

Recruiting employees for projects in Denmark?

Are you a non-Danish construction company?
Do you need to recruit employees for projects in Denmark?

FOTO / CLAUDIUS LARSEN / SCANPIX

The single point of entry

How the single point of entry can assist you

- Advise on options for recruitment and upskilling to meet your requirements
- Clarify your labour requirements
- Coordinate the recruitment process from end to end

The single point of entry can assist you in recruiting both individual construction workers and construction crews.

When to contact the single point of entry?

The sooner you contact the single point of entry, the better your chances are of meeting your labour requirements.

For instance, you may benefit from contacting the single point of entry:

- In the bidding or tendering phase
- After winning a construction project
- During the construction phase

Determine your recruitment requirements before contacting the single point of entry

- How many employees will you need?
- What qualifications do they need?
- When do you need employees for your project?

CALL (+45) 72 200 350

TO REACH THE SINGLE POINT
OF ENTRY FOR RECRUITMENT

Authorities, organisations and the Danish labour market

Below, you can read more about some of the authorities and organisations that the single point of entry liaises with in order to meet your recruitment needs.

How job centres can help you recruit

The Danish job centres work to procure jobs for unemployed persons and ensure that companies can recruit the labour they need.

The job centres serve as the link between an employer and a jobseeker. If you need to recruit labour, the job centre can assist you in finding qualified candidates for the job among job seekers.

The job centres are distributed nationwide in Denmark, with one job centre in most municipalities across the country. This means that each job centre knows the local labour market and the potential for recruitment within its area.

In the case of high demand for labour or major projects, the job centres liaise across municipalities for extended recruitment capacity.

How trade unions and unemployment insurance funds can help you recruit

A trade union or an unemployment insurance fund (a-kasse) can also help ensure that you can recruit the labour you need. They also serve as an important link between an employer and employees.

The trade unions and unemployment insurance funds are typically organised by industrial sector as well as by the occupational and educational background of their members.

This means that the trade unions and unemployment insurance funds often have extensive knowledge of their respective sectors.

The trade unions play a pivotal role in the Danish labour market model. Membership of a trade union is voluntary, but there is a high level of union membership among Danish workers (around 70 per cent). This means that the trade unions and unemployment insurance funds can recruit from a large membership base.

The Danish labour market model and employment contracts

An understanding of the Danish labour market model will aid your recruitment procedure.

In Denmark, pay and working conditions are typically laid down by collective agreements concluded between trade unions and employers' organisations – the social partners. This system of labour market regulation is referred to as the Danish Model.

In this model, the social partners determine working hours, minimum pay and terms of notice. Other areas, such as occupational health and safety, vocational training and the unemployment insurance system are regulated by legislation.

As a foreign company in Denmark, you should be aware of the applicable

collective agreements in order to determine the wage level in your specific sector.

You might also be contacted by one of the trade unions seeking to conclude an agreement on wages and working conditions for your company. This is in line with the national practices in regulating the labour market, as up to 90 per cent of the labour market is regulated by collective agreements.

An employer bound by a collective agreement must offer contractual terms to non-organised members also, in order both to protect them and ensure that non-organised employees in a workplace do not "under-bid" the organised employees on pay and working conditions.

Contact

Call (+45)72 200 350

to reach the single point of entry for recruitment of Danish employees. It is free of charge. As your coordinators between authorities and organisations, we facilitate the recruitment process, making sure you only need to call one number.

The single point of entry is established by the Danish Agency for Labour Market and Recruitment under the Ministry of Employment and is endorsed by both employers' and employees' organisations.



**Danish Agency for Labour Market and
Recruitment under the Ministry of Employment**

www.star.dk