



Guide to work permits and foreign labor in Denmark

Updated March 2024



Introduction and resources

All individuals - both those employed by Bellagroup and those conducting temporary tasks at our locations - must comply with Danish legislation regarding work permits and registrations. This includes work at Bella Center Copenhagen, Bella Arena, AC Hotel Bella Sky, Copenhagen Marriott Hotel, and Crowne Plaza Copenhagen Towers.

In this guide, we provide an overview of the common types of visas and permits, as well as the exceptions that apply to them. You will also find a guide to the mandatory 'RUT*' registration, which must be completed when foreign employers send employees to provide a service in Denmark.

Please note that this is a complex legal area with many rules and exceptions. This guide has been prepared to provide a clear understanding of the current set of regulations but cannot be used as a definitive conclusion regarding whether work permits are required in individual cases.

For further assessment, guidance, as well as approval of visas, work permits, and registration of foreign workers, we refer you to the following authorities:

The Danish Agency for International Recruitment and Integration (SIRI)

www.siri.dk

Danish Foreign Services

www.nyidanmark.dk

More about the RUT registration process

www.businessindenmark.dk

In this guide, you will find information regarding three different types of entry documentation, as well as the requirements, options, and exceptions associated with each type of document:

- 1) RUT Registration in Denmark (Registration of Foreign Service Providers)**
- 2) Private/Tourist Visa to Denmark**
- 3) Residence or Work Permit in Denmark**

Overview for international professionals in the congress and meetings industry

While foreign companies - including companies from the EU, EEA, and Nordic countries - must always register in RUT (Registration of Foreign Service Providers) if they perform temporary work in Denmark, the need for obtaining a work permit or being allowed to conduct work on a tourist visa varies depending on the type of work. Please note that site visits, pre-event planning visits and business meetings do not require a work permit.

	End client organizers	Agents/3 rd party suppliers	Stand builders	Exhibitors	Subject matter speakers	Attendees	Entertainment
Required documents	Danish work permit	Danish work permit	Danish work permit	Danish tourist visa * + **	Danish tourist visa*	Danish tourist visa*	Danish tourist visa*
Notes	Includes representatives and employees from the association/company/event organizer team, which is involved in delivering an event.	Includes PCO's, venue finders, housing block managers, AV, exhibition handling, content development etc present in Denmark	Includes all types technicians, craftspeople, and builders involved in setting up and dismantling exhibition stands and other scenography.	If you are a B2C exhibitor selling directly to the public or providing goods or services directly to the public, a Danish work permit is required.	This includes moderators. BUT: Hosts working on more commercial conditions, and not necessarily subject matter experts require a work permit.	The attendee's purpose may be to buy products or services, training, social events etc.	Exempted where an entertainer is considered the main focal point of the event. Where entertainment is a more general content part, a work permit is required.

*Denmark has entered into visa-free agreements with several countries. At the time of printing this includes the UK and the US, EU, EEA, and the Schengen area. Please refer to the full list provided here: [New in Denmark](#)

** In accordance with Danish legislation, non-Danish citizens are always permitted to be present, exhibit, and engage in commercial B2B activities at industry events without the requirement of specific work permits, provided that they do not perform cash transactions



Exemptions if you have a EU residence as a posted worker

If you are a posted worker working on behalf of a company based in a country in the EU, you do not need a work permit but can obtain an EU residence document.

This applies if the EU-based company you are working for has entered into an agreement on providing services in Denmark for e.g., a congress or event.

As a posted worker you can be either an EU citizen or a non-EU citizen.



Please pay special attention to new guidelines following BREXIT

Just like in other European countries, we are experiencing authorities conducting random checks following new guidelines and regulations in the aftermath of Brexit, where the United Kingdom has exited the European Union.

As a former member of the EU, the United Kingdom was exempt from work permit requirements. However, as a result of the implementation of Brexit on January 31, 2020, British citizens are now subject to the same rules that apply to third-country nationals.

Due to transitional rules, certain British citizens who had previous residence in the EU may have retained their previous rights under EU regulations. For guidance on specific cases, please contact SIRI or the Danish Foreign Services through the websites on page 2 of this presentation.



RUT registration in Denmark (Registration of Foreign Service Providers)

RUT registration for foreign companies

Foreign companies - including companies from the EU, EEA, and Nordic countries - must always register in RUT (Registration of Foreign Service Providers) if they perform temporary work in Denmark. The RUT register facilitates supervision by Danish authorities over foreign companies and their employees. If a foreign company fails to register, the company may be subject to a fine of DKK 10,000.

A service is defined as another company dispatching employees to Denmark in order to provide a service according to a contract/agreement. It can also refer to a self-employed individual.

A company that constructs, for example, exhibition stands or a stage in Denmark is considered a provider of a service and, as a result, must be registered in RUT. This also applies to subcontractors for external organizers producing events at Bellagroup's venues and hotels. The foreign employer who has entered the contract is responsible for proper registration

Where and when should I complete a RUT registration?

Foreign companies must always report information about the service provided and the employees posted in connection with the provision of the service. The notification must be made through the Danish Business Authority's digital self-service solution at www.virk.dk and must be submitted no later than the start date of the service delivery. The self-service solution is available in Danish, English, German, and Polish.

NOTE! Please be aware that a RUT registration can never replace a valid visa or residence/work permit. These must be applied for through the information provided on the previous pages.

Exemptions to the requirement of RUT registration


Not all activities can be classified as the provision of a service, and thus there are exceptions that do not require RUT registration. For a more specific assessment of whether the activities to be performed are exempt from RUT registration in Denmark, you can contact the Danish Business Authority through www.virk.dk.

The following cases do not require RUT registration:

- Participation in seminars and conferences, including researchers, speakers, and similar individuals invited to give a presentation
- Participation of professional artists in standalone artistic events
- Participation in business trips for foreign companies and corporations without a permanent establishment in Denmark
- Professional athletes
- Provision of accounting consultancy services for up to 8 days
- Internal company posting for up to 8 days, excluding construction and civil engineering (including the setup and dismantling of fairs/congresses), the green sector, cleaning, as well as hotel and restaurant services.
- Cabotage (transportation of goods or passengers between different destinations within the same country).
- Supply of technical installations (the so-called technician provision) for up to 8 days.
- Self-employed service providers who do not belong to sector codes such as general building, construction work, installation/repair of machinery and equipment.



Private visa or business visa



All citizens from countries with a visa requirement who wish to visit Denmark for a period of up to 90 days within 180 days must obtain a visa. However, Denmark has entered into visa-free agreements with several countries.

At the time of printing of this presentation, this includes the UK and the US as well as countries in the EU, EEA, and the Schengen area.

Please refer to the list provided here:

[New in Denmark](#)



What am I allowed to do when visiting on a private/business visa?


It will be possible to obtain a visa as a private individual/tourist in connection with a business visit or for a cultural visit. The latter includes participation in conferences, as well as attending meetings, negotiations, briefings, training, and instructions.

It is crucial that upon entry with a visa, one does not engage in work that contributes to altering a product or a company's specific output. In such cases, it is generally necessary to apply for a work permit (see the next page).

The Danish Agency for International Recruitment and Integration (SIRI) or the Danish Foreign Services be contacted for a more specific assessment of whether the activities to be carried out during a visa stay in Denmark require a work or residence permit.



Residence or work permit in Denmark



The clear starting point is that if a citizen from a third country outside the EU, EEA, and the Nordic countries wishes to work in Denmark, they must obtain a work permit.

A work permit can be obtained on various grounds, but they all share the characteristics of being costly, administratively burdensome, and time-consuming processes. Therefore, applications for residence and work permits are often impractical when it comes to short-term work stays in Denmark.

For advice and guidance on residence and work permits in Denmark, you can visit the website of the Danish Immigration Service: www.nyidanmark.dk

Exceptions to residence and work permit requirements

Several cases are exempt from the requirement of a work permit in Denmark. SIRI (The Danish Agency for International Recruitment and Integration) and Udlændingetjenesten (The Danish Immigration Service) can be contacted for a more specific assessment of whether the activities to be performed require a work and residence permit in Denmark.

Exceptions to the requirement of a work permit in Denmark are as follows:

- Third-country nationals who possess a work and residence permit in another EU country may provide services in Denmark without the need for a work permit
- Artists, musicians, and similar individuals, as well as their associated personnel, involved in short-term artistic events. It is a requirement that the event is public and ticketed. In addition to the artists themselves, necessary personnel such as managers, makeup and wardrobe staff, sound and lighting technicians, and others will also be exempted
- Teachers and lecturers
- Representatives of foreign companies traveling with the purpose of establishing sales opportunities
- Professional athletes
- Technicians responsible for assembling, installing, inspecting, or repairing a technically complex system. The technician provision cannot be utilized for the construction and dismantling of events such as trade fairs or congresses, according to current regulations.



Know your responsibility and contact persons

As mentioned at the beginning of this guide, this is a complex area with many rules and corresponding exceptions. Ultimately, not only the individual employee, but especially their employers, are responsible for knowing and complying with Danish legislation.

According to our current terms and conditions, it is a contractual requirement to make sure work permits and registrations are in order before performing work at Bellagroup. This applies to both customers, external organizers, suppliers, and subcontractors.

If you have any doubts or cannot find answers on the websites listed in the introduction to this guide, please reach out to your contact person at Bellagroup. It is in everyone's interest that we collaborate transparently with the authorities, and we will always do our utmost to assist in finding the right answers or resources.



 Bellagroup