

### Current legislation on Posted Workers How will the revision of the Posted Workers Directive impact you?

#### Posted Workers Directive – What is it?

When posting European employees to EU and EFTA countries, it is likely that they must be registered with the host country's labor authorities before the start of the posting period. Therefore, an in-depth check of every individual case has to take place. Non-compliance can lead to high fines and sanctions, e.g. blacklisting.

In an attempt to stop social security fraud, cross-border service activities within the European market have to be reported.

#### Rights of employees

The guidelines (EU Directive 96/71/EC on posting of workers and the enforcement directives of 2015 and 2018) define national law and agreements as basis for the protection of employees regarding:

- minimum wage,
- maximal working time,
- vacation,
- health, safety regulations,
- protective measures for pregnant women or women with young children,
- equal treatment for men and women,
- other local public policy provisions.

Without an EU-wide registration process in place, companies are increasingly facing the challenge of having to meet different reporting requirements from country to country. We are happy to advise you on your duty of care as an employer towards your employees.

#### Our services for you

**icunet** continues to closely monitor ongoing legislative processes and keeps clients posted of any necessary updates.

- Advice on complex processes for registration processes in the target country
- Information on country-specific questions
- Carrying out registrations for you

We are happy to advise you on any individual questions.

#### RELEVANT INFORMATION FOR THE POSTED WORKERS DIRECTIVE:

- Social Security Certificate
- Type of services performed in host country
- Expected duration of days and number of posted workers
- Employment contract or equivalent as defined in 91/533 / EEC
- Identity of the service provider and recipient
- Representative in the destination country as well as document storage
- Pay slips
- Work time sheets with further information