



Posting of workers

Collection of data from the prior declaration tools
Reference year 2022

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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.

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

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

EU-14: 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), and Sweden (SE).

EU-27: Belgium (BE), Bulgaria (BG), Czechia (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).

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.

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.

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

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.

Posted worker: A worker registered in the prior declaration tool who worked at least one day during the reference year as a posted worker in the receiving 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.

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.

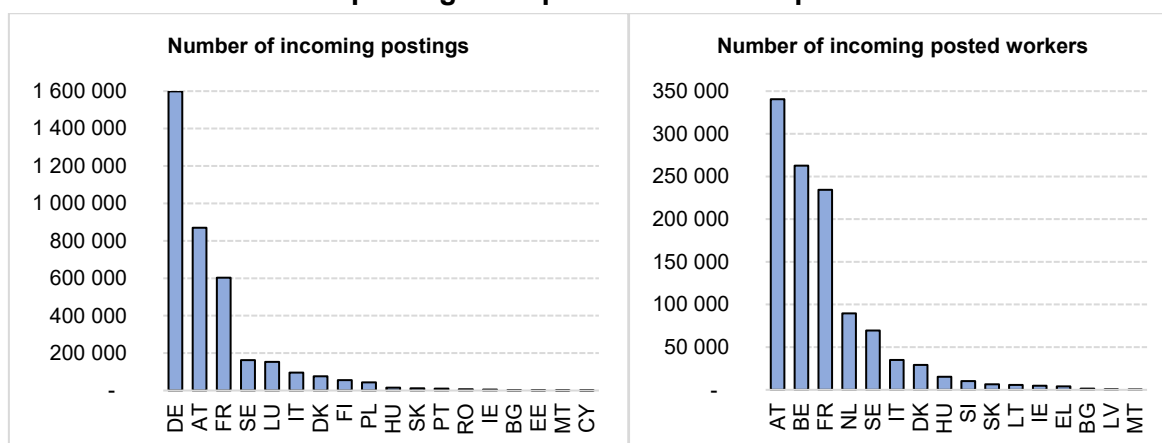
Posting: A period of time when a worker is sent by the posting undertaking to temporarily work abroad.

Third-country national (TCN): Any person who is not a citizen of the EU/EFTA.

Summary of main findings

Posting of workers concerns the activity of a company sending (i.e. ‘posting’) workers abroad to carry out a service in another Member State¹ on a temporary basis, in the context of a contract of services, an intra-group posting, or a hiring out through a temporary agency. It differs from other types of labour mobility in that it is employer-driven and that it has a strong link to trade in services. One of the main statistical data sources on the posting of workers is data from the national prior declaration tool of the receiving Member States.² However, these data are not collected for statistical purposes but rather to ensure effective monitoring of compliance with the obligations set out in the Posting of Workers Directive ([Directive 96/71/EC](#)) and the Enforcement Directive ([Directive 2014/67/EU](#)). As a result, these data have some important limitations. They only reflect the intention to provide services in the receiving Member State, i.e. it is not known whether these services have actually been provided. Furthermore, the rules applicable to these declarations in Member States differ. **The rules on exempting posting undertakings from declaration obligation and related sanctions, have an impact on the number of posted workers declared in the prior declaration tools.** In that regard, **the data in this report only show the number and characteristics of the reported posted workers in the EU. A picture that may differ from the actual number of posted workers in the EU and their characteristics.** Data from the Portable Document A1 is another relevant data source for mapping the posting of workers in the EU, but also has its shortcomings.³

Number of postings and posted workers reported in 2022



Source: Questionnaire on incoming posted workers 2023

This report presents and analyses data on incoming posted workers available for 25 Member States for reference year 2022.^{4,5,6} In that year, around **1.9 million posted workers** and **4.7 million postings**, both from within and outside the EU, were reported in

¹ The term “Member State” is used in this report to indicate the 27 countries belonging to the European Union (EU) in reference year 2022. As of 1 February 2020, the United Kingdom (UK) is no longer part of the EU.

² Directive 2014/67/EU allows Member States to require a service provider established in another Member State to make a ‘simple declaration’ containing the relevant information necessary to allow factual controls at the workplace. All Member States used this possibility to implement a prior declaration tool for incoming posting undertakings and the workers concerned.

³ See De Wispelaere, F., De Smedt, L., and Pacolet, J. (2023), *Posting of workers Report on A1 Portable Document issued in 2022*, Network Statistics FMSSFE, on behalf of the European Commission – DG EMPL.

⁴ The authors of the report would like to thank all Member States for providing these data. Moreover, we would like to thank the European Commission and the European Labour Authority for their support.

⁵ Data have been received from 24 Member States. ES, HR, and LU did not provide a reply to the statistical questionnaire for reference year 2022. In Spain, the procedure to declare the incoming posted worker is decentralised. Spain is not able to collect and report these decentralised data. Croatia does not have an application that allows to extract all the requested statistical data (however, some incomplete data were reported by mail). For Luxembourg, data from the 2022 annual report of the Labour and Mines Inspection are used:
https://itm.public.lu/fr/publications.html?r=f%2Faem_publication_type%2Ftags_type_publication%3AAnnualreports&

⁶ Furthermore, several Member States publish figures/annual reports based on the data extracted from their national prior declaration tool (e.g., [Denmark](#), [Estonia](#), [France](#), [Luxembourg](#), [Hungary](#), [the Netherlands](#), [Romania](#), and [Sweden](#)). Finally, see also the data collected in the frame of the [POSTING.STAT](#) research project.

the national prior declaration tools. When comparing both totals, a worker was **posted on average 2.5 times** to another Member State to provide services. The four **main receiving Member States** of posted workers were **Germany, Austria, Belgium, and France**, the same top four as in 2020 and 2021. As a result of a sharp increase in the number of reported postings (+45%), **Sweden** also became one of the main receiving Member States. The same goes for **Luxembourg** and **the Netherlands** and, to a lesser extent, **Italy** and **Denmark**. However, in other Member States, the number of reported incoming posted workers remains rather low.

From 2021 to 2022, the number of reported postings decreased by 26 %. Especially Germany and Austria show a large decrease. This decline is most likely an effect of the newly introduced obligation in all Member States for the notification of posted workers in road freight transport. Indeed, as of 2 February 2022, the **'EU Portal for road transport posting declarations'**⁷ became the obligatory prior declaration tool that operators must use when posting drivers to another Member State. As a result, there are no longer two but three administrative sources of data on the posting of workers. **When excluding road freight transport, the evolution from 2021 to 2022 is clearly positive with a growth of 14 % regarding the number of postings** (only taking into account Member States which could report data by sector). It can be expected that in the 2023 figures, the impact of the implementation of the EU Portal on the number of registered posted workers in the prior declarations tools will become even more visible. Therefore, **it is important that also data on the posting of workers in road freight transport is collected and reported at EU-level.** Otherwise, there is a risk losing sight of one of the main sectors of activity of posted workers. Moreover, it is better to disregard road freight transport when comparing figures after 2 February 2022 with those before 2 February 2022.

While from 2019 to 2020, the number of postings and posted workers decreased by 5 % and 10 %, respectively, both variables increased by more than 7 % in 2021. Therefore, it appeared that there was a rebound in 2021 from the impact of the COVID-19 pandemic. The 2022 figures seem to confirm this trend. **The number of postings (excluding road freight transport) was 6 % higher in 2022 compared to 2019** (only taking into account Member States which could report data for both years by sector of activity).

In terms of **main sending Member States, Poland, Germany, and Lithuania** came out as front-runners. Out of all received posted workers by the reporting Member States, 20 % originated from Poland, 15 % from Germany, and 8 % from Lithuania. Overall, most posted workers were employed by an employer established in the EU-13. The **main flow of postings** took place **from Poland to Germany with over 651 000 postings.**

The posting of third-country nationals (TCNs) is a substantial and growing phenomenon in the EU. This is a case where TCNs are posted by a company established in one Member State to another Member State. **On average, one out of four of the incoming posted workers is a TCN.** This average is based on a limited number of reporting Member States and does not include Germany. In several Member States, more than a quarter of the posted TCNs have the **Ukrainian nationality** (Belgium, Lithuania, the Netherlands, and Austria). Third country nationals were most frequently sent from companies established in Poland (30%) and Lithuania (18%). Furthermore, **TCNs can be sent directly from a company established in a non-EU country to provide services in a Member State.** This situation represents about **6.5 % of the number of registered postings in the prior declaration tools** (covering only the Member States where the same tool is used for both situations). For instance, in Poland, about 6 out of 10 reported postings are from companies established in a non-EU country.

⁷ See <https://www.postingdeclaration.eu/landing>.

Road freight transport,⁸ construction and manufacturing were the most popular sectors for posted workers to be employed in. Despite the introduction of the EU Portal, road freight transport remained the main sector of activity in 2022, covering around one third of reported postings. Furthermore, more than 30 % of all postings related to activities in the construction sector. Another 12 % of all postings took place in manufacturing.

Posting of workers mainly occurred in the context of contract of services. In most reporting Member States, the importance of intra-group posting and temporary agency posting was (very) low. **Only in France and in Italy more than 10 % of the postings related to temporary agency posting.**

The **average duration per posting in 2022 was some 115 days** in the Member States that reported such data. On average, **28 % of postings last for a period of less than eight days**. On the contrary, 5 % of postings last for more than 12 months. In case of long-term postings, the Posting of Workers Directive provides for the application of all mandatorily applicable terms and conditions of employment of the receiving Member State once the actual duration of the posting exceeds 12 months. Member States will extend the period of 12 months to 18 months when the service provider submits a 'motivated notification'. **In most Member States, the number of motivated notifications received in 2022 is very low.** Only in Slovakia (198), Denmark (400), France (2 814), Italy (2 941), and Germany (4 892), more than 100 motivated notifications were received. The most impressive increase is noted in Germany, which reported only 570 motivated notifications in 2021.

In most Member States, the share of registered posted workers in total employment is below 1 %. In **Luxembourg (16 %), Austria (7 %), and Belgium (5 %)** the impact is more substantial. Moreover, the impact on the national workforce depends on the sector of activity. It is found that **especially in the construction sector, the impact is rather high for several Member States, particularly in Belgium, Denmark, France, the Netherlands, Austria, and Sweden.**

⁸ [Directive \(EU\) 2020/1057](https://transport.ec.europa.eu/document/download/454946d0-d96e-42bf-b1e7-aeb695f3efb2_en?filename=MobilityPack1-Posting_of_drivers_factsheet.pdf) clarifies the forms of international road freight transport to which the Posting of Workers Directive applies. See also the factsheet published by DG MOVE (https://transport.ec.europa.eu/document/download/454946d0-d96e-42bf-b1e7-aeb695f3efb2_en?filename=MobilityPack1-Posting_of_drivers_factsheet.pdf) and the document "Questions and Answers on posting of drivers under Directive (EU) 2020/1057" (https://transport.ec.europa.eu/document/download/0c2d5fe5-141c-484a-adad-8a4ed967a43e_en?filename=Q%26A-posting-of-drivers.pdf) published by DG MOVE.

Main findings by Member State

Member State	Main findings
Belgium	Belgium is one of the main receiving Member States of posted workers. In 2022, approximately 263 000 posted workers were notified in the prior declaration tool of Belgium. This is an increase of 2.5 % compared to 2021. Almost one out of three workers posted to Belgium were TCNs, in particular with the Ukrainian nationality. Consequently, 9 % of the total number of posted workers received by Belgium concerned Ukrainian posted workers. Almost 3 out of 10 persons providing services in the Belgian construction sector were self-employed. Most posted workers were received for activities in the construction sector (32 %). In terms of persons, one fifth of total employment in the Belgian construction sector related to incoming posted workers.
Bulgaria	The number of reported posted workers in the prior declaration tool of Bulgaria has consistently been low over the past five years. Only 1 346 posted workers were notified in 2022. About 1 out of 3 of the posted workers were from Germany and 1 out of 10 of the posted workers were from outside the EU. Of all the TCNs received by Bulgaria, 41 % had the Turkish nationality. In Bulgaria, almost 70 % of the posting activities occurred through contract of services. Intra-group postings were also of importance in Bulgaria, seeing that this type of posting covered some 30 % of the postings.
Czechia	In 2022, about 42 500 notifications were made in the prior declaration tool of Czechia. Almost half of these notifications applied to TCNs, mainly Ukrainians, and about 25 % concerned Slovaks.
Denmark	In 2022, about 29 100 posted workers and 76 500 postings were notified in the prior declaration tool of Denmark. Compared to 2021, the number of reported posted workers increased by 20 %. Most workers were posted from Poland (22 %) and Germany (21 %) to Denmark. The posted workers were also mostly of Polish (22 %) and German nationality (16 %). Around 13 % of the postings to Denmark concerned self-employed persons. Almost half of the workers posted to Denmark provided services in the construction sector.
Germany	Germany is the main receiving Member State of the number of postings received. In 2022, approximately 1.6 million postings were reported in the prior declaration tool. The number of reported postings declined by 34 % compared to 2021, because posted drivers were reported in the EU Portal for road transport posting declarations since February 2022. Excluding road freight transport the number of reported postings in Germany increased by 17 % compared to 2021. The main flow of postings took place from Poland to Germany with over 651 000 postings. About 130 000 postings or 8% of the total number of reported postings in Germany concerned TCNs sent directly from a non-EU country. There was a sharp increase in the number of motivated notifications in 2022 (4 892) compared to 2021 (570). Germany is also one of the main sending Member States of posted workers. Around 15 % of the posted workers notified in the prior declaration tool of Member States were employed by a posting undertaking established in Germany.
Estonia	In 2022, 1 685 postings were registered in the prior declaration tool of Estonia. This represents an increase of 12 % compared to 2021. Most of the postings to Estonia were reported by companies based in Latvia (36%) and Germany (24 %).
Ireland	In 2022, 4 766 posted workers were reported in the prior declaration tool of Ireland, implying a doubling compared to 2021. These posted workers were mainly posted from Germany (31 %) and Bulgaria (29 %). Workers posted to Ireland were mostly active in manufacturing (42 %) and construction (35 %).
Greece	In 2022, nearly 4 000 posted workers were registered in the prior declaration tool of Greece. Compared to 2021, this represented an increase of 124 %. Workers were mainly posted from Bulgaria (21 %), Italy (16 %) and Romania (15 %). About 4 out of 10 posted workers provided services in the sector of 'electricity, gas, steam and air conditioning supply'.
Spain	In Spain, the procedure to declare the incoming posted worker is decentralised. Consolidated data at national level is not available.
France	France is one of the main receiving Member States of posted workers. In 2022, approximately 234 000 posted workers and 603 000 postings were reported in the prior declaration tool. The number of reported posted workers to France increased by 16 % compared to 2021, but remained below pandemic values (262 723 posted workers in 2019). About 25 % of the posted workers to France were TCNs. Furthermore, 8 % of the total number of reported postings in France concerned TCNs sent directly from a non-EU country. Posting through a temporary work agency accounted for 18 % of the posted workers. Workers posted to France were mainly active in construction (31 %) and manufacturing (26 %).
Croatia	Croatia does not have an application that allows to extract all the requested statistical data. However, data received from the State Inspectorate reveal that in 2022, the number of notifications received electronically amounted to 2 756, mainly from Germany, Austria, Slovenia, and Italy.
Italy	In 2022, about 35 000 posted workers and 96 000 postings were reported in the prior declaration tool. The number of reported posted workers increased by 40 % compared to 2021. Most posted workers were sent from Romania (35 %). 17 % of the workers posted to Italy were TCNs and 11 % of the TCNs were sent directly from a company established in a non-EU country. Posting through a temporary work agency accounted for 13 % of the posted workers. Workers posted to Italy were mostly active in manufacturing (37 %).
Cyprus	Only 25 posted workers were reported in 2022, 40 % less than 2021, mostly from Greece and Romania.

Member State	Main findings
Latvia	418 posted workers were reported in the prior declaration tool. Most workers were sent from Poland (35 %), Germany (20 %) and Lithuania (16 %).
Lithuania	In 2022, about 5 800 posted workers were registered in the prior declaration tool of Lithuania. These were mainly workers posted from Poland (55 %) and to a lesser extent from outside the EU (15 %). In terms of nationality of the posted workers: almost 7 out of 10 posted workers were TCNs, mainly Ukrainians and Belarusians. Workers posted to Lithuania were mainly active in construction (36 %) and manufacturing (24 %). Finally, Lithuania is an important sending Member State of posted workers. Around 8 % of the posted workers notified in the prior declaration tool of Member States were employed by a posting undertaking established in Lithuania, mainly TCNs employed in road freight transport.
Luxembourg	Luxembourg is an important receiving Member State of posted workers. In 2022, about 153 000 postings were registered in the prior declaration tool of Luxembourg, a 6 % decrease compared to 2021. Most of the postings were made by employers established in Germany (61 %). The main sectors of employment are construction (56 %) and manufacturing (17 %).
Hungary	In 2022, 15 228 posted workers were registered in the prior declaration tool. This implied an increase of 12 % compared to 2021. Around 7 out of 10 workers were posted from Germany.
Malta	In 2022, 260 posted workers were reported in the prior declaration tool of Malta. Almost 6 out of 10 of the posted workers were employed in manufacturing.
Netherlands	In 2022, 89 632 posted workers were reported in the prior declaration tool. This number excludes road freight transport sector (partly these postings fall under the EU Portal on Road Transport). Most workers were posted from Poland (25 %), Germany (21 %) and Lithuania (16 %) to the Netherlands. Looking at nationality, about 25 % of posted workers were found to be TCNs, mainly Ukrainians. Workers posted to the Netherlands were mainly active in construction (31 %) and manufacturing (28 %). Road freight transport, now reported separately is another important area for postings.
Austria	Austria is one of the main receiving Member States of posted workers. In 2022, 340 473 posted workers and 869 971 postings were reported in the prior declaration tool of Austria. This was, however, a sharp decrease compared to 2021 (-19 % posted workers and -40 % postings), linked to the implementation of the EU Portal for road transport posting declarations since February 2022. When road freight transport is excluded, the number of posted workers received in Austria increased by 14 % compared to 2021. Around 27 % of posted workers were TCNs, mostly Ukrainians. By far most posted workers were active in the transport sector.
Poland	In 2022, 43 823 postings were registered in the prior declaration tool, an increase of 43 % compared to 2021. About 6 out of 10 workers are sent by companies established outside the EU. Poland is also one of the main sending Member States of posted workers. Around 20 % of the posted workers notified in the prior declaration tools of Member States were employed by a posting undertaking established in Poland. Posted TCNs mainly had Poland as sending Member State.
Portugal	In 2022, about 10 500 postings were reported in the prior declaration tool, mainly workers posted from Spain (56 %). Workers posted to Portugal mostly had Spanish nationality (44 %).
Romania	In 2022, roughly 6 600 postings were registered in the prior declaration tool. Most of these postings were made by employers established in Germany (45 %), Hungary (13 %) and Italy (12 %).
Slovenia	In 2022, 10 179 postings were registered in the prior declaration tool of Slovenia. The number of reported posted workers increased by 13 % compared to 2021. Most postings were made by companies based in Croatia (32 %) and to a lesser extent in Germany (18 %) and Austria (18 %). Workers posted to Slovenia were mainly active in other services activities (ranging from temporary agency work to industrial cleaning, personal services and activities in horeca or tourism) (25 %) and construction (21 %).
Slovakia	In 2022, 6 538 posted workers and 11 711 postings were reported in the prior declaration tool of Slovakia. This was an increase in numbers compared to 2021 (+15 % posted workers and +9 % postings). Most workers were posted from Germany (48 %) and had the German nationality (43 %). 4 out of 10 workers posted to Slovakia were active in manufacturing.
Finland	In 2022, 55 844 postings were registered in the prior declaration tool of Finland. Most of the postings were made by companies established in Lithuania (29 %) and Estonia (27 %). Posted workers were mostly active in manufacturing (47 %) and construction (42 %).
Sweden	In 2022, Sweden became one of the main receiving Member States of posted workers. In 2022, 69 585 posted workers and 162 273 postings were reported in the prior declaration tool. Posting companies providing services in Sweden were mainly located in Poland (18 %), Lithuania (15 %), Germany (14 %) and outside the EU (14 %). Posted workers were mainly employed in construction (47 %) and to a lesser extent in manufacturing (24 %).

1. Introduction

This report provides an overview of the prior declaration tools implemented by the Member States and their characteristics. In addition, based on data from these prior declaration tools, figures for reference year 2022 are reported on the characteristics, extent, and impact of posted workers.⁹ **These data as well as other data collected at EU level based on information from the Portable Document A1 are vitally important to monitor the phenomenon of posting.** Data about and from the prior declaration tools of the receiving Member States is collected on behalf of the European Commission through a specific questionnaire. Since 2023, the data collection is carried out in collaboration with the European Labour Authority (ELA).¹⁰ To carry out this task, ELA forwarded the questionnaire to the designated contact persons of each Member State.

Background

The terms and conditions of employment of posted workers are regulated by Directive 96/71/EC (i.e., the Posting of Workers Directive), amended by Directive (EU) 2018/957.¹¹ Posted workers are entitled to a set of core rights in place in the receiving Member State.^{12, 13} 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, and allowances or reimbursement of expenditure to cover travel, board and lodging expenses for workers away from home for professional reasons.¹⁴ 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 (i.e., 'intra-group posting'); and (3) posting through hiring out a worker via a temporary work or placement agency established in another Member State (i.e., 'temporary agency posting').

The aim of Directive 2014/67/EU (i.e., 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. 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'*. Moreover, 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.

⁹ Data have been received from 24 Member States. ES, HR, and LU did not provide data for reference year 2022.

¹⁰ Afterall, ELA should carry out the tasks of the Committee of Experts on Posting of Workers set up by Commission Decision 2009/17/EC (as mentioned in recital 43 of Regulation (EU) No 492/2011). Furthermore, see also Art. 10.4 of Regulation (EU) 2019/1149 regarding ELA's competence to collect statistical data: *"The Authority shall, where appropriate, collect statistical data compiled and provided by Member States in the areas of Union law within the Authority's competence. In doing so, the Authority shall seek to streamline current data collection activities in those areas to avoid duplication of data collection. ... The Authority shall liaise with the Commission (Eurostat) and share the results of its data collection activities, where appropriate."*

¹¹ 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.

¹² Self-employed persons temporarily providing services in another Member State are not covered by this Directive.

¹³ However, whenever the working conditions applicable to the worker in accordance with the rules of the other Member State are more favourable than would result from the application of the receiving Member State rules, these should be applied instead.

¹⁴ See also the [Practical Guide on Posting](#) published by the European Commission.

2. Overview of the prior declaration 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 receiving 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 receiving 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 regarding the implementation of such a prior declaration tool. All 27 Member States used this possibility to implement a prior declaration tool for service providers. These service providers might also be established in a non-EU country.¹⁵ The policy of Member States to require the registration of service providers from non-EU countries varies (*Table 1*). The majority of Member States¹⁶ indicated ‘yes’, whereas seven reporting Member States¹⁷ stated that service providers from countries outside the EU-27 are not covered by the prior declaration tool.

The prior declaration 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. Notable exceptions are Belgium, Denmark, the Netherlands, Portugal, and Slovenia (*Table 1*). However, the registration for self-employed is mostly limited to specific sectors of activity. In Belgium, the notification obligation is limited to self-employed persons operating in the construction industry, the meat processing industry, and the cleaning industry. In the Netherlands, self-employed persons are only required to register if they are active in one of the following sectors: agriculture and fisheries, industry sectors, construction, road transport, hospitality, cleaning and gardening, and healthcare sectors. Finally, as of 1 January 2021, self-employed persons only must register in the Danish declaration tool if the service falls within a limited number of sectors (i.e., general building and construction work or installation and repair of machinery and equipment).

¹⁵ See Article 1(4) of the Posting of Workers Directive. In that regard, see also following citation from a document published by the Commission in the frame of the revision of the Posting of Workers Directive: “*Third country service providers and workers benefit from access to the EU market only where an international trade agreement provides for such access on a reciprocal basis. When third country service providers have access to the EU market, they are generally bound by the labour law rules of the Member State to whose territory they post workers. The revised Posting of Workers Directive will continue to provide that “undertakings established in a non-member State must not be given more favourable treatment than undertakings established in a Member State”. Hence, Member States must apply to companies established in a non-Member State and posting workers to their territory at least the same requirements as they apply to companies posting workers from another Member State.*” https://ec.europa.eu/commission/presscorner/detail/en/MEMO_16_467.

¹⁶ Workers posted from countries outside of the EU-27 are covered: BE, BG, CZ, DK, DE, EE, ES, FR, HR, IT, LT, LU, MT, NL, AT, PL, RO, SI, FI, and SE.

¹⁷ Workers posted from countries outside of the EU-27 are not covered: IE, EL, CY, LV, HU, PT, and SK.

Table 1 - Overview of the prior declaration tools

	Implemented a declaration tool?	Self-employed covered?	Persons sent from companies established outside of the EU-27?	Certain activities/sectors exempted from declaration?
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	YES	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	NO	YES
LT	YES	NO	YES	NO
LU	YES	NO	YES	YES
HU	YES	NO	NO	NO
MT	YES	NO	YES	YES
NL	YES	YES*	YES	YES
AT	YES	NO	YES	YES
PL	YES	NO	YES	YES
PT	YES	YES	NO	NO
RO	YES	NO	YES (other system)	NO
SI	YES	YES	YES	NO
SK	YES	NO	NO	NO
FI	YES	NO	YES	YES
SE	YES	NO	YES	NO

* Only in certain sectors of activity.

Source: Questionnaire on incoming posted workers 2023 and previous years

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.’ Most Member States have implemented an online/electronic declaration tool (Belgium, Bulgaria, Czechia, Denmark, Germany, Estonia, Greece, France, Italy, Latvia (activated from June 2023), Lithuania, Luxembourg, Hungary, Malta, the Netherlands, Austria, Poland, Portugal, Slovenia, Slovakia, Finland, and Sweden) (Table 2). In Romania, the declaration of posting can be done by post only, and in Croatia the declaration can be done by e-mail. In Ireland and Cyprus, the declaration can be done by post or e-mail. In Spain, the procedure to declare the posted worker is determined by the competent [Autonomous Community](#).

With the 2023 survey, Member States were asked whether they had made any changes to the national declaration tool. Belgium, Cyprus, the Netherlands, and Sweden reported small changes, such as editing, bug fixes, or routine maintenance. In Estonia as of 17 July 2023, posted workers must be registered in the Labour Inspectorate’s information system TEIS.¹⁸ Submission of the declaration is now simpler and more user-friendly, thanks to the self-service of the Labour Inspectorate (no more e-mails). Latvia also implemented an electronic declaration tool as from June 2023. Furthermore, as of 2 February 2022, the ‘EU Portal for road transport posting declarations’ became the system that operators must use to send declarations when posting drivers to another Member State. Consequently, the prior declaration tool of the receiving Member States should no longer be used in cases of posting of drivers in road transport falling within the scope of Directive 2020/1057.¹⁹

¹⁸ See <https://iseteenindus.ti.ee/login>

¹⁹ However, it is important to note that drivers posted under Art. 1(3)(b) (i.e., intra-group posting) and (c) (i.e., hiring out through a temporary agency) fall outside the scope of the EU portal. These posted drivers should be declared in the prior declaration tools of the receiving Member State if not exempted.

Table 2 – Link to the prior declaration tools

	Type of procedure	Link to the webpage of the national declaration procedure
BE	Electronically	www.limosa.be
BG	Electronically	https://postedworkers.gli.government.bg/en/system/login/
CZ	Electronically/ Mail/Post	https://www.mpsv.cz/fas/formservice/filler.open?DocID=514024380
DK	Electronically	https://virk.dk/myndigheder/stat/ERST/selvbetjening/Register_of_Foreign_Service_Providers_RUT/
DE	Electronically	www.meldeportal-mindestlohn.de
EE	Electronically	https://iseteeindus.ti.ee/login?lang=en
IE	Mail/Post	https://www.workplacerelations.ie/en/what_you_should_know/employment_types/posted%20workers/posted_workers.html
EL	Electronically/ Mail/Post	https://ypergasias.gov.gr/en/labour-relations/individual-employment-relations/posting-of-workers-in-the-framework-of-the-provision-of-services/
ES		https://www.mites.gob.es/es/sec_trabajo/debes_saber/desplazamiento-trabajadores-eng/desplazamiento/index.htm#section6
FR	Electronically	https://www.sipsi.travail.gouv.fr
HR	Mail	https://migracije.hr/referral-2/?lang=en
IT	Electronically	https://servizi.lavoro.gov.it/Distacco/
CY	Mail/post/Fax	https://www.mlsi.gov.cy/mlsi/dl/dl.nsf/page1k_en/page1k_en?OpenDocument
LV	Electronically	https://posting.vdi.gov.lv/lv/ (as from June 2023)
LT	Electronically	https://www.vdi.lt/Komandiruotes/EN_title_page.aspx
LU	Electronically	https://guichet.public.lu/en/entreprises/ressources-humaines/mobilite/detachement/declaration-detachement.html
HU	Electronically	http://www.ommf.gov.hu/index.php?akt_menu=552
MT	Electronically	https://www.servizz.gov.mt/en/Pages/Work-and-Employment-Services/Employment-Services/Employment-and-Training/WEB164/default.aspx
NL	Electronically	https://meldloket.postedworkers.nl/runtime/?lang=en
AT	Electronically	https://www.bmf.gv.at/themen/betrugsbekaempfung/zentrale-koordinationsstelle.html
PL	Electronically/ Post/Office	https://www.biznes.gov.pl/en/opisy-procedur/-/proc/1328
PT	Electronically	https://www.act.gov.pt/(pt-PT)/CentroInformacao/DestacamentoTrabalhadores/Paginas/dtpp.aspx
RO	Post	https://www.inspectiamuncii.ro/documents/66402/1518590/ModelDeclaratie-integral.pdf/0b5c298c-6fdd-4ba0-91e3-4fb785098c87
SI	Electronically/Mail	https://www.napotenidelavci.si/en/posting-to-slovenia/obligations-of-employers/
SK	Electronically/Mail	https://www.ip.gov.sk/declaration-obligation/
FI	Electronically	https://asiointipalvelu.ahtp.fi/forms/2627047
SE	Electronically	https://www.av.se/en/report-a-posting

Source: Questionnaire on incoming posted workers 2023 and previous years

Member States were asked whether certain activities or sectors are exempted from declaration in their national declaration tool (see *Table 1* for an overview). Of the 26 reporting Member States²⁰, 13 stated that this was not the case,²¹ whereas 13 Member States²² reported that exemptions exist (see *Table 3*). For instance, in Belgium, Denmark, France, Austria, and Finland certain posting activities that have a limited duration are exempted from declaration. Already before February 2022 companies providing international road transport did not have to declare their posted workers in Belgium, Czechia, Denmark, Luxembourg, the Netherlands, Austria, and Poland. Other exceptions apply to persons working in the public sector (Belgium and France), professional artists (Belgium, Denmark, Austria, France, and the Netherlands), athletes (Belgium, Denmark, France, Austria, and the Netherlands), crews of seagoing merchant ships (Poland), cabotage (Denmark and Poland) (situation before February 2022) or persons participating in a seminar or conference (Belgium, Denmark, France, Austria, and the Netherlands). Finally, in Germany, making a registration in the national declaration tools is only obligatory for certain sectors of activity. Moreover, notifications pursuant to the Minimum Wage Act are not required with regard to employees whose sustained pay exceeds a gross EUR 4 319 a month, or whose sustained regular monthly pay exceeds a gross EUR 2 879 provided that the employer can submit evidence of such payment for the past full 12 months.

²⁰ For reference year 2022 specifically, there were only 24 reporting Member States, as mentioned in *section 1*. However, general information on the prior declaration tool is based on data from all previous reference years. It concerns *Table 1*, *Table 2*, and *Table 3* which contain information from several reference years.

²¹ Certain activities/sectors are not exempted from declaration: BG, EE, IE, EL, ES, CY, LT, HU, PT, RO, SI, SK, and SE.

²² Certain activities/sectors are exempted from declaration: BE, CZ, DK, DE, FR, IT, LV, LU, MT, NL, AT, PL, and FI.

Table 3 - Activities and/or sectors which are exempted from declaration

	Activities/sectors exempted from declaration (sometimes covering the situation before February 2022)
BE	<p>Exemptions on the obligation to make a declaration depend on the reasons for coming to Belgium and the duration of the stay (see also https://www.international.socialsecurity.be/working_in_belgium/en/limosa.html)</p> <ul style="list-style-type: none"> - International transport, with the exception of inland transport in Belgium. - Workers and self-employed people attending academic conferences in Belgium are exempt. - 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. - 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. - 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. - Self-employed businesspeople 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. - 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 3 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. <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"> - 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. - 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. - Public administration staff - Staff at international institutions: insofar as the institution's status is governed by an international treaty that has been ratified. - Diplomats
CZ	The only exception applies to international transport workers whose postings to Czechia need not be reported.
DK	<ol style="list-style-type: none"> 1. Participation in seminars and conferences, including researchers, lecturers and others who have been invited to teach or hold a talk. 2. Participation in individual artistic events by professional artistes. 3. Participation in business trips for foreign firms or companies that do not have a permanent place of business in Denmark. 4. Participation in individual major sports events or trials/training at a Danish sports club by professional sportspeople/coaches. 5. Supply of consultancy services within accounting and auditing for up to 8 days. 6. Posting within a group by a company for up to 8 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. 7. Cabotage (transport of goods in Denmark in connection with international transport). 8. Supply of a technical facility or a technical installation if the work does not take more than 8 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.
DE	<p><i>Declaration 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 declaration 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. Notifications pursuant to the Minimum Wage Act are not required with regard to employees whose sustained pay exceeds a gross € 4 319 a month, or whose sustained regular monthly pay exceeds a gross € 2 879 provided that the employer can submit evidence of such payment for the past full 12 months.</p> <p><i>Declaration 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 subsequently named sectors covered by the Posted Workers Act (Arbeitnehmer-Entsendegesetzes - AEntG), in which sectors 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 in conjunction with Section 1 MiLoMeldV to submit a written declaration accompanied by an assurance pursuant to Article 18 (2) AEntG, if such posting is to any of the following sectors listed in the AEntG: waste management, including street cleaning and winter maintenance; training and further training services in accordance with the second or third volume of the Social Code; the mainstream construction and construction-related industries; building cleaning services; care provision.</p> <p>See also https://www.zoll.de/EN/Businesses/Work/Foreign-domiciled-employers-posting/Obligatory-notification-workers-posted/Notification/notification_node.html</p>
FR	<p>A few situations are exempted from notification: Posting for short-term service - the following activities are concerned: artists, apprentices operating under international mobility, athletes and members of the teams accompanying them, official delegates, researchers or teachers speaking at conferences, seminars and scientific events.</p> <p>See also https://travail-emploi.gouv.fr/droit-du-travail/detachement-des-salaries-posting-of-employees/posting-of-employees/article/obligations-of-the-employer-of-posted-employees</p>
IT	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).
LV	Yes. Pursuant to Directive (EU) 2020/1057 of the European Parliament and of the Council of 2 February 2022, a transport operator engaged in carriage of goods or passengers in another Member State of the European Union (EU) (between EU Member States other than the operator's country of establishment or from an EU Member State where the operator is not established to a third country and vice versa, as well as cabotage operations) is obliged to send a posting declaration to the EU Member State to which the driver is posted via the Road transport posting declaration portal (https://www.postingdeclaration.eu/landing) before the start of the posting period.
LU	Yes, merchant marine sector.

Activities/sectors exempted from declaration (sometimes covering the situation before February 2022)	
MT	Truck drivers arriving in Malta via catamaran or RoRo ships are not subject to categorization as posted drivers, except when engaged in cabotage or cross-trade activities. For haulers operating from Genoa, Livorno, Salerno, or Ravenna, where trailers are dispatched unattended on the ship, drivers operating in Italy should be deemed as posted drivers in both Italy and any other EU Member State where they engage in the loading or unloading of goods. This classification also applies to bilateral operations, where a truck is driven either from Malta to another EU Member State or vice versa.
NL	Yes, certain sectors and activities are exempted. See also https://english.postedworkers.nl/fag/frequently-asked-questions/reporting-system/which-sectors-and-activities-are-exempt-from-the-duty-to-notify (for posted workers) and https://english.postedworkers.nl/employer/self-employed-persons (for posted self-employed persons)
AT	Yes, exemptions exist for: * Cross-border work activities involving few hours for a brief period (e.g., business meetings), * Posting and hiring out of workers within one company group, * Training activities, * Earnings beyond a defined pay limit, * Delivery of goods and follow-up work, * Exception for assembly, * Public sector workers, * Working as a mobile employee, * Cross-border work in virtual space. See also https://www.postingofworkers.at/cms/Z04/Z04_10_999.10.a/1453954739912/faqs/do-exemptions-exist-from-the-obligations-described-on-this-website-for-certain-kinds-of-cross-border-assignments
PL	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 declaration of change of the statement on the posting of a worker to the territory of Poland.
FI	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 2023 and previous years

In case of long-term postings, the Posting of Workers Directive provides for the application of all of the mandatorily applicable terms and conditions of employment of the receiving Member State once the actual duration of the posting exceeds 12 months. However, Member States will extend the period of 12 months to 18 months when the service provider submits a 'motivated notification'. Member States were asked how many motivated notifications they received in 2022. For an overview of reported notifications see *Table 4*. For some Member States, the number of motivated notifications received in 2022 are higher compared to 2021.²³ The most impressive increase is noted in Germany, which reported only 20 motivated notifications in 2020, 570 in 2021, and 4 892 in 2022. On the contrary, the number has decreased in other Member States.²⁴ In 2020, the main reasons indicated for these extensions were the COVID-19 pandemic and unforeseen extensions of the project. However, both in 2021 and 2022, no specific reasons were provided.

Table 4 - Motivated notifications received in 2022

	Motivated notifications
BG	6
DK	400 ²⁵
DE	4 892
EE	0
IE	0
FR	2 814
IT	2 941
CY	2
HU	0
MT	10
NL	36
PL	26
PT	0
SK	198
FI	80 ²⁶
SE	1

Source: Questionnaire on incoming posted workers 2023. A high number of Member States did not provide data or no data is available.

²³ This is the case for BG (from 5 in 2021 to 6 in 2022), DE (from 570 to 4 892), FR (from 2 228 to 2 814), PL (from 10 to 26), and FI (from 30 to 80).

²⁴ This is the case in DK (from 656 in 2021 to 400 in 2022), SK (from 500 to 198), and SE (from 20 to 1).

²⁵ Denmark remarks that 400 is the number of notifications sent in 2022. Some services could have started earlier than 2022 and some could be to the same service that has reported more than one change.

²⁶ Finland remarks that it has been noted that not all of these notifications are made correctly. Due to this the number is too high compared to the actual amount of long-term posting situations.

3. Overview of the data collected by the prior declaration tools

When using and citing data collected from the prior declaration tools, it is of utmost importance that the limitations of these figures are clearly described.²⁷ Firstly, the questionnaire addressed to the administrations aspired to collect data on three variables: posted workers, notifications, and postings (for definitions see Glossary).^{28,29} However, Member States could not always provide this kind of information. For instance, some 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 receiving Member State. Indeed, it is not known whether these services have actually been provided. For example, the recent evaluation of the Dutch prior declaration tool³⁰ indicates that for 26 % of the postings which were notified in the national declaration tool, no service was provided in the Netherlands in the end. Finally, the reader should be aware that Member States' policies on exempting posting undertakings from declaration (see *Table 3*) as well as their sanctions implemented in case of failure to register, have an impact on the number of 'reported' posted workers.³¹ In this respect, below figures from the prior declaration tools only provide data on the number and characteristics of the 'reported' posted workers. For instance, in the recent evaluation of the Dutch prior declaration tool it is stated that around 40 % of the employers (excluding road transport) who should make a notification, did not do this.³²

Furthermore, it is very difficult to compare data from the prior declaration tools with data from the Portable Document A1 (PD A1). Both the registration in the national prior declaration tool of the receiving Member State and the request for a PD A1 in the sending Member State concern an administrative procedure determined by, and thus limited to, the legal framework of the Posting of Workers Directive on the one hand and the Regulations on the coordination of social security systems (by 'Basic' Regulation 883/2004 and 'Implementing' Regulation 987/2009) on the other. Strong differences occur in several areas when comparing the definition of a posted worker/person under the Posting of Workers Directive with that under Regulation 883/2004. These include both differences in the type of activities concerned as well as the personal scope. For instance, self-employed persons falling under Article 12 (2) of Regulation 883/2004 are not covered by the Posting of Workers Directive. In addition, workers who are sent temporarily to work in another Member State by Article 12 of Regulation 883/2004, but do not provide services there, are not covered by

²⁷ France mentioned the following: "It should be underlined that the statistics are calculated on raw data, without any correction of errors in the notifications. The figures can therefore be quite different from statistics published by DARES after a proper cleaning of the database." For the 2022 data published by DARES see https://dares.travail-emploi.gouv.fr/sites/default/files/22d3e4c99d4739c9e2107d81cbdc6a2e/Dares_resultats_emploi-salaries-detaches-2022.pdf.

²⁸ To illustrate the differences between the categories
On 1 March, a posting undertaking makes a notification in the prior declaration tool of receiving Member State 'A'. The notification includes 50 posted workers.

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

As a result, 2 notifications, 100 postings, and 50 posted workers are counted for this undertaking in the reference year.

²⁹ An interesting additional variable which is not looked at in the questionnaire on prior declaration tools is the number and characteristics of the posting companies. This variable is looked at in more detail in the national report of Luxembourg. (https://itm.public.lu/fr/publications.html?r=f%2Faem_publication_type%2Ftags_type_publication%3Aannualreports&).

There it can be seen that the total number of 66 588 notifications in 2022, were made by 4 191 companies, or an average of 15.9 notifications per company. Furthermore, details on these companies show that almost half were German companies (46.7 %), 21.7 % were Belgian companies, and 14.7 % were French.

³⁰ Panteia, 2022, Evaluatie meldingsplicht WagwEU Eindrapport, retrieved from <https://www.tweedekamer.nl/kamerstukken/detail?id=2023D03199&did=2023D03199>.

³¹ Although there is a chance that these exempt activities will be reported anyway. For instance, data for the Netherlands show that 20 % of the declarations should in fact not have been made because an exemption applies.

³² Panteia, 2022, Evaluatie meldingsplicht WagwEU Eindrapport, retrieved from <https://www.tweedekamer.nl/kamerstukken/detail?id=2023D03199&did=2023D03199>.

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. In contrast, persons might be posted under the Posting of Workers Directive but not under Article 12 of Regulation 883/2004. For instance, workers who pursue an activity in two or more Member States (Article 13 of Regulation 883/2004) may fall under the terms and conditions of the Posting of Workers Directive. In that respect, the legal mismatch between notions of a posted worker are the main reason why different numbers on posting circulate in the EU.

3.1. Number of posted workers in 2022

In 2022, about 1.9 million posted workers and 4.7 million postings were reported in the prior declaration tools of EU Member States (Table 5).³³ When comparing the estimated totals, it can be seen that a posted worker was on average posted 2.5 times, which is lower than in 2021 (3.1 times). **The four Member States that stand out are Germany** (with 1.6 million postings), **Austria** (with 340 000 posted workers), **Belgium** (with 263 000 posted workers), **and France** (with 234 000 posted workers). This corresponds to the figures of the Portable Document A1 report where it was stated most posted workers covered by Article 12 of the Basic Regulation provided services in Germany, France, and Austria, and to a lesser extent in Belgium, the Netherlands, and Switzerland. **Other important receiving Member States of posted workers are Sweden, Luxembourg, the Netherlands, Italy and Denmark. In the other Member States, the number of reported posted workers remains rather low.**

³³ This total figure would have been higher if figures for the Netherlands on the number of posted workers active in road freight transport had been added.

Table 5 - Number of posted workers, notifications, and postings 2022

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	262 717	24 %	904 794	39 %				
BG	1 346	0 %	1 101	0 %	1 686	0 %	1.25	1.53
CZ			42 469	2 %				
DK	29 147	3 %	31 709	1 %	76 488	2 %	2.62	2.41
DE			334 453	15 %	1 598 493	43 %		4.78
EE			688	0 %	1 685	0 %		2.45
IE	4 766	0 %	2 670	0 %	4 766	0 %	1.00	1.79
EL	3 999	0 %						
ES								
FR	234 363	21 %	267 427	12 %	603 316	16 %	2.57	2.26
HR****								
IT	34 988	3 %	57 947	3 %	96 036	3 %	2.74	1.66
CY			27	0 %	25	0 %		0.93
LV	418	0 %						
LT	5 806	1 %						
LU*			66 588	3 %	153 390	4 %		2.30
HU	15 228	1 %	10 852	0 %	15 228	0 %	1.00	1.40
MT*****	260	0 %	271	0 %	260	0 %	1.00	0.96
NL**	89 632	8 %	62 948	3 %				
AT	340 473	31 %	459 486	20 %	869 971	23 %	2.56	1.89
PL			20 916	1 %	43 823	1 %		2.10
PT			6 558	0 %	10 513	0 %		1.60
RO			2 483	0 %	3 792	0 %		1.53
SI	10 179	1 %	4 703	0 %				
SK	6 538	1 %			11 711	0 %	1.79	
FI***			18 258	1 %	55 584	1 %		3.04
SE	69 585	6 %			162 273	4 %	2.33	
Subtotal based on response	1 109 445	100 %	2 297 532	100 %	3 711 813	100 %	3.34	1.62
Estimated total*****	1 857 318°				4 726 023°		2.54°	

* LU did not provide a response to the questionnaire. The data reported are from the 2022 annual report of the Labour and Mines Inspection.

See https://itm.public.lu/fr/publications.html?r=f%2Faem_publication_type%2Ftags_type_publication%3AAnnualreports&

** NL: excluding road freight transport.

*** FI reported a breakdown between 'first' and 'complementary' notification. If the information that has been submitted changes significantly, a requirement for the work to continue is that the posting company submits a supplementary notification as soon as such changes occur (= supplementary notification). A significant change refers for example to a change of representative, employee information or contact details. The numbers reported were the following: *Notifications: 10 793 (first), 7 465 (complementary), 18 258 (total); *Postings: 29 427 (first), 26 157 (complementary), 55 584 (total). The researchers have chosen to take the total number of notifications and postings (first + complementary) seeing that sometimes the number of notifications/postings in the complementary notification is higher than the number in the first notification.

**** HR did not provide a response to the questionnaire, as they do not have a system/application with all the requested/statistical data from the questionnaire. The available data (received from the State Inspectorate) reveal that in 2022, the number of referral statements received electronically amounted to 2 756, mostly originating from Germany, Austria, Slovenia, and Italy.

***** MT: the number of postings (260) is lower than the number of notifications (271) which seems contradictory as it can be assumed that every notification contains at least one posting.

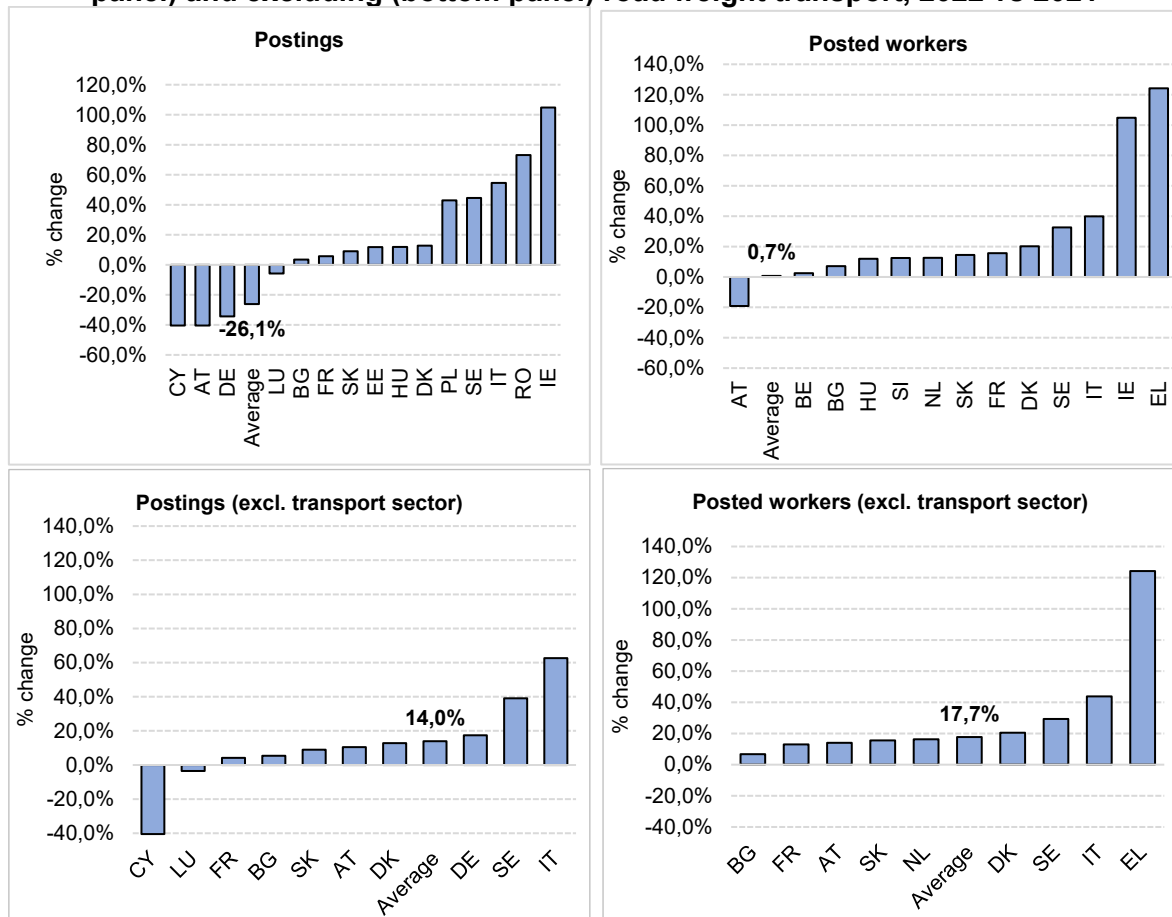
***** These totals were estimated. The number of posted workers was estimated in three steps. First, the ratio of postings per worker was calculated for the Member States which could report both. This ratio equalled 2.5. In the second step, for all Member States which reported the number of postings, but not the number of posted workers, the reported number of postings was divided by 2.5 to estimate the number of posted workers. Finally, this total (746 764) was added up with the reported total of posted workers (1 109 445) to arrive at the estimation of total number of posted workers of 1.86 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 notifications for those Member States which could not report the exact number of postings but could report the number of notifications (this is the case for BE, CZ, and NL), or the 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 or notifications (this is the case for EL). It is indeed the case that each notifications contains at least one posting, and 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 4.7 million.

Source: Questionnaire on incoming posted workers 2023

As of 2 February 2022, the 'EU Portal for road transport posting declarations' became the system that operators must use to send declarations when posting drivers to another Member State. In that regard, analysing the evolution of the number of incoming posted workers between 2021 and 2022 is important to **assess the impact of the implementation of the EU Portal for road transport posting declarations on the numbers reported in the prior declaration tools.** Figure 1 (top panel) shows the evolution of the number of postings and number of posted workers from 2021 to 2022 for all Member States which had data available for both years. Thereby the averages cannot be compared directly, as the Member States included in the calculation differ, still it indicates that the number of postings declined while the number of posted workers was more stable. **From 2021 to 2022, the number of reported postings decreased by 26 %.** Especially Germany, Austria and Cyprus show a large decrease.

To isolate the change caused by the introduction of the EU Portal for road transport posting declarations, the bottom panel of *Figure 1* looks at the evolution of the number of postings and posted workers excluding road freight transport, for those Member States which were able to provide this information in both reference years. Then the evolution is clearly positive with a growth of 14 % regarding the number of postings. This highlights the large importance of the transport sector in posting activity and its influence on the data from the prior declaration tools so far.

Figure 1 - Evolution of the number of postings and posted workers including (top panel) and excluding (bottom panel) road freight transport, 2022 vs 2021

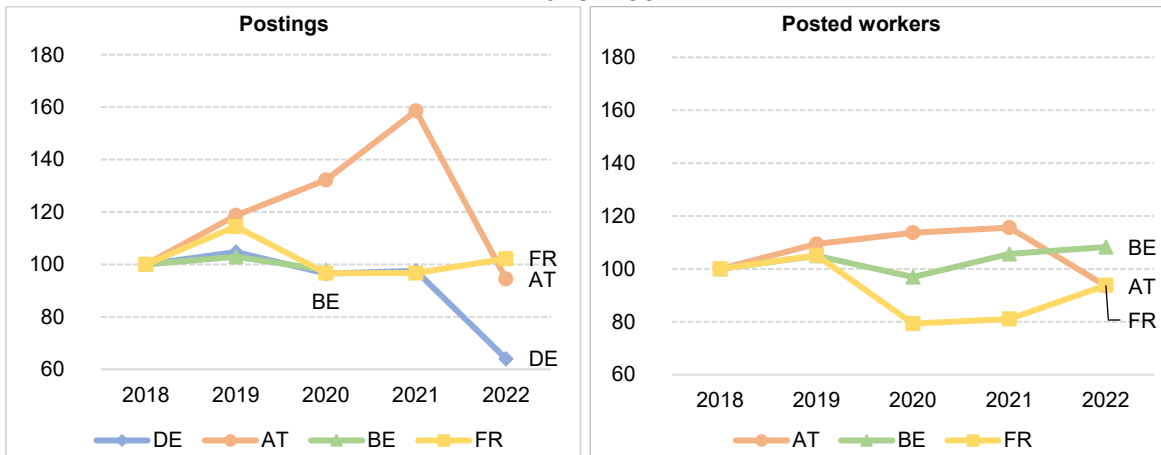


* The group of Member States which could report postings and posted workers differs. Furthermore, the group of Member States reported in the top and bottom panel differs seeing that not all Member States are able to provide a breakdown by sector of activity. Source: Questionnaire on incoming posted workers 2022 and 2023, and for LU the 2022 annual report of the Labour and Mines Inspection

As noted above, the four most important receiving Member States are Germany, Austria, France, and Belgium. Therefore, the evolution in these Member States is looked at in more detail in *Figure 2*. Some general conclusions can be made. For instance, figures on the number of postings fluctuate more than the figures on the number of posted workers. More importantly, **the implementation of the EU Portal for road transport posting declarations has a much greater negative impact on the figures reported in the prior declaration tools than the COVID-19 pandemic**. Therefore, it is better to disregard road freight transport when comparing figures after 2 February 2022 with those before 2 February 2022. For instance, **the number of postings (excluding road freight transport) was 6 % higher in 2022 compared to 2019** (only taking into account Member States which could report data for both years by sector of activity).³⁴

³⁴ There was a positive trend in DK (+11 %), DE (+12 %), IT (+8 %), LU (+7 %), AT (+1 %) and SE (+ 81 %). While there was a negative trend in BG (- 18 %), FR (-14 %) and SK (- 20 %). The figure for France is confirmed by the 2022 report published by DARES (- 18 % compared to 2019 based on the evolution of the number of posted workers).

Figure 2 - Evolution of the number of postings and posted workers 2018-2022 with 2018=100



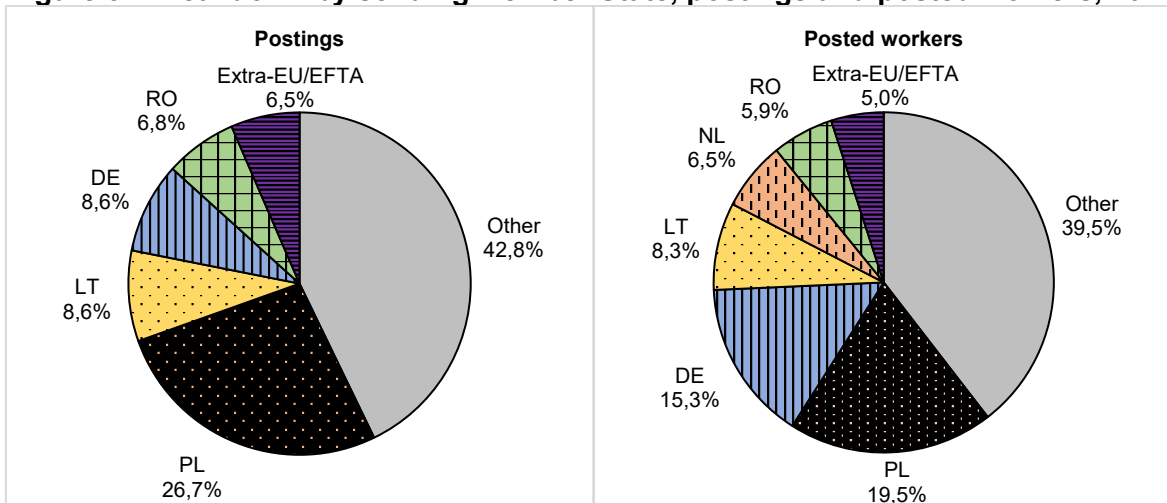
Source: Questionnaire on incoming posted workers 2019, 2020, 2021, 2022, and 2023

3.2. Breakdown by sending Member State

Member States were asked to provide a breakdown by sending Member State concerning the number of workers, notifications, and postings. The number of Member States which could provide a breakdown differs per variable: 15 Member States provided a breakdown for the number of posted workers, 17 for the number of notifications, and 16 for the number of postings.³⁵

The three main sending Member States are Poland, Germany, and Lithuania (Figure 3), representing 4 out of 10 of all postings and posted workers. In total, 20 % of posted workers, 25 % of notifications, and 27 % of postings originated from Poland (Table A1.5, A1.6, A1.7). In addition, 15 % of posted workers, 11 % of notifications, and 9 % of postings originated from Germany. Finally, Lithuania is a strong third main Member State, with 8 % of posted workers, 8 % of notifications, and 9 % of postings. The main posting flows go from Poland to Germany (651 713 postings), from Lithuania to Austria (177 065 postings) and from Poland to Austria (158 437 postings).

Figure 3 - Breakdown by sending Member State, postings and posted workers, 2022



Source: Questionnaire on incoming posted workers 2023

³⁵ The figures are presented in Annex I - absolute numbers of posted workers, notifications, and postings in Tables A1.2, A1.3 and A1.4, shares: Table A1.5, A1.6 and A1.7.

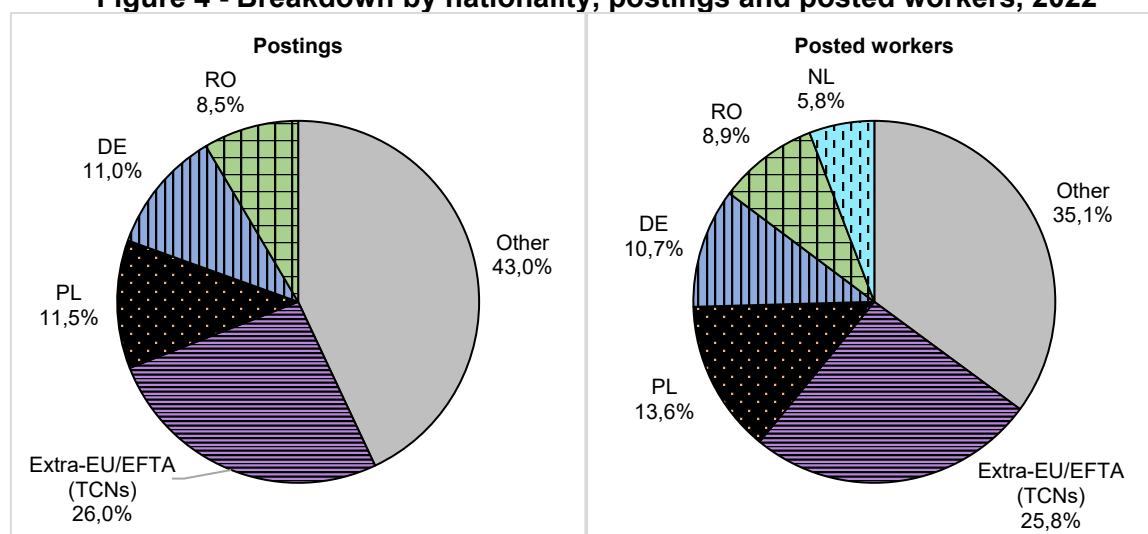
Third-country nationals can be sent directly from a company established in a non-EU country to provide services in a Member State. This group represents **about 6.5 % of the total number of registered postings in the prior declarations tools.** The importance of extra-EU countries of origin regarding the posted workers for several Member States is visible in the tables in *Annex I*. More than 14 % of posted workers to Lithuania and Sweden originated from outside the EU/EFTA (*Table A1.5*). The same goes for 12 % of posted workers received by Bulgaria and by France. Regarding the number of notifications, Poland received 55 % from outside the EU/EFTA (*Table A1.6*), and **58 % of the postings to Poland were from companies established in a non-EU country** (*Table A1.7*).

3.3. Breakdown by nationality

Ten Member States provided information on the nationality of the workers posted to their territory³⁶ (*Table A1.8* in *Annex I*). The general results depicted by *Figure 4* should therefore be considered as tentative findings, as it is based on only 30% of the postings registered in prior declaration tools (not including Germany).

Figure 4 shows that **around one fourth of the posted workers reported in the prior declaration tools concern TCNs.** They were most frequently sent from companies established in Poland (30 %) and Lithuania (18 %). *Tables A1.8* and *A1.9* in *Annex I* indicate that **for several reporting Member States, more than one out of four posted workers received are TCNs** (namely for BE (28 %), FR (25 %), LT (69 %), NL (25 %), and AT (27 %) regarding posted workers, and CZ (46 %) regarding notifications). Furthermore, **around 3 out of 10 posted workers are Polish, German or Romanian.**

Figure 4 - Breakdown by nationality, postings and posted workers, 2022



* Based on data from 10 Member States (excl. Germany). Data received from BE, BG, DK, FR, IT, LT, NL, AT, SI, and SK.
Source: Questionnaire on incoming posted workers 2022

The number of posted TCNs is a substantial and growing phenomenon in the EU.³⁷ To grasp this reality, a question asking for a breakdown for specific nationalities of TCNs, namely Belarus, Bosnia and Herzegovina, Brazil, Morocco, Turkey, Ukraine, the United Kingdom, and other TCNs was added to the questionnaire starting from reference year

³⁶ Posted workers: BE, BG, DK, FR, IT, LT, NL, AT, SI, and SK.

³⁷ See also ELA (2023), Report on the cooperation practices, possibilities and challenges between Member States – specifically in relation to the posting of third-country nationals, Final Report ELA/2022/RS/027/ELA.306-2021/TITLE 3/2.2 February 2023, <https://www.ela.europa.eu/sites/default/files/2023-04/ela-report-posting-third-country-nationals.pdf>.

2021. In several reporting Member States, more than a quarter of the posted TCNs have the Ukrainian nationality (Belgium, Lithuania, the Netherlands, and Austria).

Overall, the distribution of the posted workers by issuing Member State and by nationality does not differ greatly.³⁸ Only in Belgium, Lithuania, the Netherlands, and Austria the distribution of the posted workers by issuing Member State and by nationality seems to differ markedly. In these four Member States, there seems to be a (slight) mismatch between the sending country and the nationality of the posted worker, mainly due to the high number of TCNs.

3.4. Breakdown between workers and self-employed persons

Only four Member States (Belgium, Denmark, the Netherlands, and Slovenia) require the registration of incoming self-employed persons (mostly limited to several sectors of activity) (see *Table 1*). In Belgium, 13 % of incoming posted persons and 20 % of notifications concerned incoming self-employed persons in 2022 (*Table 6*). This is similar to the situation in 2021 and 2020. In Denmark, 6 % of the incoming posted persons are self-employed. However, 13 % of the postings and 30 % of the declarations involve incoming self-employed persons. These shares are also comparable to those of 2021 and 2020. Finally, around 22 % of the notifications made in the prior declaration tool from the Netherlands were from self-employed persons in 2022.

Table 6 - Number of persons, notifications, and postings registered in the national declaration tools, by status, 2022

	Number			Row %	
	Incoming posted workers	Incoming self-employed persons	Total	Incoming posted workers	Incoming self-employed persons
	Persons				
BE	227 706	35 011	262 717	86.7 %	13.3 %
DK	27 307	1 840	29 147	93.7 %	6.3 %
	Notifications				
BE	727 948	176 846	904 794	80.5 %	19.5 %
DK	22 167	9 542	31 709	69.9 %	30.1 %
NL	49 360	13 588	62 948	78.4 %	21.6 %
	Postings				
DK	66 883	9 605	76 488	87.4 %	12.6 %

* NL: excluding road transport.

Source: Questionnaire on incoming posted workers 2023

If one analyses the construction sector in more detail, it appears that some 28 % of the persons providing services in the Belgian construction sector were self-employed and 11 % in the Danish construction sector. Consequently, the share of posted self-employed persons in the construction sector is significantly higher for Belgium (28 % vs 13%) and Denmark (11 % vs 6 %) compared to the overall share of posted self-employed persons.

³⁸ The coherence between the two breakdowns for the reporting Member States can be measured by the correlation coefficient. 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 BG, DK, FR, IT, SI, and SK (*Table A1.9 in Annex I*). For the number of notifications, the correlation coefficient exceeds 0.80 for BG, DK, FR, IT, CY, and RO. Furthermore, the same holds true for BG, DK, IT, CY, PT, RO, and SK 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.

3.5. Breakdown by type of posting

The Posting of Workers Directive distinguishes between three types of postings, namely posting between a company and a service provider (i.e., ‘contract of services’), posting of workers within the same group (i.e., ‘intra-group posting’) and posting through temporary work or placement agencies (i.e., ‘temporary agency posting’). A total of eight Member States were able to make a distinction by type of posting (to some extent) (*Figure 5 and Table 7*). **Posting of workers mainly occurs in the context of contract of services.** In most reporting Member States, the importance of intra-group posting and temporary agency posting was (very) low.

Belgium, Germany, Italy, Austria, and Poland 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 % of postings. The exception is Italy, where it accounted for 88 % of postings. Therefore, posting through a temporary work agency was of quite high importance in Italy, as it accounted for 13 % of postings. **For the three Member States (Cyprus, France and Bulgaria) that could make a distinction between all three types of posting, contract of services was by far the most important type.** In Cyprus, 84 % of postings concerned contract of services. In France, 72 % of postings concerned contract of services. In Bulgaria, 69 % of posting occurred through contract of services. However, intra-corporate transfers were also of importance in Bulgaria, seeing that 30 % of postings occurred through intra-corporate transfers. The third form of posting, **temporary agency posting, is an important form of posting in Italy**, as discussed above, **and in France**, where it corresponded to approximately 18 % of postings.

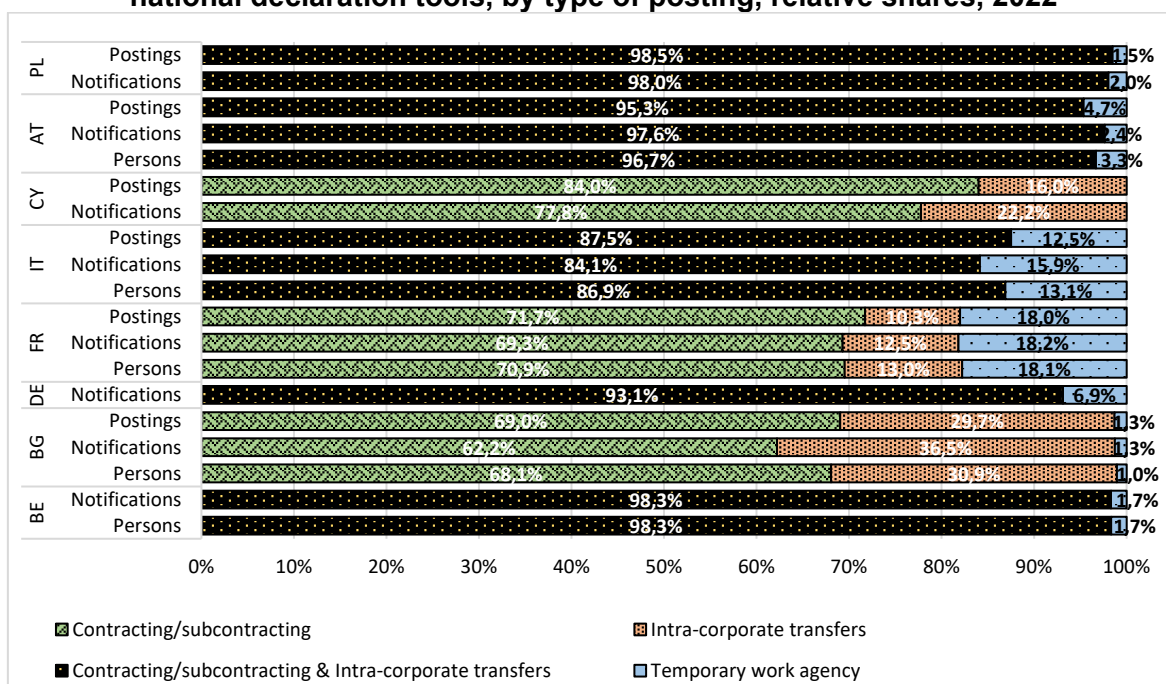
Table 7 - Number of posted workers, notifications, and postings registered in the national declaration tools, by type of posting, 2022

	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
Persons				
BE	223 884		3 822	227 706
BG	916	416	14	1 346
FR	166 172	30 374	42 488	234 363
IT	30 400		4 588	34 988
AT	329 158		11 315	340 473
Notifications				
BE	715 638		12 310	727 948
BG	685	402	14	1 101
DE	311 464		22 989	334 453
FR	185 279	33 489	48 598	267 427
IT	48 758		9 189	57 947
CY	21	6	0	27
AT	448 605		10 881	459 486
PL	20 505		411	20 916
Postings				
BG	1 164	500	22	1 686
FR	432 620	61 978	108 572	603 316
IT	84 052		11 984	96 036
CY	21	4	0	25
AT	829 492		40 479	869 971
PL	43 159		664	43 823

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

** The numbers reported here only concern posted workers, not self-employed persons. Consequently, the totals reported for BE should not be compared to those reported in *Table 5, Table A1.2, Table A1.3, and Table A1.4*.

Source: Questionnaire on incoming posted workers 2023

Figure 5 - Number of posted workers, notifications, and postings registered in the national declaration tools, by type of posting, relative shares, 2022

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

Source: Questionnaire on incoming posted workers 2023

3.6. Breakdown by sector of activity

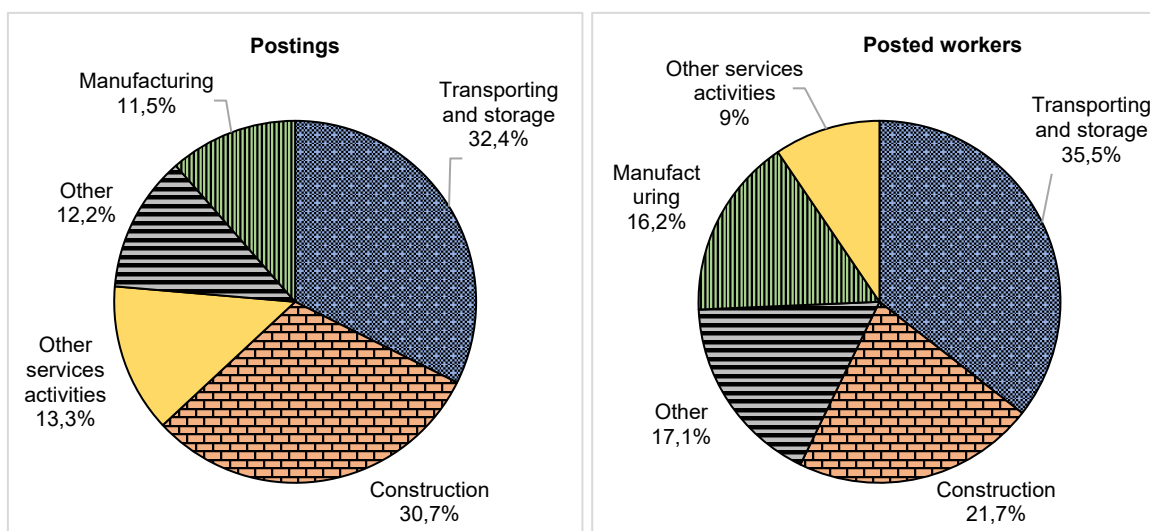
The flow of incoming posted workers can vary strongly by sector of activity. There were 12 Member States which could provide such a breakdown for the received number of posted workers (BG, DK, IE, EL, FR, IT, LT, MT, NL, AT, SK, and SE), 11 Member States could do this for the number of notifications (BG, DK, IE, DE, FR, IT, CY, NL, AT, SI, and FI) and 11 for the number of postings (BG, DK, IE, DE, FR, IT, MT, AT, SK, FI, and SE) (Table A1.12 and A1.13 in Annex I). Additionally, Belgium provided an own breakdown by sector and Luxembourg reported data on the sector of activity in the 2022 annual report published by the Labour and Mines Inspection.³⁹

In 2022, it is difficult to compare the breakdown by sector of activity to earlier breakdowns, seeing that as of 2 February 2022, the 'EU Portal for road transport posting declarations'⁴⁰ became the obligatory system that operators must use to send declarations when posting drivers to another Member State, thus the prior declaration tools should no longer be used when it comes to posting of drivers in road transport which fall within the scope of Directive 2020/1057.

Taking into account the limited response rate and the ongoing changes in road transport, the breakdown by sector of activity should be looked at with caution (see Figure 6). **Transport is (still) the main sector of activity, covering around one in three postings and posted workers.** Furthermore, **more than 30 % of postings and 20 % of posted workers relate to activities in the construction sector.** Finally, in addition to other services activities (13 % of postings and 9 % of posted workers), posting workers in the manufacturing sector is of importance, with 12 % of postings and 16 % of posted workers.

³⁹ See https://itm.public.lu/fr/publications.html?r=f%2Faem_publication_type%2Ftags_type_publication%3Aannualreports&

⁴⁰ See <https://www.postingdeclaration.eu/landing>.

Figure 6 - Breakdown by sector of activity, postings and posted workers, 2022

* Postings: based on data from 11 Member States (incl. Germany); posted workers: based on data from 12 Member States (excl. Germany).

Source: Questionnaire on incoming posted workers 2023

While in the previous report, it was predicted that the breakdown by sector of activity might look very different due to the EU Portal for road transport posting declarations as mentioned above,⁴¹ this does not seem to be the case at first glance, as the transport sector is still the main sector of activity. However, a more detailed analysis of the transport sector brings more clarity in this regard. In relative terms, the transport sector has lost some importance compared to other sectors of activity. **In 2021, road freight transport covered around 46 % of all posted workers and 50 % of all postings. This share decreased in 2022 to 'only' 36 % of all posted workers and 32 % of all postings (Table 8, only taking into account Member States which could report data in both years).** Although a clear decline is visible, these are still the highest shares of all sectors. **In absolute terms, the decline is more pronounced, going from around 378 000 posted workers in 2021 to 'only' 298 000 posted workers in 2022. And from 2.4 million postings in 2021 to 717 000 postings in 2022 (Table 8, only taking into account Member States which could report data in both years).** These evolutions show that less posting activities in the transport sector are being reported in the prior declaration tools of the reporting Member States.

Nevertheless, for several Member States, no decline is visible at all. For instance, in Denmark, France, Italy, and Sweden all indicators show an increase (Table 8). In France and Sweden, there is even more than a doubling of some indicators reported. However, as explained in Chapter 2, this evolution in France is the result of a change in the prior declaration tool by including situations in road and water transport which were otherwise not covered at all.⁴² In Bulgaria, the number of posted workers increased, while the number of notifications and postings decreased. On the contrary, in Germany, the Netherlands, Austria, Slovakia, and Slovenia (strong) declines in the reported numbers are visible, most likely the result of the EU Portal for road transport posting declarations.

Overall, it is remarkable that the number of posted workers, notifications, and posting in the transport sector is still relatively high and the evolution from 2021 to 2022 is positive for certain Member States. There are several possible explanations why this

⁴¹ See <https://www.postingdeclaration.eu/landing>.

⁴² In France, the main change is linked to the implementation of the lex specialis in 2022 regarding the transport sector. In principle as the previously applicable formalities in France were already excluded from the statistics, it shouldn't have a major impact. However, some specific situation in the road and water transport are neither covered by the former simplified French formalities nor by the European portal (intragroup, temporary workers, drivers posted by transport companies outside EU, water transport). To simplify and reduce the number of specific templates, France has decided to include those situations into the normal process of declaration. Consequently, it might increase the statistics for those activities in 2022. The simplified declaration is now dedicated only to drivers of lightweight vehicles.

is the case. Firstly, for 2022, there is a real chance that hauliers have notified their posted drivers both in the prior declaration tool of the receiving Member States and in the EU Portal. Indeed, hauliers sometimes make a notification at the beginning of the year, often (valid) for a long period, in the prior declaration tool of the receiving Member States in which they operate (and regardless of whether the posting will take place or not). Moreover, not every haulier will yet have been aware of the changed policy on the reporting of their posted drivers. In that respect, **reference year 2022 can be considered a transition year. The real impact of the EU Portal on the figures extracted from the prior declaration tools might become visible in reference year 2023.**

Table 8 - Number of posted workers, notifications, and postings registered in the national declaration tools, transporting and storage sector, 2021 and 2022

	Posted workers			Notifications			Postings		
	2021	2022	Change 2021-2022	2021	2022	Change 2021-2022	2021	2022	Change 2021-2022
BG	23	30	30.4 %	22	7	-68.2 %	36	7	-80.6 %
DK	407	430	5.7 %	285	432	51.6 %	762	864	13.4 %
DE				414 467	93 270	-77.5 %	1 154 614	93 270	-91.9 %
EL	1	0							
FR	5 133	11 321	120.6 %	6 958	15 118	117.3 %	10 676	19 988	87.2 %
IT	7 052	9 171	30.0 %	16 303	22 518	38.1 %	18 990	25 865	36.2 %
LT		26							
LU	7 438			674			9 777		
MT		15						13	
NL	12 120	11 190	-7.7 %	16 311	6 505	-60.1 %			
AT	352 277	262 335	-25.5 %	679 258	347 465	-48.8 %	1 184 913	566 147	-52.2 %
SI	329				142				
SK	130	88	-32.3 %	158			158	177	12.0 %
FI				552	234	-57.6 %	2 077	825	-60.3 %
SE	1 291	3 422	165.1 %				2 924	10 221	249.6 %
Total	386 201	298 028	-22.8 %	1 134 988	485 691	-57.2 %	2 384 927	717 377	-69.9 %
Total only when in both years**	378 434	297 987	-21.3 %	1 134 156	485 549	-57.2 %	2 375 150	717 364	-69.8 %
Share in total***	44.3 %	35.7 %	-8.6 p.p.	59.7 %	40.5 %	-19.2 p.p.	48.3 %	32.4 %	-15.9 p.p.
Share in total only when in both years**	45.6 %	35.8 %	-9.9 p.p.	62.2 %	40.8 %	-21.4 p.p.	49.8 %	32.4 %	-17.4 p.p.

* IE reported 0 posted workers in 2021, and 0 posted workers, notifications, and postings in 2022. CY reported 0 notifications and postings in 2021, and 0 notifications in 2022. These Member States are therefore omitted from this table.

** The total and share in total are calculated only including those Member States which could provide data in both 2021 and 2022 in order to provide a correct comparison over the years. This means that LU, MT, and SI are excluded concerning posted workers; LU, SI, and SK concerning notifications; and LU and MT concerning postings.

*** It concerns the share in the total number of posted workers, notifications, and postings reported by the reporting Member States. P.p. stands for percentage points.

Source: Questionnaire on incoming posted workers 2022 and 2023

3.7. Average duration of the posting period

The average duration of the posting period was asked by type of posting and by sending Member State. To calculate the average duration per posted worker, all different periods are added together in case the worker was sent abroad multiple times. For instance, if a worker is sent two times to another Member State in 2022, the first time for a period of 3 months and the second time for a period of 5 months, the average duration per posting amounts to 4 months and the average duration the worker concerned has been posted during 2022 is 8 months. Therefore, the average duration for a posting is smaller than for a posted worker.

Out of the 24 responding Member States, 13 Member States were able to provide (partial) data on the average duration (*Table 9*). Consequently, reported average figures are only a rough estimate of the posting period.⁴³ **The unweighted average duration per posting**

⁴³ These data only reflect the *intention* to provide services in the receiving Member State. It is not known whether these services have actually been provided. This might result in an overestimation of the duration. 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 can provide such detailed figures, seeing that only 13 Member States could (partially) provide the overall data.

was 115 days in 2022 and the unweighted average posting period per person equalled 223 days. Nevertheless, these average figures do not include the same sample of reporting Member States and should therefore not be compared. Finally, the table shows that the average duration differs greatly between Member States.

Table 9 - Average posting period per posted worker, notification, and posting, in number of days, 2022

Receiving MS	Average posting period in days – posted workers	Average posting period in days – notifications	Average posting period in days – postings
BE	169	49	
BG	137	168	110
DK		31	35
DE		420	94
IE	39		
FR	163	142	63
IT	347	210	126
AT	346	254	134
PL	93	94	
PT		78	48
RO		85	65
SK	561		357
FI		132	169
SE	151		65
Unweighted average	223	151	115

Source: Questionnaire on incoming posted workers 2023

Seven Member States (BE, DK, FR, IT, AT, PL, and FI) provided a further breakdown by type of posting. *Table 10* shows large differences between Member States and between the different types of posting. General conclusions on which type of posting has the longest/shortest duration cannot be made, considering the low response rate. **For several Member States, the difference in duration when comparing types of posting is remarkable.** For instance, in France the average duration per posting through (sub)contracting was only 52 days while it amounted to 125 days in the context of intra-corporate transfers. In addition to a different duration per type of posting, it is also very likely that the duration of postings differs depending on the sector in which the posting takes place.⁴⁴ However, this is not requested in the questionnaire on prior declaration tools.

Table 10 - Average posting period per posted worker, notifications, and posting, in number of days, by type of posting, 2022

	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		
Persons						
BE			120	168	175	169
FR	136	256	180	163		163
IT			361	347		347
AT	342		424	346		346
PL			90	93		93
Notifications						
BE			37	53	35	49
DK				31	21	31
FR	122	232	157	142		142
IT			180	210		210
AT	250		440	254		254
PL			91	94		94
FI			259	132		132
Postings						
DK				35	28	35
FR	52	125	70	63		63
IT			138	126		126
AT	135		118	134		134
FI			282	169		169

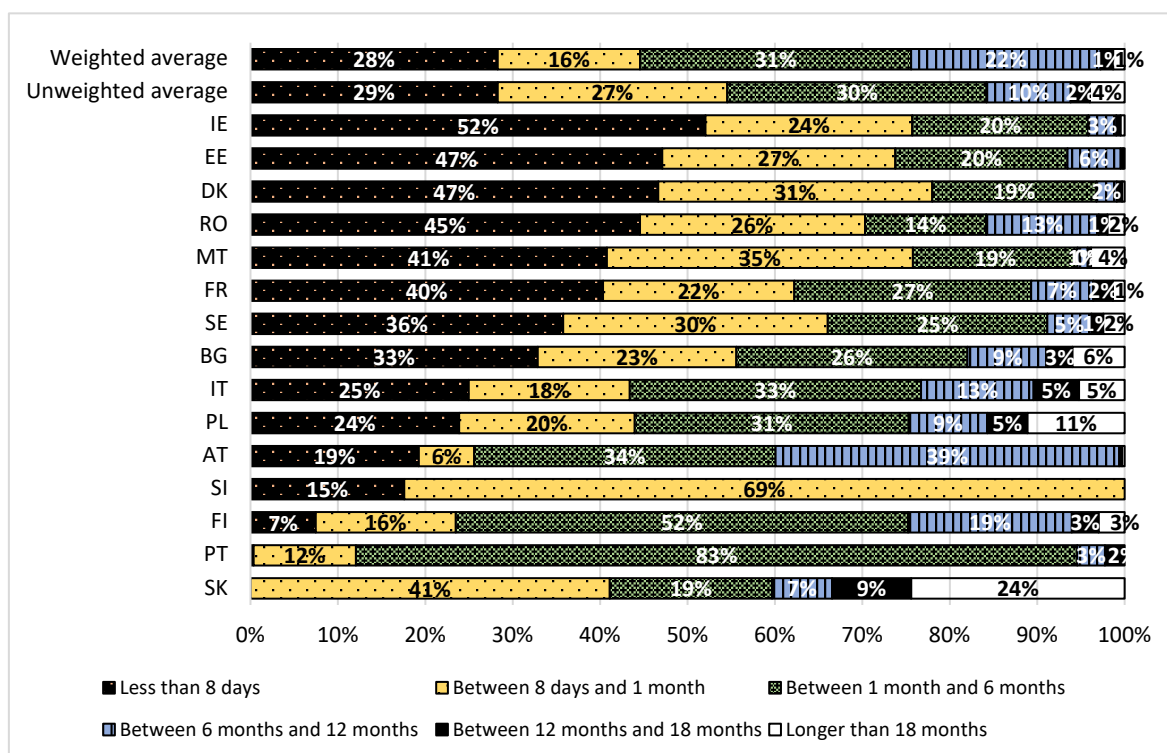
* AT could not make a distinction between subcontracting and intra-group posting.

Source: Questionnaire on incoming posted workers 2023

⁴⁴ For instance in Austria. In contrast to postings in other sectors, employers do not have to specify the duration of postings in the transport sector. Instead, the ZKO3T form can be submitted for a period of 6 months

Member States were asked to inform about how many postings were reported with a certain duration. In total, 15 Member States provided such data (Figure 7). When analysing the duration, it becomes clear that **short-term posting is of high importance**. On average, **28 % of the postings applied to a period of less than 8 days**. In most reporting Member States, incomings postings concern a posting period of less than 8 days. Though, Figure 7 shows that there are some significant differences between Member States.

Figure 7 - Number of postings in prior declaration tools, by duration, 2022



* SI was not able to provide a breakdown between 'between 1 month and 6 months' and 'between 6 months and 12 months'.

Source: Questionnaire on incoming posted workers 2023

3.8. Share of incoming posted workers in national workforce

The number of incoming posted workers registered in the prior declaration tools can be put in relation to the total number of employed persons in the receiving Member States to better comprehend the relative impact of posting of workers. For that we put the number of 'posted workers' in relation to the number of employed persons in that country.^{45,46} Table 11 shows this relationship for the 23 Member States with available data. **On average, there is 1 posted worker per 100 workers in the local workforce.** This relationship was highest in

⁴⁵ Firstly, the numerator, the total number of incoming posted workers only includes the persons registered in 2022 (i.e., flow of posted workers). This results in 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 2022 but who were registered in the receiving Member State in a previous year (for instance in December 2021). Secondly, the result will actually be an overestimation of the real impact of posted workers, as the total number of posted workers in 2022 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. In that regard, it is useful to calculate the number of posted workers in full-time equivalents.

⁴⁶ Some Member States (DE, EE, CY, LU, PL, PT, RO, and FI) were not able to report the number of incoming posted workers but could report the number of postings (for LU based on the 2022 annual report of the Labour and Mines Inspection). Therefore, an estimation was made for the number of incoming posted workers, by dividing the number of reported postings by 2.5, which is the average number of postings per posted worker, as discussed in Table 5. This estimation is shown in Table 12 by adding the superscript 'e'.

Luxembourg 16 posted workers/100 employees in the country, Austria 7/100, and Belgium 5/100.

For eight Member States it is also possible to look at the relation between incoming posted workers in full-time equivalents (FTE) and total employment in the receiving Member State in FTE. The estimation of the incoming posted workers in FTE was calculated by using the reported data on the duration of the posting period per posted worker. The fact that posted workers are mostly active for only a limited number of months in the receiving Member State results in a lower value when looking at this ratio. For instance, the share of posting in total employment decreases from 5 % to 3 % in Belgium, and from 1.3 % to 0.6 % in Sweden. These figures give a better indication of the actual share of posting in total employment of receiving Member States.

Table 11 - Share of workers registered in the prior declaration tools for whom at least one notification for one or more days has been made in total employment, 2022

	Total employed persons (in ,000)	Number of incoming posted workers	% of posted workers in total employed persons	Estimated total employed persons in FTEs (in ,000)	Estimated number of incoming posted workers in FTEs*	% of employed persons in FTEs
BE	4 990	262 717	5.0 %	4 378	121 741	2.7 %
BG	3 151	1 346	0.0 %	3 117		
CZ	5 174			4 975		
DK	2 994	29 147	1.0 %	2 600		
DE	42 529	628 198 ^e	1.5 %	36 131		
EE	681	662 ^e	0.1 %	626		
IE	2 547	4 766	0.2 %	2 265	503	0.0 %
EL	4 141	3 999	0.1 %	3 966		
ES	20 391			19 001		
FR	28 341	234 363	0.8 %	25 867	104 661	0.4 %
HR	1 707			1 655		
IT	23 099	34 988	0.2 %	20 941	33 271	0.2 %
CY	451	10 ^e	0.0 %	425		
LV	891	418	0.0 %	852		
LT	1 421	5 806	0.4 %	1 368		
LU	312	60 281 ^e	16.2 %			
HU	4 709	15 228	0.3 %	4 576		
MT	283			265		
NL	9 587	89 632	0.9 %	7 398		
AT	4 443	340 473	7.1 %	3 757	322 600	7.9 %
PL	16 742	17 222 ^e	0.1 %	16 185	4 388	0.0 %
PT	4 909	4 132 ^e	0.1 %	4 695		
RO	7 807	2 580 ^e	0.0 %	7 660		
SI	986	10 179	1.0 %	938		
SK	2 604	6 538	0.3 %	2 554	6 538	0.3 %
FI	2 640	21 844 ^e	0.8 %	2 352		
SE	5 256	69 585	1.3 %	4 610	28 818	0.6 %
Weighted average			1.0 %			
Unweighted average			1.6 %			

* In order to estimate the number of posted workers in FTEs, the number of incoming posted workers was multiplied by the average duration (see Table 10 – max 365 days) 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 workers, 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 2.5, which is the average number of postings per person, as explained in section 3.1. This estimation occurred for DE, EE, CY, LU, PL, PT, RO, and FI, and is indicated by the superscript 'e'.

*** To estimate the total employed persons in FTEs, Eurostat data were used, and the part-time workers were counted as 0.5 FTE.

Source: Questionnaire on incoming posted workers 2023; Eurostat [lfsa_epgaed]; for LU (data 2022) the 2022 annual report of the Labour and Mines Inspection

Another option to get a better view on the actual impact of posted workers in the receiving Member States is asking for the average number of posted workers present at a certain date (for instance, at the end of the month or trimester). After all, posted workers are never all simultaneously active at the same time during the reference year. Therefore, Member States were asked about the average number of posted workers present at a certain date.

Only a limited number of Member States were able to provide such figures. In France it concerned 57 680 posted workers in 2022, in Italy 347, and in Slovakia 300. This technique of calculating an average number of posted workers present at a certain date is also used in the national report of France.⁴⁷

As the share of posted workers in total employment strongly differs between sectors *Table 12* provides a more detailed analysis in this respect. This analysis could be performed for 12 Member States,⁴⁸ using the data reported for the number of posted workers in *Table A1.12* in *Annex I*. For several Member States, the share of posted workers in certain sectors of activity was quite high. For instance, in the Netherlands 8 % of those employed in electricity, gas, steam and air conditioning supply were posted workers. Furthermore, in the mining and quarrying sector in Denmark (16 %) and France (6 %) a considerable share of workers were posted workers. Most remarkably, 65 % of transportation and storage workers in Austria were posted workers, and 35 % of persons employed in other service activities in Austria were posted workers. Nevertheless, **the sector of activity that stands out most is the construction sector. Several receiving Member States indicate a rather high share of posted workers for this sector.** The relative impact of posting in the construction sector amounted to 7 % in Denmark, 4 % in France, 7 % in the Netherlands, 5 % in Austria, and 9 % in Sweden. Furthermore, using Belgium's own breakdown, around one fifth of the work performed in the construction sector was provided by posting of workers in 2022 (22 %).

⁴⁷ See https://dares.travail-emploi.gouv.fr/sites/default/files/22d3e4c99d4739c9e2107d81cbdc6a2e/Dares_resultats_emploi-salaries-detaches-2022.pdf. The report refers to 59 300 posted workers.

⁴⁸ BG, DK, IE, EL, FR, IT, LT, MT, NL, AT, SK, and SE.

Table 12 - Share of persons registered in the prior declaration tools for whom at least one notification for one or more days has been made in total employment, by sector of activity, 2022

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 - and services - producing activities of households for own	Activities of extraterritorial organisations and bodies
BE																					
BG	0.0 %	0.0 %	0.0 %	0.1 %	0.0 %	0.1 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.1 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.7 %	0.0 %	
CZ																					
DK	1.3 %	15.7 %	2.3 %	1.0 %	0.9 %	7.0 %	0.1 %	0.3 %	0.0 %	0.4 %	0.1 %	3.4 %	0.8 %	0.0 %	0.0 %	0.0 %	0.0 %	0.6 %	0.0 %	0.0 %	0.0 %
DE																					
EE																					
IE	0.0 %	0.0 %	0.7 %	0.0 %	0.0 %	1.0 %	0.0 %	0.0 %	0.0 %	0.1 %	0.1 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	1.2 %		
EL	0.0 %	0.0 %	0.1 %	4.5 %	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 %	0.2 %	1.3 %	0.0 %	0.0 %
ES																					
FR	2.1 %	5.5 %	2.0 %	3.5 %	0.8 %	3.9 %	0.1 %	0.8 %	0.3 %	0.5 %	0.1 %	0.1 %	0.9 %	0.4 %	0.0 %	0.0 %	0.0 %	2.1 %	2.0 %	0.1 %	1.2 %
HR																					
IT	0.0 %	0.8 %	0.3 %	0.3 %	0.1 %	0.3 %	0.1 %	0.8 %	0.1 %	0.0 %	0.1 %	0.0 %	0.1 %	0.1 %	0.0 %	0.0 %	0.0 %	0.4 %	0.0 %	0.0 %	0.0 %
CY																					
LV																					
LT	0.2 %	0.0 %	0.5 %	4.9 %	0.1 %	1.6 %	0.4 %	0.0 %	0.1 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.5 %		
LU																					
HU																					
MT	0.0 %		0.4 %		0.1 %	0.1 %	0.1 %	0.1 %	0.0 %	0.1 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
NL	4.2 %	3.1 %	3.3 %	7.9 %	1.6 %	6.8 %	0.2 %	2.4 %	0.4 %	0.4 %	0.1 %	0.1 %	0.2 %	1.0 %	0.0 %	0.0 %	0.0 %	0.2 %	0.3 %	0.3 %	0.0 %
AT	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	5.2 %	0.0 %	55.9 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	35.3 %	0.0 %	0.0 %
PL																					
PT																					
RO																					
SI																					
SK	0.1 %	0.0 %	0.4 %	0.5 %	0.1 %	0.4 %	0.0 %	0.1 %	0.0 %	0.1 %	0.0 %	0.0 %	1.2 %	1.1 %	0.0 %	0.0 %	0.0 %	0.0 %	1.1 %		
FI																					
SE	3.5 %	0.9 %	3.3 %	1.6 %	1.9 %	8.9 %	0.1 %	1.6 %	0.1 %	1.7 %	0.6 %	0.0 %	0.6 %	0.6 %	0.0 %	0.0 %	0.0 %	0.1 %	0.3 %		

Source: Questionnaire on incoming posted workers 2023; Eurostat [lfsa_eseqn2]

Annex I Data

Table A1.1 - Evolution of number of posted workers and number of postings in the national declaration tools, 2018-2022

Receiving country	Number of posted workers						Number of postings					
	2018	2019	2020	2021	2022	Evolution 2021-2022	2018	2019	2020	2021	2022	Evolution 2021-2022
BE	242 675	254 759	235 152	256 398	262 717	2 %	853 718	878 547	835 254			
BG	769	1 578	2 316	1 256	1 346	7 %		2 052	2 828	1 629	1 686	3 %
CZ												
DK	25 792	25 441	23 269	24 242	29 147	20 %		70 160	69 610	67 814	76 488	13 %
DE							2 497 000	2 614 958	2 409 338	2 436 241	1 598 493	-34 %
EE							2 581	3 509		1 507	1 685	12 %
IE		2 157	1 452	2 327	4 766	105 %	1 095	2 157	1 452	2 327	4 766	105 %
EL	2 284	2 627	1 833	1 784	3 999	124 %						
ES												
FR	249 913	262 723	198 181	202 572	234 363	16 %	590 425	675 745	570 631	570 789	603 316	6 %
HR												
IT	21 571	31 023	7 694	25 010	34 988	40 %		81 020	11 506	62 140	96 036	55 %
CY							124			42	25	-40 %
LV					418							
LT	2 702				5 806							
LU	25 713	28 306	29 274	33 325			115 125	140 560	143 016	162 734	153 390	-6 %
HU		12 879	6 898	13 605	15 228	12 %	4 011	12 879	6 898	13 605	15 228	12 %
MT	326	356			260		477	426	272		260	
NL				79 566	89 632	13 %						
AT	363 998	398 301	413 807	420 835	340 473	-19 %	920 638	1 092 794	1 217 394	1 459 883	869 971	-40 %
PL							13 731	31 217	24 373	30 648	43 823	43 %
PT							1 107	2 499	166		10 513	
RO							7 648	7 373	3 738	3 792	6 565	73 %
SI	3 983	3 448		9 048	10 179	13 %		7 327				
SK	8 625	7 453	7 584	5 709	6 538	15 %	19 785	14 898	12 805	10 742	11 711	9 %
FI								37 322	76 724	43 499		
SE	41 341	41 504	39 683	52 466	69 585	33 %	99 382	84 358	87 931	112 248	162 273	45 %

Source: Questionnaire on incoming posted workers 2023 and earlier, and for LU (data 2022) the 2022 annual report of the Labour and Mines Inspection

Table A1.2 - Number of persons registered in the national declaration tools for whom at least one notification for one or more days has been made, breakdown by sending Member State, 2022

		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
Sending Member State (country of origin)	BE	1 827	3		481			78	45		18 274		195		0	0		2		8 670		1 066			10	8		122
	BG	4 404	34		1 011			1 367	845		2 776		256		0	7		168		848		8 157			10	2		557
	CZ	3 322	11		512			140	49		1 890		388		1	24		205		1 071		15 268			121	1 439		1 253
	DK	840	1					136	98		1 393		137		0	15		16		732		491			1	2		2 033
	DE	18 801	331		6 081			1 478	422		30 036		6 900		82	7		10 902		18 406		60 828			1 865	3 137		10 039
	EE	165	2		219			0	0		764		196		11	52		0		376		183			0	0		1 964
	IE	984	1		578			28			755		88		0	0		4		205		179			1	2		1 298
	EL	485	108		79			0			649		105		0	0		3		1 114		21			398	0		19
	ES	3 882	53		330			157	87		29 480		1 627		0	4		88		1 942		6 518			73	270		1 031
	FR	17 876	25		155			39	215				386		3	1		34		343		145			7	18		331
	HR	2 590	20		388			12	21		1 284		1 038		0	34		751		1 472		7 399			3 293	12		1 189
	IT	5 481	83		1 364			474	623		26 177				48	121		848		1 195		9 481			626	184		1 176
	CY	355	1		172			0	0		600		3		0	0		1		481		1 680			24	0		6
	LV	513	1		783			1	15		907		24			1 451		21		292		2 342			0	0		4 744
	LT	26 642	0		2 226			15	2		6 225		203		65			0		14 385		31 861			0	4		10 583
	LU	7 443	0		1			4	0		4 884		47		0	0		5		510		384			1	8		37
	HU	1 884	37		249			45	46		1 037		313		1	1				1 895		24 873			668	152		403
	MT	24	0		29			0	0		271		39		0	0		10		57		153			0	0		7
	NL	50 324	17		1 400			282	93		6 187		262		3	13		36		1 153		12 359			12	22		403
	AT	1 045	68		322			101	25		2 614		1 323		7	2		539		861					1 789	239		962
	PL	56 054	125		6 506			129	67		19 783		1 935		143	3 206		877		22 695		91 080			125	955		12 653
	PT	20 796	13		355			57	43		24 791		514		2	2		23		4 081		5 456			47	6		686
	RO	13 519	129		923			45	585		13 375		12 354		9	1		195		2 727		19 180			200	27		1 672
	SI	6 165	16		195			92	0		1 351		938		0	7		159		1 489		22 290				6		562
	SK	5 408	21		375			28	18		2 382		395		24	4		249		1 540		16 095			780			2 571
	FI	176	10		278			16	56		814		205		3	0		14		103		117			14	38		1 969
	SE	311	10		1 350			33	101		915		70		5	4		48		73		139			49	7		
IS	3	0		9			1	0		10		0		0	0		0		1		0			0	0		0	
LI	14	0		27			0	0		41		4		0	0		0		41		5		158	0	0		3	
NO	91	1		640			1	3		566		12		0	2		0		5		28			0	0		993	
CH	681	67		178			35	492		6 858		1 325		2	0		30		416		2 528			65	0		273	
Extra-EU	10 612	158		1 931			0	20		27 274		3 832		0	848		55		489		14			0	0		10 046	
EU-27	251 316	1 120		26 362			4 729	3 484		199 614		29 941		407	4 956		15 198		88 716		337 745			10 114	6 538		58 270	
EU-14	130 271	723		12 774			2 855	1 836		146 969		11 859		153	169		12 562		39 388		97 184			4 893	3 941		20 106	
EU-13	121 045	397		13 588			1 874	1 648		52 645		18 082		254	4 787		2 636		49 328		240 561			5 221	2 597		38 164	
EFTA	789	68		854			37	495		7 475		1 341		2	2		30		427		2 714			65	0		1 269	
Total	262 717	1 346		29 147			4 766	3 999		234 363		35 114		409	5 806		15 283		260 89 632		340 473			10 179	6 538		69 585	

* For BE (1 827), BG (34), and NL (1 153) 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 mentioned that this could either be a wrong reporting or a correct reporting. In the former case it usually concerns the wrong idea that a foreign worker/self-employed has to be notified in the system, even though he/she is not posted. In the latter case it concerns employees recruited to usually work in another country and partially working from BE (e.g., telework), or employees usually working in another Member State and being posted to BE (for instance a representative of a BE company in DE, who works full-time in DE, but is now posted to BE to train employees).

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

*** NL: the numbers are excluding road transport.

**** IT: The total reported (34 988) does not match the sum (35 114). LV: the total reported (418) does not match the sum (409). HU: the total reported (15 228) does not match the sum (15 283).

***** MT could not provide a breakdown by sending Member State.

*****'Extra-EU' stands for Extra-EU/EFTA.

Source: Questionnaire on incoming posted workers 2023

Table A1.3 - Number of notifications in the national declaration tools, breakdown by sending Member State, 2022

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
BE	3 325	3		298	2 843	3	70			39 364		240	0				2		10 030	1 932	28	31	28	9			37
BG	18 636	11		159	8 519	0	101			1 138		319	0				49		358	6 348	85	21	43	3			35
CZ	12 966	10		540	7 202	0	51			1 361		222	0				113		1 313	17 338	212	17	34	52			316
DK	1 324	2			542	6	72			1 297		50	0				14		474	163	55	47	13	1			670
DE	42 389	376		5 732		218	1 241			50 947		11 533	1				9 124		14 411	79 436	6 879	1 903	1 964	1 551			2 692
EE	507	1		93	251		0			1 117		180	0				0		239	114	0	0	1	0			4 479
IE	1 376	1		270	313	1				535		139	0				4		101	61	26	17	6	1			32
EL	1 955	116		15	127	0	0			268		78	24				3		214	10	8	44	10	77			5
ES	8 951	36		231	9 057	6	116			31 739		2 422	0				65		1 270	8 400	201	3 101	187	41			293
FR	64 402	11		76	1 569	4	38					559	0				27		344	150	76	96	83	77			51
HR	9 397	23		354	11 576	0	8			935		1 163	0				60		759	7 583	64	17	61	1 040			155
IT	11 694	105		848	5 632	41	428			25 488			0				409		942	9 761	807	479	548	411			231
CY	9 397	1		26	0	0	0			375		6					1		345	314	0	0	19	13			2
LV	2 365	1		1 650	3 561	219	1			994		51	0				11		201	3 536	24	2	4	0			530
LT	50 776	0		2 231	16 405	35	3			5 328		199	0				0		5 110	73 710	36	2	0	0			3 886
LU	38 819	0		1	5 463	0	4			12 433		47	0				1		478	197	6	10	5	1			38
HU	5 265	15		65	17 599	4	27			756		361	0						556	37 840	33	8	89	176			27
MT	59	0		27		0	0			91		46	0				10		9	85	0	0	0	0			0
NL	125 756	19		1 035	16 791	19	234			5 780		313	0				27		312	27 448	95	115	70	9			105
AT	1 671	74		250	22 625	25	74			2 260		2 102	0				349		448		372	63	123	703			242
PL	256 943	76		12 920	129 652	37	52			18 923		1 594	0				259		17 706	98 965		30	170	61			1 461
PT	88 003	7		268	4 992	0	17			24 315		497	0				9		1 485	5 686	64	151	19	13			377
RO	68 935	59		1 044	19 404	11	22			10 680		25 969	2				118		1 083	24 942	121	65	10	46			623
SI	41 465	8		66	13 523	2	29			835		1 423	0				21		577	32 849	26	24	56				229
SK	27 054	8		655	11 543	0	20			1 956		413	0				96		3 267	20 045	91	4	21	382			304
FI	223	11		207	182	34	8			659		460	0				14		96	85	69	67	2	14			
SE	407	6		956	274	6	21			445		59	0				40		57	169	28	12	25	36			405
IS	4	0		21	0	0	1			7		0	0				0		1	0	0	0	5	0			0
LI	17	0		23	40	0	0			40		5	0				0		5	154	0	0	0	0			0
NO	139	2		255	21	0	1			279		15	0				0		6	31	6	1	1	0			113
CH	1 059	37		165	2 916	3	31			7 712		2 193	0				26		345	2 120	73	85	50	55			125
Extra-EU	9 515	82		1 228	21 831	14	0			19 370		5 289	0				51		406	14	11 431	146	20	0			795
EU-27	894 060	980		30 017	309 645	671	2 637			240 019		50 445	27				10 826		62 185	457 167	9 406	6 326	3 591	4 717			17 225
EU-14	390 295	767		10 187	70 410	363	2 323			195 530		18 499	25				10 088		30 662	133 498	8 714	6 136	3 083	2 944			5 178
EU-13	503 765	213		19 830	239 235	308	314			44 489		31 946	2				738		31 523	323 669	692	190	508	1 773			12 047
EFTA	1 219	39		464	2 977	3	33			8 038		2 213	0				26		357	2 305	79	86	56	55			238
Total	904 794	1 101	42 469	31 709	334 453	688	2 670			267 427		57 947	27				10 903	271	62 948	459 486	20 916	6 558	3 667	4 772			18 258

* For BE (3 325), BG (11), NL (312), PT (151), and RO (10) 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 mentioned that this could either be a wrong reporting or a correct reporting. In the former case it usually concerns the wrong idea that a foreign worker/self-employed has to be notified in the system, even though he/she is not posted. In the latter case it concerns employees recruited to usually work in another country and partially working from BE (e.g., telework), or employees usually working in another Member State and being posted to BE (for instance a representative of a BE company in DE, who works full-time in DE, but is now posted to BE to train employees).

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

*** NL: the numbers are excluding road transport.

**** HU: the total reported (10 852) does not match the sum (10 903). SI: The total reported (4 703) does not match the sum (4 772).

***** DE: notifications from MT, CY, and IS as the country of origin are included under 'Extra-EU'.

***** CZ: did not provide a breakdown by sending Member State. The total number of notifications was reported under the question about the breakdown by nationality.

***** MT could not provide a breakdown by sending Member State.

***** 'Extra-EU' stands for Extra-EU/EFTA.

Source: Questionnaire on incoming posted workers 2023

Table A1.4 - Number of postings registered in the national declaration tools, breakdown by sending Member State, 2022

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
BE		3		841	10 476	24	78			64 389		342	0				2			2 091	68	46	29		11	48	186
BG		35		2 625	35 161	0	1 367			6 438		736	0				168			12 045	3 723	69	58		2	113	1 917
CZ		11		1 143	34 173	0	140			3 192		869	0				205			33 431	854	39	102		2 876	940	3 201
DK		2			1 569	17	136			2 084		162	0				16			963	150	47	12		2	1 373	5 575
DE		438		14 421		405	1 478			83 807		15 154	0				10 902			141 795	9 224	2 190	2 954		3 762	4 424	15 835
EE		2		369	626		0			1 569		939	0				0			242	0	0	1		0	14 630	4 178
IE		1		881	1 225	1				1 581		170	0				4			269	44	18	9		0	68	1 685
EL		131		81	244	0	0			1 053		247	16				3			26	25	44	11		0	46	41
ES		70		536	46 670	8	157			83 398		6 343	0				88			10 887	312	5 937	278		313	924	1 654
FR		25		172	9 923	4	39					763	0				34			229	107	114	102		28	207	455
HR		24		842	48 053	0	12			2 297		2 575	0				751			16 307	92	29	79		74	530	1 696
IT		124		2 065	12 721	63	474			53 694			1				848			18 501	1 459	629	805		243	510	1 532
CY		1		197	0	0	0			1 230		6					1			2 884	0	0	39		0	2	7
LV		1		4 263	8 334	613	1			1 987		51	0				21			4 035	30	2	4		0	1 404	15 567
LT		0		7 869	52 324	113	15			15 493		737	0				0			177 065	151	2	-		8	15 917	34 684
LU		0		1	17 289	0	4			23 088		106	0				5			583	7	18	5		11	164	46
HU		46		441	83 941	5	45			2 062		600	0							73 975	51	25	874		555	67	545
MT		0		30	0	0	0			402		71	0				10			196	0	0	-		0	0	7
NL		20		2 350	49 925	22	282			11 328		463	0				36			29 628	113	164	87		29	198	622
AT		94		875	90 390	65	101			4 056		3 396	0				539				816	69	345		361	418	1 790
PL		149		24 251	651 713	139	129			59 126		5 151	0				877			158 437		79	457		3 285	5 701	40 956
PT		19		564	39 108	0	57			78 027		1 583	0				23			9 756	153	175	40		6	1 058	1 263
RO		158		2 995	133 489	64	45			29 037		34 138	8				195			36 009	294	349	21		62	1 784	3 225
SI		22		250	55 623	4	92			2 171		5 099	0				159			84 326	45	39	72		30	683	1 005
SK		24		1 259	71 827	0	28			5 086		779	0				249			50 388	347	4	39			928	8 281
FI		12		707	190	73	16			1 177		513	0				14			174	83	81	3		40		3 351
SE		11		2 503	847	8	33			1 465		128	0				48			189	30	12	56		11	725	
IS		0		22	0	0	1			19		0	0				0			0	0	0	11		2	0	0
LI		0		68	71	0	0			62		5	0				0			325	0	0	-		0	0	5
NO		2		807	144	0	1			1 161		15	0				0			44	7	1	1		0	186	1 293
CH		71		263	12 236	2	35			13 953		5 365	0				30			5 149	95	94	52		0	239	314
Extra-EU		190		2 797	130 201	55	0			48 884		9 530	0				55			22	25 543	237	19		0	2 297	11 357
EU-27		1 423		72 531	1 455 841	1 628	4 729			539 237		81 121	25				15 198			864 431	18 178	10 181	6 482		11 709	52 862	149 304
EU-14		950		25 997	280 577	690	2 855			409 147		29 370	17				12 562			215 091	12 591	9 544	4 736		4 817	10 163	34 035
EU-13		473		46 534	1 175 264	938	1 874			130 090		51 751	8				2 636			649 340	5 587	637	1 746		6 892	42 699	115 269
EFTA		73		1 160	12 451	2	37			15 195		5 385	0				30			5 518	102	95	64		2	425	1 612
Total		1 686		76 488	1 598 493	1 685	4 766			603 316		96 036	25				15 283		260	869 971	43 823	10 513	6 565		11 711	55 584	162 273

* For BG (35), PT (175), and RO (21) 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 mentioned that this could either be a wrong reporting or a correct reporting. In the former case it usually concerns the wrong idea that a foreign worker/self-employed has to be notified in the system, even though he/she is not posted. In the latter case it concerns employees recruited to usually work in another country and partially working from BE (e.g., telework), or employees usually working in another Member State and being posted to BE (for instance a representative of a BE company in DE, who works full-time in DE, but is now posted to BE to train employees).

** DK: including postings of both posted workers and self-employed persons.

*** HU: the total reported (15 228) does not match the sum (15 283).

**** DE: postings from CY, MT, and IS as the country of origin are included under 'Extra-EU'.

***** MT could not provide a breakdown by sending Member State.

***** 'Extra-EU' stands for Extra-EU/EFTA.

Source: Questionnaire on incoming posted workers 2023

Table A1.5 - Number of persons registered in the national declaration tools for whom at least one notification for one or more days has been made, 2022, 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	Total
BE	0.7 %	0.2 %		1.7 %			1.6 %	1.1 %		7.8 %		0.6 %	0.0 %	0.0 %		0.0 %			9.7 %	0.3 %			0.1 %	0.1 %		0.2 %	2.8 %	
BG	1.7 %	2.5 %		3.5 %			28.7 %	21.1 %		1.2 %		0.7 %	0.0 %	0.1 %		1.1 %			0.9 %	2.4 %			0.1 %	0.0 %		0.8 %	1.8 %	
CZ	1.3 %	0.8 %		1.8 %			2.9 %	1.2 %		0.8 %		1.1 %	0.2 %	0.4 %		1.3 %			1.2 %	4.5 %			1.2 %	22.0 %		1.8 %	2.3 %	
DK	0.3 %	0.1 %					2.9 %	2.5 %		0.6 %		0.4 %	0.0 %	0.3 %		0.1 %			0.8 %	0.1 %			0.0 %	0.0 %		2.9 %	0.5 %	
DE	7.2 %	24.6 %		20.9 %			31.0 %	10.6 %		12.8 %		19.7 %	20.0 %	0.1 %		71.3 %			20.5 %	17.9 %			18.3 %	48.0 %		14.4 %	15.3 %	
EE	0.1 %	0.1 %		0.8 %			0.0 %	0.0 %		0.3 %		0.6 %	2.7 %	0.9 %		0.0 %			0.4 %	0.1 %			0.0 %	0.0 %		2.8 %	0.4 %	
IE	0.4 %	0.1 %		2.0 %				0.7 %		0.3 %		0.3 %	0.0 %	0.0 %		0.0 %			0.2 %	0.1 %			0.0 %	0.0 %		1.9 %	0.4 %	
EL	0.2 %	8.0 %		0.3 %			0.0 %			0.3 %		0.3 %	0.0 %	0.0 %		0.0 %			1.2 %	0.0 %			3.9 %	0.0 %		0.0 %	0.3 %	
ES	1.5 %	3.9 %		1.1 %			3.3 %	2.2 %		12.6 %		4.6 %	0.0 %	0.1 %		0.6 %			2.2 %	1.9 %			0.7 %	4.1 %		1.5 %	4.1 %	
FR	6.8 %	1.9 %		0.5 %			0.8 %	5.4 %				1.1 %	0.7 %	0.0 %		0.2 %			0.4 %	0.0 %			0.1 %	0.3 %		0.5 %	1.8 %	
HR	1.0 %	1.5 %		1.3 %			0.3 %	0.5 %		0.5 %		3.0 %	0.0 %	0.6 %		4.9 %			1.6 %	2.2 %			32.4 %	0.2 %		1.7 %	1.8 %	
IT	2.1 %	6.2 %		4.7 %			9.9 %	15.6 %		11.2 %			11.7 %	2.1 %		5.5 %			1.3 %	2.8 %			6.1 %	2.8 %		1.7 %	4.3 %	
CY	0.1 %	0.1 %		0.6 %			0.0 %	0.0 %		0.3 %		0.0 %	0.0 %	0.0 %		0.0 %			0.5 %	0.5 %			0.2 %	0.0 %		0.0 %	0.3 %	
LV	0.2 %	0.1 %		2.7 %			0.0 %	0.4 %		0.4 %		0.1 %			25.0 %	0.1 %			0.3 %	0.7 %			0.0 %	0.0 %		6.8 %	1.0 %	
LT	10.1 %	0.0 %		7.6 %			0.3 %	0.1 %		2.7 %		0.6 %	15.9 %			0.0 %			16.0 %	9.4 %			0.0 %	0.1 %		15.2 %	8.3 %	
LU	2.8 %	0.0 %		0.0 %			0.1 %	0.0 %		2.1 %		0.1 %	0.0 %	0.0 %		0.0 %			0.6 %	0.1 %			0.0 %	0.1 %		0.1 %	1.2 %	
HU	0.7 %	2.7 %		0.9 %			0.9 %	1.2 %		0.4 %		0.9 %	0.2 %	0.0 %					2.1 %	7.3 %			6.6 %	2.3 %		0.6 %	2.8 %	
MT	0.0 %	0.0 %		0.1 %			0.0 %	0.0 %		0.1 %		0.1 %	0.0 %	0.0 %		0.1 %			0.1 %	0.0 %			0.0 %	0.0 %		0.0 %	0.1 %	
NL	19.2 %	1.3 %		4.8 %			5.9 %	2.3 %		2.6 %		0.7 %	0.7 %	0.2 %		0.2 %			1.3 %	3.6 %			0.1 %	0.3 %		0.6 %	6.5 %	
AT	0.4 %	5.1 %		1.1 %			2.1 %	0.6 %		1.1 %		3.8 %	1.7 %	0.0 %		3.5 %			1.0 %				17.6 %	3.7 %		1.4 %	0.9 %	
PL	21.3 %	9.3 %		22.3 %			2.7 %	1.7 %		8.4 %		5.5 %	35.0 %	55.2 %		5.7 %			25.3 %	26.8 %			1.2 %	14.6 %		18.2 %	19.5 %	
PT	7.9 %	1.0 %		1.2 %			1.2 %	1.1 %		10.6 %		1.5 %	0.5 %	0.0 %		0.2 %			4.6 %	1.6 %			0.5 %	0.1 %		1.0 %	5.1 %	
RO	5.1 %	9.6 %		3.2 %			0.9 %	14.6 %		5.7 %		35.2 %	2.2 %	0.0 %		1.3 %			3.0 %	5.6 %			2.0 %	0.4 %		2.4 %	5.9 %	
SI	2.3 %	1.2 %		0.7 %			1.9 %	0.0 %		0.6 %		2.7 %	0.0 %	0.1 %		1.0 %			1.7 %	6.5 %				0.1 %		0.8 %	3.0 %	
SK	2.1 %	1.6 %		1.3 %			0.6 %	0.5 %		1.0 %		1.1 %	5.9 %	0.1 %		1.6 %			1.7 %	4.7 %			7.7 %			3.7 %	2.7 %	
FI	0.1 %	0.7 %		1.0 %			0.3 %	1.4 %		0.3 %		0.6 %	0.7 %	0.0 %		0.1 %			0.1 %	0.0 %			0.1 %	0.6 %		2.8 %	0.3 %	
SE	0.1 %	0.7 %		4.6 %			0.7 %	2.5 %		0.4 %		0.2 %	1.2 %	0.1 %		0.3 %			0.1 %	0.0 %			0.5 %	0.1 %			0.3 %	
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 %	
LI	0.0 %	0.0 %		0.1 %			0.0 %	0.0 %		0.0 %		0.0 %	0.0 %	0.0 %		0.0 %			0.0 %	0.0 %			0.0 %	0.0 %		0.0 %	0.0 %	
NO	0.0 %	0.1 %		2.2 %			0.0 %	0.1 %		0.2 %		0.0 %	0.0 %	0.0 %		0.0 %			0.0 %	0.0 %			0.0 %	0.0 %		1.4 %	0.2 %	
CH	0.3 %	5.0 %		0.6 %			0.7 %	12.3 %		2.9 %		3.8 %	0.5 %	0.0 %		0.2 %			0.5 %	0.7 %			0.6 %	0.0 %		0.4 %	1.2 %	
Extra-EU	4.0 %	11.7 %		6.6 %			0.0 %	0.5 %		11.6 %		10.9 %	0.0 %	14.6 %		0.4 %			0.5 %	0.0 %			0.0 %	0.0 %		14.4 %	5.0 %	
EU-27	95.7 %	83.2 %		90.4 %			99.2 %	87.1 %		85.2 %		85.3 %	99.5 %	85.4 %		99.4 %			99.0 %	99.2 %			99.4 %	100.0 %		83.7 %	93.6 %	
EU-14	49.6 %	53.7 %		43.8 %			59.9 %	45.9 %		62.7 %		33.8 %	37.4 %	2.9 %		82.2 %			43.9 %	28.5 %			48.1 %	60.3 %		28.9 %	43.8 %	
EU-13	46.1 %	29.5 %		46.6 %			39.3 %	41.2 %		22.5 %		51.5 %	62.1 %	82.4 %		17.2 %			55.0 %	70.7 %			51.3 %	39.7 %		54.8 %	49.8 %	
EFTA	0.3 %	5.1 %		2.9 %			0.8 %	12.4 %		3.2 %		3.8 %	0.5 %	0.0 %		0.2 %			0.5 %	0.8 %			0.6 %	0.0 %		1.8 %	1.4 %	
Total	100 %	100 %		100 %			100 %	100 %		100 %		100 %	100 %	100 %		100 %			100 %	100 %			100 %	100 %		100 %	100 %	

* For BE, BG, and NL 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 mentioned that this could either be a wrong reporting or a correct reporting. In the former case it usually concerns the wrong idea that a foreign worker/self-employed has to be notified in the system, even though he/she is not posted. In the latter case it concerns employees recruited to usually work in another country and partially working from BE (e.g., telework), or employees usually working in another Member State and being posted to BE (for instance a representative of a BE company in DE, who works full-time in DE, but is now posted to BE to train employees).

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

*** NL: the numbers are excluding road transport.

*****'Extra-EU' stands for Extra-EU/EFTA.

Source: Questionnaire on incoming posted workers 2023

Table A1.6 - Number of notifications in the national declaration tools, 2022, 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
Sending Member State (country of origin)	BE	0.4 %	0.3 %	0.9 %	0.9 %	0.4 %	2.6 %			14.7 %	0.4 %	0.0 %					0.0 %	15.9 %	0.4 %	0.1 %	0.5 %	0.8 %	0.2 %		0.2 %		2.7 %
	BG	2.1 %	1.0 %	0.5 %	2.5 %	0.0 %	3.8 %			0.4 %	0.6 %	0.0 %					0.4 %	0.6 %	1.4 %	0.4 %	0.3 %	1.2 %	0.1 %		0.2 %		1.6 %
	CZ	1.4 %	0.9 %	1.7 %	2.2 %	0.0 %	1.9 %			0.5 %	0.4 %	0.0 %					1.0 %	2.1 %	3.8 %	1.0 %	0.3 %	0.9 %	1.1 %		1.7 %		1.9 %
	DK	0.1 %	0.2 %		0.2 %	0.9 %	2.7 %			0.5 %	0.1 %	0.0 %					0.1 %	0.8 %	0.0 %	0.3 %	0.7 %	0.4 %	0.0 %		3.7 %		0.2 %
	DE	4.7 %	34.2 %		18.1 %		31.7 %	46.5 %			19.1 %	19.9 %	3.7 %				83.7 %	22.9 %	17.3 %	32.9 %	29.0 %	53.6 %	32.5 %		14.7 %		10.5 %
	EE	0.1 %	0.1 %	0.3 %	0.1 %		0.0 %			0.4 %	0.3 %	0.0 %					0.0 %	0.4 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %		24.5 %		0.3 %
	IE	0.2 %	0.1 %	0.9 %	0.1 %	0.1 %				0.2 %	0.2 %	0.0 %					0.0 %	0.2 %	0.0 %	0.1 %	0.3 %	0.2 %	0.0 %		0.2 %		0.1 %
	EL	0.2 %	10.5 %	0.0 %	0.0 %	0.0 %	0.0 %			0.1 %	0.1 %	88.9 %					0.0 %	0.3 %	0.0 %	0.0 %	0.7 %	0.3 %	1.6 %		0.0 %		0.1 %
	ES	1.0 %	3.3 %	0.7 %	2.7 %	0.9 %	4.3 %			11.9 %	4.2 %	0.0 %					0.6 %	2.0 %	1.8 %	1.0 %	47.3 %	5.1 %	0.9 %		1.6 %		3.0 %
	FR	7.1 %	1.0 %	0.2 %	0.5 %	0.6 %	1.4 %				1.0 %	0.0 %					0.2 %	0.5 %	0.0 %	0.4 %	1.5 %	2.3 %	1.6 %		0.3 %		3.1 %
	HR	1.0 %	2.1 %	1.1 %	3.5 %	0.0 %	0.3 %			0.3 %	2.0 %	0.0 %					0.6 %	1.2 %	1.7 %	0.3 %	0.3 %	1.7 %	21.8 %		0.8 %		1.5 %
	IT	1.3 %	9.5 %	2.7 %	1.7 %	6.0 %	16.0 %			9.5 %		0.0 %					3.8 %	1.5 %	2.1 %	3.9 %	7.3 %	14.9 %	8.6 %		1.3 %		2.6 %
	CY	1.0 %	0.1 %	0.1 %	0.0 %	0.0 %	0.0 %			0.1 %	0.0 %						0.0 %	0.5 %	0.1 %	0.0 %	0.0 %	0.5 %	0.3 %		0.0 %		0.5 %
	LV	0.3 %	0.1 %	5.2 %	1.1 %	31.8 %	0.0 %			0.4 %	0.1 %	0.0 %					0.1 %	0.3 %	0.8 %	0.1 %	0.0 %	0.1 %	0.0 %		2.9 %		0.6 %
	LT	5.6 %	0.0 %	7.0 %	4.9 %	5.1 %	0.1 %			2.0 %	0.3 %	0.0 %					0.0 %	8.1 %	16.0 %	0.2 %	0.0 %	0.0 %	0.0 %		21.3 %		7.2 %
	LU	4.3 %	0.0 %	0.0 %	1.6 %	0.0 %	0.1 %			4.6 %	0.1 %	0.0 %					0.0 %	0.8 %	0.0 %	0.0 %	0.2 %	0.1 %	0.0 %		0.2 %		2.6 %
	HU	0.6 %	1.4 %	0.2 %	5.3 %	0.6 %	1.0 %			0.3 %	0.6 %	0.0 %					%	0.9 %	8.2 %	0.2 %	0.1 %	2.4 %	3.7 %		0.1 %		2.9 %
	MT	0.0 %	0.0 %	0.1 %	0.0 %	0.0 %	0.0 %			0.0 %	0.1 %	0.0 %					0.1 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %		0.0 %		0.0 %
	NL	13.9 %	1.7 %	3.3 %	5.0 %	2.8 %	8.8 %			2.2 %	0.5 %	0.0 %					0.2 %	0.5 %	6.0 %	0.5 %	1.8 %	1.9 %	0.2 %		0.6 %		8.1 %
	AT	0.2 %	6.7 %	0.8 %	6.8 %	3.6 %	2.8 %			0.8 %	3.6 %	0.0 %					3.2 %	0.7 %		1.8 %	1.0 %	3.4 %	14.7 %		1.3 %		1.4 %
	PL	28.4 %	6.9 %	40.7 %	38.8 %	5.4 %	1.9 %			7.1 %	2.8 %	0.0 %					2.4 %	28.1 %	21.5 %		0.5 %	4.6 %	1.3 %		8.0 %		24.6 %
	PT	9.7 %	0.6 %	0.8 %	1.5 %	0.0 %	0.6 %			9.1 %	0.9 %	0.0 %					0.1 %	2.4 %	1.2 %	0.3 %	2.3 %	0.5 %	0.3 %		2.1 %		5.8 %
	RO	7.6 %	5.4 %	3.3 %	5.8 %	1.6 %	0.8 %			4.0 %	44.8 %	7.4 %					1.1 %	1.7 %	5.4 %	0.6 %	1.0 %	0.3 %	1.0 %		3.4 %		7.0 %
	SI	4.6 %	0.7 %	0.2 %	4.0 %	0.3 %	1.1 %			0.3 %	2.5 %	0.0 %					0.2 %	0.9 %	7.1 %	0.1 %	0.4 %	1.5 %			1.3 %		4.2 %
	SK	3.0 %	0.7 %	2.1 %	3.5 %	0.0 %	0.7 %			0.7 %	0.7 %	0.0 %					0.9 %	5.2 %	4.4 %	0.4 %	0.1 %	0.6 %	8.0 %		1.7 %		3.0 %
	FI	0.0 %	1.0 %	0.7 %	0.1 %	4.9 %	0.3 %			0.2 %	0.8 %	0.0 %					0.1 %	0.2 %	0.0 %	0.3 %	1.0 %	0.1 %	0.3 %		0.1 %		0.1 %
	SE	0.0 %	0.5 %	3.0 %	0.1 %	0.9 %	0.8 %			0.2 %	0.1 %	0.0 %					0.4 %	0.1 %	0.0 %	0.1 %	0.2 %	0.7 %	0.8 %		2.2 %		0.1 %
	IS	0.0 %	0.0 %	0.1 %	0.0 %	0.0 %	0.0 %			0.0 %	0.0 %	0.0 %					0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.1 %	0.0 %		0.0 %		0.0 %
LI	0.0 %	0.0 %	0.1 %	0.0 %	0.0 %	0.0 %			0.0 %	0.0 %	0.0 %					0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %		0.0 %		0.0 %	
NO	0.0 %	0.2 %	0.8 %	0.0 %	0.0 %	0.0 %			0.1 %	0.0 %	0.0 %					0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %		0.6 %		0.0 %	
CH	0.1 %	3.4 %	0.5 %	0.9 %	0.4 %	1.2 %			2.9 %	3.8 %	0.0 %					0.2 %	0.5 %	0.5 %	0.3 %	1.3 %	1.4 %	1.2 %		0.7 %		0.8 %	
Extra-EU	1.1 %	7.4 %	3.9 %	6.5 %	2.0 %	0.0 %			7.2 %	9.1 %	0.0 %					0.5 %	0.6 %	0.0 %	54.7 %	2.2 %	0.5 %	0.0 %		4.4 %		3.2 %	
EU-27	98.8 %	89.0 %	94.7 %	92.6 %	97.5 %	98.8 %			89.8 %	87.1 %	100.0 %					99.3 %	98.8 %	99.5 %	45.0 %	96.5 %	97.9 %	98.8 %		94.3 %		96.0 %	
EU-14	43.1 %	69.7 %	32.1 %	21.1 %	52.8 %	87.0 %			73.1 %	31.9 %	92.6 %					92.5 %	48.7 %	29.1 %	41.7 %	93.6 %	84.1 %	61.7 %		28.4 %		40.6 %	
EU-13	55.7 %	19.3 %	62.5 %	71.5 %	44.8 %	11.8 %			16.6 %	55.1 %	7.4 %					6.8 %	50.1 %	70.4 %	3.3 %	2.9 %	13.9 %	37.2 %		66.0 %		55.4 %	
EFTA	0.1 %	3.5 %	1.5 %	0.9 %	0.4 %	1.2 %			3.0 %	3.8 %	0.0 %					0.2 %	0.6 %	0.5 %	0.4 %	1.3 %	1.5 %	1.2 %		1.3 %		0.8 %	
Total	100 %	100 %	100 %	100 %	100 %	100 %			100 %	100 %	100 %					100 %	100 %	100 %	100 %	100 %	100 %	100 %		100 %		100 %	

* For BE, BG, NL, PT, and RO 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 mentioned that this could either be a wrong reporting or a correct reporting. In the former case it usually concerns the wrong idea that a foreign worker/self-employed has to be notified in the system, even though he/she is not posted. In the latter case it concerns employees recruited to usually work in another country and partially working from BE (e.g., telework), or employees usually working in another Member State and being posted to BE (for instance a representative of a BE company in DE, who works full-time in DE, but is now posted to BE to train employees).

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

*** NL: the numbers are excluding road transport.

**** DE: notifications from MT, CY, and IS as the country of origin are included under 'Extra-EU'.

***** 'Extra-EU' stands for Extra-EU/EFTA.

Source: Questionnaire on incoming posted workers 2023

Table A1.7 - Number of postings registered in the national declaration tools, 2022, by sending Member State, column %

	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	Total
BE	0.2 %		1.1 %	0.7 %	1.4 %	1.6 %				10.7 %		0.4 %	0.0 %				0.0 %			0.2 %	0.2 %	0.4 %	0.4 %	0.1 %	0.1 %	0.1 %	2.2 %	
BG	2.1 %	2.1 %	3.4 %	2.2 %	0.0 %	0.0 %	28.7 %			1.1 %		0.8 %	0.0 %				1.1 %			1.4 %	8.5 %	0.7 %	0.9 %	0.0 %	0.2 %	1.2 %	1.8 %	
CZ	0.7 %		1.5 %	2.1 %	0.0 %	2.9 %				0.5 %		0.9 %	0.0 %				1.3 %			3.8 %	1.9 %	0.4 %	1.6 %	24.6 %	1.7 %	2.0 %	2.3 %	
DK	0.1 %			0.1 %	1.0 %	2.9 %				0.3 %		0.2 %	0.0 %				0.1 %			0.1 %	0.3 %	0.4 %	0.2 %	0.0 %	2.5 %	3.4 %	0.3 %	
DE	26.0 %		18.9 %		24.0 %	31.0 %				13.9 %		15.8 %	0.0 %				71.3 %			16.3 %	21.0 %	20.8 %	45.0 %	32.1 %	8.0 %	9.8 %	8.6 %	
EE	0.1 %		0.5 %	0.0 %		0.0 %				0.3 %		1.0 %	0.0 %				0.0 %			0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	26.3 %	2.6 %	0.6 %	
IE	0.1 %		1.2 %	0.1 %	0.1 %					0.3 %		0.2 %	0.0 %				0.0 %			0.0 %	0.1 %	0.2 %	0.1 %	0.0 %	0.1 %	1.0 %	0.2 %	
EL	7.8 %		0.1 %	0.0 %	0.0 %	0.0 %				0.2 %		0.3 %	64.0 %				0.0 %			0.0 %	0.1 %	0.4 %	0.2 %	0.0 %	0.1 %	0.0 %	0.1 %	
ES	4.2 %		0.7 %	2.9 %	0.5 %	3.3 %				13.8 %		6.6 %	0.0 %				0.6 %			1.3 %	0.7 %	56.5 %	4.2 %	2.7 %	1.7 %	1.0 %	4.4 %	
FR	1.5 %		0.2 %	0.6 %	0.2 %	0.8 %						0.8 %	0.0 %				0.2 %			0.0 %	0.2 %	1.1 %	1.6 %	0.2 %	0.4 %	0.3 %	0.3 %	
HR	1.4 %		1.1 %	3.0 %	0.0 %	0.3 %				0.4 %		2.7 %	0.0 %				4.9 %			1.9 %	0.2 %	0.3 %	1.2 %	0.6 %	1.0 %	1.0 %	2.1 %	
IT	7.4 %		2.7 %	0.8 %	3.7 %	9.9 %				8.9 %			4.0 %				5.5 %			2.1 %	3.3 %	6.0 %	12.3 %	2.1 %	0.9 %	0.9 %	2.6 %	
CY	0.1 %		0.3 %	0.0 %	0.0 %	0.0 %				0.2 %		0.0 %					0.0 %			0.3 %	0.0 %	0.0 %	0.6 %	0.0 %	0.0 %	0.0 %	0.1 %	
LV	0.1 %		5.6 %	0.5 %	36.4 %	0.0 %				0.3 %		0.1 %	0.0 %				0.1 %			0.5 %	0.1 %	0.0 %	0.1 %	0.0 %	2.5 %	9.6 %	1.0 %	
LT	0.0 %		10.3 %	3.3 %	6.7 %	0.3 %				2.6 %		0.8 %	0.0 %				0.0 %			20.4 %	0.3 %	0.0 %	0.0 %	0.1 %	28.6 %	21.4 %	8.6 %	
LU	0.0 %		0.0 %	1.1 %	0.0 %	0.1 %				3.8 %		0.1 %	0.0 %				0.0 %			0.1 %	0.0 %	0.2 %	0.1 %	0.1 %	0.3 %	0.0 %	1.2 %	
HU	2.7 %		0.6 %	5.3 %	0.3 %	0.9 %				0.3 %		0.6 %	0.0 %							8.5 %	0.1 %	0.2 %	13.3 %	4.7 %	0.1 %	0.3 %	4.6 %	
MT	0.0 %		0.0 %	0.0 %	0.0 %	0.0 %				0.1 %		0.1 %	0.0 %				0.1 %			0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	
NL	1.2 %		3.1 %	3.1 %	1.3 %	5.9 %				1.9 %		0.5 %	0.0 %				0.2 %			3.4 %	0.3 %	1.6 %	1.3 %	0.2 %	0.4 %	0.4 %	2.7 %	
AT	5.6 %		1.1 %	5.7 %	3.9 %	2.1 %				0.7 %		3.5 %	0.0 %				3.5 %				1.9 %	0.7 %	5.3 %	3.1 %	0.8 %	1.1 %	2.9 %	
PL	8.8 %		31.7 %	40.8 %	8.2 %	2.7 %				9.8 %		5.4 %	0.0 %				5.7 %			18.2 %		0.8 %	7.0 %	28.1 %	10.3 %	25.2 %	26.7 %	
PT	1.1 %		0.7 %	2.4 %	0.0 %	1.2 %				12.9 %		1.6 %	0.0 %				0.2 %			1.1 %	0.3 %	1.7 %	0.6 %	0.1 %	1.9 %	0.8 %	3.7 %	
RO	9.4 %		3.9 %	8.4 %	3.8 %	0.9 %				4.8 %		35.5 %	32.0 %				1.3 %			4.1 %	0.7 %	3.3 %	0.3 %	0.5 %	3.2 %	2.0 %	6.8 %	
SI	1.3 %		0.3 %	3.5 %	0.2 %	1.9 %				0.4 %		5.3 %	0.0 %				1.0 %			9.7 %	0.1 %	0.4 %	1.1 %	0.3 %	1.2 %	0.6 %	4.2 %	
SK	1.4 %		1.6 %	4.5 %	0.0 %	0.6 %				0.8 %		0.8 %	0.0 %				1.6 %			5.8 %	0.8 %	0.0 %	0.6 %		1.7 %	5.1 %	3.9 %	
FI	0.7 %		0.9 %	0.0 %	4.3 %	0.3 %				0.2 %		0.5 %	0.0 %				0.1 %			0.0 %	0.2 %	0.8 %	0.0 %	0.3 %		2.1 %	0.2 %	
SE	0.7 %		3.3 %	0.1 %	0.5 %	0.7 %				0.2 %		0.1 %	0.0 %				0.3 %			0.0 %	0.1 %	0.1 %	0.9 %	0.1 %	1.3 %		0.2 %	
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 %	0.2 %	0.0 %	0.0 %	0.0 %	0.0 %	
LI	0.0 %		0.1 %	0.0 %	0.0 %	0.0 %				0.0 %		0.0 %	0.0 %				0.0 %			0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	
NO	0.1 %		1.1 %	0.0 %	0.0 %	0.0 %				0.2 %		0.0 %	0.0 %				0.0 %			0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.3 %	0.8 %	0.1 %	
CH	4.2 %		0.3 %	0.8 %	0.1 %	0.7 %				2.3 %		5.6 %	0.0 %				0.2 %			0.6 %	0.2 %	0.9 %	0.8 %	0.0 %	0.4 %	0.2 %	1.1 %	
Extra-EU	11.3 %		3.7 %	8.1 %	3.3 %	0.0 %				8.1 %		9.9 %	0.0 %				0.4 %			0.0 %	58.3 %	2.3 %	0.3 %	0.0 %	4.1 %	7.0 %	6.5 %	
EU-27	84.4 %		94.8 %	91.1 %	96.6 %	99.2 %				89.4 %		84.5 %	100.0 %				99.4 %			99.4 %	41.5 %	96.8 %	98.7 %	100 %	95.1 %	92.0 %	92.3 %	
EU-14	56.3 %		34.0 %	17.6 %	40.9 %	59.9 %				67.8 %		30.6 %	68.0 %				82.2 %			24.7 %	28.7 %	90.8 %	72.1 %	41.1 %	18.3 %	21.0 %	29.6 %	
EU-13	28.1 %		60.8 %	73.5 %	55.7 %	39.3 %				21.6 %		53.9 %	32.0 %				17.2 %			74.6 %	12.7 %	6.1 %	26.6 %	58.9 %	76.8 %	71.0 %	62.7 %	
EFTA	4.3 %		1.5 %	0.8 %	0.1 %	0.8 %				2.5 %		5.6 %	0.0 %				0.2 %			0.6 %	0.2 %	0.9 %	1.0 %	0.0 %	0.8 %	1.0 %	1.2 %	
Total	100 %		100 %	100 %	100 %	100 %				100 %		100 %	100 %				100 %			100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	

* For BG, PT, and RO 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 mentioned that this could either be a wrong reporting or a correct reporting. In the former case it usually concerns the wrong idea that a foreign worker/self-employed has to be notified in the system, even though he/she is not posted. In the latter case it concerns employees recruited to usually work in another country and partially working from BE (e.g., telework), or employees usually working in another Member State and being posted to BE (for instance a representative of a BE company in DE, who works full-time in DE, but is now posted to BE to train employees).

** DK: including postings of both posted workers and self-employed persons.

*** DE: postings from CY, MT, and IS as the country of origin are included under 'Extra-EU'.

**** 'Extra-EU' stands for Extra-EU/EFTA.

Source: Questionnaire on incoming posted workers 2023

Table A1.10 - Number of persons, notifications, and postings registered in the national declaration tools concerning third-country nationals, breakdown by nationality of third-country nationals 2022

Nationality Receiving country	Belarus	Bosnia and Herzegovina	Brazil	Morocco	Turkey	Ukraine	United Kingdom	Other TCNs	Total TCNs
Persons									
BE	12 371	2 851	6 570	785	1 365	23 607	2 921	23 245	73 715
BG	0	3	2	0	88	31	6	87	217
DK	204	87	73	16	219	594	1 037		2 230
FR	1 609	808	5 680	4 464	1 101	6 058	7 857	30 134	57 711
IT	61	785	133	22	140	523	628	3 789	6 081
LT	653	0	0	0	3	2 270	17	0	2 925
MT	0	0	1	2	3	0	0	10	16
NL	3 646	819	288	172	705	10 141	363	6 303	22 437
AT	14 778	11 694	743	968	793	46 799	122	17 196	93 093
SI	0	432	0	0	36	67	16	1 023	1 574
SK	9	12	2	0	20	36	11	116	206
Notifications									
BE	31 009	14 606	22 645	2 788	4 019	73 078	4 790	81 865	234 800
BG	0	4	3	0	34	13	9	61	124
CZ	36	1	3	2	6	18 787	336	384	19 555
DK	100	166	107	18	384	575	779		2 129
EE	1	0	0	0	0	6	6	1	14
FR	2 163	904	7 890	6 911	1 305	7 887	5 493	34 822	67 375
IT	85	1 366	125	41	164	680	547	5 632	8 640
NL	7 230	397	477	99	443	4 122	138	3 764	16 670
AT	22 536	15 846	777	1 518	1 697	74 927	163	26 351	143 815
Postings									
BG	0	4	5	0	121	45	9	91	275
DK	259	219	128	21	870	1 523	1 540		4 560
EE	5	0	0	0	0	18	31	2	56
FR	3 053	1 455	14 500	11 426	2 046	15 375	10 886	69 296	128 037
IT	131	2 809	253	47	317	1 611	1 136	9 655	15 959
MT	0	0	1	2	3	0	0	10	16
AT	41 696	39 354	986	1 588	2 298	154 288	259	42 810	283 279
PT	2	0	76	191	13	72	88	668	1 110
SK	11	27	2	0	21	139	6	161	367

* FR: the reported number of persons (57 637) does not match the sum (57 711) and the reported number of notifications (61 839) does not match the sum (67 375). IT: the reported number of persons (6 066) does not match the sum (6 081) and the reported number of notifications (8 358) does not match the sum (8 640).

** NL: excluding road transport.

*** DK: the category 'Other TCNs' was taken out for all three indicators, as the totals reported seemed to be too high and did not match with the breakdown provided by nationality. In the breakdown by TCNs, the totals provided were 29 092 posted persons (of which 26 862 other TCNs), 32 649 notifications (of which 30 565 other TCNs), and 76 488 postings (of which 71 928 other TCNs). However, in the breakdown by nationality, the number of TCNs reported are 3 522 posted persons, 3 124 notifications, and 6 757 postings (see also *Table A1.8*). Therefore, the researchers assumed that the Other TCNs are mistakenly reported in the breakdown by TCN and they were left out.

Source: Questionnaire on incoming posted workers 2023

Table A1.11 - Number of persons, notifications, and postings registered in the national declaration tools concerning third-country nationals, breakdown by nationality of third-country nationals, row %, 2022

Nationality Receiving country	Belarus	Bosnia and Herzegovina	Brazil	Morocco	Turkey	Ukraine	United Kingdom	Other TCNs	Total TCNs
Persons									
BE	17 %	4 %	9 %	1 %	2 %	32 %	4 %	32 %	100 %
BG	0 %	1 %	1 %	0 %	41 %	14 %	3 %	40 %	100 %
DK	9 %	4 %	3 %	1 %	10 %	27 %	47 %	0 %	100 %
FR	3 %	1 %	10 %	8 %	2 %	10 %	14 %	52 %	100 %
IT	1 %	13 %	2 %	0 %	2 %	9 %	10 %	62 %	100 %
LT	22 %	0 %	0 %	0 %	0 %	78 %	1 %	0 %	100 %
MT	0 %	0 %	6 %	13 %	19 %	0 %	0 %	63 %	100 %
NL	16 %	4 %	1 %	1 %	3 %	45 %	2 %	28 %	100 %
AT	16 %	13 %	1 %	1 %	1 %	50 %	0 %	18 %	100 %
SI	0 %	27 %	0 %	0 %	2 %	4 %	1 %	65 %	100 %
SK	4 %	6 %	1 %	0 %	10 %	17 %	5 %	56 %	100 %
Notifications									
BE	13 %	6 %	10 %	1 %	2 %	31 %	2 %	35 %	100 %
BG	0 %	3 %	2 %	0 %	27 %	10 %	7 %	49 %	100 %
CZ	0 %	0 %	0 %	0 %	0 %	96 %	2 %	2 %	100 %
DK	5 %	8 %	5 %	1 %	18 %	27 %	37 %	0 %	100 %
EE	7 %	0 %	0 %	0 %	0 %	43 %	43 %	7 %	100 %
FR	3 %	1 %	12 %	10 %	2 %	12 %	8 %	52 %	100 %
IT	1 %	16 %	1 %	0 %	2 %	8 %	6 %	65 %	100 %
NL	43 %	2 %	3 %	1 %	3 %	25 %	1 %	23 %	100 %
AT	16 %	11 %	1 %	1 %	1 %	52 %	0 %	18 %	100 %
Postings									
BG	0 %	1 %	2 %	0 %	44 %	16 %	3 %	33 %	100 %
DK	6 %	5 %	3 %	0 %	19 %	33 %	34 %	0 %	100 %
EE	9 %	0 %	0 %	0 %	0 %	32 %	55 %	4 %	100 %
FR	2 %	1 %	11 %	9 %	2 %	12 %	9 %	54 %	100 %
IT	1 %	18 %	2 %	0 %	2 %	10 %	7 %	60 %	100 %
MT	0 %	0 %	6 %	13 %	19 %	0 %	0 %	63 %	100 %
AT	15 %	14 %	0 %	1 %	1 %	54 %	0 %	15 %	100 %
PT	0 %	0 %	7 %	17 %	1 %	6 %	8 %	60 %	100 %
SK	3 %	7 %	1 %	0 %	6 %	38 %	2 %	44 %	100 %

* NL: excluding road transport.

** DK: the category 'Other TCNs' was taken out for all three indicators, as the totals reported seemed to be too high and did not match with the breakdown provided by nationality. In the breakdown by TCNs, the totals provided were 29 092 posted persons (of which 26 862 other TCNs), 32 649 notifications (of which 30 565 other TCNs), and 76 488 postings (of which 71 928 other TCNs). However, in the breakdown by nationality, the number of TCNs reported are 3 522 posted persons, 3 124 notifications, and 6 757 postings (see also *Table A1.8*). Therefore, the researchers assumed that the Other TCNs are mistakenly reported in the breakdown by TCN and they were left out.

Source: Questionnaire on incoming posted workers 2023

Table A1.12 - Number of persons, notifications, and postings registered in the national declaration tools, by sector of activity, 2022

Receiving country	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Water supply; sewerage; waste management and remediation	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;	Education	Human health and social work activities	Arts, entertainment and recreation	Other services activities	Activities of households as employers; undifferentiated goods - and	Activities of extraterritorial organisations and bodies	Other/unidentified	Total
Persons																							
BG	0	5	154	46	14	382	28	30	37	14	15	0	139	37	0	0	3	1	441	0	0	0	1 346
DK	860	688	8 091	191	142	14 564	272	430	47	538	55	1 377	1 457	33	5	20	235	408	0	0	0	29 413	
IE	0	0	2 007	0	0	1 666	0	0	0	197	154	0	0	0	0	0	30	0	712	0	0	0	4 766
EL	0	0	312	1 532	0	0	0	0	751	2	0	0	77	0	0	0	0	119	1 204	0	0	0	3 997
FR	15 408	2 268	63 613	6 695	1 649	74 290	4 365	11 321	3 913	4 595	1 051	441	17 461	5 090	198	299	253	13 474	17 059	151	185	0	243 779
IT	343	257	13 335	347	364	4 865	1 946	9 171	1 038	213	482	49	833	1 198	140	95	345	1 111	165	15	1	0	36 313
LT	176	0	1 189	637	10	1 765	848	26	45	0	1	0	19	14	0	0	0	0	199	0	0	0	4 929
MT	0	0	118	10	4	10	20	15	4	14	3	0	0	0	0	0	2	2	2	0	0	0	204
NL	7 870	505	27 307	3 496	635	30 156	3 421	11 190	1 898	1 597	377	84	1 706	4 455	8	35	324	577	547	30	27	0	96 245
AT	0	0	0	0	0	20 083	0	262 335	0	0	0	0	0	0	0	0	0	0	58 455	0	0	0	340 873
SK	48	2	2 694	135	13	1 125	65	88	10	160	23	9	1 222	559	0	16	6	7	390	1	1	0	6 574
SE	3 487	111	16 921	544	464	32 755	504	3 422	161	5 480	734	20	3 479	1 397	26	34	21	98	434	0	15	0	70 107
Total	28 192	3 836	135 741	13 633	3 295	181 661	11 469	298 028	7 904	12 810	2 895	1 980	26 316	12 860	377	499	1 219	15 797	79 608	197	229	0	838 546
<i>Total excl. transport</i>	28 192	3 836	135 741	13 633	3 295	181 661	11 469	0	7 904	12 810	2 895	1 980	26 316	12 860	377	499	1 219	15 797	79 608	197	229	0	540 518
Notifications																							
BG	0	1	161	45	16	211	40	7	35	15	15	0	136	34	0	0	3	1	381	0	0	0	1 101
DK	896	644	8 167	190	151	14 375	275	432	47	484	56	1 400	1 482	33	5	20	235	408	0	0	0	29 300	
IE	0	0	1 581	0	0	281	0	0	0	192	132	0	0	0	0	0	29	0	455	0	0	0	2 670
DE	2 432	551	0	0	284	173 457	0	93 270	222	0	0	0	0	0	0	188	136	0	42 477	0	0	21 436	334 453
FR	14 008	2 692	68 862	7 340	2 477	76 131	8 745	15 118	3 005	4 895	1 276	267	21 789	7 564	197	458	461	10 253	21 563	137	189	0	267 427
IT	440	456	20 226	486	361	5 314	2 446	22 518	1 556	216	893	54	866	978	140	95	414	268	201	17	2	0	57 947
CY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27	0	0	0	27
NL	403	80	5 251	417	47	7 099	382	6 505	331	534	64	8	418	523	3	15	91	267	176	10	11	0	22 635
AT	0	0	0	0	0	26 907	0	347 465	0	0	0	0	0	0	0	0	0	0	85 821	0	0	0	460 193
SI	35	0	343	434	17	980	143	142	10	58	9	1	919	344	2	29	2	54	1 174	2	0	0	4 698
FI	54	60	8 103	698	96	7 345	66	234	7	345	61	7	820	146	27	13	17	23	136	0	0	0	18 258
Total	18 268	4 484	112 694	9 610	3 449	312 100	12 097	485 691	5 213	6 739	2 506	1 737	26 430	9 622	374	818	1 388	11 274	152 411	166	202	21 436	1 198 709
<i>Total excl. transport</i>	18 268	4 484	112 694	9 610	3 449	312 100	12 097	0	5 213	6 739	2 506	1 737	26 430	9 622	374	818	1 388	11 274	152 411	166	202	21 436	691 582

Receiving country	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Water supply; sewerage; waste management and remediation	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;	Education	Human health and social work activities	Arts, entertainment and recreation	Other services activities	Activities of households as employers; undifferentiated goods - and	Activities of extraterritorial organisations and bodies	Other/unidentified	Total
	Postings																						
BG	0	5	198	64	17	444	45	7	64	15	18	0	169	45	0	0	3	1	591	0	0	0	1 686
DK	2 590	915	17 038	242	463	45 545	479	864	49	2 222	66	1 926	2 941	59	5	43	258	785	0	0	0	0	76 490
IE	0	0	2 007	0	0	1 666	0	0	0	197	154	0	0	0	0	0	30	0	712	0	0	0	4 766
DE	2 432	551	0	0	284	173 457	0	93 270	222	0	0	0	0	0	0	188	136	0	42 477	0	0	21 436	334 453
FR	47 698	4 400	141 779	14 123	4 713	209 326	13 518	19 988	12 393	6 828	1 399	599	37 251	11 316	246	519	508	24 256	51 692	404	360	0	603 316
IT	746	602	34 777	720	886	15 872	3 864	25 865	2 551	327	915	91	1 424	3 912	273	159	718	1 928	382	22	2	0	96 036
MT	0	0	130	12	4	10	24	13	4	14	4	0	0	0	0	0	2	2	2	0	0	0	221
AT	0	0	0	0	0	106 526	0	566 147	0	0	0	0	0	0	0	0	0	0	197 298	0	0	0	869 971
SK	101	2	3 811	138	28	2 834	88	177	22	476	27	20	1 392	1 964	0	6	11	7	628	3	2	0	11 737
FI	395	209	25 669	1 457	272	23 585	94	825	31	670	64	11	1 238	649	46	14	22	48	285	0	0	0	55 584
SE	3 809	150	28 524	807	1 313	101 126	573	10 221	185	6 886	1 106	22	4 899	1 694	35	40	25	116	724	0	15	0	162 270
Total	57 771	6 834	253 933	17 563	7 980	680 391	18 685	717 377	15 521	17 635	3 753	2 669	49 314	19 639	605	969	1 713	27 143	294 791	429	379	21 436	2 216 530
<i>Total excl. transport</i>	57 771	6 834	253 933	17 563	7 980	680 391	18 685	0	15 521	17 635	3 753	2 669	49 314	19 639	605	969	1 713	27 143	294 791	429	379	21 436	1 477 717

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

** The total number of persons reported by EL (3 999) does not equal the sum of the breakdown (3 997). The total number of persons reported by IT (34 988) does not equal the sum of the breakdown (36 313). The total number of persons reported by LT (5 806) does not equal the sum of the breakdown (4 929). The total number of notifications reported by SI (4 703) does not equal the sum of the breakdown (4 698). In this table, the sum was reported in order to correctly calculate the row percentages (see *Table A1.13*).

*** For certain Member States, the total reported in this table does not correspond to the total reported in *Table 5*. This is the case for the number of persons reported by DK, FR, NL, AT, SK, and SE. This is the case for the number of notifications reported by DK, NL, and AT. This is the case for the number of postings reported by DK, DE, SK, and SE.

**** DE: several additional sectors of activity were reported, which were put under "Other/unidentified". It concerns activities under Setting up and dismantling at trade fairs and exhibitions (3 121 notifications and 10 375 postings), Postal services (265 notifications and 647 postings), Slaughtering and meat processing (122 notifications and 362 postings), Facility cleaning services (1 233 notifications and 13 152 postings), Scaffolding (12 172 notifications and 42 231 postings), Personal transport (2 474 notifications and 20 281 postings), Prostitution (1 notification and 1 posting), Fairground and amusement sector (47 notifications and 159 postings), Chimney sweeper (18 notifications and 38 postings), Textile and clothing industry (1 732 notifications and 32 168 postings), Security industry (103 notifications and 350 postings), and Laundering services in the business-to-business sector (148 notifications and 1 018 postings).

Source: Questionnaire on incoming posted workers 2023

Table A1.13 - Number of persons, notifications, and postings registered in the national declaration tools, by sector of activity, row %, 2022

Receiving country	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Water supply; sewerage; waste management and remediation	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;	Education	Human health and social work activities	Arts, entertainment and recreation	Other services activities	Activities of households as employers, undifferentiated goods - and	Activities of extraterritorial organisations and bodies	Other/unidentified	Total
Persons																							
BG	0.0 %	0.4 %	11.4 %	3.4 %	1.0 %	28.4 %	2.1 %	2.2 %	2.7 %	1.0 %	1.1 %	0.0 %	10.3 %	2.7 %	0.0 %	0.0 %	0.2 %	0.1 %	32.8 %	0.0 %	0.0 %	0.0 %	100 %
DK	2.9 %	2.3 %	27.5 %	0.6 %	0.5 %	49.5 %	0.9 %	1.5 %	0.2 %	1.8 %	0.2 %	4.7 %	5.0 %	0.1 %	0.0 %	0.1 %	0.8 %	1.4 %	0.0 %	0.0 %	0.0 %	0.0 %	100 %
IE	0.0 %	0.0 %	42.1 %	0.0 %	0.0 %	35.0 %	0.0 %	0.0 %	0.0 %	4.1 %	3.2 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.6 %	0.0 %	14.9 %	0.0 %	0.0 %	0.0 %	100 %
EL	0.0 %	0.0 %	7.8 %	38.3 %	0.0 %	0.0 %	0.0 %	0.0 %	18.8 %	0.1 %	0.0 %	0.0 %	0.0 %	1.9 %	0.0 %	0.0 %	0.0 %	3.0 %	30.1 %	0.0 %	0.0 %	0.0 %	100 %
FR	6.3 %	0.9 %	26.1 %	2.7 %	0.7 %	30.5 %	1.8 %	4.6 %	1.6 %	1.9 %	0.4 %	0.2 %	7.2 %	2.1 %	0.1 %	0.1 %	0.1 %	5.5 %	7.0 %	0.1 %	0.1 %	0.0 %	100 %
IT	0.9 %	0.7 %	36.7 %	1.0 %	1.0 %	13.4 %	5.4 %	25.3 %	2.9 %	0.6 %	1.3 %	0.1 %	2.3 %	3.3 %	0.4 %	0.3 %	1.0 %	3.1 %	0.5 %	0.0 %	0.0 %	0.0 %	100 %
LT	3.6 %	0.0 %	24.1 %	12.9 %	0.2 %	35.8 %	17.2 %	0.5 %	0.9 %	0.0 %	0.0 %	0.0 %	0.4 %	0.3 %	0.0 %	0.0 %	0.0 %	0.0 %	4.0 %	0.0 %	0.0 %	0.0 %	100 %
MT	0.0 %	0.0 %	57.8 %	4.9 %	2.0 %	4.9 %	9.8 %	7.4 %	2.0 %	6.9 %	1.5 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	1.0 %	0.0 %	0.0 %	0.0 %	100 %
NL	8.2 %	0.5 %	28.4 %	3.6 %	0.7 %	31.3 %	3.6 %	11.6 %	2.0 %	1.7 %	0.4 %	0.1 %	1.8 %	4.6 %	0.0 %	0.0 %	0.3 %	0.6 %	0.6 %	0.0 %	0.0 %	0.0 %	100 %
AT	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	5.9 %	0.0 %	77.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	17.1 %	0.0 %	0.0 %	0.0 %	100 %
SK	0.7 %	0.0 %	41.0 %	2.1 %	0.2 %	17.1 %	1.0 %	1.3 %	0.2 %	2.4 %	0.3 %	0.1 %	18.6 %	8.5 %	0.0 %	0.2 %	0.1 %	0.1 %	5.9 %	0.0 %	0.0 %	0.0 %	100 %
SE	5.0 %	0.2 %	24.1 %	0.8 %	0.7 %	46.7 %	0.7 %	4.9 %	0.2 %	7.8 %	1.0 %	0.0 %	5.0 %	2.0 %	0.0 %	0.0 %	0.0 %	0.1 %	0.6 %	0.0 %	0.0 %	0.0 %	100 %
Total	3.4 %	0.5 %	16.2 %	1.6 %	0.4 %	21.7 %	1.4 %	35.5 %	0.9 %	1.5 %	0.3 %	0.2 %	3.1 %	1.5 %	0.0 %	0.1 %	0.1 %	1.9 %	9.5 %	0.0 %	0.0 %	0.0 %	100 %
<i>Total excl. transport</i>	5.2 %	0.7 %	25.1 %	2.5 %	0.6 %	33.6 %	2.1 %	0.0 %	1.5 %	2.4 %	0.5 %	0.4 %	4.9 %	2.4 %	0.1 %	0.1 %	0.2 %	2.9 %	14.7 %	0.0 %	0.0 %	0.0 %	100 %
Notifications																							
BG	0.0 %	0.1 %	14.6 %	4.1 %	1.5 %	19.2 %	3.6 %	0.6 %	3.2 %	1.4 %	1.4 %	0.0 %	12.4 %	3.1 %	0.0 %	0.0 %	0.3 %	0.1 %	34.6 %	0.0 %	0.0 %	0.0 %	100 %
DK	3.1 %	2.2 %	27.9 %	0.6 %	0.5 %	49.1 %	0.9 %	1.5 %	0.2 %	1.7 %	0.2 %	4.8 %	5.1 %	0.1 %	0.0 %	0.1 %	0.8 %	1.4 %	0.0 %	0.0 %	0.0 %	0.0 %	100 %
IE	0.0 %	0.0 %	59.2 %	0.0 %	0.0 %	10.5 %	0.0 %	0.0 %	0.0 %	7.2 %	4.9 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	1.1 %	0.0 %	17.0 %	0.0 %	0.0 %	0.0 %	100 %
DE	0.7 %	0.2 %	0.0 %	0.0 %	0.1 %	51.9 %	0.0 %	27.9 %	0.1 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.1 %	0.0 %	0.0 %	12.7 %	0.0 %	0.0 %	6.4 %	100 %
FR	5.2 %	1.0 %	25.7 %	2.7 %	0.9 %	28.5 %	3.3 %	5.7 %	1.1 %	1.8 %	0.5 %	0.1 %	8.1 %	2.8 %	0.1 %	0.2 %	0.2 %	3.8 %	8.1 %	0.1 %	0.1 %	0.0 %	100 %
IT	0.8 %	0.8 %	34.9 %	0.8 %	0.6 %	9.2 %	4.2 %	38.9 %	2.7 %	0.4 %	1.5 %	0.1 %	1.5 %	1.7 %	0.2 %	0.2 %	0.7 %	0.5 %	0.3 %	0.0 %	0.0 %	0.0 %	100 %
CY	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 %	100 %	0.0 %	0.0 %	0.0 %	100 %
NL	1.8 %	0.4 %	23.2 %	1.8 %	0.2 %	31.4 %	1.7 %	28.7 %	1.5 %	2.4 %	0.3 %	0.0 %	1.8 %	2.3 %	0.0 %	0.1 %	0.4 %	1.2 %	0.8 %	0.0 %	0.0 %	0.0 %	100 %
AT	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	5.8 %	0.0 %	75.5 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	18.6 %	0.0 %	0.0 %	0.0 %	100 %
SI	0.7 %	0.0 %	7.3 %	9.2 %	0.4 %	20.9 %	3.0 %	3.0 %	0.2 %	1.2 %	0.2 %	0.0 %	19.6 %	7.3 %	0.0 %	0.6 %	0.0 %	1.1 %	25.0 %	0.0 %	0.0 %	0.0 %	100 %
FI	0.3 %	0.3 %	44.4 %	3.8 %	0.5 %	40.2 %	0.4 %	1.3 %	0.0 %	1.9 %	0.3 %	0.0 %	4.5 %	0.8 %	0.1 %	0.1 %	0.1 %	0.1 %	0.7 %	0.0 %	0.0 %	0.0 %	100 %
Total	1.5 %	0.4 %	9.4 %	0.8 %	0.3 %	26.0 %	1.0 %	40.5 %	0.4 %	0.6 %	0.2 %	0.1 %	2.2 %	0.8 %	0.0 %	0.1 %	0.1 %	0.9 %	12.7 %	0.0 %	0.0 %	1.8 %	100 %
<i>Total excl. transport</i>	2.6 %	0.6 %	16.3 %	1.4 %	0.5 %	45.1 %	1.7 %	0.0 %	0.8 %	1.0 %	0.4 %	0.3 %	3.8 %	1.4 %	0.1 %	0.1 %	0.2 %	1.6 %	22.0 %	0.0 %	0.0 %	3.1 %	100 %

Receiving country	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Water supply; sewerage; waste management and remediation	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;	Education	Human health and social work activities	Arts, entertainment and recreation	Other services activities	Activities of households as employers; undifferentiated goods - and	Activities of extraterritorial organisations and bodies	Other/unidentified	Total
	Postings																						
BG	0.0 %	0.3 %	11.7 %	3.8 %	1.0 %	26.3 %	2.7 %	0.4 %	3.8 %	0.9 %	1.1 %	0.0 %	10.0 %	2.7 %	0.0 %	0.0 %	0.2 %	0.1 %	35.1 %	0.0 %	0.0 %	0.0 %	100 %
DK	3.4 %	1.2 %	22.3 %	0.3 %	0.6 %	59.5 %	0.6 %	1.1 %	0.1 %	2.9 %	0.1 %	2.5 %	3.8 %	0.1 %	0.0 %	0.1 %	0.3 %	1.0 %	0.0 %	0.0 %	0.0 %	0.0 %	100 %
IE	0.0 %	0.0 %	42.1 %	0.0 %	0.0 %	35.0 %	0.0 %	0.0 %	0.0 %	4.1 %	3.2 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.6 %	0.0 %	14.9 %	0.0 %	0.0 %	0.0 %	100 %
DE	0.7 %	0.2 %	0.0 %	0.0 %	0.1 %	51.9 %	0.0 %	27.9 %	0.1 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.1 %	0.0 %	0.0 %	12.7 %	0.0 %	0.0 %	6.4 %	100 %
FR	7.9 %	0.7 %	23.5 %	2.3 %	0.8 %	34.7 %	2.2 %	3.3 %	2.1 %	1.1 %	0.2 %	0.1 %	6.2 %	1.9 %	0.0 %	0.1 %	0.1 %	4.0 %	8.6 %	0.1 %	0.1 %	0.0 %	100 %
IT	0.8 %	0.6 %	36.2 %	0.7 %	0.9 %	16.5 %	4.0 %	26.9 %	2.7 %	0.3 %	1.0 %	0.1 %	1.5 %	4.1 %	0.3 %	0.2 %	0.7 %	2.0 %	0.4 %	0.0 %	0.0 %	0.0 %	100 %
MT	0.0 %	0.0 %	58.8 %	5.4 %	1.8 %	4.5 %	10.9 %	5.9 %	1.8 %	6.3 %	1.8 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.9 %	0.9 %	0.9 %	0.0 %	0.0 %	0.0 %	100 %
AT	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	12.2 %	0.0 %	65.1 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	22.7 %	0.0 %	0.0 %	0.0 %	100 %
SK	0.9 %	0.0 %	32.5 %	1.2 %	0.2 %	24.1 %	0.7 %	1.5 %	0.2 %	4.1 %	0.2 %	0.2 %	11.9 %	16.7 %	0.0 %	0.1 %	0.1 %	0.1 %	5.4 %	0.0 %	0.0 %	0.0 %	100 %
FI	0.7 %	0.4 %	46.2 %	2.6 %	0.5 %	42.4 %	0.2 %	1.5 %	0.1 %	1.2 %	0.1 %	0.0 %	2.2 %	1.2 %	0.1 %	0.0 %	0.0 %	0.1 %	0.5 %	0.0 %	0.0 %	0.0 %	100 %
SE	2.3 %	0.1 %	17.6 %	0.5 %	0.8 %	62.3 %	0.4 %	6.3 %	0.1 %	4.2 %	0.7 %	0.0 %	3.0 %	1.0 %	0.0 %	0.0 %	0.0 %	0.1 %	0.4 %	0.0 %	0.0 %	0.0 %	100 %
Total	2.6 %	0.3 %	11.5 %	0.8 %	0.4 %	30.7 %	0.8 %	32.4 %	0.7 %	0.8 %	0.2 %	0.1 %	2.2 %	0.9 %	0.0 %	0.0 %	0.1 %	1.2 %	13.3 %	0.0 %	0.0 %	1.0 %	100 %
<i>Total excl. transport</i>	3.9 %	0.5 %	17.2 %	1.2 %	0.5 %	46.0 %	1.3 %	0.0 %	1.1 %	1.2 %	0.3 %	0.2 %	3.3 %	1.3 %	0.0 %	0.1 %	0.1 %	1.8 %	19.9 %	0.0 %	0.0 %	1.5 %	100 %

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

Source: Questionnaire on incoming posted workers 2023

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