



International  
Labour  
Organization



# Working in Denmark

Pre-departure Information for Filipino and Indian Migrant Health Workers Bound for Denmark





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## Pre-departure Information for Filipino and Indian Migrant Health Workers Bound for Denmark



Public Services International  
Internationale des Services Publics  
Internacional de Servicios Públicos  
Internationale der Öffentlichen Dienste  
Internationell Facklig Organisation för Offentliga Tjänst  
國際公務勞運







## ABOUT PUBLIC SERVICES INTERNATIONAL

Public Services International (PSI) is a global trade union federation representing 20 million working women and men who deliver vital public services in 150 countries. PSI champions human rights, advocates for social justice and promotes universal access to quality public services. PSI works with the United Nations system and in partnership with labour, civil society and other organizations.

PSI runs a Migration Programme through partnerships with its affiliated public service trade unions worldwide in defending the human and trade union rights of migrant workers while promoting equality, access to justice and quality public services for all. Visit [www.world-psi.org](http://www.world-psi.org).

Public Services International, BP 9, F-01211 Ferney-Voltaire Cedex, France.

Tel: +33 (0)4 50 40 64 64

Fax: +33 (0)4 50 40 73 20

Email: [psi@world-psi.org](mailto:psi@world-psi.org)



## HOW TO USE THIS MATERIAL

This pre-departure booklet contains basic information about several topics to help Indian and Filipino health workers who are bound to work in Denmark. It seeks to empower health workers to make informed decisions and raise awareness of the issues related to health labour migration and ethical recruitment. This guide does not provide detailed information or advice but indicates the areas requiring further research and reflection by the individual.

In instances where the information is complex or likely to change, links to useful websites have been included. Individuals should use this material as a guide only and ensure the veracity and relevance of any information as much as possible.

As circumstances change, information will also change. It is therefore expected that this booklet will be regularly updated to reflect current realities.

This publication has been produced with the assistance of the European Union (EU). The contents of this publication are the sole responsibility of PSI, consultant to the International Labour Organization (ILO), and can in no way be taken to reflect the views of the EU.



## INTRODUCTION

Many migrant workers have unrealistic expectations and insufficient information about recruitment procedures, employment and living conditions abroad, labour laws, workers' rights in countries of destination and social costs of migration. This lack of information on migration has placed a staggering number of migrant workers in vulnerable and risky economic and social situations. The availability and accessibility of adequate and up-to-date information is therefore crucial for individuals to make informed decisions and avoid fraudulent practices and other pitfalls in the migration process.

This pre-departure booklet is part of a series of migration information materials developed for Indian and Filipino health workers under the ILO's *Decent Work Across Borders (DWAB)*<sup>1</sup> project. The project seeks to facilitate an approach to migration that benefits the migrant workers, the source and destination countries within a rights-based framework for labour migration management. The migration information materials seek to address information needs of migrant health workers at all the stages of migration -- from pre-decision to return and reintegration. This booklet focuses on information needed by workers who have already made a decision to migrate to Denmark for work.

<sup>1</sup> [http://www.ilo.org/manila/info/public/pr/WCMS\\_173607/lang-en/index.htm](http://www.ilo.org/manila/info/public/pr/WCMS_173607/lang-en/index.htm)

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## Denmark, India and the Philippines at a Glance

			
	<b>INDIA</b>	<b>PHILIPPINES</b>	<b>DENMARK</b>
Population	1,220,800,359	105,720,644	5,627,235
Total Females	587,236,392	52,776,483	2,834,956
Total Males	633,563,967	52,944,161	2,792,279
Median Age	26.7 years old	23 years old	40.5 years old
Land Area	3,287,260 square kilometres	300,000 square kilometres	42,915.7 square kilometres
Coastline	7,000 miles	36,289 miles	4,544 miles
Language	Hindi	Filipino/English	Danish
Currency	Indian Rupee (INR)	Philippine Peso (PHP)	Danish Krone (DKK or kr)
Capital City	New Delhi	Manila	Copenhagen (København)
Largest City	Mumbai	Quezon City	Copenhagen (København)
Time Zone	UTC +5:30	UTC +08	UTC +1
Calling Code	+91	+63	+ 45
Literacy Rate	62.8%	95.4%	99%
Fertility Rate	3 child(ren) per woman	3 child(ren) per woman	1.73 child(ren) per woman
GDP	\$4.76 trillion	\$431 billion	\$314.9 billion
GDP Per Capita	\$3,900	\$4,100	\$56,326
Unemployment Rate	8.5%	7%	5.6%
Type of Government	Constitutional, Federal (Federation), Republic	Constitutional, Presidential, Republic	Unitary Parliamentary Constitutional Monarchy
Drinking Age	18, Prohibited in some states	18, prohibited 2-5 days before an election	18 (alcohol of max 16.5% can be bought in stores from 16 years)



## General Pre-Departure Information

### General Information About Denmark

#### Brief History

Denmark, officially known as Kongeriget Danmark (the Kingdom of Denmark), is one of the oldest states in Europe and the oldest kingdom in the world. The Kingdom has two autonomous constituent countries in the North Atlantic Ocean, the Faroe Islands and Greenland.

The word “Denmark” has origins dating back to the Viking age, and was carved on the famous Jelling Stone from around 900 AD. Between the 13th and 18th centuries, Denmark was known to be a superpower, holding colonial possessions in different places. At its height the Danish colonial empire spanned four continents (Europe, North America, Asia and Africa), with an area estimated at 3,000,000 square kilometers. Today, the current size and influence of Denmark is the result of hundreds of years of lost battles and forced relinquishments of land.

After the European Revolution of 1848, Denmark became a constitutional monarchy and a two-chamber parliament was established. Denmark

remained neutral during the First World War and was occupied by Germany during the Second World War.

During the 1930s, the Danish welfare state was established by social democrats who pushed for social and labour market reforms. Central to the welfare state is the public sector, which includes health. The vast majority of the Danish health service is public. Only about 1 per cent of all nursing care and treatment is delivered by private hospitals.

It may be a small country, but Denmark has transformed into a highly prosperous nation with a very high literacy rate. The country is frequently ranked as the happiest country in the world and is known for its high level of income equality and social mobility. It also has one of the world's highest per capita incomes.

## Geography

Denmark is a rather small Scandinavian country in Northern Europe. The Danish capital is Copenhagen (København), which is located in the eastern part of the country. Copenhagen is connected to Malmö in southern Sweden by a bridge. Denmark covers a total of 43,094 square kilometers comprising the peninsula of Jutland (which shares a land border with Germany), the Danish archipelago of 407 islands, and 7,314 kilometres of coastline. The country is characterized by flat, arable land and sandy coasts with a few gently rolling plains. The country's natural resources include natural gas, petroleum, fish, salt, stone, limestone, gravel and sand.

## Weather

The climate in Denmark is moderated by the warm Gulf Stream and is therefore milder than its neighboring Scandinavian countries. This makes winters relatively more tolerable and summers quite pleasant. Generally, the weather is cold and the chill factor can make it even colder as Denmark is a windy country. Spring begins in March, summer in May, autumn in September and winter in November.

## Population

The population of 5.6 million consists mainly of ethnic Danes, making the country very ethnically homogenous. Based on 2012 figures, around 89.6 per cent of Denmark's population is of Danish descent. A big part of the remaining percentage are immigrants or descendants of recent immigrants from other Scandinavian countries, Germany, Turkey, Iraq, Somalia, Bosnia and Herzegovina, South Asia and the Middle East. Only a few Faeroese or Greenlanders have settled in mainland Denmark despite their status as Danish citizens.

## Language

Danish is the national language spoken by more than 90 per cent of the population. English is the second language and some speak German. It is closely related to Swedish and Norwegian, which means that those speakers will be able to understand each other. The Danish language uses the Latin alphabet, but has three additional letters: æ, ø and å.

## Economy

Previously Denmark's biggest export was agricultural products, but today it has been surpassed by industrial production, as well as energy in the form of oil, gas and electricity. Principal exports include machinery, instruments, meat and meat products, dairy products, fish and pharmaceuticals. The maritime sector is also a major engine for growth and economic development in the country. The public sector is a big part of the Danish economy, providing social services financed through taxes. Though it has one of the highest taxing regimes in the world, Denmark also has one of the most effective welfare systems where quality public services are available and people enjoy social security. The basic principle of the Danish welfare system is that all citizens have equal rights to social security. Within this system, a number of services such as education and health are available to citizens, free of charge.

Trading is a big part of the Danish economy, and the country has steady bilateral trade relations with both India and the Philippines.

## Danish Currency

The Danish krone (DKK or kr), sometimes referred to as the Danish crown, is the official currency of Denmark. One krone = 100 øre. Notes are in denominations of 50, 100, 200, 500 and 1,000 kr. Coins are in denominations of 50 øre, 1, 2, 5, 10 and 20 kr. While Denmark is a member of the EU, the Danish government ratified the Maastricht Treaty in 1993 on the condition that they keep their own currency, thus being exempt from using the euro. The Danish krone is tied to the euro so any fluctuation will affect both currencies at the same rate.

## Government

Denmark is a constitutional monarchy with a representative democracy based on a unicameral parliamentary system. The monarch acts as the head of state. Executive power is held by the Cabinet government (regeringen), and is headed by the Prime Minister (statsminister). Legislative power is exercised by the national parliament (Folketinget). All judicial authority is vested in the Danish Courts.

The Danish political system is a multi-party structure where several parties can be represented in the Parliament at any time. Most Danish governments have been minority governments comprised of several political parties, with one or more parties supporting the Government while not actually forming part of it. This is a result of a system of government known as negative parliamentarism, which means that the Government need not have a majority in the Parliament -- but it must not have a majority against it.

## Holidays

Many public holidays are based on the Christian calendar, with Easter, Christmas and St. John's Eve (at the end of June) being some of the most important holidays.

Other important celebrations include the carnival New Year, Great Prayer Day, May Day (Labour Day) and Constitution Day.



## Religion

The Church of Denmark, formally known as the Evangelical Lutheran Church, is the state church and largest denomination in Denmark. Around 85 per cent of the population belongs to the state church. Other religions are also recognized, as freedom of religion is respected in Denmark. Around 2 per cent are Muslims, while Protestants and Roman Catholics together make up around 3 per cent. The rest belong to other religions or have no religious affiliations at all.



## Checklist of Things to do and Prepare

### Essential Travel Documents

When you travel to Denmark, you will need to have the following documents with you:

- Passport which is valid for at least six (6) months upon departure
- Visa
- Plane ticket
- Employment contract
- Other official papers (i.e., National Statistics Office -- issued birth/marriage certificates, employment/education credentials, adoption or separation papers, school and health records, professional certificates and licenses, resume, letters of reference from former employers)

Hand-carry these documents and check them from time to time to make sure that nothing is missing or misplaced.

**Tip: You must also bring with you enough money to cover living expenses such as rent, food, clothing and transportation for a six-month period. When you are deciding how much money to bring, it helps to find out the cost of living in the part of Denmark where you plan to live.**

### Some Travel Tips

- Pack carefully: Denmark weather can get very cold, especially for those use to a tropical climate -- so make sure to bring adequate clothing and protection.
- Bring sufficient money with you when you travel to Denmark. If it is difficult or expensive to acquire Danish krone in your country, it is advisable to have euros with you before you leave for Denmark.
- While Denmark has excellent health care, prevention is the key to staying healthy while abroad. A little planning before departure, particularly for pre-existing illnesses, will save trouble later. Bring medications in their original, clearly labeled containers.

A signed and dated letter from your physician describing your medical conditions and medications, including generic names, is also a good idea. If carrying syringes or needles, be sure to have a physician's letter documenting their medical necessity. Carry a spare pair of contact lenses and glasses, and take your optical prescription with you, if you have them.

## What to do on the Day of Departure

On the day of your departure, observe the following to have convenient and hassle-free travel:

- Be at the airport at least three hours before your scheduled flight
- Submit yourself and your baggage for a security check
- Check in at the airline counter. Keep your boarding pass and baggage claim stubs. Visa documents should be in your hand-carry and not inside your check-in luggage
- Do not accept any unchecked package from any one. If you have to take a parcel for someone, check its content thoroughly. Otherwise, it may land you in serious difficulties on arrival in the country of employment
- Filipino migrant workers will have to pay the terminal fee of PhP 550.00 at the terminal fee counter as well as have their documents validated at the Philippines Overseas Employment Agency (POEA) labour assistance counter
- Present your travel documents at the immigration counter
- Proceed to the waiting lounge/designated gate
- Board the plane when your boarding call is made

## Customs Regulations

When you arrive at the Danish airport and go through the customs there are usually three lines: EU citizens who have nothing to declare, EU citizens who have items to declare, and citizens from countries outside the EU. Be prepared that you have to open your baggage for random checks anytime.

Important reminders:

- Typical travel items: Items like clothes, cameras, and similar goods can always be taken through customs in Denmark duty free, without having to be declared, up to a value of 1,350 kr.
- Medicines: Prescription drugs for personal use are permitted to go through customs in Denmark. Make sure to bring a copy of your doctor's prescription or similar proof that the medication is your prescription.
- Tobacco and alcohol: You are allowed to bring one litre of spirits, or four litres of wine, or 16 litres of beer. Tobacco limits are 200 cigarettes, or 50 cigars, or 250g of loose tobacco.
- Other restricted items: Weaponry and ammunition cannot be brought through customs in Denmark. Knives and similar dangerous items are highly restricted, and it is not allowed to bring fresh food to Denmark from outside the EU. You also cannot bring endangered plants or animals, or items made from endangered plants or animals.
- Cash on hand: If you enter or leave the EU with €10,000 or more in cash (or the equivalent in other currencies or travelers cheques, etc.) you must declare this at your European point of entry.

- **Pets:** If you want to bring your pet to Denmark, obtain a veterinary certificate for non-commercial transport or a pet passport. The forms have to be completed by a government-appointed vet, not a private vet. You will need to have your animal identified (microchip or tattoo), vaccinated for rabies, and finally, treated for tapeworm (1-10 days before traveling). A blood test may be required, depending on which country you are coming from.
  
- **Birds:** Travelers coming to Denmark cannot bring any birds from countries infected with Avian influenza (bird flu.)

For more information about Denmark's customs regulations, please visit: <http://www.iatatravelcentre.com/DK-DENMARK-customs-currency-airport-tax-regulations-details.htm>.

## Arrival/On-site

### *First Steps After Arrival*

- **Step 1:** Obtain a Civil Registration Number (CPR number) and Health Insurance Card by enrolling with the Civil Registration Office and Health Insurance card

#### What to bring/submit:

- o Passport or personal identification with photo
- o Certificate of registration and work permit
- o Marriage certificate and child's birth/baptism certificate (if applicable)

#### Where to go:

- o Citizen Service Centre (Borgerservice)

- **Step 2:** Register with the SKAT (the Central Tax Administration) and get your tax card.

**What to bring/submit:**

- o Residence and work permits
- o Passport or ID card with photo
- o Contract of employment
- o Documentation of your marital status (e.g. marriage certificate)
- o Last tax statement from your previous country of residence
- o Bank details in your home country

**Where to go:**

- o Municipal Tax Authority

- **Step 3:** Open a bank account and a NemKonto (Easy Account).

**What to bring/submit:**

- o CPR Number/Documentation of your address in Denmark
- o Proof of identity
- o Contract of employment

**Where to go:**

- o Local or preferred bank in Denmark

### **International Citizen Service (ICS)**

The ICS was setup to provide assistance to migrant workers, job seekers and foreign students in Denmark. When moving to Denmark, all the relevant Danish public authorities you need to get in touch with are represented at the ICS. By visiting an ICS office, you can get help with the necessary paperwork such as residence permit, tax card and social security number. You will also be provided useful information on living and working conditions in Denmark.

You can find the location and contact information of their offices at [www.icitizen.dk](http://www.icitizen.dk).





## Cost of Living

Danish salaries may seem very high to Filipino and Indian migrant workers if simply converted to the Philippine peso or Indian rupee, but one should take into account the cost of living in Denmark.

After deducting all the basic expenses you'll need in order to survive in Denmark, you might later discover that you will only be able to save an amount significantly smaller than you expected. It is thus crucial that you are well aware of the cost of living to better manage your finances and develop your return and reintegration plan.

Compared with other countries, the prices of housing, food, transport and entertainment are relatively high in Denmark. Copenhagen, the capital of Denmark, is one of the world's most expensive cities. However, salaries are also relatively high and many services such as medical treatment and schools are paid for by the Danish welfare system.

In general, rent and housing-related costs such as electricity, heating, gas, etc. take up the biggest share of the average household's net income, around 6,000-10,000 kr per month. Rent varies between regions and cities and depends on the type of accommodation.

After rent, most of the average household's net income goes into food (approximately 3,000-6,000 kr per month). You will need to allot at least 450-1,500 kr per month for transportation.

### Cost of basic goods in Denmark

	Amount kr
Meal at an Inexpensive Restaurant	100
Water in a Restaurant (0.33 liter bottle)	15.17
Milk (regular), (1 litre)	6.57
Rice (white), (1kg)	13.53
Eggs (12)	23.33
Water (1.5 litre bottle)	9.52
Loaf of Fresh White Bread (500g)	17.25
Apples (1 kg)	18.85
Potato (1 kg)	9.98
Tomato (1 kg)	22.08
Chicken Breasts (Boneless, Skinless), (1kg)	70.36
One-way Ticket (Local transport)	23.00
Monthly Pass (Local transport regular Price)	365
Taxi Start (Normal tariff)	36.00
Taxi 1km (Normal tariff)	14.20
Gasoline (1 litre)	12.06
Utilities (Basic Electricity, Heating, Water, Garbage) for 85m2 Apartment	1,385.56
Fitness Club, Monthly Fee for 1 Adult	233.84
Cinema, International Release, 1 Seat	90.00
One minute of Prepaid Mobile Tariff Local (No Discounts or Plans)	0.88
Internet (6 Mbps, Unlimited Data, Cable/ADSL)	175.96
Apartment (1 bedroom) in City Centre	5,777.98
Apartment (1 bedroom) Outside of Centre	3,984.07

Source: Numbeo data, September 2014

[http://www.numbeo.com/cost-of-living/country\\_result.jsp?country=Denmark](http://www.numbeo.com/cost-of-living/country_result.jsp?country=Denmark)



## Food

Rye bread, a dense, dark-coloured bread, is a basic part of the daily food consumption in Denmark. Danish cuisine is best known for pastries, open-faced sandwiches (smørrebrød) and meatballs. Other traditional recipes are based on potatoes, meat, fish and cabbage.

Danish breakfast usually consists of rye bread, white bread, or rolls with cheese or jam. Bread is normally buttered and topped with cheese, sausage, jam, meat and pâté (a mixture of seasoned ground seafood, poultry, meat or vegetables all minced into a paste). For lunch, open sandwiches are popular among Danes.

Hot meals traditionally consist of ground meats, such as frikadeller (meat balls), or of more substantial meat and fish dishes such as flæskesteg (roast pork with crackling) or kogt torsk (poached cod) with mustard sauce and trimmings. Denmark is known for its Carlsberg and Tuborg beers and for its akvavit and bitters, although imported wine is now gaining popularity.

Smørrebrød consists of a piece of buttered rye bread with slices of cold meat, sliced sausage or hardboiled egg. Leverpostej, a liver paste prepared from pig's liver and lard, is also frequently used as a spread. Marinated herring is a favorite food in Denmark.

Dining out in Denmark is expensive. The cheapest restaurants are fast food places selling pizza (50-75 kr) and kebab (25-60 kr). Chinese, Thai and Indian restaurants are a bit more expensive with meals ranging between 75-100 kr, depending on place and location. Sushi places are very expensive. All-you-can-eat Chinese buffets can be found at 100-150 kr per person.

Most Danish families cook the bulk of their food at home. The cheaper supermarket stores are: Lidl and Aldi, followed by Fakta, Netto and Rema 1000. More expensive is SuperBrugsen and SuperBest, and even more expensive is Irma. Most towns and cities have food stores owned by Asian immigrants selling a wide range of affordable products. There you might also be able to buy rice in bulk, but you might also find rice in supermarket stores like Lidl and Aldi. In Denmark, negotiating the price is not normal, except when you buy big things like a house or a car.

Take note that bottled water bought in restaurants or groceries can be quite expensive. Tap water is clean and safe to drink in Denmark, thus there is no need to buy bottled water.



## Transportation

Denmark has a highly efficient public transportation system making it easy to move around, with numerous options to choose from. For long distances, one can travel by plane, train, bus or car. Being an island nation, Denmark also has numerous ferry routes between the islands and between Denmark and other countries. Taxis are quite expensive.

You can purchase tickets at the train stations or select shops. It is also possible to buy a ticket on the bus, but be sure to bring the correct amount as some drivers do not accept bills as payment.

The ticket system applies to all public transportation such as trains, buses and metro, but fares depend on the number of zones you are traveling to. For major cities in Denmark, it is possible to buy a City Pass that allows you unlimited use of local public transportation.

Always have a ticket with you whenever taking public transport. Otherwise you will be charged with a hefty fee if caught travelling without a ticket.

For train schedules, prices and booking, check the Danish Railways website at [www.dsb.dk](http://www.dsb.dk).

For more information about transportation in Denmark, visit:  
[www.denmark.dk/en/practical-info/work-in-denmark/transport-infrastructure-in-denmark/](http://www.denmark.dk/en/practical-info/work-in-denmark/transport-infrastructure-in-denmark/)  
[www.fyidenmark.com/transportation](http://www.fyidenmark.com/transportation)

## **Bike commuting**

Bicycling is a popular means of transportation in Denmark. Copenhagen in particular is known for being one of the most bike-friendly cities in the world with over 400 kilometres of designated bicycle lanes, and a well-developed cycling infrastructure. You should consider bike commuting as it is not only a cheap mode of transportation but is also good for your health and the environment. To learn more, check out [www.denmark.dk/en/green-living/bicycle-culture/](http://www.denmark.dk/en/green-living/bicycle-culture/)



## Housing

Finding housing can be a long process, especially in the major cities like Copenhagen. The majority of foreign employees choose to rent accommodation, especially if the stay in Denmark is for a shorter period. If you are to stay in Denmark for a long time, you can also choose to buy a home.

Rental accommodation in Denmark varies from city apartments to houses with gardens in the suburbs, though the majority tends to be in the form of multi-storey buildings or terraced housing. Most of these are grouped together in the residential parts of Denmark's major cities.

### Types of Housing and Average Costs

In general there are three types of housing in Denmark: Renting, owning and cooperative housing societies. It is recommended to rent. Buying anything is not recommended unless you plan on staying in Denmark for a long time.

Rents vary widely, depending on the type, location, size, and general condition of the property. Apartments (lejlighed), terraced

houses (raekkehus) and detached houses (villa or hus) are common properties for rent. You can rent a room, a flat or a single-family house. In small towns and in the countryside, it is usually easy to find rented accommodation at a reasonable price, whereas in the capital of Copenhagen and in the second-largest city of Aarhus, affordable accommodation can be somewhat harder to find.

In Denmark, it is possible to lease either from a private landlord or rent public housing owned by non-profit/subsidized housing associations. Everyone has the right to apply for public housing, which is usually cheaper than private housing. Public housing is usually available for long-term rental only. However, for migrant workers, it is often difficult to obtain because public housing is usually rented out based on a waiting list, and priority is given to people with special housing needs such as the elderly and handicapped, or families with children.

Landlords in Denmark often ask for a deposit that can be anything up to the value of three months' rent. Find out from your landlord whether this deposit should be paid before the beginning of the contract, or when the contract begins. Any deposit higher than 3 months' rent should raise suspicion.

## Rental Agreements

When you rent a property in Denmark, you will need to sign a tenancy agreement that stipulates the terms and conditions of your stay. The agreement should be signed by both the landlord and the tenant. Private properties are generally rented for a minimum of three months, but normally have a fixed rental period of one to three years. Tenancy contracts (lejekontrakt) for a longer period of time are also available.



Tenancy agreements in Denmark should include the following:

- o Owner's name and address, and that of their agent
- o Tenants name (all tenants if rented jointly)
- o Start date of the contract
- o Duration of the contract and renewal terms
- o Rental amount and terms of revision/increase
- o Method of payment
- o Amount and form of the deposit
- o Type of accommodation (house, apartment, mixed dwelling)
- o Description of common areas in apartment buildings
- o A description of the property (number of rooms, garage, garden, cellar)

Tenancy agreements in Denmark can be for either a limited or unlimited period of time:

- o Limited Tenancy: This is used for short-term rentals. This agreement is limited to the duration of the signed contract between the two parties (a minimum of three months). Notice to terminate may not be given except by mutual agreement of both landlord and tenant. The monthly rental amount is fixed and does not increase during this period. It is up to the landlord and tenant to renew the arrangement after the contract has ended

- o **Unlimited Tenancy:** This contract applies to long-term lease agreements. It is for an unlimited period of time and may be terminated by the tenant with three months' notice. However, the landlord can only terminate the contract under certain circumstances specified in the Private Housing Act (e.g. the landlord intends to occupy or renovate/demolish the property)

## How to Find Housing

You can find a place by looking through the advertisements in local and national newspapers, or through an estate agent. The Internet is a useful resource for searching for up-to-date property listings. Alternatively you can ask your municipal authority housing office, which often has a number of subsidized apartments available. You can also place ads in local newspapers, at local supermarkets or online.

Below are links where you can find information and advertisements on rooms and apartments for rent and sale in Denmark. You can also place your own ad in English. Many of these websites enable you to search for lodging based on specific criteria, e.g. rental or ownership property, location, price and size. It is also possible to view pictures of the properties on many of the websites.

Student housing, flats, shared apartments and rooms for rent

[www.ungdomsboliger.dk](http://www.ungdomsboliger.dk)

[www.findbolig.nu](http://www.findbolig.nu) (in Danish only)

[www.findroommate.dk](http://www.findroommate.dk)

[www.lejerbo.dk](http://www.lejerbo.dk)

[www.boliga.dk](http://www.boliga.dk)

[www.boligportal.dk](http://www.boligportal.dk) (in English)

## Flats, shared apartments and rooms for rent

[www.bolighit.dk](http://www.bolighit.dk) (in English)

[www.lejebolig.dk](http://www.lejebolig.dk) (in English)

[www.boligbasen.dk](http://www.boligbasen.dk) (in English)

[www.boligsurf.dk](http://www.boligsurf.dk) (in English)

[www.danmarkbolig.dk](http://www.danmarkbolig.dk) (in Danish only)

## Tenant's Rights and Responsibilities:

- o A demand for a rent increase by a landlord must be made in writing three months in advance of when they want the new price to come into effect. This notice must state the reasons why the rent is being increased, and the landlord must remind the tenant that they have the right to object. The proposed new price of the rent must not be significantly greater than the price for similar properties
- o If the price of the rent you are paying is exceedingly high, you are entitled to apply for housing subsidy from the municipality. This right is dependent on your income
- o According to Danish laws, a tenant has the right to sub-let a maximum of half of the rooms in a property. However, the number of people cannot exceed the number of rooms in the property
- o At the end of the contract, the landlord under normal circumstances must repay the deposit within a few weeks after moving out, as the owner has a two-week objection period
- o As a tenant, you need to ensure that the property is in the correct condition when you move out. Note that if the property

is not handed back to the owner in the correct condition, the landlord has the right to use the deposit to cover his costs and may therefore hold the deposit for a longer time

### **Things to Remember When Signing a Tenancy Agreement:**

- o Read the terms carefully and make sure it describes the specific terms and conditions clearly
- o A deposit is usually required. Normally one month's deposit for a room and three months' deposit for a flat. Whether you get the full deposit back depends on the condition of the flat when you move out. Do not pay any deposit in advance without having a contract. Normally, utilities such as heating, water, and gas are not included in the rent. If they are, it should be specified
- o Check the room/flat personally before signing the rental contract. Report any defects in the flat no later than 14 days after you have taken it over. Otherwise you may have to pay for the defects yourself

For more information on housing, please visit the following links:  
[www.workindenmark.dk/en/Find\\_information/Information\\_for\\_employers/Links/Housing](http://www.workindenmark.dk/en/Find_information/Information_for_employers/Links/Housing)  
[www.lifeindenmark.borger.dk/Pages/Housing.aspx?NavigationTaxonomyId=77c7d0b9-2133-4085-9ee5-d6d134fd8b28](http://www.lifeindenmark.borger.dk/Pages/Housing.aspx?NavigationTaxonomyId=77c7d0b9-2133-4085-9ee5-d6d134fd8b28)



## Healthcare, Insurance and Social Protection

### Health care

Denmark has a comprehensive public health-care system based on the principle of equal access for all. The Danish regions are responsible for operating the hospitals and psychiatric treatment in their respective areas. The municipalities are responsible for preventive health-care programmes for children, home nursing, health visitor services, pediatric dental care and in-school health services. The municipalities also issue the health cards and administer citizens' choice of doctor and health insurance scheme group.

As a foreign worker in Denmark, you are covered by the Danish public health insurance system. Most examinations and treatments are free, but you need to register and get a health insurance card.

### Health Insurance Card

The health insurance card is documentary proof of your right to services from the public health service and serves as an admittance card to the Danish health service. The card lists your name,

address, CPR number and the contact information of your doctor. The health insurance card must be presented when you visit the doctor, hospital, municipal offices and many other places. It can also serve as identification in cases where picture identification is not required. The health insurance card is sent to you when you have registered in the Civil Registration System at your municipality's Citizen Service Centre.

## Selecting a Doctor

Once you are registered in the Civil Registration System, you are entitled to choose a general practitioner (GP) you can contact if you fall ill. The GP serves as your entry point to the Danish health-care system. If you need to be treated at the accident and emergency department (A&E) or receive hospital and specialist treatment, you will usually need a referral from your GP. Your GP will also handle prescriptions, vaccinations, and certain types of contraception, and will also assist you with regard to disease prevention.

You will need to make an appointment before going to see your GP. If you fall ill or suffer an injury outside your own GP's normal opening hours, you can call the out-of-hours medical service.

The Citizen Service Centre of your municipality will give you a list of doctors you can choose between. You can register with a new GP whenever you want to. It costs a small fee.

## Hospitals

The majority of Danish hospitals are operated by the state and treatment is therefore free of charge. You are entitled to interpreter

assistance if the doctor deems this necessary. In general, admittance to a hospital only requires a doctor's referral. There are also private hospitals and private clinics, but you will have to pay for treatment. Some private insurance schemes provide subsidies for treatment at private hospitals.

## Dental Care

You are free to choose a dentist and do not need a referral when you require dental care treatment. A state subsidy is provided for standard adult dental care. The subsidy is already deducted from your bill when you receive it. You may be entitled to additional dental care subsidies if you are a member of a private insurance scheme.

The following links contain more information on healthcare in Denmark:

[www.lifeindenmark.borger.dk](http://www.lifeindenmark.borger.dk)

[www.expatindenmark.com](http://www.expatindenmark.com)

## Unemployment Insurance

Unlike other forms of social security in Denmark, unemployment insurance is not automatic and must be applied for. You are entitled to apply for membership to an unemployment insurance fund as long as you are between 18 and 63 years of age and live in Denmark (or any other EU/EEA country and work in Denmark).

To be eligible for this social benefit, you need to have had a minimum of 52 weeks in employment within the last three years, as well as have been a member of an unemployment insurance fund for at least one year.

To apply for unemployment benefits you must register as a jobseeker at your local job centre and submit a declaration of unemployment to your insurance fund. You must actively seek employment and be prepared to accept job offers as long as you are unemployed and receiving benefits.

## Pensions

There are various pension schemes in Denmark. When you have lived in Denmark for a number of years, you are automatically entitled to a state pension. Many workers also have a company pension or a collective pension as part of their contract of employment or collective agreements between unions and employers. These pension schemes that supplement the state pension usually provide a health insurance policy that will cover you in case of disability, critical illness or death. It is also possible to set up a private pension scheme with a pension fund or a bank.

The amount you will receive in old-age pension will depend on the amount contributed by you during your working life. This can also determine the amount of incapacity benefits you may receive if the public authorities decide that you qualify for incapacity benefits.





## Education and Language Courses

You can contact your trade union representative or your international citizen centre for information about opportunities for professional growth, training and education. At many workplaces there is a possibility to acquire extra training.

### Danish Language Courses

Most Danes speak English fluently. Nevertheless, learning Danish is crucial in the delivery of quality health services.

Labour market courses (AMU) are short courses primarily for workers, students, accompanying spouses and au pairs focused on teaching on-the-job language skills. These courses are offered at AMU centres, technical schools, business schools, social and health care schools, etc. Courses are offered in the fields of manufacturing, transport, service, plant and construction works, catering, commerce, clerical and the social and health-care sector. Some provide credits for further business study and others are recognized by employers and have broad relevance in the labour market.

In addition, labour market courses introduce work life in Denmark and provide you with general skills in both oral and written Danish. You will gain an overall understanding of Danish language and culture. Moreover, the course provides an on-the-job vocabulary and gives a general understanding of the Danish work conditions and culture.

If you are interested in learning Danish for free you can contact your local municipal Citizen Service Centre or the International Citizen Service for further advice.

## Higher Education Opportunities

Danish universities and other higher education institutions offer a wide array of programmes for study and qualification opportunities. There are also further education opportunities for highly educated employees who have a masters or bachelors degree and relevant job experience.

You can find more information on education and language courses at [www.workindenmark.dk](http://www.workindenmark.dk).



## Banking, Finances and Money Management

### Banks and Banking Hours

Danish banks are usually open from 09:00 until 17:00 on Mondays, Tuesdays, Wednesdays and Fridays, with banks staying open for an hour longer on Thursdays. Danish banks are closed on weekends. The leading banks in Denmark are Danske Bank, Nykredit and Nordea.

### Opening an account

To open a bank account, you will need to submit your passport and your CPR. Usually there is no need to show any proof of your credit history, though it is advisable to bring your contract of employment if you have one. You can have the option to open a current account as well as a deposit account.

If you receive a salary from a Danish employer, it is possible to have this transferred from your Danish bank account to a foreign account. However, this transfer is likely to take a few days and will entail transaction costs.

It is recommended that you carefully choose the bank where you will manage your finances as fees and conditions may vary across banks. Find out if the bank can provide services in English as well. Most Danish banks offer online banking facilities. You can get information about the different banks in Denmark by visiting [www.degulesider.dk](http://www.degulesider.dk).

### **Easy Account (Nemkonto)**

In general, everyone in Denmark occasionally receive payments from the public sector. These payments can be salary from public institutions, tax refunds, child subsidies, pensions, student loans, unemployment benefits, housing support or social welfare payments. Danish citizens and companies receive these payments via a normal bank account designated as the Easy Account (Nemkonto). This account saves time for both the customer and the public institutions.

The Danish Agency for Digitization is responsible for administering the NemKonto.

Find more information about Nemkonto visit the link:  
<http://www.nemkonto.dk/da/ServiceMenu/Engelsk>.

### **Dankort (Debit Card)**

The Dankort is a Danish debit card that can be used to pay for goods and services in many shops. You will need to have a Danish bank account in order to obtain a Dankort card.

More than 90 per cent of restaurants, cafes, groceries and other shops accept Dankort.

## Money Transfers

There are several ways of transferring money. Bank transfers in Denmark are usually quite fast and straightforward, but this is not always the case with international transfers. Transfers to and from Denmark can take weeks, especially between non-affiliated banks. You might want to consider some of the following alternative transfer methods:

- **SWIFT transfers:** A SWIFT (Society of Worldwide Interbank Financial Telecommunication) transfer normally completes in a few hours and the funds should be available within 24 hours. It is considered as one of the safest and fastest methods of transferring money
- **Money transfer agencies:** This way of transferring money takes only a few minutes but the costs are very steep: around 10 per cent of the amount sent. You simply bring the money to the transfer agency and specify the office in the destination country where the person you are sending it to will pick it up. The recipient of the money will be required to show identification to the office you named

Transfer costs vary in terms of commission, exchange rates and transfer charges. Take into consideration your needs when choosing a mode of transfer.



## Taxation

When you come to Denmark to work, you must pay tax on your wages to the Danish state. These taxes help support the extensive Danish welfare system, including education, childcare, elderly care, and healthcare, which is for the benefit of everyone. As a general rule you must pay tax on all your earnings in Denmark -- and on those you earn abroad. The amount of tax will depend on your annual income and tax liability.

### Tax Schemes:

There are several ways in which you can be taxed. It is important that you find out which tax scheme is applicable to you. Take note that you must consider whether you will be subject to full or limited tax obligations in Denmark.

It is best to get in touch with your local tax centre for more information.

## **Income Tax (Selvangivelse):**

In Denmark, this consists of a national tax, a municipal tax and a health-care contribution. If you are a member of the Evangelical Lutheran Church in Denmark (Folkekirken), you must also pay church tax. According to Danish law, the total income tax should not exceed 59%.

### **o State Tax**

The applicable state tax rate depends on your income. State tax is divided into bottom-bracket tax and top-bracket tax. In 2014 income above DKK 42,800 is taxed at 5.83% and income above DKK 488,152 is taxed at 15%.

### **o Labour Market Contribution**

Everyone holding a job pays a labour market contribution (arbejdsmarkedsbidrag/AM-bidrag) of 8 per cent.

### **o Municipal tax and church tax**

The municipal and church tax rates vary from municipality to municipality. Limited taxpayers pay the average municipal tax of 24 per cent and no church tax.

### **o Health-care contribution**

The health-care contribution is 7 per cent calculated on the taxable income.

## **VAT and Other Taxes**

Aside from the income tax, a 25 per cent Value-Added Tax (VAT) is also charged on virtually all goods and services in Denmark. VAT is typically included in the prices you see as a normal consumer. This includes groceries, drinks, café/restaurant menus, etc. Also

note that tips are included, although it is customary to give 10-15 per cent extra for extraordinary service. In addition, petrol, oil, electricity, alcohol and a number of products are taxed in order to regulate consumption.

## What is a Tax Card?

If you have a salary income in Denmark you must apply for a tax card from your local tax office. A tax card is an official document that indicates how much tax you have to pay.

## How do I Get a Tax Card?

Once you have received your CPR number, you must contact the Danish Tax and Customs Administration (SKAT) and inform them how much you expect to earn in the calendar year.

In order to obtain your tax card you must complete a form (available at [www.skat.dk](http://www.skat.dk)) and submit it to your local tax office in Denmark. You will then be issued a tax card that will also be automatically sent to your employer. Your income tax will then be automatically deducted from your wages by the employer.

For detailed information on taxation in Denmark and contact details of your nearest tax office, visit [www.skat.dk](http://www.skat.dk).





## Cultural Adaptation

### Culture Shock

Culture shock is the reaction one faces when confronted with a new cultural environment.

There are four states of culture shock:

- **Euphoria:**  
This is the initial state of culture shock, which tends to blend in with the highs of planning a trip and starting off on an adventure. Like a new love, we tend to overlook some of the host country's shortcomings and delight in all the new pleasures of being abroad. Enjoy this initial state but prepare for a come down
- **Anxiety:**  
A growing amount of anxiety can develop during which the traveller may feel helpless. The difficulties of living abroad, such as language barriers, absence of social cues and familiar geographic references can come to the surface. This can develop into frustration, anger and sleeplessness. Not knowing where and when to cross the street or even how to

find your way back to the market can result in a physical discomfort

➤ **Rejection of the new culture:**

This is where that once quaint three-hour walk becomes an unbearable nuisance. You find yourself thinking in terms of things being “wrong” and “backwards”. Travellers at this stage start to withdraw themselves from the local community, preferring to surround themselves with other foreigners. Beware the 3 a.m. impulse to suddenly call a family member or a friend back home.

➤ **Adjustment:**

With a bit of luck and advanced preparation, one enters the adjusted stage. At this point you can recognize some of the perceived shortcomings of your host culture without rejecting everything. The three-hour walk becomes just that; a necessary inconvenience.

## **How to Prepare for Culture Shock:**

The first step in preparing for culture shock is just knowing what it is. While travelling, remember to look for signs (sleeplessness, frustration, anger, anxiety) and take it seriously.

Know your destination country as much as possible. Familiarize yourself with Danish customs and cultural trends. The more familiar you are with the host country the less strange or shocking it will appear.

Keep an open mind. You will encounter customs or practices different from what you have been used to in your origin country.

Do not be quick in making judgments. It is also useful to develop a cultural curiosity.

## Danish Customs and Traditions

### *The People*

- Tolerance, individuality and diversity are highly valued in Danish society
- Danes are very proud of their rich cultural heritage and excellent educational system
- Studies have shown that Danes are among the happiest people in the world. Most Danes are satisfied with the way their life is going

### *Gender Equality*

- In Denmark gender equality is valued and respected. Danish women and men are independent and normally both work in order to provide a high living standard for their family

### *Meeting and Greeting*

- During business or social meetings, always shake hands with everyone in the room, both on arrival and upon departure. Greet women first. Don't forget to shake hands with any children in the room, too

### *Business Culture*

- Danes take punctuality very seriously during business meetings. If you will be delayed, call ahead with an explanation. Meetings begin and end on time

- Danes value their family and leisure time. Do not schedule meetings at 4 p.m. onwards on weekdays. Likewise, do not schedule meetings on Saturdays, Sundays or on national holidays
- Meetings in Denmark are generally well-structured. Agendas are clearly set for meetings
- Arrange business appointments well in advance (at least two weeks before the actual meeting as much as possible)
- Decisions are made after consulting with everyone involved in a project, but accountability lies with the individual
- Being critical and expressing dissenting opinions related to work are not considered rude in Denmark

### *Dining and Entertainment*

- If you are invited for dinner, make sure to arrive on time
- In general, dinners are long and slow (can be as long as four to five hours) with a lot of conversation. Plan to stay at least one hour after a meal ends
- Toasting is an important part of Danish culture and can be a very formal process. Wait for the host to propose a toast. This is a way of thanking the host for the dinner
- When toasting, raise your glass about eye level and make eye contact with each person seated close to you. Always respond to the toast “Skål” (pronounced “skole”) by saying it back to each person who says it to you

- Guests are expected to eat everything on their plate. Wasting food is unacceptable in Denmark, as in everywhere

### *Gifts*

- Gifts are opened immediately upon receipt
- When invited to someone's home, always bring a small gift for the host or hostess. Gifts should not be lavish. Give: bouquets of flowers (wrapped), or liquor (very expensive in Denmark). Do not give: sharp objects
- Gifts are normally not exchanged at business meetings, but small gifts may be appropriate at the successful conclusion of negotiations. Possible gifts could be: liquor, wine, chocolates, whiskey, or gifts with company logos

See also:

[www.denmark.dk](http://www.denmark.dk) -- the official website of Denmark

[www.visitdenmark.com](http://www.visitdenmark.com) -- tourist information for visitors to Denmark



## Working in the Danish Health Sector

### Applying for a Job in the Danish Health Sector

There are various ways you can look for a job in the Danish health sector.

**workindenmark.dk:** This is the official website for international recruitment that is hosted by the Danish government. A list of available health sector jobs in Denmark is available at [www.workindenmark.dk](http://www.workindenmark.dk). The site allows international job seekers to register and upload their CVs into an online bank accessible to Danish health-care employers. Foreign job seekers can also find information about Danish work and living conditions, for e.g. tax rules, accommodation, in the site, too.

**Local Workindenmark centres:** You can seek specific information and assistance in the local Workindenmark centres located in Aalborg, Copenhagen, Odense and Aarhus. These centres are affiliated with EURES, a co-operation network between the European Commission and the Public Employment Services of the EEA Member States (The EU countries plus Norway, Iceland and Liechtenstein) and other partner organisations

**Other Danish websites:** Some companies advertise their vacancies on other websites aside from [workindenmark.dk](http://workindenmark.dk). There are also a number of companies that post vacancies on their own websites.

**Job portals in the home country:** There are various Filipino and Indian websites and job portals that post job offers in Denmark. Be aware that you still need to verify the validity of these job offers. For Filipino health workers, you can check for existing job orders/announcements in Denmark at [www.poea.gov.ph](http://www.poea.gov.ph). In India, you can get in touch with the Ministry of Overseas Indian Affairs ([www.moia.gov.in](http://www.moia.gov.in)) for validation of job offers.

## Work Permits

You must hold a residence and work permit in order to reside and work in Denmark. In general, applications must be handed in to a Danish representative office in your country of origin, or the country you have been living in for the last three months (a Danish representative office is an embassy or a consulate general in your home country).

Whether you can obtain a residence and work permit depends, first and foremost, on your qualifications. It is your own responsibility to obtain a work permit if you are required to. These rules also apply in the case of voluntary/unpaid work. A number of schemes have been designed in order to make it easier for highly qualified professionals to get a residence and work permit in Denmark. A list of the schemes can be found at [www.newtodenmark.dk](http://www.newtodenmark.dk). The website is the official web portal about rules for entering and residing in Denmark established by the Danish Immigration Service and the Danish Agency for Labour Market and Recruitment.

If you wish to apply for a Danish residence and work permit, the procedure depends on which type of permit you apply for. A series of application forms have been developed for specific types of applications. The applicant (the foreign national) and the employer in Denmark (if applicable) should select the application form based on whether the applicant wants a residence and work permit as an employee, as a self-employed person, or under the Greencard scheme. There is also an application form for accompanying family members.

## Visa Requirements

A visa is only intended to allow a foreign national to visit Denmark and/or the other Schengen countries for a limited period of time. If you wish to reside in Denmark for an extended period of time, you need to apply for a residence permit.

## Recognition of Foreign Qualifications in the Health Sector

Migrant workers who seek to practice a regulated profession in Denmark need to meet certain requirements and secure authorization from the pertinent public authority. This public authority is responsible for assessing the workers' professional qualifications and issuing the necessary permit to practice. To check whether a particular profession is regulated, please visit: <http://ufm.dk/en/education-and-institutions/recognition-and-transparency/regulated-professions/list-of-regulated-professions>.

For most regulated health professions such as nursing and midwifery, the relevant competent authority is the Danish Health and Medicines Authority. Application requirements and fees vary depending on the profession.



## How to Apply:

- **Submit application form or letter of application:** For nurses and other specific health professions, you are required to fill in an application form. You may access the forms at the [www.ufm.dk/en](http://www.ufm.dk/en). If there is no application form for your profession, you must submit a letter stating your intention to pursue your profession in Denmark. Include your complete contact information in the letter
- **Attach all documentation:** Documentation requirements and fees differ from profession to profession, so visit <http://ufm.dk/en/education-and-institutions/recognition-and-transparency/regulated-professions/list-of-regulated-professions> and read about the documentation requirements with regard to your profession. The competent authority decides whether the documentation received is sufficient to consider your application. See list of Basic Documentation Requirements. Documentation should be certified true copies. Documents must be available in the original language and in Danish or English translation. As a general rule, translations should be done by a state-authorized translator in your home country.
- **Pay the required fees (if applicable):** You do not have to pay fees when applying for recognition of your professional qualifications. However, certain competent authorities do levy a charge to issue an authorization for specific professions. In such cases the competent authority will inform you about the charge and the terms of payment
- **Wait for the decision:** The competent authority will make a decision on the basis of their assessment of your foreign

educational qualifications and proof that you are fully qualified for the pursuit of your profession in your home country. The decision regarding your application may be positive, conditional or negative

- **Pass the language exam:** If the education is considered equivalent to the Danish education, you have to pass a language test (Danish Level 3). There is no need to take the exam if you have passed the test 12 months prior to approval of your education, or if you have completed a Danish upper secondary education
- **Take up a position for adaptation and training purposes:** When the competent authority has approved your basic education and you have passed the language test, you can take up a position for adaptation and training purposes for a period of six months. At the end of your six-month employment your employer has to send a final evaluation to the Danish Health and Medicines Authority. If the evaluation of your employment is positive, you will be offered a permanent authorization

### **Basic documentation requirements:**

- Proof of nationality (e.g. copy of identity card or passport)
- Evidence of formal qualifications (diploma, certificate, attestation of competence, certificate of apprenticeship or the like)
- A list of subjects regarding your education

- An authorization certificate from the country in which you are fully qualified to practice your profession
- Proof that you have effectively and lawfully been engaged in the activities in question in your home country for at least three consecutive years during the five years prior to the date of issue of the certificate
- Any further documentation/further information that you think may influence the assessment of your professional and educational qualifications, or other relevant information that you wish to submit (e.g. your CV)
- Certificate of Current Professional Status/Good Standing from the competent health authorities of your country of origin. The certificate must confirm that you are legally entitled to work within your profession, i.e. that you have not been suspended, disqualified or prohibited from practicing

For more details and information on recognition of your professional qualifications, please visit the website of the Ministry of Higher Education and Science at [www.ufm.dk/en](http://www.ufm.dk/en).

If you have any questions regarding the process, you may call +45-3395-1200, or write to [kontaktpunkt@ui.dk](mailto:kontaktpunkt@ui.dk).



## Contract of Employment

In Denmark, all employees must have a written contract of employment. This applies to all types of employment, both permanent and temporary appointments.

The employment contract describes the rights and duties of both employees and employers. It is important that you always keep a copy of your employment contract. It should at least provide the following information:

- Name and address: Yours and that of the employer
- Date on which the contract starts: The date of commencement of employment
- Term of contract: When does your contract end? The term of the contract must be agreed in writing, otherwise it is considered to be valid for an undetermined period of time
- Terms of notice: How long in advance must the notice of termination be given? If the employee is covered by a collective agreement, the terms of notice are typically stipulated by this agreement

- **Place of work:** Where will you be working? If there is no permanent or main workplace, the contract of employment shall state that the employee works at different locations, and shall state the business address or, if appropriate, the home address of the employer
- **Job description:** What tasks are expected from you? The contract should provide a description of the work, the employee's title, post or category of work
- **Remuneration:** How much will you be paid for your work? Will the employer pay you supplements or bonuses? When do you get your pay (e.g. at the end or beginning of the month)? Note: the work contract usually states the gross remuneration. From this, you still need to deduct for tax and social contributions
- **Working hours:** This includes the duration and disposition of the agreed daily and weekly working hours. How many hours a week are you expected to work?
- **Holiday:** How many leaves are you entitled to per year? What are the rules for fixing of dates for holidays?
- **Collective agreements and work agreements:** In certain sectors, such as healthcare, employer associations and trade unions have reached collective agreements. These agreements generally regulate matters of remuneration, bonuses or holidays and may also be stated in your work contract.

You may visit [www.workindenmark.dk](http://www.workindenmark.dk) for more information about what is included in the employment contract.



## Rights and Responsibilities

Labour laws in Denmark do not distinguish between Danish citizens and foreign citizens when it comes to salary and working conditions. Every migrant worker with a valid Residence Permit that allows the foreigner to work has the same rights under the Danish Employment Law. That means that as a foreigner, you are entitled to the same salary and working conditions as a Danish citizen.

Salaries and terms of employment in Denmark are generally regulated by collective agreements between trade unions and employer associations. However, there are Danish laws that impose minimum standards in some areas. Examples of these laws include: the Danish Employment Contract Act, the Danish Holidays Act, the Danish Act on Equal Treatment, and the Danish Act on Allowance for Illness or Parental Leave. Trade unions are central in Denmark and being a member of a trade union is key to ensuring that your rights are not harmed.

In addition to having rights, migrant workers also have the same obligations as Danish citizens, and are subject to the same laws and regulations as the Danes are (e.g. paying taxes).

## **Decent Working Conditions**

All migrant workers are entitled to decent working conditions and to a safe and healthy working environment.

## **Wages**

There is no minimum wage in Denmark. Pay is regulated through collective agreements.

## **Working Hours and Breaks**

In Denmark, the standard working week is equivalent to 37 hours between 6 a.m. and 6 p.m., Mondays to Fridays. This may vary depending on the collective agreement, but only up to a maximum of 48 hours a week including overtime. Employees are entitled to a lunch break of at least 30 minutes.

## **Holidays and Holiday Pay**

All employees in Denmark are entitled to five weeks' holiday during every "holiday year" as mandated by the Danish Holiday Act. The holiday year runs from 1 May to 30 April.

A worker has a right to pay during holidays and a holiday allowance depending on certain conditions.

## Maternity Protection

Female employees are entitled to paid maternity leave beginning four weeks before the expected due date. After delivery, the mother is obliged to take two weeks' maternity leave and is entitled to a further 12 weeks' maternity leave. After the first 14 weeks, she is further entitled to extend the parental leave up to a maximum of 46 weeks.

## Paternity Leave

Fathers are entitled to two consecutive weeks' paternity leave within the first 14 weeks after delivery. The father may further extend his leave up to a maximum of 46 weeks following the date of delivery.

## Illness

In case of illness, the employee must go to the doctor and obtain a certificate stating that he/she is unfit to work. His/her employer must have received this certificate no later than on the third day of his illness.

## No Discrimination in Employment

Discrimination on the basis of political beliefs, membership of a labour organization, sexual orientation, age, gender, race, colour, nationality or ethnic origin, religion or other beliefs, and disability is prohibited in Denmark. Under Danish equal pay regulations, employers are mandated to pay equal pay to men and women who do equal work or work of equal value.



## **Occupational Safety and Health**

Danish employers must ensure that all employees work under safe and healthy conditions in full compliance with the Danish health and safety legislation.

On the other hand, employees should also comply with the safety instructions related to their work (e.g. how to use hazardous substances or operate machines). They also need to wear the necessary safety equipment (e.g. gloves, breathing masks). Employees who become aware of defects or omissions in connection with safety are required to report these to the safety representative, the supervisor or the employer.

Both employers and employees may be sanctioned for violating health and safety regulations.

## **Protection Against Unfair Dismissal**

Danish employment law protects employees against unfair dismissal.

## **Right to Take Legal Action**

You have the right to take legal action to ensure compliance with conditions of employment.

## **The Right to Take Industrial Action**

Trade unions have a fundamental right to try to obtain collective agreements. Danish trade unions have the right to use industrial

action to obtain a collective agreement. Collective industrial actions may include strike, boycott and sympathy actions.

Aside from all the rights mentioned, you may benefit from additional benefits and privileges if you are a member of a trade union and covered by a collective agreement.



## Trade Unionism in the Health Sector

The Danish labour market is largely regulated by collective agreements rather than legislation. Typically the trade unions and the employers make agreements on pay and working conditions. In the collective agreements between the trade unions and the employers, a lot of topics are covered including: salary, maternity/paternity leave, other leaves, vacation, pension, working hours, senior schemes, skills development, local pay, workplace influence, welfare and health. Trade unions fight for better pay and working conditions, they fight to improve the profession, they fight to improve the sector and they offer a lot of different opportunities for their members. Being a member of a trade union is the only way to make sure that your rights are not harmed, and that you receive the necessary information.

### What is a Trade Union?

Trade unions are membership-based groups or organizations that represent, protect and advance the collective interests of workers.

## What do Trade Unions do?

- Trade unions speak on behalf of their members
- Trade unions educate their members about their rights and provide them with information and advice about work-related issues
- Trade unions provide members with a range of services including research, training, professional development, insurance, financial services and legal counseling
- Trade unions negotiate or bargain with employers to get better pay and working conditions for members
- Trade unions campaign on important issues that matter for workers such as low pay, discrimination at the workplace and precarious work

## Why Join a Trade Union?

- You will get support if you have a grievance or a problem at work
- You're better off in a union. Studies show that union members generally receive higher pay, better benefits, and more paid holidays and flexible working hours than non-members
- You will be entitled to additional membership services of the union such as insurance and discounts
- You have more opportunities for trainings to improve your vocational and professional qualifications

- You are safer and more secure in a union. Unionized workplaces have better health and safety practices and fewer accidents
- You will be treated fairly at work. Unions protect members from unfair and discriminatory practices in workplaces
- You will experience a sense of belonging to a group that values and cares for you. People who have a sense of belonging have better physical and mental health, have a greater capacity to manage stress and tend to live happier lives
- You have the opportunity to support campaigns that promote a just and equitable society

## Can Migrant Health Workers Join Trade Unions?

All workers including migrant health workers have the basic human right to join and participate in trade union activities.

It is important to join a trade union so that your rights are protected. In Denmark, there are two unions affiliated to PSI that organize health-care workers. These are the Danish Nurses' Organization (DNO) and the Trade and Labour (FOA). The list of resources at the end of this booklet provides a directory of PSI trade unions in the Philippines, India and Denmark. Contact these unions to find out more about your rights as a migrant health worker.

### **Danish Nurses' Organization (DNO)**

The Danish Nurses' Organization (DNO) organizes nurses in Denmark. About 90 per cent of the Danish nurses are members of the DNO, and it is highly recommended that migrant nurses join as well. DNO has negotiated collective agreements with most employers in both the public and private sectors. DNO safeguards the interest of nurses and nursing in Denmark and focuses on nurses' salary and working conditions, the nursing profession, health policy issues, and development and research in nursing and cooperation with other organizations at national, Nordic, European and international levels.

Visit their website at [www.dsr.dk](http://www.dsr.dk) (available in Danish and English) for more information on what they do and how you can join.

### **Danish Union of Public Employees (Forbundet af Offentligt Ansatte/ FOA)**

FOA is the third largest trade union in Denmark with around 193,000 members. Members of FOA include: social and health-care workers, social and health-care assistants, day care workers, cleaning staff, kindergarten assistants, and nursery school assistants. FOA has a large number of regional branches in addition to the head office in Copenhagen.

FOA negotiates to improve the salary, working conditions and training opportunities for their members.

Know more about what the FOA is doing and how you can get involved by visiting their website at [www.foa.dk](http://www.foa.dk).



## Permanent Residence

It is possible to apply for permanent residence when you have a residence permit on the grounds of work or study. You do not need to wait until your temporary residence permit is about to expire before applying. Applications need to be submitted before the expiration of the residence permit.

In order to be eligible for a permanent residence permit, you need to meet the following requirements:

- You continue to qualify for temporary residence
- You must be over the age of 18
- You must have resided in Denmark legally for at least five years
- You must not have a criminal record. If you have been sentenced to more than 18 months in prison, you are disqualified from receiving permanent residence. If you have been sentenced to less than 18 months in prison (whether suspended or served), you are temporarily disqualified from receiving permanent residence

- You must not have any overdue public debts
- You must not have received certain types of public benefits for a period of three years prior to submitting your application for permanent residence, or while your application is being processed
- You must have submitted a signed declaration of integration and active citizenship in Denmark
- You must have passed the Danish language test 1 or a Danish language test of an equivalent or higher level
- You must have held a regular full-time employment and/or been enrolled in an educational programme in Denmark for at least three of the five years prior to submitting your application for a permanent residence permit
- You must be working or studying at the time of becoming eligible for a permanent residence permit

You may visit the Danish Immigration Service website at [www.newtodenmark.dk](http://www.newtodenmark.dk) for more details.





## Return and Reintegration

Even as you are preparing to migrate, it is also important to plan your return and reintegration, should you decide to eventually return to your home country. Some useful tips:

- Set achievable goals and the time frame of your work abroad and discuss them with your family. Define responsibilities among the members of the family before you go overseas. Prepare for future employment or investment opportunities when you return to your home country. As much as possible, prepare your departure in such a way that you will not lose your skills and experience abroad, but instead enhance them to contribute to the health sector in your country when you return. Aim to return to health sector employment if you can. Your home country needs your skills
- Keep in touch with your family and friends. Nowadays, there are various communications and social media technologies that are available and accessible to use
- Watch your spending. It's tempting to celebrate your return with dining out or giving gifts (“pasalubong” for Filipinos), but it's important to stay within your budget and continue to save for the future. Don't spend impulsively upon your return and deplete your savings

- Learn to manage your finances effectively and implement a “forced-savings” programme
- Re-examine future plans, dreams, and expectations as needed
- Upon return to your home country, reintegrate slowly. The process of reintegration can take a number of months as you rebuild your relationships

Migrating for work is never an easy decision. Information is crucial in order to avoid the pitfalls in migration. Get as much information and support as you need. Contact the PSI unions to get information and to find out more about your rights as a migrant health worker.



## List of Resources

Useful links on living and working in Denmark:

Link	Description
<a href="http://www.workindenmark.dk">www.workindenmark.dk</a>	The official Danish website for international recruitment and job-seeking. The Danish Agency for Labour Retention and International Recruitment is responsible for the site.
<a href="http://www.nyidanmark.dk">www.nyidanmark.dk</a>	The official web portal containing important information about entering and residing in Denmark, maintained by the Danish Immigration Service and the Danish Agency for Labour Market and Recruitment.
<a href="http://www.studyindenmark.dk">www.studyindenmark.dk</a>	Although the site is primarily for students, it contains some valuable general information about Denmark and the Danish people. It is managed by the Danish Ministry of Science, Innovation and Higher Education.
<a href="http://www.denmark.dk/en/">www.denmark.dk/en/</a>	Denmark's official Internet representative comprised of comprehensive information on Denmark, Danes and Danish customs for foreigners.
<a href="http://www.icitizen.dk">www.icitizen.dk</a>	The website of the International Citizen Service (ICS) provides links to relevant Danish authorities and useful sources of information in living and working in Denmark.

## Relevant Government Authorities in Denmark

Government Authority	Website
<p>Danish Health and Medicines Authority Axel Heides gade 1 2300 Copenhagen S Tel: +45-7222-7400 Fax: +45-7222-7411 Email: <a href="mailto:sst@sst.dk">sst@sst.dk</a></p>	<p><a href="http://www.sundhedsstyrelsen.dk/en">www.sundhedsstyrelsen.dk/en</a></p>
<p>Ministry of Higher Education and Science, Slotsholmsgade 10 DK -1216 Copenhagen K Tel: +45-3392-9700 (Monday to Friday 8.30 a.m.-4 a.m.) Fax: + 45-3332-3501 Email: <a href="mailto:ufm@ufm.dk">ufm@ufm.dk</a></p>	<p><a href="http://www.ufm.dk/en">www.ufm.dk/en</a></p>
<p>Danish Agency for International Education Bredgade 36 1260 Copenhagen K Tel: +45-3395-7000 Fax: +45-3395-7001 Email: <a href="mailto:iu@iu.dk">iu@iu.dk</a></p>	<p><a href="http://www.iu.dk">www.iu.dk</a></p>
<p>NemKonto NemKonto Support Tel: +45-4460-6368 E-mail <a href="mailto:support@nemkonto.dk">support@nemkonto.dk</a></p>	<p><a href="http://www.nemkonto.dk">www.nemkonto.dk</a></p>
<p>Danish Tax Assessment Council (Skatterådet)</p>	<p><a href="http://www.skat.dk">www.skat.dk</a></p>
<p>Danish Agency for Labour Retention and International Recruitment <b>For personal inquiries:</b> Njalsgade 72C 2300 Copenhagen S <b>For letters:</b> PO Box 2000 DK-2300 Copenhagen S Tel: +45-7214-2000 Email: <a href="mailto:star@star.dk">star@star.dk</a></p>	<p><a href="http://www.star.dk/da/English.aspx">www.star.dk/da/English.aspx</a></p>

Government Authority	Website
<p>Danish Immigration Service  <b>For personal inquiries:</b>                      Citizen Service                      Ryesgade 53                      2100 Copenhagen  <b>For letters:</b>                      Ryesgade 53                      DK-2100 Copenhagen                      Tel: +45-3536-6600</p>	<p><a href="http://www.nyidanmark.dk/da-dk">www.nyidanmark.dk/da-dk</a></p>

## Relevant Embassies in Denmark

### For Filipinos

There is no Philippine embassy in Denmark. All Filipinos in Norway, Denmark, Finland, Iceland and Sweden, regardless of their immigration status, are encouraged to register at the Philippine Embassy in Oslo. However, there is a Philippine Consulate in Denmark.

<p><b>Philippine Honorary Consulate General, Denmark</b></p>	<p>Jægersborg Allé 16, 2 th, 2920 Charlottenlund</p>	<p>Tel: +45-2563-6711 <a href="http://www.filippinsk-konsulat.dk">www.filippinsk-konsulat.dk</a></p>
<p><b>Embassy of the Philippines (Located in Oslo, Norway)</b></p>	<p>Mailing address: P.O. Box 322 SENTRUM, N-0103 Oslo, NORWAY                      Visiting address: 4th Floor, Nedre Vollgate 4, 0158 Oslo, NORWAY                      Opening hours:                      Embassy: Monday to Friday 0900 to 1700 (CET),                      Consular Section: Monday to Friday 0900 to 1400 (Processing). 0900 to 1700 (Releasing).</p>	<p><a href="http://www.philembassy.no">www.philembassy.no</a>                      Tel: +47-2240-0900.                      In case of emergency:                      Call Duty Officer:                      +47-9500-1072 or                      these numbers:                      +47-9024-1171 and                      +47-9742-6900</p>

## For Indians

<p><b>Embassy of India, Copenhagen, Denmark</b></p>	<p>Vangehusvej 15, 2100 Copenhagen Tel: +45-3918-2888 / 3929-9201 Email (Visa/Passport): <a href="mailto:visa@indian-embassy.dk">visa@indian-embassy.dk</a> The Embassy is located close to Svanemøllen S Station and Strandøre Bus stand.</p>	<p><a href="http://www.indian-embassy.dk">www.indian-embassy.dk</a></p>
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## Relevant Government Agencies in the Philippines and India

### Philippines

Agency/Institution	Website	Focus Areas
<p>Philippine Overseas Employment Administration (POEA) EDSA corner Ortigas Avenue, Mandaluyong City, Philippines Tel: +63-2-722-1144; +63-2- 722-1155 Email: <a href="mailto:info@poea.gov.ph">info@poea.gov.ph</a></p>	<p><a href="http://www.poea.gov.ph">www.poea.gov.ph</a></p>	<p>OFW recruitment industry regulation, employment facilitation, workers' protection, pre- employment orientation seminars</p>
<p>Bureau of Immigration Magallanes Drive, Intramuros, Manila Tel. +63-2-527-3260 ; +63-2- 527-3248</p>	<p><a href="http://www.immigration.gov.ph/">http://www.immigration.gov.ph/</a></p>	<p>Anti-trafficking initiatives</p>
<p>Inter-Agency Council Against Trafficking (IACAT) c/o Department of Justice, Padre Faura, Ermita, Manila Tel: +63-2-523-8481 local 216 Fax: +63-2-526-2748 Action Line: 1343 <a href="mailto:contactus@iacat.net">contactus@iacat.net</a></p>	<p><a href="http://www.iacat.net/">http://www.iacat.net/</a></p>	<p>Anti-trafficking initiatives</p>

Agency/Institution	Website	Focus Areas
<p>National Reintegration Center for OFWs, Ground Flr. Blas F. Ople Development Center, cor Solana and Victoria Sts., Intramuros, Manila</p>	<p><a href="http://www.nrco.dole.gov.ph/">http://www.nrco.dole.gov.ph/</a></p>	<p>Reintegration programmes and services, information dissemination, counseling, financial planning, values formation</p>
<p>Overseas Workers Welfare Administration (OWWA) 7th St. Cor. F. B. Harrison Pasay City, Philippines Tel: +63-2-891-7601 to 24 24/7 Operation Center Tel: +63-2-551-6641 Tel: +63-2-551-1560 Text OWWA +63-917-898-6992 Fax: +63-2-551-6651 Email <a href="mailto:owwa_opcenter247@yahoo.com">owwa_opcenter247@yahoo.com</a></p>	<p><a href="http://www.owwa.gov.ph">http://www.owwa.gov.ph</a></p>	<p>Pre-Departure Orientation Seminars, social and welfare services to OFWs, insurance, social work assistance, legal assistance, cultural services, remittance services, repatriation, reintegration</p>
<p>Philippine Health Insurance Corporation (PhilHealth) Citystate Centre, 709 Shaw Blvd., 1603 Pasig City, Philippines Tel: +63-2-441-7444; +63-2-441-7442</p>	<p><a href="http://www.philhealth.gov.ph">http://www.philhealth.gov.ph</a></p>	<p>Health insurance coverage</p>
<p>Social Security System (SSS) SSS Building East Avenue, Diliman Quezon City, Philippines Tel: +63-2-920-6401 SSS Call Center: +63-2-920-6446 to 55 IVRS: +62-2-917-7777 SSS Email: <a href="mailto:member_relations@sss.gov.ph">member_relations@sss.gov.ph</a> SSS Facebook: <a href="https://www.facebook.com/SSSPh">https://www.facebook.com/SSSPh</a></p>	<p><a href="http://www.sss.gov.ph">http://www.sss.gov.ph</a></p>	<p>Social security benefits</p>

Pre-departure Information for Filipino and Indian Migrant Health Workers  
Bound for Denmark

Agency/Institution	Website	Focus Areas
DFA-Overseas Voting Secretariat (Manila) Tel: +63-2-834-4361; +63-2-834-3275; +63-2-833-0914	<a href="http://www.dfa-oavs.gov.ph">www.dfa-oavs.gov.ph</a>	Overseas voter registration and voting
Commission on Elections -- Office for Overseas Voting (OFOV) Palacio del Gobernador Bldg., Gen. Luna St., Intramuros, Manila	<a href="http://www.comelec.gov.ph">www.comelec.gov.ph</a>	Overseas voter registration and voting
Commission on Filipinos Overseas Citigold Center, 1345 Pres. Quirino Avenue corner Osmeña Highway (South Superhighway) Manila, Philippines 1007 Tel: +63-2-552-4700, Email: <a href="mailto:info@cfo.gov.ph">info@cfo.gov.ph</a>	<a href="http://www.cfo.gov.ph">www.cfo.gov.ph</a>	Welfare programmes, reintegration, cultural and educational exchanges, diaspora engagement



## India

Agency/Institution	Website Link	Focus areas
Ministry of Overseas Indian Affairs	<a href="http://www.moia.gov.in">www.moia.gov.in</a>	Information on all relevant acts, policies, recruitment, pre-departure, schemes, MOUs and BLAs
Protector of Emigrants	<a href="http://www.poeonline.gov.in/">http://www.poeonline.gov.in/</a>	RA registration and status
Passport Authority	<a href="http://passportindia.gov.in/">http://passportindia.gov.in/</a>	Passport and related services
Overseas Workers Resource Centre (OWRC)	<a href="http://www.owrc.in/">http://www.owrc.in/</a>	Information on migration, counseling
Ministry of Labour & Employment	<a href="http://www.labour.nic.in">www.labour.nic.in</a>	Labour and employment policies and updates
Ministry of Health and Family Welfare	<a href="http://www.mohfw.nic.in">www.mohfw.nic.in</a>	Policies and regulations related to health and health personnel, management of human resources for health, research and information
Overseas Indians	<a href="http://www.overseasindian.in/">http://www.overseasindian.in/</a>	Official online magazine of MOIA containing information about India and its diaspora
The India Centre for Migration (ICM)	<a href="http://icm.net.in/">http://icm.net.in/</a>	Researches on India migration
Overseas Indian Facilitation Centre (OIFC)	<a href="http://www.oifc.in/">http://www.oifc.in/</a>	Information/updates on Indian diaspora
Norka Roots (Government of Kerala)	<a href="http://www.norkaroots.net">www.norkaroots.net</a>	Information, job search, certificate attestation, counseling, pre-departure, legal support, skill training, grievance redress, research, reintegration
Indian Nursing Council	<a href="http://www.indiannursingcouncil.org">www.indiannursingcouncil.org</a>	Certification, attestations of qualifications, standards, courses, curriculum

## PSI Trade Unions

### Denmark

Danish Nurses' Organization

Sankt Annæ Plads 30

P.O. Box 1084

1008 Copenhagen K

Denmark

Tel: +45-3315-1555

Fax: +45-3315-2455

Email: [dsr@dsr.dk](mailto:dsr@dsr.dk)

Danish Union of Public Employees

(Forbundet af Offentligt Ansatte/FOA)

Staunings Plads 1-3 1790 Copenhagen V

Denmark

Tel: +45-4697-2626

Fax: +45-4697-2300

Email: [foa@foa.dk](mailto:foa@foa.dk)

Danish Association of Biomedical Laboratory Scientists (DBIO)

Skindergade 45. – 47.1. 1159 Copenhagen

Denmark

Tel: +45-4422-3246

Fax: +45-4422-3232

Email: [dbio@dbio.dk](mailto:dbio@dbio.dk)

Danish Association of Social Workers (DASW)

Toldbodgade 19B 1253 Copenhagen K

Denmark

Tel: +45-7010-1099

Fax: +45-3391-3069

Email: [ds@socialrdg.dk](mailto:ds@socialrdg.dk)

Danish Metalworkers' Union (DM)

Nyropsgade 38 P.O. Box 308

1780 Copenhagen V

Denmark

Tel: +45-3363-2000

Fax: +45-3363-2100

Email: [metal@danskmetal.dk](mailto:metal@danskmetal.dk)

Government and public employees in Denmark (HK/Stat)

Weidekampsgade 8 P.O. Box 470

0900 Copenhagen C

Denmark

Tel: +45-3330-4343

Fax: +45-3330-4242

Email: [hkstat@hk.dk](mailto:hkstat@hk.dk)

Hærens Konstabel- og Korporalforening (HKKF)

Kronprinsensgade 8 1114 Copenhagen K

Denmark

Tel: +45-3393-6522

Fax: +45-3393-6523

Email: [hkkf@hkkf.dk](mailto:hkkf@hkkf.dk)

National Federation of Social Educators (SL)

Brolæggerstræde 9 1211 Copenhagen K

Denmark

Tel: +45-7248-6000

Fax: +45-7248-6001

Email: [sl@sl.dk](mailto:sl@sl.dk)

Organisations of Public Employees Denmark / local and regional  
government group (OAO-K)

Staunings Plads 1-3, 4th Floor 1607 Copenhagen V

Denmark

Tel: +45-3370-1300

Fax: +45-3370-1333

Email: [oao@oao.dk](mailto:oao@oao.dk)

Public Employees Union (PEU)

J. H Schrøtersgáta 9 P.O. Box 165

110 Tórshavn

Faroe Islands

Denmark

Tel: +29-831-4868

Fax: +29-831-1092

Email: [starvsmannafelag@starvsmannafelag.fo](mailto:starvsmannafelag@starvsmannafelag.fo)

The Danish Association of Lawyers and Economists (DJØF)

Gothersgade 133 P.O. Box 2126

1015 Copenhagen K

Denmark

Tel: +45-3395-9700

Fax: +45-3395-9999

Email: [djoef@djoef.dk](mailto:djoef@djoef.dk)

Trade Union of Local Government Employees (HK/Kommunal)

Weidekampsgade 8 0900 Copenhagen

Denmark

Tel: +45-7011-4545

Fax: +45-3330-4449

Email: [post\\_kommunal@hk.dk](mailto:post_kommunal@hk.dk)

United Federation of Danish Workers - Public Sector Group (3F)  
Kampmannsgade 4 1790 Copenhagen V  
Denmark  
Tel: +45-7030-0300  
Fax: +45-7030-0301  
Email: [den.offentlige.gruppe@3f.dk](mailto:den.offentlige.gruppe@3f.dk)

### **Philippines:**

Public Services Labor Independent Confederation (PSLINK)  
No. 15 Clarion Lily Street  
St. Dominic Subdivision 1  
Congressional Avenue  
Quezon City  
Philippines  
Tel: +63-2-924-4710  
Fax: +63-2-924-4710  
Email: [pslinkconfederation@gmail.com](mailto:pslinkconfederation@gmail.com)  
Website: [www.pslinkconfederation.org](http://www.pslinkconfederation.org)

Alliance of Filipino Workers (AFW)  
Rm. 204-208, V.I.R. Building  
1840-B. E. Rodriguez Sr. Avenue  
Cubao, Quezon City 1109  
Philippines  
Tel: +63-2-723-2787  
Fax: +63-2-410-9737  
Email: [nhea1973@yahoo.com.ph](mailto:nhea1973@yahoo.com.ph)

Confederation of Independent Unions in the Public Sector (CIU)  
Room 300-A N. Dela Merced Bldg.  
West Avenue corner Quezon Avenue  
Quezon City 1103  
Philippines  
Tel: +63-2-374-2035  
Fax: +63-2-374-2035  
Email: [doodz\\_apl@yahoo.com](mailto:doodz_apl@yahoo.com)

Philippine Government Employees' Association (PGEA)  
PGEA Building  
Maharlika and Masaya Streets  
Elliptical Rd., Diliman  
1100 Quezon City  
Philippines  
Tel: +63-2-926-1573  
Fax: +63-2-926-1573  
Email: [eso\\_hdmfpgea@yahoo.com](mailto:eso_hdmfpgea@yahoo.com)

Alliance of Government Workers in the Water Sector (AGWWAS)  
Home of AGWWAS  
#58 Andres Abellana Ext.  
Barangay Guadalupe  
Cebu City 6000  
Philippines  
Mobile: +63-917-640-3932  
Email: [agwwas.phils@yahoo.com](mailto:agwwas.phils@yahoo.com)

Manila Water Employees Union (MWEU)  
Manila Water Employees Center  
Manila Water Compound, Katipunan Road  
Balara, Quezon City,  
Philippines  
Tel: +63-2-927-2917  
Fax: +63-2-927-2917  
Email: [ed\\_borela@yahoo.com](mailto:ed_borela@yahoo.com)

Maynilad Water Supervisors Association (MWSA)  
MWSS Compound, Katipunan Road  
Balara, Quezon City,  
Philippines  
Tel: +63-2-928-1453  
Fax: +63-2-928-1453  
Email: [rey.fumar@yahoo.com](mailto:rey.fumar@yahoo.com)

NAPOCOR Employees Consolidated Union (NAPOCOR)  
Quezon Avenue  
cor. Agham Road Oiliman  
Quezon City, Philippines  
Tel: +63-2-924-5337  
Fax: +63-2-924-4710  
Email: [apeleria@napocor.gov.ph](mailto:apeleria@napocor.gov.ph)

## India:

Public Services International  
Sub-Regional Office for South Asia  
61, I Block, Ground Floor, Sector -10  
Faridabad,  
Haryana 121006  
India  
Email: [kannan.raman@world-psi.org](mailto:kannan.raman@world-psi.org)  
Tel: + 91-12-9226-1175  
Fax: +91-12-9228-6198

Mumbai Mahanagarपालिका Karmachari Mahasangh Municipal  
Unions' Trust (MMKMMUT)  
Municipal Unions Trust 52/2455  
Sai Darshan -- Opp. M.I.G. Cricket Club  
Bandra East  
400051 Mumbai  
Maharashtra  
India  
Tel: +91-22-2640-8463  
Fax: +91-22-2262-0057  
Email: [prakash.devdas@yahoo.com](mailto:prakash.devdas@yahoo.com)

Karnataka State Government Employees' Association (KSGEA)  
01, Cubban Park  
Bangalore 560 001  
India  
Tel: +91-80-2237-5654  
Fax: +91-80-2235-4784  
Email: [bsprasad1953@gmail.com](mailto:bsprasad1953@gmail.com)



Tamil Nadu Government Officials Union (TGOU)  
7, Neeli Veerasamy Street  
Triplicane  
Chennai 600 005  
Tamil Nadu  
India  
Tel: +91-44-2844-1732  
Fax: +91-44-4266-3826  
Email: [tngou1924@yahoo.co.in](mailto:tngou1924@yahoo.co.in)

National Organisation of Government Employees (NOGE)  
B-202, Gautam Labadhi Appts,  
Shivaj Path Tilak Road,  
Dombivali East  
Mumbai – 421201  
India  
Tel: +91-12-9510-5140  
Fax: +91-12-9228-6198  
Email: [noge@airtelmail.in](mailto:noge@airtelmail.in), [jaylbhan@gmail.com](mailto:jaylbhan@gmail.com)

All India Cantonment Board Employees Federation (AICBEF)  
House No. 738, Sector-15  
Faridabad  
Haryana 121007  
India  
Tel: +91-12-9228-3940  
Fax: +91-12-9228-3940  
Email: [vlanger@hotmail.com](mailto:vlanger@hotmail.com)

**Indian National Municipal and Local Bodies Workers Federation  
(INMLBWF)**

Municipal Corporation of Hyderabad

North-East Podium, C.C. Complex

Tank Bund Road

Hyderabad 500063

India

Tel: +91-40-2322-1610

Fax: +91-40-2324-9813

Email: [adilshariff\\_2003@yahoo.com](mailto:adilshariff_2003@yahoo.com)

**Hind Mahila Sabha Indian Women Association (HMSIWA)**

House No. 228D-Block

Panki

Kanpur 208020

Uttar Pradesh

India

Tel: +91-51-2226-2014

Fax: +91-51-2226-2014

Email: [abha\\_hms@yahoo.com](mailto:abha_hms@yahoo.com)

## Professional Associations

### Professional Associations for Filipino Health Workers

Agency/Institution	Website	Description
<p>The Philippine Dental Association 2012 Ayala Extension corner Kamagong St. Makati City</p> <p>Tel: +63-2-899-6332, 890-4609, 897-8091</p> <p>Email: <a href="mailto:secretariat@pda.ph">secretariat@pda.ph</a></p>	<p><a href="http://pda.ph/">http://pda.ph/</a></p>	
<p>Philippine Nurses Association (PNA)</p> <p>1663 F.T. Benitez Street, Malate, Manila 1004</p> <p>Tel: +63-2-536-1888, 521-0937, 400-4430,</p> <p>Fax: +63-2-525-1596</p>	<p><a href="http://www.pna-ph.org/">http://www.pna-ph.org/</a></p>	<p>Counseling, legal advice, education and training, policy advocacy</p>

## Indian Professional Associations and Migrants' Rights NGOs

Agency/Institution	Contact information	Focus areas
Trained Nurses Association of India	Florence Nightingale Lane L --17, Green Park Main New Delhi -- 110016	Nurses representation, advocacy and policy engagement with the government
Public Health Foundation of India (PHFI)  <a href="http://www.phfi.org/">http://www.phfi.org/</a>	Address: ISID Campus, 4 Institutional Area Vasant Kunj, New Delhi 110 070India	Public health teaching, research and advocacy organization
Swasti -- Health Resource Centre	A -- 36, Ground Floor, Gulmohar Park, New Delhi -- 110049	Research, policy advocacy
V.V. Giri National labour Institute	Room No. 104, 1st Floor, Sector-24, NOIDA, U.P Tel: +91-12-0241-1470, <a href="mailto:directorgeneralvvgnli@gmail.com">directorgeneralvvgnli@ gmail.com</a>	MOLE's research institute. Research on labour and migration issues
Migrant Forum India		Pre-departure information, grievance redress
Society for Labour and Development		Research, policy advocacy

## Migrant Networks in Denmark

### For Filipinos

Babaylan Denmark  
Filomenita Mongaya Hogsholm  
Email: [BabaylanDK@babaylan.dk](mailto:BabaylanDK@babaylan.dk)

Buklod-Denmark  
Rosemarie Alonzo Christensen  
Tel: +45-5123-5177  
Email: [rosemarie1904@yahoo.dk](mailto:rosemarie1904@yahoo.dk)

Caring for Less Fortunate Children of the Philippines (CLFCP)  
Email: [silao.harold@gmail.com](mailto:silao.harold@gmail.com)

Copenhagen Christian Church  
Email: [audioacryl@mail.tele.dk](mailto:audioacryl@mail.tele.dk)

Couples for Christ  
Jes & Ligaya Pedersen  
Email: [jescfcffdk@gmail.com](mailto:jescfcffdk@gmail.com)

El Shaddai Group  
Mario & Cora Magpantay  
Email: [corazon.magpantay@radionmeter.dk](mailto:corazon.magpantay@radionmeter.dk)

Filipino Association of Denmark  
Email: [peter@fad4u.dk](mailto:peter@fad4u.dk)

Filipino Christian Church  
Email: [fcc@pinsekirken.dk](mailto:fcc@pinsekirken.dk)

**Filipino House -- Denmark**

Sundparken 34 sttv, 2300 Copenhagen S

Tel: +45-3321-9926; +45-2622-9910

Email: [marcrdicay@yahoo.com](mailto:marcrdicay@yahoo.com); [filipinohouse@gmail.com](mailto:filipinohouse@gmail.com)

**Filippinsk Dansk Gruppe**

Tel: +45-4242-3679

Email: [fdgforening@gmail.com](mailto:fdgforening@gmail.com)

[www.facebook.com/FilippinskDanskGruppe](http://www.facebook.com/FilippinskDanskGruppe)

**Jesus is Lord**

Email: [pastor@jesusislordchurch.dk](mailto:pastor@jesusislordchurch.dk)

**Mabuhay Association**

Tel: +45-3250-5280; +45-2144-4840

**Mabuhay Organization of Filipinos**

Email: [maulita1@yahoo.com](mailto:maulita1@yahoo.com)

**Pilipino Danish Center**

Email: [info@pilipinodanishcenter.com](mailto:info@pilipinodanishcenter.com)

**Pinay Exclusive Denmark**

Email: [jensen49@pc.dk](mailto:jensen49@pc.dk)

**PUGAD**

Email: [eily@niels.brock.dk](mailto:eily@niels.brock.dk); [lilyluth@yahoo.com](mailto:lilyluth@yahoo.com)

**Radio Pinoy**

Email: [nenita@post.cybercity.dk](mailto:nenita@post.cybercity.dk)

**W.I.M Group Denmark**

Tel: +45-2175-3232

## For Indians

Danish Indian Society

c/o Lizzie Schreiber

Sallingvej 63 2 th

2720 Vanløse

Website: [www.dan-ind.dk](http://www.dan-ind.dk)

E-mail: [lizzie-else@webspeed.dk](mailto:lizzie-else@webspeed.dk)

Indians in Denmark

Website: [www.indiansindenmark.com](http://www.indiansindenmark.com)

Facebook page: [www.facebook.com/indiansindenmark](http://www.facebook.com/indiansindenmark)

Pre-departure Information for Filipino and Indian Migrant Health Workers  
Bound for Denmark







## Working in Denmark

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