

# Foreign Employees Working at Events and Conferences in Denmark

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# The main rule for work in Denmark



## Nordic Citizens

- Employees can **freely** reside, study, and work in Denmark.



## EU/EEA Citizens and Citizens from Switzerland

- Employees can **freely** reside, study, and work in Denmark.
- Requirement for an EU residence document if the stay is more than 3 months.



## Third-Country Nationals

- Requirement for a **valid work and residence permit.**

## Work in Denmark (1/3)

- If an individual is to work in Denmark, including working at a conference, trade fair, or event, the individual will – as a main rule – be required to obtain a Danish **residence and work permit as a service provider**.
- Even e.g. 30 minutes of work in Denmark is sufficient to trigger the requirement for a Danish work and residence permit as there is no lower threshold.



# Work in Denmark (2/3)

## Nationality of the individual

- *EU/EEA or Switzerland*  
The individual must apply for EU residence document.
- *Outside of EU/EEA or Switzerland*  
The individual must apply for a Danish residence and permit.

## Freelancers/independent consultants

- Requirement of employment.
- It is not possible to obtain a Danish residence and work permit, if no employment relationship exists.

## The main conditions for obtaining a Danish residence and work permit

- *Salary*
  - The salary and employment terms and salary level must meet Danish standards.
  - The individual must be offered a salary of at least DKK 514,000 (Pay Limit Scheme, 2025-level) proportionally for the work performed in Denmark.
- *Working hours*
  - The working hours must be at least 30 hours per week when working in Denmark.



## Work in Denmark (3/3)

### What are the rights?

- A Danish residence and work permit allows an individual to stay and work in Denmark for the duration of the permit, but not in other Schengen countries.
- Note that the Danish residence and work permit is linked to the specific work performed in Denmark.
- The individual must apply for a separate Danish residence and work permit for each visit, e.g., if visiting four times in one year, four separate permits are required.

Note: Applications should not be submitted more than **6 months** before the intended stay in Denmark.



# Exemption from the requirement of a work permit

## Stand builders and technicians

- Exhibition stand builders and technicians may be exempt under the 'fitter rule' if working with high-tech products requiring specialized training (very narrow exemption).

## Professional Conference Organisers (PCO) and Managers etc.

- PCOs and managers may be exempt from work permit requirements when travelling to Denmark to negotiate agreements or tenders with suppliers and subcontractors, prior to signing any agreements.

## Event organisers (planning, coordination, management, marketing, contact development, etc.)

- Event organizers may be exempt from work permit requirements if they visit Denmark for agreements, tenders, or location scouting, prior to signing any agreements.

## Guest speakers

- Guest speakers and lecturers may be exempt from work permit requirements if their activities are invitation-based, topic-specific, closely related to the topic, and last no more than 1-2 days.

## Exhibitors

- If the purpose of attending the stand is to sell a product later in time, the individual may be exempt from the work permit requirements. However, no products must be sold, and no contracts must be signed during the stay in Denmark.





**Sandro Ratkovic**

Partner

M +45 25 26 34 28

E [SRAT@bechbruun.com](mailto:SRAT@bechbruun.com)



**Kristine Sofie Schlüter**

Associate

M +45 25 26 33 62

E [KSS@bechbruun.com](mailto:KSS@bechbruun.com)

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