

PRESS RELEASE

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15 large Danish and international companies in Denmark launch common initiative to attract and retain highly skilled foreigners

15 of the largest Danish and international companies in Denmark have joined forces and launched a new initiative – Consortium for Global Talent – whose main objective is to create better framework conditions for highly skilled global professionals in Denmark. Furthermore, the Consortium aims at changing the general attitude and behavior of Danes towards expatriates. According to the companies, action is crucial if Denmark wishes to maintain its position as one of the richest countries in the world.

The Danish Minister of Economic and Business Affairs, Lene Espersen, sees the new initiative as an important supplement to already existing initiatives:

“It is very positive that so many large companies have come together in support of the overall objective of ensuring that Denmark will further become an attractive country to work and live in for highly skilled foreigners. We strongly need this workforce, and we have to look at how we can further improve the conditions in general for this group of labor, as they play an important role in securing our welfare for the future. The business world is close to the daily challenges, and I welcome that the companies involve themselves in an active way and communicate where they find there is a need for change.”

The purpose of the Consortium will be to address common challenges and coordinate the companies' efforts in relation to the many existing public and private initiatives on offer.

The task is complex and is not limited to taxation and financial issues. For instance it is crucial that expatriates settle in well both work wise as well as privately and that the family is provided with attractive working conditions and school services. It means a lot if they have a rich personal life and that they feel welcome in Denmark also after working hours says Tine Horwitz, Head of Consortium for Global Talent which in 2010 is located with A. P. Moller-Maersk Headquarters in Copenhagen – and hereafter with the participating companies in yearly turns.

“Denmark really needs the highly skilled professionals so for this reason we should appreciate and be proud when they in particular choose to come to work in Denmark. Their presence is of added value to all of us and helps create prosperity and enrich our society. We can all contribute to their smooth integration by being good colleagues and by showing interest in them as private persons. Danes should aim to be more open-minded and less reserved towards socializing with expatriates in a private setting, Tine Horwitz concludes.

Facts about Consortium for Global Talent:

The 15 companies behind Consortium for Global Talent:

A.P. Moller-Maersk A/S, Arla Foods Amba , Carlsberg A/S, Danske Bank Group, DONG Energy, FLSmidth A/S, IBM Denmark Aps, The LEGO Group, Microsoft Development Center Copenhagen, Nordea Bank Denmark A/S, Novo Nordisk A/S, SimCorp A/S, Torm A/S TrygVesta A/S, and Vestas Wind System A/S.

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Facts about demography and labour market:

1. The population in EU is expected to drop from 7% of the world population down to only 5% by 2050. Already as of 2015 it is anticipated that the number of deaths will exceed the number of new-born.
2. The implication of the above is that the EU countries will be in need of 40 million immigrants in order to maintain the workforce of today.
3. Moving forward to 2019 the Danish workforce is expected to drop by 38,000 persons.
4. The Danish labour market will need 105 000 highly skilled employees already in 2019.
5. During the second half of 2009 Danish companies have tried to fill 7,000 vacant positions - this has affected approximately 4,000 companies negatively.

Sources:

1-3: The European Commission staff working document; the demographic future of Europe; Facts and Figures; and Copenhagen Institute for Futures Studies

4-5: The Economic Council of the Labour Movement

Additional information:

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