

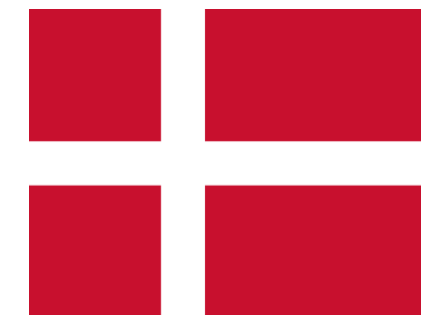
**WORK IN  
DENMARK**

# Living and Working in Denmark

Workindenmark / EURES Denmark

Mathias Porsborg

10.04.2025



# Agenda for Today

1. Living and Working in Denmark
2. The Danish Labour Market
3. Finding a job in Denmark
4. Q&A session



# Who are we?

An introduction to Workindenmark

Workindenmark is part of



Danish Ministry of  
Employment



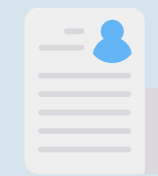
**EURES**  
European Employment  
Services

We assist



Danish companies with

Attracting foreign  
candidates to Denmark



International jobseekers with

- Living and working in Denmark
- [Relocation information](#)
- [EU funding for relocation - TMS](#)
- [Courses & workshops](#)

# Denmark

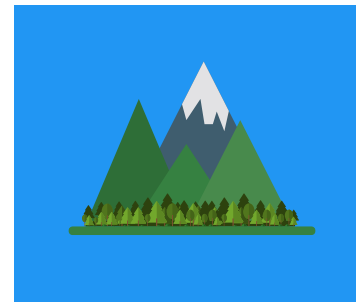
## Facts about Denmark



Approx. 6 mio.  
inhabitants



11.8% of  
population was  
born abroad



Highest point is  
171 meters  
above sea level



50 km. away  
from the sea at  
ALL TIMES

**A small country with big ambitions**



# Global Danish Export Companies

- **Toys** – Lego
- **Fashion & Design** – Arne Jacobsen, Bestseller (Jack&Jones, Only, Vero Moda), BIG
- **Wind turbines** – Vestas, Ørsted
- **Robotics** – Universal Robots, MIR
- **Gaming** – IO Interactive (Hitman)
- **Life science** – Novo Nordisk, Lundbeck
- **Food** – Carlsberg, Arla
- **Shipping and logistics** – Maersk Line, DSV



# Life in Denmark



# What do Expats Say?

1. High level of security
2. Great international population (events + communities)
3. Ever changing weather
4. Work-life balance
5. Highly digitalized country



[Find more expat stories](#)







# The Cost of Living

How many minutes do you have to work to buy a Big Mac?



Denmark: 17 min.



Italy: 24 min.

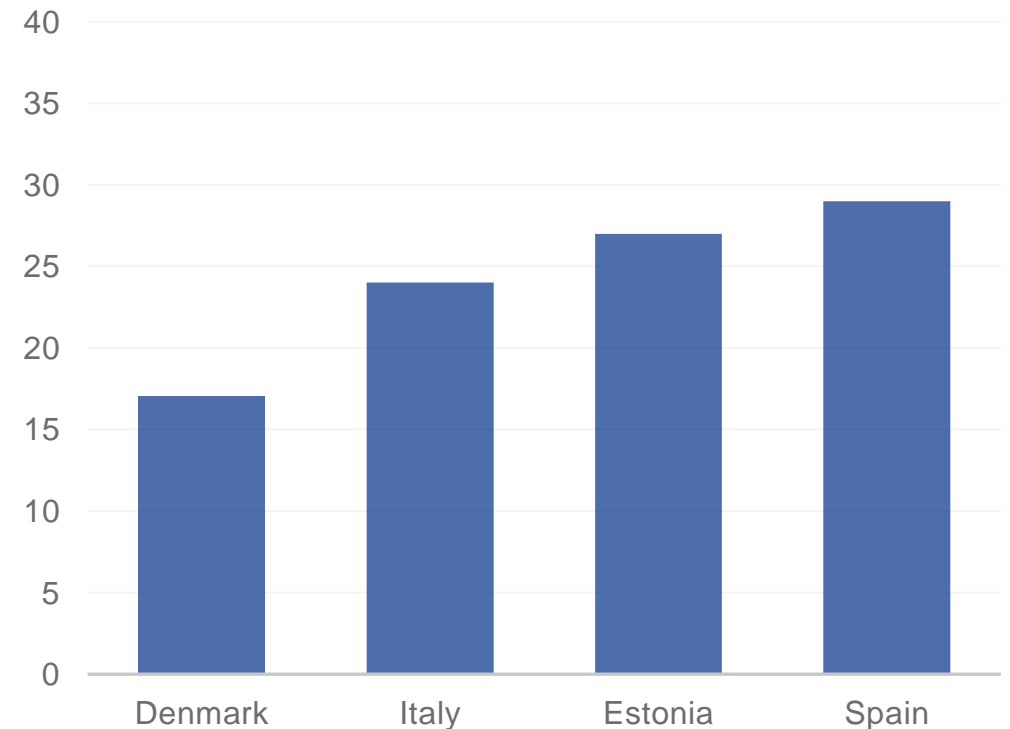


Estonia: 27 min.



Spain: 29 min.

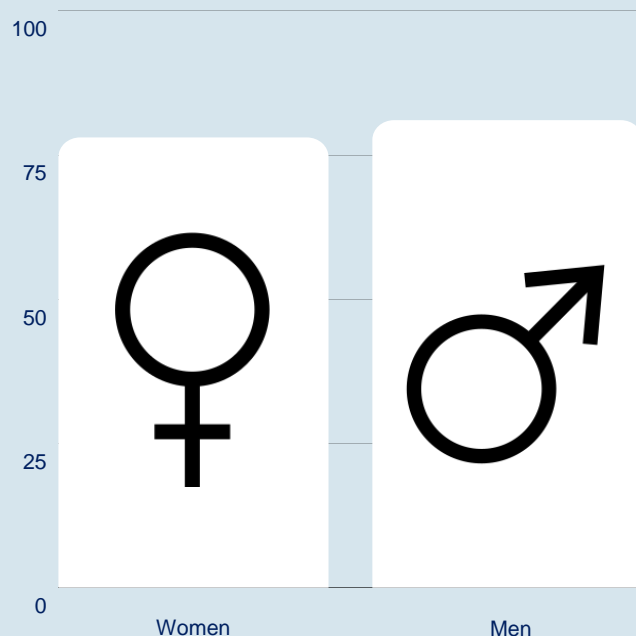
Free healthcare, schooling and elderly care.



# The Danish Labour Market



# The Danish Labour Force



Current unemployment rate: 2.9% (February 2025)

78% of women and 81% of men work.  
More women than men have an academic education

## The Danish language

**Do I have to speak Danish to get a job in Denmark?**

- No. Good English skills are, however, mandatory

**Do I have to learn Danish when working in Denmark?**

- No, but we recommend it

86 % of Danes speak English

47 % of Danes speak German

**lifein**  
denmark.dk

<https://lifeindenmark.borger.dk/leisure-and-networking/Danish-language-training>

# The Danish Labour Market Model

**Mutual trust between the employer and employee.**

## **The Danish model:**

### *Flexicurity*

- Minimum wages are not regulated by law
- High level of union membership – also for engineers, IT-specialists etc.
- Unemployment insurance funds (a-kasser) are voluntary

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denmark.dk

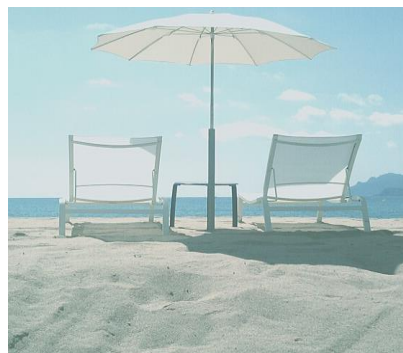
<https://lifeindenmark.borger.dk/working/work-rights/working-conditions/the-danish-labour-market-model>



# Danish Labour Characteristics



Work-life-  
balance  
-  
37 hour work  
week



5 (+1) weeks of  
paid holiday



Job satisfaction



Lifelong  
learning



Influence on  
decision-  
making  
processes

# Danish Workplace Culture

## Flat Hierarchy

- Invisible who is in charge
- Your boss will say: “My door is always open”
- Equality– treat your manager and receptionist with the same respect
- Informal setting: tone of communication & clothes

## Working in a team

- Trust. No micro-management. Never lie or cover up a mistake or delay
- Humor. Sarcasm and self-mocking. Failure-cake or failure-beer
- If you are made fun of – you are really a part of the team!



# Finding a Job in Denmark





# Current Shortages

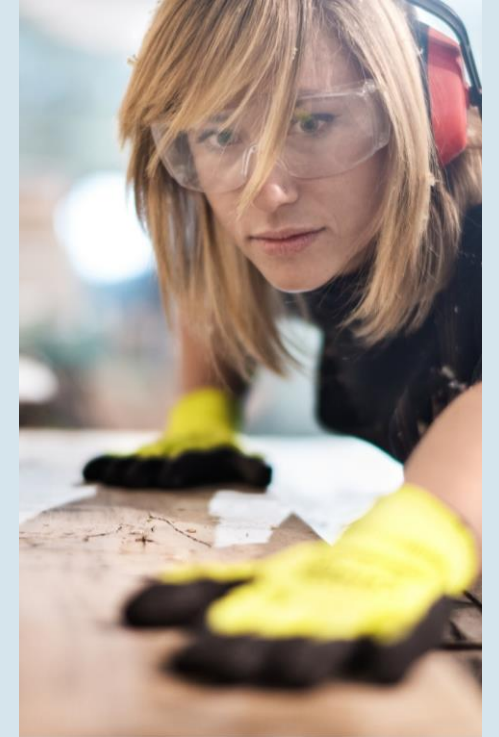
## Highly qualified candidates

- Engineers
- IT-specialists
- Life Science specialists
- Medical specialist
- Researchers



## Skilled workers

- Hospitality
- Construction
- Industrial Manufacturing
- Health
- Transport
- Logistics



# Find Your Next Job in Denmark

- [www.workindenmark.dk](http://www.workindenmark.dk)
  - Job vacancies in English
- <https://eures.europa.eu/>
  - Find jobs in Europe
  - Create a *EUROPASS*
- <https://europeanjobdays.eu/en/events>

Keep an eye on company websites and company LinkedIn-pages for vacant jobs



# Best Tips for Your Job Search

## 1. Research

- The company, their products, services.
- Read their website, follow the press news about the company, follow on LinkedIn (update your LinkedIn profile)

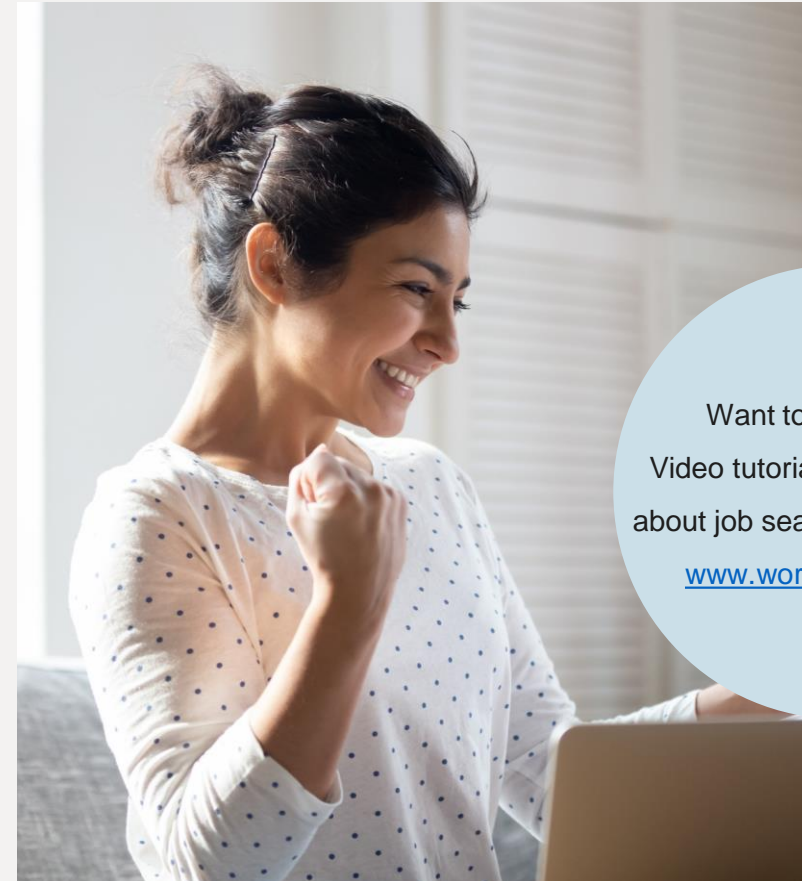
## 2. CV & Cover Letter

- Target your application to the specific job and specific company

## 3. Think about

- How do I match the role (skills, experience, interests)?
- How can I couple my experience to the specific job function?
- Include your motivation for the specific job (tasks)!

Unsolicited applications are welcome (info on company webpage if not)



Want to know more?  
Video tutorials and e-learning  
about job search in Denmark on  
[www.workindenmark.dk](http://www.workindenmark.dk)

# Registration in Denmark

Contact International Citizen Service for guidance and information

**lifein**  
denmark.dk <https://lifeindenmark.borger.dk/settle-in-denmark/ics-international-citizen-service>

## EU/EEA/Swiss citizens:

1. Apply for EU residence document
2. Apply for CPR number
3. Apply for a tax card

## Nordic citizens:

1. Apply for CPR number
2. Apply for a tax card

## Non-EU citizens:

1. Apply for a residence and work permit
2. Apply for CPR number
3. Apply for a tax card

**As an EU citizen, you may freely enter Denmark and you may begin to work upon arrival.**

# Tusind tak...



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