

**Remuneration for road transport sector drivers (Freight transport)**

**Denmark**

Foreign hauliers conducting cabotage with goods or passengers and the initial or final road leg of combined transport in Denmark must remunerate their posted drivers with a minimum hourly rate. The minimum hourly rate is established on the basis of the wage provisions in the national collective agreements entered into by the most representative parties on the labour market in Denmark.

The minimum wage is set forth in administrative law and will be updated every year in accordance with a public hearing process.

<https://www.fstyr.dk/en/Cabotage-and-combined-transport/International-transport-cabotage-and-combined-transport>

**National legislation:** [Bekendtgørelse om vilkår for udførelse af cabotagekørsel, den indledende eller afsluttende vejstrækning af kombineret transport og ikke-bilateral international transport \(retsinformation.dk\)](#)

**Collective agreements**

- *“Transportoverenskomst”*  
between Dansk Transport and Logistisk Arbejdsgiverforening
- *“Transport- og Logistiskoverenskomst”* between ATL and 3F
- [Pay levels for posted drivers \(workplacedenmark.dk\)](#)
- [Overenskomstforhold \(fstyr.dk\)](#) Not available in English or other languages, yet.

<https://www.fstyr.dk/en/Cabotage-and-combined-transport/International-transport-cabotage-and-combined-transport/Posting>

**Minimum wages applicable from the 1<sup>st</sup> of March 2022 and until 1. March 2023 are:**

The minimum hourly rate for remuneration of drivers who perform

- a) cabotage with goods or,
- b) the road part of combined transport unless the roadpart on its own consists of bilateral transport operations is **DKK 173.64.**
- c) for cabotage with passengers is **DKK 178,72**

**Amount in DKK and by the hour - Valid from 1<sup>st</sup> of March 2022 – 1<sup>st</sup> of March 2023**

- Overtime 1-3<sup>rd</sup> hour: *DKK 39.38*
- Overtime above 3 hours: *DKK 96,73*
- Evening work between 18:00-23:00: *DKK 40,51*

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	<ul style="list-style-type: none"> <li>- Night work between 23:00-06:00: DKK 45,44</li> <li>- Standby pay: Not regulated by collective agreements in freight transport_</li> <li>- Sunday/public holidays work: DKK 96,73</li> <li>- Shift work DKK 41,99 – <i>not regulated by collective agreements in freight transport</i></li> <li>- Hazardous work/bonuses for particular working conditions: -</li> <li>- Daily allowances specific to posting (in so far as they do not constitute reimbursement of costs related to transport to and from work/board and lodging): <i>DKK 85.00</i> (For overnight stays outside the place of residence in connection with freight transport.)_</li> <li>- Annual holidays' allowance: The annual holiday allowance is calculated in the fixed hourly wage</li> <li>- 13th/14th month bonuses, incl. end of the year bonuses: Not regulated by collective agreements in freight transport_</li> </ul> <p>Contact details: Danish Road Traffic Authority/Færdselsstyrelsen Sorsigvej 35 6760 Ribe Email: <a href="mailto:info@fstyr.dk">info@fstyr.dk</a> T.: +45 72 21 88 99</p> <p><i>Information updated: 4 May 2022</i></p>
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#### Disclaimer:

The information in this table is provided solely for general guidance purposes about the different remuneration schemes applicable in the Member States on posting of transport sector drivers. This document is an ELA working document to support its stakeholders with the collection of relevant information in this area. It is shared with ELA stakeholders as a practical tool for their use.

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