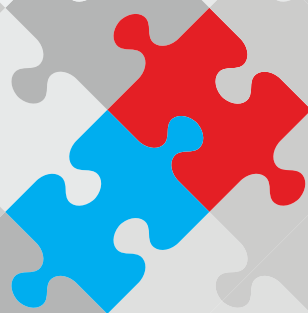


→ ACCOMPANYING SPOUSES IN A WELFARE STATE



→ INDHOLD

PREFACE	3
ACCOMPANYING SPOUSES IN A WELFARE STATE	4
SURVEY SAMPLE AND DESCRIPTIVE STATISTICS	6
RESULTS	10
THE MOST IMPORTANT FACTORS IN RELOCATION	11
DISCUSSION	15
REFERENCES	16

THE EUROPEAN UNION



The European Social Fund

Investing in your future



Growth Forum
Capital Region



VI FREMMER VIDEN

spousecare



COPENHAGEN TALENT BRIDGE is initiated by Copenhagen Capacity in collaboration with: Aalborg University, Copenhagen • Technical University of Denmark • IT University of Copenhagen • The Think Tank DEFA • Frederiksberg Municipality • Copenhagen Business Centre, City of Copenhagen • Cph Volunteers • CPH International Service, City of Copenhagen • International Staff Mobility, University of Copenhagen • Center for Internationalisation and Parallel Language Use • Workindenmark East • Vaeksthus Copenhagen • Spousecare • Danish Agency for Labour Retention and International Recruitment • The Capital Region of Denmark

Redaktion:

Martin Junge, forskningschef i DEFA

María Retana de la Peza, konsulent i DEFA

Udgiver: DEFA

Dato for udgivelse: November 2013

Design: Morten Arleth Skov

→ PREFACE

Danish firms go to great lengths to attract foreign specialists whose knowledge and experience has the potential to improve products, processes and generally increase productivity. But high salaries, good opportunities for career advancement and generous tax breaks are often not enough to retain these talents for an extended period of time. Previous studies have shown that most foreign specialists come to Denmark accompanied by their families and, presumably, the well-being of their spouses and children ranks high in their decision to stay or leave. If we wish to attract and retain a larger pool of specialists from abroad, we have to make sure that their families can thrive here.

This has inspired DEA, together with Spousecare, to carry out the first large survey among accompanying spouses of highly qualified specialists to understand how well the Danish labor market and welfare state fulfill their needs. Our study shows that the conditions which spouses consider most important in choosing a country to live in are their children's education, job opportunities for themselves, their partner's opportunities for career advancement and high quality health services. On the other hand, the least important considerations are the possibilities for starting a business of their own and for achieving a high level of income and low taxes.

The good news is that Denmark meets most of the conditions that are important for spouses, that most spouses are satisfied living here and that one in three would like to stay even longer than they had initially planned. The bad news is that more than half of all spouses find that there is a lack of opportunities for them in the Danish labor market. Since this is one of the conditions which weighs more in their relocation decision it should not come as a surprise that one in five spouses considers shortening their stay in Denmark.

98 per cent of the spouses we surveyed have a higher education, but only 22 per cent are employed. This is a shame, not only for the individual families, but also for Danish society, because we risk losing the valuable specialists that our companies have managed to attract. This has negative implications for firm productivity, as well as for public finances. CEBR has calculated that the net contribution to public finances of a highly-qualified immigrant coming to Denmark with his or her family is approximately 250.000 dkk per year. Furthermore, there most certainly are cases in which we are missing out on the valuable skills that spouses would like to put to use in the labor market.

Our study makes it very clear that there is room for improvement when it comes to retaining foreign specialists and that improving the conditions which spouses meet when they come to Denmark, especially broadening their access to the labor market, can be an important part of the solution.



Stina Vrang Elias
CEO
the think tank DEA



Anette Pilmark
Managing Director
and Founder
Spousecare



ACCOMPANYING SPOUSES IN A WELFARE STATE

Foreign specialists are a small but important part of the Danish labour force. The main argument for hiring foreign specialists is that they are complementary to native workers, and raise productivity and exports in private firms (Malchow-Møller et al. (2010)). As all of the specialists pay taxes and most of them come to Denmark after completing their education and leave again before retirement, their net contribution to the public sector is also positive (Jacobsen et al. (2011)).

The foreign specialist (specialist from now on) pursues economic or career possibilities in one way or the other. A huge literature exists on this, but it often treats the decision to immigrate as a decision of the individual. In contrast to most labour immigrants, this group of specialists, who are highly educated and have some experience in the labour market, are not likely to be young and single. The incentives and motivations behind the decision to accompany a partner to another country have received less attention. These are of major interest, as return migration depends on the preferences, job opportunities, and the careers of the accompanying spouses (Mincer (1977)). However, collecting data on accompanying spouses is not an easy task.

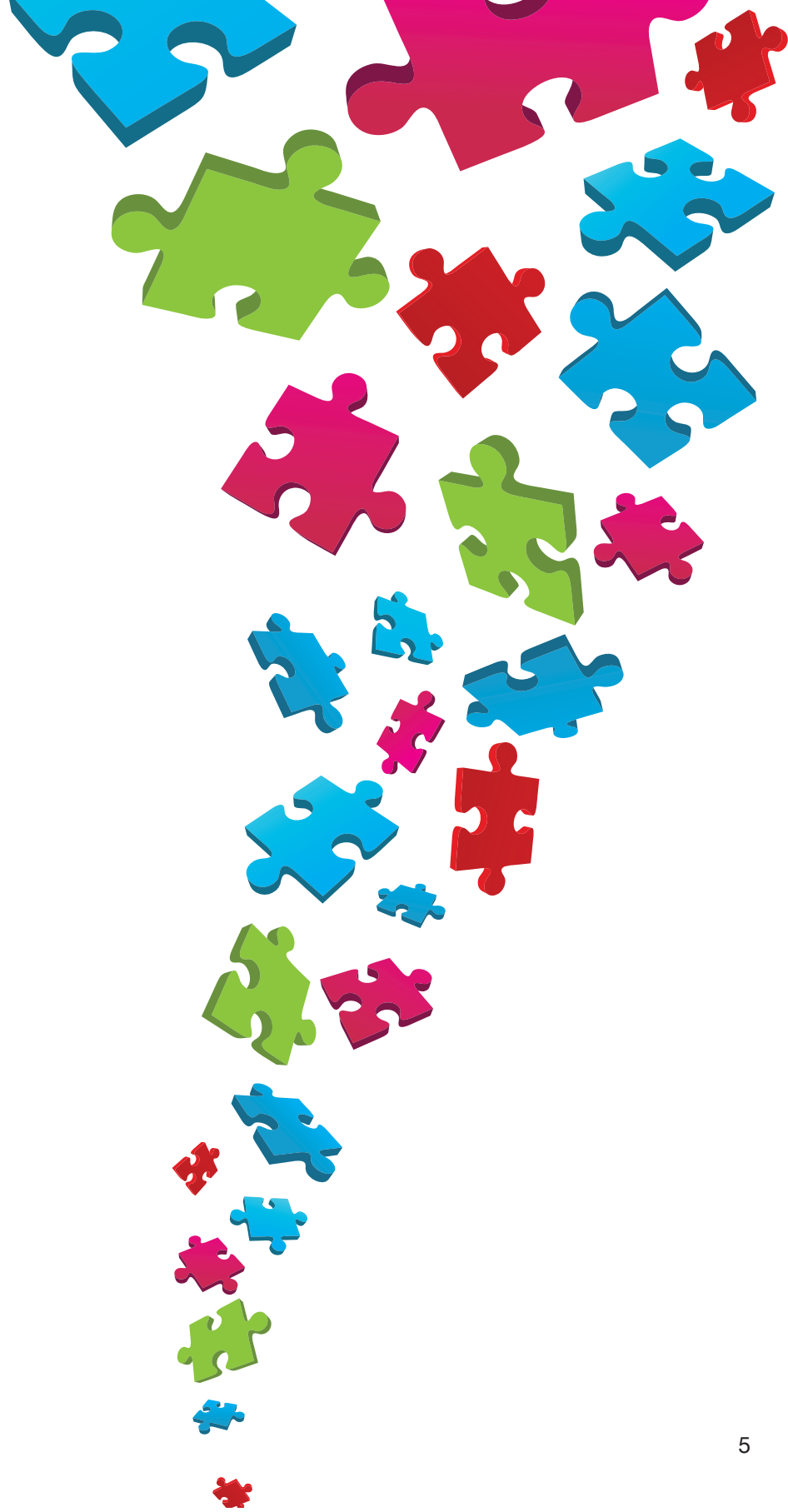
We have looked into incentives to immigrate to Denmark using a new survey which looks at the preferences of the accompanying spouses. We received approximately 400 responses from accompanying spouses in Denmark, who anonymously participated in a survey that took place between September and October 2013.

We asked the spouses how important 14 different factors were in terms of relocation and whether Denmark fulfills these conditions. The factors were own job opportunities, own job career advancement, own higher earnings, partner's career ad-

vancement, partner's higher earnings, higher living standard, less stressful working conditions, starting own business, low taxes, free health care, high quality health care, children's education, friends and family. Although this list is not exhaustive, it does reflect our interest in the labour market and in Denmark as a welfare state.

A key result of the survey was that a large group of accompanying spouses are satisfied with living in Denmark. For example, spouses weight children's education and partner's career advancement very high and find that Denmark to a degree provides these. However, spouses also weight their own job opportunities as among the most important reasons for relocation, and these Denmark does not provide. We found that those who are most dissatisfied with this factor are also those who have changed their plans and now wish to shorten their stay in Denmark.

We would like to thank Carolyn Amrein, US; Kit Gerould, UK; Saloni Shah, India; and Claudia Torres, Mexico for excellent help with the questionnaire. Special thanks to Kit Gerould for editing and proofreading.





SURVEY SAMPLE AND DESCRIPTIVE STATISTICS

We sampled spouses through various networks between August and October 2013¹ and received 401 responses. We have concentrated on accompanying spouses to non-Danish partners, so that the final sample for our analysis consists of 323 observations.

In the survey, spouses were asked to state how long they had been living in Denmark. Based on this we divided the sample into two groups: short stays consist of spouses who have stayed less than 12 months in Denmark and long stays of spouses who have stayed more than 12 months. The sample is thus divided into two almost equally sized subsamples with 170 responses for long stays and 153 for short.

Tables 1 through 3 provide descriptive statistics of our sample, split according to length of stay. The gender distribution is more or less the same across length of stay (cf. Table 1). A little over 85% of accompanying spouses are females. In terms of age, almost 50% of surveyed spouses are between 30 and 39 years old, and 30% are between 20 and 29. The group of long stays is slightly older than the group of short stays and this is also reflected in the number of children in the two groups. Only 30% of spouses in the group of short stays have children, compared with 60% in the group of long stays. Conditional on having children, the distribution is not so different across the two groups. The main difference is that the long stay group has fewer children than the short stay group.

In terms of geographical distribution by region, there are only minor differences between the two groups. The sample is very concentrated in the capital region, where 70% of surveyed spouses live. Southern Denmark and Central Jutland host approximately 13% of spouses each, and fewer than

6% of spouses are located in Zealand and Northern Jutland.

The two groups differ to some extent when it comes to educational attainment. Most surveyed spouses have a Master's degree or equivalent, followed by those with a Bachelor's degree and then by those with a PhD. A larger proportion of spouses in the short stay group have a PhD, whereas a larger proportion of spouses in the long stay group have either a Master's degree or no higher education. Overall, our sample is very concentrated in the higher education levels. This could both reflect that specialists tend to have highly educated partners and that people with higher levels of education are more likely to reply to surveys. Given that in this case the questionnaire is English, which is not the native language for a large number of accompanying spouses in Denmark, the latter factor could be even more important than it usually is.

Whether these (accompanying) specialists could fill important gaps in the Danish labour market can be glimpsed from their field of education. The most important field of study among surveyed spouses is social sciences, administration and business, followed by technical and IT, which account respectively for approximately 30% and 20% of the total, with little difference between the groups of short and long stays. The third and fourth most important fields of education for the group of short stays are communication and business language, and natural science. For the group of long stays, the third and fourth most important fields are the humanities and arts, and communication and business language. All in all, the distribution across fields is quite diverse.

In terms of country of origin, approximately 54% of respondents come from western countries and 46% from non-Western countries, with negligible differences in terms of length of stay.

¹ Examples are Expat in Denmark, Spousecare, universities, companies, language schools, and international schools.

Table 1: Sample characteristics (%)

	Short stay	Long stay	Total
Female	86.9	86.5	86.7
Male	13.1	13.5	13.3
20–29 years old	34.0	28.2	31.0
30–39 years old	46.4	49.4	48.0
40–49 years old	17.0	16.5	16.7
50 or more years old	2.6	5.9	4.3
No children	68.6	42.4	54.8
1 child conditional on having children	45.9	55.1	52.0
2 children conditional on having children	39.5	33.6	35.6
3 children conditional on having children	12.4	10.2	11.1
4 children conditional on having children	2.2	1.0	1.3
Region Hovedstaden (Copenhagen)	67.3	67.6	67.5
Region Sjælland (Zealand)	1.3	1.2	1.2
Region Syddanmark (South Denmark)	15.0	10.6	12.7
Region Midtjylland (Central Jutland)	13.1	15.9	14.6
Region Nordjylland (North Jutland)	3.3	4.7	4.0
9–10 years of education	0.0	0.6	0.3
10–12 years of education	1.3	2.9	2.2
13–15 years of education	32.0	27.6	29.7
15–17 years of education	53.6	60.6	57.3
18–20 years of education	13.1	8.2	10.5
General field of education	1.3	3.5	2.5
Communication and business language	16.3	14.7	15.5
Health	7.8	7.6	7.7
Humanities, education and arts	9.8	18.8	14.2
Natural science	15.7	7.1	11.1
Social sciences, administration and business	29.4	27.6	28.5
Technical and IT	19.6	20.6	20.1
Non-Western	45.1	45.9	45.5
Western	54.9	54.1	54.5

*Note: Western countries are defined according to Statistics Denmark (reference)
Source: Own calculations*

Table 2: What is your nationality? (%)

Short stays		Long stays		Total	
India	20.9	India	28.8	India	25.3
France	19.8	Germany	13.5	Germany	13.7
Germany	14.0	United Kingdom	12.5	France	12.6
Spain	11.6	United States	8.7	United Kingdom	12.1
United Kingdom	11.6	Australia	7.7	United States	8.4
United States	8.1	Netherlands	7.7	Netherlands	6.3
Netherlands	4.7	Poland	7.7	Poland	5.8
China	3.5	France	6.7	Spain	5.8
Poland	3.5	China	5.8	Australia	5.3
Australia	2.3	Spain	1.0	China	4.7

Source: Own calculations

Table 3: Partner's industry (%)

Short stay		Long stay		Total	
Universities	34.4	Universities	30.6	Universities	32.4
Pharmaceutical and Medicine Manufacturing	15.6	Professional, Scientific, and Technical Services	17.4	Professional, Scientific, and Technical Services	16.2
Professional, Scientific, and Technical Services	14.8	Pharmaceutical and Medicine Manufacturing	9.7	Pharmaceutical and Medicine Manufacturing	12.5
Other manufacturing	10.2	Mining, Quarrying, and Oil and Gas Extraction	9.0	Mining, Quarrying, and Oil and Gas Extraction	9.2
Mining, Quarrying, and Oil and Gas Extraction	9.4	Other manufacturing	8.3	Other manufacturing	9.2
Information	3.9	Information	6.9	Information	5.5
Construction	3.1	Management of Companies and Enterprises	5.6	Construction	4.0
Hospitals	3.1	Construction	4.9	Management of Companies and Enterprises	4.0
Transportation and Warehousing	3.1	Transportation and Warehousing	4.9	Transportation and Warehousing	4.0
Management of Companies and Enterprises	2.3	Hospitals	2.8	Hospitals	2.9

Source: Own calculations

Table 2 lists the 10 most important nationalities for accompanying spouses. The most common nationality is India, which accounts for 25% of the sample, followed in order by Germany, France and UK. There are some significant differences across length of stay. The main difference is that France and Spain are the second and fourth most important nationalities for short stays, and the eight and tenth most important for long stays. The survey also included a question about the partner's branch affiliation. In Table 3 we have listed the 10 most important. The difference between short and long stays is negligible. The most important industry in the sample is universities, where one third of the partners are employed. This partly reflects the network we have used to disseminate the survey and the fact that universities employ many foreign experts. The second most important industry employing foreign workers is professional, scientific, and technical services, with a little over 16% of responses, followed by 12.5% of responses in the pharmaceutical and medicine manufacturing industry. The fourth and fifth most important industries are mining, quarrying, and oil and gas extraction and other manufacturing.

IS OUR SAMPLE REPRESENTATIVE?

Contacting people through networks does not yield a random sample and in this case can increase the risk of getting a high concentration of responses from people looking for a job or networking to meet peers. As mentioned in the introduction we are not aware of studies drawing on random samples of spouses, so instead we have compared our results with statistics about specialists in Denmark and their families.¹ A report from CEBR (2009) gives a description of highly educated immigrants and their families for 2006. The definition of foreign experts is labor immigrants working within natural science, higher education institutions and as R&D managers. One important insight from that report is that 75% of specialists have an accompanying partner. Hence, if we are interested retaining specialists, it is very important to take into account the accompanying spouses.

In CEBR (2009) the share of specialists with a Nordic nationality is 20%. This group is completely absent from our study. One explanation could be that individuals with a Nordic nationality do not use the same networks, or that they do not view themselves accompanying spouses. Another major difference between our sample and the CEBR study is that, whereas Indians are the most common nationality in our sample, they do not even appear among the top 10 in CEBR (2009). These differences in nationalities could be due to the fact that our survey was performed in English, that networks were used as a dissemination tool for our survey or that there have been changes in the composition of specialists' nationalities between 2006 and 2013.

The proportion of families with children in the CEBR study is 47%, which is almost identical to our findings. Also, most of the specialists in the CEBR study are male (65%), including specialists without accompanying spouses. Hence this number is not in contradiction with our finding that 86% of accompanying spouses are females, especially taking into account that in other studies, most specialists with accompanying spouses were males. Well over 60% of specialists were between 25 and 44 years old in the CEBR study, whereas almost 70% of our sample were younger, between 20 and 40. However, this could be explained if one assumes that accompanying spouses tend to be slightly younger than their partners. The most important areas of employment for specialists in the CEBR study are hospitals and universities, both of which are on our list of most important industries.

The sample is not identical to the CEBR sample. The major difference is that the Nordic nationalities are not represented in our sample.

¹ Note that the definition of specialist varies quite a lot.



RESULTS

In the survey, spouses were asked about the intended duration of their stay (cf. Table 4). There are significant differences in the intended duration of stay between the group of short stays and the group of long stays. Compared with the group of short stays, a larger share of the long stay group intends to stay in Denmark for less than a year, and a substantially larger proportion of spouses in the long stay group intends to stay for more than 4 years. This is

consistent with the results of other studies, which found that the probability of return migration decreases with time, that is, the longer you have been an immigrant, the less likely you are to leave that country. This observation has also implications for the interpretation of our results, because those who stay longer are likely to get more benefits or have fewer outside alternatives than those who stay for a shorter period.

Table 4: How long do you plan to stay in Denmark? (%)

	Short stays	Long stays	Total
0–1 year	4.6	7.6	6.2
1–2 years	14.4	2.9	8.4
2–3 years	22.9	16.5	19.5
3–4 years	13.1	7.1	9.9
4–5 years	6.5	12.4	9.6
Longer than 5 years	38.6	53.5	46.4
Total	100	100	100

Source: Own calculations

In Table 5 we show whether the intended duration of stay has changed since the spouses came to Denmark. The long stays are more likely to have

changed their intentions because they are now better informed.

Table 5: Have your plans changed since you came to Denmark? (%)

	Short stays	Long stays	Total
No, they haven't	69.3	34.7	51.1
Yes, I now want to stay for a longer period	19.6	41.8	31.3
Yes, I now want to stay for a shorter period	11.1	23.5	17.6
Total	100	100	100

Source: Own calculations

→ THE MOST IMPORTANT FACTORS IN RELOCATION

In the survey we asked the accompanying spouses what factors were the most important in choosing a destination. The question was: “If you could choose a country to live in, how important would the following factors be?”. There were six categories of answers: “Not important at all”, “Not important”, “Important”, “Quite important”, “Very important” and “Irrelevant”. We excluded those who replied “Irrelevant” from the analysis. For the rest, we computed the mean response by attaching a value to each answer, with “Not important at all” corresponding to 1 and “Very important” to 5.

In Table 6, under the heading “Importance”, is given the number (N) and mean of responses that found each factor relevant. Most spouses found the factors relevant, with the exception of starting own

business and my children’s education, where only 251 and 284 found the factor relevant. The most important factors were my children’s education, my job opportunities, my partner’s career advancement and high quality health care. All of these had values above 4 (4 corresponds to “Quite important”). The least important factors were starting own business, low taxes, and own high earnings.

We also asked a question about meeting these conditions.¹ Comparing them Denmark scores highest on my partner’s career advancement, free health care, less stressful work conditions, and my children’s education. The factors scoring the lowest

¹ The question was: “Thinking about Denmark, how does Denmark meet these factors?”. There were again six categories of answers: “Not at all”, “To a lesser degree”, “To a degree”, “To a large degree”, “To a very large degree”, “Irrelevant”.

Table 6: Importance and fulfillment of conditions

	Importance		Fulfillment	
	N	mean	N	mean
My job opportunities	320	4.43	315	2.44
My career advancement	319	3.97	304	2.38
My higher earnings	318	3.36	301	2.40
My partner's career advancement	321	4.42	319	3.82
My partner's higher earnings	318	3.91	317	3.54
Higher living standard	319	3.82	316	3.19
Less stressful work conditions	317	3.71	304	3.70
Starting own business	251	2.58	162	2.48
Low taxes	305	3.06	305	1.86
Free health care	314	3.65	311	3.75
High quality health care	321	4.30	318	3.34
My children's education	284	4.55	221	3.60
Friends	313	3.84	305	2.65
Family	312	3.95	305	2.54

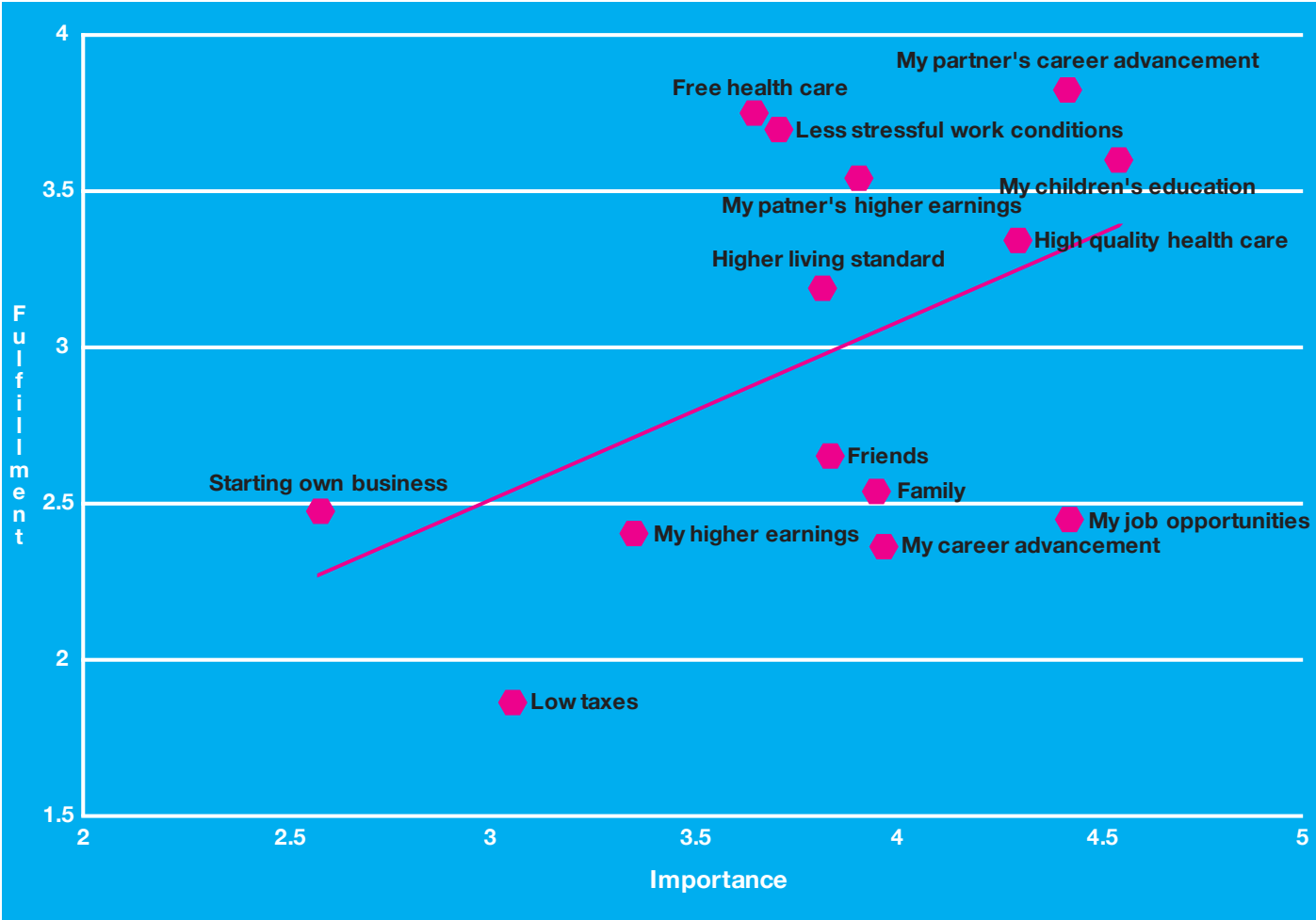
Source: Own calculations

are low taxes, my career advancement, my higher earnings, and my job opportunities.

In Figure 1 we show the importance that spouses attach to the different conditions and how they think Denmark fulfills them. The trend line in the figure describes the relationship between importance and fulfillment. It is clear from Figure 1 that this correlation is positive, that is, overall the more impor-

tant conditions are also the ones more likely to be fulfilled, with some caveats. For instance, above the trend line we find the conditions of free health care and less stressful work, which means that they are fulfilled to a extent greater than their importance. Below the line we find my job opportunities, which is one of the most important conditions that is less likely to be fulfilled.

Figure 1: Relationship between importance and fulfillment



Source: Own calculations

An interesting question is whether how important conditions are, and how conditions are fulfilled, has changed over time. We approached this by comparing the responses of the groups of short and long stays.¹ We found that the importance of the conditions generally does not change, except for own career advancement. However, when we turn to the questions about fulfillment, the story is quite different. Comparing long stays and short stays there has been a change in fulfillment of my job opportunities, my career advancement, my higher earnings, my partner's career advancement, higher living standard, lower taxes, and high quality health care. The change has been negative for all conditions, meaning that long stay spouses say the conditions are less fulfilled compared with the short stays.

We also looked at whether being employed (either

¹ It is not really possible to say whether aspirations change over time because the long stay group is not a random sample of the short stay group. For example, the households that are most dissatisfied with Denmark, or receive an better alternative offer, are more likely to leave than those who are not receiving alternative offers or are less dissatisfied with living in Denmark.

waged employment or self-employment) or having children mattered for the responses. Not surprisingly, we found that the employed spouses are much more likely to say that Denmark fulfills their aspirations for job opportunities, career advancement, and starting own business. Having children does not alter the attitude towards any of the factors, including children's education.

It is of interest to know whether these conditions have any real consequences for the length of stay in Denmark. To examine this we used the self-reported measure of whether the spouses' plans has changed during their stay in Denmark. We know from the analysis above that those who have stayed for more than 12 months in Denmark are more likely to report that their plans have changed. However, some expect to stay for a longer period and others for a shorter period. It is therefore not easy to know which conditions are important.

Table 7: Dissatisfaction with factors distributed on changes in intentions to stay

Have your plans changed since you came to Denmark?	Yes, I now want to stay for a shorter period	No, they haven't	Yes, I now want to stay for a longer period
My job opportunities	0.86	0.49	0.43
My career advancement	0.84	0.48	0.44
My higher earnings	0.79	0.41	0.50
My partner's career advancement	0.14	0.05	0.09
My partner's higher earnings	0.25	0.10	0.14
Higher living standard	0.37	0.20	0.20
Less stressful work conditions	0.11	0.10	0.08
Starting own business	0.28	0.27	0.31
Low taxes	0.89	0.70	0.65
Free health care	0.19	0.05	0.14
High quality health care	0.44	0.14	0.23
My children's education	0.28	0.07	0.13
Friends	0.63	0.44	0.29
Family	0.60	0.41	0.37

Source: Own calculations

In Table 7, dissatisfaction is shown for the 14 factors, measured as the proportion who answered “Not at all” and “To a lesser degree” to how Denmark fulfills the conditions. Those who intend to leave are the most dissatisfied with taxes; on the other hand, we know this is reported to be less important. In second place, we find own labour market situation, such as job opportunities, career advancement, and earnings.

We then divided the sample into short and long stays. More or less the same pattern was seen. The exception is that the group of spouses who are not dissatisfied with their job opportunities and belong to the long stay group, are much more likely to respond that they plan to stay for a longer period than initially planned.

DISCUSSION

We have compiled a data set of accompanying spouses to labour immigrants. These are mainly females between 20 and 40 years old, living in Region Hovedstaden (Copenhagen) and with a higher education. The sample is not identical to other samples (based, for example, on registry data). The major difference is that the Nordic nationalities are not represented in our sample.

We asked the spouses how important 14 different factors were for relocation and whether Denmark meets these conditions. The factors were own job opportunities, own job career advancement, own higher earnings, partner's career advancement, partner's higher career, higher living standard, less stressful working conditions, starting own business, low taxes, free health care, high quality health care, children's education, friends, and family. Although this list is not exhaustive, it does reflect our interest in the labour market and in Denmark as a welfare state.

Overall, we found that there was a positive association between accompanying spouse's aspirations and different conditions, and the ability of Denmark to fulfill them. Accompanying spouses care a great deal about their children's education, partner's career advancement, and their own job opportunities. In general, Denmark is able to meet these conditions, as compared with the other factors we investigated. However, the last factor stands out as

the main problem for the accompanying spouses. Although own job opportunities are one of the most important aspirations, this condition is one of the least fulfilled.

One caveat is that the sample is not a random sample of accompanying spouses in Denmark. We primarily contacted spouses indirectly through networks, some which have an element of job search. Another caveat is the sampling scheme. As the responses were collected over a very short period, we were much more likely to get responses from long stay spouses, because a disproportionate share of short stays were unlikely to be in Denmark during the interview period. If the longer stays are systematically different from short stays, e.g. more positive towards Denmark, we are likely to get biased results. Without another sampling scheme this is very hard to correct.

However, our results are backed up in a survey performed by DI (see DI (2011)) among HR managers. That group found that the most important barrier in retaining specialists was the missing job opportunities for their accompanying spouses.



REFERENCES

DI (2011): Spørgeskemaundersøgelse om fastholdelse af udenlandsk arbejdskraft blandt 201 HR-chefer (upubliceret). 2011

Easterlin, Richard A. (2003): "Explaining Happiness", Proceedings of the National Academy of Sciences, September 16 2003, vol. 100, no. 19

Jacobsen, Rasmus H., Martin Junge, and Jan Rose Skaksen (2011): "Højtuddannede indvandreres bidrag til det danske samfund", CEBR analyserapport, november 2011

Jacobsen, Rasmus H. and Martin Junge (2009): "Analyse af international forskermobilitet – beskrivende analyser"; CEBR analyserapport, 2. dec. 2009

Malchow-Møller, Nikolaj, Jacob Roland Munck, and Jan Rose Skaksen: "Do foreign experts increase the productivity of domestic firms", IZA dp. no. 6001

Mincer, Jacob (1977): "Family migration decisions", NBER working paper no. 199



VÆKST GENNEM VIDEN

DEA er en politisk uafhængig tænketank, der arbejder for, at Danmark øger sin værdiskabelse og vækst samt tiltrækker internationale virksomheder gennem viden om uddannelse, forskning og innovation.

Tænketanken DEA kæmper grundlæggende for, at flere unge får en uddannelse, der efterspørges, at forskning bliver omsat til innovation i private og offentlige virksomheder, og at Danmark er et attraktivt land for videnbaserede virksomheder.

DEA vil nå sine mål gennem:

- Analyser og undersøgelser, der styrker DEAs dagsorden
- Involvering af virksomheder, uddannelsesinstitutioner og organisationer via partnerskaber og projekter
- Udfordring af vanetænkning og bidrag til løsning af samfundsudfordringer

THE EUROPEAN UNION



The European Social Fund

Investing in your future



Growth Forum
Capital Region



VI FREMMER VIDEN

spousecare



COPENHAGEN TALENT BRIDGE is initiated by Copenhagen Capacity in collaboration with: Aalborg University, Copenhagen • Technical University of Denmark • IT University of Copenhagen • The Think Tank DEA • Frederiksberg Municipality • Copenhagen Business Centre, City of Copenhagen • Cph Volunteers • CPH International Service, City of Copenhagen • International Staff Mobility, University of Copenhagen • Center for Internationalisation and Parallel Language Use • Workindenmark East • Væksthus Copenhagen • Spousecare • Danish Agency for Labour Retention and International Recruitment • The Capital Region of Denmark

Tænketanken DEA / Fiolstræde 44 / DK-1171 København K / Tel +45 3342 6600 / dea@dea.nu / www.dea.nu