Guide to payment of unclaimed holiday pay for the holiday period from 1/9/2024 to 31/12/2025

When can I request payment from Arbejdsmarkedets Feriefond?

In most cases, you can request payment of any unclaimed holiday allowance from the fund your employer has paid into beginning on 15 November.

If you are filing a payment request because of a situation that prevented you from taking your holiday time (a "holiday obstacle"), such as an illness or pregnancy, and that situation continued through the end of the holiday period, you must wait until 1/1/2027 to file a request. This is because payment is contingent upon the "holiday obstacle" existing through 31/12/2026.

Example:

Holiday pay earned during the holiday accrual year 1/9/2024–31/8/2025, to be taken in the period 1/9/2024–31/12/2025, which has not been transferred or paid out, must be settled with the holiday fund by 15 November 2026.

Legal basis: Danish Holiday Act § 34, par. 3, point 1

Which holiday fund is holding the holiday pay I have earned?

FerieKonto and most employers pay into Arbejdsmarkedets Feriefond. See contact information at www.aff.dk.

If you are employed in a field covered by a collective bargaining agreement, you may be covered by a different holiday fund.

There are about 135 holiday funds in Denmark. A list is available here.

If you are uncertain, ask your employer what fund your holiday allowance was paid into.

How do I request holiday pay from previous holiday periods?

This guide deals with the payment of unclaimed holiday pay from the holiday period 1/9/2024–31/12/2025.

If you want to apply for payment of unclaimed holiday pay from the holiday period 1/5/2020-31/12/2021, 1/9/2021-31/12/2022, 1/9/2022-31/12/2023 or 1/9/2023-31/12/2024, you can follow this guide, but you must use the request form for the 2020–21, 2021–22, 2022–23 or 2023-24 period, respectively, which you can find here. If your request must include an employer declaration or official declaration, you can find these here.

Statute of Limitations

Arbejdsmarkedets Feriefond wishes to point out that your holiday pay becomes outdated 5 years after the expiry of the holiday period if you do not contact the Holiday Fund; cf. § 30(1) of the Holiday Act.

Please note that, to meet the requirement for contacting Arbejdsmarkedets Feriefond, you must submit both the application form and the specific documentation indicated on the application form - or any additional documentation that Arbejdsmarkedets Feriefond may have requested in writing during the processing of your case.

Am I covered by the Danish Holiday Act?

The Danish Holiday Act applies to everyone who personally performs compensated work in an employment relationship. If you were not an employee, you would not have accrued a holiday allowance.

In other words, you are covered by the Danish Holiday Act regardless of whether you work full-time or just a few hours, such as if you are a student, if you receive student benefits, or if you earn income to supplement an old-age pension.

The fund does not have the authority to relax documentation requirements for those who have worked for only a few hours or have only a small amount of unclaimed holiday allowance.

Legal basis: Danish Holiday Act § 2.

Where can I find the rules?

You can find the Danish Holiday Act here.
If a situation has prevented you from taking your holiday time (a "holiday obstacle"), the regulation on holiday obstacles can be found here.

This guide describes the conditions, documentation requirements, and procedures for claiming an unclaimed holiday allowance that has been paid into a holiday fund.

The guide references the request form found here, as well as the employer declaration found here and the government agency declaration found here.

What are the documentation requirements?

The fund must ensure that you meet the requirements established by law in order to pay out any unclaimed holiday allowance. If you cannot document that you meet these conditions, the fund will be legally unable to pay out your holiday allowance.
The fund will begin by collecting the documentation needed in most cases to determine whether the conditions necessary for payment exist.
However, the fund may need to collect additional documentation, and it will contact you if this is the case.
If you send documentation other than that requested by the fund and it contains the information the fund needs, the fund will use the documentation you sent.

What is "detailed income information"?

As part of the required documentation, you must always attach detailed income information to your request form. You cannot use your annual tax statement because it does not contain all the information the fund needs to process your request. You can find your detailed income information on skat.dk or borger.dk. Instructions on how to find detailed (income information and) tax information can also be found here.
Note that SKAT may delete your information at the start of the third year after filing, so it is important that you obtain the correct printout/download. Otherwise, in some cases, it could be difficult for you to document your entitlement to an unclaimed holiday allowance.

Can I get a holiday allowance payout from the fund?

According to § 30, par. 1, the fund must issue a payment when

- holiday allowance, holiday pay, or holiday supplements have been paid into the fund AND
- the employee has filed a request within 5 years from the expiry of the holiday period in question, cf. 'Statute of Limitations' AND

- the holiday time was taken OR
- the holiday pay can be paid out without the time having been taken

The following sections present an overview of the conditions and documentation requirements applicable to various situations that may provide a basis for a holiday pay payout. (Nos. 1–7)

1. I took holiday time without receiving any holiday pay

You may be entitled to a holiday payment if you

- earned holiday pay in the holiday accrual year 1/9/2024-31/8/2025 AND
- took holiday with an employer or paying authority during the holiday period 1/9/2024-31/12/2025 OR, if the holiday was transferred, during the holiday period 1/9/2025-31/12/2026 AND
- have not received holiday pay for the holiday time you took

If you did not take holiday time by 31 December 2025, you forfeit your right to both the holiday time and the associated holiday pay unless the time was transferred to be taken in the following holiday period, or if you are eligible to receive holiday pay without taking holiday time.

For the fund to be able to process a request for holiday time you took, you must send:

- The request form for payment of unclaimed holiday pay, available here, AND
- Detailed income information (your annual tax statement is not enough)—a guide to printing/downloading your detailed income information is available here—AND
- Either the "Employer's Declaration Regarding Employment, Holiday Time Taken, and Holiday Obstacles" OR the "Paying Agency's Declaration Regarding Holiday Time Taken and Holiday Obstacles" (if you were receiving benefits when you took your holiday time).

If you have problems obtaining a declaration from an employer, you can send a message to Arbejdsmarkedets Feriefond on our website at https://aff.dk/kontakt/ to explain why you cannot obtain the declaration (e.g., bankruptcy) AND instead attach pay stubs for the period from 1/9/2024 to 31/03/2026.

Arbejdsmarkedets Feriefond reserves the right to collect additional documentation from you.

2. I have accrued more than 4 weeks of holiday time (5th week of holiday)

You may be entitled to a holiday payment without taking holiday time if you

- Have accrued more than 4 weeks of holiday during the period from 1/9/2024 to 31/8/2025 (the holiday year) AND
- Have not previously received payment for holiday time beyond 4 weeks (5th week of holiday) between 1/9/2024 and 31/3/2026 AND
- Have not received unemployment benefits, temporary labour market benefits, cash benefits, early retirement benefits, flex benefits, "flex job" unemployment benefits, resource allowance benefits, integration benefits, educational assistance, or cash benefits/allowances during the holiday period from 1/9/2024 to 31/12/2025, unless a situation existed that prevented you from taking your holiday time (a "holiday obstacle") through the end of the holiday period on 31/12/2025 (see item 6)

For the fund to be able to process your request, you must send

- The request form for payment of unclaimed holiday pay, available here, AND
- Detailed income information (your annual tax statement is not enough)—a guide to printing/downloading your detailed income information is available here—AND
- The "Employer's Declaration Regarding Employment, Holiday Time Taken, or Holiday Obstacles" from the employer(s) which employed you between 1/9/2024 and 31/3/2026 and at which a 5th week of holiday is subject to payment.

If you have problems obtaining a declaration from an employer, you can send a message to Arbejdsmarkedets Feriefond via our website at https://aff.dk/kontakt/ to explain why you cannot obtain the declaration (e.g., bankruptcy) AND attach pay stubs for the period from 1/9/2024 to 31/3/2026 when the employer could have paid out a 5th week of holiday according to the provisions of § 23 or § 24.

Arbejdsmarkedets Feriefond reserves the right to collect additional documentation from you.

3. I left my position

You may be entitled to a holiday allowance payment if

- your employment ended no later than 31/12/2025 (the end of the holiday - period) AND
- you have not received unemployment benefits, temporary labour market benefits, cash benefits, early retirement benefits, flex benefits, "flex job" unemployment benefits, resource allowance benefits, integration benefits, educational assistance, or cash benefits/allowances during the period from 1/9/2024 to 31/12/2025, unless a situation existed that prevented you from taking your holiday time (a "holiday obstacle") through the end of the holiday - period on 31/12/2025.

For the fund to be able to process your request, you must send

- The request form for payment of unclaimed holiday pay, available here, AND
- Detailed income information (your annual tax statement is not enough)—a guide to printing/downloading your detailed income information is available here—OR
- If you are abroad: A termination notice or other documentation of the end of your employment, and documentation of your presence abroad.

Arbejdsmarkedets Feriefond reserves the right to collect additional documentation from you.

4. I have less than 1 day of remaining holiday time for 2024/25

If your employer or FerieKonto has paid the remaining holiday of less than 1 day into the holiday fund (from the holiday year 2022/23 and onwards), you can have the fractional day paid out by requesting it from the holiday fund in writing.

Example 1:
Your employer has paid 0.96 days into the holiday fund, corresponding to DKK 898.32 for 2024/25.

You contact Arbejdsmarkedets Feriefond via email or the contact form to find out how much unclaimed holiday pay you have and how to request it.

As the balance of holiday time remaining is less than 1 day, the fund will pay out this amount without requiring additional documentation.

Example 2
Your employer has paid 5.64 days into the holiday fund for 2024/25.

You submit a request—and can document 5 days of holiday time taken, your resignation, or another qualifying circumstance.

If you meet the conditions for payment of the 5 days, the holiday fund can then pay out the remaining 0.64 days of holiday because you, by default, have also requested payment of the remaining time (fractional day).

Example 3
Your employer has paid 5.64 days into the holiday fund for 2024/25.

You apply to have the 0.64 days paid out, but you are not entitled to the 5 days by way of holiday taken, resignation, 5th week of holiday, etc.

If you do not meet the conditions for payment of 5 days, the holiday fund cannot pay out the 0.64 days of holiday, as payouts for remaining holiday of less than 1 day require that you do not have more than 1 day of holiday left on your holiday balance.

5. FerieKonto tried to pay me my holiday pay

You may be entitled to collect an unclaimed holiday allowance if FerieKonto has attempted to pay you your holiday allowance; that is, if you

- have received a letter from FerieKonto stating that they attempted to pay you your holiday allowance.

The payment could have failed if you do not have a NemKonto.

For the fund to be able to process your request, you must send

- The request form for payment of an unclaimed holiday allowance, available here, AND

- All letters you have received from FerieKonto, particularly the letter stating that the payment could not be processed, AND
- an official letter from your bank containing your account number (if you do not have a NemKonto). If you bank with a foreign bank, the letter should include your IBAN and SWIFT code.

We need a letter from your bank in order to document that you are the owner of the account.

Arbejdsmarkedets Feriefond reserves the right to collect additional documentation from you.

6. I am a relative of a deceased person who had accrued a holiday allowance

If an employee passed away during the holiday period from 1/9/2024 to 31/12/2025, their unclaimed holiday allowance can be paid out to their estate.

For the fund to be able to process your request, you must send

- A grant of probate

Arbejdsmarkedets Feriefond reserves the right to collect additional documentation from you.

7. I was unable to take my holiday time

If you were unable to take your holiday time during the holiday period from 1/9/2024 to 31/12/2025, you may be entitled to payment for up to 4 weeks of holiday.

The first situation in which you may claim an unclaimed holiday allowance after a situation existed that prevented you from taking your holiday time (a "holiday obstacle") is as follows:

- You must have been unable to take your holiday time through the end of the holiday period from 1/9/2024 to 31/12/2025 due to one of the reasons listed in the regulation on holiday obstacles, which you can find here, AND
- Your holiday obstacle must have been resolved by 31/12/2026, AND
- You must have taken holiday time by 31/12/2026

For the fund to be able to process your request in this situation, you must send

- The request form for payment of unclaimed holiday pay, available here, AND
- Detailed income information (your annual tax statement is not enough)—a guide to printing/downloading your detailed income information is available here—AND

- The "Paying Agency's Declaration Regarding Holiday Time Taken or Holiday Obstacles" (if you received illness benefits, maternity benefits or other benefits under the Danish Parental Leave Act, or compensation for lost earnings). In other cases, contact Arbejdsmarkedets Feriefond for details regarding the required documentation.

The second situation in which you may claim unclaimed holiday pay after a situation existed that prevented you from taking your holiday time (a "holiday obstacle") is as follows:

- You were unable to take your holiday time by the end of the holiday period from 1/9/2024 to 31/12/2025 and that situation continues through the end of the holiday period from 1/9/2025 to 31/12/2026, AND
- The "holiday obstacle" is due to your own illness, childbirth, or another event covered by the Danish Parental Leave Act.

For the fund to be able to process your request in this situation, you must send

- The "Request form for payment of unclaimed holiday pay", available here, AND
- "Detailed income information"—a guide to downloading this information is available here, AND
- The "Paying Agency's Declaration Regarding Holiday Time Taken or Holiday Obstacles" (if you received illness benefits, maternity benefits, or other benefits under the Danish Parental Leave Act). In other cases, contact Arbejdsmarkedets Feriefond for details regarding the required documentation.

Arbejdsmarkedets Feriefond reserves the right to collect additional documentation from you.

Can I appeal if Arbejdsmarkedets Feriefond does not pay me a holiday allowance?

The fund's decisions cannot be appealed.

If you disagree with the outcome of your request for payment of an unclaimed holiday allowance, you may seek relief through the legal system.

What happens to my holiday allowance if I do not collect it?

Arbejdsmarkedets Feriefond uses unclaimed holiday allowances for holiday-related purposes provided for by law.

Arbejdsmarkedets Feriefond is a public authority that uses its funds in support of holidays for disadvantaged families and children.

You can read more about the activities of Arbejdsmarkedets Feriefond in the fund's annual reports. These reports are available at www.aff.dk.

If you are covered by a collective bargaining agreement, you may be covered by a different holiday fund, which may offer you an advantage when renting a vacation home, etc.

Effective date

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