



# Posting of workers

*Collection of data from the prior notification tools*

*Reference year 2019*

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## Network Statistics FMSSFE

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## GLOSSARY

**Basic Regulation:** Regulation (EC) No 883/2004 of the European Parliament and of the Council of 29 April 2004 on the coordination of social security systems.

**Implementing Regulation:** Regulation (EC) No 987/2009 of the European Parliament and of the Council of 16 September 2009 laying down the procedure for implementing Regulation (EC) No 883/2004 on the coordination of social security systems.

**EU-28:** Belgium (BE), Bulgaria (BG), the Czech Republic (CZ), Denmark (DK), Germany (DE), Estonia (EE), Ireland (IE), Greece (EL), Spain (ES), France (FR), Croatia (HR), Italy (IT), Cyprus (CY), Latvia (LV), Lithuania (LT), Luxembourg (LU), Hungary (HU), Malta (MT), the Netherlands (NL), Austria (AT), Poland (PL), Portugal (PT), Romania (RO), Slovenia (SI), Slovakia (SK), Finland (FI), Sweden (SE), and the United Kingdom (UK).

**EU-27:** Belgium (BE), Bulgaria (BG), the Czech Republic (CZ), Denmark (DK), Germany (DE), Estonia (EE), Ireland (IE), Greece (EL), Spain (ES), France (FR), Croatia (HR), Italy (IT), Cyprus (CY), Latvia (LV), Lithuania (LT), Luxembourg (LU), Hungary (HU), Malta (MT), the Netherlands (NL), Austria (AT), Poland (PL), Portugal (PT), Romania (RO), Slovenia (SI), Slovakia (SK), Finland (FI), and Sweden (SE).

**EU-15:** Belgium (BE), Denmark (DK), Germany (DE), Ireland (IE), Greece (EL), Spain (ES), France (FR), Italy (IT), Luxembourg (LU), the Netherlands (NL), Austria (AT), Portugal (PT), Finland (FI), Sweden (SE), and the United Kingdom (UK).

**EU-13:** Bulgaria (BG), the Czech Republic (CZ), Estonia (EE), Croatia (HR), Cyprus (CY), Latvia (LV), Lithuania (LT), Hungary (HU), Malta (MT), Poland (PL), Romania (RO), Slovenia (SI), and Slovakia (SK).

**EFTA countries:** Iceland (IS), Liechtenstein (LI), Norway (NO), and Switzerland (CH).

**Portable Document A1 (PD A1):** This certificate proves that the social security legislation of the issuing Member State applies and confirms that this person has no obligations to pay contributions in another Member State.

**Posting of Workers Directive:** Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services as amended by Directive 2018/957/EU.

**Posted worker:** A worker registered in the prior notification tool who worked at least one day in the reference year as a posted worker in the host Member State. It is possible that a worker was posted several times during the reference year. In that case, a worker should only be counted once.

**Notification:** A notification by a posting undertaking to the national declaration tool of the host Member State. In most host Member States, a single notification may include several postings.

**Posting:** A period of time when a worker is sent by the posting undertaking to temporarily work abroad.

## SUMMARY OF MAIN FINDINGS

The phenomenon of posting of workers has grown strongly in the European Union (EU) over the past decade. This situation, in which an employer temporarily sends its employees to another country to provide a service there for a certain period of time, is highly prevalent in certain sectors of activity. That is why accurate statistics on the number of posted workers and their characteristics are of utmost importance. In addition, a number of recent legislative initiatives such as the amendment of the Posting of Workers Directive<sup>1</sup> and the 'lex specialis' on the posting of workers in road transport<sup>2</sup>, as well as the COVID-19 pandemic<sup>3</sup>, make it even more important to properly monitor the evolution of posting.

Directive 2014/67/EU (the 'Enforcement Directive') allows Member States to require a service provider established in another Member State to make a 'simple declaration' containing the relevant information necessary in order to allow factual controls at the workplace. All Member States<sup>4</sup> used this possibility to implement a prior notification tool for incoming posting undertakings and the workers concerned. However, the scope of the notification tools varies considerably among Member States. In most Member States the obligation to register applies to posted workers, but not to self-employed persons. Most Member States also require the registration of posting undertakings from countries outside of the EU/EFTA. Several Member States (Belgium, the Czech Republic, Denmark, Germany, France, Italy, Luxembourg, the Netherlands, Austria, Poland, Slovakia, and Finland) exempt certain activities or sectors from notification (e.g. persons attending business meetings, academic conferences, international truck drivers, professional artists, athletes etc.).

This report presents data for reference year 2019 on incoming posting undertakings and posted workers registered in the prior notification tools of host Member States.<sup>5</sup> An important note to the reported figures is that these data only reflect the intention to provide services in the host Member State. Indeed, it is not known whether these services have actually been provided. Moreover, Member States' policies on exempting posting undertakings from notification have a significant impact on the mapping of the phenomenon of 'posting'. In this respect, figures from the prior notification tools only provide a partial picture of the characteristics, extent, and impact of posting.

Based on 2019 data from the prior notification tools, it can be estimated that there were around 2 million posted workers and 5.8 million postings in the EU. When comparing both estimated totals, it can be seen that a worker was posted on average 2.9 times to another Member State in 2019 to provide services. The four main receiving Member States of posted workers were Germany, Austria, Belgium, and France. Germany reported approximately 2.6 million incoming postings for reference year 2019. Austria reported 1.1 million postings, Belgium 879 000 postings and finally France 676 000 postings. Compared to 2018, the number of posted workers and the number of postings increased by 7% and 9%, respectively.

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<sup>1</sup> In March 2016, the European Commission proposed a revision of the Posting of Workers Directive (COM/2016/0128 final). This proposal was adopted on 28 June 2018: see Directive (EU) 2018/957 of the European Parliament and of the Council of 28 June 2018 amending Directive 96/71/EC. Member States had to adopt and publish, by 30 July 2020, the laws, regulations and administrative provisions necessary to comply with this Directive.

<sup>2</sup> See Directive (EU) 2020/1057 of the European Parliament and of the Council of 15 July 2020 laying down specific rules with respect to Directive 96/71/EC and Directive 2014/67/EU for posting drivers in the road transport sector and amending Directive 2006/22/EC as regards enforcement requirements and Regulation (EU) No 1024/2012. Directive (EU) 2018/957 of the European Parliament and of the Council is to apply to the road transport sector from 2 February 2022.

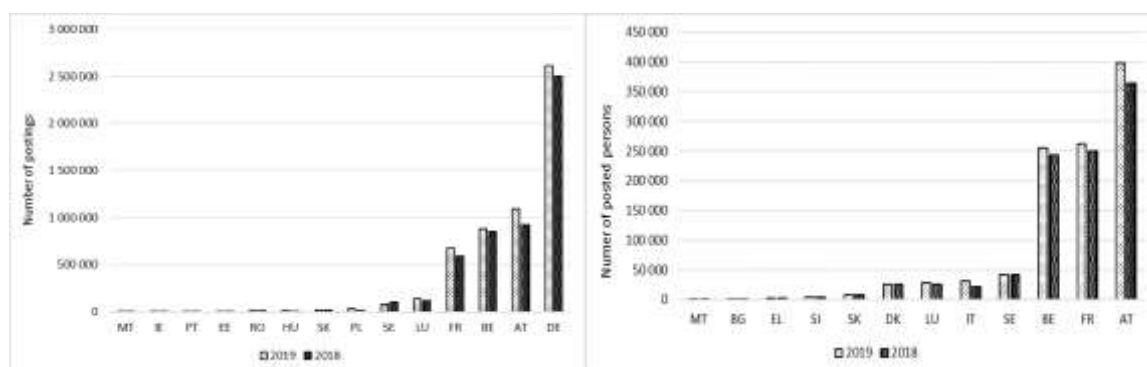
<sup>3</sup> The impact of the COVID-19 pandemic on intra-EU labour mobility, and in particular on intra-EU posting, will be discussed in next year's report based on data for reference year 2020. Available data for [Austria](#) and [Belgium](#) indicate a sharp decline in incoming postings during the first months of the COVID-19 pandemic.

<sup>4</sup> As of 1 February 2020, the UK is no longer part of the EU. In this report for reference year 2019, figures for the EU-28 are provided, because during the reference period the UK was still a Member State.

<sup>5</sup> These data complement the data on posting provided by the A1 certificate. See De Wispelaere, F., De Smedt L., & Pacolet, J. (2020), *Posting of workers: Report on A1 portable documents issued in 2019*, Network Statistics FMSSFE, EC.



**Figure** Number of postings and posted workers received, breakdown by receiving Member State, 2018-2019



\* Only Member States that reported data for both 2018 and 2019 are shown in the figure.

Source Questionnaire on incoming posted workers 2020

Posted workers were mainly employed in road freight transport and construction. The breakdown by sector of activity, and hence the total number of notifications received, strongly depends on the activities/sectors exempted from notification. For instance, Germany applies a broad approach when it comes to the notification of services in road freight transport, meaning that even for a short activity of transport services a notification of posting is needed. Consequently, most of the notifications received by Germany apply to road freight transport.

Poland and Germany were the main sending Member States of posted workers, while the latter was also one of the top receiving Member States. The majority of posted workers in the EU were employed by an employer based in the EU-13. However, there are strong differences between host Member States. Figures also show that third country nationals (TCNs) posted by an employer established in another Member State is a growing phenomenon.

The average duration per posting was some 140 days in the Member States that reported such data. On average, one out of three postings lasted for a period of less than eight days and more than half of postings lasted less than one month. Meanwhile, 1 out of 10 postings lasted for more than 12 months.

The share of intra-EU posting in the national workforce was found to be around 1% on average for all Member States. Only in Austria (8%), Luxembourg (6%), Belgium (5%), and Germany (2%) the share was more substantial. Furthermore, the impact on the national workforce depends on the sector of activity. It is found that especially in the construction sector, it was rather high for several Member States, particularly in Luxembourg, Belgium, Denmark, Austria, Sweden, France, and Germany.

Finally, in its communication on 'Guidelines on seasonal workers in the EU in the context of the COVID-19 outbreak',<sup>6</sup> the Commission announced that it will conduct a study to collect data on intra-EU seasonal work. Posted seasonal workers may represent only a fraction of the total group of seasonal workers in the EU. Nonetheless, in France, some 22 500 posted workers, or some 9% of the total number of posted workers to France, are active in agriculture, mainly coming from Spain. In France and Belgium, posted seasonal workers account for about 3% of total employment in agriculture. This share is higher in Luxembourg (6%), but lower in Denmark (1.7%), Sweden (1.5%), Slovenia (0.3%), Slovakia (0.2%), and Italy (0.1%).

<sup>6</sup> See [https://ec.europa.eu/info/sites/info/files/guidelines\\_on\\_seasonal\\_workers\\_in\\_the\\_eu\\_in\\_the\\_context\\_of\\_the\\_covid-19\\_outbreak\\_en.pdf](https://ec.europa.eu/info/sites/info/files/guidelines_on_seasonal_workers_in_the_eu_in_the_context_of_the_covid-19_outbreak_en.pdf)

## 1. INTRODUCTION

Intra-EU labour mobility has experienced a significant upward evolution during the last fifteen years.<sup>7</sup> In 2019, there were approximately 17.9 million EU-28 movers<sup>8</sup> in the EU-28, including 13 million persons of working age (20-64 years). They made up 4.3% of the total working age population in the EU. Labour migration is, however, only one type of labour mobility. Several other forms of (temporary) labour mobility occur in the EU (circular migration, seasonal work, commuting, posting, working in two or more Member States, etc.), where persons of working age are to a greater or lesser extent connected to their Member State of employment and Member State of residence.<sup>9</sup> This report focuses on the phenomenon of posting of workers.

The terms and conditions of employment of posted workers<sup>10</sup> are regulated by Directive 96/71/EC (i.e. the 'Posting of Workers Directive'), amended by Directive (EU) 2018/957 (the rules of the amending Directive apply from 30 July 2020).<sup>11</sup> The Posting of Workers Directive applies to workers temporarily sent by their employers to carry out their work in another Member State in one of the following three situations: 1) the direct provision of services between two companies under a service contract; 2) posting in the context of an establishment or company belonging to the same group ('intra-group posting'); and 3) posting through hiring out a worker via a temporary work or placement agency established in another Member State.

Posted workers are entitled to a set of core rights in force in the host Member State<sup>12</sup>. This set of rights consists of: remuneration; maximum work periods and minimum rest periods; minimum paid annual leave; the conditions of hiring out workers, in particular through temporary work agencies; health, safety and hygiene at work; equal treatment between men and women; the conditions of workers' accommodation; allowances or reimbursement of expenditure to cover travel, board and lodging expenses for workers away from home for professional reasons.

The aim of Directive 2014/67/EU (the 'Enforcement Directive') is to strengthen the practical application of the terms and conditions of employment set out in the Posting of Workers Directive, by addressing issues related to fraud, circumvention of rules, and exchange of information between the Member States.<sup>13</sup> Article 9 of the Enforcement Directive provides that Member States might put in place administrative requirements and control measures that "are necessary in order to ensure effective monitoring of compliance with the obligations set out in this Directive and Directive 96/71/EC, provided that these are justified and proportionate in accordance with Union law". Article 9(1) provides a non-exhaustive list of measures that the Member States may put in place, such as the obligation for a service provider established in another Member State to make a simple declaration to national competent authorities at the latest at the commencement of the service provision. The declaration could include elements such as the service provider's identity, the anticipated number of

<sup>7</sup> Fries-Tersch, E., Jones, M. & Siöland, L. (2021), *2020 Annual Report on intra-EU Labour Mobility*, Network Statistics FMSSFE. European Commission.

<sup>8</sup> Defined as EU citizens living in an EU Member State other than their country of citizenship.

<sup>9</sup> This reality creates an enormous challenge in terms of estimating the actual size of intra-EU labour mobility. See also UNECE (2018), *Measuring International Labour Mobility*, United Nations.

<sup>10</sup> See also the Practical Guide on Posting published by the European Commission (<https://op.europa.eu/en/publication-detail/-/publication/8ac7320a-170f-11ea-8c1f-01aa75ed71a1/language-en>).

<sup>11</sup> Self-employed persons temporarily providing services in another Member State are not covered by the Posting of Workers Directive.

<sup>12</sup> However, whenever the working conditions applicable to the worker in accordance with the rules of the another Member State are more favourable than would result from the application of the host Member State rules, these are applied instead.

<sup>13</sup> In 2019, The Commission adopted a report on the application and implementation of the Enforcement directive on posting of workers in the EU Member States (see <https://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=9469&furtherNews=yes>).

clearly identifiable posted workers, and the envisaged beginning and end date of the posting.

This report provides an overview of the prior notification tools implemented by the Member States.<sup>14</sup> In addition, based on data from these prior notification tools, figures are reported on the characteristics, extent, and impact of posted workers. These data as well as other data collected at EU level based on information from the A1 certificates<sup>15</sup> are vitally important to monitor the phenomenon of posting.<sup>16</sup> After all, a lack of accurate and detailed data on posting might hamper the possibility to get a proper picture of the phenomenon, and to assess the legal, economic and social impact of this type of intra-EU labour mobility.<sup>17</sup> However, it should be noted that both data sources only provide an indicative picture of the phenomenon of intra-EU posting, because of several limitations of the data.<sup>18</sup>

## 2. OVERVIEW OF THE PRIOR NOTIFICATION TOOLS

Article 9 (1) (a) of the Enforcement Directive states that Member States may impose an obligation on a service provider established in another Member State to make a simple declaration to the responsible national competent authorities containing the relevant information necessary to allow factual checks at the workplace, including:

- the identity of the service provider;
- the anticipated number of clearly identifiable posted workers;
- the identity of the person to liaise with the competent authorities in the host Member State in which the services are provided and to send out and receive documents and/or notices to, if need be;
- the identity of the contact person acting as a representative through whom the relevant social partners may seek to engage the service provider to enter into collective bargaining within the host Member State, in accordance with national law and/or practice, during the period in which the services are provided;
- the anticipated duration, and the envisaged beginning and end date of the posting;
- the address(es) of the workplace; and
- the nature of the services justifying the posting.

*Table 1* gives an overview of the policy applied by Member States with regard to the implementation of such a prior notification tool. All 27 Member States used this possibility to implement a prior notification tool for incoming posting undertakings and

<sup>14</sup> The data were collected through a questionnaire sent to the Expert Committee on Posting of Workers (ECPW). The authors of the report would like to thank all delegations of the ECPW for providing these data. Moreover, we would like to thank the European Commission for their review of the report.

<sup>15</sup> This certificate proves that the social security legislation of the issuing Member State applies and confirms that this person has no obligations to pay contributions in another Member State

<sup>16</sup> In order to truly grasp the phenomenon of posting, it is important that data are available. However, statistics are not yet systematically collected, analysed and published at a national level. Only some Member States publish figures/annual reports based on the data extracted from the national notification tools.

*Estonia:* [https://www.ti.ee/sites/default/files/dokumendid/Meedia\\_ja\\_statistika/Toeoekeskonna\\_uelevaated/2019/tookeskonna\\_ylevaade\\_2019\\_en.pdf](https://www.ti.ee/sites/default/files/dokumendid/Meedia_ja_statistika/Toeoekeskonna_uelevaated/2019/tookeskonna_ylevaade_2019_en.pdf)

*Denmark:* <https://erst.virk.dk/rut3/public/foespoergsel/liste>;

*France:* <https://dares.travail-emploi.gouv.fr/publication/qui-sont-les-travailleurs-detaches-en-france>; [https://travail-emploi.gouv.fr/IMG/pdf/rapport\\_2017\\_declarations\\_de\\_detachement.pdf](https://travail-emploi.gouv.fr/IMG/pdf/rapport_2017_declarations_de_detachement.pdf);

*Luxembourg:* [https://itm.public.lu/fr/publications.html?r=f%2Faem\\_publication\\_type%2Ftags\\_type\\_publication%3AAnnualreports&](https://itm.public.lu/fr/publications.html?r=f%2Faem_publication_type%2Ftags_type_publication%3AAnnualreports&);

*Hungary:* [http://ommf.gov.hu/index.php?akt\\_menu=172&hir\\_reszlet=735](http://ommf.gov.hu/index.php?akt_menu=172&hir_reszlet=735);

*Romania:* <https://www.inspectiamuncii.ro/documents/66402/187655/Raport+de+activitate+al+Inspectiei+Muncii+pentru+anul+2019.pdf/63b1590f-c84e-478e-930a-27f4a2f2c6cf>;

*Sweden:* <https://www.av.se/globalassets/filer/publikationer/rapporter/2020-1-helarsrapport-utstationering-2019.pdf>

*Switzerland:*

[https://www.seco.admin.ch/seco/fr/home/Publikationen\\_Dienstleistungen/Publikationen\\_und\\_Formulare/Arbeit/Personenfreizuegigkeit\\_und\\_Arbeitsbeziehungen/berichte-des-seco-ueber-den-vollzug-der-flankierenden-massnahmen/flam\\_bericht\\_2020.html](https://www.seco.admin.ch/seco/fr/home/Publikationen_Dienstleistungen/Publikationen_und_Formulare/Arbeit/Personenfreizuegigkeit_und_Arbeitsbeziehungen/berichte-des-seco-ueber-den-vollzug-der-flankierenden-massnahmen/flam_bericht_2020.html)

<sup>17</sup> The importance of collecting data on posted workers is also emphasised by Directive (EU) 2018/957 by stating in Recital 5: "Sufficient and accurate statistical data in the area of posted workers is of utmost importance, in particular with regard to the number of posted workers in specific employment sectors and per Member State."

<sup>18</sup> See *section 3.8*.

the workers concerned. The United Kingdom did not implement a prior notification tool, while the EFTA countries (Iceland, Norway, Liechtenstein, and Switzerland) are not included in *Table 1*. Norway reported that it does not have a designated declaration tool for posting as such. However, it does have a registration scheme for tax purposes, for foreign undertakings providing services in Norway.<sup>19</sup>

The prior notification tools may assist the competent authorities in identifying both posted workers and self-employed persons. In most Member States the obligation to register only applies to posted workers and not to self-employed, with the exception of Belgium, Denmark, the Netherlands, and Slovenia where the latter should register as well. However, as of 1 January 2019, the notification obligation in Belgium is limited to the self-employed persons operating in the construction industry, the meat processing industry or in the cleaning industry. Furthermore, in the prior notification that was introduced in the Netherlands on 1 March 2020, self-employed persons are only required to notify if they are active in one of the following sectors: construction, cleaning, food industry, metal industry, healthcare, window-cleaning, agriculture and horticulture.

The policy of Member States to require the registration of posting undertakings from countries outside of the EU-28/EFTA varies. The majority of Member States<sup>20</sup> indicated 'yes', whereas nine reporting Member States<sup>21</sup> stated that third country nationals are not required to register.

**Table 1 Overview of the prior notification tools, 2020**

|    | Implemented a notification tool? | Self-employed covered? | Persons posted from countries outside of the EU-28/EFTA covered? | Certain activities/sectors exempted from notification? |
|----|----------------------------------|------------------------|--|--|
| BE | YES                              | YES*                   | YES  | YES  |
| BG | YES                              | NO                     | YES  | NO   |
| CZ | YES                              | NO                     | YES  | YES  |
| DK | YES                              | YES                    | YES  | YES  |
| DE | YES                              | NO                     | YES  | YES  |
| EE | YES                              | NO                     | NO   | NO   |
| IE | YES                              | NO                     | NO   | NO   |
| EL | YES                              | NO                     | NO   | NO   |
| ES | YES                              | NO                     | YES  | NO   |
| FR | YES                              | NO                     | YES  | YES  |
| HR | YES                              | NO                     | YES  |  |
| IT | YES                              | NO                     | YES  | YES  |
| CY | YES                              | NO                     | NO   | NO   |
| LV | YES                              | NO                     | YES  | NO   |
| LT | YES                              | NO                     | YES  | NO   |
| LU | YES                              | NO                     | YES  |  |
| HU | YES                              | NO                     | NO   | NO   |
| MT | YES                              | NO                     | NO   | NO   |
| NL | YES (since March 2020)           | YES*                   | NO   | YES  |
| AT | YES                              | NO                     | YES  | YES  |
| PL | YES                              | NO                     | YES  | YES  |
| PT | YES                              | NO                     | YES  | NO   |
| RO | YES                              | NO                     | YES (other system)   | NO   |
| SI | YES                              | YES                    | NO   | NO   |
| SK | YES                              | NO                     | NO   | YES  |
| FI | YES                              | NO                     | YES  | YES  |
| SE | YES                              | NO                     | YES  | NO   |
| UK | NO                               |                        |  |  |

\* Only in certain sectors of activity

Source Questionnaire on incoming posted workers 2020

<sup>19</sup> <https://www.skatteetaten.no/en/business-and-organisation/foreign/foreign-sole-proprietorships/registration-obligation/the-assignment-and-employment-register/>

<sup>20</sup> Belgium, Bulgaria, the Czech Republic, Denmark, Germany, Spain, France, Croatia, Italy, Latvia, Lithuania, Luxembourg, Austria, Poland, Portugal, Romania, Finland, and Sweden.

<sup>21</sup> Estonia, Ireland, Greece, Cyprus, Hungary, Malta, Slovenia, and Slovakia.

Member States were also asked whether certain activities or sectors are exempted from notification in the national declaration system. Out of the 25 reporting Member States who answered this question, 14 stated that this was not the case<sup>22</sup>, whereas 11 Member States<sup>23</sup> reported that exemptions do exist. Some of these Member States provided more details on which activities or sectors are exempted, as described in *Table 2*. For instance, in Austria, Belgium, Denmark, the Netherlands, and Finland, certain posting activities that have a limited duration are exempted from notification. Furthermore, in Belgium, the Czech Republic, Denmark, Poland, and Slovakia, companies providing international transport do not have to declare their workers. Other mentioned exceptions are persons working in the public sector (Belgium and France), professional artists (Austria, Belgium, Denmark, and France), athletes (Austria, Belgium, Denmark, and France), crews of seagoing merchant ships (Poland), cabotage (Denmark and Poland) or persons participating in a seminar or conference (Belgium, Denmark, and France).

**Table 2 Activities and/or sectors which are exempted from notification, 2020**

| Activities/sectors exempted from notification |  |
|---|--|
| <b>AT</b>                                     | <p>Certain cross-border work activities or assignments that involve few hours for a brief period, and that take place as part of posting workers or of temporary work within a company group, do not fall under Austrian regulations governing minimum remuneration, registration and notification, or verification of pay levels.</p> <p>They include:</p> <ul style="list-style-type: none"> <li>- business meetings;</li> <li>- participating in seminars, presentations, conventions and conferences; activities as part of international programmes of advanced training and research at universities;</li> <li>- participation in trade fairs and similar events;</li> <li>- participation in cultural events in the areas of music, dance, theatre or small-scale performances and other comparable areas, which take place during an international tour, where only a small part of the work is performed in Austria when compared with the tour as a whole;</li> <li>- participating in or organising of specific international sports competitions;</li> <li>- activities in the cross-border transport of goods and persons (transport sector) and exclusively as part of transit traffic, as a mobile worker or as a crew member, where the worker's customary place of work is not in Austria;</li> <li>- activities within a company group entailing a gross monthly pay level above a defined limit (this amount, which is annually adjusted for inflation, is € 6.712,50 in 2020).</li> </ul>  |
| <b>BE</b>                                     | <p>There are some exemptions on the obligation to make a declaration. They depend on the reasons for coming to Belgium and the duration of the stay.</p> <ul style="list-style-type: none"> <li>- International transport, with the exception of inland transport in Belgium.</li> <li>- Workers and self-employed people attending academic conferences in Belgium are exempt.</li> <li>- Workers and self-employed people attending meetings with a closed attendee list (strategic negotiations, contract negotiations with clients, performance reviews, etc.) are exempt. In order to be covered by this exemption, they may not be present at such meetings for more than 60 days per year in Belgium. Each meeting should not continue for more than 20 successive calendar days.</li> <li>- Workers and self-employed people sent to Belgium for the initial assembly and/or installation of goods are exempt. This applies only to qualified and/or specialised workers in the business supplying the goods, or the self-employed supplier. The work may not exceed 8 days. This exemption does not apply to the construction sector.</li> <li>- Specialised technicians from foreign companies and self-employed people are exempt if they come to Belgium to carry out urgent maintenance or repair work on machines or equipment. Machines or equipment must have been delivered by their employer or by the self-employed people themselves to the business where the repair/maintenance took place. Such technicians may not stay on Belgian soil for more than 5 days per month.</li> <li>- Self-employed business people are exempt if they stay on Belgian soil for business purposes for not more than 5 days per month. Independent business managers and agents are also exempt from the declaration requirement if they are participating in company staff committees and company general meetings in Belgium. They cannot stay in Belgium more than 5 days per month for business purposes either.</li> <li>- Athletes: workers in foreign companies are exempt from the requirement to declare if travelling to Belgium for an international sports competition. They may only stay in Belgium for the duration of the competition, and a maximum of three months per calendar year. This exemption also applies to referees; support staff; official representatives, members of staff and any other person recognised by the international or national sporting federations.</li> </ul> <p>Self-employed athletes and their self-employed support staff who do not have their main place of residence in Belgium are exempt if they provide professional services in Belgium and to that end, stay on Belgian soil for 3 months maximum per calendar year.</p> <ul style="list-style-type: none"> <li>- Artists with an international reputation are exempt on the condition that their stay on Belgian soil for such purposes does not exceed 21 days per quarter. This exemption also applies to the support staff needed for the performance and who come to Belgium as workers. The same applies for independent artists and their self-employed support staff who do not have their main place of residence in Belgium.</li> <li>- Scientists: they are exempt if they participate in a scientific programme at a host university or scientific institute on Belgian territory. They may not stay for more than 3 months per calendar year.</li> </ul> |

<sup>22</sup> Bulgaria, Estonia, Ireland, Greece, Spain, Cyprus, Latvia, Lithuania, Hungary, Malta, Portugal, Romania, Slovenia and Sweden.

<sup>23</sup> Austria, Belgium, Czech Republic, Denmark, Germany, France, Italy, the Netherlands, Poland, Slovakia and Finland.

## Posting of workers

| <b>Activities/sectors exempted from notification</b> |   |
|--|---|
|  | <ul style="list-style-type: none"> <li>- Public administration staff</li> <li>- Staff at international institutions: insofar as the institution's status is governed by an international treaty that has been ratified.</li> <li>- Diplomats</li> </ul>   |
| <b>CZ</b>  | Road transport  |
| <b>DK</b>  | <ol style="list-style-type: none"> <li>1. Participation in seminars and conferences, including researchers, lecturers and others who have been invited to teach or hold a talk etc.</li> <li>2. Participation in individual artistic events by professional artistes.</li> <li>3. Participation in business trips for foreign firms or companies that do not have a permanent place of business in Denmark.</li> <li>4. Participation in individual major sports events or trials/training at a Danish sports club by professional sportspeople/coaches.</li> <li>5. Supply of consultancy services within accounting and auditing for up to eight days.</li> <li>6. Posting within a group by a company for up to eight days. However, this does not apply if the service involves construction work, agriculture, forestry and nursery work, cleaning, including window cleaning, as well as hotel and restaurant work.</li> <li>7. Cabotage (transport of goods in Denmark in connection with international transport).</li> <li>8. Supply of a technical facility or a technical installation if the work does not take more than eight days and if the employee or self-employed person posted to work in Denmark is a specialist or qualified to fit, install, inspect, repair or inform about the technical facility or installation in Denmark.</li> </ol>  |
| <b>DE</b>  | <p><i>Notification pursuant to the Minimum Wage Act:</i> Foreign-domiciled employers who post one or more workers to Germany to carry out work or to provide a service, are required pursuant to Article 16 (1 and 2) of the Minimum Wage Act (Mindestlohngesetz - MiLoG) in conjunction with Section 1 of the Ordinance on Minimum Wage Reporting Requirements pursuant to Minimum Wage Act, Posted Workers Act and Provision of Temporary Workers Act (Mindestlohnmeldeverordnung - MiLoMeldV) to give notification of their worker(s) and to submit an assurance pursuant to Article 16 (2) MiLoG if such posting is to any of the sectors listed in Article 2a of the Act to Combat Undeclared Work and Unlawful Employment (Schwarzarbeitsbekämpfungsgesetz - SchwarzArbG), which are: setting up and dismantling trade fairs and exhibitions; building industry; meat industry; forestry; catering and hotel business; industrial cleaning; passenger transportation industry; fairground and amusement sector; haulage, transport, and associated logistics industry; prostitution industry; private security sector.</p> <p><i>Notification pursuant to the Posted Workers Act:</i> Foreign-domiciled employers who post one or more workers to Germany to carry out work or to provide a service in the sectors covered by the Posted Workers Act (Arbeitnehmer-Entsendegesetz - AEntG), in which an employer is obligated to grant at least certain minimum conditions of employment and/or make holiday fund contributions, are required pursuant to Article 18 (1) AEntG to submit a written notification accompanied by an assurance pursuant to Article 18 (2) AEntG, if such posting is to a sector in which working conditions apply that are stipulated in a universally applicable collective agreement and are controlled by the customs authorities. The sectors where this is the case are listed on the German single national website.</p> |
| <b>FR</b>  | <p>A few situations are exempted from notification: * public sector * short term postings in specific sectors</p> <p>Besides, although the transport sector is not exempted, specific formalities are applicable in the road transport sector. The normal declaration is replaced by a specific certificate valid up to 6 months for the driver. For that reason, employers deliver certificates in advance to all their drivers.</p>   |
| <b>IT</b>  | Posted workers falling within the scope of application of Legislative Decree no. 253/2016 (implementation of Directive 2014/66 / EU on the conditions of entry and residence of managers, specialized workers, workers in training of third countries in the context of intra-corporate transfers), of researchers and self-employed workers, as well as of workers of referred to in art. 27, lett. a, TUI (MI-MLPS joint circular No. 9/2017).  |
| <b>NL</b>  | There is no duty to report that employees are working on an assignment in the Netherlands if the employees perform certain types of occasional work in the Netherlands, for example participating in business meetings, carrying out urgent maintenance or repairs or attending conferences. If one of the following situations applies, the foreign service providers has a limited reporting obligation: the service providers has a small business (0-9 employees), established within 100km of the Dutch border, and regularly takes on assignments in the Netherlands in a sector for which a duty to report applies. The service providers is a self-employed foreign national, established within 100km of the Dutch border, and regularly takes on assignments in the Netherlands in a sector for which a duty to report applies. The foreign service provider works in road freight transport. In these cases, the foreign service providers only needs to report activities once a year. This arrangement does not apply to temporary employment agencies.  |
| <b>PL</b>  | As per the Act on the posting of workers in the framework of the provision of services, its provisions are not applicable to merchant navy enterprises with regard to the crews of seagoing merchant ships and international transport, with the exception of cabotage transport. Foreign enterprises providing cabotage services in the territory of Poland do not have the obligation to submit a statement on the posting of a worker to the territory of Poland/a notification of change of the statement on the posting of a worker to the territory of Poland.  |
| <b>SK</b>  | International transport   |
| <b>FI</b>  | Reporting is not needed when workers are transferred within the company for a maximum of 5 days, except when the company operates in the construction sector.   |

**Source** Questionnaire on incoming posted workers 2020

Table 3 provides a short description of the notification tool as well as a link to the relevant national website. Article 9 (4) of the Enforcement Directive states that “Member States should ensure that the procedures and formalities relating to the posting of workers can be completed in a user-friendly way by undertakings, at a distance and by electronic means as far as possible.” Consequently, this has led to differences among Member States regarding the registration procedure. Most Member States have implemented an online/electronic registration tool (Belgium, Bulgaria (since 1 April 2019), Denmark, Germany, France, Italy, Luxembourg, Hungary, Malta, the Netherlands, Austria, Poland, Portugal, Slovenia, Slovakia, Finland, and Sweden). Nonetheless, in Romania, the notification of posting is done by post only, and in Estonia, Croatia, Lithuania, and Latvia the notification is done by e-mail. In the Czech Republic, Ireland, Greece, and Cyprus, the notification can be done by post or e-mail.

## Posting of workers

**Table 3 Description of the prior notification tools, 2020**

|           | Short description of the prior notification tool  | Type of procedure                 | Link to the webpage of the national declaration procedure   |
|-----------|---|-----------------------------------|---|
| <b>BE</b> | The Limosa declaration is mandatory for posted employees and self-employed workers. The Declaration Limosa concerning employees is aimed at workers under a labour contract sent to work on a temporary or part-time basis in Belgium. In other words, it concerns workers who habitually work in a country other than Belgium and/or have been hired in a country other than Belgium. A declaration is also required for every self-employed worker who comes to Belgium to pursue a temporal or partial self-employed activity in a high risk sector, but who neither resides permanently nor is settled in Belgium. These high risk sectors are: Construction, Meat processing industry and the cleaning industry. At the moment the declaration is submitted electronically, a L1 form as proof of the declaration is presented. The Limosa declaration does not require uploading any annexes. Failure to make this declaration prior to the start of the activities can lead to criminal or administrative sanctions. | Electronically                    | <a href="http://www.limosabe.be">www.limosabe.be</a>  |
| <b>BG</b> | The single national website (information portal) provides up-to-date information on: a) The minimum conditions and terms of employment of workers posted to work in the Republic of Bulgaria and information on collective agreements applicable to a whole sector; b) The rights and obligations of the enterprises, posting workers and employees on the territory of the Republic of Bulgaria; c) The rights of the workers posted to the territory of the Republic of Bulgaria; d) Contact details and electronic form for requests related to the procedure of posting on the territory of the Republic of Bulgaria; e) Register of the posted workers, containing the information referred to in Art. 9 of Directive 2014/67/EU, accessible to the posting enterprises to enter data. The Register serves as a basis for planning the control activity and for control on the posting enterprises.  | Electronically since 1 April 2019 | <a href="https://postedworkers.gli.government.bg/">https://postedworkers.gli.government.bg/</a>   |
| <b>CZ</b> | Initiation of posting: An employer posting an employee to the Czech Republic must inform in writing the respective regional branch of the Labour Office of this no later than on the day when this worker starts work. The information obligation must be fulfilled irrespective of the length of the posting. The information obligation can be fulfilled by sending the relevant form by post, data box or email to the filing office of the relevant regional branch of the Labour Office. Termination of the posting (on another than originally reported date): At the end of the posting, the employer must inform the relevant regional branch of the Labour Office of the termination of the work of the posted worker to the Czech Republic within 10 calendar days at the latest. The employer does not need to do this if the employment or employed activity in the Czech Republic ended on the day originally notified by the employer.  | Mail/post                         | <a href="https://www.mpsv.cz/web/cz/-/informace-o-vyslani-pracovnika-oznameni-zamestnavatele-vysilajici-spolecnosti-o-vyslani-pracovnika-ku-na-uzemi-ceske-republiky-dle-smernice-96-71-es-1">https://www.mpsv.cz/web/cz/-/informace-o-vyslani-pracovnika-oznameni-zamestnavatele-vysilajici-spolecnosti-o-vyslani-pracovnika-ku-na-uzemi-ceske-republiky-dle-smernice-96-71-es-1</a> |
| <b>DK</b> | The Register of Foreign Service Providers (RUT) is the Danish government's official register to report a foreign service. Foreign service providers (companies and self-employed) providing services in Denmark temporarily must notify these services in the RUT. Notification in the RUT must be done digitally and is free of charge.  | Electronically                    | <a href="https://indberet.virk.dk/myndigheder/stat/ERST/Register_of_Foreign_Service_Providers_RUT">https://indberet.virk.dk/myndigheder/stat/ERST/Register_of_Foreign_Service_Providers_RUT</a>   |
| <b>DE</b> | In order to submit a notification, it is necessary to first create a user account with a personal password. On the registration website, employers and users of labour can access the online forms (which are the same as the previously available printed forms) in English, German and French. The Minimum Wage Registration Website exists since the beginning of the year 2017.   | Electronically                    | <a href="http://www.meldeportal-mindestlohn.de">www.meldeportal-mindestlohn.de</a>  |
| <b>EE</b> | Pursuant to section 5 <sup>1</sup> of the Working Conditions of Employees Posted to Estonia Act, employees posted to Estonia must be registered with the Labour Inspectorate. The employer of a posted worker must register the employees being posted to Estonia prior to the employee actually starting work in Estonia. To register, you must fill in the registration form and send it to the Labour Inspectorate by e-mail to <a href="mailto:posting@ti.ee">posting@ti.ee</a> . In the event of a change in the information, a corresponding notice must be submitted to the Labour Inspectorate at the same e-mail address before the change enters into force.  | Mail                              | <a href="https://www.ti.ee/en/foreign-worker/posted-workers-and-rental-workers/registration-and-provision-data">https://www.ti.ee/en/foreign-worker/posted-workers-and-rental-workers/registration-and-provision-data</a>   |
| <b>IE</b> | Workplace Relations provides information on industrial relations & rights and obligations under Irish employment and equality legislation.  | Mail/post                         | <a href="http://www.workplacerelations.ie">www.workplacerelations.ie</a>  |
| <b>EL</b> | The documents (translated in Greek) have to be submitted by the service provider to the competent department of the Labour Inspectorate Body of the place where services are provided, at the latest at the commencement of service provision (the obligation can be also fulfilled by the use of electronic means).  | Mail/post/fax                     | <a href="http://www.ypakp.gr/uploads/docs/10805.pdf">http://www.ypakp.gr/uploads/docs/10805.pdf</a>   |
| <b>ES</b> | The business owner that posts workers to Spain in the framework of the transnational provision of services must notify the posting, prior to commencement and irrespective of its duration, to the labour authority of the Autonomous Community where the services are to be provided. The procedure to notify the posting shall be that determined by the competent Autonomous Community.  |                                   | <a href="https://www.mites.gob.es/es/sec_trabajo/debes_saber/desplazamiento-trabajadores-eng/desplazamiento/index.htm#section6">https://www.mites.gob.es/es/sec_trabajo/debes_saber/desplazamiento-trabajadores-eng/desplazamiento/index.htm#section6</a>   |
| <b>FR</b> | The SIPSI webservice was made compulsory on January 2017 to convert the hardcopy of the declaration to the French labour inspectorate into an online procedure. The objective was also to establish a national database of postings in France to improve the efficiency of inspections and the quality of statistics.   | Electronically                    | <a href="https://www.sipsi.travail.gouv.fr">https://www.sipsi.travail.gouv.fr</a>   |
| <b>HR</b> | Submitting a declaration is obligatory for every employer posting workers to Croatia. It is a prescribed Form (1 and 2), to be filled out and sent by e-mail.   | Mail                              | <a href="http://www.mrms.hr/posting/instructions-for-foreign-companies/">http://www.mrms.hr/posting/instructions-for-foreign-companies/</a>   |
| <b>IT</b> | The national declaration tool collects the communication that the foreign service providers have to compile for their posted workers sent to Italy. The e-form UNI_DISTACCO_UE must be sent by the service provider by midnight of the day preceding the start of the posting. Any subsequent variations must be transmitted within 5 days of the change being made. Cancellation is possible by midnight of the day preceding the start of the initial posting period.   | Electronically                    | <a href="https://servizi.lavoro.gov.it/Distacco/">https://servizi.lavoro.gov.it/Distacco/</a>   |

## Posting of workers

|    | Short description of the prior notification tool   | Type of procedure    | Link to the webpage of the national declaration procedure  |
|----|--|----------------------|--|
| CY | The purpose of the above Law is (a) the enactment of appropriate measures, provisions and monitoring mechanisms for the posting of workers in the framework of the provision of services including the imposing of sanctions and (b) to guarantee respect for an appropriate level of protection of the rights of posted workers for the cross-border provision of services in particular the enforcement of the terms and conditions of employment which provided in the section 7 of the relevant Law.   | Mail/post            | <a href="http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/71A55A7C2227BD60C22581C80041B58C/\$file/N.63(1)2017.pdf">http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/71A55A7C2227BD60C22581C80041B58C/\$file/N.63(1)2017.pdf</a>  |
| LV | According to the Section 14.1 of the Labour Law an employer who posts an employee to perform work in Latvia has the obligation, prior to posting the employee, to inform the State Labour Inspectorate in the official language of such posted employee in writing.  | Mail                 | There is no specific declaration tool. An employer should inform the State Labour Inspectorate ( <a href="http://vdi.gov.lv/en/contacts/">http://vdi.gov.lv/en/contacts/</a> ) in writing.   |
| LT | In Lithuania a sending company shall fill a report on posted worker and send it by email to the territorial division of State Labour Inspectorate. Information from the report is copied to the data base of the State Labour Inspectorate. The declaration tool has been changed since 01/08/2020.  | Mail                 | <a href="https://www.vdi.lt/Forms/Tema.aspx?Tema_ID=50">https://www.vdi.lt/Forms/Tema.aspx?Tema_ID=50</a>  |
| LU | After being registered and identified, the foreign company posting staff must make an electronic declaration of the posted employees and post the social documents (A1 certificate, employment contract, etc.) in a PDF version on the platform.   | Electronically       | <a href="https://guichet.itm.lu/edetach/">https://guichet.itm.lu/edetach/</a>  |
| HU | Service providers must declare their workers posted to the territory of Hungary according to Act LXXV of 1996 on Labour Inspection after registration via the website of the labour authority.   | Electronically       | <a href="http://www.ommf.gov.hu/index.php?akt_menu=552">http://www.ommf.gov.hu/index.php?akt_menu=552</a>  |
| MT | This is an e-form which foreign service providers must submit electronically in all cases of posting to Malta.   | Electronically       | <a href="https://dier.gov.mt/en/Employment-Conditions/Posting%20of%20Workers%20in%20Malta/Pages/Information.aspx">https://dier.gov.mt/en/Employment-Conditions/Posting%20of%20Workers%20in%20Malta/Pages/Information.aspx</a>  |
| NL | As of 1 March 2020, employers and self-employed persons from other countries within the EEA or Switzerland have to notify their activities via Meldloket WagwEU.   | Electronically       | <a href="https://meldloket.postedworkers.nl/">https://meldloket.postedworkers.nl/</a>  |
| AT | The declaration of posting is only possible with a web-form on the homepage of the Ministry of Finance. The form goes into a system of the financial police who is responsible for inspections in certain areas of labour market controls. The system is process oriented for the documentation of inspections and enforcement. Data of posting are stored for the purpose of controlling the notification.  | Electronically       | <a href="https://service.bmf.gv.at/service/anwend/formulare/show_mast.asp?Typ=SM&amp;_CIFRM_STICHW_ALL=zko&amp;searchsubmit=Suche">https://service.bmf.gv.at/service/anwend/formulare/show_mast.asp?Typ=SM&amp;_CIFRM_STICHW_ALL=zko&amp;searchsubmit=Suche</a>  |
| PL | A statement on the posting of a worker to the territory of Poland and a notification of change of the statement on the posting of a worker to the territory of Poland are the documents which enable the NLI to identify persons sent to work in the territory of the Republic of Poland by foreign entities (from EU/EEA countries, Switzerland and third countries). They enable the NLI to carry out an inspection in the place where work in the territory of Poland is performed. They may be submitted in paper or electronic form, in Polish or English.  | Post/ Electronically | <a href="https://www.biznes.gov.pl/en/firma/cudzoziemcy/chce-delegowac-pracownikow-do-polski/proc_1328-oswiadczenie-o-delegowaniu-pracownika;">https://www.biznes.gov.pl/en/firma/cudzoziemcy/chce-delegowac-pracownikow-do-polski/proc_1328-oswiadczenie-o-delegowaniu-pracownika;</a><br><a href="https://www.pip.gov.pl/pl/f/v/155136/Oswiadczenie%20pracodawcy%20delegujacego%20pracownika%20na%20terytorium%20RP.pdf">https://www.pip.gov.pl/pl/f/v/155136/Oswiadczenie%20pracodawcy%20delegujacego%20pracownika%20na%20terytorium%20RP.pdf</a> |
| PT | A form that is available on the website.   | Electronically       | <a href="http://www.act.gov.pt/(pt-PT)/CentroInformacao/DestacamentoTrabalhadores/Postingofworkers/Paginas/default.aspx">http://www.act.gov.pt/(pt-PT)/CentroInformacao/DestacamentoTrabalhadores/Postingofworkers/Paginas/default.aspx</a>  |
| RO | Romania transposed Directive 2014/67/EU (Enforcement Directive) by Law no. 16/2017 and Governmental Decision no. 337/2017. Prior declaration system was introduced in Romania from 2007, since joining European Union and transposing Directive 96/71/EC.<br>Employers established in other Member States that post workers to Romania (service providers) have the administrative requirement to submit a prior NOTIFICATION to territorial labour inspectorate from the county where the workplace will be situated, before starting of work. The NOTIFICATION must be sent in the Romanian language (paper and digital documents are accepted). | Post                 | <a href="https://www.inspectiamuncii.ro/documents/66402/1518590/ModelDeclaratie-en.pdf/976f2580-2efd-4553-8382-df76328dca5b">https://www.inspectiamuncii.ro/documents/66402/1518590/ModelDeclaratie-en.pdf/976f2580-2efd-4553-8382-df76328dca5b</a>  |
| SI | Electronic registration of the provision of services in Slovenia by an employer established in another EU Member State or the EEA, or Switzerland.   | Electronically       | <a href="https://www.ess.gov.si/delodajalci/zaposlovanje_in_delo_tujcev/spletna-prijava-dela-tujcev-spletna-prijava-dela-tujcev-prijava-izvajanje-storitev-delodajalca-s-sedezem-v-drzavi-clanici-eu-egp-alisvicarski-konfederaciji">https://www.ess.gov.si/delodajalci/zaposlovanje_in_delo_tujcev/spletna-prijava-dela-tujcev-spletna-prijava-dela-tujcev-prijava-izvajanje-storitev-delodajalca-s-sedezem-v-drzavi-clanici-eu-egp-alisvicarski-konfederaciji</a>  |
| SK | The employer, posting his/her workers to the territory of Slovak republic to perform works at provision of services, is obliged to provide the National labour inspectorate with the basic data of posting, electronically or by mail.   | Electronically/ mail | <a href="https://www.ip.gov.sk/notification-obligation/">https://www.ip.gov.sk/notification-obligation/</a>  |
| FI | Before the work begins in Finland, the posting company must notify the OSH authorities about the posting of workers. The duty is fulfilled by filling an electronic form.  | Electronically       | <a href="https://www.tyosuojelu.fi/web/en/employment-relationship/posted-worker/reporting-duty">https://www.tyosuojelu.fi/web/en/employment-relationship/posted-worker/reporting-duty</a>  |
| SE | The national declaration tool applies to all countries posting workers to Sweden. During 2019 this obligation only applied when the posted workers were to work in Sweden for more than 5 days. Postings lasting for a shorter period than 5 days was exempt from having to make a report.   | Electronically       | <a href="https://posting.av.se/Default.aspx?ReturnUrl=%2f">https://posting.av.se/Default.aspx?ReturnUrl=%2f</a>  |
| UK |  |                      |  |

Source Questionnaire on incoming posted workers 2020



An overview of the information requested by the prior notification tools is presented in *Table 4*.<sup>24</sup> Most Member States request the information that is listed in Article 9 (1) (a) of the Enforcement Directive. Notably, all Member States that implemented a prior notification tool ask information about the service provider, the posted workers, the person to liaise with (except Lithuania), the anticipated duration, the address(es) of the workplace, and finally the nature of the services justifying the posting (except Denmark and Italy). Information about the contact person acting as a representative is requested by more than half of the Member States. Most Member States also request additional relevant information complementary to the information that can be requested according to the Enforcement Directive. Based on the detailed replies of some Member States, it seems that additional relevant information is mostly requested about the working time, the remuneration, and the client in the host Member State. Moreover, some Member States require that documents are provided together with the simple declaration (for instance, a copy of the A1 certificate).

**Table 4 Information requested by the prior notification tools, 2020**

|    | The identification of the service provider | The identification of the posted workers | Person to liaise with the competent authorities in the host Member State | Contact person acting as a representative | The anticipated duration, envisaged beginning and end date of the posting | The address(es) of the workplace | The nature of the services justifying the posting | Other information |
|----|--|--|--|---|---|----------------------------------|---|-------------------|
| BE | YES  | YES                                      | YES  | NO  | YES   | YES                              | YES   | YES               |
| BG | YES  | YES                                      | YES  | YES                                       | YES   | YES                              | YES   | YES               |
| CZ | YES  | YES                                      | YES  | NO  | YES   | YES                              | YES   | YES               |
| DK | YES  | YES                                      | YES  | YES                                       | YES   | YES                              | NO  | YES               |
| DE | YES  | YES                                      | YES  | YES                                       | YES   | YES*                             | YES   | NO                |
| EE | YES  | YES                                      | YES  | YES                                       | YES   | YES                              | YES   | YES               |
| IE | YES  | YES                                      | YES  | NO  | YES   | YES                              | YES   | YES               |
| EL | YES  | YES                                      | YES  | NO  | YES   | YES                              | YES   | YES               |
| ES | YES  | YES                                      | YES  | YES                                       | YES   | YES                              | YES   | NO                |
| FR | YES  | YES                                      | YES  | NO  | YES   | YES                              | YES   | YES               |
| HR | YES  | YES                                      | YES  | NO  | YES   | YES                              | YES   | YES               |
| IT | YES  | YES                                      | YES  | YES                                       | YES   | YES                              | NO  | NO                |
| CY | YES  | YES                                      | YES  | NO  | YES   | YES                              | YES   | YES               |
| LV | YES  | YES                                      | YES  | YES                                       | YES   | YES                              | YES   | YES               |
| LT | YES  | YES                                      | NO   | YES                                       | YES   | YES                              | YES   |                   |
| LU | YES  | YES                                      | YES  | NO  | YES   | YES                              | YES   | YES               |
| HU | YES  | YES                                      | YES  | NO  | YES   | YES                              | YES   | YES               |
| MT | YES  | YES                                      | YES  | YES                                       | YES   | YES                              | YES   | YES               |
| NL | YES  | YES                                      | YES  | YES                                       | YES   | YES                              | YES   | YES               |
| AT | YES  | YES                                      | YES  | YES                                       | YES   | YES                              | YES   | YES               |
| PL | YES  | YES                                      | YES  | NO  | YES   | YES                              | YES   | YES               |
| PT | YES  | YES                                      | YES  | YES                                       | YES   | YES                              | YES   | YES               |
| RO | YES  | YES                                      | YES  | YES                                       | YES   | YES                              | YES   | YES               |
| SI | YES  | YES                                      | YES  | YES                                       | YES   | YES                              | YES   | YES               |
| SK | YES  | YES                                      | YES  | NO  | YES   | YES                              | YES   |                   |
| FI | YES  | YES                                      | YES  | NO  | YES   | YES                              | YES   | YES               |
| SE | YES  | YES                                      | YES  | YES                                       | YES   | YES                              | YES   |                   |
| UK |  |  |  |   |   |                                  |   |                   |

\* DE: not for mobile workers.

Source Questionnaire on incoming posted workers 2020

<sup>24</sup> For more information, see also EC (2019), *Report on the application and implementation of Directive 2014/67/EU of the European Parliament and of the Council of 15 May 2014 on the enforcement of Directive 96/71/EC concerning the posting of workers*.

### 3. OVERVIEW OF THE DATA COLLECTED BY THE PRIOR NOTIFICATION TOOLS

A good understanding of the different concepts is crucial for the interpretation of this report.

\* **Posted worker:** A worker registered in the prior notification tool who worked at least one day in the reference year as posted worker in the host Member State. It is possible that worker was posted several times during the reference year. In that case, the worker should only be counted once.

\* **Notification:** A notification by a posting undertaking to the national declaration tool of the host Member State. In most host Member States, a single notification may include several postings.

\* **Posting:** A period of time when a person is sent by the posting undertaking to temporarily work abroad. A worker might be posted several times a year.

\* **Full-time equivalent (FTE):** The posted worker will provide services in the host Member State for a certain period of time. Therefore, it is interesting to look at the number of posted workers in full-time equivalents. 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.

#### **An example:**

On 1 March, a posting undertaking makes a declaration in the prior notification tool of host Member State 'A'. The notification includes 50 posted workers.

On 1 September, the same posting undertaking makes another declaration in the prior notification tool of host Member State 'A'. Again, the same 50 workers will perform services.

As a result, two notifications, 100 postings and 50 posted workers will be counted for this undertaking in the reference year.

When using and citing data collected from the prior notification tools, it is of utmost importance that the limitations of these figures are clearly described. Firstly, the questionnaire addressed to the administrations aspired to collect data on three variables: posted workers, notifications, and postings. However, Member States could not always provide this kind of information. For instance, some host Member States only provided information about one or two of the three variables. Secondly, an important note to the reported figures is that these data only reflect the intention to provide services in the host Member State. Indeed, it is not known whether these services have actually been provided. Finally, the reader should be aware that Member States' policies on exempting posting undertakings from notification have a significant impact on the mapping of the phenomenon of 'posting'. In this respect, figures from the prior notification tools only provide a partial picture of the characteristics, extent, and impact of posting.

In general, it can be estimated that in 2019, there were around 2 million posted workers, and 5.8 million postings.<sup>25</sup> Compared to 2018, the number of posted workers and the number of postings increased by 7% and 9%, respectively.<sup>26</sup> When comparing these estimated totals, it can be seen that a posted worker was on average posted 2.9 times. The four Member States that stood out are Germany, Austria, France, and Belgium. This corresponds to the figures of the A1 report where it was stated most posted workers covered by Article 12 of the Basic Regulation provided services in Germany and France, and to a lesser extent in Austria and Belgium.

Germany reported approximately 2.6 million incoming postings for reference year 2019. This represents an increase of almost 5% compared to 2018. Some 640 000 notifications were received by Germany, meaning that on average each notification included four postings. Unfortunately, figures on the number of incoming posted workers received by Germany are not available. Austria received more than 398 000 posted workers in 2019, equalling around 1 million postings.<sup>27</sup> This indicates that each person was posted to Austria 2.7 times in 2019. France received around 260 000 posted workers, whereas the total amount of postings in 2019 was more than 670 000. In terms of number of incoming posted workers, this implies an increase of some 5% compared to 2018. Finally, it was notified that approximately 255 000 posted workers and self-employed worked in Belgium for at least one day during 2019. This is a very high figure for a small country like Belgium. This becomes even clearer when the number of incoming posted workers is compared to the number of people employed in the host Member State (*section 3.7*). Other Member States with a significant number of incoming posted workers are Denmark, Italy, Luxembourg, Hungary, and Sweden.

On the other hand, there are several Member States that received a significantly lower amount of prior notifications. For instance, between 500 and 2 000 notifications were received by Bulgaria, Estonia, Ireland, Latvia, Lithuania, and Portugal. Furthermore, Cyprus and Malta received less than 500 notifications. These numbers are also reflected in the number of postings, as less than 4 000 postings took place in Bulgaria, Estonia, Ireland, Cyprus, Malta, and Portugal each.

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<sup>25</sup> *Table 5* shows two 'total' lines at the bottom. The first one 'subtotal based on response' is the simple sum of all responses that were received. This shows that there were around 1.1 million posted workers, 2.6 million notifications and 5.8 million postings in 2019. However, these numbers are incomplete, as only a limited number of Member States were able to provide them. More specifically, the number of posted workers, notifications, and postings was only reported by 14, 21, and 20 (different) Member States respectively. Therefore, a second line was added at the bottom, the 'estimated total'. The number of posted workers was estimated in three steps. First, the ratio of postings per worker was calculated for the Member States which could report both. This ratio equalled 2.9. In the second step, for all Member States which reported the number of postings, but not the number of posted workers, the reported number of postings was divided by 2.9 to estimate the number of posted workers. Finally, this total was added up with the reported total of posted workers (1 072 555) in order to arrive at the estimation of total number of posted workers of 2 million. In addition, an estimation was made for the number of postings. This was done by adding up the 'subtotal based on response' of postings with the reported number of posted workers for those Member States which could not report the exact number of postings but could report the number of posted workers. It is indeed the case that each posted worker was posted at least one time. Therefore, this addition can be seen as a lower limit. In total, the estimation of number of postings is 5.8 million.

<sup>26</sup> Percentages calculated based on data for Member States that could report data for both years.

<sup>27</sup> Contrary to the reports for reference years 2017 and 2018, the 'transporting and storage sector' is now included in the numbers for Austria. When excluding 'the transporting and storage sector', AT reported 85 697 workers, 117 940 notifications, and 299 543 postings for reference 2019.

**Table 5** Number of notifications, postings and posted workers, 2019

| Receiving MS                      | Number of workers (A)        | Column % workers | Number of notifications (B) | Column % notifications | Number of postings (C)       | Column % postings | Postings per worker (C/A) | Postings per notification (C/B) |
|-----------------------------------|------------------------------|------------------|-----------------------------|------------------------|------------------------------|-------------------|---------------------------|---------------------------------|
| BE                                | 254 759                      | 24%              | 878 547                     | 33%                    | 878 547                      | 15%               | 3.45                      | 1.00                            |
| BG                                | 1 578                        | 0%               | 773                         | 0%                     | 2 052                        | 0%                | 1.30                      | 2.65                            |
| CZ                                |                              |                  |                             |                        |                              |                   |                           |                                 |
| DK                                | 25 441                       | 2%               | 29 946                      | 1%                     | 70 160                       | 1%                | 2.76                      | 2.34                            |
| DE                                |                              |                  | 639 502                     | 24%                    | 2 614 958                    | 45%               |                           | 4.09                            |
| EE                                |                              |                  | 870                         | 0%                     | 3 509                        | 0%                |                           | 4.03                            |
| IE                                | 2 157                        | 0%               | 1 486                       | 0%                     | 2 157                        | 0%                | 1.00                      | 1.45                            |
| EL                                | 2 627                        | 0%               |                             |                        |                              |                   |                           |                                 |
| ES                                |                              |                  |                             |                        |                              |                   |                           |                                 |
| FR                                | 262 723                      | 24%              | 292 008                     | 11%                    | 675 745                      | 12%               | 2.57                      | 2.31                            |
| HR                                |                              |                  |                             |                        |                              |                   |                           |                                 |
| IT                                | 31 023                       | 3%               | 44 083                      | 2%                     | 81 020                       | 1%                | 2.61                      | 1.84                            |
| CY                                |                              |                  | 24                          | 0%                     | 124                          | 0%                |                           | 5.17                            |
| LV                                |                              |                  | 804                         | 0%                     |                              |                   |                           |                                 |
| LT                                |                              |                  | 1 624                       | 0%                     |                              |                   |                           |                                 |
| LU                                | 28 306                       | 3%               | 52 839                      | 2%                     | 140 560                      | 2%                | 4.97                      | 2.66                            |
| HU                                | 12 879                       | 1%               | 6 608                       | 0%                     | 12 879                       | 0%                | 1.00                      | 1.95                            |
| MT                                | 356                          | 0%               | 426                         | 0%                     | 426                          | 0%                | 1.20                      | 1.00                            |
| NL                                |                              |                  |                             |                        |                              |                   |                           |                                 |
| AT*                               | 398 301                      | 37%              | 626 324                     | 24%                    | 1 092 794                    | 19%               | 2.74                      | 1.74                            |
| PL                                |                              |                  | 7 793                       | 0%                     | 31 217                       | 1%                |                           | 4.01                            |
| PT                                |                              |                  | 807                         | 0%                     | 2 499                        | 0%                |                           | 3.10                            |
| RO                                |                              |                  | 2 363                       | 0%                     | 7 373                        | 0%                |                           | 3.12                            |
| SI                                | 3 448                        | 0%               |                             |                        | 7 327                        | 0%                | 2.13                      |                                 |
| SK                                | 7 453                        | 1%               | 14 898                      | 1%                     | 14 898                       | 0%                | 2.00                      | 1.00                            |
| FI                                |                              |                  | 7 897                       | 0%                     | 37 322                       | 1%                |                           | 4.73                            |
| SE                                | 41 504                       | 4%               | 30 181                      | 1%                     | 84 358                       | 1%                | 2.03                      | 2.80                            |
| UK                                |                              |                  |                             |                        |                              |                   |                           |                                 |
| <b>Subtotal based on response</b> | <b>1 072 555</b>             | <b>100%</b>      | <b>2 639 803</b>            | <b>100%</b>            | <b>5 759 925</b>             | <b>100%</b>       |                           |                                 |
| <b>Estimated total**</b>          | <b>2 014 000<sup>e</sup></b> |                  |                             |                        | <b>5 766 000<sup>e</sup></b> |                   | <b>2.9<sup>e</sup></b>    |                                 |

\* When excluding the transporting and storage sector, AT reported 85 697 workers, 117 940 notifications and 299 543 postings. The total number of workers then decreases from 1 072 555 to 759 951, the number of notifications from 2 639 803 to 2 131 419, and the number of postings from 5 759 925 to 4 966 674.

\*\* These totals were estimated. For the number of workers, first, the ratio of postings per worker was calculated for the Member States that could report both. This ratio equalled 2.9. For all Member States which reported the number of postings, but not the number of posted workers, the reported number of postings was divided by 2.9 to estimate the number of posted workers. Finally, this total was added up with the reported total of posted workers (1 072 555) in order to arrive at the estimation of total number of posted workers of 2 million. The number of postings was estimated by adding up the 'subtotal based on response' of postings with the reported number of posted workers for those Member States that could not report the exact number of postings.

Source Questionnaire on incoming posted workers 2020

### 3.1. Breakdown by sending Member State

Member States were asked to provide a breakdown by sending Member State. The reported figures are presented in the annex of this report, both showing the absolute numbers of posted workers, notifications and postings (*Table A1.1, A1.2 and A1.3*), and the share of each of the sending Member States in the total of the receiving Member State (*Table A1.4, A1.5 and A1.6*). The data on the number of notifications are the most complete (see *Tables A1.2 and A1.5*). It appears that the majority of posted workers in the EU were employed by an employer based in the EU-13.<sup>28</sup> Although, of course, there are strong differences between host Member States. France, for instance, mainly received posted workers from its neighbouring Member States (*Table A1.4*), as most posted workers in France had an employer from

<sup>28</sup> This result does not correspond to the figures in the A1 report. This is mainly due to the high number of A1 certificates issued according to Art. 12 of the Basic Regulation by Germany. This confirms the different scope of the data sources.

Germany (14%), Spain (12%), and Italy (11%). Consequently, some two thirds of the posted workers to France were from the EU-15 and 'only' one fifth from the EU-13.

Poland and Germany were the main sending Member States. For instance, it can be seen that a large share of posted workers to Germany worked for an undertaking established in Poland (46% see *Table A1.6*). Not only in Germany, but also in several other Member States, many of the postings came from Poland. This is the case for Belgium (23% of postings originated from Poland), Denmark (34%), Slovakia (34%), Estonia (16%), Austria (22%), and Sweden (26%). Germany does not only seem to be an important receiving Member State, but also an important sending Member State, as more than 20% of the posted workers/postings in Denmark, Ireland, Luxembourg, Hungary, Poland, and Romania originated from Germany.

Furthermore, there are some remarkable bilateral flows of posted workers (*Table A1.4*). Around 36% of the posted workers received by Italy were sent by Romania and some 32% of the posted workers received by Slovenia came from Croatia. Furthermore, Luxembourg received 44% of the posted workers from its neighbouring Member State Germany. Finally, the most impressive flow goes from Germany to Hungary, as more than 62% of the posted workers received by Hungary came from Germany.

Finally, the importance of extra-EU countries of origin regarding the posted workers is visible in the tables in the annex. Some 20% of the posted workers in Sweden came from outside the EU-28/EFTA (see *Table A1.4*). Of the persons posted to France and Bulgaria a high share originated from outside the EU-28/EFTA, namely 10% and 11% respectively. Concerning the number of postings from outside the EU-28/EFTA, Poland (58%), Portugal (26%), and Romania (20%) received a high share from outside the EU (see *Table A1.6*). However, the most remarkable share can be seen for Lithuania, as almost 68% of the notifications this Member State received, originated from extra-EU/EFTA countries. The importance of third country nationals concerning posting is discussed in more detail in *section 3.2* where the nationality of the posted worker is analysed.

### **3.2. Breakdown by nationality**

The questionnaire also asked for data on the nationality of the posted workers. A limited number of Member States provided such data (*Table A1.7*). Consequently, no general conclusions can be made about the nationality of posted workers.

Nonetheless, for some receiving Member States an interesting analysis can be conducted when comparing the breakdown by nationality with the breakdown by sending Member State as discussed in *section 3.1*. In general, the distribution of the posted workers by issuing Member State and by nationality does not differ greatly.<sup>29</sup> This means that for most receiving Member States, the posted workers have the nationality of the Member State from which they were posted. Nevertheless, in several reporting host Member States, more than 1 out of 10 posted workers have an extra-EU/EFTA nationality (BE, BG, CZ, FR, IT, AT, SI, SK, and NO). Research also found

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<sup>29</sup> The coherence between the two breakdowns for the reporting Member States can be measured by the correlation. The correlation coefficient is a measure that determines the degree to which two variables are associated. A correlation of -1.0 indicates a perfect negative correlation, meaning the strongest possible disagreement, whereas a correlation of +1.0 indicates a perfect positive correlation, or the strongest possible agreement. Regarding the number of posted workers, the correlation coefficient exceeds 0.80 for Belgium, Bulgaria, Denmark, France, Italy, Luxembourg, Malta and Slovenia (*Table A1.8*). For the number of notifications, the correlation coefficient exceeds 0.80 for Belgium, France, Italy, Lithuania, Malta, Romania and Slovenia. Furthermore, the same holds true for Belgium, Bulgaria, Denmark, Italy, Luxembourg, Malta, Romania and Slovakia in terms of postings. This indicates a strong connection between the sending Member States and the nationality of the posted workers for most of the receiving Member States.

that the number of posted third country nationals (TCNs) to Member States is a substantial and growing phenomenon.<sup>30</sup> Therefore, more detail was asked about the nationality of extra-EU/EFTA posted workers.<sup>31</sup> Especially persons with a Ukrainian nationality seem to be a substantial part of the workers posted in certain Member States. Out of all the posted workers with a nationality from outside the EU/EFTA, Austria received 53% from Ukraine, while for the Czech Republic, even 97% of the posted workers with an extra-EU nationality had the Ukrainian nationality. In Lithuania as well, 61% of the notifications from outside the EU had a Ukrainian nationality. Furthermore, in terms of postings, 52% of the postings received by Bulgaria had the Turkish nationality.

It can be seen that for all reporting receiving Member States (BE, DK, FR, IT, LT, LU, MT, AT, RO, SI, and SK) with the exception of Bulgaria, the share of a sending country of the posting outside the EU/EFTA (see *Tables A1.4, A1.5 and A1.6*) is (much) lower than the share of a nationality outside the EU/EFTA (*Table A1.8*). This implies that many posted workers with an extra-EU/EFTA nationality resided in a Member State. There are some recent research papers investigating this phenomenon.<sup>32</sup> Such detailed data are not yet collected EU-level. Indeed, in order to completely grasp this reality, data by sending Member State and by nationality of the posted workers should be requested in the same question. This was not yet the case in the questionnaire for reference year 2019.

Finally, the nationality of the incoming posted workers might correspond to the Member State where the services are provided. For instance, more than 4% of the incoming posted workers in France, Italy, and Slovakia had the nationality of their Member State of temporary employment (*Table A1.8*). Almost 6% of the postings received by Slovakia concern Slovakian nationals. Most remarkably, 11% of the notifications received by France involve French nationals.

### **3.3. Breakdown between workers and self-employed persons**

As stated earlier (see *Table 1*), a limited number of Member States require the registration of incoming self-employed persons. Of these Member States, only Belgium, Denmark, and Slovenia reported figures on the breakdown of persons, notifications, and postings of posted workers and self-employed persons (*Table 6*). Nevertheless, it is important to closely monitor the evolution of the number of self-employed persons, not least because this group does not fall within the personal scope of the Posting of Workers Directive.

In Belgium the shares of incoming self-employed in all notifications, postings and among posted persons are quite similar: some 17% of notifications and postings concerned self-employed and 14% of the incoming persons were self-employed, while 86% of the incoming persons were employed posted workers. However, in Denmark, the shares for persons, notifications, and postings differ considerably. In Denmark, 8% of the incoming persons are self-employed. However, 14% of the postings and 33% of the notifications involve incoming self-employed persons. The data for

<sup>30</sup> Mussche, N., & Lens, D. (2019), The ECJ's Construction of an EU Mobility Regime-Judicialization and the Posting of Third-country Nationals, *Journal of Common Market Studies*, 57(6), pp. 1247-1261.

<sup>31</sup> Member States were asked to indicate how many workers, notifications and postings concerned persons with a nationality from Ukraine, Bosnia-Herzegovina, Brazil and Turkey.

<sup>32</sup> Danaj, S., Geyer, L., Cukut Krilić, S., Toplak, K., & Vah Jevšnik, M. (2020), *Regional case study. From Bosnia and Herzegovina to Austria via Slovenia: migration and posting of third country nationals in the EU*, European Centre for Social Welfare Policy and Research and ZRC SAZU; Kall, K., Brzozowska, A., Lillie, N., Matuszczyk, K., & Salamońska, J. (2020), *Regional case study. From Ukraine to Finland and Estonia via Poland: Migration and posting of third country nationals*, University of Jyväskylä and University of Warsaw; Cillo, R. (2020), *Regional case study. From Morocco and Tunisia to Belgium via Italy: migration and posting of third country nationals*, University of Venice.

Slovenia show that they are almost exclusively posted workers for whom a notification has been made in the declaration tool of Slovenia, as only 0.1% of incoming persons were self-employed persons.

**Table 6** Number of persons, notifications and postings registered in the national declaration tools, by status, 2019

|           | Number                  |                                |         | Row %                   |                                |
|-----------|-------------------------|--------------------------------|---------|-------------------------|--------------------------------|
|           | Incoming posted workers | Incoming self-employed persons | Total   | Incoming posted workers | Incoming self-employed persons |
|           | <b>Persons</b>          |                                |         |                         |                                |
| <b>BE</b> | 218 751                 | 36 008                         | 254 759 | 85.9%                   | 14.1%                          |
| <b>DK</b> | 23 320                  | 2 121                          | 25 441  | 91.7%                   | 8.3%                           |
| <b>SI</b> | 3 439                   | 9                              | 3 448   | 99.7%                   | 0.3%                           |
|           | <b>Notifications</b>    |                                |         |                         |                                |
| <b>BE</b> | 725 364                 | 153 183                        | 878 547 | 82.6%                   | 17.4%                          |
| <b>DK</b> | 20 213                  | 9 733                          | 29 946  | 67.5%                   | 32.5%                          |
|           | <b>Postings</b>         |                                |         |                         |                                |
| <b>BE</b> | 725 364                 | 153 183                        | 878 547 | 82.6%                   | 17.4%                          |
| <b>DK</b> | 60 100                  | 10 060                         | 70 160  | 85.7%                   | 14.3%                          |
| <b>SI</b> | 7 320                   | 9                              | 7 329   | 99.9%                   | 0.1%                           |

Source Questionnaire on incoming posted workers 2020

For both Belgium and Denmark, a more detailed analysis of the profile of the incoming self-employed persons is made on the basis of the reported figures by Member State of origin and by sector of activity.

Out of the 36 008 incoming self-employed persons in Belgium, some 44% came from Poland. Furthermore, 20% had the Netherlands as country of origin and 9% Slovakia. Concerning the number of posted workers received by Belgium (218 751 persons), the top three differs slightly. The majority of workers was sent by the Netherlands (24%), followed by Poland (13%), and Germany (10%). For Denmark, the majority of incoming self-employed persons also had Poland as country of origin, namely 1 123 out of 2 121 persons or 52.9%. In addition, 12% of self-employed persons came from Germany and 11% from Slovakia. For the posted workers, the principal sending countries were again somewhat different. The majority of posted workers sent to Denmark came from Germany (24%), followed by Poland (21%), and Lithuania (9%).

It is also possible to look at the breakdown in status for each sending Member State. This reveals that in Belgium, 44% of the persons posted from Slovakia, 36% of the persons posted from Poland, and 35% of the persons posted from the Czech Republic were self-employed. A similar picture can be seen for Denmark, where a high share of persons posted from Slovakia (43%), Poland (19%), and the Czech Republic (19%) had a self-employed status.

Finally, an analysis can be made of the combination of the type of posting (posted worker or self-employed) and the sector of activity. In almost all sectors in Belgium and Denmark, the (large) majority of posted persons were posted workers. If one examines the construction sector in more detail, it appears that some 13% of the persons providing services in the Danish construction sector were self-employed.<sup>33</sup>

### **3.4. Breakdown by type of posting**

The Posting of Workers Directive distinguishes between three types of postings, namely posting between two companies under a service contract ('contract of services'), posting of workers within the same group ('intra-group posting') and

<sup>33</sup> Figures by sector of activity are not reliable for BE (see footnote 33).

posting through temporary work or placement agencies. A total of nine Member States were able to make a distinction by type of posting (to some extent) (*Table 7 and Figure 1*).

Belgium, Germany, Italy, Austria, Poland, and Finland were not able to make a distinction between 'contract of services' and intra-group posting. In almost all these Member States, the combination of these types of posting accounted for more than 90%. The exception is Italy, where it accounted for 74% of notifications and 82% of posted persons and postings. As a result, it seems that posting through a temporary work agency is quite significant in Italy, as it accounted for 26% of notifications and 18% of persons and postings.

For the Member States that could make a distinction between the three types of posting, contract of services seems to be the most important type. In France, about 65% of postings occurred through contract of services, and in Cyprus this share even amounted to 88% of notifications and 98% of postings. In Bulgaria, contract of services was the most important form, although intra-corporate transfers were also of high importance, as this form accounted for 42% of postings.

The third form of posting, through a temporary work or placement agency, was an important form of posting in Italy, as discussed above, and in France, where it corresponded to approximately 22% of posted workers. In Cyprus on the other hand, this type of posting did not occur.

**Table 7 Number of posted workers, notifications and postings registered in the national declaration tools, by type of posting, 2019**

|                      | Posting under a contract concluded between the business making the posting and the party for whom the services are intended ('contract of services') | Posting to an establishment or business owned by the same business group in the territory of another Member State ('intra-corporate transfers') | Hiring out by a temporary employment firm or placement agency to a user business established in another Member State | Total     |
|----------------------|--|---|--|-----------|
| <b>Persons</b>       |  |   |  |           |
| BE                   | 212 150  |   | 6 601  | 218 751   |
| BG                   | 728  | 777   | 73   | 1,578     |
| FR                   | 160 097  | 32 376  | 54 989   | 247 462   |
| IT                   | 25 875   |   | 5 841  | 31 716    |
| AT                   | 384 833  |   | 13 468   | 398 301   |
| <b>Notifications</b> |  |   |  |           |
| BE                   | 707 044  |   | 18 320   | 725 364   |
| BG                   | 409  | 342   | 22   | 773       |
| DE                   | 610 887  |   | 28 615   | 639 502   |
| FR                   | 174 237  | 37 309  | 58 314   | 269 860   |
| IT                   | 32 625   |   | 11 458   | 44 083    |
| CY                   | 21   | 3   |  | 24        |
| AT                   | 612 255  |   | 14 069   | 626 324   |
| PL                   | 7 341  |   | 452  | 7 793     |
| FI                   | 7 877  |   | 20   | 7 897     |
| <b>Postings</b>      |  |   |  |           |
| BE                   | 707 044  |   | 18 320   | 725 364   |
| BG                   | 1 091  | 865   | 96   | 2 052     |
| IT                   | 66 147   |   | 14 873   | 81 020    |
| CY                   | 124  | 2   |  | 126       |
| AT                   | 1 050 059  |   | 42 735   | 1 092 794 |
| PL                   | 29 878   |   | 1 339  | 31 217    |
| FI                   | 37 133   |   | 189  | 37 322    |

\* BE, DE, IT, AT, PL and FI could not make a distinction between subcontracting and intra-group posting.

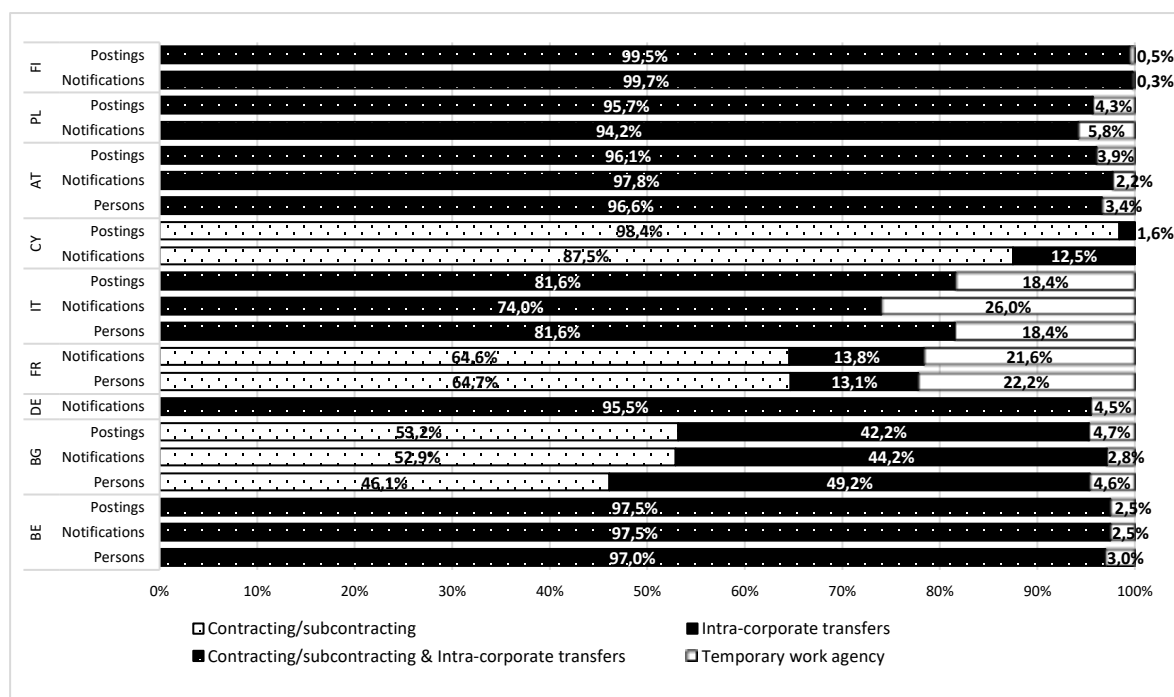
\*\* For some Member States, the total reported in this table differs from the one reported in *Table 5*. This is the case for the number of persons for FR (262 723 reported in *Table 5* vs 247 462 reported here), IT (31 023 vs 31 716), for the number of notifications for FR (292 008 vs 269 860), and for the number of postings for CY (124 vs 126). In this table, the sum of the breakdown is reported, whereas in *Table 5* the reported totals are noted.

\*\*\* The numbers reported here only concerns posted workers, not self-employed persons. Consequently, the totals reported for BE should not be compared to those reported in *Table 5, Table A1.1, A1.2 and A1.3*.

Source Questionnaire on incoming posted workers 2020



**Figure 1** Number of posted workers, notifications, and postings registered in the national declaration tools, by type of posting, relative shares, 2019



\* BE, DE, IT, AT, PL, and FI could not make a distinction between subcontracting and intra-group posting.  
 Source Questionnaire on incoming posted workers 2020

### 3.5. Breakdown by sector of activity

The flow of incoming posted workers might vary strongly by sector of activity. Such a breakdown for the received number of posted persons could be provided by 12 Member States (BE, BG, DK, EL, FR, IT, LU, MT, AT, SI, SK, and SE), 13 Member States could do this for the number of notifications (BE, BG, DK, DE, FR, IT, LT, LU, MT, AT, PT, FI, and SE) and 13 for the number of postings (BE, BG, DK, DE, IT, CY, LU, MT, AT, PT, SK, FI, and SE) (Table A1.9 and A1.10).

In terms of notifications received, construction and road freight transport were the two most common sectors. The former was the most common one for Denmark, France, Lithuania, Luxembourg, Finland, and Sweden, while the latter had the highest share in Germany, Malta, and Austria. For instance, for Austria and Germany, respectively, some 80% and 60% of the notifications received, apply to the provision of services in road freight transport. In Italy, more than one third of notifications received refer to the manufacturing sector, while in Bulgaria this applies to around two thirds of notification for other services activities. The majority of notifications in Belgium were unidentified.<sup>34</sup> Finally, it is remarkable to see that in Portugal, 84% of notifications

<sup>34</sup> See De Wispelaere, F., Chakkar, S., & Struyven, L. (2020). *Incoming and outgoing posted workers in the Belgian labour market statistics*. HIVA – KU Leuven: "Since October 2017, a much larger detail by sector of employment has been available for posted workers. This is a positive development since in the past only the scale of posting in the construction sector (and posting via agency work) was catalogued. However, based on the reported data, it appears that despite the possibility to report activities in 17 specific sectors, one third of the posted persons are still reported in an 'other' sector. In addition, the number of reported posted persons in the construction sector and the number of reported posted persons via a temporary employment agency have decreased sharply. This seems to be a statistical anomaly rather than an actual decrease in postings in these sectors. Since the end of 2017, in the case of temporary work, the accreditation number of foreign temporary employment agencies has been requested and, for activities in the construction sector (Joint Committee no. 124), it is asked whether the employer pays a premium that is comparable to the applicable premium for 'fidelity stamps' in Belgium. There is a real chance that companies will 'evade' these questions, despite the fact that they are still active in the construction sector or in the temporary employment sector. The reliability of the figures by sector of

were received in the wholesale and retail trade, repair of motor vehicles and motorcycles.

Above figures show that the breakdown by sector of activity, and hence the total number of notifications received, strongly depends on the activities/sectors exempted from notification. For instance, both Austria<sup>35</sup> and Germany apply a broad approach when it comes to road freight transport.<sup>36</sup>

In its communication on 'Guidelines on seasonal workers in the EU in the context of the COVID-19 outbreak', the Commission announced that it will conduct a study to collect data on intra-EU seasonal work.<sup>37</sup> In that respect, special attention can be paid to number of posted seasonal workers. Even though posted seasonal workers may represent only a fraction of the total group of seasonal workers in the EU.

Seasonal work is mostly found in two sectors of activity: agriculture and tourism. In terms of incoming posted workers, agriculture seems to be important for France, Denmark, and Portugal. In France, some 22 500 posted workers (estimate), or some 9% of the total number of incoming posted workers, were active in this sector. Around 62% of these workers had Spain as sending country, 14% came from Poland, and 13% from Bulgaria. Denmark received 4% of the posted workers in agriculture and 4% of postings, whereas 4% of postings received by Portugal took place in this sector. Furthermore, some 13% of posted persons to Greece were providing service in tourism. Approximately 57% of the persons posted to Greece in this sector came from the United Kingdom, 13% from France, and 9% from Bulgaria. Finally, some 5% of the posted workers received by Italy provided services in tourism.

### **3.6. Average duration of the posting period**

The average duration of the posting period was asked by type of posting and by sending Member State. In order to calculate the average duration per posted worker, all different periods are added together in case the worker was sent abroad multiple times in 2019. For instance, if a worker was sent two times to another Member State in 2019, the first time for a period of three months and the second time for a period of five months, the average duration per posting amounts to four months and the average duration the worker concerned has been posted during 2019 is eight months. Therefore, the average duration for a posting is smaller than for a posted worker.

16 Member States were able to provide (partial) data (*Table 8*). Consequently, reported average figures are only a rough estimate of the posting period.<sup>38</sup> The

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employment is therefore compromised. This may also lead to premature conclusions. The NSSO is aware of this trend and is taking the necessary steps to enhance the reliability of the reported sectors."

<sup>35</sup> See also Danaj, S., Geyer, L., Cukut Krilić, S., Toplak, K., & Vah Jevšnik, M. (2020), *Regional case study. From Bosnia and Herzegovina to Austria via Slovenia: migration and posting of third country nationals in the EU*, European Centre for Social Welfare Policy and Research and ZRC SAZU: "Austria collects national posting data based on the number of posting notifications (so-called ZKO4 forms for the transport sector and ZKO3 forms for all other sectors) submitted to the Austrian Financial Police by employers who intend to post workers to Austria in accordance with Article 19 Paragraph 3 of the Austrian Act to Fight Wage and Social Dumping (LSD-BG)." Haidinger, B. (2018), *Transnational Monitoring and Enforcement of Posted Work: The Case of Austria*, Solidar: "Accompanying the revision of the Anti-Wage and Social Dumping Act (LSD-BG), the transport sector was explicitly mentioned as being subject to this law. ... Only since the beginning of 2017, posting notifications of transport companies are identified, the numbers exploded."

<sup>36</sup> In addition, there was uncertainty about the scope of posting in road freight transport. This has recently been resolved by means of Directive (EU) 2020/1057. Recital 9 of this Directive states that "Balanced sector specific rules on posting should be based on the existence of a sufficient link between the driver and the service provided, and the territory of a host Member State." "International carriage in transit across the territory of a Member State does not constitute a posting situation" (recital 11). "Where a driver performs other types of operations, notably cabotage operations or non-bilateral international transport operations, there is a sufficient link to the territory of the host Member State." (recital 13).

<sup>37</sup> However, data on the number of foreign seasonal workers in the EU are very fragmented and partial. See, for instance, Kalantaryan, S., Mazza, J., & Scipioni, M. (2020), *Meeting labour demand in agriculture in times of COVID 19 pandemic*, JRC Technical report. Publications Office of the European Union: Luxembourg.

<sup>38</sup> These data only reflect the intention to provide services in the host Member State. It is not known whether these services have actually been provided. This might result in an overestimation of the duration. For instance, the specific form

unweighted average duration per posting was 141 days in 2019 and the unweighted average posting period per person equalled 241 days. Note that these average figures do not necessarily include the same reporting Member States. These figures could also be compared to the average durations published in the A1 report.<sup>39</sup> In 2019, the average duration amounted to some 115 days per A1 certificate issued according to Art. 12 of the Basic Regulation or some 194 days per individual person. Furthermore, the average duration persons pursued an activity in two or more Member States was 312 days per A1 certificate issued according to Art. 13 of the Basic Regulation and even a complete year per individual person.

It is clear that the average duration differs greatly between Member States. In Italy, Austria, and Sweden a worker was posted for an average of more than 300 days in 2019. In Ireland and Luxembourg on the other hand, workers were posted for less than 100 days. Whereas the average duration per posting amounted to 313 days in Poland, the average posting duration in Denmark, Luxembourg, and Portugal was less than 60 days. Furthermore, for Belgium, Austria, and Italy, the difference between the average posting period per worker and per posting was rather significant. This indicates that one worker was sent abroad multiple times for a shorter period of time (*see also Table 5*).

**Table 8 Average posting period per posted worker, notification, and posting, in number of days, 2019**

| Receiving MS              | Average posting period in days<br>– posted workers | Average posting period in days<br>– notifications | Average posting period in days<br>– postings |
|---------------------------|--|---|--|
| BE                        | 290  | 84  | 84   |
| BG                        | 111  | 177   | 90   |
| DK**                      |  | 32  | 31   |
| DE                        |  | 441   | 108  |
| IE                        | 94   |   |  |
| IT                        | 381  | 268   | 146  |
| CY*                       |  |   | 107  |
| LU                        | 80   | 15  | 55   |
| MT                        | 121  | 120   | 120  |
| AT                        | 427  | 269   | 154  |
| PL                        |  | 311***  | 313  |
| PT                        |  | 92  | 30   |
| RO                        |  | 120   | 164  |
| SK                        | 306  |   | 264  |
| FI                        |  | 111   | 273  |
| SE                        | 363  | 499   | 179  |
| <b>Unweighted average</b> | <b>241</b>   | <b>195</b>  | <b>141</b>                                   |

\* CY: provided data in months or weeks. The assumption was made that a month has 28 days in order to calculate the average duration.

\*\* DK: only postings with a starting and ending date in 2019 are included in the calculations.

\*\*\* PL: data concerning the average posting period in days for notifications concern reference year 2018.

Source Questionnaire on incoming posted workers 2020

A limited number of Member States, namely 8 (BE, BG, DK, IE, IT, AT, PL, and FI), provided a further breakdown by type of posting. *Table 9* shows large differences between Member States and also between different types of posting.

that exists in Austria for the transport sector (ZKO4 form, see <https://www4.formularservice.gv.at/formularserver/user/formular.aspx?pid=fe66cedb506e495c94b3e826701443e5&pn=B0d66e914664149109b455bce26ceca4a&lang=en>), is valid for 6 months. However, this does not mean that services are provided during this entire period of 6 months. Moreover, the average period of posting might differ strongly, particularly depending on the services that should be carried out. In that regard, figures on the duration of the period by sector of activity would be very useful. However, there is little chance that Member States are able to provide such detailed figures, seeing that only 17 Member States could (partially) provide the overall data.

<sup>39</sup> Under the current rules on social security coordination the period that persons are pursuing an activity covered by Article 12 of the Basic Regulation is set at a maximum of 24 months. Article 13 does not set a maximum period for the provision of services in two or more Member States.

In Italy and Austria, the average posting period for posted workers hired out by a temporary work agency was longer than for contracting and intra-corporate transfers. In Belgium and Bulgaria on the other hand, the opposite holds true. Belgium and Denmark are some of the few Member States where self-employed persons have to register in the prior notification tool and that could provide data on the breakdown of the average duration. In Belgium, a worker was posted for an average period of 291 days, whereas a self-employed person provided services for an average period of 196 days. In Denmark, the duration of posting for both groups lay closer together. On average, per notification the posting period for a posted worker was 30 days, while it was 33 days for a self-employed person. However, the average posting period per posting for a posted worker was 34 days, and only 28 days for a self-employed person.

Although for France no data were reported on this, its national report concerning reference year 2019<sup>40</sup> gives an idea about the average period of posting. It is estimated that the average period of posting per posted person was 101 days or around three months. However, the period also varied according to the sector of activity, with a longer duration in construction (123 days on average) and a shorter duration in the service sector (68 days).

**Table 9 Average posting period per posted worker, notifications, and posting, in number of days, by type of posting, 2019**

| Posted workers  |   |  |                      | Self-employed | Total |
|---|---|--|----------------------|---------------|-------|
| Posting under a contract concluded between the business making the posting and the party for whom the services are intended ('contracting/ subcontracting') | Posting to an establishment or business owned by the same business group in the territory of another Member State ('intra-corporate transfers') | Hiring out by a temporary employment firm or placement agency to a user business established in another Member State | Total Posted workers |               |       |
| <b>Persons</b>  |   |  |                      |               |       |
| BE  | 294   | 168  | 291                  | 196           | 290   |
| BG  | 104   | 119  | 106                  |               | 111   |
| IE  |   |  | 24                   |               | 94    |
| IT  | 336   |  | 534                  |               | 381   |
| AT  | 425   |  | 471                  |               | 427   |
| <b>Notifications</b>  |   |  |                      |               |       |
| BE  |   | 54   | 84                   | 73            | 84    |
| BG  | 177   | 176  | 188                  |               | 177   |
| DK  |   |  | 30                   | 33            | 32    |
| IT  | 267   |  | 272                  |               | 268   |
| AT  | 265   |  | 450                  |               | 269   |
| FI  |   |  | 86                   |               | 111   |
| <b>Postings</b>   |   |  |                      |               |       |
| BE  |   | 54   | 84                   | 73            | 84    |
| BG  | 73  | 111  | 82                   |               | 90    |
| DK  |   |  | 34                   | 28            | 31    |
| IT  | 132   |  | 210                  |               | 146   |
| AT  | 154   |  | 148                  |               | 154   |
| PL  |   |  | 309                  |               | 313   |
| FI  |   |  | 76                   |               | 273   |

\* DK: only postings with a starting and ending date in 2019 are included in the calculations.

\*\* BE, IT and AT could not make a distinction between subcontracting and intra-group posting.

Source Questionnaire on incoming posted workers 2020

Member States were also asked to report how many notifications and postings were reported with a certain duration. Fourteen Member States provided a breakdown for notifications (*Figure 2*) and fifteen Member States for postings (*Figure 3*). The analysis of the duration of the notifications and postings shows that short term posting was of high importance.<sup>41</sup> On average, one out of three postings applied to a period of less than eight days and more than half to a posting period of less than one month. Furthermore, some 7% of the postings covered a period of more than 12 months.

<sup>40</sup> <https://dares.travail-emploi.gouv.fr/publication/qui-sont-les-travailleurs-detaches-en-france>

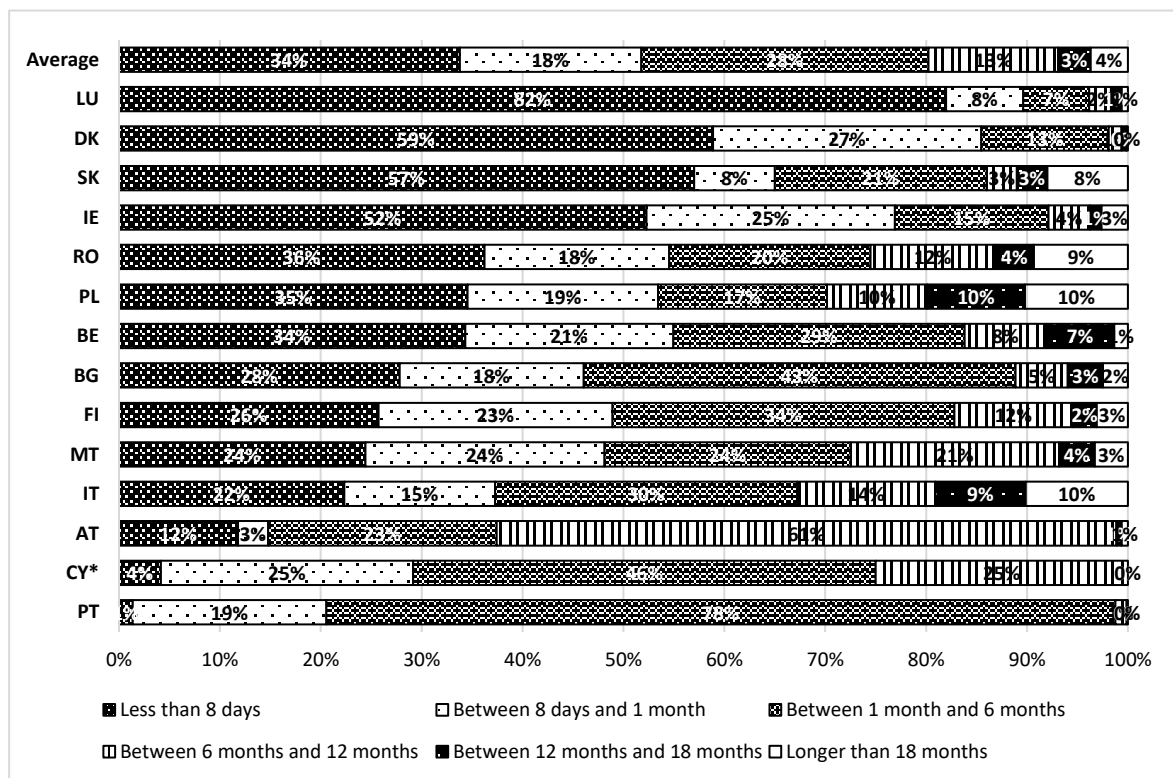
<sup>41</sup> The percentage distribution is similar to that of reference year 2018.

## Posting of workers

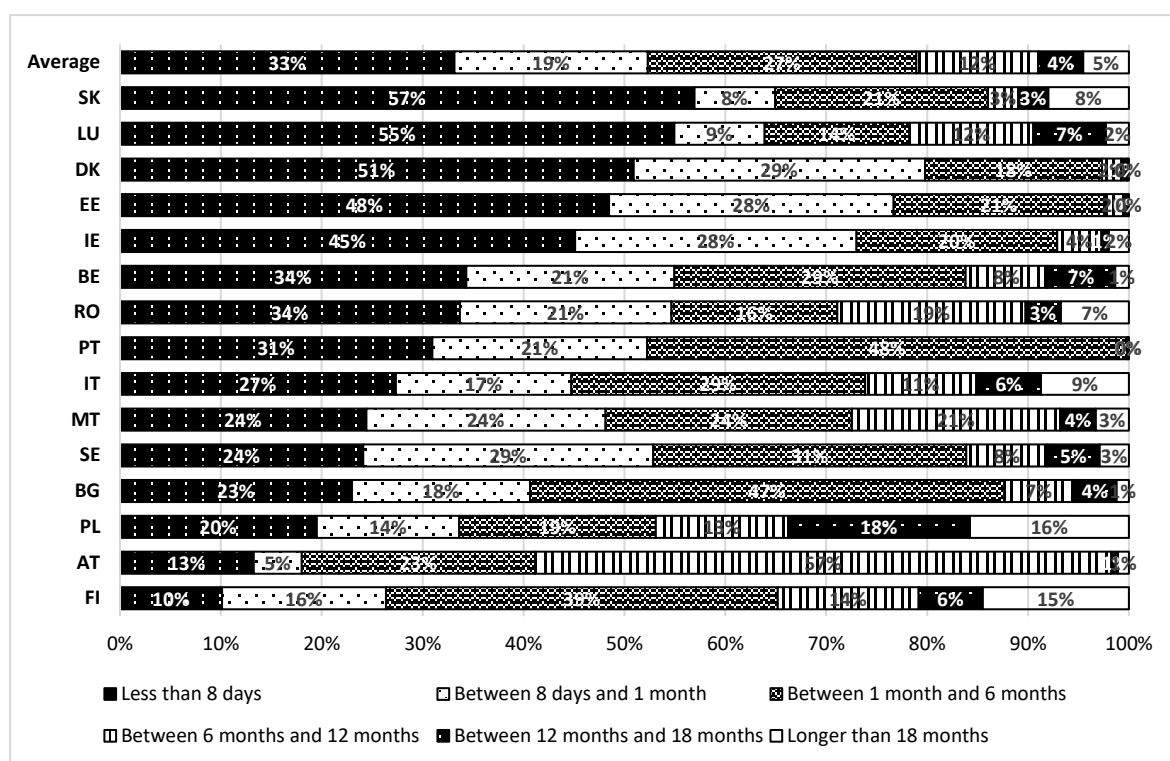
For most Member States, the majority of notifications were received for a posting period of less than eight days (MT, SI, BE, PL, RO, SK, IE, DK and LU) (*Figure 2*). In Portugal, Cyprus, Italy, Finland, and Bulgaria, most notifications concerned a period between one and six months. A period of between 6 and 12 months was the most common period in Austria. The Member States where most notifications for a longer posting period were received are Romania, Italy, and Poland. In Romania, 13% of notifications concerned a posting period of more than 12 months, while in Italy this share amounted to 19%. In Poland, around 20% of notifications concerned a posting period of more than one year, with 10% even relating to a posting period of more than 18 months. Furthermore, in Austria, Ireland, Denmark, and Luxembourg there were less than 5% of notifications for a posting period longer than one year.

Regarding the duration of the postings (*Figure 3*), the shares are rather similar to the duration for the number of notifications (*Figure 2*) for most Member States. Only for Luxembourg and Portugal, some remarkable differences exist. While in Luxembourg 82% of notifications concerned a period of less than eight days, this share 'only' amounted to 55% for the number of postings. In addition, in Portugal, only 1% of notifications were reported for a duration of less than eight days, whereas 31% of postings had a posting period of less than eight days. Furthermore, 78% of notifications received by Portugal had a duration between one and six months while only 48% of postings had this duration.

**Figure 2** Number of notifications in national declaration tools, by duration, 2019



Source Questionnaire on incoming posted workers 2020

**Figure 3** Number of postings in prior notification tools, by duration, 2019

Source Questionnaire on incoming posted workers 2020

### 3.7. Share of intra-EU posting in national workforce

The number of incoming posted workers registered in the prior notification tools can be compared to the total number of employed persons in the receiving Member States to know the relative impact of intra-EU posting. This can of course only be done by using the indicator 'posted workers', and not 'notifications' or 'postings'. Nonetheless, there are still several methodological limitations to comparing the total number of incoming posted workers to the total number of employed persons.<sup>42,43</sup>

Table 10 shows the impact of intra-EU posting for 21 reporting Member States. On average, 1% of employment can be related to the employment of posted workers. The impact in terms of employed persons was highest in Austria (8%), Luxembourg (6%), and Belgium (5%). In Germany (2%) and France (1%) the share also exceeded the average of 1%. However, in most reporting Member States the share of incoming posted workers in total employment of the host Member State was at a very low level.

<sup>42</sup> Firstly, the numerator, the total number of incoming posted workers, only includes the persons registered in 2019 (i.e., flow of posted workers). This results into an underestimation of the size of posted workers (i.e., stock of posted workers) as it does not include the workers who were providing services in 2019 but who were registered in the host Member State in a previous year (for instance in December 2018). Secondly, the result will actually be an overestimation of the real impact of posted workers, as the total number of posted workers in 2019 is used in the calculation. These posted workers were never all active at the same time during the reference year. Therefore, it would be better to calculate this share at a certain point in time instead of taking into account the entire group of posted workers. For instance, in 2019, there were some 261 000 incoming posted workers in France. However, the number of posted workers present on a given date was much lower: in 2019, excluding road transport, 72 600 workers posted to France were present on average on a given day, with the number varying between 71 200 and 76 000 posted workers (see <https://dares.travail-emploi.gouv.fr/publication/qui-sont-les-travailleurs-detaches-en-france>).

<sup>43</sup> Some Member States (DE, EE, CY, PL, PT, RO and FI) were not able to report the number of incoming posted workers but could report the number of postings. Therefore, an estimation was made for the number of incoming posted workers, by dividing the number of reported postings by 2.9, which is the average number of postings per posted worker, as discussed in Table 5. This estimation is shown in the table below by adding a superscript 'e'.

In host Member States Denmark, Sweden, Finland, Slovenia, Slovakia, Hungary, Malta, Estonia, Italy, Ireland, Greece, and Poland, the share lay between 0.1% and 1.0%. The impact was even less than 0.1% in Bulgaria, Romania, Portugal, and Cyprus.

In addition to looking at the impact on the number of employed persons, it is also possible to look at the impact on the number of employed persons in full-time equivalents (FTE). The estimation of the incoming posted workers in FTE was possible by using the reported data on the duration of the posting period (*see Table 9*). Since these data were only available for a limited number of Member States, the impact in terms of FTE can also only be calculated for nine Member States. The fact that posted workers were mostly active for only a limited number of months in the host Member State results in a lower impact of posting on total employment in terms of FTEs. For instance, the share of posting in total employment decreases from 6% to 1.5% in Luxembourg. These figures give a better indication of the actual share of posting in total employment of host Member States.

**Table 10 Share of workers registered in the prior notification tools for whom at least one declaration for one or more days has been made in total employment, 2019**

|                           | Total employed persons (in 1 000) | Number of incoming posted workers | % of posted workers in total employed persons | Estimated total employed persons in FTEs (in 1 000) | Estimated number of incoming posted workers in FTEs* | % of employed persons in FTEs |
|---------------------------|-----------------------------------|-----------------------------------|---|---|--|-------------------------------|
| BE                        | 4 832                             | 254 759                           | 5.0%  | 4 211   | 202 411  | 4.6%                          |
| BG                        | 3 233                             | 1 578                             | 0.0%  | 3 195   | 480  | 0.0%                          |
| CZ                        | 5 303                             |                                   |   | 5 092   |  |                               |
| DK                        | 2 878                             | 25 441                            | 0.9%  | 2 516   |  |                               |
| DE                        | 42 400                            | 914 321 <sup>e</sup>              | 2.1% <sup>e</sup>                             | 36 237  |  |                               |
| EE                        | 671                               | 1 227 <sup>e</sup>                | 0.2% <sup>e</sup>                             | 629   |  |                               |
| IE                        | 2 323                             | 2 157                             | 0.1%  | 2 076   | 557  | 0.0%                          |
| EL                        | 3 911                             | 2 627                             | 0.1%  | 3 726   |  |                               |
| ES                        | 19 779                            |                                   |   | 18 319  |  |                               |
| FR                        | 27 181                            | 264 294                           | 1.0%  | 24 699  |  |                               |
| HR                        | 1 680                             |                                   |   | 1 630   |  |                               |
| IT                        | 23 360                            | 31 023                            | 0.1%  | 21 078  | 31 023   | 0.1%                          |
| CY                        | 417                               | 43 <sup>e</sup>                   | 0.0% <sup>e</sup>                             | 392   |  |                               |
| LV                        | 910                               |                                   |   | 867   |  |                               |
| LT                        | 1 378                             |                                   |   | 1 322   |  |                               |
| LU                        | 565                               | 28 306                            | 5.7%  | 419   | 6 204  | 1.5%                          |
| HU                        | 4 512                             | 12 879                            | 0.3%  | 4 395   |  |                               |
| MT                        | 255                               | 356                               | 0.1%  | 237   | 118  | 0.0%                          |
| NL                        | 8 985                             |                                   |   | 6 668   |  |                               |
| AT                        | 4 355                             | 398 301                           | 8.4%  | 3 735   | 398 301  | 9.6%                          |
| PL                        | 16 461                            | 10 915 <sup>e</sup>               | 0.1% <sup>e</sup>                             | 15 872  |  |                               |
| PT                        | 4 913                             | 874 <sup>e</sup>                  | 0.0% <sup>e</sup>                             | 4 618   |  |                               |
| RO                        | 8 680                             | 2 578 <sup>e</sup>                | 0.0% <sup>e</sup>                             | 8 371   |  |                               |
| SI                        | 983                               | 3 448                             | 0.3%  | 937   |  |                               |
| SK                        | 2 584                             | 7 453                             | 0.3%  | 2 518   | 4 435  | 0.2%                          |
| FI                        | 2 566                             | 13 050 <sup>e</sup>               | 0.5% <sup>e</sup>                             | 2 345   |  |                               |
| SE                        | 5 132                             | 41 504                            | 0.8%  | 4 505   | 41 277   | 0.9%                          |
| UK                        | 32 710                            |                                   |   | 28 296  |  |                               |
| <b>Weighted average</b>   |                                   |                                   | <b>1.2%</b>                                   |   |  |                               |
| <b>Unweighted average</b> |                                   |                                   | <b>1.2%</b>                                   |   |  |                               |

\* In order to estimate the number of posted persons in FTEs, the number of incoming posted workers was multiplied by the average duration (see Table 8) divided by 365 days, because figures were collected in terms of 'calendar days' and not in terms of 'working days'.

\*\* Many Member States were not able to provide the number of incoming posted persons, while they could provide the number of postings. Therefore, for those Member States, an estimation was made of the number of incoming posted workers by dividing the reported number of postings (see Table 5) by 2.86, which is the average number of postings per person, as explained in section 3. This estimation occurred for DE, EE, CY, PL, PT, RO and FI, and is indicated by the superscript 'e'.

Source Questionnaire on incoming posted workers 2020; Eurostat [lfsa\_esegn2] and [nama\_10\_a10\_e]

It can be assumed that the share of posted workers in total employment strongly differs between the sector of activity. Therefore, Table 11 provides a more detailed analysis of the share of posted workers in the employment by sector of activity. This analysis could be performed for 12 Member States<sup>44</sup>, using the data reported for the number of posted workers in Table A1.9.

For several reporting Member States, the impact in all sectors remained limited. For instance, in Bulgaria (1.4%), Greece (0.8%), Malta (0.9%), and Slovakia (3.4%) the highest impact can be noticed in the 'Other services activities' and stayed under 4%. In addition, in Italy, the highest share of posted workers received occurs in the 'Mining and quarrying industry' and only amounted to 0.5%. However, for other Member States, the share of posted workers in certain sectors of activity was quite high. For instance, in France 13% of persons employed in the 'Mining and quarrying sector' are posted workers. Furthermore, some 6 out of 10 persons employed in the Austrian road freight sector were incoming posted workers.

<sup>44</sup> BE, BG, DK, EL, FR, IT, LU, MT, AT, SI, SK, and SE.



One sector of activity that stands out is the construction sector, as several host Member States were confronted with a high share of posted workers in this sector. For instance, the relative impact of intra-EU posting in the construction sector amounted to 24% in Luxembourg, 16% in Belgium,<sup>45</sup> 7% in Denmark, 5% in Austria, 5% in Sweden, 5% in France, and 2% in Slovenia. Furthermore, the impact also seemed to be rather high in 'Other services activities' with 36.3% for Austria, 6.9% for Luxembourg, 6.3% for Slovenia, and 3.4% for Slovakia. In addition, according to 2016 figures published by Wagner and Hassel, approximately 4 out of 10 of the workers employed in the German meat processing industry were posted workers.<sup>46</sup>

Finally, given the discussion on seasonal workers in the EU, it is interesting to discuss the figures for agriculture. In France and Belgium, posted seasonal workers accounted for about 3% of total employment in agriculture. This share was higher in Luxembourg (6%), but lower in Denmark (1.7%), Sweden (1.5%), Slovenia (0.3%), Slovakia (0.2%), and Italy (0.1%).

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<sup>45</sup> This is a strong underestimation (see footnote 33). Intra-EU posting accounts for almost one third of employment in the Belgian construction sector (De Wispelaere, F. and Pacolet, J. (2017), *The size and impact of intra-EU posting on the Belgian economy. With a special focus on the construction sector. Summary*, HIVA – KU Leuven.)

<sup>46</sup> Wagner, I., & Hassel, A. (2016), Posting, subcontracting and low-wage employment in the German meat industry. *Transfer: European Review of Labour and Research*, 21(2), pp. 201-213.

**Table 11 Share of persons registered in the prior notification tools for whom at least one declaration for one or more days has been made in total employment, by sector of activity, 2019**

| Receiving MS | Agriculture, forestry and fishing | Mining and quarrying | Manufacturing | Electricity, gas, steam and air conditioning supply | Water supply; sewerage; waste management and remediation activities | Construction | Wholesale and retail trade; repair of motor vehicles and motorcycles | Transporting and storage | Accommodation and food service activities | Information and communication | Financial and insurance activities | Real estate activities | Professional, scientific and technical activities | Administrative and support service activities | Public administration and defence; compulsory social security | Education | Human health and social work activities | Arts, entertainment and recreation | Other services activities | Activities of households as employers; undifferentiated goods - producing and services - producing activities of households for own use | Activities of extraterritorial organisations and bodies |
|--------------|-----------------------------------|----------------------|---------------|---|---|--------------|--|--------------------------|---|-------------------------------|------------------------------------|------------------------|---|---|---|-----------|---|------------------------------------|---------------------------|---|---|
| BE           | 3.2%                              |                      | 0.0%          | 5.7%  | 36.5%   | 15.7%        | 0.2%   | 7.3%                     | 0.9%                                      | 1.9%                          | 0.5%                               | 0.0%                   | 0.0%  | 0.0%  | 0.0%  | 0.0%      | 0.1%                                    | 0.0%                               | 0.0%                      | 4.5%  | 0.0%  |
| BG           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| CZ           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| DK           | 1.7%                              | 5.4%                 | 2.3%          | 1.6%  | 0.7%  | 6.8%         | 0.1%   | 0.4%                     | 0.0%                                      | 0.8%                          | 0.0%                               | 0.0%                   | 0.6%  | 0.7%  | 0.0%  | 0.0%      | 0.0%                                    | 0.5%                               | 0.7%                      | 0.0%  | 0.0%  |
| DE           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| EE           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| IE           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| EL           | 0.0%                              | 0.4%                 | 0.1%          | 0.6%  | 0.0%  | 0.3%         | 0.0%   | 0.1%                     | 0.1%                                      | 0.0%                          | 0.0%                               | 0.1%                   | 0.2%  | 0.0%  | 0.0%  | 0.0%      | 0.0%                                    | 0.0%                               | 0.8%                      | 0.0%  | 0.0%  |
| ES           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| FR           | 3.2%                              | 13.0%                | 2.1%          | 2.8%  | 0.8%  | 4.6%         | 0.1%   | 0.4%                     | 0.9%                                      | 0.6%                          | 0.1%                               | 0.0%                   | 0.8%  | 0.5%  | 0.0%  | 0.0%      | 0.0%                                    | 1.9%                               | 2.6%                      | 0.1%  |   |
| HR           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| IT           | 0.1%                              | 0.5%                 | 0.3%          | 0.2%  | 0.1%  | 0.3%         | 0.1%   | 0.5%                     | 0.1%                                      | 0.1%                          | 0.1%                               | 0.0%                   | 0.1%  | 0.2%  | 0.0%  | 0.0%      | 0.0%                                    | 0.2%                               | 0.0%                      | 0.0%  | 0.0%  |
| CY           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| LV           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| LT           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| LU           | 6.2%                              |                      | 15.1%         |   |   | 24.1%        |  |                          |   | 1.7%                          | 0.3%                               | 0.5%                   | 1.0%  |   |   |           |   | 0.9%                               | 6.2%                      |   |   |
| HU           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| MT           |                                   |                      | 0.2%          |   |   |              | 0.1%   | 0.9%                     |   | 0.1%                          | 0.1%                               | 0.1%                   |   |   |   |           |   | 0.2%                               | 0.9%                      |   |   |
| NL           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| AT           |                                   |                      |               |   |   | 5.3%         |  | 58.6%                    |   |                               |                                    |                        |   |   |   |           |   |                                    |                           | 36.3%   |   |
| PL           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| PT           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| RO           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| SI           | 0.3%                              | 0.0%                 | 0.1%          | 2.1%  | 0.1%  | 2.1%         | 0.1%   | 0.5%                     | 0.0%                                      | 0.1%                          | 0.0%                               | 0.2%                   | 0.3%  | 0.9%  | 0.0%  | 0.0%      | 0.0%                                    | 0.2%                               | 6.3%                      | 0.3%  | 0.0%  |
| SK           | 0.2%                              | 0.5%                 | 0.5%          | 0.3%  | 0.2%  | 1.0%         | 0.0%   | 0.3%                     | 0.1%                                      | 0.2%                          | 0.0%                               | 0.0%                   | 0.4%  | 0.8%  | 0.0%  | 0.0%      | 0.0%                                    | 0.0%                               | 3.4%                      | 0.2%  | 0.5%  |
| FI           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |
| SE           | 1.5%                              | 3.0%                 | 1.6%          | 1.7%  | 1.1%  | 5.1%         | 0.1%   | 0.1%                     | 0.0%                                      | 2.6%                          | 0.3%                               | 0.1%                   | 0.3%  | 0.5%  | 0.0%  | 0.0%      | 0.0%                                    | 0.1%                               | 0.2%                      |   |   |
| UK           |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |           |   |                                    |                           |   |   |

Source Questionnaire on incoming posted workers 2020; Eurostat [lfsa\_esegn2] and [nama\_10\_a10\_e]

### 3.8. Comparison to the data from the A1 certificates

In this last section, the data from the prior notification tools are compared to the data on received postings from the A1 report for reference year 2019. For various reasons, the two databases are not fully comparable (*Table 12*). The notion of a 'posted' worker/person is used both in the Regulations on the coordination of social security systems (determining the applicable social security regime of the posted worker) and the Posting of Workers Directive (determining the terms and conditions of employment of the posted worker). Nonetheless, the personal scope is not the same. Indeed, persons might be 'posted' under the Basic Regulation but not in the meaning of the Posting of Workers Directive. For instance, self-employed persons falling under Article 12 (2) of the Basic Regulation are not covered by the Posting of Workers Directive. In addition, workers who are sent temporarily to work in another Member State, but do not provide services there, are not covered by the Posting of Workers Directive. This is the case, for example, for workers on business trips (when no service is provided), attending conferences, meetings, fairs, following training etc.<sup>47</sup> In contrast, persons might also be posted under the Posting of Workers Directive and not under the Basic Regulation. For instance, workers who pursue an activity in two or more Member States (Article 13 of the Basic Regulation) may fall under the terms and conditions of the Posting of Workers Directive. Furthermore, according to the EU rules on social security coordination, workers who at the outset will be posted for a period longer than two years fall outside the posting provisions of the Regulation, and in such case they need to be socially insured in the host Member State, unless a specific agreement under Article 16 of the Basic Regulation is concluded.

**Table 12 Differences between the A1 application process and the registration in the prior notification tools, from a receiving Member State's perspective**

|                    | Data from the A1 certificate  | Data from the prior notification tools  |
|--------------------|---|---|
| <i>Legal base</i>  | Basic Regulation (EC) No 883/2004 and Implementing Regulation (EC) No 987/2009  | Directive 2014/67/EU<br>Directive 96/71/EC  |
| <i>Area</i>        | Social security   | Terms and conditions of employment  |
| <i>Scope</i>       | Determined by Art. 12 of the Basic Regulation   | Determined by Art. 3(1) of the Posting of Workers Directive + (for some MSs: + self-employed and/or + posting undertakings established outside the EU-28/EFTA)  |
| <i>Exempted</i>    | Persons active in two or more Member States (Art. 13 of the Basic Regulation); postings longer than two years; repetitive postings                              | Several categories in some/most host MSs (for instance, persons attending business meetings or participation in seminars and lectures are not always required to register) + (by several MSs: + self-employed and/or + posting undertakings established outside the EU-28/EFTA) |
| <i>Enforcement</i> | In some cases, a posting may take place without the institutions being informed of it. Moreover, an A1 certificate can also be awarded with retroactive effect. | Implementation of a 'simple declaration' system is a faculty given to Member States, not an obligation. Most Member States implemented sanctions in the event of non-registration.  |

<sup>47</sup> See also the Practical Guide on Posting (section 2.4. "What about 'business trips' to another Member State? Are the rules on posting applicable to any mission abroad of workers?"): "Workers who are sent temporarily to work in another Member State, but do not provide services there, are not posted workers. This is the case, for example, of workers on business trips (when no service is provided), attending conferences, meetings, fairs, following training etc. Such workers are not covered by the Posting of Workers Directives and the administrative requirements and control measures set out in Article 9 of Directive 2014/67/EU are therefore not applicable to them. Please note that, as far as the coordination of social security is concerned, Regulations (EC) No 883/2004 and 987/2009 provide that, for every cross-border work-related activity (including 'business trips') the employer, or any self-employed person concerned, is under the obligation to notify the competent (home) Member State, whenever possible in advance, and obtain a Portable Document A1 (PD A1). That obligation covers any economic activity, even if only of short duration. These Regulations do not provide for any exceptions for business trips either."

As workers may be posted to the same Member State more than once per year, it may be the case that the person applies for an A1 certificate which is then used on more than one occasion during its validity period. Therefore, while EU data will count one posting (only one A1 certificate is issued), national data will for example count two or three postings, depending on the number of declarations made prior to the posting.

The above-mentioned reasons clarify the difference between the number of A1 certificates based on Article 12 received by Member States and the number of postings counted based on their prior notification tool (*Table 13*). Consequently, both data sources are only comparable to a limited extent. In 2019, a total of 3.2 million PDs A1 were issued for persons covered by Article 12 of the Basic Regulation. The main sending Member State was Germany (1.7 million),<sup>48</sup> and to a lesser extent Poland (246 849), Italy (173 149), Spain (136 096) and France (122 552). The main receiving Member States were Germany (505 737 PDs A1) and France (450 220 PDs A1), and to a lesser extent, Austria (320 480 PDs A1), Switzerland (246 961 PDs A1), the Netherlands (219 276 PDs A1), and Belgium (218 230 PDs A1). Figures on the number of A1 certificates received based on Article 13 of the Basic Regulation are not collected by the A1 questionnaire.

*Table 13* shows that Belgium, Denmark, Germany, France, Luxembourg, Austria, and Finland registered a (much) higher number of postings in their national registration tools compared to the number of PDs A1 it received according to Article 12 of the Basic Regulation. However, the opposite conclusion holds true for Bulgaria, Estonia, Italy, Cyprus, Hungary, Malta, Poland, Portugal, Romania, Slovakia, and Sweden.

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<sup>48</sup> The number of certificates issued by Germany quadrupled compared to 2018. The underlying explanation for the massive increase in the number of PDs A1 issued under Article 12 by Germany may mainly be found in the increased awareness of German employers about the application procedures for a PD A1, and consequently their increased applications.

## Posting of workers

**Table 13** Number of notifications, persons and postings registered in the national declaration tools versus number of PDs A1 received, 2019

|              | Number of persons registered in the national declaration tools | Number of notifications registered in the national declaration tools | Number of postings registered in the national declaration tools | Number of A1 forms received according to Article 12 of Regulation (EC) No 883/2004 |
|--------------|--|--|---|--|
| BE           | 254 759  | 878 547  | 878 547   | 218 233  |
| BG           | 1 578  | 773  | 2 052   | 13 840   |
| CZ           |  |  |   | 101 502  |
| DK           | 25 441   | 29 946   | 70 160  | 46 282   |
| DE           |  | 639 502  | 2 614 958   | 505 737  |
| EE           |  | 870  | 3 509   | 5 023  |
| IE           | 2 157  |  |   | 17 158   |
| EL           | 2 627  |  |   | 17 437   |
| ES           |  |  |   | 177 082  |
| FR           | 264 294  | 292 008  | 675 745   | 450 221  |
| HR           |  |  |   | 20 821   |
| IT           | 31 023   | 44 083   | 81 020  | 173 727  |
| CY           |  | 24   | 126   | 2 677  |
| LV           |  | 804  |   | 5 178  |
| LT           |  | 1 624  |   | 10 103   |
| LU           | 28 306   | 52 839   | 140 560   | 52 864   |
| HU           | 12 879   | 6 608  | 12 879  | 56 903   |
| MT           | 356  | 426  | 426   | 5 001  |
| NL           |  |  |   | 219 277  |
| AT           | 398 301  | 626 324  | 1 092 794   | 320 481  |
| PL           |  | 7 793  | 31 217  | 93 630   |
| PT           |  | 807  | 2 499   | 50 455   |
| RO           |  | 2 363  | 7 373   | 38 774   |
| SI           | 3 448  |  | 7 327   | 17 205   |
| SK           | 7 453  | 14 898   | 14 898  | 33 155   |
| FI           |  | 7 998  | 37 322  | 35 529   |
| SE           | 41 504   | 30 181   | 84 358  | 85 450   |
| UK           |  |  |   | 132 510  |
| IS           |  |  |   | 2 136  |
| LI           |  |  |   | 4 317  |
| NO           |  |  |   | 38 170   |
| CH           |  |  |   | 246 964  |
| <b>Total</b> | <b>1 072 555</b>   | <b>2 639 803</b>   | <b>5 759 925</b>  | <b>3 206 680</b>   |

Source Questionnaire on incoming posted workers 2020 and PD A1 Questionnaire 2020

## **ANNEXES**

Posting of workers

**Table A1.1 Number of persons registered in the national declaration tools for whom at least one declaration for one or more days has been made, breakdown by sending Member State, 2019**

|  |                | Receiving Member State (host country) |               |       |    |              |              |                |        |               |        |    |    |    |               |               |            |    |                |        |    |    |              |              |       |               |       |    |    |    |    |    |    |  |
|--|----------------|---------------------------------------|---------------|-------|----|--------------|--------------|----------------|--------|---------------|--------|----|----|----|---------------|---------------|------------|----|----------------|--------|----|----|--------------|--------------|-------|---------------|-------|----|----|----|----|----|----|--|
|  |                | 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 |  |
| Sending Member State (country of origin) | BE             | 2 741                                 | 2             | 244   |    |              | 8            | 56             | 15 823 |               | 156    |    |    |    |               | 5 629         | 11         | 2  |                | 1 338  |    |    |              | 8            | 1     |               | 53    |    |    |    |    |    |    |  |
|  | BG             | 6 716                                 | 4             | 330   |    |              | 6            | 36             | 3 967  |               | 344    |    |    |    |               | 44            | 38         | 4  |                | 10 594 |    |    |              | 4            | 12    |               | 258   |    |    |    |    |    |    |  |
|  | CZ             | 3 427                                 | 57            | 896   |    |              | 5            | 9              | 2 692  |               | 546    |    |    |    |               | 292           | 267        | 2  |                | 17 225 |    |    |              | 42           | 2 038 |               | 1 117 |    |    |    |    |    |    |  |
|  | DK             | 586                                   | 0             |       |    |              | 37           | 40             | 1 236  |               | 26     |    |    |    |               | 22            | 1          | 0  |                | 381    |    |    |              | 4            | 9     |               | 1 097 |    |    |    |    |    |    |  |
|  | DE             | 23 334                                | 221           | 5 818 |    |              | 754          | 449            | 36 093 |               | 4 926  |    |    |    |               | 12 450        | 8 002      | 44 |                | 74 590 |    |    |              | 694          | 1 037 |               | 5 053 |    |    |    |    |    |    |  |
|  | EE             | 95                                    | 0             | 297   |    |              | 5            | 0              | 1 039  |               | 8      |    |    |    |               | 0             | 0          | 0  |                | 288    |    |    |              | 0            | 16    |               | 1 495 |    |    |    |    |    |    |  |
|  | IE             | 683                                   | 1             | 197   |    |              | 60           | 18             | 688    |               | 20     |    |    |    |               | 8             | 0          | 1  |                | 83     |    |    |              | 37           | 2     |               | 956   |    |    |    |    |    |    |  |
|  | EL             | 545                                   | 11            | 91    |    |              | 1            |                | 507    |               | 90     |    |    |    |               | 0             | 6          | 8  |                | 14     |    |    |              | 6            | 0     |               | 4     |    |    |    |    |    |    |  |
|  | ES             | 4 130                                 | 57            | 312   |    |              | 22           | 88             | 31 955 |               | 1 530  |    |    |    |               | 482           | 235        | 8  |                | 6 487  |    |    |              | 48           | 296   |               | 351   |    |    |    |    |    |    |  |
|  | FR             | 18 072                                | 3             | 84    |    |              | 14           | 177            |        |               | 320    |    |    |    |               | 3 531         | 26         | 2  |                | 169    |    |    |              | 23           | 24    |               | 146   |    |    |    |    |    |    |  |
|  | HR             | 1 580                                 | 12            | 107   |    |              | 5            | 10             | 1 272  |               | 1 352  |    |    |    |               | 89            | 20         | 1  |                | 6 643  |    |    |              | 1 106        | 16    |               | 580   |    |    |    |    |    |    |  |
|  | IT             | 5 429                                 | 74            | 1 488 |    |              | 281          | 398            | 29 150 |               |        |    |    |    |               | 869           | 585        | 99 |                | 12 760 |    |    |              | 134          | 322   |               | 539   |    |    |    |    |    |    |  |
|  | CY             | 503                                   | 0             | 14    |    |              | 10           | 40             | 519    |               | 1      |    |    |    |               | 10            | 0          | 2  |                | 2 052  |    |    |              | 0            | 0     |               | 6     |    |    |    |    |    |    |  |
|  | LV             | 899                                   | 16            | 828   |    |              | 0            | 1              | 1 072  |               | 130    |    |    |    |               | 65            | 28         | 29 |                | 2 656  |    |    |              | 4            | 24    |               | 2 689 |    |    |    |    |    |    |  |
|  | LT             | 6 128                                 | 6             | 2 134 |    |              | 0            | 2              | 4 458  |               | 143    |    |    |    |               | 42            | 0          | 0  |                | 18 793 |    |    |              | 0            | 1     |               | 3 994 |    |    |    |    |    |    |  |
|  | LU             | 8 836                                 | 10            | 7     |    |              | 0            | 0              | 5 104  |               | 22     |    |    |    |               |               | 3          | 0  |                | 590    |    |    |              | 1            | 0     |               | 7     |    |    |    |    |    |    |  |
|  | HU             | 2 345                                 | 28            | 226   |    |              | 43           | 34             | 1 320  |               | 157    |    |    |    |               | 179           | 56         | 0  |                | 38 713 |    |    |              | 118          | 1 524 |               | 171   |    |    |    |    |    |    |  |
|  | MT             | 32                                    | 0             | 19    |    |              | 2            | 0              | 96     |               | 199    |    |    |    |               | 52            | 0          |    |                | 863    |    |    |              | 0            | 0     |               | 35    |    |    |    |    |    |    |  |
|  | NL             | 59 053                                | 0             | 849   |    |              | 44           | 29             | 6 150  |               | 119    |    |    |    |               | 490           | 10         | 1  |                | 16 006 |    |    |              | 10           | 2     |               | 577   |    |    |    |    |    |    |  |
|  | AT             | 805                                   | 37            | 222   |    |              | 39           | 13             | 2 182  |               | 1 445  |    |    |    |               | 208           | 772        | 8  |                | 4      |    |    |              | 377          | 141   |               | 590   |    |    |    |    |    |    |  |
|  | PL             | 43 529                                | 192           | 5 903 |    |              | 139          | 66             | 19 210 |               | 1 161  |    |    |    |               | 1 818         | 1 330      | 11 |                | 99 180 |    |    |              | 102          | 1 361 |               | 8 077 |    |    |    |    |    |    |  |
|  | PT             | 20 895                                | 43            | 226   |    |              | 54           | 31             | 25 254 |               | 218    |    |    |    |               | 684           | 9          | 0  |                | 3 392  |    |    |              | 3            | 148   |               | 500   |    |    |    |    |    |    |  |
|  | RO             | 14 265                                | 326           | 493   |    |              | 19           | 347            | 13 353 |               | 11 160 |    |    |    |               | 568           | 303        | 16 |                | 31 325 |    |    |              | 54           | 207   |               | 661   |    |    |    |    |    |    |  |
|  | SI             | 5 632                                 | 3             | 175   |    |              | 42           | 0              | 1 832  |               | 716    |    |    |    |               | 227           | 473        | 1  |                | 25 477 |    |    |              | 0            | 40    |               | 403   |    |    |    |    |    |    |  |
|  | SK             | 7 193                                 | 2             | 531   |    |              | 11           | 7              | 2 588  |               | 326    |    |    |    |               | 144           | 585        | 0  |                | 23 157 |    |    |              | 570          | 0     |               | 1 719 |    |    |    |    |    |    |  |
|  | FI             | 471                                   | 4             | 287   |    |              | 6            | 7              | 1 087  |               | 119    |    |    |    |               | 1             | 0          | 0  |                | 461    |    |    |              | 2            | 25    |               | 1 091 |    |    |    |    |    |    |  |
|  | SE             | 374                                   | 3             | 1 088 |    |              | 6            | 34             | 1 042  |               | 58     |    |    |    |               | 32            | 4          | 7  |                | 202    |    |    |              | 13           | 1     |               |       |    |    |    |    |    |    |  |
|  | UK             | 6 253                                 | 19            | 1 241 |    |              | 492          | 589            | 19 487 |               | 1 885  |    |    |    |               | 121           | 53         | 90 |                | 2 829  |    |    |              | 38           | 206   |               | 639   |    |    |    |    |    |    |  |
|  | IS             | 3                                     | 0             | 6     |    |              | 0            | 0              | 1      |               | 0      |    |    |    |               | 0             | 0          | 0  |                | 0      |    |    |              | 0            | 0     |               | 9     |    |    |    |    |    |    |  |
|  | LI             | 2                                     | 0             | 3     |    |              | 0            | 0              | 34     |               | 0      |    |    |    |               | 7             | 0          | 0  |                | 322    |    |    |              | 0            | 0     |               | 9     |    |    |    |    |    |    |  |
| NO                                       | 53             | 0                                     | 565           |       |    | 0            | 3            | 511            |        | 8             |        |    |    |    | 0             | 0             | 0          |    | 61             |        |    |    | 0            | 0            |       | 194           |       |    |    |    |    |    |    |  |
| CH                                       | 650            | 273                                   | 129           |       |    | 61           | 114          | 8 673          |        | 1 469         |        |    |    |    | 133           | 52            | 20         |    | 1 646          |        |    |    | 50           | 0            |       | 230           |       |    |    |    |    |    |    |  |
| Extra-EU                                 | 9 500          | 174                                   | 631           |       |    | 1            | 29           | 25 899         |        | 2 533         |        |    |    |    | 109           | 10            | 0          |    | 0              |        |    |    | 0            | 0            |       | 8 254         |       |    |    |    |    |    |    |  |
| EU-27                                    | 238 298        | 1 112                                 | 22 866        |       |    | 1 603        | 1 892        | 209 689        |        | 25 292        |        |    |    |    | 27 936        | 12 764        | 246        |    | 393 443        |        |    |    | 3 360        | 7 247        |       | 32 169        |       |    |    |    |    |    |    |  |
| EU-28                                    | 244 551        | 1 131                                 | 24 107        |       |    | 2 095        | 2 481        | 229 176        |        | 27 177        |        |    |    |    | 28 057        | 12 817        | 336        |    | 396 272        |        |    |    | 3 398        | 7 453        |       | 32 808        |       |    |    |    |    |    |    |  |
| EU-15                                    | 152 207        | 485                                   | 12 154        |       |    | 1 818        | 1 929        | 175 758        |        | 10 934        |        |    |    |    | 24 527        | 9 717         | 270        |    | 119 306        |        |    |    | 1 398        | 2 214        |       | 11 603        |       |    |    |    |    |    |    |  |
| EU-13                                    | 92 344         | 646                                   | 11 953        |       |    | 277          | 552          | 53 418         |        | 16 243        |        |    |    |    | 3 530         | 3 100         | 66         |    | 276 966        |        |    |    | 2 000        | 5 239        |       | 21 205        |       |    |    |    |    |    |    |  |
| EFTA                                     | 708            | 273                                   | 703           |       |    | 61           | 117          | 9 219          |        | 1 477         |        |    |    |    | 140           | 52            | 20         |    | 2 029          |        |    |    | 50           | 0            |       | 442           |       |    |    |    |    |    |    |  |
| <b>Total</b>                             | <b>254 759</b> | <b>1 578</b>                          | <b>25 441</b> |       |    | <b>2 157</b> | <b>2 627</b> | <b>264 294</b> |        | <b>31 187</b> |        |    |    |    | <b>28 306</b> | <b>12 879</b> | <b>356</b> |    | <b>398 301</b> |        |    |    | <b>3 448</b> | <b>7 453</b> |       | <b>41 504</b> |       |    |    |    |    |    |    |  |

\* For BE, BG, IT, HU, and AT numbers were filled out in the cells concerning these respective Member States to be both the receiving Member State and the sending Member State. These figures are likely an 'error', for instance, when a person is subject to the social security of these Member States but does not have its nationality.

\*\* BE and DK: including both posted workers and self-employed persons.

\*\*\* FR: It was mentioned that there is a total without duplicates (262 723 as mentioned in Table 6), and one with duplicates (264 294). However, in order to provide a proper column percentage (see Table A1.4), the total including duplicates is reported here.

\*\*\*\* IT: The total reported (31 023) does not match the sum (31 187).

Source Questionnaire on incoming posted workers 2020

Posting of workers

**Table A1.2 Number of notifications in the national declaration tools, breakdown by sending Member State, 2019**

| Sending Member State (country of origin) | Receiving Member State (host country) |            |               |                        |                      |              |    |    |                |               |           |            |              |               |              |            |    |    |                |              |            |              |    |               |              |               |    |    |    |    |    |    |  |
|--|---------------------------------------|------------|---------------|------------------------|----------------------|--------------|----|----|----------------|---------------|-----------|------------|--------------|---------------|--------------|------------|----|----|----------------|--------------|------------|--------------|----|---------------|--------------|---------------|----|----|----|----|----|----|--|
|  | 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 |  |
| BE                                       | 4 605                                 | 2          |               | 133                    | 4 749 <sup>(e)</sup> | 0            |    |    |                | 28 261        | 172       | 0          |              |               | 8 625        | 7          | 2  |    | 2 102          | 25           | 1          | 16           |    | 1             | 16           | 33            |    |    |    |    |    |    |  |
| BG                                       | 28 755                                | 5          | 44            | 23 212 <sup>(e)</sup>  | 8                    |              |    |    | 3 780          | 303           | 0         | 4          | 8            | 16            | 4            |            |    |    | 13 197         | 47           | 27         | 58           |    | 25            | 23           | 105           |    |    |    |    |    |    |  |
| CZ                                       | 13 756                                | 18         | 531           | 10 777 <sup>(e)</sup>  | 5                    |              |    |    | 1 951          | 252           | 0         | 2          | 221          | 82            | 2            |            |    |    | 25 571         | 120          | 2          | 41           |    | 4 806         | 70           | 1 317         |    |    |    |    |    |    |  |
| DK                                       | 849                                   | 0          |               | 1 018 <sup>(e)</sup>   | 1                    |              |    |    | 1 116          | 59            | 0         | 5          | 14           | 1             | 0            |            |    |    | 205            | 20           | 1          | 7            |    | 12            | 94           | 713           |    |    |    |    |    |    |  |
| DE                                       | 46 456                                | 178        | 5 901         |                        |                      | 100          |    |    | 61 084         | 8 048         | 0         | 39         | 36 754       | 4 876         | 50           |            |    |    | 101 912        | 3 361        | 127        | 854          |    | 1 609         | 1 230        | 4 016         |    |    |    |    |    |    |  |
| EE                                       | 180                                   | 0          | 71            | 761 <sup>(e)</sup>     |                      |              |    |    | 731            | 6             | 0         | 6          | 0            | 0             | 0            |            |    |    | 383            | 2            | 0          | 0            |    | 16            | 3 099        | 366           |    |    |    |    |    |    |  |
| IE                                       | 1 126                                 | 1          | 72            | 820 <sup>(e)</sup>     | 0                    |              |    |    | 580            | 28            | 0         | 1          | 7            | 0             | 1            |            |    |    | 49             | 24           | 0          | 9            |    | 2             | 22           | 170           |    |    |    |    |    |    |  |
| EL                                       | 2 377                                 | 12         | 29            | 621 <sup>(e)</sup>     | 0                    |              |    |    | 235            | 53            | 12        | 2          | 0            | 6             | 9            |            |    |    | 14             | 13           | 0          | 14           |    | 0             | 3            | 2             |    |    |    |    |    |    |  |
| ES                                       | 11 631                                | 33         | 213           | 26 328 <sup>(e)</sup>  | 2                    |              |    |    | 32 331         | 1 649         | 3         | 12         | 257          | 156           | 8            |            |    |    | 10 061         | 54           | 422        | 184          |    | 315           | 49           | 218           |    |    |    |    |    |    |  |
| FR                                       | 62 326                                | 6          | 75            | 1 720 <sup>(e)</sup>   | 1                    |              |    |    |                | 387           | 0         | 2          | 3 349        | 24            | 2            |            |    |    | 217            | 56           | 4          | 79           |    | 40            | 47           | 71            |    |    |    |    |    |    |  |
| HR                                       | 6 784                                 | 10         | 164           | 15 059 <sup>(e)</sup>  | 0                    |              |    |    | 730            | 2 296         | 0         | 0          | 104          | 6             | 1            |            |    |    | 9 446          | 36           | 0          | 14           |    | 16            | 55           | 185           |    |    |    |    |    |    |  |
| IT                                       | 12 884                                | 68         | 777           | 20 113 <sup>(e)</sup>  | 10                   |              |    |    | 27 583         |               | 4         | 7          | 565          | 212           | 113          |            |    |    | 15 739         | 516          | 92         | 320          |    | 444           | 146          | 436           |    |    |    |    |    |    |  |
| CY                                       | 6 303                                 | 0          | 8             | 0 <sup>(e)</sup>       | 0                    |              |    |    | 358            | 2             |           | 0          | 5            | 0             | 5            |            |    |    | 210            | 0            | 0          | 1            |    | 0             | 0            | 5             |    |    |    |    |    |    |  |
| LV                                       | 3 588                                 | 12         | 683           | 2 103 <sup>(e)</sup>   | 174                  |              |    |    | 647            | 34            | 0         | 76         | 21           | 8             | 42           |            |    |    | 3 937          | 21           | 1          | 13           |    | 25            | 158          | 1 810         |    |    |    |    |    |    |  |
| LT                                       | 19 894                                | 2          | 3 083         | 53 940 <sup>(e)</sup>  | 162                  |              |    |    | 2 906          | 36            | 0         |            | 23           | 0             | 0            |            |    |    | 38 673         | 23           | 0          | 17           |    | 1             | 484          | 2 074         |    |    |    |    |    |    |  |
| LU                                       | 43 642                                | 4          | 12            | 6 442 <sup>(e)</sup>   | 0                    |              |    |    | 19 475         | 25            | 0         | 0          |              | 2             | 0            |            |    |    | 422            | 8            | 0          | 0            |    | 0             | 21           | 6             |    |    |    |    |    |    |  |
| HU                                       | 7 426                                 | 43         | 60            | 45 765 <sup>(e)</sup>  | 49                   |              |    |    | 668            | 115           | 0         | 0          | 112          | 37            | 0            |            |    |    | 75 737         | 35           | 2          | 41           |    | 1 570         | 11           | 93            |    |    |    |    |    |    |  |
| MT                                       | 101                                   | 0          | 2             | 0 <sup>(e)</sup>       | 0                    |              |    |    | 83             | 88            | 0         | 0          | 13           | 0             |              |            |    |    | 377            | 2            | 0          | 0            |    | 0             | 5            | 50            |    |    |    |    |    |    |  |
| NL                                       | 143 071                               | 0          | 495           | 27 089 <sup>(e)</sup>  | 8                    |              |    |    | 5 726          | 154           | 1         | 5          | 228          | 10            | 1            |            |    |    | 49 566         | 57           | 5          | 39           |    | 3             | 75           | 252           |    |    |    |    |    |    |  |
| AT                                       | 1 306                                 | 32         | 189           | 27 718 <sup>(e)</sup>  | 71                   |              |    |    | 2 228          | 1 908         | 0         | 0          | 265          | 466           | 11           |            |    |    | 10             | 334          | 10         | 97           |    | 235           | 203          | 394           |    |    |    |    |    |    |  |
| PL                                       | 205 717                               | 16         | 12 597        | 246 889 <sup>(e)</sup> | 185                  |              |    |    | 20 480         | 946           | 0         | 354        | 797          | 178           | 31           |            |    |    | 140 853        |              | 10         | 67           |    | 5 014         | 957          | 4 503         |    |    |    |    |    |    |  |
| PT                                       | 94 902                                | 6          | 126           | 10 139 <sup>(e)</sup>  | 2                    |              |    |    | 24 152         | 153           | 0         | 0          | 384          | 3             | 0            |            |    |    | 3 937          | 46           |            | 33           |    | 149           | 22           | 178           |    |    |    |    |    |    |  |
| RO                                       | 67 113                                | 47         | 1 017         | 40 280 <sup>(e)</sup>  | 4                    |              |    |    | 11 061         | 19 306        | 1         | 0          | 407          | 76            | 16           |            |    |    | 49 516         | 32           | 5          |              |    | 248           | 93           | 244           |    |    |    |    |    |    |  |
| SI                                       | 32 019                                | 3          | 85            | 20 228 <sup>(e)</sup>  | 6                    |              |    |    | 1 036          | 1 581         | 0         | 0          | 229          | 188           | 2            |            |    |    | 40 958         | 53           | 4          | 50           |    | 107           | 40           | 192           |    |    |    |    |    |    |  |
| SK                                       | 36 612                                | 1          | 925           | 14 153 <sup>(e)</sup>  | 0                    |              |    |    | 1 954          | 438           | 0         | 1          | 80           | 143           | 0            |            |    |    | 39 026         | 50           | 0          | 30           |    | 0             | 107          | 3 508         |    |    |    |    |    |    |  |
| FI                                       | 670                                   | 4          | 124           | 36 <sup>(e)</sup>      | 14                   |              |    |    | 670            | 119           | 0         | 0          | 1            | 0             | 0            |            |    |    | 108            | 10           | 8          | 1            |    | 29            | 179          | 362           |    |    |    |    |    |    |  |
| SE                                       | 526                                   | 2          | 906           | 543 <sup>(e)</sup>     | 1                    |              |    |    | 778            | 80            | 0         | 1          | 43           | 4             | 7            |            |    |    | 235            | 14           | 0          | 3            |    | 1             | 133          |               |    |    |    |    |    |    |  |
| UK                                       | 9 576                                 | 10         | 1 040         | 1 088 <sup>(e)</sup>   | 60                   |              |    |    | 10 459         | 1 576         | 3         | 1          | 99           | 51            | 96           |            |    |    | 1 849          | 164          | 3          | 73           |    | 230           | 149          | 325           |    |    |    |    |    |    |  |
| IS                                       | 3                                     | 0          | 6             | 0 <sup>(e)</sup>       | 0                    |              |    |    | 1              | 0             | 0         | 0          | 0            | 0             | 0            |            |    |    | 0              | 0            | 0          | 0            |    | 0             | 1            | 10            |    |    |    |    |    |    |  |
| LI                                       | 6                                     | 0          | 1             | 48 <sup>(e)</sup>      | 0                    |              |    |    | 35             | 0             | 0         | 0          | 5            | 0             | 0            |            |    |    | 436            | 0            | 0          | 0            |    | 0             | 0            | 8             |    |    |    |    |    |    |  |
| NO                                       | 90                                    | 0          | 270           | 42 <sup>(e)</sup>      | 0                    |              |    |    | 181            | 11            | 0         | 2          | 0            | 0             | 0            |            |    |    | 30             | 3            | 0          | 6            |    | 0             | 12           | 109           |    |    |    |    |    |    |  |
| CH                                       | 1 118                                 | 208        | 85            | 4 816 <sup>(e)</sup>   | 3                    |              |    |    | 8 580          | 2 068         | 0         | 1          | 134          | 46            | 23           |            |    |    | 1 548          | 59           | 0          | 81           |    | 0             | 45           | 105           |    |    |    |    |    |    |  |
| Extra-EU                                 | 13 135                                | 50         | 222           | 33 005 <sup>(e)</sup>  | 4                    |              |    |    | 22 148         | 2 190         | 0         | 1103       | 89           | 10            | 0            |            |    |    | 0              | 2 608        | 83         | 215          |    | 0             | 348          | 8 321         |    |    |    |    |    |    |  |
| EU-27                                    | 854 619                               | 773        | 28 322        | 600 503 <sup>(e)</sup> | 803                  |              |    |    | 250 604        | 38 238        | 21        | 517        | 52 512       | 6 501         | 307          |            |    |    | 622 461        | 4 959        | 721        | 1 988        |    | 14 668        | 7 342        | 21 303        |    |    |    |    |    |    |  |
| EU-28                                    | 864 195                               | 515        | 29 362        | 601 591 <sup>(e)</sup> | 863                  |              |    |    | 261 063        | 39 814        | 24        | 518        | 52 611       | 6 552         | 403          |            |    |    | 624 310        | 5 123        | 724        | 2 061        |    | 14 898        | 7 491        | 21 628        |    |    |    |    |    |    |  |
| EU-15                                    | 435 947                               | 358        | 10 092        | 128 425 <sup>(e)</sup> | 270                  |              |    |    | 214 678        | 14 411        | 23        | 75         | 50 591       | 5 818         | 300          |            |    |    | 186 426        | 4 702        | 673        | 1 729        |    | 3 070         | 2 389        | 7 176         |    |    |    |    |    |    |  |
| EU-13                                    | 428 248                               | 157        | 19 270        | 473 167 <sup>(e)</sup> | 593                  |              |    |    | 46 385         | 25 403        | 1         | 443        | 2 020        | 734           | 103          |            |    |    | 437 884        | 421          | 51         | 332          |    | 11 828        | 5 102        | 14 452        |    |    |    |    |    |    |  |
| EFTA                                     | 1 217                                 | 208        | 362           | 4 906 <sup>(e)</sup>   | 3                    |              |    |    | 8 797          | 2 079         | 0         | 3          | 139          | 46            | 23           |            |    |    | 2 014          | 62           | 0          | 87           |    | 0             | 58           | 232           |    |    |    |    |    |    |  |
| <b>Total</b>                             | <b>878 547</b>                        | <b>773</b> | <b>29 946</b> | <b>639 502</b>         | <b>870</b>           | <b>1 486</b> |    |    | <b>292 008</b> | <b>44 083</b> | <b>24</b> | <b>804</b> | <b>1 624</b> | <b>52 839</b> | <b>6 608</b> | <b>426</b> |    |    | <b>626 324</b> | <b>7 793</b> | <b>807</b> | <b>2 363</b> |    | <b>14 898</b> | <b>7 897</b> | <b>30 181</b> |    |    |    |    |    |    |  |

\* For BE, BG, HU, AT, and FI numbers were filled out in the cells concerning these respective Member States to be both the receiving Member State and the sending Member State. These figures are likely an 'error', for instance, when a notification is counted for a posting of a person which is subject to the social security of these Member States but does not have its nationality.

\*\* BE and DK: including notifications on both posted workers and self-employed persons.

\*\*\* For IE and LV, a breakdown by sending Member State was not possible.

\*\*\*\* DE: the absolute numbers of notifications were estimated by applying the relative distribution of notifications from 21/08/2019 – 31/12/2019 to the absolute number of notifications for the entire year 2019. This is indicated by the superscript (e).

Source Questionnaire on incoming posted workers 2020



Posting of workers

**Table A1.3 Number of postings registered in the national declaration tools, breakdown by sending Member State, 2019**

| Sending Member State (country of origin) | Receiving Member State (host country) |              |    |               |                          |              |              |    |    |    |    |                |               |            |                |               |            |    |                  |               |              |              |              |               |               |               |    |    |    |    |    |    |  |  |  |
|--|---------------------------------------|--------------|----|---------------|--------------------------|--------------|--------------|----|----|----|----|----------------|---------------|------------|----------------|---------------|------------|----|------------------|---------------|--------------|--------------|--------------|---------------|---------------|---------------|----|----|----|----|----|----|--|--|--|
|  | 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 |  |  |  |
| BE                                       | 4 605                                 | 2            |    | 322           | 21 673 <sup>(e)</sup>    | 0            |              |    |    |    |    | 548            | 0             |            | 18 118         | 11            | 2          |    | 2 845            | 66            | 5            | 26           | 8            | 1             | 37            | 56            |    |    |    |    |    |    |  |  |  |
| BG                                       | 28 755                                | 8            |    | 530           | 68 757 <sup>(e)</sup>    | 8            |              |    |    |    |    | 732            | 0             |            | 66             | 38            | 4          |    | 20 519           | 558           | 173          | 400          | 7            | 25            | 65            | 628           |    |    |    |    |    |    |  |  |  |
| CZ                                       | 13 756                                | 86           |    | 1 318         | 51 959 <sup>(e)</sup>    | 9            |              |    |    |    |    | 959            | 0             |            | 570            | 267           | 2          |    | 48 857           | 541           | 12           | 128          | 48           | 4 806         | 316           | 5 866         |    |    |    |    |    |    |  |  |  |
| DK                                       | 849                                   | 0            |    |               | 3 616 <sup>(e)</sup>     | 1            |              |    |    |    |    | 64             | 0             |            | 30             | 1             | 0          |    | 589              | 42            | 2            | 9            | 4            | 12            | 221           | 2 128         |    |    |    |    |    |    |  |  |  |
| DE                                       | 46 456                                | 260          |    | 15 016        |                          | 150          |              |    |    |    |    | 11 236         | 4             |            | 77 687         | 8 002         | 50         |    | 186 700          | 8 405         | 172          | 2 557        | 1 035        | 1 609         | 2 765         | 7 428         |    |    |    |    |    |    |  |  |  |
| EE                                       | 180                                   | 0            |    | 426           | 3 643 <sup>(e)</sup>     |              |              |    |    |    |    | 26             | 0             |            | 0              | 0             | 0          |    | 509              | 3             | 0            | 0            | 0            | 16            | 12 483        | 2 518         |    |    |    |    |    |    |  |  |  |
| IE                                       | 1 126                                 | 1            |    | 321           | 1 346 <sup>(e)</sup>     | 0            |              |    |    |    |    | 50             | 0             |            | 9              | 0             | 1          |    | 150              | 43            | 0            | 9            | 38           | 2             | 168           | 1 418         |    |    |    |    |    |    |  |  |  |
| EL                                       | 2 377                                 | 22           |    | 105           | 1 148 <sup>(e)</sup>     | 0            |              |    |    |    |    | 137            | 78            |            | 0              | 6             | 9          |    | 21               | 269           | 0            | 15           | 7            | 0             | 12            | 4             |    |    |    |    |    |    |  |  |  |
| ES                                       | 11 631                                | 65           |    | 470           | 46 607 <sup>(e)</sup>    | 3            |              |    |    |    |    | 3 920          | 5             |            | 749            | 235           | 8          |    | 13 214           | 82            | 1 119        | 465          | 61           | 315           | 148           | 454           |    |    |    |    |    |    |  |  |  |
| FR                                       | 62 326                                | 9            |    | 119           | 9 305 <sup>(e)</sup>     | 1            |              |    |    |    |    | 511            | 0             |            | 8 192          | 26            | 2          |    | 274              | 87            | 4            | 109          | 50           | 40            | 182           | 160           |    |    |    |    |    |    |  |  |  |
| HR                                       | 6 784                                 | 24           |    | 346           | 54 474 <sup>(e)</sup>    | 0            |              |    |    |    |    | 3 867          | 0             |            | 242            | 20            | 1          |    | 13 863           | 101           | 0            | 32           | 2 934        | 16            | 1 678         | 854           |    |    |    |    |    |    |  |  |  |
| IT                                       | 12 884                                | 94           |    | 1 772         | 45 874 <sup>(e)</sup>    | 13           |              |    |    |    |    |                | 6             |            | 1 317          | 585           | 113        |    | 30 476           | 953           | 146          | 755          | 515          | 444           | 266           | 843           |    |    |    |    |    |    |  |  |  |
| CY                                       | 6 303                                 | 0            |    | 15            | 0 <sup>(e)</sup>         | 0            |              |    |    |    |    | 2              |               |            | 16             | 0             | 5          |    | 2 982            | 0             | 0            | 1            | 0            | 0             | 0             | 6             |    |    |    |    |    |    |  |  |  |
| LV                                       | 3 588                                 | 22           |    | 2 972         | 8 749 <sup>(e)</sup>     | 876          |              |    |    |    |    | 255            | 0             |            | 88             | 28            | 42         |    | 4 954            | 162           | 4            | 23           | 17           | 25            | 881           | 7 156         |    |    |    |    |    |    |  |  |  |
| LT                                       | 19 894                                | 6            |    | 9 599         | 175 331 <sup>(e)</sup>   | 578          |              |    |    |    |    | 206            | 0             |            | 60             | 0             | 0          |    | 103 724          | 58            | 0            | 45           | 0            | 1             | 5 047         | 9 337         |    |    |    |    |    |    |  |  |  |
| LU                                       | 43 642                                | 10           |    | 14            | 20 287 <sup>(e)</sup>    | 0            |              |    |    |    |    | 30             | 0             |            | 3              | 0             |            |    | 1 174            | 21            | 0            | 0            | 0            | 0             | 56            | 18            |    |    |    |    |    |    |  |  |  |
| HU                                       | 7 426                                 | 194          |    | 434           | 169 119 <sup>(e)</sup>   | 310          |              |    |    |    |    | 387            | 0             |            | 414            | 56            | 0          |    | 126 085          | 138           | 8            | 195          | 236          | 1 570         | 25            | 200           |    |    |    |    |    |    |  |  |  |
| MT                                       | 101                                   | 0            |    | 4             | 0 <sup>(e)</sup>         | 0            |              |    |    |    |    | 338            | 0             |            | 92             | 0             |            |    | 1 314            | 2             | 0            | 0            | 0            | 0             | 10            | 54            |    |    |    |    |    |    |  |  |  |
| NL                                       | 143 071                               | 0            |    | 1 316         | 103 574 <sup>(e)</sup>   | 24           |              |    |    |    |    | 258            | 3             |            | 731            | 10            | 1          |    | 51 818           | 102           | 28           | 47           | 10           | 3             | 313           | 831           |    |    |    |    |    |    |  |  |  |
| AT                                       | 1 306                                 | 50           |    | 575           | 105 036 <sup>(e)</sup>   | 160          |              |    |    |    |    | 4 830          | 0             |            | 843            | 772           | 11         |    | 10               | 631           | 14           | 261          | 886          | 235           | 571           | 1 003         |    |    |    |    |    |    |  |  |  |
| PL                                       | 205 717                               | 208          |    | 23 725        | 1 193 995 <sup>(e)</sup> | 569          |              |    |    |    |    | 2 238          | 0             |            | 25 576         | 1 330         | 31         |    | 237 308          |               | 114          | 196          | 365          | 5 014         | 4 156         | 21 662        |    |    |    |    |    |    |  |  |  |
| PT                                       | 94 902                                | 57           |    | 457           | 51 156 <sup>(e)</sup>    | 8            |              |    |    |    |    | 384            | 0             |            | 1 550          | 9             | 0          |    | 7 266            | 140           |              | 168          | 3            | 149           | 110           | 754           |    |    |    |    |    |    |  |  |  |
| RO                                       | 67 113                                | 350          |    | 1 589         | 129 918 <sup>(e)</sup>   | 12           |              |    |    |    |    | 27 843         | 3             |            | 1 955          | 303           | 16         |    | 67 740           | 68            | 14           |              | 72           | 248           | 327           | 868           |    |    |    |    |    |    |  |  |  |
| SI                                       | 32 019                                | 5            |    | 210           | 82 679 <sup>(e)</sup>    | 16           |              |    |    |    |    | 5 279          | 0             |            | 1 453          | 473           | 2          |    | 91 000           | 165           | 22           | 119          | 0            | 107           | 111           | 648           |    |    |    |    |    |    |  |  |  |
| SK                                       | 36 612                                | 2            |    | 1 869         | 96 122 <sup>(e)</sup>    | 0            |              |    |    |    |    | 1 205          | 0             |            | 242            | 585           | 0          |    | 69 054           | 96            | 0            | 93           | 861          | 0             | 486           | 5 603         |    |    |    |    |    |    |  |  |  |
| FI                                       | 670                                   | 4            |    | 295           | 279 <sup>(e)</sup>       | 43           |              |    |    |    |    | 152            | 0             |            | 1              | 0             | 0          |    | 1 006            | 50            | 9            | 5            | 2            | 29            | 649           | 1 880         |    |    |    |    |    |    |  |  |  |
| SE                                       | 526                                   | 3            |    | 2 647         | 1 755 <sup>(e)</sup>     | 2            |              |    |    |    |    | 82             | 0             |            | 46             | 4             | 7          |    | 270              | 23            | 0            | 3            | 15           | 1             | 371           |               |    |    |    |    |    |    |  |  |  |
| UK                                       | 9 576                                 | 25           |    | 1 947         | 4 197 <sup>(e)</sup>     | 718          |              |    |    |    |    | 6 589          | 27            |            | 161            | 53            | 96         |    | 4 872            | 225           | 6            | 107          | 38           | 230           | 1 034         | 887           |    |    |    |    |    |    |  |  |  |
| IS                                       | 3                                     | 0            |    | 10            | 0 <sup>(e)</sup>         | 0            |              |    |    |    |    | 0              | 0             |            | 0              | 0             | 0          |    | 0                | 0             | 0            | 0            | 0            | 0             | 2             | 10            |    |    |    |    |    |    |  |  |  |
| LI                                       | 6                                     | 0            |    | 1             | 141 <sup>(e)</sup>       | 0            |              |    |    |    |    | 0              | 0             |            | 8              | 0             | 0          |    | 614              | 0             | 0            | 0            | 0            | 0             | 0             | 12            |    |    |    |    |    |    |  |  |  |
| NO                                       | 90                                    | 0            |    | 939           | 222 <sup>(e)</sup>       | 0            |              |    |    |    |    | 11             | 0             |            | 0              | 0             | 0          |    | 72               | 3             | 0            | 7            | 0            | 0             | 24            | 260           |    |    |    |    |    |    |  |  |  |
| CH                                       | 1 118                                 | 311          |    | 157           | 16 036 <sup>(e)</sup>    | 4            |              |    |    |    |    | 3 122          | 0             |            | 227            | 52            | 23         |    | 3 514            | 131           | 0            | 118          | 115          | 0             | 79            | 262           |    |    |    |    |    |    |  |  |  |
| Extra-EU                                 | 13 135                                | 234          |    | 640           | 147 959 <sup>(e)</sup>   | 4            |              |    |    |    |    | 5 759          | 0             |            | 117            | 10            | 0          |    | 0                | 18 052        | 647          | 1 480        | 0            | 0             | 4 729         | 10 550        |    |    |    |    |    |    |  |  |  |
| EU-27                                    | 854 619                               | 1 482        |    | 66 466        | 2 446 403 <sup>(e)</sup> | 2 783        |              |    |    |    |    | 65 539         | 123           |            | 140 047        | 12 764        | 307        |    | 1 083 722        | 12 806        | 1 846        | 5 661        | 7 174        | 14 668        | 31 454        | 72 377        |    |    |    |    |    |    |  |  |  |
| EU-28                                    | 864 195                               | 1 507        |    | 68 413        | 2 450 600 <sup>(e)</sup> | 3 501        |              |    |    |    |    | 72 128         | 126           |            | 140 208        | 12 817        | 403        |    | 1 088 594        | 13 031        | 1 852        | 5 768        | 7 212        | 14 898        | 32 488        | 73 264        |    |    |    |    |    |    |  |  |  |
| EU-15                                    | 435 947                               | 602          |    | 25 376        | 415 853 <sup>(e)</sup>   | 1 123        |              |    |    |    |    | 28 791         | 123           |            | 109 434        | 9 717         | 300        |    | 300 685          | 11 139        | 1 505        | 4 536        | 2 672        | 3 070         | 6 903         | 17 864        |    |    |    |    |    |    |  |  |  |
| EU-13                                    | 428 248                               | 905          |    | 43 037        | 2 034 748 <sup>(e)</sup> | 2 378        |              |    |    |    |    | 43 337         | 3             |            | 30 774         | 3 100         | 103        |    | 787 909          | 1 892         | 347          | 1 232        | 4 540        | 11 828        | 25 585        | 55 400        |    |    |    |    |    |    |  |  |  |
| EFTA                                     | 1 217                                 | 311          |    | 1 107         | 16 399 <sup>(e)</sup>    | 4            |              |    |    |    |    | 3 133          | 0             |            | 235            | 52            | 23         |    | 4 200            | 134           | 0            | 125          | 115          | 0             | 105           | 544           |    |    |    |    |    |    |  |  |  |
| <b>Total</b>                             | <b>878 547</b>                        | <b>2 052</b> |    | <b>70 160</b> | <b>2 614 958</b>         | <b>3 509</b> | <b>2 157</b> |    |    |    |    | <b>675 745</b> | <b>81 020</b> | <b>126</b> | <b>140 560</b> | <b>12 879</b> | <b>426</b> |    | <b>1 092 794</b> | <b>31 217</b> | <b>2 499</b> | <b>7 373</b> | <b>7 327</b> | <b>14 898</b> | <b>37 322</b> | <b>84 358</b> |    |    |    |    |    |    |  |  |  |

\* For BE, BG, HU, AT, and FI numbers were filled out in the cells concerning these respective Member States to be both the receiving Member State and the sending Member State. These figures are likely an 'error', for instance, when a person is subject to the social security of these Member States but does not have its nationality.

\*\* For IE and FR, a breakdown by sending Member State was not possible.

\*\*\* DE: the absolute numbers of postings were estimated by applying the relative distribution of notifications from 21/08/2019 – 31/12/2019 to the absolute number of postings for the entire year 2019. This is indicated by the superscript (e).

Source Questionnaire on incoming posted workers 2020

Posting of workers

**Table A1.4 Share of persons registered in the national declaration tools for whom at least one declaration for one or more days has been made, 2019, by sending Member State, column %**

|  |       | Receiving Member State (host country) |       |       |       |    |       |       |       |       |       |       |       |    |       |       |       |       |       |       |    |    |    |       |        |       |       |       | Total |    |    |       |       |      |
|--|-------|---------------------------------------|-------|-------|-------|----|-------|-------|-------|-------|-------|-------|-------|----|-------|-------|-------|-------|-------|-------|----|----|----|-------|--------|-------|-------|-------|-------|----|----|-------|-------|------|
|  |       | 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   |
| Sending Member State (country of origin) | BE    | 1.1%                                  | 0.1%  |       | 1.0%  |    |       | 0.4%  | 2.1%  |       | 6.0%  |       | 0.5%  |    |       | 19.9% | 0.1%  | 0.6%  |       | 0.3%  |    |    |    |       | 0.2%   | 0.0%  |       | 0.1%  |       |    |    |       |       | 2.4% |
|  | BG    | 2.6%                                  | 0.3%  |       | 1.3%  |    |       | 0.3%  | 1.4%  |       | 1.5%  |       | 1.1%  |    |       | 0.2%  | 0.3%  | 1.1%  |       | 2.7%  |    |    |    |       | 0.1%   | 0.2%  |       | 0.6%  |       |    |    |       | 2.1%  |      |
|  | CZ    | 1.3%                                  | 3.6%  |       | 3.5%  |    |       | 0.2%  | 0.3%  |       | 1.0%  |       | 1.8%  |    |       | 1.0%  | 2.1%  | 0.6%  |       | 4.3%  |    |    |    |       | 1.2%   | 27.3% |       | 2.7%  |       |    |    |       | 2.7%  |      |
|  | DK    | 0.2%                                  | 0.0%  |       |       |    |       | 1.7%  | 1.5%  |       | 0.5%  |       | 0.1%  |    |       | 0.1%  | 0.0%  | 0.0%  |       | 0.1%  |    |    |    |       | 0.1%   | 0.1%  |       | 2.6%  |       |    |    |       | 0.3%  |      |
|  | DE    | 9.2%                                  | 14.0% |       | 22.9% |    |       | 35.0% | 17.1% |       | 13.7% |       | 15.8% |    |       | 44.0% | 62.1% | 12.4% |       | 18.7% |    |    |    |       | 20.1%  | 13.9% |       | 12.2% |       |    |    |       | 16.1% |      |
|  | EE    | 0.0%                                  | 0.0%  |       | 1.2%  |    |       | 0.2%  | 0.0%  |       | 0.4%  |       | 0.0%  |    |       | 0.0%  | 0.0%  | 0.0%  |       | 0.1%  |    |    |    |       | 0.0%   | 0.2%  |       | 3.6%  |       |    |    |       | 0.3%  |      |
|  | IE    | 0.3%                                  | 0.1%  |       | 0.8%  |    |       | 2.8%  | 0.7%  |       | 0.3%  |       | 0.1%  |    |       | 0.0%  | 0.0%  | 0.3%  |       | 0.0%  |    |    |    |       | 1.1%   | 0.0%  |       | 2.3%  |       |    |    |       | 0.3%  |      |
|  | EL    | 0.2%                                  | 0.7%  |       | 0.4%  |    |       | 0.0%  |       |       | 0.2%  |       | 0.3%  |    |       | 0.0%  | 0.0%  | 2.2%  |       | 0.0%  |    |    |    |       | 0.2%   | 0.0%  |       | 0.0%  |       |    |    |       | 0.1%  |      |
|  | ES    | 1.6%                                  | 3.6%  |       | 1.2%  |    |       | 1.0%  | 3.3%  |       | 12.1% |       | 4.9%  |    |       | 1.7%  | 1.8%  | 2.2%  |       | 1.6%  |    |    |    |       | 1.4%   | 4.0%  |       | 0.8%  |       |    |    |       | 4.3%  |      |
|  | FR    | 7.1%                                  | 0.2%  |       | 0.3%  |    |       | 0.6%  | 6.7%  |       |       |       | 1.0%  |    |       | 12.5% | 0.2%  | 0.6%  |       | 0.0%  |    |    |    |       | 0.7%   | 0.3%  |       | 0.4%  |       |    |    |       | 2.1%  |      |
|  | HR    | 0.6%                                  | 0.8%  |       | 0.4%  |    |       | 0.2%  | 0.4%  |       | 0.5%  |       | 4.3%  |    |       | 0.3%  | 0.2%  | 0.3%  |       | 1.7%  |    |    |    |       | 32.1%  | 0.2%  |       | 1.4%  |       |    |    |       | 1.2%  |      |
|  | IT    | 2.1%                                  | 4.7%  |       | 5.8%  |    |       | 13.0% | 15.2% |       | 11.0% |       |       |    |       | 3.1%  | 4.5%  | 27.8% |       | 3.2%  |    |    |    |       | 3.9%   | 4.3%  |       | 1.3%  |       |    |    |       | 4.9%  |      |
|  | CY    | 0.2%                                  | 0.0%  |       | 0.1%  |    |       | 0.0%  | 1.5%  |       | 0.2%  |       | 0.0%  |    |       | 0.0%  | 0.0%  | 0.6%  |       | 0.5%  |    |    |    |       | 0.0%   | 0.0%  |       | 0.0%  |       |    |    |       | 0.3%  |      |
|  | LV    | 0.4%                                  | 1.0%  |       | 3.3%  |    |       | 0.0%  | 0.0%  |       | 0.4%  |       | 0.4%  |    |       | 0.2%  | 0.2%  | 8.1%  |       | 0.7%  |    |    |    |       | 0.1%   | 0.3%  |       | 6.5%  |       |    |    |       | 0.8%  |      |
|  | LT    | 2.4%                                  | 0.4%  |       | 8.4%  |    |       | 0.0%  | 0.1%  |       | 1.7%  |       | 0.5%  |    |       | 0.1%  | 0.0%  | 0.0%  |       | 4.7%  |    |    |    |       | 0.0%   | 0.0%  |       | 9.6%  |       |    |    |       | 3.3%  |      |
|  | LU    | 3.5%                                  | 0.6%  |       | 0.0%  |    |       | 0.0%  | 0.0%  |       | 1.9%  |       | 0.1%  |    |       |       |       | 0.0%  |       | 0.1%  |    |    |    |       | 0.0%   | 0.0%  |       | 0.0%  |       |    |    |       | 1.4%  |      |
|  | HU    | 0.9%                                  | 1.8%  |       | 0.9%  |    |       | 2.0%  | 1.3%  |       | 0.5%  |       | 0.5%  |    |       | 0.6%  | 0.4%  | 0.0%  |       | 9.7%  |    |    |    |       | 3.4%   | 20.4% |       | 0.4%  |       |    |    |       | 4.2%  |      |
|  | MT    | 0.0%                                  | 0.0%  |       | 0.1%  |    |       | 0.1%  | 0.0%  |       | 0.0%  |       | 0.6%  |    |       | 0.2%  | 0.0%  |       |       | 0.2%  |    |    |    |       | 0.0%   | 0.0%  |       | 0.1%  |       |    |    |       | 0.1%  |      |
|  | NL    | 23.2%                                 | 0.0%  |       | 3.3%  |    |       | 2.0%  | 1.1%  |       | 2.3%  |       | 0.4%  |    |       | 1.7%  | 0.1%  | 0.3%  |       | 4.0%  |    |    |    |       | 0.3%   | 0.0%  |       | 1.4%  |       |    |    |       | 7.8%  |      |
|  | AT    | 0.3%                                  | 2.3%  |       | 0.9%  |    |       | 1.8%  | 0.5%  |       | 0.8%  |       | 4.6%  |    |       | 0.7%  | 6.0%  | 2.2%  |       | 0.0%  |    |    |    |       | 10.9%  | 1.9%  |       | 1.4%  |       |    |    |       | 0.6%  |      |
|  | PL    | 17.1%                                 | 12.2% |       | 23.2% |    |       | 6.4%  | 2.5%  |       | 7.3%  |       | 3.7%  |    |       | 6.4%  | 10.3% | 3.1%  |       | 24.9% |    |    |    |       | 3.0%   | 18.3% |       | 19.5% |       |    |    |       | 16.9% |      |
|  | PT    | 8.2%                                  | 2.7%  |       | 0.9%  |    |       | 2.5%  | 1.2%  |       | 9.6%  |       | 0.7%  |    |       | 2.4%  | 0.1%  | 0.0%  |       | 0.9%  |    |    |    |       | 0.1%   | 2.0%  |       | 1.2%  |       |    |    |       | 4.8%  |      |
|  | RO    | 5.6%                                  | 20.7% |       | 1.9%  |    |       | 0.9%  | 13.2% |       | 5.1%  |       | 35.8% |    |       | 2.0%  | 2.4%  | 4.5%  |       | 7.9%  |    |    |    |       | 1.6%   | 2.8%  |       | 1.6%  |       |    |    |       | 6.8%  |      |
|  | SI    | 2.2%                                  | 0.2%  |       | 0.7%  |    |       | 1.9%  | 0.0%  |       | 0.7%  |       | 2.3%  |    |       | 0.8%  | 3.7%  | 0.3%  |       | 6.4%  |    |    |    |       | 0.0%   | 0.5%  |       | 1.0%  |       |    |    |       | 3.3%  |      |
|  | SK    | 2.8%                                  | 0.1%  |       | 2.1%  |    |       | 0.5%  | 0.3%  |       | 1.0%  |       | 1.0%  |    |       | 0.5%  | 4.5%  | 0.0%  |       | 5.8%  |    |    |    |       | 16.5%  | 0.0%  |       | 4.1%  |       |    |    |       | 3.4%  |      |
|  | FI    | 0.2%                                  | 0.3%  |       | 1.1%  |    |       | 0.3%  | 0.3%  |       | 0.4%  |       | 0.4%  |    |       | 0.0%  | 0.0%  | 0.0%  |       | 0.1%  |    |    |    |       | 0.1%   | 0.3%  |       | 2.6%  |       |    |    |       | 0.3%  |      |
|  | SE    | 0.1%                                  | 0.2%  |       | 4.3%  |    |       | 0.3%  | 1.3%  |       | 0.4%  |       | 0.2%  |    |       | 0.1%  | 0.0%  | 2.0%  |       | 0.1%  |    |    |    |       | 0.4%   | 0.0%  |       | 0.3%  |       |    |    |       | 0.3%  |      |
|  | UK    | 2.5%                                  | 1.2%  |       | 4.9%  |    |       | 22.8% | 22.4% |       | 7.4%  |       | 6.0%  |    |       | 0.4%  | 0.4%  | 25.3% |       | 0.7%  |    |    |    |       | 1.1%   | 2.8%  |       | 1.5%  |       |    |    |       | 3.2%  |      |
|  | IS    | 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%  |       |    |    |       | 0.0%  |      |
|  | LI    | 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%  |      |
|  | NO    | 0.0%                                  | 0.0%  |       | 2.2%  |    |       | 0.0%  | 0.1%  |       | 0.2%  |       | 0.0%  |    |       | 0.0%  | 0.0%  | 0.0%  |       | 0.0%  |    |    |    |       | 0.0%   | 0.0%  |       | 0.5%  |       |    |    |       | 0.1%  |      |
| CH                                       | 0.3%  | 17.3%                                 |       | 0.5%  |       |    | 2.8%  | 4.3%  |       | 3.3%  |       | 4.7%  |       |    | 0.5%  | 0.4%  | 5.6%  |       | 0.4%  |       |    |    |    | 1.5%  | 0.0%   |       | 0.6%  |       |       |    |    | 1.3%  |       |      |
| Extra-EU                                 | 3.7%  | 11.0%                                 |       | 2.5%  |       |    | 0.0%  | 1.1%  |       | 9.8%  |       | 8.1%  |       |    | 0.4%  | 0.1%  | 0.0%  |       | 0.0%  |       |    |    |    | 0.0%  | 0.0%   |       | 19.9% |       |       |    |    | 4.4%  |       |      |
| EU-27                                    | 93.5% | 70.5%                                 |       | 89.9% |       |    | 74.3% | 72.0% |       | 79.3% |       | 81.1% |       |    | 98.7% | 99.1% | 69.1% |       | 98.8% |       |    |    |    | 97.4% | 97.2%  |       | 77.5% |       |       |    |    | 91.0% |       |      |
| EU-28                                    | 96.0% | 71.7%                                 |       | 94.8% |       |    | 97.1% | 94.4% |       | 86.7% |       | 87.1% |       |    | 99.1% | 99.5% | 94.4% |       | 99.5% |       |    |    |    | 98.5% | 100.0% |       | 79.0% |       |       |    |    | 94.2% |       |      |
| EU-15                                    | 59.7% | 30.7%                                 |       | 47.8% |       |    | 84.3% | 73.4% |       | 66.5% |       | 35.1% |       |    | 86.6% | 75.4% | 75.8% |       | 30.0% |       |    |    |    | 40.5% | 29.7%  |       | 28.0% |       |       |    |    | 48.8% |       |      |
| EU-13                                    | 36.2% | 40.9%                                 |       | 47.0% |       |    | 12.8% | 21.0% |       | 20.2% |       | 52.1% |       |    | 12.5% | 24.1% | 18.5% |       | 69.5% |       |    |    |    | 58.0% | 70.3%  |       | 51.1% |       |       |    |    | 45.4% |       |      |
| EFTA                                     | 0.3%  | 17.3%                                 |       | 2.8%  |       |    | 2.8%  | 4.5%  |       | 3.5%  |       | 4.7%  |       |    | 0.5%  | 0.4%  | 5.6%  |       | 0.5%  |       |    |    |    | 1.5%  | 0.0%   |       | 1.1%  |       |       |    |    | 1.4%  |       |      |
| Total                                    | 100%  | 100%                                  |       | 100%  |       |    | 100%  | 100%  |       | 100%  |       | 100%  |       |    | 100%  | 100%  | 100%  |       | 100%  |       |    |    |    | 100%  | 100%   |       | 100%  |       |       |    |    | 100%  |       |      |

\* For BE, BG, IE, HU, and AT numbers were filled out in the cells concerning these respective Member States to be both the receiving Member State and the sending Member State. These figures are likely an 'error', for instance, when a person is subject to the social security of these Member States but does not have its nationality.

\*\* BE and DK: including both posted workers and self-employed persons.

Source Questionnaire on incoming posted workers 2020

Posting of workers

**Table A1.5 Share of notifications in the national declaration tools, 2019, by sending Member State, column %**

|  |       | Receiving Member State (host country) |       |       |        |       |       |    |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |    |    |    |    |       |       |
|--|-------|---------------------------------------|-------|-------|--------|-------|-------|----|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|-------|-------|-------|-------|----|----|----|----|----|-------|-------|
|  |       | 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 |       |
| Sending Member State (country of origin) | BE    | 0.5%                                  | 0.3%  |       | 0.4%   | 0.7%  | 0.0%  |    |       | 9.7%  |       | 0.4%   | 0.0%  |       | 0.0%  | 16.3% | 0.1%  | 0.5%  |       | 0.3%  | 0.3%  | 0.1%  | 0.7%  |    | 0.0%  | 0.2%  | 0.1%  |       |    |    |    |    |    | 1.8%  |       |
|  | BG    | 3.3%                                  | 0.6%  |       | 0.1%   | 3.6%  | 0.9%  |    |       | 1.3%  |       | 0.7%   | 0.0%  |       | 0.2%  | 0.0%  | 0.2%  | 0.9%  |       | 2.1%  | 0.6%  | 3.3%  | 2.5%  |    |       | 0.2%  | 0.3%  | 0.3%  |    |    |    |    |    |       | 2.6%  |
|  | CZ    | 1.6%                                  | 2.3%  |       | 1.8%   | 1.7%  | 0.6%  |    |       | 0.7%  |       | 0.6%   | 0.0%  |       | 0.1%  | 0.4%  | 1.2%  | 0.5%  |       | 4.1%  | 1.5%  | 0.2%  | 1.7%  |    |       | 32.3% | 0.9%  | 4.4%  |    |    |    |    |    |       | 2.3%  |
|  | DK    | 0.1%                                  | 0.0%  |       | 0.2%   | 0.1%  |       |    |       | 0.4%  |       | 0.1%   | 0.0%  |       | 0.3%  | 0.0%  | 0.0%  | 0.0%  |       | 0.0%  | 0.3%  | 0.1%  | 0.3%  |    |       | 0.1%  | 1.2%  | 2.4%  |    |    |    |    |    |       | 0.2%  |
|  | DE    | 5.3%                                  | 23.0% |       | 19.7%  |       | 11.5% |    |       | 20.9% |       | 18.3%  | 0.0%  |       | 2.4%  | 69.6% | 73.8% | 11.7% |       | 16.3% | 43.1% | 15.7% | 36.1% |    |       | 10.8% | 15.6% | 13.3% |    |    |    |    |    |       | 10.5% |
|  | EE    | 0.0%                                  | 0.0%  |       | 0.2%   | 0.1%  |       |    |       | 0.3%  |       | 0.0%   | 0.0%  |       | 0.4%  | 0.0%  | 0.0%  | 0.0%  |       | 0.1%  | 0.0%  | 0.0%  | 0.0%  |    |       | 0.1%  | 39.2% | 1.2%  |    |    |    |    |    |       | 0.2%  |
|  | IE    | 0.1%                                  | 0.1%  |       | 0.2%   | 0.1%  | 0.0%  |    |       | 0.2%  |       | 0.1%   | 0.0%  |       | 0.1%  | 0.0%  | 0.0%  | 0.2%  |       | 0.0%  | 0.3%  | 0.0%  | 0.4%  |    |       | 0.0%  | 0.3%  | 0.6%  |    |    |    |    |    |       | 0.1%  |
|  | EL    | 0.3%                                  | 1.6%  |       | 0.1%   | 0.1%  | 0.0%  |    |       | 0.1%  |       | 0.1%   | 50.0% |       | 0.1%  | 0.0%  | 0.1%  | 2.1%  |       | 0.0%  | 0.2%  | 0.0%  | 0.6%  |    |       | 0.0%  | 0.0%  | 0.0%  |    |    |    |    |    |       | 0.1%  |
|  | ES    | 1.3%                                  | 4.3%  |       | 0.7%   | 4.1%  | 0.0%  |    |       | 11.1% |       | 3.7%   | 12.5% |       | 0.7%  | 0.5%  | 2.4%  | 1.9%  |       | 1.6%  | 0.7%  | 52.3% | 7.8%  |    |       | 2.1%  | 0.6%  | 0.7%  |    |    |    |    |    |       | 3.2%  |
|  | FR    | 7.1%                                  | 0.8%  |       | 0.3%   | 0.3%  | 0.1%  |    |       |       |       | 0.9%   | 0.0%  |       | 0.1%  | 6.3%  | 0.4%  | 0.5%  |       | 0.0%  | 0.7%  | 0.5%  | 3.3%  |    |       | 0.3%  | 0.6%  | 0.2%  |    |    |    |    |    |       | 2.6%  |
|  | HR    | 0.8%                                  | 1.3%  |       | 0.5%   | 2.4%  | 0.0%  |    |       | 0.2%  |       | 5.2%   | 0.0%  |       | 0.0%  | 0.2%  | 0.1%  | 0.2%  |       | 1.5%  | 0.5%  | 0.0%  | 0.6%  |    |       | 0.1%  | 0.7%  | 0.6%  |    |    |    |    |    |       | 1.3%  |
|  | IT    | 1.5%                                  | 8.8%  |       | 2.6%   | 3.1%  | 1.1%  |    |       | 9.4%  |       |        | 16.7% |       | 0.4%  | 1.1%  | 3.2%  | 26.5% |       | 2.5%  | 6.6%  | 11.4% | 13.5% |    |       | 3.0%  | 1.7%  | 1.4%  |    |    |    |    |    |       | 3.0%  |
|  | CY    | 0.7%                                  | 0.0%  |       | 0.0%   | 0.0%  | 0.0%  |    |       | 0.1%  |       | 0.0%   |       |       | 0.0%  | 0.0%  | 1.2%  |       |       | 0.0%  | 0.0%  | 0.0%  | 0.0%  |    |       | 0.0%  | 0.0%  | 0.0%  |    |    |    |    |    |       | 0.3%  |
|  | LV    | 0.4%                                  | 1.6%  |       | 2.3%   | 0.3%  | 20.0% |    |       | 0.2%  |       | 0.1%   | 0.0%  |       | 4.7%  | 0.0%  | 0.1%  | 9.9%  |       | 0.6%  | 0.3%  | 0.1%  | 0.6%  |    |       | 0.2%  | 2.0%  | 6.0%  |    |    |    |    |    |       | 0.5%  |
|  | LT    | 2.3%                                  | 0.3%  |       | 10.3%  | 8.4%  | 18.6% |    |       | 1.0%  |       | 0.1%   | 0.0%  |       | 0.0%  | 0.0%  | 0.0%  |       |       | 6.2%  | 0.3%  | 0.0%  | 0.7%  |    |       | 0.0%  | 6.1%  | 6.9%  |    |    |    |    |    |       | 4.6%  |
|  | LU    | 5.0%                                  | 0.5%  |       | 0.0%   | 1.0%  | 0.0%  |    |       | 6.7%  |       | 0.1%   | 0.0%  |       | 0.0%  | 0.0%  | 0.0%  |       |       | 0.1%  | 0.1%  | 0.0%  | 0.0%  |    |       | 0.0%  | 0.3%  | 0.0%  |    |    |    |    |    |       | 2.7%  |
|  | HU    | 0.8%                                  | 5.6%  |       | 0.2%   | 7.2%  | 5.6%  |    |       | 0.2%  |       | 0.3%   | 0.0%  |       | 0.0%  | 0.2%  | 0.6%  | 0.0%  |       | 12.1% | 0.4%  | 0.2%  | 1.7%  |    |       | 10.5% | 0.1%  | 0.3%  |    |    |    |    |    |       | 5.0%  |
|  | MT    | 0.0%                                  | 0.0%  |       | 0.0%   | 0.0%  | 0.0%  |    |       | 0.0%  |       | 0.2%   | 0.0%  |       | 0.0%  | 0.0%  | 0.0%  |       |       | 0.1%  | 0.0%  | 0.0%  | 0.0%  |    |       | 0.0%  | 0.1%  | 0.2%  |    |    |    |    |    |       | 0.0%  |
|  | NL    | 16.3%                                 | 0.0%  |       | 1.7%   | 4.2%  | 0.9%  |    |       | 2.0%  |       | 0.3%   | 4.2%  |       | 0.3%  | 0.4%  | 0.2%  | 0.2%  |       | 7.9%  | 0.7%  | 0.6%  | 1.7%  |    |       | 0.0%  | 0.9%  | 0.8%  |    |    |    |    |    |       | 8.6%  |
|  | AT    | 0.1%                                  | 4.1%  |       | 0.6%   | 4.3%  | 8.2%  |    |       | 0.8%  |       | 4.3%   | 0.0%  |       | 0.5%  | 7.1%  | 2.6%  |       |       | 0.0%  | 4.3%  | 1.2%  | 4.1%  |    |       | 1.6%  | 2.6%  | 1.3%  |    |    |    |    |    |       | 1.3%  |
|  | PL    | 23.4%                                 | 2.1%  |       | 42.1%  | 38.6% | 21.3% |    |       | 7.0%  |       | 2.1%   | 0.0%  |       | 21.8% | 1.5%  | 2.7%  | 7.3%  |       | 22.5% |       | 1.2%  | 2.8%  |    |       | 33.7% | 12.1% | 14.9% |    |    |    |    |    |       | 24.2% |
|  | PT    | 10.8%                                 | 0.8%  |       | 0.4%   | 1.6%  | 0.2%  |    |       | 8.3%  |       | 0.3%   | 0.0%  |       | 0.0%  | 0.7%  | 0.0%  | 0.0%  |       | 0.6%  | 0.6%  |       | 1.4%  |    |       | 1.0%  | 0.3%  | 0.6%  |    |    |    |    |    |       | 5.1%  |
|  | RO    | 7.6%                                  | 6.1%  |       | 3.4%   | 6.3%  | 0.5%  |    |       | 3.8%  |       | 43.8%  | 4.2%  |       | 0.0%  | 0.8%  | 1.2%  | 3.8%  |       | 7.9%  | 0.4%  | 0.6%  |       |    | 1.7%  | 1.2%  | 0.8%  |       |    |    |    |    |    |       | 7.2%  |
|  | SI    | 3.6%                                  | 0.4%  |       | 0.3%   | 3.2%  | 0.7%  |    |       | 0.4%  |       | 3.6%   | 0.0%  |       | 0.0%  | 0.4%  | 2.8%  | 0.5%  |       | 6.5%  | 0.7%  | 0.5%  | 2.1%  |    |       | 0.7%  | 0.5%  | 0.6%  |    |    |    |    |    |       | 3.7%  |
|  | SK    | 4.2%                                  | 0.1%  |       | 3.1%   | 2.2%  | 0.0%  |    |       | 0.7%  |       | 1.0%   | 0.0%  |       | 0.1%  | 0.2%  | 2.2%  | 0.0%  |       | 6.2%  | 0.6%  | 0.0%  | 1.3%  |    |       | 0.0%  | 1.4%  | 11.6% |    |    |    |    |    |       | 3.7%  |
|  | FI    | 0.1%                                  | 0.5%  |       | 0.4%   | 0.0%  | 1.6%  |    |       | 0.2%  |       | 0.3%   | 0.0%  |       | 0.0%  | 0.0%  | 0.0%  | 0.0%  |       | 0.0%  | 0.1%  | 1.0%  | 0.0%  |    | 0.2%  | 2.3%  | 1.2%  |       |    |    |    |    |    |       | 0.1%  |
|  | SE    | 0.1%                                  | 0.3%  |       | 3.0%   | 0.1%  | 0.1%  |    |       | 0.3%  |       | 0.2%   | 0.0%  |       | 0.1%  | 0.1%  | 0.1%  | 1.6%  |       | 0.0%  | 0.2%  | 0.0%  | 0.1%  |    |       | 0.0%  | 1.7%  |       |    |    |    |    |    |       | 0.1%  |
|  | UK    | 1.1%                                  | 1.3%  |       | 3.5%   | 0.2%  | 6.9%  |    |       | 3.6%  |       | 3.6%   | 12.5% |       | 0.1%  | 0.2%  | 0.8%  | 22.5% |       | 0.3%  | 2.1%  | 0.4%  | 3.1%  |    |       | 1.5%  | 1.9%  | 1.1%  |    |    |    |    |    |       | 1.0%  |
|  | IS    | 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%  | 0.0%  | 0.0%  |    |       | 0.0%  | 0.0%  | 0.0%  |    |    |    |    |    |       | 0.0%  |
|  | LI    | 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%  |    |    |    |    |    |       | 0.0%  |
| NO                                       | 0.0%  | 0.0%                                  |       | 0.9%  | 0.0%   | 0.0%  |       |    | 0.1%  |       | 0.0%  | 0.0%   |       | 0.1%  | 0.0%  | 0.0%  | 0.0%  |       | 0.0%  | 0.0%  | 0.0%  | 0.3%  |       |    | 0.0%  | 0.2%  | 0.4%  |       |    |    |    |    |    | 0.0%  |       |
| CH                                       | 0.1%  | 26.9%                                 |       | 0.3%  | 0.8%   | 0.3%  |       |    | 2.9%  |       | 4.7%  | 0.0%   |       | 0.1%  | 0.3%  | 0.7%  | 5.4%  |       | 0.2%  | 0.8%  | 0.0%  | 3.4%  |       |    | 0.0%  | 0.6%  | 0.3%  |       |    |    |    |    |    | 0.7%  |       |
| Extra-EU                                 | 1.5%  | 6.5%                                  |       | 0.7%  | 5.2%   | 0.5%  |       |    | 7.6%  |       | 5.0%  | 0.0%   |       | 67.9% | 0.2%  | 0.2%  | 0.0%  |       | 0.0%  | 33.5% | 10.3% | 9.1%  |       |    | 0.0%  | 4.4%  | 27.6% |       |    |    |    |    |    | 3.2%  |       |
| EU-27                                    | 97.3% | 100.0%                                |       | 94.6% | 100.0% | 92.3% |       |    | 85.8% |       | 86.7% | 87.5%  |       | 31.8% | 99.4% | 98.4% | 72.1% |       | 99.4% | 63.6% | 89.3% | 84.1% |       |    | 98.5% | 93.0% | 70.6% |       |    |    |    |    |    | 95.0% |       |
| EU-28                                    | 98.4% | 66.6%                                 |       | 98.0% | 94.1%  | 99.2% |       |    | 89.4% |       | 90.3% | 100.0% |       | 31.9% | 99.6% | 99.2% | 94.6% |       | 99.7% | 65.7% | 89.7% | 87.2% |       |    | 100%  | 94.9% | 71.7% |       |    |    |    |    |    | 96.1% |       |
| EU-15                                    | 49.6% | 46.3%                                 |       | 33.7% | 20.1%  | 31.0% |       |    | 73.5% |       | 32.7% | 95.8%  |       | 4.6%  | 95.7% | 88.0% | 70.4% |       | 29.8% | 60.3% | 83.4% | 73.2% |       |    | 20.6% | 30.3% | 23.8% |       |    |    |    |    |    | 40.5% |       |
| EU-13                                    | 48.7% | 20.3%                                 |       | 64.3% | 74.0%  | 68.2% |       |    | 15.9% |       | 57.6% | 4.2%   |       | 27.3% | 3.8%  | 11.1% | 24.2% |       | 69.9% | 5.4%  | 6.3%  | 14.0% |       |    | 79.4% | 64.6% | 47.9% |       |    |    |    |    |    | 55.6% |       |
| EFTA                                     | 0.1%  | 26.9%                                 |       | 1.2%  | 0.8%   | 0.3%  |       |    | 3.0%  |       | 4.7%  | 0.0%   |       | 0.2%  | 0.3%  | 0.7%  | 5.4%  |       | 0.3%  | 0.8%  | 0.0%  | 3.7%  |       |    | 0.0%  | 0.7%  | 0.8%  |       |    |    |    |    |    | 0.8%  |       |
| Total                                    | 100%  | 100%                                  |       | 100%  | 100%   | 100%  |       |    | 100%  |       | 100%  | 100%   |       | 100%  | 100%  | 100%  | 100%  |       | 100%  | 100%  | 100%  | 100%  |       |    | 100%  | 100%  | 100%  |       |    |    |    |    |    | 100%  |       |

\* For BE, BG, HU, AT, and FI numbers were filled out in the cells concerning these respective Member States to be both the receiving Member State and the sending Member State. These figures are likely an 'error', for instance, when a notification is counted for a posting of a person which is subject to the social security of these Member States but does not have its nationality.

\*\* BE and DK: including notifications on both posted workers and self-employed persons.

\*\*\* DE: the breakdown by country of origin is based on data from 21/08/2019-31/12/2019. Furthermore, IS, MT and CY are included in the category Extra-EU.

Source Questionnaire on incoming posted workers 2020

Posting of workers

**Table A1. 6 Share of postings registered in the national declaration tools, 2019, by sending Member State, column %**

|  |             | Receiving Member State (host country) |             |             |             |       |    |    |    |    |    |             |             |       |    |             |             |             |       |             |             |             |             |             |             |             |             |             |             |             |             |             |      |       |
|--|-------------|---------------------------------------|-------------|-------------|-------------|-------|----|----|----|----|----|-------------|-------------|-------|----|-------------|-------------|-------------|-------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------|-------|
|  |             | 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 |
| Sending Member State (country of origin) | BE          | 0.5%                                  | 0.1%        | 0.5%        | 0.8%        | 0.0%  |    |    |    |    |    | 0.7%        | 0.0%        |       |    |             | 12.9%       | 0.1%        | 0.5%  |             | 0.3%        | 0.2%        | 0.2%        | 0.4%        | 0.1%        | 0.0%        | 0.1%        | 0.1%        |             |             |             |             | 1.0% |       |
|  | BG          | 3.3%                                  | 0.4%        | 0.8%        | 2.6%        | 0.2%  |    |    |    |    |    |             | 0.9%        | 0.0%  |    |             | 0.0%        | 0.3%        | 0.9%  |             | 1.9%        | 1.8%        | 6.9%        | 5.4%        | 0.1%        | 0.2%        | 0.2%        | 0.7%        |             |             |             |             | 2.4% |       |
|  | CZ          | 1.6%                                  | 4.2%        | 1.9%        | 2.0%        | 0.3%  |    |    |    |    |    |             | 1.2%        | 0.0%  |    |             | 0.4%        | 2.1%        | 0.5%  |             | 4.5%        | 1.7%        | 0.5%        | 1.7%        | 0.7%        | 32.3%       | 0.8%        | 7.0%        |             |             |             |             | 2.5% |       |
|  | DK          | 0.1%                                  | 0.0%        |             | 0.1%        | 0.0%  |    |    |    |    |    |             | 0.1%        | 0.0%  |    |             | 0.0%        | 0.0%        | 0.0%  |             | 0.1%        | 0.1%        | 0.1%        | 0.1%        | 0.1%        | 0.1%        | 0.6%        | 2.5%        |             |             |             |             | 0.1% |       |
|  | DE          | 5.3%                                  | 12.7%       | 21.4%       |             | 4.3%  |    |    |    |    |    |             | 13.9%       | 3.2%  |    |             | 55.3%       | 62.1%       | 11.7% |             | 17.1%       | 26.9%       | 6.9%        | 34.7%       | 14.1%       | 10.8%       | 7.4%        | 8.8%        |             |             |             |             | 7.3% |       |
|  | EE          | 0.0%                                  | 0.0%        | 0.6%        | 0.1%        |       |    |    |    |    |    |             | 0.0%        | 0.0%  |    |             | 0.0%        | 0.0%        | 0.0%  |             | 0.0%        | 0.0%        | 0.0%        | 0.0%        | 0.0%        | 0.1%        | 33.4%       | 3.0%        |             |             |             |             | 0.4% |       |
|  | IE          | 0.1%                                  | 0.0%        | 0.5%        | 0.1%        | 0.0%  |    |    |    |    |    |             | 0.1%        | 0.0%  |    |             | 0.0%        | 0.0%        | 0.2%  |             | 0.0%        | 0.1%        | 0.0%        | 0.1%        | 0.5%        | 0.0%        | 0.5%        | 1.7%        |             |             |             |             | 0.1% |       |
|  | EL          | 0.3%                                  | 1.1%        | 0.1%        | 0.0%        | 0.0%  |    |    |    |    |    |             | 0.2%        | 61.9% |    |             | 0.0%        | 0.0%        | 2.1%  |             | 0.0%        | 0.9%        | 0.0%        | 0.2%        | 0.1%        | 0.0%        | 0.0%        | 0.0%        |             |             |             |             | 0.1% |       |
|  | ES          | 1.3%                                  | 3.2%        | 0.7%        | 1.8%        | 0.1%  |    |    |    |    |    |             | 4.8%        | 4.0%  |    |             | 0.5%        | 1.8%        | 1.9%  |             | 1.2%        | 0.3%        | 44.8%       | 6.3%        | 0.8%        | 2.1%        | 0.4%        | 0.5%        |             |             |             |             | 1.6% |       |
|  | FR          | 7.1%                                  | 0.4%        | 0.2%        | 0.4%        | 0.0%  |    |    |    |    |    |             | 0.6%        | 0.0%  |    |             | 5.8%        | 0.2%        | 0.5%  |             | 0.0%        | 0.3%        | 0.2%        | 1.5%        | 0.7%        | 0.3%        | 0.5%        | 0.2%        |             |             |             |             | 1.6% |       |
|  | HR          | 0.8%                                  | 1.2%        | 0.5%        | 2.1%        | 0.0%  |    |    |    |    |    |             | 4.8%        | 0.0%  |    |             | 0.2%        | 0.2%        | 0.2%  |             | 1.3%        | 0.3%        | 0.0%        | 0.4%        | 40.0%       | 0.1%        | 4.5%        | 1.0%        |             |             |             |             | 1.7% |       |
|  | IT          | 1.5%                                  | 4.6%        | 2.5%        | 1.8%        | 0.4%  |    |    |    |    |    |             |             | 4.8%  |    |             | 0.9%        | 4.5%        | 26.5% |             | 2.8%        | 3.1%        | 5.8%        | 10.2%       | 7.0%        | 0.0%        | 0.7%        | 1.0%        |             |             |             |             | 1.9% |       |
|  | CY          | 0.7%                                  | 0.0%        | 0.0%        | 0.0%        | 0.0%  |    |    |    |    |    |             | 0.0%        | 0.0%  |    |             | 0.0%        | 0.0%        | 1.2%  |             | 0.3%        | 0.0%        | 0.0%        | 0.0%        | 0.0%        | 0.0%        | 0.0%        | 0.0%        |             |             |             |             | 0.2% |       |
|  | LV          | 0.4%                                  | 1.1%        | 4.2%        | 0.3%        | 25.0% |    |    |    |    |    |             | 0.3%        | 0.0%  |    |             | 0.1%        | 0.2%        | 9.9%  |             | 0.5%        | 0.5%        | 0.2%        | 0.3%        | 0.2%        | 0.2%        | 2.4%        | 8.5%        |             |             |             |             | 0.6% |       |
|  | LT          | 2.3%                                  | 0.3%        | 13.7%       | 6.7%        | 16.5% |    |    |    |    |    |             | 0.3%        | 0.0%  |    |             | 0.0%        | 0.0%        | 0.0%  |             | 9.5%        | 0.2%        | 0.0%        | 0.6%        | 0.0%        | 0.0%        | 13.5%       | 11.1%       |             |             |             |             | 6.4% |       |
|  | LU          | 5.0%                                  | 0.5%        | 0.0%        | 0.8%        | 0.0%  |    |    |    |    |    |             | 0.0%        | 0.0%  |    |             |             | 0.0%        | 0.0%  |             | 0.1%        | 0.1%        | 0.0%        | 0.0%        | 0.0%        | 0.0%        | 0.2%        | 0.0%        |             |             |             |             | 1.3% |       |
|  | HU          | 0.8%                                  | 9.5%        | 0.6%        | 6.5%        | 8.8%  |    |    |    |    |    |             | 0.5%        | 0.0%  |    |             | 0.3%        | 0.4%        | 0.0%  |             | 11.5%       | 0.4%        | 0.3%        | 2.6%        | 3.2%        | 10.5%       | 0.1%        | 0.2%        |             |             |             |             | 6.0% |       |
|  | MT          | 0.0%                                  | 0.0%        | 0.0%        | 0.0%        | 0.0%  |    |    |    |    |    |             | 0.4%        | 0.0%  |    |             | 0.1%        | 0.0%        |       |             | 0.1%        | 0.0%        | 0.0%        | 0.0%        | 0.0%        | 0.0%        | 0.0%        | 0.1%        |             |             |             |             | 0.0% |       |
|  | NL          | 16.3%                                 | 0.0%        | 1.9%        | 4.0%        | 0.7%  |    |    |    |    |    |             | 0.3%        | 2.4%  |    |             | 0.5%        | 0.1%        | 0.2%  |             | 4.7%        | 0.3%        | 1.1%        | 0.6%        | 0.1%        | 0.0%        | 0.8%        | 1.0%        |             |             |             |             | 5.9% |       |
|  | AT          | 0.1%                                  | 2.4%        | 0.8%        | 4.0%        | 4.6%  |    |    |    |    |    |             | 6.0%        | 0.0%  |    |             | 0.6%        | 6.0%        | 2.6%  |             | 0.0%        | 2.0%        | 0.6%        | 3.5%        | 12.1%       | 1.6%        | 1.5%        | 1.2%        |             |             |             |             | 2.3% |       |
|  | PL          | 23.4%                                 | 10.1%       | 33.8%       | 45.7%       | 16.2% |    |    |    |    |    |             | 2.8%        | 0.0%  |    |             | 18.2%       | 10.3%       | 7.3%  |             | 21.7%       |             |             | 4.6%        | 2.7%        | 5.0%        | 33.7%       | 11.1%       | 25.7%       |             |             |             |      | 33.9% |
|  | PT          | 10.8%                                 | 2.8%        | 0.7%        | 2.0%        | 0.2%  |    |    |    |    |    |             | 0.5%        | 0.0%  |    |             | 1.1%        | 0.1%        | 0.0%  |             | 0.7%        | 0.4%        |             | 2.3%        | 0.0%        | 1.0%        | 0.3%        | 0.9%        |             |             |             |             | 3.1% |       |
|  | RO          | 7.6%                                  | 17.1%       | 2.3%        | 5.0%        | 0.3%  |    |    |    |    |    |             | 34.4%       | 2.4%  |    |             | 1.4%        | 2.4%        | 3.8%  |             | 6.2%        | 0.2%        | 0.6%        |             |             | 1.7%        | 0.9%        | 1.0%        |             |             |             |             | 5.9% |       |
|  | SI          | 3.6%                                  | 0.2%        | 0.3%        | 3.2%        | 0.5%  |    |    |    |    |    |             | 6.5%        | 0.0%  |    |             | 1.0%        | 3.7%        | 0.5%  |             | 8.3%        | 0.5%        | 0.9%        | 1.6%        | 0.0%        | 0.7%        | 0.3%        | 0.8%        |             |             |             |             | 4.2% |       |
|  | SK          | 4.2%                                  | 0.1%        | 2.7%        | 3.7%        | 0.0%  |    |    |    |    |    |             | 1.5%        | 0.0%  |    |             | 0.2%        | 4.5%        | 0.0%  |             | 6.3%        | 0.3%        | 0.0%        | 1.3%        | 11.8%       |             | 1.3%        | 6.6%        |             |             |             |             | 4.2% |       |
|  | FI          | 0.1%                                  | 0.2%        | 0.4%        | 0.0%        | 1.2%  |    |    |    |    |    |             | 0.2%        | 0.0%  |    |             | 0.0%        | 0.0%        | 0.0%  |             | 0.1%        | 0.2%        | 0.4%        | 0.1%        | 0.0%        | 0.2%        | 1.7%        | 2.2%        |             |             |             |             | 0.1% |       |
|  | SE          | 0.1%                                  | 0.1%        | 3.8%        | 0.1%        | 0.1%  |    |    |    |    |    |             | 0.1%        | 0.0%  |    |             | 0.0%        | 0.0%        | 1.6%  |             | 0.0%        | 0.1%        | 0.0%        | 0.0%        | 0.2%        | 0.0%        | 1.0%        |             |             |             |             |             | 0.1% |       |
|  | UK          | 1.1%                                  | 1.2%        | 2.8%        | 0.2%        | 20.5% |    |    |    |    |    |             | 8.1%        | 21.4% |    |             | 0.1%        | 0.4%        | 22.5% |             | 0.4%        | 0.7%        | 0.2%        | 1.5%        | 0.5%        | 1.5%        | 2.8%        | 1.1%        |             |             |             |             | 0.6% |       |
|  | IS          | 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%        | 0.0%        | 0.0%        | 0.0%        | 0.0%        |             |             |             |             |      | 0.0%  |
|  | LI          | 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%        | 0.0%        |             |             |             |             |      | 0.0%  |
|  | NO          | 0.0%                                  | 0.0%        | 1.3%        | 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%        | 0.1%        | 0.3%        |             |             |             |             |      | 0.0%  |
|  | CH          | 0.1%                                  | 15.2%       | 0.2%        | 0.6%        | 0.1%  |    |    |    |    |    |             | 3.9%        | 0.0%  |    |             | 0.2%        | 0.4%        | 5.4%  |             | 0.3%        | 0.4%        | 0.0%        | 1.6%        | 1.6%        | 0.0%        | 0.2%        | 0.3%        |             |             |             |             | 0.5% |       |
| Extra-EU                                 | 1.5%        | 11.4%                                 | 0.9%        | 5.7%        | 0.1%        |       |    |    |    |    |    | 7.1%        | 0.0%        |       |    | 0.1%        | 0.1%        | 0.0%        |       | 0.0%        | 57.8%       | 25.9%       | 20.1%       | 0.0%        | 0.0%        | 12.7%       | 12.5%       |             |             |             |             | 4.0%        |      |       |
| EU-27                                    | 97.3%       | 72.2%                                 | 94.7%       | 93.6%       | 79.3%       |       |    |    |    |    |    | 80.9%       | 97.6%       |       |    | 99.6%       | 99.1%       | 72.1%       |       | 99.2%       | 41.0%       | 73.9%       | 76.8%       | 97.9%       | 98.5%       | 84.3%       | 85.8%       |             |             |             |             | 94.8%       |      |       |
| EU-28                                    | 98.4%       | 73.4%                                 | 97.5%       | 93.7%       | 99.8%       |       |    |    |    |    |    | 89.0%       | 100.0%      |       |    | 99.7%       | 99.5%       | 94.6%       |       | 99.6%       | 41.7%       | 74.1%       | 78.2%       | 98.4%       | 100.0%      | 87.0%       | 86.8%       |             |             |             |             | 95.5%       |      |       |
| EU-15                                    | 49.6%       | 29.3%                                 | 36.2%       | 15.9%       | 32.0%       |       |    |    |    |    |    | 35.5%       | 97.6%       |       |    | 77.9%       | 75.4%       | 70.4%       |       | 27.5%       | 35.7%       | 60.2%       | 61.5%       | 36.5%       | 20.6%       | 18.5%       | 21.2%       |             |             |             |             | 27.1%       |      |       |
| EU-13                                    | 48.7%       | 44.1%                                 | 61.3%       | 77.8%       | 67.8%       |       |    |    |    |    |    | 53.5%       | 2.4%        |       |    | 21.9%       | 24.1%       | 24.2%       |       | 72.1%       | 6.1%        | 13.9%       | 16.7%       | 62.0%       | 79.4%       | 68.6%       | 65.7%       |             |             |             |             | 68.4%       |      |       |
| EFTA                                     | 0.1%        | 15.2%                                 | 1.6%        | 0.6%        | 0.1%        |       |    |    |    |    |    | 3.9%        | 0.0%        |       |    | 0.2%        | 0.4%        | 5.4%        |       | 0.4%        | 0.4%        | 0.0%        | 1.7%        | 1.6%        | 0.0%        | 0.3%        | 0.6%        |             |             |             |             | 0.5%        |      |       |
| <b>Total</b>                             | <b>100%</b> | <b>100%</b>                           | <b>100%</b> | <b>100%</b> | <b>100%</b> |       |    |    |    |    |    | <b>100%</b> | <b>100%</b> |       |    | <b>100%</b> | <b>100%</b> | <b>100%</b> |       | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> |      |       |

\* For BE, BG, HU, AT, and FI numbers were filled out in the cells concerning these respective Member States to be both the receiving Member State and the sending Member State. These figures are likely an 'error', for instance, when a person is subject to the social security of these Member States but does not have its nationality.

\*\* DE: the breakdown by country of origin is based on data from 21/08/2019-31/12/2019. Furthermore, IS, MT and CY are included in the category Extra-EU.

Source Questionnaire on incoming posted workers 2020



## Posting of workers

\* FR: number of persons without duplicates is 262 723.

\*\* IT: the reported number of persons (31 023) does not match the sum (31 239). The reported number of notifications (44 083) does not match the sum (46 747).

\*\*\* MT: the reported number of persons (362) does not match the sum (357). The reported number of notifications and postings (426) does not match the sum (421).

\*\*\*\* LT: the reported number of notifications (1 624) does not match the sum (1 623).

\*\*\*\*\* CZ: the stated number of persons is not a flow variable (number of posted workers over the reference period year 2019), but a stock variable (number of posted workers at the time point - December 31, 2019).

\*\*\*\*\* For certain Member States, the totals reported in this table differ from the totals reported in *Table A1.1* (persons), *Table A1.2* (notifications) and *Table A1.3* (postings). For the number of persons (*Table A1.1*), this is the case for DK (25 441 by issuing Member State vs 24 813 by nationality), FR (264 294 vs 264 180), IT (31 187 vs 31 239), LU (28 306 vs 28 277), MT (356 vs 357), AT (398 301 vs 395 322) and SI (3 983 vs 4 005). For the number of notifications (*Table A1.2*), this is the case for FR (292 008 by issuing Member State vs 345 034 by nationality), IT (44 083 vs 46 747), AT (626 324 vs 649 272) and RO (2 363 vs 2 549). For the number of postings (*Table A1.3*) this is the case for DK (70 160 by issuing Member State vs 70 514 by nationality), LU (140,560 vs 140 531) and AT (1 092 794 vs 1 092 796). It is not known why these differences exist. When the total number of posted persons/postings by issuing Member State is higher than the breakdown by nationality, this could imply that the nationality of certain posted persons/postings is unknown. This is the case in terms of posted persons for DK, FR, LU, and AT, and in terms of postings for LU. However, for IT, MT, and SI the opposite holds true in terms of posted persons, and for DK and AT in terms of postings.

**Source** Questionnaire on incoming posted workers 2020



Posting of workers

**Table A1. 9 Number of persons, notifications and postings registered in the national declaration tools, by sector of activity, 2019**

| Receiving country            | Agriculture, forestry and fishing | Mining and quarrying | Manufacturing         | Electricity, gas, steam and air conditioning supply | Water supply; sewerage; waste management and remediation activities | Construction           | Wholesale and retail trade; repair of motor vehicles and motorcycles | Transporting and storage | Accommodation and food service activities | Information and communication | Financial and insurance activities | Real estate activities | Professional, scientific and technical activities | Administrative and support service activities | Public administration and defence; compulsory social security | Education          | Human health and social work activities | Arts, entertainment and recreation | Other services activities | Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use | Activities of extraterritorial organisations and bodies | Other/undifferentiated | Total            |
|------------------------------|-----------------------------------|----------------------|-----------------------|---|---|------------------------|--|--------------------------|---|-------------------------------|------------------------------------|------------------------|---|---|---|--------------------|---|------------------------------------|---------------------------|---|---|------------------------|------------------|
| <b>Persons</b>               |                                   |                      |                       |   |   |                        |  |                          |   |                               |                                    |                        |   |   |   |                    |   |                                    |                           |   |   |                        |                  |
| BE                           | 1 732                             |                      |                       | 1 746   | 24 014  | 67 730                 | 1 018  | 22 046                   | 1 738                                     | 2 999                         | 660                                |                        |   |   |   |                    | 370                                     |                                    |                           | 156   |   | 130 550                | 254 759          |
| BG                           | -                                 | 3                    | 85                    | 8   | 1   | 114                    | 24   | 7                        | -   | 9                             | 3                                  | -                      | 106   | 440   | 1   | 10                 | -                                       |                                    | 763                       | -   | -   |                        | 1 578            |
| DK                           | 1 098                             | 321                  | 7 472                 | 274   | 122   | 12 880                 | 347  | 472                      | 43  | 979                           | 24                                 | 20                     | 1 069   | 820   | 6   | 15                 | 7                                       | 345                                | 508                       | -   | -   |                        | 26 822           |
| EL                           |                                   | 44                   | 392                   | 174   |   | 490                    | 3  | 117                      | 334                                       | 1                             | 21                                 | 6                      | 342   | 9   |   | 2                  | 2                                       | 22                                 | 668                       |   |   |                        | 2 627            |
| FR <sup>(e)</sup>            | 22 478 <sup>(e)</sup>             | 3 191 <sup>(e)</sup> | 70 759 <sup>(e)</sup> | 5 561 <sup>(e)</sup>                                | 1 541 <sup>(e)</sup>  | 86 375 <sup>(e)</sup>  | 3 799 <sup>(e)</sup>   | 5 461 <sup>(e)</sup>     | 9 739 <sup>(e)</sup>                      | 5 436 <sup>(e)</sup>          | 598 <sup>(e)</sup>                 | 134 <sup>(e)</sup>     | 12 660 <sup>(e)</sup>                             | 5 919 <sup>(e)</sup>                          | 44 <sup>(e)</sup>   | 155 <sup>(e)</sup> | 326 <sup>(e)</sup>                      | 9 289 <sup>(e)</sup>               | 18 468 <sup>(e)</sup>     | 416 <sup>(e)</sup>  |   | 372 <sup>(e)</sup>     | 262 723          |
| IT                           | 542                               | 133                  | 11 563                | 176   | 179   | 4 413                  | 1 970  | 5 955                    | 1 482                                     | 564                           | 488                                | 64                     | 1 232   | 2 440   | 324   | 116                | 84                                      | 531                                | 48                        | 70  |   | 3                      | 32 377           |
| LU                           | 237                               | 75                   | 5 854                 | 303   | 274   | 15 144                 | 987  | 768                      | 16  | 363                           | 129                                | 25                     | 784   | 2 088   | 1   | 4                  | 72                                      | 182                                | 469                       | 102   |   | 6                      | 27 883           |
| MT                           | -                                 | -                    | 62                    | 32  | -   | 6                      | 19   | 117                      | 8   | 12                            | 9                                  | 2                      | 1   | 4   | 2   | -                  | 7                                       | 24                                 | 51                        | -   | -   |                        | 356              |
| AT                           |                                   |                      |                       |   |   | 20 136                 |  | 314 748                  |   |                               |                                    |                        |   |   |   |                    |   |                                    | 65 561                    |   |   |                        | 400 445          |
| SI                           | 55                                | -                    | 308                   | 129   | 47  | 918                    | 160  | 154                      | 14  | 31                            | 8                                  | -                      | 291   | 1   | -   | 1                  | 2                                       | 49                                 | 1 177                     | 471   | 1   |                        | 3 817            |
| SK                           | 120                               | -                    | 3 378                 | 41  | 36  | 1 962                  | 125  | 497                      | 24  | 131                           | 3                                  | -                      | 497   | 467   | -   | 10                 | 10                                      | 9                                  | 297                       | -   | 25  |                        | 7 632            |
| SE                           | 1 320                             | 289                  | 8 423                 | 541   | 288   | 19 228                 | 857  | 293                      | 70  | 6 840                         | 349                                | 58                     | 1 317   | 1 027   | -   | 42                 | 38                                      | 87                                 | 251                       | 7   | 30  | 149                    | 41 504           |
| <b>Total</b>                 | <b>27 582</b>                     | <b>4 056</b>         | <b>108 296</b>        | <b>8 985</b>  | <b>26 502</b>   | <b>229 396</b>         | <b>9 309</b>   | <b>350 635</b>           | <b>13 468</b>                             | <b>17 365</b>                 | <b>2 292</b>                       | <b>309</b>             | <b>18 299</b>                                     | <b>13 215</b>                                 | <b>378</b>  | <b>355</b>         | <b>918</b>                              | <b>10 542</b>                      | <b>88 261</b>             | <b>1 222</b>  | <b>437</b>  | <b>130 699</b>         | <b>1 062 523</b> |
| <i>Total excl. transport</i> | 27 582                            | 4 056                | 108 296               | 8 985   | 26 502  | 229 396                | 9 309  | -                        | 13 468                                    | 17 365                        | 2 292                              | 309                    | 18 299  | 13 215  | 378   | 355                | 918                                     | 10 542                             | 88 261                    | 1 222   | 437   | 130 699                | 711 888          |
| <b>Notifications</b>         |                                   |                      |                       |   |   |                        |  |                          |   |                               |                                    |                        |   |   |   |                    |   |                                    |                           |   |   |                        |                  |
| BE                           | 3 418                             |                      |                       | 2 627   | 118 320   | 345 503                | 1 452  | 36 765                   | 2 622                                     | 4 515                         | 1 034                              |                        |   |   |   |                    | 619                                     |                                    |                           | 255   |   | 361 417                | 878 547          |
| BG                           | -                                 | 1                    | 69                    | 6   | 1   | 25                     | 22   | 9                        | -   | 10                            | 4                                  | -                      | 80  | 33  | 1   | 7                  | -                                       | 4                                  | 501                       | -   | -   |                        | 773              |
| DK                           | 723                               | 251                  | 5 539                 | 123   | 164   | 18 590                 | 316  | 1 285                    | 19  | 611                           | 14                                 | 5                      | 951   | 720   | 6   | 18                 | 25                                      | 147                                | 439                       | -   | -   |                        | 29 946           |
| DE <sup>(e)</sup>            | 2 808 <sup>(e)</sup>              | 378 <sup>(e)</sup>   | -                     | -   | -   | 181 450 <sup>(e)</sup> | -  | 377 274 <sup>(e)</sup>   | 663 <sup>(e)</sup>                        | -                             | -                                  | -                      | -   | -   | -   | -                  | -                                       | -                                  | 76 929 <sup>(e)</sup>     | -   | -   |                        | 639 502          |
| FR <sup>(e)</sup>            | 14 919 <sup>(e)</sup>             | 4 822 <sup>(e)</sup> | 80 813 <sup>(e)</sup> | 6 951 <sup>(e)</sup>                                | 2 481 <sup>(e)</sup>  | 89 732 <sup>(e)</sup>  | 8 711 <sup>(e)</sup>   | 7 949 <sup>(e)</sup>     | 8 120 <sup>(e)</sup>                      | 6 511 <sup>(e)</sup>          | 791 <sup>(e)</sup>                 | 117 <sup>(e)</sup>     | 16 839 <sup>(e)</sup>                             | 7 113 <sup>(e)</sup>                          | 50 <sup>(e)</sup>   | 236 <sup>(e)</sup> | 593 <sup>(e)</sup>                      | 4 953 <sup>(e)</sup>               | 28 671 <sup>(e)</sup>     | 526 <sup>(e)</sup>  |   | 252 <sup>(e)</sup>     | 292 008          |
| IT                           | 518                               | 164                  | 15 309                | 199   | 151   | 4 008                  | 2 143  | 13 969                   | 2 154                                     | 649                           | 748                                | 62                     | 1 427   | 1 741   | 228   | 137                | 121                                     | 225                                | 38                        | 89  |   | 3                      | 44 083           |
| LT                           |                                   |                      | 204                   | 97  | 59  | 1 025                  | 62   | 12                       | 4   | 18                            | 2                                  |                        | 9   | 32  |   | 2                  |   |                                    | 111                       |   |   |                        | 1 637            |
| LU                           | 372                               | 55                   | 10 362                | 420   | 1 269   | 24 280                 | 4 915  | 1 371                    | 2   | 614                           | 150                                | 18                     | 2 201   | 3 667   | 2   | 7                  | 87                                      | 506                                | 2 313                     | 62  |   | 3                      | 52 676           |
| MT                           | -                                 | -                    | 88                    | 36  | -   | 9                      | 20   | 127                      | 9   | 16                            | 10                                 | 2                      | 1   | 4   | 2   | -                  | 9                                       | 27                                 | 66                        | -   | -   |                        | 426              |
| AT                           |                                   |                      |                       |   |   | 20 717                 |  | 508 987                  |   |                               |                                    |                        |   |   |   |                    |   |                                    | 97 223                    |   |   |                        | 626 927          |
| PT                           | 9                                 |                      | 51                    |   |   |                        | 318  |                          |   |                               |                                    |                        |   |   |   |                    |   |                                    |                           |   |   |                        | 378              |
| FI                           | 35                                | 44                   | 2 441                 | 130   | 44  | 3 472                  | 40   | 648                      | 21  | 503                           | 4                                  | 6                      | 274   | 87  | -   | 9                  | 10                                      | 38                                 | 89                        | -   | 2   |                        | 7 897            |
| SE                           | 67                                | 337                  | 5 412                 | 293   | 478   | 11 837                 | 833  | 137                      | 57  | 8 226                         | 269                                | 45                     | 976   | 903   | -   | 52                 | 77                                      | 53                                 | 91                        | 8   | 8   | 22                     | 30 181           |
| <b>Total</b>                 | <b>22 869</b>                     | <b>6 052</b>         | <b>120 288</b>        | <b>10 882</b>                                       | <b>122 967</b>  | <b>700 648</b>         | <b>18 832</b>  | <b>948 533</b>           | <b>13 671</b>                             | <b>21 673</b>                 | <b>3 026</b>                       | <b>255</b>             | <b>22 758</b>                                     | <b>14 300</b>                                 | <b>289</b>  | <b>468</b>         | <b>1 541</b>                            | <b>5 953</b>                       | <b>206 471</b>            | <b>940</b>  | <b>268</b>  | <b>361 439</b>         | <b>2 604 981</b> |
| <i>Total excl. transport</i> | 22 869                            | 6 052                | 120 288               | 10 882  | 122 967   | 700 648                | 18 832   | -                        | 13 671                                    | 21 673                        | 3 026                              | 255                    | 22 758  | 14 300  | 289   | 468                | 1 541                                   | 5 953                              | 206 471                   | 940   | 268   | 361 439                | 1 655 591        |



## Posting of workers

| Receiving country            | Agriculture, forestry and fishing | Mining and quarrying | Manufacturing | Electricity, gas, steam and air conditioning supply | Water supply; sewerage; waste management and remediation activities | Construction             | Wholesale and retail trade; repair of motor vehicles and motorcycles | Transporting and storage | Accommodation and food service activities | Information and communication | Financial and insurance activities | Real estate activities | Professional, scientific and technical activities | Administrative and support service activities | Public administration and defence; compulsory social security | Education  | Human health and social work activities | Arts, entertainment and recreation | Other services activities | Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use | Activities of extraterritorial organisations and bodies | Other/unidentified | Total            |
|------------------------------|-----------------------------------|----------------------|---------------|---|---|--------------------------|--|--------------------------|---|-------------------------------|------------------------------------|------------------------|---|---|---|------------|---|------------------------------------|---------------------------|---|---|--------------------|------------------|
|                              | <b>Postings</b>                   |                      |               |   |   |                          |  |                          |   |                               |                                    |                        |   |   |   |            |   |                                    |                           |   |   |                    |                  |
| <b>BE</b>                    | 3 418                             |                      |               | 2 627   | 118 320   | 345 503                  | 1 452  | 36 765                   | 2 622                                     | 4 515                         | 1 034                              |                        |   |   |   | 619        |   |                                    |                           |   |   | 361 417            | 878 547          |
| <b>BG</b>                    | -                                 | 3                    | 143           | 8   | 1   | 128                      | 35   | 11                       | -   | 10                            | 4                                  | -                      | 150   | 447   | 1   | 10         | -                                       | 7                                  | 1 094                     | -   | -   | -                  | 2 052            |
| <b>DK</b>                    | 3 031                             | 485                  | 15 339        | 338   | 1 242   | 42 054                   | 613  | 1 787                    | 48  | 1 699                         | 25                                 | 5                      | 1 628   | 1 811   | 9   | 19         | 23                                      | 445                                | 1 025                     | -   | -   | -                  | 71 626           |
| <b>DE<sup>(e)</sup></b>      | 13 836 <sup>(e)</sup>             | 3 420 <sup>(e)</sup> | -             | -   | -   | 1 240 737 <sup>(e)</sup> | -  | 1 269 073 <sup>(e)</sup> | 4 786 <sup>(e)</sup>                      | -                             | -                                  | -                      | -   | -   | -   | -          | -                                       | -                                  | 83 105 <sup>(e)</sup>     | -   | -   | -                  | 2 614 958        |
| <b>IT</b>                    | 1 983                             | 271                  | 26 911        | 533   | 487   | 11 536                   | 3 766  | 15 878                   | 3 143                                     | 932                           | 1 020                              | 100                    | 2 791   | 9 048   | 589   | 319        | 222                                     | 1 326                              | 72                        | 89  | 4   | -                  | 81 020           |
| <b>CY</b>                    | -                                 | -                    | 5             | 8   | -   | 102                      | -  | -                        | -   | -                             | 27                                 | -                      | -   | -   | -   | -          | -                                       | -                                  | -                         | -   | -   | -                  | 142              |
| <b>LU</b>                    | 1 698                             | 129                  | 20 942        | 973   | 2 111   | 85 095                   | 7 834  | 2 188                    | 16  | 928                           | 178                                | 28                     | 3 614   | 7 975   | 2   | 11         | 275                                     | 2 192                              | 3 706                     | 229   | 7   | -                  | 140 131          |
| <b>MT</b>                    | -                                 | -                    | 88            | 36  | -   | 9                        | 20   | 127                      | 9   | 16                            | 10                                 | 2                      | 1   | 4   | 2   | -          | 9                                       | 27                                 | 66                        | -   | -   | -                  | 426              |
| <b>AT</b>                    |                                   |                      |               |   |   | 83 634                   |  | 793 258                  |   |                               |                                    |                        |   |   |   |            |   |                                    | 215 909                   |   |   |                    | 1 092 801        |
| <b>PT</b>                    | 40                                |                      | 107           |   |   |                          | 799  |                          |   |                               |                                    |                        |   |   |   |            |   |                                    |                           |   |   |                    | 946              |
| <b>SK</b>                    | 255                               | -                    | 4 685         | 107   | 143   | 4 064                    | 228  | 531                      | 32  | 154                           | 3                                  | -                      | 870   | 3 242   | -   | 15         | 10                                      | 9                                  | 524                       | -   | 26  | -                  | 14 898           |
| <b>FI</b>                    | 254                               | 164                  | 8 661         | 318   | 179   | 19 291                   | 71   | 1 525                    | 28  | 4 703                         | 4                                  | 26                     | 987   | 460   | -   | 13         | 14                                      | 192                                | 424                       | -   | 8   | -                  | 37 322           |
| <b>SE</b>                    | 1 465                             | 546                  | 13 964        | 834   | 915   | 50 493                   | 1 162  | 456                      | 71  | 8 978                         | 606                                | 102                    | 1 863   | 2 152   | -   | 55         | 78                                      | 100                                | 311                       | 13  | 30  | 164                | 84 358           |
| <b>Total</b>                 | <b>25 980</b>                     | <b>5 018</b>         | <b>90 845</b> | <b>5 782</b>  | <b>123 398</b>  | <b>1 882 646</b>         | <b>15 980</b>  | <b>2 121 599</b>         | <b>10 755</b>                             | <b>21 935</b>                 | <b>2 911</b>                       | <b>263</b>             | <b>11 904</b>                                     | <b>25 139</b>                                 | <b>603</b>  | <b>442</b> | <b>1 250</b>                            | <b>4 298</b>                       | <b>306 236</b>            | <b>586</b>  | <b>75</b>   | <b>361 581</b>     | <b>5 019 227</b> |
| <b>Total excl. transport</b> | 25 980                            | 5 018                | 90 845        | 5 782   | 123 398   | 1 882 646                | 15 980   |                          | 10 755                                    | 21 935                        | 2 911                              | 263                    | 11 904  | 25 139  | 603   | 442        | 1 250                                   | 4 298                              | 306 236                   | 586   | 75  | 361 581            | 2 897 628        |

\* BE and DK: including both posted workers and self-employed persons.

\*\* The total number of persons reported by IT (31 023) does not equal the sum of the breakdown (32 377). The total number of notifications reported by LT (1 624) does not match the sum of the breakdown (1 637). In this table, the sum was reported in order to correctly calculate the row percentages (see *Table A1.10*).

\*\*\* For certain Member States, the total reported in this table does not correspond to the total reported in *Table 6*. This is the case for the number of persons reported by DK, IT, LU, AT, SI and SK. This is the case for the number of notifications reported by LT, LU, AT, and PT. This is the case for the number of postings reported by DK, CY, LU, AT, and PT.

\*\*\*\* CY: data refer to reference year 2018.

\*\*\*\*\* DE: the absolute numbers of notifications and postings per sector of activity were estimated by applying the relative distribution of notifications and postings from 21/08/2019 – 31/12/2019 to the absolute number of notifications and postings for the entire year 2019. This is indicated by the superscript (e).

\*\*\*\*\* FR: The NACE repartition has been implemented in the SIPS declaration in July 2019. Therefore, the absolute number of persons and notifications per sector of activity were estimated by applying the relative distribution of persons and notifications from July 2019 to the absolute number of persons and notifications for the entire year 2019. This is indicated by the superscript (e).

\*\*\*\*\* SE: 149 persons, 22 notifications, and 164 postings were reported under the category "unknown/nothing announced". They are reported in the category "Other/unidentified".

\*\*\*\*\* BE: several additional sectors of activity were reported, which were put under "Other/unidentified". It concerns activities under Petrochemistry, Meat processing, Cleaning, Security, Metalwork and pipefitting, Electrical installation, Wood and furniture, and Other activities.

Source Questionnaire on incoming posted workers 2020

Posting of workers

**Table A1.10 Share of persons, notifications and postings registered in the national declaration tools, by sector of activity, row %, 2019**

| Receiving country            | Agriculture, forestry and fishing | Mining and quarrying | Manufacturing | Electricity, gas, steam and air conditioning supply | Water supply; sewerage; waste management and remediation activities | Construction | Wholesale and retail trade; repair of motor vehicles and motorcycles | Transporting and storage | Accommodation and food service activities | Information and communication | Financial and insurance activities | Real estate activities | Professional, scientific and technical activities | Administrative and support service activities | Public administration and defence; compulsory social security | Education   | Human health and social work activities | Arts, entertainment and recreation | Other services activities | Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use | Activities of extraterritorial organisations and bodies | Other/unidentified | Total       |
|------------------------------|-----------------------------------|----------------------|---------------|---|---|--------------|--|--------------------------|---|-------------------------------|------------------------------------|------------------------|---|---|---|-------------|---|------------------------------------|---------------------------|---|---|--------------------|-------------|
| <b>Persons</b>               |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |             |   |                                    |                           |   |   |                    |             |
| BE                           | 0.7%                              | 0.0%                 | 0.0%          | 0.7%  | 9.4%  | 26.6%        | 0.4%   | 8.7%                     | 0.7%                                      | 1.2%                          | 0.3%                               | 0.0%                   | 0.0%  | 0.0%  | 0.0%  | 0.1%        | 0.0%                                    | 0.0%                               | 0.1%                      | 0.0%  | 0.0%  | 51.2%              | 100%        |
| BG                           | 0.0%                              | 0.2%                 | 5.4%          | 0.5%  | 0.1%  | 7.2%         | 1.5%   | 0.4%                     | 0.0%                                      | 0.6%                          | 0.2%                               | 0.0%                   | 6.7%  | 27.9%   | 0.1%  | 0.6%        | 0.0%                                    | 0.3%                               | 48.4%                     | 0.0%  | 0.0%  | 0.0%               | 100%        |
| DK                           | 4.1%                              | 1.2%                 | 27.9%         | 1.0%  | 0.5%  | 48.0%        | 1.3%   | 1.8%                     | 0.2%                                      | 3.6%                          | 0.1%                               | 0.1%                   | 4.0%  | 3.1%  | 0.0%  | 0.1%        | 0.0%                                    | 1.3%                               | 1.9%                      | 0.0%  | 0.0%  | 0.0%               | 100%        |
| EL                           | 0.0%                              | 1.7%                 | 14.9%         | 6.6%  | 0.0%  | 18.7%        | 0.1%   | 4.5%                     | 12.7%                                     | 0.0%                          | 0.8%                               | 0.2%                   | 13.0%   | 0.3%  | 0.0%  | 0.1%        | 0.1%                                    | 0.8%                               | 25.4%                     | 0.0%  | 0.0%  | 0.0%               | 100%        |
| FR                           | 8.6%                              | 1.2%                 | 26.9%         | 2.1%  | 0.6%  | 32.9%        | 1.4%   | 2.1%                     | 3.7%                                      | 2.1%                          | 0.2%                               | 0.1%                   | 4.8%  | 2.3%  | 0.0%  | 0.1%        | 0.1%                                    | 3.5%                               | 7.0%                      | 0.2%  | 0.1%  | 0.0%               | 100%        |
| IT                           | 1.7%                              | 0.4%                 | 35.7%         | 0.5%  | 0.6%  | 13.6%        | 6.1%   | 18.4%                    | 4.6%                                      | 1.7%                          | 1.5%                               | 0.2%                   | 3.8%  | 7.5%  | 1.0%  | 0.4%        | 0.3%                                    | 1.6%                               | 0.1%                      | 0.2%  | 0.0%  | 0.0%               | 100%        |
| LU                           | 0.8%                              | 0.3%                 | 21.0%         | 1.1%  | 1.0%  | 54.3%        | 3.5%   | 2.8%                     | 0.1%                                      | 1.3%                          | 0.5%                               | 0.1%                   | 2.8%  | 7.5%  | 0.0%  | 0.0%        | 0.3%                                    | 0.7%                               | 1.7%                      | 0.4%  | 0.0%  | 0.0%               | 100%        |
| MT                           | 0.0%                              | 0.0%                 | 17.4%         | 9.0%  | 0.0%  | 1.7%         | 5.3%   | 32.9%                    | 2.2%                                      | 3.4%                          | 2.5%                               | 0.6%                   | 0.3%  | 1.1%  | 0.6%  | 0.0%        | 2.0%                                    | 6.7%                               | 14.3%                     | 0.0%  | 0.0%  | 0.0%               | 100%        |
| AT                           | 0.0%                              | 0.0%                 | 0.0%          | 0.0%  | 0.0%  | 5.0%         | 0.0%   | 78.6%                    | 0.0%                                      | 0.0%                          | 0.0%                               | 0.0%                   | 0.0%  | 0.0%  | 0.0%  | 0.0%        | 0.0%                                    | 0.0%                               | 16.4%                     | 0.0%  | 0.0%  | 0.0%               | 100%        |
| SI                           | 1.4%                              | 0.0%                 | 8.1%          | 3.4%  | 1.2%  | 24.1%        | 4.2%   | 4.0%                     | 0.4%                                      | 0.8%                          | 0.2%                               | 0.0%                   | 7.6%  | 0.0%  | 0.0%  | 0.0%        | 0.1%                                    | 1.3%                               | 30.8%                     | 12.3%   | 0.0%  | 0.0%               | 100%        |
| SK                           | 1.6%                              | 0.0%                 | 44.3%         | 0.5%  | 0.5%  | 25.7%        | 1.6%   | 6.5%                     | 0.3%                                      | 1.7%                          | 0.0%                               | 0.0%                   | 6.5%  | 6.1%  | 0.0%  | 0.1%        | 0.1%                                    | 0.1%                               | 3.9%                      | 0.0%  | 0.3%  | 0.0%               | 100%        |
| SE                           | 3.2%                              | 0.7%                 | 20.3%         | 1.3%  | 0.7%  | 46.3%        | 2.1%   | 0.7%                     | 0.2%                                      | 16.5%                         | 0.8%                               | 0.1%                   | 3.2%  | 2.5%  | 0.0%  | 0.1%        | 0.1%                                    | 0.2%                               | 0.6%                      | 0.0%  | 0.1%  | 0.4%               | 100%        |
| <b>Total</b>                 | <b>2.6%</b>                       | <b>0.4%</b>          | <b>10.2%</b>  | <b>0.8%</b>   | <b>2.5%</b>   | <b>21.6%</b> | <b>0.9%</b>  | <b>33.0%</b>             | <b>1.3%</b>                               | <b>1.6%</b>                   | <b>0.2%</b>                        | <b>0.0%</b>            | <b>1.7%</b>                                       | <b>1.2%</b>                                   | <b>0.0%</b>   | <b>0.0%</b> | <b>0.1%</b>                             | <b>1.0%</b>                        | <b>8.3%</b>               | <b>0.1%</b>   | <b>0.0%</b>   | <b>12.3%</b>       | <b>100%</b> |
| <b>Total excl. transport</b> | <b>3.9%</b>                       | <b>0.6%</b>          | <b>15.2%</b>  | <b>1.3%</b>   | <b>3.7%</b>   | <b>32.2%</b> | <b>1.3%</b>  | <b>0.0%</b>              | <b>1.9%</b>                               | <b>2.4%</b>                   | <b>0.3%</b>                        | <b>0.0%</b>            | <b>2.6%</b>                                       | <b>1.9%</b>                                   | <b>0.1%</b>   | <b>0.0%</b> | <b>0.1%</b>                             | <b>1.5%</b>                        | <b>12.4%</b>              | <b>0.2%</b>   | <b>0.1%</b>   | <b>18.4%</b>       | <b>100%</b> |
| <b>Notifications</b>         |                                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |             |   |                                    |                           |   |   |                    |             |
| BE                           | 0.4%                              | 0.0%                 | 0.0%          | 0.3%  | 13.5%   | 39.3%        | 0.2%   | 4.2%                     | 0.3%                                      | 0.5%                          | 0.1%                               | 0.0%                   | 0.0%  | 0.0%  | 0.0%  | 0.1%        | 0.0%                                    | 0.0%                               | 0.0%                      | 0.0%  | 0.0%  | 41.1%              | 100%        |
| BG                           | 0.0%                              | 0.1%                 | 8.9%          | 0.8%  | 0.1%  | 3.2%         | 2.8%   | 1.2%                     | 0.0%                                      | 1.3%                          | 0.5%                               | 0.0%                   | 10.3%   | 4.3%  | 0.1%  | 0.9%        | 0.0%                                    | 0.5%                               | 64.8%                     | 0.0%  | 0.0%  | 0.0%               | 100%        |
| DK                           | 2.4%                              | 0.8%                 | 18.5%         | 0.4%  | 0.5%  | 62.1%        | 1.1%   | 4.3%                     | 0.1%                                      | 2.0%                          | 0.0%                               | 0.0%                   | 3.2%  | 2.4%  | 0.0%  | 0.1%        | 0.1%                                    | 0.5%                               | 1.5%                      | 0.0%  | 0.0%  | 0.0%               | 100%        |
| DE                           | 0.4%                              | 0.1%                 | 0.0%          | 0.0%  | 0.0%  | 28.4%        | 0.0%   | 59.0%                    | 0.1%                                      | 0.0%                          | 0.0%                               | 0.0%                   | 0.0%  | 0.0%  | 0.0%  | 0.0%        | 0.0%                                    | 0.0%                               | 12.0%                     | 0.0%  | 0.0%  | 0.0%               | 100%        |
| FR                           | 5.1%                              | 1.7%                 | 27.7%         | 2.4%  | 0.8%  | 30.7%        | 3.0%   | 2.7%                     | 2.8%                                      | 2.2%                          | 0.3%                               | 0.0%                   | 5.8%  | 2.4%  | 0.0%  | 0.1%        | 0.2%                                    | 1.7%                               | 9.8%                      | 0.2%  | 0.1%  | 0.0%               | 100%        |
| IT                           | 1.2%                              | 0.4%                 | 34.7%         | 0.5%  | 0.3%  | 9.1%         | 4.9%   | 31.7%                    | 4.9%                                      | 1.5%                          | 1.7%                               | 0.1%                   | 3.2%  | 3.9%  | 0.5%  | 0.3%        | 0.3%                                    | 0.5%                               | 0.1%                      | 0.2%  | 0.0%  | 0.0%               | 100%        |
| LT                           | 0.0%                              | 0.0%                 | 12.5%         | 5.9%  | 3.6%  | 62.6%        | 3.8%   | 0.7%                     | 0.2%                                      | 1.1%                          | 0.1%                               | 0.0%                   | 0.5%  | 2.0%  | 0.0%  | 0.1%        | 0.0%                                    | 0.0%                               | 6.8%                      | 0.0%  | 0.0%  | 0.0%               | 100%        |
| LU                           | 0.7%                              | 0.1%                 | 19.7%         | 0.8%  | 2.4%  | 46.1%        | 9.3%   | 2.6%                     | 0.0%                                      | 1.2%                          | 0.3%                               | 0.0%                   | 4.2%  | 7.0%  | 0.0%  | 0.0%        | 0.2%                                    | 1.0%                               | 4.4%                      | 0.1%  | 0.0%  | 0.0%               | 100%        |
| MT                           | 0.0%                              | 0.0%                 | 20.7%         | 8.5%  | 0.0%  | 2.1%         | 4.7%   | 29.8%                    | 2.1%                                      | 3.8%                          | 2.3%                               | 0.5%                   | 0.2%  | 0.9%  | 0.5%  | 0.0%        | 2.1%                                    | 6.3%                               | 15.5%                     | 0.0%  | 0.0%  | 0.0%               | 100%        |
| AT                           | 0.0%                              | 0.0%                 | 0.0%          | 0.0%  | 0.0%  | 3.3%         | 0.0%   | 81.2%                    | 0.0%                                      | 0.0%                          | 0.0%                               | 0.0%                   | 0.0%  | 0.0%  | 0.0%  | 0.0%        | 0.0%                                    | 0.0%                               | 15.5%                     | 0.0%  | 0.0%  | 0.0%               | 100%        |
| PT                           | 2.4%                              | 0.0%                 | 13.5%         | 0.0%  | 0.0%  | 0.0%         | 84.1%  | 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%  | 0.0%               | 100%        |
| FI                           | 0.4%                              | 0.6%                 | 30.9%         | 1.6%  | 0.6%  | 44.0%        | 0.5%   | 8.2%                     | 0.3%                                      | 6.4%                          | 0.1%                               | 0.1%                   | 3.5%  | 1.1%  | 0.0%  | 0.1%        | 0.1%                                    | 0.5%                               | 1.1%                      | 0.0%  | 0.0%  | 0.0%               | 100%        |
| SE                           | 0.2%                              | 1.1%                 | 17.9%         | 1.0%  | 1.6%  | 39.2%        | 2.8%   | 0.5%                     | 0.2%                                      | 27.3%                         | 0.9%                               | 0.1%                   | 3.2%  | 3.0%  | 0.0%  | 0.2%        | 0.3%                                    | 0.2%                               | 0.3%                      | 0.0%  | 0.0%  | 0.1%               | 100%        |
| <b>Total</b>                 | <b>0.9%</b>                       | <b>0.2%</b>          | <b>4.6%</b>   | <b>0.4%</b>   | <b>4.7%</b>   | <b>26.9%</b> | <b>0.7%</b>  | <b>36.4%</b>             | <b>0.5%</b>                               | <b>0.8%</b>                   | <b>0.1%</b>                        | <b>0.0%</b>            | <b>0.9%</b>                                       | <b>0.5%</b>                                   | <b>0.0%</b>   | <b>0.0%</b> | <b>0.1%</b>                             | <b>0.2%</b>                        | <b>7.9%</b>               | <b>0.0%</b>   | <b>0.0%</b>   | <b>13.9%</b>       | <b>100%</b> |
| <b>Total excl. transport</b> | <b>1.4%</b>                       | <b>0.4%</b>          | <b>7.3%</b>   | <b>0.7%</b>   | <b>7.4%</b>   | <b>42.3%</b> | <b>1.1%</b>  | <b>0.0%</b>              | <b>0.8%</b>                               | <b>1.3%</b>                   | <b>0.2%</b>                        | <b>0.0%</b>            | <b>1.4%</b>                                       | <b>0.9%</b>                                   | <b>0.0%</b>   | <b>0.0%</b> | <b>0.1%</b>                             | <b>0.4%</b>                        | <b>12.5%</b>              | <b>0.1%</b>   | <b>0.0%</b>   | <b>21.8%</b>       | <b>100%</b> |

## Posting of workers

| Receiving country            | Agriculture, forestry and fishing | Mining and quarrying | Manufacturing | Electricity, gas, steam and air conditioning supply | Water supply; sewerage; waste management and remediation activities | Construction | Wholesale and retail trade; repair of motor vehicles and motorcycles | Transporting and storage | Accommodation and food service activities | Information and communication | Financial and insurance activities | Real estate activities | Professional, scientific and technical activities | Administrative and support service activities | Public administration and defence; compulsory social security | Education   | Human health and social work activities | Arts, entertainment and recreation | Other services activities | Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use | Activities of extraterritorial organisations and bodies | Other/unidentified | Total       |
|------------------------------|-----------------------------------|----------------------|---------------|---|---|--------------|--|--------------------------|---|-------------------------------|------------------------------------|------------------------|---|---|---|-------------|---|------------------------------------|---------------------------|---|---|--------------------|-------------|
|                              | <b>Postings</b>                   |                      |               |   |   |              |  |                          |   |                               |                                    |                        |   |   |   |             |   |                                    |                           |   |   |                    |             |
| <b>BE</b>                    | 0.4%                              | 0.0%                 | 0.0%          | 0.3%  | 13.5%   | 39.3%        | 0.2%   | 4.2%                     | 0.3%                                      | 0.5%                          | 0.1%                               | 0.0%                   | 0.0%  | 0.0%  | 0.0%  | 0.1%        | 0.0%                                    | 0.0%                               | 0.0%                      | 0.0%  | 0.0%  | 41.1%              | 100%        |
| <b>BG</b>                    | 0.0%                              | 0.1%                 | 7.0%          | 0.4%  | 0.0%  | 6.2%         | 1.7%   | 0.5%                     | 0.0%                                      | 0.5%                          | 0.2%                               | 0.0%                   | 7.3%  | 21.8%   | 0.0%  | 0.5%        | 0.0%                                    | 0.3%                               | 53.3%                     | 0.0%  | 0.0%  | 0.0%               | 100%        |
| <b>DK</b>                    | 4.2%                              | 0.7%                 | 21.4%         | 0.5%  | 1.7%  | 58.7%        | 0.9%   | 2.5%                     | 0.1%                                      | 2.4%                          | 0.0%                               | 0.0%                   | 2.3%  | 2.5%  | 0.0%  | 0.0%        | 0.0%                                    | 0.6%                               | 1.4%                      | 0.0%  | 0.0%  | 0.0%               | 100%        |
| <b>DE</b>                    | 0.5%                              | 0.1%                 | 0.0%          | 0.0%  | 0.0%  | 47.4%        | 0.0%   | 48.5%                    | 0.2%                                      | 0.0%                          | 0.0%                               | 0.0%                   | 0.0%  | 0.0%  | 0.0%  | 0.0%        | 0.0%                                    | 0.0%                               | 3.2%                      | 0.0%  | 0.0%  | 0.0%               | 100%        |
| <b>IT</b>                    | 2.4%                              | 0.3%                 | 33.2%         | 0.7%  | 0.6%  | 14.2%        | 4.6%   | 19.6%                    | 3.9%                                      | 1.2%                          | 1.3%                               | 0.1%                   | 3.4%  | 11.2%   | 0.7%  | 0.4%        | 0.3%                                    | 1.6%                               | 0.1%                      | 0.1%  | 0.0%  | 0.0%               | 100%        |
| <b>CY</b>                    | 0.0%                              | 0.0%                 | 3.5%          | 5.6%  | 0.0%  | 71.8%        | 0.0%   | 0.0%                     | 0.0%                                      | 0.0%                          | 19.0%                              | 0.0%                   | 0.0%  | 0.0%  | 0.0%  | 0.0%        | 0.0%                                    | 0.0%                               | 0.0%                      | 0.0%  | 0.0%  | 0.0%               | 100%        |
| <b>LU</b>                    | 1.2%                              | 0.1%                 | 14.9%         | 0.7%  | 1.5%  | 60.7%        | 5.6%   | 1.6%                     | 0.0%                                      | 0.7%                          | 0.1%                               | 0.0%                   | 2.6%  | 5.7%  | 0.0%  | 0.0%        | 0.2%                                    | 1.6%                               | 2.6%                      | 0.2%  | 0.0%  | 0.0%               | 100%        |
| <b>MT</b>                    | 0.0%                              | 0.0%                 | 20.7%         | 8.5%  | 0.0%  | 2.1%         | 4.7%   | 29.8%                    | 2.1%                                      | 3.8%                          | 2.3%                               | 0.5%                   | 0.2%  | 0.9%  | 0.5%  | 0.0%        | 2.1%                                    | 6.3%                               | 15.5%                     | 0.0%  | 0.0%  | 0.0%               | 100%        |
| <b>AT</b>                    | 0.0%                              | 0.0%                 | 0.0%          | 0.0%  | 0.0%  | 7.7%         | 0.0%   | 72.6%                    | 0.0%                                      | 0.0%                          | 0.0%                               | 0.0%                   | 0.0%  | 0.0%  | 0.0%  | 0.0%        | 0.0%                                    | 0.0%                               | 19.8%                     | 0.0%  | 0.0%  | 0.0%               | 100%        |
| <b>PT</b>                    | 4.2%                              | 0.0%                 | 11.3%         | 0.0%  | 0.0%  | 0.0%         | 84.5%  | 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%  | 0.0%  | 0.0%               | 100%        |
| <b>SK</b>                    | 1.7%                              | 0.0%                 | 31.4%         | 0.7%  | 1.0%  | 27.3%        | 1.5%   | 3.6%                     | 0.2%                                      | 1.0%                          | 0.0%                               | 0.0%                   | 5.8%  | 21.8%   | 0.0%  | 0.1%        | 0.1%                                    | 0.1%                               | 3.5%                      | 0.0%  | 0.2%  | 0.0%               | 100%        |
| <b>FI</b>                    | 0.7%                              | 0.4%                 | 23.2%         | 0.9%  | 0.5%  | 51.7%        | 0.2%   | 4.1%                     | 0.1%                                      | 12.6%                         | 0.0%                               | 0.1%                   | 2.6%  | 1.2%  | 0.0%  | 0.0%        | 0.0%                                    | 0.5%                               | 1.1%                      | 0.0%  | 0.0%  | 0.0%               | 100%        |
| <b>SE</b>                    | 1.7%                              | 0.6%                 | 16.6%         | 1.0%  | 1.1%  | 59.9%        | 1.4%   | 0.5%                     | 0.1%                                      | 10.6%                         | 0.7%                               | 0.1%                   | 2.2%  | 2.6%  | 0.0%  | 0.1%        | 0.1%                                    | 0.1%                               | 0.4%                      | 0.0%  | 0.0%  | 0.2%               | 100%        |
| <b>Total</b>                 | <b>0.5%</b>                       | <b>0.1%</b>          | <b>1.8%</b>   | <b>0.1%</b>   | <b>2.5%</b>   | <b>37.5%</b> | <b>0.3%</b>  | <b>42.3%</b>             | <b>0.2%</b>                               | <b>0.4%</b>                   | <b>0.1%</b>                        | <b>0.0%</b>            | <b>0.2%</b>                                       | <b>0.5%</b>                                   | <b>0.0%</b>   | <b>0.0%</b> | <b>0.0%</b>                             | <b>0.1%</b>                        | <b>6.1%</b>               | <b>0.0%</b>   | <b>0.0%</b>   | <b>7.2%</b>        | <b>100%</b> |
| <b>Total excl. transport</b> | <b>0.9%</b>                       | <b>0.2%</b>          | <b>3.1%</b>   | <b>0.2%</b>   | <b>4.3%</b>   | <b>65.0%</b> | <b>0.6%</b>  | <b>0.0%</b>              | <b>0.4%</b>                               | <b>0.8%</b>                   | <b>0.1%</b>                        | <b>0.0%</b>            | <b>0.4%</b>                                       | <b>0.9%</b>                                   | <b>0.0%</b>   | <b>0.0%</b> | <b>0.0%</b>                             | <b>0.1%</b>                        | <b>10.6%</b>              | <b>0.0%</b>   | <b>0.0%</b>   | <b>12.5%</b>       | <b>100%</b> |

\* BE and DK: including both posted workers and self-employed persons.

\*\* CY: data refer to reference year 2018.

\*\*\* DE: the relative distribution of notifications and postings only applies to the period from 21/08/2019 to 31/12/2019.

\*\*\*\* FR: the relative distribution of persons and notifications only applies to the period from July 2019 onwards.

Source Questionnaire on incoming posted workers 2020

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