

# Information Meeting

2/11-2024



# Au Pair - Rules and Regulations



## Au Pair and Au Pair Contract

- Cultural Exchange
- 18 – 29 years old
- Not married and no children
- 24 months duration (shorter cases)
- Pink card validity

## Allowance

- **4.850 kroner** (2024 level)
- Should be paid thru bank
- No later than the last banking day
- Tax ([www.skat.dk](http://www.skat.dk)) - 72222892

## Tasks and Working Hours

- Ordinary domestic chores and child care
- Min 3 hours and max 5 hours/day (18-30hrs/week)
- Host not live together (agreement on living schedule, contract signed)



## Plane Ticket

- Host should pay from outside EU and return fare
- Residence permit expires- no later than 1 month
- SIRI revokes – (1 week after)
- Termination – (1 week after)

## Accommodation

- BBR Approved
- Separate room

## Insurance Policies

Covers the **contract duration (24 months)**

- Against work related injuries
- Covering leisure time and accidents
- Transportation in case of death, serious illness and injuries

## Danish Lessons

- Host should pay 19.305 kroner (2024 level)
- Only for first time au pairs
- change host is exempted



## Days Off and Public Holiday

- 1 ½ - 2 days off /week
- Free on all **Danish Public Holidays**

## Earned Holiday

- 2,5 days/month – 6 days/week
- 2,08 days/month – 5 days/ week
- Agreement should be done in writing
- If residence ends/termination – payment for unused earned holiday
- 100 kroner/day (value for food)



## Food

- Au pair should have free access to food
- Should be sufficient

## Food Allowance/Value

- **100 Kroner/day** (2024 level)
- Spending your earned holiday/vacation days
- Host is on vacation and no food provided
- In case of no access to food on a daily basis



## Termination of Contract

- Should be done in **writing**
- 2 weeks notice (aupair)
- 1 month notice (host)
- Immediate effect (grave violations)
- Plane Ticket (inform in writing 1 week after the termination)

## Aftale om opsigelse af au pair kontrakt/Agreement to terminate au pair contract

Værtsfamilien (vært og evt. ægtefælle eller partner) / The host family (host and spouse or cohabiting partner, if any)

Værtens navn / Host's name

Evt. ægtefælles eller samlevers navn / Spouse or cohabiting partner's name, if any

## Other Topics

- Au Pair Transition (14 days)
- Red Ribbon
- CFS/Seminar
- Volunteer jobs
- Ill/sickness
- Sexual harrassment
- Industrial Injury
- Pregnancy
- Passport and important documents
- E-boks and MitID



# Application Guide

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1 Create case order ID ▼

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2 Pay the fee ▼

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3 Gather documentation ▼

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4 Complete the application form ▼

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5 Submit the application ▼

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6 Biometrics ▼

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7 Receive an answer ▼

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# STAYING IN DENMARK



# VISA – short stay

## Private and Tourist Visit

- Authorities assess that applicant undoubtedly intend to return home
- Valid for 3 months
- Categorize into different groups (ex. PH-Group 3 means represents a significant risks)

## Cultural Visits

- Taking part of cultural and scientific events such as congress, sports and etc

## Business Visit

- There is an actual commercial relationship between your own company or organization to a company/organisation in Denmark
- Not subject to work permit/trainee

Source: <https://nyidanmark.dk/en-GB/You-want-to-apply/Short-stay-visa>



# WORK

## Pay Limit Scheme

- salary of DKK 487,000 or higher/year

## Supplementary Paylimit Scheme

- salary of DKK 393,000 or higher/year

## Fast Track Scheme

- Employer handles the application process
- salary of DKK 487,000 or higher/year

## Positive Lists

- Higher Education
- Skilled Work

\*list of professions experiencing a shortage of qualified professionals in Denmark.

## Special Individual Qualifications

- Performers or artists, including singers, musicians and conductors.
- Professional athletes or coaches
- Specialised chefs

Source: <https://nyidanmark.dk/en-GB/You-want-to-apply/Work>



# STUDY

## ✓ Find your study programme

- [www.studyindenmark.dk](http://www.studyindenmark.dk)

## ✓ Find out about the admission and requirements

- official pre-assessment of your qualification at [www.ufm.dk](http://www.ufm.dk)

- contact individual schools for assessment and requirements (danish and English level)

## ✓ Tuition Fees and Scholarships

- exact tuition fees vary according to study programs

## ✓ Application

- coordinated centrally which means you can apply thru [www.optagelse.dk](http://www.optagelse.dk)

## ✓ Residence permit

- application for residence permit to study, need proof of school acceptance

- that you can support yourself and pay the tuition fees



# FAMILY REUNIFICATION

## Spouse

- Married to a Danish Citizen
- Meet all the requirements
- Danish Regulations

## Accompanying Family Member

- Work
- Study
- etc

## EU Regulations

- Married to an EU Citizen
- Children Conventions
- Cross Border Movement

Source: <https://nyidanmark.dk/en-GB/You-want-to-apply/Family>





# FOA and Au Pairs



# ROLE OF UNIONS IN DENMARK

- ❑ Participating in securing good working conditions for Danish employees over the last 100 years
- ❑ Collective agreement fx. working hours and holidays
- ❑ Ensuring that the employers respect employees working hours and pay the right wages
- ❖ Au Pairs – covered by a government agreement regulating working conditions and FOA continues to seek political influence to improve conditions.



# FOA

SAMMEN  
GØR VI FORSKELLEN

- ❑ Fag of Arbejde (Trade and Labour)
- ❑ Founded in 1899 by a woman named Marie Christensen
- ❑ Formerly called Copenhagen/Danish Housemaid Association, Domestic Worker's union
- ❑ Has always worked for the rights of the housemaids, young girls working in a private homes and babysitters
- ❑ Has more than 200.000 members and more than 46 local branches all over Denmark
- ❑ At present, FOA organizes health care, educators, food and service sectors, etc. Also, au pairs



FOA



# FOA Au Pair Klub

- ❑ A Klub/Group under Food and Service Sector (Kost og Service)
- ❑ Formalized August 2011 as part of the Union FOA
- ❑ Has appointed a spokesperson
- ❑ With support members (former au pairs)
- ❑ More than 200 au pair members in different nationalities

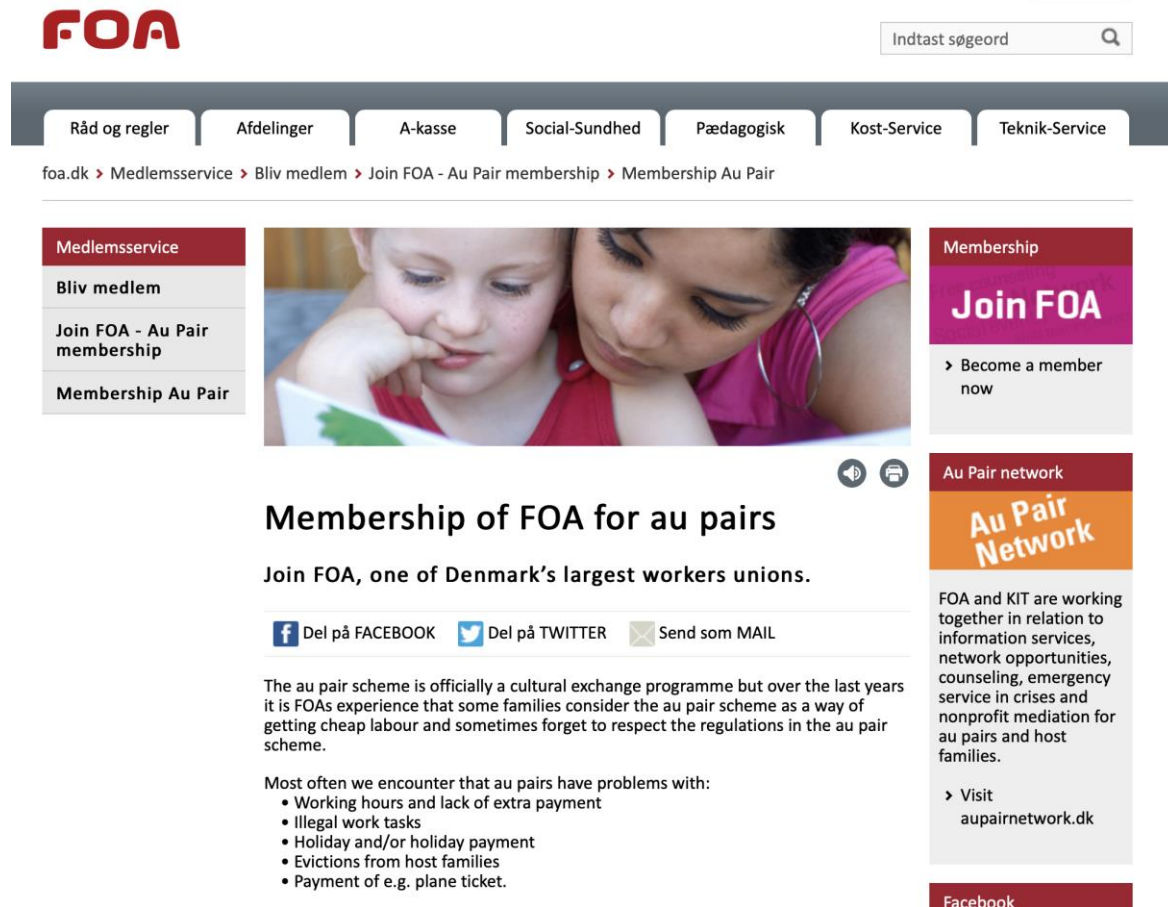


Leadership Training



# MEMBERSHIP

- ❑ Fill up the form or sign up online at [www.foa.dk/aupair](http://www.foa.dk/aupair)
- ❑ Voluntary Contribution
- ❑ FOA Au Pair Klub
- ✓ All au pairs both EU and Non-EU
- ✓ Former Au Pairs as support members



The screenshot shows the FOA website's membership page for au pairs. At the top, the FOA logo is on the left, and a search bar with the text "Indtast søgeord" is on the right. Below the logo is a navigation menu with links: "Råd og regler", "Afdelinger", "A-kasse", "Social-Sundhed", "Pædagogisk", "Kost-Service", and "Teknik-Service". A breadcrumb trail reads: "foa.dk > Medlemsservice > Bliv medlem > Join FOA - Au Pair membership > Membership Au Pair".

On the left side, there is a vertical menu with the following items: "Medlemsservice" (highlighted in red), "Bliv medlem", "Join FOA - Au Pair membership", and "Membership Au Pair".

The main content area features a large image of a woman and a child reading a book together. Below the image, the heading "Membership of FOA for au pairs" is displayed, followed by the sub-heading "Join FOA, one of Denmark's largest workers unions." Below this, there are social media sharing options: "Del på FACEBOOK", "Del på TWITTER", and "Send som MAIL".

The main text states: "The au pair scheme is officially a cultural exchange programme but over the last years it is FOAs experience that some families consider the au pair scheme as a way of getting cheap labour and sometimes forget to respect the regulations in the au pair scheme." Below this, a list of common problems for au pairs is provided:

- Working hours and lack of extra payment
- Illegal work tasks
- Holiday and/or holiday payment
- Evictions from host families
- Payment of e.g. plane ticket.

On the right side, there is a sidebar with a red header "Membership" and a purple button "Join FOA". Below the button is a link: "➤ Become a member now". Further down, there is a section titled "Au Pair network" with an orange header and the text "Au Pair Network". Below this, it says: "FOA and KIT are working together in relation to information services, network opportunities, counseling, emergency service in crises and nonprofit mediation for au pairs and host families." At the bottom of the sidebar, there is a link: "➤ Visit [aupairnetwork.dk](http://aupairnetwork.dk)".

At the very bottom of the sidebar, there is a red button labeled "Facebook".



# SERVICES TO AU PAIR MEMBERS

- ✓ Help at FOA local branches
- ✓ Life Insurance at PenSam
- ✓ LO Plus Discount Card
- ✓ Trainings and Courses
- ✓ Legal Assistance
- ✓ Political Access
- ✓ Other services

