

Mobility: Immigration alert

November 2023



Denmark

New short-term work permit exemption for eligible third-country nationals

Executive summary

Effective 17 November 2023, eligible third-country nationals will be allowed to work in Denmark for a limited period without having to obtain a Danish work permit.

Key developments

Nationals of third countries (i.e., countries located outside the EU and EEA) will be able to work in Denmark without obtaining a work permit for two separate periods of up to 15 workdays each (i.e., up to 30 days cumulatively) in a 180-day period. The periods of work must be separated by a stay outside of Denmark of no less than 14 days.

To be eligible, individuals must be employed by a company in a third country with an entity in Denmark with at least 50 employees and enter to conduct activities for (i.e., that benefit) the Danish company. The foreign national and the Danish company must document that the foreign national is eligible for the exemption regardless of whether the individual requires a visa to enter the country or not.

The new exemption does not apply to individuals in the building and construction, farming, forestry and horticulture, cleaning, hotels and restaurants, and freight transport industries unless they will perform management work that requires intermediate to high level knowledge.

Further, the exemption does not impact personal tax, social security or posted worker notification requirements. These requirements remain in effect.

Impact on employers

The new exemption will benefit employers by providing them with greater access to international talent and facilitating the immigration process for eligible individuals.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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EYG no. 010499-23Gb1

2101-3682263
ED None

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