



Global Immigration alert

December 2024

Denmark

Denmark introduces stricter requirements for foreign service providers

Executive summary

On 28 November 2024, the Danish parliament adopted a proposal to amend the Act on Posting of Workers and the Aliens Act to implement stricter documentation requirements for foreign service providers and a requirement to demonstrate identification documents upon request. Specific provisions of the proposal will go into effect on 1 January 2025, with others relating to the enhanced documentation requirements going into effect on 1 January 2026.

Key developments

This change is being introduced via an amendment to the Act on Posting of Workers and the Aliens Act and impacts both local employees in Denmark and employees of companies that, or self-employed individuals who, temporarily provide services in Denmark (i.e., foreign service providers).

According to the adopted amendments, companies that are considered foreign service providers and employ third-country nationals to provide a service in Denmark will be required to upload copies of service agreements, employment contracts and the individual's work permits, where relevant, to the [Register of Foreign Service Providers](#) (RUT) portal before the individual can conduct work in Denmark. Both posted workers (including employees and self-employed individuals) and locally hired foreign nationals may also be required to present valid identification documents to the Danish Working Environment Authority if requested, and failure to do so may result in penalties for non-compliance, such as fines and corrective orders.

These stricter requirements are part of the authorities' efforts to mitigate the unlawful use of workers in Denmark and strengthen compliance requirements.

Impact on employers

This development is expected to impact foreign service providers, their employees as well as Danish companies which receive these services. Foreign employers of individuals working in Denmark (including self-employed individuals) may ensure that all required documentation is uploaded on the Danish RUT portal, and both foreign and Danish employers may support employees with presenting a valid identification document if requested by the authorities.

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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