

Denmark

Worker Classifications

There are no official subcategories of Workers in Denmark.

Fixed Term Contracts

Fixed term contracts are permitted in Denmark if there is an objectively reasonable need for one. There are no limits on their duration.

Probationary Periods

Probationary periods up to three months are permitted for salaried Workers. During the probationary period, the employment relationship may be terminated by the employer with 14 days' notice or by the Worker with one day's notice.

Holidays

Most Workers in Denmark recognize 11 paid public holidays as days of rest. Some Collective Bargaining Agreements ("CBAs") provide for additional public holidays. Work on public holidays should be compensated at 200%.

Vacation

All Workers are entitled to 25 days of paid vacation per year, which accrues at a rate of 2.08 days per month. The holiday year is September 1 through August 31 of the following year. During their vacation, they earn an additional bonus equal to 1% of their income. At termination of employment, any outstanding leave must be paid to the worker's holiday fund.

Sick Leave

Salaried Workers are entitled to receive their full salary while absent due to injury or illness. All other Workers are entitled to at least 30 days of partial or full wages paid by the employer before the municipality begins issuing payment. All Workers are entitled to unpaid leave to account for absence due to illness or injury.

Working Hours

The official workweek in Denmark is 37 hours. The average working hours within a seven-day period over four months must not exceed 48 hours, including overtime work. A rest period of 11 hours should be provided for every 24 hour period. Further, 24-hours of rest should be provided weekly.

Overtime

Overtime can be paid as compensatory leave supplementing the annual leave, or paid out as part of a worker's salary.

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Mandatory Bonuses

A 13th month salary is not mandatory or customary in Denmark.

Termination

Except in cases of gross misconduct, Workers are entitled to notice of termination based on length of service or pay in lieu as outlined, below 0 - 5 months of service: one month notice; 5 months - 2 years and 9 months of service: two months' notice; 2 years and 9 months - 5 years and 8 months: four months' notice; 5 years and 8 months - 8 years and 7 months: five months' notice; 8 years and 7 months or more: six months' notice. Salaried, long-term Workers may be entitled to severance.

Resignation

Workers are required to give one month's notice and are expected to work through the end of the month.

Other End Of Employment Rules

Depending on the size of a collective dismissal, a consultation with employees may be required. If a Worker is terminated through no fault of their own ("redundancy") they may be entitled to redundancy pay.