

# WORK IN DENMARK

Know your rights and obligations when working in Denmark



**Wages and employment terms on the Danish labour market are usually regulated by collective labour agreements made by trade unions and employer associations. That is why there is no statutory minimum wage in Denmark.**

## Work contract

**Always** obtain a work contract from your prospective employer – whether you work for a Danish company or a foreign employer. The contract should as a minimum contain the following information:

1. The name and address of the employer and employee.
2. Location of the employment, or in the absence of a fixed place of work, the place where the work is primarily carried out or a statement that the employee is employed at various different locations.
3. A description of the job, or the employee's title, position or job category.
4. The commencement date of the employment.
5. The expected duration of employment, unless it is a permanent position.
6. The period of notice, notice of termination from employee and from the employer, and any provisions concerning this.
7. The agreed salary, bonuses, supplemental pay for e.g. night work or working inconvenient hours, overtime pay, etc. In addition, information is to be provided about payment dates.
8. The employee's rights to paid holidays, pension contributions, any food and lodging in Denmark, sick pay, reimbursement for driving one's own car, etc.
9. The normal daily or weekly working hours.

Always save a copy of your employment agreement/work contract. If you have doubts about the content, ask your employer. The work contract is important as it describes your rights and responsibilities related to your employment.

## Residence and Work Permit

Check if you need a residence and work permit in order to work in Denmark.

- Nordic citizens do not need a permit to live and work in Denmark.
- EU/EEA citizens can freely travel to Denmark for work. If you work in Denmark for less than 3 months, you do not need to apply for EU residence document, but you will need a tax card. If you must work more than 3 months, you apply for EU residence document when you start working. Further information on [www.newtodenmark.dk](http://www.newtodenmark.dk)
- If you are a non EU/EEA/Swiss citizen, you will need to apply for and obtain a residence and work permit before you start working in Denmark – Further information is available at [www.newtodenmark.dk](http://www.newtodenmark.dk).

## Health and safety

All employees working in Denmark must comply with the Danish Working Environment Act. The Act aims at preventing accidents and illnesses at the workplace. It is the responsibility of the employer to ensure that working conditions are safe and sound. The employer has a variety of

responsibilities e.g. to ensure that the employees receive work instructions. You must participate in the co-operation on safety and health. Furthermore, you have an obligation to use protective equipment provided by the employer.

Some trades and functions require that you or your employer seek recognition of your professional qualifications e.g. forklift truck and crane drivers, welding, work with asbestos etc. More information: [at.dk/en](http://at.dk/en) (English, Greenlandic).

## Insurance

### Liability/accident insurance

Employers have a legal obligation to obtain an employer's occupational accident insurance, which protects you in case of accidents during work hours. Make sure that your employer has a valid insurance.

Consider a private household insurance policy if you want liability and accident insurance during your spare time (non-working hours). You may be covered by your insurance from your home country if not, it is recommended to insure yourself in Denmark.

### Unemployment insurance

If you lose your job in Denmark you may be entitled to unemployment benefits. Unlike many other countries, unemployment insurance is voluntary in Denmark. You can

take out an unemployment insurance policy from an unemployment insurance fund – known as an "a-kasse". Many unemployment insurance funds are affiliated with a trade union.

## Trade unions

You have the right to join a trade union. Your trade union can assist you in case of disputes over pay and working conditions – but only if you are a member. Most employees in Denmark are members of a union. There are different trade unions to choose from. Which union you can join will depend on your job function.

## Tax

In most cases you must pay taxes to Denmark irrespective of whether you work for a Danish employer or a foreign employer, or a temporary work agency. As soon as you start working in Denmark you must have a tax card – the tax card is issued by the tax authorities. Tax rates depend on several factors e.g. your employment conditions, your residence, deductions rights etc. Your tax and deductions will be calculated by the tax authorities. Failure to declare tax on your earnings is a criminal act and there will be placed charges. Part of the penalty will include paying the tax evaded. Further information at [www.skat.dk](http://www.skat.dk) > English.



# Driving in Denmark

If you are not resident in Denmark you can use your driving licence from your home country. If you take up residence in Denmark, a driving licence issued by an EU/EEA country or Switzerland is valid in Denmark. Driving licences issued by non-EU/EEA/Swiss countries must in most cases be exchanged within 90 days upon arrival.

## Vehicles

If you maintain your residence in another country than Denmark, you are allowed to use your foreign registered vehicle in Denmark if you return to your home country on daily/weekly basis.

Please note: if you work in Denmark for more than 185 days within 12 months, you are considered to be resident in Denmark.

If you take up residence in Denmark, your vehicle must be registered with Danish number plates within 30 days. Contact SKAT for further information.

## Remember always to keep your:

Passport/ID card, EU residence document/work permit, work contract, driving licence, diplomas/certificates, insurance papers, birth certificate, marriage certificates and children's birth certificates, vehicle ownership and other documents, medical card, rental contract.

## Need help:

Hotline on health and safety: +45 70 12 12 88 – press 9  
Opening hours: Monday to Thursday  
8.00 to 15.00 – Friday 8.00 to 14.00  
(Danish Working Environment Authority).

Further information about employment agreements/contracts of employment, your rights and obligations, at [www.workindenmark.dk](http://www.workindenmark.dk)

Information about living and working conditions: [www.workindenmark.dk](http://www.workindenmark.dk) > Publications > for employees > Welcome to Denmark

Further information on employment conditions in Denmark is available on [www.3f.dk](http://www.3f.dk) (English, German, Polish, Russian, Romanian)

The Danish Society of Engineers  
+45 33 18 48 48, e-mail: [ida@ida.dk](mailto:ida@ida.dk)

International Citizen Service (ICS) where you can do all necessary registrations, find valuable information and get personal guidance. (addresses and phone numbers at [www.icitizen.dk](http://www.icitizen.dk))

