

## iGlobal Law 2024 Annual Alert : Denmark

Legal Change	Effective Date	Action required
<p><b>Act on the consequences of the abolition of Great Prayer Day</b></p> <p>This bill aims to abolish the Great Prayer Day (the fourth Friday after Easter) as a public holiday and thereby increase the annual working time for all employees who previously had time off or compensatory time off on the previous Great Prayer Day by 1 ordinary working day.</p> <p>The income to the state Treasury for the extra annual working day is allocated to finance the increased expenditure to the Danish Defence.</p>	<p>January 1<sup>st</sup> 2024</p>	<p>As a consequence of the abolition of Great Prayer Day as public holiday, all existing agreements etc. on employment conditions on public holidays no longer apply to the former Great Prayer Day.</p> <p>It will still be possible for the employer and the employee to enter into agreements on special salary and employment conditions on the former Great Prayer Day after the act comes into force, meaning that it can be agreed in the individual employment relationship that the employee continues to have time off on the previous Great Prayer Day.</p> <p>It is up to the employer to decide when the extra working time as a result of the abolition of the Great Prayer Day (equivalent to 7.4 hours for a full-time employee) is to be placed, and whether the employer will make use of the opportunity to increase the employees' annual working hours by 1 ordinary working day.</p> <p>Full-time employees must be compensated for the increased working hours with a special salary increment corresponding to the value of a normal working day calculated as 0.45% of the annual salary incl. pension, allowances, etc. The increment is accrued continuously and settled either twice a year in May and August or continuously with payment of the salary.</p>
<p><b>The Act on Entitlement to Leave and Benefits in the Event of Childbirth</b></p> <p>The bill is to introduce 26 weeks of extra leave with maternity allowance for parents of twins. The distribution of the extra weeks is implemented in such a way that each of the parents receives 13 weeks of additional leave, which will not be transferable to the other, and which must be taken before the child turns one.</p>	<p>No date yet but is expected to be tabled in the second half of January 2024.</p>	<p>Nothing at this stage.</p>

<p><b>Immigration changes</b></p> <p>The bill proposes measures aim to make it simpler for Danish companies to use work schemes for third country citizens. Thereby, the work schemes are to support Danish companies to a greater extent in the efficient recruitment of non-EU workers.</p> <p>The bill is to grant the right to continued residence for certain foreigners who are training in areas where there is a shortage of labour.</p> <p>The bill calls for an adjustment of the Danish language requirement and a reduction of the financial guarantee in spousal reunification cases. In addition, a new arrangement for accompanying family for certain Danes abroad is to be introduced. The purpose of the changes is to make it easier to attract labour to Denmark.</p>	<p>No date yet but is expected to be tabled in the second half of January 2024.</p>	<p>Nothing at this stage.</p>
<p><b>Amendments to the Act on Implementation of Parts of the Working Time Directive</b></p> <p>The purpose of the bill is to implement the case law from the European Court of Justice on the registration of employees' daily working hours, and to give access to deviate from some of the rules in the Danish Act on Working Time.</p>	<p>No date yet but if passed the bill will come into force on July 1<sup>st</sup> 2024.</p>	<p>The bill will - if passed - entail an obligation for employers to introduce a system for registration of the employees' daily working hours.</p>