

The Danish Workforce is ready for globalisation

A high proportion of university graduates, lifelong learning, flexibility and openness to the world. This makes up a globalised workforce that contributes to the strong competitiveness of Danish business.

Europe's most flexible labour market

Contrary to most European countries, basic practices in the Danish labour market are mainly founded on collective agreements between the labour and the employer organizations. This ensures a high degree of consensus in the labour market (85% of the employees belong to an union). Together, employees and employers reach mutually binding agreements on labour issues. As a result, Denmark has a low frequency of strikes.

Compared to other European countries, the Danish rules for termination of contract are very liberal. Provided that the legal and agreed notices are respected, the employer is entitled to dismiss skilled as well as unskilled workers, at any time without costs. This makes it easy for the individual company to adjust the size of its workforce.

The welfare state model guarantees relatively high levels of unemployment benefits and social security, resulting in a high degree of labour market flexibility. At the moment the unemployment rate in Denmark is 3%, which is historically low.

The employment rate for women in Denmark is amongst the highest in the world; 73.1% as against 79.4% for men. In other words, most men and women have full-time jobs.

Skills must meet international demands

In Denmark, equal access to education is the overriding principle. All major activities within the Danish education system are financed through general taxes. This contributes to the Danish tradition of placing great emphasis on education.

Although the law requires only nine years of school attendance, 96% of young Danish people complete a secondary education program, and 35% complete a higher education. Danes embrace the idea of life-long learning, which is a response to the challenges of international competition and co-operation. Furthermore the companies are demanding ever higher and more internationalised qualifications from the workforce.

All Danish universities cooperate with educational institutions around the world. This network actively promotes the intercultural exchange of values and ideas and provides Danish students with a global profile and a good knowledge of English.

Denmark's international outlook is reflected in the language skills of the population. English is considered a natural second language, and especially among the younger generations it is common to be skilled in several European languages.

Denmark is particularly noted for producing highly skilled technicians and engineers. But across all sectors the educational system promotes a good business understanding, an international insight and independency in students.