

International Talent Forum

Work survey

Forår 2018



Baggrund og budskab

Københavns Kommune og hele Greater Copenhagen oplever i disse år en befolkningsvækst, som i høj grad kan tilskrives tilflytningen af udenlandske borgere. I delprojektet "Welcoming International Talents", er der oprettet et International Talent Forum (ITF). I dette International Talent Forum adspurgte International House Copenhagen i foråret 2018 128 respondenter om deres arbejdsforhold.

International Talent Forum

International Talent Forum er et survey-baseret forum med det formål, at forbedre internationale tilflytteres livsbetingelser i Greater Copenhagen. Over 300 tilflyttere i Danmark og Sverige deltager i tiltaget. Flest er bosat i Danmark, men der arbejdes på at få flere deltagere bosat i Sverige. Denne survey er den tredje af i alt fire surveys, der afvikles i International Talent Forum i løbet af 2017 og 2018. Derudover foretages desuden to fokusgruppeinterviews som en del af projektet.

Hvem er deltagerne?

De 128 respondenter der deltog i survey'en har følgende baggrund. Tallene viser, at en overvægt af deltagerne er kvinder, godt 62% er kvinder. Aldersmæssigt fordeler de sig således, at 67% er 31–50 år, 23% er mellem 18–30 år, imens godt 10% er over 51 år. De fleste af deltagerne er enten gift eller lever med en partner, mens 15% er singler. Lige over halvdelen af deltagerne har børn.

52% regner med at blive i Danmark i 4 år eller længere, mens 15% regner med at blive i Danmark i omkring 1–3 år. En lille procent del forbliver i Danmark omkring 1 år. Langt størstedelen af survey'ens respondenter er højtuddannet international arbejdskraft. 70% af deltagerne arbejder for store virksomheder med over 250 medarbejdere.

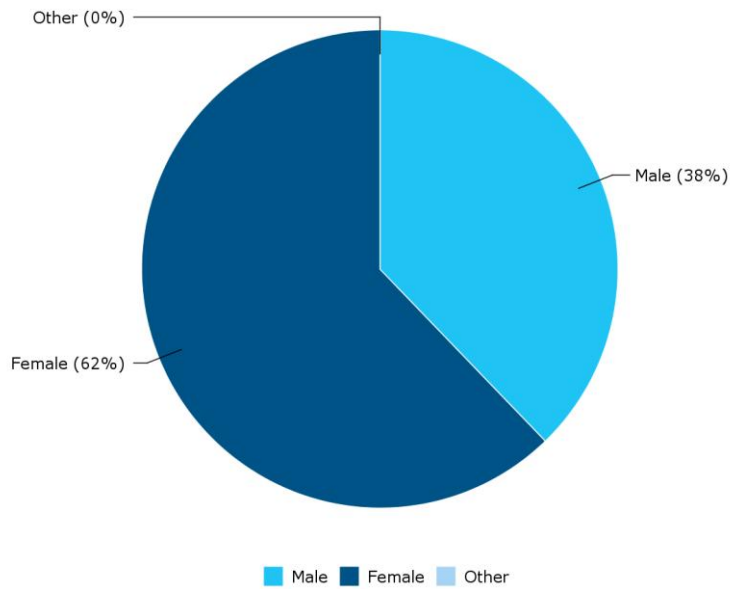
Hvad sagde deltagerne om deres arbejdsforhold i Danmark?

I det følgende afsnit vises resultaterne af survey'en, der omhandler internationale talenter arbejdsforhold i Greater Copenhagen. De vigtigste resultater kan opsummeres som følgende:

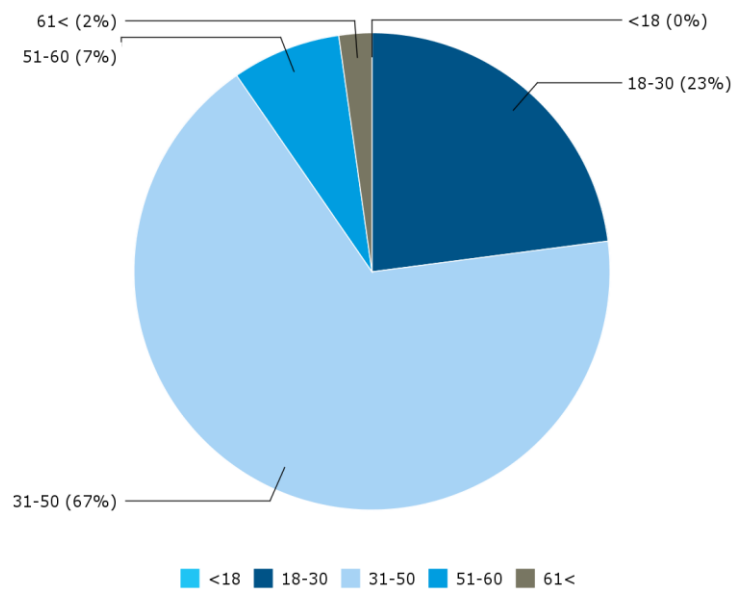
- Arbejde er hovedårsagen til at vælge til Danmark (54 %), mens størstedelen på den svenske side kommer som medfølgende spouse (56 %).
- Som sagt vil lidt over halvdelen forblive i Danmark i enten 4 år eller mere, mens 37 % ved ikke, hvor længe de vil blive. Dermed ligger der en stor pulje internationale borgere, som endnu ikke har taget en endelig beslutning.
- Den primære årsag til at arbejde i Danmark er "work life balance" (47%), mens omkring 30% vil enten forbedre egne evner eller have interessante arbejdsopgaver.
- Den største udfordring, når man søger job i Danmark er sproget (33%). Denne udfordring er skarp efterfulgt af et begrænset netværk (31%).
- Lidt over halvdelen af deltagerne vil gerne overveje et job i Sverige.
- Spouse programmerne i Danmark og Sverige har fået en blandet modtagelse. Lidt over halvdelen af spouserne i surveyen svarer, at de kender til tilbuddet.
- Når de internationale borgere skal sammenligne muligheden for at finde et job i Danmark ift. andre lande svarer 70%, at det enten var svært eller meget svært at finde et job.
- 95 % vil anbefale Danmark som arbejdsplads, mens 67 % vil anbefale Sverige som arbejdsplads.

Background Information

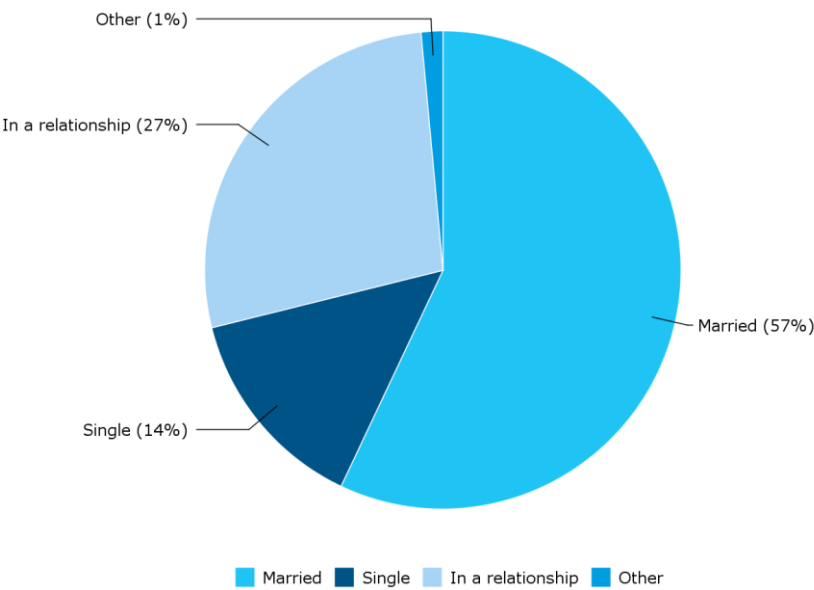
Please state your gender



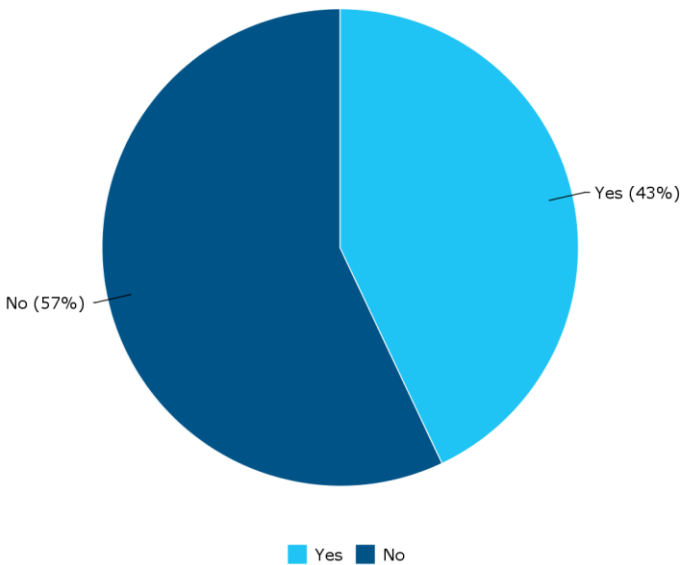
Please state your age group



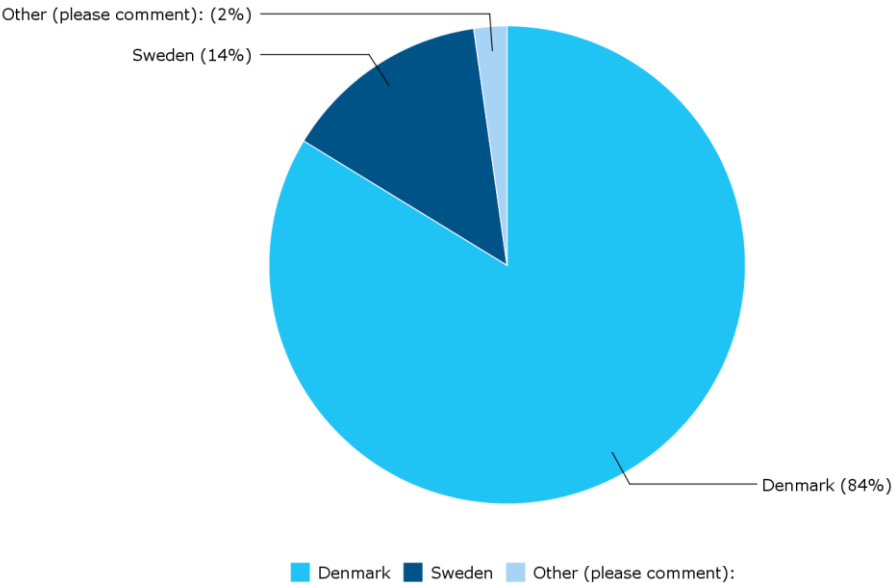
Please state your civil status



Do you have children?



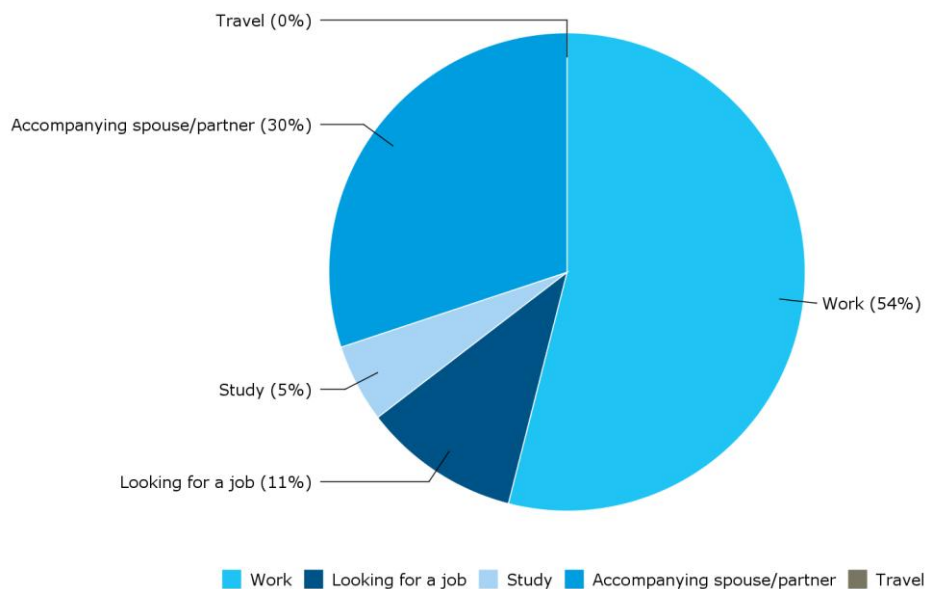
Please state your current country of residence



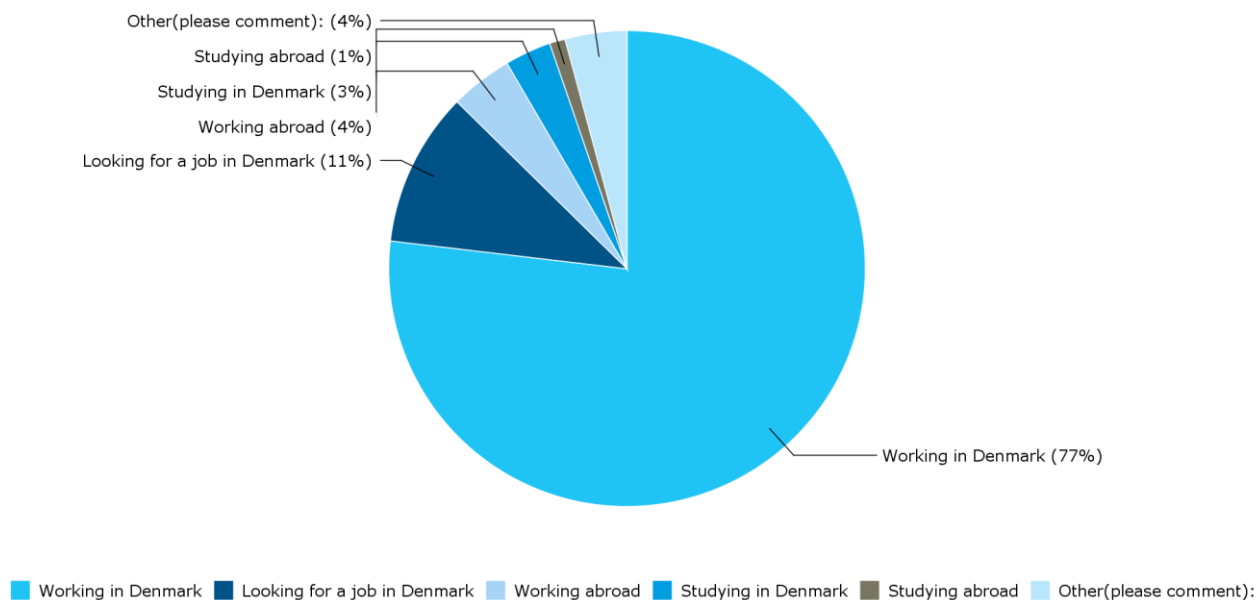
- Comments:**
- Belgium
 - Switzerland
 - Germany

Denmark

What is the primary reason for your stay in Denmark?



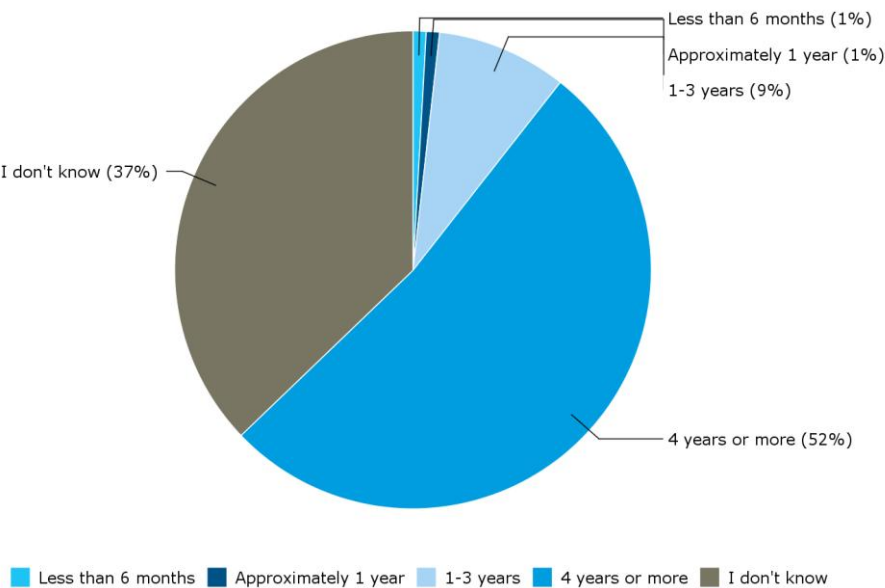
What is your partner's main occupation?



Comments:

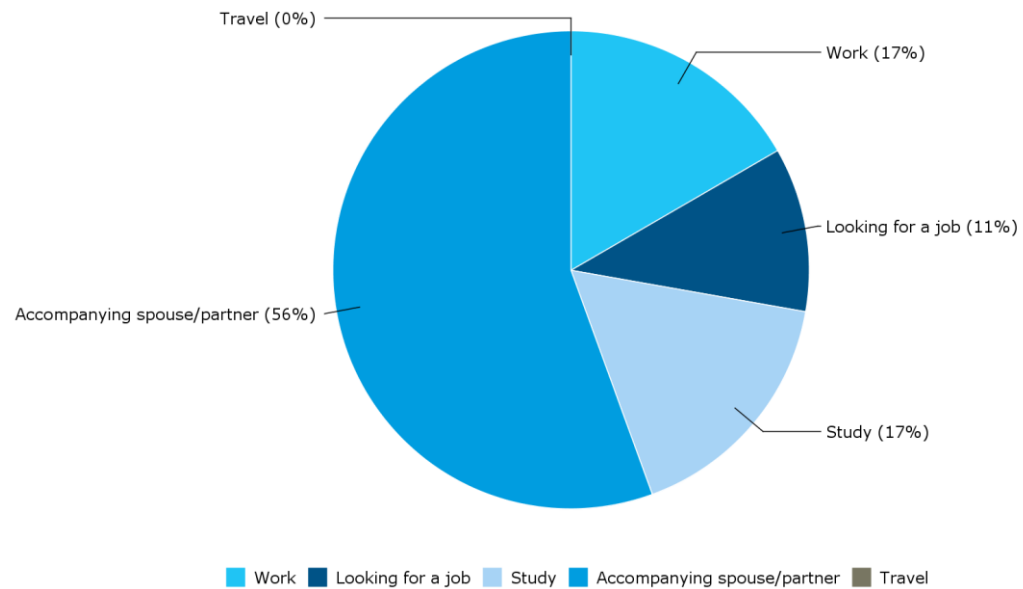
- I was head-hunted to an interesting position
- I stayed after my Erasmus exchange year
- I was offered a job
- to work in biotech industry
- graduation in DK

How long are you planning to stay in Denmark?

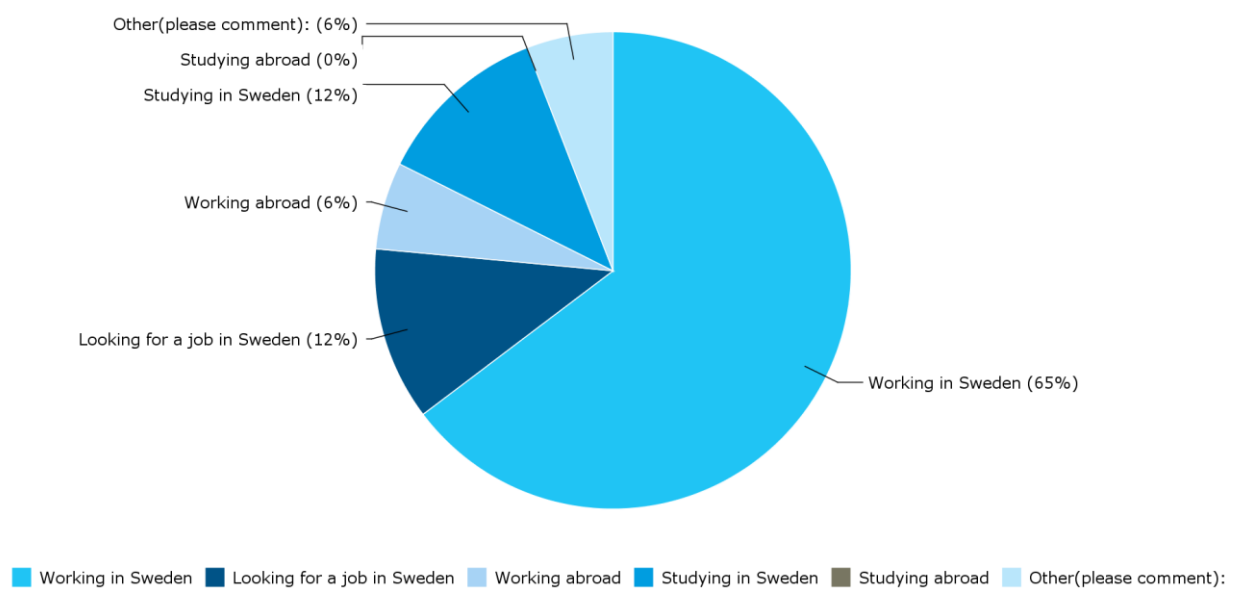


Sweden

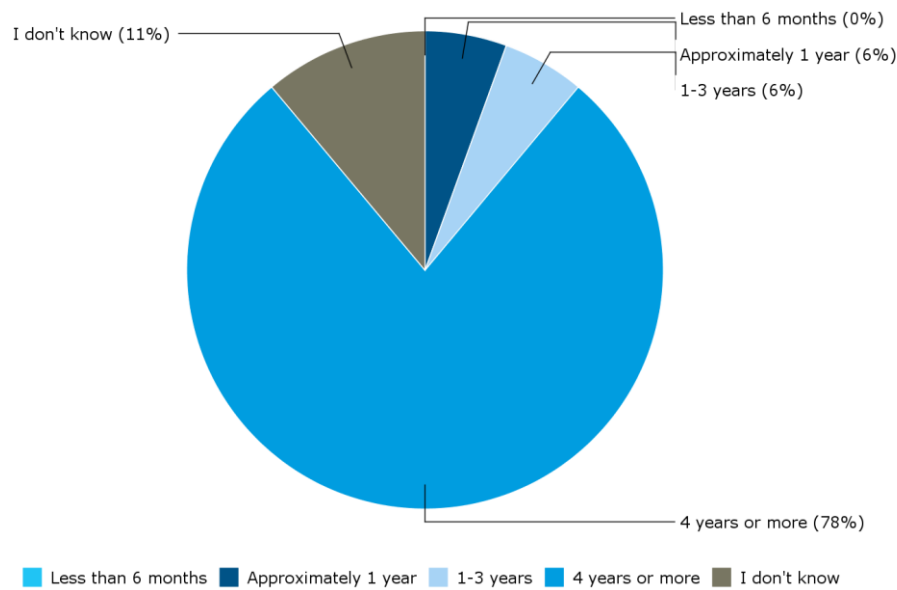
What was the primary reason for your stay in Sweden?



What is your partner's main occupation?

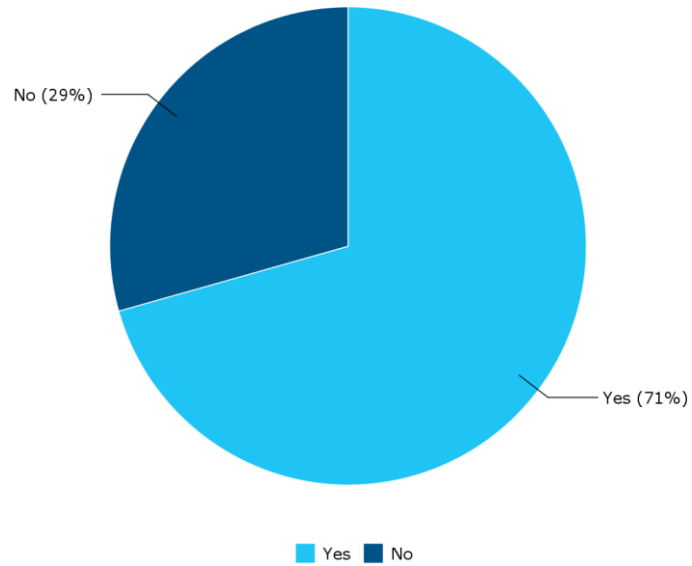


How long are you planning to stay in Sweden?

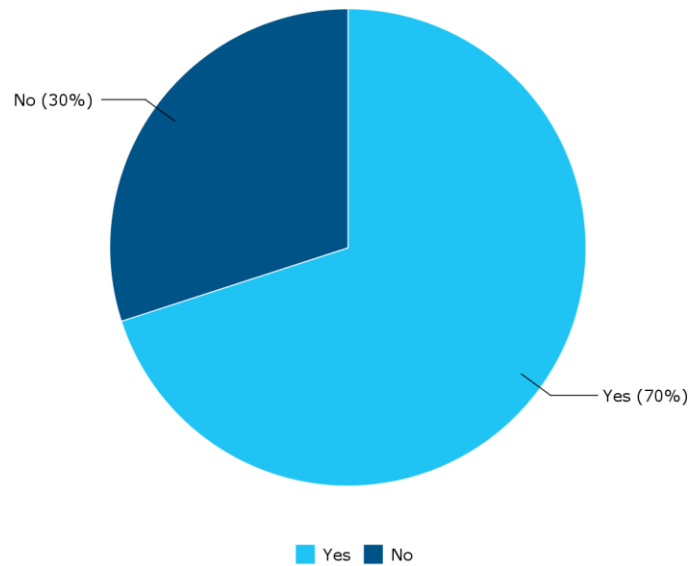


Accompanying spouse/partner

Are you looking for a job in Denmark?

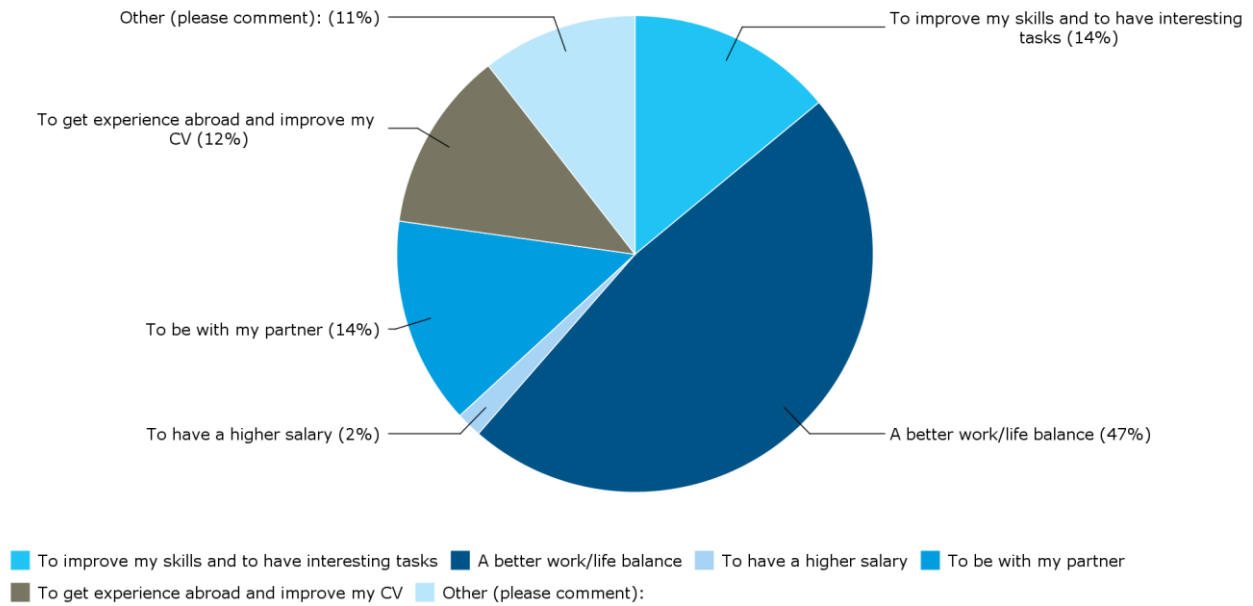


Are you looking for a job in Sweden?

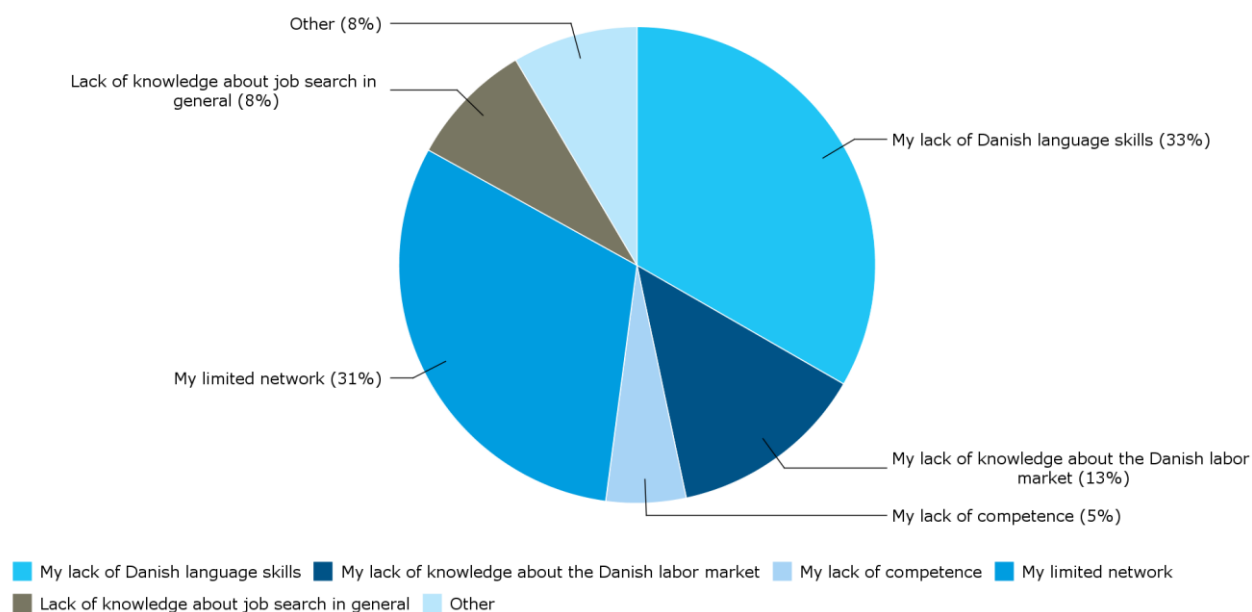


Denmark

What was your primary reason to apply for a job in Denmark?



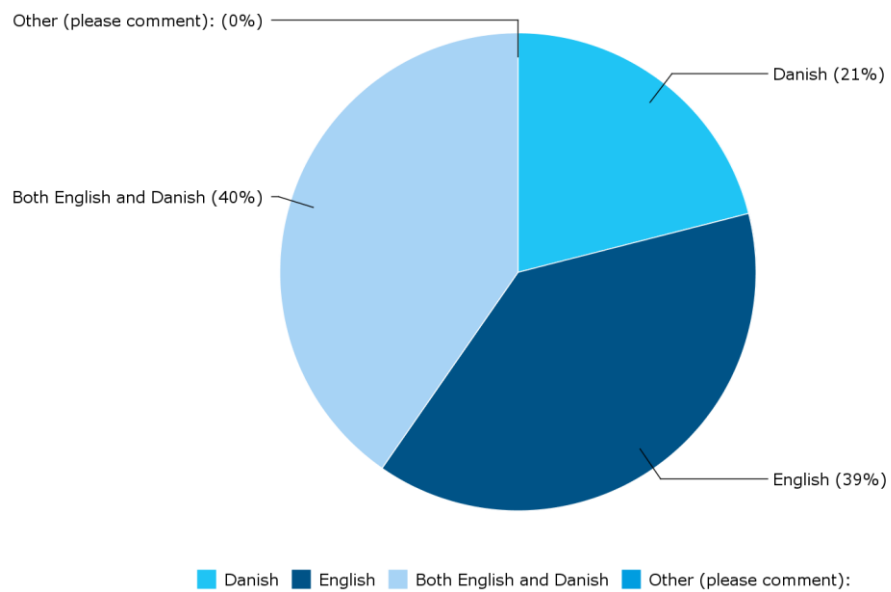
According to your experiences what are the biggest challenges when applying for a job in Denmark?



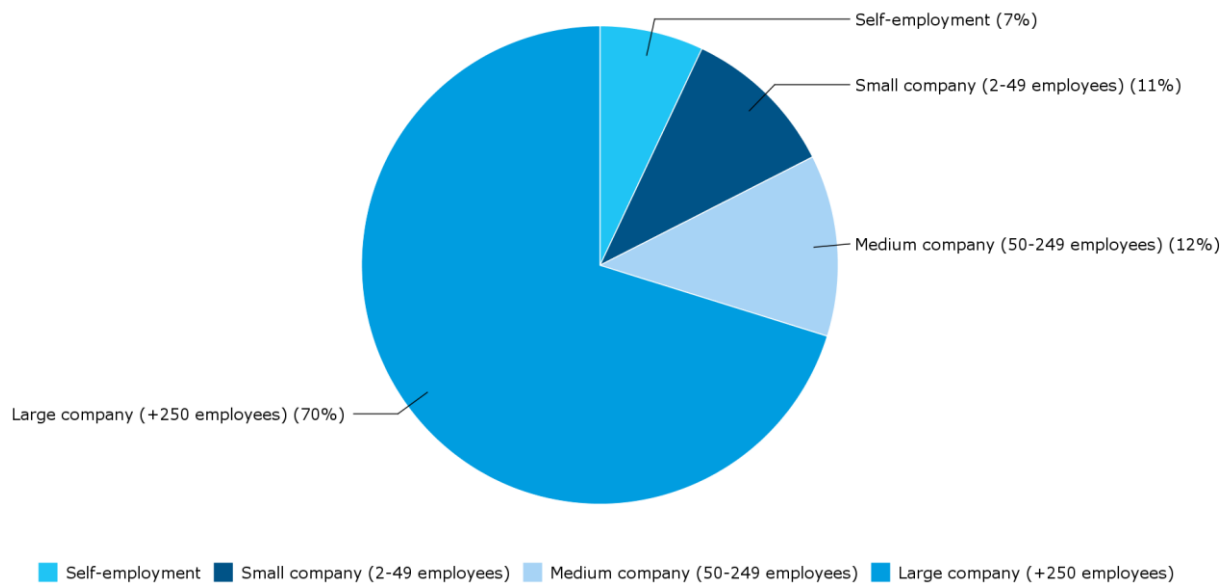
Comments:

- Cost of living and taxation versus relatively modest gross salaries - net salary lower than in other countries
- networking playing a huge role and Danes preferring hiring Danes
- Versatile educational and professional background when most jobs require expertise
- I am not Danish
- no previous employment in DK
- They expect everyone to have masters, because they get free education in Denmark
- I was recruited from abroad and faced no challenges
- Very closed job market
- My degree is not so useful in Denmark
- No major challenge
- The fact that I am a foreigner and that I don't have a Danish education...
- Smaller market
- lack of locally-established network
- I didn't face any challenges, because I wasn't aiming to work in Denmark as such but for my current employer.

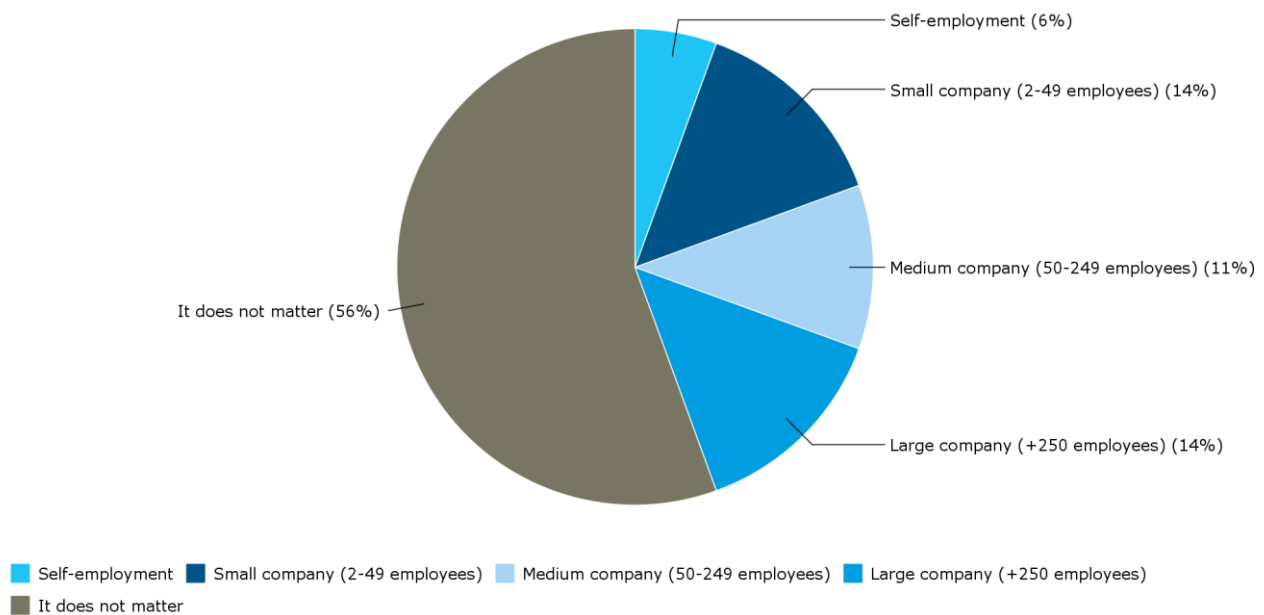
What is the main language spoken at your workplace?



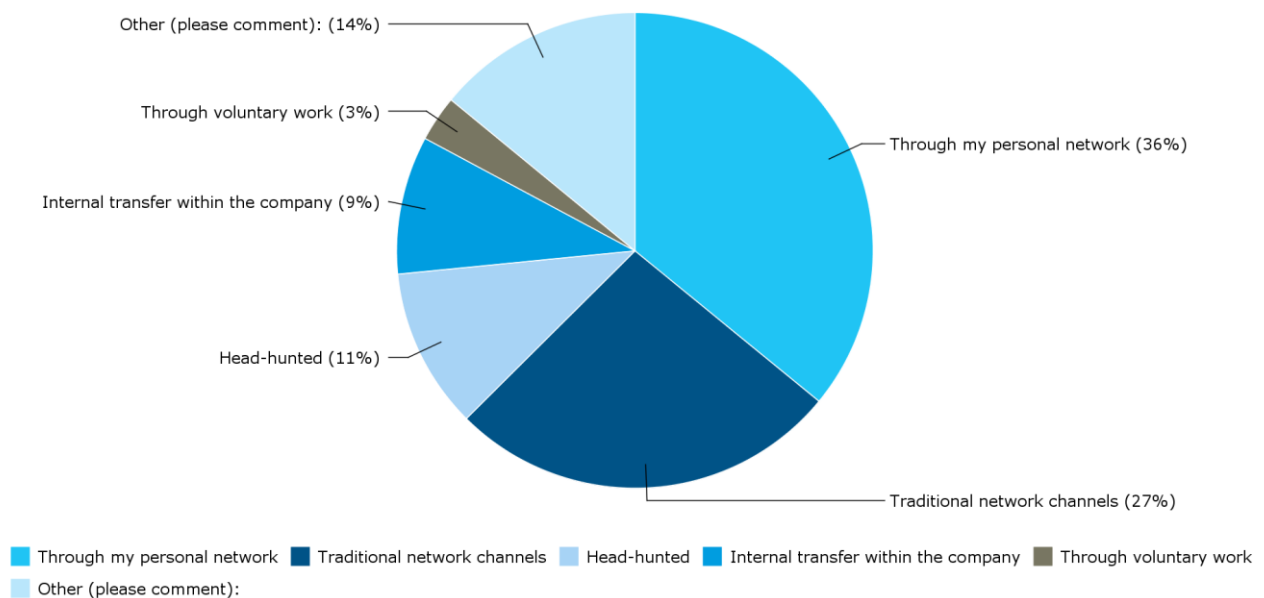
How big is the company you work for?



What is your ideal/preferred company size?



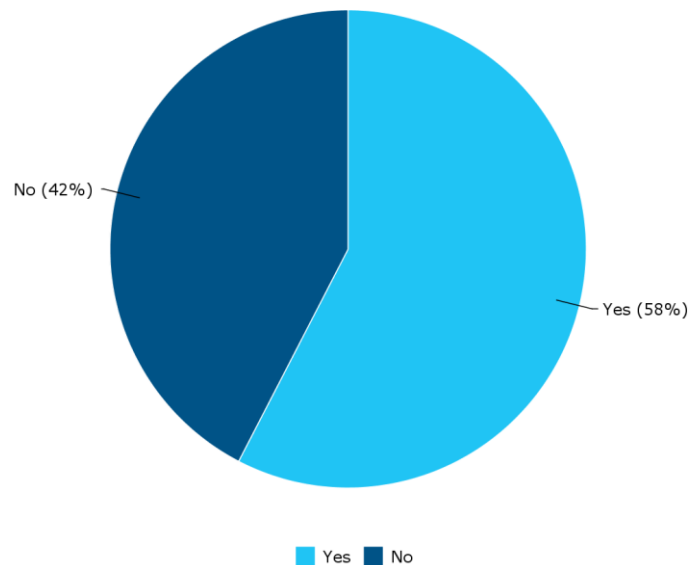
How did you find your current job?



Comments:

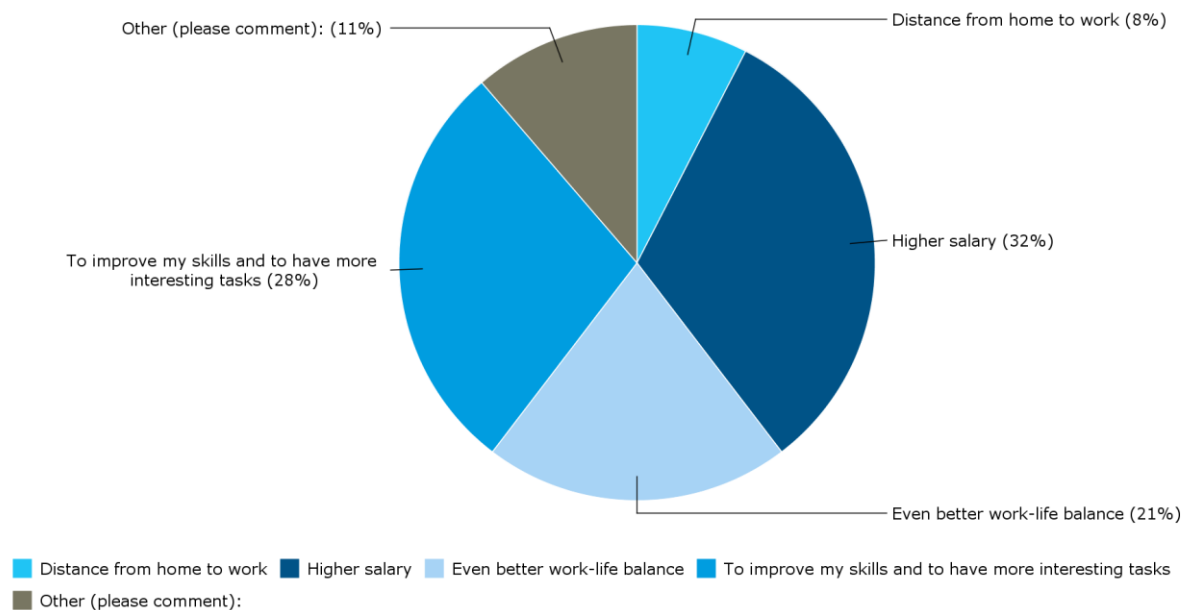
- started own
- Posted online
- Searching on websites
- Agency
- Company website
- Found the job posted online in an international science journal
- Listening a mentor's advice, which resulted in a good step some months after
- internet
- Started as a temp. (vikar)

Would you consider a job in Sweden?



Resident in Denmark work in Sweden

What could make you apply for a job in Sweden?

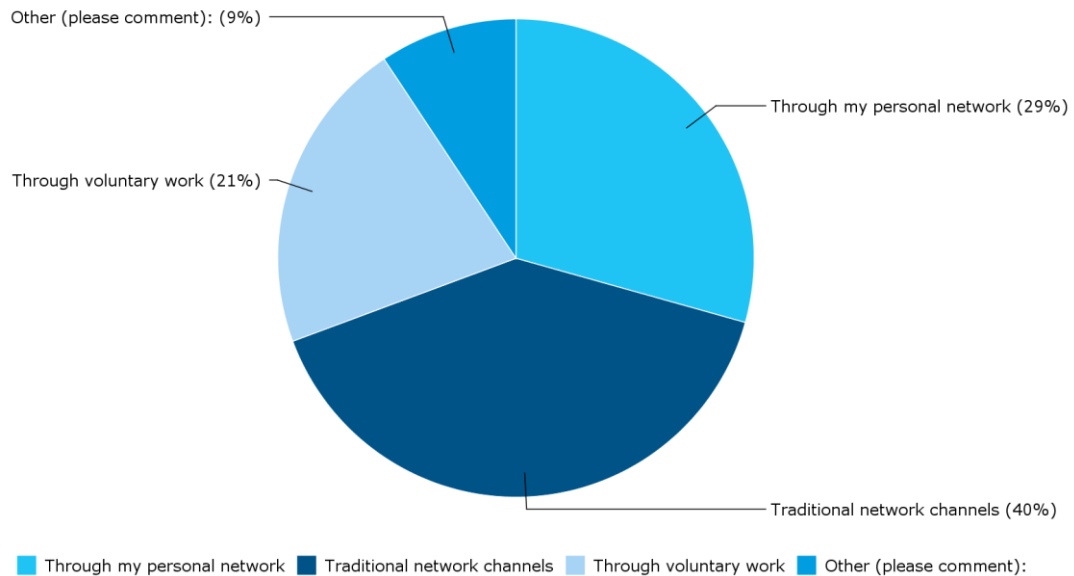


Comments:

- Career development
- If the Danish government further tightens immigration, Sweden will be the first choice
- All of the above minus the distance
- ease of integration in new city
- A job that matches my skills
- A job in my area of interest and a fair pay. Simplified process of Vi

Looking for a job/Accompanying spouse/partner

How are you looking for a job?

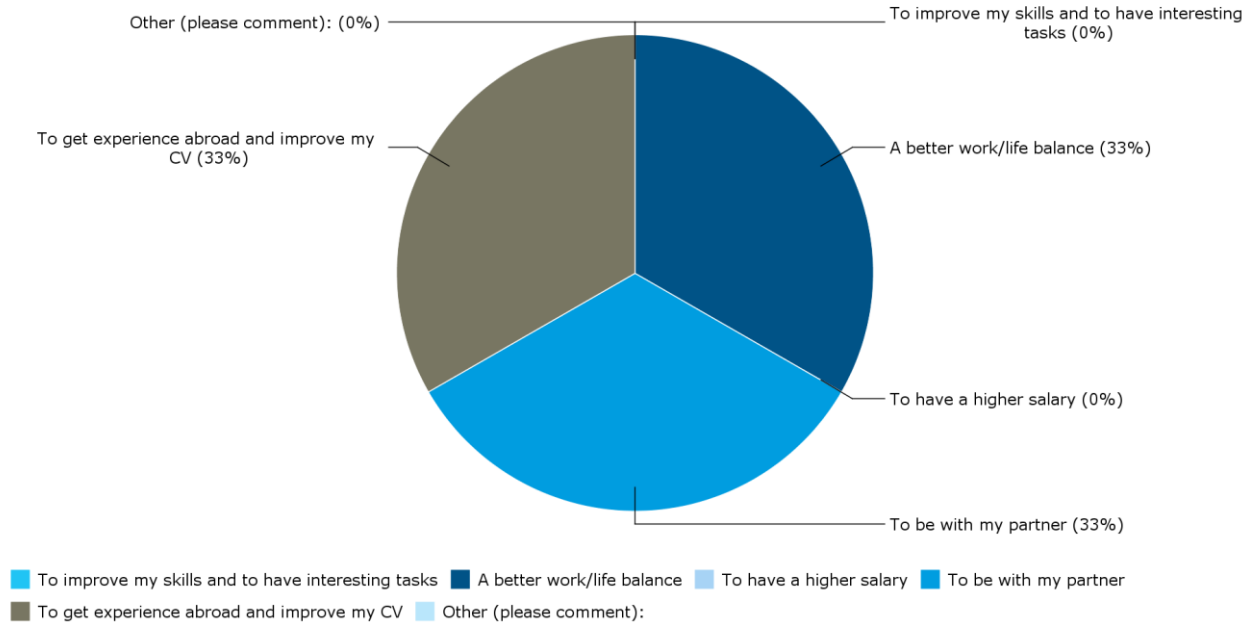


Comments:

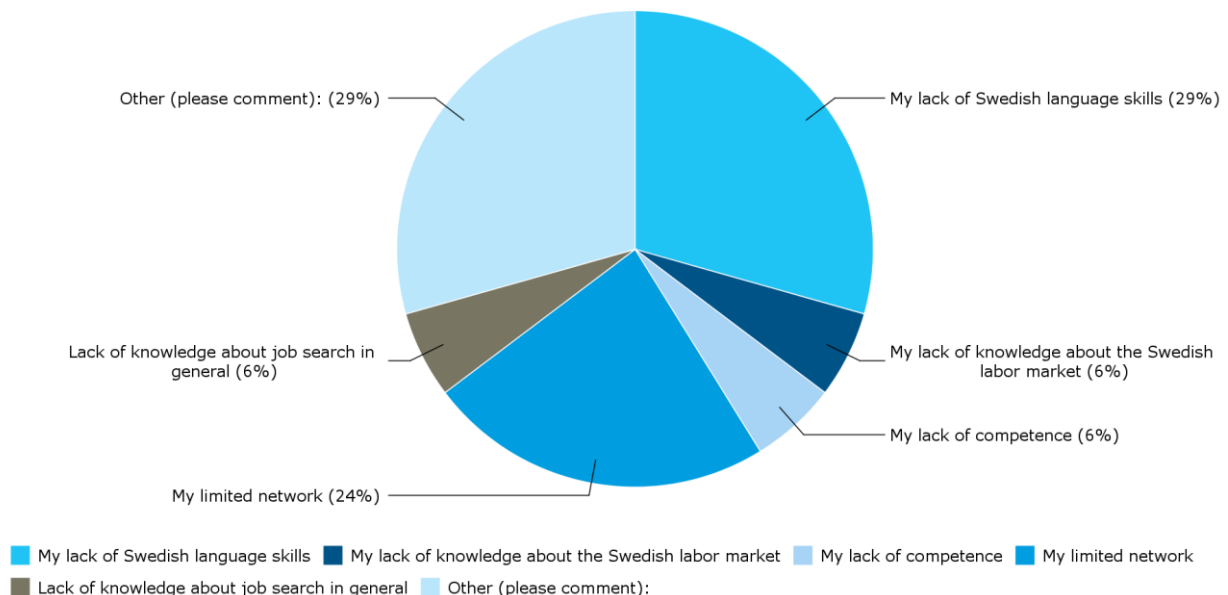
- linkedin, job index, international house
- Attending events in my professional area, applying unsolicited and to advertised jobs
- www
- internet
- online
- applying to posted jobs (jobindex, Akademikernes Akasse, graduateland, nyuddannet.dk)

Sweden

What was your primary reason to apply for a job in Sweden?



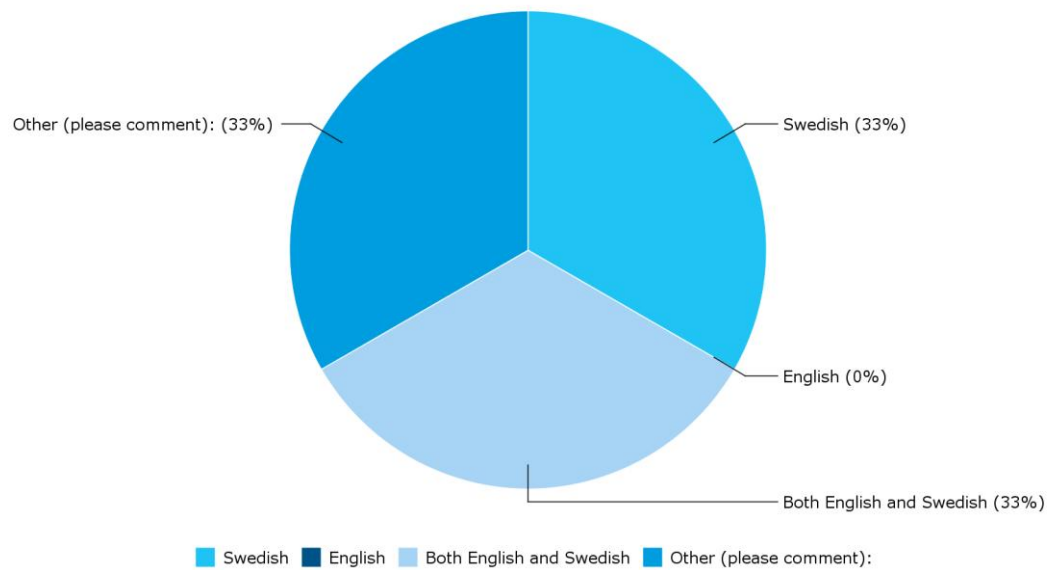
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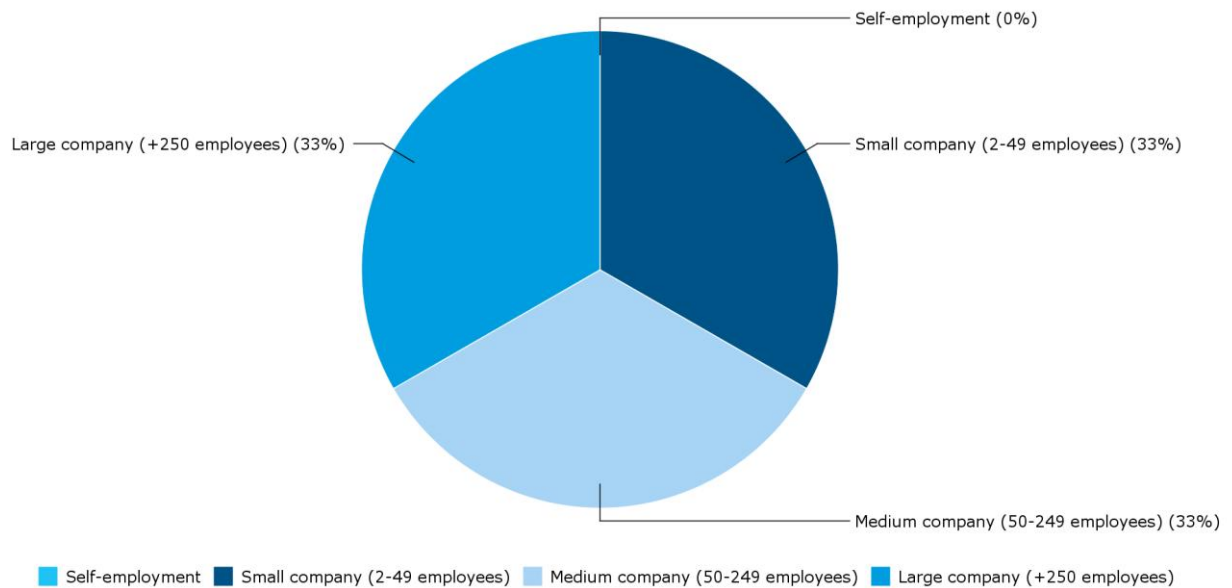
Comments:

- Even for English speaking jobs there seems to be a reluctance to hire a non-Swedish speaking people
- not being Swedish
- Inability to get an interview; limited help and/or contrasting advice from recruitment experts

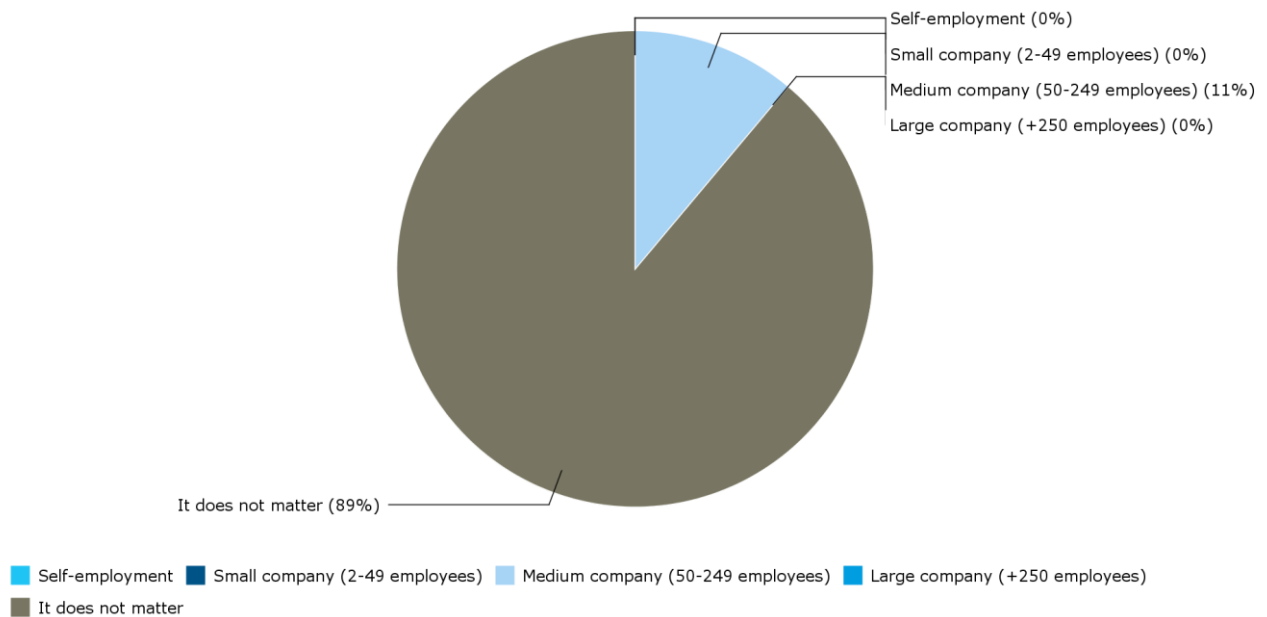
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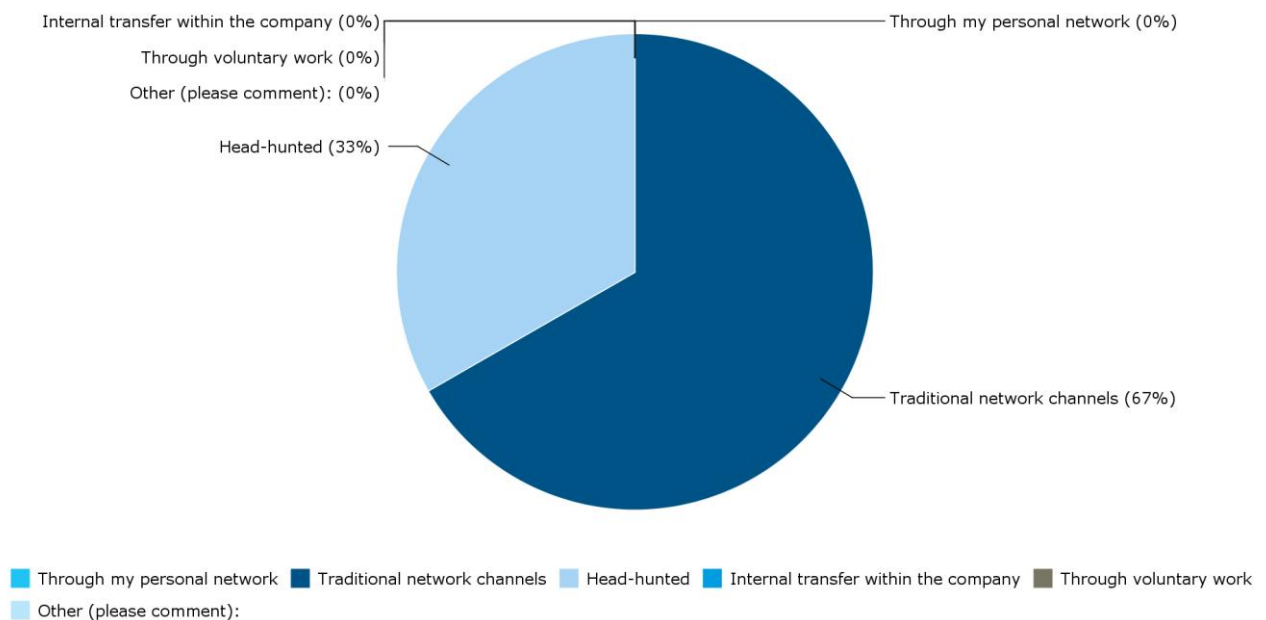
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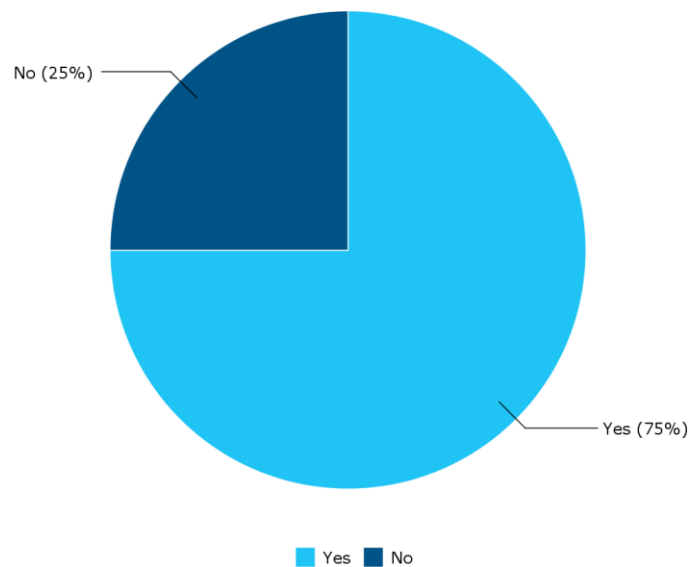
What is your ideal/preferred company size?



How did you find your current job?

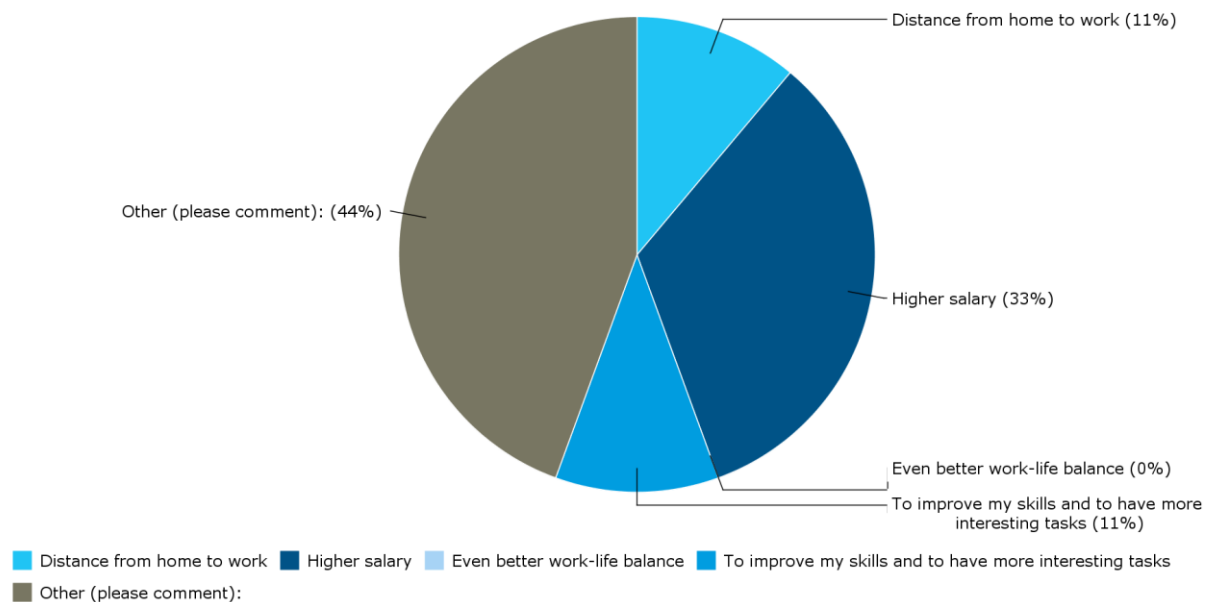


Would you consider a job in Denmark?



Resident in Sweden work in Denmark

What could make you apply for a job in Denmark?

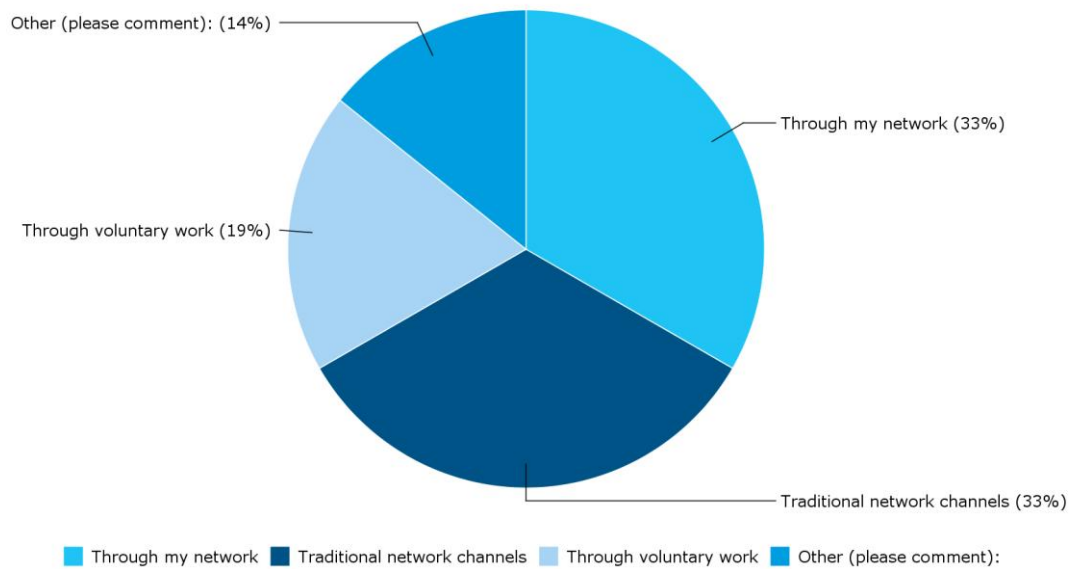


Comments:

- To gain employment
- If companies exist that are willing to give me an opportunity!
- don't know where to find the info

Looking for a job/ Accompanying spouse/partner

How are you looking for a job?

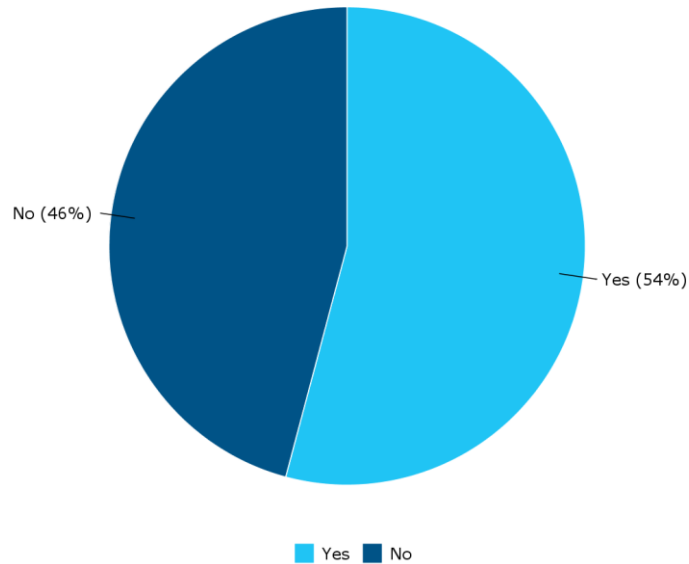


Comments:

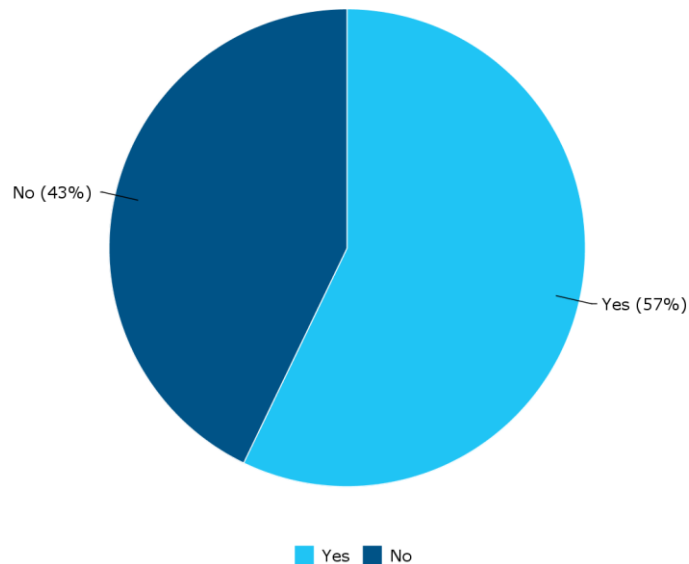
- Arbetsförmedlingen, recruitment experts, applying to job ads, joining company recruitment mailing lists, signing up to industry mailshots, attending networking events
- Job search engine (Glassdoor, Local job, LinkedIn)

Spouse program

Are you joining the Copenhagen Career Program or other spouse programs in Denmark?

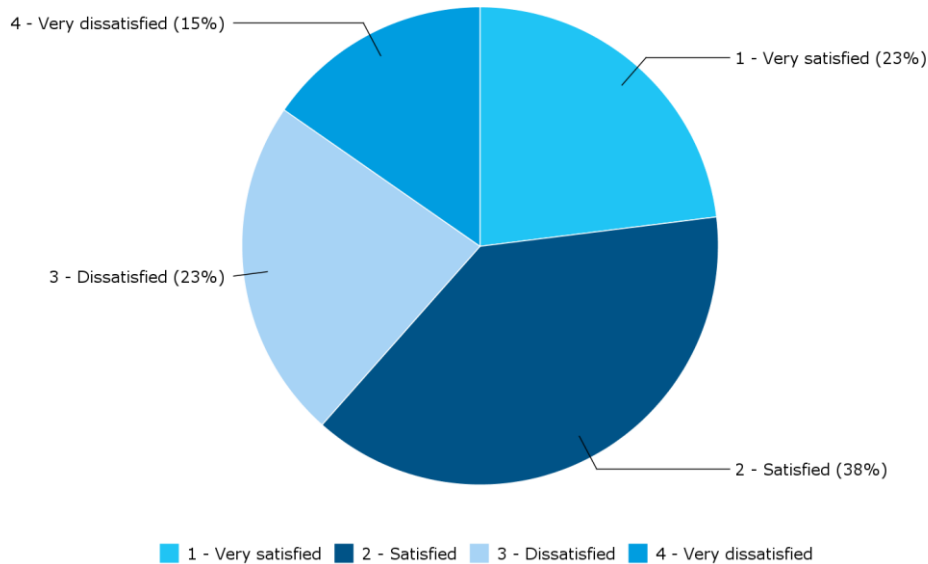


Are you joining the Kick-Start program in Sweden?



Spouse program in Denmark

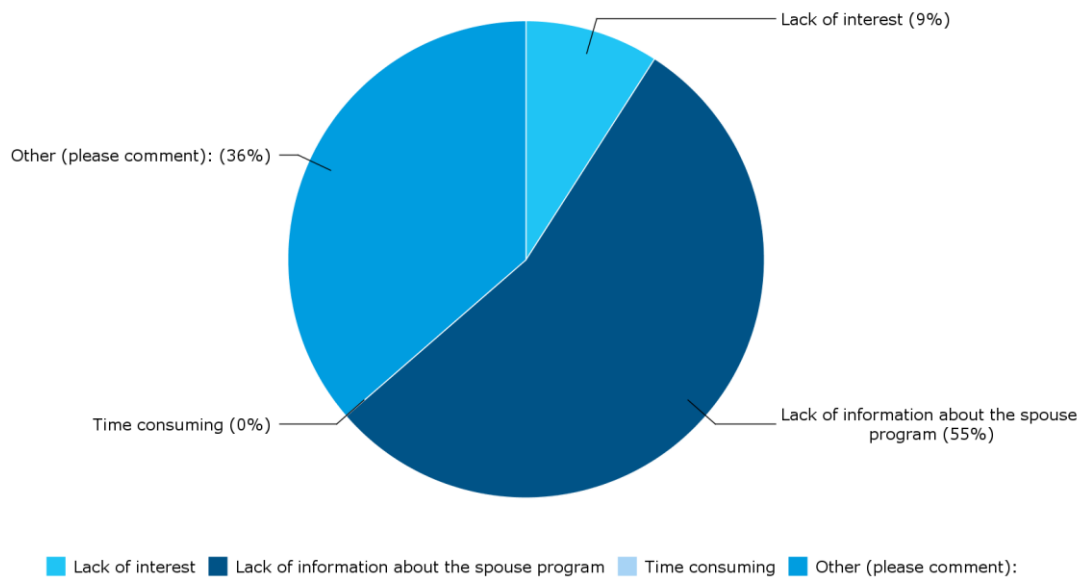
How satisfied are you with the Copenhagen career program or other spouse program in Denmark?



Any suggestion to improve the program?

- more tips and practical hints
- Ongoing follow-up (rather than just a one-week course) for the career program

Why are you not participating in the Copenhagen career program or other spouse program in Denmark?



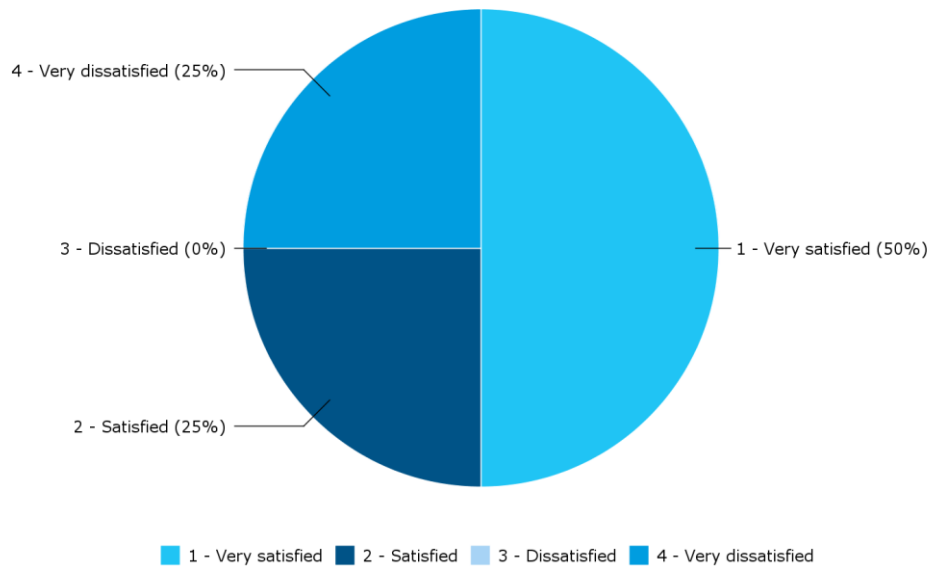
Comments:

- Don't live in Københavns kommune
- I have already participated it.

- I was at course about a year ago and there was nothing me to continue cooperation - but I've learned a lot about marketand took some CV advisory.
- I am not eligible as I live in Frederiksberg.

Spouse program in Sweden

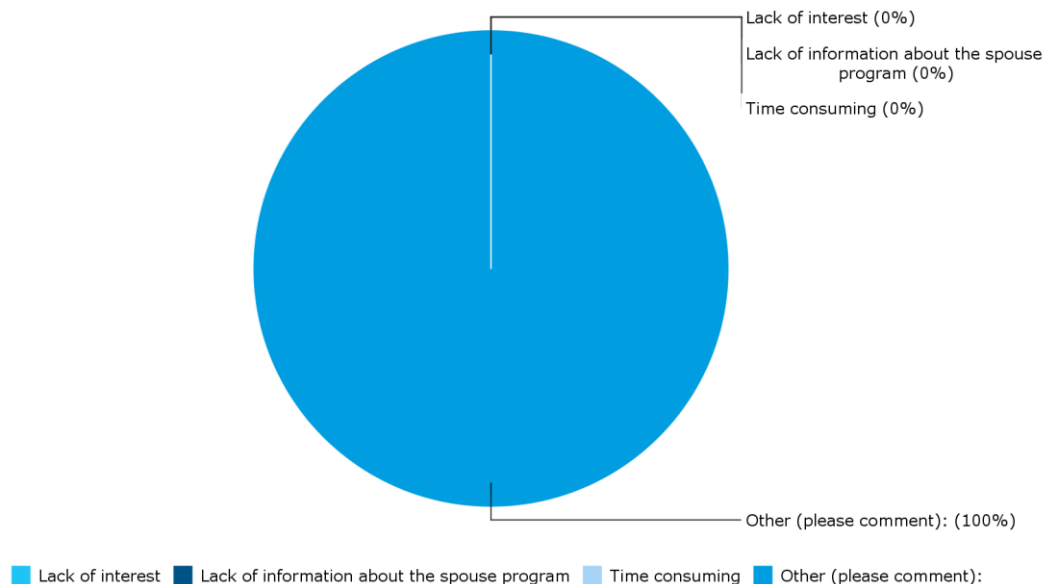
How satisfied are you with the Kick-Start program in Sweden?



Any suggestion to improve the program?

- More introductions to company's HR departments.
- N/A

Why are you not participating in the Kick-Start program in Sweden?

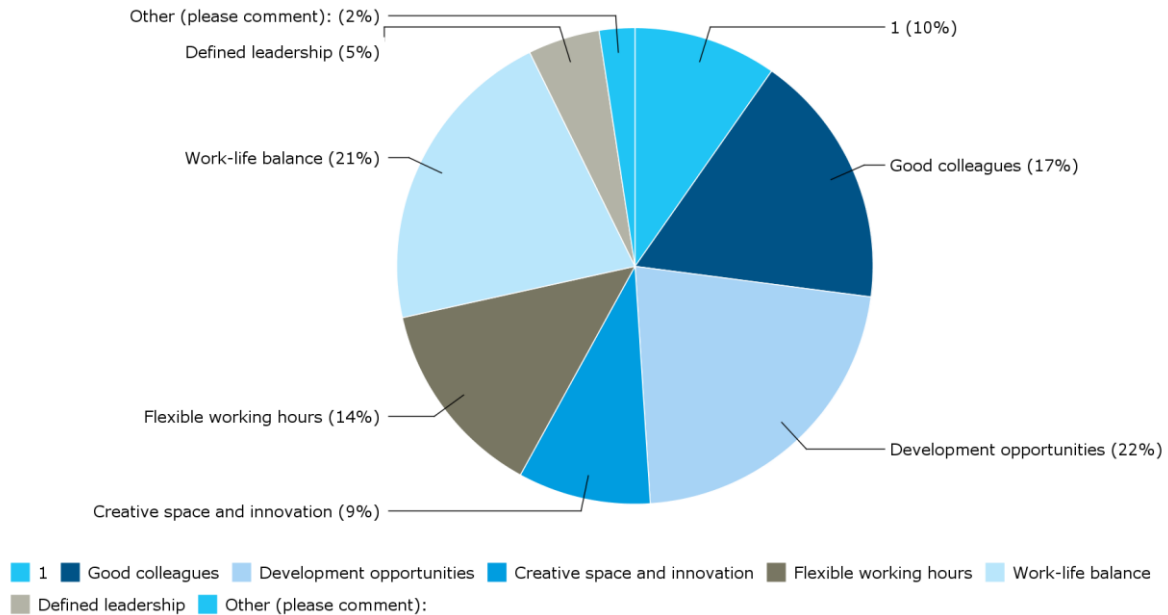


Comments:

- Didn't know such a program existed

Work environment in Denmark

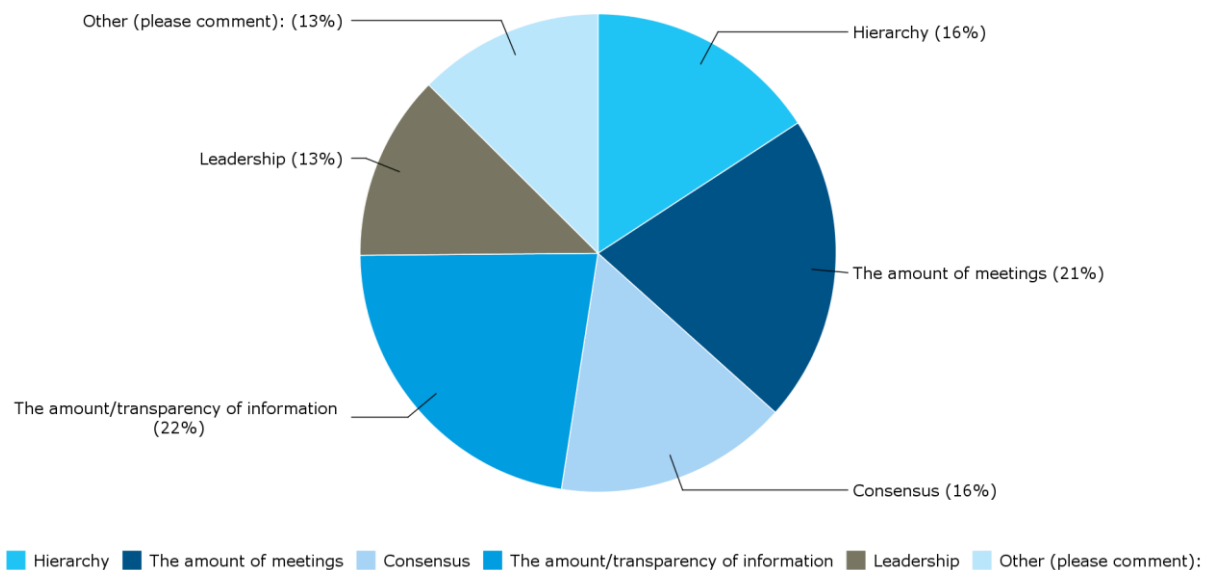
What is most important to you when considering your work environment?
Please rate the three most important answers:



Comments:

- mutual respect
- Interesting, challenging projects
- safe environment, good company, any office job
- Opportunities for further improvement (education)
- recognizable firm
- Better focus
- not being micromanaged

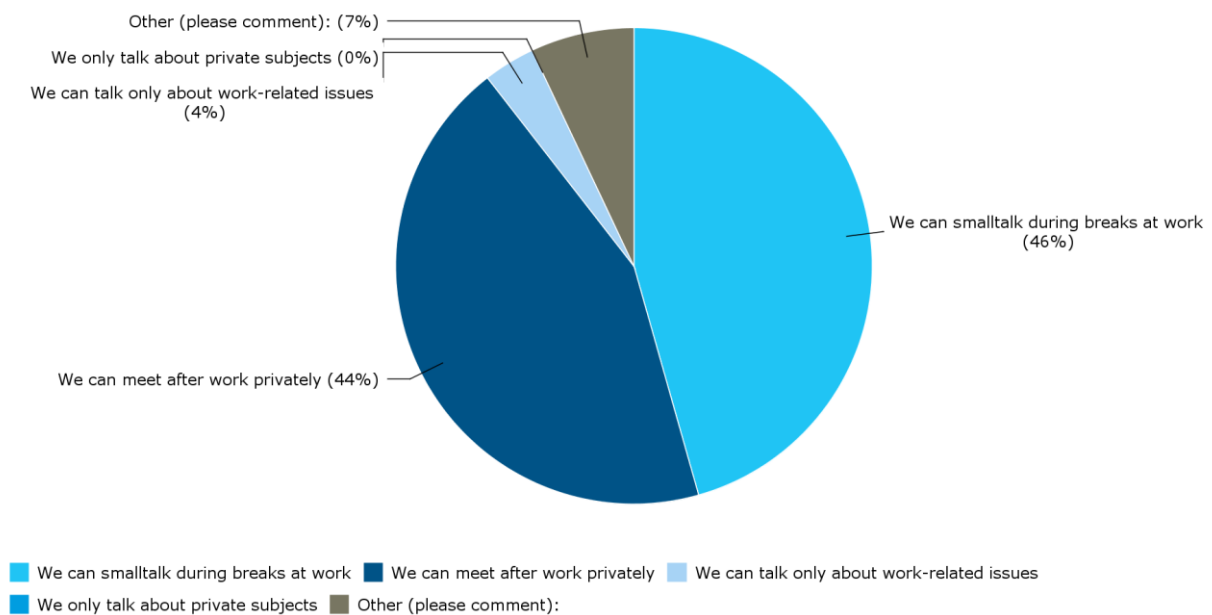
What has surprised you the most about the Danish labor market? Please rate the three most important answers:



Comments:

- lack of curiosity of employees to explore topics more in-depth
- Hidden politics
- Nothing really.
- The fact that what is expected of me in order to be characterised as efficient is less than what would be expected of me in my previous jobs in other countries.
- People talking behind your back
- I don't have a opinion on this
- How hard it is to get a job
- overprioritizing of networks
- how long it takes to find a job (almost all senior jobs by networking)
- How they don't seem to want to give 'foreigners' a chance
- conservative
- Nothing
- You can get a job if you know someone at the company
- difference in values (being pleasant seems more important than being serious or realistic)
- Lack of outside interaction with Danish colleagues (i.e. you don't become friends with colleagues)
- the power of personal network
- nothing
- Not giving the same chance of progressing as a Danish
- Sometimes excessive focus in small things, but not when is related to the quality of a task
- the personal nature of work and work relationships. Danes are distant outside work, but overly personal when working together.
- relatively flat hierarchy in comparison to other countries.
- I do not have exp of Danish labour market.

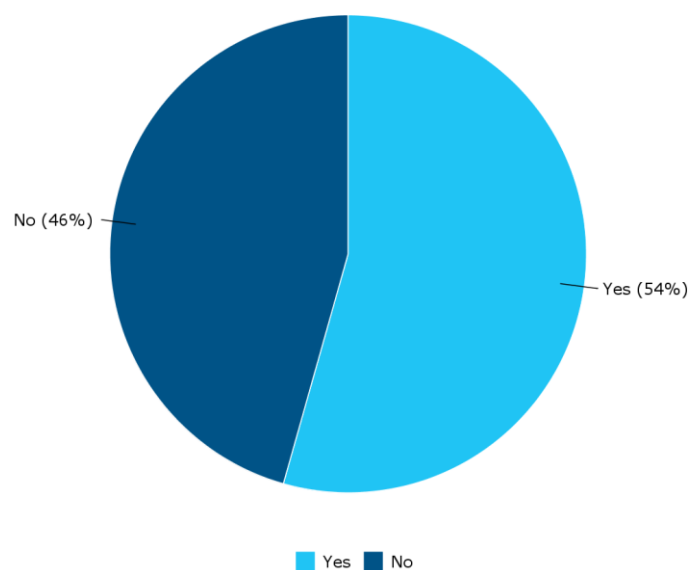
What is an ideal relationship with your colleagues?



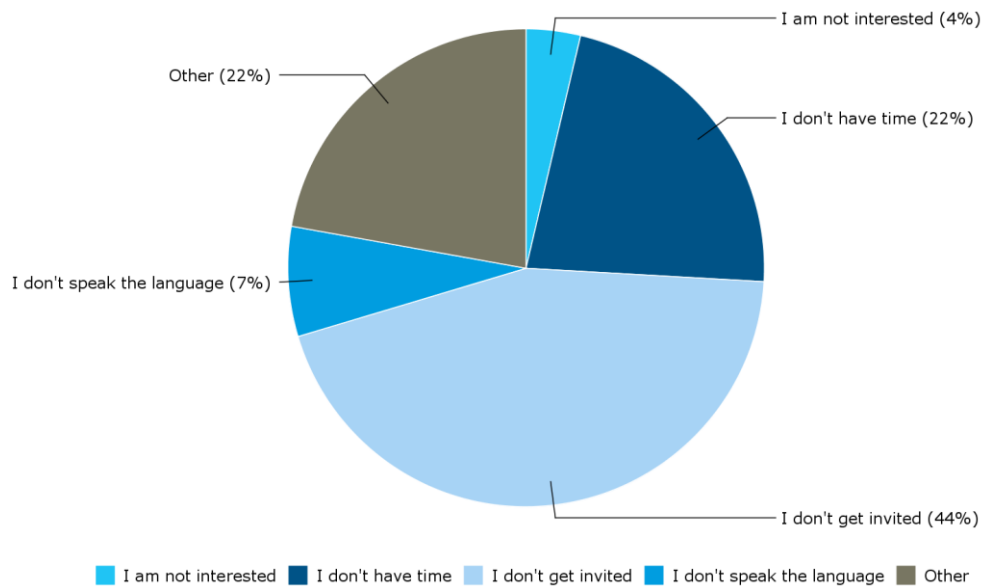
Comments:

- Colleagues can be supportive to help a foreigner discover and deal with those things that "every Dane knows", but nobody tells a foreigner so we discover painfully or not at all
- A balance between small talk and meeting privately once in a while
- A combination
- Nothing
- There can be a space, when colleagues are open to listen or share parts of their private life, without the feeling that they are become weak because of doing it

Do you meet up with colleagues after work?



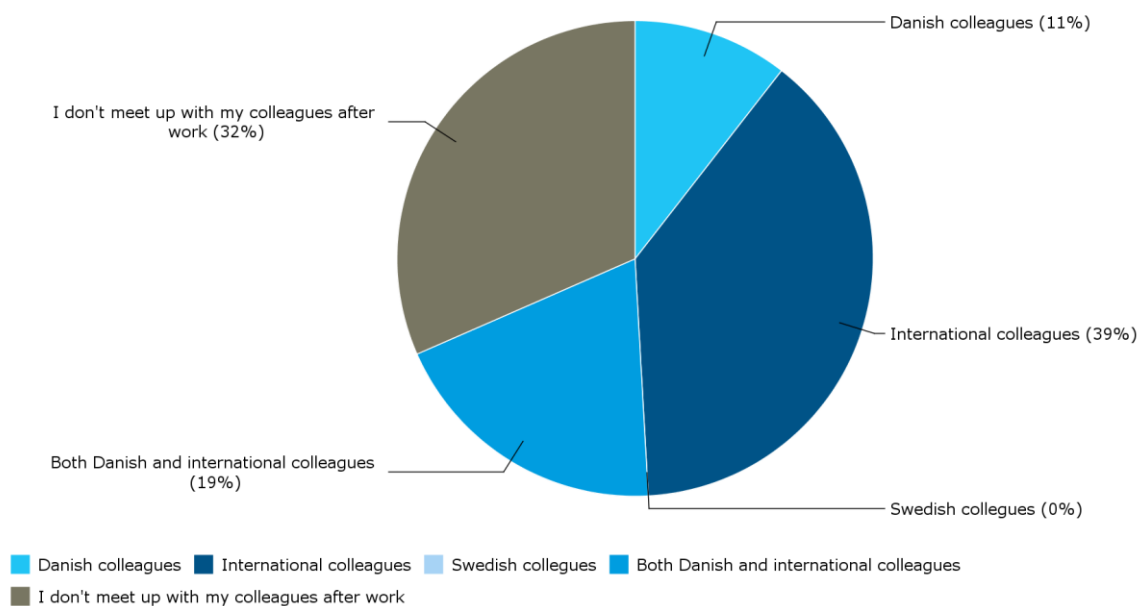
Why don't you meet with colleagues?



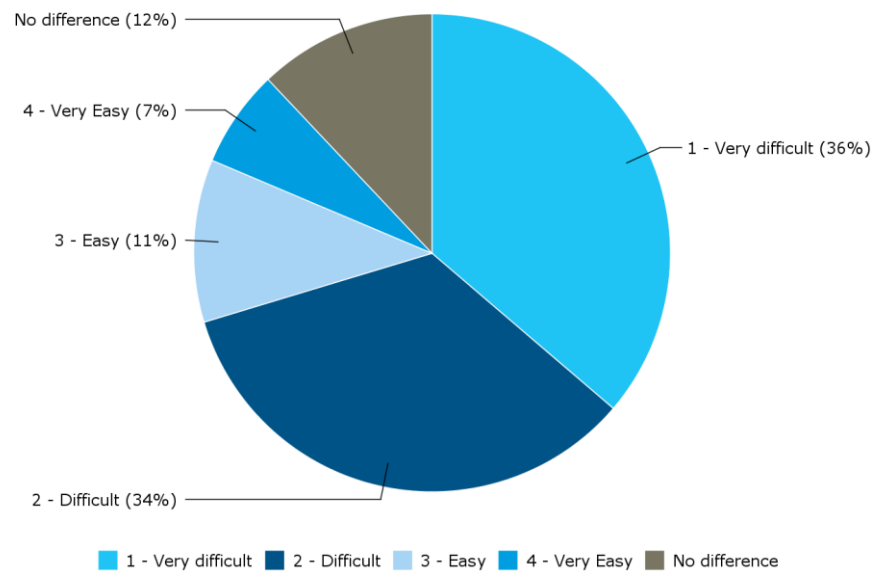
Comments:

- We do not get together often and when it happens most of the time I have other commitments.
- They don't have the time
- They don't do it usually
- Because my colleagues do not have time or interest to "socialize" with the colleagues
- I have far broader network of people with whom I am not working who know me from better angles than my co-workers.
- I don't well enough speak the language. Majority are much older, thus going to their families, after work activities. We are also quite different in our interests.

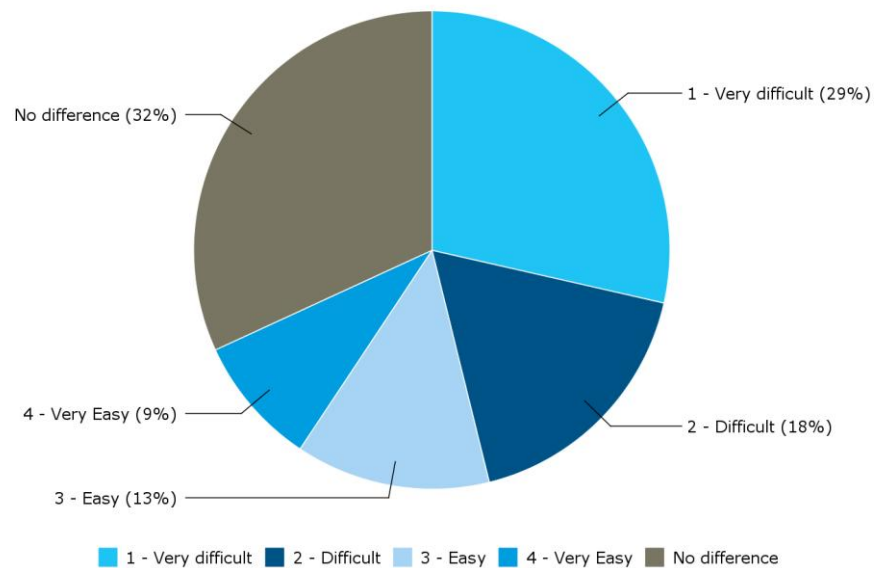
Who do you spent most time with after work?



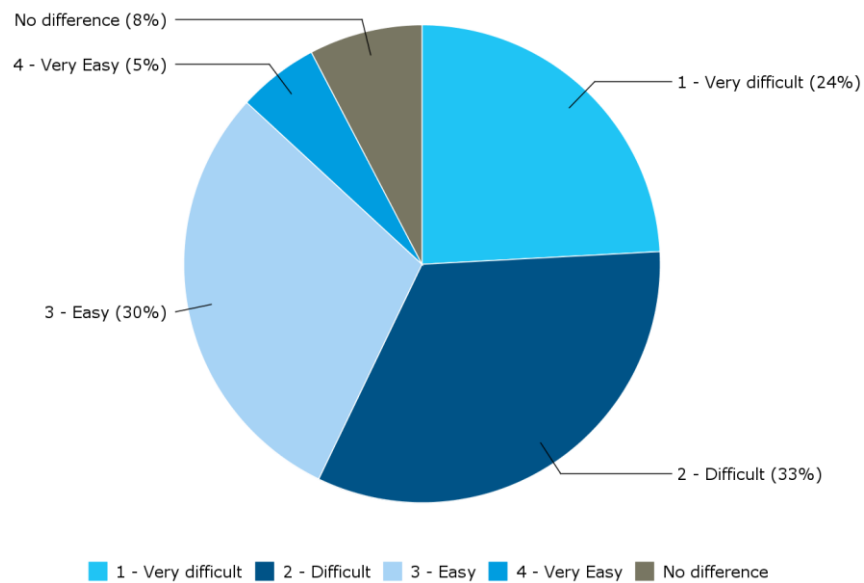
If you have to compare Denmark to other countries you have worked in, how difficult or easy was it for you? - Find a job



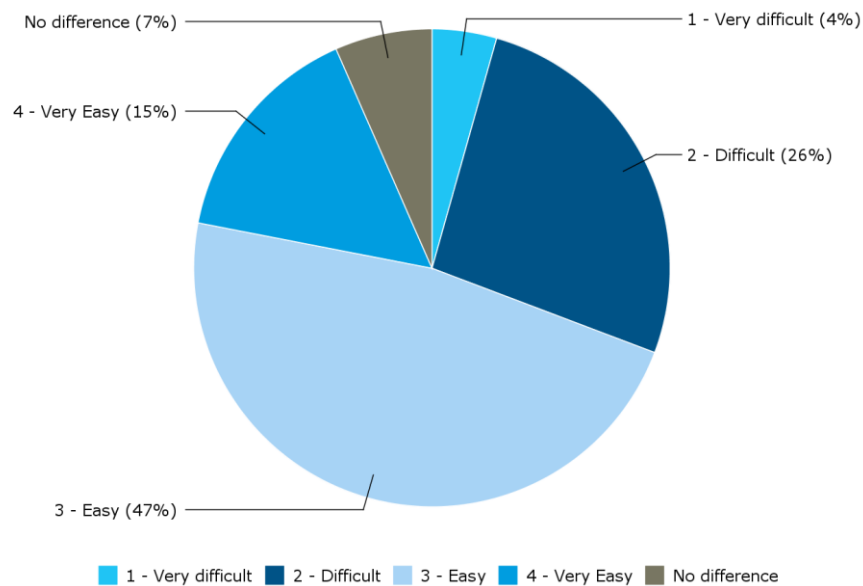
If you have to compare Denmark to other countries you have worked in, how difficult or easy was it for you? - Find a job for my partner



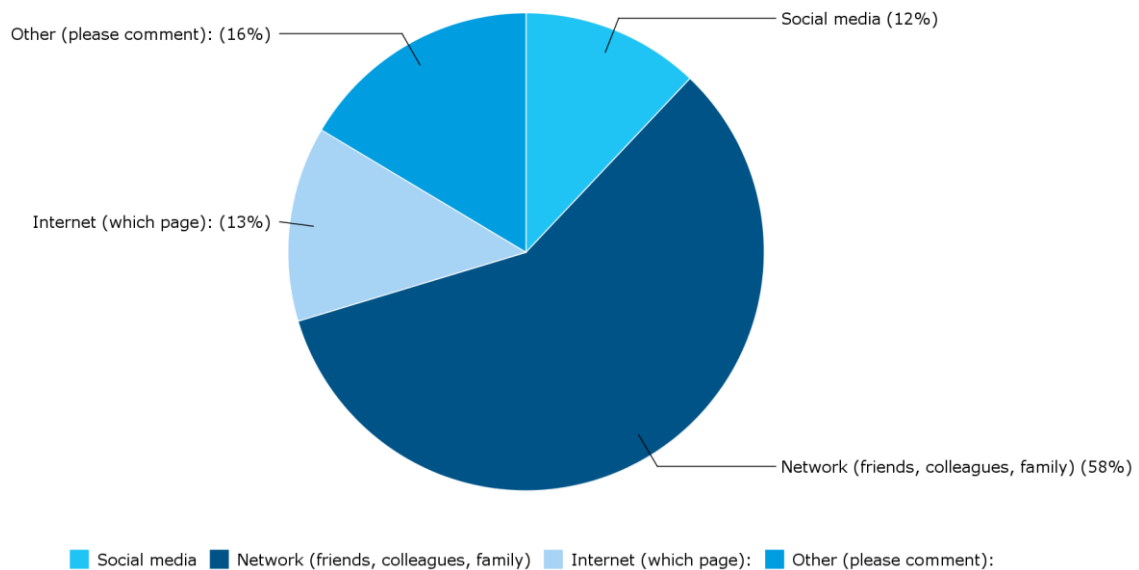
If you have to compare Denmark to other countries you have worked in, how difficult or easy was it for you? - Develop a relationship with my colleagues



If you have to compare Denmark to other countries you have worked in, how difficult or easy was it for you? - Adapt to the business culture



Where did you get information about the Danish labor market?



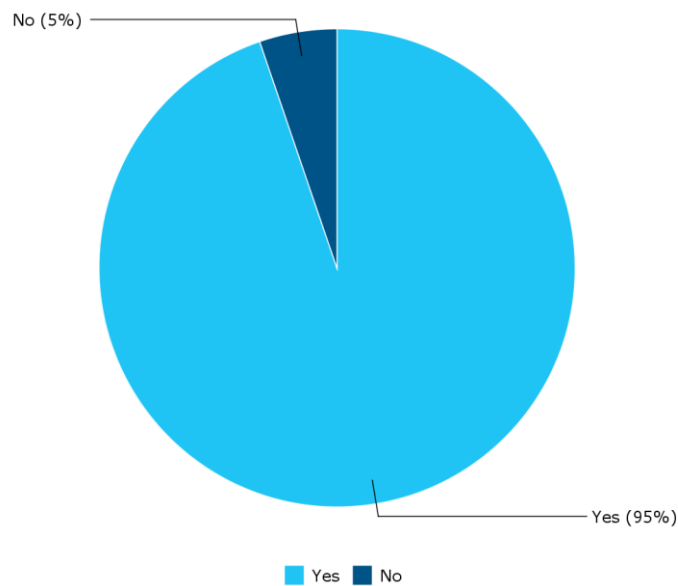
Comments

- language courses
- Head hunter
- pretty much everywhere: a-kasse, career counselors, network, etc.
- All of the above, plus programs such as First Job Copenhagen and different events organized for that purpose.
- I lived as a student for several years before working
- Networking, information meetings
- former colleagues, extended web search
- First Job Copenhagen
- International House
- International House
- First Job Copenhagen class
- Infomeetings for foreigners
- International House, social media, partner
- Working in Denmark
- career fairs, LinkedIn, University events, jobindex, a-kasse, etc.
- courses at CA Akasse and at school (CBS)

Comments (Internet)

- many pages, including government and private pages
- Workindenmark
- Linked iN
- <https://www.howtoliveindenmark.com/>
- Indeed.dk
- International House
- workindenmark
- linkedin.com

Would you recommend Denmark as a country to work in?



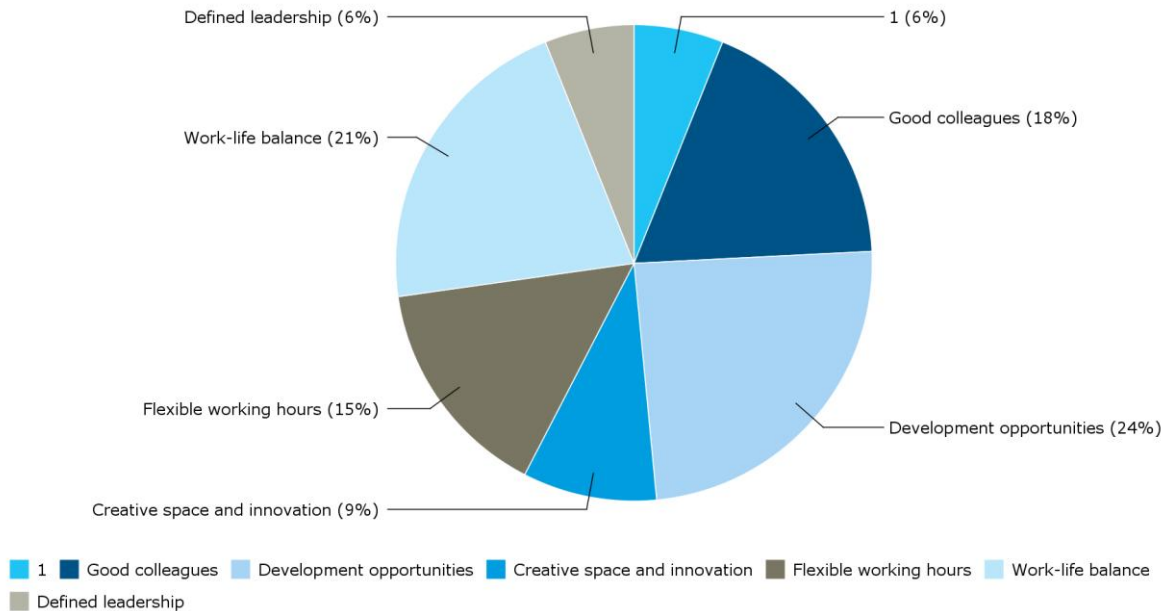
In your own words, what do you like best about working in Denmark?

- Innovation and work life balance
- Working culture
- Work-life balance
- Work life balance and social benefits and living in Europe
- Work life balance.
- openness and lack of hierarchy
- work and life balance
- Innovation and challenges to perform.
- Work-life balance
- work-life balance and the sense of community
- Less hierarchy
- You need a "do not" apply button (I don't have a partner - thanks for reminding me that's strange)
- work-life balance
- The values and principles - transparency, nice colleagues, fair pay
- Work life balance
- flex time
- work-life balance; can focus on work and solution without too much emphasis on other personal relationship considerations; no need to be on-call/on-demand all the time, especially after working hours; I have the right to stay at home if I'm sick
- Work life balance and flexibility on times
- Work - life balance
- There are so many good things that it's difficult to decide. Instead, I will mention what I most dislike: ambition is generally frowned upon. Aside from that, it's a great place to work and live.
- I feel being valued
- Work life balance
- Work/life balance
- Work-life balance
- Working env., freedom, salary
- The work life balance is very good. Also, you can have a very good life with your salary.
- Work life balance
- work life balance - as a parent.
- Work life balance and that employees are valued.
- The work culture and work/life balance; the respect of individual and his life
- family-friendly policies
- serious working culture

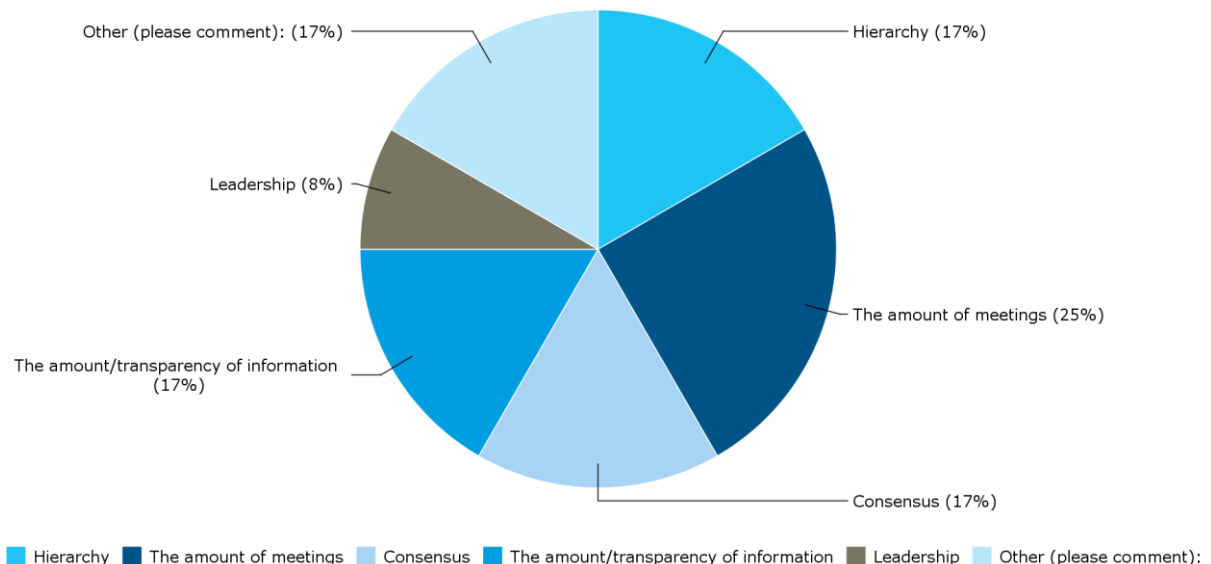
- Good salary, work balance, transparency in information
- Flexibility
 - Work/life balance
 - Responsibility
- Not only in Denmark, but in my work: I like the possibility to be in a office where I heard and learn about the development of the whole City and the innovative projects.
- less stressful
- Great work life balance
- freedom on deciding when and how I am doing what is needed and lack of micro-management form leaders
- Work and Life balance
- female equality
- Opportunities, work-life balance
- Persons are seen as humans beings and not resources.
Differences are seen as a value.
- Focused leadership and good work - life balance
- Work life balance, an honest and respectful salary, unemployment insurance security, food catering (canteen), sports hall with showers, flat hierarchy, generous pension contributions, an insurance package for employees.
- Flat hierarchies
- Balance

Work environment in Sweden

What is most important to you when considering your work environment?
Please rate the three most important answers:



What has surprised you the most about the Swedish labor market? Please rate the three most important answers:

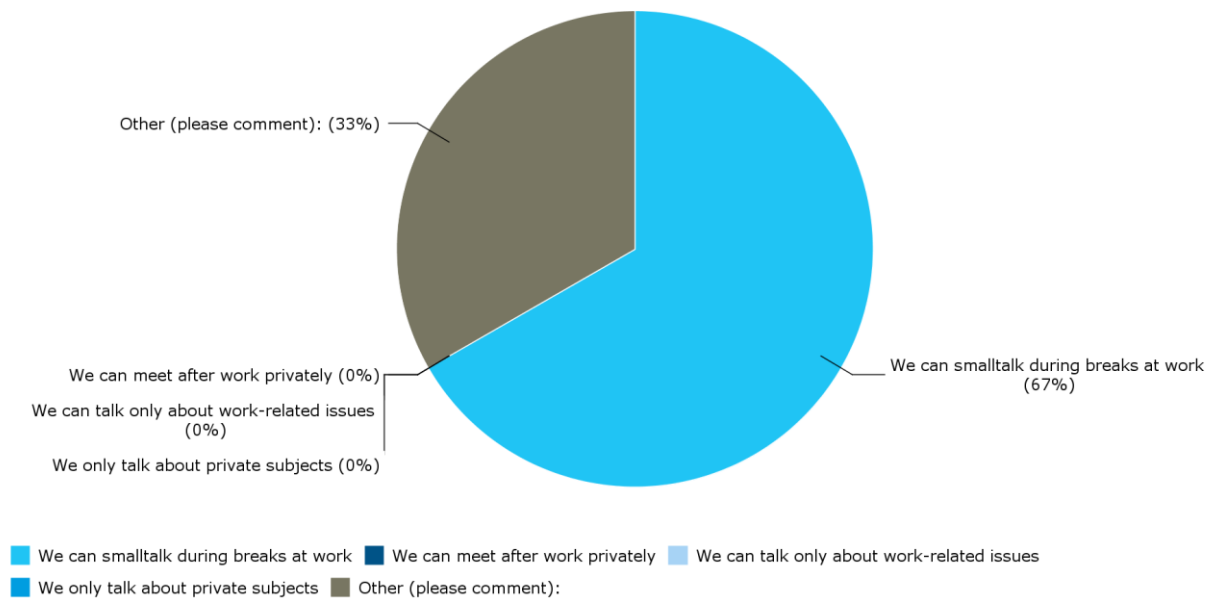


Comments:

- underlying prejudice against non-Swedes
- How difficult it is to be considered as a prospective candidate if from overseas, regardless of experience.
- How risk averse Swedish management is generally

- The amount of steps interview

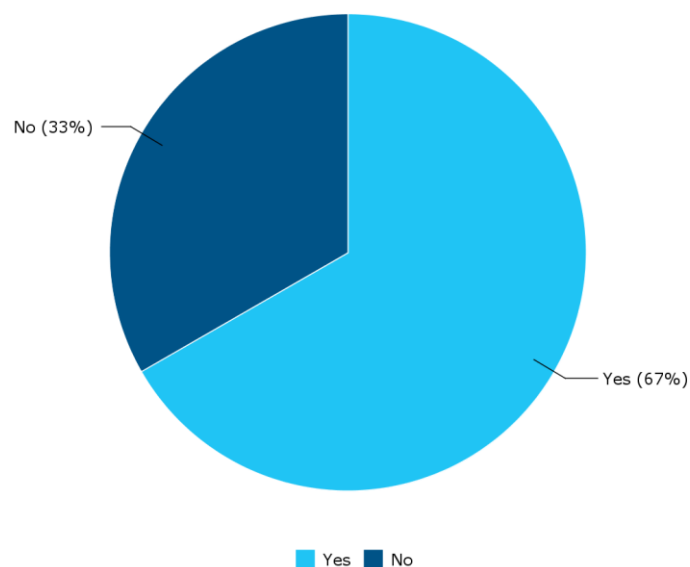
What is an ideal relationship with your colleagues?



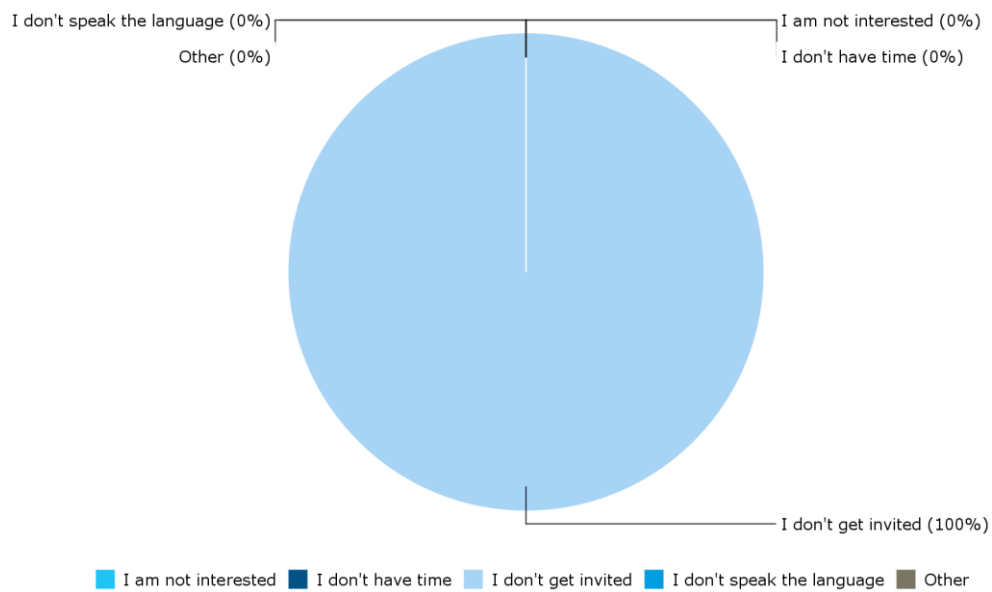
Comments:

- respect for professional opinions without interfering with personal relationship

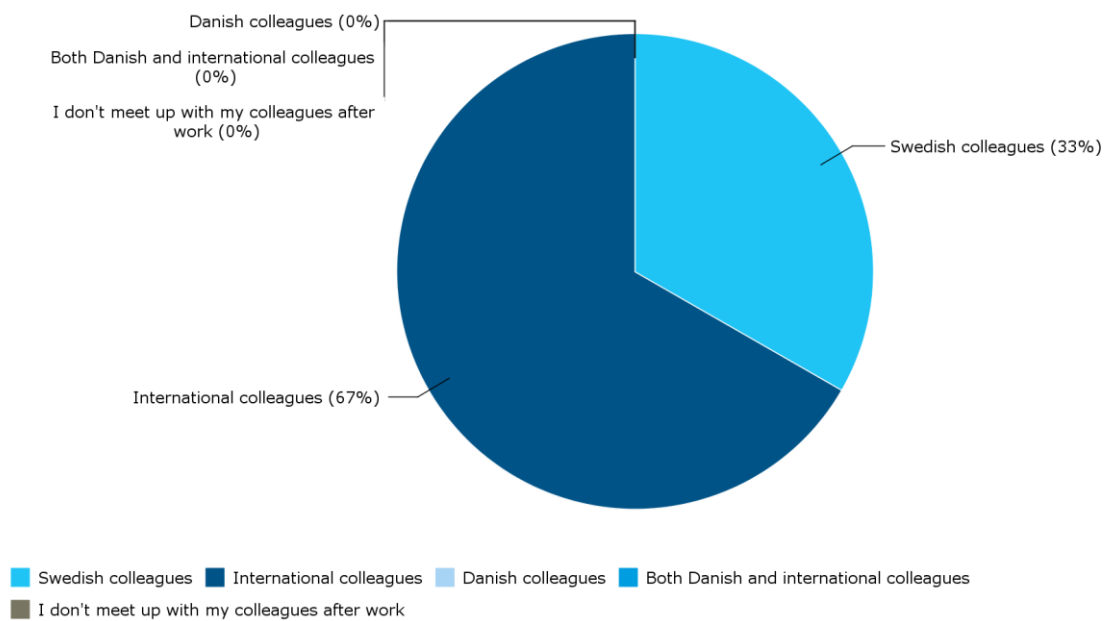
Do you meet up with colleagues after work?



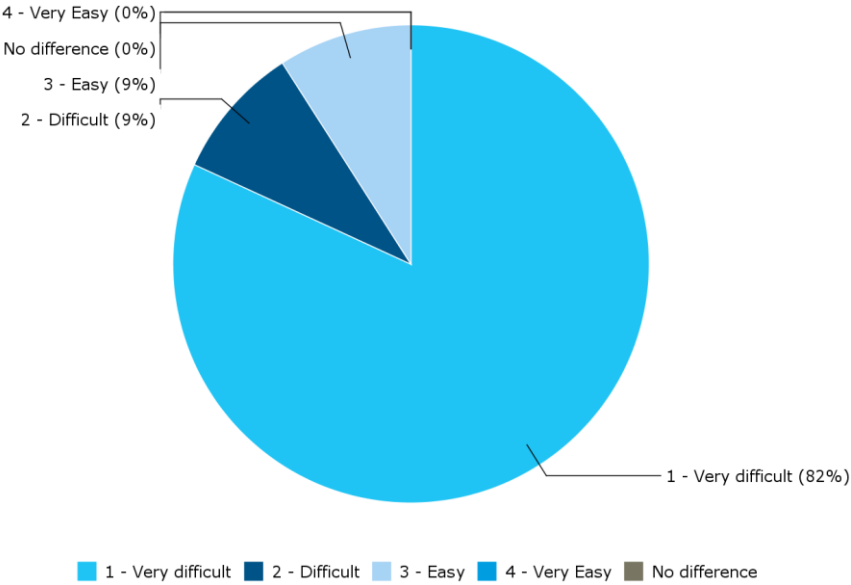
Why don't you meet with colleagues?



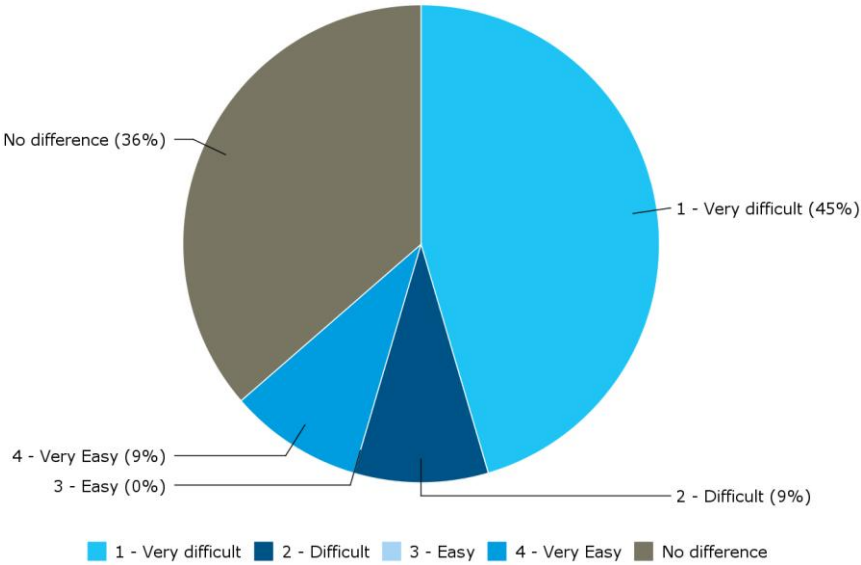
Who do you spent most time with after work?



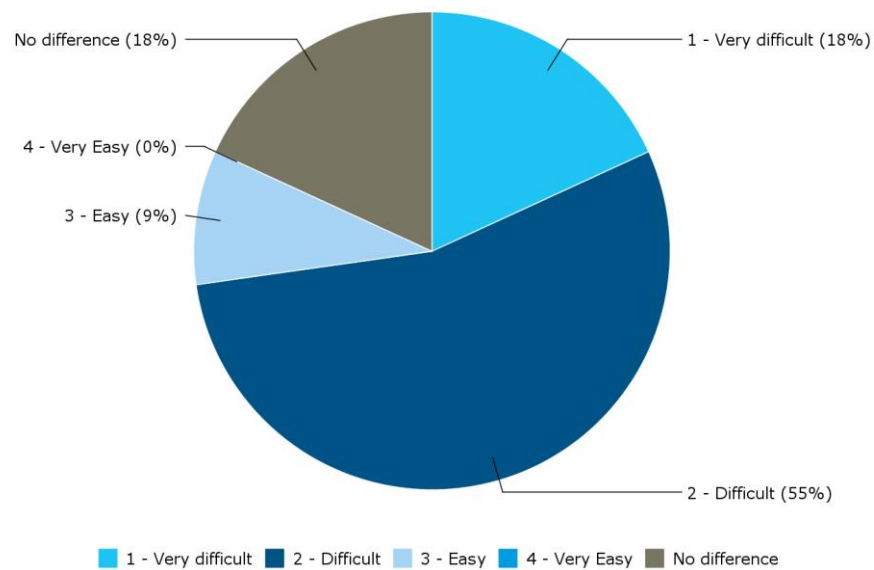
If you have to compare Sweden to other countries you have worked in, how difficult or easy was it for you? - Find a job



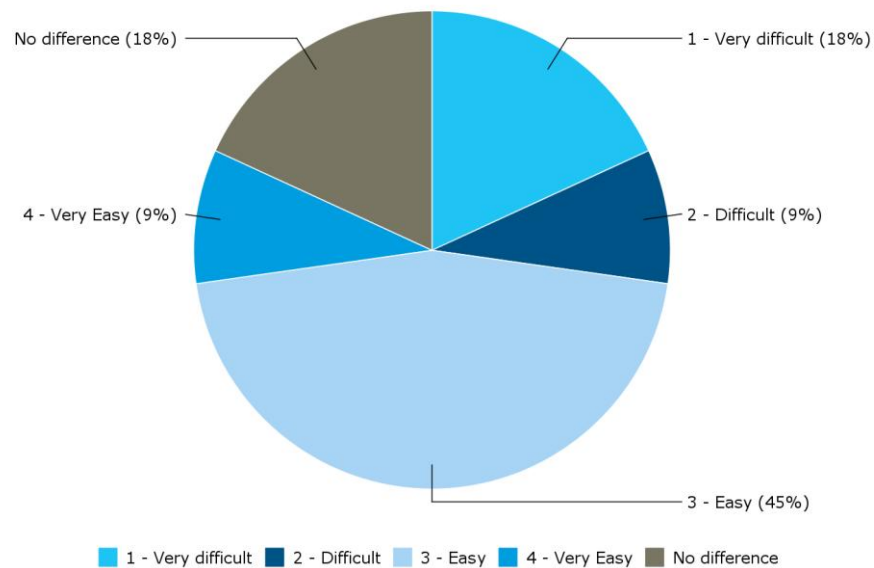
If you have to compare Sweden to other countries you have worked in, how difficult or easy was it for you? - Find a job for my partner



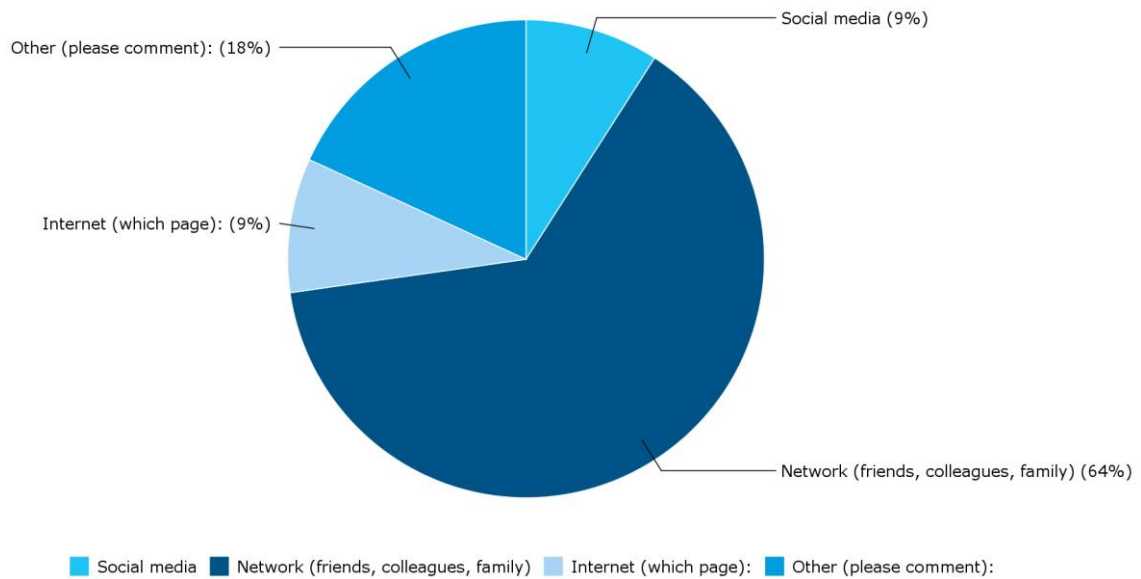
If you have to compare Sweden to other countries you have worked in, how difficult or easy was it for you? - Develop a relationship with my colleagues



If you have to compare Sweden to other countries you have worked in, how difficult or easy was it for you? - Adapt to the business culture



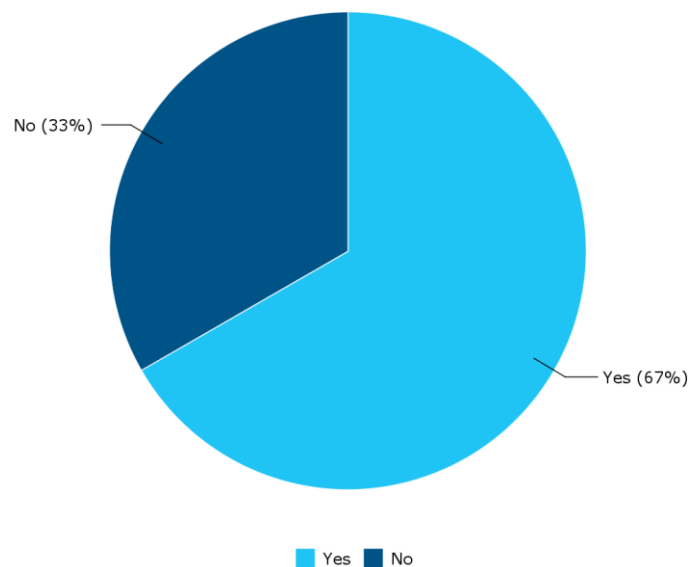
Where did you get information about the Swedish labor market?



Comments:

- All of the above, plus university career pages
- Lund International Citizen Hub, MINE

Would you recommend Sweden as a country to work in?



In your own words, what do you like best about working in Sweden?

- Balance
- The spirit of work/life balance is ingrained in the culture, together with the spirit of entrepreneurship
- salary

Anything else you would like to share with us?

- I really enjoy working in Denmark, but the inability of my spouse to find full-time employment may unfortunately force us to leave.
- Denmark is really not an easy or particularly welcoming place to be a foreign worker, even as a high paid, high skilled professional. My experience moving to and working in other countries, some with much less "developed" societies and systems, was much easier by comparison.
- Some questions need an "other" button. Otherwise, the results are biased (they are in my case because of that!)
- I currently am studying and would like to stay in Denmark even after I finish next year, but as a non-EU citizen it is very difficult, especially as immigration rules are constantly changing and making it more and more impossible to stay. Therefore, I am starting to look into options in Sweden.
- I already found a job in Sweden, that is why I'm not looking for a job right now.
- Thanks for doing all this. I am sure it will pay off.
- I would like to be part of your team!
- First Job Copenhagen was a very helpful course, I believe it should be offered to all international job seekers in order to learn more about the Danish job market and work culture, but also to receive a feedback on their CV and job applications.
- A real shame to hear about the danish language cuts - per of a growing body of anti-foreigner rhetoric which makes educated people like myself feel unwelcome and look to return home
- Most of the programmes for accompanying spouse are fir people living in Copenhagen, they should have them available in all Denmark
- Already employed in Denmark
- No
- In general I am not shy to start to talk with new people. But it has been difficult for me to start a conversation in the different professional events in the city, because most of the people tends to talk with people they already know and "close to the circle", do not leaving to entry to newcomers, who are not introduced by one of the group. And the ones that are not in a group, they are busy talking by telephone or texting (sms).
- The length of my stay will depend on ability to find a good job after completion of my studies
- there are two types of foreigners in Denmark:
 - 1) Employed
 - 2) Unemployed.Those who are employed have a strong career identity and less interest in the local culture. Those who are unemployed have strong ethnic identities and thus have less interest in local culture. Then, on top of this, there are Danes. My challenge is to find a network of Danes and, foreigners who are interested in Danish culture.
- I am already working. Have a job as a tour guide in Copenhagen
- Retired
- Answered that my husband's job was the primary reason we came to Sweden but we chose Sweden because it is a family friendly country with opportunities for both of us and our child. I am no longer looking for work because I recently found a job
- the most troublesome issue with Danes is that they are often very saturated with their own long lasting personal relationships to be more open to embrace new person with certainly different world view.
- Not at this time
- I wish there were more jobs which doesn't require Swedish as a must.
- I was looking for and have now found a job in Sweden
- We are here to stay and work like a respected citizen. We pay tax like normal Danish working citizen then why we don't get the same privilege from Danish government. We get cornered due to language barrier at times. It brings bad taste.