

Work-based migration & international recruitment

DENMARK



Figures foreign labor

- Every 10th employee has foreign citizenship
- Almost 380.000 employees
- Proportion 3 times bigger in private sector compared to public sector
- Public administration, teaching and health the highest

foreign labor in Denmark	
	Aug 2023
	Denmark
	Number of employed foreign nationals
Total	379.486
Agriculture, forestry and fishing	16.076
Raw material extraction	889
Industry	52.015
Energy supply	1.523
Water supply and renovation	952
Construction	32.414
Trade	45.943
Transportation	30.726
Hotels and restaurants	40.027
Information and communication	17.216
Financing and insurance	6.098
Property trading and letting	4.462
Knowledge service	22.097
Travel agency, cleaning, etc. operational service	55.051
Public administration, teaching. and health	65.638
Culture and spare time	5.653
Other services etc.	6.460
Unknown	2.498



Foreign labor - citizenship

Foreign labor in Denmark - citizenship

	Aug 2023	
	Denmark	
	Number of employed foreign nationals	
Total		379.486
Nordic countries		34.981
EU/EØS/EFTA - excepts Nordic		181.343
3. countries and stateless in total		163.164

Kilde: Udlændingeregisteret, EstherH, CPR-registeret, CVR-registeret, Indkomstregisteret

Foreign labor – EU/EØS/EFTA

	Aug 2023	
	Denmark	
	Number of employed foreign nationals	
Top 3 from EU/EØS/EFTA		181.343
Poland		47.158
Romania		31.620
Germany		22.163

Foreign labor – third countries

	Aug 2023	
	Denmark	
	Number of employed foreign nationals	
Total		379.486
3. countries and stateless in total		163.164
Afghanistan		4.225
Bosnia Herzegovina		3.047
Eritrea		3.681
Phillipines		5.480
India		9.265
Iran		5.926
China		5.915
Nepal		4.154
Pakistan		3.934
United Kingdom		10.623
Syria		12.152
Thailand		7.111
Turkey		12.967
Ukraine		18.734
USA		4.423
Other		51.527



Figures on nurses

Nurses working in Denmark

Educated	Number	Proportion
Denmark	74,352	98,1%
Nordic	397	0,5%
EU/EØS	716	0,9%
Third countries	311	0,4%
Total	75,775	100%

(The Danish Health Authority)

Lack of nurses

The Danish Agency for Labour Market and Recruitment (STAR) is responsible for implementing and following up on employment policy in Denmark, including recruitment of necessary foreign labour.

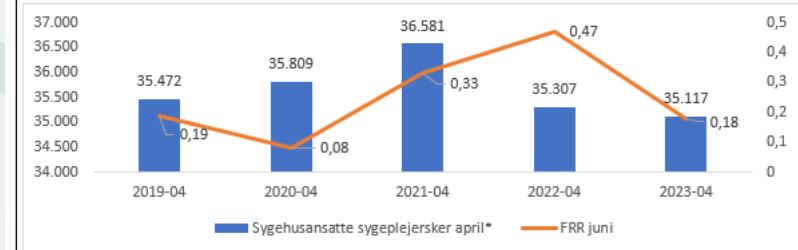
- Failed recruitment 20%
- Labor Market Balance (Job opportunities and labor shortage)

Surveys – DNO analysis

- June 2021 - 4,700 unfilled positions
- July 2022 – 69% of nurse managers recruitment & retention issues
- January 2023 - 9 out of 10 doctors experience unfilled nurse positions
- 1 out of 3, consequence for patients like closing beds

Boks 2. Sammenhæng mellem rekruttering og mangel

Der er ikke en direkte sammenhæng mellem den forgæves rekrutteringsrate (FRR) og manglen på sygeplejersker. En lav FRR er ikke nødvendigvis et udtryk for, at der er flere sygeplejerskeressourcer på sygehusene, som er de største arbejdspladser for sygeplejerskerne. Jf. figuren herunder, så er både antallet af sygeplejersker (opgjort i fuldtidsstillinger i april måned) og FRR i juni 2023 (baseret på rekrutteringsforsøg september 2022-februar 2023) lavere end i målingen inden.

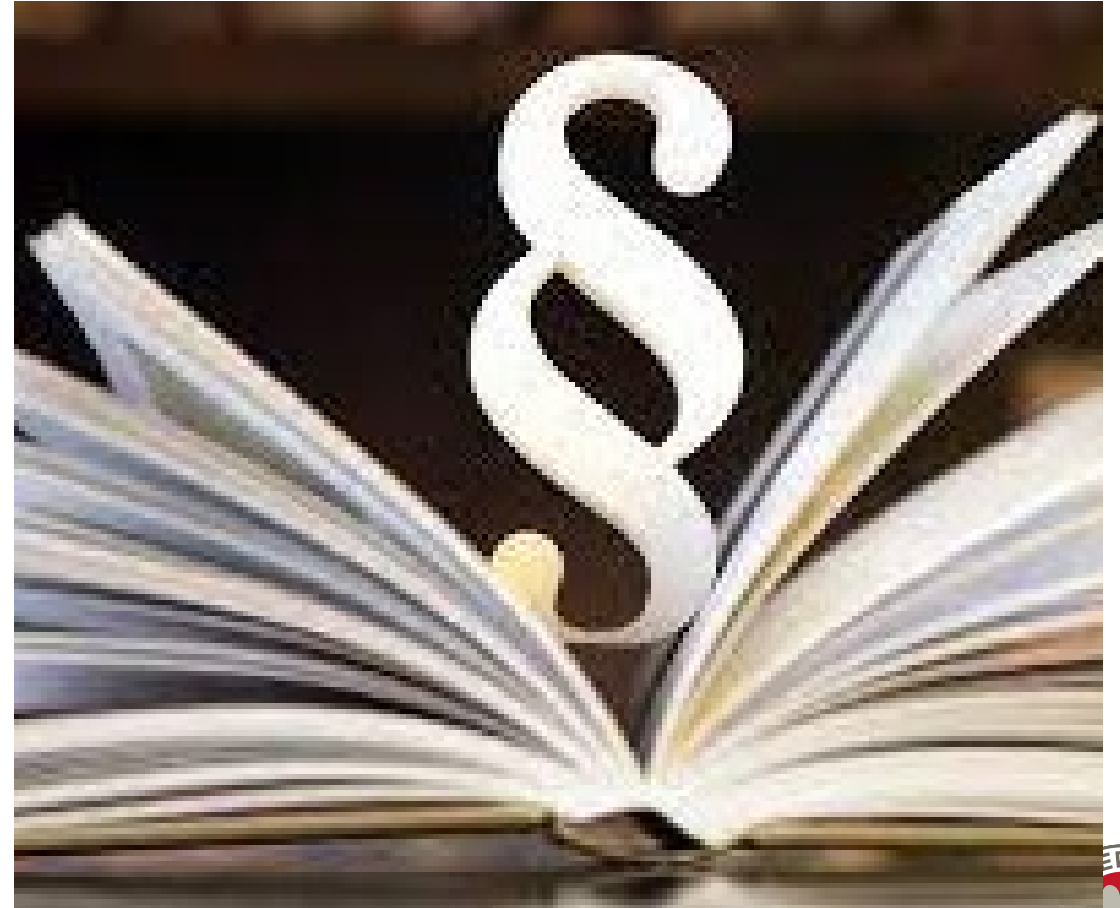


Anm.: *omregnet til fuldtid. Kilde: Jobindsats.dk og KRL



Legislation on work-based migration

- Denmark has "opt-outs" from EU cooperation within Justice & home affairs (e.g not part of EU Blue Card)
- **Fast tracks**
- **Income limits**
 - Min. 5,200€ per month
 - Min. 4.200€ per month (more requirements, criminal record check and dependent on unemployment rate in DK)
- **Positive lists** (occupations in high demand for labor)
 - List for skilled workers ~ 35 (eg HCA)
 - List for higher educations ~ 31 (eg nurses)
- **Family unification** possible – close relation and economically self-sufficient



HSS sector - nurses

- Within EU/EØS/Nordic ~ DIR2013/55/EU
- Non-EU countries



Note – since June 2023 no longer mandatory to pass a language test before this step
Language skills part of employer responsibility

For HCA language test is still mandatory



Labor shortages – political incentive

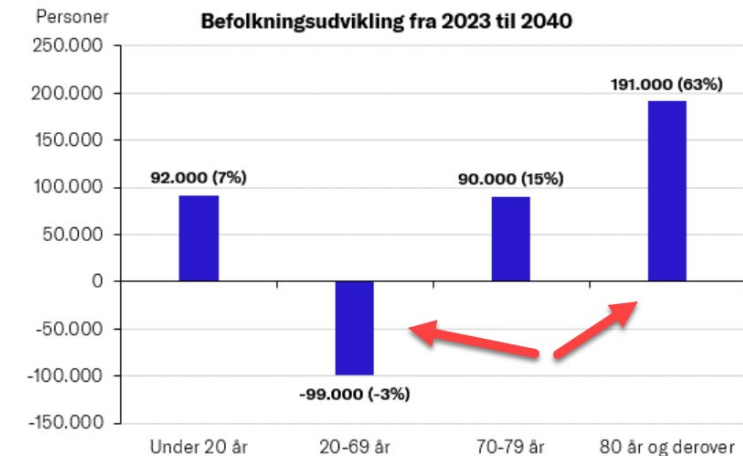


Estimated labor shortage is 90,000 in 2030

Local Government Denmark & Danish Chamber of Commerce

- ✓ In 2040 ~ 63% increase in people over 80 years old
- ✓ Fewer in working-age population (Statistics Denmark)

Demographic headwind



Initiatives by government



- **Government platform (Dec. 2022)**
- The government will ease access to foreign labor if unemployment is low
- Lower income limit
- Special agreement for employers with fair wages and working conditions
- **The Moderates (governmental party) – specific focus health sector:**
- Bilateral agreements e.g. India, Philippines
- Establish educational institutions in third countries
- National collective agreement = bypass process of work permit application
- Guarantee of fast handling of applications



Concerns regarding work-based migration



- Quick fix solution instead of sound national policy and investment
- Need for adjustment of immigration policy
- Social dumping and exploitation of labor
- Increased global inequality ~ push><pull factors
- HSS ~ working conditions, quality and patient safety (eg EU initiative "skills-first" approach)



Trade union actions

The Danish Nurses' Organization

We support the right to migrate and foreign nurses in Denmark are an important resource for the health care system. We are against active recruitment that exacerbates global inequality and shortage of nurses.

- Reduced waiting times for the authorization process
- Clear and consistent guidelines for the employment of adaptation
- Clear language requirement
- Employer responsibility
- Membership of DNO (reduced fee)

- Revision of WHO guidelines for ethical recruitment

Trade union confederation FH

Lobbying Parliament:

- Immigration policy

EU initiative consultations:

- Talent pool
- Recognition of qualifications/"skills first"

EP Parliament elections

