

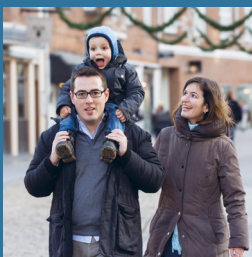
# WORK IN DENMARK

## Live and work in Denmark



### Expat stories

Interviews with expats who tell about their experiences of working and living in Denmark.



### Welfare in Denmark

Read about the Danish welfare society, and how our school- and healthcare systems work.



### The uniqueness of Denmark

Learn how to say "rye bread" in Danish, and find the most visited attractions in the country.



# Want to work in Denmark?

Every year, many highly skilled foreigners come to Denmark for living and working

This newspaper is for anyone who is considering relocating to Denmark to apply for a job and develop their professional expertise.

We hope that it provides the information you need to find out whether Denmark is the place for you.

Many are attracted by the opportunity to combine a professional career with comfortable living conditions and family-friendly working hours. In order to meet the future need for qualified labour, Denmark wants to attract more talented people from abroad.

That is why many Danish private and public companies are keen to recruit highly skilled foreign workers. They make great efforts to ensure that their international employees settle well into their life in Denmark.

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

We facilitate contact between Danish companies and international candidates and communicate our knowledge and experience to all interested parties.

At **workindenmark.dk**, you can read more about job opportunities, the Danish Labour Market, find help for your CV and much more.

## About Workindenmark

Our aim is to make it easier for private and public companies to find the staff they need – and make sure that both parties benefit from the match.



## Among the **happiest** countries

The Danes live comfortable and safe lives

In several surveys, the Danes rank as one of the people with the highest life satisfaction in the world. But why should the Danes be happier than other nationalities?

Christian Bjørnskov, a Danish researcher who has looked into the criteria of life satisfaction, ventures one explanation: The Danes place great trust in their fellow citizens.

"In general, 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.

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."

### **The Danes have the highest life satisfaction score**

The Eurobarometer survey spring 2018 measures individual wellbeing by asking respondents: "On the whole, how satisfied are you with the life you lead?" 99 percent of the Danish

respondents declared themselves "satisfied" with the life, they live, which is an impressive score. By comparison, the degree of life satisfaction across the European Union averaged at 83 percent according to this survey.



# Denmark in short



**Name:** Denmark  
(the Kingdom of Denmark includes Greenland and the Faroe Islands)

**Area:** 42.924 km<sup>2</sup>  
(Entire kingdom 2.210.579 km<sup>2</sup>)

**Population:** 5.9 mill (2022)

**Capital:** Copenhagen (1.2 mill)

**Major cities:** Aarhus 273.000.  
Odense 178.000. Aalborg 114.000  
(2018)

**Language:** Danish, but English and German are widely spoken

**Literacy:** 99%

**Government:** Parliamentary democracy

**Currency:** DKK - Danish Krone

- Denmark entered EU (then called the EEC) in 1973
- Denmark is one of the oldest monarchies in the world
- Wind power supplies 43% of Denmark's energy
- 406 islands of which 70 are populated
- 7.300 km coastline
- 12.000 km bike lanes
- Flattest hierarchy in the world
- Official website: [denmark.dk](http://denmark.dk) (in English)

The Danish lifestyle is characterized by a sustainable mindset. The bicycle culture is embraced by many Danes, from students to politicians as people often favour this type of transportation. Besides being convenient, it also promotes an environmentally friendly way of living.

This is also reflected in Danish environmental policies, where the primary focus is on green solutions such as renewable energy, recycling, and water management. 30% of Danish energy consumption comes from bio-, wind-, solar- and geothermal energy.

Not only do the green initiatives help our planet, they are also entangled in our streets and cities through modern Danish architecture, which has become more innovative and sustainable in recent years. You will see many green areas in the city that combine nature with the city life and create an atmosphere of 'hygge'.

You will quickly become familiar with the word 'hygge' - the Danish expression of pleasure and well-being.

# Public and private healthcare

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

Denmark has an extensive public healthcare system offering free treatments at a local general practitioner, casualty departments and public hospitals.

Once you have your work and residence permit, you will need to apply for a Civil Registration number (CPR number) and a health insurance card to get access to free healthcare for yourself and your family.

The health insurance card 'sundhedskort' is yellow and acts as your public health insurance certificate, so you need to produce it to receive treatment.

At your local Citizens' Service Centre '*Borgerservice*' you can get a doctor assigned, whose name and address will be shown on your yellow health insurance card.

When you or a member of your family needs to see the doctor, you simply call the doctor's office and make an appointment. Dental treatment is not free in Denmark, but it is subsidised. Therefore, you pay a partial charge following each treatment.

Denmark also has a number of private hospitals and health clinics where you or your

employer pay for treatment. Many workplaces provide employees with additional private health insurance that offers faster access to some forms of treatment.

Whether you choose public or private treatment, the quality of medical treatment in Denmark is generally very high.



## Hans Eguia

- General Practitioner
- Germany

### Why did you choose Denmark as your career destination?

It was easy after checking other possibilities, I was in Germany, England and Spain; everywhere the chances were more or less the same. In Denmark, they offered me something extra which helped me decide: the family time and the care/education for our just born children.

### How did you find your current job?

I read an offer in a website, I am not completely sure if it was in EURES or the Spanish medical council but what I am sure is that it was from [workindenmark.dk](http://workindenmark.dk)

### Was it difficult or easy to land a job in Denmark?

Fortunately, it was quite easy, due to the GP deficit in Denmark. The region of Southern Denmark helped me a lot also.

### What was the most surprising in the job search in Denmark?

Many things surprised me positively, for example: the help of the patients showing me with their fingers that it was the throat that it was hurting. The experienced nurses, they are very skilled and can manage a patient with pneumonia, hypertension, diabetes; and lastly that the patients were not upset when I was not prescribing antibiotics.

### What is the biggest difference you have experienced by working in Denmark?

The rational use of medicaments, the regular work which allows to prepare a schedule or study something without problems, the number of patients per day comparing to Spain.

### What do you think was the factor that has given you a success in landing on a job in Denmark?

The language and medical ambient preparation given by the region, learning Danish in a hospital with teachers accustomed to doctors and other teachers that also are nurses was a great plus.

### What are your tips to your fellow job searchers?

I have already some friends interested in working here, but most of them say the same: "we are worried/afraid of moving/relocating out of our country". It is quite obvious that we would be a little bit afraid, but the environment will help you. Everybody is very friendly, your job environment will help you also, you will have the opportunity to fit in your new place with enough family time to let you be calmer. Obviously learning Danish is a plus, it is great to interact with other people and make new friends.

### Where and how did you meet your circle of friends?

First in my Danish language course, then in my clinic (job area), in courses meeting other professionals of my area and now parents of our children and neighbours because we finally moved to our dream house.



# Let us help you find a job in Denmark

Finding a job in Denmark isn't simple, but there are ways to make the search easier

If you want a job in Denmark, it makes sense to gain in-depth insight into how the job market works and get specific help and advice from i.e. the government institution Workindenmark.

Workindenmark helps both Danish companies recruit highly qualified international workers and highly qualified international applicants to apply for jobs in Denmark.

Workindenmark.dk is the official Danish website for international recruitment and job seeking. The website includes an extensive job database for vacant positions within your professional field. Danish employers post job adverts on the site when looking for new employees.

## How do I apply?

With more than 1,000 vacant positions, Workindenmark.dk is a good place to gain an overview of jobs for English



speakers in Denmark.

At workindenmark.dk you can find both video tutorials and an E-learning course on how to search for jobs in Denmark.

## E-learning course about job search in Denmark

Make It Work in Denmark is an e-learning course which consists of four modules that provide you with relevant insight, knowledge and tips on finding a job in Denmark:

- Job search in Denmark
- Contacting companies and succeed in job interviews
- The use of LinkedIn in our job search
- An introduction to the Danish workplace culture

Watch the video tutorials and conduct the E-learning course to enhance your chances of getting a job in Denmark.

## Help getting started

Workindenmark offers a range of help for employees who have recently arrived from abroad and their accompanying families, including: The guide "Welcome to Denmark".

Information about how to find a job for your spouse/partner and on language training etc.

A single point of access to Danish officialdom – via the scheme International Citizen Service (ICS). This means that

all paperwork and guidance related to settling in Denmark can be dealt with in one place.

Information on labour market rules for foreign workers and companies in Denmark, including efforts to combat social dumping.

Visit [www.lifeindenmark.dk](http://www.lifeindenmark.dk)

## Dealing with the paperwork

It's a good idea to take care of formalities as soon as possible when you arrive. But 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 at various local authorities. It is also important to get your taxes, choice of doctor and Danish driver's licence sorted out as soon as possible.

International Citizen Service is a nationwide service for newcomers staying for more than three months. ICS is a coordinating cooperation between all the relevant Danish authorities. At ICS, you can get the necessary paperwork done.

International Citizen Service (ICS) is there to help. ICS facilitates an easier process of contacting Danish authorities for you and your family.





## Dana Arter

- Engineer
- Institute of Technology
- USA

### Why did you choose Denmark as your career destination?

I immigrated to Denmark with my husband who followed a career in academia here.

### How did you find your current job?

I found a job posting for my current position on the website jobindex.dk.

### Was it difficult or easy to land a job in Denmark?

I found it difficult to land a job in Denmark. I was fortunate to find my first job through my network of international friends at SDU. Looking for a job on my own without the help of knowing someone was challenging and I spoke to many hiring managers that said I did not have the right qualifications for positions even though I had a lot of job experience from the U.S.

### What surprised you the most about job search in Denmark?

One of the things that surprised me was how different CVs are as compared to what I previously used in the U.S. For example, I had never put my picture or birthday on my CV before moving to Denmark.

### What surprised you the most about Danish workplace culture?

The flat hierarchy in Danish workplaces is different from what I was used to in the U.S. I am still surprised at the fact that there are some departments with more managers than employees.

### What was the main factor that helped you getting a job in Denmark?

My network helped me to get my first job and then the job experience from that first job helped me to get my second one. It was important that I had a record of relevant employment in Denmark for my second employer.

### If you could give one tip to others looking for a job in Denmark, what would that be?

One hears this a lot but it bears repeating because it is really important – build a network. Maybe that means building a network within the international community or in your hobby clubs or with your professional organizations. I would also recommend using LinkedIn to grow your network and connect with people.

### How did you create a social network in Denmark?

Initially, I created a social network in Denmark through my active participation in the International Community in Odense and a bouldering (climbing) club.



# Residence and Work Permit

Check if you need a residence and work permit to work in Denmark

Nordic citizens do not need a permit to live and work in Denmark.

EU/EEA citizens can travel freely to Denmark for work.

If you work in Denmark for less than 3 months, you do not need to apply for EU residence document, but you will need a tax card. If you work more than 3 months, you have to apply for an EU residence document when you start working. Please find further information at [www.newtodenmark.dk](http://www.newtodenmark.dk).

If you are a non EU/EEA/Swiss citizen, you will need to apply for and obtain a residence and work permit before you start working in Denmark. You are, however, welcome to apply for jobs. Once you have been offered a job, both you and your future Danish employer will have to apply for your work permit. Please note that we highly recommend you to read the criteria for obtaining a work permit before you start searching for jobs. Further information is available at [www.newtodenmark.dk](http://www.newtodenmark.dk).





## Learn Danish

Most Danes speak English, but it is a good idea to learn Danish if you plan on staying in Denmark

In many Danish companies, you will get along fine without speaking Danish. However, not only settling into a workplace, but also to Danish society is far easier if you make the effort to learn Danish. And if you bring your family, the advice is clear: take a Danish course.

Danish courses are offered by both public and private language schools. Many of the courses on offer are tailored to suit both individuals and businesses.

All self-supporting employees, accompanying partners and students over the age of 18, who have a valid Danish residence permit and a Danish CPR number are entitled to free Danish language courses. A fee deposit may apply, but all Danish courses are free of charge, if completed.

Please contact your local municipal job centre for further information and information on how to sign up.

So to the answer the question “is Danish a requirement?” the answer is no, and yes. You can work, live and study in Denmark without learning Danish, within some, but not all, fields. However, if you wish to succeed in the Danish labour market and be part of the Danish society, it is advisable to take part in a Danish language course.



## The Danish “flexicurity 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.

Employers and employees settle most labour market issues, via collective bargaining, rather than by law.

Employees choose a union representative who undertakes local negotiation of wages, and other work conditions with the employer.

In many workplaces, unions play an active role and approximately six out of ten employees are members of a trade union.

Unemployment insurance is voluntary. This means that you are not automatically insured against unemployment. The Danish unemployment insurance is administered by unemployment insurance funds (a-kasser in Danish).

As an insured member, you may receive unemployment benefits from the first day of unemployment if you have been in continued employment, and a member of the insurance fund, for at least 12 months.





## Aleksandrs Aleksandrov

- Data Manager
- University of Southern Denmark, Odense
- Latvia

### Why did you choose Denmark as your career destination?

Interestingly, my journey towards new professional challenges didn't start with a country, but rather with an aspiration of finding the best fit to my further professional development. My search was not restricted to one or a set of specific countries. However, when an opportunity appeared, I had no doubts on whether to move to Denmark or not. After all, it is widely known as the happiest country in the World. Also, as a relatively well-traveled person and having many friends in Nordic countries I was absolutely sure that Denmark would be a very safe and predictable destination with very good quality of life.

### How did you find your current job?

As my previous experience concentrated in the area of academic research, I was following specialized newsletters with job listings from universities and research centers in Europe and beyond. And one day among many advertised positions I noticed one of a data manager that fit perfectly my expectations and experience. My skill-set is quite specific, it brings together social research and IT, so I was confident my skillset would be a great match to the University of Southern Denmark expectations.

### Was it difficult or easy to land a job in Denmark?

The whole experience was very smooth, friendly and not bureaucratic at all. The on-line application system was easy to use and I found all information about the application procedure and data processing.

### What surprised you the most about job search in Denmark?

Very simple procedures, efficient communication with involved parties over e-mail or Zoom, all in English. It was interesting to learn that such important steps as offering a position and releasing a job offer letter can look very simple, but be legally binding at the same time.

### What surprised you the most about Danish workplace culture?

In one word — it is very open and efficient. People seem to work slightly less hours while still accomplishing what was planned. Another aspect is that all colleagues are easily approachable for opinion and discussion, even those in senior positions.

### What was the main factor that helped you getting a job in Denmark?

I believe it was a beneficial combination of work experience in international research projects complemented with professional knowledge of IT - this is not a very common combination.

### If you could give one tip to others looking for a job in Denmark, what would that be?

Be confident that you will feel welcome and comfortable even without speaking any Danish in the beginning. And that there will be a lot of opportunities and support for learning the language.

### How did you create a social network in Denmark?

It is pretty much in process. I've found several groups for expats in Odense and started following their agenda. Unfortunately, the pandemic slows down any socialization. During my first month I mostly met with my new colleagues whenever it was possible under present health safety recommendations. But I definitely look forward to expanding my cultural activities, exploring the city and its surroundings together with new friends.



## Where would you like to live ?

In most parts of Denmark, you can choose between different kinds of accommodation

House or flat? City centre or countryside?

In a small country like Denmark, you are always just a car ride away from one of the main cities, regardless of where you choose to live.

No matter where you live, you are never more than 52 km away from the sea, and an even shorter distance from the nearest woodlands. From most parts of Denmark, the capital city of Copenhagen can be visited as a day-trip.

Most companies provide initial accommodation for international employees when they arrive. This might be temporary accommodation, and possibly not quite to your liking. Therefore, most international employees spend time finding more permanent accommodation that suits their needs.

**Read more about relocating at <https://lifeindenmark.borger.dk/>.**



# Childcare and schooling

In Denmark, 90% of children aged 3-5 years attend a day care facility

For children under the age of three, parents can choose nursery (Danish: vuggestue) or family day care (Danish: 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 his/her home.

Childcare for three to five year-olds takes place in kindergartens. Most Danish kindergartens are public, but you can also find private ones. All Danish kindergartens have professionally trained staff, but children do not receive pre-

school teaching. Instead, Danish kindergartens simulate children's social, linguistic and democratic skills, primarily through play.

## Primary and lower secondary education (age 6 to 16)

The primary and lower secondary education in Denmark is, for the most part, free of charge.

Five in six children attend a publicly funded basic school called Folkeskolen, which concludes with a final examination, called FSA (in Danish: Folkeskolens afgangsprøve). You can also choose a private school, which is subject to school fees.

## Upper secondary education (age 16-19)

After finishing FSA, pupils can choose to attend upper secondary school. In Denmark, the upper secondary education is also free of charge and consists of two types of programmes:

- General education qualifying for access to higher education - the most common being: Studentereksamen (STX), Commercial upper secondary School (HHX) and Technical upper secondary school (HTX)
- Vocational or technical education, qualifying primarily for access to the labour market.

**More information concerning the Danish school system and the different programs can be found at**

**<https://lifeindenmark.borger.dk/>.**

## International schools

Denmark has more than 24 international schools offering primary and lower secondary education. Most of these are private (subject to school fees) and are primarily attended by children with foreign parents who live in Denmark for a shorter, or longer, period of time.

A number of study programmes are offered in English or other foreign languages, and Denmark has 15 international upper secondary schools, primarily offering the international Baccalaureate (IB).



## Did you know that ...?

- According to Transparency International 2020, Denmark, along with New Zealand, was the least corrupt country in 2020
- Denmark has one of the lowest crime rates in the world
- Denmark has the oldest flag in the world. According to legend, "Dannebrog" fell down from the sky during a battle in Estonia on June 15, 1219
- Denmark stands for clean and renewable energy. 50 % of all energy comes from renewable
- Denmark consists of 444 islands, but only 76 of them are inhabited
- The Danish alphabet has three additional letters: Æ, Ø and Å
- Year after year, Denmark is ranked among the happiest countries in the world
- Associations are part of the Danish culture. Most Danes are members of different sports clubs, charities, coops, scouts, etc. in their free time

## Social Media

Remember to follow us on **Facebook** and **LinkedIn**. Here, we share updates on working and living in Denmark, new events and interesting info.



## Francois Picard

- Specialist, Production & Innovation
- Institute of Technology
- France

### Why did you choose Denmark as your career destination?

It is a very classical story. My partner began working in Denmark for her French company at the time. It should have lasted three months and it lasted three years. After a couple of months, we decided to move to Denmark and for me to find a job there.

### How did you find your current job?

I found luckily my current job through my professional network in France. I was trying at the time to join my partner who was already working in Odense at the time. And when I began my job search, I received an email from my past Ph.D. supervisor who knew coincidentally a professor at Odense's university. Through the latter, I contacted two of his previous pupils. The first one is today my boss and the second one is a project partner.

### Was it difficult or easy to land a job in Denmark?

In my case, it was really easy! In the right spot at the right time. Pure luck. But I know for sure that it is not that easy and that it may take time. Expressing the will to learn Danish is definitely a plus. In any case, one should be prepared to illustrate previous experiences and projects, with a well-documented portfolio for instance.

### What surprised you the most about job search in Denmark?

The professional network LinkedIn is widely used in Denmark, which was not the case in my home country, at least at the time. It is common practice today to post on it that one is now actively looking for a job. Generally speaking, lots of aspects in the Danish life are digital and writing to someone is generally more efficient than trying to reach out by phone for instance.

### What surprised you the most about Danish workplace culture?

The biggest surprise for me is the balance Danes manage to create between the private and the professional lives. One does not have to justify how she or he manages her or his time. Coming from France where it is "good" practice to stay at work as late as possible, it was definitely a surprise at first to see one colleague leaving work from 15 o'clock because kids needed to be picked up or declining a morning meeting invitation because he was celebrating his daughter's birthday this morning and that he was arriving later this day. Time is definitely more flexible at work here in Denmark and it was a good surprise for me.

### What was the main factor that helped you getting a job in Denmark?

It was my network, telling people what I was looking for and where, talking and contacting. I did not take advantage of them, but there are many job fairs in Denmark to support and increase one's network. There are as well many institutions, like Work In Denmark, implementing divers initiatives to help people finding a job in Denmark.

### If you could give one tip to others looking for a job in Denmark, what would that be?

Be prepared to illustrate what you did during your previous job experiences. Danes don't know who you are and what you did so be ready to show them that, most of the time in a short time, through a cover letter and a portfolio, or a physical interview.

### How did you create a social network in Denmark?

I created my social network through my work and the sports I am practicing and thanks to many initiatives set up by internationals to meet during dedicated social events. And I am today lucky enough to be surrounded by both Internationals and Danes.



# Denmark's biggest sports achievements

Even though Denmark is not a big country, we have achieved some impressive results in the world of sports over the years

No matter where in Denmark you live, you are always close to a sports club of your liking. The clubs are normally run by voluntary staff such as parents, siblings etc.

Here we have listed some of the biggest Danish sporting achievements:

## **Wilson Kipketer – 800 m. runner**

Wilson won the world cup in 800 meters three times, and set the world record that would stand for almost 13 years. He also won silver and bronze at the Olympic Games in 2000 and 2004.

## **The Women's handball team**

In 1997 the Danish "iron ladies" became the first national team ever to hold all three major titles at the same time (European championship, world championship and the Olympic championship). It is also the only national team

to ever win three consecutive Olympic titles – 1996, 2000 and 2004.

## **The men's handball team**

The men's national team in handball is currently at its peak. They won the gold medal in the Olympic games in 2016 and the world cup in 2019, 2021 and in 2023.

To be fair – Handball was invented in Denmark, and that might be why we are so good at it, and why more than 2.5 million people watched the finale on TV in 2021.

## **Tom Kristensen, racing driver – Le Mans**

Tom Kristensen won the legendary car race Le Mans nine times in his career. Most of his wins were while he was driving for Audi. Tom was appointed Knight of the Order of Dannebrog (The Danish flag) by the Queen of Denmark in 2014.

## **Mads Pedersen – Cycling**

Mads Pedersen won the men's road race at the world championships in 2019. He had been an underdog the entire race, and in the end, he beat Matteo Trentin in the sprint. Making himself the first male Dane to win the striped shirt.

## **Amalie Dideriksen – Cycling**

Amalie won the world championship for juniors in both 2013 and 2014, before coming back as a senior to win it in 2016 and the bronze medal in 2017. She has won Danish championships in 2014, 2015, 2018, 2019 and 2020.

## **The men's football team**

In 1992, the men's football team won the European championship, after not even qualifying. But because of the war in Yugoslavia, Denmark took Yugoslavia's place and went on to win the title as a complete underdog. Denmark



beat Germany 2-0 in the final with goals from John Faxe Jensen and Kim Vilfort. On the pitch were players like Brian Laudrup, Peter Schmeichel and Flemming Povlsen.

## **"Guldfireren" (The golden four) – rowing**

From 1994 to 2016 the Danish lightweight coxless four – boat won the Olympic games thrice and the World Championship eight times. Furthermore, they won one Olympic silver medal, two Olympic bronze medals, and three second places at the world championships.

## **Caroline Wozniacki - Tennis**

The, now retired, Danish tennis player was the first Scandinavian woman to hold the world's top ranking in women's singles tennis, when she first achieved the top ranking in October 2010. Wozniacki held the top ranking for a combined total of 71 weeks and won 30 WTA titles.

## **Viktor Axelsen – Badminton**

In 2022 Viktor Axelsen won his second gold medal at the World Championships. He has also won gold medals at the 2020 Olympic Games and All England Open. Axelsen, who also has a strong following in China, is, in addition to his native Danish, a fluent speaker of both English and Mandarin.



## High wages, free welfare...

and high taxes.

Income tax is high in Denmark, as you might have heard

However, this is counter-balanced by higher wages and many free welfare services, services that are often very expensive in other countries.

Denmark is a classic welfare state. Helping your fellow citizens, when they fall ill, grow old or lose their job, is considered a joint responsibility. The same goes for high quality childcare and free education for everyone.

This explains why Danes are among the highest taxed populations. Additionally, most goods include a 25 % VAT (moms in Danish). Cars, petrol, alcohol, sweets and other goods are also taxed in order to limit consumption and raise revenue.

Like the 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, education 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 major European cities.

### Researchers and highly paid employees can get tax reductions

In terms of taxation, foreign researchers and highly paid employees in Danish companies can get favourable terms, including a considerably lower income tax rate, if they are recruited from abroad. However, a set of specific conditions will have to be met, in order to take advantage of this tax scheme.

Read more about the Danish tax system, and conditions for the special tax scheme for foreign researchers and highly paid employees at [www.skat.dk/english](http://www.skat.dk/english).



## Bring your unemployment benefits to Denmark

If you are an EU/EEA/Swiss citizen, you can actually bring your unemployment benefits to Denmark while looking for a job.

This gives you the opportunity of being in Denmark, experience the people, culture, and climate while you look for a job. This also makes it easier for you to go to job interviews and job fairs in Denmark.

For more information and help, please contact Workindenmark by phone +45 72223300 or write to:

[workindenmark@workindenmark.dk](mailto:workindenmark@workindenmark.dk)



# Quiz

## Test your knowledge about Denmark

Denmark is a country with a long history and proud traditions within various fields. Test your knowledge about Denmark and Danish achievements here. Find the right answers at the bottom of the page.

- 1) Hans Christian Andersen is one of the most famous persons to ever come out of Denmark, but which of these is a fairy tale he wrote?
  - a. Hansel and Gretel
  - b. Cinderella
  - c. The princess and the pea
- 2) The national Danish football team for men has won the European Championship just once - with players like Peter Schmeichel and Brian Laudrup on the team. But when was it?
  - a. 1988
  - b. 1992
  - c. 1996
- 3) It was actually a Dane, who designed the opera house in Sidney in 1959. But what was his name?
  - a. Jørn Utzon
  - b. Arne Jacobsen
  - c. Henning Larsen
- 4) The Danish philosopher Søren Kierkegaard is widely accepted as being the first philosopher within which form of philosophy?
  - a. Positivism
  - b. Rationalism
  - c. Existentialism
- 5) The Great Belt Bridge was built in 1998 and connects the islands of Funen and Zealand. It was the biggest in the world of its kind at the time. How many cars passed the bridge every day in 2020?
  - a. 21.000
  - b. 31.000
  - c. 51.000

Right answers: 1: C, 2: B, 3: A, 4: C, 5: B



## Arun Suryanarayanan

- Engineer
- NNE
- Canada

**Why did you choose Denmark as your career destination?** My wife is Danish however coming from Canada where we hear a lot of Denmark's work life balance, work culture. The fact that I could venture into the ever growing Pharma sector was also a key motivating factor

**How did you find your current job?** WorkinDenmark's website was a key tool that I used for looking up career opportunities, through which I found my current job with NNE (Novo Nordisk Engineering)

**Was it difficult or easy to land a job in Denmark?** It is a hard question to answer. There are a lot of jobs however it is important to network, talk to the hiring manager and follow up. If these few basic rules are adhered to, it is easy to land at the least a job interview.

**What surprised you the most about job search in Denmark?**

Was the number of ever-growing new job openings and the volume of highly skilled applicants that the organizations were looking for. Coming from Canada it was unusual to see Masters being almost considered a pre req and PhD, Post Docs being very common as well.

**What surprised you the most about Danish workplace culture?**

What surprised me the most in a positive way is the importance given to work life balance and the productivity of fellow colleagues.

**What was the main factor that helped you getting a job in Denmark?**

The main factor that helped me getting a job was attending the WorkinDenmark-workshop as well as following through on what was communicated about Danish work culture.

**If you could give one tip to others looking for a job in Denmark, what would that be?**

I highly encourage every applicant to pick up the phone and call the hiring manager before you send in your resume. Your chances almost are quadrupled if you do so.

**How did you create a social network in Denmark?**

I am currently taking Danish classes as well as joining expat groups to create a social network in Denmark.

# Culture & fun

## Top 10 most visited attractions in Denmark 2019

### 1) Tivoli (Copenhagen)

4.851.000 visitors

Situated right by the main station in Copenhagen, you will find Tivoli Gardens. The most visited attraction in Denmark. Tivoli is a theme park; built by Georg Carstensen in 1843. In Tivoli garden you will find some thrilling rollercoasters and fairy-tale-like rides inspired by Hans Christian Andersen who himself was inspired by the gardens. However, Tivoli is much more than just rides, In December, Tivoli transforms into a beautiful Christmas wonderland, which becomes one of Copenhagen's top attractions during winter.

### 2) Dyrehavsbakken (Klampenborg)

2.200.000 visitors

Dyrehavsbakken or better known as Bakken, is the oldest amusement park in the world. It is located only 10 km north of Copenhagen within the woods of Dyrehaven. It was founded in 1583 and has since been a popular place for everyone. Big neon signs and brands are not allowed, instead, the place shares a mix of colourful

wooden structures to honour the historical and unique location.

### 3) Legoland (Billund)

1.700.000 visitors

At Legoland, everybody is a child. You can either explore the entire world made of LEGO, live out your dreams as a gold-finding cowboy or take a ride in one of the many entertaining rollercoasters. You can even stay at the themed Lego castle hotel.

### 4) Copenhagen Zoo (Copenhagen)

1.571.331 visitors

At the Zoo of Copenhagen, you can visit more than 4.000 animals from different continents- all in one place. You can either say hello to the exotic tigers and elephants or walk into the breath-taking sea world of polar bears. You can even enjoy your lunch at the restaurant inside the Pandas' exhibition area.

### 5) Rundetårn (The round tower in Copenhagen)

782.493 visitors.

The round tower is located in the centre of Copenhagen. The first stone was laid in 1637 and completed 5 years later. It was built under King Christian IV to enable astronomers from the University of Copenhagen to gaze at the stars above the lights of the city. It has an astonishing view of Copenhagen.

### 6) Djurs Sommerland (Nimtofte)

780.255 visitors

Djurs Sommerland (Summerland of Djurs) is Scandinavia's biggest summerland. It has 60 different rides for all ages and was awarded as Europe's best family theme park with under 1 million guests in 2019. Here, you can explore different, exciting themed areas such as pirate, water, Viking and farmland.

### 7) Louisiana, Museum of Modern Art (Humblebæk)

757.163 visitors

Louisiana was founded in 1958 by Knud W. Jensen who wanted to create a museum for modern art. His intentions were to only have Danish art but he changed course after a couple of years, where Louisiana became an international art museum with different renowned works. The museum is beautifully set in the north of Zealand with an incredible view towards the sea from the sculpture park. The Louisiana collection comprises around 4.000 works from 1945 till now.

### 8) Botanical garden (Copenhagen)

755.519 visitors

The botanical garden in Copenhagen is located in the city centre and covers an area of approximately 10 acres. The garden is particularly noted for its 27 historical glasshouses dating back to 1874. The garden contains more than 13.000 species arranged in different sections. A Butterfly House opened in 2018, where you can follow butterflies at close hand in the summertime. The garden also has a café, where you can sit back and relax.

### 9) Aquadome in Lalandia (Billund)

682.000 visitors

Aquadome in Lalandia is the biggest waterpark in Scandinavia. Try the Turbo Racer with a free fall experience that makes it a lightning fast rollercoaster or try the twister that hurls you around in a huge funnel. You can also experience the waves at the wave pool or sit back and relax in the tropical climate with a wellness pack. Aquadome is an adventure for the whole family.

### 10) Tivoli Friheden (Aarhus)

636.000 visitors

Tivoli Friheden is a theme park in Denmark's second biggest city, Aarhus. It is situated in the beautiful Marselisborg Forest (walking distance from the city center). The park offers a wide range of entertainment, concerts, decorations, rollercoasters, rides and games. Make sure to visit it in winter as well, where you can experience the beautiful Christmas decorations.



# Postcards from Denmark



## 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'**

Red berry 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.

### **'Rugbrød'**

At lunch, many Danes eat rye bread with cold cuts of meat, pickled herring, paté of pig liver and more. Danes have been eating rye bread for millennia and many, especially older Danes, can't live without it. Some pack it in their suitcases when travelling abroad.

### **'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 uses the more formal 'De', even when addressing their boss.

### **'Julefrokost' (Christmas lunches)**

At most workplaces, Christmas lunches (and summer parties) are a regular tradition for all the employees, where everyone eats and is entertained together. Many families visit each other and eat traditional Danish meals between Christmas and the New Year.

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