

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Annual Leave		
New Holiday Act	<p>The current Danish Holiday Act will eventually be replaced by a new Act. Under the current rules, an employee is only entitled to paid holiday in the year following their first year of employment. Moreover, an employee is only entitled to fully paid holiday (5 weeks) if he/she has worked the entire qualifying year before. The new Act will remove these restrictions and give new employees access to paid leave in the first year.</p> <p>The Act is expected to enter into force in September 2020. A transition period will likely apply as of January 2019.</p>	<p>HR should become familiar with the new rules, as they will apply to all employees in Denmark, except for managing directors.</p>
Data Privacy		
EU GDPR	<p>From May 25, 2018, the EU General Data Protection Regulation (“GDPR”) will bring along stricter requirements, individual rights and larger sanctions with regard to the processing of personal data. A new Danish Data Protection Act will be brought into force at the same time, to ensure Danish privacy laws adhere to the GDPR principles.</p>	<p>(1) Keep track of how the Danish Data Protection Act develops.</p> <p>(2) Become familiar with the new rules in due course and keep abreast of developments ahead of implementation of GDPR. Take specialist advice on what the impact for your business is.</p> <p>(3) Review existing practices/policies/procedures regarding data protection and update accordingly.</p>
Employee Benefits		
Share Schemes	<p>A political agreement was entered into in November 2017 on business and entrepreneurial initiatives, which, among others, includes a suggestion for an improvement of the rules on remunerating staff via employee share schemes.</p> <p>Effective date: Unknown, but likely to be introduced in 2018.</p>	<p>Keep abreast of how the situation develops if you offer share schemes as part of your benefits package.</p>