

CARLSBERG FOUNDATION

INTERNATIONAL TALENTS IN BUSINESS & SCIENCE?

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Chairman of the Carlsberg Foundation and Carlsberg Group

ATV Conference, 2 December 2019



@besenbacher2012
@carlsbergfondet



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DENMARK - A SMALL GREAT NATION



Education & ICT



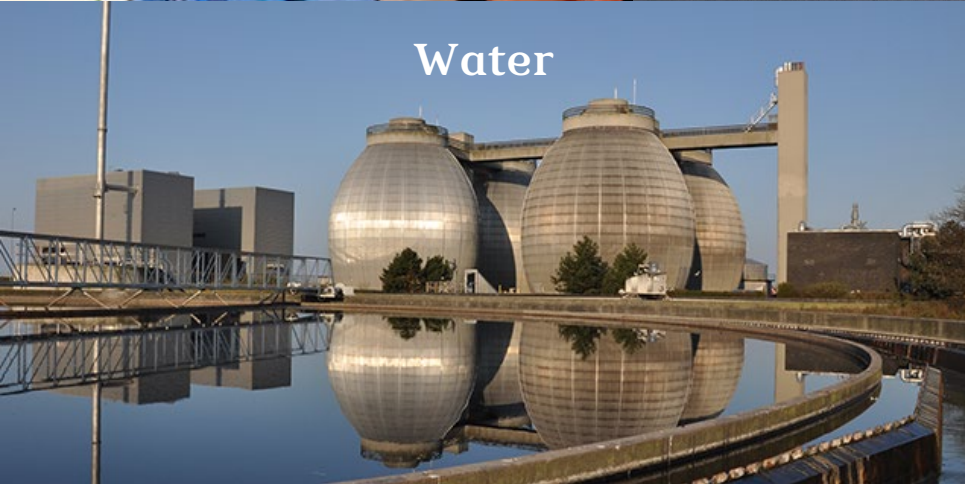
Health



Food



Energy



Water



Yesterday Today Tomorrow?

Sustainable consumption & production



Urban sustainability



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A SMALL GREAT NATION



Trust



Equality



Long-term
perspective



CARLSBERG FOUNDATION

A SMALL GREAT NATION



Innovative
mindset



Open and enterprising
trading nation



Investing in education,
research & innovation

DANISH WORK LIFE BALANCE

Danes are some of Europe's most efficient workers - but maintaining a good **work life balance** is important

Despite limited working hours, Denmark has some of the world's **highest productivity rates**





DANISH STRONG HOLD: INDUSTRIAL FOUNDATIONS

Long term thinking

- Value creation for shareholders, employees and society
- Invest in research and sustainability
- Protection against take over






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DENMARK IS A NANO COUNTRY IN A GLOBALISED WORLD



DENMARK'S COMPETITIVENESS IS DECLINING

2011-2012

1. Switzerland
2. Singapore
3. Sweden
4. Finland
5. US
6. Germany
7. Netherlands
- 8. Denmark **
9. Japan
10. UK
11. Hong Kong SAR
12. Canada
13. Taiwan, China
14. Qatar
15. Belgium
16. Norway
17. Saudi Arabia
18. France
19. Austria
20. Australia

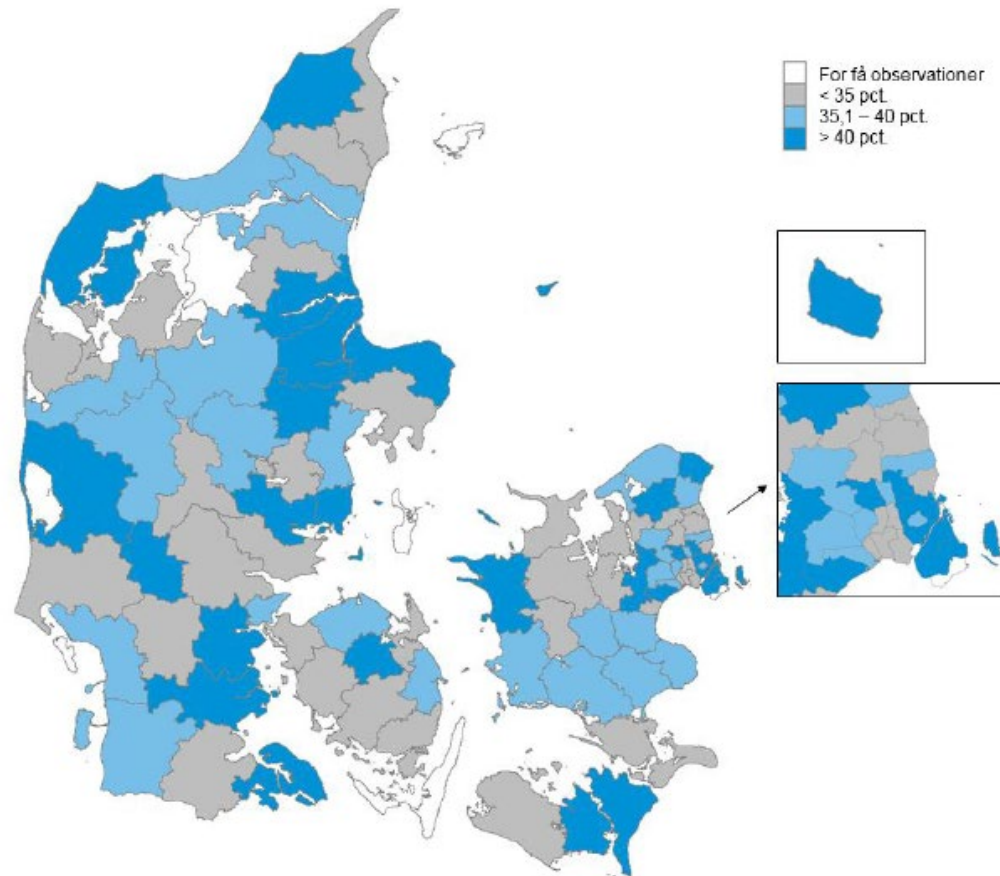
2017-2018

1. United States
2. Singapore
3. Germany
4. Switzerland
5. Japan
6. Netherlands
7. Hong Kong SAR
8. United Kingdom
9. Sweden
- 10. Denmark **
11. Finland
12. Canada
13. Taiwan, China
14. Australia
15. Korea, Rep.
16. Norway
17. France
18. New Zealand
19. Luxembourg
20. Israel



There has only been established
three new Danish company with
more than 1,000 employees
during the last 20 years

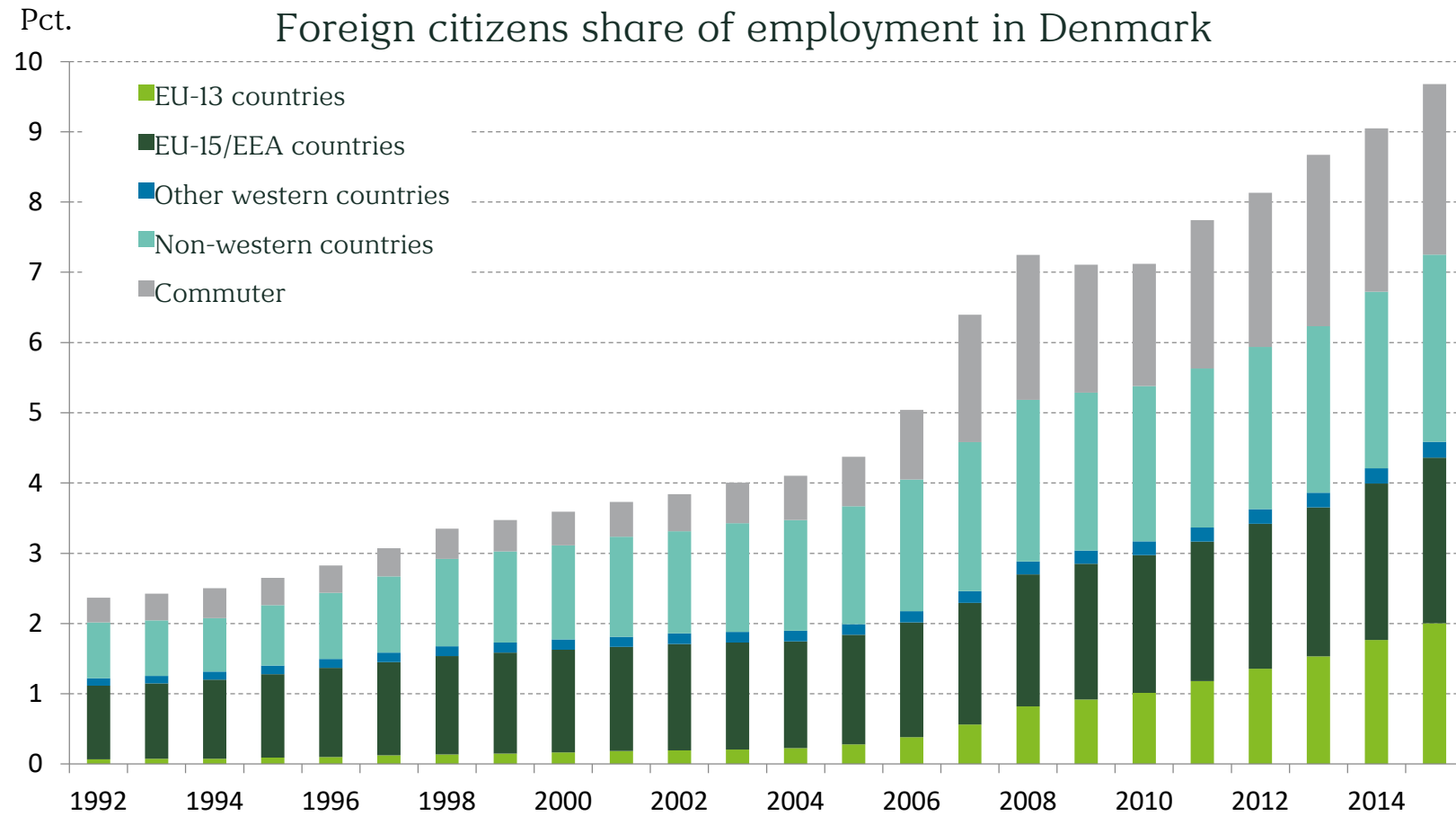
WE ARE LACKING SKILLED PEOPLE



- **37%** of companies have experienced unsuccessful recruiting
- Lack of more than **13,500 engineers** in 2025
- Uncovered demand for **19,000 ICT-specialists** in 2030
- Lack of **44,000 skilled workers** in 2025



INCREASE IN FOREIGN LABOUR



Sources: Deloitte, Kraka, 2017



THE VALUE OF FOREIGN TALENT

During their stay in Denmark, highly educated foreigners:

without accompanying family stay for approx.

5½ year

and contribute

DKK 720,000

with accompanying family stay for approx.

10 year

and contribute

DKK 2.2 M

under the
”Tax scheme for foreign researchers” **without**
accompanying family stay
for approx.

3½ year

and contribute

DKK 780,000



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WHAT UNITES THESE PEOPLE?

Danish diaspora



DIASPORA DENMARK



**Increase talent
attraction to
Denmark**

DIASPORA DENMARK

VISION

Strategic collaboration with the Danish diaspora will lead to renewed value-creating alliances where knowledge can systematically and easily be shared between the diaspora and domestic stakeholders to enhance Danish growth, knowledge and employment – including strengthening our global fellow countrymen's ties to Denmark



TASK FORCE RECOMMENDATIONS



Establish a **new association** responsible for carrying Denmark's diaspora effort into effect



Help Danish businesses access the diaspora's knowledge and networks to increase **their growth, internationalisation and export**



Establish a **digital platform** to support Denmark's diaspora effort



Allocate **new resources** for activities with the Danish missions and organisations to support and strengthen the diaspora effort locally



Equip the Danish diaspora to spread the **narrative of modern Denmark** internationally



Reducing barriers experienced by the Danish diaspora in their connection to Denmark



Engage the Danish diaspora in increasing **talent attraction** to Denmark

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THANK YOU



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