



ROCKWOOL FONDEN

THE ROCKWOOL FOUNDATION

2016

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THE ROCKWOOL FOUNDATION

The ROCKWOOL Foundation is an impartial, financially self-supporting institution which engages in activities for the public good. The Foundation was established in December 1981, when six members of the Kähler family made over to it the equivalent of 25 percent of the shares in ROCKWOOL International.

From the outset, a declared aim of the Foundation was to generate independent knowledge about key social and economic issues in society with a view to improving the quality of the public debate and to creating the best possible basis for political

decision-makers to work on. Subsequently, this goal has been complemented by the aim of generating knowledge about how practical interventions can be used to help develop innovative and effective solutions to challenges within society. It is the ambition of the Foundation to contribute to strengthening the social and economic sustainability of the welfare state through both its research and its interventions.

The Board of the Foundation decides which projects will be supported, on the basis of recommendations from expert committees.

THE YEAR AT THE FOUNDATION

In our day and age, both the Danish and many other European welfare societies are facing challenges in a number of areas: for example, when children and young people fall behind in their education and in consequence find it difficult later in life to establish themselves on the labour market; when poor integration among immigrants leads to low rates of employment; and when both the financing and the very coherence of the welfare society are under pressure. It is social issues such as these that occupy our attention today, that occupied us in 2016, and that will continue to occupy us in the future.

More than ever, our society has need of access to hard facts in this regard, and it is the aim of the ROCKWOOL Foundation to make a contribution by providing independent and non-partisan analyses of the highest quality and reliability. The Foundation currently collaborates with Danish and foreign researchers, experts and organisations on a wide range of projects that all share the sustainability of the modern welfare state as their overarching theme.

The work of the ROCKWOOL Foundation Research Unit in 2016 included research on social mobility, disconnected young people, immigration and integration, and much more, as described in the following pages. In parallel with the research that it carries out, the Unit is continuously engaged in the work of disseminating information intended for decision-makers and use in the public debate. This dissemination work took place in 2016 through a large number of publications in both specialised and the more general media, through participation in TV and radio broadcasts, through presentations for parliamentary committees, and through contacts with the media and the organisation of press conferences and seminars. In this work, the Unit benefited greatly from a high level of interest and willingness to listen to its ideas among both decision-makers and journalists.

The work of the ROCKWOOL Foundation Interventions Unit focuses on the identification, development and trialling of practical solutions to key challenges faced by society. In 2016 the Unit was particularly involved in trialling initiatives aimed at raising rates of employment and levels of education among disconnect-

ed young people, including young people from ethnic minority backgrounds, and this work will continue in the coming years.

A number of Danish municipal authorities have evinced great interest in the newly-developed employment initiative NExT-WORK, which is aimed at bringing disconnected young people into long-term employment or education. The development and trialling of effective initiatives is not sufficient in and of itself, however; it must be possible to base such projects externally and scale them up. The focus in 2016 was thus on finding external partners willing to take on responsibility for those of the Foundation's schemes that have been developed and thoroughly tested over a period of years. The Interventions Unit worked closely with both Danish and overseas organisations in this regard. For example, the agricultural project in Tanzania,



Lars Nørby Johansen

Chair of the ROCKWOOL Foundation Board of Directors

RIPAT, will henceforth be implemented and scaled up with the international NGO World Vision in charge.

The Board and management of the ROCKWOOL Foundation would like to express their gratitude to the many external partners with whom the Foundation worked during the year. They also wish to thank the personnel of the two units for their professional and committed input during 2016. Finally, they thank the members of the two programme committees for their extremely important contributions. The programme committees are always consulted before the Board takes the final decision on supporting any research or intervention projects, and they thus help to ensure that the ROCKWOOL Foundation continues to work on projects of high standard and of great relevance to present-day society.



Elin Schmidt

President of the ROCKWOOL Foundation

THE MEMBERS OF THE BOARD



LARS NORBY JOHANSEN

Chair. Also chair of the boards of Københavns Lufthavne A/S, and others. Formerly CEO of Falck, Group 4 Falck and G4S.*



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SØREN KÄHLER

Graduate Engineer. Formerly had an international career with FLSmidt & Co. and ROCKWOOL International. Member of the Board of ROCKWOOL International.



JESPER KÄHLER

CEO of Sundhedsprofil A/S.



ANDRZEJ KIELAR

CEO of ROCKWOOL Poland.



LARS E. HANSEN

Senior Project Manager, Group R&D, ROCKWOOL International. Member of the Board of ROCKWOOL International: elected by the personnel.

THE PRESIDENT OF THE FOUNDATION AND THE MANAGEMENT TEAM



ELIN SCHMIDT

President. Formerly had an international career at Novo Nordisk A/S. Chair of the Danish NGO Mødrehjælpen and advisor to a number of other NGOs operating within the social sector.



JAN ROSE SKAKSEN

Professor and Research Director, the ROCKWOOL Foundation Research Unit. Former member of the Chairmanship of the Danish Economic Councils.



HELENE BIE LILLEØR

Interventions Director, the ROCKWOOL Foundation Interventions Unit.



KASPAR KOFOD

Finance Manager.

*Member of the Business Committee.

MEMBERS OF THE RESEARCH PROGRAMME COMMITTEE



TORBEN M. ANDERSEN

Professor, Department of Economics and Business Economics, Aarhus University. Former Head Chairman of the Danish Economic Councils and Chair of the Danish Welfare Commission.



GRETE BROCHMANN

Professor, Department of Sociology and Human Geography, University of Oslo. Served as Chair of two Norwegian welfare and migration commissions.



PETER FREDRIKSSON

Professor, Department of Economics, Stockholm University; Former Director-General of IFAU, the Institute for Evaluation of Labour Market and Education Policy (Sweden). Member of the Nobel Economic Sciences Prize Committee.



PETER GUNDELACH

Professor Emeritus, Department of Sociology, University of Copenhagen. Former Chair of the Danish Social Science Research Council.



JAN ROSE SKAKSEN

Professor and Research Director, the ROCKWOOL Foundation Research Unit. Former member of the Chairmanship of the Danish Economic Councils.

MEMBERS OF THE INTERVENTIONS PROGRAMME COMMITTEE



CHRISTIAN BASON
CEO of the Danish Design Center. Formerly Director of MindLab.



HELENE BÆKMARK
Municipal Manager, Municipality of Faaborg-Midtfyn. Formerly CEO of Aging and Disability Services, Municipality of Odense and Head of Care, Health and Labour, Municipality of Fredericia.



PETER FREDRIKSSON

Professor, Department of Economics, Stockholm University; Former Director-General of IFAU, the Institute for Evaluation of Labour Market and Education Policy (Sweden). Member of the Nobel Economic Sciences Prize Committee.



STEFFEN BOHNI NIELSEN

Director for Children and Young People, Municipality of Gribskov. Formerly Deputy CEO of the National Board of Social Services (Socialstyrelsen) and CEO at Ramboll Management Consulting.



HELENE BIE LILLEØR

Interventions Director, the ROCKWOOL Foundation Interventions Unit.

RESEARCH

The ROCKWOOL Foundation carries out research on issues of importance for the economic and social sustainability of the welfare state. One important criterion for selecting research topics is *relevance*, i.e. that the results can be used in decision-making processes that will affect the future form of the welfare society. Research was carried out in 2016 in the five areas listed below.

TAXATION AND UNDECLARED WORK

It is vital that taxes are paid in accordance with the law, not only for the financing of the welfare state but also for members of the population to feel justly treated. Consequently, it is essential that the extent of undeclared work and tax fraud is kept to the lowest level possible.

IMMIGRATION AND INTEGRATION

Globalisation and large-scale migration are phenomena that are closely intertwined. Like most European welfare states, Denmark has experienced significant immigration, and successful integration of immigrants is crucial to the future sustainability of the welfare society.

TIME USE AND WORKING HOURS

A necessary condition for the sustainability of wellbeing in society is that the labour supply is sufficient to produce the desired level of prosperity. However, an appropriate balance in time use between family and work also has a key role to play in maintaining a sense of wellbeing. It is therefore important to study how Danes, and various groups within Danish society, structure their everyday lives.

MARGINALISED GROUPS AND RISK BEHAVIOUR

Living on the margins of society takes a great personal toll on the individuals concerned. At the same time, the existence of marginalised groups weakens social cohesion, increases expenditure on transfer incomes and preventative measures, and reduces income from taxation.

DISCONNECTED YOUNG PEOPLE

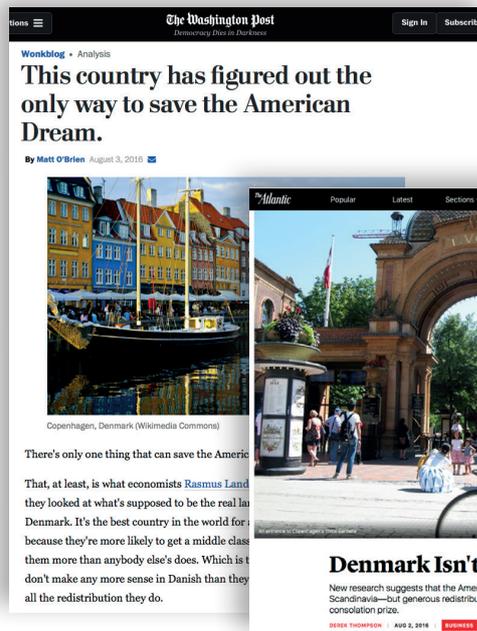
Up to seven percent of any given annual cohort of the population never complete a course of education that qualifies them for a job or achieve a stable relationship with the labour market. This has negative consequences not only for the personal wellbeing of the individuals concerned, but also for the social and economic sustainability of the welfare society.

SOME HIGHLIGHTS OF THE RESEARCH YEAR

SOCIAL MOBILITY

In 2016 the ROCKWOOL Foundation placed great emphasis on the topic of social mobility. In the summer, a study paper in the field was published, written by Rasmus Landersø of the Research Unit and Nobel laureate James Heckman, Professor of Economics at the University of Chicago.

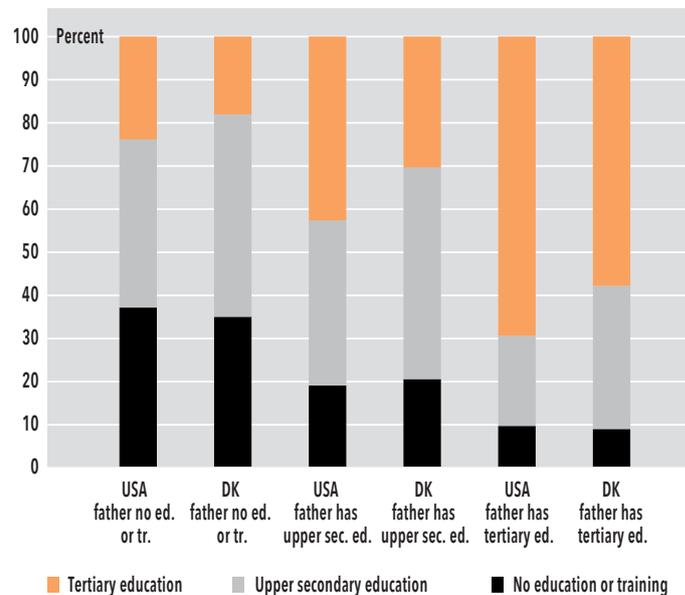
The paper questioned the conventional view of Denmark as a leading nation in promoting intergenerational social mobility. In reality, the picture is far from clear, since there are still large differences in patterns of education across the social scale, while much of the income equality achieved in Denmark reflects the redistribution of resources later in people's lives through the actions of the welfare state. This raises important questions concerning the Danish welfare society. For example, how can intergenerational social mobility be promoted? How should social mobility and social equality be weighted in importance? And are there limits to how much social mobility a welfare society such as Denmark can create?



The study attracted international attention, for example through articles in the American news media such as these in The Washington Post and The Atlantic.

One of the main conclusions of the study was that when a child reaches adulthood, in most cases he or she will have completed a level of education similar to that of his or her parents. This is more or less equally true in both Denmark and the USA. Denmark and the United States are generally similar in terms of the degree to which children break away from – or do not break away from – their social inheritance with regard to education.

Educational levels for Danes and Americans in relation to father's educational level



The figure shows the percentages of young people from Denmark and the USA born in the mid-1980s who remained with less than three years of education or training beyond lower secondary school, completed an upper secondary level course (with a length of at least three years beyond lower secondary school) or entered tertiary education, distributed according to the level of their father's education.

Source: The ROCKWOOL Foundation Research Unit, on the basis of data from Statistics Denmark and the National Longitudinal Survey of Youth 1997.

CENTRALE SPØRGSMÅL:

- A) Hvordan fremmes social mobilitet?
 - Hvilke værktøjer er der?

- B) Er der grænser for, hvor meget mobilitet en velfærdsstat som den danske kan skabe?
 - Målttede tiltag og undervisning fremfor fælles?

- C) Hvilken type mobilitet vil vi gerne fremme?
 - Hvordan skal indkomstmobilitet og uddannelsesmobilitet vægtes?

THE ROCKWOOL
FOUNDATION
RESEARCH

On 13 October the ROCKWOOL Foundation held a conference based on the study and entitled 'Social mobilitet i Danmark: viden, udfordringer og løsninger' (Social mobility in Denmark: Knowledge, challenges and solutions), at which the most recent research was presented and discussed with the aim of inspiring politicians, civil servants and others to take new initiatives in the field.

Discussion moderator Steffen Kretz (left) and Rasmus Landersø of the ROCKWOOL Foundation Research Unit.

 Presentations from the conference can be found in written and video formats (in Danish) on the ROCKWOOL Foundation website.

IMMIGRATION AND INTEGRATION

Another important focus area for the ROCKWOOL Foundation Research Unit is to increase knowledge about immigration and integration.

One way in which this was achieved in 2016 was through one of the ROCKWOOL Foundation's arrangements at the annual Danish People's Meeting on Bornholm, when an analysis published as *Hvad bestemmer antallet af asylansøgere til Danmark og resten af Europa?* (What determines the numbers of asylum seekers in Denmark and the rest of Europe?) was presented.

The analysis showed that if it is the political goal of a country to limit the number of asylum seekers, this effect can be achieved by tightening up asylum policy, for example with regard to granting of asylum, changing procedures or changing benefit payments.

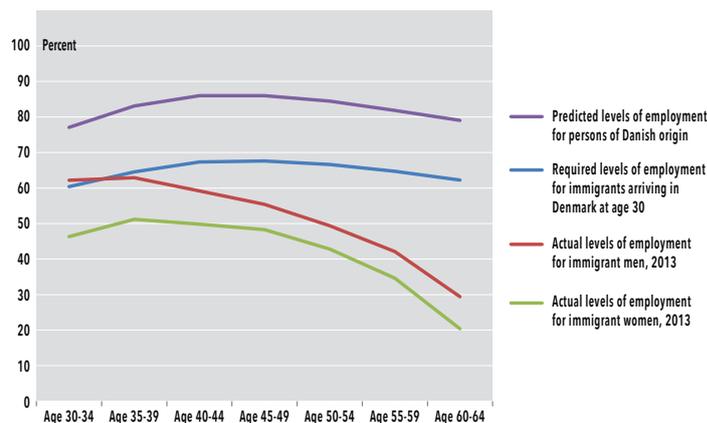


From the left: Steffen Kretz, discussion moderator; Dan Jørgensen MP (Social Democrat); René Christensen MP (Danish People's Party); Morten Østergaard MP (Social Liberal); and Marie Louise Schultz-Nielsen, senior researcher at the ROCKWOOL Foundation Research Unit.

In the autumn, the ROCKWOOL Foundation Research Unit published a book entitled *Hvad ved vi om indvandring og integration?* (What do we know about immigration and integration?), written by Jan Rose Skaksen and Bent Jensen, with contributions by Marie Louise Schultz-Nielsen. The book provides a comprehensive yet concise and easily accessible overview of immigration and integration in Denmark over nearly 50 years, with the main emphasis on the most recent part of that period. One of the points made in the book is that non-Western immigrants who arrive in Denmark as adults have too low a rate of employment to make an overall positive contribution to public finances – even though they did not draw on Danish public welfare payments as children, unlike people born in Denmark.

The book emphasises that the successful integration of non-Western immigrants into the labour market is of crucial importance in many ways. For the immigrants themselves, employment in the labour market represents the route to general integration into Danish society and to achieving an independent existence without being reliant on transfer incomes from the state and case workers in the public welfare system.

Required levels of employment for non-Western immigrants arriving in Denmark at age 30 in order for them to be financially neutral for the public purse, and actual levels



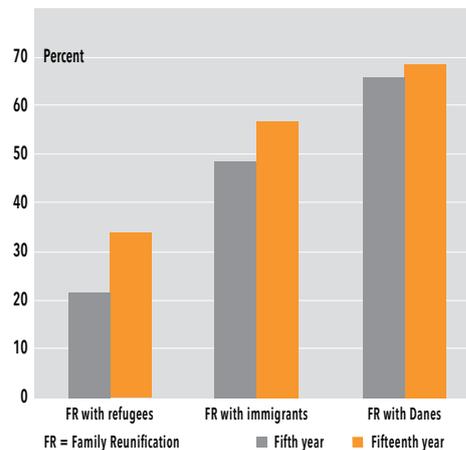
Source: *Hvad ved vi om indvandring og integration? Indvandringen til Danmark og forløbet af integrationen fra 1960'erne til i dag* (What do we know about immigration and integration? Immigration to Denmark and the progress of integration from the 1960s to the present). Gyldendal, 2016.

Another book published in 2016 was *Arbejdsmarkedstilknytningen for flygtninge og indvandrere – ankomsten til Danmark i perioden fra 1997 til 2011* (The relationship to the labour market of refugees and immigrants arriving in Denmark during the period 1997-2011) by Marie Louise Schultz-Nielsen. The analysis in this book was based on data relating to everyone who had arrived in Denmark and obtained a residence permit in the period 1997-2011, irrespective of the basis for the permit. The data thus included information about refugees, family reunification immigrants, immigrants from Eastern Europe, students and others – in all, 180,000 people in the age range 25-64 were tracked.

Family reunification immigrants coming to Denmark to join refugees have consistently been the weakest group throughout the two decades studied with regard to labour market integration. Five years after arrival, only one in five had a job. For family reunification immigrants joining non-refugee immigrants and joining Danes, the figures were 49 and 66 percent respectively.

It was also found that the groups with the weakest attachment to the labour market were those whose members were most likely to remain in Denmark. For every 100 refugees who came to Denmark, 90 were still in the country ten years after arrival. A similarly high proportion was found among family reunification

Rates of employment by grounds for residence and length of time in Denmark



Source: ROCKWOOL Foundation Research Unit, on the basis of registers held at Statistics Denmark.

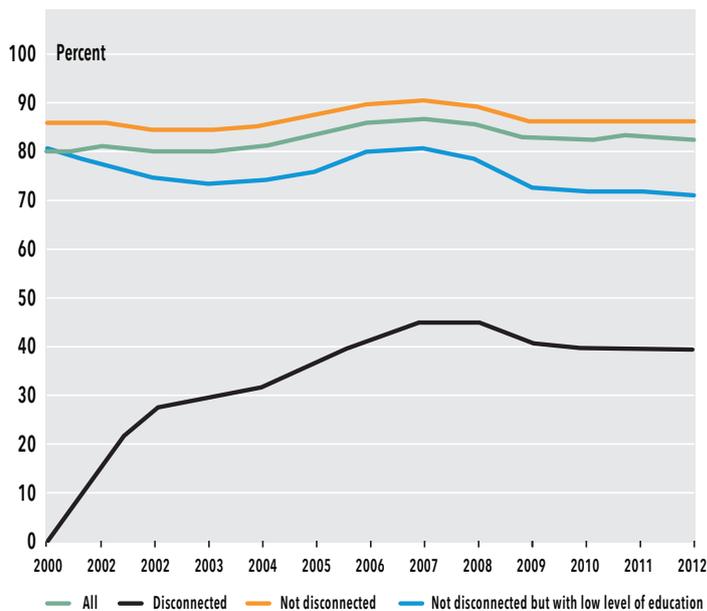
immigrants joining refugees, of whom 92 out of 100 were still in the country ten years after arrival. The opposite was the case for the people who succeeded best in the Danish labour market, namely EU/EEA nationals and people arriving in the country with work permits. Ten years after arrival, the majority of the people in these two groups had left the country again, with only 34 and 29 respectively out of every 100 of them remaining in Denmark. Moreover, of those who were still in the country, a very large proportion were in work.

MARGINALISED GROUPS IN SOCIETY

The ROCKWOOL Foundation also presented new information concerning marginalised groups in society in 2016.

In January the Research Unit published an analysis of the costs to society of vulnerable young people being disconnected from the labour market. Around seven percent of any given birth cohort of young people in Denmark are in neither work nor education, and when they are older this group achieves a final rate of employment of only 45 percent. In addition to the personal costs to the individuals concerned, the poor labour market performance of this disconnected group results in costs to the Danish public finances of up to DKK 15 billion a year. In the long term, helping this group would have the potential to increase Danish GDP by around DKK 26 billion, and to bring 46,000 more people into employment.

Rates of employment for the year 2000 cohort of disconnected and other young people



Source: The ROCKWOOL Foundation Research Unit.

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... er dårligt belyst – både i DK og
... intern ... alt

... Skills Training Program (ingen

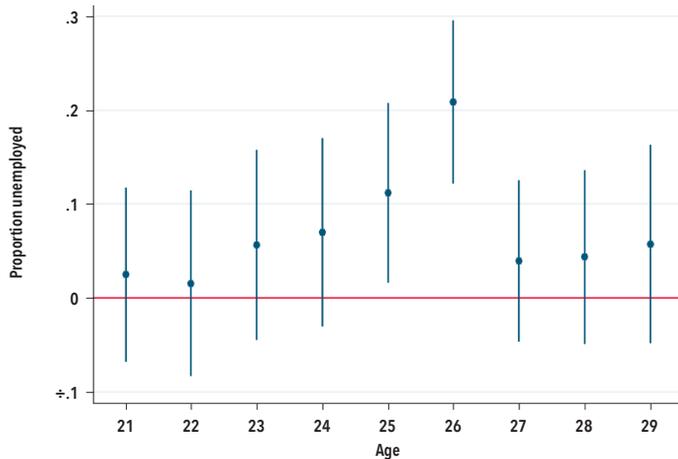
... positive effekter)

Research Leader Signe Hald Andersen of the ROCKWOOL Foundation Research Unit, who was responsible for the analysis.

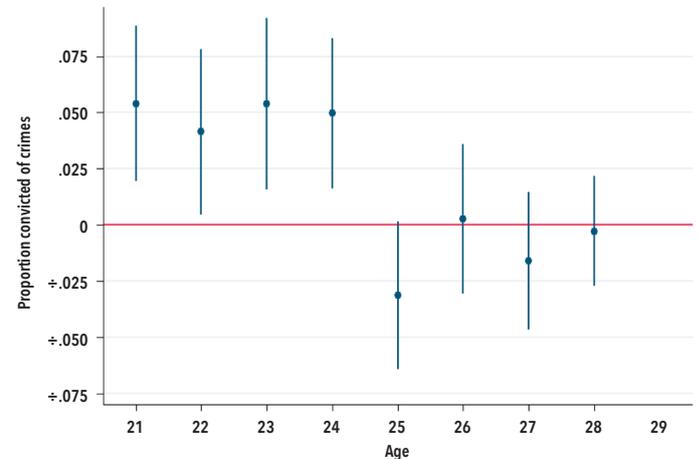
At the Danish People's Meeting, Research Leader Signe Hald Andersen presented an analysis entitled 'Efterværn for anbragte unge: Hvad ved vi overhovedet?'. (Aftercare for young people who have been in care. What do we really know?). Little research into the effects of aftercare on children who have been in

care had been reported previously. The analysis showed – surprisingly – that in the short term such aftercare actually has a negative impact on both rate of employment and criminality. In the long term, however, aftercare does produce positive effects.

Unemployment



Criminality



Source: The ROCKWOOL Foundation Research Unit.

A book published in 2016 and entitled *Indskolingselevers trivsel og fagkompetencer – Resultater fra Høje-Taastrup Kommune* (The wellbeing and academic competences of primary school children. Results from the Municipality of Høje-Taastrup) by Camilla Hvidtfeldt and Hanne-Lise Falgreen Eriksen, with a contribution by Helene Bie Lilleør, was concerned not only with describing the wellbeing and academic skills of these children, but also with a discussion of how best to measure wellbeing among young schoolchildren.

The results demonstrated that there were clear differences between the sexes; the boys in the younger classes in the municipality had significantly lower self-esteem and a poorer sense of wellbeing in a school context.

Moreover, the teachers were of the opinion that the boys had greater behavioural problems than the girls.

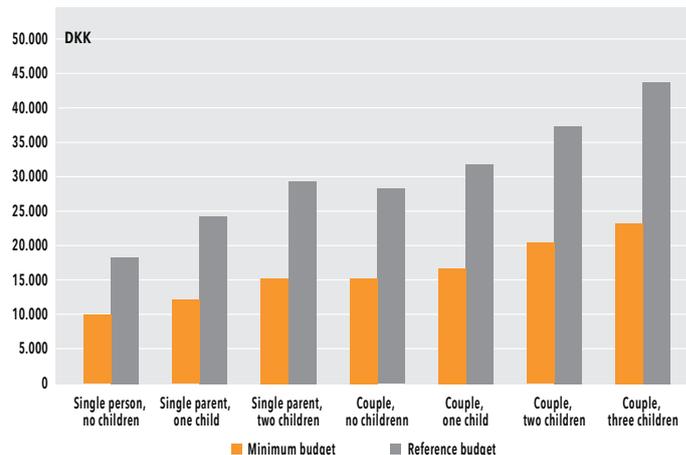


THE WELFARE SOCIETY

In *Paternity leave and the motherhood penalty: New causal evidence*, Signe Hald Andersen showed how mothers in families in which the father opted to take a larger proportion of the parental leave from work that parents in Denmark are entitled to distribute between them earned more money in the two to four years following the birth of the child. At the same time, such mothers experienced lower levels of unemployment, especially in the long term. Specifically, mothers earned between DKK 7,300 and DKK 53,300 more per year in families where the fathers increased their share of the parental leave by ten percentage points, and these same mothers also experienced between 0.4 and 2.8 percentage points less unemployment.

A press seminar was held in November to present a book by Jens Bonke entitled *Minimumsbudget for forbrugsudgifter – hvad er det mindste, man kan leve for?* (Minimum outlays for consumption – What is the least money people can live on?). The analysis demonstrated just how little various types of family could live on if they purchased only the bare necessities, and for the lowest available prices. There are huge differences between what Danish families generally spend and the minimum amounts on which it is possible to live. On average, the normal monthly

Differences between minimum and reference budgets, 2015 values



Assumptions: The single person is a woman aged 30-49. If there is one child in the family it is aged 3-6; a second child is aged 7-10, and a third, 11-14.

Source: The ROCKWOOL Foundation Research Unit.

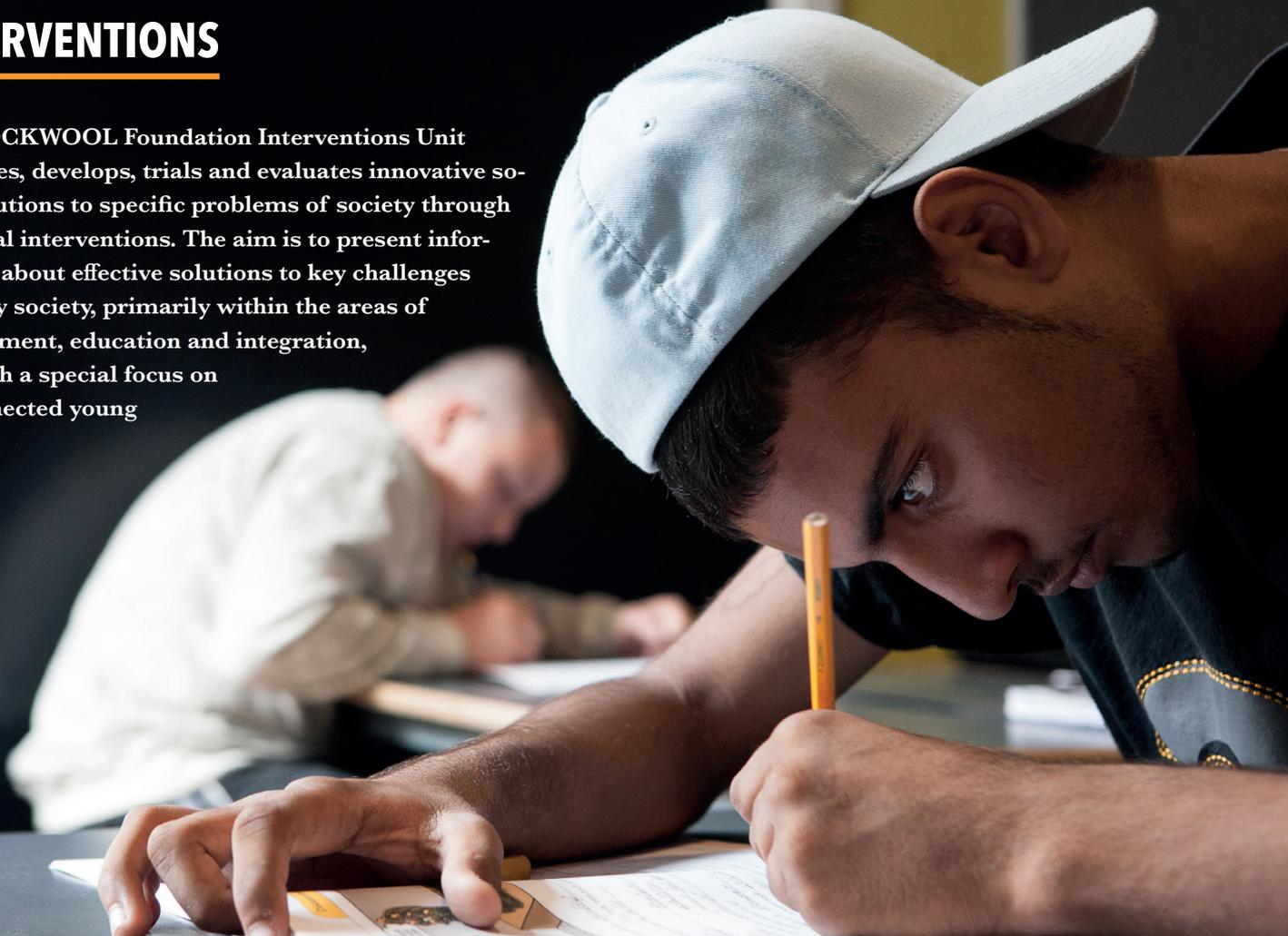
spending for an ordinary Danish family is fully 85 percent higher than the minimum.



A computerised family budget ‘ready reckoner’ is available on the ROCKWOOL Foundation website, enabling Danish residents to calculate their own family budgets and minimum possible spending.

INTERVENTIONS

The ROCKWOOL Foundation Interventions Unit identifies, develops, trials and evaluates innovative social solutions to specific problems of society through practical interventions. The aim is to present information about effective solutions to key challenges faced by society, primarily within the areas of employment, education and integration, and with a special focus on disconnected young people.



Two new initiatives have recently been launched by the Interventions Unit. The first is an integration initiative that is intended to tell us more about why young people from ethnic minorities are more frequently in neither education nor employment than is the case for other young people, and its aim is to present suggestions for how to get them started on the path to success in life. ‘Immigration and Integration’ has been an important research topic for the ROCKWOOL Foundation ever since the first publication in the area by the Research Unit in 1999, and the work in this field is now being extended through this attempt to offer solutions to the problems discovered. The second initiative concerns drop-out from education; it focuses on finding and trialling new ways of reducing the high drop-out rate found at many Danish vocational training schools.

In the field of employment, the Interventions Unit has worked on the development of the NExTWORK initiative over the past few years. This is a scheme based on a local network of firms that offer work experience opportunities to disconnected young people who are receiving social assistance. It is the aim of the scheme that, through participating in the everyday rou-

tines of workplaces, joining in network groups and receiving continuous support from youth counsellors, the young people involved should be aided in starting a course of education or in holding down a job.

The development and trialling of NExTWORK is carried out in close cooperation with the Municipality of Roskilde. From January 2017 onward, the initiative will be expanded to include more young people and firms in Roskilde. The municipal authority has decided to finance the operating costs of a two-year pilot project in which NExTWORK will be open to at least 120 young people and will have a network of 60 firms. The City of Copenhagen has also granted funds for the implementation of NExTWORK from the second half of 2017 onwards. In both locations, places on the NExTWORK trial will be allocated by lot. This implementation of NExTWORK will be carried out in collaboration with the Institute for Fiscal Studies, London, and the ROCKWOOL Foundation Research Unit. The two institutions will be jointly responsible for the follow-up research work on the project, which should provide solid evidence as to whether the initiative has achieved the desired effect.

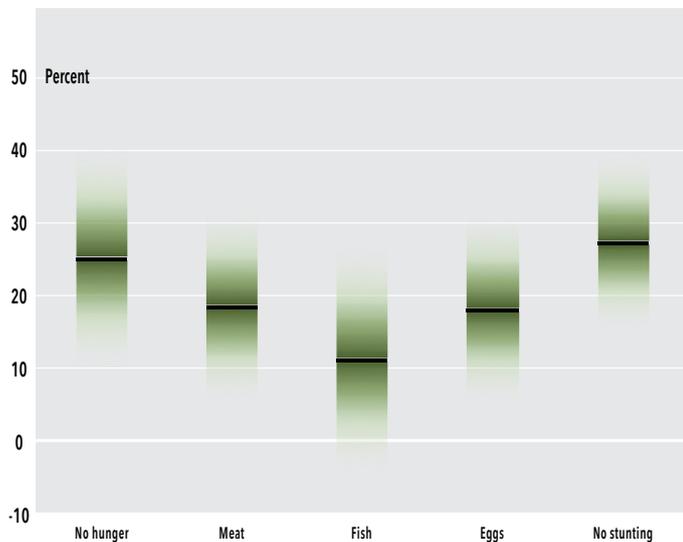
In 2016 the Interventions Unit ensured the future ownership, operation and extension of two of its existing projects. The Foundation's involvement in farming development in Africa over a number of years has resulted in the establishment of a new external partnership. RIPAT (Rural Initiative for Participatory Agricultural Transformation) is a programme that has as its goal the reduction of poverty, hunger and undernourishment among smallholder farmers in East Africa by means of improved crop cultivation and animal husbandry, using the principle of help to self-help. Since the launch of the first RIPAT project in 2006, the ROCKWOOL Foundation has worked closely with the Tanzanian NGO RECODA on the further development and implementation of RIPAT through a series of projects. RIPAT has undergone a comprehensive research-based quantitative evaluation that has demonstrated a significant and sustained impact of the programme on food security. RIPAT will be run and expanded in the future by the NGO World Vision Tanzania, working closely with the Tanzanian organisation RECODA. World Vision is one of the largest international NGOs working in Africa, and its involvement in the project will help to ensure that the implementation of RIPAT is spread out widely in rural areas, enabling the largest possible number



From the left: Tim Andrews, National Director of World Vision, Tanzania; Elin Schmidt, President of the ROCKWOOL Foundation; and Ringo Dominick, Executive Director of RECODA, at the signing of the transfer agreement.

of smallholder farmers to benefit from the scheme. In the long term, World Vision is planning to implement RIPAT in a number of African countries.

Impact of RIPAT 1 on food security



The figure shows the differences between RIPAT farmers and a control group in percentage points. One of the measurements refers to the number of children under 5 suffering from stunted growth; there were 27 percentage points more children who were not affected by stunting in the RIPAT families than in the control group families.

Since 2007 the ROCKWOOL Foundation has been involved in the development of Perspekt, a class-based teaching programme aimed at training schoolchildren in emotional, personal and social skills. The material is designed to cover 16-18 lessons, and it includes exercises, role-plays, films and games. The aim is to create a good classroom environment through training in the various skills covered by the programme.

In 2016 the Foundation transferred responsibility for Perspekt to Dansk Center for Undervisningsmiljø (DCUM, the Danish Centre for the Teaching Environment); this organisation is planning to offer schools an updated version of the material. DCUM is an independent public knowledge centre whose purpose is to contribute to providing and developing a good teaching environment in Denmark.

DCUM is aiming to make Perspekt easily accessible to all primary/lower secondary schools in Denmark, so that the greatest number of school students possible can benefit from it. This scaling up of Perspekt will also make possible a larger impact evaluation of the material in terms of key factors related to wellbeing.



Key financial figures for 2016 are available on the ROCKWOOL Foundation website at
rockwoolfonden.dk



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A view of the conference on 'Social mobilitet i Danmark: viden, udfordringer og løsninger' (Social mobility in Denmark: Knowledge, challenges and solutions) held on 13 October 2016 at Moltkes Palæ, Copenhagen.