

Translation of the general guide about sideline employment made by the Danish Agency for International Recruitment and Integration (SIRI), as of 18 December 2017.

Generally we can say that the determining factor in whether or not a work permit for sideline employment must be obtained is, if *another* company or institution than the one the person's work permit has been granted for, makes an agreement with the person to perform work for this company/institution (i.e. the person is going to be employed by the other company). – For example by giving a presentation or a guest lecture which has an output for the company e.g. providing knowledge for their employees. This would be the case if a person with a work and residence permit linked to one university is invited to give a presentation at a company or another university when this work is not performed for the employer the person's work permit is linked to.

In addition to this we must emphasize that the Agency (SIRI) doesn't interfere in which tasks an employer asks employees to perform as part of the employment. The important issue is that it is the employer where the employee's work permit is located that has the power to direct how work should be done and that it is this employer who pays the employee for the work. This applies regardless of whether or not the performance of the work has an output for another company.

Non-professional activities one participates in as a private individual will as a point of departure not be considered work.

Examples of this could be:

Participating in a school trip with your child's class.

To be a volunteer in your child's sports club or school (for example participate in events, wash the children's sportswear, help man a booth at a fair etc.). However please note: If one coaches a sports team, if one teaches or in other ways plans, assists or because of one's actions takes part in the running of the company or organization or performs work related activities, this will be considered work in the sense of the law.

If one takes an active part in a student association and arranges "Friday bars" or takes an active part in a debate club.

To be on the board of your child's school/institution. Or to be on the board in your owner's association. In this respect it is important to note that professional board members must obtain a work permit for sideline employment.

Volunteering to be a collector for charities. However, if one helps put clothes on hangers in secondhand shops run by charities this is considered work requiring a permit for sideline employment.

The list is not exhaustive but contains examples of activities where a permit for sideline employment is not required.

Kind regards,

The Agency (SIRI).