

# Mobility: Immigration alert

January 2023



## Denmark

DISCO codes mandatory for all residence and work permit applications

### Executive summary

The Danish authorities have confirmed that employers must now provide the Danish International Standard Classification of Occupations code (i.e., the DISCO code) of their employees' job function to the immigration authorities when applying for residence and work permits, regardless of salary level and collective bargaining agreements.

### Background

DISCO (officially DISCO-08) is a six-digit code that enables Danish authorities to assess if the remuneration paid to foreign nationals working in Denmark corresponds to that paid to Danish nationals with the same job function (i.e., the type of work conducted) holding the same educational background and prior professional experience. Each job function is tied to a DISCO code. Initially, it was deemed to be mandatory for Danish employers to provide DISCO codes only when applicants earned a salary of less than DKK 65,000 per month, or when their employment was not subject to a collective bargaining agreement.

### Key developments

Over the past months, the Danish authorities announced plans to extend the DISCO code requirement to all work and residence permit applications filed by employers (including both first-time and extension applications), regardless of applicants' salary or whether their employment is subject to a collective bargaining agreement. The authorities have now officially confirmed that they have begun implementing this change.

### Impact on employers

Danish employers that hire foreign nationals will need to familiarize themselves with the relevant DISCO codes and salary requirements applicable to their employees when filing work and residence permit applications.

### Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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