



# 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 for the company's long-term success as well as for the desire for social stability.

At Plesner, providing advice on employment and labour law issues is fundamental to support our client's 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. 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 client's long-term targets and ethical standards. This covers a wide field from complex employment contracts and incentive programmes to mass dismissals and navigation in the legal aspects of national and international company transfers.

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 and the companies' duties in relation to employees 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. That way, we ensure the wider responsibilities supporting our clients' general and overall objectives. We make sure that the law does not stand alone but that commercial interests are also considered.

**Case News**

18.06.2024

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

**Case News**

07.09.2022

Employer was allowed to order a Seventh-day Adventist to work on a Saturday



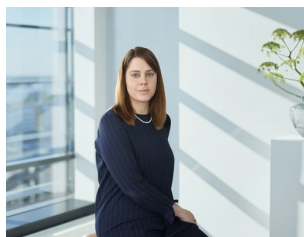
**Lise Høy Falsner**  
Attorney-at-Law (H),  
Partner

Mobile +45 30 93 71 74  
Direct +45 36 94 13 69  
Email fal@plesner.com



**Nicklas Lind Mortensen**  
Attorney-at-Law

Mobile +45 21 12 47 45  
Direct +45 36 94 24 16  
Email nilm@plesner.com



**Camilla Cuculiza**  
Attorney-at-Law, Director

Mobile +45 53 56 49 05  
Direct +45 36 94 23 76  
Email caca@plesner.com



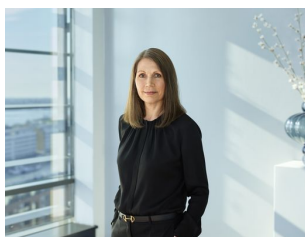
**Laura Rasmussen**  
Attorney-at-Law, Manager

Mobile +45 21 94 09 58  
Direct +45 36 94 24 44  
Email lamj@plesner.com



**Amalie Walsøe**  
Attorney-at-Law

Mobile +45 23 44 51 35  
Direct +45 36 94 24 45  
Email amwa@plesner.com



**Gitte Westall**  
Attorney-at-Law,  
Senior Counsel

Mobile +45 21 28 66 05  
Direct +45 36 94 25 93  
Email giwe@plesner.com



**Poul Flemming Hansen**  
Attorney-at-Law,  
Of Counsel

Mobile +45 40 32 81 84  
Direct +45 36 94 12 00  
Email pfh@plesner.com



**Astrid Kildevang Modler**  
Attorney-at-Law

Mobile +45 30 90 57 59  
Direct +45 36 94 23 10  
Email akmr@plesner.com



**Kasper Profit Sand Hansen**  
Attorney-at-Law

Mobile +45 23 44 62 83  
Direct +45 36 94 25 33  
Email kash@plesner.com



**Tina Brøgger Sørensen**  
Attorney-at-Law (L),  
Partner

Mobile +45 30 90 19 38  
Direct +45 36 94 23 66  
Email tibs@plesner.com



**Amanda Hauge Madsen**  
Attorney-at-Law

Mobile +45 21 94 82 99  
Direct +45 36 94 21 67  
Email amhm@plesner.com



**Jacob Falsner**  
Attorney-at-Law (L),  
Senior Counsel, PhD

Mobile +45 30 93 71 59  
Direct +45 36 94 11 80  
Email jfa@plesner.com



Nanna Klockmann  
Frandsen  
Attorney-at-Law

Mobile +45 21 94 83 00  
Direct +45 36 94 22 10  
Email nakf@plesner.com

## Ratings



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"

CHAMBERS  
EUROPE

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"

The  
LEGAL  
500

2023 The Legal 500

"Outstanding service & flexibility. High performance with exceptionally good knowledge"

CHAMBERS  
EUROPE

2023 Chambers Europe

"There is always a specialist available when needed"

"The lawyers are excellent - on point and always available"

"The team has very deep and broad knowledge"