



Posting of workers

*Report on A1 portable documents
issued in 2014*

Jozef Pacolet & Frederic De Wispelaere – HIVA-KU Leuven

December 2015



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EUROPEAN COMMISSION

Directorate-General for Employment, Social Affairs and Inclusion
Unit D/2 – Social Security Coordination

*European Commission
B-1049 Brussels*

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Network Statistics FMSSFE

This report has been prepared in the framework of Contract No VC/2013/0301 'Network of Experts on intra-EU mobility – social security coordination and free movement of workers / Lot 2: Statistics and compilation of national data'. This contract was awarded to Network Statistics FMSSFE, an independent research network composed of expert teams from HIVA (KU Leuven), Milieu Ltd, IRIS (UGent), Szeged University and Eftheia bvba. Network Statistics FMSSFE is coordinated by HIVA.

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Table of Contents

List of Tables	6
List of Figures	7
Summary	8
Introduction.....	9
1. An overall picture of the number of PDs A1 issued	10
2. Active in two or more Member States.....	11
2.1. Comparison to previous years	11
2.2. Breakdown by type of activity	12
3. Posting of workers	14
3.1. General.....	14
3.2. Mainly issued to EU-15 Member States.....	17
3.3. The role of geographic proximity	19
3.4. Comparison to previous years	20
3.5. Breakdown by type: employed or self-employed posted workers	22
3.6. Breakdown by sector of economic activity	23
3.6.1 From a sending perspective	23
3.6.1 From a receiving perspective.....	26
3.7. The number of persons involved.....	28
3.8. The posting period.....	29
3.9. The impact of posted workers on national labour markets	30
4. Conclusions	33
Annex 1 Additional cross tables	36
Annex 2 Country abbreviations.....	40
Annex 3 PD A1 Questionnaire.....	41

LIST OF TABLES

Table 1	PDs A1 issued by sending Member States, breakdown by type, 2014	11
Table 2	PDs A1 issued for persons active in 2 or more Member States by sending Member States, 2010-2014	12
Table 3	PDs A1 issued for persons active in 2 or more Member States by sending Member States, breakdown by type of activity, 2014	14
Table 4	PDs A1 issued by sending Member States, breakdown by receiving Member State, 2014	16
Table 5	PDs A1 for posted workers issued by sending Member States, 2010-2014	21
Table 6	PDs A1 for posted workers received by receiving Member States, 2010-2014	22
Table 7	Number of posted employed and self-employed persons, 2014	23
Table 8	PDs A1 for posted workers issued by the sending Member States, from a sending perspective, breakdown by economic activity, 2014 (row %)	25
Table 9	PDs A1 for posted workers received by receiving Member States, from a receiving perspective, breakdown by economic activity, 2014 (row %)	27
Table 10	Number of 'unique' posted workers who received a PD A1, 2014	29
Table 11	Share of posted workers in national employment, 2014	31
Table 12	The number of posted workers in full-time equivalents, 2014	33
Table 13	PDs A1 issued/received related to postings, breakdown by classification of the sending and the receiving Member State, 2014	34

LIST OF FIGURES

Figure 1	PDs A1 issued, breakdown by type, total, 2014	10
Figure 2	PDs A1 issued for persons active in 2 or more Member States, breakdown by type of activity, total, 2014	13
Figure 3	PDs A1 for posted workers issued, breakdown by classification of the sending or the receiving Member State, total, 2014	17
Figure 4	PDs A1 for posted workers received by the receiving Member States, breakdown by classification of the sending Member State, 2014	18
Figure 5	PDs A1 for posted workers issued by the sending Member States, breakdown by classification of the receiving Member State, 2014	18
Figure 6	PDs A1 for posted workers issued by sending Member States, breakdown by neighbouring Member State, 2014	19
Figure 7	PDs A1 for posted workers received by receiving Member States, breakdown by neighbouring Member State, 2014	20
Figure 8	PDs A1 for posted workers issued by sending Member States, breakdown by economic activity, 2014 (row %)	26
Figure 9	PDs A1 for posted workers issued by receiving Member States, breakdown by economic activity, 2014 (row %)	28
Figure 10	Average duration of the posting period (according to Article 12 of the Basic Regulation), 2014 (average number of days), from a sending perspective	30
Figure 11	Net balance between posted workers sent and received (based on the number of forms issued/received), 2014 (as a percentage of total employment between 15 and 64 years)	32
Figure 12	PDs A1 issued, total, breakdown by type, 2010-2014	34
Figure 13	Share of posted workers in national employment, summary, 2014	35
Figure 14	Share of posted workers in national employment, main sending and receiving Member States, 2014	35

SUMMARY

This summary presents the results of the collection of data on the number of portable documents A1 (PD A1) issued by the EU Member States and EFTA countries during reference year 2014. The reader's attention is drawn to the fact that the figures shown in this report concerning the number of portable documents A1 issued or received cannot be considered to be a precise figure concerning the actual number of postings or other workers in cross-border situations.

Overall picture

- In 2014, a total of 1.92 million PDs A1 were issued by the reporting Member States. Approximately 1.45 million PDs A1 were related to postings to one specific Member State. The remainder PDs A1 were applicable to persons active in 2 or more Member States (430,794 PDs A1), to common agreements (36,085 PDs A1) and to flight or cabin crew members (897 PDs A1).

Active in two or more Member States

- On average 22% of the PDs A1 were issued to persons active in 2 or more Member States.
- Compared to 2013, the overall number of PDs A1 issued to persons active in 2 or more Member States increased by 16%.
- Roughly 86% of the PDs A1 issued to persons active in 2 or more Member States apply to employed persons.

Postings to one specific Member State

- Compared to 2013, the overall number of postings increased by 8.5%. Nonetheless, thirteen sending Member States show a negative evolution compared to last year.
- Roughly 8% of the posted persons were self-employed, which is a percentage similar to last year.
- Approximately 86% of the forms were issued to provide activities in an EU-15 Member State.¹
- In absolute terms the three main sending Member States were Poland (266,745 PDs A1 issued), Germany (232,776 PDs A1 issued) and France (119,727 PDs A1 issued) and the three main receiving Member States were Germany (414,220 PDs A1 received), France (190,848 PDs A1 received) and Belgium (159,753 PDs A1 received).
- The number of unique posted workers can be estimated at about 60% of the number of PDs A1 issued to these persons. This implies that one person is posted 1.7 times during the same year. Moreover, the duration of the posting period was on average 103 days.
- In relative terms (*as % of the total number of employed persons*) Luxembourg (20.7%) and Slovenia (11.5%) were the main sending Member States and Luxembourg (9.0%), Belgium (3.6%) and Austria (2.5%) were the three main receiving Member States. However, the real impact will be much lower if these figures are corrected by the number of unique posted workers or the number of posted workers in full-time equivalents.
- On average 43.7% of the PDs A1 were issued to posted workers providing services in the construction sector of the receiving Member State. Also, 32.9% of the forms were issued for activities in the service sector. However, the distribution of the economic activity strongly varies among the sending EU-15 and EU-13 Member States. On average 70.2% of the workers posted by one of the EU-13 Member States work in the industry sector compared to only 53.4% of the workers posted by one of the EU-15 Member States.
- On average an equivalent of 0.7% of the total employed population is posted to another Member State. When using the number of 'unique' posted workers this ratio even reduces to only 0.4% of the employed population. Taking also the posting period into account, approximately 0.2% of the employment in full-time equivalents could be related to posted workers. This gives the impression of a rather marginal impact of posting on national labour markets. Nonetheless, some Member States, and within these Member States some specific sectors, in particular the construction sector, are in relative terms confronted with a significantly high percentage of outgoing and incoming posted workers.

¹ EU-15 Member States: Belgium, Greece, Luxembourg, Denmark, Spain, Netherlands, Germany, France, Portugal, Ireland, Italy, United Kingdom, Austria, Finland and Sweden. EU-13 Member States: Croatia, Romania, Bulgaria, Poland, Czech Republic, Latvia, Lithuania, Slovenia, Estonia, Slovakia, Hungary, Cyprus and Malta.

INTRODUCTION

This report presents the data on the number of portable documents A1 (PDs A1), which replaced the E101 forms,² issued by the Member States^{3,4} during reference year 2014. PD A1 is a formal statement on the applicable social security legislation. It proves that a posted worker⁵ or a person employed in more than one Member State pays social contributions in another Member State.⁶ Article 12 of Regulation (EC) No 883/2004 (*'Basic Regulation'*) exempts the posted person to pay social security contributions in the receiving Member State during a posting period of a maximum of 24 months. Special rules for persons who are normally employed, self-employed or both employed and self-employed in two or more Member States are laid down in Article 13 of the Basic Regulation to ensure that the social security legislation of only one Member State is applicable. On the basis of 'new' Article 11 (5) of the Basic Regulation the applicable legislation will be determined for flight or cabin crew members. Finally, Article 16 (1) of the Basic Regulation permits the competent authorities of two or more Member States to reach agreements providing for exceptions to the rules governing the applicable legislation. This paper presents an general overview of the number of PDs A1 issued and in particular those issued related to postings by making a breakdown by classification of the sending and receiving Member State, by type of posted worker, by sector of activity and by focusing on the impact on the national labour market of the sending and receiving Member State.

There is still uncertainty to what extent the number of PDs A1 issued is a precise measure of the actual number of postings or other situations of mobility of workers taking place. Firstly, not all Member States are able to provide all the requested information. Secondly, differences in definition of posting between Directive 96/71/EC and Regulation (EC) 883/2004 give rise to doubts as to the number of issued PDs A1 being an adequate source to assess the characteristics and the scale of posting in the EU. Furthermore, despite the obligation for the person concerned (employer or worker) to in principal inform the competent institution of the Member State whose legislation is applicable ("whenever possible in advance" in the framework of article 12 of the basic Regulation), experience shows that some workers deemed to be subject to the legislation of the sending Member State begin to work in another Member State without such notice to the competent institution and/or without portable document. In order to assess this, the results of the collection of data on the number of PDs A1 could be compared to existing national registration tools.⁷

Contrary to previous years, this questionnaire only covers one reference year. From now on the questionnaire will be organised on a yearly basis. The questionnaire of last

² Since 1 May 2010, E101 forms have been replaced by PDs A1 by Regulation (EC) No 883/2004 on the coordination of social security systems. However, these new rules have applied to nationals of Switzerland since 1 April 2012, and to nationals of Norway, Iceland and Liechtenstein since 1 June 2012.

³ Member States: 28 EU Member States and EFTA countries. See Annex 2 for the country abbreviations.

⁴ We use the term 'EU-15' to refer to the 'old' EU Member States: Belgium, Greece, Luxembourg, Denmark, Spain, Netherlands, Germany, France, Portugal, Ireland, Italy, United Kingdom, Austria, Finland and Sweden; and 'EU-13' to refer to all of the 'new' Member States: Croatia, Romania, Bulgaria, Poland, Czech Republic, Latvia, Lithuania, Slovenia, Estonia, Slovakia, Hungary, Cyprus and Malta. EFTA: Switzerland, Liechtenstein, Norway and Iceland.

⁵ The wording '*posted worker*' includes both posted workers and posted self-employed persons. Article 12 (1) of Regulation (EC) No 883/2004 defines a **posted worker** as "a person who pursues an activity as an employed person in a Member State on behalf of an employer which normally carries out its activities there and who is posted by that employer to another Member State to perform work on that employer's behalf [...] provided that the anticipated duration of such work does not exceed twenty-four months and that he is not sent to replace another person." Article 12 (2) of Regulation (EC) No 883/2004 defines a **posted self-employed person** as "a person who normally pursues an activity as a self-employed person in a Member State who goes to pursue a similar activity in another Member State [...] provided that the anticipated duration of such activity does not exceed twenty-four months."

⁶ See also EC (2012), *Practical guide: The legislation that applies to workers in the European Union (EU), the European Economic Area (EEA) and in Switzerland*, 40 p.

⁷ For instance, 'LIMOSA' in Belgium, 'Communication de détachement de salariés' in Luxembourg, the 'Notificatieplicht' in the Netherlands, and the 'RUT' in Denmark.

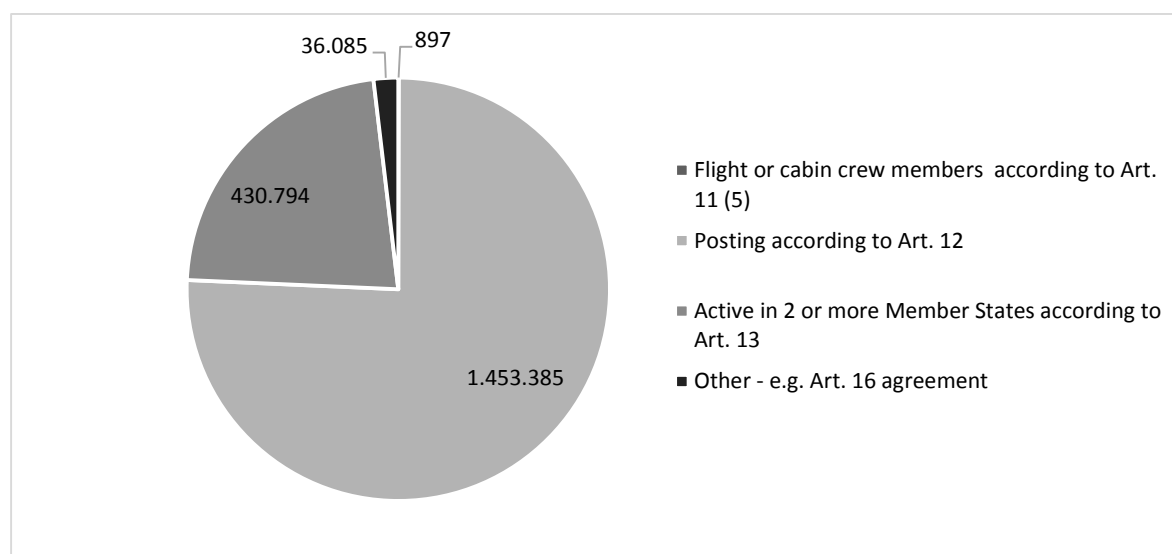
year explicitly included two new variables, the number of 'unique' persons involved and the duration of the posting period, in order to obtain a better and more detailed view on the posting of persons. This year, additional data has been collected on flight or cabin crew members and on persons who are normally employed, self-employed or both employed and self-employed in two or more Member States. Also more detailed information on the sector of activity has been collected by adding three sub-sectors: freight transport by road, temporary employment agencies and human health and social work activities.

Almost all Member States provided detailed figures on the number of PDs A1 issued. Only Denmark, the United Kingdom, Norway and Switzerland did not provide a breakdown by destination Member State which prevents to draw a complete picture in terms of receiving Member States. 19 Member States provided a breakdown by sector of economic activity and 28 Member States reported the number of posted self-employed persons. Finally, 15 and 13 Member States, respectively, were able to provide data on the number of 'unique' posted workers and on the duration of the posting period.

1. AN OVERALL PICTURE OF THE NUMBER OF PDS A1 ISSUED

A total of 1.92 million PDs A1 were issued by the reporting Member States. Approximately 1.45 million PDs A1 were related to postings to one specific Member State (*Figure 1*). The remainder PDs A1 were applicable to persons active in 2 or more Member States (430,794 PDs A1), to common agreements (36,085 PDs A1) and to flight or cabin crew members (897 PDs A1).

Figure 1 PDs A1 issued, breakdown by type, total, 2014



Source Administrative data PD A1 Questionnaire 2015

The three main sending Member States were Poland (428,405 PDs A1 issued), Germany (255,724 PDs A1 issued) and France (125,203 PDs A1 issued) (*Table 1*). The Netherlands, Spain and Slovenia also issued more than 100,000 PDs A1. Slovakia, Belgium, Portugal, Italy, Hungary, Luxembourg and Romania issued less than 100,000 but more than 50,000 PDs A1. Austria, the United Kingdom, the Czech Republic, Croatia, Switzerland, Denmark, Lithuania, Estonia, Bulgaria and Sweden issued less than 50,000 but more than 10,000 PDs A1. Finally, Ireland, Finland, Latvia, Greece, Norway, Liechtenstein, Malta and Iceland issued less than 10,000 PDs A1.

On average 76% of the PDs A1 issued were related to Article 12 (*Table 1*). More than 90% of the PDs A1 issued by Norway, Slovenia, Portugal, Romania, Hungary, France, Bulgaria, Italy and Germany were issued in relation to the posting of workers to one

specific Member State. By contrast, in the following Member States more than 50% of the PDs A1 were issued to persons active in 2 or more Member States: Liechtenstein, Denmark, The Netherlands, the Czech Republic, Sweden, Ireland and Estonia. 20% or more of the PDs A1 issued by Latvia, Finland and Malta relate to common agreements. Finally, only Finland and the United Kingdom issued more than 1% of the PDs A1 to flight or cabin crew members.

Table 1 PDs A1 issued by sending Member States, breakdown by type, 2014

Sending MS	Flight or cabin crew members according to Art. 11 (5)		Posting according to Art. 12		Active in 2 or more Member States according to Art. 13		Other - e.g. Art. 16 agreement		Total	
	Number	Row %	Number	Row %	Number	Row %	Number	Row %	Number	Row %
BE	0	0.00%	58,611	73.5%	20,146	25.3%	1,014	1.3%	79,771	100%
BG	0	0.00%	13,275	93.5%	833	5.9%	95	0.7%	14,203	100%
CZ	1	0.00%	10,380	32.8%	20,859	65.9%	435	1.4%	31,675	100%
DK	0	0.00%	3,869	19.0%	15,999	78.4%	541	2.7%	20,409	100%
DE	121	0.05%	232,776	91.0%	16,445	6.4%	6,382	2.5%	255,724	100%
EE	4	0.03%	7,147	47.5%	7,654	50.8%	249	1.7%	15,054	100%
IE	36	0.47%	3,261	42.6%	4,177	54.6%	180	2.4%	7,654	100%
EL	0	0.00%	2,325	64.4%	1,273	35.3%	10	0.3%	3,608	100%
ES	64	0.06%	76,286	68.4%	33,496	30.0%	1,711	1.5%	111,557	100%
FR	0	0.00%	119,727	95.6%	4,451	3.6%	1,025	0.8%	125,203	100%
HR	0	0.00%	24,060	87.3%	927	3.4%	2,569	9.3%	27,556	100%
IT	0	0.00%	69,279	93.1%	2,932	3.9%	2,220	3.0%	74,431	100%
CY	0	0.00%	114	5.8%	1,830	93.6%	11	0.6%	1,955	100%
LV	0	0.00%	1,655	24.9%	3,001	45.1%	2,000	30.0%	6,656	100%
LT	0	0.00%	16,683	86.9%	2,012	10.5%	513	2.7%	19,208	100%
LU	0	0.00%	50,345	81.0%	11,376	18.3%	420	0.7%	62,141	100%
HU	0	0.00%	65,655	96.2%	1,930	2.8%	649	1.0%	68,234	100%
MT	0	0.00%	145	44.8%	115	35.5%	64	19.8%	324	100%
NL	1	0.00%	37,775	32.5%	75,236	64.8%	3,048	2.6%	116,060	100%
AT	2	0.00%	41,114	84.2%	6,392	13.1%	1,307	2.7%	48,815	100%
PL	0	0.00%	266,745	62.3%	156,452	36.5%	5,208	1.2%	428,405	100%
PT	0	0.00%	74,735	98.9%	257	0.3%	585	0.8%	75,577	100%
RO	0	0.00%	55,946	97.8%	1,171	2.0%	77	0.1%	57,194	100%
SI	128	0.12%	102,920	99.6%	210	0.2%	45	0.0%	103,303	100%
SK	0	0.00%	73,430	82.1%	16,059	17.9%	5	0.0%	89,494	100%
FI	141	2.03%	2,786	40.1%	2,532	36.5%	1,481	21.3%	6,940	100%
SE	0	0.00%	4,508	37.2%	6,794	56.0%	824	6.8%	12,126	100%
UK	399	1.21%	23,501	71.0%	7,327	22.1%	1,865	5.6%	33,092	100%
IS	0	0.00%	140	57.1%	102	41.6%	3	1.2%	245	100%
LI	0	0.00%	89	13.8%	548	84.8%	9	1.4%	646	100%
NO	0	0.00%	3,252	100.0%	0	0.0%	0	0.0%	3,252	100%
CH	0	0.00%	10,851	52.5%	8,258	40.0%	1,540	7.5%	20,649	100%
Total	897	0.05%	1,453,385	75.7%	430,794	22.4%	36,085	1.9%	1,921,161	100%

Source Administrative data PD A1 Questionnaire 2015

2. ACTIVE IN TWO OR MORE MEMBER STATES

2.1. Comparison to previous years

A total of 430,794 PDs A1 are applicable to persons active in 2 or more Member States. Compared to last year, the overall number increased by 16%. However, this increase is mainly the result of a strong growth in the number of PDs A1 issued by Poland (+37,853 PDs A1). Especially Iceland, Romania, Slovakia, Luxembourg and Greece show a strong increase compared to 2013. By contrast, Portugal, Bulgaria, Germany, France, Lithuania, United Kingdom, Belgium, Denmark, Spain and Latvia show a decline compared to last year. The increasing number of PDs A1 issued for persons active in 2 or more Member States even implies an annual growth rate of 26% between 2010 and 2014.

Table 2 PDs A1 issued for persons active in 2 or more Member States by sending Member States, 2010-2014

Sending MS	2010	2011	2012	2013	2014	Annual growth rate	Compared to 2010		Compared to 2013	
							Absolute	%	Absolute	%
BE	18,208	19,857	2,320	23,714	20,146	2.6%	1,938	11%	-3,568	-15%
BG	n.a.	n.a.	577	1,093	833	n.a.	n.a.	n.a.	-260	-24%
CZ	4,099	4,770	8,520	17,435	20,859	50.2%	16,760	409%	3,424	20%
DK	5,027	5,336	11,043	17,744	15,999	33.6%	10,972	218%	-1,745	-10%
DE	16,799	21,631	15,229	21,651	16,445	-0.5%	-354	-2%	-5,206	-24%
EE	2,297	3,159	3,511	4,048	7,654	35.1%	5,357	233%	3,606	89%
IE	556	1,036	4,061	3,822	4,177	65.6%	3,621	651%	355	9%
EL	0	7	228	443	1,273	n.a.	1,273		830	187%
ES	13,718	17,776	26,633	36,152	33,496	25.0%	19,778	144%	-2,656	-7%
FR	897	5,540	9,367	5,792	4,451	49.3%	3,554	396%	-1,341	-23%
HR	n.a.	n.a.	n.a.	662	927	n.a.	n.a.	n.a.	265	40%
IT	1,619	1,813	2,112	2,041	2,932	16.0%	1,313	81%	891	44%
CY	515	1,497	2,244	2,113	1,830	37.3%	1,315	255%	-283	-13%
LV	273	523	1,657	3,095	3,001	82.1%	2,728	999%	-94	-3%
LT	2,061	1,457	2,141	2,611	2,012	-0.6%	-49	-2%	-599	-23%
LU	4,987	4,206	4,323	3,802	11,376	22.9%	6,389	128%	7,574	199%
HU	4	66	1,339	1,920	1,930	368.7%	1,926	48150%	10	1%
MT	3	2	0	0	115	148.8%	112	3733%	115	.
NL	44,822	44,788	58,569	68,554	75,236	13.8%	30,414	68%	6,682	10%
AT	0	0	3,606	4,258	6,392	n.a.	6,392	.	2,134	50%
PL	44,018	81,770	94,877	118,599	156,452	37.3%	112,434	255%	37,853	32%
PT	24	31	981	878	257	80.9%	233	971%	-621	-71%
RO	0	0	73	109	1,171	0.0%	1,171		1,062	974%
SI	429	66	127	208	210	-16.4%	-219	-51%	2	1%
SK	1,311	561	3,403	3,162	16,059	87.1%	14,748	1125%	12,897	408%
FI	1,881	1,911	1,953	2,181	2,532	7.7%	651	35%	351	16%
SE	n.a.	0	2,714	6,777	6,794	n.a.	n.a.	n.a.	17	0%
UK	4,559	6,054	8,243	9,243	7,327	12.6%	2,768	61%	-1,916	-21%
IS	34	15	6	8	102	31.6%	68	200%	94	1175%
LI	138	125	285	423	548	41.2%	410	297%	125	30%
NO	0	0	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
CH	n.a.	n.a.	n.a.	7,586	8,258	n.a.	n.a.	n.a.	672	9%
Total	168,279	223,997	270,142	370,124	430,794	26.4%	262,515	156%	60,670	16%

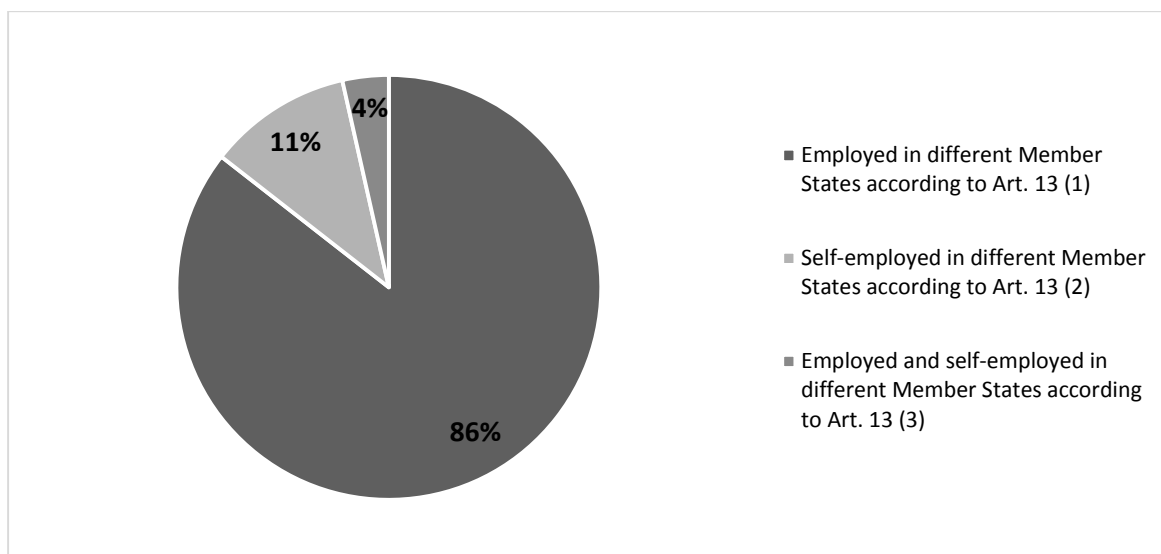
* For some countries a remarkable trend (volatility) of the reported figures appear across the years.

Source Administrative data PD A1 Questionnaire 2015 and previous years

2.2. Breakdown by type of activity

For the first time more detailed information has been collected on the type of activity of those persons who are active in two or more Member States. On average 86% of these forms relate to persons employed in different Member States (*Figure 2*). Also, 11% of these forms are issued to self-employed persons who are active in two or more Member States. Finally, only 4% of these forms are issued to persons who are both employed and self-employed in different Member States.

Figure 2 PDs A1 issued for persons active in 2 or more Member States, breakdown by type of activity, total, 2014



Source Administrative data PD A1 Questionnaire 2015

Estonia, Lithuania, Finland and Latvia issued almost exclusively PDs A1 related to activity in 2 or more Member States to persons employed in different Member States (*more than 95% of the forms issued related to activity in 2 or more Member States*) (Table 3). The United Kingdom, the Czech Republic and Slovenia issued a relatively high percentage to persons self-employed in different Member States (*more than 20% of the forms issued related to activity in 2 or more Member States*). Finally, Bulgaria and Portugal issued more than a fifth of the forms related to activity in 2 or more Member States to persons who are both employed and self-employed in different Member States.

Table 3 PDs A1 issued for persons active in 2 or more Member States by sending Member States, breakdown by type of activity, 2014

Sending MS	Active in 2 or more Member States according to Art. 13: Total			Of which: Employed in different Member States according to Art. 13 (1)		Of which: Self-employed in different Member States according to Art. 13 (2)		Of which: Employed and self-employed in different Member States according to Art. 13 (3)	
	Total reported	Sum detail reported	Row % sum detail reported	Number	Row %	Number	Row %	Number	Row %
BE	20,146	20,146	100%	16,151	80.2%	3,520	17.5%	475	2.4%
BG	833	833	100%	527	63.3%	79	9.5%	227	27.3%
CZ	20,859	20,859	100%	14,701	70.5%	5,616	26.9%	542	2.6%
DK	15,999	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
DE	16,445	16,445	100%	12,774	77.7%	1,769	10.8%	1,902	11.6%
EE	7,654	7,654	100%	7,616	99.5%	32	0.4%	6	0.1%
IE	4,177	4,177	100%	3,735	89.4%	314	7.5%	128	3.1%
EL	1,273	1,239	100%	1,057	85.3%	151	12.2%	31	2.5%
ES	33,496	33,496	100%	30,724	91.7%	2,729	8.1%	43	0.1%
FR	4,451	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
HR	927	927	100%	827	89.2%	28	3.0%	72	7.8%
IT	2,932	2,932	100%	2,250	76.7%	502	17.1%	180	6.1%
CY	1,830	1,830	100%	1,411	77.1%	46	2.5%	373	20.4%
LV	3,001	3,001	100%	2,875	95.8%	75	2.5%	51	1.7%
LT	2,012	2,012	100%	1,962	97.5%	4	0.2%	46	2.3%
LU	11,376	11,376	100%	10,446	91.8%	234	2.1%	696	6.1%
HU	1,930	1,930	100%	1,517	78.6%	97	5.0%	316	16.4%
MT	115	115	100%	78	67.8%	19	16.5%	18	15.7%
NL	75,236	75,093	100%	66,098	88.0%	8,096	10.8%	899	1.2%
AT	6,392	3,193	100%	2,835	88.8%	4	0.1%	354	11.1%
PL	156,452	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
PT	257	256	100%	173	67.6%	25	9.8%	58	22.7%
RO	1,171	1,171	100%	1,087	92.8%	2	0.2%	82	7.0%
SI	210	203	100%	117	57.6%	46	22.7%	40	19.7%
SK	16,059	16,052	100%	14,624	91.1%	711	4.4%	717	4.5%
FI	2,532	2,962	100%	2,851	96.3%	82	2.8%	29	1.0%
SE	6,794	4,660	100%	4,254	91.3%	228	4.9%	178	3.8%
UK	7,327	7,324	100%	4,227	57.7%	2,067	28.2%	1,030	14.1%
IS	102	102	100%	75	73.5%	20	19.6%	7	6.9%
LI	548	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
NO	0	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
CH	8,258	8,258	100%	7,249	87.8%	456	5.5%	553	6.7%
Total	430,794	248,246	100%	212,241	85.5%	26,952	10.9%	9,053	3.6%

* Breakdown not reported by DK, FR, PL and LI. However, PL reported 37 forms issued to self-employed persons in different Member States.

Source Administrative data PD A1 Questionnaire 2015

3. POSTING OF WORKERS

3.1. General

In 2014, a total of 1.45 million PDs A1 were issued for the posting of workers according to Article 12 of the Basic Regulation (*Table 4*).

The three main sending Member States were Poland (266,745 PDs A1 issued), Germany (232,776 PDs A1 issued) and France (119,727 PDs A1 issued) (*Table 4*). Most of the PDs A1 received by Bulgaria, Denmark, Estonia, Ireland, Greece, Cyprus, Latvia, Luxembourg, Malta, the Netherlands, Poland, Romania, Slovakia and Sweden relate to Germany as sending Member State (*Annex I – Table A1.2*).

The three main receiving Member States were Germany (414,220 PDs A1 received), France (190,848 PDs A1 received) and Belgium (159,753 PDs A1 received) (*Table 4*).

Moreover, Austria also received more than 100,000 PDs A1. For instance, most of the PDs A1 issued by Bulgaria, the Czech Republic, Greece, Croatia, Latvia, Lithuania, Hungary, Austria, Poland, Romania, Slovenia, Slovakia and Liechtenstein relate to Germany as temporary Member State of employment (*Annex I – Table A1.1*). However, this breakdown by receiving Member State is incomplete as Denmark, the United Kingdom, Norway and Switzerland did not provide a breakdown. Nonetheless, their number compared to the total is rather limited, so the picture by receiving Member State is relatively complete.

The breakdown by receiving Member State also makes it possible to determine the main flows of PDs A1 between the sending and receiving Member States. *Table 4* illustrates two huge flows: from Poland to Germany (151,387 PDs A1) and from Slovenia to Germany (50,169 PDs A1). In addition, there are also some flows of more than 30,000 PDs A1: from Hungary to Germany (36,983 PDs A1), from Portugal to France (33,867 PDs A1), from Italy to Switzerland (33,844 PDs A1), from Poland to France (32,282 PDs A1), from France to Belgium (32,148 PD A1), from Slovakia to Germany (31,871 PDs A1) and finally from Germany to the Netherlands (30,162 PDs A1).

Posting of workers

Table 4 PDs A1 issued by sending Member States, breakdown by receiving Member State, 2014

	Sending Member States																																		
	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	IS	LI	NO	CH	Total		
Receiving Member States	BE	0	1896	406	n.a	20606	27	395	96	3211	32148	648	2093	4	89	451	20119	3981	12	19219	745	25237	13818	5274	4746	4398	57	76	n.a.	1	n.a.	n.a.	159753		
	BG	49		74	n.a	934	3		88	276	396	29	403	0	1	6	76	10	0	47	105	259	36	332	62	44	14	23	n.a.	0	n.a.	n.a.	3267		
	CZ	223	50		n.a	3469	2	9	2	606	1597	328	276	0	5	3	112	294	0	117	513	2059	78	178	192	7023	21	8	n.a.	0	n.a.	n.a.	17165		
	DK	238	48	54	n.a	4659	5	16	18	472	1057	30	777	0	6	105	73	142	0	259	238	1706	190	98	190	364	35	89	n.a.	0	n.a.	n.a.	10869		
	DE	6067	6554	4125	n.a	0	362	468	1320	10480	17554	14701	6543	0	365	5087	9050	36983	5	8884	19900	151387	6822	24934	50169	31871	368	168	n.a.	9	44	n.a.	n.a.	414220	
	EE	21	0	11	n.a	1069			7	77	184	0	65	10	33	130	3	0	0	35	19	807	295	72	41	6	67	9	n.a.	0	n.a.	n.a.	2961		
	IE	118	5	12	n.a	1107	0		1	782	854	5	56	0	13	5	74	121	12	66	54	477	106	39	17	18	10	21	n.a.	0	n.a.	n.a.	3973		
	EL	124	681	102	n.a	1277	14	4		313	994	14	246	52	1	1	71	5	0	165	56	107	10	148	9	50	112	188	n.a.	0	n.a.	n.a.	4744		
	ES	1718	78	163	n.a	11180	29	50	39	0	11454	105	2682	1	25	12	403	312	4	856	1037	1237	9413	2453	496	264	297	516	n.a.	2	0	n.a.	n.a.	44826	
	FR	21025	610	798	n.a	23578	32	178	231	26252	0	273	10767	0	104	1789	17124	2188	6	2695	1336	32282	33867	8759	1408	4923	124	457	n.a.	19	23	n.a.	n.a.	190848	
	HR	47	0	45	n.a	1069	0		22	125	21		408	1		8	399	0	14	419		270	5	23	1505	127	29	24	n.a.	0	n.a.	n.a.	4561		
	IT	1494	238	449	n.a	9766	47	55	82	5764	11234	1059	0	4	108	93	347	352	42	1160	1958	2836	908	7976	5189	1021	123	148	n.a.	32	0	n.a.	n.a.	52485	
	CY	32	30	3	n.a	381	0	1	64	65	125	32	54	0	1	7	2	0	0	30	3	29	1	0	2	5	72	n.a.	0	n.a.	n.a.	944			
	LV	29	4	7	n.a	464	24		0	27	124	0	28	0		342	14	10	0	38	149	84	10	6	50	68	4	22	n.a.	0	n.a.	n.a.	1504		
	LT	44	42	16	n.a	503	6		0	32	105	36	17	0	55	0	11	7	0	72	3	913	0	14	3	39	8	4	n.a.	0	n.a.	n.a.	1930		
	LU	6046	6	13	n.a	10267	0	9	1	147	2832	39	223	0	1	11	0	243	0	180	205	594	252	120	481	82	1	10	n.a.	0	n.a.	n.a.	21763		
	HU	167	18	108	n.a	1839	1	5	7	415	1081	54	277	11	3	0	84	0	0	49	734	1252	14	359	291	2160	17	18	n.a.	2	n.a.	n.a.	8966		
	MT	9	1	45	n.a	405	3		0	72	300	0	130	1		0	13	0	0	5	17	47	0	1	2	9	2	1	n.a.	0	n.a.	n.a.	1063		
	NL	14993	692	273	n.a	30162	82	317	78	2250	4871	814	976	4	23	1467	634	1922	12	0	1208	12882	5081	2513	2255	4173	69	67	n.a.	3	0	n.a.	n.a.	87821	
	AT	448	524	1332	n.a	27029	4	6	71	701	1696	1071	3974	19	64	17	203	14837	0	649	2	5989	984	1102	29874	10339	52	24	n.a.	18	5	n.a.	n.a.	101034	
	PL	244	59	171	n.a	5411	3	50	11	1822	2726	571	926	0	6	0	237	273	0	152	278		336	292	191	693	42	22	n.a.	5	n.a.	n.a.	14521		
	PT	199	30	46	n.a	1917	1	6	1	7008	2504	3	210	0		18	82	10	0	81	444	79	0	39	3	83	46	23	n.a.	0	n.a.	n.a.	12833		
	RO	98	249	172	n.a	2925	0	3	22	1230	1859	55	819	0		3	65	691	0	89	457	458	52	0	227	232	6	5	n.a.	0	n.a.	n.a.	9717		
	SI	18	22	57	n.a	927	2		0	88	469	2759	273	0		0	21	142	0	23	528	593	13	10	0	600	3	2	n.a.	0	n.a.	n.a.	6550		
	SK	75	105	901	n.a	2025	0	4	2	289	504	179	315	0		0	60	316	0	48	446	1531	295	125	381	19	21	6	n.a.	1	n.a.	n.a.	7648		
	FI	67	138	28	n.a	2425	5081	279	43	704	743	183	144	0	100	1471	82	84	0	56	238	3017	256	157	417	701	0	175	n.a.	0	n.a.	n.a.	16589		
	SE	344	74	237	n.a	10488	447	369	11	685	1676	371	377	0	238	1366	75	816	0	158	314	10417	290	862	507	2185	710		n.a.	2	n.a.	n.a.	33019		
	UK	1807	843	319	n.a	11211	6	744	57	9757	11757	480	1942	7	21	113	567	586	42	1717	694	3985	629	854	1657	778	191	112	n.a.	18	6	n.a.	n.a.	50900	
	IS	18	0	2	n.a	58	0	1	2	107	81	0	1	0	0		0	6	0	0	1	29	29	0	0	0	2	1	n.a.	0	n.a.	n.a.	338		
	LI	3	0	0	n.a	132	0		0	2	12	0	9	0	0		0	4	1	0	1	202	30	0	0	0	21	0	0	n.a.	0	n.a.	n.a.	417	
	NO	213	155	132	n.a	4098	898	236	0	773	960	221	424	0	317	4132	72	277	0	218	837	3725	403	372	277	403	267	1806	n.a.	34	0	n.a.	n.a.	21250	
	CH	1258	123	279	n.a	29249	68	56	49	1754	7809	0	33844	0	76	54	653	653	10	691	4224	2427	571	82	2278	1111	83	85	n.a.	5	0	n.a.	n.a.	87492	
	Unk.	1375	0	0	3869	12146	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3723	0	0	0	0	0	0	0	0	23501	0	0	3252	10851	58717
	Total	58611	13275	10380	3869	232776	7147	3261	2325	76286	119727	24060	69279	114	1655	16683	50345	65655	145	37775	41114	266745	74735	57194	102920	73810	2786	4182	23501	140	89	3252	10851	1454687	

* BE: Breakdown only for posted employed persons

* DE: DVKA: only employed persons

* FR: Only posted employed persons

* AT: Breakdown only for posted employed persons

* RO (breakdown provided for all PDs A1 issued), SK and SE: Figure not equal to this reported in Table 1. This explains also the difference in the total reported figure.

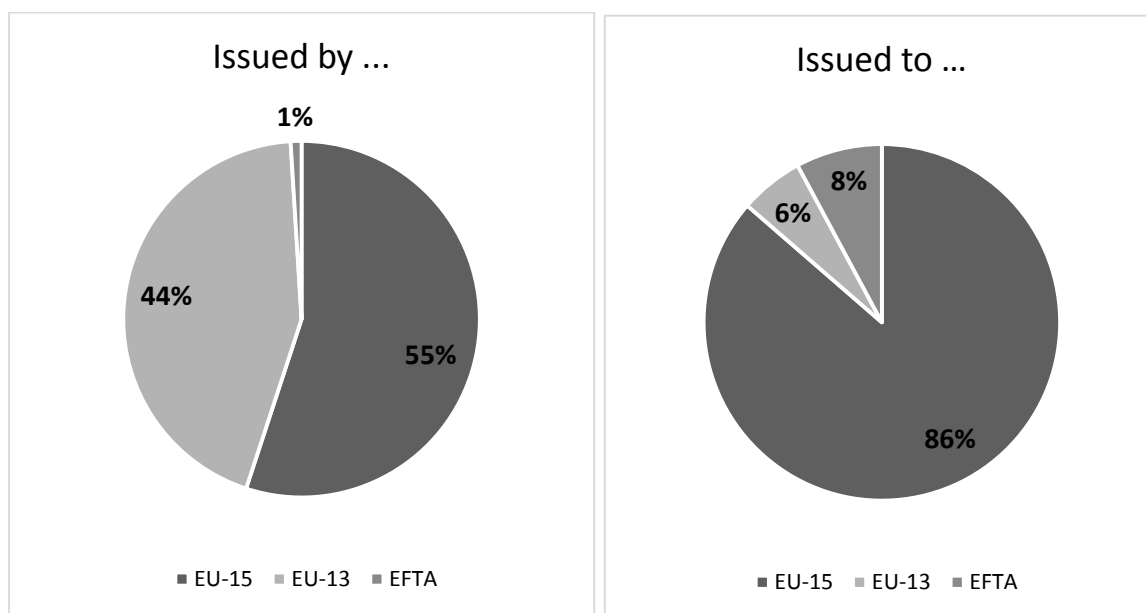
* LI: Only posted employed persons

Source Administrative data PD A1 Questionnaire 2015

3.2. Mainly issued to EU-15 Member States

55% of all PDs A1 applicable to Article 12 of the Basic Regulation were issued by EU-15 Member States and 44% by EU-13 Member States (*Figure 3*). Moreover, approximately 86% of all PDs A1 applicable to Article 12 of the Basic Regulation were issued to EU-15 Member States.

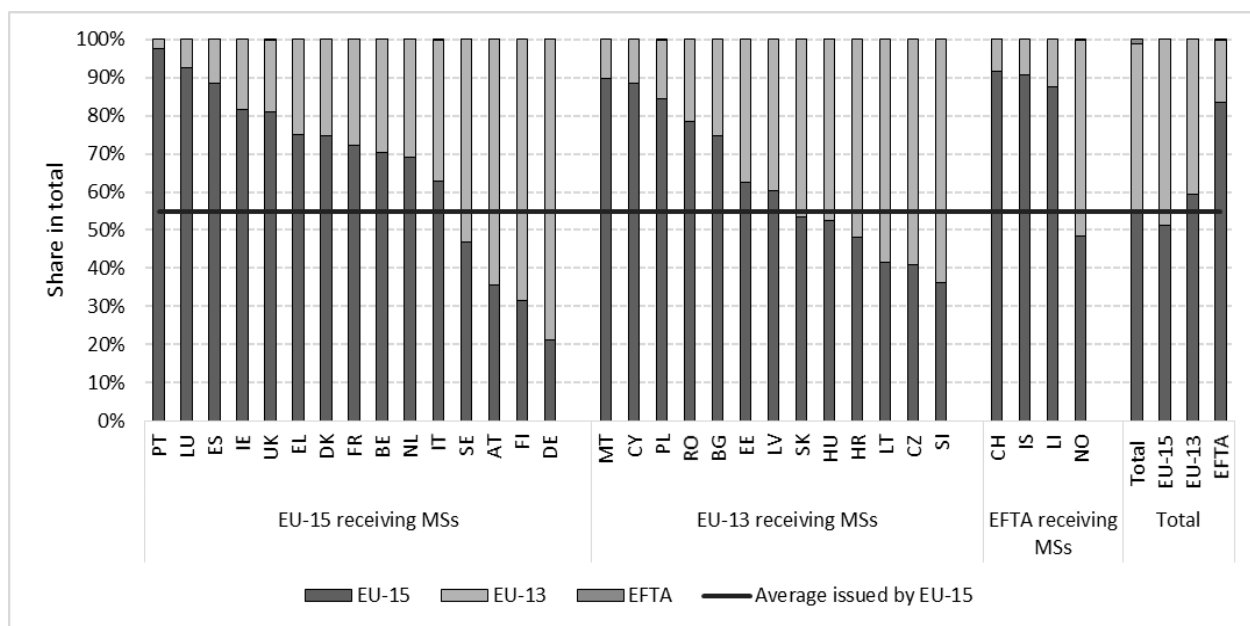
Figure 3 PDs A1 for posted workers issued, breakdown by classification of the sending or the receiving Member State, total, 2014



Source Administrative data PD A1 Questionnaire 2015

More than 50% of the posted workers, received by the following Member States, came from the EU-13: Sweden, Austria, Finland, Germany, Croatia, Lithuania, the Czech Republic, Slovenia and Norway (*Figure 4*). On the other hand, posted workers coming from the EU-15 represent the overwhelming majority (>90%) of posted workers in Portugal, Luxembourg, Malta, Switzerland and Iceland. The receiving EU-15 Member States (*representing 86% of the forms issued*) receive on average almost equal proportions of posted workers coming from EU-15 and EU-13 Member States. This illustrates that there is not only a flow from EU-13 to EU-15 Member States but also across EU-15 Member States.

Figure 4 PDs A1 for posted workers received by the receiving Member States, breakdown by classification of the sending Member State, 2014

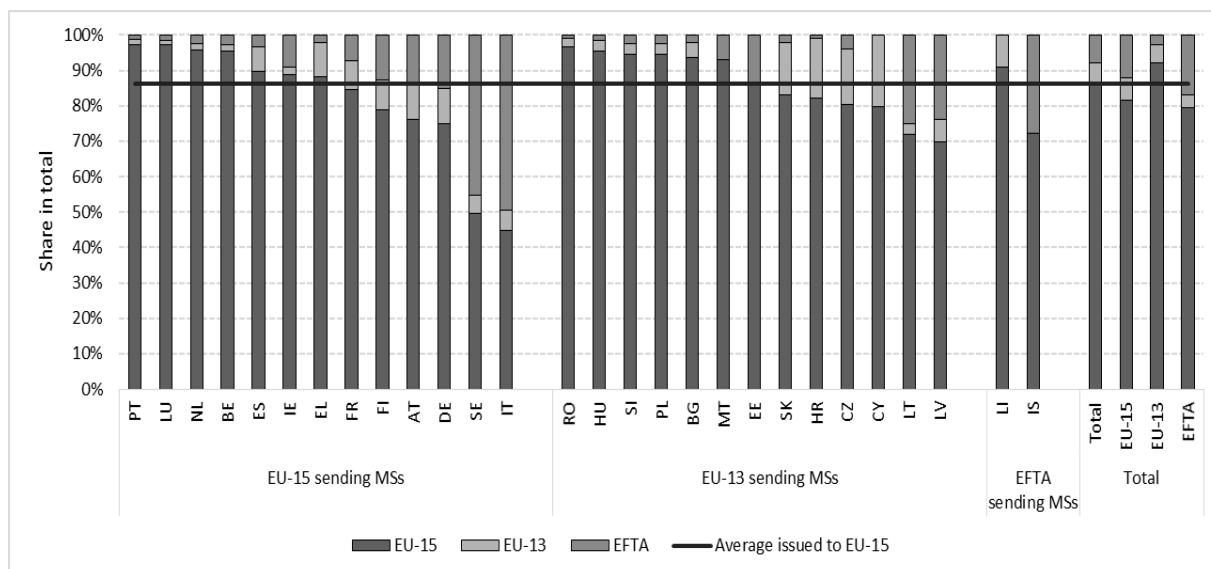


* No data reported by CY. No breakdown by receiving MS reported by DK, UK, NO and CH.

Source Administrative data PD A1 Questionnaire 2015

More than 90% of the posted workers were sent to the EU-15 from the following Member States: Portugal, Luxembourg, the Netherlands, Belgium, Romania, Hungary, Slovenia, Poland, Bulgaria and Malta (*Figure 5*). Only Italy and Sweden sent less than half of the posted workers to the EU-15. These persons were mainly posted to one of the EFTA countries.

Figure 5 PDs A1 for posted workers issued by the sending Member States, breakdown by classification of the receiving Member State, 2014



* No breakdown by receiving MS reported by DK, UK, NO and CH.

Source Administrative data PD A1 Questionnaire 2015

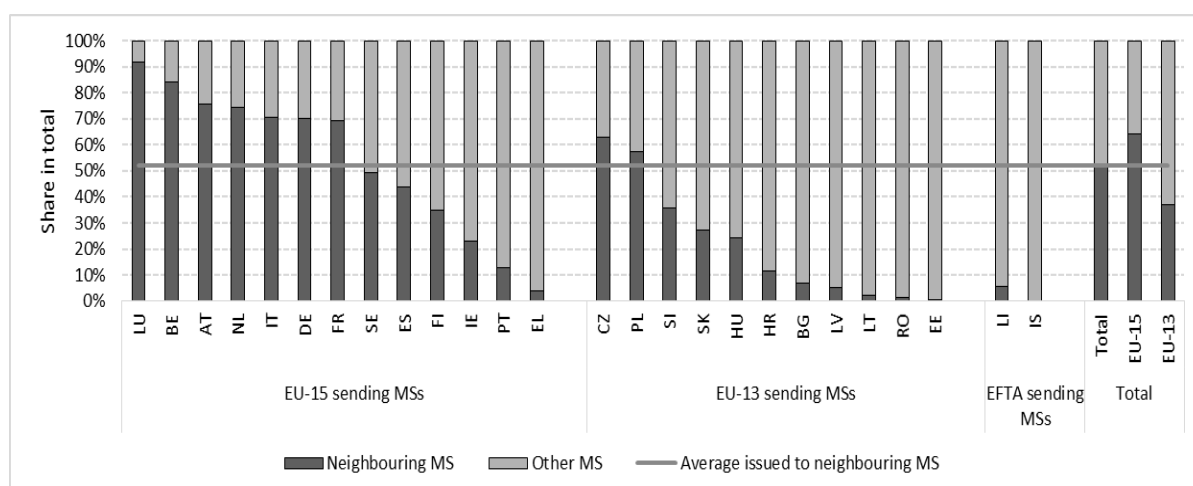
3.3. The role of geographic proximity

Table 4 already showed that for most of the Member States Germany is the main receiving and/or issuing Member State.

The majority (52%) of the posted workers are issued to a neighbouring Member State. However, this percentage varies markedly among EU-13 and EU-15 Member States but also among Member States individually. 64% of the posted workers from the EU-15 were posted to a neighbouring Member States compared to only 37% of the posted workers from the EU-13 (Figure 6).

More than 70% of the posted workers, sent by the following Member States, were posted to a neighbouring Member State: Luxembourg, Belgium, Austria, the Netherlands, Italy and Germany (Figure 6). On the other hand, Greece, Bulgaria, Latvia, Lithuania, Romania, Estonia and Liechtenstein posted less than 10% of their posted workers to a neighbouring Member State.

Figure 6 PDs A1 for posted workers issued by sending Member States, breakdown by neighbouring Member State, 2014

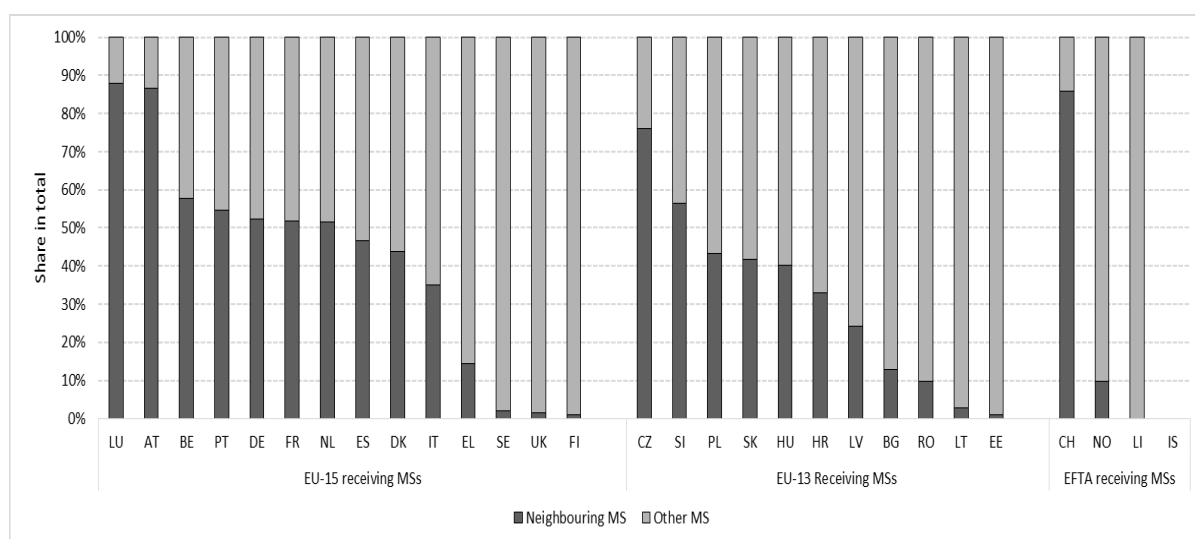


* No breakdown by receiving MS reported by DK, UK, NO and CH.

Source Administrative data PD A1 Questionnaire 2015

Luxembourg, Austria and Switzerland received more than 80% of the posted workers sent by a neighbouring Member State (Figure 7). On the other hand, Sweden, the United Kingdom, Finland, Lithuania, Estonia and Liechtenstein received less than 10% of the posted workers sent by a neighbouring Member State.

Figure 7 PDs A1 for posted workers received by receiving Member States, breakdown by neighbouring Member State, 2014



* No breakdown by receiving MS reported by DK, UK, NO and CH.

Source Administrative data PD A1 Questionnaire 2015

3.4. Comparison to previous years

Table 5 and 6 illustrate the evolution of the number of PDs A1 issued and received between 2010 and 2014. Compared to last year, the overall number of postings increased by 8.5%. This also implies an annual growth of 8.3% between 2010 and 2014.

During this observation period, the number of PDs A1 issued to posted workers increased (*as % difference between 2010-2014*) especially in Slovenia, Greece, Slovakia, the Netherlands and Bulgaria (Table 5). In absolute numbers, the number of PDs A1 issued to posted workers increased especially from Slovenia (+78,976) and Poland (+45,619). Compared to last year, Croatia, Luxembourg, Cyprus and the Netherlands have a strong positive growth rate. Despite the overall increase of the number PDs A1 issued to posted workers, Malta, Latvia, Iceland, Estonia, Denmark, Liechtenstein, the United Kingdom, the Czech Republic, Finland, Portugal, Ireland, France and Hungary show a negative evolution compared to 2013.

During the same period, the number of PDs A1 received for posted workers increased strongly (*as % difference between 2010-2014*) in Estonia, Slovenia, Belgium, Sweden, Austria and Switzerland (Table 6). In absolute numbers, Germany (+164,166 PDs A1) and Belgium (+69,213 PDs A1) show the strongest increase.

The increase or decrease in certain sending and receiving Member States could be related to the evolution of the main drivers of posting (e.g. a shortage of workers in the receiving Member State or a high unemployment rate in the sending Member State).⁸ However, a further detailed analysis goes beyond the scope of this report.

⁸ For a detailed analysis of the main drivers of posting, see the *Preparatory study for an Impact Assessment concerning the possible revision of the legislative framework on the posting of workers in the context of the provision of services* (2012).

Table 5 PDs A1 for posted workers issued by sending Member States, 2010-2014

Sending MS	2010	2011	2012	2013	2014	Annual growth rate	Compared to 2010		Compared to 2013	
							Absolute	%	Absolute	%
BE	49,862	55,931	56,103	58,522	58,611	4.1%	8,749	17.5%	89	0.2%
BG	5,734	7,429	11,091	12,861	13,275	23.4%	7,541	131.5%	414	3.2%
CZ	15,829	16,102	15,358	13,155	10,380	-10.0%	-5,449	-34.4%	-2,775	-21.1%
DK	9,262	11,491	6,176	5,320	3,869	-19.6%	-5,393	-58.2%	-1,451	-27.3%
DE	201,436	226,850	221,650	227,008	232,776	3.7%	31,340	15.6%	5,768	2.5%
EE	13,580	15,322	14,889	11,689	7,147	-14.8%	-6,433	-47.4%	-4,542	-38.9%
IE	1,935	3,106	3,512	3,457	3,261	13.9%	1,326	68.5%	-196	-5.7%
EL	642	888	1,661	1,688	2,325	38.0%	1,683	262.1%	637	37.7%
ES	44,087	48,479	48,132	63,519	76,286	14.7%	32,199	73.0%	12,767	20.1%
FR	133,896	144,256	130,247	123,580	119,727	-2.8%	-14,169	-10.6%	-3,853	-3.1%
HR	n.a.	n.a.	n.a.	8,716	24,060	n.a.	n.a.	n.a.	15,344	176.0%
IT	35,430	35,611	48,369	55,509	69,279	18.3%	33,849	95.5%	13,770	24.8%
CY	81	38	35	66	114	8.9%	33	40.7%	48	72.7%
LV	3,424	4,287	2,846	3,237	1,655	-16.6%	-1,769	-51.7%	-1,582	-48.9%
LT	6,462	9,515	11,306	14,105	16,683	26.8%	10,221	158.2%	2,578	18.3%
LU	55,852	39,385	39,758	28,481	50,345	-2.6%	-5,507	-9.9%	21,864	76.8%
HU	40,640	57,848	63,742	66,415	65,655	12.7%	25,015	61.6%	-760	-1.1%
MT	442	318	327	322	145	-24.3%	-297	-67.2%	-177	-55.0%
NL	15,190	25,986	24,199	25,429	37,775	25.6%	22,585	148.7%	12,346	48.6%
AT	25,957	28,806	35,671	36,959	41,114	12.2%	15,157	58.4%	4,155	11.2%
PL	221,126	227,930	246,214	262,714	266,745	4.8%	45,619	20.6%	4,031	1.5%
PT	58,923	54,043	54,580	81,687	74,735	6.1%	15,812	26.8%	-6,952	-8.5%
RO	29,730	59,363	44,318	51,739	57,194	17.8%	27,464	92.4%	5,455	10.5%
SI	23,944	42,485	65,727	83,659	102,920	44.0%	78,976	329.8%	19,261	23.0%
SK	28,245	40,926	44,854	52,807	73,810	27.1%	45,565	161.3%	21,003	39.8%
FI	2,187	2,668	3,181	3,332	2,786	6.2%	599	27.4%	-546	-16.4%
SE	n.a.	11,771	3,061	4,026	4,182	-22.8%	n.a.	n.a.	156	3.9%
UK	32,109	35,368	33,148	29,935	23,501	-7.5%	-8,608	-26.8%	-6,434	-21.5%
IS	376	377	293	269	140	-21.9%	-236	-62.8%	-129	-48.0%
LI	61	63	166	119	89	9.9%	28	45.9%	-30	-25.2%
NO	1,872	2,163	n.a.	n.a.	3,252	14.8%	1,380	73.7%	n.a.	n.a.
CH	n.a.	n.a.	n.a.	10,346	10,851	n.a.	n.a.	n.a.	505	4.9%
Total	1,058,314	1,208,805	1,230,614	1,340,671	1,454,687	8.3%	396,373	37.5%	114,016	8.5%

* RO: figure reported for all PDs A1 issued in 2014. The increase is equal to 8.1% compared to 2013 and equal to 88.2% compared to 2010 if only the PDs A1 related to Article 12 of the Basic Regulation are taken into account (55,946 PDs A1).

** SE: figures reported for 2013 and 2012 concern the number of unique persons involved. However, SE has provided an update for both years. 4,550 PDs A1 were issued in 2013 and 3,271 PDs A1 were issued in 2012. This implies a decrease of 8.1% compared to last year.

*** For some countries a remarkable evolution (volatility) of the reported figures appear across the years.

Source Administrative data PD A1 Questionnaire 2015 and previous years

Table 6 PDs A1 for posted workers received by receiving Member States, 2010-2014

Receiving MS	2010	2011	2012	2013	2014	Annual growth rate	Compared to 2010		Compared to 2013	
							Absolute	%	Absolute	%
BE	90,540	125,107	125,264	134,340	159,753	15.3%	69,213	76.4%	25,413	18.9%
BG	4,483	4,006	3,896	3,805	3,267	-7.6%	-1,216	-27.1%	-538	-14.1%
CZ	15,892	17,144	17,808	18,603	17,165	1.9%	1,273	8.0%	-1,438	-7.7%
DK	9,608	11,002	11,044	10,763	10,869	3.1%	1,261	13.1%	106	1.0%
DE	250,054	311,361	335,862	373,666	414,220	13.4%	164,166	65.7%	40,554	10.9%
EE	1,235	1,904	2,325	2,998	2,961	24.4%	1,726	139.7%	-37	-1.2%
IE	5,014	6,084	4,674	5,556	3,973	-5.7%	-1,041	-20.8%	-1,583	-28.5%
EL	10,656	7,763	6,795	4,820	4,744	-18.3%	-5,912	-55.5%	-76	-1.6%
ES	63,304	47,640	46,075	46,507	44,826	-8.3%	-18,478	-29.2%	-1,681	-3.6%
FR	160,532	161,954	156,490	182,219	190,848	4.4%	30,316	18.9%	8,629	4.7%
HR	n.a.	n.a.	n.a.	1,753	4,561	n.a.	n.a.	n.a.	2,808	160.2%
IT	60,460	64,223	48,663	47,445	52,485	-3.5%	-7,975	-13.2%	5,040	10.6%
CY	1,702	1,042	1,106	956	944	-13.7%	-758	-44.5%	-12	-1.3%
LV	1,851	1,788	1,516	1,235	1,504	-5.1%	-347	-18.7%	269	21.8%
LT	1,850	2,248	3,497	2,274	1,930	1.1%	80	4.3%	-344	-15.1%
LU	27,730	24,295	19,741	20,503	21,763	-5.9%	-5,967	-21.5%	1,260	6.1%
HU	8,457	9,924	9,900	8,887	8,966	1.5%	509	6.0%	79	0.9%
MT	1,308	1,449	1,052	952	1,063	-5.1%	-245	-18.7%	111	11.7%
NL	91,560	105,885	99,416	100,423	87,821	-1.0%	-3,739	-4.1%	-12,602	-12.5%
AT	59,642	76,335	76,445	88,596	101,034	14.1%	41,392	69.4%	12,438	14.0%
PL	12,877	16,013	16,033	14,387	14,521	3.0%	1,644	12.8%	134	0.9%
PT	12,193	13,345	11,422	10,696	12,833	1.3%	640	5.3%	2,137	20.0%
RO	9,445	10,476	11,224	10,894	9,717	0.7%	272	2.9%	-1,177	-10.8%
SI	3,391	2,676	3,340	4,507	6,550	17.9%	3,159	93.2%	2,043	45.3%
SK	8,692	6,876	6,641	7,010	7,648	-3.1%	-1,044	-12.0%	638	9.1%
FI	20,205	22,183	22,522	19,917	16,589	-4.8%	-3,616	-17.9%	-3,328	-16.7%
SE	19,464	24,412	26,095	29,446	33,019	14.1%	13,555	69.6%	3,573	12.1%
UK	34,321	37,247	40,366	43,522	50,900	10.4%	16,579	48.3%	7,378	17.0%
IS	543	559	385	392	338	-11.2%	-205	-37.7%	-54	-13.7%
LI	572	763	510	925	417	-7.6%	-155	-27.2%	-508	-55.0%
NO	18,771	30,523	16,170	18,778	21,250	3.1%	2,479	13.2%	2,472	13.2%
CH	51,962	62,578	64,908	78,106	87,492	13.9%	35,530	68.4%	9,386	12.0%
Unknown			39,429	45,790	58,717	n.a.	n.a.	n.a.	n.a.	n.a.
Total	1,058,314	1,208,805	1,230,614	1,340,671	1,454,687	8.3%	396,373	37.5%	114,016	8.5%

* DK, UK, NO and CH did not provide a breakdown by destination Member State for 2012, 2013 or 2014, which prevents to draw a complete picture in terms of receiving Member States. In 2011 most posted workers from DK were posted to NO and from the UK to FR.

Source Administrative data PD A1 Questionnaire 2015 and previous years

3.5. Breakdown by type: employed or self-employed posted workers

On average 8% of the posted workers were self-employed in 2014 (*Table 7*), which is a similar percentage compared to last year. Especially Slovakia, Iceland, Italy, the Czech Republic and the United Kingdom issued a rather high percentage of PDs A1 to posted self-employed persons.

Table 7 Number of posted employed and self-employed persons, 2014

Sending MS	Employed – Art. 12 (1)		Self-employed – Art. 12 (2)		Total	
	Number	Row %	Number	Row %	Number	Row %
BE	57,236	97.7%	1,375	2.3%	58,611	100%
BG	13,191	99.4%	84	0.6%	13,275	100%
CZ	8,393	80.9%	1,987	19.1%	10,380	100%
DK	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
DE	1,726	24.6%	5,283	75.4%	7,009	100%
EE	7,101	99.4%	46	0.6%	7,147	100%
IE	2,999	92.0%	262	8.0%	3,261	100%
EL	2,232	96.0%	93	4.0%	2,325	100%
ES	70,891	92.9%	5,395	7.1%	76,286	100%
FR	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
HR	23,986	99.7%	74	0.3%	24,060	100%
IT	54,572	78.8%	14,707	21.2%	69,279	100%
CY	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
LV	1,604	96.9%	51	3.1%	1,655	100%
LT	16,634	99.7%	49	0.3%	16,683	100%
LU	50,105	99.5%	240	0.5%	50,345	100%
HU	65,280	99.4%	375	0.6%	65,655	100%
MT	141	97.2%	4	2.8%	145	100%
NL	34,880	92.3%	2,895	7.7%	37,775	100%
AT	37,391	90.9%	3,723	9.1%	41,114	100%
PL	246,602	92.4%	20,143	7.6%	266,745	100%
PT	71,528	99.2%	603	0.8%	72,131	100%
RO	57,135	99.9%	59	0.1%	57,194	100%
SI	99,894	97.1%	3,026	2.9%	102,920	100%
SK	48,971	66.3%	24,839	33.7%	73,810	100%
FI	2,520	90.5%	266	9.5%	2,786	100%
SE	4,024	96.2%	158	3.8%	4,182	100%
UK	20,196	85.9%	3,305	14.1%	23,501	100%
IS	96	68.6%	44	31.4%	140	100%
LI	89	100.0%	0	0.0%	89	100%
NO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
CH	9,992	92.1%	859	7.9%	10,851	100%
Total	1,009,409	91.8%	89,945	8.2%	1,099,354	100%

* No data available for DK, CY, FR, CY and NO.

** The figures for DE were only available for two competent institutions. This makes the results not representative for DE.

Source Administrative data PD A1 Questionnaire 2015

3.6. Breakdown by sector of economic activity

19 Member States provided more detailed figures on the sector of economic activity, which accounts for some 53% of the total number of PDs A1 issued.

3.6.1 From a sending perspective

Table 8 and Figure 8 show the distribution of the PDs A1 issued by the sending Member States to posted workers by economic sector (see also Table A1.3 for the absolute figures).

In 2014, on average 43.7% of the PDs A1 were issued to posted workers employed in the construction sector. Also, 32.9% of the forms were issued for activities in the service sector and 21.8% for other industrial activities (excluding the construction sector). Finally, only 1.6% of the PDs A1 were issued to provide services in agriculture and fishing.

Most of the workers posted by Belgium, Germany, Malta, the Netherlands, Finland and Iceland work in the service sector of the receiving Member State (Table 8 and Figure 8). On the other hand, most of the workers posted by the Czech Republic, Estonia, Croatia, Latvia, Lithuania, Luxembourg, Hungary, Poland, Portugal, Romania,

Slovenia, Cyprus and Liechtenstein provide services in the industry sector. This gives the impression that the distribution of the economic activity strongly differs among the EU-15 and the EU-13 Member States. 70.2% of the workers posted by one of the EU-13 Member States work in the industry sector while 'only' 53.4% of the workers posted by one of the EU-15 Member States are employed in this sector.⁹

A more detailed distribution of the sector by NACE¹⁰ illustrates that a high percentage of the persons posted by Belgium, the Netherlands and Luxembourg are employed by temporary employment agencies (*Table 8 and Figure 8*). Persons posted by the Czech Republic, Estonia, Croatia, Lithuania, Hungary, Poland, Portugal, and Slovenia mainly provide services in the construction industry. Apparently a low number of PDs A1 are issued to posted workers providing freight transport by road and human health and social work activities. Especially the latter seems to be limited also in view of the relative importance of the employment in those sectors.

⁹ These two types of posting, low to medium-skilled workers posted from low labour cost to high labour cost Member States, mainly in labour-intensive sectors, on the one hand, and medium to high-skilled workers posted in qualified occupations, on the other hand, were already defined in *the Preparatory study for an Impact Assessment concerning the possible revision of the legislative framework on the posting of workers in the context of the provision of services* (2012).

¹⁰ The *Statistical classification of economic activities in the European Community*, abbreviated as NACE, is the nomenclature of economic activities in the European Union (EU).

Table 8 PDs A1 for posted workers issued by the sending Member States, from a sending perspective, breakdown by economic activity, 2014 (row %)

Sending MS	Sectors of economic activity											
	Agriculture, hunting and fishing NACE A	Industry NACE B to F			Services NACE G to T							
		Industry Total	of which Construction NACE F	Services Total	Wholesale and retail trade NACE G	Accommodation and food service activities NACE I	Transportation and storage; Information and communication NACE H and J	of which Freight transport by road NACE H - Group 49.4	Financial and insurance; Real estate; Professional, scientific and technical activities; Administrative and support service activities NACE K, L, M and N	of which Temporary employment agency NACE N - Group 78.2	Education, health and social work, arts and other services NACE P, Q, R and S	of which Human health and social work activities NACE Q
BE	0.7%	40.1%	22.4%	59.2%	3.7%	1.2%	2.9%	0.6%	36.0%	25.7%	15.4%	0.2%
BG												
CZ	1.5%	64.5%	40.6%	34.0%	3.3%	0.6%	3.1%	2.4%	26.8%	0.0%	0.0%	0.0%
DK												
DE	0.0%	35.6%	31.7%	64.4%	5.0%	2.2%	12.0%	0.5%	20.9%	0.0%	0.0%	23.6%
EE	6.5%	81.8%	64.0%	11.7%	1.0%	0.1%	1.4%	1.2%	3.2%	2.6%	5.7%	3.9%
IE												
EL												
ES												
FR												
HR	0.0%	86.6%	44.3%	13.4%	2.7%	0.6%	1.6%	0.1%	5.7%	0.7%	2.8%	0.2%
IT												
CY	0.0%	50.9%	16.7%	49.1%	6.1%	7.9%	10.5%	10.5%	20.2%	0.0%	4.4%	0.0%
LV	0.5%	56.1%	39.1%	43.4%	4.8%	0.0%	7.9%	0.1%	11.5%	0.1%	18.6%	0.1%
LT	1.3%	64.2%	39.3%	34.5%	0.4%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%
LU	0.2%	53.5%	45.3%	46.3%	3.5%	0.3%	3.7%	1.5%	36.9%	19.2%	1.8%	0.4%
HU	0.7%	89.7%	48.0%	9.6%	1.9%	1.8%	3.4%	1.6%	1.1%	0.0%	1.3%	0.4%
MT	0.0%	0.0%	0.0%	100.0%	6.9%	0.0%	47.6%	0.0%	41.4%	0.0%	4.1%	0.0%
NL	0.6%	30.0%	12.9%	69.3%	4.6%	2.0%	2.3%	0.9%	35.7%	35.0%	24.7%	0.9%
AT												
PL	2.4%	63.2%	46.7%	34.4%	0.8%	0.1%	1.2%	0.0%	6.5%	0.0%	13.9%	0.0%
PT	0.2%	74.8%	58.6%	25.0%	0.5%	0.0%	0.4%	0.1%	4.4%	2.6%	19.6%	0.0%
RO	6.5%	76.3%	30.5%	17.2%	0.6%	0.4%	8.8%	0.0%	3.8%	0.0%	3.5%	0.0%
SI	0.2%	69.9%	51.3%	29.9%	0.3%	0.0%	0.2%	0.0%	0.0%	0.0%	29.4%	0.0%
SK												
FI	0.2%	34.6%	7.8%	65.2%	0.7%	0.3%	3.9%	0.0%	5.0%	0.1%	11.3%	0.0%
SE												
UK												
IS	0.8%	27.9%	27.9%	71.3%	0.0%	0.0%	0.8%	0.0%	17.2%	0.0%	53.3%	0.0%
LI	0.0%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NO												
CH												
Total	1.6%	65.5%	43.7%	32.9%	1.4%	0.5%	2.2%	0.4%	10.3%	5.0%	13.5%	0.2%
EU-15	0.4%	53.4%	38.4%	46.2%	2.7%	0.7%	2.2%	0.7%	25.0%	17.4%	15.1%	0.3%
EU-13	2.1%	70.2%	45.7%	27.7%	1.0%	0.3%	2.2%	0.3%	4.5%	0.1%	12.9%	0.1%
EFTA	0.5%	58.3%	16.1%	41.2%	0.0%	0.0%	0.5%	0.0%	10.0%	0.0%	30.8%	0.0%

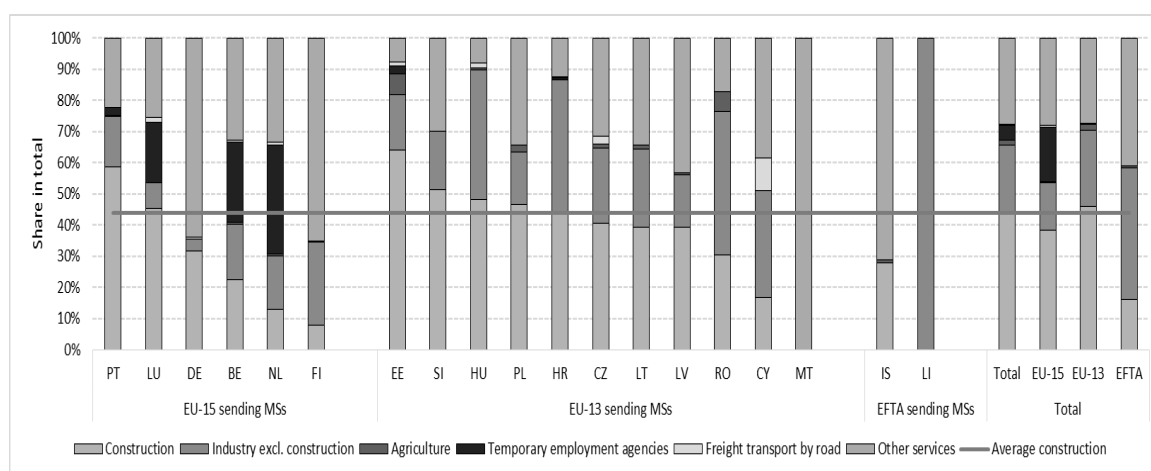
* The figures for DE are only partly reported, representing only 416 PDs A1. This makes the results not representative for DE.

** Average of those Member States able to provide figures by economic sector. 'EU-15': BE, DE, LU, NL, PT and FI. 'EU-13': CZ, EE, HR, CY, LV, LT, HU, MT, PL, RO and SI. 'EFTA': IS and LI.

*** The sum of the subsectors of the service sector is not always equal to the total of the service sector. This is the case for CZ, DE, LV, LT, PL and FI.

Source Administrative data PD A1 Questionnaire 2015

Figure 8 PDs A1 for posted workers issued by sending Member States, breakdown by economic activity, 2014 (row %)



* The figures for DE are only partly reported, representing only 416 PDs A1. This makes the results not representative for DE.

** Average of those Member States able to provide figures by economic sector. 'EU-15': BE, DE, LU, NL, PT and FI. 'EU-13': CZ, EE, HR, CY, LV, LT, HU, MT, PL, RO and SI. 'EFTA': IS and LI.

*** The sum of the subsectors of the service sector is not always equal to the total of the service sector. This is the case for CZ, DE, LV, LT, PL and FI.

Source Administrative data PD A1 Questionnaire 2015

3.6.1 From a receiving perspective

By using the detailed figures reported by 19 sending Member States also a fragmented picture could be presented of the services provided by the posted workers in the receiving Member States (see also Table A1.4 for the absolute figures).

In most of the receiving EU Member States workers have been posted to provide services in the industry sector (*Table 9 and Figure 9*). Most of them are employed in the construction sector. In Belgium, Latvia, Luxembourg, Austria, Slovenia, Finland, Sweden and Liechtenstein even more than 50% of the posted workers are employed in the construction sector. By contrast, most of the posted workers temporarily employed in Bulgaria, Greece, Italy, Cyprus, Lithuania, Hungary, Malta, Portugal and Iceland provide services in the service sector. It appears that a higher percentage of posted workers temporarily employed in a receiving EU-15 Member State work in the construction sector compared to the percentage of posted workers temporarily employed in a receiving EU-13 Member State (44.1% vs 33.3%). The difference in the industry mix of sending and receiving Member States illustrates the allocative role of posting in the labour market of these Member States.

Table 9 PDs A1 for posted workers received by receiving Member States, from a receiving perspective, breakdown by economic activity, 2014 (row %)*

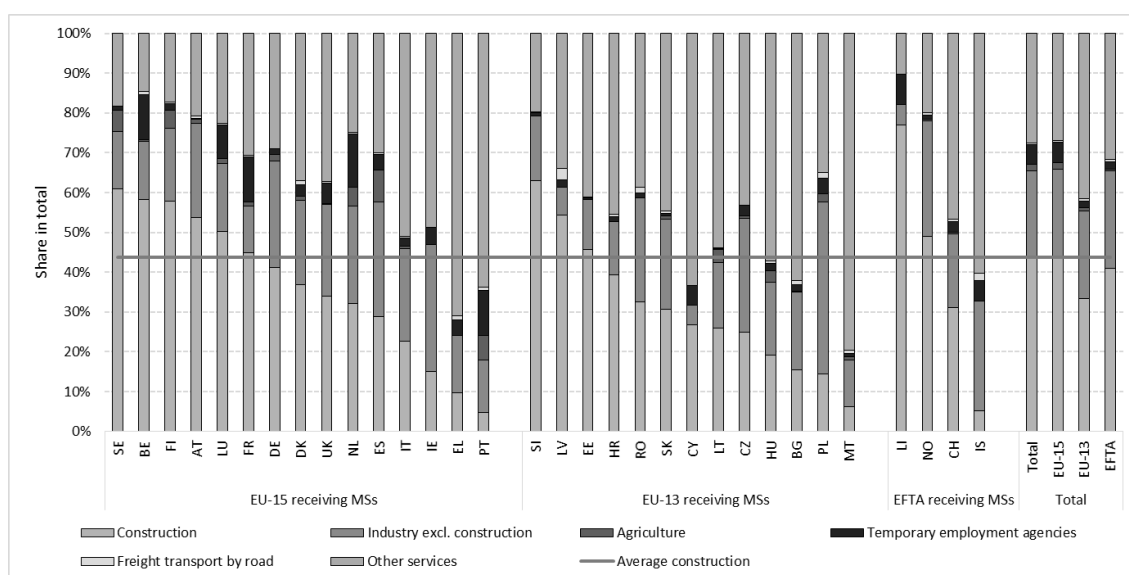
Sectors of economic activity												
Receiving MS	Agriculture, hunting and fishing NACE A	Industry NACE B to F					Services NACE G to T					
		Industry Total	<i>of which</i>	Services Total	<i>of which</i>							
			Construction NACE F		Wholesale and retail trade NACE G	Accommodation and food service activities NACE I	Transportation and storage; Information and communication NACE H and J	<i>of which</i> Freight transport by road NACE H - Group 49.4	Financial and insurance; Real estate; Professional, scientific and technical activities; Administrative and support service activities NACE K,L, M and N	<i>of which</i> Temporary employment agency NACE N - Group 78.2	Education, health and social work, arts and other services NACE P, Q, R and S	<i>of which</i> Human health and social work activities NACE Q
BE	0.4%	73.0%	58.2%	26.7%	1.5%	0.6%	1.6%	0.8%	15.4%	11.3%	5.4%	0.1%
BG	0.1%	35.1%	15.5%	64.8%	4.2%	1.5%	19.8%	1.1%	13.7%	1.6%	11.7%	0.0%
CZ	0.5%	53.6%	24.9%	45.9%	3.4%	0.7%	1.2%	0.0%	9.2%	2.9%	15.0%	0.1%
DK	1.0%	58.0%	36.9%	41.0%	1.7%	0.0%	3.1%	0.9%	11.6%	3.0%	10.6%	0.0%
DE	1.5%	68.0%	41.2%	30.5%	1.1%	0.2%	6.7%	0.2%	5.5%	1.4%	16.0%	0.2%
EE	0.1%	58.3%	45.8%	41.7%	1.1%	0.0%	1.1%	0.1%	4.8%	0.4%	28.5%	0.0%
IE	0.1%	46.9%	15.1%	53.0%	3.9%	0.9%	1.8%	0.0%	15.4%	4.3%	8.8%	0.0%
EL	0.1%	24.1%	9.7%	75.8%	5.9%	3.7%	10.9%	1.1%	23.2%	3.8%	22.2%	0.0%
ES	8.0%	57.6%	28.8%	34.4%	3.0%	0.4%	4.9%	0.4%	8.1%	3.9%	15.4%	0.0%
FR	1.0%	56.7%	44.8%	42.3%	1.3%	0.4%	1.4%	0.4%	20.0%	11.3%	14.4%	0.3%
HR	0.0%	52.7%	39.2%	47.3%	3.9%	6.2%	7.8%	0.5%	4.8%	1.3%	24.0%	0.1%
IT	0.6%	45.9%	22.6%	53.5%	1.3%	1.2%	16.9%	0.4%	9.4%	2.2%	22.0%	0.1%
CY	0.0%	31.7%	26.8%	68.3%	0.7%	2.1%	10.6%	0.0%	10.6%	4.9%	38.0%	0.0%
LV	0.2%	61.3%	54.3%	38.6%	1.1%	0.0%	12.3%	2.9%	4.7%	1.8%	10.5%	0.0%
LT	3.2%	42.4%	26.0%	54.3%	1.9%	0.1%	3.6%	0.1%	8.9%	0.3%	9.7%	0.0%
LU	1.2%	67.4%	50.2%	31.4%	6.0%	0.6%	2.5%	0.6%	15.8%	8.3%	5.7%	0.3%
HU	3.1%	37.6%	19.2%	59.4%	1.1%	0.0%	3.2%	0.6%	8.5%	1.8%	10.3%	0.0%
MT	0.8%	18.1%	6.3%	81.1%	3.1%	0.8%	4.7%	0.8%	33.9%	0.8%	22.8%	0.0%
NL	4.7%	56.7%	32.1%	38.6%	1.4%	1.3%	2.1%	0.4%	18.5%	13.4%	9.8%	0.1%
AT	1.0%	77.4%	53.8%	21.6%	1.2%	0.5%	1.5%	0.5%	2.6%	0.3%	14.3%	0.3%
PL	2.0%	57.7%	14.5%	40.3%	4.9%	1.0%	3.7%	1.4%	12.2%	3.9%	17.6%	0.0%
PT	6.2%	17.8%	4.7%	76.0%	9.6%	0.5%	3.9%	0.7%	27.4%	11.4%	27.9%	0.0%
RO	0.1%	58.7%	32.6%	41.3%	3.2%	1.1%	4.3%	1.3%	7.7%	1.3%	11.7%	0.2%
SI	0.1%	79.3%	62.9%	20.7%	2.6%	0.5%	1.1%	0.2%	4.2%	0.8%	11.3%	0.0%
SK	0.6%	53.4%	30.7%	46.0%	3.3%	0.4%	2.4%	0.7%	11.7%	0.7%	13.5%	0.3%
FI	4.5%	76.2%	57.9%	19.3%	0.9%	0.1%	2.2%	0.4%	3.3%	1.6%	5.8%	0.0%
SE	5.4%	75.4%	61.0%	19.2%	1.1%	0.1%	6.0%	0.1%	2.6%	0.9%	4.3%	0.0%
UK	0.1%	57.0%	33.9%	42.9%	1.9%	0.8%	3.4%	0.3%	15.0%	5.3%	17.2%	0.1%
IS	0.0%	32.8%	5.2%	67.2%	1.7%	0.0%	10.3%	1.7%	20.7%	5.2%	8.6%	0.0%
LI	0.0%	82.1%	76.9%	17.9%	0.0%	0.0%	0.0%	0.0%	17.9%	7.7%	0.0%	0.0%
NO	0.3%	78.1%	48.9%	21.6%	1.0%	0.0%	6.0%	0.6%	4.6%	1.2%	3.3%	0.1%
CH	0.3%	49.7%	31.1%	50.0%	2.8%	0.4%	3.6%	0.5%	12.5%	2.8%	24.0%	0.5%
Total	1.6%	65.5%	43.7%	32.9%	1.4%	0.4%	2.2%	0.4%	10.1%	5.0%	13.5%	0.2%
EU-15	1.7%	65.8%	44.1%	32.5%	1.4%	0.4%	2.1%	0.4%	10.2%	5.2%	13.5%	0.2%
EU-13	0.8%	55.4%	33.3%	43.8%	3.0%	1.1%	3.5%	0.6%	8.5%	1.6%	15.1%	0.1%
EFTA	0.3%	65.5%	41.0%	34.2%	1.8%	0.2%	4.9%	0.5%	8.2%	1.9%	12.4%	0.3%

* By using the detailed figures reported by 19 sending Members, which accounts for some 53% of the total number of PDs A1 issued (or 771,161 PDs A1).

** The sum of the subsectors of the service sector is not equal to the total of the service sector.

Source Administrative data PD A1 Questionnaire 2015

Figure 9 PDs A1 for posted workers issued by receiving Member States, breakdown by economic activity, 2014 (row %)



* By using the detailed figures reported by 19 sending Members, which accounts for some 53% of the total number of PDs A1 issued (or 771,161 PDs A1).

** The sum of the subsectors of the service sector is not equal to the total of the service sector.

Source Administrative data PD A1 Questionnaire 2015

3.7. The number of persons involved

The number of PDs A1 issued according to Article 12 of the Basic Regulation is not necessarily equal to the number of persons involved. This might bias the results when trying to assess the importance of posting in the overall labour force. A worker could be posted multiple times during the same year. This implies that several PDs A1 could be issued to the same posted person during this period of one year. However, the period of posting could also be longer than one year.

15 Member States reported figures on the number of 'unique' persons involved. The number of unique posted workers is roughly 60% of the number of PDs A1 issued for these persons (*Table 10*). This implies that one person is posted 1.7 times during the observed period. However, the relationship between the PDs A1 and the persons involved differs markedly among the reporting Member States. Whereas the number of unique posted workers is only 22% of the number of PDs A1 issued by Luxembourg, the number of unique posted workers is (almost) equal to the number of PDs A1 issued by Iceland, the Czech Republic and Sweden.

Table 10 Number of 'unique' posted workers who received a PD A1, 2014

Sending MS	Unique number of persons who received a PD A1 (A)	Number of PDs A1 issued (B)	A/B	B/A
BE	25,046	58,611	42.7%	2.3
BG	10,581	13,275	79.7%	1.3
CZ	9,341	10,380	90.0%	1.1
DK	n.a.		n.a.	n.a.
DE	158	233	67.8%	1.5
EE	5,561	7,147	77.8%	1.3
IE	2,533	3,261	77.7%	1.3
EL	n.a.		n.a.	n.a.
ES	n.a.		n.a.	n.a.
FR	74,502	119,727	62.2%	1.6
HR	17,912	24,060	74.4%	1.3
IT	56,067	69,279	80.9%	1.2
CY	n.a.		n.a.	n.a.
LV	1,327	1,655	80.2%	1.2
LT	n.a.		n.a.	n.a.
LU	11,414	50,345	22.7%	4.4
HU	50,957	65,655	77.6%	1.3
MT	n.a.		n.a.	n.a.
NL	n.a.		n.a.	n.a.
AT	n.a.		n.a.	n.a.
PL	n.a.		n.a.	n.a.
PT	n.a.		n.a.	n.a.
RO	n.a.		n.a.	n.a.
SI	37,539	102,920	36.5%	2.7
SK	n.a.		n.a.	n.a.
FI	n.a.		n.a.	n.a.
SE	3,754	4,182	89.8%	1.1
UK	n.a.		n.a.	n.a.
IS	140	140	100.0%	1.0
LI	n.a.		n.a.	n.a.
NO	n.a.		n.a.	n.a.
CH	n.a.		n.a.	n.a.
Total	306,832	530,870	57.8%	1.7

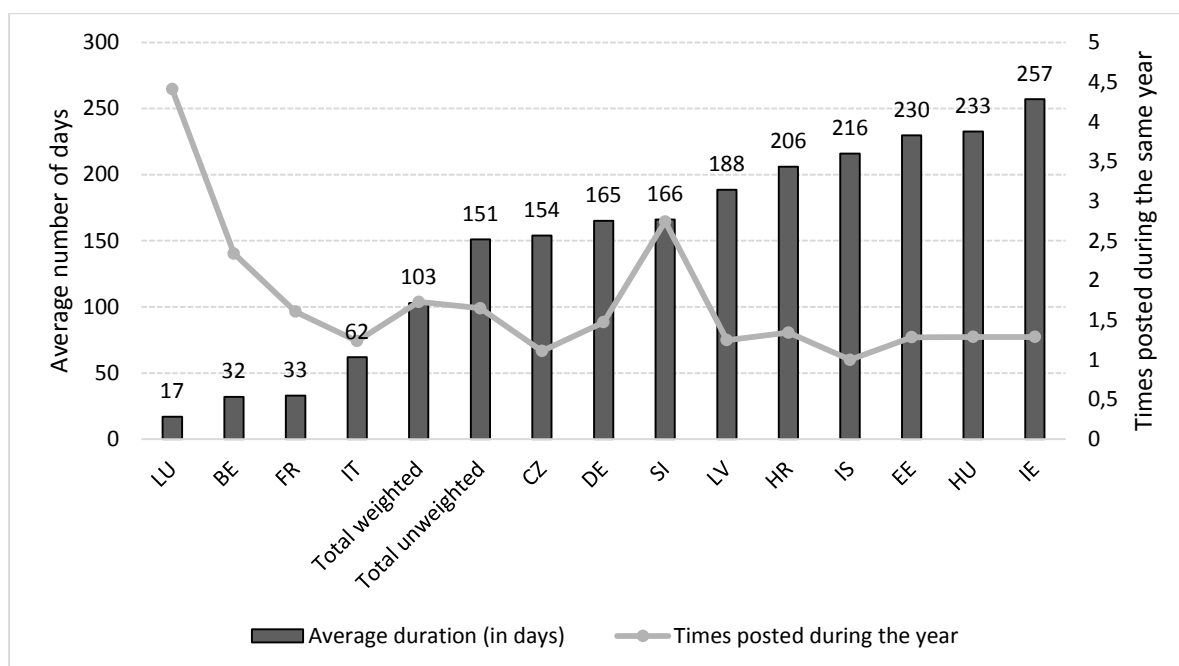
* DE: information only available for a limited number of PDs A1 issued. This makes the results not representative for DE.

Source Administrative data PD A1 Questionnaire 2015

3.8. The posting period

The posting period under the current rules is set at a maximum of 24 months (according to Article 12 of the Basic Regulation). However, this does not necessarily imply that this is also the real duration of the posting period. 13 sending Member States reported figures on the average duration of the posting period. The average posting period for receiving Member States is not known since only a few sending Member States have provided a breakdown of the posting period by receiving Member State.

The duration of the posting period was on average 103 days (total weighted average) in 2014. However, the posting period varies markedly among the sending Member States (*Figure 10*). Luxembourg, Belgium, France and Italy report a rather low duration of the posting period (all below the total unweighted average of 151 days) compared to the Czech Republic, Germany, Slovenia, Latvia, Croatia, Iceland, Estonia, Hungary and Ireland. However, taking also the data about the number of unique posted workers involved into consideration we tend to conclude that some sending Member States (especially Luxembourg and Belgium) post the same worker several times a year for a short posting period compared to other sending Member States which tend to post one worker for a longer posting period.

Figure 10 Average duration of the posting period (according to Article 12 of the Basic Regulation), 2014 (average number of days), from a sending perspective

* DE: only available for a limited number of PDs A1. This makes the results not representative for DE.

Source Administrative data PD A1 Questionnaire 2015

3.9. The impact of posted workers on national labour markets

The number of PDs A1 issued for posted workers could be compared with the total number of employed persons. It gives a first idea of the relative volume and impact of postings. Even better is to compare the total employment with the number of 'unique' posted persons.

In 2014, on average an equivalent of 0.7% of the employed population¹¹ was posted to another Member State (*Table 11*). However, when using the 'unique' number of posted persons this ratio is only around 0.4% of the employed population (selecting only the reporting Member States).

In relative terms, when the total number of PDs A1 is considered (rather than the number of 'unique' posted workers) Luxembourg (20.7%) and Slovenia (11.5%) were the main sending Member States (*Table 11*). On the other hand, Luxembourg (9.0%), Belgium (3.6%), Austria (2.5%) and Switzerland (2.0%) were the main receiving Member States.

However, only taking into account the number of PDs A1 issued and received under Article 12 of the Basic Regulation minimises the impact of posting given that also PDs A1 under Article 13 of the Basic Regulation can be issued for posting situations in two or more Member States,

¹¹ Employed population: employees and (self-)employed persons between 15 and 64 years.

Table 11 Share of posted workers in national employment, 2014

MS A	Total employed persons 15-64 years (in ,000)*	MS A: Sending MS				MS A: Receiving MS	
		Forms	% of employed persons	Persons	% of employed persons	Forms	% of employed persons
BE	4,497	58,611	1.3%	25,046	0.6%	159,753	3.6%
BG	2,927	13,275	0.5%	10,581	0.4%	3,267	0.1%
CZ	4,884	10,380	0.2%	9,341	0.2%	17,165	0.4%
DK	2,640	3,869	0.1%	n.a.	n.a.	10,869	0.4%
DE	38,908	232,776	0.6%	n.a.	n.a.	414,220	1.1%
EE	600	7,147	1.2%	5,561	0.9%	2,961	0.5%
IE	1,856	3,261	0.2%	2,533	0.1%	3,973	0.2%
EL	3,480	2,325	0.1%	n.a.	n.a.	4,744	0.1%
ES	17,211	76,286	0.4%	n.a.	n.a.	44,826	0.3%
FR	25,543	119,727	0.5%	74,502	0.3%	190,848	0.7%
HR	1,542	24,060	1.6%	17,912	1.2%	4,561	0.3%
IT	21,810	69,279	0.3%	56,067	0.3%	52,485	0.2%
CY	355	114	0.0%	n.a.	n.a.	944	0.3%
LV	859	1,655	0.2%	1,327	0.2%	1,504	0.2%
LT	1,288	16,683	1.3%	n.a.	0.0%	1,930	0.1%
LU	243	50,345	20.7%	11,414	4.7%	21,763	9.0%
HU	4,070	65,655	1.6%	50,957	1.3%	8,966	0.2%
MT	178	145	0.1%	n.a.	n.a.	1,063	0.6%
NL	8,029	37,775	0.5%	n.a.	n.a.	87,821	1.1%
AT	4,034	41,114	1.0%	n.a.	n.a.	101,034	2.5%
PL	15,591	266,745	1.7%	n.a.	n.a.	14,521	0.1%
PT	4,255	74,735	1.8%	n.a.	n.a.	12,833	0.3%
RO	8,254	57,194	0.7%	n.a.	n.a.	9,717	0.1%
SI	893	102,920	11.5%	37,539	4.2%	6,550	0.7%
SK	2,349	73,810	3.1%	n.a.	n.a.	7,648	0.3%
FI	2,386	2,786	0.1%	n.a.	n.a.	16,589	0.7%
SE	4,598	4,182	0.1%	3,754	0.1%	33,019	0.7%
UK	29,531	23,501	0.1%	n.a.	n.a.	50,900	0.2%
IS	168	140	0.1%	140	0.1%	338	0.2%
LI	0	89	n.a.	n.a.	n.a.	417	n.a.
NO	2,537	3,252	0.1%	n.a.	n.a.	21,250	0.8%
CH	4,366	10,851	0.2%	n.a.	n.a.	87,492	2.0%
Total	219,877	1,454,687	0.7%			1,454,687	0.7%
Reporting MS	74,487	530,637	0.7%	306,674	0.4%		

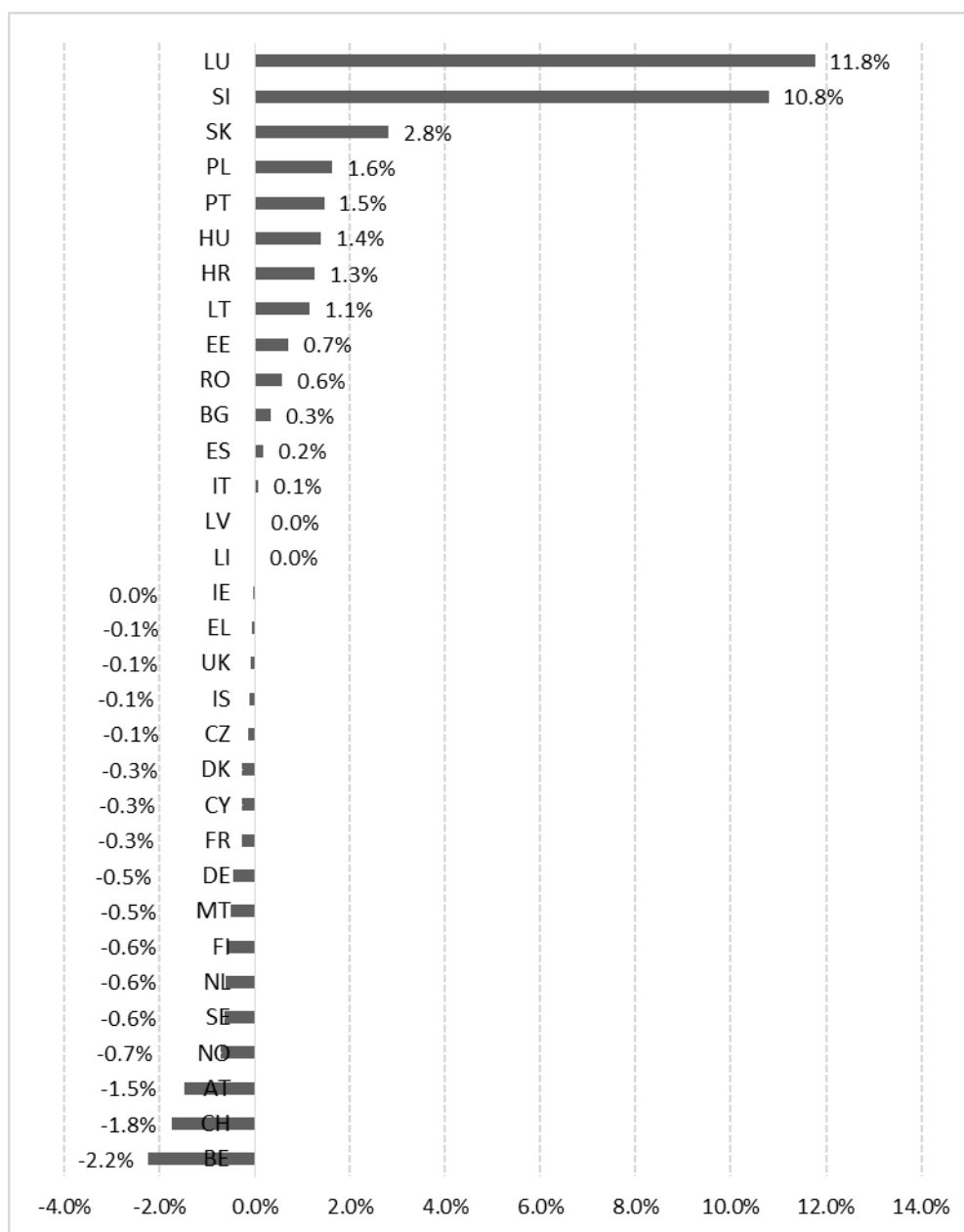
* including employees and self-employed persons

** When employment is based on the National Accounts of LU by using the 'domestic concept' (which also takes into account the number of commuters) the total employment will be around 385,500 in 2013. This results in a percentage of 13.1% (as sending MS) and 5.6% (as receiving MS). Eurostat [nama_aux_pem]

Source Administrative data PD A1 Questionnaire 2015 and Eurostat

Figure 11 illustrates the net balance of postings in relative terms by Member State (= the number of PDs A1 issued as a percentage of the total employment minus the number of PDs A1 received as a percentage of the total employment). On the one hand, Member States such as Belgium, Switzerland and Austria are confronted with a much higher percentage of incoming than outgoing posted workers (as a percentage of their national employment). On the other hand, especially Luxembourg and Slovenia are confronted with a significantly high percentage of outgoing posted workers (as a percentage of their national employment), which is not compensated by a high percentage of incoming posted workers (as a percentage of their national employment). However, the real impact would be much lower if these figures were corrected by the number of unique posted workers or the number of posted workers in full-time equivalents.

Figure 11 Net balance between posted workers sent and received (based on the number of forms issued/received), 2014 (as a percentage of total employment between 15 and 64 years)



Source Administrative data PD A1 Questionnaire 2015 and Eurostat

By using the additional data about the duration of the posting period the relative weight of postings on the labour market in terms of full-time equivalents (FTE)¹² could be estimated. In 2014, an equivalent of 0.26% of the employment in FTE could be related to posted workers (*Table 12*). Only Slovenia has posted a high share of their employed population in FTE. It is also the country that in the past 4 years multiplied its number of PDs A1 from 23,944 to 102,920. For Luxembourg the relative importance is reduced from 21% (*number of forms issued as percentage of total employment*) to 1% of the employment in FTE.

¹² "A full-time equivalent is a unit to measure employed persons in a way that makes them comparable although they may work a different number of hours per week. For example, a part-time worker employed for 20 hours a week where full-time work consists of 40 hours, is counted as 0.5 FTE" (source: Eurostat).

Table 12 The number of posted workers in full-time equivalents, 2014

Sending MS	Number of PDs A1 issued	Average duration in days of all PDs A1 issued	Estimated posted workers in FTE*	Total employment in FTE (in ,000)	% of FTE posted workers in total employment (as sending MS)
BE	58,611	32	5,138	4,057	0.13%
BG	13,275	n.a.	n.a.	n.a.	n.a.
CZ	10,380	154	4,380	4,793	0.09%
DK	3,869	n.a.	n.a.	n.a.	n.a.
DE	232,776	165	105,228	33,554	0.31%
EE	7,147	230	4,498	580	0.78%
IE	3,261	257	2,296	1,660	0.14%
EL	2,325	n.a.	n.a.	n.a.	n.a.
ES	76,286	n.a.	n.a.	n.a.	n.a.
FR	119,727	33	10,825	23,936	0.05%
HR	24,060	206	13,579	1,486	0.91%
IT	69,279	62	11,768	19,973	0.06%
CY	114	n.a.	n.a.	n.a.	n.a.
LV	1,655	188	855	828	0.10%
LT	16,683	n.a.	n.a.	n.a.	n.a.
LU	50,345	17	2,345	228	1.03%
HU	65,655	233	41,830	3,997	1.05%
MT	145	n.a.	n.a.	n.a.	n.a.
NL	37,775	n.a.	n.a.	n.a.	n.a.
AT	41,114	n.a.	n.a.	n.a.	n.a.
PL	266,745	n.a.	n.a.	n.a.	n.a.
PT	74,735	n.a.	n.a.	n.a.	n.a.
RO	57,194	n.a.	n.a.	n.a.	n.a.
SI	102,920	166	46,825	840	5.57%
SK	73,810	n.a.	n.a.	n.a.	n.a.
FI	2,786	n.a.	n.a.	n.a.	n.a.
SE	4,182	n.a.	n.a.	n.a.	n.a.
UK	23,501	n.a.	n.a.	n.a.	n.a.
IS	140	216	83	145	0.06%
LI	89	n.a.	n.a.	n.a.	n.a.
NO	3,252	n.a.	n.a.	n.a.	n.a.
CH	10,851	n.a.	n.a.	n.a.	n.a.
Total	1,454,687	103	249,649	96,077	0.26%

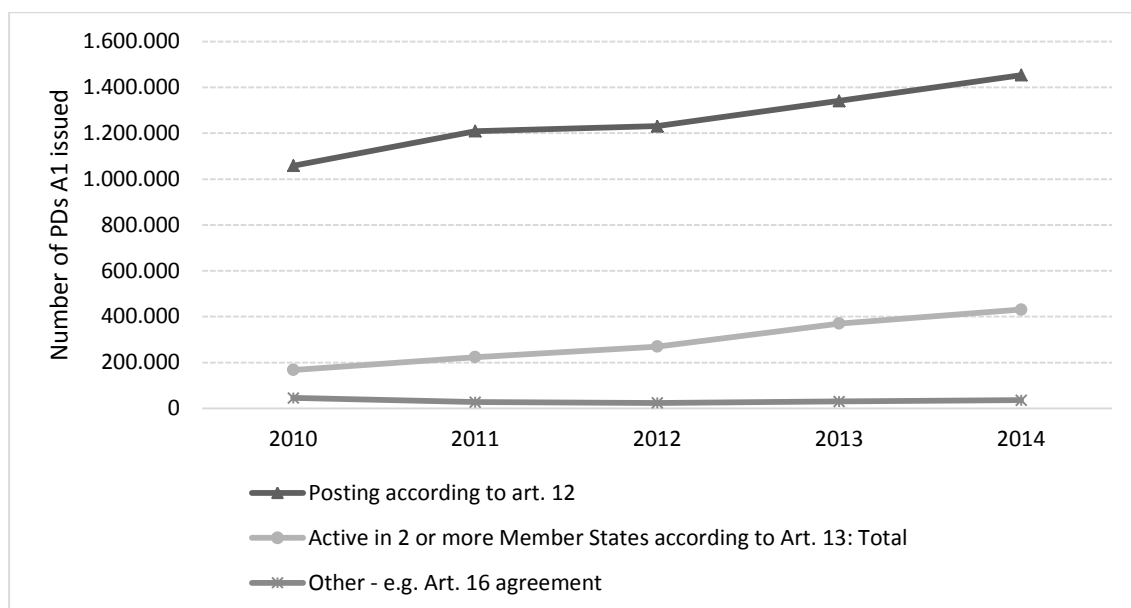
* The average duration of the posting period was divided by 365 days because figures were collected in terms of 'calendar days' and not in terms of 'working days' and afterwards multiplied by the number of PDs A1 issued.

** DE: Only available for a limited number of PDs A1. This makes the results not representative for DE.

Source Administrative data PD A1 Questionnaire 2015 and Eurostat

4. CONCLUSIONS

The number of PDs A1 issued for postings and for activities in 2 or more Member states show an annual growth rate of respectively 8% and 26% between 2010 and 2014. It illustrates the increasing importance of the number of PDs A1 issued for activities in 2 or more Member states (*see also Figure 12*). Moreover, not all sending Member States have issued more PDs A1 for postings compared to last year.

Figure 12 PDs A1 issued, total, breakdown by type, 2010-2014

Source Administrative data PD A1 Questionnaire 2015 and previous years

Roughly 86% of the PDs A1 for posted workers were issued to provide activities in an EU-15 Member State. This implies not only a flow from EU-13 to EU-15 Member States but also across EU-15 Member States (*see also Table 13*). Most of them are posted to provide services in the construction sector. However, the distribution of the economic activity strongly varies among the sending EU-15 and EU-13 Member States. Also, about 8% of the posted persons are self-employed. Finally, figures show that some Member States post the same worker several times a year for a short posting period compared to other Member States which tend to post one worker for a longer posting period.

Table 13 PDs A1 issued/received related to postings, breakdown by classification of the sending and the receiving Member State, 2014

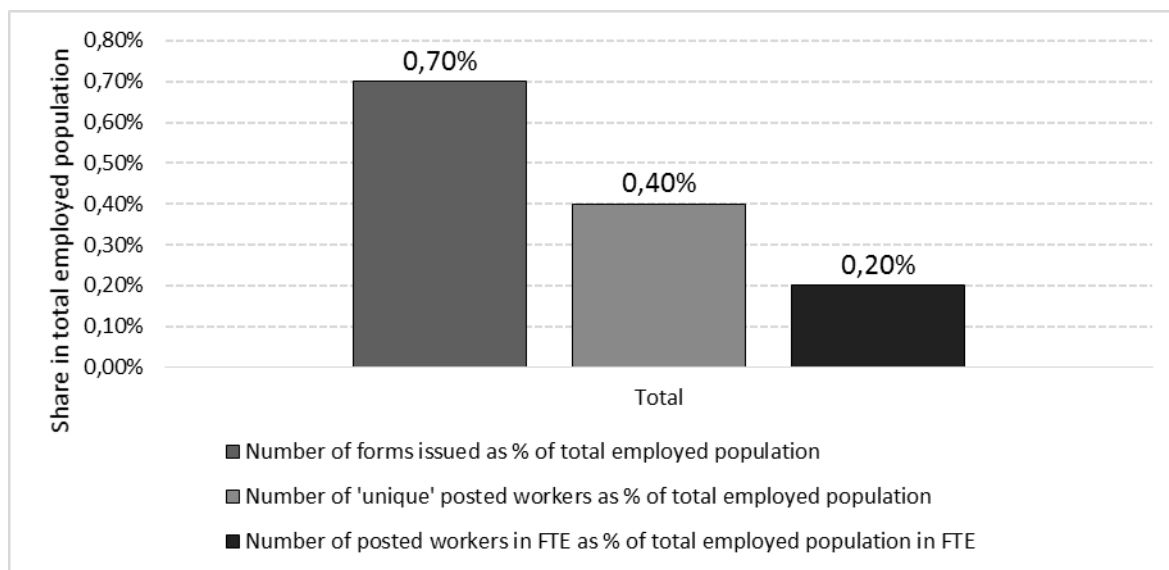
		Sending MS			
		EU-15	EU-13	EFTA	Total
Receiving MS	EU-15	616,588	588,907	182	1,205,677
	EU-13	48,066	32,723	8	80,797
	EFTA	91,305	18,153	39	109,497
	Unknown	44,614	0	14,103	58,717
	Total	800,572	639,783	14,332	1,454,687

Source Administrative data PD A1 Questionnaire 2015

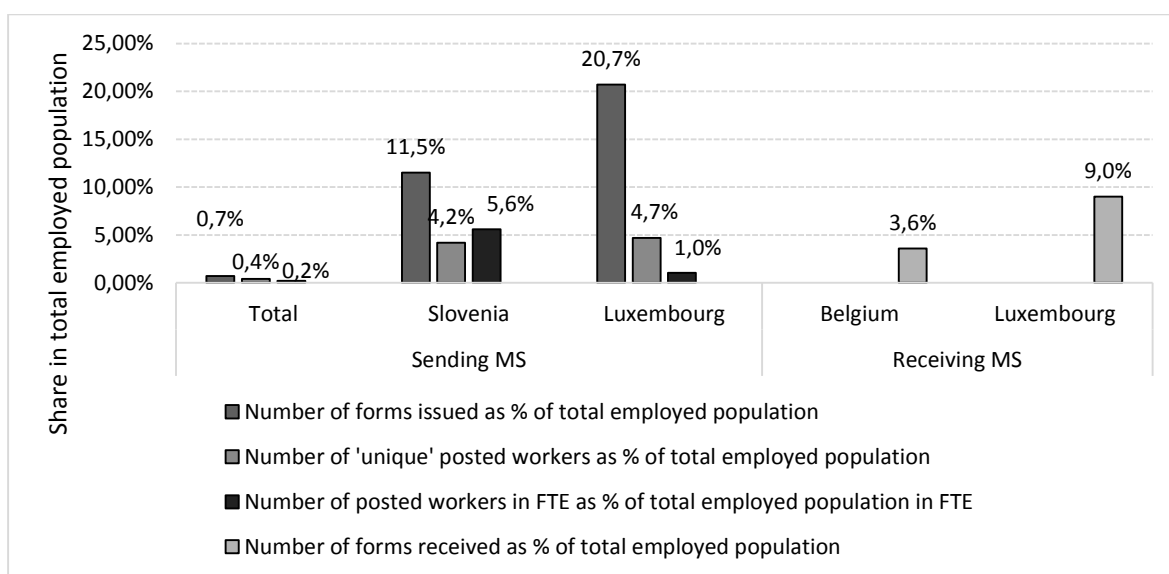
The presented figures give the impression of a rather marginal impact of posting on the national labour markets (*Figure 13*). The total number of PDs A1 issued stands for 0.7% of total employment. However, this is certainly not the best indicator to assess the impact on national labour markets. When using the number of unique posted workers involved and the number of posted workers in full-time equivalents, both being better indicators, the impact on the labour market reduces to 0.4% and 0.2% of total employment (in FTE), respectively.

However, some Member States, and within these Member States some specific sectors, in particular the construction sector, are in relative terms confronted with a significantly high percentage of outgoing (especially Luxembourg and Slovenia) and incoming posted workers (especially Luxembourg and Belgium) (*Figure 14*).

If more and more Member States were able to provide figures on those three dimensions (i.e. the number of persons involved, the sector of activity and FTE) also a better view of the estimated impact on receiving Member States would be available.

Figure 13 Share of posted workers in national employment, summary, 2014

Source Administrative data PD A1 Questionnaire 2015

Figure 14 Share of posted workers in national employment, main sending and receiving Member States, 2014

Source Administrative data PD A1 Questionnaire 2015

ANNEX 1 ADDITIONAL CROSS TABLES

Table A1.1 PDs A1 issued by sending Member States, breakdown by receiving Member State, 2014 (column %)

		Sending Member States																																
		BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	IS	LI	NO	CH	Total
Receiving Member States	BE	0.0%	14.3%	3.9%	0.0%	8.9%	0.4%	12.1%	4.1%	4.2%	26.9%	2.7%	3.0%	3.5%	5.4%	2.7%	40.0%	6.1%	8.3%	50.9%	1.8%	9.5%	18.5%	9.2%	4.6%	6.0%	2.0%	1.8%	0.0%	0.0%	1.1%	0.0%	0.0%	11.0%
	BG	0.1%	0.0%	0.7%	0.0%	0.4%	0.0%	0.0%	3.8%	0.4%	0.3%	0.1%	0.6%	0.0%	0.1%	0.0%	0.2%	0.0%	0.0%	0.1%	0.3%	0.1%	0.0%	0.6%	0.1%	0.1%	0.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
	CZ	0.4%	0.4%	0.0%	0.0%	1.5%	0.0%	0.3%	0.1%	0.8%	1.3%	1.4%	0.4%	0.0%	0.3%	0.0%	0.2%	0.4%	0.0%	0.3%	1.2%	0.8%	0.1%	0.3%	0.2%	9.5%	0.8%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%
	DK	0.4%	0.4%	0.5%	0.0%	2.0%	0.1%	0.5%	0.8%	0.6%	0.9%	0.1%	1.1%	0.0%	0.4%	0.6%	0.1%	0.2%	0.0%	0.7%	0.6%	0.6%	0.3%	0.2%	0.2%	0.5%	1.3%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
	DE	10.4%	49.4%	39.7%	0.0%	0.0%	5.1%	14.4%	56.8%	13.7%	14.7%	61.1%	9.4%	0.0%	22.1%	30.5%	18.0%	56.3%	3.4%	23.5%	48.4%	56.8%	9.1%	43.6%	48.7%	43.2%	13.2%	4.0%	0.0%	6.4%	49.4%	0.0%	0.0%	28.5%
	EE	0.0%	0.0%	0.1%	0.0%	0.5%	0.0%	0.0%	0.3%	0.1%	0.2%	0.0%	0.1%	8.8%	2.0%	0.8%	0.0%	0.0%	0.0%	0.1%	0.0%	0.3%	0.4%	0.1%	0.0%	0.0%	2.4%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
	IE	0.2%	0.0%	0.1%	0.0%	0.5%	0.0%	0.0%	0.0%	1.0%	0.7%	0.0%	0.1%	0.0%	0.8%	0.0%	0.1%	0.2%	8.3%	0.2%	0.1%	0.2%	0.1%	0.1%	0.0%	0.0%	0.4%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
	EL	0.2%	5.1%	1.0%	0.0%	0.5%	0.2%	0.1%	0.0%	0.4%	0.8%	0.1%	0.4%	45.6%	0.1%	0.0%	0.1%	0.0%	0.0%	0.4%	0.1%	0.0%	0.0%	0.3%	0.0%	0.1%	4.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
	ES	2.9%	0.6%	1.6%	0.0%	4.8%	0.4%	1.5%	1.7%	0.0%	9.6%	0.4%	3.9%	0.9%	1.5%	0.1%	0.8%	0.5%	2.8%	2.3%	2.5%	0.5%	12.6%	4.3%	0.5%	0.4%	10.7%	12.3%	0.0%	1.4%	0.0%	0.0%	0.0%	3.1%
	FR	35.9%	4.6%	7.7%	0.0%	10.1%	0.4%	5.5%	9.9%	34.4%	0.0%	1.1%	15.5%	0.0%	6.3%	10.7%	34.0%	3.3%	4.1%	7.1%	3.2%	12.1%	45.3%	15.3%	1.4%	6.7%	4.5%	10.9%	0.0%	13.6%	25.8%	0.0%	0.0%	13.1%
	HR	0.1%	0.0%	0.4%	0.0%	0.5%	0.0%	0.0%	0.9%	0.2%	0.0%	0.0%	0.6%	0.9%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	1.0%	0.1%	0.0%	0.0%	1.5%	0.2%	1.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
	IT	2.5%	1.8%	4.3%	0.0%	4.2%	0.7%	1.7%	3.5%	7.6%	9.4%	4.4%	0.0%	3.5%	6.5%	0.6%	0.7%	0.5%	29.0%	3.1%	4.8%	1.1%	1.2%	13.9%	5.0%	1.4%	4.4%	3.5%	0.0%	22.9%	0.0%	0.0%	0.0%	3.6%
	CY	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	2.8%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
	LV	0.0%	0.0%	0.1%	0.0%	0.2%	0.3%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.4%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.5%	0.0%	0.0%	0.0%	0.0%	0.1%
	LT	0.1%	0.3%	0.2%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.3%	0.0%	0.0%	0.0%	0.1%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%
	LU	10.3%	0.0%	0.1%	0.0%	4.4%	0.0%	0.3%	0.0%	0.2%	2.4%	0.2%	0.3%	0.0%	0.1%	0.1%	0.0%	0.4%	0.0%	0.5%	0.5%	0.2%	0.3%	0.2%	0.5%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%
	HU	0.3%	0.1%	1.0%	0.0%	0.8%	0.0%	0.2%	0.3%	0.5%	0.9%	0.2%	0.4%	9.6%	0.2%	0.0%	0.2%	0.0%	0.0%	0.1%	1.8%	0.5%	0.0%	0.6%	0.3%	2.9%	0.6%	0.4%	0.0%	0.0%	2.2%	0.0%	0.0%	0.6%
	MT	0.0%	0.0%	0.4%	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%	0.3%	0.0%	0.2%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
	NL	25.6%	5.2%	2.6%	0.0%	13.0%	1.1%	9.7%	3.4%	2.9%	4.1%	3.4%	1.4%	3.5%	1.4%	8.8%	1.3%	2.9%	8.3%	0.0%	2.9%	4.8%	6.8%	4.4%	2.2%	5.7%	2.5%	1.6%	0.0%	2.1%	0.0%	0.0%	0.0%	6.0%
	AT	0.8%	3.9%	12.8%	0.0%	11.6%	0.1%	0.2%	3.1%	0.9%	1.4%	4.5%	5.7%	16.7%	3.9%	0.1%	0.4%	22.6%	0.0%	1.7%	0.0%	2.2%	1.3%	1.9%	29.0%	14.0%	1.9%	0.6%	0.0%	12.9%	5.6%	0.0%	0.0%	6.9%
	PL	0.4%	0.4%	1.6%	0.0%	2.3%	0.0%	1.5%	0.5%	2.4%	2.3%	2.4%	1.3%	0.0%	0.4%	0.0%	0.5%	0.4%	0.0%	0.4%	0.7%	0.0%	0.4%	0.5%	0.2%	0.9%	1.5%	0.5%	0.0%	0.0%	5.6%	0.0%	0.0%	1.0%
	PT	0.3%	0.2%	0.4%	0.0%	0.8%	0.0%	0.2%	0.0%	9.2%	2.1%	0.0%	0.3%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	1.1%	0.0%	0.0%	0.1%	0.0%	0.1%	1.7%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
	RO	0.2%	1.9%	1.7%	0.0%	1.3%	0.0%	0.1%	0.9%	1.6%	1.6%	0.2%	1.2%	0.0%	0.0%	0.0%	0.1%	1.1%	0.0%	0.2%	1.1%	0.2%	0.1%	0.0%	0.2%	0.3%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
	SI	0.0%	0.2%	0.5%	0.0%	0.4%	0.0%	0.0%	0.0%	0.1%	0.4%	11.5%	0.4%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.1%	1.3%	0.2%	0.0%	0.0%	0.0%	0.8%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
	SK	0.1%	0.8%	8.7%	0.0%	0.9%	0.0%	0.1%	0.1%	0.4%	0.4%	0.7%	0.5%	0.0%	0.0%	0.0%	0.1%	0.5%	0.0%	0.1%	1.1%	0.6%	0.4%	0.2%	0.4%	0.0%	0.8%	0.1%	0.0%	0.0%	1.1%	0.0%	0.0%	0.5%
	FI	0.1%	1.0%	0.3%	0.0%	1.0%	71.1%	8.6%	1.8%	0.9%	0.6%	0.8%	0.2%	0.0%	6.0%	8.8%	0.2%	0.1%	0.0%	0.1%	0.6%	1.1%	0.3%	0.3%	0.4%	0.9%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%
	SE	0.6%	0.6%	2.3%	0.0%	4.5%	6.3%	11.3%	0.5%	0.9%	1.4%	1.5%	0.5%	0.0%	14.4%	8.2%	0.1%	1.2%	0.0%	0.4%	0.8%	3.9%	0.4%	1.5%	0.5%	3.0%	25.5%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%	2.3%
	UK	3.1%	6.4%	3.1%	0.0%	4.8%	0.1%	22.8%	2.5%	12.8%	9.8%	2.0%	2.8%	6.1%	1.3%	0.7%	1.1%	0.9%	29.0%	4.5%	1.7%	1.5%	0.8%	1.5%	1.6%	1.1%	6.9%	2.7%	0.0%	12.9%	6.7%	0.0%	0.0%	3.5%
	IS	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	LI	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	NO	0.4%	1.2%	1.3%	0.0%	1.8%	12.6%	7.2%	0.0%	1.0%	0.8%	0.9%	0.6%	0.0%	19.2%	24.8%	0.1%	0.4%	0.0%	0.6%	2.0%	1.4%	0.5%	0.7%	0.3%	0.5%	9.6%	43.2%	0.0%	24.3%	0.0%	0.0%	0.0%	1.5%
	CH	2.1%	0.9%	2.7%	0.0%	12.6%	1.0%	1.7%	2.1%	2.3%	6.5%	0.0%	48.9%	0.0%	4.6%	0.3%	1.3%	1.0%	6.9%	1.8%	10.3%	0.9%	0.8%	0.1%	2.2%	1.5%	3.0%	2.0%	0.0%	3.6%	0.0%	0.0%	0.0%	6.0%
	Unkn.	2.3%	0.0%	0.0%	100%	5.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	4.0%	
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

* No breakdown by receiving MS reported by DK, UK, NO and CH.

Source Administrative data PD A1 Questionnaire 2015

Posting of workers

Table A1.2 PDs A1 issued by sending Member States, breakdown by receiving Member State, 2014 (row %)

		Sending Member States																																	
		BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	IS	LI	NO	CH	Total	
Receiving Member States	BE	0.0%	1.2%	0.3%	0.0%	12.9%	0.0%	0.2%	0.1%	2.0%	20.1%	0.4%	1.3%	0.0%	0.1%	0.3%	12.6%	2.5%	0.0%	12.0%	0.5%	15.8%	8.6%	3.3%	3.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	BG	1.5%	0.0%	2.3%	0.0%	28.6%	0.1%	0.0%	2.7%	8.4%	12.1%	0.9%	12.3%	0.0%	0.0%	0.2%	2.3%	0.3%	0.0%	1.4%	3.2%	7.9%	1.1%	10.2%	1.9%	1.3%	0.4%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	CZ	1.3%	0.3%	0.0%	0.0%	20.2%	0.0%	0.1%	0.0%	3.5%	9.3%	1.9%	1.6%	0.0%	0.0%	0.0%	0.7%	1.7%	0.0%	0.7%	3.0%	12.0%	0.5%	1.0%	1.1%	40.9%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	DK	2.2%	0.4%	0.5%	0.0%	42.9%	0.0%	0.1%	0.2%	4.3%	9.7%	0.3%	7.1%	0.0%	0.1%	1.0%	0.7%	1.3%	0.0%	2.4%	2.2%	15.7%	1.7%	0.9%	1.7%	3.3%	0.3%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	DE	1.5%	1.6%	1.0%	0.0%	0.0%	0.1%	0.1%	0.3%	2.5%	4.2%	3.5%	1.6%	0.0%	0.1%	1.2%	2.2%	8.9%	0.0%	2.1%	4.8%	36.5%	1.6%	6.0%	12.1%	7.7%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	EE	0.7%	0.0%	0.4%	0.0%	36.2%	0.0%	0.0%	0.2%	2.6%	6.2%	0.0%	2.2%	0.3%	1.1%	4.4%	0.1%	0.0%	0.0%	1.2%	0.6%	27.3%	10.0%	2.4%	1.4%	0.2%	2.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	IE	3.0%	0.1%	0.3%	0.0%	27.9%	0.0%	0.0%	0.0%	19.7%	21.5%	0.1%	1.4%	0.0%	0.3%	0.1%	1.9%	3.0%	0.3%	1.7%	1.4%	12.0%	2.7%	1.0%	0.4%	0.5%	0.3%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	EL	2.6%	14.4%	2.2%	0.0%	26.9%	0.3%	0.1%	0.0%	6.6%	21.0%	0.3%	5.2%	1.1%	0.0%	0.0%	1.5%	0.1%	0.0%	3.5%	1.2%	2.3%	0.2%	3.1%	0.2%	1.1%	2.4%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	ES	3.8%	0.2%	0.4%	0.0%	24.9%	0.1%	0.1%	0.1%	0.0%	25.6%	0.2%	6.0%	0.0%	0.1%	0.0%	0.9%	0.7%	0.0%	1.9%	2.3%	2.8%	21.0%	5.5%	1.1%	0.6%	0.7%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	FR	11.0%	0.3%	0.4%	0.0%	12.4%	0.0%	0.1%	0.1%	13.8%	0.0%	0.1%	5.6%	0.0%	0.1%	0.9%	9.0%	1.1%	0.0%	1.4%	0.7%	16.9%	17.7%	4.6%	0.7%	2.6%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	HR	1.0%	0.0%	1.0%	0.0%	23.4%	0.0%	0.0%	0.5%	2.7%	0.5%	0.0%	8.9%	0.0%	0.0%	0.0%	0.2%	8.8%	0.0%	0.3%	9.2%	5.9%	0.1%	0.5%	33.0%	2.8%	0.6%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	IT	2.8%	0.5%	0.9%	0.0%	18.6%	0.1%	0.1%	0.2%	11.0%	21.4%	2.0%	0.0%	0.0%	0.2%	0.2%	0.7%	0.7%	0.1%	2.2%	3.7%	5.4%	1.7%	15.2%	9.9%	1.9%	0.2%	0.3%	0.0%	0.1%	0.0%	0.0%	0.0%	100.0%	
	CY	3.4%	3.2%	0.3%	0.0%	40.4%	0.0%	0.1%	6.8%	6.9%	13.2%	3.4%	5.7%	0.0%	0.1%	0.7%	0.2%	0.0%	0.0%	3.2%	0.3%	3.1%	0.1%	0.0%	0.2%	0.5%	0.5%	7.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	LV	1.9%	0.3%	0.5%	0.0%	30.8%	1.6%	0.0%	0.0%	1.8%	8.2%	0.0%	1.9%	0.0%	0.0%	22.7%	0.9%	0.7%	0.0%	2.5%	9.9%	5.6%	0.7%	0.4%	3.3%	4.5%	0.3%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	LT	2.3%	2.2%	0.8%	0.0%	26.1%	0.3%	0.0%	0.0%	1.7%	5.4%	1.9%	0.9%	0.0%	2.8%	0.0%	0.6%	0.4%	0.0%	3.7%	1.1%	47.3%	0.0%	0.7%	0.2%	2.0%	0.4%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	LU	27.8%	0.0%	0.1%	0.0%	47.2%	0.0%	0.0%	0.0%	0.7%	13.0%	0.2%	1.0%	0.0%	0.0%	0.1%	0.0%	1.1%	0.0%	0.8%	0.9%	2.7%	1.2%	0.6%	2.2%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	HU	1.9%	0.2%	1.2%	0.0%	20.5%	0.0%	0.1%	0.1%	4.6%	12.1%	0.6%	3.1%	0.1%	0.0%	0.0%	0.9%	0.0%	0.0%	0.5%	8.2%	14.0%	0.2%	4.0%	3.2%	24.1%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	MT	0.8%	0.1%	4.2%	0.0%	38.1%	0.3%	0.0%	0.0%	6.8%	28.2%	0.0%	12.2%	0.1%	0.0%	0.0%	1.2%	0.0%	0.0%	0.5%	1.6%	4.4%	0.0%	0.1%	0.2%	0.8%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	NL	17.1%	0.8%	0.3%	0.0%	34.3%	0.1%	0.4%	0.1%	2.6%	5.5%	0.9%	1.1%	0.0%	0.0%	1.7%	0.7%	2.2%	0.0%	0.0%	1.4%	14.7%	5.8%	2.9%	2.6%	4.8%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	AT	0.4%	0.5%	1.3%	0.0%	26.8%	0.0%	0.0%	0.1%	0.7%	1.7%	1.1%	3.9%	0.0%	0.1%	0.0%	0.2%	14.7%	0.0%	0.6%	0.0%	0.0%	5.9%	1.0%	1.1%	29.6%	10.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
PL	1.7%	0.4%	1.2%	0.0%	37.3%	0.0%	0.3%	0.1%	12.5%	18.8%	3.9%	6.4%	0.0%	0.0%	0.0%	1.6%	1.9%	0.0%	1.0%	1.9%	0.0%	2.3%	2.0%	1.3%	4.8%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
PT	1.6%	0.2%	0.4%	0.0%	14.9%	0.0%	0.0%	0.0%	54.6%	19.5%	0.0%	1.6%	0.0%	0.0%	0.1%	0.6%	0.1%	0.0%	0.6%	3.5%	0.6%	0.0%	0.3%	0.0%	0.6%	0.4%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
RO	1.0%	2.6%	1.8%	0.0%	30.1%	0.0%	0.0%	0.2%	12.7%	19.1%	0.6%	8.4%	0.0%	0.0%	0.0%	0.7%	7.1%	0.0%	0.9%	4.7%	4.7%	0.5%	0.0%	2.3%	2.4%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
SI	0.3%	0.3%	0.9%	0.0%	14.2%	0.0%	0.0%	0.0%	1.3%	7.2%	42.1%	4.2%	0.0%	0.0%	0.0%	0.3%	2.2%	0.0%	0.4%	8.1%	9.1%	0.2%	0.2%	0.0%	9.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
SK	1.0%	1.4%	11.8%	0.0%	26.5%	0.0%	0.1%	0.0%	3.8%	6.6%	2.3%	4.1%	0.0%	0.0%	0.0%	0.8%	4.1%	0.0%	0.6%	5.8%	20.0%	3.9%	1.6%	5.0%	0.2%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
FI	0.4%	0.8%	0.2%	0.0%	14.6%	30.6%	1.7%	0.3%	4.2%	4.5%	1.1%	0.9%	0.0%	0.6%	8.9%	0.5%	0.5%	0.0%	0.3%	1.4%	18.2%	1.5%	0.9%	2.5%	4.2%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
SE	1.0%	0.2%	0.7%	0.0%	31.8%	1.4%	1.1%	0.0%	2.1%	5.1%	1.1%	1.1%	0.0%	0.7%	4.1%	0.2%	2.5%	0.0%	0.5%	1.0%	31.5%	0.9%	2.6%	1.5%	6.6%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
UK	3.6%	1.7%	0.6%	0.0%	22.0%	0.0%	1.5%	0.1%	19.2%	23.1%	0.9%	3.8%	0.0%	0.0%	0.2%	1.1%	1.2%	0.1%	3.4%	1.4%	7.8%	1.2%	1.7%	3.3%	1.5%	0.4%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
IS	5.3%	0.0%	0.6%	0.0%	17.2%	0.0%	0.3%	0.6%	31.6%	24.0%	0.0%	0.3%	0.0%	0.0%	0.0%	1.8%	0.0%	0.0%	0.3%	8.6%	8.6%	0.0%	0.0%	0.0%	0.0%	0.6%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
LI	0.7%	0.0%	0.0%	0.0%	31.7%	0.0%	0.0%	0.0%	0.5%	2.9%	0.0%	2.2%	0.0%	0.0%	0.0%	1.0%	0.2%	0.0%	0.2%	48.4%	7.2%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
NO	1.0%	0.7%	0.6%	0.0%	19.3%	4.2%	1.1%	0.0%	3.6%	4.5%	1.0%	2.0%	0.0%	1.5%	19.4%	0.3%	1.3%	0.0%	1.0%	3.9%	17.5%	1.9%	1.8%	1.3%	1.9%	1.3%	8.5%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	100.0%	
CH	1.4%	0.1%	0.3%	0.0%	33.4%	0.1%	0.1%	0.1%	2.0%	8.9%	0.0%	38.7%	0.0%	0.1%	0.1%	0.7%	0.7%	0.0%	0.8%	4.8%	2.8%	0.7%	0.1%	2.6%	1.3%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
Total	4.0%	0.9%	0.7%	0.3%	16.0%	0.5%	0.2%	0.2%	5.2%	8.2%	1.7%	4.8%	0.0%	0.1%	1.1%	3.5%	4.5%	0.0%	2.6%	2.8%	18.3%	5.1%	3.9%	7.1%	5.1%	0.2%	0.3%	1.6%	0.0%	0.0%	0.2%	0.7%	100.0%		

Source Administrative data PD A1 Questionnaire 2015

Posting of workers

Table A1.3 PDs A1 for posted workers issued by the sending Member States, breakdown by economic activity, from a sending perspective, in absolute figures, 2014

Sectors of economic activity (of total)												
	Agriculture, hunting and fishing NACE A	Industry NACE B to F Total	of which Construction NACE F	Services Total	Services NACE G to T							
					Wholesale and retail trade NACE G	Accommodation and food service activities NACE I	Transportation and storage; Information and communication NACE H and J	of which Freight transport by road NACE H - Group 49.4	Financial and insurance; Real estate; Professional, scientific and technical activities; Administrative and support service activities NACE K,L, M and N	of which Temporary employment agency NACE N - Group 78.2	Education, health and social work, arts and other services NACE P, Q, R and S	of which Human health and social work activities NACE Q
BE	400	22,977	12,838	33,854	2,093	670	1,688	339	20,597	14,719	8,795	136
BG												
CZ	155	6,700	4,212	3,529	345	58	325	249	2,786	0	0	0
DK												
DE	0	148	132	268	21	9	50	2	87	0	0	98
EE	465	5,845	4,573	837	70	10	98	89	231	185	409	277
IE												
EL												
ES												
FR												
HR	1	20,835	10,663	3,224	642	150	386	29	1,371	168	675	46
IT												
CY	0	58	19	56	7	9	12	12	23	0	5	0
LV	8	900	627	696	77	0	126	2	185	2	298	2
LT	214	10,642	6,507	5,722	70		739					
LU	86	26,736	22,649	23,164	1,769	173	1,842	750	18,461	9,602	897	195
HU	452	58,876	31,526	6,327	1,264	1,184	2,221	1,067	730	0	838	265
MT	0	0	0	145	10	0	69		60		6	
NL	206	10,115	4,343	23,347	1,561	672	789	309	12,025	11,789	8,300	310
AT												
PL	6,320	168,643	124,472	91,782	2,100	210	3,118		17,444		37,022	
PT	162	55,876	43,823	18,697	384	32	334	72	3,317	1,915	14,630	11
RO	3,726	43,655	17,427	9,813	336	254	5,028		2,191		2,004	
SI	175	71,952	52,754	30,793	338	45	184	0	15	0	30,211	12
SK												
FI	5	964	217	1,817	20	8	108	0	140	2	314	0
SE												
UK												
IS	1	34	34	87	0	0	1	0	21	0	65	0
LI		89										
NO												
CH												
Total	12,376	505,045	336,816	254,158	11,107	3,484	17,118	2,920	79,684	38,382	104,469	1,352
EU-15	859	116,816	84,002	101,147	5,848	1,564	4,811	1,472	54,627	38,027	32,936	750
EU-13	11,516	388,106	252,780	152,924	5,259	1,920	12,306	1,448	25,036	355	71,468	602
EFTA	1	123	34	87	0	0	1	0	21	0	65	0

Source Administrative data PD A1 Questionnaire 2015

Posting of workers

Table A1.4 PDs A1 for posted workers received by the receiving Member State, breakdown by economic activity, from a receiving perspective, in absolute figures, 2014*

	Sectors of economic activity (of total)											
	Agriculture, hunting and fishing NACE A	Industry NACE B to F			Services NACE G to T							
		Industry Total	of which Construction NACE F	Services Total	Wholesale and retail trade NACE G	Accommodation and food service activities NACE I	Transportation and storage; Information and communication NACE H and J	of which Freight transport by road NACE H - Group 49.4	Financial and insurance; Real estate; Professional, scientific and technical activities; Administrative and support service activities NACE K, L, M and N	of which Temporary employment agency NACE N - Group 78.2	Education, health and social work, arts and other services NACE P, Q, R and S	of which Human health and social work activities NACE Q
BE	357	67,176	53,601	24,542	1,380	582	1,430	707	14,196	10,363	4,930	90
BG	1	349	154	645	42	15	197	11	136	16	116	0
CZ	17	1,930	898	1,655	124	27	43	0	331	103	540	2
HR	1	1,235	920	1,109	91	145	73	11	112	30	562	2
DK	29	1,742	1,108	1,231	52	0	202	27	347	91	317	1
DE	4,814	216,636	131,066	97,003	3,661	670	3,425	596	17,472	4,427	51,030	544
EE	1	882	693	631	16	0	27	1	73	6	432	0
EL	1	219	88	690	54	34	99	10	211	35	202	0
ES	1,396	10,007	4,999	5,981	529	74	846	75	1,416	685	2,682	4
FR	1,246	69,171	54,691	51,583	1,592	531	1,692	514	24,460	13,761	17,525	363
IE	1	499	161	565	42	10	83	0	165	46	94	0
IT	128	10,067	4,968	11,756	295	261	3,703	79	2,071	481	4,828	12
CY	0	45	38	97	1	3	15	0	15	7	54	0
LV	1	378	335	238	7	0	76	18	29	11	65	0
LT	38	503	308	644	23	1	43	1	106	4	115	0
LU	97	5,374	4,005	2,502	479	44	199	46	1,259	663	452	20
HU	73	896	459	1,427	27	0	76	15	213	44	245	1
MT	1	23	8	104	4	1	6	1	43	1	30	0
NL	2,019	24,387	13,818	16,620	615	540	886	181	7,961	5,785	4,209	48
AT	564	43,856	30,472	12,238	697	290	829	306	1,493	177	8,123	180
PL	49	1,448	363	1,011	123	24	94	36	305	97	441	0
PT	37	106	28	452	57	3	23	4	163	68	166	0
RO	1	1,121	623	789	61	21	83	25	147	24	223	4
SI	2	2,883	2,287	751	95	18	39	9	152	29	411	1
SK	25	2,099	1,208	1,806	129	15	96	28	459	26	530	10
FI	496	8,360	6,353	2,120	94	11	242	42	366	179	635	3
SE	904	12,683	10,263	3,229	187	18	1,006	17	445	148	731	1
UK	18	7,340	4,363	5,527	243	98	433	45	1,942	685	2,220	12
IS	0	19	3	39	1	0	6	1	12	3	5	0
LI	0	32	30	7	0	0	0	0	7	3	0	0
NO	33	8,955	5,613	2,481	111	0	687	66	532	132	375	12
CH	26	4,490	2,808	4,515	254	39	325	46	1,130	252	2,170	42
Total	12,376	504,911	336,732	253,988	11,086	3,475	16,984	2,918	77,769	38,382	104,458	1,352
EU-15	12,107	477,623	319,984	236,039	9,977	3,166	15,098	2,649	73,967	37,594	98,144	1,278
EU-13	210	13,792	8,294	10,907	743	270	868	156	2,121	398	3,764	20
EFTA	59	13,496	8,454	7,042	366	39	1,018	113	1,681	390	2,550	54

- By using the detailed figures reported by 19 sending Members, which accounts for some 53% of the total number of PDs A1 issued (or 771,161 PDs A1).

Source Administrative data PD A1 Questionnaire 2015

ANNEX 2 COUNTRY ABBREVIATIONS

Abbreviation	Country
BE	Belgium
BG	Bulgaria
CZ	Czech Republic
DK	Denmark
DE	Germany
EE	Estonia
IE	Ireland
EL	Greece
ES	Spain
FR	France
HR	Croatia
IT	Italy
CY	Cyprus
LV	Latvia
LT	Lithuania
LU	Luxembourg
HU	Hungary
MT	Malta
NL	Netherlands
AT	Austria
PL	Poland
PT	Portugal
RO	Romania
SI	Slovenia
SK	Slovak Republic
FI	Finland
SE	Sweden
UK	United Kingdom
IS	Iceland
NO	Norway
LI	Liechtenstein
CH	Switzerland

ANNEX 3 PD A1 QUESTIONNAIRE

Reporting Country:	
Reporting Institution:	
Year/ reference period:	2014
Number of PD A1 issued according to Regulation (EC) No 883/2004	
Categories	Number of PD A1 issued
Flight or cabin crew members according to art. 11 (5)	
Posting according to art. 12	
Active in 2 or more Member States according to Art. 13: Total	
Of which:	
Employed in different Member States according to Art. 13 (1)	
Self-employed in different Member States according to Art. 13 (2)	
Employed and self-employed in different Member States according to Art. 13 (3)	
Other - e.g. Art. 16 agreement	
Total	0

Reporting Country:	0	Notes concerning reference period, type of data, exact sources and other:
Reporting Institution:	0	
Year/ reference Period:	2014	

Number of PD A1 issued by sector of economic activity according to Art. 12 of Regulation (EC) No 883/2004:														
	Employed Art 12 (1)	Self-employed Art 12 (2)	Total	Agriculture, hunting and fishing NACE A	Sectors of economic activity (of total)									
					Industry NACE B to F					Services NACE G to T				
					Industry Total	Construction NACE F	Services Total	Wholesale and retail trade NACE G	Accommodation and food service activities NACE I	Transportation and storage, information and communication NACE H and J	Freight transport by road NACE H - Group 49.4	Financial and insurance; Real estate; Professional, scientific and technical activities; Administrative and support service activities NACE K, L, M and N	Temporary employment agency NACE N - Group 78.2	Education, health and social work activities NACE P, Q and R and S
Receiving country (single destination only)														
Belgium														
Bulgaria														
Czech Republic														
Croatia														
Denmark														
Germany														
Estonia														
Greece														
Spain														
France														
Ireland														
Italy														
Cyprus														
Latvia														
Lithuania														
Luxembourg														
Hungary														
Malta														
Netherlands														
Austria														
Poland														
Portugal														
Romania														
Slovenia														
Slovak Republic														
Finland														
Sweden														
United Kingdom														
Iceland														
Liechtenstein														
Norway														
Switzerland														
Total postings	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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