

Applying for a work visa in Denmark is a relatively quick and easy process compared to those in other countries. However, applicants still need to meet a long list of requirements, and employers need to know all the steps of how to get a work visa in Denmark. Since the country has so many requirements, obtaining a work visa can get delayed.

Types of Work Visas in Denmark

Denmark has a variety of work permits based on where employees are located and what they plan to do in Denmark. Citizens from Nordic countries such as Finland, Iceland, Norway, and Sweden do not need to get a work or residence permit, as they can simply enter the country. Family members from these countries can come to Denmark just as easily.

Citizens of the European Union (EU) and the European Economic Area (EEA) also don't need a visa to live, work, or study in Denmark. However, they still need to meet the Danish Immigration Service and the Danish Agency for International Recruitment and Integration's immigration rules. All other citizens must apply for a visa, which will allow them to stay in the country for 90 days. Any person wishing to stay longer will need a residence and work permit to do so.

Although there are many different work visas, the three most common include the Fast-Track Scheme, the Pay Limit Scheme, and the Positive List. These options are the broadest and also include corresponding visa types such as research, pay limit, and more.

Requirements to Obtain a Denmark Work Visa

EU nationals must have certain documents to obtain a Denmark working visa, including:

- A passport or national ID
- An accurate passport-size photo
- A completed application
- Documentation on grounds for residence as a worker

Other citizens will need to meet certain requirements and provide documents for the

application process. First, they'll need proof that they paid the visa fee, a copy of their passport, a form for the power of attorney to complete, and an employment contract or official job offer. Some visas may also require proof of educational diplomas and qualifications and Danish authorization for regulated professions.

How to Apply to Get a Work Visa in Denmark

Your employees will likely apply for a Denmark work visa online. They can start by creating a case order ID and selecting the visa that best fits their work situation. Some types of visas need to be submitted entirely by the employer through power of attorney. After someone creates a case order ID, they're required to pay the visa fee in the same year.

Next, submit the required documents above, as well as the work visa application form. There are two common forms — the AR1 online and the AR6 online. The AR1 is an electronic form completed by both the employee and the employer. The AR6 is filled out exclusively by the employer, who has the power of attorney. Within 14 days of applying, the employee must have their biometrics and photo taken, plus their fingerprints recorded at a Danish diplomatic mission abroad.

The employee will get the results of the application within 30 days. Some types of work visas, however, such as the Fast-Track Visa, take only about 10 days.

Other Factors to Consider

Some employees may want their family, spouse, or partner to join them in Denmark. They can apply for family reunification through family and spouse visas. The processes differ between EU residents and non-EU citizens, and different visas can take up to 10 months to process. The employee will also need to pay 6,380 DKK, or about \$945, for each visa.

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