

The Expat Study 2020

An analysis of living and working in Denmark as an expat

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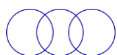
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Expat 2020 Study conducted by Oxford Research

Conducted for

Copenhagen Capacity
Confederation of Danish Industry (Dansk Industri)
The Danish Agency for International Recruitment and Integration (SIRI)
The Danish Confederation of Professional Associations (Akademikerne)
The Danish Society of Engineers (IDA)

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The Venn diagram is a stylistic representation of Oxford Research's efforts to combine competences in research, strategy and communication and provide knowledge for a better society.

CONTENT

1. Executive summary	4
2. Introduction to the expat agenda	9
2.1 The competition for the highly skilled – a global trend	9
2.2 Developments in the expat field since 2014	12
2.3 Reading guide to the expat study 2020	13
3. Who participated in the Expat Study 2020?	14
3.1 How were expats defined in the survey sample and how was the survey launched?	14
3.2 What characterises the expats in the 2020 study?	15
4. Where do expats work and what kind of jobs do they have?	21
4.1 Where do expats work?	21
4.2 What job positions do expats hold?	25
5. Coming to Denmark	29
5.1 How did the expats find their jobs in Denmark?	29
5.2 What factors are important when choosing Denmark as a country in which to live and work?	31
5.3 Which public services do expats use upon, and after, arrival in Denmark?	37
6. Working in Denmark	41
6.1 Are expats satisfied with their jobs?	41
6.2 What do expats think of career opportunities in Denmark?	43
7. Living in Denmark	45
7.1 How do expats find living in Denmark?	45
7.2 How do expats in Denmark socialise? And is speaking Danish important in that regards?	48
7.3 Family life among expats	51
7.4 How are expats taxed in Denmark? And is taxation important for accepting a job in the country?	56
8. Retention of expats	60
8.1 How long do expats stay?	60
8.2 What could make expats stay longer?	65
9. Methodology of the expat study 2020	67

1. EXECUTIVE SUMMARY

This executive summary presents the overall conclusions of the Expat Study 2020. The Expat Study has been carried out by Oxford Research. It combines data from a survey conducted among 1,954 expatriates who live and work in Denmark with registry data from Statistics Denmark. The 2020 Expat Study is the fifth such study conducted by Oxford Research, following on from those in 1998, 2006, 2010 and 2014.

As in previous studies, the 2020 one explores the state of the expat agenda and can therefore be considered as a temperature-taking exercise: one which examines how expats perceive living and working in Denmark in 2020. This allows stakeholders to assess how the attraction and retention of expats has progressed since the previous study in 2014. It also provides important background knowledge about potential areas for improvement regarding the attraction and retention of expats.

The Expat Study 2020 is conducted by Oxford Research and financed by a group of sponsors. In alphabetical order, these are:

- Copenhagen Capacity.
- Confederation of Danish Industry (Dansk Industri).
- The Danish Agency for International Recruitment and Integration (SIRI).
- The Danish Confederation of Professional Associations (Akademikerne).
- The Danish Society of Engineers (IDA).

The following pages will present key findings from the 2020 Expat Study.

1.1 IN BRIEF: WHO ARE THE EXPATS IN THE 2020 STUDY?

Before presenting key findings, we will briefly present the methodology behind the expat study in the blue box below and afterwards identify what characterises the expats participating in the 2020 Expat Study.

THE METHODOLOGY BEHIND THE 2020 EXPAT STUDY IN BRIEF

1,954 expats took part in the questionnaire labelled 'The Expat Study 2020', comprising the main data source for findings in this study.

From the entire population of approximately 41,516 expatriates, a random sample of 6,600 was chosen by Statistics Denmark for inclusion in the questionnaire survey. They were invited via e-boks, with a unique link to the web-based questionnaire. The questionnaire was open from 10 February to 10 March 2020, with two reminders sent out during that period.

Those who were selected to participate in the survey were defined according to the following criteria:

- A minimum of 20-years-old.
- Foreign citizens living and working in Denmark.
- Arrived in Denmark after 1st July 2015.
- Average income of DKK 30,000 per month (over DKK 90,000 in total for Q3 2019).

The sample criteria imply that the key findings presented in this report concern the expat population meeting the sample criteria, and therefore not the total population of all expats working in Denmark – e.g. those with lower incomes, and those who arrived before 1 July 2015. This also has indirect implications for the consideration of other factors, such as their educational level, what jobs they do, their age, etc.

For further information on the methodology of this study, as well as deeper insights into its representativeness and validity, please see Chapter 9.

THE EXPATS IN THE 2020 STUDY ARE GENERALLY WELL-EDUCATED, WITH A RELATIVELY HIGH MONTHLY INCOME

Overall, the expats in the 2020 Study are well-educated. The majority possess a Master's degree or higher. Over half of them have degrees in science, technology engineering and maths (STEM), with many possessing a degree in engineering, manufacturing or construction. They also have relatively high monthly incomes. The average monthly salary among the respondents is DKK 58,642. Over 50% originate from other European countries, 6% from the Nordic countries. Another 6% come from countries neighbouring the European Union (EU), 34% from other countries in Africa, Asia, North America, Oceania and South America. The majority are experienced expats, having worked or studied abroad before coming to Denmark. Most of them are men under the age of 40.

MOST EXPATS BRING A SPOUSE/PARTNER, AND A THIRD OF THEM HAVE CHILDREN LIVING IN DENMARK

Around half of all expats coming to Denmark were either accompanied by their spouse/partner or were joined by them later on. Around one-third of the expats in this study were single upon arrival. The expats' spouses/partners are generally highly-educated, with almost half of them having a Master's degree or higher.

Around one-third of the expats have children living in Denmark. Most of them have young children under the age of six (65%), while 45% have school-aged children. Almost two-thirds of these children attend Danish schools, while the remainder attend international schools. This is roughly the same picture as the 2014 Expat Study.

1.2 KEY FINDINGS FROM THE EXPAT 2020 STUDY

The following sections present the main conclusions of the 2020 Expat Study.

EXPATS ENJOY LIVING AND WORKING IN DENMARK

One of the main findings in the 2020 Expat Study is that expats enjoy living and working in Denmark. Eight out of 10 are satisfied, or very satisfied, with their job, from both a personal and a professional point of view. This also includes a high level of satisfaction with Danish work culture. Nine out of 10 are also happy, or very happy, with their life in Denmark.

WORK/LIFE BALANCE AND JOB-RELATED FACTORS ARE KEY WHEN EXPATS ACCEPT A JOB IN DENMARK

Work/life balance is the factor listed most often by expats as important when accepting a job in Denmark. In 2014, this factor was rated number three by expats. Work/life balance is particularly important for expats originating from outside the Nordic countries. Apart from work/life balance, most of them tend to rate a range of different factors related to professional and personal development as important for choosing a job in Denmark.

A higher income is only rated as important by about one-third of the expats we surveyed, compared to almost two-thirds who give work/life balance a similar rating. A higher income is generally perceived as more important by those from other EU countries (excluding the Nordic countries). Conversely, more of those from outside the EU list the freedom to do research and a high standard of work facilities and labs as important, compared to those from EU and Nordic countries.

When choosing a country to live in, the expats list a well-functioning health care system, human rights and democracy as important. 67% of all female respondents find gender equality important, while only 46% of male expats hold a similar view. Another interesting finding is that human rights is an especially important factor when expats from countries neighbouring the EU are deciding where to work and live.

EXPATS ARE GENERALLY SATISFIED WITH PUBLIC SERVICES UPON ARRIVAL

Around 70% of expats have been in contact with the local authority and with SKAT (the Danish Customs and Tax Administration). Generally, expats are very satisfied with the quality of public services when they arrive in Denmark, as well as the English of people working for public bodies. In comparison with the 2014 results, the 2020 survey shows a slight improvement in expats' assessment of English proficiency among the staff of public bodies.

A REGULAR JOB APPLICATION IS STILL THE MOST COMMON WAY TO GET A JOB FOR EXPATS

Most expats (60 %) coming to Denmark applied for their job themselves, while 13% were headhunted for the post. Taking a closer look at the data, we find that headhunting expats is more common in the ICT (24%) and financial sectors (16%).

When finding a job, online channels such as job sites, company websites, LinkedIn, and other internet channels (such as social media) form the most important recruitment platforms. However, the single most used channel is personal and professional networks. We found that 37% of expats learned about their job in this way. Within construction and agriculture, forestry and fishery, more expats tend to learn about the jobs through personal and professional networks than in any other single way.

EXPATS ARE GENERALLY POSITIVE ABOUT LABOUR MARKET OPPORTUNITIES IN DENMARK

In their assessment of the Danish labour market, 66% of expats say that there are good career opportunities in Denmark, a slight improvement compared to the 2014 survey. This is especially the case for those who have spent fewer years in the labour market. They tend to view career opportunities in Denmark more positively than those with 10+ years of experience. The data shows no significant differences across market sectors in this regard.

An interesting finding is that expats with a Bachelor's degree as their highest level of education are generally more sceptical about labour market opportunities in Denmark than other groups. This indicates that the Danish labour market is still not geared towards employees with only a Bachelor's degrees to the same extent as other countries like the UK and US.

A LARGE PROPORTION OF THE EXPATS FINDS IT DIFFICULT TO SOCIALISE WITH DANES

Confirming the picture seen in previous Expat Studies, 43% of all respondents find it difficult to make friends in Denmark, and around one in five also state that they think that it is difficult to settle down in the country. In relation to these trends, the data show that expats are more prone to socialise with other expats in their spare time than with Danes. This is especially the case for expats who do not speak any Danish.

Over half of respondents do not speak Danish, or only know a few words of the language. This can be a problem, as many expats think that speaking Danish is especially important when trying to participate in both social life outside work and the informal part of work life. Further analysis also shows that expats who do not socialise with Danes have a greater tendency to leave the country earlier than planned. Learning to speak Danish may therefore be perceived as important for improving

expats' social lives, as well as for keeping them in the country. Data also show that many expats are aware of the need to learn Danish. Six out of 10 participate actively in various types of language learning. Similarly, the same proportion of respondents consider it important for their workplace to assist them with finding appropriate language courses upon arrival in Denmark. They also view it as important that their place of work assists them in creating social networks. Finally, many expats list company onboarding as important when they arrive in Denmark.

MANY EXPATS PLAN TO STAY LONGER THAN ORIGINALLY PLANNED

Almost half of respondents plan to stick to the original time frame for their stay in the country, while 44% plan to extend it. Another 39% of expats coming to Denmark plan to stay permanently. Expats with spouses are more prone to stay for the planned length of time or for a shorter period, whereas single expats tend to stay longer.

The main reason for expats wanting to prolong their stay in Denmark is that they and their family/partner are happy with their life and their job in the country. Similarly, the most common reason for cutting short their stay is unhappiness in those same fields. It is difficult to pinpoint a single, common reason for either happiness or unhappiness among expats. The data indicate that the many different reasons involved are interrelated (including social life, job satisfaction, and satisfaction with the Danish system).

Confirming previous findings, expats list improved Danish language skills as the number one factor when asked about what could make them stay longer. The second most prevalent factor (as chosen by 49%) is better career opportunities, while the third most popular factor is better social networks.

2. INTRODUCTION TO THE EXPAT AGENDA

The Expat Study 2020 is the fifth survey on expats living and working in Denmark conducted by Oxford Research, following in the footsteps of those carried out in 1998, 2006, 2010 and 2014.

The aim is to examine how expats living and working in Denmark perceive their professional as well as personal lives. In line with the previous studies, the results from 2020 can be used by a multiplicity of stakeholders to improve and target their efforts in attracting and retaining expats in Denmark.

In this chapter, we introduce the concept of an expat, and ‘the expat agenda’, in a Danish context. We briefly look into the political developments since the previous study in 2014, and then finish the chapter with a reading guide to the Expat Study 2020.

2.1 THE COMPETITION FOR THE HIGHLY SKILLED – A GLOBAL TREND

Due to globalisation, people are moving around the world more than ever. As our societies become more and more knowledge-based, countries find themselves reliant on highly-skilled workers, because these are the people who drive innovation and development, and who enable nations to position themselves successfully in the competitive global economy¹.

Even though the theme of highly-skilled workers has been on the agenda for a while, challenges still exist in the recruitment and retention of highly-skilled and qualified expats around the world². This is evident in Denmark, too.

Highly-skilled and qualified expats – a sensible investment

The public debate in Denmark has often (especially in the aftermath of the financial crisis in 2008) focused on whether the attraction and retention of highly-skilled workers is necessary. Several studies show, however, that attracting and retaining highly-skilled and qualified foreign workers has a positive effect on public finances, as well as on the productivity of individual companies.

In addition, increased specialisation in both research and manufacturing, in combination with globalised value chains, makes it increasingly important for companies and research institutions to have access to a highly-skilled and specialised work force in order to remain competitive. That is one main reason why Denmark – as a small, open and knowledge-based economy – needs to be able to attract and retain highly-qualified foreign experts and specialists. Without this access, research institutions and many leading Danish companies would not be able to thrive and develop in the country, and we would not be able to attract knowledge-based foreign companies to settle and develop here.

One of the findings of a study carried out recently (2019) by the Confederation of Danish Industry (DI) is that highly skilled expats contribute, on average, a net sum of DKK 140,000 each year to public finances³. This takes into account tax payments, public transfer income and welfare benefits in

¹ econstor.eu/bitstream/10419/181272/1/dice-report-2018-1-50000000001959.pdf

² hbr.org/1999/03/the-right-way-to-manage-expats

³ Dansk Industri (2019): Højtuddannede indvandrere er en god forretning for Danmark

the health, daycare and education fields for the expat and their family. In relation to this, the study also demonstrates that expats and their accompanying spouses pay a high amount of tax and seldom draw on public transfers and services. Other studies point to the same conclusions⁴⁵. Altogether, the information set out above indicates that expats make a positive contribution to the Danish public finances.

Not only do expats contribute positively to the public purse, they also seem to be a good investment for companies. Several studies point to the fact that expats have a positive effect on the innovation, productivity and sales of individual companies⁶⁷. This knowledge is relevant in the light of the fact that, in the years to come, Denmark will undergo significant demographic change – large birth cohorts will leave the job market, making it more difficult for companies to attract and hire employees with the necessary skillsets.

DEFINITION OF AN EXPAT

The word “expat” derives from “expatriate”, which the Oxford Dictionary defines as “a person who lives outside their native country”.

Foreign workers in Denmark

According to table 2.1, the number of foreign citizens living and working in Denmark has increased rapidly since 2014.

2014	2015	2016	2017	2018	2019
284,385	309,712	338,031	360,065	384,905	398,580

Note: Total number of foreign citizens employed in Denmark. The numbers also include those who are not necessarily employed full-time, e.g. students who work a few hours a week.

Source: jobindsats.dk.

The Expat Study 2020 narrows this broad definition down to only those expats with a specific income (more than DKK 30,000 DK per month, see Chapter 3), which means that it focuses mainly on highly-qualified and skilled foreign citizens working in Denmark.

To be continued on next page.

⁴ ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/--publ/documents/publication/wcms_398078.pdf

⁵ wol.iza.org/uploads/articles/41/pdfs/skill-based-immigration-economic-integration-and-economic-performance.pdf?v=1

⁶ research.cbs.dk/en/publications/the-effect-of-high-skilled-migrant-hires-and-integration-capacity

⁷ qcpages.qc.cuny.edu/~fortega/research/ghosh_mayda_ortega.pdf

Basis of residence

Whether an expat needs a work permit in order to work in Denmark depends upon nationality. Citizens from the Nordic countries, the European Union (EU), the European Economic Area (EEA) and Switzerland are entitled to live and work in Denmark. However, if you are planning on staying in the country for more than three months as an EU/EEA or Swiss citizen, you must apply for an EU residence permit.

However, if you are a citizen from a country other than those listed above, you must apply for a residence and work permit before you enter Denmark. There are special schemes designed to make it easier for highly-skilled applicants to obtain a residence and work permit. They are:

- *Fast-track scheme:* The Fast-track scheme makes it faster and easier for certified companies in Denmark to hire foreign employees with special qualifications. You can apply for the scheme if you are offered a job in a certified company, and if the job meets the conditions on one of the four tracks: Payment, scientist, education, or the short-term track. In 2019, 8,752 people were living and working in Denmark under this scheme.
- *The Positive List:* The positive list is a list of professions for which there is a shortage of skilled labour in Denmark. If you are offered a position which is on the positive list, you can apply for a residence and work permit using this scheme. The list is updated twice a year. In 2019, 846 people were living and working in Denmark under this scheme.
- *The Pay Limit scheme:* If you have been offered a job in Denmark with a high salary, you can apply for a residence and work permit under this scheme. The qualifying limit is adjusted each year and is currently (2020) DKK 436,000 p.a.. In 2019, 12,497 people were living and working in Denmark under this scheme.
- *Start-Up Denmark scheme:* With this scheme skilled entrepreneurs from third countries can apply for a residence and work permit, in order to establish and run an innovative, growth-oriented business. The scheme can be used by individuals and by teams of up to three people who want to start a business together in Denmark through a joint business plan. In 2019, 57 people were living and working in Denmark under this scheme.
- *Establish scheme:* If you have completed, and have been awarded, a Danish Master's or PhD degree, you can apply for an establish scheme. With this permit you can stay in Denmark for a maximum of two years. The permit cannot be renewed beyond the two years. In 2019, 1,190 people were living and working in Denmark under this scheme.
- *The Individual Qualification scheme:* If you have been offered a job that is so closely related to your skills and qualifications (meaning that you are the only one who can occupy the post) you can apply for a residence and work permit based on these special individual qualifications (for example if you are an artist, athlete, etc.).
- *The researcher scheme:* If you have been offered employment as researcher at a research institute or company in Denmark, you can apply for a residence- and work permit through this scheme.

2.2 DEVELOPMENTS IN THE EXPAT FIELD SINCE 2014

In December 2014, the Government and the Liberal Party of Denmark, the Socialist People's Party, the Danish People's Party, the Liberal Alliance and the Conservatives agreed on a major reform of international recruitment, which entered into force in 2015.⁸ The reform consists of 21 initiatives intended to make it easier for companies and universities to attract highly-qualified employees from outside the EU. Some of the key reform initiatives are mentioned in the box above. They are the Fast-track scheme, The Start-Up Denmark scheme and the Establishment scheme.

An evaluation of the reform carried out by DAMVAD Analytics in 2017 shows that companies think the reform has made recruitment easier;⁹ that companies recruiting abroad have taken on more people at higher average salaries compared to similar companies that do not recruit internationally, and that several companies consider the qualifying amount limit in the Fast-track scheme and the Pay Limit scheme to be too high.

Despite these conclusions, a majority outside the Liberal government (the Social Democratic Party, the Danish People's Party, the Socialist People's Party and the Red-Green Alliance) decided back in 2016 to raise the qualifying amount limit from DKK 375,000 to DKK 400,000 and, at the same time, to abolish the Green Card Scheme.¹⁰ In the years that followed, the right-wing government relaxed some of the rules in these schemes. This included the Start-Up Denmark scheme in 2017, when the annual quota of residence permits was raised, and the Fast-track scheme in the spring of 2019, when companies were allowed to hire and employ expats *before* the Danish Agency for International Recruitment and Integration (SIRI) has made a final decision on a work and residence permit.

Apart from these political developments in the expat field since 2014, it also appears that private (as well as public sector) workplaces are paying more attention to their international employees. A recent study carried out by FAOS (2019) shows that the number of companies that employ expats in Denmark is increasing – meaning both SMEs and those with 250+ employees¹¹. A number of initiatives aimed at recruiting and retaining expats have also been established by companies since 2014. For example, Vestas has established ongoing collaboration with educational institutions in order to improve the language and literacy of their foreign employees,¹² and to help them settle into Danish society.

As well as public bodies and companies, a range of other stakeholders have also started to do more to help expats living and working in Denmark, for example International House Copenhagen, which is a public-private partnership specialising in the reception and retention of international talent, and the Expats Association of Kolding, a non-profit organisation promoting various social causes that further the interests of expats settled in Kolding. In Southern Denmark, there is also a regional focus on attracting expats to the area. For example, the private organisation Work-Live-Stay Southern

⁸ bm.dk/arbejdsomraader/politiske-aftaler-reformer/politiske-aftaler/2014/reform-af-international-rekruttering/

⁹ uim.dk/publikationer/evaluering-af-international-arbejdskraft

¹⁰ kromannreumert.com/Nyheder/2016/07/Folketinget-afskaffer-Greencard-ordningen-og-forhoejer-beloebsgraensen-i-beloebsoordningen

¹¹ faos.ku.dk/nyheder/danske-virksomheders-brug-af-expats/Rapport_167_-_Expats_and_the_firms_they_work_in_final.pdf

¹² jyllands-posten.dk/premium/erhverv/ECE11763910/sprogundervisning-kan-fastholde-udenlandske-medarbejdere/

Denmark, strives to ensure the best possible framework for attracting, receiving and retaining a highly-qualified workforce for companies in that part of the country.

2.3 READING GUIDE TO THE EXPAT STUDY 2020

The Expat Study 2020 is divided into nine chapters. As seen above, the first chapter is the executive summary, presenting key findings from the 2020 study, and Chapter 2 consists of an introduction to the expat agenda and developments since 2014.

Chapters 3 and 4 introduce who the expats in 2020 survey are, and where they work, including their educational background, their country of origin and which job functions they operate in.

Chapter 5 examines how expats found their jobs in Denmark, and how they perceived their reception in the country, by both public bodies and their employers.

Chapter 6 focuses on the expats' perceptions of working in Denmark. Are they satisfied with their current job, how do they find the Danish work culture, and do they think that there are good career opportunities in Denmark?

Chapter 7 takes a closer look at how expats experience living in Denmark. This includes social life, family life and their general assessment of life in the country. This chapter also focuses on the different difficulties expats experience with regard to general and social life in Denmark. The chapter also investigates how expats perceive the balance between their income, taxation and public goods, as well as the general cost of living in the country.

Chapter 8 investigates which factors play a key role in the decision of expats to stay in Denmark, and what could make them stay longer in.

Finally, Chapter 9 presents the methodology used for the 2020 Expat Study, including information about how the statistical analysis was conducted.

DATA ANALYSIS AND CROSSTESTING DATA

In the data analysis we have tested for statistically significant relationships between the different variables, and only significant results are reported. However, in some cases, when relevant and/or when disproving a hypothesis, some results which are not statistically significant are mentioned – with a clear indicator that the data is not statistically significant in and of itself.

Even if not reported, most data have been tested for sociologically relevant background variables. For example, educational level, country of origin, field of education/occupation, demographics, family situation and background data on workplace. Moreover, data has been tested for possible interesting and relevant correlations, such as the correlation between Danish language skills and social life. In the reporting of data, the main interesting and statistically significant findings are described as such.

For all statistical analysis, we use a confidence interval of 95%. With a population of 41,516 expatriates and an analysis sample of 1,954, the margin of error is 2%

For more information on the methodology used for this study, please see Chapter 9.

3. WHO PARTICIPATED IN THE EXPAT STUDY 2020?

This chapter aims to provide both a general description and a detailed look at the characteristics of the 1,954 expats who took part in the survey for the Expat Study 2020. In brief, the chapter shows that :

- The expats (those meeting the sample criteria) are mainly men aged under 40
- They are well-educated, and the majority possess a Master’s degree or higher
- More than half have degrees within the fields of science, technology, engineering and maths (STEM), and most have degrees within engineering, manufacturing or construction
- They have relatively high monthly incomes – the average monthly wage among the respondents is DKK 58,642
- Over 50% originate from other European countries, and 6% originate from the Nordic countries
- The majority are experienced expats, having worked or studied abroad before coming to Denmark.

Before presenting the data, we will describe in brief how the population for the questionnaire was defined and how the survey was launched.

3.1 HOW WERE EXPATS DEFINED IN THE SURVEY SAMPLE AND HOW WAS THE SURVEY LAUNCHED?

The expats who were selected to participate in the survey were defined by the following criteria:

SAMPLE CRITERIAS FOR THE EXPAT 2020 SURVEY

- Foreign citizens living and working in Denmark
- Minimum 20 years old
- Arrived in Denmark after 1st July 2015
- Average income of DKK 30,000 per month (over DKK 90,000 in total in Q3 2019).

Unlike previous versions of the Expat Study, educational level was not chosen as a criterion, which means that the survey did not just include highly-qualified and skilled expats. However, as this chapter will show, most expats in the survey are still highly-educated expatriates as in previous studies.

HOW WAS THE SURVEY LAUNCHED?

From the entire population of approximately 41,516 expats meeting the criteria listed above, a random sample of 6,600 was chosen to be included in the questionnaire survey. These 6,600 were invited via e-boks, with a unique link to the web-based questionnaire. The questionnaire was open from 10 February to 10 March 2020, and two reminders were sent to the participants between these dates.

When respondents not fitting the criteria were excluded, the total number of respondents was 1,954. The response rate was 30%. For further information on the methodology used for the 2020 Expat Study, please see Chapter 9.

3.2 WHAT CHARACTERISES THE EXPATS IN THE 2020 STUDY?

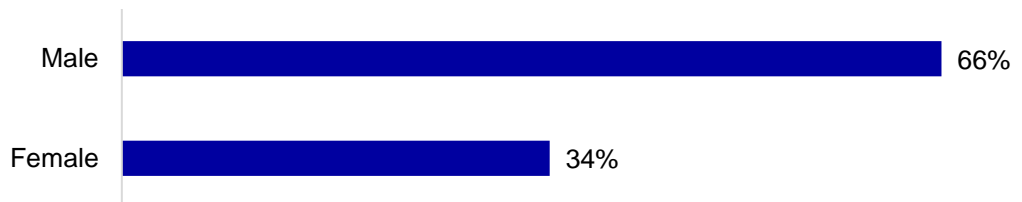
In the following sections, we describe the expats in the 2020 Expat Study, and how they are distributed by:

- Age
- Gender
- Education
- Income level
- Country of origin.

THE MAJORITY OF THE EXPATS ARE MEN AND PART OF THE YOUNGER SECTION OF THE WORKFORCE

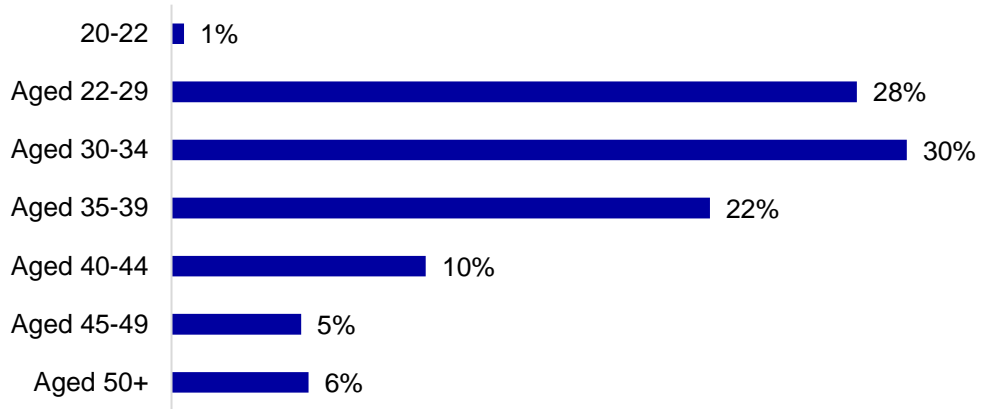
Two out of three respondents are men, as they make up 66% of the survey population. Approximately eight out of 10 of the expats in the 2020 study are under 40.

Figure 3.2.1: Distribution by gender



n=1954
 Source: Statistics Denmark registry data.

Figure 3.2.2: Distribution by age groups



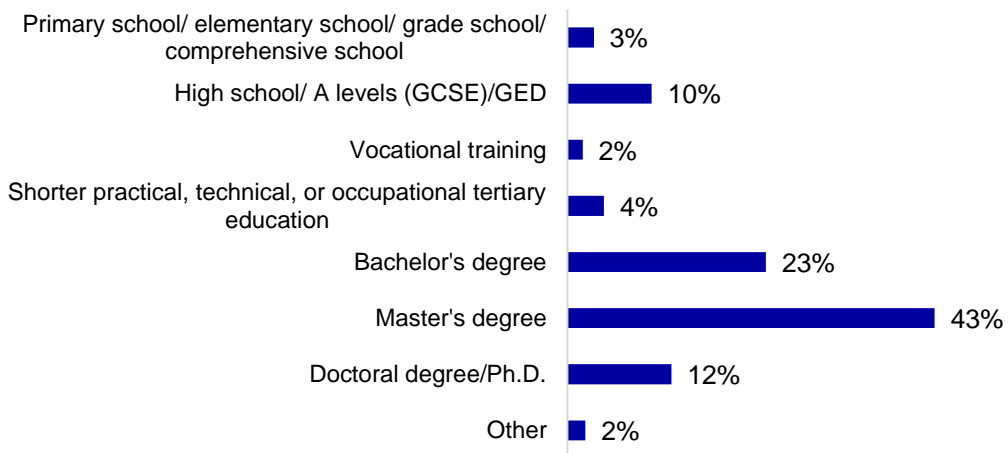
Note: The percentages do not add up to 100 because they have been rounded up or down. n=1954.

Source: Statistics Denmark registry data.

THE EXPATS IN THE SURVEY ARE WELL-EDUCATED

The vast majority of expats in the 2020 survey are highly-educated. Some 43% have a Master’s degree and 12% have a Doctorate. Only around 10% are unskilled workers, with primary school or high school as their highest level of education. Some 6% have an initial or higher vocational education. Around one in four respondents have a Bachelor’s degree. In conclusion, the expats participating in this survey are well-educated compared to the general public.

Figure 3.2.3: Distribution by educational groups

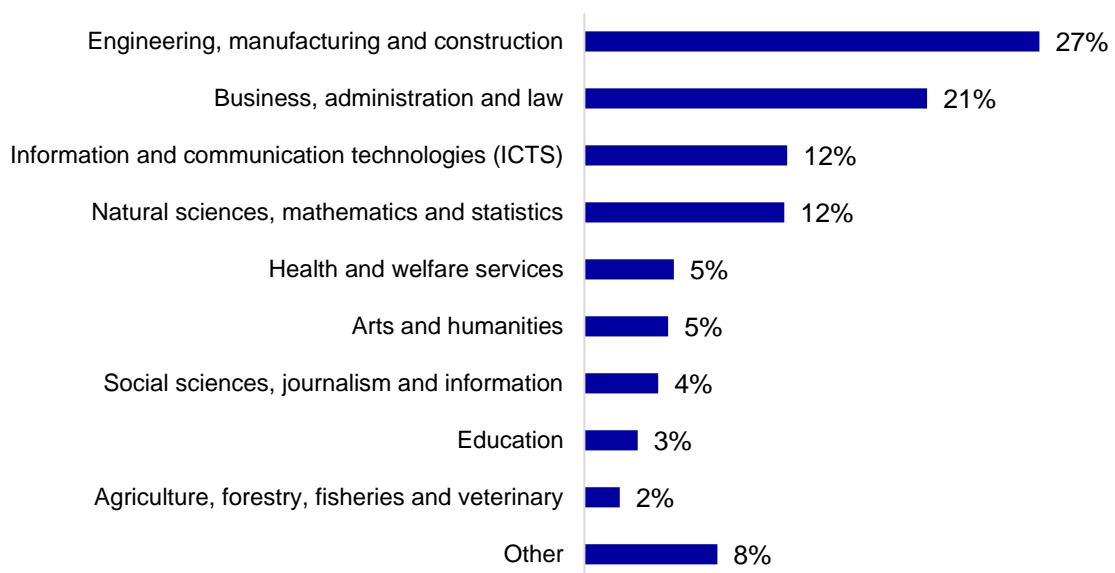


Question: What is the highest level of education you have completed? n=1954

Source: Oxford Research Survey 2020

Most respondents have a degree in engineering, manufacturing or construction (27%) or business, administration and law (21%). Around 12% of respondents have ICT degrees, as well as degrees in natural sciences, mathematics, and statistics. This means that more than half of the expats coming to Denmark have STEM degrees.¹³ For several years, the Danish labour market has seen a high demand for STEM competences, with different initiatives such as the Technology Pact being launched to increase the number of STEM graduates in the workforce. Many Danish companies have sought to reduce the STEM gap by hiring STEM graduates from abroad. This is reflected by the survey data in figure 3.2.4.

Figure 3.2.4: Distribution by educational fields



Question: What is the primary field of your highest completed education?

n=1696

Source: Oxford Research Survey 2020

Note: "Don't know" answers not included in figure. Only people with vocational education or higher have

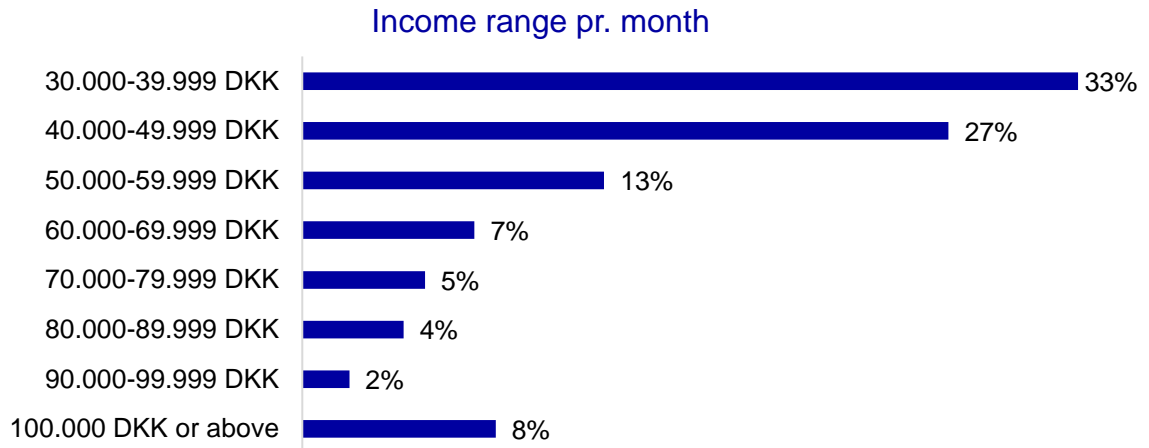
Taking a closer look at the data, we see that fewer expats with a background in engineering, manufacturing and construction originate from the Nordic Countries (14%) and the neighbouring EU countries (23%). The largest proportion come from EU countries (excluding the Nordics), Asia, Oceania, and North and South America. On the other hand, more expats from Nordic countries have an educational background in healthcare and welfare services (12%), as well as business, administration and law (36%). A larger proportion of the expats from non-European countries have an educational background in ICT.

THE EXPATS IN THE SURVEY HAVE A RELATIVELY HIGH MONTHLY INCOME

The expats in our 2020 survey have a relatively high level of income. Around 40% of them earn more than DKK 50,000 per month, and almost one in 10 has an income above DKK 100,000 per month. The

¹³ Science, Technology, Engineering and Mathematics.

average monthly wage among the respondents is DKK 58,642 , excluding two outliers who enjoy a substantially higher income level than the rest of the respondents.

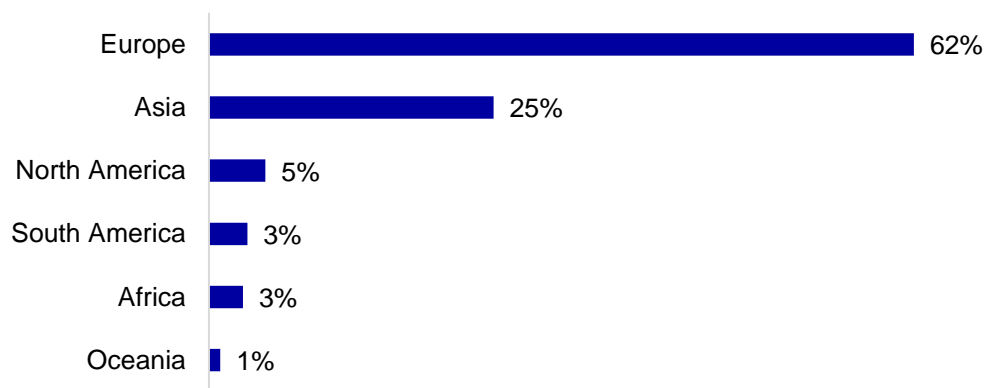


Income pr. month in 2019 Q3
 n=1954
 Source: Statistics Denmark registry data

MOST EXPATS ORIGINATE FROM EUROPEAN COUNTRIES

The expats in our 2020 survey are mainly from European and Asian countries. When exploring the respondents’ country of origin, as shown in figure 3.2.5, we see that approximately two out of three expats in the survey come from Europe, including Russia. Another 25% come from Asian countries, including the Middle East, whereas the rest are from North or South America, Africa or Oceania.

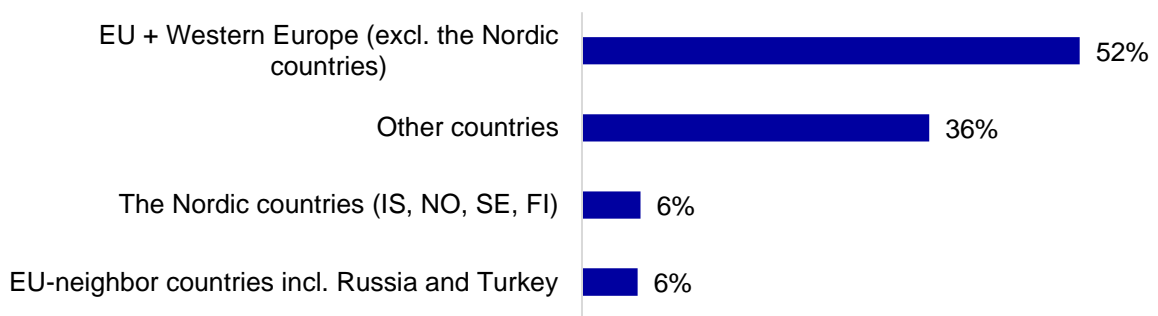
Figure 3.2.5: Distribution by country groups



n=1954
 Source: Statistics Denmark registry data

A closer look at respondents from Europe reveals that approximately 6% of these originate from the Nordic countries, with 52% either from the EU or Western Europe, excluding the Nordic countries¹⁴. A further 6% of respondents are from countries neighbouring the EU¹⁵, with about two-thirds of this group coming from Russia.

Figure 3.2.6: Distribution by country groups



n=1954

Source: Statistics Denmark registry data

MOST EXPATS HAVE WORKED OR STUDIED ABROAD BEFORE COMING TO DENMARK

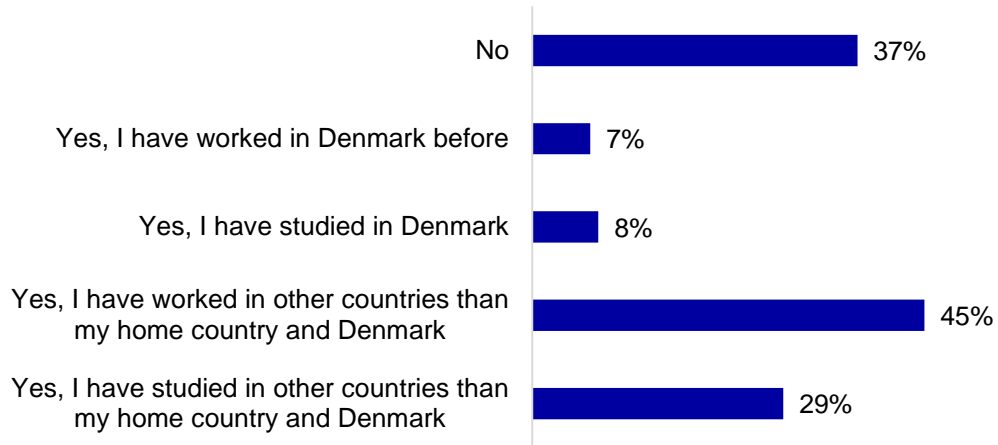
Most of the respondents are experienced expats, as around two-thirds of them have either studied or worked abroad before coming to Denmark, and almost half of them have worked abroad before moving to here. Another 8% previously studied in Denmark,¹⁶ and 7% previously worked in the country.

¹⁴ The groupings “EU + Western Europe” and “the Nordic countries” together match the group of EU/EEA countries (including The Nordic countries) and Switzerland, with similar residence and work permit rules. Residents of these countries are entitled to live and work in Denmark. See: workindenmark.dk/Working-in-DK/Residence-and-work-permit

¹⁵ EU neighbour countries include “Candidate countries”, “Potential candidates” and “Other European Countries” excluding Switzerland, Iceland and Norway. Please see the following link for countries in this group: europa.eu/european-union/about-eu/countries_en

¹⁶ Studying in Denmark implies that the respondents have answered (self-reported) that they have either studied for a limited period of time in Denmark, and/or they have graduated from a Danish educational institution. This category also includes respondents who graduated from a Danish educational institution, and started work here after 2015 without leaving the country

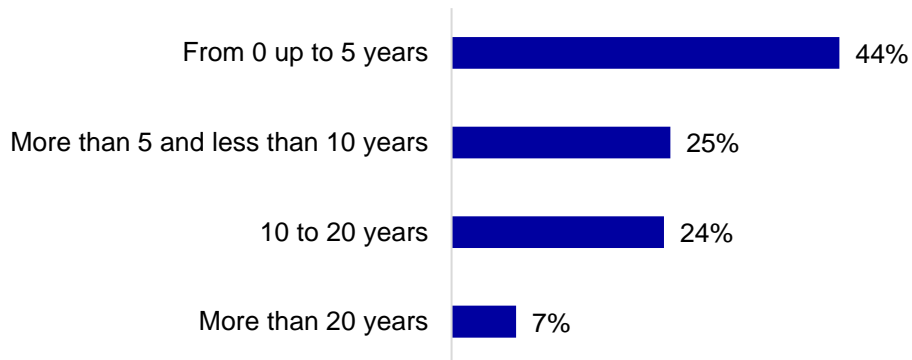
Figure 3.2.7: Have you previously worked or studied abroad?
Tick all relevant categories



n=1954
Source: Oxford Research Survey 2020

As figure 3.2.8 shows, over half of the respondents had more than five years of work experience before arriving in Denmark, 44% had less than five years of work experience.

Figure 3.2.8: Labour market experience among expats



Question: How many years of labour market experience did you have before arriving in Denmark? Approx. no. of years
n=1954
Source: Oxford Research Survey 2020
Note: "Don't know" answers not included in figure

4. WHERE DO EXPATS WORK AND WHAT KIND OF JOBS DO THEY HAVE?

This chapter describes where expats work as well as their job functions. What kind of organisations do they work in? And what positions do they hold? Do they work in management, in highly specialised functions, or do they work in other less knowledge-intensive positions?

In brief, the chapter shows that:

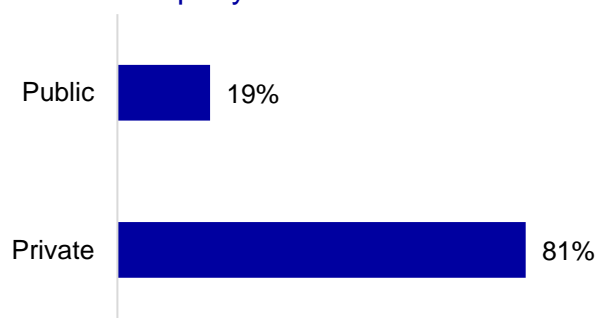
- 8 out of 10 expats work in the private sector, many of them in business services, manufacturing, trade, transport and ICT
- 2 out of 10 respondents work in the public sector, particularly in research and education
- A large proportion of expats work in companies with more than 500 employees
- Almost two-thirds of expats work as managers or as highly-skilled professionals, researchers, or similar. Around 13% work in elementary occupations.
- The number of expats with STEM degrees and a background in healthcare and welfare services working as highly-skilled professionals is higher than for the other educational groups
- More expats from European countries neighbouring the EU and Asia work as highly-skilled professionals in Denmark than EU expats.

The data underpinning these main conclusions is presented and described in the following sections.

4.1 WHERE DO EXPATS WORK?

Most expats work in the private sector. As shown in Figure 4.1.1, eight out of 10 respondents work for private companies.

Figure 4.1.1: Company size

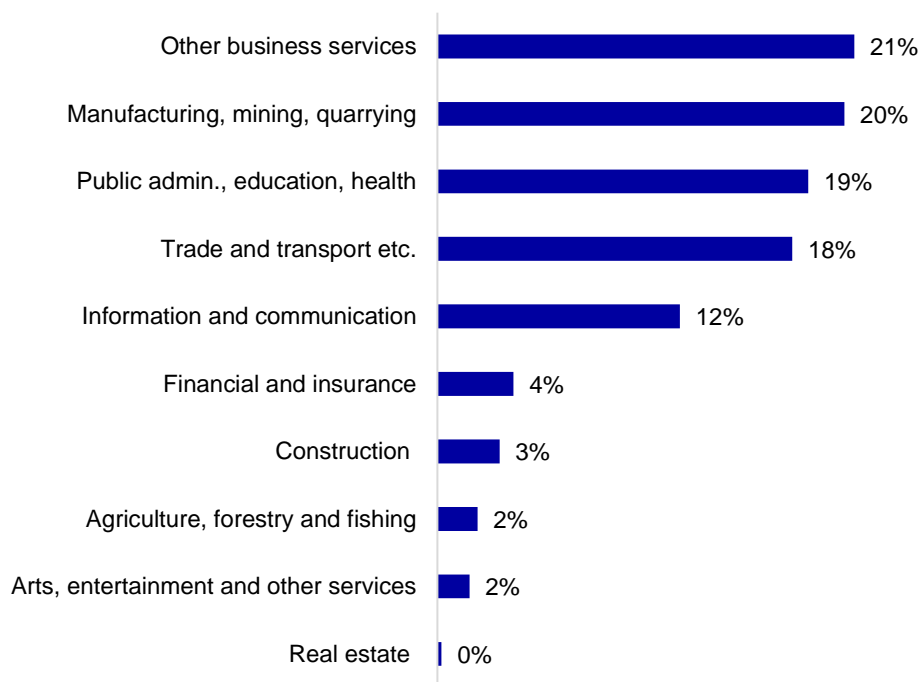


n=1934
 Source: Statistics Denmark registry data
 Note: Missing answers not shown in diagram

MANY EXPATS WORK IN BUSINESS SERVICES, MANUFACTURING AS WELL AS RESEARCH AND EDUCATION

Expats primarily work in business services, manufacturing and similar industries, education and public administration, trade and transport, or the ICT sector. So-called knowledge-intensive companies operate in many of these areas.

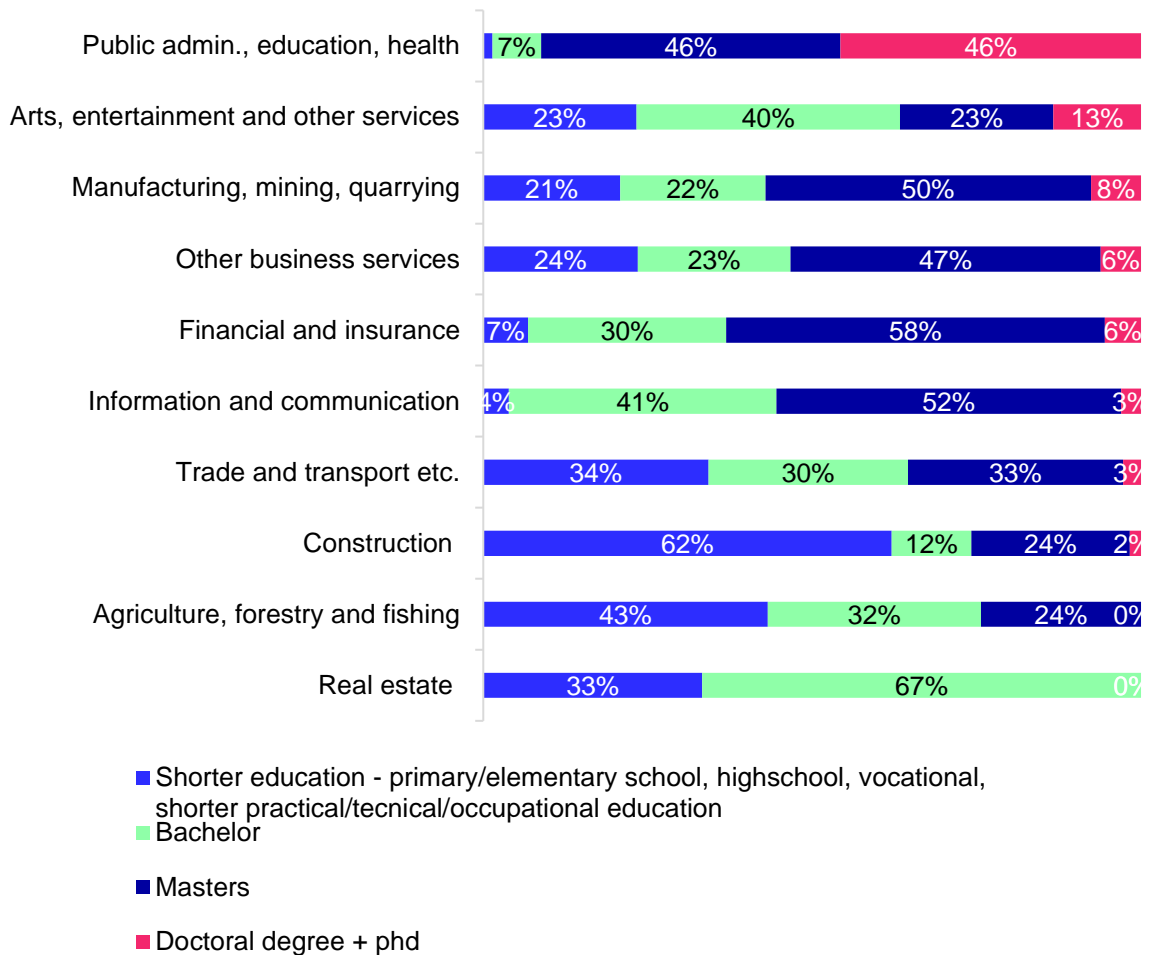
Figure 4.1.2: Distribution by industry



n=1934
 Source: [Statistics Denmark registry data](#)

Interestingly, the educational background of expats varies across sectors and industries. Within the field of public administration, education, and health, almost all of them have Master’s or Doctoral degrees. In the private sector, the industries with the highest concentration of expats with a Master’s degree are finance and insurance, ICT, manufacturing, and other business services. Conversely, those employed in construction, agriculture, or real estate tend to have completed fewer years of education. A full overview of the respondents’ level of education across the different sectors is found in Figure 4.1.3, below.

Figure 4.1.3: Educational background by industry

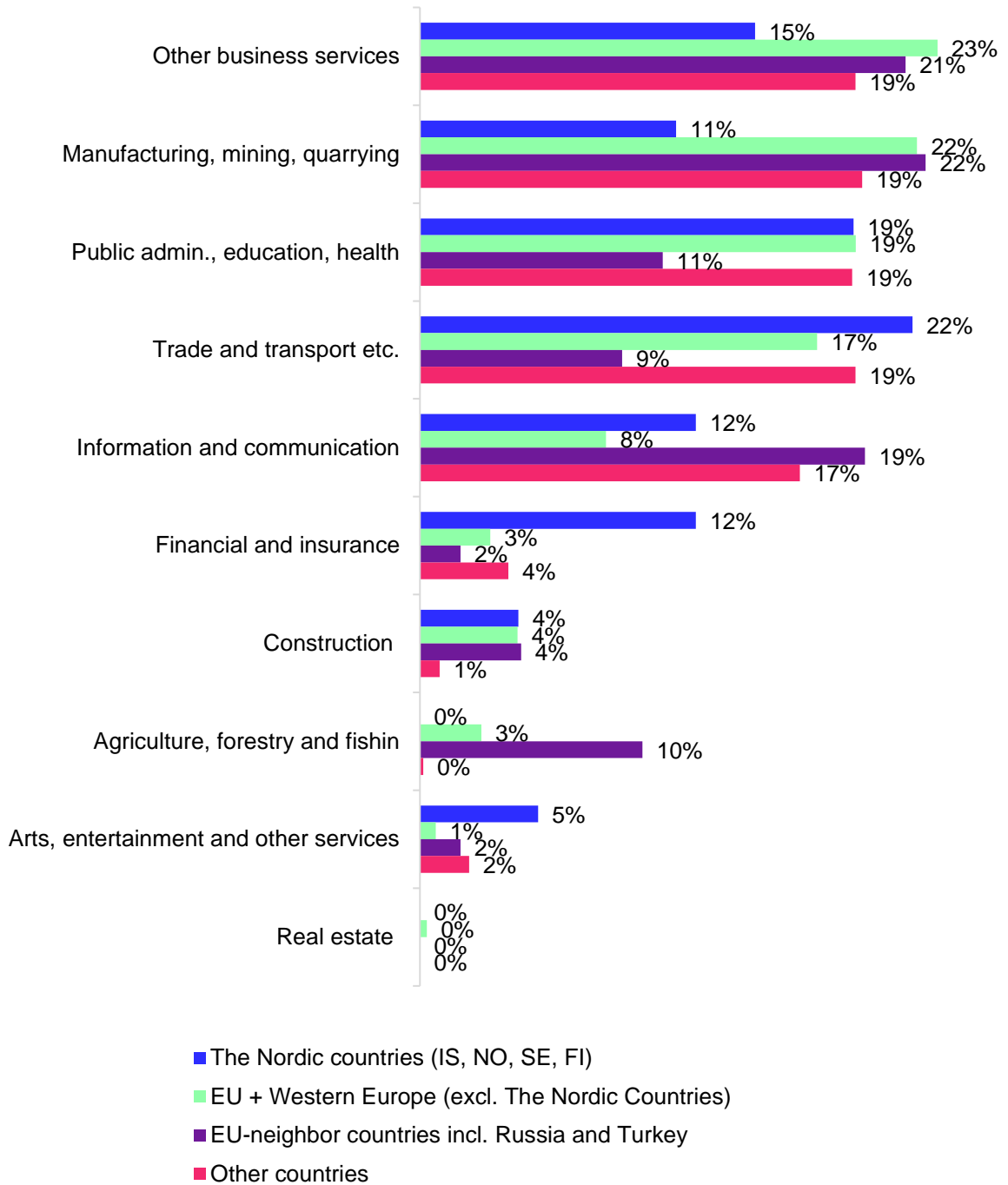


n =1954

Source: Oxford Research Survey 2020 and Statistics Denmark registry data

When taking a closer look at whether expats from specific groups of countries work in certain industries, data show that expats from the Nordic countries work in trade and transport, finance and insurance, and arts and entertainment. Those from EU neighbour countries have a higher representation within agriculture and fishery. This matches the finding that expats from these country groups tend to have an educational background in ICT. Finally, respondents from all non-European countries tend, to a larger extent, to work in the ICT sector, compared with EU residents.

Figure 4.1.4: Country background by industry

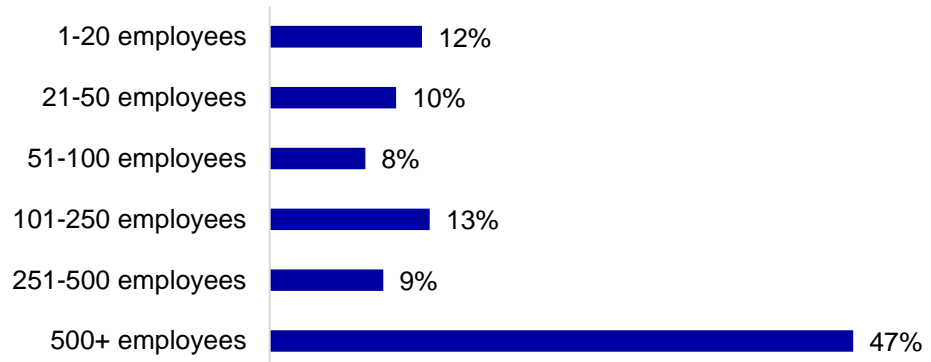


n =1954
 Source: Oxford Research Survey 2020 and Statistics Denmark registry data

EXPATS TEND TO WORK IN LARGER ORGANISATIONS

Almost half of expats work in large companies or organisations with more than 500 employees. The remainder are evenly distributed among workplaces with 1-500 employees. In general, the Danish private sector consists mainly of SMEs, meaning that expats tend to work in larger organisations than the average for the Danish workforce.

Figure 4.1.4: Company size



n=1908

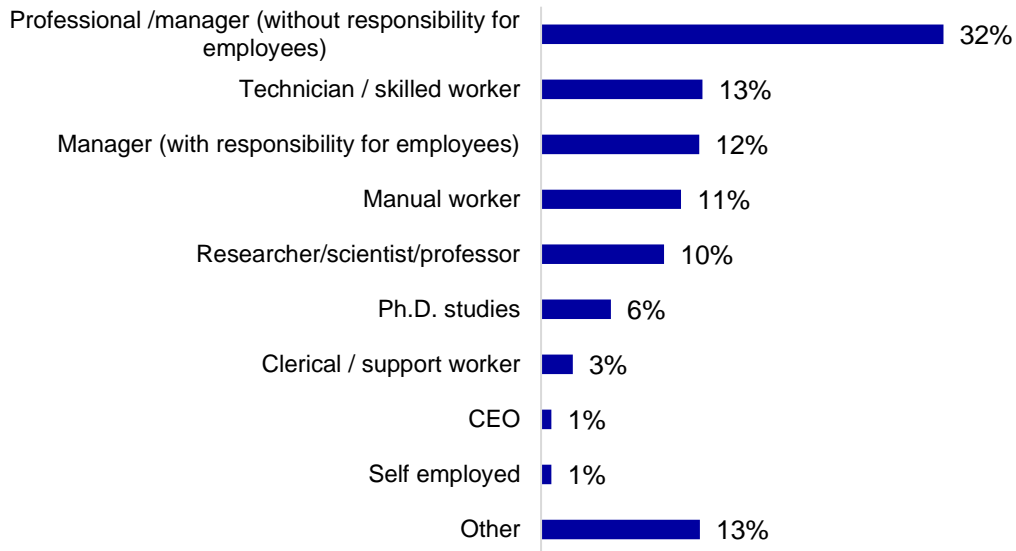
Source: Statistics Denmark registry data

Note: Missing answers not shown in figure

4.2 WHAT JOB POSITIONS DO EXPATS HOLD?

As part of the 2020 survey, our respondents were asked which positions they currently hold. Around one-third of them work as professionals without any responsibility for staff. Around 1% work as CEOs, approximately 16% as researchers, scientists, professors or are doing PhDs.

Figure 4.2.1: Expat job positions



Question: What is your current job position?

n=1954

Source: Oxford Research Survey 2020

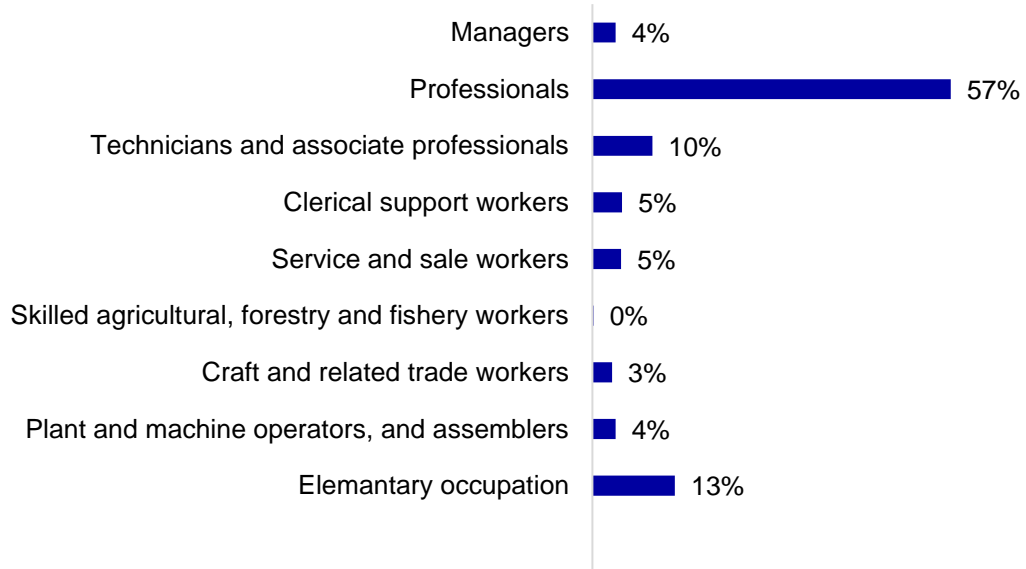
Note: "Don't know" answers not included in Figure

EXPATS WORK IN HIGHLY SPECIALISED JOB POSITIONS

Similar conclusions about the job profiles typically held by expats can be drawn when registry data from Statistics Denmark is included in the assessment. The data in Figure 4.2.2, below, is based on the Danish ISCO-08 classification from Statistics Denmark, where the companies themselves classify the type of work performed by their employees¹⁷. This also means that some of the categories used in Figure 4.2.1 are re-grouped in main categories such as “professionals” in Figure 4.2.2. The DISCO data show that most expats (around 57%) work as professionals in job functions requiring knowledge at the highest level in their respective fields. According to DISCO data, 4% work as managers, whereas 13% work in elementary positions.

¹⁷ dst.dk/da/Statistik/dokumentation/nomenklaturer/disco-08

Figure 4.2.2: Distribution by job functions



n=1934

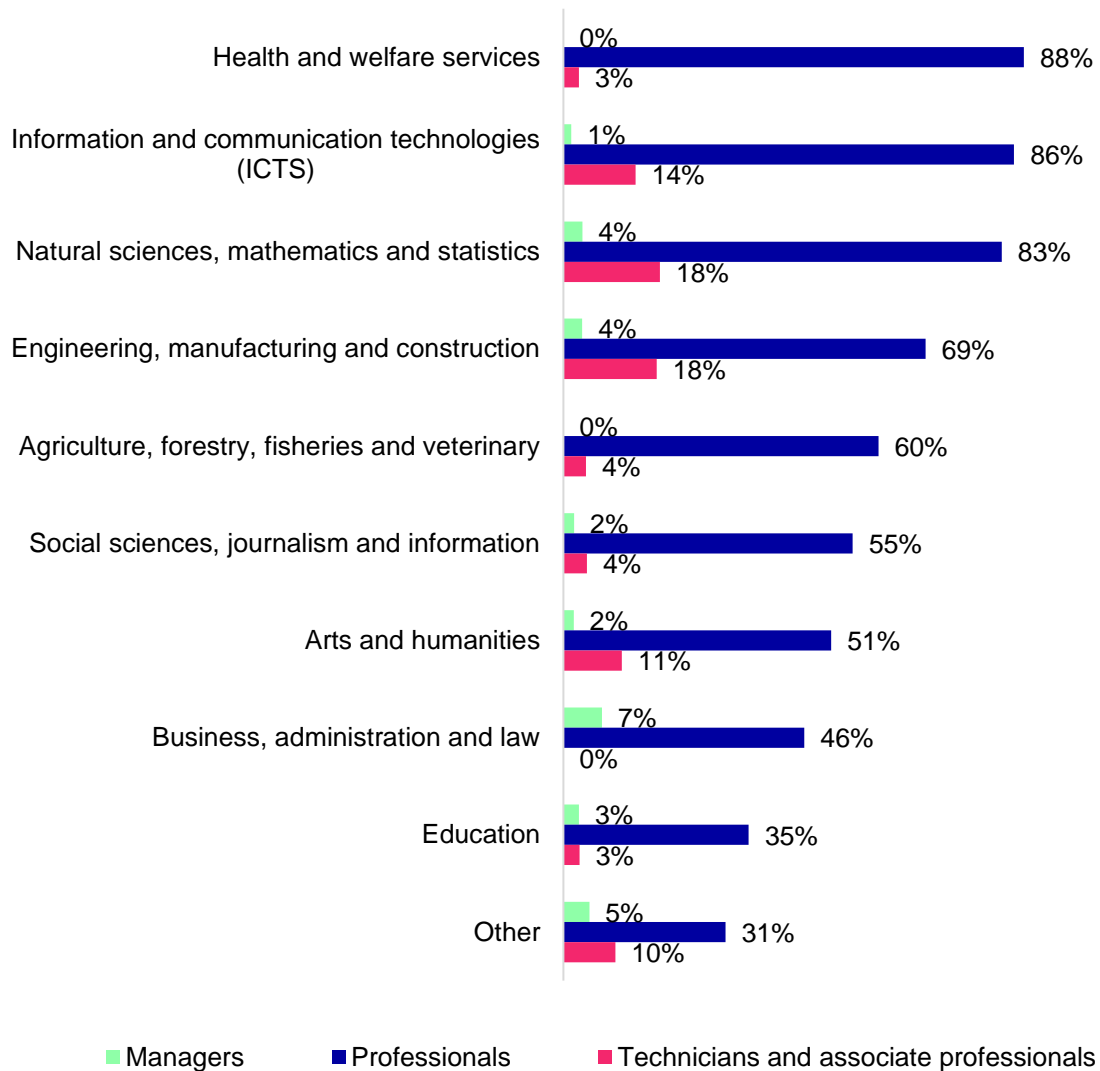
Source: Statistics Denmark registry data

Note: Job function according to DISCO-08 classification

STEM GRADUATES AND EXPATS WITH A BACKGROUND IN HEALTH MAINLY WORK AS HIGHLY SKILLED PROFESSIONALS

A closer look at the data shows that expats with a background in health, and with STEM degrees tend to work as highly skilled professionals compared to those with other educational backgrounds. This is depicted in Figure 4.2.3, below.

Figure 4.2.3: Field of education distributed by job functions



n=1934

Source: Statistics Denmark registry data

Note: Jobfunction according to DISCO-08 classification

Data analysis also finds that more expats from European countries neighbouring the EU (69%) and Asian countries (62%) work as highly-skilled professionals in Denmark than EU expats.

Taken together, data from chapter three and four in this report indicate that expats working and living in Denmark (and meeting the sample criteria) are predominantly highly-educated and tend to work in specialised job positions. Additionally, respondents meeting the sample criteria often work in some of the largest Danish companies. The respondents employed in the public sector usually work in research and education.

5. COMING TO DENMARK

This chapter examines why the respondents decided to move to Denmark, how they found their jobs, what they think of the way they were received by the Danish authorities and their employers. In brief, the chapter demonstrates that:

- Most expats coming to Denmark apply for jobs themselves, while around 13% are headhunted. Headhunting expats is a more common practice in the financial (24%) and ICT (16%) sectors.
- Online channels such as job sites, company web sites, LinkedIn, and other internet channels (such as social media) are the most important recruitment platforms. However, the single most-used recruitment channel (37%) is still personal and professional networks. This is especially important in construction (53%) and agriculture, forestry and fishery (46%).
- Work/life balance is the factor that most expats list as important when accepting a job in Denmark. In 2014, this factor was rated number three by the respondents. Work/life balance is especially important for those originating from outside the Nordic countries.
- A higher income is rated as important by around one-third of respondents. However, more expats from EU countries (excluding the Nordic countries) than from outside the EU mention a higher income as an important factor when contemplating a move to Denmark. Additionally, more expats outside the EU regard academic freedom and a high standard of research facilities as important, compared with those coming from the EU or from Nordic countries.
- A well-functioning health care system, human rights and democracy are also important factors when expats choose a country in which to live and work. For example, 67% of all female expats find gender equality important, which is significantly more than the percentage of men (46% of whom gave the same answer). Additionally, the data show that human rights are important when those coming from countries neighbouring the EU decide where they want to work and live.
- Most expats (70%) have been in contact with their local authority and SKAT (the Danish Customs and Tax Administration). Generally, they are very satisfied with the quality of the public services they encounter upon arriving in the country, as well as the level of proficiency in English among those working for public bodies.
- The two most important ways in which workplaces can assist expats when they come to Denmark is by providing them with access to Danish language courses, and by helping with practical issues. New arrivals also generally find it important that the company assists with social networking, as well as onboarding through introductory and mentoring programmes.

The findings above and the figures relating to them are presented in the following sections.

5.1 HOW DID THE EXPATS FIND THEIR JOBS IN DENMARK?

As shown in Figure 5.1.1, below, most expats applied for their current job themselves, 13% were headhunted and another 13% moved as internal transfers within their company. 11% found their jobs by other means.

Figure 5.1.1: How did you get your present job in Denmark?



n=1954

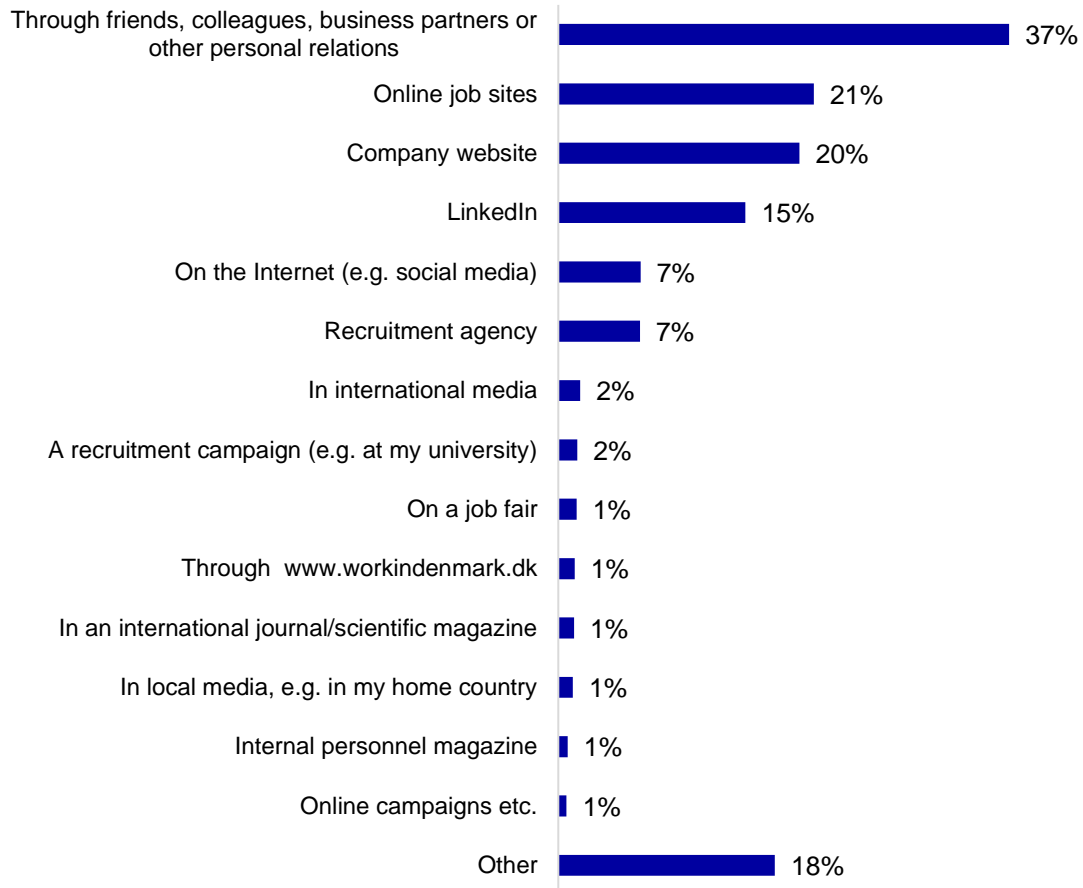
Source: Oxford Research Survey 2020

HEADHUNTING EXPATS IS MORE COMMON IN THE ICT AND FINANCIAL SECTORS

Further analysis shows that expats who were headhunted for their current job came from a range of different educational backgrounds. However, people with a background in ICT (17%) are headhunted to a greater extent than any other group. The financial (24%) and ICT (16%) sectors use headhunting more than other sectors. In addition, respondents working in the ICT sector often moved to Denmark on internal transfers within their company (29%).

As seen in Figure 5.1.2, personal networks (37%) are still how most expats hear about job opportunities. However, different online channels such as job sites, company web sites, LinkedIn, and others channels (such as social media) are the most important recruitment platforms for expats looking for job opportunities in Denmark. Few expats find out about their job through specific campaigns, job fairs and the like. People in construction (53%) and agriculture, forestry and fishery (46%), in particular, frequently learn about job opportunities through private and/or professional networks.

5.1.2: Where did you learn about the job?



n=1954
 Source: Oxford Research Survey 2020
 Note: Multiple answers

5.2 WHAT FACTORS ARE IMPORTANT WHEN CHOOSING DENMARK AS A COUNTRY IN WHICH TO LIVE AND WORK?

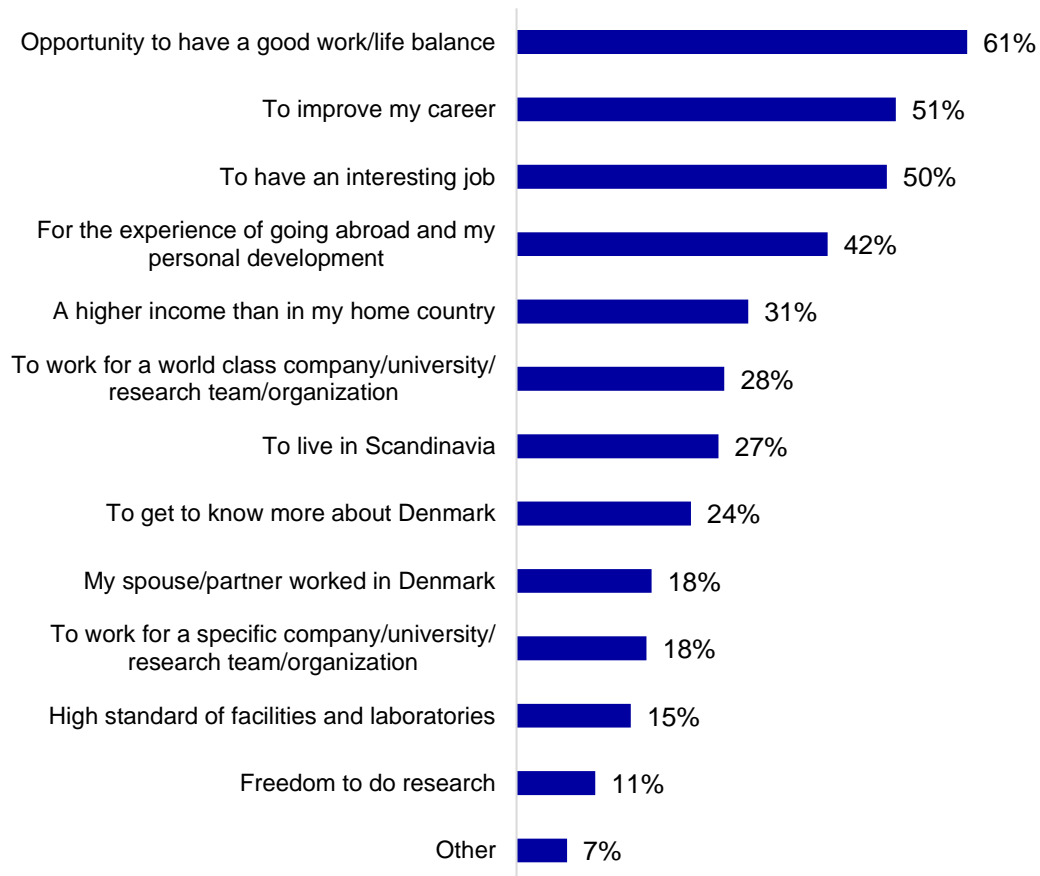
In the 2020 survey, our respondents were asked which factors were most important in influencing them to accept a job in Denmark. They were also asked what they find important in general when choosing a country in which to live and work.

WORK/LIFE BALANCE IS KEY WHEN EXPATS DECIDE TO MOVE TO DENMARK

An interesting finding in the 2020 survey is that the factor most respondents listed as particularly important for accepting a job in Denmark was the opportunity to enjoy a good work/life balance. In the 2014 survey, this reason came third on the list. Apart from a decent work/life balance, the respondents tended to tick off reasons related to professional and personal development, such as “to improve my career”, “to have an interesting job” and “for the experience of going abroad, and my personal development”. Only one-third of them mention a higher salary as one of the main reasons for

accepting a job in Denmark. Interestingly, this is listed as important by more people from EU countries than those from elsewhere.

Figure 5.2.1: Important factors for accepting a job in Denmark



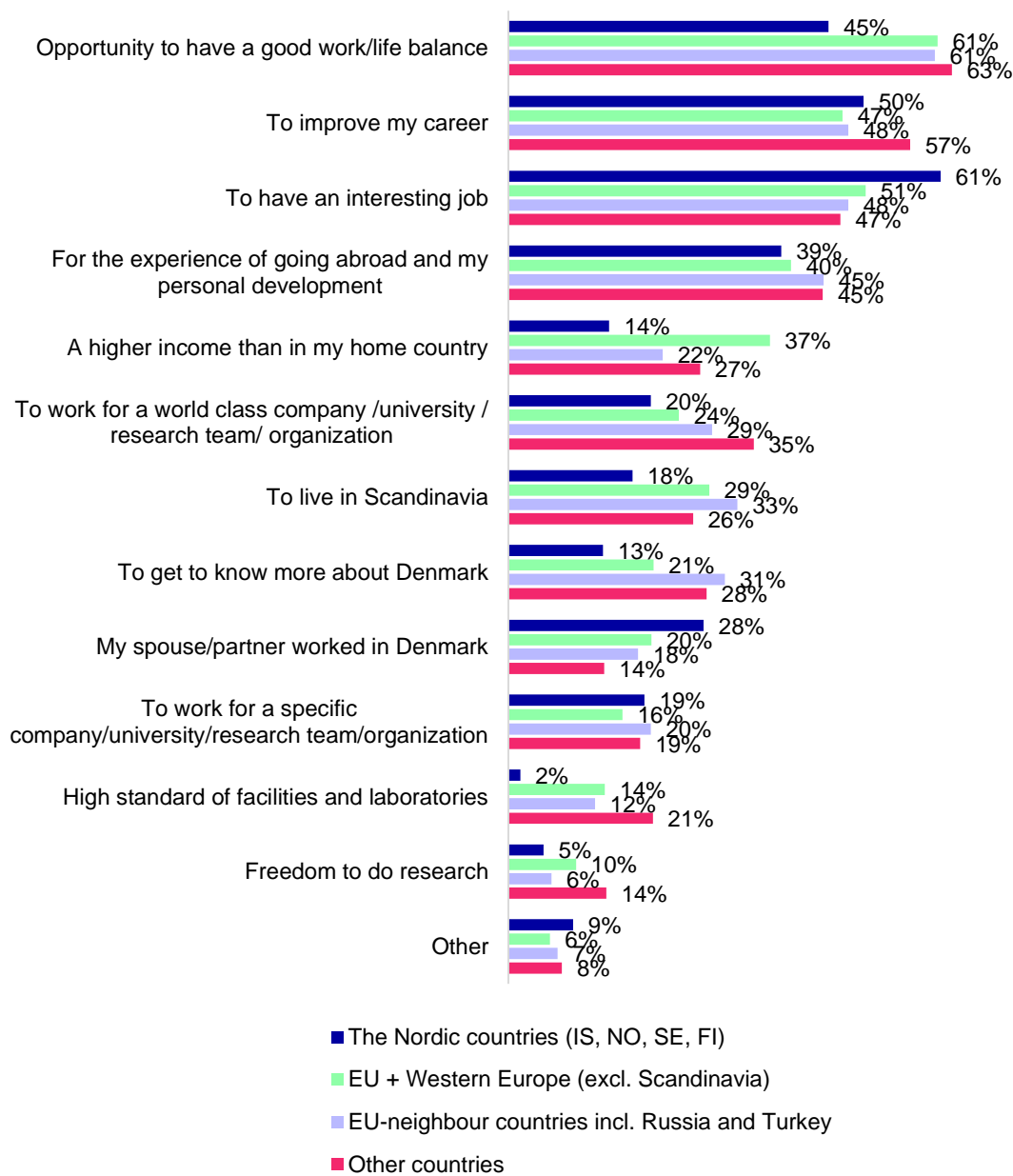
Question: What factors were the most important to you when accepting a job in Denmark?
 n =1954
 Source: Oxford Research Survey 2020
 Note: Multiple answers, choose up to 3 categories

EXPATS FROM OUTSIDE THE EU ACCEPT JOBS TO WORK FOR WORLD CLASS ORGANISATIONS, HIGH STANDARD FACILITIES AND ACADEMIC FREEDOM

Figure 5.2.2 shows that expats from outside the Nordic countries, especially, view the opportunity to have a decent work/life balance as one of the main reasons for coming to Denmark. Respondents from outside the EU also value the opportunity “to work for a world class company/university/research team” more than other groups. Those arriving from outside Europe (excluding those coming from countries neighbouring the EU) mention the high quality of facilities and laboratories, as well as academic freedom, as more important reasons for accepting a job in Denmark than do EU residents.

People from the Nordic countries mainly tend to move to Denmark to have an interesting job or because their partner/spouse was already living there. This is not surprising, as expats from other Nordic countries come from a similar societal background and system. Factors such as a positive work/life balance are therefore perhaps less important when accepting a job in Denmark.

Figure 5.2.2: Important factors for accepting a job in Denmark



Question: What factors were the most important to you when accepting a job in Denmark?
 n = 1954
 Source: Oxford Research Survey 2020
 Note: Multiple answers, choose up to 3 categories

EXPATS IN EDUCATION AND MANUFACTURING IN PARTICULAR SEEK WORLD CLASS WORKPLACES

Another interesting finding is that respondents who work in education and manufacturing mention the ability “to work for a world class company/university/research team/organisation” as an important factor when accepting a job in Denmark, to a far greater extent than other groups.

Further data analysis shows that those with a Bachelor’s degree or higher, in particular, list job-related reasons as important factors when accepting a job in Denmark. Conversely, 35% of those with an education shorter than that required for a Bachelor’s degree¹⁸ mention a high salary as an important factor, which is a greater proportion compared to those with other educational backgrounds. This finding also emphasises the fact that there are differences in priorities when choosing a destination country across different expat groups (e.g. educational levels, country of origin, family situation and gender) and therefore also in the potential for attraction and retention initiatives.

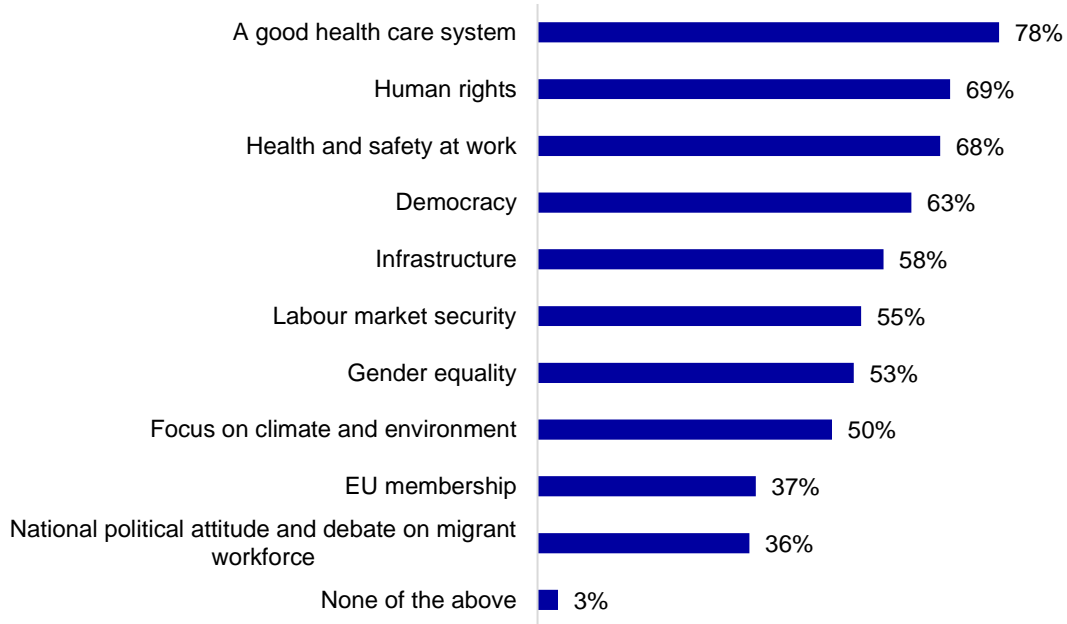
A WELL-FUNCTIONING HEALTH CARE SYSTEM, HUMAN RIGHTS AND DEMOCRACY ARE IMPORTANT WHEN EXPATS CHOOSE A COUNTRY IN WHICH TO LIVE AND WORK

When our respondents in Denmark chose a country to live and work in, they generally focused on moving to a well-functioning state. This implies a good healthcare system and dependable infrastructure, as well as fundamental democratic pillars such as human rights and democratic values and systems.

The data show that 67% of female expats view gender equality as an important factor, whereas this is important for just 46% of males. Generally, women prioritise more of the factors related to a well-functioning state – apart from dependable infrastructure, which more men than women regard as an important factor (60% compared to 55%).

¹⁸ Primary/elementary school, high school, vocational education and/or shorter practical/technical/occupational education.

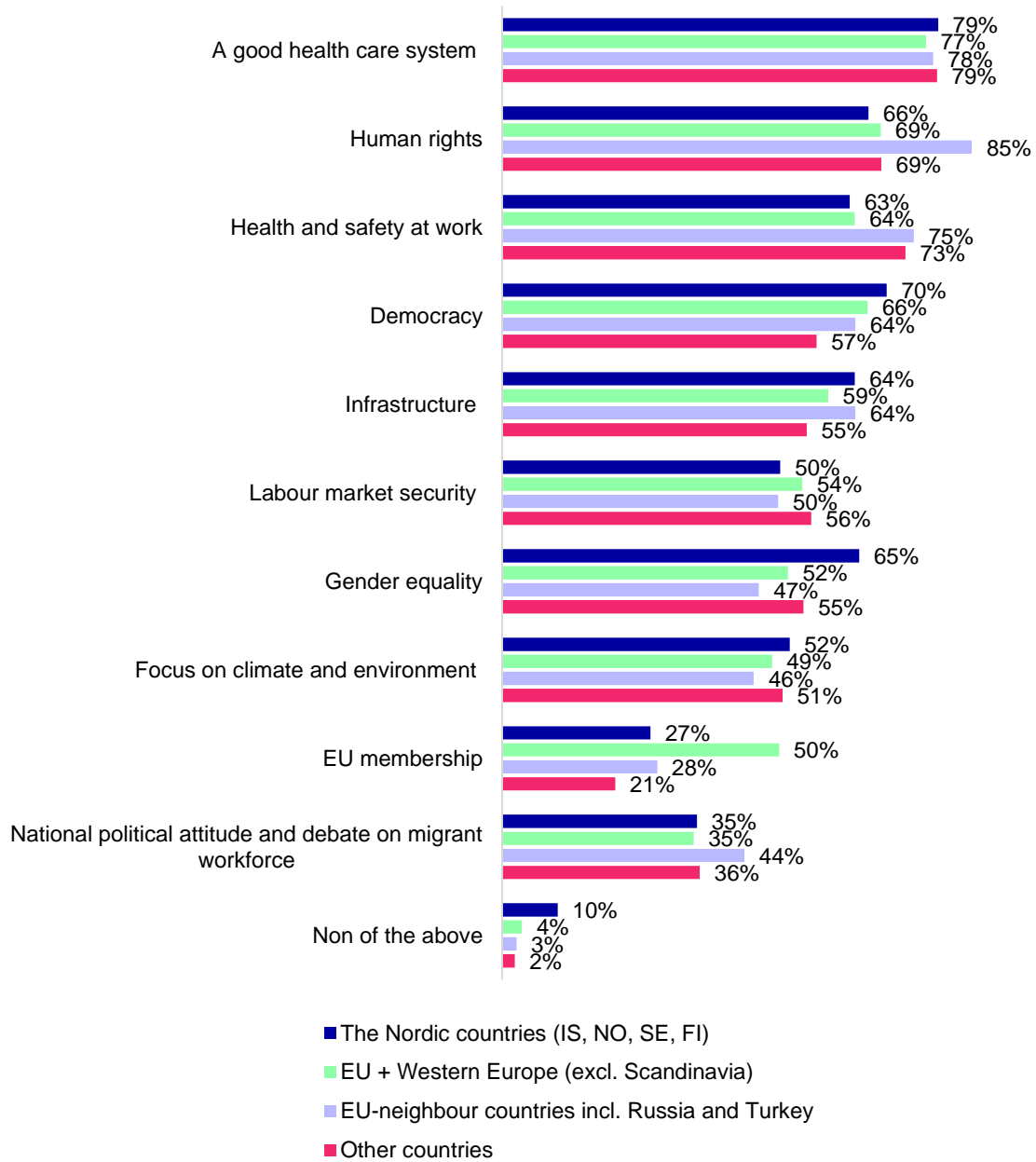
5.2.3: Important factors when choosing a country in which to live and work



Question: What factors were the most important for your choice of country to live and work
 n = 1954
 Source: Oxford Research Survey 2020
 Note: Multiple answers, choose up to 3 categories

As Figure 5.2.4 shows, human rights are an important factor for those coming from countries neighbouring Europe – including Russia, Turkey and Ukraine. Expats from outside the EU also consider healthcare and safety at work particularly important when choosing a country in which to work. For EU citizens, EU membership is also an important factor.

5.2.4: Important factors for choice of country to live and work in for expats



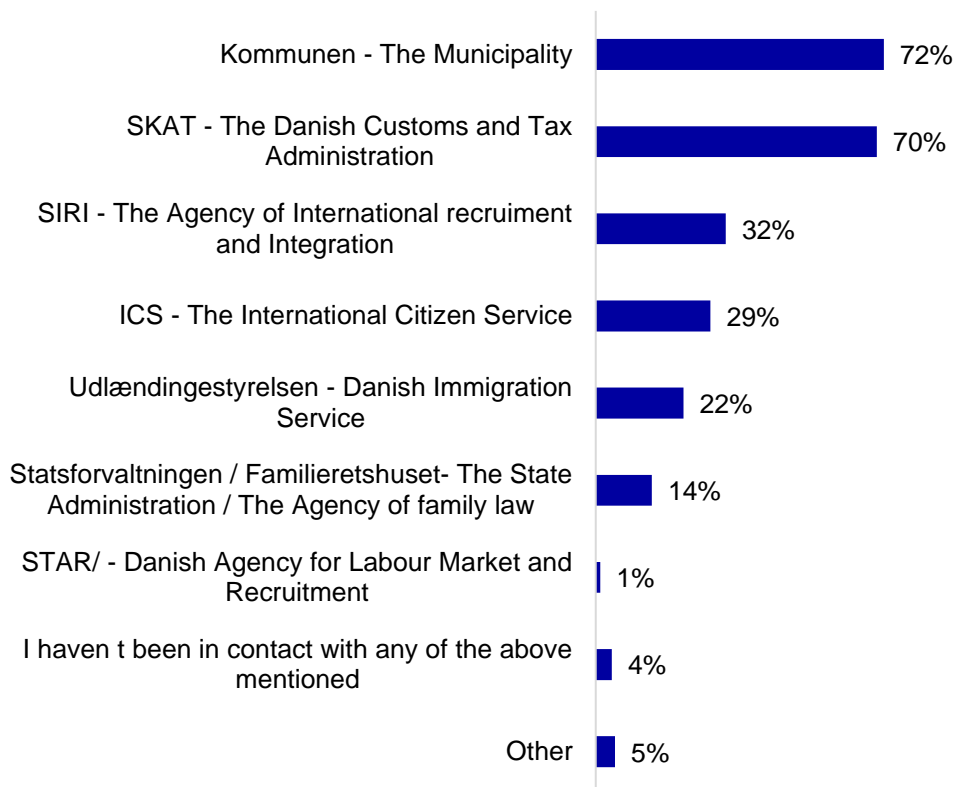
Question: What factors were the most important to you when accepting a job in Denmark?
 n =1954
 Source: Oxford Research Survey 2020
 Note: Multiple answers, choose up to 3 categories

5.3 WHICH PUBLIC SERVICES DO EXPATS USE UPON, AND AFTER, ARRIVAL IN DENMARK?

Upon arrival, more than 70% come in contact with their local authority as well as SKAT (the Danish Customs and Tax Administration). This is somewhat fewer than in the 2014 study, where around 80% had been in contact with these two bodies.

Approximately one in three respondents had been in contact either with the Agency of International Recruitment and Integration or with the International Citizen Service, while 22% had been in contact with the Immigration Service.

Figure 5.3.1: Which of the following authorities have you been in contact with upon arrival?

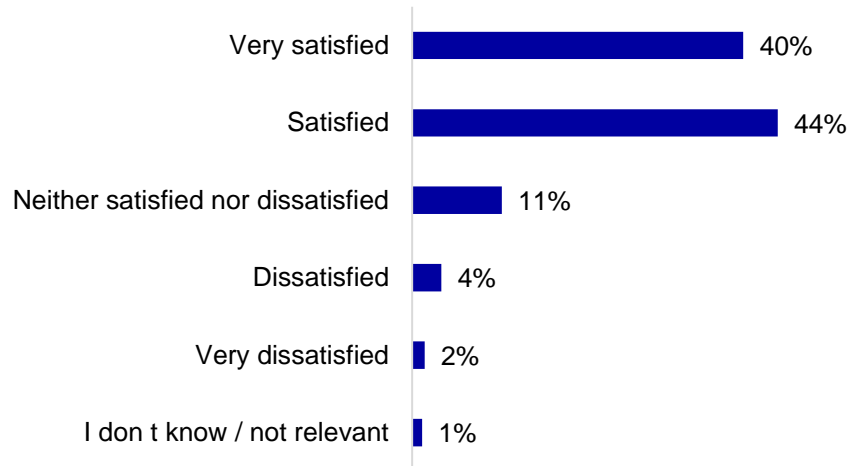


n=1951
 Source: Oxford Research Survey 2020
 Note: Don't know answers not included in Figure

HIGH OVERALL SATISFACTION WITH DANISH PUBLIC BODIES

Altogether, 84% of expats from outside the EU were satisfied, or very satisfied, with the services provided by Danish agencies when they were in the process of obtaining their residence and work permit. Even though the figures are not directly comparable, this still looks to be a substantial uplift in comparison with the 2014 survey, in which 70% gave the same answer.

Figure 5.3.2: How satisfied or dissatisfied are you with the services of the Danish authorities in the process of obtaining your residence and work permit?



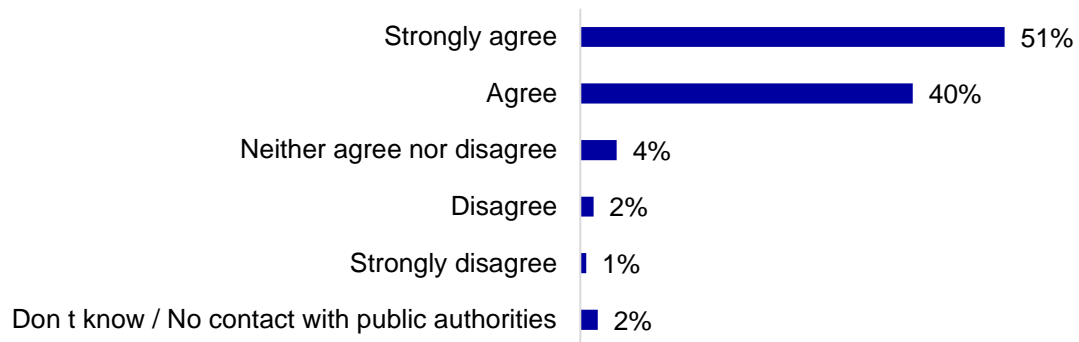
n=821

Source: Oxford Research Survey 2020

Note: Only the expats from countries outside the EU were asked the question

Looking more closely at the service level provided by the Danish authorities, our survey indicates high levels of overall satisfaction with proficiency in English among those working for public bodies. So 91% of all respondents either strongly agree with this, or at least agree that the Danish public authorities can communicate adequately in English. Comparing that with the 2014 Expat Study, this is a slight improvement. Back then, around 89% gave similar answers. For example, 51% strongly agree that Danish officials communicate well in English, compared to 46% in 2014.

Figure 5.3.3: Most public authorities I have been in contact with in Denmark can communicate in English



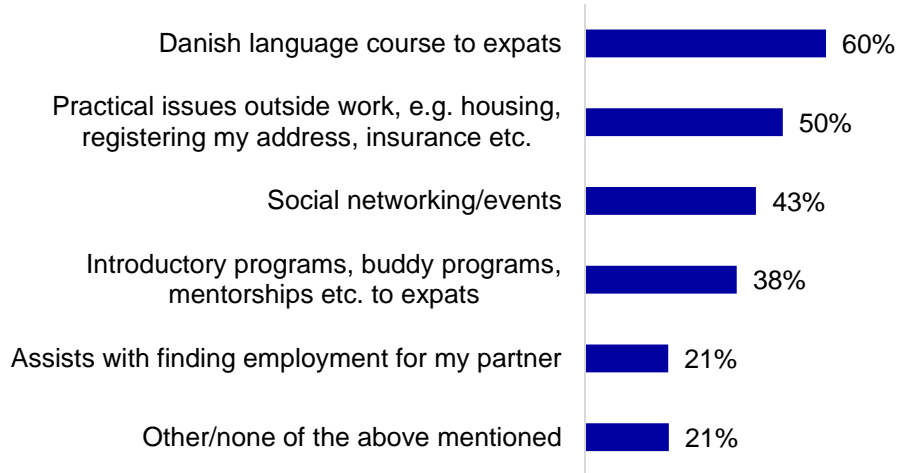
n=1954
Source: Oxford Research Survey 2020

EXPATS FIND IT IMPORTANT THAT WORKPLACES TO ASSIST THEM WITH LANGUAGE COURSES AND PRACTICAL ISSUES

Welcoming expats to Denmark requires more than just adequate public services. Another important aspect is integration into the workplace, as well as the workplace helping incomers adjust to life in their new country. Our survey shows that 60% of expats find it important that workplaces assist with, or offer, Danish language courses for them. The same factor was mentioned in the 2014 study, which also showed that Danish language courses were rated as important even in companies which used English as their corporate language. This is because a good deal of the internal communication is still in Danish.

Half of our respondents find it important that the workplace helps with the many practical issues that arise when moving from one country to another. Many also view it as important for the workplace to assist with different social and work-related integration activities, such as social networking and general onboarding activities such as introductory courses and mentoring programmes. One in five expats perceive it as important for the workplace to provide assistance to their partner to find employment. Even though only 21% regard this particular factor as important, further analysis shows that around the same proportion of respondents list better job opportunities for their spouse as a factor that might make them stay in Denmark longer. This finding is elaborated on in Chapter 8.

Figure 5.3.4: In which area(s) do you find it important that your work place offers to assist expats (tick all relevant categories)



n=1951

Source: Oxford Research Survey 2020

Note: Don't know answers not included in Figure

6. WORKING IN DENMARK

This chapter explores how expats perceive working in Denmark. Are they satisfied with their job, how do they find Danish work culture, and do they think that there are good career opportunities to be found here? In brief, the analysis finds that:

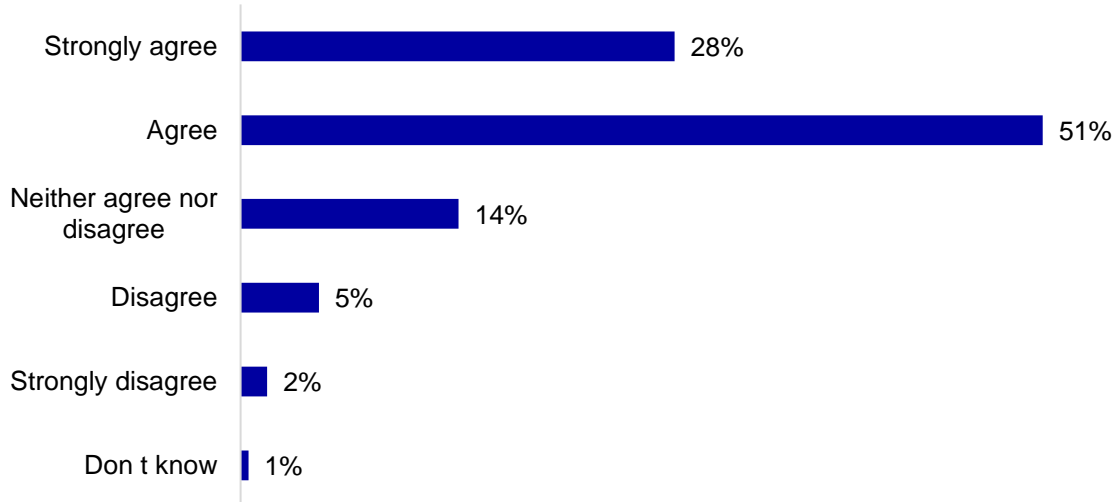
- Expats working in Denmark are generally satisfied with their jobs from a professional and personal point of view.
- They find the Danish work culture appealing. This is the case across both country groups and market sectors. Almost nine out of 10 are satisfied, or very satisfied, with their work conditions.
- 66% of the expats think that there are good career opportunities in Denmark. This is a slight improvement over the 2014 study.
- Incomers with fewer years of work experience tend to view career opportunities in Denmark as being better than those with 10+ years of work experience. Interestingly, expats with Bachelor's degrees are generally more sceptical about job opportunities in Denmark. This indicates that, compared with other countries like the UK and the US, the Danish labour market is still not geared towards employees who have only a Bachelor's degree.

The following section examines the statistics behind these sub-conclusions.

6.1 ARE EXPATS SATISFIED WITH THEIR JOBS?

Expats working in Denmark appear generally satisfied with their job from a personal and professional point of view. Data show that eight out of 10 expats agree, or agree strongly, with the statement, "I am satisfied with my job (personally and professionally)." A deeper look at the data shows a positive overall level of satisfaction among those working across market sectors, job functions, and company sizes. Only 7% of all respondents were not satisfied with their jobs.

Figure 6.1.1: I am satisfied with my job (personally and professionally)

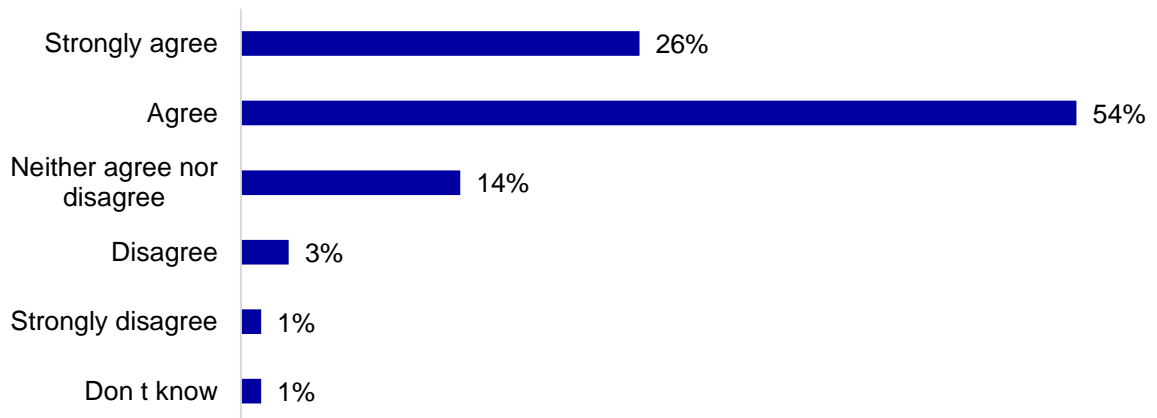


n=1954
Source: Oxford Research survey 2020

EXPATS FIND DANISH WORK CULTURE APPEALING AND AGREE THAT THEY ENJOY GOOD WORKING CONDITIONS

Most expats like the Danish way of working. So 80% agree, or strongly agree, with the statement, “I find Danish work culture appealing.” Only 4% disagree, or strongly disagree, with this statement. Further analysis shows that this is the case across both country and employment groups.

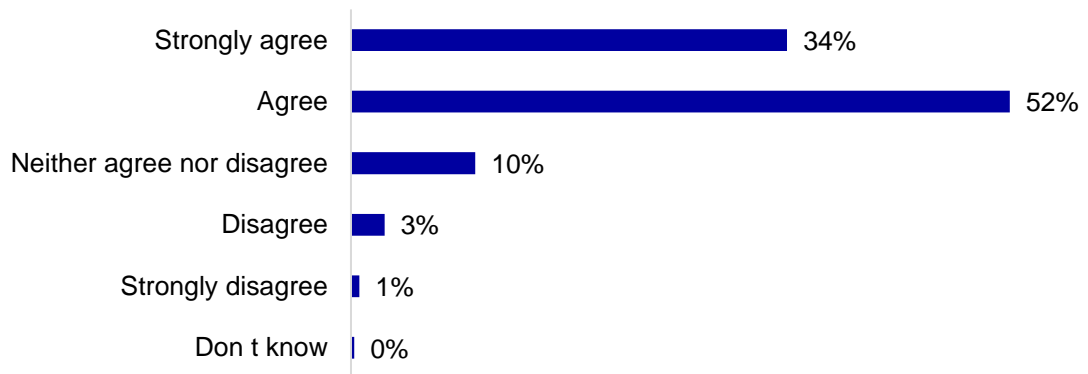
Figure 6.1.2: "I find Danish work culture appealing"



n=1954
Source: Oxford Research survey 2020

As shown below almost nine out of 10 respondents also view their work conditions as good. Only 4% are dissatisfied.

Figure 6.1.3: "My work conditions are good"



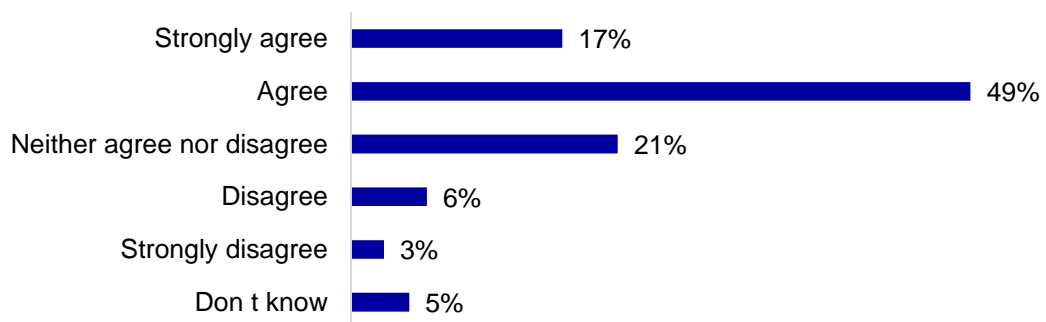
n=1954
Source: Oxford Research survey 2020

6.2 WHAT DO EXPATS THINK OF CAREER OPPORTUNITIES IN DENMARK?

Attracting talent to Denmark is one thing, but enticing them to stay is another important dimension of the expat question. Effective retention is about both the personal and professional dimensions of life. Regarding the latter, expats were asked what they think of career opportunities in the country.

Overall, 49% agree, and 17% strongly agree, that there are good career opportunities in Denmark. A further 9% disagree, or strongly disagree. Compared with the 2014 study, this is a slight improvement. It is important to note that Denmark has experienced positive economic growth in that same period, meaning that job opportunities have improved across the labour market. However, many surrounding countries (and the global market as a whole) have experienced similarly positive growth.

6.2.1: "There are good career opportunities in Denmark for expats"



n=1954
Source: Oxford Research survey 2020

EXPATS WITH LITTLE WORK EXPERIENCE TEND TO FIND CAREER OPPORTUNITIES BETTER – HOWEVER THIS IS NOT THE CASE FOR EXPATS WITH A BACHELOR’S DEGREE

When exploring how certain groups view career opportunities in Denmark, data show that those with up to five years of labour market experience, especially, are more positive towards job opportunities here. Conversely, 59% of expats with 10 to 20 years of work experience, and 56% with 20+ years of experience agree, or strongly agree, with this statement. Data also indicate that respondents with a Bachelor’s degree tend to have a more negative view of career opportunities in the country, compared to those with higher levels of education. Even though the differences are not enormous, this indicates that the Danish labour market is still not geared sufficiently towards employees with only a Bachelor’s degree, at least not in comparison with a number of other countries.

No significant correlations are found when examining career opportunities in specific industries.

7. LIVING IN DENMARK

This chapter looks at what expatriates think about living in Denmark from a personal point of view. That includes how they find general living conditions here. Do they enjoy living in the country, and do they feel welcome? The chapter also takes a closer look at social and family life and investigates how the respondents are taxed.

In brief, the findings are:

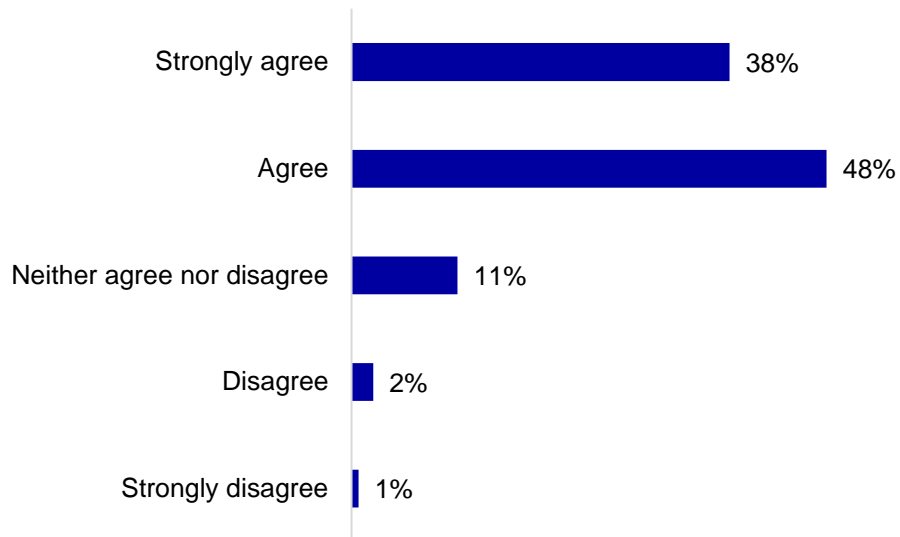
- Most expats enjoy living in Denmark. Almost nine out of 10 are happy, or very happy, with their life in the country, the same level as the 2014 study.
- The majority of the respondents feel welcome in Denmark and think that it is a good place to live, compared with their home country.
- 43% of all expats find it difficult to make friends in Denmark. And around one in five say that they think it is difficult to settle down here.
- In their spare time, most respondents are more prone to socialising with other expats. This is especially the case for those who do not speak any Danish.
- For many in our sample group, a large proportion of their social life revolves around the workplace, sports (as part of a local sporting community), or other activities in the local community. This is underlined by the finding that most had help from their colleagues or from their workplace when building a social network. However, over half say that they did not receive any assistance to build a network in their local community.
- Over half of our respondents do not speak Danish, or only know a few words. This is especially interesting, as many of them think that spoken Danish is important when trying to participate in social life outside work.
- 48% of respondents arrived in Denmark with their spouse/partner, or were joined by them later on. A further 14% already had their spouse living in Denmark upon arrival. Around one-third of those surveyed were single when they arrived.
- Approximately one-third of those in our study have children living in Denmark. Most of them have young children under the age of six (65%), while 45% have school-aged children. Almost two-thirds of these children attend Danish schools, the rest attend international schools.
- Three out of four expats are taxed according to the standard Danish tax regime. A further 15% are taxed according to the tax scheme for researchers and key employees. Most of the latter work in the public sector, in education and research.
- Most are satisfied with the balance between tax and public services. However, some find Danish living costs too high in relation to their take-home pay.

The data underlying these findings are presented in the sections below.

7.1 HOW DO EXPATS FIND LIVING IN DENMARK?

Without doubt, our respondents enjoy living in Denmark. Some 86% either agree, or strongly agree, that they enjoy being here, the same level of satisfaction as the 2014 survey. Taking a closer look at the data, we see that this high level of satisfaction concerning life in Denmark is found across all the country groups.

Figure 7.1.1: "I enjoy living in Denmark"



n =1954

Source: Oxford Research Survey 2020

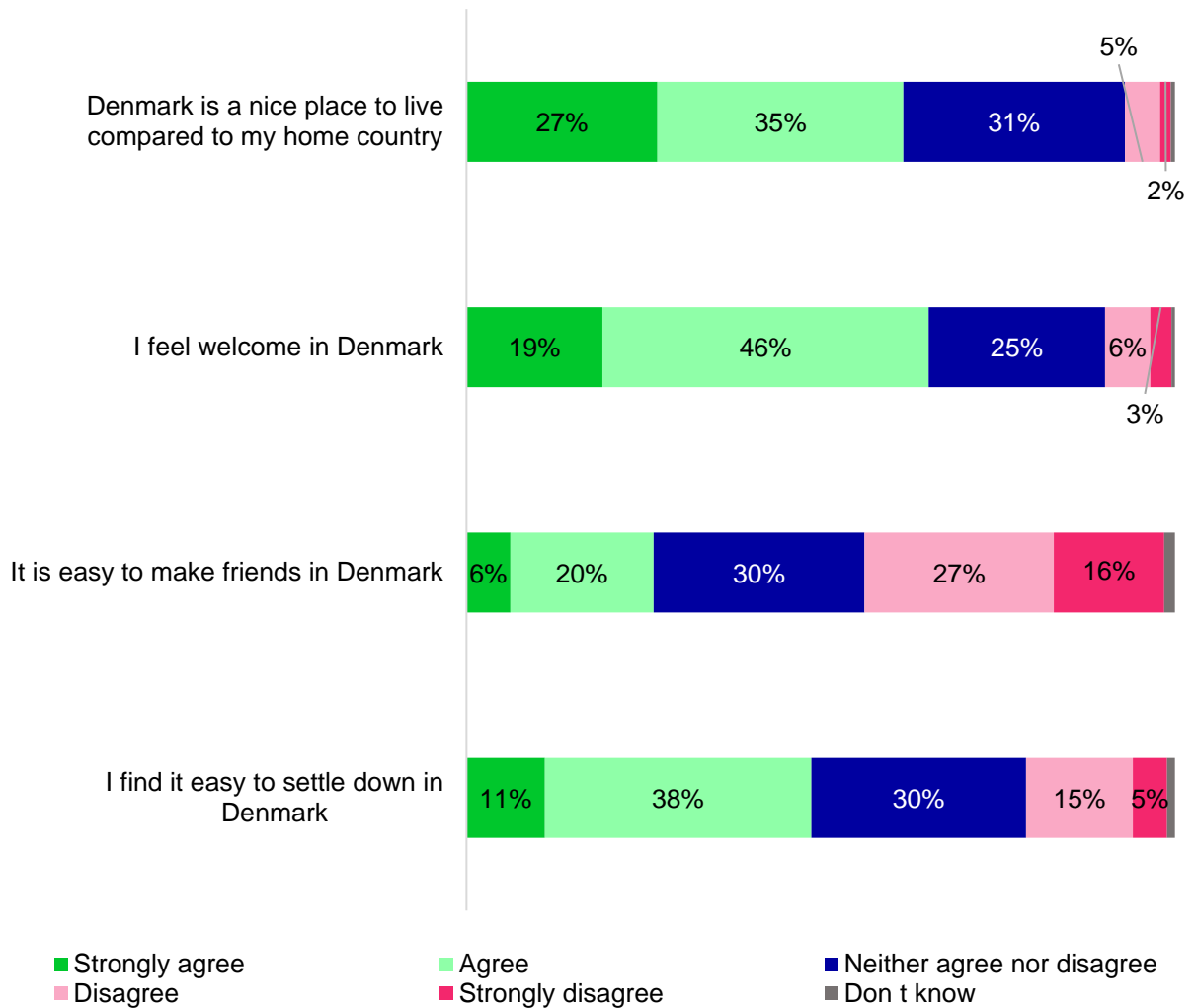
Note: "Don't know" answers not included in figure

EXPATS FROM ALL COUNTRY GROUPS FEEL WELCOME IN DENMARK, AND PARTICULARLY THOSE FROM OUTSIDE THE EU VIEW IT AS A GOOD PLACE TO LIVE

Figure 7.1.2 shows that two-thirds of our respondents think of Denmark as a good place to live, compared with their home countries. This is particularly the case among those from outside the EU. So 71% of expats from EU neighbour countries consider Denmark a good place to live, while 73% of those from other non-EU countries agree with this. Perhaps not surprisingly, most of those from other Nordic countries are neutral in regard to this question.

Our survey shows that 65% of respondents feel welcome in Denmark – with 46% agreeing, and 19% strongly agreeing, with this statement. Such a picture is seen across all country groups. However, arrivals from Nordic countries tend to feel a little more welcome than other groups. So, respectively, 53% and 21% agree, or strongly agree, with this statement.

Figure 7.1.2: To which extent do you agree or disagree with the following views



n=1954
Source: Oxford Research survey 2020

EXPATS FIND IT QUITE DIFFICULT TO MAKE FRIENDS IN DENMARK, AND A SMALL PORTION ALSO FIND IT DIFFICULT TO SETTLE IN THE COUNTRY

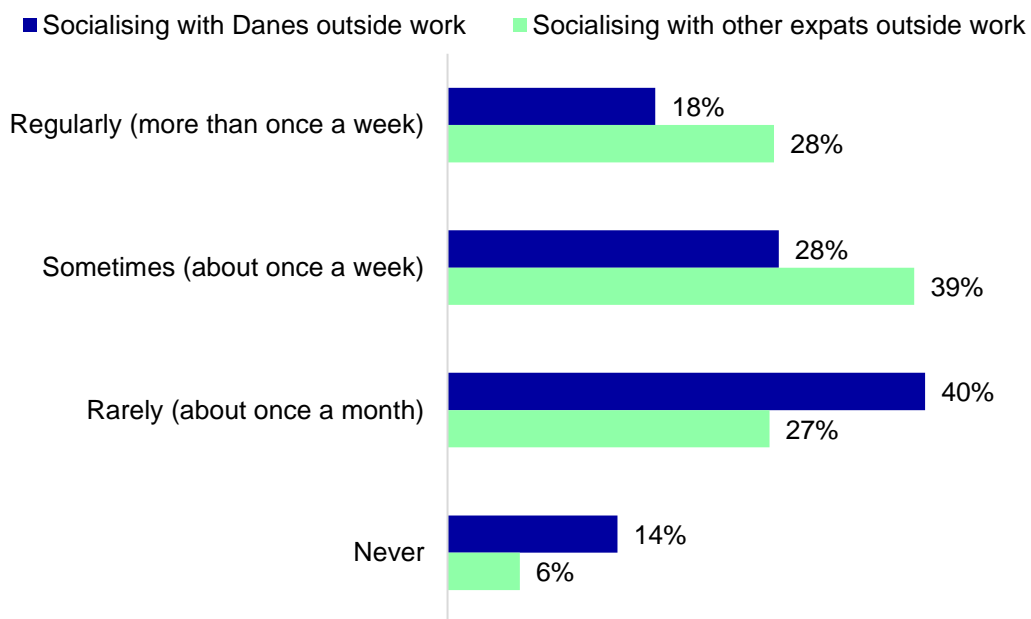
On a less positive note, quite a few respondents find it difficult to make friends in Denmark. Only 6% find it very easy, while close to half (43%) find it difficult, or very difficult, to make friends here. The data indicate that those from other Nordic countries find it a little easier. However, there are no significant differences across country groups, since they all seem to find it quite difficult to establish new friendships in Denmark. This fits the general notion arising from the 2014 Expat Study, which indicated that Danes can be perceived as being quite closed and reserved, and are therefore seen as difficult to make friends with.

Additionally, around one in five of our respondents found it difficult to settle in Denmark, whereas almost half are positive towards establishing themselves here. People from countries neighbouring the EU and the Nordic countries, especially, are generally more positive towards settling in Denmark than is the case for those from other country groups.

The following section further examines how expats socialise, as well as the extent to which speaking Danish is necessary in that regard.

7.2 HOW DO EXPATS IN DENMARK SOCIALISE? AND IS SPEAKING DANISH IMPORTANT IN THAT REGARD?

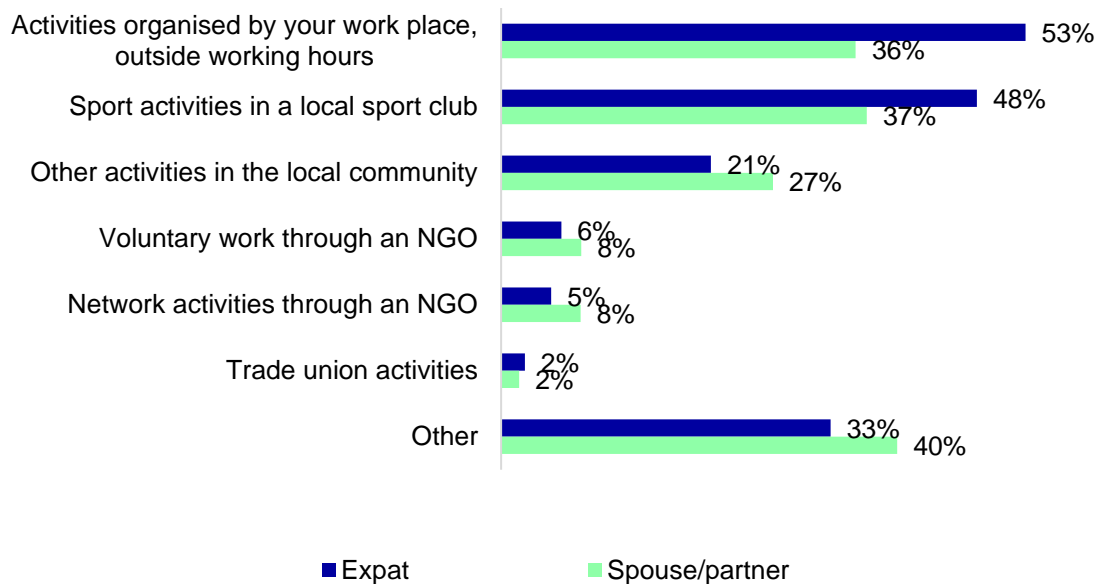
Taking a closer look at social life in Denmark, the data indicate that expats are more prone to socialise with other expats rather with Danes. Some 18% of them socialise with Danes regularly, compared to 28% with other expats. A further 28% socialise with Danes about once a week, compared to 39% with other expats. But 14% never socialise with Danes at all, while 6% do not socialise with other expats.



Question: How often do you socialise with Danes/other expats outside work?
n = 1954

When our respondents participate in planned social activities, they are mostly organised by people in their workplace, outside working hours – or else sporting activities in a local sports club. This is also the case for spouses/partners. However, many spouses (40%) participate in social activities other than the ones described in the Figure above, as well as activities in the local community.

Figure 7.2.2: Do you participate in social activities outside working hours?



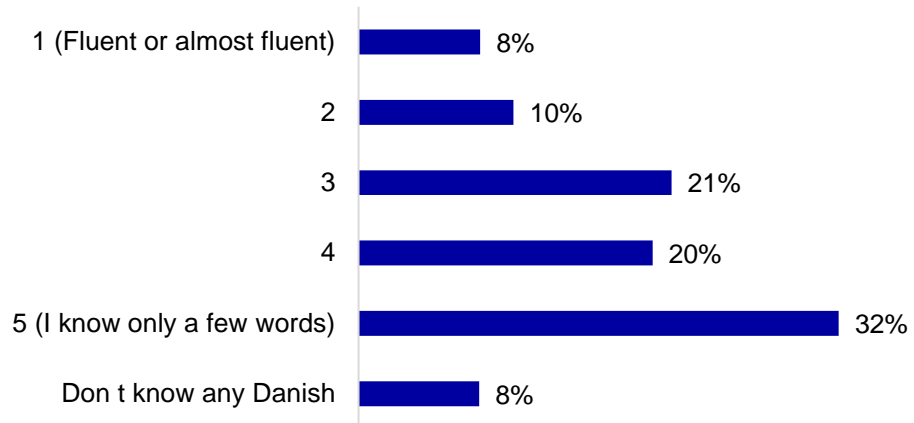
Question: How often do you socialise with Danes/other expats outside work?
 n = 1954
 Source: Oxford Research Survey 2020

MANY EXPATS DON'T SPEAK DANISH OR ONLY KNOW A FEW WORDS

As stated earlier in the report, previous expat studies found that a lot of informal socialising in and beyond the workplace in Denmark tends to be in Danish, even if the corporate language is not the local one. It is therefore also interesting to note how expats rate their fluency, as well as whether they find fluency in Danish important for working and living in the country.

Our survey shows that 40% of respondents either only know a few words of Danish, or else do not know any at all. A further 18% rate their spoken Danish as fluent, or close to fluent. All in all, our respondents are not overwhelmingly positive about their own spoken Danish.

Figure 7.2.3: How would you rate your spoken Danish language skills on a scale from 1 to 5?

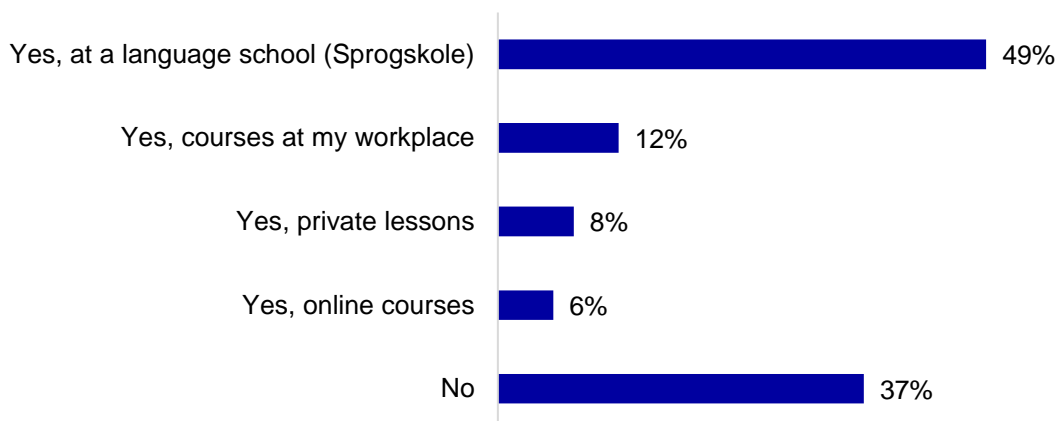


n=1954
Source: Oxford Research Survey 2020

MOST EXPATS ATTEND LANGUAGE SCHOOLS WHEN TRYING TO LEARN DANISH

Expats trying to learn Danish often attend language schools. Around 12% attend Danish lessons at their workplace, whereas 8% take private lessons. Online courses are the least utilised option when trying to learn the language, and 37% have never been enrolled on a course.

Figure 7.2.4: Are you or have you been enrolled in a Danish course?



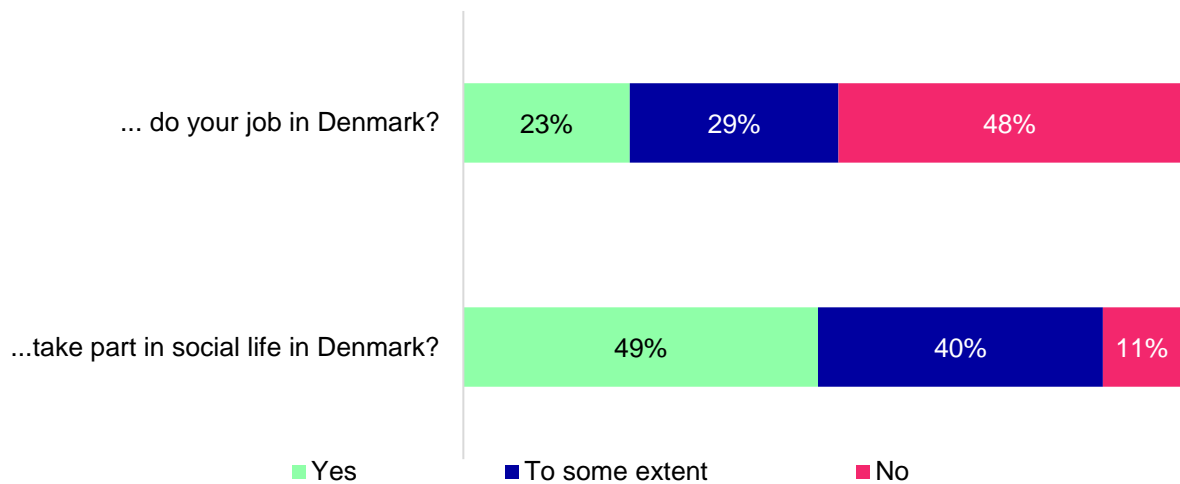
n =1953
Source: Oxford Research Survey 2020
Note: Don't know answers not included in figure

SPOKEN DANISH IS IMPORTANT IF EXPATS WANT TO TAKE PART IN SOCIAL LIFE

As described above, many of the respondents do not view their Danish language skills as fluent, or even close to fluent. When asking whether fluent Danish is important for working and living in the country, the survey found that almost half of those questioned did not think Danish necessary for their job. Some 23% found it necessary, and 52% believed some Danish was required in order to do their jobs.

However, when it comes to social life, most think that Danish is needed to take part fully in activities outside work. Only 11% of those surveyed do not find it necessary to speak Danish in order to take part in social life in the country.

Figure 7.2.5: Do you find it necessary to speak Danish in order to:



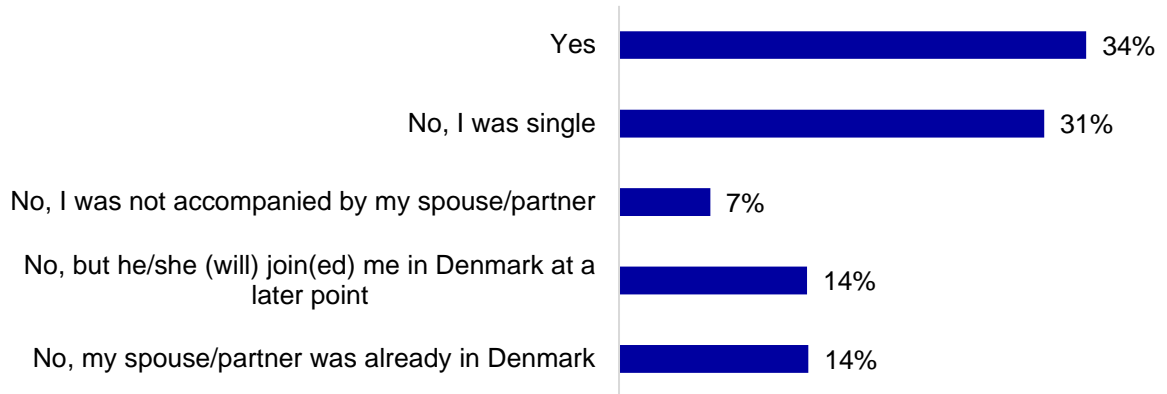
n=1954
Source: Oxford Research survey 2020

This is confirmed by deeper analysis of the data, which show a significant correlation between how often incomers socialise with Danes outside work, and their perceived level of spoken Danish. For example, 34% of those who speak the language fluently socialise with Danes more than once week.

7.3 FAMILY LIFE AMONG EXPATS

A third of all expats bring their spouse/partner with them when they move to Denmark. Another 14% are joined by their spouse/partner later on. In addition, 14% already have their spouse/partner living in the country before arriving there. Another 31% are single when they arrive.

Figure 7.3.1: Were you accompanied by a spouse/partner when you arrived in Denmark?



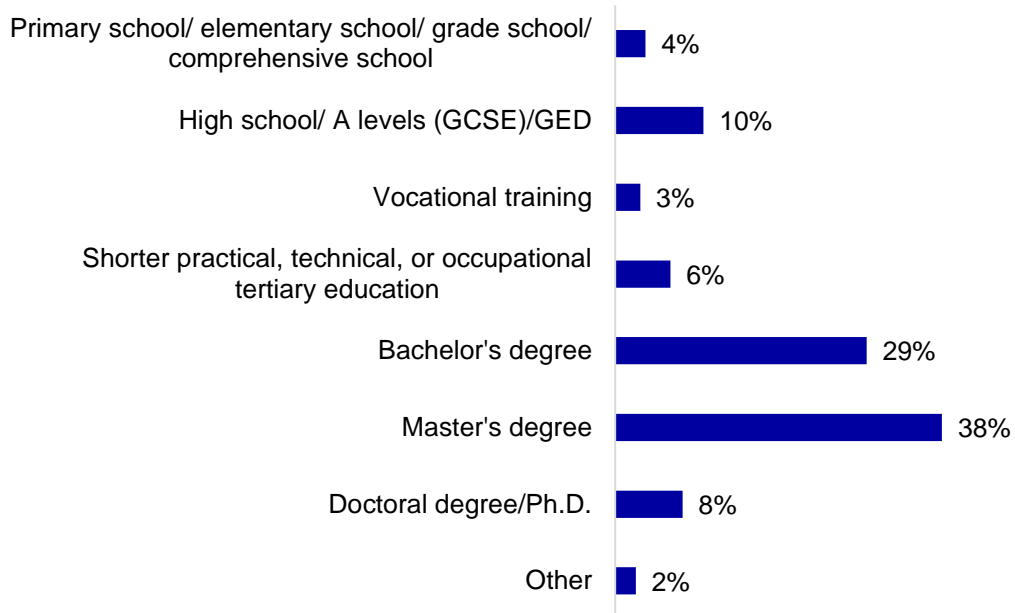
n=1954
Source: Oxford Research Survey 2020

Most expats have spouses/partners who come from the same country as themselves (59%), while 24% have Danish spouses or partners, and 17% have partners/spouses from countries other than their home one.

MOST SPOUSES AND PARTNERS ARE HIGHLY EDUCATED

The spouses and partners of expats are generally highly-educated. So 38% have a Master’s degree, while 8% have a PhD or Doctoral degree. Additionally, 29% have a Bachelor’s degree. The educational level among their spouses/partners is depicted in Figure 7.3.2, below.

Figure 7.3.2: Educational levels across spouses/partners



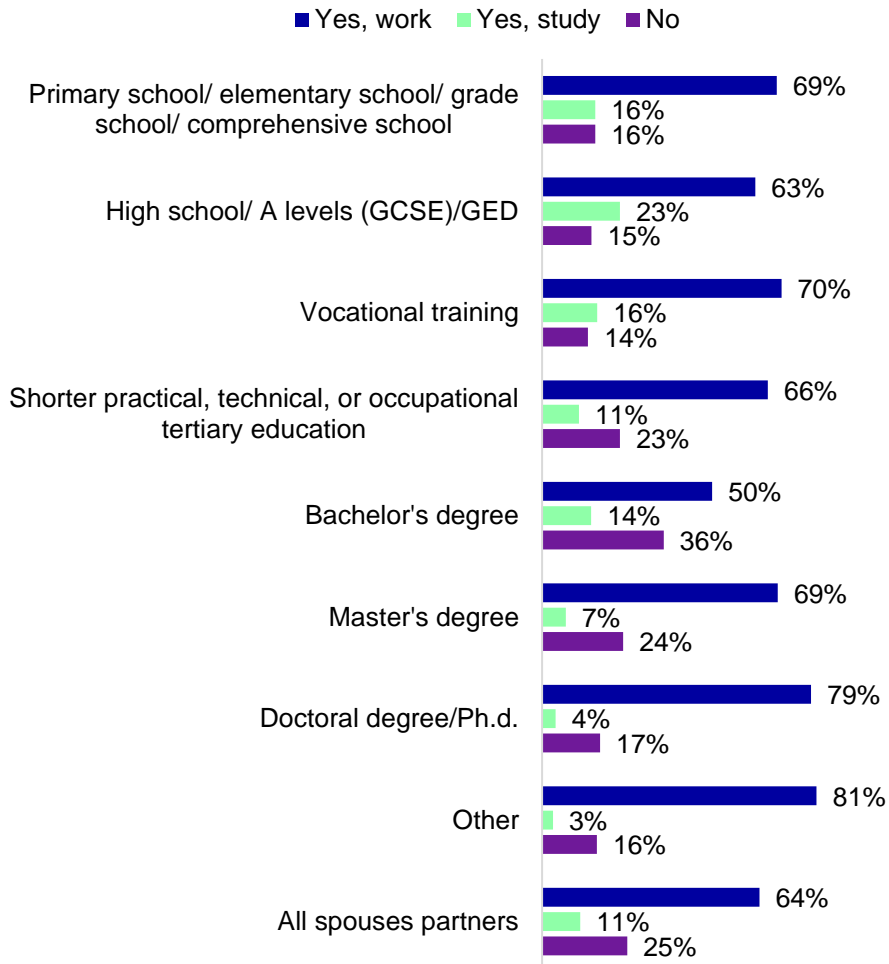
n=1290

Source: Oxford Research Survey 2020

Note: Only expats with spouses/partners in Denmark were asked the question

It is interesting to compare educational levels among spouses and partners of expats with their labour market attachment. As shown in Figure 7.3.3, our analysis finds that spouses/partners with Master's degrees or PhDs generally have a high degree of labour market attachment, compared to the average level across the total spouse/partner population. Data also indicate that partners/spouses with a Bachelor's degree as their highest level of educational attainment have a lower labour market attachment than other groups. This contributes to the proposition that a Danish employment market for Bachelor's degrees is still in its early, formative phase.

Figure 7.3.3: Labour market attachment across educational level of spouses/partners



Questions: "What is the highest level of education your spouse/partner has completed" X "Does your spouse/partner work or study in Denmark?"

n=1290

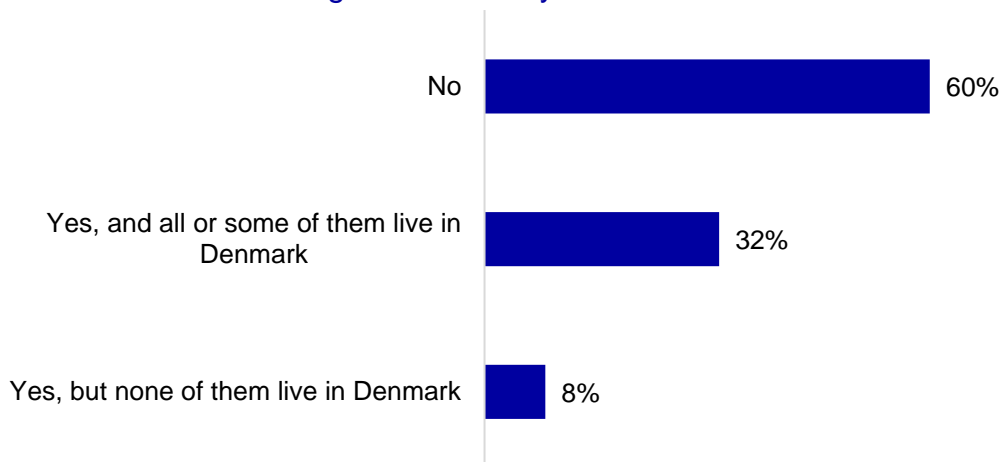
Source: Oxford Research Survey 2020

Note: Only expats with spouses/partners in Denmark were asked the question

AROUND ONE-THIRD OF EXPATS HAVE CHILDREN LIVING IN DENMARK

While 60% of respondents do not have children, 32% either live with some or all of their children in the country. A further 8% have children but they do not live in Denmark.

Figure 7.3.4: Do you have children?



n = 1951

Source: Oxford Research Survey 2020

Note: "Don't know" answers not included in figure

MANY EXPATS HAVE YOUNG CHILDREN AND MOST SCHOOL-AGED EXPAT CHILDREN ATTEND DANISH SCHOOLS

Our study shows that 65% of expat families with children living in Denmark have kids under the age of six, while 45% of families have children aged between six and 17. A further 8% of them have children older than 18 living here. 69% of children under six attend day-care, while 31% do not. Overall, 98% of all school-aged children in the expat families surveyed attend school in Denmark.

In our sample, 63% of the school-aged children attend Danish schools, while 37% attend international schools. This is the same pattern as the 2014 study, which also indicated that those who use the Danish school system usually either have a Danish partner or else plan on staying in Denmark for more than five years, or permanently.

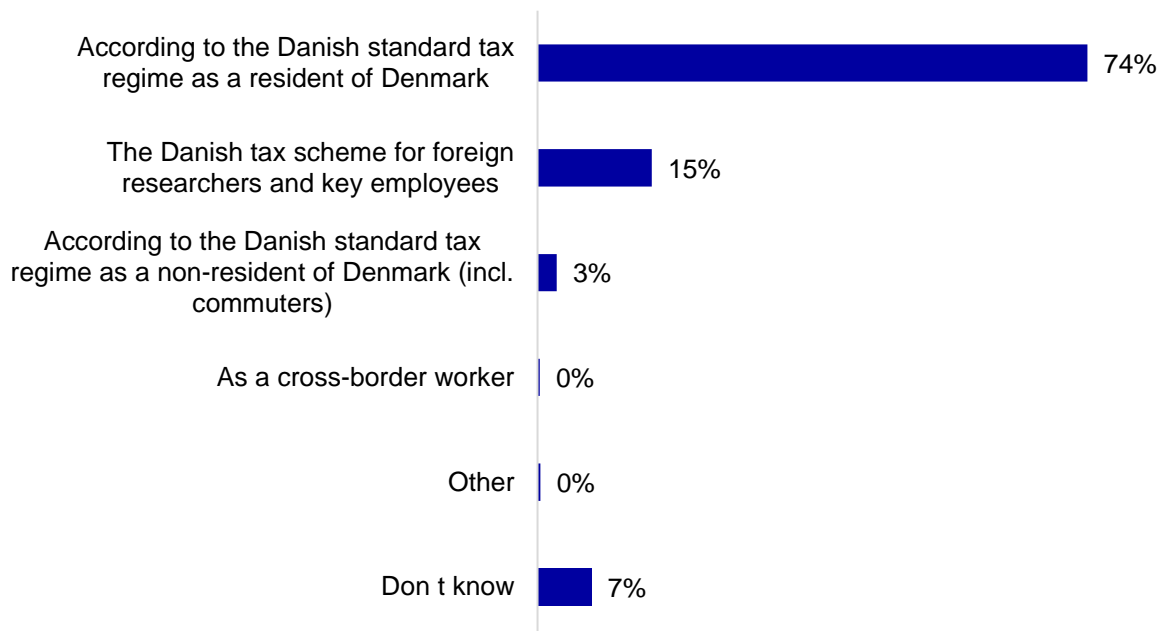
When asked which type of school our respondents would prefer for their children living in Denmark, if they could choose freely, 50% opted for a Danish school and 24% for an international school, while the rest state that they do not know, or that it depends on the situation. There is a significant correlation between what kind of school expat children attend and what type of school they would prefer for their children. In the short-term, the data show that most respondents have children in international schools (if that is what they want).

7.4 HOW ARE EXPATS TAXED IN DENMARK? AND IS TAXATION IMPORTANT FOR ACCEPTING A JOB IN THE COUNTRY?

It is well known that Denmark is generally a high-tax country, and therefore the balance of perception between tax levels and the level of public services is interesting. The following section takes a closer look at how expats are taxed in Denmark, and whether they are satisfied with the balance between the tax and service provision, and with their general standard of living.

Around three in four respondents are taxed according to the standard Danish tax regime, while 14% are taxed according to tax scheme designed for foreign researchers and key employees, as seen below. In 2019, this meant a total tax rate of 32.84% of gross salary for researchers and expats, with an average income higher than DKK 68,100/month for the whole year – compared to around 55% under the ordinary tax system for up to seven years¹⁹. A more detailed look at the data shows that it is mostly expats (37%) in the public sector (e.g. education and research) who are taxed under the scheme for foreign researchers and key employees.

Figure 7.4.1: How are you taxed in Denmark?



n =1954

Source: Oxford Research Survey 2020

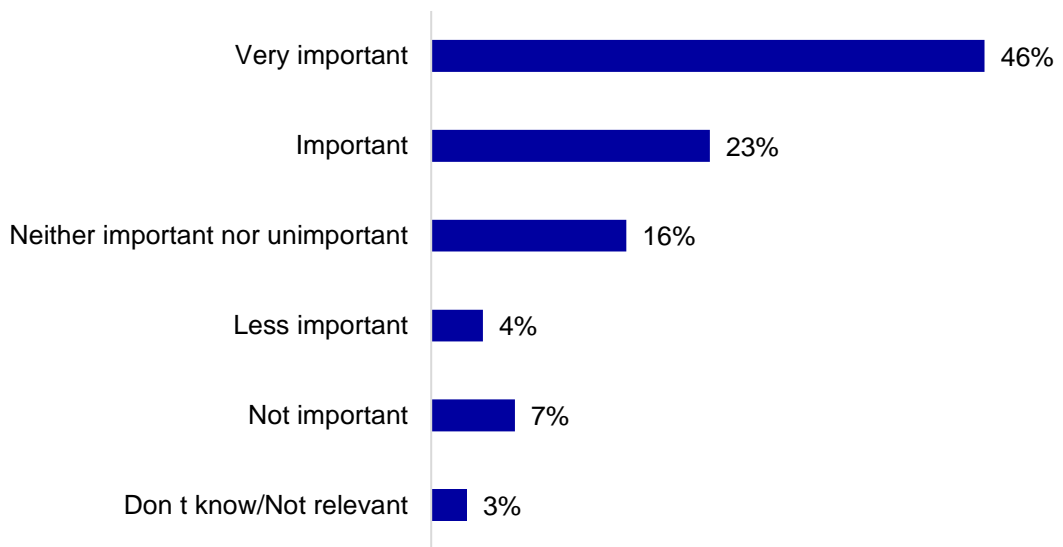
Note: "According to the tax rules in my home country" is not included due to too few answers

¹⁹ skat.dk/skat.aspx?oid=2234885

REDUCED TAXATION IS IMPORTANT FOR MANY EXPATS WHEN ACCEPTING A JOB IN DENMARK

Data also indicate that a reduction in tax was important for many before they were willing to accept a job in Denmark. Some 46% found it very important, while another 23% described reduced taxation as important before making a decision about a job. Only around 10% did not find lower taxation important when deciding to accept their job.

7.4.2: How important was the reduced taxation for accepting the job in Denmark?



n =301

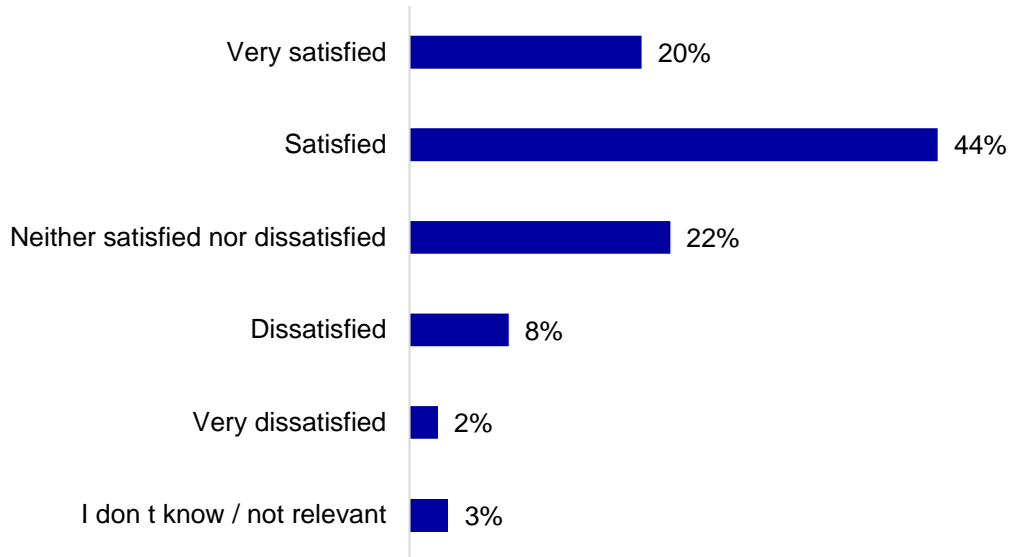
Source: Oxford Research Survey 2020

Note: Only respondents on foreign researchers and key employees tax scheme were asked this question

MOST EXPATS ARE SATISFIED WITH THE BALANCE BETWEEN TAX AND SERVICES – HOWEVER SOME FIND LIVING COSTS TOO HIGH

Generally, expats are satisfied with the balance between tax and services, e.g. healthcare and schools. In all, 66% are satisfied, or very satisfied, while only 10% are dissatisfied. This is the same picture as the 2014 study.

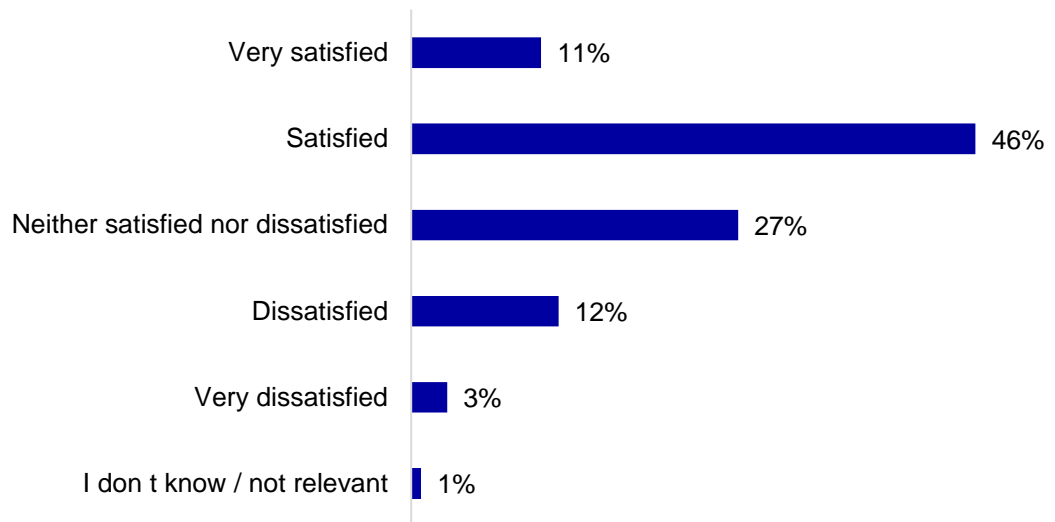
Figure 7.4.3: How satisfied or dissatisfied are you with the balance between the benefits you may receive and the tax you pay?



Question: How satisfied or dissatisfied are you with the balance between the benefits you may receive (e.g. health care and education) and the tax you pay?
n = 1954
Source: Oxford Research Survey 2020

Interestingly, more expats have a negative perception of the cost of living in Denmark than the balance between tax and services, with 15% dissatisfied, or very dissatisfied, with overall living costs. Nevertheless, most are satisfied with the balance between income and living costs, with 46% satisfied and 11% very satisfied.

Figure 7.4.4: How satisfied are you with the balance between living costs in Denmark and your personal income after tax is paid?



n = 1954

Source: Oxford Research Survey 2020

8. RETENTION OF EXPATS

The aim of this chapter is to explore whether the expats in our survey plan to stay for a longer or shorter period of time in Denmark than originally planned, and what factors contribute to their decision. In brief, the analysis finds that:

- 39% of expats coming to Denmark plan to stay permanently. Almost half plan to stay for as long as they originally planned, and 44% plan to extend their stay.
- The main reason for respondents to prolong their stay in the country is that they and their family/partner are happy with life here, and with their job. Correspondingly, the most common reasons for cutting short a stay in Denmark is unhappiness in the same fields.
- It is not possible to identify a single, common reason either for happiness or unhappiness among those in our survey – the data indicates that the many different factors involved are interrelated (e.g. social life, job satisfaction and satisfaction with the Danish system overall).
- The data does indicate that expats who do not socialise with Danes outside of work are more likely to leave the country earlier than planned.
- When asked what might make them stay longer, around half of respondents point towards better Danish language skills (51%) and a better social life (45%). Some 49% wish for better career opportunities.

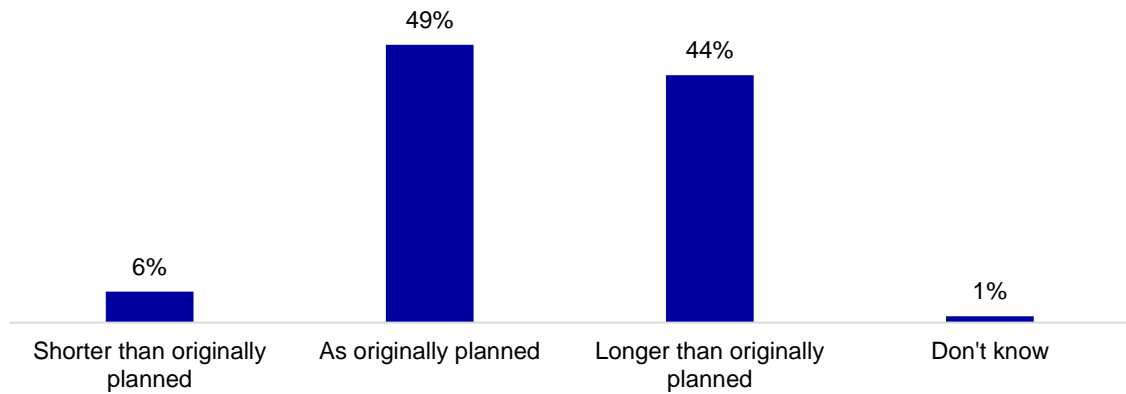
The following section examines the statistics behind these sub-conclusions.

8.1 HOW LONG DO EXPATS STAY?

Overall, our respondents planned to stay for a considerable time in Denmark. Only 4% of them said that they planned to stay for less than a year, 10% planned to stay one to three years, 16% planned to stay three to five years, and 11% planned to stay more than five years (but not permanently). A further 39% planned to stay permanently in Denmark, and almost one in five answered that they did not know how long they were going to stay.

In the survey, we asked respondents to forecast whether their current stay in Denmark would be for as long as originally planned, shorter, or longer (Figure 8.1). Almost half – 44% – foresaw that they would stay longer than originally planned. Only 6% have decided to stay for a shorter time than they originally thought. About half, some 49%, foresee sticking to their original plan.

Figure 8.1.1.: Do you foresee your current stay in Denmark to be:



Question: Do you foresee your current stay in Denmark to be:

n =1954

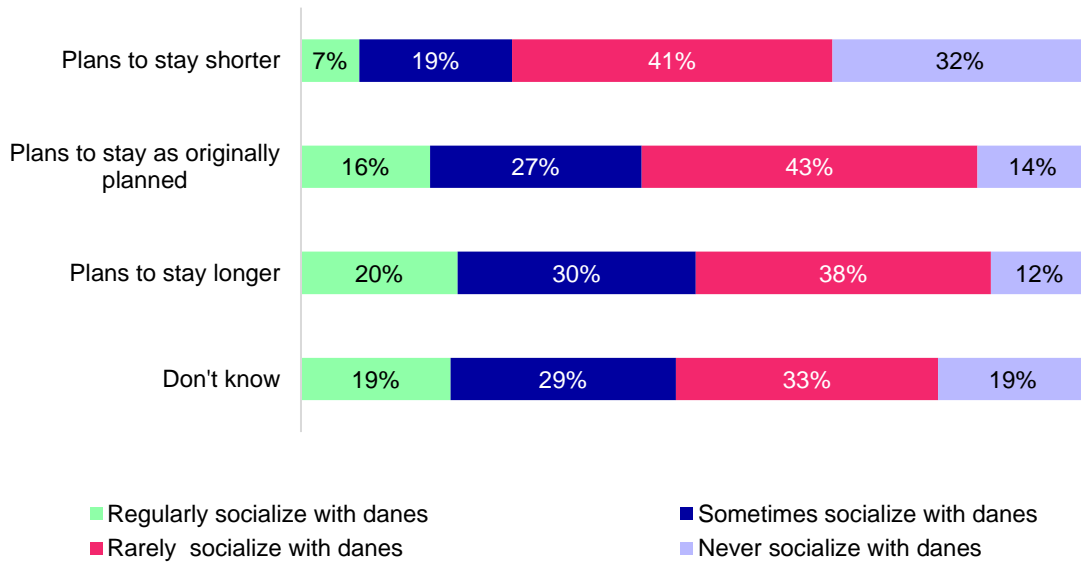
Source: Oxford Research Survey 2020

Further analysis reveals possible patterns in who prolongs their stay and who cuts it short. There is no statistically significant relation between planning to stay shorter/longer and either education, job function, sector, industry, or size of company. Neither does the variable have a significant relation to Danish language skills or the basis for residence defined by citizenship. Looking at particular job positions, there is a slight tendency for a larger proportion of respondents in managerial positions to foresee their stay being shorter than planned (8%). We also note that a larger proportion of PhD students tend to prolong their stay (47%).

Looking at the expats’ personal lives, analysis reveals that those arriving with their spouse/partner more often stay for the time they had planned (54%), and frequently they end up staying longer (39%). This is in contrast to those who are single upon arrival, who more often stay longer (53%). A larger proportion of respondents with children – regardless of whether they live with them in Denmark or not – expect to stay for a shorter time than originally planned (7-11%). For expats with no children, the opposite is true – 48% planned to stay longer. Those aged 40+ more often stay as originally planned (59%) or leave earlier (8%), whereas those under 40 more often stay longer (47%). This points to a tendency for expats with family ties (spouse/partner and children) not to prolong their stay in the country as often as those without family ties. The data cannot demonstrate whether respondents return to their home country, or whether they travel to another country for a different job opportunity. The highlighted differences are statistically significant.

Taking a deeper look into the respondents’ motivations for leaving earlier, our analysis finds that those planning to stay for a shorter period socialise significantly less with Danes outside work than other expats. There is no significant connection between how often the respondents socialise with other expats outside work, and whether they plan to stay for a longer/shorter period in the country. This indicates that socialising with Danes, and not just other expats, can be an important factor in decisions by respondents not to cut short their planned stay.

8.1.2.: Expats who do not socialise with Danes are more likely to cut short their stay in Denmark

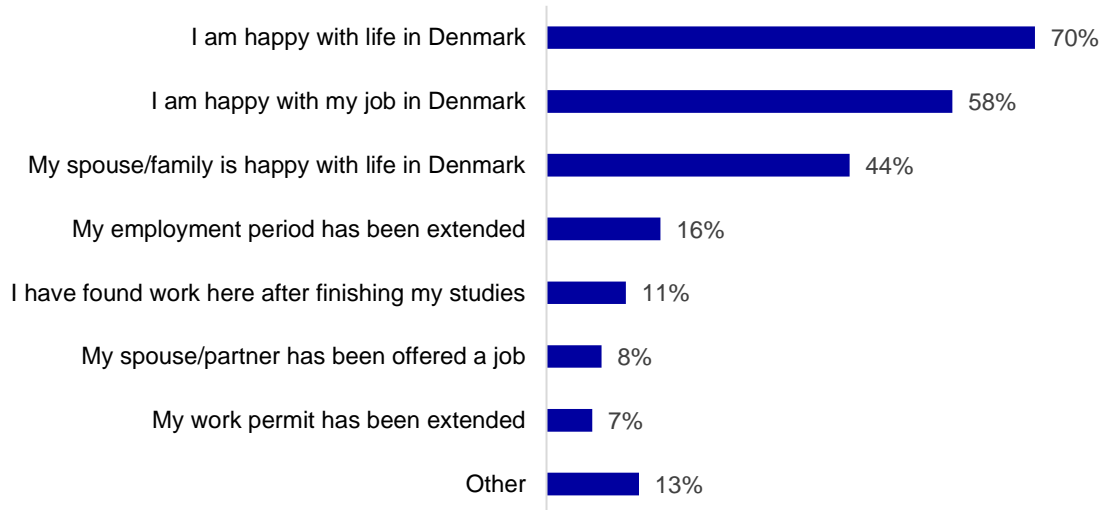


Question: Do you foresee your current stay in Denmark to be: and How often do you socialize with Danes outside work?
 n = 1954
 Source: Oxford Research Survey 2020
 Multiple choice

FACTORS THAT MAKE EXPATS STAY LONGER

As part of the study, respondents who expect to stay in Denmark for longer than they originally planned were able to express their reasons. More than two in three are planning to stay longer, because they are happy with their lives in Denmark (70%). More than half also say that they are planning to stay longer because they are happy in their job (58%). A large proportion (44%) also express the intention of staying longer because their partner/family is happy with life in Denmark.

Figure 8.1.3.: Why are you planning to stay longer?



Question: Why are you planning to stay longer?
 n = 860, who plans to stay longer
 Source: Oxford Research Survey 2020
 Multiple choice

We also looked at patterns among those who say that they are planning to stay longer because they are happy with their job in Denmark. This analysis shows that a larger proportion of respondents in management, professionals, technicians and associate professionals, clerical support workers, and service and sales workers (62-69%), are planning to stay longer in Denmark because they are content in their work. This counts for only 40-47% of craft and related trade workers, plant and machine operators and assemblers, and expats in lower-skilled occupations. These differences are statistically significant. But there is no significant relation between being happy with your job and the industry or sector in which you work.

Summing up figure 8.2 shows, that most expats who plan to stay longer than they originally envisaged in Denmark, plan to do so because they are happy in the country: i.e. content with both their life in general and with their job. And, for a large proportion, their family is happy too. The three variables have small significant positive correlations with almost every positive statement it is possible to make in the survey (i.e. satisfied with job, socialising with other expats and Danes, a good perceived balance between tax and services, finding Danish work culture appealing, and so on). But even so, there are no strong correlations²⁰. This indicates that there is no single explanation which can be applied to all who plan to stay longer than they originally thought because they and their family are happy overall with life in Denmark. Instead, different factors are important to different expats and their families.

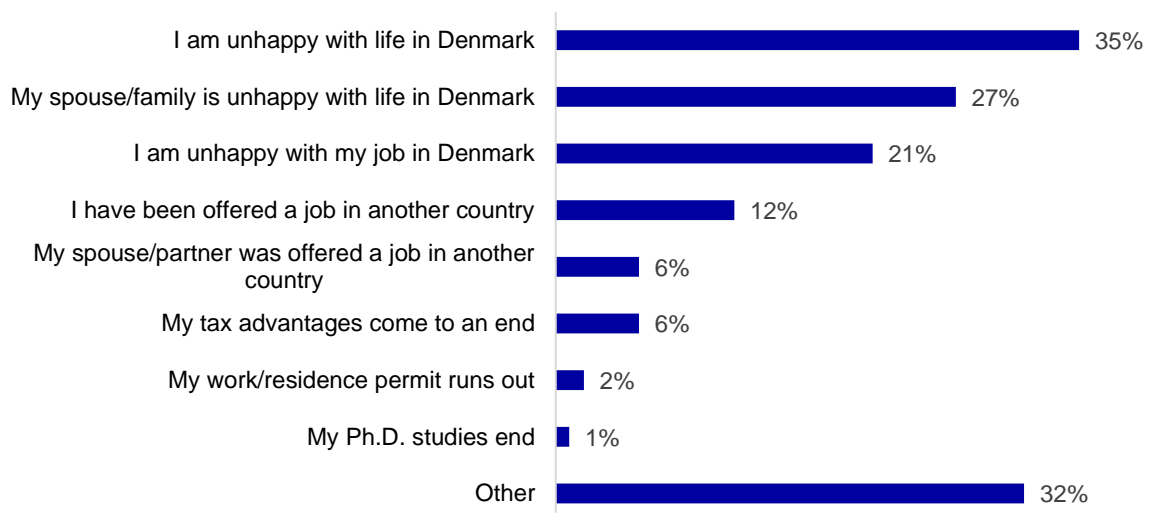
²⁰ Note: In terms of methodology, we tested whether the two responses correlated e.g. 'I am happy with my life' (dependent) and 'I socialise with other expats outside work' (independent). This was done by using Pearson's correlation coefficient (r), which ranges from -1 to 1, where 1 indicates a 100 % positive correlation between two variables, and vice versa. Weak positive correlations are defined as positive correlations between 0.2 and 0.5; moderate and strong positive correlations are correlations above, respectively, 0.5 and 0.7.

FACTORS THAT MAKE EXPATS LEAVE EARLIER

Those respondents who have decided to leave Denmark earlier than planned were also asked to elaborate. They were able to pick as many categories as they wanted. Figure 8.3 reveals that it is the same three main factors which make some stay longer that also encourage others to leave earlier if they are construed negatively. 35% of expats leaving earlier than they planned intend to do so because they are unhappy with life in Denmark, 27% because their partner/spouse is unhappy, and 21% because they are not happy with their job in Denmark.

Relatively few respondents indicated that they plan to leave earlier than they originally intended because their tax advantages have come to an end (6%), because their work/residence permit will run out (2%) or because their PhD studies are ending (1%).

8.1.4.: Why are you planning til leave Denmark earlier than originally planned?



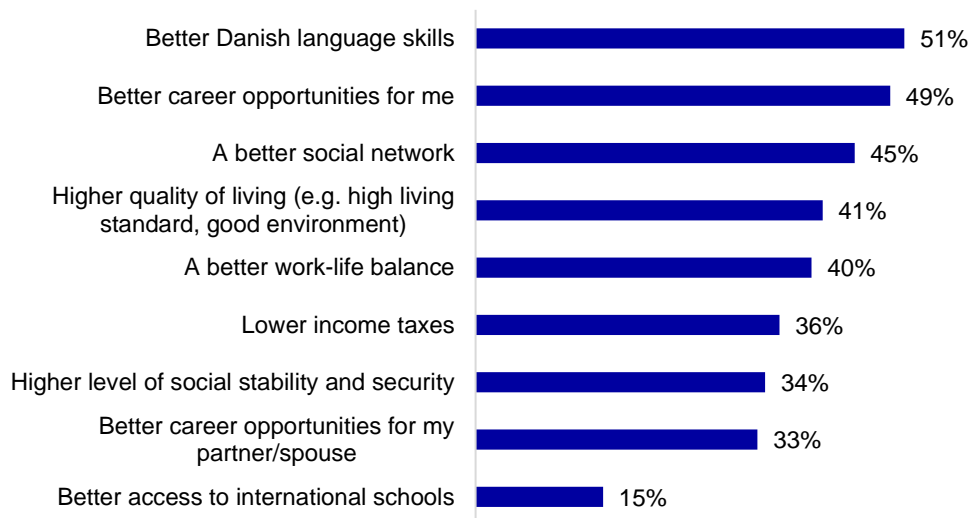
Question: Why are you planning til leave Denmark earlier than originally planned?
 n = 108, who plans to leave earlier
 Source: Oxford Research Survey 2020
 Multiple choice

When investigating why respondents and their families are unhappy with their life and their job in Denmark, the analysis again identifies no strong, significant correlations – but many different, weaker correlations with expressions of dissatisfaction in other questions on the survey (e.g. ones where the respondent does not find Danish work culture appealing, is dissatisfied with services in Denmark when applying for a residence and work permit, does not feel welcome in Denmark, finds it hard to make friends, is dissatisfied with the balance of taxes and benefits, and generally finds it hard to settle). It is important to re-emphasise that these correlations are not strong, so again different families have different motives for feeling unhappy in Denmark and therefore deciding to leave early.

8.2 WHAT COULD MAKE EXPATS STAY LONGER?

Respondents were asked what, regardless of their previous answers, might make them stay longer in Denmark. They could choose as many categories as they wished. Just over half of them said that better Danish language skills could encourage them to stay longer. This is remarkable, since earlier analysis has shown that self-evaluated Danish language skills are not linked with whether people plan to stay for shorter or longer periods. Language (or lack of it) could, however, be perceived as a barrier to making Danish friends, which links with the motivation to stay. By extension, 45% say that they would stay longer if they had a better social network. Almost half, 49%, also say that they would stay longer if they had better career opportunities in Denmark.

8.2.1.: Regardless of your previous answers, what could make you stay longer



Question: Regardless of your previous answers, what might make you stay longer
 n =1954
 Source: Oxford Research Survey 2020
 Multiple choice

Taking a closer look at these numbers, our analysis shows that it is not the same factors which would influence all types of expats to stay longer.

For example, there are significant differences in which factors might make the respondents stay longer when we look at the different work functions they have. While craft and related trade workers, and those with elementary occupations to a higher extend wishes for better work/life balance and a higher quality of living, the expats who are managers, professionals, technicians and associate professionals tend to want a better social life.

We also looked at the main characteristics of those who plan to leave Denmark earlier than envisaged. The only factor where they are over-represented is wishing for a better social network. On the other hand, fewer of them want improved Danish language skills, higher quality of living ,and a better work/life balance.

Interestingly, significantly more women than men would stay longer if they had better career opportunities; whereas significantly more men would stay longer if their spouse/partner had better career opportunities. This could be because a larger proportion of female respondents move to Denmark to work because their male spouse/partner has been offered a good job. This indicates that there could be potential for retaining expats by increasing the focus on finding relevant jobs for their spouses.

9. METHODOLOGY OF THE EXPAT STUDY 2020

This chapter describes the methodology used for the Expat Study 2020. In general, the quality of data in this study is better than previous surveys in this field. This is due to the creation of a population through Statistics Denmark, and the ability to combine survey data with data from registers.

9.1 POPULATION

The expat population has been defined – in this study – as foreign citizens working and living in Denmark, who arrived after 1 July 2015. The population analysed is therefore delimited as:

- Foreign citizens employed in Denmark
- Income level of minimum DKK 30,000 per month in Q3 2019
- Minimum 20 years old
- Arrived in Denmark after 1st July 2015.

There is no criterion for educational level.

From the entire population of approximately 41,516 expatriates, a random sample of 6,600 was chosen for inclusion in the questionnaire survey. They were invited via e-boks, with a unique link to the web-based questionnaire. The questionnaire was open from 10 February to 10 March 2020, with two reminders sent out during that period.

The total number of respondents was 1,954, when those not fitting the criteria were excluded. The response rate was 30%. For all statistical analysis, we used a confidence interval of 95%. With a population of 41,516 expats and an analysis sample of 1,954 the margin of error is just 2%.

REPRESENTATIVENESS OF THE STUDY

The distribution of the expats in the population and the analysis sample has been tested for representativeness against a range of background variables. The variations between the sample for analysis and the population as a whole are statistically significant in relation to gender, age, income, and work function. This means that some subgroups are respectively over- and under-represented in the study. The following tables show the variations, and the degree of over/under representation.

Table 9.1 shows the differences between the population and the sample for analysis in relation to gender, age and country of origin. It indicates that variations between the population and the sample for analysis are small. However, it is relevant to point out that expats from ‘other countries’ are overrepresented by 7 pct. points, whereas those from EU and western Europe (excluding The Nordic countries) are underrepresented by 5 pct. points

TABLE 9.1	Population	Sample for analysis	Difference, % point
GENDER			
Male	70%	66%	-4%
Female	30%	34%	4%
AGE			
Under 22	2%	1%	-1%
Aged 22-29	31%	28%	-3%
Aged 30-34	27%	30%	3%
Aged 35-39	18%	22%	4%
Aged 40-44	10%	10%	0%
Aged 45-49	6%	5%	-1%
Aged 50+	6%	6%	0%
COUNTRY OF ORIGIN			
Nordic countries (IS, NO, SE, FI)	8%	6%	-2%
EU + western Europe (excl. Nordic countries)	57%	52%	-5%
EU neighbouring countries	6%	6%	0%
Other countries	30%	36%	7%

Source: Register data from Statistics Denmark, N= 41,516; n=1954. Not all columns add up to 100 due to rounding up or down. Not all columns of difference amount to 0 for the same reason.

Table 9.2 shows differences in the distribution of income levels, industries and work functions among expats in the population and those in the sample for analysis. Again, most variations are relatively small. Most importantly, the table indicates that professionals are over-represented in the sample for analysis by 17 pct. points, whereas those who are craft and related trade workers, plant and machine operators, and assemblers and in lower-skilled occupations are under-represented. Looking at which industries the respondents work in, it is noted that those in the construction industry are under-represented by 5pct. points, whereas and people working in public administration, education and health are over-represented by 5pct. points.

TABLE 9.2	Population	Sample for analysis	Difference, % point
INCOME			
DKK 30,000-39,999	32%	33%	1%
DKK 40,000-49,999	23%	27%	4%
DKK 50,000-59,999	12%	13%	1%
DKK 60,000-69,999	8%	7%	-1%
DKK 70,000-79,999	6%	5%	-1%
DKK 80,000-89,999	4%	4%	0%
DKK 90,000-99,999	3%	2%	-1%
DKK 100,000 or above	12%	8%	-3%
INDUSTRY			
Agriculture, forestry and fishing	4%	2%	-2%
Manufacturing, mining, quarrying	20%	20%	1%
Construction	8%	3%	-5%

Trade and transport etc.	18%	18%	-1%
Information and communications	10%	12%	3%
Finance and insurance	3%	4%	1%
Real estate	0%	0%	0%
Other business services	21%	21%	0%
Public admin., education, health	14%	19%	5%
Arts, entertainment and other services	2%	2%	0%

WORK FUNCTION

Military work	0%	0%	0%
Managers	3%	4%	1%
Professionals	40%	57%	17%
Technicians and associate professionals	8%	10%	2%
Clerical support workers	6%	5%	-1%
Service and sales workers	5%	5%	0%
Skilled agricultural, forestry and fishery workers	0%	0%	0%
Craft and related trade workers	9%	3%	-6%
Plant and machine operators, and assemblers	7%	4%	-4%
Elementary occupation	22%	13%	-9%

Source: Register data from Statistics Denmark, Income: N= 41,516, n=1954; industry: N=40,762, n=1,934; Work function: N= 24,753, n= 1244. Not all columns add up to 100 due to rounding up or down. Not all columns of differences amount to 0 following for the same reason.

Table 9.3. shows that most respondents live in the Capital Region of Denmark. It also indicates that those from the Capital Region are over-represented in the sample for analysis by 7%.

TABLE 9.3	Population	Sample for analysis	Difference,% point
Northern Jutland	7%	5%	-1%
Central Jutland	19%	17%	-3%
South Denmark	16%	15%	-2%
Capital Region	51%	58%	7%
Zealand	7%	6%	-1%

Source: Register data from Statistics Denmark: N= 41,516, n= 2.112, in this table n is all of the expats who answered the survey, also the ones excluded because they did not meet the criteria. Not all columns add up to 100 following due to rounding up and down. Not all columns of differences amount to 0 for the same reason.

In conclusion, there are some differences between the distribution of the population of expatriates defined for this study (c.f. Chapter 9.1) and the sample used in the analysis, due to people dropping out. This is especially evident in the over-representation of professionals. However, overall, we do not think that these differences have distorted the results to any worrisome degree. The differences are, however, important to bear in mind when reading the results.

9.2 SURVEY DATA IN COMBINATION WITH DATA FROM REGISTERS

The questions in the survey included themes such as working life, social life and factors regarding retention.

The survey for 2020 was mostly similar to the one conducted in 2014. The data from the survey was combined with background information from national registers, including information on expats' income levels, type of industry, job functions, etc.

9.3 STATISTICAL ANALYSES

Statistical analyses were performed in SPSS. Before any analysis was conducted, the data and variables included were tested for missing values and outliers. In terms of methodology, frequency tables, cross-tables including a chi-square test and p-value, and correlations analysis with Pearson's correlation coefficient (r) and p-value were used to conduct this analysis.

For the purposes of our analysis, a wide range of potential relationships between variables was also tested. For all statistical analysis, we used a confidence interval of 95 %. Only statistically significant relationships are reported in the figures. Non-significant links are only reported when this constitutes a noteworthy point in itself (e.g. there is no significant relationship between prolonging/shortening a respondent's stay in Denmark and country of origin).

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