

iGlobal Law Annual Alert 2023 : Denmark

| Legal Change | Effective Date | Action required |
|--|---|---|
| <p>Bill on Employment Contracts and Certain Working Conditions</p> <p>The bill will be implementing the Directive (EU) 2019/1152 on Transparent and Predictable Working Conditions. The Directive provides more extensive and modernised rights for all workers in the EU.</p> <p>The bill has not been introduced yet, and it is unclear how the provisions of the Directive will be implemented in Denmark.</p> <p>The bill was originally postponed and is now further delayed due to government negotiations following the elections on November 1st 2022. The deadline for implementation was set for August 1st 2022 and the Directive has therefore not been implemented in a timely manner.</p> | <p>The bill has not yet been announced but is expected in 2023.</p> | <p>Nothing at this stage but keep an eye out for the draft legislation.</p> |
| <p>Amendment to counter Sexual Harassment</p> <p>Prior to the elections, the Ministry of Employment introduced a bill to amend the Danish Act on Working Environment to counter sexual harassment in workplaces.</p> <p>The bill was introduced to implement an agreement from March 4th 2022 between the previous government and the social partners.</p> <p>The bill has now been repealed due to the elections but is expected to be introduced anew.</p> | <p>The bill has not yet been announced but is expected in 2023.</p> | <p>Nothing at this stage but keep an eye out for the draft legislation.</p> |
| <p>Extended Parental Leave for Parents of Triplets</p> <p>An amendment to the Danish Childbirth Act was adopted on June 9th 2022. The amendment provides a special right to 26 additional weeks of leave with maternity/paternity benefits for parents of triplets, quadruplets etc.</p> <p>These rules enter into force on January 1st 2023 and are applicable for parents who have three or more children at the same childbirth on January 1st 2023 or later.</p> | <p>January 1st 2023</p> | <p>Employers may choose to update their policies.</p> |
| <p>The Scope of the Whistleblower Act is extended</p> <p>On December 17th 2023, entities employing 50-249 employees will be governed by the Danish Whistleblower Act.</p> | <p>December 17th 2023</p> | <p>Employers must prepare and establish a whistleblower arrangement in accordance with the requirements under the Danish Whistleblower Act.</p> |