

Denmark: The New Danish Holidays Act

In 2014, The European Commission ruled that the current Danish Holidays Act was not in compliance with EU legislation. The Danish Holiday Act Committee holiday committee was set up to work on new legislation and On 31 October 2017, the Danish Parliament adopted the proposed new Danish Holiday Act.

The new Danish Holiday Act will:

- Introduce concurrent holidays -
Allowing Danish employees to earn and take holiday within the same time period.
- Allow newly hired employees to be entitled to take paid holiday during their first year of employment.
- Allow Holiday leave to be extended from 12 to 16 months to allow for flexibility in the labour market. Holiday will be earned and taken in the period from 1 September to 31 August and earned holiday may be taken until 31 December in certain cases.

Some provisions of the holiday act still remain unchanged. The new Holidays Act does not change the number of paid holiday leave days. Employees still have the right to 25 days of holiday with pay each year.

An interim period will begin in 2019 to ensure the transition from the current to the new holiday system is as flexible as possible with the new rules expected to go into force on 1st September 2020.