

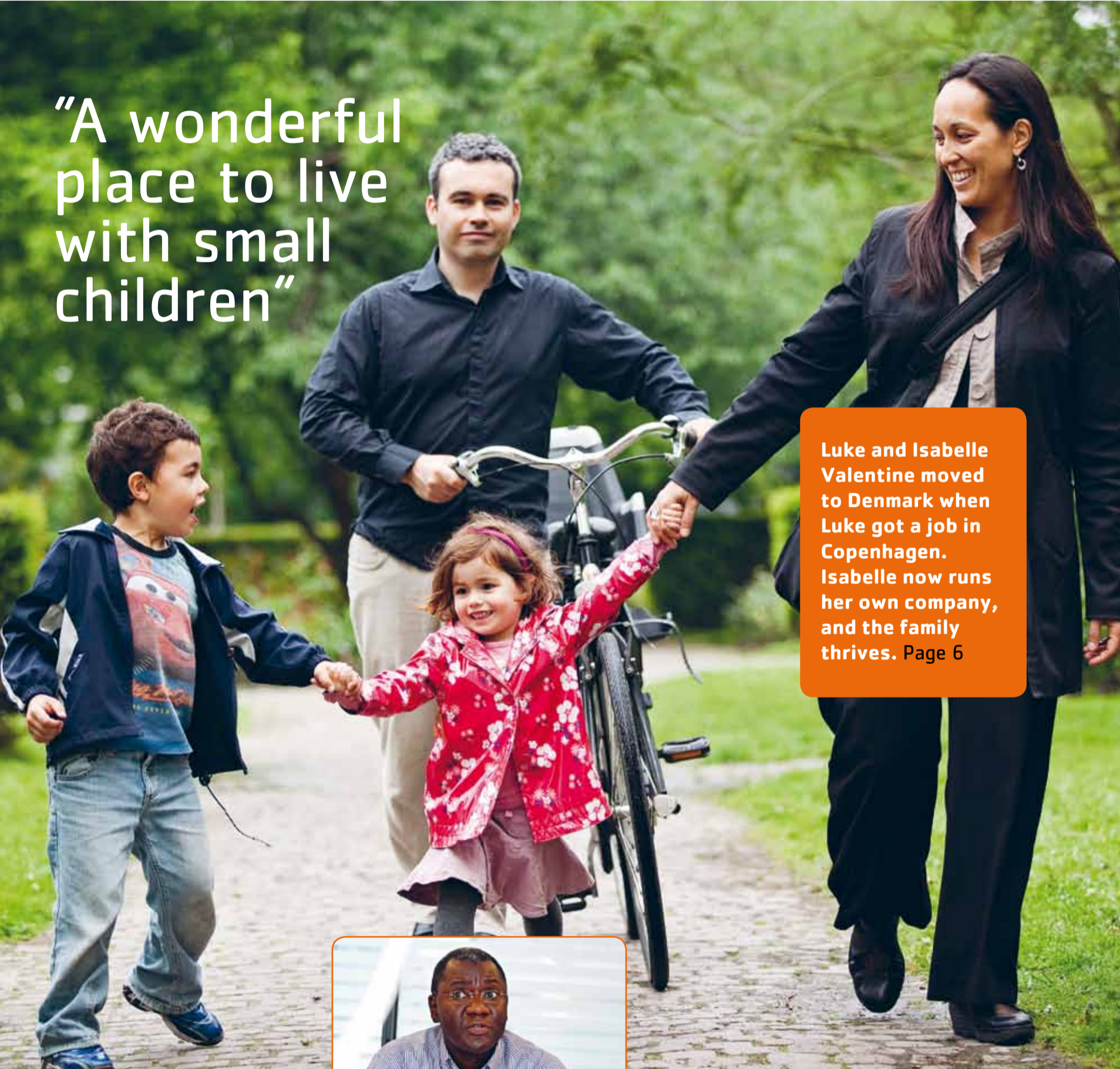


WORK IN DENMARK

WORK AND LIFE IN DENMARK

“A wonderful place to live with small children”

Luke and Isabelle Valentine moved to Denmark when Luke got a job in Copenhagen. Isabelle now runs her own company, and the family thrives. Page 6



All these meetings!
How I came to like the Danish workplace culture. Page 4



We love our jobs!
Nine out of ten Danish workers are “satisfied” or “very satisfied” with their working conditions. Page 5

Read more about:

- Moving to Denmark**
- Personal finance and welfare**
- Finding a job in Denmark**
- Daily life in Denmark**

A job in Denmark?

Thousands of well-educated foreigners come to Denmark every year to work and live. Many are attracted by the opportunity to combine professional challenges, comfortable living conditions and family-friendly working hours.

To meet the future need for well-qualified labour, Denmark needs to attract more talented people from abroad. That's why many Danish private and public organisations are keen to recruit foreign workers and make great efforts to ensure that their international employees settle well into their new life in Denmark.

Workindenmark is the Danish Ministry of Employment's unit for international recruitment. We facilitate contact between Danish companies and international

employees and communicate our knowledge and experience to all interested parties.

This newspaper is for anyone who's considering relocating to Denmark. We hope that it provides the information you need to find out whether Denmark is the place for you.

You can read more about relocation, job opportunities in Denmark, and Danish culture and society at www.workindenmark.dk



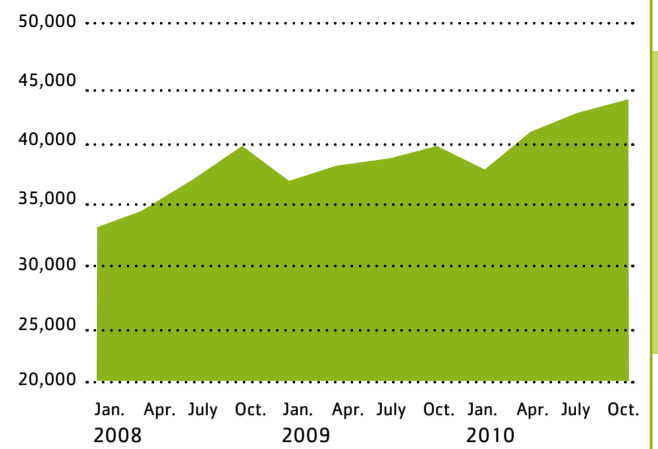
Berith F. Madsen, Peter Møller
and Marianne Hansen,
Regional Centre Managers, Workindenmark.
Photo: Rune Johansen

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Number of expats in Denmark

Note: Excluding Nordic citizens and international commuters.

WORK IN DENMARK



Did you know that...?

Almost all Danish families – 97 percent – own a mobile phone

33%

of Danish homes have at least five rooms



Free Danish courses

Most Danes speak English, but it's a good idea to learn Danish if you plan on staying in Denmark for more than six months.

In many Danish companies, you'll get along fine without speaking Danish. However, proper integration at work, and particularly in Danish society, is far easier if you make the effort to learn to speak Danish. And if you bring your family, the advice is clear: take a Danish course.

As a foreign worker in Denmark, you and your partner have free access to Danish courses for up to three years.

These courses are customised to suit the needs and language skills of the participants. Shorter courses are also

offered, targeted at people who need to learn Danish primarily for professional purposes. These courses can be completed by attending classes a few nights a week – and are also free of charge.

A difficult language

The Danish language is reputed to be difficult – particularly when it comes to pronunciation. And although you may only need a few months of teaching to be able to understand a fair amount of Danish, most people find that it takes at least a year – and sometimes even two or three – to become really proficient in Danish.

Dusan Oravec arrived in Denmark from Slovakia. He's attended Danish

classes for the last two years – two nights a week – and has chosen to supplement classes with private one-to-one tuition.

"I'm still shy when I go into a shop and have to speak Danish," says Dusan. "Danish is a difficult language to learn because the words are not pronounced as they are written. But I'll keep trying, because if you want to become fully integrated into Danish society, it's important to speak the language."

Read more about Danish courses: workindenmark.dk or newtodenmark.dk. The newtodenmark site also provides access to free online courses in Danish.

The general advice to all foreign workers in Denmark is: Learn Danish – it pays off, and it's free for both you and your partner. Photo: Jane Ohlsen



Yuri Yakymenko (Ukraine)



- Degree in Economics and Management Accounting from Ukraine and the UK
- Group Business Controller in the Danish head office of an international industrial company

What has surprised you most about Denmark?

That two thirds of all job vacancies are not advertised but filled through word-of-mouth and networks – friends, relatives and colleagues knowing someone who fits the job.

Why did you decide to come to Denmark to work?

I decided to terminate my contract in Ukraine. After that, my Danish wife and I decided to settle in Denmark.

What do you find most challenging in Denmark?

Answering inappropriate and irrelevant questions from the Danish Integration Office as part of the integration programme for foreigners.

What is your first impression of the Danes?

They are nice, open-minded and have self-irony.

Do you have a career plan?

I don't see myself staying in Denmark forever. I'm open to international promotions for some years yet.

Dealing with the paperwork

It's a good idea to take care of formalities as soon as possible when you arrive. And don't worry, help is at hand if you need it.

There are a lot of practicalities to deal with when you move to Denmark. You need to get a work and residence permit, and you have to register with various local

authorities. It's also important to get your taxes, doctor and Danish driver's license sorted out as soon as possible.

International Citizen Service

International Citizen Service (ICS) is there to help. ICS makes the contact to Danish authorities as easy as possible for you and your family.

All the authorities you typically need to contact are represented at ICS. So in most cases, you'll only need to visit an ICS office to take care of paperwork and find answers to your questions. You can complete all your registrations at our offices – and get the help you need to start your working life in Denmark.

You will find an ICS office in each of the four largest Danish cities: Copenhagen, Aarhus, Odense and Aalborg.

From December 2011 you'll also find ICS at icitizen.dk



ICS offers guidance and service across all relevant public authorities. Photo: Tomas Bertelsen.

Where do you prefer to live?

In most parts of Denmark, it's possible to choose between different kinds of accommodation.

House or apartment? City centre or countryside? In a small country like Denmark, you're never more than a car ride away from a city regardless of where you choose to live. Copenhagen is never more than seven hours drive away, no matter where you are in the country – and beautiful

woodland and beaches are only a short journey away, too.

Most companies provide accommodation for their international employees on arrival. But this might be temporary or possibly not quite to your liking. So most international employees spend time finding more permanent accommodation that suits their needs. The Workindenmark centres or relocation agents are ready to help anyone who is looking for a place to live in Denmark.

The Workindenmark website provides more information on various types of accommodation and links to relevant estate agents. Go to workindenmark.dk.

Did you know that...?

Three out of four Danish adults with children claim to be very satisfied with their work-life balance.

There are unwritten rules in any workplace – and Danish workplaces are no exception. Follow the five dos and don'ts, and you're sure to get off to a good start in your new job:

Dos at work:

- ☺ Don't wait for an invitation but be proactive and make contact yourself. The Danes tend to be reserved and might not automatically ask you out for a drink after work.
- ☺ Participate and share your opinions at the many meetings you attend. Welcome to Consensus Culture Country where everyone expects to be heard.
- ☺ Trust that the company has hired you because they know you have the right qualifications for the job. Work independently and avoid asking permission for everything. Admit to mistakes if you make any – if you don't, you compromise the trust invested in you.
- ☺ If you're a manager, you need to motivate your staff by providing challenges and professional development. Bonuses and titles are not so important to Danish employees.
- ☺ Be informal and practice straight talking. Don't soften what you want to say in polite phrases and deference, as this only creates distance between you and the person you are communicating with.

Don'ts at work:

- ☹ Don't eat lunch alone in your office. This is not considered collegial. Instead you should join your colleagues where they usually go for lunch.
- ☹ Don't question your colleagues on their religious beliefs or political convictions. Such issues are considered private in Denmark and should only be discussed if your colleagues volunteer them.
- ☹ Avoid working very late if you have a family, particularly if you're a manager. By staying at work rather than spending time with your family, your Danish colleagues will think you are letting your children down.
- ☹ Don't be late – Danes are generally very punctual.
- ☹ Never give orders and always explain why you have asked someone to do something. Danes want to know the reasoning behind the decisions made.

Source: Dennis Nørmark, Anthropologist and instructor on various 'Danish work culture' crash courses.

Teamwork and consensus

To be successful in a Danish company, you need to be able to act and think independently. At the same time, you need fairly advanced collaborative and communicative skills so you can work with colleagues and superiors and take part in decision-making processes.

In many Danish companies, work is project-based and the professional culture is consensus-driven, which means it's normal for employees to discuss the projects they are working on. But Danish workplaces are also characterised by another culture which international employees soon discover: the meeting culture.

There are far more meetings in a Danish workplace than most workers

from abroad are used to. But these meetings have a purpose: they are a professional forum where employees get the opportunity to share their opinion and offer their assessments of the issues discussed – and everyone is expected to take an active part.

Another trait common to Danish workplaces is the fairly invisible hierarchy. Communication between managers and employees is very relaxed and two-way. Moreover, employees have a great degree of freedom to plan their own work. A Danish boss will not control every decision you make, but instead trust that you have the expertise to know the right thing to do. With such freedom and trust, however, comes a great amount of personal responsibility.

Learning to appreciate the Danish meeting culture

As a foreign manager in a Danish company, you'll probably be surprised by the amount of meetings, discussions and employee involvement that takes place in Danish workplaces.

"It can't possibly take so long", thought senior specialist Charles Thiam when he began his first meeting at Vestas, the Danish wind turbine producer. Charles was fresh to Denmark, and ten minutes into the meeting he decided to cut to the chase and start distributing tasks to people. That was a mistake, he discovered later. After the meeting, he was told that the decisions he had just made usually required more than one meeting, and he needed to allow more time for exchanging views and ideas on the matter.

"At first, I found this a waste of time, but now I see the advantages," Charles explains. "The decision-making process is important and valuable. And with everyone involved, it leads to better solutions. The better employees understand the context of a given task, the more efficiently it will be completed."

A flat structure

Charles is a quality improvement expert. Born in West Africa, he qualified as an engineer in Germany and sup-

plemented this degree with a M.Sc. degree in the UK. Having worked in the UK and China, Danish work culture is very different to what Charles has previously experienced.

As he explains, the flat, consensus-driven structure that characterises Danish workplaces puts different demands on him as a manager as well as on his employees. "The dialogue between people in the organisation is very open and direct. Everyone is expected to contribute with their opinion and expertise, and people

are used to making their own decisions and working independently."

Seeking shared solutions

During his first months in Vestas, Charles had regular meetings with a coach, hired by Vestas. These sessions provided him with the tools he needed to understand and tackle the Danish work culture, and he warmly recommends coaching to any international employee with managerial responsibilities.

The coaching sessions also taught Charles how the Danes interpret democracy and not least, how it's practised in the workplace. An undebated 'no' can have a demotivating effect on Danish workers because many Danes take this type of refusal personally. The coach advised him to involve his staff and look for shared solutions to the tasks at hand. In Denmark, a shared solution is perceived to be better and more thoroughly prepared – and it also creates ownership among workers and strengthens teamwork.

The open and direct dialogue between people in the organisation is valuable, and puts different demands on me as a manager, states Charles Thiam, quality improvement expert at Vestas.
Photo: Thomas Søndergaard



Everyone works less

A global comparison of 73 cities shows that employees in Copenhagen have fewer working hours than employees elsewhere in the world. Only people in Lyon, Paris and Madrid spend less time at work.

In actual fact, the Danes work just as much as people in other OECD countries, but in Denmark the workload is distributed among more people, so everyone works less. This gives Denmark a better work-life rating than most OECD countries.

Taking time off

Danish workplaces are characterised by a good work-life balance. Many employees have flexible working hours and some even have a home office, allowing them to work from home certain days a week. Danish office hours are usually between 9am and 4.30pm, and overtime is not as common as in many other countries. All employees have the right to five weeks paid holiday a year – many even have six weeks. As a new employee, you have the right to five weeks holiday during your first year of employment, but you won't have earned the right to paid holiday until your second year.



Most employees have the right to five or six weeks paid holiday a year. Photo: Karen Krarup

The world-famous Danish model

The Danish labour market is internationally known for its 'flexicurity model'. A mix of the terms 'flexibility' and 'security', this concept refers to a welfare state model that combines a flexible labour market with social security for all workers.

The dynamics of the Danish labour market implies that, on average, around one fourth of the Danish workforce gets a new job every year. This probably explains why 40 percent of the unemployed find new jobs within the first three months of their unemployment.

Most labour market issues are settled by employers and employees rather than by law. Employees choose a union representative that undertakes local negotiations on wages and other work conditions with the employer. In many work places, professional organisations play an active role and many employees are members of a union.



We love our jobs! Danes have the highest job satisfaction rating in Europe. Photo: Tomas Bertelsen

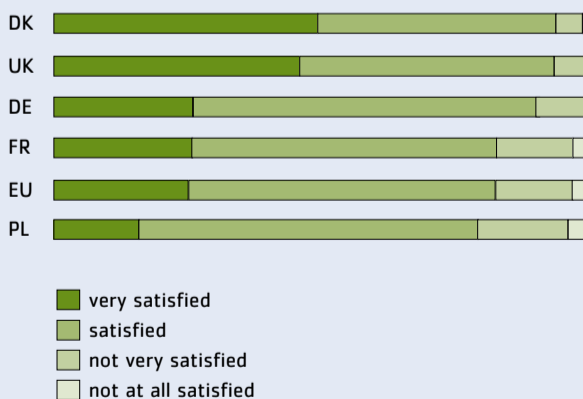
The best working conditions in the EU

Compared to their European neighbours, Danish employees are the most satisfied when it comes to working conditions.

Nine out of ten Danish workers declare themselves to be 'satisfied' or 'very satisfied' with the working conditions in their primary job. This gives the Danes the highest job satisfaction rating in Europe.

These figures are based on the EU's Fourth Working Conditions Survey, 2005, which interviewed around 30,000 workers in 31 countries.

Work satisfaction - by country (%)



Pension

All Danish citizens receive a state pension from the age of 65, but as a supplement most Danes contribute a monthly sum towards a private pension. Most employees' contracts state that a certain percentage of their salary goes towards a private pension. The employer will pay half of this sum and the other half will be deducted from the employees' monthly salary.

Unemployment insurance

Membership of unemployment insurance funds is entirely voluntary in Denmark. So it's not the workplace but rather the individual employee who enrolls and pays the membership fee.

As an insured member, you receive unemployment benefit from the first day of unemployment, as long as you've been a member of the insurance fund for at

least 12 months and can document 52 weeks of employment during the past three years.



Maria Patumelli (Italy)



- Business analyst at UNICEF, Copenhagen

What would be your advice to others who wish to apply for a job in Denmark?

Be open and curious. Learn Danish. Bring lots of warm clothes. The Danish weather is not exactly the most important reason for moving here.

Was it difficult to get settled?

No, it was pretty easy. I work in an international organisation, and they helped me find a place to live and get all the formalities sorted out.

Have you got to know the Danes?

Mostly I go out with colleagues from work and other Italian expats, but I would love to get in contact with more Danes, perhaps through some kind of voluntary work.

How long to you plan on staying in Denmark?

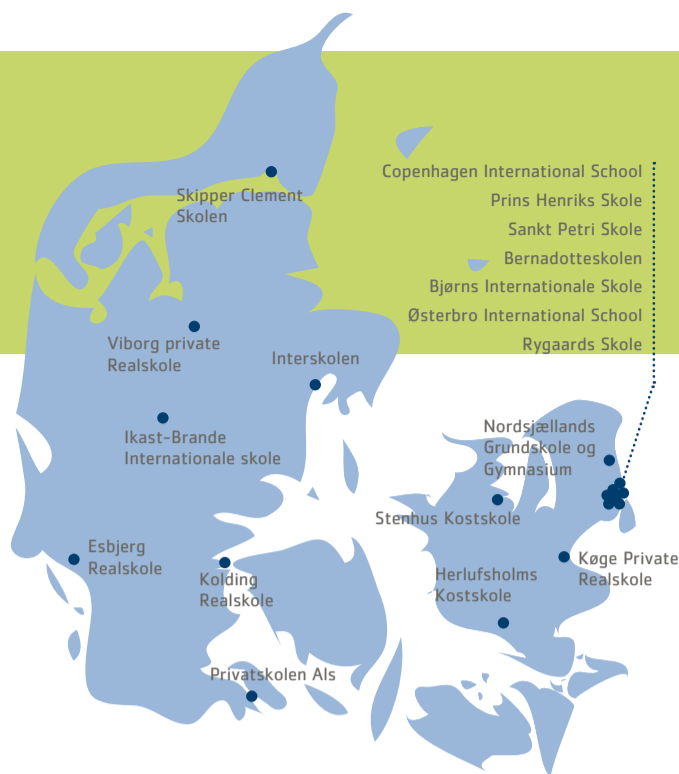
So far, I'm on a three-year contract.

What has surprised you most about Denmark?

That there are children and playgrounds everywhere. It's very clean here and not as crowded and noisy as in Rome, where I've lived all my life. I really enjoy going for long walks round Copenhagen.

International schools in Denmark (March 2011)

Source: The Ministry of Education



- 18 independent primary schools are currently authorised to teach in other languages than Danish.
- Two private and 10 state schools offer the International Baccalaureate (IB) Diploma Programme. The IB Diploma qualifies students for higher education programmes in Denmark or abroad.
- The primary teaching language in Danish international schools is

- English – except at Prins Henrik's Skole (French) and Sankt Petri Skole (German).
- Tuition fees at Danish international schools run from DKK 15,000 to DKK 80,000 a year.
- For a full list of Danish international schools, please go to www.eng.uvm.dk

A safe city with many playgrounds and inexpensive daycare. The Valentine family is very happy in Copenhagen. Photo: Tomas Bertelsen



Job-seeking partners

As a partner of a foreign worker, it can be quite difficult to find a job in Denmark. But there's plenty of help at hand – and the partner job bank is a great place to start.

If your family moves with you to Denmark, it's a good idea to discuss whether your partner wants to work during your stay in Denmark. If they do, it's important that you look into their work opportunities. Experience shows that it's quite hard for partners to find a job; it certainly demands a dedicated effort, and you might even need to seek expert advice.

Danish companies with many international employees typically offer counselling for accompanying partners and have established partner job banks or networks.

Workindenmark also offers special help to the partners of foreign workers in Denmark who are looking for work. You can participate in job-seeking courses and get advice on how to write job applications and CVs that appeal to Danish employers. Workindenmark has also established a national job bank where you can see available jobs.

Partners on the move

Learn Danish and be outgoing. That's the advice Isabelle Valentine gives other expatriates, who, like herself, find themselves in Denmark as a result of their partner's new job.

Before moving to Denmark with her husband and two children, Isabelle Valentine had made up her mind: I also want to work in Denmark. Isabelle is half-French and half-Filipino and married to Luke Valentine, who's English. The family moved to Denmark when Luke got a job as a producer at IO Interactive, an international computer game producer based in Copenhagen. Soon after they arrived, Isabelle found a job too.

"I have an MBA in International Business and I speak fluent English and French," she explains. "So I was pretty certain I would find employment in Denmark – and I was right. I soon landed a job as an account manager in charge of business development in a small Danish company."

Realising a professional dream

But the 2009 financial crisis meant that the company that had employed Isabelle had to postpone its European expansion plans – and Isabelle was made redundant. However, this didn't get her down. Instead, she decided to grab the unexpected opportunity to realise a dream she had always had: becoming self-employed.

"I'd always wanted to start my own business – and suddenly I had the chance," Isabelle recalls. "I contacted a lot of networks and got involved with other female entrepreneurs. And they have really been an invaluable support to me. Copenhagen Business Centre (KEC) helped me write my business plan, and I also received a lot of help from my husband's company, which has a spouse-care programme."

So what does Isabelle do now? She runs her own company, importing English-language children's books. She's also looking into the possibility of starting an English-language kindergarten based on Montessori principles.

Be outgoing

The best advice Isabelle can give to others who accompany their partners to Denmark is to attend Danish classes and be outgoing.

"At the language school I attended, I met a lot of people who were in the same situation as me. Many of these people have become my friends. I've also found it very easy to make friends with Danes. Some partners experience the Danes as reserved and difficult to get to know privately. But if you make the first move and

invite Danes to your house, you will soon discover that the initial reserve disappears," Isabelle says.

And Isabelle thinks Copenhagen is a wonderful place to live with small children. "We bike round the city and everything feels very safe. The many beautiful parks in the city have plenty of playgrounds for the kids to enjoy. Compared to London, day care is far less expensive in Denmark, and the Danes are very accommodating towards children," she says.

Did you know that...?

Danes see a doctor, dentist or other medical specialist 11 times a year.

One in ten Danish families have more than one car and every third motorist owns a trailer.

Public childcare and schooling

All families in Denmark are offered public childcare and can choose between free state schools or private schools.

Denmark has a long tradition for public childcare. All parents are offered public childcare – and, as it's normal for both parents to work once the child has turned one year old, most Danish families accept the offer.

The Danish public childcare system is based on a partial fee system, and although some day care institutions have waiting lists, most guarantee a place for children from the age of one.

For children below the age of two, parents can choose nursery ('vuggestue') or family day care ('dagpleje'). A nursery is an institution designed to look after larger groups of small children while family day care involves only four or five children, looked after by a childminder in her own home.

Kindergarten for all children

Childcare for three to five year-olds takes place in kindergartens. Most Danish kindergartens are public, but you'll find private ones, too – and almost all Danish families send their children to kindergarten.

All Danish kindergartens have professionally trained staff, but children don't receive preschool teaching. Instead, Danish kindergartens stimulate children's social, linguistic and democratic skills, primarily through play. Danish kindergartens mix boys and girls, and welcome children from all religious and social backgrounds.

Primary education

When children turn six, they start school in Denmark – and ten years of primary and lower secondary schooling is obligatory. Most Danish children attend state schools, which are free of charge, while others go to private schools where the parents pay tuition fees.

Following primary education, children have free access to a number of secondary education programmes that prepare them for higher education. And Danish universities and other higher education institutions are also public and free of charge.

International schools

Many of the families who come to Denmark for professional reasons prefer to send their children to an international school, most of which are situated in or around the larger cities. Some of the international schools have waiting lists, but the Danish government is prioritising the creation of more places at Danish international schools – and the Danish international schools were recently allowed to increase their student intake.

When children turn six, they start school in Denmark. Many schools have facilities for sport and leisure activities.

Photo: Helle Thorbøl Møller, Foreningen Nydansker



Public and private healthcare

In Denmark public medical help and hospitalisation is free of charge, but there's a partial charge for dental care.

Denmark has an extensive and well-functioning public healthcare system that offers free consultation and treatment at a local doctor's, emergency wards and public hospitals.

Once you've got your work and residence permit, you'll need to apply for a social security number (CPR-number) and a medical card to get access to free healthcare for yourself and your family. The medical card is yellow and acts as your public health insurance certificate ('sygesikringsbevis'), so you need to produce it to receive treatment.

At the local Citizens' Service Centres you get assigned a doctor, and their name and address will be written on your yellow

medical card. When you or a member of your family needs to see the doctor, you simply call the doctor's surgery and make an appointment.

Dental treatment isn't free in Denmark, but it is subsidised. So you pay a partial charge following each treatment.

Denmark also has a number of private hospitals and health clinics where you pay for treatment. The public health system has waiting lists for certain kinds of treatment, in which case you may choose a private hospital or clinic to avoid waiting for treatment. Whether you choose public or private treatment, the quality of medical treatment in Denmark is generally very high.

A visit to the local doctor is free of charge for you and your family, as is any other medical treatment in public healthcare.



Werner Streicher
(South Africa)



- Researcher, Faculty of Health Sciences, Copenhagen University

Do you plan to learn Danish?
I will attend a Danish course so that I understand what people say to me and so I can get by.

How do you like the Danish weather?
I've worked five years in the United States – close to the Canadian border – so I'm used to cold weather.

Do you consider the high taxation in Denmark a problem?
As a researcher from abroad, I pay a lower tax and I find living in Denmark no more expensive than the States. The Danish tax might be higher, but it's counterbalanced by the number of free social services you get here that used to cost me a lot back in the States.

What's your first impression of the Danes?
In the United States, people are very friendly but perhaps not as warm-hearted when you really get to know them. Here, it's the other way round. The Danes can seem rather reserved at first, but when you get to know them they are very warm and friendly.

What has surprised you most about Denmark?

That so many Danes speak English. I'd read that nearly everyone in Denmark speaks very good English, but it was still a pleasant surprise when I arrived.



If you want to get in touch with international communities in Denmark, check these links:

Internationalcommunity.dk

Workindenmark.dk

Expatindenmark.dk

Letsmeetin.dk

Did you know that...?

The most popular sport among Danish boys is football...

whereas swimming is most popular among Danish girls.



Networking after hours

"When your family has settled in Denmark, it's important to work on your network," says Karina Boldsen, President of the International Community in Aarhus. She offers the following advice on how to build your network:

- Join clubs, societies and networks in your local area and participate in different kinds of events. The Danes are a little reserved and most of them go straight home after work to spend time with their families and engage in their recreational activities. That's why it's a great idea to join clubs if you want to meet Danes in a natural way.
- Meet other people who are in the
- Create your own profile on relevant websites. This will help you get in touch with other international families or Danes interested in meeting families from abroad. It may also put you in contact with new professional partners or other expats who share the same interests as you.
- Learn Danish. Even though you might find it difficult to begin with, it really pays off.
- Involve your partner in your social activities. Since many partners don't have a job, they often feel isolated. There are lots of communities that help partners get into networks or charity projects – and some also help people look for jobs or find relevant project work.

same situation as you. A number of international clubs arrange social events where international families can meet and learn more about Denmark and Danish culture.



Leonidas de la Rosa has found the shortcut to getting to know the Danes: He has joined Danish sports clubs – great places to make new contacts. Photo: Ragne Sigmond.

Want to get to know the Danes? Join a club

A Colombian researcher found friends in Denmark by joining tennis, salsa and sailing clubs.

Leonidas de la Rosa is a university lecturer and researcher at the School of Economics and Management at Aarhus University. When he arrived in Aarhus, Denmark's second largest city, the local tennis club was one of the first places he visited – and he found himself a tennis partner during this first visit.

To get to know more people, Leonidas also took up salsa, joined a cliff-climbing club and took navigation classes to meet sailing enthusiasts.

"One thing that's very special about Denmark is the many clubs and societies," Leonidas explains. "I've even come across an ultimate frisbee club ... even though Denmark is very windy! The atmosphere in these clubs is very relaxed and people share a common interest which means

they always have something to talk about, so there's a natural reason for making contact."

Before coming to Denmark in 2006, Leonidas lived in the United States for six years. But the Danish clubs are very different to those he joined when living in the States. "In the US and in my home country, Colombia, a club is a commercial enterprise with management and employees that sell a particular service. Danish clubs are very different. They are run on voluntary basis, where members meet to help maintain the clubhouse. It's a community and members feel a great sense of responsibility and commitment towards it."

Leonidas met his girlfriend, a Norwegian, while living in Denmark. And the couple are planning on staying as they find Denmark an ideal place to live when they have kids.



On the new website, letsmeetin.dk, you can link up with Danes and other expats.

Photo: Foreningen Nydansker.

Clubs are an important part of cultural and recreational life

A club or society is defined as a congregation of people who share a common interest or goal. In Denmark, it's a constitutional right to form a club as long as its purpose is legal.

There are a vast number of clubs and societies in Denmark that cater to different interests: from sports clubs and political or religious societies to hunting clubs and hobby societies. Your local library and the municipal cultural and leisure administration can provide you with a list of clubs and societies in your local area.

Your five first words in Danish

'Hygge'

cosiness, relaxing, having a good time. Danes love to 'hygge' and use this word a lot.

'Rødgrød med fløde'

Redberry pudding with cream. For non-Danes, the name of this traditional dessert is almost impossible to pronounce ... but the Danes love putting foreigners to the test.

'Wienerbrød'

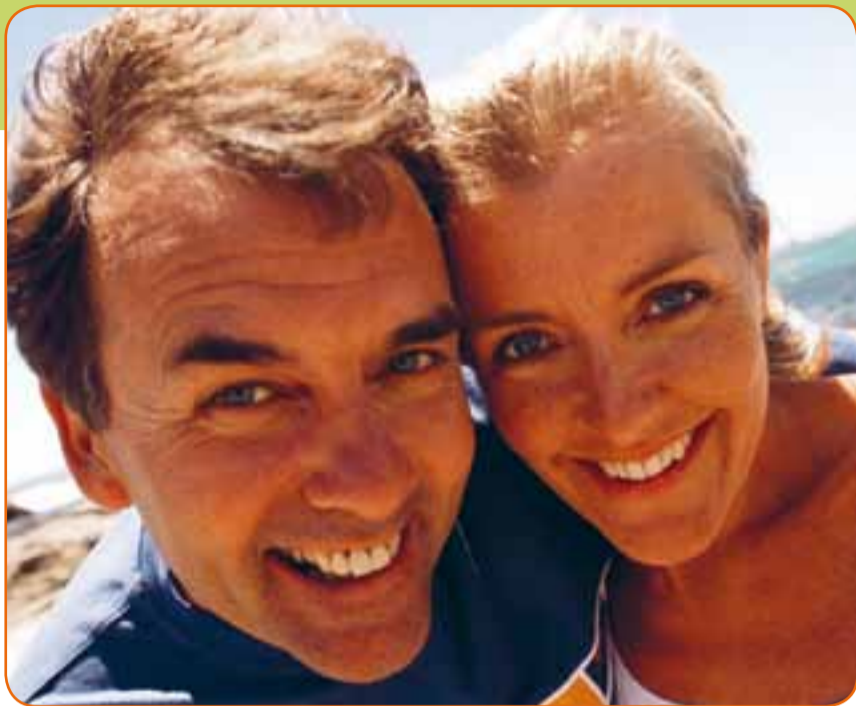
Traditional Danish pastry, typically served with coffee for breakfast. Although this is internationally known as 'a Danish pastry', the Danes call it 'Wienerbrød', which literally translates as 'Vienna bread'.

'Du'

The informal 'you'. In Denmark, more or less everyone uses this informal mode of address – even when talking to people they don't know. Hardly anyone use the more formal 'De', even when addressing their boss.

'Roligan'

Football is a national sport in Denmark – and Danes love both playing and watching it. Renowned at home and abroad as a cheerful and peaceful crowd, Danish football supporters are called 'roligans', a pun on both the Danish word 'rolig', which means 'calm', and, of course, the English term 'hooligan'.



The happiest nation

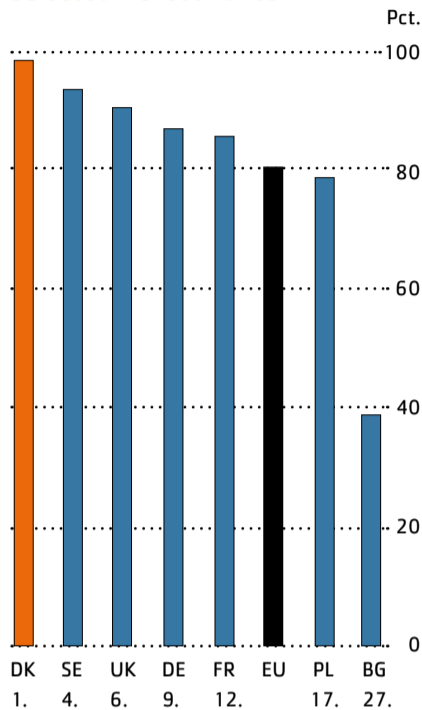
The Danes live comfortable and safe lives – and time and time again, Denmark is nominated the world's happiest nation.

In several surveys, the Danes rank as the people with the highest life satisfaction in the world. But why should the Danes be happier than other nations? Christian Bjørnskov, a Danish researcher who's looked into the criteria for life satisfaction, ventures one explanation: the Danes place great trust in their fellow citizens. "Generally, the Danes don't need to fear corruption or violence on trains," he says. "If you lose your wallet in Copenhagen, you're very likely to get it back – although sometimes the money might be missing. We live in a safe society, we trust our fellow citizens, and we don't have the kind of worries that other nationalities have to deal with on a daily basis."

Did you know that...?

Almost every other Danish woman with children enjoys some kind of recreational activity at least twice a week.

Life satisfaction, selected EU countries



The Danes have the highest life satisfaction score

The Eurobarometer survey 2010 measures individual wellbeing by asking respondents: "On the whole, how satisfied are you with the life you lead?" 98 percent of the Danish respondents declared themselves "satisfied", which is an impressive score. By comparison, the degree of life satisfaction across the European Union averaged at 80 percent according to this survey. In countries like Greece, Hungary and Bulgaria less than half of the population declared themselves satisfied with the life they lead.



Alexandra Hayles
(Great Britain)



- Masters in Economics
- Self-employed consultant, teaches English, Spanish and presentation technique

How long do you plan on staying in Denmark?
Forever. My children have become Danish and I really like the Danish values. In Denmark, you're free to be and do what you want. I love the Danish countryside and the fact that there are seas all around me.

Do you find it expensive to live in Denmark?
As a macro-economist, I don't like the high Danish income tax. Personally, however, I feel it has its advantages too. The Danish tax system prevents great differences arising between rich and poor, and it makes Denmark a safe place to live, with a relatively low level of crime.

Do your children go to a Danish or an international school?
They go to a Danish school, but I'm considering sending them to an international school when we move to Copenhagen.

Why?
In the United Kingdom, children get stressed from too steep learning curves. In Denmark, by contrast, schools focus more on making children responsible and trustful. I like that. But I also fear that my kids don't learn enough to get by at an international level.

Have you made Danish friends?

I've been very open in order to get to know the Danes and that has given me a fantastic network of helpful and kind people.



It's quite natural for Danish men to participate in household activities and spend time with their children.

Working parents

In the afternoons, most Danish residential areas are rather deserted. In three out of four Danish families, both parents work and their children are in day care. Denmark is the country in the world with the highest proportion of women on the labour market; it also rates very high when it comes to gender equality.

There are more female than male students enrolled in higher education, and the Danish labour market is governed by equal pay legislation. Generally, women

still receive smaller monthly salaries than their male counterparts, but that's because the jobs that women are typically attracted to have a lower salary level than professions that are traditionally male-dominated.

Danish women still do most of the housework, but in many families the couple share domestic duties. And it's quite natural for Danish men to cook, do the shopping and spend time with their children.

WORK IN DENMARK

The official Danish website for international recruitment

www.workindenmark.dk

International Citizen Service

All the service you need in one place

WORK INFO

Online information portal on labour market rules in the field of building and construction in Denmark.

www.workinfo.dk

The national network for Expats living and working in Denmark

Join now - It's free and open to all.

Expats in Denmark

www.expatsindenmark.com

Did you know that...?

In Denmark, the average person needs to work for 17 minutes to buy a Big Mac and 11 hours to buy a iPod Nano 8GB.

Purchasing power – global top 20

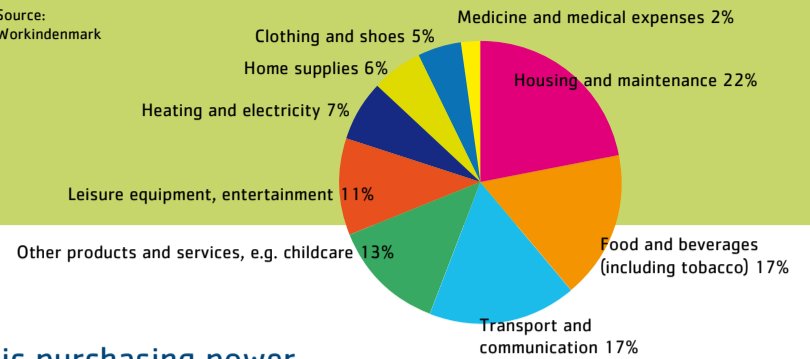
	Hourly wage gross	Hourly wage net
Zurich	106.8	110.5
Sydney	102.2	108.2
Luxembourg	94.3	106.4
Dublin	90.7	106.4
Miami	101.4	104.8
Los Angeles	103.7	104.7
Geneva	104.4	100.6
New York	100.0	100.0
Chicago	97.9	96.3
Nicosia	77.5	95.3
Berlin	93.5	89.4
Montreal	84.5	88.9
Brussels	97.2	88.5
Helsinki	86.1	88.1
London	81.5	86.7
Copenhagen	115.8	86.2
Toronto	82.9	85.7
Amsterdam	95.3	85.5
Frankfurt	92.9	84.6
Munich	95.3	83.9

New York=100



Living expenses

Source: Workindenmark



Domestic purchasing power

Average gross hourly wages (before taxes and social security contributions) can purchase most in Copenhagen. When it comes to how many goods and services workers can buy with their net wages, Copenhagen ranks 16 out of 73 cities around the globe.

Source: Swiss bank UBS, "Price and Earnings 2009", an annual comparison of purchasing power in 73 cities around the globe. Data compiled by surveying hourly wages in 14 professions, taking into account working hours, paid vacation and legal holidays, and converting these figures into American dollars.

High wages, free welfare ... and high taxes

Income tax is high in Denmark. But this is counterbalanced by higher wages and many free welfare services that are very expensive in other countries.

Denmark is a classic welfare state. Helping fellow citizens when they get ill, become old or lose their jobs is considered a joint responsibility. The same goes for high quality childcare and free schooling for everyone.

This explains why Danish taxes are so high. In 2009, taxation came to 48.2 percent of the GDP, making the Danes the highest taxed population in Europe, a record most people would not boast about. When it comes to income tax, the

average citizen pays almost half of their salary in tax. In addition, most goods include 25 percent VAT ('Moms' in Danish). Cars, petrol, alcohol and other goods are also taxed in order to limit consumption.

To compensate for high taxes, Danish salary levels are among the highest in the world, and many welfare services that strain household budgets in other countries are either free or state-subsidised in Denmark. Medical help, hospital treatment, schooling and elderly care are

all free – and day care for children is far cheaper than in other countries. This means that the purchasing power in the Danish capital of Copenhagen is the same as in other European cities.

Researchers and key employees can get tax reductions

When it comes to taxation, foreign researchers and key employees in Danish companies get favourable terms. If the researcher or key international employee

has been recruited abroad, they pay 26 percent in tax for five years – a considerable reduction compared to normal tax levels.

And if their family stays at home, researchers and international employees can deduct expenses for double housekeeping.

Read more about the Danish tax system at skat.dk (go to English section).

A better life

German couple Lothar and Nadja Hess have chosen to work in Denmark – although they could earn more in other countries.

After many years working as medical specialists in Germany, Lothar and Nadja Hess chose to work as general practitioners (GPs) in Denmark – and they both believe this decision has given them a better life.

"Working as a GP in Germany is far more stressful," says Lothar Hess. "You work long hours and can't have a reasonable family life alongside work. So we decided to look for jobs abroad and chose Denmark as our professional destination. Working in Denmark rather than Germany has given us a far more balanced life, with more time and energy for our children. I look forward to going to work everyday – I didn't use to."

The couple went through a 14-month training course introducing them to the Danish health system, and they've also attended intensive Danish language classes. They found Danish difficult to learn,

but after six months, things began to get easier. Now, 12 months have passed and they both speak fluent Danish and have no problems communicating with their patients.

No plans to leave

They've moved from Cologne to Northern Germany, only 15 kilometres from the Danish border, and commute to work in Southern Denmark. As soon as they get their own medical practice, they want to buy a house in Denmark and let their children grow up in Denmark, attending a Danish school.

"We don't want to return to Germany and are not interested in applying for jobs in other European countries – although we could earn more elsewhere," explains Lothar. "We feel comfortable here. We like the Danish culture, values, and in particular, the Danish welfare state model where everyone has the same rights. We've only met kind people and really enjoy the Danish countryside. So we have no plans to leave."



For doctors Lothar and Nadja Hess, the possibility of spending more time with the family is far more important than the higher salaries they could get elsewhere. They commute to work from North Germany, but expect to buy a house in Denmark soon.

Photo: Region of Southern Denmark.

Tips for job-seekers in Denmark

- Check whether you have the relevant qualifications for the job and whether you qualify for a Danish work and residence permit.
- Use your network.

- Get help and advice from job-seeking experts.
- Post your CV at workindenmark.dk.
- Target your application to Danish employers, and make sure the application is short and precise.

Attractive personal qualities

Here are some of the important personal qualities Danish employers typically look for in an applicant:

- initiative
- ability to work independently
- team player
- personal and professional enthusiasm
- good communication skills

How to get a work and residence permit in Denmark

All EU citizens and citizens from the Nordic countries are free to reside, study and work in Denmark.

Citizens from non-Nordic and non-EU countries who want to work in Denmark have to comply with one of the following schemes to obtain a work and residence permit in Denmark.

Read more about all four schemes at newtodenmark.dk.

1. The Positive List

The Positive List refers to the list of professions currently experiencing a shortage of labour in Denmark.

If you can produce a written job contract or job offer within one of the professions listed on the Positive List, you qualify for a work and residence permit. Salary and employment conditions must correspond to regular Danish standards.

At newtodenmark.dk, you can check the professions currently listed on the Positive List.

2. The Pay Limit Scheme

If you've been offered a job with a gross annual pay of no less than DKK 375,000, you qualify for work and residence permits under the Pay Limit Scheme. You must have a written job contract or job offer that specifies salary and employment conditions, and these conditions must comply with regular Danish standards.

3. The Corporate Scheme

The Corporate Scheme allows an employee in an international company to be transferred to the company's Danish subsidiary or parent company for an agreed period of time.

4. The Greencard Scheme

Contrary to the other three schemes, the Greencard Scheme is not based on a job contract or work agreement, but grants work and residence permits to qualified foreigners for a period of up to three years, provided they come with the purpose of applying for jobs and working.

In the Greencard Scheme, work and residence are granted on the basis of a point system. Points are given for educational level, age, work experience, adaptability and language skills and applicants must obtain a minimum of 100 points. The point system is designed to assess the likelihood that the applicant will be able to find qualified work in Denmark.

The Danish Immigration Service issues Greencards on the basis of the applicant's documentation.

The Danish Agency for International Education assesses the applicant's level of education while language skills are assessed on the basis of official Danish tests or documentation of previous language courses. In the assessment of an applicant's ability to adapt to Danish society, previous education in other EU countries has a positive influence.

Bringing your family

All four schemes allow you to bring your partner and children under the age of 18 if you can document that you are able to support your family during your stay in Denmark.

Please note that a processing fee applies to all applications. The work and residence permits granted by the four schemes are valid for four years.

Workindenmark is the Danish Ministry of Employment's unit for international recruitment.

It hosts a comprehensive website and three centres that you can contact if you need help with any issue relating to relocation or job-seeking.



Finding a job in Denmark might be quite a challenge

Finding a job in Denmark isn't simple, but there are a number of ways to make the hunt easier.

Like most other countries, Denmark still suffers from the effects of the global economic crisis. Since the financial crisis in 2008, the unemployment rate has increased to 7.1 percent, but it is still below the EU average of 9.7 percent (September 2011). Neither the number of available jobs nor the number of foreign workers in Denmark has been significantly affected by the crisis.

Finding a job in Denmark can be quite a challenge – whether you are new to the country or already working here and want a change – simply because many of the most attractive jobs are not advertised. If you need to find a new job, it's a good

idea to spread the word through your network, contact your local job centre and the Workindenmark centres.

Workindenmark.dk is the official Danish website for international recruitment and job-seeking. The website includes an extensive job and CV database where you can post your CV or search for vacant positions in your professional field. And Danish employers also use the site to post job adverts when they're looking for new employees.

Workindenmark also has three centres, located in Copenhagen, Odense and Aarhus, where you can call in and get help with any issue relating to relocation or job hunting.

Find contact information at www.workindenmark.dk - or phone +45 72 22 33 90.

Large Danish companies

Based on their annual image survey, the Danish newspaper, Berlingske singles out these 14 well-known Danish international companies as "iconic".



Assessing foreign qualifications

If you are looking for a job in Denmark and have to write an application and CV, it's a good idea to contact the Danish Agency for International Education first.

The Danish Agency for International Education provides assessments of non-Danish degrees, diplomas and certificates – and they translate your qualifications into the nearest Danish equivalent so that your CV makes sense to a Danish employer.

Professions regulated by law

If your profession is regulated by law, you don't need to ask for a qualification as-

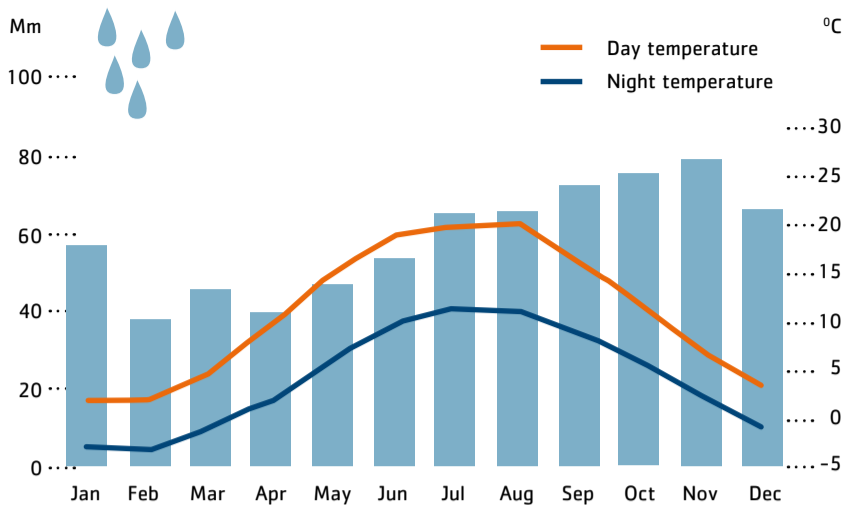
essment. Instead, you need to apply for an authorisation to work within your profession. This rule applies if you work with, for instance, various hazardous materials or heavy machinery, and if you work in certain healthcare professions.

If you are a citizen of an EU/EEA country and only work in Denmark for shorter periods of time, it might be sufficient to send a report to the public

authority that regulates the sector you work in.

At www.en.iu.dk – the Danish Agency for International Education website – you'll find all the information you need about qualification assessment and professional authorisation, including how to obtain permission to work in your profession.

The Danish weather



A democracy and a modern monarchy



Denmark is a parliamentary democracy. The Danish parliament is called 'Folketinget', and the Danes elect their parliamentary representatives at least every four years.

But Denmark is also a monarchy, currently with a Queen as its ceremonial head of state. The Danish royal family has no political influence, but is of great symbolic value to the Danes. The members of the royal family are actively involved in

Danish society through their many representative duties. And as most Danes are proud of their royals, they follow events in this family closely in the columns of tabloids and weekly magazines.

The Danish monarchy goes back more than a thousand years, and has become very international in recent years. Queen Margaret and her two sons, Crown Prince Frederik and Prince Joachim have all married non-Danes.

Hotdogs and Michelin stars

Danish gastronomy is celebrating great triumphs, but Danes also enjoy a regular hotdog.

Danish and Nordic cuisine has risen to great heights during the past years. A number of Danish restaurants have been awarded Michelin stars by the prestigious gourmet restaurant guide. And for two consecutive years (2010 and 2011), the Copenhagen-based restaurant Noma was elected the best restaurant in the world. Noma, short for 'Nordisk Mad' (Nordic Food), specialises in Nordic gourmet cuisine and uses only Nordic produce and cooking methods in its highly original dishes. Gourmet and food enthusiasts fly in from all over the world just to enjoy a meal at Noma.

When it comes to everyday food, however, Danish cuisine is quite down-to-earth – and not particularly famous. The Danes eat a lot of meat, typically accompanied by potatoes, and pasta and rice dishes are also quite popular.

But there are exceptions. Danish pastry and hotdogs are both well-known and loved by many people around the world, and all city centres in Denmark have a number of hotdog mobile stands dotted around. Many Danes stop at the stands to grab a quick hotdog on their way home from work or if they get peckish when out shopping. But the hotdog stand is strugg-



Chefs at Noma

gling to hold its own as new types of fast food appear in Denmark, including sushi, shawarma and burgers.



Danish World Heritage sites

UNESCO has identified 890 unique places in the world as 'world heritage sites'. Three of these are found in Denmark:

- Roskilde Cathedral
- Kronborg Castle in Elsinor (Helsingør)
- Jelling Mounds, Runic Stones and Church. Symbolic of the foundation of the Christian Danish nation around 965 AD

World-famous design and architecture

Appreciated all over the world, Danish design is characterised by simplicity and functionality. Furniture classics by designers such as Arne Jacobsen, Børge Mogensen and Hans Wegner are collector's items and are sold at high prices at Danish and international auctions.

Many famous buildings all over the world have been designed by Danish architects. Jørn Utzon drew the Sydney Opera House and the parliament in Kuwait. Johan von Spreckelsen is responsible for the Grande Arche de la Fraternité in Paris.

Compared to the way many other nations decorate their homes, Danish interiors are generally very sparse – with only a few, quite simple, pieces of furniture. Yet, compared to many other

nations, the Danes spend a great deal of time and money decorating their homes.

The Danish climate might explain this apparent paradox. The winter season in Denmark is cold and dark; the temperature drops below 0°C / 32°F and stays there for months. With so much time spent indoors, it stands to reason that the Danes focus on their home interior. But when the summer season finally arrives, and it's warm and light until almost midnight, the Danes cannot wait to get outside to enjoy outdoor activities.

Danish homes are also the primary venues for social life. Danes enjoy entertaining at home; most even prefer inviting friends over for dinner rather than going to a restaurant.

Test

your knowledge of Denmark

1. Which territory did Denmark lose in 1814 as a result of the Napoleonic Wars?

- Norway
- England
- Greenland

2. In 1973, Denmark joined an international organisation. Which?

- The European Community
- OPEC
- EFTA

3. How many people live in Denmark?

- Approximately 3 million
- Approximately 4 million
- Approximately 5 million

4. How many Danish employees are members of a labour union?

- 25 percent
- 50 percent
- 80 percent

5. Is there a law against hitting children in Denmark?

- Yes
- No

1. a, 2. a, 3. b, 4. c, 5. a
Correct answers