

Consolidation Act on the Legal Relationship between Employers and Salaried Employees¹⁾

An Act to consolidate the Act on the Legal Relationship between Employers and Salaried Employees, cf. Consolidation Act No. 68 of 21 January 2005, as amended by section 7 of Act No. 542 of 24 June 2005, section 58 of Act No. 566 of 9 June 2006 and Act No. 312 of 30 April 2008.

1. - (1) For the purposes of this Act, the term salaried employees shall mean:

- (a) shop assistants and office workers employed in buying and selling activities, in office work or equivalent warehouse operations,
- (b) persons whose work takes the form of technical or clinical services (except handcraft work or factory work) and other assistants who carry out comparable work functions,
- (c) persons whose work is wholly or mainly to manage or supervise the work of other persons on behalf of the employer,
- (d) persons whose work is mainly of the type specified in (a) and (b).

(2) This Act shall only apply in cases where the person concerned is employed by the employer for more than eight hours a week on average and occupies a position in which he works under the instructions of the employer.

(3) The provisions of this Act shall not apply to civil servants or civil servants on probation in the state sector, the primary and lower secondary school system, the Danish national church, or the local authorities, to salaried employees covered by the Seamen's Act of 7 June 1952, or to apprentices covered by the Apprenticeship Act. However, the provisions laid down in sections 10-14 shall apply to salaried employees covered by the Seamen's Act.

(4) This Act shall also apply to fixed-term contracts. The renewal of successive fixed-term employment contracts may only take place if the conditions of section 5 of the Act on Fixed-Term Employment have been fulfilled. A fixed-term employment contract shall mean that the time for the expiry of the employment relationship has been determined on the basis of objective criteria such as a specific date, the completion of a specific task or the occurrence of a specific event.

2. - (1) The employment contract between the employer and the salaried employee may only be terminated by the parties after prior notice has been given in accordance with the rules referred to below. This shall also apply in case of termination of a fixed-term contract before the expiry of the employment contract.

(2) If the employer terminates the employment contract, he must give the salaried employee at least

- (i) one month's notice to expire at the end of a month during the first six months' employment,
- (ii) three months' notice to expire at the end of a month after six months' employment.

(3) The period of notice laid down in subsection (2) (ii) shall be increased by one month for every three years of service, subject to a maximum of six months.

(4) If the employer proves that it has been agreed that the work is of a purely temporary nature and that the employment relationship does not exceed one month, the rule laid down in subsection (2) (i) shall not apply.

(5) If the employer proves that the appointment is subject to a probationary period and that the employment relationship does not exceed three months, he must give at least 14 days' notice.

(6) If the salaried employee terminates the employment contract, he must give the employer one month's notice to expire at the end of a month unless it has been agreed that the employment relationship is of a purely temporary nature and does not exceed one month or that the employment relationship is probationary and does not exceed three months. However, it may be agreed in writing that a longer notice period must be given by the salaried employee provided that the notice period to be given by the employer is extended correspondingly.

(7) Notice must be given in sufficient time to allow the termination at the notice given for a period of employment to take place before the expiry of the period. Notice under subsections (2), (3) and (6) must be given in writing no later than on the last day of the month from the end of which the period of notice begins to run. At the request of the salaried employee the employer must set out the reason for the dismissal in writing.

(8) If a salaried employee continues to work in an enterprise after a change of ownership, the period during which he was employed in the enterprise as a salaried employee prior to the change of ownership shall be included in the calculation of the period of employment.

(9) If residential accommodation is provided for the use of the salaried employee and his family as part of the employment contract, the employer must give the salaried employee at least three months' notice. The salaried employee shall be entitled to occupy the residence together with his family in return for the agreed consideration (or free of charge) for up to one month after termination of the employment relationship; the salaried employee's family shall have the same right in the event of his death. Where the employer deems it necessary in the interests of the enterprise, he shall, however, in return for payment of the costs associated with the removal, be entitled to demand that the family vacate the residence immediately.

(10) In the event of a work stoppage preceded by the required statutory notice, the rules of the labour market organisations concerning notice shall prevail over the above provisions.

2 a. – (1) If a salaried employee who has been continuously employed in the same enterprise for 12, 15 or 18 years is dismissed, the employer shall, on termination of the employment relationship, pay an amount to the salaried employee corresponding to one, two or three months' salary respectively.

(2) The provision laid down in subsection (1) shall not apply if the salaried employee is entitled to old-age pension on termination of the employment relationship.

(3) Where on termination of the employment relationship the salaried employee receives an old-age pension from the employer and where the salaried employee has joined the pension scheme in question before attaining the age of 50, no severance pay shall be payable.

(4) The provision laid down in subsection (3) shall not apply if the question of reduction or forfeiture of the severance pay due to an old-age pension from the employer has been settled by collective agreement as of 1 July 1996.

(5) The provision laid down in subsection (1) shall apply correspondingly in the event of wrongful dismissal.

2 b. – (1) If the dismissal of a salaried employee who has been continuously employed in the enterprise in question for at least one year prior to the notice of termination may not be deemed to be reasonably justified by the conduct of the salaried employee or the circumstances of the enterprise, the employer must pay compensation. The amount of the compensation shall be determined in view of the salaried employee's period of employment and any other circumstances of the case, but may not exceed the salaried employee's pay for a period corresponding to half the period of notice to which the person concerned is entitled under section 2 (2) and (3). However, if at the time of notice of termination the salaried employee has reached the age of 30, the compensation may amount to up to three months' salary.

(2) If at the time of notice of termination the salaried employee has been continuously employed in the enterprise in question for at least ten years, the compensation referred to in subsection (1) may amount to up to four months' salary. After 15 years' continuous employment in the enterprise, the compensation may amount to up to six months' salary.

(3) The provisions laid down in subsections (1) and (2) shall apply correspondingly in the event of wrongful dismissal.

3. – (1) Where the employer wrongfully refuses to accept the services of the salaried employee or wrongfully dismisses him, and where the salaried employee has at the time when the employment relationship is broken off a right to no more than three months' notice under section 2, the employer shall be liable to pay compensation corresponding to the salary up to the date on which the employee could have been lawfully dismissed or, if he had already been dismissed, up to the expiry of the period of notice, provided that no higher amount is payable under general liability rules. This shall also apply where the salaried employee is employed for a fixed term, and three months or less remain of this employment.

(2) If at the time when the employer wrongfully broke off the employment relationship the salaried employee has a right to more than three months' notice, the amount of the compensation shall be fixed under general liability rules. This shall also apply where the salaried employee is employed for a fixed term, and three months or more remain of this employment. However, the salaried employee shall, as a minimum, have a right to compensation corresponding to his salary up to the date of the termination of the employment relationship at three months' notice in accordance with section 2.

(3) The provisions laid down in this section shall also apply where the salaried employee terminates the employment relationship due to a serious breach of contract by the employer.

4. If the salaried employee wrongfully fails to take up his duties or leaves his work, or if the employer terminates the employment relationship due to a serious breach of contract by the salaried employee, the employer shall have a right to compensation for any loss incurred by him as a result thereof. In the event of unlawful absence from work or desertion, the employer shall, as a minimum, have a right to compensation corresponding to half a month's salary unless there are special circumstances.

5. – (1) If the salaried employee becomes unable to perform his work due to illness, the resulting absence from work shall be deemed to be lawful absence unless the salaried employee has contracted the disease intentionally or by gross negligence during the period of employment, or if he, at the time when he took over the job, has fraudulently failed to disclose that he suffered from the disease in question.

(2) However, it may be stipulated by written agreement in the individual employment relationship that the salaried employee may be dismissed at one month's notice to expire at the end of a month where the salaried employee has received his salary during illness for a total of 120 days within a period of 12 consecutive months. The validity of the notice shall be dependent on it being given immediately on the expiry of the 120 days of illness and while the salaried employee is still ill, but the validity of the notice shall not be affected by the fact that the salaried employee has returned to work after the notice has been given.

(3) If the employer provides the salaried employee with board and lodging as part of the salary, the employer shall be required to provide the salaried employee with the necessary care during illness as long as the salaried employee stays in the employer's house.

(4) In the event of illness of more than 14 days' duration, the employer shall have a right, without expense to the salaried employee, to demand further information about the duration of the salaried employee's illness from the employee's medical practitioner or from a specialist chosen by the salaried employee. If the salaried employee fails to comply with this obligation without adequate justification, the employer shall be entitled to terminate the employment relationship without notice.

6. – (1) If a salaried employee is called up for national service, whether civil or military, the employer shall not be entitled to dismiss the employee. The employment relationship may only be terminated by giving notice under section 2, and the salaried employee shall have a right to receive his salary in accordance with subsection (2) of this section. However, the

salaried employee shall be required to notify the employer as soon as he is informed of the date on which he is to report for duty, but at the earliest so long time before the reporting date that the salaried employee under the rules laid down in section 2 (6) might have given notice of termination to expire at the end of the month preceding the month during which he is to report for duty. Failure to do so shall entitle the employer to terminate the employment relationship without notice with effect from the reporting date the first time the salaried employee is called up and, in the event of subsequent periods of national service, to claim compensation for the loss caused by the failure to notify him.

(2) Whilst a salaried employee is not entitled to receive any salary during the first period of national service, the employer shall, in the event of subsequent periods of national service, be required to pay the salary of the salaried employee for the month in which he is called up and for the following month.

(3) After a new call-up for national service, the salaried employee shall have a right to reinstatement in his position with the same seniority. If the salaried employee wishes to avail himself of this right, he must inform the employer thereof when notifying him of his call-up, cf. subsection (1) and in that case he shall be required to return to his position upon discharge.

7. – (1) With a view to the employer's organisation of the work, a female salaried employee must no later than three months before the expected date of childbirth inform her employer of the expected date for the start of her maternity leave. However, the maternity leave shall in all cases be deemed to have started either if the salaried employee is incapable of working due to the pregnancy four weeks before the expected date of childbirth for the reasons referred to in section 6 (2) of the Act on Entitlement to Leave and Benefits in the Event of Childbirth, or has at this time or later become incapable of working due to the pregnancy and if the incapacity for work continues until childbirth.

(2) The salaried employee shall be entitled to half of her salary during absence due to pregnancy and maternity leave from the start of the maternity leave, cf. subsection (1) until 14 weeks after childbirth.

(3) The salaried employee shall be entitled to full salary if she becomes incapable of working due to the pregnancy for the reasons referred to in section 6 (2) of the Act on Entitlement to Leave and Benefits in the Event of Childbirth during the period from the start of the pregnancy until the start of the maternity leave, cf. subsection (1). Section 5 (4) shall apply correspondingly.

(4) If the employer dismisses the salaried employee before the start of the maternity leave or during the period referred to in subsection (2), she shall be entitled to full salary during the period of notice. If the salaried employee is dismissed during the period referred to in subsection (2), she shall be entitled to full salary from the start of the maternity leave.

8. On the death of a salaried employee during the period of employment, the salaried employee's spouse or dependent children under the age of 18 shall be entitled to receive one, two or three months' salary where the salaried employee at the time of the death has been employed in the enterprise for one, two or three years respectively.

9. – (1) If the work of a salaried employee in the service of the employer entails expenses for travelling, for board and lodging away from home, etc., the salaried employee shall be entitled to have all necessary expenses paid for by the employer, who shall be required to give the salaried employee an appropriate advance for the payment of these expenses. This shall also apply where it has been agreed that the expenses referred to are to be paid out of agreed salary or commission, but the sales that have taken place are insufficient to cover normal costs.

(2) Commission advances paid to a salaried employee may only be recovered by the employer from the outstanding salary claims or earned commission of the salaried employee and may not be recovered as ordinary debts.

(3) The payments referred to in sections 2 b, 3, 5, 6, 7 and 8 shall for salaried employees paid on a provision basis be calculated on the basis of the commission earnings which the salaried employee presumably would have had if he had not been prevented from carrying out his activities during the periods in question.

10. – (1) Salaried employees shall have a right to organise for the protection of their interests and to give information to their organisation regarding their own pay and working terms.

(2) Any group of staff shall, irrespective of its number, have a right to demand negotiations with the management of the enterprise on pay and working terms through its organisation.

(3) If, during the negotiations, no agreement is reached between the parties or one party refuses to take part in the negotiations, either party shall have a right to request that the negotiations be continued with the assistance of a conciliator under the rules laid down in sections 11-13.

11. – (1) The conciliators referred to in section 10 shall be appointed for each case, in Copenhagen and Frederiksberg by the Industrial Court, in the rest of the country by the director of the state administration in the region in which the enterprise of the employer has its registered office.

(2) Applications for the appointment of a conciliator must be made in writing and be accompanied by a brief statement of the facts of the case.

12. – (1) No later than five days after his appointment, the conciliator shall summon the parties for negotiation and fix the time and place for this negotiation.

(2) It shall be the task of the conciliator to seek to reach agreement between the parties in the negotiations chaired by him. If no agreement can be reached, the conciliator shall submit a report on the negotiations to the authority which appointed him. A certified copy of the report shall be submitted to the parties at the same time.

13. Failure to appear before the conciliator shall be punishable by a fine, which shall accrue to the treasury.

14. – (1) The conciliators shall receive a fee which shall be fixed by the Minister for Employment.

(2) Expenses related to the conciliation procedure shall be advanced from public funds, but shall be shared equally by the parties and may be recovered by levying execution.

15. A salaried employee shall be entitled to perform duties outside the service without the employer's consent provided that the duties may be performed without any inconvenience to the enterprise.

16. After the salaried employee has given or received notice of termination of the employment relationship, the employer must, without any reduction in the salary, grant the salaried employee the necessary absence from work for the purpose of seeking other employment. In this connection, the salaried employee must give due consideration to the employer's wish that the search for a job should take place at the most convenient times for the operation of the enterprise.

17. (Repealed)

17 a. – (1) If a salaried employee who by agreement or by custom is partly remunerated with participation in profits, bonus or similar payments resigns from his position in a current financial year, he shall be entitled to a pro rata share, having regard to the length of his service in the financial year, of the payment he would have received if he had been employed in the enterprise at the end of the financial year or at the time when the payments are disbursed.

(2) Subsection (1) shall not apply to share purchase and subscription options, etc which are subject to the Act on the Use of Rights to Acquire or Subscribe for Shares, etc. in Employment Relationships.

18. – (1) If for purposes of competition a salaried employee has committed himself not to carry on a trade or other business of a specified type, and not to enter into employment in such trade or business, sections 36 and 38 of the Contracts Act shall apply. The commitment referred to in the first sentence shall only be valid if it is made by a salaried employee who holds a position of special trust or who has concluded an agreement with his employer on the right to use an invention made by the salaried employee. The commitment shall only be valid if the salaried employee receives compensation for the period during which the commitment is in force and only if the commitment and the right to compensation appear from a written contract. The compensation per month must as a minimum amount to 50 per cent of the salary on the date of the termination of the employment relationship. Compensation shall be paid for the first three months as a lump sum on the date of termination of the employment relationship and subsequently each month for the remaining period during which the commitment is in force. If the salaried employee receives a salary during a period of notice after the actual date of resignation, the resignation shall be deemed to run from the expiry of the period of notice. The right to compensation shall lapse if the employer has been justified in summarily dismissing the salaried employee.

(2) An employer may terminate an agreement of the type referred to in subsection (1). This must take place at one month's notice to expire at the end of a month. However, the salaried employee shall have a right to the lump sum referred to in subsection (1), fifth sentence in connection with his resignation provided that the resignation takes place within six months after the employer has given notice of termination and that the resignation is due to circumstances under which the employer would have been justified in relying on the agreement.

(3) If the salaried employee obtains other appropriate work, the salary from this work may be set off against the salaried employee's claim for compensation under subsection (1) for the period after the start of this employment relationship. However, this shall not apply to the lump sum referred to in subsection (1), fifth sentence and subsection (2), third sentence. The term appropriate work shall mean work within the salaried employee's field for which he has been trained or in which he has been employed.

(4) If the salaried employee has been employed for three months or less with the employer, an agreement under subsection (1) may not be invoked and no compensation shall be payable under subsection (1). If the salaried employee has been employed for more than three months but less than six months with the employer, the agreement may not be invoked for more than six months after the resignation.

(5) Subsection (1), third-seventh sentences and subsections (2)-(4) shall not apply if, by collective agreement concluded on 15 June 1999 or later, rules have been laid down governing the content of and the conditions for conclusion of the agreements referred to in subsection (1).

18 a. – (1) A commitment made by the salaried employee not to enter into employment with or have any direct or indirect occupational contact with his former employer's customers and other business connections after his resignation may only be invoked if there has been a business relation with the customer concerned, etc. within the last 18 months before the date of the notice of termination. Furthermore, the commitment shall only apply in relation to customers, etc. with whom the salaried employee has had personal occupational contact in the service of his former employer and in relation to other customers, etc. who have been included under the commitment by the employer by separate notice in writing prior to the notice of termination of the employment relationship. Otherwise, section 36 of the Contracts Act shall apply.

(2) A commitment made under subsection (1) shall only be valid if the salaried employee receives compensation for the period during which the commitment is in force and only if the commitment and the right to compensation appear from a written contract. The compensation per month must as a minimum amount to 50 percent of the salary on the date of the termination of the employment relationship and be paid each month in the period during which the commitment is in force. If the salaried employee receives compensation under section 18, the right to compensation under this provision shall lapse. If the salaried employee receives a salary during a period of notice after the actual date of resignation, the resignation shall be

deemed to run from the expiry of the period of notice. The right to compensation shall lapse if the employer has been justified in summarily dismissing the salaried employee.

(3) If the salaried employee obtains other appropriate work, the salary from this work may be set off against the salaried employee's claim for compensation under subsection (2) for the period after the start of this employment relationship.

(4) If the salaried employee has been employed for three months or less with the employer, an agreement under subsection (1) may not be invoked and no compensation shall be payable under subsection (2). If the salaried employee has been employed for more than three months but less than six months with the employer, the agreement may not be invoked for more than six months after the resignation.

(5) An employer may terminate an agreement of the type referred to in subsection (2) at one month's notice to expire at the end of a month.

(6) Subsections (1)-(5) shall not apply if, by collective agreement concluded on 15 June 1999 or later, rules have been laid down governing the content of and conditions for conclusion of the agreements referred to in subsection (1).

19. – (1) It shall be prohibited in an advertisement to indicate that applicants who are not liable to be called up for national service are wanted or preferred or that the applicant should not be liable to be called up for national service.

(2) It shall be prohibited in an advertisement to indicate that engagement is conditional upon capital contribution or that an applicant providing capital contribution will be preferred.

(3) If an enterprise advertises for employees without stating the name and address of the enterprise, it must appear clearly from the advertisement which training and other qualifications the applicants must possess as well as the minimum salary for the work in question.

(4) If a cash deposit is required before the employee takes up his duties, the name and address of the enterprise must be stated in the advertisement.

(5) Failure to comply with these provisions shall be punishable by a fine, which shall accrue to the treasury.

20. – (1) If a salaried employee is required to provide security in the form of cash or other assets, the cash or assets must be deposited with a financial institution and may be withdrawn only with the signatures of the employer and the salaried employee.

(2) Failure to comply with this provision shall be punishable by a fine, which shall accrue to the treasury.

21. – (1) The provisions laid down in this Act may not be departed from by agreement between the parties to the prejudice of the salaried employee, but see section 18 (5) and section 18 a (6).

(2) The Minister for Employment may lay down rules under which the provisions laid down in sections 2, 5 and 7 (2) may be departed from in special cases if required in the best interests of the salaried employee.

22. – (1) This Act, which shall not extend to the Faroe Islands, shall come into force immediately (transitional provisions shall be omitted).

(2) Act No. 168 of 13 April 1938 on the Legal Relationship between Employers and Salaried Employees in Private Enterprises shall be repealed with effect from the commencement date of this Act.

(3) The Act may be brought into force by Order in Council for Greenland subject to any variations in the operation necessitated by the specific conditions prevailing in Greenland.

Section 2 of Act No. 77 of 20 March 1964 amending the Act on the Legal Relationship between Employers and Salaried Employees contains the following provision:

Section 2

(1) The Act shall come into force on 1 April 1964.

(2) The provision laid down in section 1 (v) shall not apply to any advance of commission granted before the commencement of the Act.

Section 2 of Act No. 224 of 19 May 1971 amending the Act on the Legal Relationship between Employers and Salaried Employees contains the following provision:

Section 2

The Act shall come into force on 1 July 1971.

Act No. 313 of 10 June 1976 amending various statutory provisions with age limits of 20 years, etc. contains the following commencement provisions:

Section 14

The Act shall come into force on 1 November 1976.

Section 15

The Act shall not extend to the Faroe Islands and Greenland. The amendments in sections 1-4, 6, 8 and 10 may be brought into force by Order in Council for the Faroe Islands, and the amendments in sections 4-11 may be brought into force by Order in Council for Greenland.

Act No. 162 of 12 April 1978 amending various statutory provisions concerning equal treatment of men and women as regards access to employment, etc. contains the following commencement provisions:

Section 5

The Act shall come into force on 1 July 1978.

Section 6

The Act shall not extend to the Faroe Islands and Greenland. The amendments in sections 1, 3 and 4 may be brought into force by Order in Council for Greenland subject to any variations in the operation necessitated by the specific conditions prevailing in Greenland.

Act No. 287 of 24 April 1996 amending the Act on the Legal Relationship between Employers and Salaried Employees (severance pay) contains the following commencement provisions:

Section 2

The Act shall come into force on 1 July 1996.

Section 3

The Act shall not extend to the Faroe Islands and Greenland.

Act No. 340 of 2 June 1999 amending the Act on the Legal Relationship between Employers and Salaried Employees (full salary to pregnant salaried employees during illness, competition and no-solicitation clauses) contains the following commencement provisions:

Section 2

(1) Section 1 (i) shall come into force the day after its publication in the Danish Law Gazette.²⁾

(2) Section 1 (ii), (iii) and (iv) shall come into force on 15 June 1999 and shall be effective for commitments entered into on 15 June 1999 or later.

Section 3

(Repealed)

Section 4

The Act shall not extend to the Faroe Islands and Greenland.

Act No. 444 of 7 June 2001 amending the Act on the Legal Relationship between Employers and Salaried Employees and the Act on Leave for National Service and Leave for UN Service, etc. (amendment of hour limit) contains the following commencement provisions:

Section 3

The Act shall come into force the day after its publication in the Danish Law Gazette.³⁾

Act No. 132 of 20 March 2002 amending the Act on the Legal Relationship between Employers and Salaried Employees (extension of review deadline) contains the following commencement provision:

Section 2

The Act shall come into force on 1 April 2002.

Act No. 371 of 28 May 2003 amending the Act on the Legal Relationship between Employers and Salaried Employees (implementation of the Directive on fixed-term work), which amends sections 1, 2, and 3 of the Act, contains the following commencement provision:

Section 2

The Act shall come into force on 1 June 2003.

Act No. 310 of 5 May 2004 amending the Act on the Legal Relationship between Employers and Salaried Employees (use of share options, etc. in employment relationships), which amends section 17a (2) of the Act, contains the following commencement provisions:

Section 2

(1) The Act shall come into force on 1 July 2004.

(2) The Act shall apply to arrangements or agreements concluded before the commencement of the Act concerning awards made after the commencement of the Act.

Act No. 1414 of 22 December 2004 amending the Act on the Legal Relationship between Employers and Salaried Employees (repeal of the review provision), which repeals section 3 of the Act, contains the following commencement provision:

Section 2

The Act shall come into force the day after its publication in the Danish law Gazette.⁴⁾

Act No. 1416 of 22 December 2004 amending the Act on the Legal Relationship between Employers and Salaried Employees (repeal of the 18-year age limit in section 2 b), which amends the note to the title of the Act and section 2 b of the Act, contains the following commencement provision:

Section 2

(1) The Act shall come into force the day after its publication in the Danish law Gazette.⁵⁾

(2) The Act shall apply to dismissals effected after the commencement of the Act.

Act No. 542 of 24 June 2005 on regional state administration, which amends section 11 of the Act, contains the following commencement provision:

Section 6

(1) The Act shall come into force on 1 January 2007,---.

(2) ---.

Act No 566 of 9 June 2006 on the Act on Entitlement to Leave and Benefits in the Event of Childbirth, which amends section 7 of the Act, contains the following commencement provision:

Section 55

(1) The Act shall come into force on 3 July 2006.

(2) ---.

Act No. 312 of 30 April 2008 amending the Act on the Legal Relationship between Employers and Salaried Employees (reduction of administrative burdens in the area of salaried employee law), which amends sections 2, 10, 11 and 13 of the Act and repeals section 17 of the Act, contains the following commencement provisions:

Section 2

The Act shall come into force on 1 June 2008.

Section 3

The Act shall not extend to Greenland, but may be brought into force in full or in part by Order in Council for Greenland subject to any variations in the operation necessitated by the specific conditions prevailing in Greenland.

Ministry of Employment, 3 February 2009

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Official notes

¹¹ The Act contains provisions that implement parts of Council Directive 1999/70/EC of 28 June 1999 concerning the framework agreement on fixed-term work concluded by ETUC, UNICE and CEEP (OJ L 175, 10.7.1999, p. 43) and parts of Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation (OJ L 303, 2.12.2000, p. 16).

²¹ Act No. 340 of 2 June 1999 was published in the Danish Law Gazette on 3 June 1999.

³¹ Act No. 444 of 7 June 2001 was published in the Danish Law Gazette on 8 June 2001.

⁴¹ Act No. 1414 of 22 December 2004 was published in the Danish Law Gazette on 27 December 2004.

⁵¹ Act No. 1416 of 22 December 2004 was published in the Danish Law Gazette on 27 December 2004.