



How can Denmark become an even more attractive career destination for international talents?

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Talent value proposition

-  Denmark and Copenhagen excel in growing, attracting and retaining talent
-  One-stop-shop International Citizen Service to ease entry
-  Denmark among the most innovative countries in the world
-  Danish business culture ranked easiest in the world
-  Well-educated population with excellent English language skills
-  World champion in UN Sustainable Development Goals
-  World-leading in digitalization – E-government and banking
-  Online tax system and hotline for international employees
-  Favorable expert taxation scheme
-  Copenhagen among most important tech cities in Europe
-  Least corrupt country in the world
-  Copenhagen is the most livable city in Europe
-  Denmark has the best work-life balance
-  Great welcoming services and network for employees and accompanying family
-  International schools and daycare
-  Attractive work culture with tradition for flat hierarchy and co-decision making
-  Danes are among the happiest people in the world
-  Trust is a cornerstone of Danish culture & business culture
-  A nation of cyclists
-  One of the safest countries in the world
-  Focus on green transition and healthy lifestyle
-  Top-ranking infrastructure and connectivity



New analysis: Denmark benefits from highly educated foreigners

- On average, highly educated foreigners contribute with **DKK 140,000** a year to the public finances.
- Highly educated foreigners on the expert taxation scheme contribute with **DKK 181,000** a year to the public finances.



Foto: Getty Images



Lack of legislative coherency

- ÷ Complex rules
- ÷ Access schemes tightened
 - ÷ Green Card scheme abolished
 - ÷ Pay limit increased to DKK 427.000
 - ÷ Salary payment to Danish bank account
- + Expert taxation scheme prolonged
- + Focus on simplifying rules and removing administrative barriers
 - + More flexibility in the fast track scheme
 - + Intensified effort to help companies avoid illegal labor



Getting the basics right

Political agreement:

“More qualified foreign labor: It must be ensured that companies and welfare institutions with a specific shortage of labor at minimum skilled level quickly and unbureaucratically can attract qualified foreign labor.”

- **More flexible access schemes:** Removal of Danish bank account requirement, better conditions for short term stays, fast-track for start-ups, lower salary requirement, extended positive list
- **Less bureaucracy upon arrival:** It needs to be easier and quicker to get CPR, tax card, NemID, Danish bank account etc.
- **Better welcoming and conditions for retaining talents:** Political prioritized International Citizen Service, guidance on jobs for spouses, more international schools offerings, more public information in English, remove user fee on Danish tuition
- **Less taxation bureaucracy:** 9 recommendations on di.dk



Strategic investment in talent attraction

- Collaboration between businesses, authorities, organizations and universities to brand Denmark as a career destination
- Strategic partnerships in strong knowledge environments
- DKK 59 million assigned to attract, welcome and retain qualified international labor to Denmark 👍
- Ambitious, long term initiatives with broad support and substantial impact
- Great potential in leveraging Danish areas of strength – sustainability as a talent magnet





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