



Denmark

How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
Working Hours	48 hours maximum	37 hours	Flexible hours
Paid Time Off	25 days off	Extra 5 days off	Unlimited
Public Holidays	11 bank holidays	+ Christmas Eve	+ Constitution Day

General Benefits

Pension	Government Social Security pension*	Private pension contribution ~6%	Private pension contribution ~10%
Healthcare	National health care system	Private healthcare including dependents	+ Dental & Vision
Flexible Working		Work from home at least 1 or 2 days a week	Work from home/remote full time
Home Office Budget		DKK 8,000 stipend for home office	As much as needed
Education & Training		Contribution to training costs	In-house training, tuition reimbursement or paid training
Wellness Program		Wellness membership	Gym membership, paid massage
Profit Sharing			Stock options
Meals			Contribution to the cost of meals or subsidised canteens
Mental Health			Counselling service or Employment Assistance Programmes

Leave

Sick Leave	Unlimited paid sick leave**, with weekly pay capped at DKK 4,550	Full pay for shortterm sick leave	Full pay for longterm sick leave
Pregnancy Leave	4 weeks before birth		
Paternity Leave	2 weeks, which must be taken during the first 14 weeks of birth	Full salary & additional 2-4 weeks of leave	Full salary & up to 12 weeks of additional leave
Adoption Leave	24 weeks leave with maternity allowance after receiving the child; up to 4 weeks before receiving a child	Top up government's contribution	Additional days if needed
Parental Leave	48 weeks of total parental leave for both parents combined*** 2 weeks after birth are obligatory for both parents, 9 weeks are earmarked per parent	Paid leave for the entire duration of leave	Additional days if needed
Force Majeure Leave	Unpaid	Paid	
Bereavement Leave		5-10 paid days	20 paid days, plus 2 days for pet loss