

Global Immigration alert

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Denmark

Denmark approves a new work permit scheme for certified employers under collective agreements

Executive summary

On 3 September 2026, the Danish government passed legislation establishing a new collective agreement-based work permit scheme for certified employers. The new scheme will take effect on 1 January 2027.

The scheme is intended to facilitate recruitment of foreign workers by qualifying Danish employers while maintaining safeguards designed to protect Danish wage and employment standards. The legislation follows a bill [introduced](#) in the parliament on 25 June 2026.

Key developments

Key developments include:

- Under the scheme, certified Danish employers covered by recognized collective agreements will be able to sponsor qualifying foreign nationals from 16 designated third countries under a substantially lower salary threshold (minimum DKK322,000 yearly), compared with the standard Pay Limit Scheme.
- Employers seeking to use the scheme must obtain and maintain certification from the Danish Agency for International Recruitment and Integration (SIRI). Certification would be subject to compliance requirements and could be revoked if the scheme's conditions are not met.
- The scheme also has enhanced labor market oversight measures, including requirements related to collective agreement coverage, monitoring of employment conditions and mechanisms intended to ensure transparency regarding wages and working conditions for sponsored foreign employees.
- The new scheme will enter into force on 1 January 2027.

Impact on employers

The scheme will benefit Danish employers seeking access to international talent, particularly in sectors experiencing recruitment challenges.

Employers that meet certification requirements can benefit from a broader talent pool and reduced salary thresholds, compared with certain existing work permit routes. This may increase flexibility for qualifying companies when recruiting both skilled and semi-skilled foreign workers.

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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