



***How to meet the challenges of labour migration  
- Experiences from Denmark***  
**March 8, 2013**  
**Director Marianne Hansen**

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# The strategy in Denmark

*The Danish Agency for labour retention  
and international recruitment*

The overall objective is to increase the available workforce to the benefit of employers in Denmark and Danish society at large.

Retaining people on the Danish labour market, and supporting the efforts to recruit highly qualified professionals from outside Denmark.

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# The strategy for International recruitment 2013

## *Focus on*

1. Easy access for companies to recruit highly qualified labour force
2. Discourage social dumping and ensure that foreigners work on Danish conditions
3. Retention of highly qualified labour force in Denmark
4. Development based on knowledge

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# Challenges in Denmark

- Demographic challenges – aging population
- Increasing unemployment rate – especially among unskilled people and youth
- Shortages in specific sectors – highly qualified/skilled employees

*Health*

*ICT*

*Engineering*

*Biotechnology/Life Science*

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# Monitoring is important

## Cooperation between countries more important

- Monitoring of the labour market
- Shortages – Surpluses
- Current dialogue with the companies
  - analyses of the needs in the short and the long terms

***The situation in Denmark and in EU***

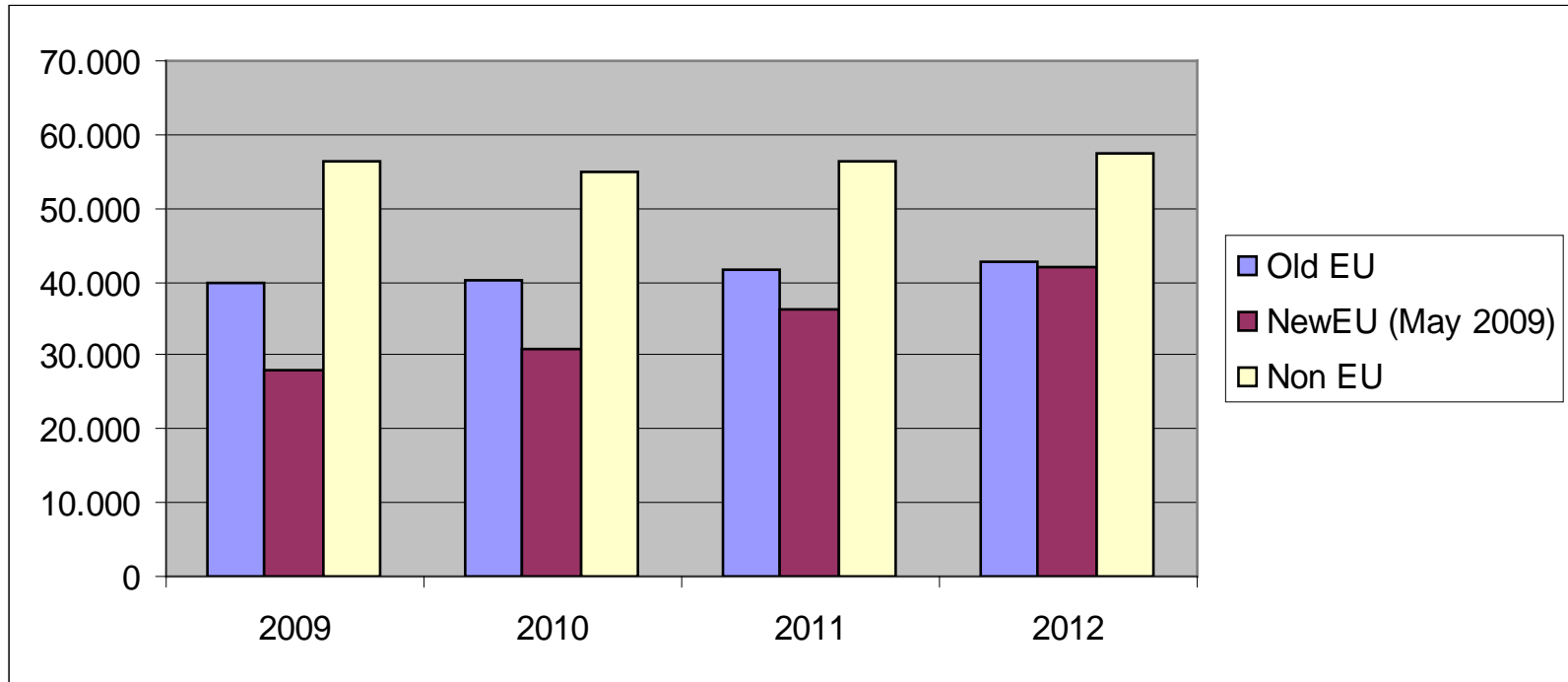
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# International recruitment in Denmark from EU

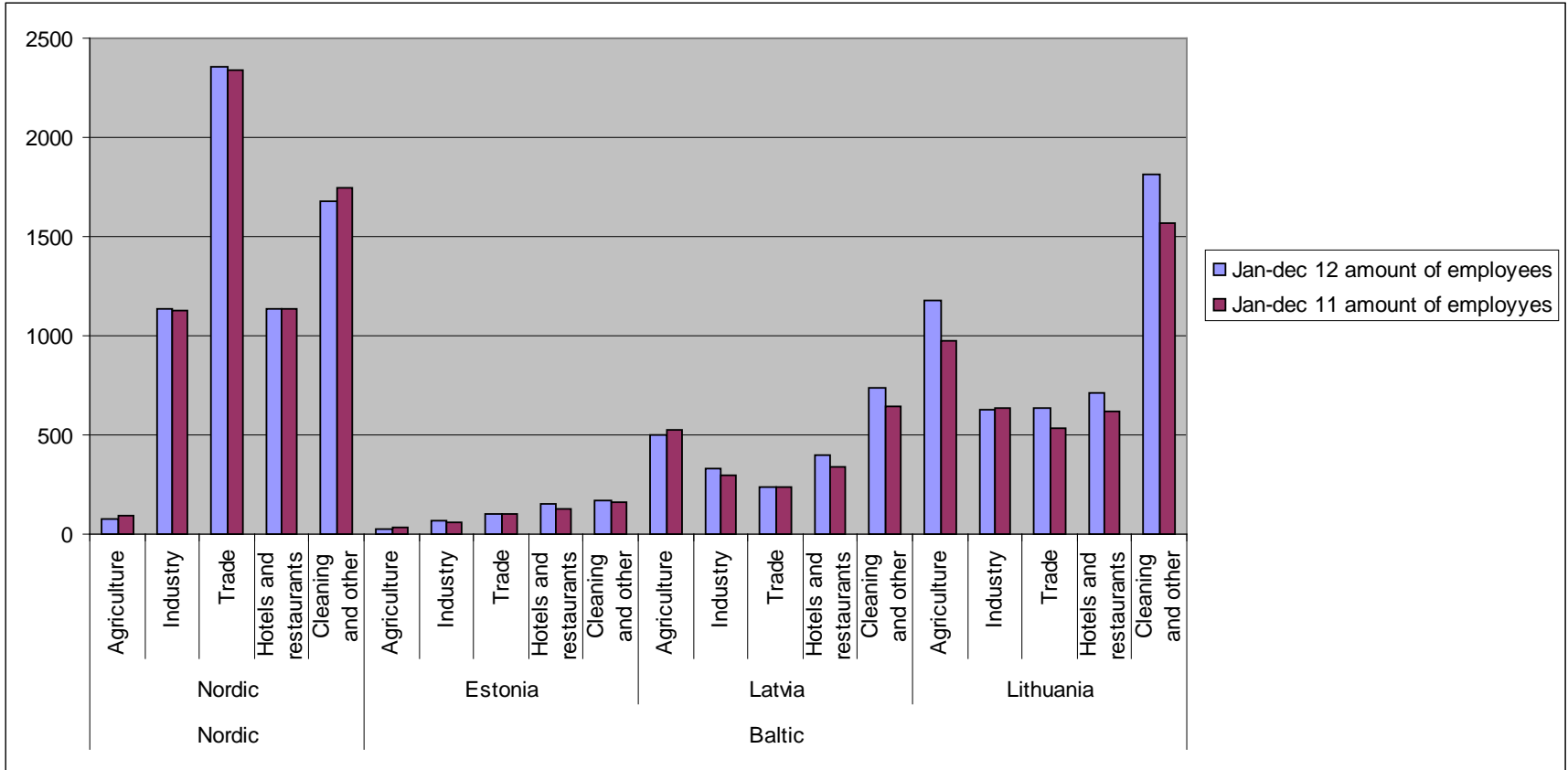
- The EURES network
  - supports the movement of labour with dialogue between the countries
- Receiving countries and delievering countries
- Recruiting from neighbour countries
  - easy for the companies, but not realistic
- Just now recruiting highly qualified from
  - Spain, Portugal, Italy and Greece

# Working in Denmark international employees 2009 -2012





# Working in Denmark







# International recruitment in EU in the future

The strategy in Denmark

- *“don’t take unnecessary trouble”*

Severe competition in EU for the same profiles

Economic growth – competitive power

*Can we win the global the battle for global competing  
against regions such as Boston, Beijing, Singapore?*

*Is recruiting from non EU the answer?*

# Workindenmark



# www.workindenmark.dk

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Connecting International Jobseekers and danish companies

Search information

Search



E-mail-address

Password

[Forgot your password?](#)  
[New user?](#)

Log in

[Home](#) [Find information](#) [Search jobs](#) [Find an employee](#) [Contact](#)

Welcome to the official Danish website for international recruitment

workindenmark.dk is hosted by the Danish government

## Employers

### Worth knowing before hiring jobseekers

- ▶ [Workindenmark step-by-step](#)
- ▶ [Help with recruitment of foreign nationals](#)
- ▶ [Recruitment of employees from abroad](#)
- ▶ [Rules for residence and work](#)

### Company job advertisement

You can free of charge create job advertisements on behalf of your company and search for foreign job seekers.

▶ [Create company profile](#)

### Find an employee

Find an employee among workindenmark.dk's 4277 profiles.

Search for an employee

Search

## International jobseekers

### Want to work in Denmark?

- ▶ [Workindenmark step-by-step](#)
- ▶ [Why choose Denmark?](#)
- ▶ [Working in Denmark](#)
- ▶ [Life in Denmark](#)

### Create profile

By creating a profile you can increase your chances of finding a job in Denmark.

▶ [Create profile](#)

### Search jobs

Do you want to work in Denmark? Search among 935 jobs and find the right one for you.

Search for a job

Search

[Advanced search](#)

### Highly skilled professionals

Search among jobs and CVs within the job and CV bank for highly skilled professionals.

▶ [Highly skilled professionals](#)



### International students

Relevant information for international students and employers.

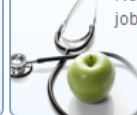
▶ [International students](#)



### The Danish health sector

New search function shows jobs in the health sector.

▶ [Health page](#)



### step-by-step

Step-by-step guide for working and living in Denmark.

[Workindenmark step-by-step](#)



### News

- ▶ [Invitation to join Xpat network North](#)
- ▶ [See all news](#)



### Newsletter and Job fairs

- ▶ [Newsletter](#)
- ▶ [Job fairs in 2010](#)

### EURAXESS

- ▶ [Researchers in Motion](#)



### Seasonal work

- ▶ [Interested in seasonal work in Denmark?](#)



International Citizen Service



Intro

1: Help with the paperwork

2: Personal guidance

3: Useful information

Download material

Locations

# Moving to Denmark?

Do it the ICS way - no bureaucracy, only service



hosted by the Danish government

[www.icitizen.dk](http://www.icitizen.dk)

# International Citizen Service

## International Citizen Service offers

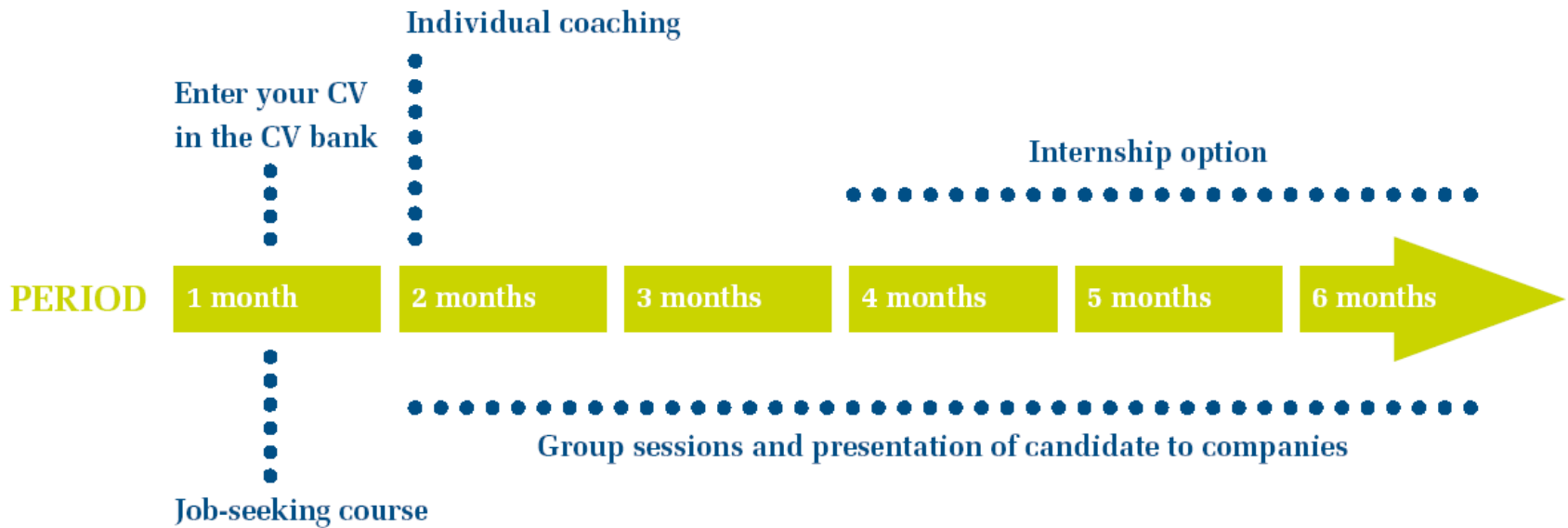
- **Help with the paperwork:**
  - residence permit for non EU citizens
  - registration certificate for EU citizens
  - tax card
  - social security number (CPR)
  - medical card
- **Personal guidance on:**
  - job seeking in Denmark
  - finding job for your partner
  - student jobs for int. students
  - the Danish tax system



More information and  
locations:

[www.icitizen.dk](http://www.icitizen.dk)

# The Spouse Programme





# The years to come....

- Better conditions the companies and easy access for highly qualified and students – also for non EU citizens
- Various offers of international schools and kindergarten in the municipalities
- Better conditions and new taxrules for researchers and scientists
- Revision of the rules for visa

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**Thank you for your attention!**

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