



Employment and Labour Law

Practice area

At a time when labour market rules frequently change and become increasingly complex, it is Plesner's job to ensure that our clients can continue to operate efficiently, supporting the company's long-term success.

At Plesner, providing advice on employment and labour law issues is fundamental to support our clients' daily operations and strategic planning. Our team collaborates closely with clients to create balanced and efficient working conditions encouraging the company's operation, productivity and results as well as the employees' job satisfaction. To many clients, our team acts as their external strategic and trusted legal advisor on a continuous basis, covering the full spectrum of day-to-day and more complex employment and labour law needs. Our in-depth knowledge of our clients' specific requirements and challenges enables us to prepare tailored solutions which carefully consider industry-specific and company-specific requirements.

Corporate accountability is a cornerstone of the advice Plesner provides. We advise on best practice in terms of good management and ensure that employment and labour law decisions support our clients' long-term targets and ethical standards. This covers a wide field from complex employment contracts and incentive programmes to mass dismissals, management restructuring and navigation in the legal aspects of national and international business transfers, IPOs as well as advising across all aspects of collective labour law.

Risk management is embedded in all work we do at Plesner. We have profound knowledge of our clients and by anticipating potential employment and labour law issues and addressing them proactively, we help companies minimise risks that might pose a threat to stability and growth. Our strategic approach to compliance

enables our clients to focus on their core business while Plesner deals with the legal details.

Employment and labour law can rarely stand alone. Plesner's interdisciplinary approach combines employment and labour law expertise with other legal disciplines. By way of example, this includes the cross-practice area between employment law and data protection legislation, where the lawfulness of processing employees' personal data is often at stake. We also have special expertise in establishing internal whistleblower schemes for clients, and the performance of related tasks such as the preparation of various policies, receipt and screening of whistleblower reports, and assistance in any investigation matters.

By combining our employment and labour law expertise with insights from related legal disciplines, we ensure that our legal advice supports our clients' overall objectives and that commercial interests are always taken into account.

Case News

30.04.2026

District Court Rules on Enforcement of Agreed Penalty Clause in Employment Contract for Violation of the Danish Trade Secrets Act

Case News

18.06.2024

Sampo plc announces a public exchange offer to the shareholders of Topdanmark A/S



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Ratings



2026 The Legal 500

"The legal advice provided even in complex matters is comprehensive and clear - something one values in a tricky situation"

"We have worked closely with the employment law team over the last years and are impressed by their depth of expertise, responsiveness and strategic insight. What makes this practice unique is its ability to combine legal precision with a strong understanding of business realities, including within the handling of complex cross-border employment matters"

"Advice is always clear, pragmatic, and tailored to our specific context"

"Good knowledge of the market and excellent coordination with other departments within Plesner to consider matters from a holistic perspective"



2026 Chambers Europe

"We always receive fast responses and an adequate allocation of resources"

"They work diligently with questions we have, and return swiftly to us"

"Its employment department stands out for its ability to combine deep technical expertise with practical, business-focused solutions"



2025 The Legal 500

"What is great about working with Plesner is that they take a holistic view of us as a client and always bring the right competencies to the discussions from various departments. And we feel much more like partners than clients in the interactions- they work as if we are one team"



2025 Chambers Europe

"Plesner offers availability, fast case handling and very thorough knowledge within its field of expertise"

"Plesner always gets back to us quickly and goes that extra mile"



2024

The Legal 500

"The Plesner employment law practice is outstanding. The quality of the legal advice is clear, confident, pragmatic and technically excellent. Plesner employment lawyers are very well-versed in labour market practice and dynamics, in handling and diffusing contentious and potentially contentious matters and generally positioning their clients to identify and address Danish employment law issues"

"They show a strong professionalism and are skilled in providing advice based on individual needs. In addition, they are skilled at creating and maintaining relationships with customers"

"They are extremely orderly and respectful in their work, both with their own clients and with a counterparty, which contributes to you feeling well-represented, diligent and detail-oriented, always going the extra mile to help and assist"

"They work fast, challenge your thinking and ensure you arrive at the best possible result"

"Very skilled and good business acumen. Pleasant to talk to and can target the responses to the detail need you have"



2024

Chambers Europe

"Plesner seems to have expertise across all HR and employment law disciplines"

"The lawyers are always quick and get back to us when we need them"

"The team always provides quick responses"

"Plesner always gives proactive advice"