



CONTRACTING IN DENMARK

The following is a guideline prepared by LSC for contractors considering a move to Denmark. This information is brief and intended to provide you with a starting point in your research as you consider this move. We hope you find this sheet helpful and would appreciate any additional information or feedback. Please feel free to call us if you need any more help.



Kongeriget Danmark

The Kingdom of Denmark

- Population:** 5.8 million Inhabitants (August 2022)
- Language:** The official language is Danish. English is widely spoken.
- Capital:** København (Copenhagen), 1.1 Million inhabitants (2022) in the metropolitan area
- Major cities:** Aarhus 273K, Odense 145K, Aalborg 122K

Copenhagen is situated on Denmark's largest Island, Zealand. If you are thinking of contracting in Denmark it is important to note most of the work is located on this Island.



Taxation in Denmark

The most frequent question we are asked about when contractors are considering a move to Denmark is related to taxation.

We strongly recommend that each candidate considering a move to Denmark seeks professional advice from appropriately qualified financial advisors prior to agreeing to a contract of employment.

LSC do not provide taxation advice or a financial consultancy service in-house to contractors or employees moving to Denmark. We work with many different agencies that do offer this service. If you are considering the move we do recommend a company called GTS Nordic for Danish contractor taxation information and financial advice.

Contact GTS Nordic, or Northern Partners directly:

GTS Nordic ApS

Address: Kalkbranderilobskaj 6,
DK-2100 Copenhagen

Main: +45 7024 8080

Email: info@GTSNordic.com

Website: www.GTSNordic.co

Northern Partners APS

Address: Hovedvagtsgade 6. 1tv.
DK - 1103 Copenhagen K

Main: +45 70 605 606

Direct: +45 71 963 606

Email: contact@dk-np.com

Website: www.northernpartners.eu

Flights – Ireland and UK

Copenhagen Airport is just 11km from the city centre. Transport options from the airport include local buses, a metro, train station, car hire and taxis, all available from outside the terminal building.

Getting to and from Denmark from Ireland/UK is relatively easy. As with any travel the more prepared you are the better! Flights always tend to be more expensive at Christmas and school holidays but there are very reasonable options if you book in advance.

Dublin:

There are direct flights from Dublin to Copenhagen with Ryanair, SAS and Norwegien Air. The flights operate to and from Copenhagen seven days a week however there is a higher frequency Monday to Friday. Typically return flights for approx. €150 or less (including taxes and charges)

Cork:

Flights to and from Copenhagen are available seven days a week with Ryanair, KLM, Scandinavian Airlines, etc.

London:

Numerous flights daily from Gatwick, Heathrow & Stansted

How often do contractors come home?

This varies depending on your life situation. Some of our contractors come home every weekend, some fortnightly and some monthly. A number of people have moved their families (partner and children) to Denmark, which has first class healthcare, childcare and education systems. This really is a personal decision.

Transportation

The majority of our Danish contractors use public transport (metro, trains & buses) to get to and from their places of work. The Danish public transport system is extensive, efficient and relatively inexpensive.

Over 50% of our contractors use a combination of cycling / train to get to work. Another significant portion walk / train to work. A daily return train ticket costs on average €6-€10 per day. You can save 10-15 % on the ticket price if you use REJSEKORT

https://www.rejsekort.dk/?sc_lang=en

Denmark is very bike friendly with cycle paths and generally flat terrain and they have bike racks at all stations and offices to park your bikes.

Metro to Copenhagen Airport costs approx. €5 for a single journey (depends on where you start)

A small percentage of our contractors rent a car and drive to and from work. A small compact car costs approx. €200 per week to rent. Car parking is available at most facilities, however apartments in the city may not come with a parking space and/or you may need to buy a parking permit.

NOTE

The above refers mainly to the Copenhagen area. Once you move out of Copenhagen transport becomes less frequent and you may find need for a car to travel to and from your workplace depending on location.

NOTE

Some clients put on special transportation to facilities outside of Copenhagen E.g. NNE run a Buzz Bus both ways from their headquarters in Gentofte to one of their other facilities in Kalundborg. The bus leaves both sites at approx. 7.30 and returns at 15.00. This is a free service with refreshments, toilets and Wifi which allows you to work during the 1.5 hour journey each way. Once you are assigned your client contact, check with them with regard to client specific transportation, availability and routes.



Accommodation

Accommodation is one of the most difficult things to source in Copenhagen. The majority of the LSC contractors who responded to the survey indicated they were living in an apartment in the greater Copenhagen area. The closer to the city centre the more expensive the rent.

If you are working outside of Copenhagen (e.g. Novo Nordisk in Kalundborg which is 110km from Copenhagen) then living in the local town may be an option. As with all things it is necessary to balance convenience with lifestyle. Copenhagen offers a more varied and cosmopolitan lifestyle but approx. one hour commute on the train each way. Living local you have a short commute but live in a less cosmopolitan and exciting location.

“Finding accommodation is the most difficult thing about living in Denmark, particularly in Copenhagen. Also you generally need to pay 3 months deposit on apartments & up to 3 months in advance” (contractor currently in Copenhagen)

Copenhagen Rental Costs:

Rent Per Month	Average DKK	Average EUR*	Cost range (Min-Max) DKK
Apartment (1 bedroom) in City Centre	11,967 Kr	€1608	9,000 - 15,000
Apartment (1 bedroom) Outside of Centre	8,845 Kr	€1188	7,000 - 12,000
Apartment (3 bedrooms) in City Centre	18,114 Kr	€2434	14,000 - 22,000
Apartment (3 bedrooms) Outside of Centre	14,028 Kr	€1885	11,000 - 17,000

*Euro prices calculated using Currency rate of EUR:DKK / 1:7.44 on August 2022

Source: information for August 2022 on Numbeo website. See link to Numbeo page below.
www.numbeo.com

NOTE

These are just a sample of some of the responses received from our contractors when asked how they sourced their accommodation in Denmark:

- Airbnb rental of a room in a house for a period of time while getting set up. Eventually rented the room directly with landlord, once they were sure it would work.
 - Use a property letting website to find an apartment (e.g. boligportal.dk)
 - Moved to Copenhagen and stayed in a B&B/hotel initially. Asked colleagues in work/ posted on notice board and got an apartment through a work colleague
- Note: Hotels can be expensive in Copenhagen so it is worth checking Airbnb to make sure you are getting the best deal <https://www.airbnb.ie/>*
- Used Facebook to ask friends if they knew anyone in Copenhagen renting an apartment.



Food

Shopping / Lunches

The majority of large companies have an on-site canteen. The food is generally very good and heavily subsidised. A significant portion of our contractors indicated they ate their main meal at lunch time and had a light meal later in the evening. Lunch typically costs between €3-€5 per day for a hot or cold lunch.

Supermarket costs

When we researched and asked our existing contractors about supermarket pricing the feedback was that Danish supermarkets are definitely more expensive than in Ireland or the UK. Our contractors based in the UK found the difference most stark with the price differential of between 50-100% reported by some UK contractors.

The Ireland based respondents to our survey indicated that Danish supermarkets were between 25-50% more expensive than their Irish equivalents for shopping basket staples.

The average price of a “pint” at a bar in Copenhagen is approx €6-€7. The supermarket cost of beer is approx. €1-€1.50 per bottle for a standard 33cl bottle for popular brands e.g. Heineken/Carlsberg.

Eating out

Eating out is more expensive than Ireland or the UK. Prices vary depending on where you go, however the following summary by one of the current contractors in Denmark is fairly representative of the responses we got back:

Evening meal: 20% more expensive. Drinks in restaurants about 50% more expensive.

Average price of a pint of beer in a pub €7

Supermarkets: About 25% more expensive

(Low cost Supermarkets are: NETTO, FAKTA, REMA, ALDI & LIDL)



Weather in Copenhagen

Considering its latitude, Copenhagen has a fairly mild climate. Summers are typically warm but almost never so hot that you'll wish you had a pool. There is little rainfall at any time of year, with July and August actually being the wettest months by just a bit.

Winters do get cold, but the city doesn't spend weeks below freezing like many of cities that are well off the coast do in Europe. Snow does fall during winter (approx. 7 days a month), though it's usually light and doesn't last very long.

One thing to consider is the amount of daylight you'll be getting. During late June it doesn't really get dark until after midnight and then a couple hours later it starts getting light again, while in December you'll be moving around in the shadows even around noon, and it's completely dark long before the work day is over.

Approximate sunrise/sunset times:

December	Sunrise: 8:30am	Sunset: 15:30pm
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June	Sunrise: 4:30am	Sunset: 22:00pm
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(There is a significant twilight for approx. one hour before sunrise/after sunset in summer)



The work culture in Denmark

Denmark is known for its social balance, equality, low levels of corruption and transparency. In Denmark universal welfare services such as free healthcare, free education, high minimum wages and high levels of unemployment benefits form the basis of a "flexicurity" system where the workforce can move from sector to sector with relative ease.

The general atmosphere in a Danish workplace is professional, but also casual and informal. In most work places in Denmark they employ a flat hierarchy where there is little power distance between positions of employees. This means everyone has the opportunity to share their opinions and offer suggestions. The autonomous approach means you are expected to figure things out for yourself and work independently. It is important to show initiative in this work environment as your boss may not always be checking on your work and giving you tasks.

The Danes also really care about equal rights, and you will see this reflected in the workplace. (Denmark has the greatest percentage of women working outside the home in comparison to other European countries).

The typical working week in Denmark is 37 hours. Danes value their spare time highly and family is of high importance which means that when they work, they work intensively but leave quite early in comparison to other countries. The typical working week in Denmark is Monday to Friday and office hours are usually between 8 a.m. and 5 p.m. however there tends to be a high degree of flexibility in Denmark regarding the start/end time. The most important thing is that deadlines are met and you are on time for meetings/business requirements.



Useful websites

Cost of living in Denmark:

http://www.numbeo.com/cost-of-living/city_result.jsp?country=Denmark&city=Copenhagen

General info about Denmark:

<http://denmark.dk/en/quick-facts/facts>

<https://www.workindenmark.dk/Living-in-DK>

Ticketing system for trains, buses and metro:

https://www.rejsekort.dk/?sc_lang=en