



UK

The joint effort against social dumping
– capital area of Copenhagen

**Fair salaries and
work conditions
– for you and
your work
colleagues**

Fair work conditions

Thank you for working for us - you help keep the wheels turning in our capital.

There is a work clause connected to your contract - meaning that you are entitled to a fair salary and work conditions. This applies to everybody who works within the supply chain.

We are a taskforce that ensures that your work conditions are in order - we do that by visiting your workplace. In connection with an inspection, we may require that you as an employee must show us your ID card showing your name, photo, and company name. The taskforce may also require written documentation regarding your salary and work conditions. We use that documentation to compare the salary you are entitled to, with the salary that you are actually getting, to make sure that your work conditions are up to par. We look at your collected salary.

What happens in case the taskforce finds any violations?

We want to ensure that employees, who have been defrauded, are paid their lack in wages - while, at the same time, we work on ensuring, that your future salary meets requirements. The ultimate consequence for employers, who are not ensuring proper work conditions, is being fined or having their contract cancelled.

On the following pages, you can read about fair work conditions and what that entails.

Salaries, pay slips and taxes

As a minimum, you are entitled to a salary, that corresponds to the level of the applicable collective agreement for the same type of work. We adhere to the nationwide agreements made by the most relevant trade unions and employer organisations in Denmark. You are entitled to a pay slip, every time you are paid a salary. On your pay slip, you should be able to find information about: salary, work hours, holidays, as well as any savings concerning retirement, holiday savings (SH), opt-in regime and holidays, as well as taxes paid to SKAT and the Supplementary Pension Program (ATP).

In Denmark, taxation of your salary is required by law. Your employer is responsible for paying taxes to SKAT. You should be aware that, in Denmark, a relatively large part of the salary goes to SKAT - therefore, you should also be aware of this in connection with agreements on salary.

Work hours and rest

The normal working hours are 37 hours per week for employees who are paid by the hour. If you work more than 37 hours a week, you may be entitled to overtime pay. If you work odd hours (e.g. evening- or night work), you may be entitled to a work plan and supplement pay. It is a good idea to note how many hours you work every day, especially if you work more than agreed upon according to your certificate of employment or pay slip.

You are – as a general rule – entitled to at least 11 hours of consecutive rest per day (out of 24 hours). Also, at least once a week, you are entitled to a full day off in extension to such a period of rest – i.e. you are entitled to 35 consecutive hours off, at least once a week.

Holidays and other days off

You earn 2.08 vacation days every month - total of 25 vacation days per year, as an employee - starting from your first day of work.

You earn a holiday supplement pay, equivalent to 12.5 percent of your salary, which is paid instead of your salary when you are on vacation. You can check your holiday savings on borger.dk - please remember to check it regularly. In addition to holidays, some employees have SH savings. Most employees also have the holidays off, and some employees have an opt-in account, which can be used for care days, senior days, pension, or they can be paid out.

Certificate of employment and pension

If you work 8 hours or more per week, you should receive a certificate of employment no later than 4 weeks after you start work. This requirement for the number of weekly work hours is expected to be reduced to 3 hours, starting in 2023. Your employer is obliged to inform you in writing about your salary and terms of employment, your field of work and your normal work hours. The vast majority is entitled to a pension, if they are 18 years old or older, and/or have worked for 3 months or longer. The pension contribution varies, but it is often approximately 12 percent of your salary. Usually, two thirds are paid by the employer and one third is paid by the employee.

Trade unions and unemployment funds

The purpose of the trade unions is to work for your rights as an employee, including entering into collective agreements on wages and work conditions. The purpose of the unemployment funds is to secure you financially (to pay unemployment benefits), should you lose your job. It is on a voluntary basis, whether you wish to be a member of a trade union and/or an unemployment fund.

Apprentices and students

Please note that your salary should increase twice a year, both in connection with the general increases determined by the collective agreement, and when you start on your next year of apprenticeship.

In addition, you also earn pension rights when you turn 18 years old, although the requirements for seniority vary with different collective agreements. There are also differences in the level of pension contributions in the varying collective agreements.

Not a Danish citizen?

For employees who are not Danish citizens, who leave Denmark, special rules apply to the payment of holiday pay and for what is paid into pension plans in Denmark. You can get more information at lifeindenmark.borger.dk, +45 7010 1881, ATP and your pension fund.

Contact us



If you suspect social dumping, or have been experiencing unfair work conditions yourself, in connection with doing work for the public sector, please contact us at our **hotline: +45 3366 7010**.

Relevant contact information

- The labour inspectorate: +45 7012 1288 - at.dk
- The main trade union body in the capital: +45 3325 0122 - fho.dk
- Copenhagen's Police Department: + 45 3314 1448 - politi.dk
- Vestegnens Police Department: + 45 386 1448 - politi.dk
- International House: +45 3366 1000 - ihcph.kk.dk
- The Human Trafficking Center: +45 7020 2550 - cmm.dk



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