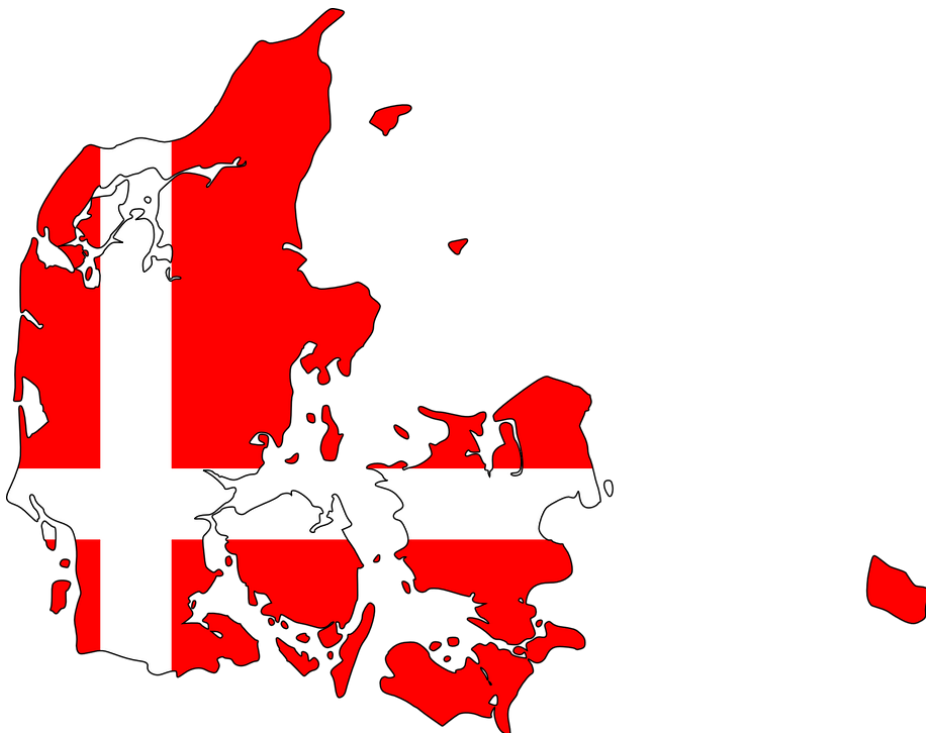


THE TEMPLATE

DENMARK



I. GENERAL PART

I. GENERAL PRESENTATION

1. CHARACTERISTICS OF THE COUNTRY

2. HISTORY

3. POLITICS

4. ECONOMY

5. RELIGION, ETHNICITY, MINORITIES

6. VACATIONS, HOLIDAYS AND TRADITIONS

7. FAMILY

8. LIFESTYLE

- ✓ GENERAL
- ✓ EDUCATION
- ✓ APPEARANCE
- ✓ COMMUNICATION, ETIQUETTE
- ✓ FOOD
- ✓ MENTALITY
- ✓ SPORT, SPARE TIME

I. GENERAL PART

1. CHARACTERISTICS OF THE COUNTRY

✓ GEOGRAPHY



Looking at the right side of this old man's face, you can see that he is wearing his nightcap. He is probably on his way to bed, because he has catch a cold. His big nose is dripping and by that creating some of the islands such as Samsø and Fyn

Denmark is of an area of 44.000 km² and very flat. The highest you can come is 170,86 cm at Møllehøj, 9 cm higher than the second highest Yding Skovhøj at 170,77.

Denmark as presented at the map consist of 1.419 islands of more than 100 m² of which 443 are name given. 72 of these islands have inhabitants.

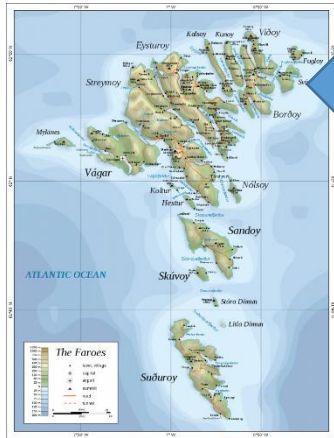
Altogether, the part of Denmark present at this map has almost 7.000 km of coastline.

The only land-based border Denmark has is in the south connecting Denmark to Europe by Germany

In fact, Denmark is one of the biggest countries in the world. We are much bigger than 44.000 square meters presented at the first map. Greenland and



The Faroe Islands is also a part of the Danish Kingdom. Greenland is at a size of 2.166.000 km² and the Faroe Islands is the size of 1.399 km² and consist 18 islands.



It is a surprise to many, but in fact, Denmark is the 12th biggest country in the world when it comes to km²

1. Russia – 17.125.200 km² ... (inclusive Krim)
2. Canada – 9.984.670 km²
3. USA – 9.629.091 km²
4. China – 9.598.093 km². ... (inclusive Hongkong and Macao)
5. Brazil – 8.514.877 km²
6. Australia – 7.692.024 km²
7. India – 3.287.263 km²
8. Argentina – 2.780.400 km²
9. Kazakhstan – 2.724.900 km²
10. Algeria – 2.381.741 km²
11. DR Congo – 2.344.858 km²
12. Kingdom of Denmark – 2.210.683 km² ... (inclusive Greenland and the Faroe Islands)

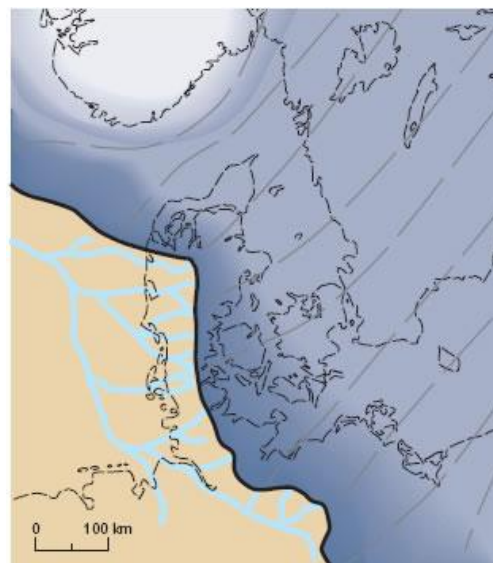


Denmark make up together with Sweden and Norway the Scandinavian countries and make up with Finland, Iceland Sweden and Norway the Nordic countries. The Capital of Denmark is Copenhagen.

The landscape was shaped

Nature in Denmark is characterized by the landscape created during the last ice age. The last ice age, Weichsel, began for about 117.000 years ago and ended 11.700 years ago.

The many ice rivers through the Baltic Sea ploughed clay and chalk up from the underground, deposit most of it in eastern Denmark. Therefore, the best agricultural land



is placed here. West Jutland's moors grow on the sandy melting water slopes of the ice age, and the big-hilled landscapes in Northwest Zealand and Mols are pushed up by the huge glaciers moving forward.

Until more or less than 20.000 years ago, mighty glaciers covered most of Denmark with miles of thick ice. The sea level was 130 meters lower than today,

Denmark was part of a large European continent that stretched out to the west of Ireland's coast.

As the ice disappeared, it left Denmark like a large gravel pile, rich of chalk but devoid of nitrogen. The first plants were precious pioneer plants that could handle the nutrient-poor soil; on the other hand, there were plenty of light. These special growth conditions meant that species that exist today in the Scandinavian mountains could grow side by side with species now found on the plains.

✓ STATE AND TERRITORIAL ORGANIZATION

Denmark is a constitutional monarchy. Present it is Queen Margrethe the 2nd who is head of state. Denmark has been a Kingdom ever since the middle of 9th century.



Queen Margrethe in national dress
visiting Greenland



Queen Margrethe received by people
and flags of the Faroe Islands

The row of Kings and Queens has consisted of many various generations, but all descend from the first king in the series: Gorm the Old. (However, the Norwegian Magnus the Good (Danish King 1042-1047) was not known as the descendant of Gorm the Old).

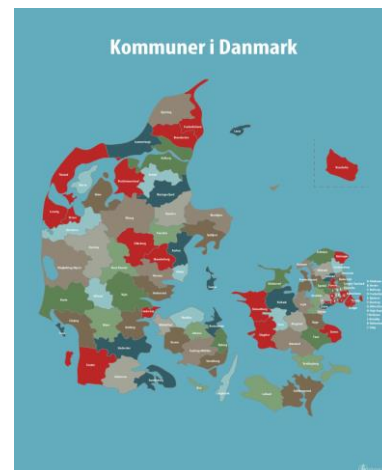
Never the less Denmark and England is competing about being the oldest kingdom in the world.

On June 5, 1849 King Frederik 7 signed Denmark's first democratic constitution. This Constitution replaced the Constitution of 1665 and marked the transition from sovereign monarchy to constitutional monarchy and a more democratic rule of law – only 8% of the population obtained the right to vote. The background to the law must be seen in the light of the revolutionary, democratic and national policy flows that characterized most of Europe in the first part of the 19th century. Denmark first obtained full democracy by the new constitution in 1915 when women, servants and other poor people got the right to vote and to be elected to the parliament. Denmark has a parliament of 179 members and 2 secured members representing the Faroe Islands and 2 secured members representing Greenland.

Denmark has what is called negative parliamentarianism. It means that the government doesn't need a majority of 90 members at parliament for making new laws. On the other side a government can't have a majority in parliament voting against the government.

Denmark was reformed in 2007 when it comes to organization

- We changed from 14 counties to 5 regions having responsibility for
 - Operating the hospitals at regional level.
 - Regional development
 - Regional logistic



- We changed from 271 municipalities to 98 municipalities –
 - Kinder garden
 - Primary schools
 - Eldercare
 - Technical issues.
 - Local logistic.
 - Social support
 - Local psychiatry
 - Health promotion
 - Local planning

Right now a political discussion have started about eliminating the regions in Denmark – so Denmark might in the future only have

- The state level &
- The municipalities.

✓ TIME AND CLIMATE ZONES

Our central European time is UTC +1:00. 1 hour in front of England and 1 hour after Israel and Greece. In the period of late March to late October Denmark change to summertime – which means that the clock is pushed one hour ahead.

The location of Denmark up North results in cool summers with average temperatures around 16 ° C and not particularly cold winters with average temperatures around 0.5 ° C. Denmark is thus located in the temperate climate zone. It blows frequently, most strongly in winter and weakest in summer.

However, it has changed slowly becoming more and more visible. It becomes warmer and provides more heavy rain. Denmark as measured climate systematically since the middle of 1850ths. Summer 2018 has set all times records when it comes to heat, number of sun hours –number of days higher than 30celcius and the length of dry period.



✓ **DEMOGRAPHIC DATA**

Denmark has

- + 5.8 million people living in Europe-Denmark
- + 66.000 people living in Greenland
- + 49.200 living in the Faroe Islands

Right now we have the highest number of working people ever at a number of 2.900.000 people.

We have approximately 1.100.000 senior citizens. A raise of app. 260.000 senior citizens over the last 10 years and will finally top in another 10 year. Then the Danish population will begin to drop quite fast. The figure of new 65 years old people dropped in 2017 with 12.000 compared to 2012.

The biggest birth rate ever in Denmark was the war years 1940 to 1946 with almost 100.000 new birth every year. These people retired 7 to 12 years ago and are today in the age of 72 to 78 year. The average life time is to women 83,5 and to male 79,0.

Immigrants and their descendants represent almost 13% of the population in Denmark and it is possible to identify more than 200 nationalities living in Denmark. 58% from non-western countries.

During the last 30 years the number of people who don't have a western nationality raised by 5%.

The fertility rate is 1,75 and only kept at this level partly due to a higher fertility rate among the population of young immigrants. However, the fertility rate among immigrants slowly adapt to the fertility rate of ethnical Danes, as young immigrants become more and more integrated/assimilated to Danish culture, lifestyle valuing career and less children.

2. HISTORY OF THE COUNTRY

The first people in Denmark

The first people who came to Denmark were the Hamburger Hunters from the Hamburg culture. One of the reindeer's trekking routes passed **Slotseng** in the southern part of Denmark close to the present border to Germany. The hunters had their habitat on a hilltop with a good view of the area. An autumn day 14.200 years ago, the hunters killed 11 full-grown reindeers that were slaughtered at the banks of a small pond. Bones and sprouts were thrown into the water, and by that they were conserved in the mud. The late climate change between hot and cold periods which appears in the very different layers that arose during the archaeological excavation.

This is the first documentation of people in Denmark.

Ice Age hunters

Both hunters of the Hamburger culture and the corresponding Federmess culture were in smaller groups in the Danish area in search of reindeer. Only later, when the forest began to spread out and the landscape changed its character, we find traces of more permanent settlements from the Brom culture.

Flowers of Ice Age

Pollen and plantations from the mud at Slotseng gives us a picture of a landscape with a multitude of flower plants. The tundra has been a sumptuous flower sea in spring.



The prehistory.

To a lot of people, Denmark is known as the place of the Vikings. Officially, the Viking period is defined to take place between 800 to 1050. During this period Denmark is set up as a country.

The name *Denmark* is identified for the first time at the Stone of Jelling dated to 985, but the word *Denamearc* is also mentioned around 890 by the Norwegian Ottar in the Anglo-Saxon chronicle *Orosius* and is considered to refer to the same territory as Harald Bluetooth wrote on the big stone at Jelling.

[illegible]

He wrote,

King Harald ordered to make these words to honour Gorm his father and after Thyra his mother-the Harald who won all Denmark and Norway and made the Danish Christians.

But on the small stone in Jelling (the little one in the picture) Gorm the Old had already written

King Gorm made these words to honour Thyra his wife, Denmark's pride.

Gorm died in 958 so the sentence must be ordered before.

Hedeby is one of the most important settlements/markets during the Viking Age: Hedeby was and still are located close to the present Schleswig in the bottom of the fjord of Slien. Hedeby was the centre for trade in goods from all over Europe, but also from areas far away. The city's many contacts are reflected in the archaeological findings, some of which is originated from as far away as Baghdad, but it can also be found in the written sources.

The following telling comes from the Jewish merchant Ibrahim Ibn Ya 'qub at Turtushi from Cordoba in southern Spain, who visited Hedeby around the mid-900s. He describes the city's location, its inhabitants and their religions and customs.

At-Tartusschi tells

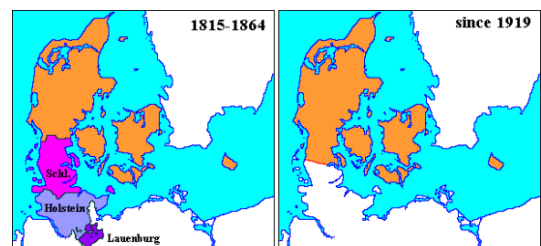
Schleswig is a very big city at the outermost end of the world sea. In its interior there are sources of fresh water. Its residents worship Sirius, apart from the small number of Christians who have a church there: They celebrate a party where they all come together to honour God and to eat and drink.

He who slaughtered a sacrificial animal puts poems at the door of his courtyard and puts the sacrificial animal, beside it whether it would be cattle or a ram or a goat or pig, that people may know that he sacrifices to the glory of his God. The city is poor for goods and wealth. People's main food is fish, because there are many of them.

If one of them gets children, he throws them into the ocean to save the expenses.

In addition, he told that the right to divorce came to the women. Women divide when they want it. There is also an artificial eye make-up; When they use it, beauty never takes off, but even goes to men and women. He also said, "I have never heard more harsh song than from these people; it is a hum that comes from their throats, like the dogs barking, yet more beastly than this.

In the approx. 1000 years that have passed since Harald Blåtand's collected the area and named it Denmark, many different areas have been linked to Denmark and ruled by Denmark for shorter or longer periods with the royal power as the force and power that formed the core of these national occupations. During some periods Denmark ruled most of Scandinavian (parts of Sweden, Norway, Iceland, parts of England, Estonia. During the middle age Denmark was involved in a number of wars with our neighbors. Lost most of them and Denmark was close to be eliminated after the defeat in 1864 to the German emperor. After 1864 to 1919 Denmark only covered the red part of map 1 and have never before or after since the end of 900 been so small. After the end of first world war Denmark became what we know to day.



A black part of the Danish history is the colonial period. Denmark were colonizing small areas abroad. The West Indian Islands were a Danish colony for many years and this colonization founded and established Denmark as the sixth biggest slavery transporter in the world during this period of history.

At the cost of Ghana you can still visit Christiansborg and Frederiksborg as key buildings for the slavery activity Denmark took part in during the period of 1660 to 1848. You can still walk on streets in Cap Cost, Ghana with danish names.



3. COUNTRY POLICY

✓ POLITICAL SITUATION

Denmark is a democracy and have been that since 1848 as stated earlier. For the election for municipality and regional authorities the potential voters were **4.145.321**

It is a free decision if Danes votes at election, but normally Danes take parts in elections at a quite high level. The election turn out at November 2017 was **85,5 %**

The Danish way of holding an election is pointed out to be one of the fairest in the world. On the other hand, it is also one of the most complex.

We think it is good to share our system with other people/nations.

A total of 179 members must be elected to the FOLKETING (the Danish Parliament). 175 members comes from Denmark, 2 comes from Greenland and 2 from the Faroe Islands.

The seats in the Parliament are distributed according to a special Danish variant of the method called the ratio method.

The method ensures that the parties get seats in the parliament, in proportion to how many

votes they have received throughout the country. For example, if a party receives 10 percent of the votes in the country, it must also have 10 percent of the seats in Parliament.

Denmark has a very low limit for parties to enter and have seats in the parliament. A party only have to obtain 2 percent of the votes or to win a so-called circuit mandate to enter the parliament.

At the same time, the method ensures that all parts of the country are represented in the parliament. It must strengthen the local affiliation between the electorate and the elected.

* There are also few Danes who will vote on a party that does not enter parliament after the election. The parties must only have to obtain **two percent** of the votes or win a so-called circuit mandate to enter the parliament.

Thus, the Danish electoral system is compared to other countries as one of the most mathematically fair system in the world, the accounting methods that are needed to meet all considerations are very complicated.

The distribution of lots is the same for all parties and is completed during the election event. The distribution of people is more complicated as it varies from party to party depending on the layout used. Therefore it takes one to two days after the election before we know which candidates are elected. It requires a count of the personal votes.

Source: Ministry of Economy and the Interior

At the moment we have a right wing VIC government supported by the Danish Peoples party,

- a. Hard line when it comes to refugees and immigration to Denmark.
- b. More efficient public sector
- c. Privatization.

Denmark is a society developed by having the social democracy in power most of the 20th century – but operating by mostly liberal – conservative governments since 2001. The social democracy party are in cooperation with the labor unions the architects of the Danish well fare system. Since 1924 the Social democracy party have been in power 52

years out of the 94 years. But even that right wing parties have been in power 14 years out of the last 18 years. Denmark is still one of the strongest welfare Societies in the world – still based on a very high tax level.

In Denmark there is a consensus about being a welfare nation, among all most all parties, because the parties no matter if the party ideologically belong to the left or even to the right. The reason why even liberal and conservative parties in Denmark are more or less pro the welfare system is that they realise that the Danes want to have and maintain there well fare system. Even Danes are among those who pay the highest tax in the world - surveys show constantly that more than 65 to 70% are willing to pay more in tax if it is needed to maintain the free access to all kind of educational, health and social services. The political discussion is more about the level of these services – especially the level of social services and this levels compared to the level of minimum wages in Denmark.

4. ECONOMY

✓ CURRENCY

Denmark is not a member of the Eurozone. The national currency is named **kroner** (Danish crowns) and have a value of approximately 7,48 d.kr which correspond with 1 euro.

Denmark is rated at triple AAA when it comes to creditworthiness

Denmark's economic freedom score is 76.6, making its economy the 12th most free economy in the 2018 Index published by the world bank.

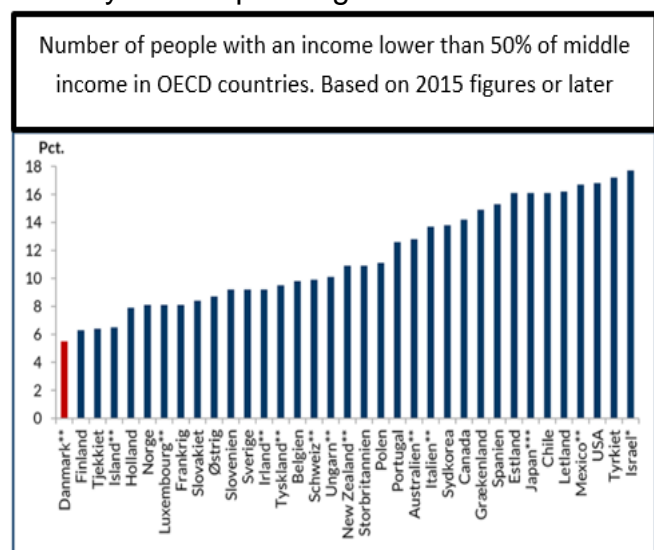
Its overall score has increased by 1.5 points, led by improvements in the judicial effectiveness, tax burden, and government spending indicators. Denmark is ranked 6th among 44 countries in the Europe region, and its overall score is above the regional and world averages.

Denmark's economy performs notably well in regulatory efficiency. Open-market policies sustain flexibility, competitiveness, and large trade and investment flows, and the transparent and efficient regulatory and legal environment encourages robust entrepreneurial activity.

Banking regulations are sensible, and lending practices are prudent. Monetary stability is well maintained, and the judicial system provides strong protection for property rights. Political pressure for expanded government spending has been increasing, but such institutional assets as high degrees of business efficiency and regulatory flexibility have counterbalanced some of the shortcomings of heavy social spending.

✓ INCOME, WAGES, SALARY RATIOS

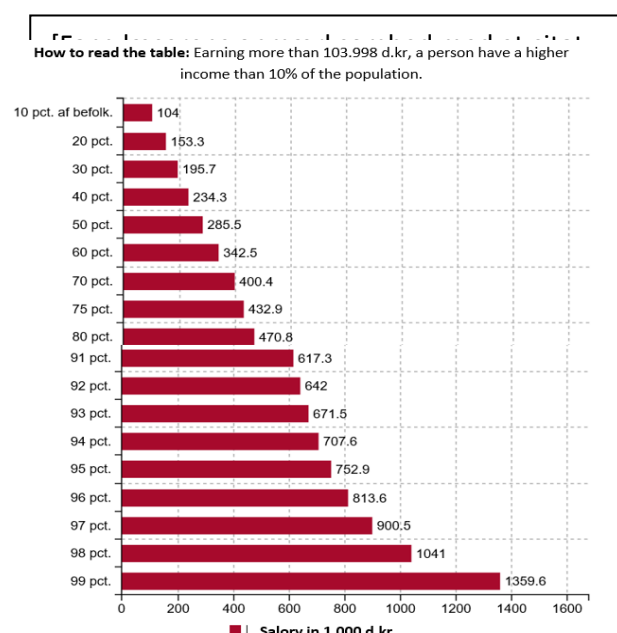
Denmark is one of the countries with the highest level of equality when it comes to salaries and income. The majority of people belongs to middle-income. The majority of people in Denmark belong to the middle-income group.



The table show that a person earning 285.500 d.kr or earns more than 50 % of the population.

The 10% who earns less than 104.000 to d.kr is mostly students

Having the table above showing the different levels of income, it could be exemplified by looking into 3 different salaries for nurses.



Examples of salary for nurses.

Example 1: Newly graduated nurse at hospital

Salary part	DKK
Basic Salary	
Salary step 4	23.923,25
Central contribution	184,36
Pension	
13,51% of basic salary (1/3 own contribution)	3.256,94
Special payments	
4 evening watches ordinary days 8 hours 15-23	811,96
4 night watches ordinary days 8 hours 23-07	1.368,28
1 day watch Saturday 8 hours	505,20
2 day watch Sunday 8 hours	505,21
Pension of worktime	
2% special payments	63,81
Monthly salary total (before tax excl pension)	27.298,27

A newly graduated nurse – having a work plan as presented, will have an annual income at a level of 366.000 d.kr and it will place this nurse among the people who earns more than 60% of the population.

Example 2: 5 years of experiences at dayambulatorium

Salary part	DKK
Basic Salary	
Salary step 4	23.923,25
Central contribution	184,36
Qualifications payment	1.300,00
Pension	
13,51% of basic salary (1/3 own contribution)	3.432,57
Special payments	
Monthly salary total (before tax excl pension)	25.407,61
Monthly salary total (before tax excl pension)	28.840,18

A nurse – having 5 years of experience a work plan as presented, will have an annual income at a level of app. 348.000 d.kr and it will still place this nurse among the people who earns more than 60% of the population.

Example 3: Special educated nurse 10 years of experience at hospital

Salary part	DKK
Basic Salary	
Salary step 7	28.965,58
Central contribution	1.748,53
Pension	
13,51% of basic salary (1/3 own contribution)	4.149,53
Special payments	
4 evening watches ordinary days 8 hours 15-23	1034,48
3 night watches ordinary days 8 hours 23-07	1.307,47
2 day watch Saturday 8 hours	1.287,36
2 day watch Sunday 8 hours	1.287,36
Pension of worktime	
2% special payments	98,33
Monthly salary total (before tax excl pension)	35.631,15
Monthly salary total (before tax excl pension)	39.879,01

A nurse – having 10 years of experience a work plan as presented, will have an annual income at a level of app. 480.000 d.kr and it will still place this nurse among the people who earns more than 80% of the population.

- 80,000 Danes earn enough to reach the level of 1.000.000 d.kr /134.000 euro in annual income before tax.
- 16.900 Danes earn more than 2 million d.kr./ 267.000 euro
- 500.000 Danes have an income between 500,000 d.kr /67.000 euro and 1 million d.kr./ 134.000 euro
- 1.4 million Danes have an income between 300.000 d.kr/ 40.000 euro and 500.000 d.kr./ 67.000 euro a year.
- Another 1 million Danes earn 200,000 to 300,000 d.kr. a. year
- Over 1.6 million Danes have an income of between 0 and 200,000 kr.

This figures from Denmark's Statistics show the diversity in Danes income in 2016.

✓ SOCIAL SUPPORT

Even though it is an ongoing discussion in Denmark if we are doing enough for social support, Denmark has still one of the best welfare systems in the world. What it means exactly will require a lot of pages, but a presentation like the templates to follow as examples, might indicate how Denmark secure and support social and economic challenged citizens.

These are the figures of social support counting for 2018

UNEMPLOYMENT RATES – WORKFORCE			
Fulltime Insured	Per month	18.633 d.kr	2.504 Euro
Part time insured	Per month	12.422 d.kr	1.670 Euro
Graduated full time insured having children	Per month	15.279 d.kr	2.054 Euro
Graduated part time insured having children	Per month	10.186 d.kr	1.369 Euro

ALLOWANCES – INDEPENDENT – BUSINESS going out of Business			
Maximum	Per month	18.663 d.kr	2.508 Euro
Minimum	Per month	15.279 d.kr	2.054 Euro
Temporary stop 82%	Per month	15.279 d.kr	2.054 Euro

EMPLOYER REIMBURSEMENT OF ALLOWANCES FOR HAVING ILL EMPLOYEES			
Whole day reimbursement	Per day	850 d.kr	116 Euro
Half day reimbursement	Per day	430 d.kr	58 Euro

EARLY ORDINARY RETIREMENT BY PAID TO PUBLIC GARANTY SYSTEM FOR EARLY RETIREMENT			
Full time insured 91% of basic unemployment rate.	Per month	16.956 d.kr	2.279 Euro
Part time insured 91% of basic unemployment rate.	Per month	11.304 d.kr	1.519 Euro
Full time insured 100% of basic unemployment rate.	Per month	18.633 d.kr	2.504 Euro
Part time insured 100% of basic unemployment rate.	Per month	12.422 d.kr	1.670 Euro

TEMPORARY LABOR MARKED CONTRIBUTION			
People having children 80%	Per day	688 d.kr	92 Euro
Others 60%	Per day	516 d.kr	69 Euro

CHOSEN EXAMPELS FROM MUNICIPALITY			
Support during period of illness	Per week.	4.300 d.kr	578 Euro

MATERNITY LEAVE			
Maternity leave & looking for ill children	Per week.	4.300 d.kr	578 Euro

CASH SOCIA SUPPORT			
30+ having children	Per month	14.993d.kr	2.015Euro
30+	Per month	11.282d.kr	1.516Euro
Single younger than 29	Per month	14.331d.kr	1.926 Euro
Single with children younger than 29 who don't have achieved a right for extra support for children	Per month	10.026d.kr	1.348Euro
Younger than 30 – pregnant – passed week 12	Per month	11.282d.kr	1.516Euro
Younger than 30 – psychiatric ill having children	Per month	14.993d.kr	2.015Euro
Younger than 30 – living on their own	Per month	11.282d.kr	1.516Euro
25 to 29 living on their own	Per month	7.272d.kr	977Euro
25 to 29 living with their parents	Per month	3.509 d.kr	472 Euro
Younger than 25 – living on their own	Per month	7.272 d.kr	977 Euro
Younger than 25 – living with their parents	Per month	3.509 d.kr	472 Euro
Younger than 30 – duty of contribute to child – max support incl extra.	Per month	14.993 d.kr	2015 Euro

Flex support – part and flexible job due to illness			
Flex support – part and flexible job due to illness	Per Year	203.472 d.kr	27.348 Euro

✓ RETIREMENT

Age for retirement and early retirement is raised every 5 years as the life expectancy increases. Next time the age will be regulated is in 2020.

Time of birth	Age of retirement
Before 31.12.1953	65 years
1.1.1954 to 30.06.1954	65½ years
1.7.1954 to 31.12.1954	66 years
1.1.1955 to 30.06.1955	66½ years
1.7.1956 to 31.12.1962	67 years
1.1.1963 to 31.12.1966	68 years
1.1.1967 or later	69 years

In order to receive a full extra pension allowance, your income in addition to the national pension must not exceed 71.200 d.kr per year.

The extra pension will be reduced by 30.9 percent of your income in excess 71.200 and will expire entirely if you earn 331.000 a year.

STATE PENSION	Single	Married/ living together		Single	Married/ living together
Basic amount before tax per month	6.237 d.kr	6.237 d.kr		838 euro	838 Euro
	6.728 d.kr	3.333 d.kr		904 euro	448 Euro
Total state pension per retired person	12.965 d.kr	9.570 d.kr		1.743 euro	1.286 Euro
Special senior support per year before tax if the fortune don't extend 86.000 d.kr	17.000 d.kr	17.000 d.kr to each		2.285 Euro	2.285 Euro

More and more seniors are well off

Started at the end of 1950 and expanded to more employees, until all at a reform around 1990 were included, Denmark have had what is called **Forced Pension Saving** as a part of our salary. Normally every month the employee pays 1:3 and the employer pays 2:3.

Depending on people's profession and the labour union people belongs to, the percentage people has to pay to the **private forced pension savings**, can be from approximately 12% to 16,5% every month. We have had for some years the first retired people who have made this payment since the very first day at labour market 45 and 50 years ago. Been paying 12 to 16% for so many years provides people with a quite high income in senior life; the State pension + private forced saved pension.

Altogether, it means that we have the first retired people who almost will have the same level of income as they had when they were active in labour market. But not all retired people in Denmark is as well off as before mentioned. If you look on the schedule above there are senior citizens who only have their basic amount from the State and the extra pension + the senior check approximately 14.500 d.kr or 1.949 euro per month before tax.

After tax these seniors will have net 10.550 or 1.418 euro.

Being senior citizen means half price of many things, some areas of public transport, some cultural places and if seniors are at this level of minimum income, they will be able to have,

- Support to pay their rent if they live in rented flat.
- Support to pay for heating
- Support for glasses, hearing aid and medicine.

✓ AVERAGE COUNTRY PRICES

To most people Denmark is considered as a quite expensive country to visit as a tourist and it is.

- 1 litre of milk - 5,95 d.kr/0,80 euro
- 1 kg Salmon - 274 kr. pr kg. /36 euro
- 1,5 litre of Coca Cola - 2,5 euro
- 1 ltr Gasoline 11 d.kr/1,50 euro



POLO GTI	38.000 EURO
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✓ TYPICAL PRODUCTS & SERVICES OF THE COUNTRY/INDUSTRY

Denmark is an agriculture country. We raise every year about 20 million pigs almost more than 3 x the population. The slaughter company Danish Crown is the biggest exporter of meat in Europe and among the 5 greatest slaughter companies in the world.



In the same way, many people have met and perhaps tasted ARLA products as the 5th biggest dairy in the world.



Denmark was the first to focus on green electricity produced by windmills. The company Vestas has for many years been the biggest company in the world when it comes to producing windmills worldwide.

Many diabetics around the world are using insulin from Novo Nordisk. Novo has for many years been a leading company within the diabetic area, mainly because of the quality of their insulin but also very much caused by their focus on developing user-friendly tools and equipment.



Lego is the second largest producer of toy for children in the world. All due to a little brick that have been a part of many people's childhood all over the world. LEGO has for many years focused on the correlation between – play-fun - learning and development.



Even though Denmark is a small country, Danish architects are quite visible all over the world. The opera building in Sydney by the architect Bjørn Utzon and an example of the new star architect Bjarne Engels who turned the Copenhagen waste incineration to a ski area in the winter and a place for skaters in the summer.



Denmark is surrounded by sea and since the Vikings, we have been sailing and transported by sea. Today the Danish shipping companies transport goods all over the world and the biggest and known worldwide I Maersk Line.



5. RELIGIONS, ETHNICS, MINORITIES

Religious societies or congregations

A religious community must consist of at least 150 official members in order to be approved.

A congregation must consist of at least 50 official members in order to be approved. However, a church in the world religions may be approved despite a lower number of members if it is in a sparsely populated area, for example in Greenland.



Denmark is a Lutheran protestant evangelic community.

Lutheranism is a Christian tradition, more specifically the direction of Protestantism, based on Martin Luther's reformist and theology. Worldwide is approx. 70 million of the 2 billion Christians, Lutherans.

All over the 44.000 km² we have more than 1.900 of this typical Danish church building as you can see above. Or one for every 5 x 5 km. Standing in the right places you can see up to 19 towers of churches. Most of the churches are built between 1100 and 1200 century.

There are approximately 300.000 Muslims in Denmark and about 140 Mosques. The great majority of Danes call themselves cultural Christians (means not active believers) and an increasing number of people call themselves cultural Muslims. The group of Muslims is a combination of assumed 69 national backgrounds or belongings and a huge number of sub groups.

Denmark's Muslim population may get an outsized amount of media and political attention but the second largest 'religion' behind Christianity is actually not to have any religion at all.

The religiously unaffiliated represent the second-largest faith group in Denmark, an analysis from the Pew Research Centre revealed on Monday 23rd of June 2015

In fact, Denmark is nearly alone among Western European countries, where “none believers” are almost uniformly expected to grow in the next 35 years. Only Greece sees a similar dip.

6. HOLIDAYS AND TRADITIONS OF THE COUNTRY

The Christian calendar provides the extra holidays in Denmark.

- Christmas (normally 2 to 3 days)
- Easter (3 days)
- Pentecost (1 day)
- Christ's Ascension
- Store Bededag (1 day). Store Bededag is a collection of a huge number of holidays from the Middle Ages to reduce the number of holidays.
- Then workers day 1st May and Constitutional day are both ½ day free

In Denmark people have by law 6 weeks of holidays.

- 5 weeks to be kept by law and
- 1 week where you can choose to keep it whenever it is suitable or to be paid out.

Some professionals at labor marked have Senior Days. Senior days become permanent for monthly-paid pensionable employees, so that in the future you will have 2, 3 or 4 senior days from the calendar year in which you reach 58, 59 or 60 years respectively - (for certain groups from the calendar year in which they turn 60, 61 or 62) . These days can be exchanged for pay or pension if you wish.

- Primary schools have normally 7 weeks at summer time and a week in Autumn and a week in Spring.
- Higher educations are off from late June until September.

✓ Traditions

It has been a tradition through generations to celebrate FASTELAVN – connected to the end of the fasting period in February. Children were dressed in various kinds of costumes and went around singing to people and was paid off by a piece of bread, cake in many years – later the children collected pocket money and candy. A central part was to ***kick the cat out of the barrow***. A very evil tradition back then because there actually was a cat in the barrow. Later the barrow was filled with fruit and candy. The child who hit the barrow so it was smashed became the cat-queen – the child who finally beat the last piece of the barrow down become the cat-king.



During the last 10 years, less and less children celebrate or take active part in the traditional FASTELAVN, but more or less all children celebrate Halloween in October.

Easter is a time for family meetings having an Easter lunch together.

What the Easter lunch consist of is very diverse – but to many lamb and eggs is a essential part of the lunch.

Many homes are during easter decorated with small figures of lambs, chicken and yellow is a key color.



In many homes, it is a tradition to blow eggs and paint the empty eggs in many figures and colours. In the same way many families have a tradition of rolling hard boiled eggs. Typically down a hill or by a stick to see who can role the egg the longest distance before it breaks into pieces.



There are not many traditions connected to pentacost. It has been a tradition to young people and still are to a few in rural area that they have to go to the sea in the very early Sunday morning (no bed after partying Saturday evening) to see “ the pentacost sun raising from the sea and dancing on the sea”

Midsummer Evening, June 23, the evening before Midsummer Day, the birthday of John the Baptist. Even though the longest day is 21 June, Midsummer Evening in Denmark has been considered as the Midsummer Night and therefore the shortest night of the whole year.

According to people's faith, it was charged with a special force. It was thought that herbs collected in the dark were more powerful, just like the dew on the grass itself had a healing effect. The same goes with the water in holy springs, so sick people visit these holy springs Midsummer Eve and Night. In connection to this, the so-called source markets with tents, stalls and clowns emerged. The most famous is the theme park Dyrehavsbakken north of Copenhagen, originated in 1700 and today a famous tourist attraction.



According to the historical telling; evil forces were set free on such a heavy night; For example, it was well known that *witches* flew on their broomstick to Bloksbjerg or Hekkenfeldt in Germany. In order to keep the evil away, people make huge fires at high places and at beaches.



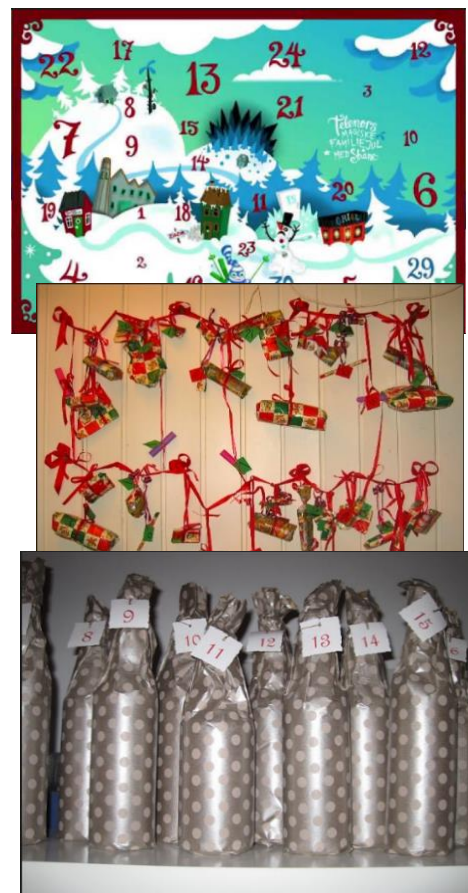
Putting a witch figure on the fire became a tradition in the early 1900s. These midsummer fires collect thousands of people in bigger or smaller groups all over Denmark every year on the 22nd of June.

Christmas is celebrated as an evening event on the 24th of December. From the 1st of December all children have a Christmas calendar.

A Christmas calendar can be a paper version, where children open a small “door” every day – and by that counts the days to Christmas.

Later the paper version was supported by a calendar of 24 small presents. Perhaps a little bigger on Sundays in some families.

And finally many males believed they also deserved to have a calendar and innovated this beer – calendar.



Danish television was probably one of the first broadcast companies in Europe to begin to make a TV Christmas calendar. A story in 24 parts building up to a big final the 24th of December. Just before the family event starts all around in Denmark. The first adult Christmas calendar was presented in 1990. Always a story ironizing about daily life in Denmark or the characters and mindsets of Danes.

The main course Christmas eve means in most families – roasted pork loin, roasted duck - perhaps turkey in some families.

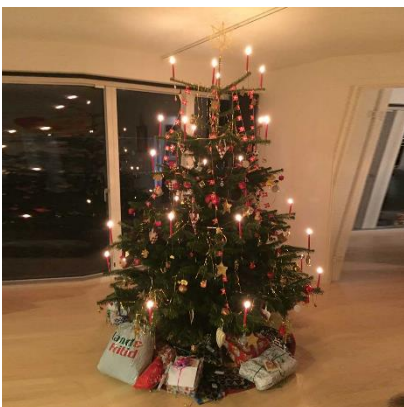
But what is general to all families is the dessert *Ris a la mande*. What lies behind the name is boiled porridge of rice, whipped cream brought together with finely chopped almond or, in some families, a taste of almond abstract –served with red cherry sauce. But that is all staffage.

The real thing, the very important part is, that mother hides a whole almond in the dessert *Ris a la mande*. Then we eat. We are not allowed to stick around with the spoon in the bowl. Just take your portion and hand the bowl on to the next.

There is a gift to the one who find the almond, but no one will tell the others if they have the almond. Everyone will keep on eating until all the dessert *Ris a la mande* has been eaten and everybody has finished.

The mysterious part is. Even though it is a basic national rule – only one almond in the dessert *Ris a la mande* there always turns up an extra almond in every little children's *Ris a la mande*.

Then we start to walk around the Christmas tree – beautiful decorated with the Bethlehem star at the top.



The tree decorations have, in modern time, also become a part of some people's personal image as you can see at the three pictures above.

Some children will have up to 15 or 20 presents and every year the adults talk about that now it has gone too far – and next year it will be even worse.

7. FAMILY

According to The national Statistics office, there are 37 different forms of being a family in Denmark.

The majority is still the classic 'father, mother and children' constellation. However, as people nowadays get divorced there appears new constellations of being a family.

A family is defined as 'one or more persons living at the same address and having certain mutual relationships. However, families with children are defined as families with home-grown children.

The most common family form of the 37, used by Statistics Denmark, is couples with children.

Denmark was the first country to accept register partnership between 2 people of same sex. It took place the 26th of may 1989.

The 15. juni 2012 it became law that homosexuals can be married in churches and have their own children using different opportunities.

Denmark is characterized by the fact that the strong family ties are changing and the family's importance to more Danes is getting weaker and weaker. In Denmark most young people leaves their father and mother before 20 and it is not “normal” that children are the primary care responsible for their parents as it is not normal that grandparents plays a key care role to their grandchildren.

✓ TRADITIONAL FAMILY, GOVERNMENT SUPPORT

- Child support. Youth support.

All children or parents are supported financially by amounts connected to the age of children.

	Per quarter	
0-2 year	4.506 d.kr	605 Euro
3- 6 year	3.567 d.kr	479 Euro
7- 14 year	2.808 d.kr	377 Euro
15 – 17 year	936 d.kr	125 Euro

In 2014, child and youth support were made income-dependent, so the payment depends on one's income. It means that you will receive less paid childcare and youth support if the family single or together pay top tax base more than 765,800 d.kr / 103.000 euro. (2018).

- Student support

Passing the age of 18, young people are supported by an amount between minimum 1.348 d.kr up to maximum 3.028 d.kr depending on where the young person live and depending on their parent's income if the young person stays with their parents.

Passing the age of 20, young and potentially starting for further education most young people will live on their own and by that receive a monthly support by the state at 6.098 d.kr or 819,62 euro, as long they are active at their studies.

Living at home makes the student support depending on parents income	Minimum per month in d.kr	Maximum per month in d.kr	Fixed per month in d.kr	Euro	Euro	Euro
18-19 year at Youth education living at home	1.348	3.028		181	407	
20 year at Youth education living independent			3.028			407
Higher education living at home	946	2.625		127	353	
Higher education living independent			6.098			

As an active student at the age of 20+ are also allowed to have a loan guaranteed by the State at 3.116 d.kr or 418,82 euros per month.

State loan for students		
	Per month in d.kr	Euro
State loan	3.116	419
Extra State loan to students having a child	1.559	210
End loan – graduating.	8.039	1.080

Even after having the economical support a majority of students will during their time of study, have a job of perhaps 10 to 15 hours per week.

10 hours at minimum salary provides them with another approximately 4.000 d.kr. gross.

In Denmark all people aged 18+ is permitted to earn 46.000 d.kr before they begin to pay tax. These young students will normally start paying 37% in taxes.

A student as presented will

- have a yearly gross income of 125.976 d.kr.
- Pay 29. 591,12 d.kr at 37% in tax
- Have 96.384,88 d.kr per year for spending or 8.032,07 d.kr or 1.079,58 euro per month.

✓ MARRIAGE, DIVORCE, REGISTRATED RELATIONSHIP

You can be married at your religious places – for Christians it also includes female/female and male/male marriage. But everybody has to register their marriage at the public authorities.

Number of marriage 2017	2013	2014	2015	2016	2017
Marriage and registered partnerships in total	27.505	28.337	28.859	30.733	31.783
Marriage between male and female	27.140	27.967	28.482	30.389	31.341
Marriage between male and male	129	155	163	160	190
Marriage between female and female	234	209	208	218	246
Register partnership between male and male	0	3	3	3	3
Register partnership between female and female	2	3	3	3	3

In Denmark people can be divorced electronically. People just has to enter the internet and tip a document, fill in the forms – and you are divorced.

The number of divorces was 15,265 in 2017, which is a decrease of 11 % compared with the previous year and the lowest since 2012 and on the level of the years before the change in 2013, where you could now be divorced without a separation period.

✓ **CARE FOR AN UNAUTHORIZED CHILD**

By anonymous adoption, the child is adopted to unknown families whose identity remains hidden from the biological parents. Throughout the last 20-30 years, anonymous adoptions have evolved into an international social task, which is only seen by the fact that 19 out of 20 anonymous adoptions conducted in Denmark are about children born abroad. In total, over 500 children from abroad have been coming from many different countries every year, whereas there are only 20-30 Danish children available for adoption.

A Danish child for adoption will only be staying at an orphanage for a short time - and then be transferred to the future approved parents.

An adopted child has immediately the same rights as all other children in Denmark. To be approved for adoption in Denmark is a rather complicated process.

Source: <http://adoption.dk/om-adoption/generelt-om-adoption/>

8. LIFESTYLE

✓ **GENERAL**

The civil society in Denmark has developed the last 150 years into a strong and active part of the Danish society along side the state and private sector. It is reflected in a Danish quote saying:

*if 2 Danes meet they shake hands and say hello.
If 3 Danes meet they establish immediately an association,
regarding their common interests.*

You see it throughout the Danish society. In Denmark we have registered more than 106.000 different big and small associations or 1 association per 51 inhabitants today. Here we only will focus on three main groups.

A start was among the Danish farmers when they took action in developing the agricultural sector in the late 1800 century. Within the last 2 decades of the century they established cooperations throughout the country building dairies and slaughterhouses. Furthermore the farmers had managed to develop the movement since then. An example is that today, Danish farmers together with farmers in Sweden, part of Germany and England are running one of the world's biggest dairy companies: Arla Food

Also in late 1800 century workers started to organise within trade unions. Through all the years since, they have managed to develop the trade unions to take active part in developing the Danish society and maintaining not only the labourers' interest, but a development to the advantage for the whole society.

The by far biggest trade union group is organised along different trades or groups of trades. Most of the trade unions are from 1st January 2019 working together in one national trade union confederation: FH, Fagbevægelsens Hovedorganisation (Trade Union Confederation). Until then there was two national trade union confederations: Landsorganisationen (LO) (National Trade Union Confederation) organising more than 1 mill employees (more than 50% nationwide) and FTF (*Confederation of Professionals in Denmark*), an umbrella organisation for 80 trade unions and 450.000 public and private employees.

Danish workers and employees are among the most organised workforce in the world and the strength it provides are often mentioned as one of the key factors to the high level of equality and welfare in Denmark

As an example; within the health sector the Nurses are organised within Dansk Sygeplejeråd (Danish Nurses Organization, (DNO). A membership in DNO is voluntary and 75,000 nurses are members – app. 78% of the nurses.

Of course the trade unions work for wages and working conditions, but also for training, research, politics within relevant areas and assistance to unemployed members.

Within the hospitals and other welfare and health institutions the labourers are involved in the management of the institutions through shopstewards and other representatives.

Interest groups are the last group of organisations within civil society relevant to the health and welfare sector.

Important groups are the approximately 200 organisations focusing on different diseases as cancer, lungdiseases, sclerosis etc.

The Danish Cancer Society is the biggest. It was started i 1928 and today there are more than 400.000 members and 47.000 volunteers. The three main fokus areas are research, prevention and counselling to patients and relatives.

Another groups are volunteers assisting within cultural activities at old age homes.

With all those volunteers and organisations the nurses and doctors will have to be able to cooperate with those interest groups and its members.

Cosiness

Whenever Denmark and Danes present their own lifestyle or people/journalists from abroad write articles or tv broadcasts about Danish lifestyle, they focus on the same. Something about having a word that can't be translated. We know that because all foreign journalists give up and use and try to pronounce the Danish word:

hygge – vi hygger – vi har det hyggeligt.



People who are coming to stay in Denmark must learn to say these sentences.

„kom over, så kan vi hygge os“

„vi hygger os“

„vi har det hyggeligt“.

„Vi havde det så hyggeligt“

The closest English word might be **cosiness** even though the Danish word **hygge** covers much more.

The word *cosiness* means a special way of being together. It depends on who you are spending time with, where you are and what you are doing and how you are doing it. What you understand in practice as *cosy* can be very different from person to person. Some will say that they can enjoy themselves, but *cosy* is often connected with informal intercourse with family and friends. It will typically take place at home or in other forms of intimate space. When you enjoy eating, you often eat and drink. All in all, *cosy* expressions are the simple pleasures of life. It does not necessarily require many things to create a *cosy* situation and to feel *cosy*, for example: just a few candles or a bowl of Friday candy can make a difference.

The idea of *cosiness* reflects some broader values in Danish society. E.g. *cosy* is closely connected with perceptions of equality. In pleasant times, inequality, power differences or disagreements should not be too clear. The significance of *cosiness* in Denmark is probably also related to the Danish weather, where cold, dark and wet months call for being together indoors.

Is it especially Danish? No, in practice, you are also enjoying yourself in other countries, but they do not necessarily imply the same meaning as you do in Denmark. In other words, it is the idea of *cosiness* that is of particularly importance in Denmark, and as Danes often use to explain foreigners what it means to be Danish.

The Danish word *Hygge* is a social activity that can help create communities in everyday life. *Hygge* is part of many of the proposals received for the Danish canon: social gathering, food traditions, festivals, Danish design, and song culture, book reading, seeing EM 92 together and even taking part in the festival. *Hygge*, in other words, means much to many Danes' own perception of what is typical of Denmark and essentially Danish culture.

Informal relationship.

Another characteristic that many foreigners attach to is the Danish's informal relationship with each other. This applies between management personnel and employees. It applies between wealthy and not wealthy people. It also applies between teachers and students and students and students.

You do not flash your income and it is less important to whom I am together with. It is probably caused by the Danes fascination of establishing unions and associations. We meet by interest not by social level.

✓ EDUCATION

Education is free of charge in Denmark for everybody. Our educational system looks as follows,

- 1 year of preparation for primary school (5 – 7 year)
- 9 year of compulsory school – option for another year. (6/7 to 15/16)
- A 10th year at primary school is an option if young pupils feel they need it.
- 75% of a birth age will go for 3 years at upper secondary school
- 17 % will go for vocational schools.
- 6% will need a little more time to clear up and to become ready for final choice – so they will go for the practical Production schools.
- 2% will go for special planned education.



The last build primary school is placed in Aarhus and is in many way quite special and extraordinary

According to youth guarantee – young people age 15 to 25 are obliged to be in formal education, at job or working on implementing their personal plan to enter formal education or a job.

5th of July 2017 91.539 had applied to enter higher education in Denmark. 62.209 were accepted.

<https://ufm.dk/uddannelse/statistik-og-analyser/sogning-og-optag-pa-videregaende-uddannelser>

What is remarkable about these high numbers that applied and the number that was accepted at higher education is the fact, that these figures far exceeds birth rates for all the years that mainly contributed to these figures. The number of admitted in 2017 for higher education 62,209 is almost equal to the annual number of Birth around 1995 to 1997. In 1995, about 70,000 were born - as the highest number in this decade.

A massive upgrade of the population - pure education level.

Pedagogical approach

What's surprise a lot of students coming to Denmark is the pedagogical - didactical approach in Denmark. Teachers are not an "authority" in Denmark as the were 30 years ago. Teachers are today much more a partner and mentor to the pupils in primary school and later on to the students in youth education and higher education. The number of times where the teacher tell or present facts are very limited compared to comparable other national pedagogical approaches. It is much more common in Denmark that teachers raise and present a problem, the challenge to the pupils and students then the teacher provides the answers and the facts.

To very common sentences in a Danish class room from day one in primary school and to the end of university is

- *What do you think?*
- *How will you find out what the answer might be to your question?*

Having many foreign students in Denmark we know by experience that it takes time to adapt to this different pedagogical approach for many foreign students.

Source: <https://www.dst.dk/Site/Dst/Udgivelser/nyt/GetPdf.aspx?cid=20036>

✓ PEOPLE'S APPEARANCE



Many Danes believe and think that our country is inhabited by a friendly, cheerfully humorous, generously helpful and relaxed folklore.

Studies show that the Danes have a completely different reputation both in our neighbouring countries and beyond in the big world.

A study shows that foreigners regard the Danes as shameless, raw and unnecessary rude and honest. We do not care to lose face or to laugh. Our mildly informal performance, casual attire and free mode of action can awake anxiety and often create difficulties during business negotiations.

The Danes appear "culturally unintelligent" when we recklessly assume that foreigners can easily ignore what they often find insultingly disrespectful, but as we normally find.

However, there is one particular field in which Danes are strictly disciplined: We attach great importance to be right on time for meetings and become highly annoyed if an agreed time is not respected.

✓ SPECIFICS OF COMMUNICATION, ETIQUETTE

In the old days when people met we started with the expression „Hello“, to day most people will say, „Hi“.

In some parts of the population – hugs is a common way of saluting each other – but most people will find it too much if it takes place the first time people meet. Second or third time will be ok for many people.

For most people it will be enough and expected to shake hands.

✓ FOOD

When it comes to food Denmark has become international during the last 30 to 50 years.

- Mainly because more and more people, starting from the 1960th could afford and have the possibility to travel, visiting foreign countries and became inspired of their local food habits.
- Partly because of the influence of foreign people coming to Denmark, also started in the late 1960ths and now count as stated before almost 13% of the Danish population.

Traditionally Denmark is an agriculture country. To elderly people vegetables and porridge have been a major part of their normal dishes. Later pork dishes became affordable to everybody and essential to many and still are today.

Surrounded by sea and water Denmark has been and still are a fishing nation. Fish was a dish for the poor man for many years, particularly in the poor and rural areas. Now a days it is considered as an important dish because of its healthiness. It is expensive and therefore not everybody can afford to include it in their daily or weekly meal.



The picture shows us a typical Danish meal. Brown sauce, pork, brown and white potatoes.

Looking at the top 10 of evening dinners it looks like this.

1. Brown bread baked on rye Ryebread. Served as an open sandwich with a variety of cold cuts such as meat, potatoes, salad, tomatoes e.g.
2. Soup
3. Chicken with potatoes / vegetables
4. Pizza
5. Chops, schnitzel, sirloin steak
6. Pasta dish
7. Meatballs
8. Pasta and meat sauce
9. Casserole, for example, golden cheese, tenderloin pan
10. Beef from minced meat.



No 1 at top 10

As you can see, pizza is only number 4, pasta dish is number 6 and pasta and meat sauce is number 8 that is only because the figures counts for the whole population. In families having children younger than 18, these 3 courses probably will be 1, 2 and 3.

More and more people go organic, vegetarian and vegan.

Denmark is

- ✓ the fastest growing country when it comes to produce organic food and
- ✓ the fastest growing market in the world when it comes to eat organic food.

But for young people in Denmark spaghetti and pizza are more usual as dinner – as potatoes, cabbage and fried pork was for their grandparents.

- ✚ The Danish rye bread
- ✚ The Danish hotdog
- ✚ The Danish pastry.



At the same time as an increasing part of the Danes go organic, become more healthy, the Danish national board of health earlier this year of 2018 published a survey telling that Denmark have now passed 50% of inhabitants with overweight.

The new Nordic kitchen is a movement that will reinvent and develop food from the Nordic countries.

One of the advocates of the movement is Danish cook Claus Meyer, who initiated a manifesto of Nordic chefs in 2004. Among other things, it says that the food must be "based on raw materials that are particularly excellent in our climates, landscapes and waters" as well as "uniting the best Nordic cooking methods and culinary traditions with impulses from the outside".



One of the famous restaurants within the Nordic Kitchen concept was Restaurant Noma who managed to be awarded as the best restaurant in the world for several years between 2010 and then it suddenly closed in January 2017, after being awarded as the best in the world in 2016. The chief said, *"had to try something new – to challenge myself again."*

✓ MENTALITY

It is difficult to say something clever about Danish mentality. To tell something that matters for all Danes or even a majority part of Danes.

To know how the Danes really are mentally – it might be a good idea to let someone coming from the outside present his experiences and opinion. The monacle journalist Michael Booth published in 2013 the book "There is a happy country". In the beginning he notice that Danes thorough many years has puped up as no 1 or at the annual rating about who is the most happy people in the world and as the same time danes are one of the most alcohol drinking nation in the world. Is the a connection? Ask Michael Booth.

He continue:

"I have a girlfriend, an artist, who had an idea to paint herself yellow and run naked down by the main shopping street named Strøget in Copenhagen. She would ask for permission from the local authorities, which I thought was a big mistake. I thought it would be better

just to do the guerrilla style and hope not to be arrested. But she ask and applied and the authorities said yes. It is very Danish. "

Are the Danes really as happy as many studies suggest? Michael Booth ask himself.

"It depends on what we mean by happiness. Danes have the highest taxes in the world, really bad weather, ridiculously expensive stuff in the shops and the most depressing bunch of politicians I've ever seen (and I'm English!). But again and again, the researchers tell you that you are super-happy and I can see why. There are also no other places I would rather live at this time in my life. It's fascinating. "

You are "Cool, complacent, very relaxed when it comes to work, but not so much when it comes to social norms where you can be a little (to) Germanic. You have a sharp sense of humor and irony, you are sexy, have incredibly bad manners but are generous when it comes to. You are racist but in a non-malicious way. Good furniture. A little too relaxed with the use of the word 'fuck'. And you drink a lot. "

What can foreigners learn from the Danes?

- *"The freedom that children have here is amazing.*
- *Your tax system also does a lot of work to redistribute, so social inequality is low and it is probably the biggest single factor in your happiness.*

Source

Af Emil Norsker

20. sep. 2013 KULTUR EUROMAN

Michael Booths bog 'Der er et lykkeligt land' udkommer på Lindhardt og Ringhof 20. september 2013.

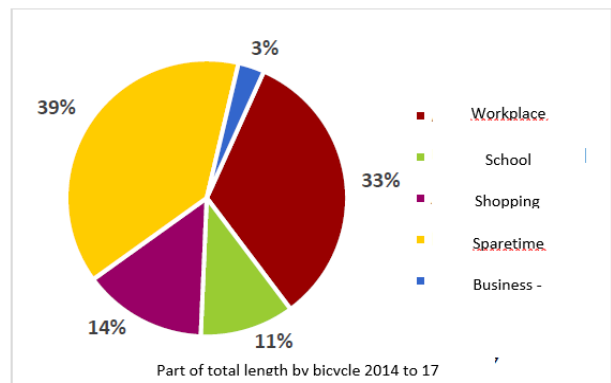
✓ SPORT, LEISURE

Denmark has for many years been a country with very sport interested people and historically it has been connected with a social aspects. We did sport and physical exercises together in local sports associations.

- The national sport is football
 - 95% of all boys have soccer boots and in 1992 Denmark became European champion. An event we are so proud of that even 26 years later recordings from the tournament is regularly shown on national TV. We will probably never ever win anything again.
- Handball is also quite popular. Handball was adventured in Denmark by Holger Nielsen in 1906. A lot of young children and youth play handball during the winter time and we are in fact quit good at it.
- Badminton.
 - Denmark was and still is the only country which now and then can challenge the East Asian athletes from China, Indonesia, Malaya in Badminton.
- Sailing.
 - We are quite strong of course in sailing, being a small country but having almost 7.000 km of coastline.
- Golf is a rapidly growing sport, especially among seniors.
- Boccia is also popular among seniors and a new senior sport named
- KROLF catch the attention from more and more seniors. It is a combination between golf and croquet. The sticks and ball from croquet and $\frac{1}{2}\frac{1}{2}$ the holes from golf.



Many physical active people nowadays run or cycle to keep fit. Many people use not only the bicycle to and from work. Bicycling and running are also extremely popular leisure time activities. Denmark is second when it comes to the number of people riding the bicycle in Europe only defeated by the Netherlands.



II. HEALTH CARE IN DENMARK

- 1. THE DANISH HEALTH SYSTEM**
- 2. HEALTH, ILLNESS AND HEALTH PROMOTION**
- 3. ORGANISATION OF HEALTH SYSTEM IN DK**
- 4. HOMECARE**
- 5. ACCESABILITY TO HEALTH**
- 6. NURSING CARE SYSTEM IN DENMARK.**
- 7. SPIRITUAL CARE IN DENMARK**
- 8. PATIENT RIGHTS AND OBLIGATIONS IN DENMARK**
- 9. DAILY REGIME IN HOSPITALS IN DENMARK**
- 10. MEDICAL AND NON MEDICAL WORKERS IN DANISH HEALTH INSTITUTIONS**
- 11. SPECIFIC AREAS OF HEALTH CARE AND NURSING CARE**
 - A. Dying and palliative care**
 - B. Euthanasia**
 - C. Dead and autopsy**
 - D. Pregnancy and birth**
 - E. Child care**
 - F. Abortion**
 - G. Blood transfusion**
 - H. Transplantation, organ donation**

1. DESCRIPTION OF THE HEALTHCARE SYSTEM IN DENMARK

✓ TYPE OF HEALTH CARE SYSTEM

Denmark has a tax paid health system. It means that all most all health & care services are free.

Everybody who becomes acutely ill has the right to free treatment at a private general practitioner or at hospital.

This also applies to visitors and tourists from other countries.

Everyone who has been granted a residence permit and lives in Denmark has free access to the healthcare system. Most examinations and treatments are free of charge.

- Visiting and be treated by your personal doctor (GP)
- Visiting and be treated by special doctors (GP)
- Hospital
- Emergency room
- Evening and night watch medical se



Second option – for health security

But due to some health areas or aspects, where the state and health system wants to

- ✓ encourage people to take more care of their own health in different way, the state pays a part and the citizen has to pay something by them self. One e.g is teeth and visits at dentists. Taking care of teeth is for free until the age of 18. After age 18 there are different levels of support. An average guide is 2/3 by the public and 1/3 self payment.

- ✓ Encourage people to have a or feel a little *financial responsibility* and only change aid equipment when it is needed, not only because you feel a need to change. E.g glasses and hearing aid and so on.

A huge majority of Danes believe that all health should be free, and as a typical way of reacting and responding on a challenge like „*self payment*“, Danish people establish a cooperative movement. In this case the cooperative

Health Insurance Denmark

The Health Insurance company named "Denmark" is a member-owned association founded in 1973, which currently counts almost 2.5 million members.

Being a member owned association means that nobody is going to earn money of the activities of "Denmark". The goal is to reimburse at least 90% of "Denmark's" income as support

- to members facing health costs in one or more of the few areas, where health is not free or
- to offer supplementary research, treatment or support in health areas where the members think the public health system is too restrictive.

As "Denmark" is member owned, members have influence and take part in the decisions about the focus areas for financial support for the periods to come. Members have the opportunity to influence by participating in the annual membership meetings, which takes place at 23 different places every year in January-February.

You cannot become a member if you have a bad health or if very expensive treatments are known to come. All applicants have go through a medical check to be accepted and your memberships might have some marks about what „Denmark“ will support and not support in the future.

Children can be insured with one of their parents - without additional costs.

Third option – for health security

The third option developed some few years ago. ***Employer paid / company paid health insurance*** for employees at private insurance companies to send employees to private hospitals.

Denmark had for many years no private hospitals, but the first in modern time was established in the beginning of 1990 and of course it was hard time operating a private

hospital in Denmark having a free tax paid hospital at a quit high standard. These hospitals had almost no Danes as customers only foreigners. A right wing government in the beginning of 2000 want to support these private hospitals and allowed companies to insure their staff to receive treatment at these private hospitals.

Doctor, emergency room and emergency clinic

If you have been ill or injured, call first.

- Weekdays from kl. 8 to 16: Call your own doctor.
- From kl. 16 to 8 in the morning, weekend and public holidays people are covered by the guardian medical system.

Calling you will come straight to a guardian doctor or perhaps a nurse who will ask the citizen to tell about the symptoms. They assess whether the telephone contact is sufficient or if you should be investigated.

General practitioners

The key person and the key entrance to the danish health system is our private general practioneer.

Residents in Denmark must choose a doctor as their general practitioner (GP). People have to contact the chosen GP in the case of illness. GP takes care of much more than disease, for example vaccination and birth control. The GP GP is also obliged to support and prevent the onset of illness caused by obesity, smoking or lack of exercise, etc.

Everyone receives a health insurance card from their local municipality. The card must be presented at all visits to doctors, emergency rooms and hospitals. The name, CPR number and the name and address of the connected doctor appear on your health insurance card.

The GP is a specialist in diagnosing and treating the most common conditions and diseases. In most cases, the GP is able to diagnose and treat correctly. In some cases, however, the GP may send a person to a specialist or to a hospital for further treatment. In this case, the GP writes a referral.

The GP's name, address and telephone number appear on your health insurance card. Most GP clinics in Denmark are open between 9.00 a.m. and 4.00 p.m. and some have evening consultancy and once a week.

Usually, people can call between 8.00 and 9.00 a.m. and speak to the GP. Most GPs have email consultation where people can ask questions, book an appointment, or renew referrals.

2. THE TERMS OF HEALTH, DISEASE, PREVENTION IN THE DENMARK

✓ VALUE ORIENTATION & PERCEPTION OF HEALTH BY THE DANES

In General there is a huge public focus on health and health prevention in Denmark, because we have a tax paid system.

The public and by that the *public budgets* of health and treatment has a huge interest and motivation for focusing and invest in health promotion, as it is the same budgets that have to pay if and when people's health fail, if and when people end up in need of hospital treatment and care.

On an individual level, it divides more how much Danes focus on health and are aware of having a healthy life style.

A slowly increasing group become more and more focused on their health in all ways, but at the same time the National Danish Health board one year ago could announce that 50% of the Danish population have passed the limit for overweight.

Denmark still have the highest consume of alcohol among youngsters, the number of smokers are still quit high and many people are not enough physical active.

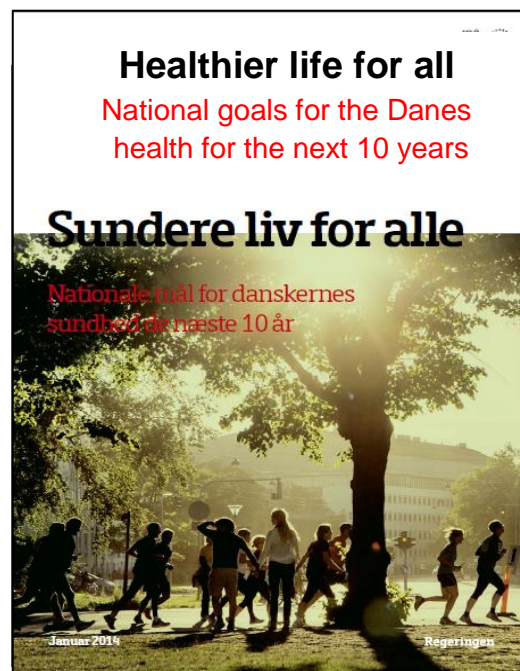
When it comes to years of life expectancy Denmark is only ranked as number 21 in the world.

✓ PREVENTION SYSTEM IN DENMARK.

By this publication, *Sundere Liv for alle* (Healthier life for all) the government have just launched and presented the latest goals for public health for the next 10 years.

National goals for Danish health

- **Objective 1:** Social inequality in health must be reduced.
- **Objective 2:** More children should thrive and have good mental health.
- **Objective 3:** More adults should thrive and have good mental health.
- **Objective 4:** More must choose a smoke free life.
- **Objective 5:** Fewer should have harmful alcohol consumption and the alcohol debut must be postponed among young people.
- **Objective 6:** Fewer children must be over weighty.
- **Objective 7:** More should move more in everyday life.



Prevention of disease - roles and responsibilities

It is the government's ambition to create the best possible conditions for avoiding disease wherever possible and for more good years of life. It requires action that crosses sectors, involving individuals, civil society, business and industry organizations to a much greater degree than is the case today.

Partnership Strategy

The partnership strategy is an overall strategic framework for how more people can help achieve our common goal of the Danes living longer and better. The partnership strategy aims to engage anyone who can and will contribute to prevention efforts.

Effective prevention efforts require changing the framework and creating opportunities to make it more attractive and easy to choose healthy lives. One of the keys is partnerships, where many different actors with different resources, competencies and approaches help to find new ways that provide opportunities for living a healthier life.

The government will involve civil society and industry much more than is the case today.

From single-minded health understanding to community health

Danish national health strategies have traditionally been based on a single-minded health understanding; a simple cause-effect context. E.g;

- *Smoking causes a risk of disease and therefore you must quit smoking.*

- *Overweight is a threat to health, you have to stop eating that much or exercise more.*
- *Alcohol is a risk to your health, stop or reduce your consumption.*

The related health strategies have mainly been individual-oriented:

- Courses to change food habits, habits of physical activity and smoking cessation courses.
- Courses and support conducted through municipal prevention centres, at workplaces, educational institutions and so on.

During the last years an increasing number of responsible authorities, institutions and stakeholders have changed to an approach based on the WHO's health concept, where health is regarded as physical and mental well-being and the individual is considered in connection with its surroundings.

Inequality in health Denmark is not only connected to the level of education and income. It also have an angel of geography, which can be identified right down to specific rural areas of the country and town parts in our bigger city.

The average time of life span is geographically very different and can be at a level of 10 years in two city parts, with 10 km distance or from bigger cities to the surrounding rural areas of the same city.

Denmark approach prevention as in most other countries by the 3 levels.

1. Primary prevention aims to prevent disease, psychosocial problems or accidents arising
2. Secondary prevention aims to detect and limit disease and risk factors as early as possible
3. Tertiary prevention aims to curb disease recurrence and prevent development and worsening of chronic conditions, including physical and psychosocial impairment (where wider rehabilitation also includes health-promoting elements)

In daily life, initiative of health prevention is very visible: A few e.g

Kinder gardens

- Food policy and physical aims for children in kindergarten.
- Thematic evenings for parents about child health

Primary school.

- School GPs and nurses
- School dentist.
- The national school running day.

- And more different activities
- Health lessons, thematically periods and ongoing health activities in primary schools.
 - **Phase 1 4 to 6th grade**
 - Health and well-being (compulsory)
 - Health promotion (required area) Phase 1
 - Guiding aim: The student can assess what promotes health and well-being at school.
 - Guiding aim: The student has knowledge of what promotes his own health and well-being.
 - **Phase 2 7 to 9 grade**
 - Health and well-being (compulsory) □
 - Living style and living conditions (required area) Phase
 - Pupils can evaluate health factors in relation to their own lives (guiding goals)
 - The student has knowledge of health factors that are particularly relevant to young people (guiding goals) By young people it among other things is about how to avoid sexual transferred infections and diseases. But very basically to talk to the youngster about what sex is about and what it is not about. About the importance to say no if once don't feel ready and so on.

Other initiatives

- Free access to dentist up to 18 years.
- Food policies at all educational institutions.
- Personal health counselling at educational youth institutions.
- Free screenings according to many different diseases for both male and females.
- One of the most restricted legislation in the world when it comes to health and security in work.
 - All workplaces are regularly visit by the workplace control centre.
- Many employers and companies offer ongoing health check of employees and encourage and financial support employees to take part in health promote activities.
- Free but not obligatory vaccinations
 - To children
 - To seniors of low income to avoid the annual flu. (the well off seniors have to pay themselves)
- Municipalities are obliged to offer and financial support physical and mentally spare time activities for all citizens – but especially to children and seniors.

3. ORGANIZATION OF THE HEALTH CARE SYSTEM

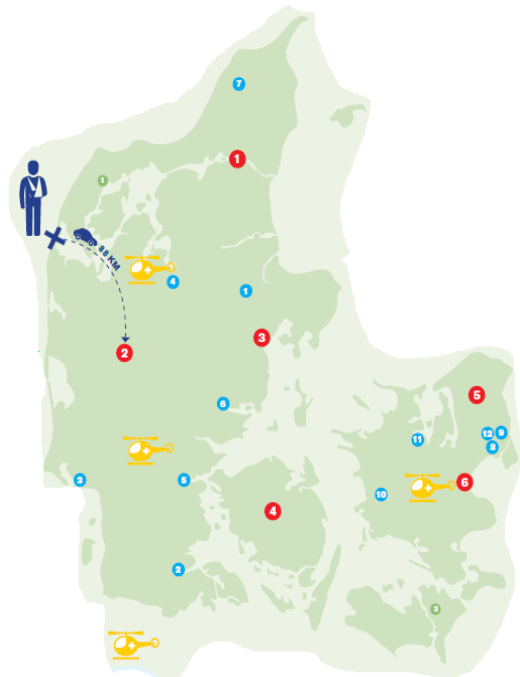
During the last many years, Denmark has closed down hospitals to have bigger hospitals.

The new structure reduces the number of hospitals with day-to-day emergency services down from the existing 40 to 21 by 2020.

By 2020, only 21 hospitals will receive emergency patients around the clock. The hope and the aim of this centralization and specialization is to ensure Danes a better and more effective treatment.

Since 2007, 5 elected regional authorities/councils are responsible for the hospitals in Denmark.

Right now Denmark is discussing the next steps. The consequence might very well be that the regional authorities will be eliminated so Denmark in the future only will have to organisational levels. The municipalities and the state.



As we close down hospitals and the rest become bigger, these normally individual GPs having all their own private clinics are encourage merging by the government.

It means that now a days it is very common that a number of private basic educated practitioners/doctors and doctors having different specialities, private operating physiotherapists, occupational therapists, nurses psychologists start to cooperate, moving together at the same address and build up big local medical and health houses.

A lot of ambulant treatments and treatments, that only a few years ago took place at hospitals, takes now place at these local **Houses of medicines or doctors**.

At the same time the municipalities have strengthen the competences among nurses and caregivers so these professionals can ensure that more and more citizens and especially elderly can be treated at their private addresses, supported by a mix of the local general practitioners and staff from the hospitals. Telemedicine is a key tool in these times of change.

In between Denmark have for many years build up and strength **The prehospital system**. The prehospital system is based on well-educated paramedics and very high technology equipped ambulances providing the opportunity to start treatments as soon the ambulance are at the emergency spot. The paramedics have more than 7 years of education and training.

All health costs, from general practitioners to hospital based and related treatment. From entering the prehospital system to the treatment and counselling at hospitals **is budgeted and paid by the state but operationalized by the 5 regional councils.**

All health support and preventive initiative from supporting families having new born babies to health care of pupils in primary schools and dentists for children in primary schools. From having a visit of the home nurse and home carer to stay at a carehome or institution for young and elderly disabled. A huge number and huge offer of activities promoting health in senior life. Treatment of abuse and preventing abuse are **organised and paid for by municipalities.**

✓ THE SYSTEM OF HEALTH SERVICES AND THEIR CHARACTERISTICS TYPES OF HEALTH CARE

The tax paid system offer all kind types of medical treatment and health care.

All residents in Denmark have access to the public healthcare system, and most services are provided free of charge.

National legislation ensures that diagnosis and treatment are provided within certain time limits and establishes a free choice of hospital for patients

The healthcare system operates across three political and administrative levels: the state, the regions and the municipalities (national, regional and local levels).

The state holds the overall regulatory and supervisory functions in health and elderly care. The five regions are primarily responsible for the hospitals, the general practitioners (GPs) and for psychiatric care. The 98

municipalities are responsible for a number of primary healthcare services as well as for elderly care.

The regions may refer patients in need of highly specialised treatment to treatment abroad if the treatment is not available in Denmark.

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4. HOME CARE

✓ CHARACTERISTICS OF HOME CARE IN THE DENMARK .

Home care is free for elderly as soon the elderly person is assessed by a municipality-based care-evaluator.

The senior in need of care can choose between the public supplier of homecare (the municipalities) or a private care company.

Almost 80% receive the practical and personal support by the service agency operated by public authorities.

Home care is provided to the individual citizen based on need. Preventive measures and a pedagogical approach have a high priority in home care and institutional care of elderly to maintain or develop their level of competences and physical functions and in order to avoid hospital admissions.

Danish elderly care is mainly characterized by the following 3 principle/small sentences.

1. *“The citizen in the centre”*
2. *“Help to selfhelp”.*
3. *“As long as possible at your own home.”*

1. The citizen in the centre

Means, that care staff are educated and trained to consider them self as a cooperative partner to the care receiver and to accept that the citizen/care receiver have the finally say and make the final decisions about what are going to be done.

2. Help to Self-help

Support to be able to retain independency and competence of self-governing is home-based pedagogical approach, where the elderly get support completely or partially to handle daily tasks by themselves again by focusing on support to learning.

3. As long as possible in your own home

In Denmark seniors and elderly in need of care has a right to receive the needed care in their own home as long as they wish. Even if it means care in private homes 24/7.

✓ CONTENT & TASKS OF HOME CARE IN THE DENMARK

- The content of home care has a clear emphasis on practical and personal care and nursery.
- Rehabilitative approach to improve the need of functionality and regain the ability to live on own conditions.
- Treatment and care for people who are temporarily or chronically ill or dying.

Home care is in most municipalities divided into 15 main categories:

1. Personal care
2. Psychological care
3. Goal oriented training/education
4. Examination and treatment
5. Nutrition/catering, help eating, cooking
6. Administration of drugs, help using drugs
7. Cleaning
8. Laundry
9. Shopping
10. Psychological support
11. Physical training
12. Activities to activate and stimulate the citizen (social activities)
13. Activities to prevent future health problems
14. Other form of help to the citizen
15. Assessment and administrative duties

✓ HOSPICE HOME CARE

It is a wish to a huge majority of Danes to die in their own nest and almost half of seniors do.

22% dies at care homes and 27% dies at the address where they have been living their final years.

All caregivers, nurses and social and health care workers are educated and trained to take active part in palliative care. Never the less many municipalities also have specialized teams to support the ordinary staff to provide palliative care and to take active part if it is needed.

5. AVAILABILITY OF HEALTH CARE

✓ TIME AVAILABILITY

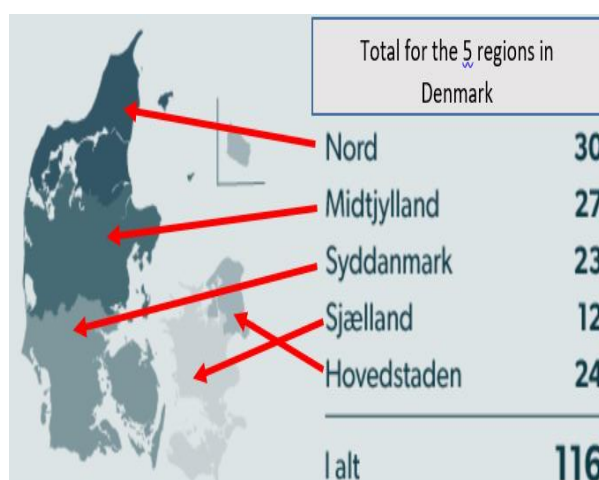
The regions decide what should be the acceptable time for an ambulance or a medical doctor car shall be able to be at an emergency address or hotspot. People can by internet watch these political set time limits and look up on daily basis what the daily reality is.

✓ LOCAL / GEOGRAPHIC ACCESSIBILITY

All have the same accessibility to health services no matter peoples address.

However, due to both a lack of medical study places at our universities, Denmark have faced a general lack of doctors and especially doctors who will become GPs in outskirt Denmark.

It seems not that popular anymore to become a GP, many younger doctors seems more to be interested in staying and perform at hospitals



The latest figures of having many GPs is missing in the different regions.

It was published in 2018 that now almost 80.000 people in the outer Denmark have no personal GP and have to be covered by different initiatives. Either by initiatives

- bringing doctors into these areas on temporary short visits or
- these people have to drive or to be taken by public means the long way to a GP who have time for these extra citizens or
- they have to be covered by the nearest hospitals.

✓ FINANCIAL AVAILABILITY (SEE HEALTH CARE FINANCING)

There are no people in Denmark who don't get the treatment, care and medicine they need for financial reasons. If there is a payment and people can't afford, they will be financial supported by the municipalities.

Never the less it become an increasing challenge that younger people don't prioritize e.g to pay the low self payment for a visit at the dentist after going 18 year.

6. NURSING CARE SYSTEM IN DENMARK

The Nursing and care system in Denmark is divided into 3 different levels, covered by different levels of educations and professionals.

- Level 1: **Elementary care and nursery**
 - covered by Social and health Helpers
- Level 2: **Basic Care and nursery**
 - covered by Social and Health Assistants (medical staff)
- Level 3: **Advanced Care and nursery**
 - Covered by nurses.

✓ THE POSITION OF THE NURSING PROFESSION IN DENMARK.

Nurses are still a key staff in the Danish health and care service.

More and more nurses take over more and more tasks that just a few years ago were tasks of doctors and in the same way Social and Health assistants day by day take over more and more tasks that were typical tasks to nurses a few years ago.

On a general perspective, nurses have faced “more competition” from other professional groups. As an e.g it is not only nurses who are authorized to handle medicine anymore. At some departments and institutions where nurses for many decays were the key staff, they are reduced and exchanged with other professionals, such as pedagogues, social and health assistants, occupational therapists and more.

- It requires authorization to practice as nurse in Denmark.

✓ THE CURRENT CONCEPT OF NURSING CARE IN DENMARK

There is not one current concept of nursing care in Denmark. The concept depends partly on the institution where the nurse work and depends on the challenge to be meet and solved.

I some situations the nurse work in teams, in other the preferred system is based on contact person, primary nurse or key staff or a mix of all.

- ✓ **Hospitals** employ mainly 3 staff groups at the different departments.

- **Social and health assistants cover the basic level.**
 - **The advanced level** of nurses and
 - **The specialized part** of Nurses who have graduated a specialist education.
- ✓ **Municipality** Employs also for now 3 different care and nursery staff groups, when it comes to treatment and care of disabled inclusive elderly.
- Social and Health Helpers cover the elementary level of care and nursery.
 - The Basic level of care and nursery is covered by Social and Health assistants and
 - **the advanced level** of nursery and care are covered by nurses.

A specialist education for nurses targeting eldercare at municipality level has just started 1 year ago. The intention is to make sure that more treatments, especially when it comes to senior citizens, which today have to be handled at hospitals in the future can be handled by these nurses at peoples own home.

As stated before more professions can achieve competences to handle medicine. It is no longer a special competences or area of responsibility of nurses. In many teams the nurses is a part of a cooperative where all contribute with their professional opinions on equal matters with a number of other professions. It can to foreign people coming to Denmark to understand or deal with the equal way different professionals at different educational levels work together at Danish hospitals and institutions.

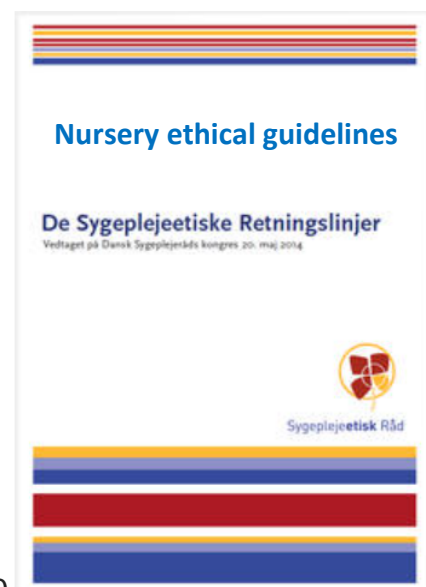
Nurses always work according to guidelines:

1. Published by the National Health Authorities
2. Adapted and operationalized to the particularly area, institution and department where the nursery will be performed.
3. And always according to **Nursery ethical guidelines**

The Nursing Guidelines
Adopted at the Danish Nursing Council's Congress
May 20, 2014

Nurses Ethnical Council was established at the Danish Nursing Council's Congress in 1990. The first Nursing Guidelines were adopted by the Danish Nursing Council congress in 1992. The guidelines have been revised in 200.

The latest revised guidelines are based on the nurse's business area, nursing basic values and basic nursing principles, to ultimately emerge in general nursing aids guidelines that



can be used in nurses' daily work.

7. SPIRITUAL CARE IN DENMARK

✓ LEGISLATION

There is no specific legislation in Denmark regarding spiritual care.

At hospitals, there are hospital priests on payroll. They offer to speak with all people also people from other religions and believes if it is not possible to bring in a co-believer. Mostly it is possible.



Lotte Blicher Mørk, hospital priest
Photographed at the main hospital in Copenhagen

Local religious leaders, local priests follow people from the parish and local areas if they are hospitalized and people are seriously ill and might go to die.

All health professionals are educated and trained to meet all the needs of the citizens.

✓ SPECIFIC CONTENT OF SPIRITUAL AND RELIGIOUS CARE.

The overall guideline for Spiritual Care is this 42 pages booklet called

“Spiritual Care for dying”



“Expression from the national ethical Board”

It contains:

CHARACTERISTICS AND STARTING POINTS OF SPIRITUAL HEALTH CARE.

This provides support to the staff about professional spiritual care and the headlines are

Preface

1. What is spiritual care?
 - 1.1 Examples of spiritual care for dying.
 2. Ethical considerations.
 - 2.1 Intimacy and spiritual care.
 - 2.2 The dying vulnerability.
 3. Council recommendations on spiritual care for dying.
 - 3.1. Council general approach to spiritual care for dying.
 - 3.2. Recommendations about the priest's care of spiritual care.
 - 3.3. Recommendations on the healthcare provider's performance of spiritual care
- Literature

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8. RIGHTS AND OBLIGATIONS OF A PATIENT IN DENMARK

✓ Patient confidentiality

Everyone working in healthcare is bound by patient confidentiality.

We have quite clear rules regarding the relationship between the patient/citizen and the health professionals and the health system in the National Health Act.

The Health Act's rules on patients' legal status apply in all cases when a patient is exposed to the health service. All authorized persons engaged in health care tasks are covered by the Act.

The law's aim to ensure respect for patient dignity, integrity and self-determination. It must also enhance trust and confidentiality between the patient and the therapist.

The 5 regions, operating the hospital system in Denmark are by law obliged to publish the rights and responsibilities of the patient (**Patientrettigheder**) at their homepages.

After a short introduction, it is written:

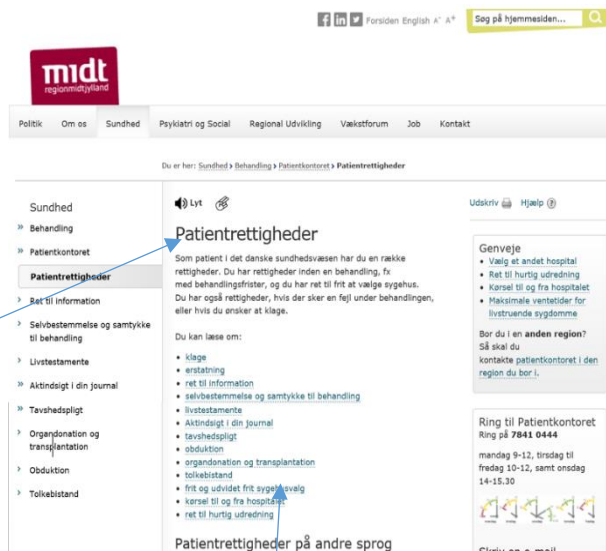
As a patient in the Danish health service, you have a number of rights. You have rights regarding treatment, for example with treatment periods, and you are entitled to choose a hospital after your own wish.

You also have rights if an error occurs during the treatment or if you wish to complain.

Patient rights are published in English and other languages.

OBLIGATIONS OF PATIENTS

Basically none. But the patients are obliged to follow the „rules“ of the hospital. No smoking in and outside hospitals is a very important rule and finally people are regularly encouraged to show up to their appointments at hospitals, doctors and other services.



Click to:

- Complain
- Compensation
- Right to information
- Self-determination and consent for treatment
- Living Will
- Access to your journal secrecy
- Autopsy
- organ donation and transplantation
- interpreter
- Free and extended free hospitalization
- Right for quick investigation.
- Transport to and from hospital

9. DAILY REGIME IN HOSPITALS IN DENMARK

- ✓ GENERAL DESCRIPTION OF THE SPECIFICS OF THE INCOME / STAY AND THE RELEASE OF THE PATIENT FROM THE INSTITUTIONAL CARE.

The goal of care and treatment is:

- An experience of being treated with dignity and respect
- Information about the disease
- Involvement in consideration regarding examination, treatment and care
- Qualified, optimal and coherent in treatment and care

At the hospital, the patient meets different professional groups, each of whom is an expert in his field. The patient may not meet a doctor.

Routines and structures in a hospital department depend on specialization and / or sub special, and whether there is a day open or with an outpatient function. In addition, hospitals have different physical frameworks. At a typical daytime hospitalization, the patient will meet in a section with 1-, 2-, 3- and 4-, and get 6- bed living rooms with closet for private clothes to be brought. Bathrooms and toilets are most often associated with the living rooms, although in some places it is possible that a bathroom is attached to several living rooms. In addition, there is a living room, as well as a conference room.

There may be fixed times for activities, which is often structured by the time for breakfast, dinner, afternoon coffee, dinner and evening coffee.

Some patients are checked/examined by medical team every day, other patients have been given a study program and / or treatment plan to be completed in a few days. There is therefore no need for daily check and examination by medical team, where both the doctor and the nurse are present. It is usually the nurse who has the coordination of an individual patient course.

At the time of admission, nutrition and diets are discussed. Drinks are free and handled by the patients themselves after an interdiction to hand hygiene.

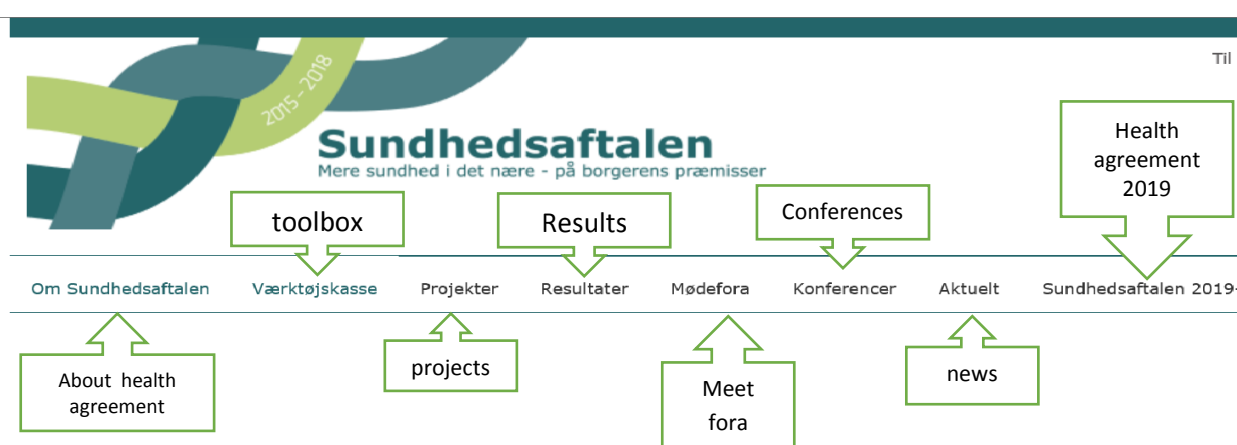
Patients bring their own medication and clothes and there is free internet access as well as a lot of digital information..

There are no visiting hours but a general respect of each other.

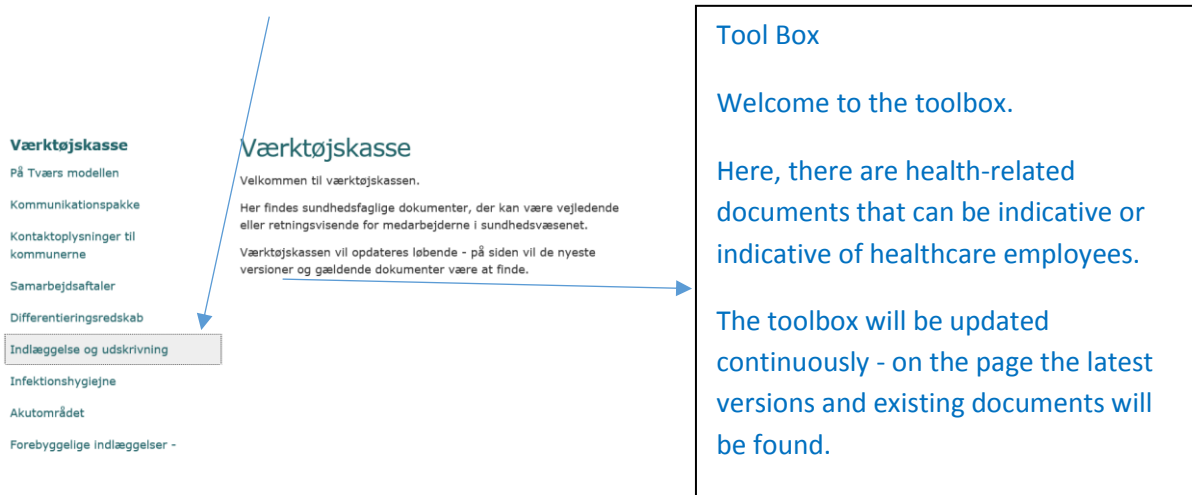
At any notice, preparation begins for a return to home. Investigating resources in the home for the purpose of home help is thus done at a time when it is unclear how the hospitalization expires or when the patient can be printed.

All aspects, tasks and responsibility regarding income, stay and release from hospitals in Denmark is very detailed described in hundred of pages and published at the homepage [Sundhedsaftalen](http://www.sundhedsaftalen.rm.dk/varktojskasse/indlaggelse-og-udskrivning/den-gode-indlaggelse/opgaver-ved-indlaggelse/) – The health deal.

<http://www.sundhedsaftalen.rm.dk/varktojskasse/indlaggelse-og-udskrivning/den-gode-indlaggelse/opgaver-ved-indlaggelse/>



In the toolbox – among many other guidelines we find the link for **Income, Stay and Release.**



The publicity of these documents and guidelines at a public website allows people to know what the staff are obliged to do and offer

Værktøjskasse

Indlæggelse og udskriving

[Den Gode Indlæggelse](#)

[Den Gode Udskrivelse](#)

[Åben indlæggelse](#)

Indlæggelse og udskriving

Her kan du løbende finde vejledning vedr. den gode indlæggelse og den gode udskrivelse.

[Retningslinjer vedrørende indlæggelse og udskriving](#)

[Retningslinje vedrørende Den Gode Indlæggelse](#)

[Retningslinje vedrørende Den Gode Udskrivelse](#)

[Retningslinje vedrørende Åben Indlæggelse](#)

Hospitalization and Leaving

Here you can regularly find guidance on the good admission and the good discharge.

[Guidelines for admission and leave](#)

[Guidelines for the good admission](#)

[Guidelines for the good leave .](#)

[Open hospital guidelines](#)

1. Responsibility of General Practitioner in case of acute and planned hospitalization

Communication with and information to the patient

- Includes a verification of the patients (and relatives) have the right and needed ' knowledge and understanding of what is going to happen.
- Clarify needs and expectations
- Informs patient and if possible/needed relatives
- Evt. supplementary studies at the hospital
- Potential treatment options, complications and side effects during treatment vs. non-treatment (for scheduled hospitalization)
- Informs the patient to bring: °One medicine (prescribed and additional medicine in glass / dosing boxes)
- Evt. personalized aids

Other tasks

- Consider alternative approaches if possible in cooperation with municipal nursing and visitation to prevent inappropriate hospitalization
- Compile reference, regional guideline
- Ensure that the citizen's medical information is up to date in FMK.
- Consider the need for patient transport in connection with hospitalization.
- Activate and hand over paper on patient transport.

In addition, at scheduled hospitalization

Communication with and information to the patient

- Informs and advises the patient and if needed and possible relatives of free hospital elections,
- waiting times,
- patient counsellor, etc. (Link to the counsellor's website)

Other tasks

- Collect observations and feasibility studies that can be required in the primary sector.
- Performs if necessary. MRSA control podding at previous MRSA carriers or infected
- Co-sponsors. municipal nursing and visitation in these preparations prior to hospitalization

2. The municipality

In case of acute and planned hospitalization

(If the municipal nursing / visitation participates in the hospitalization)

Communication with and information to the patient

- Obtain a written consent from the patient for the collection and transmission of health information for exchange of health information
- Fill in hospitalization report
- Inform the patient about the upcoming hospitalization.
- Help the patient with specific issues:
 - Medicine overview to be brought at the time of hospitalization (prescribed and additional medicine in glass / dosing boxes).
- Evt. personalized aids
- Inform about the normal municipal procedure for hospitalization, including cancellation of municipal services, etc.
- Invites knowledge of patients with a personal MRSA card to display the card upon admission

10. MEDICAL AND NON MEDICAL WORKERS IN DANISH HEALTH INSTITUTIONS

STRUCTURE OF THE MEDICAL TEAM IN DENMARK

All hospitals are organized by having a Director and an operative management of a medical responsible director, a director of nursing and care and a financial director.

All departments have

- a head managing doctor responsible for the medical work and head of doctors and
- a responsible nurse responsible for the nursery and nursing team. If it is a huge department their might be responsible department nurses and nurses having specific responsibilities – such as hygiene, documentation and so on.

All nurses are trained to work scientific and evident based in practice according to the health law and guidelines distributed by the health authorities. Nurses always work under their own organization and nursery leadership and management. Nurses are not beyond doctors f.ex. at hospitals.

Management in health care.

In the primary sector, management consists primarily of caregivers who are mostly nurses, including district managers / managers, these are mostly nurses or therapists.

In the secondary sector is the management of a senior general practitioner and a leading nurse. Below these are chief physicians and nurses, and then surgeons and nurses.

These have a formal network; Danish company for management in health care (<https://dssnet.dk>)

Nurses have their own professional organization; Danish Nursing Council (DSR), which is responsible for organizing and negotiating nursing care. (<https://dsr.dk>)

The treatment system is structured in 2 systems:

1. Primary health system
2. Secondary Health System

As earlier mentioned the primary healthcare system consists of GPs, dentists, home care and nursing homes with nurses, social assistants, and social workers and ergo and physiotherapists, health care, pharmacies and others, for example, district psychiatry.

The secondary health system consists of hospitals, doctors, hospital pharmacies, nurses, social assistants, ergo and physiotherapists, bioanalysts, midwives, radiographers, clinical pharmacists, clinical dieticians and psychologists. There are other support staff such as cleaning and kitchen staff, economists, porters, service assistants, medical secretaries, craftsmen, etc.

Doctors, nurses, therapists and sosu assistants receive authorization from the patient safety department after graduation.

Doctors give/declare the **Doctor's promise/Oath**

<https://www.laeger.dk/laegeloeftet>

The education of a nurse can be done in several ways. After primary school you can either go to high school for 3 years and get a college degree or go to a vocational school and take a **Social and Health Assistant Education** either as a main course student which lasts 3 years and 10 months or as an EUX student, where you also get a student degree. Education EUX welfare lasts 4.5 years. Education at the vocational school is a formal education and triggers authorization as health professionals.

Both programs qualify for nursing education. Both medical and nursing programs can be followed by various special education programs.

The Revised Nursing Promise/Oath (1958)

<https://dsr.dk/dshm/sygeplejens-historie/sygeplejens-symboler/sygeplejerskeloeftet>

Sosu Assistant Education provides access to academic education and nursing education, which is a bachelor's degree program..

11. SPECIFIC AREAS OF HEALTH CARE AND NURSING CARE

✓ DYING, PALLIATIVE CARE

All recommendation to be follow by all actors within the area of palliative care in Denmark is lined up in this 54 pages *Recommendation for the palliative efforts done and published by the national Health board. Latest updated version 2017*

Right now Denmark have 19 hospices all operated by public or associations of interest.

There are free access to hospice and people are free to choose among the 19 hospices. For the moment there is no waiting list.



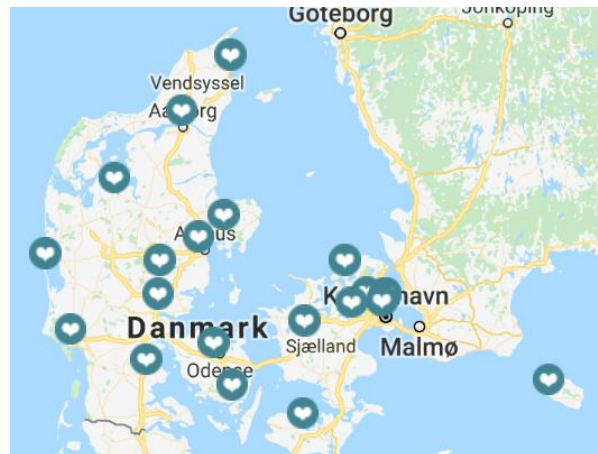
- Both hospitals and some of the bigger municipalities have palliative teams.
- We have 18 hospices in Denmark, one of them is for children and their family
- If a dying patient wishes palliative care at a hospice, the medical practitioner or the patient may contact a Hospice to become a resident.

MULTIDISCIPLINARY

Palliation is an interdisciplinary effort that takes place on two levels: a basal and a specialized palliative level.

The specialized palliative efforts take place at hospice, in palliative teams and at palliative departments, while the basic palliative efforts include palliation in hospitals, municipal home care, care centers, etc.

This means that the municipality belongs to the basic palliative effort, where important interdisciplinary partners are the GP, Nursing, Social and Health Assistant, Social and Health Assistant, Physiotherapist, Occupational Therapist, Social Adviser and Priest.



Hospice use and have quit many volunteers connected to the daily life at hospice. You may count 150 volunteers to a number of 20 to 25 residents.

In to 2010 the Danish Palliative Care Database (DPD) was established. The aim of the Danish Palliative Care Database (DPD) is to monitor, evaluate, and improve the clinical quality of specialized palliative care (SPC) such as hospital-based palliative care teams/departments at municipalities and hospices) in Denmark.

COMPETENCE

For the past twenty years, professional companies have been working to ensure palliative skills through continuing education for all relevant professional groups. Three years ago, Recommendations for Competences for Social and Health Assistants appeared in the basic palliative effort. The recommendations draw attention to the skills needed to professionally perform the practical work, communicate, collaborate, communicate, and organize the palliative efforts. The competencies are a foundation for the development and change of palliative efforts in the country's municipalities. The competence recommendations also describe a necessary educational content in initial and continuing education.

Knowledge Center for Rehabilitation and Palliation has since 2009 mapped existing palliative further and further education programs for all relevant professional groups in Denmark and constantly updates this information.

Euthanasia

Active mortality is illegal in Denmark according to section 239 of the Criminal Code. According to this law, it appears that the person who kills another person according to the wishes of the other is punished with imprisonment for 3 years or a minimum of 60 days.

Researches show that a majority of Danes want death aid lawfully, but most politicians and the national ethical council say still no.

According to the Medical Code, passive death aid is permitted. But respect for the dignity, integrity and self-determination of the patient must be paramount.

In 1992, the parliament decided to make a change in the Medical Code, so that passive death aid become a legal option.

If an inevitable dying has severe pain and if the patient may wish, the doctor may provide the necessary calming and analgesics in these cases.

Autopsy

The Danish autopsy practice is especially distinguished by the autopsy of people who die suddenly and unexpectedly.

Danish autopsy practices differ significantly from other countries. If we look at Finland, which annually has about the same number of deaths as in Denmark. Nearly 30 percent of all dead fins are autopsied, the same applies to just under four percent of deceased Danes.

The calculated figures tell that 2.4% of the 2039 Danes who died suddenly and unexpectedly were autopsied. In Finland, the figure is 88 per cent.

When a person dies in Denmark, a physician completes a death certificate with information about the cause of death and the death sentence. This information forms the basis for the cause of death, which is used for research and health surveillance.

Forensic autopsies are conducted at forensic institutes at the universities. It is the police requiring a forensic autopsy, and it can happen if a person dies unexpectedly and suddenly and suspects something punishable.

✓ PREGNANCY, CHILDBIRTH

The pregnant woman is offered ultrasound scans several times; neck fold scan and malformation scanning. In addition, term calculation is offered if there is doubt as to how advanced pregnancy is. In addition, many choose to pay for one or more scans. Sex scanning and 3D scanning are additional scans.

- Week 4-10: Term calculation
- Week 11-14: nuchal translucency Scanning
- Week 19-20: Malformation scanning
- Additional scanning

Health and secure program for pregnant.

First time			
Week	Doctor	Midwife	Ultrasound
6-10	X		
11-13			neckfold scan
15-18		X	
19-22			Full scanning
25	X		
29		X	
32	X		
34		X	
36		X	
38		X	
40		X	
After birth		X	
8 uger efter fødsel	X		

Second time or more			
Week	Doctor	Midwife	Ultrasound
6-10	X		
11-13			neckfold scan
15-18		X	
19-22			Full scanning
25	X		
29		X	
32	X		
34			
36		X	
38			
40		X	
After birth		X	
8 weeks after birth	X		

Child healthcare

Screening of new-borns

After birth, all new-borns in Denmark are offered two screening studies:

1. Screening for 17 different congenital diseases using a heel blood test. People are informed and encouraged to read more at the National Serum Institutes homepage. It is also presented in English. <https://www.ssi.dk/nyfoedte>
2. Screening for congenital hearing loss (hearing screening)

1. Heel blood test

The screening is an offer. It is the parents' decision whether the child is to be investigated or not.

Apparently, some children are born soon with a serious illness that occurs within shorter or

longer after birth. To trace these children and initiate early treatment, all new-borns are offered a heel blood test that examines a total of 17 rare congenital diseases. Among the diseases being tested are a number of congenital hormone and metabolic diseases, as well as cystic fibrosis, as described below.

The study consists of a blood sample collected by a few drops of blood from the child's heel. The blood test should be taken when the child is 48-72 hours old.

If the study shows evidence that the child has one of the diseases being tested, the parents will be contacted for further examination and treatment.

Multiple births with a normal birth on time, on the other hand, are expected to go home a few hours after birth, often after 3 - 6 hours. This is called outpatient birth.

Newborns are visit on a regular basis by the child nurse:

- When the child is no longer 5 days old.
- After 2-3 weeks.
- When the child is 2-3 months. Here the mother get an offer for screening for birth depression.
- After about 6 months, If the birth is the first one. If the mother have given birth before, it is done by telephone.
- After 9-10 months.

Are there any special challenges in your family, you can have extra visits.

The contact can continue after the age of 1, if necessary, with up to three visits per. year.

Screening for cystic fibrosis was introduced on May 1, 2016

All new-borns have been examined for the disease cystic fibrosis since the 1st of May 2016 via the haemodialysis test.

The screening for cystic fibrosis will annually identify approximately 13 new-borns with cystic fibrosis and almost 80 newborns, who are healthy carriers of the CF gene.

✓ **ABORTION**

Abortion must be requested

In order to have an abortion; the woman must request abortion to

- Her own GP.
- A practitioner in gynaecology or
- The municipality.

This is done by filling in "Request for a discontinuation of pregnancy" (Form A, available from your doctor). The doctor must write the request under and ensure the woman's identity. The woman must therefore bring her health insurance certificate, passport or equivalent, where documentation of name, address and CPR number appears. If the woman is under 18 and unmarried, the main rule is that one of the parents (or guardians) must consent to the abortion.

This happens when the parent / guardian person signs a special formula, which is also obtained from the doctor. In special cases, permission for abortion without parental consent may be granted through the consultation. Women who do not speak Danish are entitled to a professional interpreter in connection with an abortion.

1. The doctor has confidentiality
2. Signature confirms received information
3. Abortion takes place at a hospital or at a specialist doctor
 - a. Surgical abortion
 - b. Medical abortion

When is it late to get an abortion?

The abortion limit in Denmark is 12 weeks. This means that you are entitled to a medical or surgical abortion if you are no longer pregnant than 12 weeks. After that time, special permission is required to interrupt the pregnancy.

Rules for late abortion - if you are longer than 12 weeks

If you are in a situation where you want an abortion but are longer than 12 weeks, you must apply for a permission for abortion. You can do this until the end of the 22th week of pregnancy. An approval of the abortion requires that three professionals in the consultation consider that there are important reasons for interrupting the pregnancy.

All valid reasons for late abortion are line up in the national health Act regarding abortion and can be read at the homepage of the national health boards homepage.

People have the opportunity to appeal the Abortion Council decision to the Abortion Board.

If a person have a late abortion, this person have the opportunity to receive a grant for psychological treatment.

Sources: The national health board.

https://sundhedsstyrelsen.dk/da/nyheder/2015/~/_media/8147748CEC6140FF9112674B5EF1307B.ashx

✓ TRANSFUSION

All issues regarding blood transfusions in Denmark is handling by The Blood Bank and strongly supported by the Association of Blood Donors in Denmark.

Both run a very instructive homepage about, what, when and how people become donors. It is quit easy to find a donor place close to you in Denmark. In general, Denmark is not in a lack of blood.

INFORMATION AND ACCEPT.

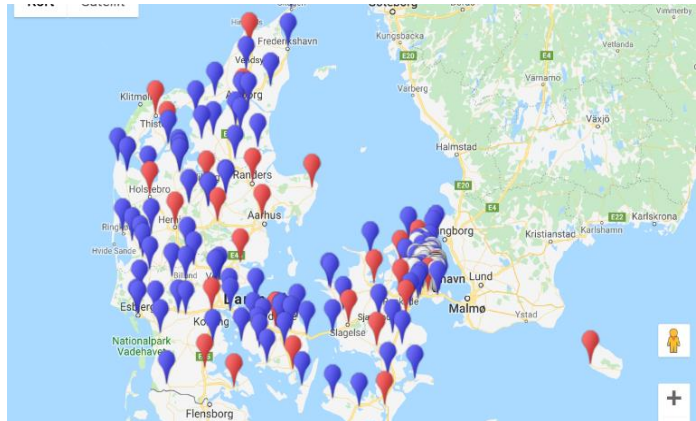
Before initiating treatment with blood components, the doctor must obtain the patient's informed consent, according to act 4 in the national guideline of blood transfusion. The information should include the different treatment options with blood and the risk of complications and side effects of these treatments.

In case of a current disease, the patient may refuse to receive blood or blood products. The rejection must be given in connection with the current disease and be based on information from the healthcare provider about the health consequences of avoiding the supply of blood or blood products during treatment⁶.

A healthcare professional may initiate or continue treatment without consent in very special situations. It is about treating patients who temporarily or permanently lack the ability to give informed consent or are under the age of 15, and who are in a situation where immediate treatment is required for the patient's survival or in the longer term to improve the chances of survival or for a significantly better outcome of treatment.

Few people decline transfusion due to religious reasons.

Today there are approx. 218,000 volunteers, unpaid blood donors. They deliver approx. 320.000 portions of blood to the blood banks of the hospitals.



Source: <https://bloddonor.dk/tapning-hvor-og-hvordan/karantaeneregler/liste-gaeldende-karantaeneregler/>

✓ TRANSPLANTATION, ORGAN DONATION

Organ transplantation in Denmark takes place at one of the three transplant centers on respectively. Aarhus University Hospital, Odense University Hospital and the National hospital in Copenhagen called Rigshospitalet.

Liver and lungs transplanted at Rigshospitalet, hearts transplanted at Rigshospitalet and Aarhus University Hospital and kidneys are transplanted at all three transplant centres.

The staff at the intensive care units can come into contact with the transplant centres around the clock, and inform them whether a patient is listed in the donor registry and to assess the patient's medical fitness as a donor.

The transplant centre staff then coordinates the cooperation between the intensive care unit and the transplant centre during the donation process. The internal organization varies between the centres.

The overall Law of Health, Act No. 546 of 24 June 2005, contains in § 53 rules for consent to transplant from deceased persons.

The clinical brain death diagnosis is described in detail in the Checklist for Determination of Brain Disease, prepared by the Brain Disease Committee under the Danish Neurosurgical Company.

Organ donation from living donors

In Denmark, kidneys from deceased donors as kidneys from living donors with close relation to the patient are transplanted.

Coordination of donation and transplantation of donors from living donors is conducted in collaboration between the transplantation centers and the new medicine department to which the patient is associated.

How to become organ donors?

People can decide on organ donation in three different ways. Everyone is equally legally valid.

- In the Donor Register
- On donor cards, which you must wear on your own

- Oral to your relatives

People are encouraged to register their decision in the Donor Registry and at the same time tell about their decision to family, so family and the doctors know people's decision if it becomes applicable to organ donation.

Population-oriented efforts

Denmark is more or less in a constant lack of organs. The willingness seems not to be big. Researches show that we more or less all will like to receive, but.....

The Danish Center for Organ Donation contributes to population-oriented information work in Denmark through information on organ donation. Organ donation information provides information to citizens about organ donation via both online channels and lectures and local events.

You can read in English, more about the Danish info to the population at www.organdonor.dk.

In addition, the National Board of Health is responsible for the population-oriented information efforts on organ donation, including the administration and distribution of donor funds.

International cooperation

The Danish transplantation centers are part of an international collaboration on organ exchanges with the other Nordic countries (Denmark, Finland, Iceland, Norway and Sweden) through *Scandia transplant*.

Organ exchanges are conducted after special agreements between the 10 transplant centers in *Scandia transplant*, whose patients have special and urgent need for organs, or if there are available organs without immediate recipients in the same country.

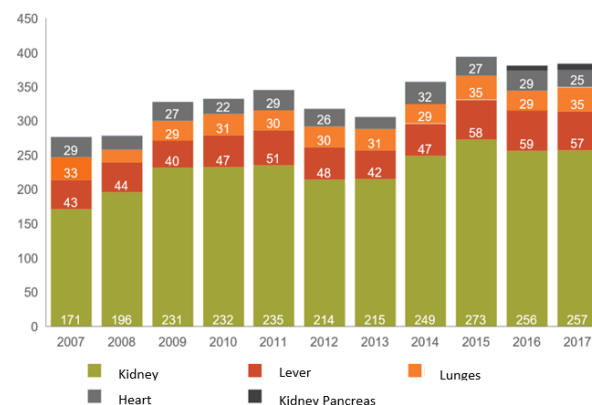
In addition, cooperation with similar pan-European organizations, including Euro transplant.

The table shows the numbers of transplanted in Denmark 2007 to 2017

About the numbers

- The graph shows the number of donors from which at least one organ is transplanted.
- On average, 3-4 organs were transplanted in 2017 per donor.

Transplanted in Denmark



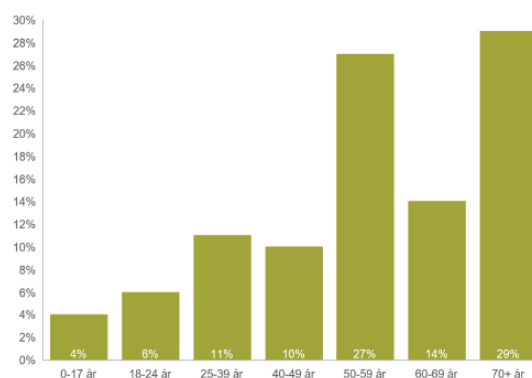
About the numbers

- By 2017, the oldest donor was 84 years old. Together with two other donors over 80 years, they gave five kidneys and one living on.

- 29% of donors were over 70 years old.

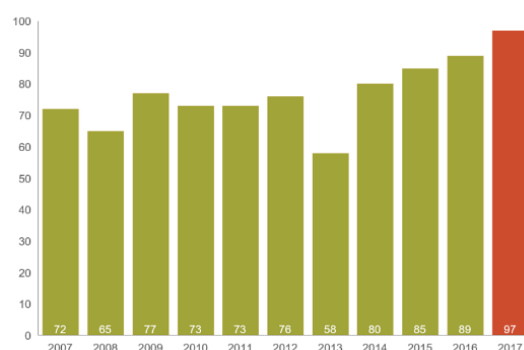
Age of donors

The table shows the proportion of donors in the different age groups



The graph shows the age of the 103 donors, where the donor surgery was initiated in 2017. In six cases, the organs failed to be used for transplantation. Therefore, 97 donors were collected from which at least one organ was transplanted.

Number of deceased organ donors



Sources

- Scandia transplant, the figures are published in early January 2018.
- The transplantation centres at Rigshospitalet, Aarhus University Hospital and Odense University Hospital, the figures were obtained at the beginning of January 2018.