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NEWS REPORT

Country:	Denmark
Title:	Change of Act on Prohibition of Discrimination on the Labour Market etc. regarding age discrimination. Amendment enters into force on January 1, 2016
Date:	13 January 2016
Expert:	Pia Justesen
Update of flash report nr:	1355-DK-60
<u>Context</u>	
Issue at stake:	From January 1, 2016 employers are no longer allowed to decide that an appointment automatically ends when an employee turns 70 years of age
Ground of discrimination:	Age
Source:	Act no. 1489 of December 23, 2014
Field:	Employment
Applicable law:	Repeal of section 5a (4) of the Act on Prohibition of Discrimination on the Labour Market etc.

Content

Law:

The 70-year rule is nullified on January 1, 2016.

According to Act no. 1489 of December 23, 2014 neither individual employment contracts nor collective agreements on automatic termination of employment by the age of 70 can be entered into from January 1, 2016. It also follows from the Act that previous individual contracts on automatic termination cannot be enforced after January 1, 2016.

Collective agreements on automatic termination are, however, valid until the time when the collective agreement in question can be denounced.

Key points of analysis:

The objective of the amendment is to promote the participation in the labour market and to limit barriers that hinder senior employees from staying at the labour market.

Internet link source:

<https://www.retsinformation.dk/Forms/R0710.aspx?id=167206>
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