language skills by taking part in specific tasks at the workplace.

An internship must, to the greatest extent possible, result in the person also obtaining employment with ordinary paid hours, which can happen either during the internship or as an extension of the internship.

According to LAB §§ 58, 59 and BAB § 60, every company internship must comply with the purpose of the above-mentioned regulations. It is the job centre that is responsible for helping with finding employment, including ensuring that offers for internships are established in accordance with the regulations.

Internships can be given to all groups of unemployed persons and can last up to 13 weeks. The length of the internship depends on which benefit the unemployed receives. For unemployment benefit recipients (dagpengemodtagere) and job-ready cash benefits recipients (jobparate kontanthjælpsmodtagere), the internship lasts a maximum of four weeks. For other cash benefits recipients, the internship can last up to 13 weeks. However, an unemployed person who is on rehabilitation (revalidering) can have an internship for up to 5 years, and citizens who receive sickness benefit (sygdagpenge) for an unlimited period of time. The length of the internship will always be assessed individually. The duration limitation for job-ready groups should be seen in the context of the purpose of the internship for these groups and the special consideration to distortion of competition. It should also be seen in the light of EU rules on government aid. Longer internships for job-ready groups may clash with these considerations.

An unemployed can start an internship on the first day of unemployment, but is still obliged to look for a job during the internship.

An unemployed person can do an internship in all types of companies –both public and private. As an intern in a company, the unemployed retains his public benefit and does not receive a salary. He may work a maximum of 37 hours a week and is covered by the Danish municipalities' insurance scheme and the Working Environment Act, as well as the Act on Prohibition of Discrimination in the Labour Market.

The opportunities for internship abroad for the unemployed are very limited. Recipients who receive other benefits, such as cash benefits, are covered by the Act on active social policy (LAS), from which it appears that this group, generally speaking, cannot receive help during a stay abroad as help is intended to meet needs here in Denmark. However, in special cases, the job centre may

allow a person who participates in an offer after LAB etc., which takes place in Denmark – such as an internship, to retain his welfare benefits during short stays abroad, if the stay abroad is part of the offer. This means that, following a concrete assessment, the job centre (Danish: Jobcenter) can give permission for a person to be able to participate in short-term stays abroad as part of, for example, an internship that takes place in Denmark, if it is relevant for the internship. It is a condition for maintaining benefits abroad that the stay does not prevent the person from meeting the general conditions for benefits, including that the (s)he can accept offers of work, offers after LAB, etc.

For recipients of unemployment benefits, an internship abroad is not possible, as they will not be able to maintain their benefits abroad.

The opportunity for an internship abroad only applies to sickness benefit recipients. It appears from Executive Order No. 2636 of 28 December 2021, § 63, that sickness benefit recipients who are entitled to sickness benefit during a stay abroad, cf. § 3 of the Sickness Benefit Act, can be offered a company internship abroad with a view to retaining work and clarifying their ability to work as part of the right to continue receiving sickness benefit.

4. German legislation concerning internship

Social security in Germany is legally divided into five sections: sickness insurance, long-term care insurance, pension insurance, accident insurance and unemployment insurance. Statutory unemployment insurance (Gesetzliche Arbeitslosenversicherung) is administered by the Federal Agency for Labour (Bundesagentur für Arbeit, BA). The BA comprises the central directorate, the regional directorates and the employment offices. The statutory unemployment insurance covers all employed persons (manual workers, clerical staff and students in occupational training and young disabled persons).

An employed person or apprentice who becomes unemployed is entitled to unemployment benefit if:

- they have registered as unemployed at the employment office and applied for benefits;
- they do not have a job or work less than 15 hours a week;

- they are available for the employment service (Arbeitsagentur für Arbeit and Jobcenter) (i.e. are able to work and willing to take on any reasonable work assigned) and make an active effort themselves to get a job;
- they meet the employment requirement, i.e. have been in employment for at least 12 months during the last two years.

An unemployed person is obliged to take advantage of every opportunity to find employment, e.g. by undertaking an internship, as this is regarded as part of an activation measure, cf. § 45 of SGB III (Sozialgesetzbuch (SGB) Drittes Buch (III) – Arbeitsförderung – (Article 1 des Gesetzes vom 24. März 1997, BGBl. I, p. 594).

The purpose of an internship is to determine the unemployed person's professional suitability in relation to the requested activity; reduce and/or remove employment barriers; and support the unemployed person's search for a labour market direction. However, there are a number of requirements for an internship. It cannot be real work for which a salary should be paid, and the internship may last a maximum of six weeks. The reason for this is, among other things, distortion of competition and displacement of ordinary work. Therefore, an internship and its exact duration are always approved by the Agency for Work (Agentur für Arbeit) and the employment agencies. The assessment of duration is based on individual needs.

The eligible group of persons for internships includes, in addition to § 16 of SGB II i (Sozialgesetzbuch SGB II) Zweites Buch Bürgergeld, Grundsicherung für Arbeitsuchende, Stand: Zuletzt geändert durch Art. 1 G v. 16.12.2022 I 2328) read in conjunction with § 44 of SGB III (trainees, jobseekers at risk of unemployment, unemployed), persons who, despite earned income, still need help even if they are not at risk of unemployment (so-called employment allowances) and foreigners, which falls under § 39a of SGB III.

Unemployed persons receiving unemployment benefit (ALG1) may work up to 15 hours per week in addition to activation measures, such as internships. However, an unemployed person is only eligible for receiving ALG I if they do not spend more than 15 hours per week on secondary activities or part-time jobs, such as small employment or self-employment. If they work more than 15 hours per week during the internship, the right to unemployment benefit lapses unless it has been approved by the employment agency/Arbeitsagentur. This applies regardless of whether the

internship is unpaid. The reason for this is that unemployed persons should always be available for work so that they can take up a job at any time.

Employment subject to compulsory insurance with a working time of at least 15 hours per week in another EU country, EEA country or Switzerland is treated as employment within the meaning of Section 45(1)(3) of SGB III. This means that not all measures under § 45 of SGB III with an international dimension can be financed, but only those relating to the services provided for in § 45(1)(3) of SGB III. A job outside Germany is not eligible for benefits; nor is an internship abroad eligible for benefits, since § 45(1) of SGB III refers only to § 45(1)(3) of SGB III.

5. Comparability/differences between the two countries' systems

There is considerable similarity in relation to the purpose and target group of work experience in Denmark and Germany. In practice, this means that the Danish purpose and target group will be 'recognizable' in Germany.

However, there are also significant differences in the systems of the two countries. There are different approaches to whether subsidies are paid to employers and salaries to people in internship, which can create practical challenges if the work experience is to be carried out in the other country.

In both Denmark and Germany, several conditions apply to ensure the intended outcome of the work experience. There are limited challenges related to the work experience framework itself, but practical problems are assessed. This includes, for example, checking the employer's financial situation prior to work practice, discussing the content with the employer, follow-up along the way, obliging the company/workplace to prepare an assessment of the person in work experience after completing the course, etc. Because of the practical problems involved if the internship is carried out in another country, it will be difficult in practice for the two countries to ensure the intended outcome of the work experience.

Both countries have rules to ensure that work experience does not distort competition or displace ordinary work, but the rules and practical handling vary. It may therefore be difficult to ensure compliance with the rules of the sending country in the event of distortion of competition.

In relation to occupational accident insurance, there will be a need for additional schemes to the existing ones, as commuters who complete internship in the country to which they commute are unlikely to be covered by occupational accident insurance under the current rules. At the same time, there are different insurance approaches in the two countries.

Citizens undergoing internship are covered by the occupational health and safety regulations in both countries. However, it will hardly be possible for the sending country to ensure compliance with its own health and safety rules during work experience in the other country.

IV. Description of a possible solution

The general rule in the absence of supranational rules (EU) on bi/multilateral coordination is that the national social security system of the state of employment applies in principle. However, there are countries where social security coverage is only available if the intern lives and works there. This is also the case for internships in the various countries which are mainly adapted to national conditions. Therefore, solutions for internship abroad for unemployed persons on benefits will require either changes in national legislation or EU legislation. The implementation of an internship in another EU state can, in principle, be based on different solution models. In the present context, we have assessed four possible solutions to the problem:

5. EU-charter

The European Commission and the European Council could propose an initiative for a European Charter for internship, including minimum standards to ensure employment value and avoid exploitation, bearing in mind that internship is a step towards getting a job and should therefore not replace real jobs. The minimum standards could include a description of the work and skills to be acquired, a time limit on the internship, any minimum compensation based on standards on the cost of living in the place where the internship takes place in accordance with national traditions, insurance in the field of work and social security benefits in accordance with local standards.

6. Internship could be included in Regulation 883/2004

One solution could be to include the concept of internship for unemployed persons on benefits in Regulation 883/2004. In relation to the implementation of a German-Danish internship, there is a significant challenge associated with the two states' existing rules for unemployed persons' opportunities for internships abroad. In Germany, it is impossible to undertake work placements abroad if an unemployed person receives public benefits. The law will therefore need to be amended if interns are to be able to take their benefits with them. In Denmark, the challenge is that only recipients of sickness benefit can take internships abroad. According to Danish legislation, other groups of unemployed persons' opportunities for internship abroad are very limited. Amendments to Danish law are thus also required if interns were to be able to take their benefits with them.

7. Changing national legislation

The rules on internships in both Denmark and Germany are primarily adapted to national standards, and it is the employment services/job centres in the different countries that decide who should be referred for internships. For internships to be carried out in another country, changes in the national regulations in both countries are required. In this context, issues such as monitoring, follow-up, entitlement to social benefits, and insurance, need to be clarified. In relation to internships for jobseekers from other countries, it is also important that employment intermediaries (job centres, etc.) clarify how the rules are to be adapted. However, national amendments could take inspiration from or be based on Article 7.2 of EU Regulations 492/2011 and 1612/68 and/or under EU Regulations 883/2004 and 987/2009 (as well as 1408/71 and 574/72).

8. Common rules based on bilateral agreements

Both Denmark and Germany could sign ad hoc bilateral/multilateral agreements, creating new pieces of legislation specifically conceived to regulate certain areas of cooperation. At the Danish-

German border, activating cross-border internships is complicated because the current regulatory framework does not ensure social protection for citizens pursuing an internship in the neighbouring country. Signing a bilateral agreement based on Article 16 of Regulation (EC) 883/2004 would contribute to filling the current legislative gaps and would have a positive impact on the coordination between the two countries in terms of social policies. It is also a broader solution that would have a greater impact rather than on a case-by-case basis, since it would then apply to the entire Danish-German border region.

The agreements could take inspiration from two existing internship programmes, PIU and PD U2, which allow for and encourage travelling abroad.

1. PIU

The Danish ‘Praktik i udlandet’ (PIU) scheme was introduced in 1992. The scheme, whose Danish name means ‘practical training abroad for apprentices’, allows apprentices to work and undertake student training in a company outside Denmark as part of their Danish vocational education training (VET) programme. The aim of the PIU scheme is to make it easier for apprentices to undertake work placements abroad to internationalise vocational education and training, and to help enterprises prepare for global competition. Work placements abroad can take place anywhere in the world. The employer in Denmark must conclude an agreement with two parties: the apprentice and the enterprise hosting the placement abroad (the host company). The placement can be included in the apprenticeship contract between the apprentice and employer from the beginning or can be agreed upon and included at a later point during the apprenticeship.

Before the placement begins, the Danish employer and the host company abroad must conclude a written agreement concerning the conditions governing the placement – including the time and duration of the placement, what tasks the apprentice will carry out, on what location(s) he/she will work, and who will be responsible for paying their salary during the placement.

The employer in Denmark retains full responsibility for the apprenticeship during the placement abroad, including ensuring that the overall learning objectives of the VET programme are met in accordance with the programme regulations. Additionally, the employer in Denmark is responsible

for ensuring that the apprentice receives a salary that equals the current Danish apprentice salary level during the placement.

The employer in Denmark initially pays the costs associated with the placement for the apprentices but can apply to the Danish Employers' Reimbursement Fund (AUB) to have the following costs reimbursed:

- Full or partial salary costs.
- The apprentice's relocation costs to/from the location of placement.
- The apprentice's travel costs in connection with VET college attendance in Denmark and holidays in Denmark during the stay abroad.

The interns placed abroad are formally covered by Danish regulations on working hours and conditions in accordance with the stipulations of the apprenticeship contract. The apprentice is also covered by Danish social security rights such as health insurance, unemployment benefits and workplace accident insurance.

2. PD U2 (EEA daily subsistence allowance)

In general, to receive unemployment benefits, a person must live in the country which pays their benefits. However, under certain conditions, EU/EEA and Swiss citizens can export their unemployment benefit to other European countries to look for work. The rules are set out in Article 64 of EC Regulation 883/2004 and apply in conjunction with Regulation No 987/2009.

Unemployed individuals can carry on receiving their unemployment benefit for at least three months from the EU country where they were last working – and up to six months, depending on the institution paying their benefit.

An unemployed person can only do this if they are wholly unemployed (not partially or intermittently) and entitled to receive unemployment benefits in the country where they became unemployed.

Before leaving, they must have been registered as an unemployed jobseeker with the employment services in the country where they became unemployed for period of at least four weeks and apply to the national employment services for an authorisation to export their unemployment benefits.

When looking for work abroad, they have the same rights as nationals of the host country regarding access to work, support from employment services and financial support to help finding work.

In Denmark, PD U2 citizens from EU/EEA countries who receive unemployment insurance benefits from their home country while staying in Denmark can receive assistance as unemployed self-supporting persons under § 6, (12) of the Act on Active Employment Efforts (LAB).

According to section 57(1) of LAB, offers of internships may be made to all persons covered by section 6 of the Act who find it difficult to obtain or maintain employment on normal pay and working conditions or with wage subsidies. This also includes persons covered by section 6, no. 12.

In relation to the right to work-related injury compensation and insurance, persons covered by section 6, no. 12 are also included.

The German authorities interpret the above mentioned rights concerning PD U2 citizens completely different. According to § 45 SGBIII, it is impossible to undertake work placements abroad if an unemployed person receives public benefits. And EU citizens who take their entitlement to benefits with them to Germany are also excluded from the rights given in § 45 SGBIII. The German interpretation is based on the territorial principle as well as the structural principle of equivalence of contribution and performance applicable in employment promotion law.

3. Challenge of bilateral agreements

Although there are benefits to bilateral agreements, implementing them can be problematic. EU rules can potentially be a challenge for the implementation of closer cooperation regarding internships. On the one hand, one could argue that Danish-German internship will not clash with the rules on discrimination if other EU citizens who meet the conditions for being covered by the

relevant employment initiatives in the two countries are also entitled to the scheme. On the other hand, it could be argued that the European Court of Justice would assume that there is a so-called restriction if the agreement limits the possibility of taking a benefit abroad to certain countries. If internship could just as easily be carried out in, for example, Sweden, the court would probably conclude that the reasoning was insufficient. In several cases, the European Court of Justice has overruled arguments about residence, as residence is not considered sufficient to establish whether a citizen has ties to another country. This applies, for example, to cases concerning limitation of the right to study support (see C-523/11, Prinz, C-46/12 LN and C-20/12, Giersch). In practice, this means that if it is possible to make a scheme limited to the two countries, the right to use the schemes should not be restricted to people resident in the two countries.

V. Other relevant aspects to the case

None

VI. References and Appendix/Appendices if any

Danish legal references

Bekendtgørelse af lov om en aktiv beskæftigelsesindsats, LBK nr. 701 af 22/05/2022, kapitel 11, offentliggjort i Lovtidende A den 25. maj 2021, senest ændret ved LOV nr. 605 af 31/05/2023, § 1 (Beskæftigelsesministeriet, Styrelsen for Arbejdsmarked og Rekruttering, j.nr. 22/08296).

Act no. 701 of 22 May 2022 on active employment efforts, chapter 11, in the version published in Federal Law Gazette A on 25 May 2021, last amended by Article 1 of the Act of 31 May 2023 (The Ministry of Employment, Danish Agency for Labour Market and Recruitment, j.nr. 22/08296)

Bekendtgørelse af lov om integration af udlændinge i Danmark, LBK no. 1146 af 22 juni 2020, offentliggjort i Lovtidende A den 20 juli 2020, senest ændret ved LOV nr. 821 af 9 juni 2020, § 3 (Udlændinge- og Integrationsministeriet, j.nr. 2020-12057).

Act no. 1146 of 22 June 2020 on the integration of foreigners, in the version published in Federal Law Gazette A on 8 July 2020, last amended by Article 3 of the Act no. 821 of 9 June 2020 (Ministry of Immigration and integration, j.nr. 2020-12057).

Styrelsen for Arbejdsmarked og Rekrutterings bekendtgørelse om en aktiv beskæftigelsesindsats, BEK nr. 2636 af 28 december 2021, kapitel 10 og 21, offentliggjort i Lovtidende A den 30 december 2021, senest ændret ved BEK nr. 303 af 20 marts 2023, § 1 (Beskæftigelsesministeriet, Styrelsen for Arbejdsmarked og Rekruttering, j.nr. 21/15139).

Danish Agency for Labour Market and Recruitment's Executive Order no. 2636 of 28 December 2021 on an active employment effort, chapters 10 and 21, in the version published in Federal Law Gazette A on 30 December 2011, last amended by Article 1 of the Executive Order no. 303 of 20 March 2023 (The Ministry of Employment, Danish Agency for Labour Market and Recruitment, j.nr. 21/15139).

Vejledning om virksomhedspraktik, VEJ nr. 9641 af 17 juni 2022, offentliggjort i Retsinformationen den 18 juni 2022 (Beskæftigelsesministeriet, Styrelsen for Arbejdsmarked og Rekruttering, j.nr. 22/00473).

Guidance no. 9641 of 17 June 2022 on internships describes the rules for internships, in the version published Retsinformation on 18 June 2011 (The Ministry of Employment, Danish Agency for Labour Market and Recruitment, j.nr. 22/00473).

Bekendtgørelse af lov om aktiv socialpolitik, LBK nr 241 af 12/02/2021, offentliggjort i Retsinformationen i Lovtidende A den 24 februar 2021, senest ændret ved BEK nr. 303 af 20 marts 2023, § 1 (Beskæftigelsesministeriet, Styrelsen for Arbejdsmarked og Rekruttering, j.nr. 22/00473).

Act no. 241 of 2 February 2021 on active social policy, in the version published Retsinformation on 18 June 2011 (Beskæftigelsesministeriet, Styrelsen for Arbejdsmarked og Rekruttering, j.nr. 22/00473), in the version published in Federal Law Gazette A on 24 February 2021, last amended by Article 1 of the Executive Order no. 303 of 20 March 2023 (The Ministry of Employment, Danish Agency for Labour Market and Recruitment, j.nr. 20/03441).

German legal references

Sozialgesetzbuch (SGB) Drittes Buch (III) – Arbeitsförderung, Aktivierung und berufliche Eingliederung, Zuletzt geändert durch Art. 5 G v. 20.12.2022 (BGBl. I S. 2759)

Social Code - Book III – Job promotion, activation and job integration – in the version published on 13 Mai 2011, last amended by Article 5 of the Act of 20 December 2022 (Federal Law Gazette I p. 2759).

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