



Posting of workers

Collection of data from the prior declaration tools
Reference year 2021

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Manuscript completed in February 2023

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EN PDF

ISBN 978-92-68-19953-4

doi:10.2767/55225

KE-05-24-610-EN-N

Table of Contents

1. Introduction	11
2. Overview of the prior declaration tools.....	12
3. Overview of the data collected by the prior declaration tools	19
3.1. Number of posted workers in 2021	19
3.2. Breakdown by sending Member State	23
3.3. Breakdown by nationality	24
3.3.1. A focus on posted third-country nationals	25
3.4. Breakdown between workers and self-employed persons.....	26
3.5. Breakdown by type of posting.....	28
3.6. Breakdown by sector of activity	30
3.6.1. Construction	31
3.6.2. Road freight transport.....	32
3.7. Average duration of the posting period	33
3.8. Share of intra-EU posting in national workforce	37
Annex I Data	11
Annex II Methodological remarks	117

List of Tables

Table 1 - Overview of the prior declaration tools	13
Table 2 - Description of the prior declaration tools	14
Table 3 - Activities and/or sectors which are exempted from declaration.....	16
Table 4 - Motivated notifications received in 2021.....	18
Table 5 - Number of posted workers, notifications, and postings 2021	20
Table 6 - Top 10 flows of third-country nationals being posted, by nationality and sending Member State, 2021	26
Table 7 - Number of persons, notifications, and postings registered in the national declaration tools, by status, 2021.....	27
Table 8 - Number of posted workers, notifications, and postings registered in the national declaration tools, by type of posting, 2021	29
Table 9 - Average posting period per posted worker, notification, and posting, in number of days, 2021	34
Table 10 - Average posting period per posted worker, notifications, and posting, in number of days, by type of posting, 2021	35
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, 2021.....	38
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, 2021	40

List of Figures

Figure 1 - Number of posted workers and postings reported in 2021.....	21
Figure 2 - Evolution of the number of postings and posted workers, 2021 vs 2020	22
Figure 3 - Evolution of the number of postings and posted workers 2018-2021 with 2018=100	22
Figure 4 - Breakdown by sending Member State, postings and posted workers, 2021..	23
Figure 5 - Breakdown by nationality, postings and posted workers, 2021.....	25
Figure 6 - Number of posted workers, notifications, and postings registered in the national declaration tools, by type of posting, relative shares, 2021	29
Figure 7 - Breakdown by sector of activity, postings and posted workers, 2021	30
Figure 8 - Sending Member States of notifications in the construction sector for receiving Member States Germany, France, and Belgium, 2021	32
Figure 9 - Sending Member States of notifications in the transport sector for receiving Member States Germany, Austria, and Belgium, 2021	33
Figure 10 - Number of notifications in national declaration tools, by duration, 2021	36
Figure 11 - Number of postings in prior declaration tools, by duration, 2021	36

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).

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 host Member State. In most host 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 host Member State. It is possible that a worker was posted several times during the reference year. In that case, a worker should only be counted once.

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 represents one of the main channels of temporary intra-EU labour mobility.¹ This concerns the activity of a company sending (i.e., ‘posting’) workers abroad to carry out a service in another Member State² on a temporary basis, in the context of a contract of services, an intra-group posting or a hiring out through a temporary agency. Intra-EU posting differs from other types of labour mobility in that it is employer-driven, and that it has a strong link to trade in services as this may require the physical presence of workers. One of the main sources of information on intra-EU posting is data from the national prior declaration tools in the ‘receiving’ Member States.³⁴ Data for 2021 on incoming posting undertakings and posted workers registered in the ‘prior declaration tool’ of the host Member States are provided and analysed in this report. 22 Member States provided (partial) data⁵ on incoming posting undertakings and posted workers. An important note to the reported figures is that these data only reflect the *intention* to provide services in the host Member State. It is therefore not known whether these services have actually been provided. Moreover, Member States’ policies on exempting posting undertakings from declaration may have an impact on the number of ‘reported’ posted workers⁶ in the prior declaration tools. In that respect, the data in this report only show the number and characteristics of the ‘reported’ posted workers. A picture that may differ from the actual number of posted workers and their characteristics.

In 2021, around **1.9 million posted workers** and **5.9 million postings** were estimated to have been reported in the national declaration tools in the EU. When comparing both totals, it can be seen that a worker was **posted on average 3.1 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. Germany reported approximately 2.4 million incoming postings. Austria reported 1.5 million postings (covering 421 000 posted workers), and France 571 000 postings (covering 203 000 posted workers). Finally, Belgium reported around 256 000 incoming posted workers.

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 2021.⁷ Therefore, it seems there is a rebound from the impact of the COVID-19 pandemic which hampered the freedom to provide services in 2020. Furthermore, Member States had to transpose the revised Posting of Workers Directive into their national legislation by 30 July 2020.⁸ To what extent the amendment had an impact on intra-EU posting falls beyond the scope of the report.⁹

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, 21% originated from Poland, 14% from Germany, and 9% from Lithuania. Overall, most posted

¹ OECD (2022), *International Migration Outlook 2022*, OECD Publishing, Paris, <https://doi.org/10.1787/30fe16d2-en>.

² The term “Member State” is used in this report to indicate the 27 countries belonging to the European Union (EU) in reference year 2021. As of 1 February 2020, the United Kingdom (UK) is no longer part of the EU.

³ 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 in order 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.

⁴ Data from the Portable Document A1 is another relevant data source. See De Wispelaere, F., De Smedt, L., and Pacolet, J., 2023, *Posting of workers Report on A1 Portable Document issued in 2021*, Network Statistics FMSSFE, on behalf of the European Commission – DG EMPL.

⁵ No data were received from CZ, HR, LT, MT, and PT.

⁶ In some cases this may include posted self-employed persons. This is the case in BE, DK, IE and NL.

⁷ By selecting Member States that reported data for both reference years. Therefore, the group of Member States might differ between the variable ‘postings’ and the variable ‘posted workers’.

⁸ In March 2016, the European Commission proposed a revision of the Posting of Workers Directive ([COM/2016/0128 final](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32016COM0128)). This proposal was adopted on 28 June 2018: see [Directive \(EU\) 2018/957](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32018D0957) of the European Parliament and of the Council of 28 June 2018 amending Directive 96/71/EC.

⁹ The Commission is reviewing the application and implementation of Directive (EU) 2018/957.

workers in the EU were employed by an employer based in the EU-13. The **main flow of postings** took place **from Poland to Germany with over 1 million postings**.

The posting of third-country nationals (TCNs) is a substantial and growing phenomenon in the EU. **In several Member States,¹⁰ more than one out of five incoming posted workers received are TCNs (mainly in Austria, Belgium, Bulgaria, France, Luxembourg, the Netherlands and Poland).**

Road freight transport¹¹, construction and manufacturing were the most popular sectors for posted workers to be employed in. Road freight transport was the main sector of activity, covering more than 4 out of 10 reported postings. Furthermore, more than 30% of all postings related to activities in the construction sector. As of 2 February 2022, the 'EU Portal for road transport posting declarations'¹² became the only obligatory system that operators must use to send declarations when posting drivers to another Member State. 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. Consequently, in the future one risks losing sight of an important sector when analysing the data from the prior declaration tools.

Intra-EU posting 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 about 20% of the postings related to temporary agency posting.

The **average duration per posting in 2021 was some 183 days** in the Member States that reported such data. On average, **23% of postings last for a period of less than 8 days and 33% of the postings took less than one month.** On the contrary, 7% of postings last for more than 12 months.

In most Member States, the share of posted workers is small compared to total employment (around or below 1%). However, looking at the construction sector, posting plays a considerable role in several Member States, particularly in Denmark, France, Luxembourg, the Netherlands, Austria, Slovenia, and Sweden.

¹⁰ Data on the nationality of the posted workers are not available for Germany.

¹¹ Directive (EU) 2020/1057 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.

¹² See <https://www.postingdeclaration.eu/landing>.

1. Introduction

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. Posted workers are entitled to a set of core rights in force in the host Member State.^{13,14} This set of rights consists of: remuneration; maximum work periods and minimum rest periods; minimum paid annual leave; the conditions of hiring out workers, in particular through temporary work agencies; health, safety and hygiene at work; equal treatment between men and women; the conditions of workers' accommodation; allowances or reimbursement of expenditure to cover travel, board and lodging expenses for workers away from home for professional reasons.¹⁵ The Posting of Workers Directive applies to workers temporarily sent by their employers to carry out their work in another Member State.

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. The declaration could include elements such as the service provider's identity, the anticipated number of clearly identifiable posted workers, and the envisaged beginning and end date of the posting.

This report provides an overview of the prior declaration tools implemented by the Member States, and their characteristics.¹⁶ In addition, based on data from these prior declaration tools, figures are reported on the characteristics, extent, and impact of posted workers.¹⁷ 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.¹⁸

Compared to the questionnaire for reference year 2020, two important changes were implemented in the questionnaire for reference year 2021. First, not only the *total* number of posted workers who worked at least one day as posted worker in the host Member State and who are notified in the national declaration tool were asked, but also the *average* number of posted workers. Second, given the increasing importance of third-country nationals (TCNs) posted from one Member State to another, a question on posted TCNs was added to the questionnaire for reference year 2021. Respondents were asked to provide a breakdown of the number of posted workers, notifications, and postings by sending Member State and for specific nationalities of TCNs (Belarus, Bosnia and Herzegovina, Brazil, Morocco, Turkey, Ukraine, the United Kingdom, and other TCNs).

¹³ Self-employed persons temporarily providing services in another Member State are not covered by this Directive.

¹⁴ 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 host Member State rules, these are applied instead.

¹⁵ See also the [Practical Guide on Posting](#) published by the European Commission.

¹⁶ 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 for their review of the report.

¹⁷ Data have been received from 22 Member States. CZ, HR, LT, MT and PT did not provide data for reference year 2021.

¹⁸ Furthermore, several Member States publish figures/annual reports based on the data extracted from their national declaration tool (e.g., [Denmark](#), [France](#), [Luxembourg](#), [Hungary](#), [the Netherlands](#), [Romania](#), and [Sweden](#)). Finally, see also the data collected in the frame of the [POSTING.STAT](#) research project.

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

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

The Member States were asked whether they had made any changes to the national declaration tool in the course of 2021. In many Member States, it became possible to submit a motivated notification for a posting lasting longer than 12 months (see also *Table 4*). This is the case in Bulgaria (from 20 October 2021), Spain, Italy, and Romania. In Spain, the system was also changed to include additional information in the event of chain posting of temporary agency workers. An update in Italy contained the inclusion of the replacement periods for posted workers. In Finland, identifying information of the posted workers started from 1 October 2021, and in Sweden an entire new declaration tool was implemented in 2021, in order to meet the revised posting rules and requirements. In Latvia, work is ongoing on the development of an electronic information system, which is likely to be fully operational in 2023. This will allow Latvia to provide more accurate data when the system is operational. Additionally, Belgium and the Netherlands reported routine maintenance and evaluations. In the Netherlands it mostly concerned bug fixes or small adaptations to improve user experience and data quality. For instance, they added a warning when an improbable length of posting is entered, made information about the helpdesk more accessible and added a requirement that the ID number must include at least 1 number to make it more likely that the right number is entered.

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, apart from Belgium, Denmark, Ireland, and the Netherlands (*Table 1*)¹⁹. 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,

¹⁹ Whereas for reference year 2020, SI reported that self-employed had to register as well, they reported this is no longer the case.

construction, road transport, hospitality, cleaning and gardening, and healthcare sectors. Finally, as of 1 January 2021, self-employed persons only have to 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).

The policy of Member States to require the registration of posting undertakings from countries outside of the EU/EFTA varies (*Table 1*). The majority of Member States²⁰ indicated 'yes', whereas seven reporting Member States²¹ stated that postings from countries outside the EU/EFTA are not required to register.

Table 1 - Overview of the prior declaration tools

	Implemented a declaration tool?	Self-employed covered?	Persons posted from countries outside of the EU/EFTA covered?	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	YES	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	NO
LT	YES	NO	YES	NO
LU	YES	NO	YES	YES
HU	YES	NO	NO	NO
MT	YES	NO	NO	NO
NL	YES	YES*	YES	YES
AT	YES	NO	YES	YES
PL	YES	NO	YES	YES
PT	YES	NO	YES	NO
RO	YES	NO	YES (other system)	NO
SI	YES	NO	YES	NO
SK	YES	NO	NO	NO
FI	YES	NO	YES	NO
SE	YES	NO	YES	NO

* Only in certain sectors of activity.

Source: Questionnaire on incoming posted workers 2022 and previous years

Next, it is useful to have a look at the description of the declaration tools and links to the relevant national websites (*Table 2*). 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, Czech Republic, Denmark, Germany, France, Italy, Lithuania, Luxembourg, Hungary, Malta, the Netherlands, Austria, Poland, Portugal Slovenia, Slovakia, Finland, and Sweden). In Romania, the declaration of posting can be done by post only, and in Estonia, Croatia, and Latvia the declaration can be done by e-mail. In Ireland, Greece, 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](#).

²⁰ Workers posted from countries outside of the EU/EFTA are covered: BE, BG, CZ, DK, DE, EE, ES, FR, HR, IT, LT, LU, NL, AT, PL, PT, RO, SI, FI, and SE.

²¹ Workers posted from countries outside of the EU/EFTA are not covered: IE, EL, CY, LV, HU, MT, and SK.

Table 2 - Description of the prior declaration tools

	Short description of the prior declaration tool	Type of procedure	Link to the webpage of the national declaration procedure
BE	Workers who are not subject to the Belgian social security and come to work temporarily in Belgium must make a declaration in Limosa. When the declaration is done, they receive a L1 form as proof of the declaration. Failure to make this declaration can lead to criminal or administrative sanctions.	Electronically	www.limosabe.be
BG	Employers, posting workers and employees, and Temporary Work Agencies, established in an EU Member State, a state party to the EEA Agreement and in the Swiss Confederation, or in a third country, shall notify the General Labour Inspectorate Executive Agency (GLI EA) of posting on the territory of the Republic of Bulgaria, by submitting a declaration electronically, personally or through a person designated by them, at the latest until the start of the provision of services.	Electronically	https://postedworkers.gli.government.bg/en/system/login/
CZ	The posting employer shall fulfil the information obligation by sending the relevant form by post, data box or e-mail to the office of the relevant regional branch of the Labour Office according to the place of work (place of posting) of the foreign worker.	Electronically/ Mail/Post	https://www.mpsv.cz/fas/formservice/filler.open?DocID=514024380
DK	The Register of Foreign Service Providers (RUT) is the Danish government's official register to report a foreign service. Foreign service providers (companies and self-employed) providing services in Denmark temporarily must declare these services in the RUT. Declaration in the RUT must be done digitally and is free of charge.	Electronically	https://virk.dk/myndigheder/stat/ERST/selvbetjening/Register_of_Foreign_Service_Providers_RUT/
DE	The Minimum Wage Notification Portal is an easy way for employers or users of hired labour to submit notification of their employees posted to and/or temporarily provided for work in Germany.	Electronically	www.meldeportal-mindestlohn.de
EE	Workers posted to Estonia must be registered with the Labour Inspectorate. The employer of a posted worker must register the employees being posted to Estonia prior to the employee actually starting work in Estonia. To register, you must fill in the registration form and send it to the Labour Inspectorate by e-mail to posting@ti.ee .	Mail	https://www.ti.ee/sites/default/files/documents/2022-07/Registration_application_07_2020.docx
IE	The service provider must provide certain information (using the prescribed Form of Declaration below) which will enable the Workplace Relations Commission (WRC) to monitor posting activity and ensure compliance with posting rules. The Form of Declaration may be submitted by post or e-mailed to WRCpostedworkers@workplacereactions.ie .	Mail/post	https://www.workplacereactions.ie/en/what_you_should_know/employment_types/posted%20workers/posted_workers.html
EL	The documents (translated in Greek) have to be submitted by the service provider to the competent department of the Labour Inspectorate Body of the place where services are provided, at the latest at the commencement of service provision (the obligation can be also fulfilled by the use of electronic means).	Mail/post/	https://ypergasias.gov.gr/en/labour-relations/individual-employment-relations/posting-of-workers-in-the-framework-of-the-provision-of-services/
ES	The business owner that post workers to Spain in the framework of the transnational provision of services must notify the posting, prior to commencement and irrespective of its duration, to the labour authority of the Autonomous Community where the services are to be provided. The procedure to declare the posting shall be that determined by the competent Autonomous Community .		https://www.mites.gob.es/es/sec_trabajo/debes_saber/desplazamiento-trabajadores-eng/desplazamiento/index.htm#section6
FR	Any employer located outside France planning to provide a service on French soil must submit, before the start of the service in France, a preliminary declaration concerning the posting of its employees to the Labour Inspectorate of the place where the service is performed (via the SIPSI online service).	Electronically	https://www.sipsi.travail.gouv.fr
HR	Before posting of workers to the Republic of Croatia, all employers / service providers are required to submit a declaration, no later than the commencement of work or provision of services in the Republic of Croatia, in electronic form and by electronic means, to the central state body responsible for labour inspection and safety at work, at the e-mail address: postingdeclaration.inspektorat@mrms.hr .	Mail	https://migracije.hr/referral-2/?lang=en
IT	The national declaration tool collects the communication that the foreign service providers have to compile for their posted workers sent to Italy. The e-form UNI_DISTACCO_UE must be sent by the service provider by midnight of the day preceding the start of the posting. Any subsequent variations must be transmitted within 5 days of the change being made. Cancellation is possible by midnight of the day preceding the start of the initial posting period.	Electronically	https://servizi.lavoro.gov.it/Distacco/
CY	For the effective application of the law there is obligation for the service provider before the commencement/beginning of the provision of services to submit to the Department of Labour (competent authority) several documents (via email, fax or by post office) in Greek or in English.	Mail/post/Fax	https://www.mlsi.gov.cy/mlsi/dl/dl.nsf/page1k_en/page1k_en?OpenDocument
LV	An employer who posts an employee to perform work in Latvia has the obligation, prior to posting the employee, to inform the State Labour Inspectorate in the official language of such posted employee by mail vdi@vdi.gov.lv	Mail	https://www.lm.gov.lv/en/posting-workers-0
LT	An electronic form is available for submitting declarations of posted workers.	Electronically	https://www.vdi.lt/Komandiruotes/EN_title_page.aspx
LU	Whenever an employee is posted to Luxembourg, the employer or their legal representative have to inform the ITM as soon as work starts via the online platform "e-Détachement" by communicating all the elements required to obtain the social identification badge (badge social) which the posted worker must carry.	Electronically	https://guichet.public.lu/en/entreprises/ressources-humaines/mobilite/detachement/declaration-detachement.html
HU	Service providers must declare their workers posted to the territory of Hungary according to Act LXXV of 1996 on Labour Inspection after registration via the website of the labour authority.	Electronically	http://www.ommf.gov.hu/index.php?akt_menu=552

	Short description of the prior declaration tool	Type of procedure	Link to the webpage of the national declaration procedure
MT	The undertaking posting the worker to Malta is obliged to notify the Director of Industrial and Employment Relations (DIER) of its intention to post a worker to Malta. The Notification Form accompanied with a copy of the posted worker's employment contract (with the posting undertaking) and, in the case of a TCN posted employee from an EU/EEA country, also with a copy of his existing working licence, should reach Department of Industrial and Employment Relations prior to the commencement of the posting.	Electronically	https://www.servizz.gov.mt/en/Pages/Work-and-Employment-Services/Employment-Services/Employment-and-Training/WEB164/default.aspx
NL	There is a duty to notify for employers abroad and self-employed persons with a duty to notify from the EU, EEA or Switzerland who have a temporary posting or assignment in the Netherlands. They must indicate to the Dutch online notification portal what work they will be performing, the period in which it will take place and whether they are bringing employees with them. The arrival of all posted workers must also be notified.	Electronically	https://meldloket.postedworkers.nl/runtime/?lang=en
AT	Undertakings that are established in an EU, an EEA Member State or in Switzerland are required to notify the Austrian Central Co-Ordinating Agency Charged with Investigating Illegal Employment (ZKO) of the posting or hiring out of workers before the start of work (when posting or hiring out mobile workers in the transport sector, prior to their entry to Austria) using form ZKO 3 (when posting workers) or ZKO 4 (when hiring out workers).	Electronically	https://www4.formularservice.gv.at/formularserver/user/formular.aspx?pid=fe66cedb506e495c94b3e826701443e5&pn=B461f73088ab946fe9bd1d1cce573d81a&lang=en
PL	A statement on the posting of a worker to the territory of Poland and a declaration of change of the statement on the posting of a worker to the territory of Poland are the documents which enable the NLI to identify persons sent to work in the territory of the Republic of Poland by foreign entities (from EU/EEA countries, Switzerland and third countries). They enable the NLI to carry out an inspection in the place where work in the territory of Poland is performed. They may be submitted in paper or electronic form, in Polish or English.	Post/ Electronically/ Office	https://www.biznes.gov.pl/en/opisy-procedur/-/proc/1328
PT	The employer is obliged to report the posting to ACT with certain information, namely: the identity of the service provider; the number and identification of the workers to be posted; Identification of the liaison person; the estimated duration and estimated dates for the start and end of the posting; the address of the workplace; The nature of the services justifying the posting.	Electronically	https://www.act.gov.pt/(pt-PT)/CentroInformacao/DestacamentoTrabalhadores/Paginas/dtp.aspx
RO	Undertakings established in the territory of a Member State other than Romania or in the territory of the Swiss Confederation which post workers to undertakings in the territory of Romania are required to submit a notification on the transnational posting of workers, in Romanian language, to the territorial labour inspectorate under whose jurisdiction they are going to operate within at least one working day before starting work.	Post	https://www.inspectiamuncii.ro/documents/66402/1518590/MoDelDeclaratie-integral.pdf/0b5c298c-6fdd-4ba0-91e3-4fb785098c87
SI	Before starting to provide services, the foreign employer is required to register with the Employment Service of Slovenia (ESS)	Electronically/ Mail	https://www.napotenidelavci.si/en/posting-to-slovenia/obligations-of-employers/
SK	The declaration tool of the Slovak Republic is a simple fill-out form where posting employers state the most basic information in regards to the posting and the individual posting workers. It can be submitted electronically as well as in paper form.	Electronically/ mail	https://www.ip.gov.sk/declaration-obligation/
FI	Before the work begins in Finland, the posting company must inform the OSH authorities about the posting of workers. The duty is fulfilled by filling an electronic form.	Electronically	https://asiointipalvelu.ahtp.fi/forms/2627047
SE	The national declaration tool applies to all countries posting workers to Sweden. During 2021 a new declaration tool was launched. The register is connected to other services for addresses/coordinates and the register of companies in Sweden.	Electronically	https://www.av.se/en/report-a-posting

Source: Questionnaire on incoming posted workers 2022 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). Out of the 26 reporting Member States²², 16 stated that this was not the case,²³ whereas 10 Member States²⁴ reported that exemptions do exist. These Member States provided more details which activities or sectors are exempted, as described in *Table 3*. For instance, in Belgium, Denmark, France and Austria, certain posting activities that have a limited duration are exempted from declaration. Furthermore, in Belgium, Czechia, Denmark, Luxembourg, the Netherlands, Austria, and Poland, companies providing international transport do not have to declare their workers (situation before February 2022).²⁵ Other mentioned 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 tool is only obligatory for workers with a gross monthly salary of EUR 2 958 or an average gross monthly salary of less than EUR 2 000 net during the past 12 months²⁶.

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

Activities/sectors exempted from declaration (situation before February 2022)	
BE	<p>There are some exemptions on the obligation to make a declaration. They depend on the reasons for coming to Belgium and the duration of the stay (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. - 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. - 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 etc. 2. Participation in individual artistic events by professional artists. 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.

²² For reference year 2021 specifically, there were only 22 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* specifically which contain information from several reference years.

²³ Certain activities/sectors are not exempted from declaration: BG, EE, IE, EL, ES, CY, LV, LT, HU, MT, PT, RO, SI, SK, FI, and SE.

²⁴ Certain activities/sectors are exempted from declaration: BE, CZ, DK, DE, FR, IT, LU, NL, AT, and PL.

²⁵ As of 2 February 2022, 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.

²⁶ Albrecht, C., Duran, S., Giesing, Y., Niederhoefer, B., Rude, B., and Steigmeier, J., 2022, *Posted workers from and to Germany. Facts and figures*, Leuven: POSTING.STAT project VS/2020/0499. See also <https://verwaltung.bund.de/leistungsverzeichnis/en/leistung/99006026104000>

Activities/sectors exempted from declaration (situation before February 2022)	
	<p>7. Cabotage (transport of goods in Denmark in connection with international transport).</p> <p>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.</p>
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.</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>
FR	<p>Since 7 September 2018, the date when Act no. 2018-771 of 5 September 2018 on the freedom to choose one's professional future came into force, the posting of workers on the employer's own behalf no longer requires any declaration formalities to be carried out. It is therefore no longer necessary for a company posting its employees in this case (for example, attendance as a visitor or exhibitor at a fair or trade show without any service being provided) to transmit a posting declaration via the SIPSI website, neither is it necessary to appoint a representative in France during the posting. In addition, certain situations of short-term posting are also exempt from formalities: artists, sportsmen, arbitrators, member of the coaching team of sportsmen, apprentices in temporary mobility, speakers at seminars, seminars and scientific events (Decree of 4 June 2019). (see also https://www.sipsi.travail.gouv.fr/faq)</p>
IT	<p>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).</p>
LU	<p>Yes, merchant marine sector</p>
NL	<p>Yes, both certain sectors (e.g., almost all transport sectors with the exception of the road transport sector, diplomacy and government) and certain activities (initial assembly/first installation, urgent repairs, attending scientific conventions, business meetings, visiting athletes, journalists, musicians, researchers and professors, etc.). (see also https://english.postedworkers.nl/employer/incidental-work)</p>
AT	<p>Yes, certain cross-border work activities or assignments that involve few hours for a brief period, and that take place as part of posting workers or of temporary work within a company group, do not fall under Austrian regulations governing minimum remuneration, registration and notification, or verification of pay levels.</p> <p>Yet, exemptions apply to such work activities only as long as the workers concerned remain at those activities and do not later change to other types of work.</p> <p>They include:</p> <ul style="list-style-type: none"> • business meetings; • participating in seminars, presentations, conventions and conferences; activities as part of international programmes of advanced training and research at universities; • participation in trade fairs and similar events; • participation in cultural events in the areas of music, dance, theatre or small-scale performances and other comparable areas, which take place during an international tour, where only a small part of the work is performed in Austria when compared with the tour as a whole; • participating in or organising of specific international sports competitions; • activities in the cross-border transport of goods and persons (transport sector) and exclusively as part of transit traffic, as a mobile worker or as a crew member, where the worker's customary place of work is not in Austria; • activities within a company group entailing a gross monthly pay level above a defined limit (this amount, which is annually adjusted for inflation, is € 6 937.50 in 2021). <p>Other exemptions apply to posting and hiring out special skilled workers within a company group for a maximum total of 2 months per calendar year and for the purpose of:</p> <ul style="list-style-type: none"> • research and development, training by a specialist in the respective occupational field, planning project activities; • or sharing experience, business consulting, controlling or collaborating with departments of the company group which are responsible for central management and planning for more than one country. <p>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</p>
PL	<p>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.</p>

Source: Questionnaire on incoming posted workers 2022 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 host 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 2021. While for some Member States, data on the number of motivated notifications are not available (EL, ES, IT, AT, and RO), for the other Member States the figures are provided and low (*Table 4*). The low number of 'motivated notification' could be linked to the average duration of posting. Indeed, 'only' 7% of all postings last for more than 12 months (see *section 3.7*).

For some Member States, these numbers are higher compared to 2020. For instance, Germany reported only 20 motivated notifications in 2020 and 570 in 2021, and Slovakia reported 119 motivated notifications in 2020 and 500 in 2021. This might indicate that the possibility of making a motivated notification has become more known to employers. On the contrary, Belgium reported 339 motivated notifications in 2020, and ‘only’ 145 in 2021. In 2020, the main reasons indicated for these extensions were the COVID-19 pandemic and unforeseen extensions of the project. However, in 2021, no specific reasons were provided (see also *Table 4*).

Table 4 - Motivated notifications received in 2021

Motivated notifications	
BE	145
BG	5
DK	656
DE	570
EE	0
IE	0
EL	n.a.
ES	n.a.
FR	2 228
IT	n.a.
CY	0
LV	0
LU	10 (counting began only since October 2021)
HU	0
NL	0
AT	n.a.
PL	10
RO	n.a.
SI	
SK	500
FI	30
SE	20

Source: Questionnaire on incoming posted workers 2022

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 (see also *Annex II* for a comprehensive overview of methodological remarks and a focus on comparing data from the Portable Document A1 with data from prior declaration tools).²⁷ Firstly, the questionnaire addressed to the administrations aspired to collect data on three variables: posted workers, notifications, and postings.²⁸ However, some Member States only provided information about one or two of the three variables. Secondly, these data only reflect the *intention* to provide services in the host Member State. Indeed, it is not known whether these services have actually been provided. For example, the recent evaluation of the Dutch prior declaration tool²⁹ indicates that in 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 4*) and their sanctions implemented in case of failure to register, have an impact on the number of 'reported' posted workers.³⁰ 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.³¹

3.1. Number of posted workers in 2021

In 2021, it is estimated there were about 1.9 million posted workers and 5.9 million postings (*Table 5*).³² When comparing the estimated totals, it can be seen that a posted worker was on average posted 3.1 times, which is equal to 2020. The four Member States that stand out are Germany (with over 2.4 million postings), Austria (with 421 000 posted workers), France (with 203 000 posted workers), and Belgium (with 256 000 posted workers) (see also *Figure 1*). This corresponds to the figures of the PD 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.

Germany reported approximately 2.4 million incoming postings for reference year 2021. Some 656 000 notifications were received by Germany, meaning that on average each notification included 3.7 postings. Austria received almost 421 000 posted workers in 2021, corresponding to around 1.5 million postings³³. Each person was posted almost 3.5 times

²⁷ See also the [POSTING.STAT](#) research project.

²⁸ 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 (See <https://itm.public.lu/fr/publications/rapports-annuels/rapport-annuel-2021.html>). There it can be seen that the total number of 65 161 notifications in 2021, were made by 4 455 companies, or an average of 14.6 notifications per company. Furthermore, details on these companies show that almost half were German companies (48.4%), 22.0% were Belgian companies, and 14.3% were French.

²⁹ Panteia, 2022, Evaluatie meldingsplicht WagwEU Eindrapport, retrieved from <https://www.tweedekamer.nl/kamerstukken/detail?id=2023D03199&did=2023D03199>.

³⁰ 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.

³¹ Panteia, 2022, Evaluatie meldingsplicht WagwEU Eindrapport, retrieved from <https://www.tweedekamer.nl/kamerstukken/detail?id=2023D03199&did=2023D03199>.

³² 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.

³³ Contrary to the reports for reference years 2017 and 2018, the 'transporting and storage sector' is now included in the numbers for AT. When excluding 'the transporting and storage sector', AT reported 69 317 posted workers, 103 840 notifications and 274 970 postings for reference year 2021.

to Austria in 2021. With approximately 256 000 posted workers and self-employed persons figures are very high for a country like Belgium (see also *section 3.8*).

The final two columns of *Table 5* show the number of postings per person as well as the number of postings per notification, as far as the information provided by the Member States allows to calculate these ratios.

Table 5 - Number of posted workers, notifications, and postings 2021

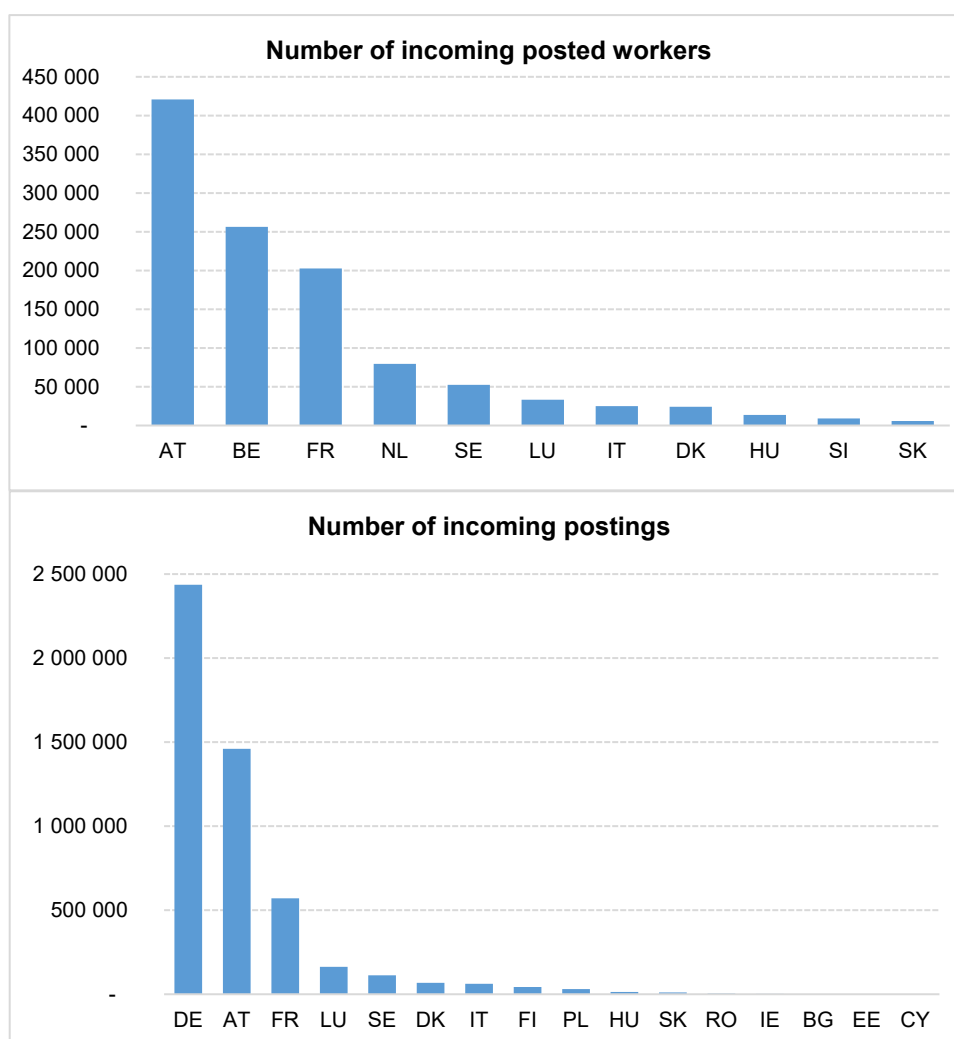
Receiving MS	Number of workers (A)	Column % workers	Number of notifications (B)	Column % notifications	Number of postings (C)	Column % postings	Postings per worker (C/A)	Postings per notification (C/B)
BE	256 398	23%	891 456	31%				
BG	1 256	0%	869	0%	1 629	0%	1.30	1.87
CZ								
DK	24 242	2%	29 361	1%	67 814	1%	2.80	2.31
DE			656 153	23%	2 436 241	49%		3.71
EE			543	0%	1 507	0%		2.78
IE	2 327	0%	1 234	0%	2 327	0%	1.00	1.89
EL	1 784	0%						
ES*								
FR	202 572	18%	248 389	9%	570 789	11%	2.82	2.30
HR								
IT	25 010	2%	40 259	1%	62 140	1%	2.48	1.54
CY			29	0%	42	0%		1.45
LV								
LT								
LU	33 325	3%	65 161	2%	162 734	3%	4.88	2.50
HU	13 605	1%	7 321	0%	13 605	0%	1.00	1.86
MT								
NL**	79 566	7%	73 135	3%				
AT	420 835	37%	782 598	28%	1 459 883	29%	3.47	1.87
PL			14 863	1%	30 648	1%		2.06
PT								
RO			2 483	0%	3 792	0%		1.53
SI	9 048	1%	4 728	0%				
SK	5 709	1%	10 742	0%	10 742	0%	1.88	1.00
FI			9 872	0%	43 499	1%		4.41
SE	52 466	5%			112 248	2%	2.14	
Subtotal based on response	1 128 143	100%	2 839 196	100%	4 979 640	100%		
Estimated total***	1 925 444^e				5 946 015^e		3.1^e	

* ES cannot provide data on national level, but a minimum of 7 380 posted workers can be reported, based on data from six Autonomous Communities and the Autonomous Cities of Ceuta and Melilla.

** NL: excl. road freight transport. The total number of reported posted workers in 2021 amounted to [365 510 persons](#).

*** 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 3.2. 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 3.2 to estimate the number of posted workers. Finally, this total (797 301) was added up with the reported total of posted workers (1 128 143) in order to arrive at the estimation of total number of posted workers of 1.9 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 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 notification 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 5.9 million.

Source: Questionnaire on incoming posted workers 2022

Figure 1 - Number of posted workers and postings reported in 2021

* NL: excl. data on road freight transport.

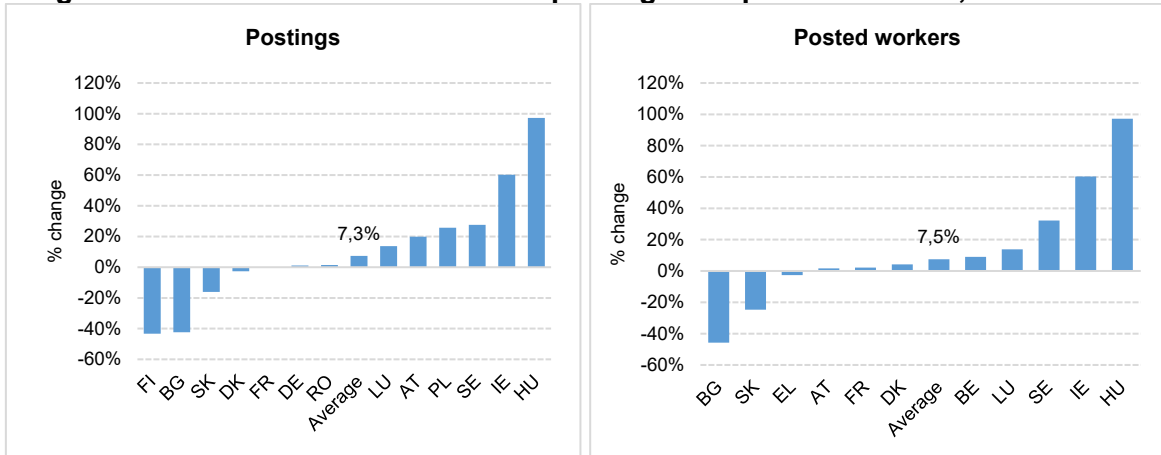
Source: Questionnaire on incoming posted workers 2022

When analysing the evolution of the number of incoming posted workers it is important to consider the impact of the COVID-19 pandemic.³⁴ *Figure 2* shows the evolution of the number of postings and number of posted workers from 2020 to 2021 for the Member States which had data available for both years. *Table A1.1 in Annex I* shows the absolute numbers from 2018 until 2021. On average, a growth in both indicators can be noted of 7.3% for the number of postings and 7.5% for the number of posted workers³⁵. Especially Hungary and Italy show a large growth from 2020 to 2021. For both, this is the case because of a huge drop from 2019 to 2020, most probably due to the COVID-19 pandemic. For example, the number of posted workers to Italy dropped from 31 023 in 2019 to 7 694 in 2020, and increased again to 25 010 in 2021. Thus, from 2019 to 2020 there was a drop of 75% and from 2020 to 2021 an increase of 225%. Nevertheless, the number of posted workers in Italy in 2021 is still not at the same level of 2019. On the other hand, in Finland, Bulgaria, Slovakia, and Denmark a decrease in the number of postings is visible, and the same goes for Bulgaria, Slovakia, and Greece concerning the number of posted workers. Nevertheless, these declines never amount to more than 46%.

³⁴ As well as the impact of the amended the Posting of Workers Directive. Though, this is very difficult to assess due to the COVID-19 pandemic.

³⁵ Percentages calculated based on data for Member States that could report data for both years. Note that the average figures do not include the same reporting Member States (e.g., less Member States provided data on posted workers).

Figure 2 - Evolution of the number of postings and posted workers, 2021 vs 2020

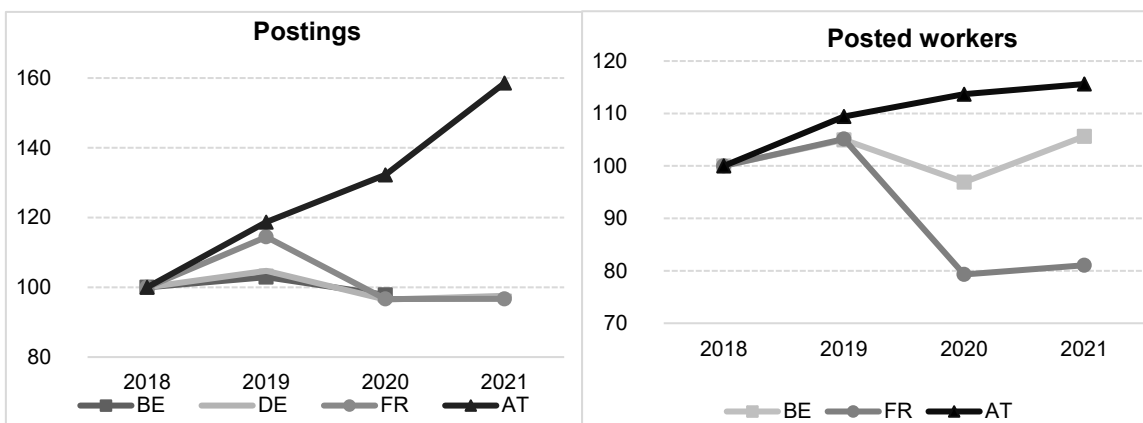


Source: Questionnaire on incoming posted workers 2021 and 2022

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 3*. For the number of postings, Belgium and Germany do not show a strong evolution, while for France, the number of postings grew from 2018 to 2019, but knew a decrease towards 2020 and a small increase from 2020 to 2021. Most remarkable, the number of postings in Austria continuously went up from 2019 to 2021. This is also reflected in the number of workers posted to Austria, which increased by 16% from 2018 to 2021. However, this continuous growth is completely due to the transport sector, seeing that when numbers are looked at excluding this sector, both the number of postings and posted workers knew a drop from 2019 to 2020 and a small increase from 2020 to 2021.

Both Belgium and France show a dip in the number of posted workers from 2019 to 2020 (*Figure 3*), most likely because of the COVID-19 pandemic which seriously hampered the free movement of services in (the spring of) 2020. Nevertheless, the drop in number of persons is more severe in France than in Belgium, and the recovery seems to go faster in Belgium than in France. For instance, the number of posted workers in Belgium in 2021 is already higher than in 2019, while in France it is still below the level of 2019 and even 2018.

Figure 3 - Evolution of the number of postings and posted workers 2018-2021 with 2018=100



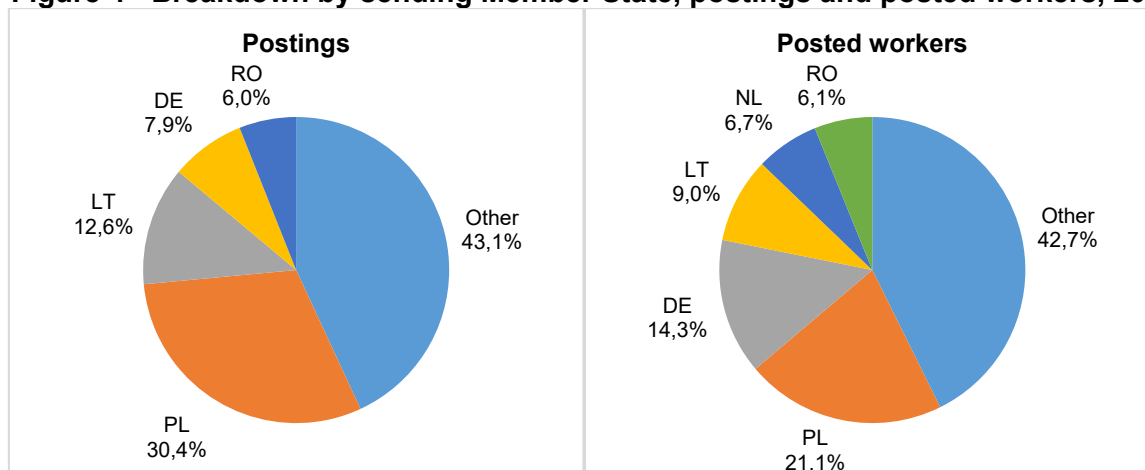
Source: Questionnaire on incoming posted workers 2019, 2020, 2021, and 2022

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 reported figures are presented in *Annex I* of this report, both showing the absolute numbers of posted workers, notifications, and postings (*Tables A1.2, A1.3 and A1.4 respectively*), and the share of each of the sending Member States in the total of the receiving Member State (*Table A1.5, A1.6 and A1.7*). The number of Member States which could provide a breakdown differs per variable: 14 for the number of posted workers, 18 for the number of notifications, and 16 for the number of postings.

The three main sending Member States are Poland, Germany, and Lithuania (see also *Figure 4*). In total, 21% of the posted workers, 27% of the notifications, and 30% of the postings in the prior declaration tools are related to Poland (*Table A1.5, A1.6, A1.7*). In addition, 14% of the posted workers, 10% of the notifications, and 8% of the postings are related to Germany. Finally, Lithuania is the third main sending Member State, covering 9% of the posted workers, 9% of the notifications, and 13% of the postings registered in the prior declaration tools.

Figure 4 - Breakdown by sending Member State, postings and posted workers, 2021



* Postings: based on data from 16 Member States (incl. Germany); Posted workers: based on data from 14 Member States (excl. Germany).
 Source: Questionnaire on incoming posted workers 2022

Overall, most posted workers in the EU seem to be employed by an employer established in the EU-13 (*Table A1.5, A1.6, A1.7*).³⁶ However, there are strong differences between host Member States.

Based on the absolute numbers, some main flows of postings can be detected. In terms of number of posted workers, the most prominent flows go from Poland to Austria (125 640 posted workers), from Germany to Austria (62 012), and from the Netherlands to Belgium (52 931) (*Table A1.2*). Seeing that not all reporting Member States can report the number of posted workers, main flows in terms of postings are analysed as well. Here, the main flows go from Poland to Germany (1 047 881 postings), from Lithuania to Austria (399 366), and from Poland to Austria (325 426) (*Table A1.2*).

For many Member States, the majority of received notifications originated from Germany or Poland (*Table A1.6*). Regarding Germany as sending country, this is the case in Bulgaria (28% of notifications originated from Germany), Ireland (37%), France (19%), Luxembourg

³⁶ This does not correspond to the figures in the A1 report (De Wispelaere *et al.*, 2022). This is mainly due to the high number of Portable Documents A1 issued according to Art. 12 of the Basic Regulation by Germany. This confirms the different scope of the data sources. See *Annex II* for a complete overview of the different methodologies used in data from prior declaration tools and Portable Documents A1.

(70%), Hungary (74%), and Romania (45%). Concerning Poland as Member State of origin, this is the case in Belgium (26% of notifications originated from Poland), Denmark (47%), Germany (43%), the Netherlands (34%), Austria (26%), and Slovakia (35%).

Furthermore, there are some remarkable bilateral flows of postings in relative terms (*Table A1.7*). Of all the postings received by Cyprus, 57% originated from Greece, more than 39% of the postings received by Italy were sent by Romania, 36% of the postings received by Estonia originated from Latvia, and 31% of postings received by Finland originated from Estonia. These same four important flows can also be seen in terms of number of notifications (*Table A1.6*). Finally, 40% of the posted workers received by Slovenia came from Croatia, and 25% of posted workers received by Slovakia came from Czechia (*Table A1.5*).

The importance of extra-EU countries of origin regarding the posted workers for several Member States is visible in the tables in *Annex I*. Almost a quarter of posted workers to Bulgaria originated from outside the EU/EFTA (*Table A1.5*). The same goes for 14% of posted workers received by Ireland, and 12% of persons received by Sweden. Regarding the number of notifications, Poland received 46% from outside the EU/EFTA (*Table A1.6*), and even 63% of postings to Poland were from outside the EU/EFTA (*Table A1.7*).

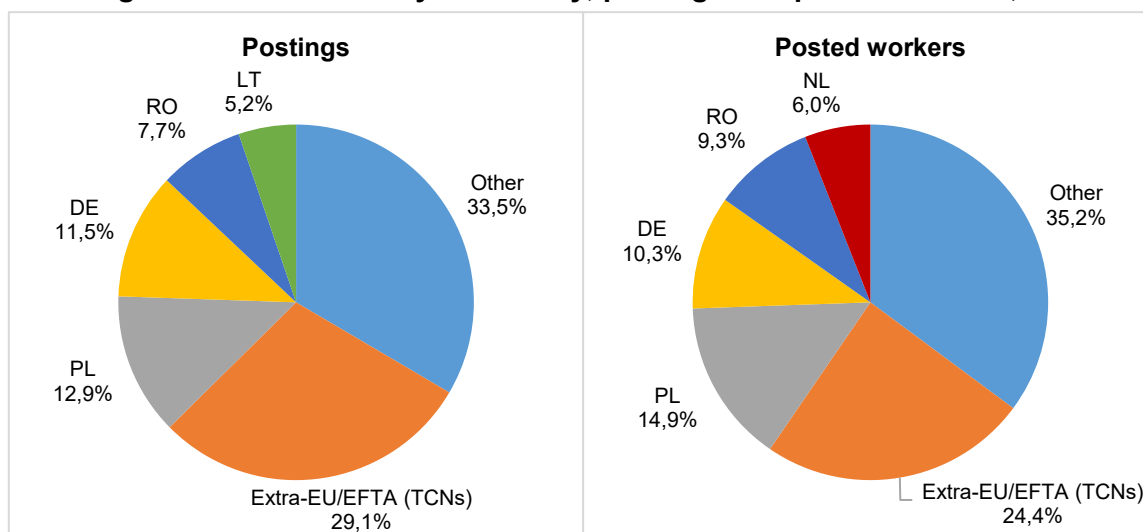
3.3. Breakdown by nationality

10 Member States provided information on the nationality of the workers posted to their territory for the variables ‘posted workers’³⁷ and ‘postings’³⁸ (*Table A1.8 in Annex I*). The results depicted by *Figure 5* should therefore be considered as tentative findings, not least because data for Germany is missing. *Figure 5* shows that around one fourth of the posted workers reported in the prior declaration tools concern TCNs. Furthermore, a high share are Polish nationals and German nationals, namely each more than 10%. Finally, nationals from Romania, the Netherlands, and Lithuania seem to have been received often.

Tables A1.8 and A1.9 in Annex I indicate that for several reporting Member States, more than 1 out of 5 posted workers received are TCNs (namely for BE (26%), BG (26%), FR (21%), LU (25%), NL (23%) and AT (27%) regarding posted workers, and PL (63%) regarding postings). In Denmark, 23% of the posted workers received are Polish, in Italy 42% are Romanian, and in Luxembourg 29% are German. Of all the posted workers received by Slovenia, 35% has the Croatian nationality, and 21% of posted workers received by Slovakia have Czech nationality. Regarding the data on postings, in addition to receiving 63% TCNs, Poland received 23% German postings. Finally, in Romania, 33% of received postings concern German nationals. The nationality of the incoming posted workers can also correspond to the Member State where the services are provided. For instance, more than 5% of the incoming postings in Italy and Romania have the nationality of their Member State of temporary employment (*Table A1.9*). Additionally, 5% of the posted workers, 11% of the notifications, and 8% of the postings received by France involve French nationals. Furthermore, 4% of the posted workers to Italy and Slovakia have the Italian and Slovakian nationality respectively.

³⁷ BE, BG, FR, DK, IT, LU, NL, AT, SI and SK.

³⁸ BG, DK, FR, IT, CY, LU, AT, PL, RO and SK.

Figure 5 - Breakdown by nationality, postings and posted workers, 2021

* Postings: based on data from 10 Member States (excl. Germany); Posted workers: based on data from 10 Member States (excl. Germany).
 Source: Questionnaire on incoming posted workers 2022

An interesting analysis can be conducted when comparing the breakdown by nationality with the breakdown by sending Member State as discussed in *section 3.2*. Overall, the distribution of the posted workers by issuing Member State and by nationality does not differ greatly.³⁹ Exceptions are Cyprus and Austria where the nationality of the posted workers and issuing Member State differ more strongly. In Cyprus this is mainly due to small numbers. In Austria 10% of posted workers were sent from Lithuania (*Table A1.5*), but only 4.5% were Lithuanians (*Table A1.9*) and almost 30% were sent from Poland, but only 18% have the Polish nationality. Furthermore, 27% of posted workers posted to Austria were third country nationals.

3.3.1. A focus on posted third-country nationals

The number of posted TCNs is a substantial and growing phenomenon in the EU (see above). In order to grasp this reality, a new question was added to the questionnaire. More specifically, the question asked for a breakdown by sending country for certain specific nationalities of TCNs, namely Belarus, Bosnia and Herzegovina, Brazil, Morocco, Turkey, Ukraine, United Kingdom, and other TCNs.

In total, 11 Member States were able to provide (partial) data on this new question (BE, BG, DK, FR, IT, LU, NL, AT, RO, SI, and SK). Although this does not allow us to draw general conclusions on the link between the sending country and nationality of TCNs, it is possible to zoom in on some remarkable findings. *Table A1.10* and *Table A1.11* in *Annex I* provide the absolute numbers and row percentages for the TCNs received by the 10 Member States, with a breakdown by nationality of the TCNs. It can be seen that in many of the reporting Member States, a high share of TCNs with the Ukrainian nationality were received.

It is also possible to analyse these data from the other perspective, namely which are the most popular sending Member States of TCNs with the different nationalities identified. However, as already mentioned above, this might not be representative for the entire EU. In general, of all the TCNs received by the 10 Member States which could report data on

³⁹ The coherence between the two breakdowns for the reporting Member States can be measured by the correlation. The correlation coefficient is a measure that determines the degree to which two variables are associated. A correlation of -1.0 indicates a perfect negative correlation, meaning the strongest possible disagreement, whereas a correlation of +1.0 indicates a perfect positive correlation, or the strongest possible agreement. Regarding the number of posted workers, the correlation coefficient exceeds 0.80 for 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, RO, and SK. Furthermore, the same holds true for BG, DK, FR, IT, LU, PL, 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.

the number of posted workers (BE, BG, DK, FR, IT, LU, NL, AT, SI, and SK), 30% had Poland as sending Member State and 20% Lithuania. Of all Ukrainian posted workers, 62% had Poland as sending Member State and 27% Lithuania. Data show that 58% of the posted Belarussians were sent by a posting company established in Lithuania and 38% by a posting company established in Poland. For TCNs with a nationality from Bosnia and Herzegovina, the most common sending country was Slovenia with 75% of the posted TCNs from Bosnia and Herzegovina being sent from Slovenia. Brazilian posted workers were almost exclusively sent by a company established in Portugal (93%) and Moroccan posted workers mostly came from Spain (70%).

Table 6 shows for the 10 Member States (BE, BG, DK, FR, IT, LU, NL, AT, SI, and SK) which provided these data the most important flows of TCN. The top three flows of TCNs concern Ukrainians, being posted from Poland to Austria and to Belgium, and from Lithuania to Austria. Next, more than 9 000 TCNs from Bosnia and Herzegovina were posted from Slovenia to Austria, from Ukraine were posted from Lithuania to Belgium, and from Belarus were posted from Poland to Austria. Furthermore, the flow of Belarussians being posted from Lithuania to Austria and Belgium was substantial as well, namely over 8 000 persons each. Finally, around 5 900 Ukrainian nationals were posted from Poland to the Netherlands and 4 800 Brazilians were posted to Belgium via Portugal.

Table 6 - Top 10 flows of third-country nationals being posted, by nationality and sending Member State, 2021

Nationality	Sending Member State (from)	Receiving Member State (to)	Number of posted workers
Ukraine	Poland	Austria	43 387
Ukraine	Poland	Belgium	13 413
Ukraine	Lithuania	Austria	11 598
Bosnia and Herzegovina	Slovenia	Austria	9 979
Ukraine	Lithuania	Belgium	9 958
Belarus	Poland	Austria	9 109
Belarus	Lithuania	Austria	8 646
Belarus	Lithuania	Belgium	8 268
Ukraine	Poland	The Netherlands	5 934
Brazil	Portugal	Belgium	4 789

Source: Questionnaire on incoming posted workers 2022

3.4. Breakdown between workers and self-employed persons

Four Member States (Belgium, Denmark, Ireland and the Netherlands) require the registration of incoming self-employed persons (mostly limited to a number of sectors of activity) - see *Table 1*. In Belgium, 13% of incoming posted persons and 18% of notifications concerned incoming self-employed persons in 2021 (*Table 7*). This is similar to the share in 2020 indicating that the distribution of incoming posted workers and incoming self-employed persons has not changed considerably. In Denmark, 7% of the incoming persons are self-employed. However, 15% of the postings and 34% of the declarations involve incoming self-employed persons. These shares are almost equal to those of 2020, indicating that also in Denmark, the breakdown between type of posted person has not changed drastically. Finally, around 22% of the notifications made in the prior declaration tool from the Netherlands were from self-employed persons in 2021.

Table 7 - Number of persons, notifications, and postings registered in the national declaration tools, by status, 2021

	Number			Row %	
	Incoming posted workers	Incoming self-employed persons	Total	Incoming posted workers	Incoming self-employed persons
	Persons				
BE	223 056	33 342	256 398	87.0%	13.0%
DK	22 442	1 800	24 242	92.6%	7.4%
	Notifications				
BE	729 252	162 204	891 456	81.8%	18.2%
DK	19 319	9 970	29 361	66.0%	34.0%
NL	57 311	15 824	73 135	78.4%	21.6%
	Postings				
DK	57 704	10 110	67 814	85.1%	14.9%

* NL: excluding road transport.

Source: Questionnaire on incoming posted workers 2022

A more detailed analysis of the profile of the incoming self-employed persons can be made based on the reported figures by Member State of origin and by sector of activity. Out of the 33 342 incoming self-employed persons in Belgium, some 49% came from Poland, 19% had the Netherlands as country of origin and 9% Slovakia. Concerning the number of posted workers received by Belgium (223 056 persons), the importance of Poland as sending Member State is much lower. The majority of workers was sent by the Netherlands (21%), followed by Poland (16%) and Lithuania (12%). In Denmark, almost two thirds of the posted self-employed persons received, originate from Poland (1 159 out of 1 800), while this share only amounts to 19% for employed persons. For posted workers on the other hand, the main sending Member State is Germany (24%), while only 9% of posted self-employed persons come from Germany. For the Netherlands, the road transport sector is excluded from the data. Most notifications for incoming self-employed persons in the Netherlands had Poland as country of origin, namely 6 540 out of 15 824 notifications or 41%.

The breakdown in status for each sending Member State can also be looked at. This reveals that in Belgium, 58% of the persons posted from Slovakia, 32% of the persons posted from Poland, and 31% of the persons posted from Czechia were self-employed⁴⁰. In Denmark, 40% of persons posted from Slovakia were self-employed and 22% persons posted from Poland were self-employed⁴¹. In the Netherlands, a high share of notifications from Slovakia (80%), Czechia (65%), and Belgium (35%) related to posted self-employed persons⁴².

Finally, an analysis can be made of the combination of the employment status (posted worker or self-employed person) and the sector of activity. In almost all sectors in the three Member States the (large) majority of posted persons are posted workers. In Belgium, the top sectors for self-employed were construction and other sectors, and for employed persons construction, other sectors, and transport. In Denmark, the top sectors for self-employed and employed workers are similar, namely construction and manufacturing. In the Netherlands, the top sectors in which notifications were made were the same for self-employed and employed persons, namely construction, manufacturing, and transport.

If one examines the construction sector in more detail, it appears that some 28% of the persons providing services in the Belgian construction sector were self-employed, 13% in the Danish construction sector were self-employed, and 46% in the Dutch construction sector were self-employed. The share of posted self-employed persons in the construction sector is significantly higher for the Netherlands (46% vs 22%) and Belgium (28% vs 13%) compared to the overall share of posted self-employed persons.

⁴⁰ All persons posted from IS to BE were self-employed as well, but it only concerned one person and is therefore less representative.

⁴¹ All persons posted from IS to DK were self-employed as well, but it only concerned one person and is therefore less representative.

⁴² A high share of notifications from MT (60%) were for self-employed as well, but it only concerned a total of 5 notifications of which 3 for self-employed and is therefore less representative.

3.5. Breakdown by type of posting

The Posting of Workers Directive distinguishes between three types of postings, namely (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’). A total of 8 Member States were able to make a distinction by type of posting (to some extent) (*Figure 6 and Table 8*).

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 82% of posted workers, 77% of notifications, and 83% of postings. Therefore, posting through a temporary work agency was of quite high importance in Italy, as it accounted for 18% of posted workers, 23% of notifications, and 17% of postings.

For the three Member States that could make a distinction between all three types of posting, contract of services was the most important type. In Cyprus, 93% of notifications and 98% of postings concerned contract of services. In France, 69% of posted workers, 69% of notifications, and 71% of postings concerned contract of services. In Bulgaria, 63% of posted workers and postings occurred through contract of services, 58% of notifications, and 64% of postings. However, intra-corporate transfers were also of importance in Bulgaria, seeing that for each of the three variables, more than one third occurred through intra-corporate transfers (34% of posted workers, 39% of notifications, and 33% of postings).

The third form of posting, temporary agency posting, was an important form of posting in Italy, as discussed above, and in France, where it corresponded to approximately 19% of posted workers, postings, and notifications.

Table 8 - Number of posted workers, notifications, and postings registered in the national declaration tools, by type of posting, 2021

	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	219 458		3 598	223 056
BG	794	423	39	1 256
FR	142 545	25 792	39 078	207 415
IT	20 400		4 610	25 010
AT	411 383		9 452	420 835
Notifications				
BE	716 211		13 041	729 252
BG	504	341	24	869
DE	633 559		22 549	656 108
FR	170 563	30 799	46 991	248 353
IT	31 162		9 097	40 259
CY	27	2		29
AT	772 755		9 843	782 598
PL	14 765		98	14 863
Postings				
BG	1 041	541	47	1 629
FR	405 922	59 085	105 687	570 694
IT	51 378		10 762	62 140
CY	41	1		42
AT	1 422 830		37 053	1 459 883
PL	30 431		217	30 648

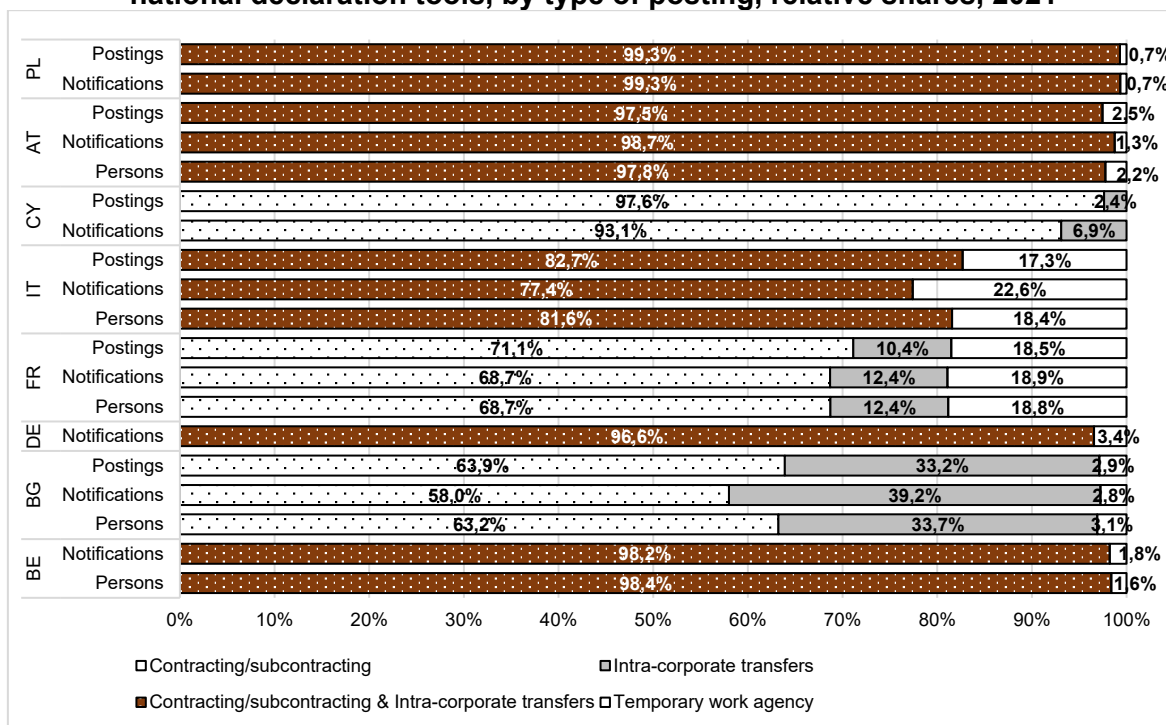
* BE, DE, IT, AT, and PL could not make a distinction between subcontracting and intra-group posting.

** For some Member States, the total reported in this table differs from the one reported in *Table 5*. This is the case for the number of persons for FR (202 572 reported in *Table 5* vs 207 415 reported here), for the number of notifications for FR (248 389 vs 248 353), and for the number of postings for FR (570 789 vs 570 694). In this table, the sum of the breakdown is reported, whereas in *Table 5* the reported totals are noted.

*** 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 2022

Figure 6 - Number of posted workers, notifications, and postings registered in the national declaration tools, by type of posting, relative shares, 2021



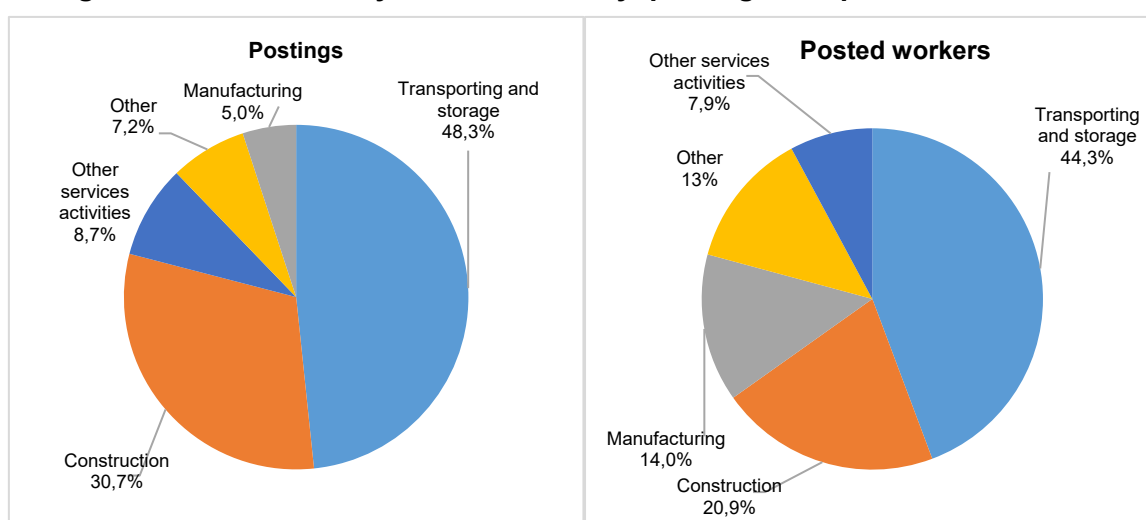
* BE, DE, IT, AT, and PL could not make a distinction between subcontracting and intra-group posting.

Source: Questionnaire on incoming posted workers 2022

3.6. Breakdown by sector of activity

The flow of incoming posted workers can vary strongly by sector of activity. There were 13 Member States which could provide such a breakdown for the received number of posted workers (BE, BG, DK, IE, EL, FR, IT, LU, NL, AT, SI, SK, and SE), 12 Member States could do this for the number of notifications (BE, BG, DK, DE, FR, IT, CY, LU, NL, AT, SK, and FI) and 11 for the number of postings (BG, DK, DE, FR, IT, CY, LU, AT, SK, FI, and SE) (*Table A1.12 and A1.13 in Annex I*)⁴³. Considering these data limitations, one should interpret the emerging figures with caution (see *Figure 7*). Road freight transport is the main sector of activity, covering more than 4 out of 10 postings. 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 (9% of postings and 8% of posted workers), posting workers in the manufacturing sector is of importance, with 5% of postings and 14% of posted workers.

Figure 7 - Breakdown by sector of activity, postings and posted workers, 2021



* 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 2022

In terms of notifications received, construction and road freight transport are the two most common sectors. The former is the most common one for Denmark, France, Cyprus, Luxembourg, the Netherlands, and Finland, while the latter has the highest share in Germany, Italy, and Austria. In Germany, Italy, and Austria, 65%, 41%, and 87% of the notifications respectively applied to the provision of services in road freight transport. In Bulgaria, 31% of notifications were for other service activities, and in Slovakia 30% of notifications were for activities in the manufacturing sector. When looking at the distribution in terms of number of posted workers, the construction sector was also most common for Slovenia (31%) and Sweden (55%), while in Ireland manufacturing was the most common sector for posted workers (57%). In Greece, 29% of posted workers received were active in the accommodation and food service sector. The breakdown provided by Belgium shows that most posted workers were received for activities in the construction sector (33%), followed by other activities (25%), and transport and distribution (20%). Although Estonia was not able to provide a detailed breakdown due to the limitations of their IT system, they reported that most posted workers from Latvia and Lithuania were registered as lift installers, metal workers, ship builders, and builders, most posted workers from Poland were registered as production workers and builders, and most posted workers from Germany were registered as installers, maintenance technicians, and IT workers.

⁴³ However, data for BE are not included in *Table A1.12* and *Table A1.13* as the sectors of activity are not identical to the ones asked in the questionnaire. The analysis of the breakdown by sector of activity is therefore only stated in the text.

In future reports, the breakdown by sector of activity might look different. As of 2 February 2022, the ‘EU Portal for road transport posting declarations’⁴⁴ became the only obligatory system that operators must use to send declarations when posting drivers to another Member State. 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. Consequently, in the future one risks losing sight of an important sector when analysing the data from the prior declaration tools. In this report, the totals excluding the transportation and storage sector are already provided (*Table A1.12 and Table A1.13 in Annex I*). The top three sectors in terms of notifications then become construction (48% of all received notifications by the 11 reporting Member States), other service activities (20%), and manufacturing (17%) (*Table A1.13*).

Above figures show that the breakdown by sector of activity, and hence the total number of notifications received, strongly depends on the activities/sectors exempted from notification. For instance, both Austria and Germany are lenient on requiring workers in road freight transport to register via the prior notification tool.

In the next two subsections, the focus is on the two most important sectors of activity for posted workers, namely construction and road freight transport. For both, a closer analysis of the number of notifications is conducted. For a number of main receiving Member States (Austria, Belgium, Germany, and France) these two sectors are analysed by looking at the breakdown by sending Member State. Concerning the sectoral data requested in the questionnaire, only the sending country is requested, not the nationality. Therefore, it is not possible to analyse the posted TCNs active in construction and road freight transport.

3.6.1. Construction

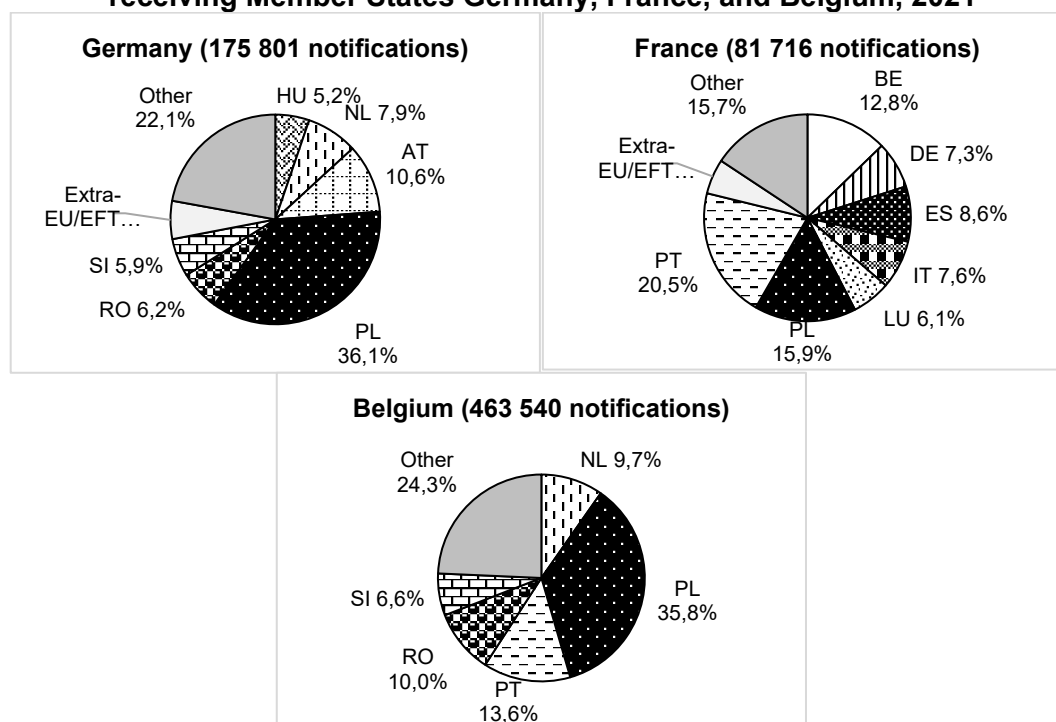
Most notifications received for providing services in the construction sector were registered in the declaration tools of Germany, Belgium, and France. Therefore, these three Member States are looked at in more detail. Of all the notifications received by Germany in the construction sector, more than one third related to Poland (36%) (*Figure 8*) and 11% had Austria as sending Member State. In France, 21% of the notifications related to Portugal and 16% to Poland. The notifications to Belgium for activities in the construction sector primarily related to Poland (36%), followed by Portugal (14%), Romania (10%), and the Netherlands (10%). Therefore, it appears that for postings in the construction sector to these three Member States, especially Poland stands out as sending Member State. Furthermore, Portugal is a sending Member State of importance for the construction sector in France and Belgium as well.

In the national report of France⁴⁵, a more detailed look is provided on the activities of posted workers in the construction sector. According to the national report 45% of the postings in 2021 took place in the construction sector (this lies close to the 38.9% found in this report see *Table A1.13 in Annex I*). These 45% can be split up in three distinct categories: specialised construction activities (25%), construction of buildings (16%), and civil engineering (4%).

⁴⁴ See <https://www.postingdeclaration.eu/landing>.

⁴⁵ See https://dares.travail-emploi.gouv.fr/sites/default/files/eafaef01bf9af9372124594d8000f231/Dares-Resultats-50_Lemploi-de-salaries-detaches-en-2021..pdf.

Figure 8 - Sending Member States of notifications in the construction sector for receiving Member States Germany, France, and Belgium, 2021



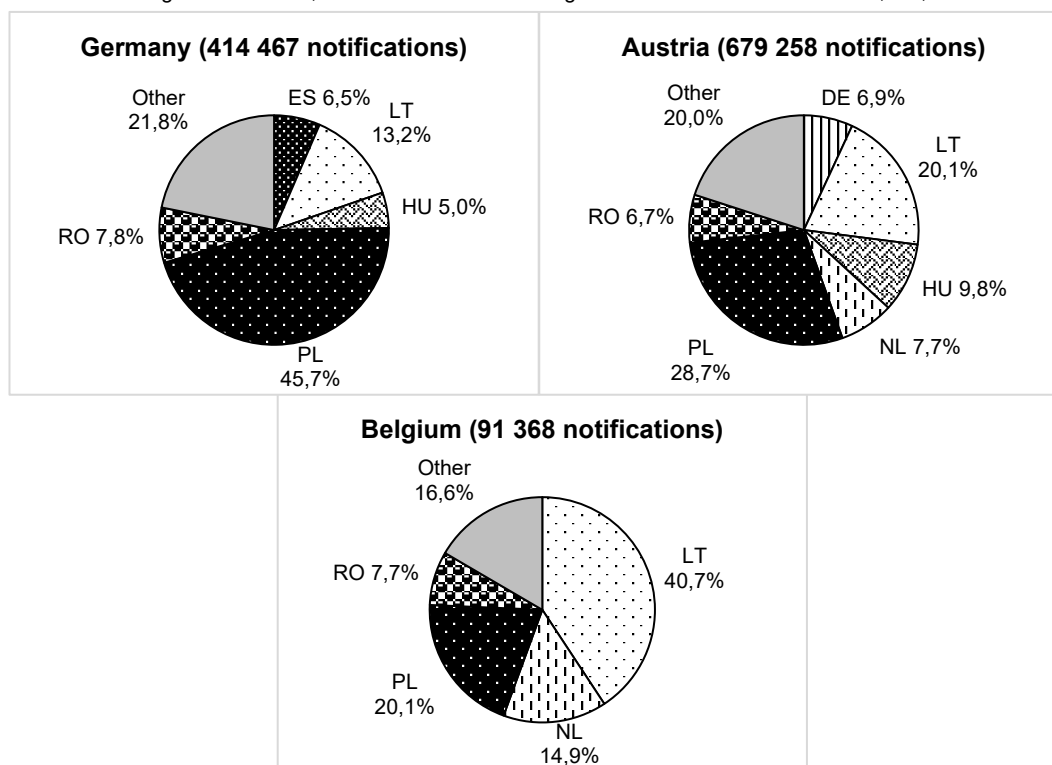
Source: Questionnaire on incoming posted workers 2022

3.6.2. Road freight transport

In the transporting and storage sector, the 11 reporting Member States reported more than 1.1 million notifications in 2021 (*Table A1.12*). Almost 60% of these notifications were reported by Austria (around 680 000 notifications), and another 37% by Germany (around 414 000 notifications) while Belgium reported 91 368. Therefore, these three Member States are analysed in more detail. More than 45% of the notifications to Germany were received from companies located in Poland (*Figure 9*). Furthermore, Lithuania was an important sending Member State with 13% of notifications, followed by Romania (8%), Spain (7%), and Hungary (5%). Of the 680 000 notifications received by Austria in the transport sector, around 195 000 came from Poland, or 29%. Another fifth of notifications had Lithuania as sending Member State. In the Belgian transport sector, 41% of all notifications for posted workers were sent by Lithuania. Additionally, 20% came from Poland, 15% from the Netherlands, and 8% from Romania. Overall, there are two main sending Member States for postings in road freight transport, Poland and Lithuania. Romania also seems to be an important player in all three Member States, and the Netherlands is an especially meaningful sending Member State in the Austrian and Belgian transport sector.

Figure 9 - Sending Member States of notifications in the transport sector for receiving Member States Germany, Austria, and Belgium, 2021

* For DE as a receiving Member State, Extra-EU/EFTA as sending countries includes data from CY, MT, and IS. The transport



sector in Germany is without the personal sector. For BE as a receiving Member State, data on the number of notifications include transport and distribution.

Source: Questionnaire on incoming posted workers 2022

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 2021, 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 2021 is 8 months. Therefore, the average duration for a posting is smaller than for a posted worker.⁴⁶

Out of the 22 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.⁴⁷ The unweighted average duration *per posting* was 183 days in 2021 and the unweighted average posting period *per person* equalled 269 days. Nevertheless, these average figures do not include the same samples of reporting Member States and should therefore not be compared. In reference year 2020, the average duration *per posting* was 159 days and the average posting period *per person* was 291 days.

⁴⁶ However, *Table 9* shows that this is not the case for Poland, where the average duration per person amounts to 101 days and per posting to 479 days. Therefore, these data might be erroneous.

⁴⁷ These data only reflect the *intention* to provide services in the host Member State. It is not known whether these services have actually been provided. This might result in an overestimation of the duration. For instance, the specific form that exists in Austria for the transport sector is valid for 6 months. However, this does not mean that services are provided during this entire period of 6 months. Moreover, the average period of posting might differ strongly, particularly depending on the services that should be carried out. In that regard, figures on the duration of the period by sector of activity would be very useful. However, there is little chance that Member States are able to provide such detailed figures, seeing that only 12 Member States could (partially) provide the overall data.

These provided figures could also be compared to the average durations published in the A1 report.^{48,49} In 2021, the average duration amounted to some 106 days per Portable Document A1 issued according to Art. 12 of the Basic Regulation or some 181 days per individual person. Furthermore, the average duration persons pursue an activity in two or more Member States was 325 days per Portable Document A1 issued according to Art. 13 of the Basic Regulation.

Table 9 shows that the average duration differs greatly between Member States. In Italy, Austria, and Slovakia, a worker was posted for an average of more than one year. To Luxembourg and Poland on the other hand, workers were posted for less than 130 days. Whereas the average duration per posting amounted to more than 300 days in Cyprus, Poland, and Slovakia, the average posting duration in Denmark, France, and Luxembourg was less than 60 days. Furthermore, for France, Italy, Luxembourg, and Austria, the difference between the average posting period per worker and per posting is rather significant. This indicates that one worker was sent abroad multiple times for a shorter period, namely more than 2 postings per posted worker in France, Italy, and Luxembourg, and even 3.5 postings per posted worker in Austria (see also *Table 5*).

Table 9 - Average posting period per posted worker, notification, and posting, in number of days, 2021

Receiving MS	Average posting period in days – posted workers	Average posting period in days – notifications	Average posting period in days – postings
BE	172	50	
DK		30	35
DE		447	115
FR	167	136	59
IT	390	243	157
CY		376	341
LU	128	13	57
AT	554	295	158
PL	101	166	479
RO		226	165
SK	481	308	308
FI		109	205
SE	162		112
Unweighted average	269	200	183

* SE reported having removed extreme outliers from NL and extra-EU/EFTA.

** The average duration per posting should be shorter than the average duration per posted workers. However, this is not the case in PL, which might indicate that the data are erroneous.

Source: Questionnaire on incoming posted workers 2022

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 50 days while it amounted to 105 days in the context of intra-corporate transfers. In Poland, the average duration per person amounted to 101 days in general, while it was 515 days for persons posted through a temporary work agency.

For Belgium data about the average duration of postings of self-employed persons are available from the prior declaration tool. In Belgium, a worker was posted for an average period of 172 days, whereas a self-employed person provided services for an average period of 175 days. Regarding the average duration per notification, the duration was lower with 53 days for posted workers and 36 days for posted self-employed persons.

⁴⁸ De Wispelaere *et al.*, 2022.

⁴⁹ Under the current rules on social security coordination the period that persons are pursuing an activity covered by Article 12 of the Basic Regulation is set at a maximum of 24 months. Article 13 does not set a maximum period for the provision of services in two or more Member States.

Denmark was also able to make a separation of the average duration for posted workers and self-employed persons. A posting for a posted worker lasted on average 34 days, while a posting of a self-employed person took on average 27 days. In terms of notifications, the same trend can be seen, namely that the duration for a self-employed person is shorter than for a posted worker.

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. However, this is not requested in the questionnaire on prior declaration tools. In the national report of France⁵⁰, an average posting in the services industry had a duration of 74 days in 2021, 85 days in the industry sector, 105 days in agriculture, and 125 days in construction.

Table 10 - Average posting period per posted worker, notifications, and posting, in number of days, by type of posting, 2021

	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			121	172	175	172
FR	144	241	180	167		167
IT			488	390		390
AT	554		523	554		554
PL			515	101		101
Notifications						
BE			33	53	36	50
DK				29	27	30
FR	120	202	150	136		136
IT			227	243		243
AT	292		501	295		295
FI			282	109		109
Postings						
DK				34	28	35
FR	50	105	67	59		59
IT			192	157		157
AT	159		133	158		158
FI			254	205		205

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

Source: Questionnaire on incoming posted workers 2022

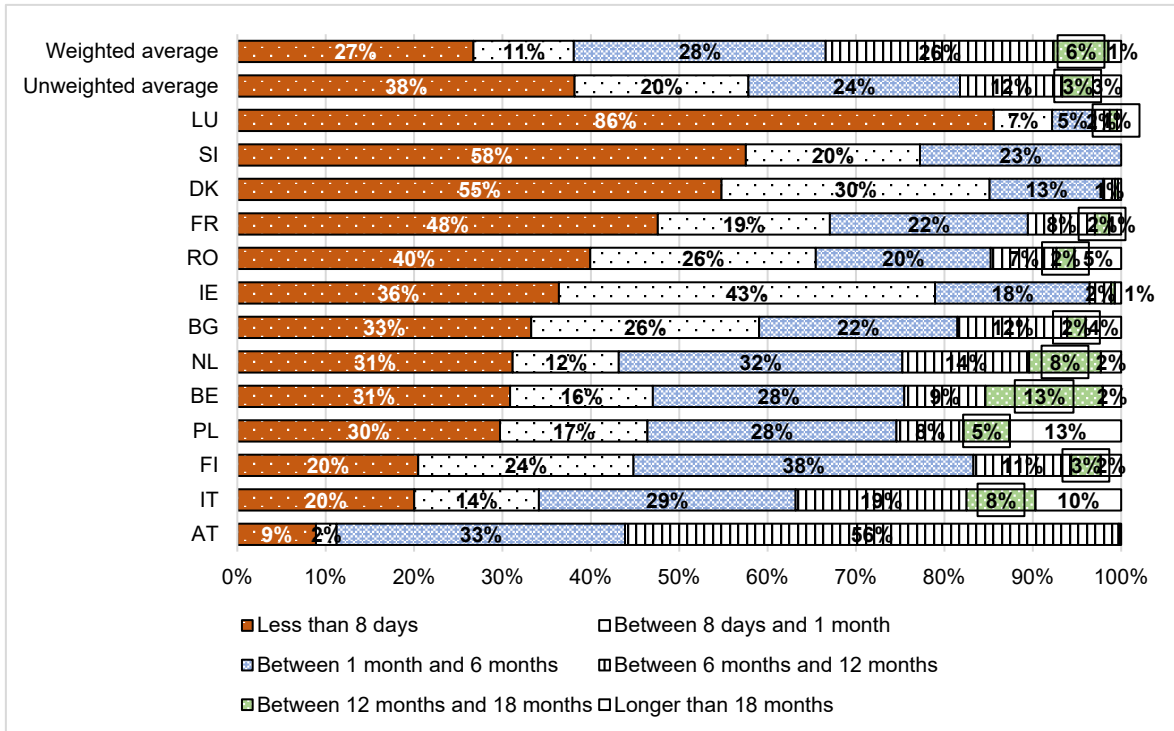
Member States were asked to report how many notifications and postings were reported with a certain duration. In total, 13 Member States provided a breakdown for notifications (*Figure 10*) and 12 Member States for postings (*Figure 11*). When analysing the duration, it becomes clear that short term posting is of high importance. On average (weighted), 27% of notifications applied to a period of less than 8 days and 38% to a posting period of less than 1 month (*Figure 9*). On the other end of the scale, 8% concerned a duration of more than 12 months. In comparison to reference year 2020, short term posting has become even more important, as the share for less than one month increased from 51% to 58% (unweighted averages), and the share of notifications longer than 12 months decreased from 11% to 7%.

For most reporting Member States, most notifications were received for a posting period of less than 8 days (PL, BE, BG, RO, FR, DK, SI, and LU) (*Figure 10*). In Ireland, 43% of notifications were received for a period between 8 days and 1 month. The most common duration for notifications in Italy, Finland, and the Netherlands was between 1 and 6 months. Finally, only in Austria, the majority of notifications were received for a period between 6 and 12 months. The share of notifications with a duration over 12 months was particularly high in Italy (17%), Poland (18%), and Belgium (15%), while it was below 5% in Austria, Ireland, France, Denmark, Slovenia, and Luxembourg.

⁵⁰ See https://dares.travail-emploi.gouv.fr/sites/default/files/eafaef01bf9af9372124594d8000f231/Dares-Resultats-50_Lemploi-de-salaries-detaches-en-2021..pdf.

Regarding the duration of the postings (*Figure 11*), the shares are rather similar to the duration for the number of notifications (*Figure 10*) for most Member States. Only for Poland, a remarkable difference exists. While 18% of notifications concerned a period of more than 12 months, this share amounted to 39% for the number of postings.

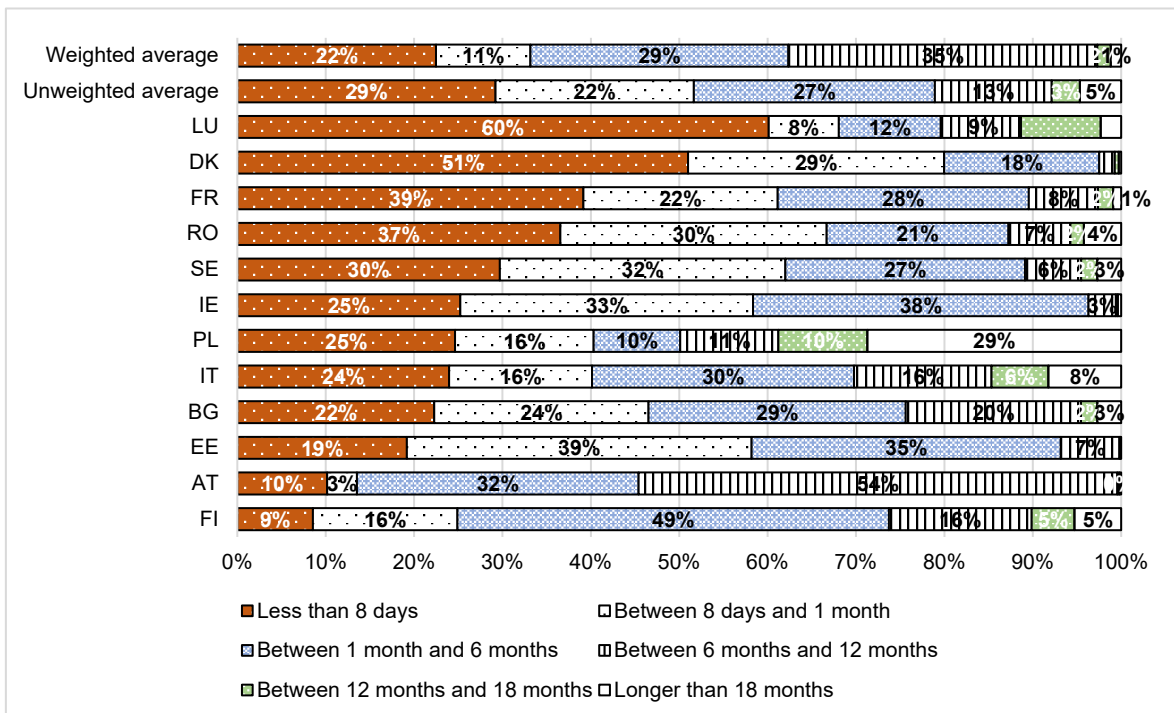
Figure 10 - Number of notifications in national declaration tools, by duration, 2021



* NL: excluding road transport.

Source: Questionnaire on incoming posted workers 2022

Figure 11 - Number of postings in prior declaration tools, by duration, 2021



Source: Questionnaire on incoming posted workers 2022

3.8. Share of intra-EU posting in national workforce

The number of incoming posted workers registered in the prior declaration tools can be compared to the total number of employed persons in the receiving Member States to know the relative impact of intra-EU posting. For that we put the number of 'posted workers' in relation to the number of employed persons in that country.^{51,52}

Table 11 shows this relationship for the 20 reporting Member States. The weighted average shows that around 1.2% of employment can be related to the employment of posted workers. This relation was highest in Luxembourg (10%), Austria (9%), and Belgium (5%). In Germany (2%) and Sweden (1%), the share also exceeded 1%. However, in most reporting Member States the share of incoming posted workers in total employment was at a very low level.

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 host country 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 (*see Table 9*). The fact that posted workers are mostly active for only a limited number of months in the host Member State results in a lower value when looking at this ratio. For instance, the share of posting in total employment decreases from 10% to 4% in Luxembourg, and from 5% to 3% in Belgium. These figures give a better indication of the actual share of posting in total employment of host Member States.

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. The fact is that posted workers are never all simultaneously active at the same time during the reference year. Therefore, Member States were asked about figures on the average number of posted workers who worked at least one day as posted worker. However, only a limited number of Member States were able to provide this figure. In France it concerned 53 300 posted workers on average each day in 2021, in Italy 390, and in Luxembourg 446. Spain could provide these data for five Autonomous Communities, and this average amounted to 1 510 posted workers. These numbers are considerably lower than the total numbers reported in *Table 11*, and the subsequent impact on the national workforce on a daily basis will therefore also be smaller. This technique of calculating an average number of posted workers is also used in the national report of France⁵³. Previously, annual numbers of posted workers were reported. However, it is more useful to fix one date and look at the number of posted workers at that moment in time, seeing that this is more representative of the actual situation. Therefore, France calculates the average annual number of posted workers by taking the fourth order moving average of the number of posted workers at each end of the quarter. The report shows that on average, 72 600 posted workers were active in 2019 each day, 58 000 in 2020, and 57 500 in 2021. The number of 2021 lies close to the one reported in the questionnaire of France (53 300).

⁵¹ Firstly, the numerator, the total number of incoming posted workers only includes the persons registered in 2021 (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 2021 but who were registered in the host Member State in a previous year (for instance in December 2020). Secondly, the result will actually be an overestimation of the real impact of posted workers, as the total number of posted workers in 2021 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.

⁵² Some Member States (DE, EE, CY, PL, RO, and FI) were not able to report the number of incoming posted workers but could report the number of postings. Therefore, an estimation was made for the number of incoming posted workers, by dividing the number of reported postings by 3.1, which is the average number of postings per posted worker, as discussed in *Table 5*. This estimation is shown in *Table 11* by adding the superscript 'e'.

⁵³ See https://dares.travail-emploi.gouv.fr/sites/default/files/eafaef01bf9af9372124594d8000f231/Dares-Resultats-50_Lemploi-de-salaries-detaches-en-2021..pdf.

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, 2021

	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	4 854	256 398	5.0%	4 252	120 935	2.8%
BG	3 077	1 256	0.0%	3 046		
CZ	5 213			5 027		
DK	2 900	24 242	0.8%	2 524		
DE	41 500	788 906 ^e	1.9%	35 315		
EE	654	488 ^e	0.1%	607		
IE	2 389	2 327	0.1%	2 130		
EL	3 928	1 784	0.0%	3 761		
ES	19 774			18 390		
FR	27 728	202 572	0.7%	25 217	92 529	0.4%
HR	1 678			1 629		
IT	22 554	25 010	0.1%	20 385	25 010	0.1%
CY	432	14 ^e	0.0%	405		
LV	870			826		
LT	1 369			1 318		
LU	307	33 325	9.8%	276	11 646	4.0%
HU	4 642	13 605	0.3%	4 508		
MT	270			252		
NL	9 282	79 566	0.3%	7 168		
AT	4 306	420 835	8.9%	3 666	420 835	10.3%
PL	16 656	9 924 ^e	0.1%	16 122	2 980	0.0%
PT	4 812			4 602		
RO	7 756	1 228 ^e	0.0%	7 598		
SI	972	9 048	0.9%	922		
SK	2 561	5 709	0.2%	2 514	5 709	0.2%
FI	2 573	14 086 ^e	0.6%	2 310		
SE	5 120	52 466	1.0%	4 483	23 286	0.5%
Weighted average			1.2%			
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 9* – 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 3.1, which is the average number of postings per person, as explained in *section 3.1*. This estimation occurred for DE, EE, CY, PL, 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 2022; Eurostat [ifsa_epgaed]

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 States⁵⁴, 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 Slovenia, 9.0% of those employed in other service activities were posted workers. In Sweden 7.6% of persons employed in the construction sector were posted workers. Furthermore, 8.6% of persons employed in the Danish mining and quarrying sector were incoming posted workers, and the same goes for 7.8% of persons employed in the French mining and quarrying sector. In the Netherlands, the sector with the highest impact is the electricity, gas, steam and air conditioning supply with 6.9% of persons working in this sector being posted. Most remarkably, 48.5% of construction workers in Luxembourg were posted workers, and some 6 out of 10 persons employed in the Austrian transportation and storage sector were incoming posted workers.

The sector of activity that stands out is the construction. Several host Member States indicate a rather high share of posted workers for this sector. The relative impact of intra-EU posting in the construction sector amounted to 5.5% in Denmark, 4.0% in France, 48.5% in Luxembourg, 6.2% in the Netherlands, 5.6% in Austria, 5.0% in Slovenia, and 7.6% in

⁵⁴ BG, DK, IE, EL, FR, IT, LU, NL, AT, SI, SK, and SE.

Sweden. Furthermore, using Belgium's own breakdown, around one fifth of the work performed in the construction sector was provided by intra-EU posting in 2021. Finally, in Germany, about 10% of the construction workers were incoming posted workers in 2020.⁵⁵

⁵⁵ Based on figures published by SOKA-BAU in the annual report for 2020.

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, 2021

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 use	Activities of extraterritorial organisations and bodies
BE																					
BG	0.0%	0.0%	0.1%	0.1%	0.2%	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%	0.5%	0.0%	
CZ																					
DK	1.8%	8.6%	2.1%	5.7%	0.9%	5.5%	0.1%	0.3%	0.1%	0.3%	0.0%	0.0%	0.5%	1.0%	0.0%	0.0%	0.0%	0.2%	0.7%		0.0%
DE																					
EE																					
IE	0.0%		0.5%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%		
EL	0.0%	0.0%	0.1%	0.1%	0.0%	0.3%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%
ES																					
FR	2.1%	7.9%	1.9%	2.7%	0.8%	4.0%	0.1%	0.4%	0.2%	0.4%	0.1%	0.1%	0.7%	0.4%	0.0%	0.0%	0.0%	1.2%	1.7%	0.1%	1.2%
HR																					
IT	0.0%	0.4%	0.2%	0.1%	0.1%	0.2%	0.0%	0.6%	0.1%	0.0%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CY																					
LV																					
LT																					
LU	6.7%		37.5%	17.4%	24.4%	48.5%	3.6%	38.5%	0.0%	1.7%	0.3%	1.0%	2.5%	15.9%	0.0%	0.0%	0.2%	1.1%	7.0%	0.4%	0.0%
HU																					
MT																					
NL	3.3%	2.8%	2.8%	6.9%	1.8%	6.2%	0.2%	2.6%	0.2%	0.2%	0.1%	0.1%	0.1%	0.8%	0.0%	0.0%	0.0%	0.1%	0.2%	0.1%	
AT	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%	0.0%	62.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	32.9%	0.0%	0.0%
PL																					
PT																					
RO																					
SI	0.2%	0.7%	0.3%	6.9%	0.3%	5.0%	0.2%	0.7%	0.0%	0.1%	0.0%	0.0%	1.4%	3.0%	0.1%	0.0%	0.0%	0.5%	9.0%		
SK	0.1%	0.0%	0.4%	0.5%	0.1%	0.5%	0.0%	0.1%	0.0%	0.2%	0.0%	0.1%	0.7%	1.1%	0.0%	0.0%	0.0%	0.0%	0.6%		
FI																					
SE	0.8%	1.5%	2.4%	1.4%	1.5%	7.6%	0.1%	0.6%	0.1%	1.3%	0.1%	0.0%	0.4%	0.6%	0.0%	0.0%	0.0%	0.0%	0.4%		

Source: Questionnaire on incoming posted workers 2022; Eurostat [lfsa_esign2]

Annex I Data

Table A1.1 - Evolution of number of posted workers and number of postings in the national declaration tools, 2018-2021

Receiving country	Number of posted workers					Number of postings				
	2018	2019	2020	2021	Evolution 2020-2021	2018	2019	2020	2021	Evolution 2020-2021
BE	242 675	254 759	235 152	256 398	9%	853 718	878 547	835 254		
BG	769	1 578	2 316	1 256	-46%		2 052	2 828	1 629	-42%
CZ										
DK	25 792	25 441	23 269	24 242	4%		70 160	69 610	67 814	-3%
DE						2 497 000	2 614 958	2 409 338	2 436 241	1%
EE						2 581	3 509		1 507	
IE		2 157	1 452	2 327	60%	1 095	2 157	1 452	2 327	60%
EL	2 284	2 627	1 833	1 784	-3%					
ES										
FR	249 913	262 723	198 181	202 572	2%	590 425	675 745	570 631	570 789	0%
HR										
IT	21 571	31 023	7 694	25 010	225%		81 020	11 506	62 140	440%
CY						124			42	
LV										
LT	2 702									
LU	25 713	28 306	29 274	33 325	14%	115 125	140 560	143 016	162 734	14%
HU		12 879	6 898	13 605	97%	4 011	12 879	6 898	13 605	97%
MT	326	356				477	426	272		
NL				79 566						
AT	363 998	398 301	413 807	420 835	2%	920 638	1 092 794	1 217 394	1 459 883	20%
PL						13 731	31 217	24 373	30 648	26%
PT						1 107	2 499	166		
RO						7 648	7 373	3 738	3 792	1%
SI	3 983	3 448		9 048			7 327			
SK	8 625	7 453	7 584	5 709	-25%	19 785	14 898	12 805	10 742	-16%
FI							37 322	76 724	43 499	-43%
SE	41 341	41 504	39 683	52 466	32%	99 382	84 358	87 931	112 248	28%

Source: Questionnaire on incoming posted workers 2022

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, 2021

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
BE	1 715	3		367			33	17		14 890		87			5 791	6		7 062	1 027				8	8		92
BG	4 887	1		910			36	113		2 822		180			38	88		1 259	11 518				8	4		288
CZ	3 273	21		654			72	10		2 107		256			192	123		1 198	18 350				116	1 448		1 116
DK	805	0					13	107		947		14			9	1		750	341				3	5		1 518
DE	18 228	236		5 570			605	261		26 006		4 445			12 381	7 206		16 259	62 012				1 222	1 145		6 302
EE	164	0		251			0	0		739		19			2	0		367	233				0	17		1 996
IE	410	0		233				48		377		21			2	1		409	83				2	2		1 531
EL	428	129		17			1			404		62			25	4		1 112	12				137	2		10
ES	3 534	66		292			64	68		28 266		1 083			87	335		1 613	9 634				56	362		680
FR	17 081	10		199			13	180				316			3 204	49		273	235				5	17		259
HR	1 799	12		455			20	8		1 128		1 405			48	1 719		994	8 026				3 634	19		1 250
IT	4 679	132		1 129			349	466		23 881					373	1 216		1 345	11 966				591	185		776
CY	307	0		137			0	4		379		0			48	0		341	1 006				5	0		5
LV	621	1		791			0	4		920		9			36	120		304	3 077				0	2		3 826
LT	27 319	17		2 104			4	1		4 823		30			6 005	15		12 082	42 008				0	3		7 462
LU	7 613	7		10			0	0		4 550		22				4		622	435				3	11		21
HU	1 669	31		145			5	13		818		284			204			1 597	30 154				343	911		232
MT	22	0		6			0	0		263		25			0	2		57	169				1	0		0
NL	52 931	7		1 188			31	16		4 947		221			325	32		1 146	14 161				8	28		374
AT	826	40		307			68	10		2 016		1 082			185	627		1 197					1 198	288		736
PL	52 176	41		5 374			403	86		18 594		1 146			2 535	661		20 358	125 640				338	1 057		10 253
PT	19 351	4		264			25	22		23 111		308			1 021	24		2 827	5 404				0	39		883
RO	14 296	142		690			36	150		11 229		10 144			236	446		2 036	28 670				130	32		1 043
SI	5 865	21		179			47	0		1 347		658			208	209		1 699	25 333				95	15		332
SK	5 433	6		317			93	0		2 385		381			145	636		1 568	18 389				1 162			2 542
FI	93	4		172			1	11		1 064		182			1	5		99	71				4	19		1 656
SE	290	3		900			34	35		714		27			0	20		85	128				31	3		
IS	1	0		1			0	0		14		0			0	0		0	15				0	1		0
LI	3	0		20			0	0		57		4			2	0		0	216				1	0		3
NO	41	0		102			0	0		460		7			0	1		11	25				0	0		617
CH	599	18		288			45	26		5 943		993			118	55		377	2 245				42	0		254
Extra-EU	9 939	304		1 170			329	128		18 058		1 691			104	0		519	252					86		6 409
EU-27	245 815	934		22 661			1 953	1 630		178 727		22 407			33 101	13 549		78 659	418 082				9 100	5 622		45 183
EU-14	127 984	641		10 648			1 237	1 241		131 173		7 870			23 404	9 530		34 799	105 509				3 268	2 114		14 838
EU-13	117 831	293		12 013			716	389		47 554		14 537			9 697	4 019		43 860	312 573				5 832	3 508		30 345
EFTA	644	18		411			45	26		6 474		1 004			120	56		388	2 501				43	1		874
Total	256 398	1 256		24 242			2 327	1 784		202 572		25 010			33 325	13 605		79 566	420 835				9 048	5 709		52 466

* For BE (1 715), BG (1), NL (1 146), and SI (95) 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 must 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.

**** FR: The total reported (202 572) does not match the sum (203 259), the total is lower than the sum of each posting categories because the same person can be posted trough different framework (first in service provision and then in intra-corporate transfer for example) IT: The total reported (25 010) does not match the sum (25 102). SI: The total reported (9 048) does not match the sum (9 143).

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

Source: Questionnaire on incoming posted workers 2022

Table A1.3 - Number of notifications in the national declaration tools, breakdown by sending Member State, 2021

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
BE	2 972	3		161	4 386	4	31			32 903		110	0		12 143	6		11 107	2 926	11		13	5	12	5	
BG	22 427	1		167	22 657	0	6			1 376		200	0		8	38		848	12 764	14		33	5	11	23	
CZ	13 351	12		519	12 077	12	13			1 574		140	0		130	63		1 533	26 912	147		50	60	2952	80	
DK	1 239	0			495	0	13			850		17	0		10	1		352	117	61		9	1	8	273	
DE	43 930	247		5 921		107	457			47 617		7 312	3		45 718	5 379		14 056	92 188	5716		1113	939	1570	1 801	
EE	295	0		101	731		0			1 161		16	0		17	0		180	286	44		1	0	23	3 565	
IE	529	0		140	1 102	0				351		31	0		2	1		155	50	8		6	2	2	35	
EL	2 297	115		6	172	0	1			200		109	19		13	4		245	9	9		5	46	10	1	
ES	9 268	31		219	29 740	2	47			30 590		1 246	3		66	235		1 082	16 331	142		152	20	465	110	
FR	61 142	9		99	1 626	0	10			405		0	0		3 833	34		225	226	65		65	5	28	61	
HR	6 594	9		386	13 227	1	7			787		1 844	0		104	52		471	10 729	35		22	1 395	69	53	
IT	11 060	148		808	13 762	33	334			24 508			1		399	412		941	16 876	868		562	409	232	210	
CY	3 344	0		23	0	0	0			188		0	0		21	0		322	132	0		33	3	0	0	
LV	2 456	2		795	2 700	204	0			559		17	0		24	29		200	7 104	3		6	0	7	178	
LT	53 870	0		2 443	60 381	84	2			3 754		16	0		100	5		7 134	136 808	30		0	0	3	1 160	
LU	40 078	7		4	234	0	0			14 188		37	0			3		290	183	2		3	0	28	12	
HU	6 387	17		58	34 884	0	4			477		302	0		150			809	76 273	39		42	135	937	5	
MT	48	0		13	0	0	0			57		10	0		0	2		5	147	0		0	1	0	0	
NL	143 364	6		832	25 856	11	24			5 269		252	1		188	24		549	52 833	61		34	8	47	116	
AT	1 370	30		210	25 341	19	47			2 193		1 746	1		208	396		632		397		76	892	358	148	
PL	230 351	24		13 689	280 087	27	57			20 450		651	0		680	198		25 193	199 838			93	151	3713	879	
PT	80 895	3		191	10 407	3	7			24 265		204	0		522	14		1 200	7 137	42		10	0	54	131	
RO	69 902	80		246	45 117	6	15			8 509		20 179	1		328	143		803	48 712	70		2	46	77	155	
SI	38 436	11		59	18 911	3	13			861		1 201	0		171	64		3 600	42 461	33		29		24	75	
SK	29 530	10		503	13 227	0	5			2 038		276	0		127	158		471	29 152	98		8	541		44	
FI	119	2		61	236	9	1			613		322	0		1	4		46	67	59		3	4	19		
SE	424	3		825	305	4	25			471		39	0		0	13		67	131	31		5	24	7	285	
IS	1	0		7	0	0	0			14		0	0		0	0		0	13	0		0	0	1	1	
LI	4	0		13	100	1	0			95		5	0		2	0		0	234	0		0	1	0	0	
NO	68	0		71	47	3	0			200		14	0		0	1		12	26	2		19	0	0	30	
CH	958	19		139	3 456	3	26			7 088		1 426	0		93	42		301	1 719	49		68	32	0	62	
Extra-EU	14 747	80		652	34 889	7	89			15 183		2 132	0		103	0		306	214	6827		21		85	374	
EU-27	875 678	770		28 479	617 661	529	1 119			225 809		36 682	29		64 963	7 278		72 516	780 392	7 985		2 375	4 692	10 656	9 405	
EU-14	398 687	604		9 477	113 662	192	997			184 018		11 830	28		63 103	6 526		30 947	189 074	7 472		2 056	2 355	2 840	3 188	
EU-13	476 991	166		19 002	503 999	337	122			41 791		24 852	1		1 860	752		41 569	591 318	513		319	2 337	7 816	6 217	
EFTA	1 031	19		230	3 603	7	26			7 397		1 445	0		95	43		313	1 992	51		87	33	1	93	
Total	891 456	869		29 361	656 153	543	1 234			248 389		40 259	29		65 161	7 321		73 135	782 598	14 863		2 483	4 728	10 742	9 872	

* For BE (2 972), BG (1), NL (549), and RO (2) 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 must 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.

**** SI: The total reported (4 728) does not match the sum (4 725).

***** 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 2022

Table A1.4 - Number of postings registered in the national declaration tools, breakdown by sending Member State, 2021

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		534	18 659	5	33				57 261	139	0			23 608	6			3 110	23	17		12	9	138		
BG	1		1 890	77 094	0	36				6 520	377	0			74	88			21 735	142	38		11	126	759		
CZ	21		1 485	60 461	31	72				4 096	483	0			449	123			56 595	402	155		2 952	228	2 795		
DK	0			1 457	0	13				1 477	21	0			13	1			551	134	9		8	458	3 941		
DE	295		14 065		146	605				79 029	9 634	3			95 663	7 206			162 272	7 329	1 259		1 570	3 864	9 820		
EE	0		366	2 995		0				1 630	34	0			17	0			447	57	1		23	13 592	3 465		
IE	0		532	1 804	0					609	39	0			2	1			160	11	6		2	281	1 831		
EL	171		22	424	0	1				828	229	24			37	4			22	21	5		10	15	15		
ES	66		415	89 023	7	64				85 532	2 756	10			204	335			21 988	264	245		465	386	871		
FR	14		233	9 501	0	13					520	0			9 105	49			373	89	82		28	158	308		
HR	14		637	46 629	1	20				2 003	3 380	0			497	1 719			18 289	110	58		69	584	1 550		
IT	212		1 794	26 678	43	349				50 886		1			1 151	1 216			30 510	1 235	691		232	411	1 111		
CY	0		151	0	0	0				775	0				198	0			1 260	0	114		0	0	7		
LV	2		2 640	15 010	539	0				2 044	27	0			92	120			7 551	7	40		7	1 457	11 431		
LT	17		9 875	164 971	373	4				12 391	64	0			7 169	15			399 366	83	57		3	9 392	22 249		
LU	9		14	20 231	0	0				25 862	41	0				4			1 444	3	3		28	109	58		
HU	107		211	122 514	0	5				1 773	478	0			589				114 781	113	130		937	92	326		
MT	0		13	0	0	0				382	29	0			0	2			275	0	0		0	0	-		
NL	10		1 886	85 580	15	31				10 146	429	1			547	32			54 791	86	33		47	471	559		
AT	54		516	106 358	39	68				3 490	2 707	1			576	627				608	324		358	656	1 240		
PL	53		23 419	1 047 881	136	403				59 968	2 527	0			17 088	661			325 426		319		3 713	5 280	28 334		
PT	6		486	49 053	13	25				80 439	618	0			2 627	24			11 193	108	14		54	765	1 416		
RO	200		1 077	175 165	88	36				26 757	24 400	2			1 557	446			67 152	231	3		77	765	1 953		
SI	25		222	76 845	16	47				2 460	3 808	0			483	209			99 029	55	44		24	420	478		
SK	11		1 092	89 035	0	93				5 348	679	0			646	636			56 078	170	13			460	6 790		
FI	4		205	243	23	1				1 429	426	0			1	5			113	84	6		19		2 372		
SE	3		1 883	1 129	6	34				1 109	40	0			0	20			155	40	9		7	647			
IS	0		7	0	0	0				14	0	0			0	0			15	0	0		1	2	0		
LI	0		42	336	5	0				118	6	0			2	0			411	0	0		0	0	3		
NO	0		136	300	3	0				932	17	0			0	1			37	2	25		0	110	722		
CH	20		355	13 584	3	45				13 192	3 432	0			181	55			4 405	57	68		0	231	311		
Extra-EU	311		1 611	133 281	15	329				32 190	4 800	0			158	0			349	19 186	24		85	2 530	7 395		
EU-27	1 298		65 663	2 288 740	1 481	1 953				524 244	53 885	42			162 393	13 549			1 454 666	11 405	3 675		10 656	40 626	103 817		
EU-14	847		22 585	410 140	297	1 237				398 097	17 599	40			133 534	9 530			286 682	10 035	2 703		2 840	8 230	23 680		
EU-13	451		43 078	1 878 600	1 184	716				126 147	36 286	2			28 859	4 019			1 167 984	1 370	972		7 816	32 396	80 137		
EFTA	20		540	14 220	11	45				14 256	3 455	0			183	56			4 868	59	93		1	343	1 036		
Total	1 629		67 814	2 436 241	1 507	2 327				570 789	62 140	42			162 734	13 605			1 459 883	30 648	3 792		10 742	43 499	112 248		

* For BG (1) and RO (3) 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 must 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.

*** FR: The total reported (570 789) does not match the sum (570 690). PL: The total reported (30 648) does not match the sum (30 650).

**** 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 2022

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, 2021, by sending Member State, column %

	Receiving Member State (host country)																							Total				
	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	Total
BE	0.7%	0.2%		1.5%			1.4%	1.0%		7.3%		0.3%				17.4%	0.0%		8.9%	0.2%			0.1%	0.1%		0.2%	2.8%	
BG	1.9%	0.1%		3.8%			1.5%	6.3%		1.4%		0.7%				0.1%	0.6%		1.6%	2.7%			0.1%	0.1%		0.5%	2.0%	
CZ	1.3%	1.7%		2.7%			3.1%	0.6%		1.0%		1.0%				0.6%	0.9%		1.5%	4.4%			1.3%	25.4%		2.1%	2.6%	
DK	0.3%	0.0%					0.6%	6.0%		0.5%		0.1%				0.0%	0.0%		0.9%	0.1%			0.0%	0.1%		2.9%	0.4%	
DE	7.1%	18.8%		23.0%			26.0%	14.6%		12.8%		17.7%				37.2%	53.0%		20.4%	14.7%			13.4%	20.1%		12.0%	14.3%	
EE	0.1%	0.0%		1.0%			0.0%	0.0%		0.4%		0.1%				0.0%	0.0%		0.5%	0.1%			0.0%	0.3%		3.8%	0.3%	
IE	0.2%	0.0%		1.0%				2.7%		0.2%		0.1%				0.0%	0.0%		0.5%	0.0%			0.0%	0.0%		2.9%	0.3%	
EL	0.2%	10.3%		0.1%			0.0%			0.2%		0.2%				0.1%	0.0%		1.4%	0.0%			1.5%	0.0%		0.0%	0.2%	
ES	1.4%	5.3%		1.2%			2.8%	3.8%		13.9%		4.3%				0.3%	2.5%		2.0%	2.3%			0.6%	6.3%		1.3%	4.1%	
FR	6.7%	0.8%		0.8%			0.6%	10.1%				1.3%				9.6%	0.4%		0.3%	0.1%			0.1%	0.3%		0.5%	1.9%	
HR	0.7%	1.0%		1.9%			0.9%	0.4%		0.6%		5.6%				0.1%	12.6%		1.2%	1.9%			39.7%	0.3%		2.4%	1.8%	
IT	1.8%	10.5%		4.7%			15.0%	26.1%		11.7%						1.1%	8.9%		1.7%	2.8%			6.5%	3.2%		1.5%	4.2%	
CY	0.1%	0.0%		0.6%			0.0%	0.2%		0.2%		0.0%				0.1%	0.0%		0.4%	0.2%			0.1%	0.0%		0.0%	0.2%	
LV	0.2%	0.1%		3.3%			0.0%	0.2%		0.5%		0.0%				0.1%	0.9%		0.4%	0.7%			0.0%	0.0%		7.3%	0.9%	
LT	10.7%	1.4%		8.7%			0.2%	0.1%		2.4%		0.1%				18.0%	0.1%		15.2%	10.0%			0.0%	0.1%		14.2%	9.0%	
LU	3.0%	0.6%		0.0%			0.0%	0.0%		2.2%		0.1%					0.0%		0.8%	0.1%			0.0%	0.2%		0.0%	1.2%	
HU	0.7%	2.5%		0.6%			0.2%	0.7%		0.4%		1.1%				0.6%			2.0%	7.2%			3.8%	16.0%		0.4%	3.2%	
MT	0.0%	0.0%		0.0%			0.0%	0.0%		0.1%		0.1%				0.0%	0.0%		0.1%	0.0%			0.0%	0.0%		0.0%	0.0%	
NL	20.6%	0.6%		4.9%			1.3%	0.9%		2.4%		0.9%				1.0%	0.2%		1.4%	3.4%			0.1%	0.5%		0.7%	6.7%	
AT	0.3%	3.2%		1.3%			2.9%	0.6%		1.0%		4.3%				0.6%	4.6%		1.5%				13.1%	5.0%		1.4%	0.8%	
PL	20.3%	3.3%		22.2%			17.3%	4.8%		9.1%		4.6%				7.6%	4.9%		25.6%	29.9%			3.7%	18.5%		19.5%	21.1%	
PT	7.5%	0.3%		1.1%			1.1%	1.2%		11.4%		1.2%				3.1%	0.2%		3.6%	1.3%			0.0%	0.7%		1.7%	4.7%	
RO	5.6%	11.3%		2.8%			1.5%	8.4%		5.5%		40.4%				0.7%	3.3%		2.6%	6.8%			1.4%	0.6%		2.0%	6.1%	
SI	2.3%	1.7%		0.7%			2.0%	0.0%		0.7%		2.6%				0.6%	1.5%		2.1%	6.0%			1.0%	0.3%		0.6%	3.2%	
SK	2.1%	0.5%		1.3%			4.0%	0.0%		1.2%		1.5%				0.4%	4.7%		2.0%	4.4%			12.7%			4.8%	2.9%	
FI	0.0%	0.3%		0.7%			0.0%	0.6%		0.5%		0.7%				0.0%	0.0%		0.1%	0.0%			0.0%	0.3%		3.2%	0.3%	
SE	0.1%	0.2%		3.7%			1.5%	2.0%		0.4%		0.1%				0.0%	0.1%		0.1%	0.0%			0.3%	0.1%		0.0%	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%	0.0%		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%	0.1%			0.0%	0.0%		0.0%	0.0%	
NO	0.0%	0.0%		0.4%			0.0%	0.0%		0.2%		0.0%				0.0%	0.0%		0.0%	0.0%			0.0%	0.0%		1.2%	0.1%	
CH	0.2%	1.4%		1.2%			1.9%	1.5%		2.9%		4.0%				0.4%	0.4%		0.5%	0.5%			0.5%	0.0%		0.5%	1.0%	
Extra-EU	3.9%	24.2%		4.8%			14.1%	7.2%		8.9%		6.7%				0.3%	0.0%		0.7%	0.1%			0.0%	1.5%		12.2%	3.5%	
EU-27	95.9%	74.4%		93.5%			83.9%	91.4%		87.9%		89.3%				99.3%	99.6%		98.9%	99.3%			99.5%	98.5%		86.1%	95.4%	
EU-14	49.9%	51.0%		43.9%			53.2%	69.6%		64.5%		31.4%				70.2%	70.0%		43.7%	25.1%			35.7%	37.0%		28.3%	42.0%	
EU-13	46.0%	23.3%		49.6%			30.8%	21.8%		23.4%		57.9%				29.1%	29.5%		55.1%	74.3%			63.8%	61.4%		57.8%	53.4%	
EFTA	0.3%	1.4%		1.7%			1.9%	1.5%		3.2%		4.0%				0.4%	0.4%		0.5%	0.6%			0.5%	0.0%		1.7%	1.1%	
Total	100%	100%		100%			100%	100%		100%		100%				100%	100%		100%	100%			100%	100%		100%	100%	

* For BE, BG, SI, 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 must 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: excluding road transport.

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

Source: Questionnaire on incoming posted workers 2022

Table A1.6 - Number of notifications in the national declaration tools, 2021, by sending Member State, column %

Sending Member State (country of origin)	Receiving Member State (host country)																									Total	
	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK		FI
BE	0.3%	0.3%		0.5%	0.7%	0.7%	2.5%			13.2%		0.3%	0.0%		18.6%	0.1%		15.2%	0.4%	0.1%		0.5%	0.1%	0.1%	0.1%	0.1%	2.4%
BG	2.5%	0.1%		0.6%	3.5%	0.0%	0.5%			0.6%		0.5%	0.0%		0.0%	0.5%		1.2%	1.6%	0.1%		1.3%	0.1%	0.1%	0.1%	0.2%	2.1%
CZ	1.5%	1.4%		1.8%	1.8%	2.2%	1.1%			0.6%		0.3%	0.0%		0.2%	0.9%		2.1%	3.4%	1.0%		2.0%	1.3%	27.5%	0.8%		2.1%
DK	0.1%	0.0%		0.1%	0.0%	0.0%	1.1%			0.3%		0.0%	0.0%		0.0%	0.0%		0.5%	0.0%	0.4%		0.4%	0.0%	0.1%	2.8%		0.1%
DE	4.9%	28.4%		20.2%			37.0%			19.2%		18.2%	10.3%		70.2%	73.5%		19.2%	11.8%	38.5%		44.8%	19.9%	14.6%	18.2%		9.7%
EE	0.0%	0.0%		0.3%	0.1%		0.0%			0.5%		0.0%	0.0%		0.0%	0.0%		0.2%	0.0%	0.3%		0.0%	0.0%	0.2%	36.1%		0.2%
IE	0.1%	0.0%		0.5%	0.2%	0.0%				0.1%		0.1%	0.0%		0.0%	0.0%		0.2%	0.0%	0.1%		0.2%	0.0%	0.0%	0.4%		0.1%
EL	0.3%	13.2%		0.0%	0.0%	0.0%	0.1%			0.1%		0.3%	65.5%		0.0%	0.1%		0.3%	0.0%	0.1%		0.2%	1.0%	0.1%	0.0%		0.1%
ES	1.0%	3.6%		0.7%	4.5%	0.4%	3.8%			12.3%		3.1%	10.3%		0.1%	3.2%		1.5%	2.1%	1.0%		6.1%	0.4%	4.3%	1.1%		3.2%
FR	6.9%	1.0%		0.3%	0.2%	0.0%	0.8%					1.0%	0.0%		5.9%	0.5%		0.3%	0.0%	0.4%		2.6%	0.1%	0.3%	0.6%		2.4%
HR	0.7%	1.0%		1.3%	2.0%	0.2%	0.6%			0.3%		4.6%	0.0%		0.2%	0.7%		0.6%	1.4%	0.2%		0.9%	29.5%	0.6%	0.5%		1.3%
IT	1.2%	17.0%		2.8%	2.1%	6.1%	27.1%			9.9%			3.4%		0.6%	5.6%		1.3%	2.2%	5.8%		22.6%	8.7%	2.2%	2.1%		2.5%
CY	0.4%	0.0%		0.1%	0.0%	0.0%	0.0%			0.1%		0.0%			0.0%	0.0%		0.4%	0.0%	0.0%		1.3%	0.1%	0.0%	0.0%		0.1%
LV	0.3%	0.2%		2.7%	0.4%	37.6%	0.0%			0.2%		0.0%	0.0%		0.0%	0.4%		0.3%	0.9%	0.0%		0.2%	0.0%	0.1%	1.8%		0.5%
LT	6.0%	0.0%		8.3%	9.2%	15.5%	0.2%			1.5%		0.0%	0.0%		0.2%	0.1%		9.8%	17.5%	0.2%		0.0%	0.0%	0.0%	11.8%		9.4%
LU	4.5%	0.8%		0.0%	0.0%	0.0%	0.0%			5.7%		0.1%	0.0%			0.0%		0.4%	0.0%	0.0%		0.1%	0.0%	0.3%	0.1%		1.9%
HU	0.7%	2.0%		0.2%	5.3%	0.0%	0.3%			0.2%		0.8%	0.0%		0.2%			1.1%	9.7%	0.3%		1.7%	2.9%	8.7%	0.1%		4.2%
MT	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%			0.0%		0.0%	0.0%		0.0%	0.0%		0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%		0.0%
NL	16.1%	0.7%		2.8%	3.9%	2.0%	1.9%			2.1%		0.6%	3.4%		0.3%	0.3%		0.8%	6.8%	0.4%		1.4%	0.2%	0.4%	1.2%		8.1%
AT	0.2%	3.5%		0.7%	3.9%	3.5%	3.8%			0.9%		4.3%	3.4%		0.3%	5.4%		0.9%		2.7%		3.1%	18.9%	3.3%	1.5%		1.2%
PL	25.8%	2.8%		46.6%	42.7%	5.0%	4.6%			8.2%		1.6%	0.0%		1.0%	2.7%		34.4%	25.5%			3.7%	3.2%	34.6%	8.9%		27.3%
PT	9.1%	0.3%		0.7%	1.6%	0.6%	0.6%			9.8%		0.5%	0.0%		0.8%	0.2%		1.6%	0.9%	0.3%		0.4%	0.0%	0.5%	1.3%		4.4%
RO	7.8%	9.2%		0.8%	6.9%	1.1%	1.2%			3.4%		50.1%	3.4%		0.5%	2.0%		1.1%	6.2%	0.5%		0.1%	1.0%	0.7%	1.6%		6.8%
SI	4.3%	1.3%		0.2%	2.9%	0.6%	1.1%			0.3%		3.0%	0.0%		0.3%	0.9%		4.9%	5.4%	0.2%		1.2%		0.2%	0.8%		3.7%
SK	3.3%	1.2%		1.7%	2.0%	0.0%	0.4%			0.8%		0.7%	0.0%		0.2%	2.2%		0.6%	3.7%	0.7%		0.3%	11.4%		0.4%		2.7%
FI	0.0%	0.2%		0.2%	0.0%	1.7%	0.1%			0.2%		0.8%	0.0%		0.2%	0.1%		0.1%	0.0%	0.4%		0.1%	0.1%	0.2%			0.1%
SE	0.0%	0.3%		2.8%	0.0%	0.7%	2.0%			0.2%		0.1%	0.0%		0.0%	0.2%		0.1%	0.0%	0.2%		0.2%	0.5%	0.1%	2.9%		0.1%
IS	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%			0.0%		0.0%	0.0%		0.0%	0.0%		0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%		0.0%
LI	0.0%	0.0%		0.0%	0.0%	0.2%	0.0%			0.0%		0.0%	0.0%		0.0%	0.0%		0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%		0.0%
NO	0.0%	0.0%		0.2%	0.0%	0.6%	0.0%			0.1%		0.0%	0.0%		0.0%	0.0%		0.0%	0.0%	0.0%		0.8%	0.0%	0.0%	0.3%		0.0%
CH	0.1%	2.2%		0.5%	0.5%	0.6%	2.1%			2.9%		3.5%	0.0%		0.1%	0.6%		0.4%	0.2%	0.3%		2.7%	0.7%	0.0%	0.6%		0.5%
Extra-EU	1.7%	9.2%		2.2%	5.3%	1.3%	7.2%			6.1%		5.3%	0.0%		0.2%	0.0%		0.4%	0.0%	45.9%		0.8%	0.0%	0.8%	3.8%		2.7%
EU-27	98.2%	88.6%		97.0%	94.1%	97.4%	90.7%			90.9%		91.1%	100.0%		99.7%	99.4%		99.2%	99.7%	53.7%		95.7%	99.3%	99.2%	95.3%		96.8%
EU-14	44.7%	69.5%		32.3%	17.3%	35.4%	80.8%			74.1%		29.4%	96.6%		96.8%	89.1%		42.3%	24.2%	50.3%		82.8%	49.8%	26.4%	32.3%		36.2%
EU-13	53.5%	19.1%		64.7%	76.8%	62.1%	9.9%			16.8%		61.7%	3.4%		2.9%	10.3%		56.8%	75.6%	3.5%		12.8%	49.5%	72.8%	63.0%		60.6%
EFTA	0.1%	2.2%		0.8%	0.5%	1.3%	2.1%			3.0%		3.6%	0.0%		0.1%	0.6%		0.4%	0.3%	0.3%		3.5%	0.7%	0.0%	0.9%		0.6%
Total	100%	100%		100%	100%	100%	100%			100%		100%	100%		100%	100%		100%	100%	100%		100%	100%	100%	100%		100.0%

* For BE, BG, NL, 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 must 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: excluding road transport.

**** DE: notifications 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 2022

Table A1.7 - Number of postings registered in the national declaration tools, 2021, by sending Member State, column %

		Receiving Member State (host country)																						Total						
		BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT		RO	SI	SK	FI	SE	
Sending Member State (country of origin)	BE	0.2%			0.8%	0.8%	0.3%	1.4%		10.0%		0.2%	0.0%			14.5%	0.0%			0.2%	0.1%		0.4%		0.1%	0.0%	0.1%	0.1%	2.1%	
	BG	0.1%			2.8%	3.2%	0.0%	1.5%		1.1%		0.6%	0.0%			0.0%	0.6%			1.5%	0.5%		1.0%		0.1%	0.3%	0.7%	2.2%		
	CZ	1.3%			2.2%	2.5%	2.1%	3.1%		0.7%		0.8%	0.0%			0.3%	0.9%			3.9%	1.3%		4.1%		27.5%	0.5%	2.5%	2.6%		
	DK	0.0%			0.1%	0.0%	0.0%	0.6%		0.3%		0.0%	0.0%			0.0%	0.0%			0.0%	0.4%		0.2%		0.1%	1.1%	3.5%	0.2%		
	DE	18.1%			20.7%			9.7%		26.0%		13.8%				15.5%	7.1%			58.8%	53.0%		11.1%		23.9%	33.2%	14.6%	8.9%	8.7%	7.9%
	EE	0.0%			0.5%	0.1%		0.0%		0.3%		0.1%	0.0%			0.0%	0.0%			0.0%	0.2%		0.0%		0.2%	31.2%	3.1%	0.5%		
	IE	0.0%			0.8%	0.1%	0.0%			0.1%		0.1%	0.0%			0.0%	0.0%			0.0%	0.0%		0.2%		0.0%	0.6%	1.6%	0.1%		
	EL	10.5%			0.0%	0.0%	0.0%	0.0%		0.1%		0.4%	57.1%			0.0%	0.0%			0.0%	0.1%		0.1%		0.1%	0.0%	0.0%	0.0%	0.0%	
	ES	4.1%			0.6%	3.7%	0.5%	2.8%		15.0%		4.4%	23.8%			0.1%	2.5%			1.5%	0.9%		6.5%		4.3%	0.9%	0.8%	4.1%		
	FR	0.9%			0.3%	0.4%	0.0%	0.6%				0.8%	0.0%			5.6%	0.4%			0.0%	0.3%		2.2%		0.3%	0.4%	0.3%	0.4%		
	HR	0.9%			0.9%	1.9%	0.1%	0.9%		0.4%		5.4%	0.0%			0.3%	12.6%			1.3%	0.4%		1.5%		0.6%	1.3%	1.4%	1.5%		
	IT	13.0%			2.6%	1.1%	2.9%	15.0%		8.9%			2.4%			0.7%	8.9%			2.1%	4.0%		18.2%		2.2%	0.9%	1.0%	2.3%		
	CY	0.0%			0.2%	0.0%	0.0%	0.0%		0.1%		0.0%				0.1%	0.0%			0.1%	0.0%		3.0%		0.0%	0.0%	0.0%	0.1%		
	LV	0.1%			3.9%	0.6%	35.8%	0.0%		0.4%		0.0%	0.0%			0.1%	0.9%			0.5%	0.0%		1.1%		0.1%	3.3%	10.2%	0.8%		
	LT	1.0%			14.6%	6.8%	24.8%	0.2%		2.2%		0.1%	0.0%			4.4%	0.1%			27.4%	0.3%		1.5%		0.0%	21.6%	19.8%	12.6%		
	LU	0.6%			0.0%	0.8%	0.0%	0.0%		4.5%		0.1%	0.0%				0.0%			0.1%	0.0%		0.1%		0.3%	0.3%	0.1%	1.0%		
	HU	6.6%			0.3%	5.0%	0.0%	0.2%		0.3%		0.8%	0.0%			0.4%				7.9%	0.4%		3.4%		8.7%	0.2%	0.3%	4.9%		
	MT	0.0%			0.0%	0.0%	0.0%	0.0%		0.1%		0.0%	0.0%			0.0%	0.0%			0.0%	0.0%		0.0%		0.0%	0.0%	0.0%	0.0%		
	NL	0.6%			2.8%	3.5%	1.0%	1.3%		1.8%		0.7%	2.4%			0.3%	0.2%			3.8%	0.3%		0.9%		0.4%	1.1%	0.5%	3.1%		
	AT	3.3%			0.8%	4.4%	2.6%	2.9%		0.6%		4.4%	2.4%			0.4%	4.6%					2.0%	8.5%		3.3%	1.5%	1.1%	2.4%		
	PL	3.3%			34.5%	43.0%	9.0%	17.3%		10.5%		4.1%	0.0%			10.5%	4.9%					22.3%		8.4%		34.6%	12.1%	25.2%	30.4%	
	PT	0.4%			0.7%	2.0%	0.9%	1.1%		14.1%		1.0%	0.0%			1.6%	0.2%			0.8%	0.4%		0.4%		0.5%	1.8%	1.3%	2.9%		
	RO	12.3%			1.6%	7.2%	5.8%	1.5%		4.7%		39.3%	4.8%			1.0%	3.3%			4.6%	0.8%		0.1%		0.7%	1.8%	1.7%	6.0%		
	SI	1.5%			0.3%	3.2%	1.1%	2.0%		0.4%		6.1%	0.0%			0.3%	1.5%			6.8%	0.2%		1.2%		0.2%	1.0%	0.4%	3.7%		
	SK	0.7%			1.6%	3.7%	0.0%	4.0%		0.9%		1.1%	0.0%			0.4%	4.7%			3.8%	0.6%		0.3%			1.1%	6.0%	3.2%		
	FI	0.2%			0.3%	0.0%	1.5%	0.0%		0.3%		0.7%	0.0%			0.0%	0.0%			0.0%	0.3%		0.2%		0.2%		2.1%	0.1%		
	SE	0.2%			2.8%	0.0%	0.4%	1.5%		0.2%		0.1%	0.0%			0.0%	0.1%			0.0%	0.1%		0.2%		0.1%	1.5%		0.1%		
	IS	0.0%			0.0%	0.0%	0.0%	0.0%		0.0%		0.0%	0.0%			0.0%	0.0%			0.0%	0.0%		0.0%		0.0%	0.0%	0.0%	0.0%		
LI	0.0%			0.1%	0.0%	0.3%	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%	0.0%	0.2%	0.0%		0.2%		0.0%	0.0%			0.0%	0.0%			0.0%	0.0%		0.7%		0.0%	0.3%	0.6%	0.0%			
CH	1.2%			0.5%	0.6%	0.2%	1.9%		2.3%		5.5%	0.0%			0.1%	0.4%			0.3%	0.2%		1.8%		0.0%	0.5%	0.3%	0.7%			
Extra-EU	19.1%			2.4%	5.5%	1.0%	14.1%		5.6%		7.7%	0.0%			0.1%	0.0%			0.0%	62.6%		0.6%		0.8%	5.8%	6.6%	4.1%			
EU-27	79.7%			96.8%	93.9%	98.3%	83.9%		91.9%		86.7%	100.0%			99.8%	99.6%			99.6%	37.2%		96.9%		99.2%	93.4%	92.5%	95.2%			
EU-14	52.0%			33.3%	16.8%	19.7%	53.2%		69.8%		28.3%	95.2%			82.1%	70.0%			19.6%	32.7%		71.3%		26.4%	18.9%	21.1%	26.7%			
EU-13	27.7%			63.5%	77.1%	78.6%	30.8%		22.1%		58.4%	4.8%			17.7%	29.5%			80.0%	4.5%		25.6%		72.8%	74.5%	71.4%	68.5%			
EFTA	1.2%			0.8%	0.6%	0.7%	1.9%		2.5%		5.6%	0.0%			0.1%	0.4%			0.3%	0.2%		2.5%		0.0%	0.8%	0.9%	0.8%			
Total	100%			100%	100%	100%	100%		100%		100%	100%			100%	100%			100%	100%		100%		100%	100%	100%	100%			

* For BG 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 must 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 2022

Table A1.8 - Number of persons, notifications, and postings registered in the national declaration tools, by nationality, 2021

Nationality	Receiving Member State (host country)																														
	Persons										Notifications										Postings										
	BE	BG	FR	DK	IT	LU	NL	AT	SI	SK	BE	BG	DK	FR	IT	CY	NL	AT	RO	SK	BG	DK	FR	IT	CY	LU	AT	PL	RO	SK	
BE	3 541	4	11 868	240	72	4 959	6 026	875	7	46	14818	4	174	28188	100	0	5 944	2 141	14	49	4	348	46 007	110	0	19 557	2 419	32	17	49	
BG	6 106	16	3 497	1 073	201	228	1 902	14 871	11	22	25122	18	539	2231	420	0	1 735	18 544	53	37	20	2 795	8 453	600	0	1 330	29 466	146	63	37	
CZ	2 334	17	2 008	630	215	230	1 024	14 950	131	1 250	8 935	9	609	1 756	183	0	984	20 145	53	2 431	17	1 475	4 160	494	0	591	45 769	414	159	2 431	
DK	479	0	822	133	27	10	307	329	3	5	691	0	434	897	33	0	331	163	7	8	0	470	1 309	39	0	14	496	31	7	8	
DE	13 632	214	20 728	4 271	3 963	9 801	10 447	43 829	1 071	1 054	29 119	221	5 454	38 101	6 768	0	10 240	68 591	916	1 308	272	10 353	53 300	8 280	0	79 679	111 454	6 857	1 114	1 308	
EE	132	0	295	241	20	4	115	179	0	17	283	0	126	195	17	0	98	237	1	23	0	371	442	35	0	22	391	51	1	23	
IE	459	0	456	195	27	10	215	66	1	2	630	0	162	470	45	0	192	75	15	2	0	300	636	51	0	31	157	12	20	2	
EL	736	130	792	109	73	42	1 420	362	138	11	1 526	117	62	598	148	0	1 359	1 031	24	12	199	204	1 472	209	0	128	1 477	53	28	12	
ES	2 904	63	16 800	255	921	97	1 444	3 123	60	268	7 770	31	213	21 087	1 171	3	1 440	5 227	132	351	63	351	44 024	2 279	1	522	7 864	226	197	351	
FR	17 714	14	9 476	214	377	2 896	394	463	11	31	71 465	14	116	32 573	531	0	392	682	75	39	20	253	47 094	677	0	9 392	1 041	117	86	39	
HR	1 847	15	1 862	491	1 391	157	1 427	8 523	3 125	42	5 382	15	401	1 798	1 888	0	1 348	12 392	32	94	21	697	3 600	3 394	0	1 147	21 008	151	68	94	
IT	3 999	128	20 927	1 060	1 005	407	1 155	8 707	519	182	8 504	170	826	26 130	1 686	0	1 136	12 240	440	226	225	1 636	45 885	3 539	0	1 425	22 532	1 157	554	226	
CY	14	1	9	1	0	0	4	4	0	0	14	1	2	11	0	0	4	4	0	0	1	1	15	0	0	0	4	0	0	0	0
LV	765	1	986	906	12	52	650	950	0	3	2 718	2	948	839	18	0	644	1 664	7	8	2	2 827	2 188	30	0	145	1 970	14	45	8	
LT	5 969	17	2 600	1 857	117	576	5 473	18 906	0	4	16 066	1	2 470	2 713	198	0	4835	81 741	29	4	19	6 489	7 476	506	0	1 004	108 227	57	66	4	
LU	244	2	98	2	3	33	0	59	0	5	1 190	2	2	624	6	0	0	18	0	9	3	2	654	6	0	348	88	5	0	9	
HU	2 313	32	1 059	202	223	311	1 929	30 765	346	114	7 828	18	117	1 009	296	0	1 730	70 739	44	144	115	320	2 353	430	0	1 191	112 314	125	121	144	
MT	12	0	10	18	3	3	9	2	0	0	36	0	4	11	7	0	8	2	0	0	0	18	11	7	0	5	3	0	0	0	
NL	44 240	8	4 178	919	185	287	250	12 940	4	25	118 706	7	729	5 176	242	0	225	48 900	29	43	11	1 421	8 680	341	0	668	50 696	27	32	43	
AT	740	36	1 702	251	889	171	897	837	887	269	1 268	27	220	2 153	1 576	0	860	2 019	79	308	47	426	3 014	2 279	0	399	2 646	453	223	308	
PL	38 993	41	18 493	5 526	1 097	1 997	15 486	74 130	325	1 078	177 696	30	13 955	23 160	742	0	15 100	105 881	108	3 667	54	23 043	60 784	2 529	0	15 679	200 311	225	200	3 667	
PT	14 091	1	19 856	348	370	1 047	3 385	5 240	3	79	61 986	2	280	25 526	379	0	3258	7 249	36	104	2	610	70 248	876	0	2 610	13 013	150	50	104	
RO	21 553	150	16 946	1 340	10 424	1 282	5 673	39 953	200	109	98 629	72	606	16 374	20 437	1	5 401	75 441	73	176	212	2 282	43 201	25 058	1	9 153	102 580	324	174	176	
SI	917	20	656	101	309	64	436	8 846	95	40	5 024	10	79	656	818	0	438	20 070	21	54	24	149	1 181	1 894	0	237	43 891	64	34	54	
SK	4 656	6	2 220	423	192	222	1 092	13 594	369	256	23 461	10	591	2 237	263	0	10 788	18 598	16	439	11	1 281	5 267	407	0	838	44 190	349	19	439	
FI	99	4	721	136	170	2	63	76	4	20	136	2	59	631	313	0	66	75	6	20	4	160	1 123	411	0	2	119	84	6	20	
SE	297	5	580	704	29	1	86	139	30	10	423	6	654	487	42	0	88	148	9	23	6	1 431	905	43	0	1	171	32	9	23	
IS	5	0	11	3	1	1	1	5	0	2	5	0	15	16	1	0	1	8	0	2	0	15	16	1	0	1	8	0	0	2	
LI	2	0	4	0	0	0	0	28	0	0	2	0	0	6	0	0	0	37	2	0	0	0	6	0	0	0	53	0	0	0	
NO	42	0	174	74	5	3	15	13	0	0	56	0	54	149	5	0	13	15	19	0	0	81	248	5	0	4	21	2	2	0	
CH	218	4	1 496	70	107	52	118	807	18	2	381	3	73	1 934	125	0	109	769	57	2	3	101	3 034	164	0	66	1 559	23	22	2	
Extra-EU	67 345	327	41 871	2 400	2 670	8 380	18 123	113 635	1 690	1 081	201 586	77	2 788	51 511	3 423	0	17 112	231 453		1 158	274	7 904	103 907	7 446	0	16 545	533 945	19 158	86	1 158	
EU-27	188 786	925	159 645	21 646	22 315	24 889	61 309	302 718	7 340	4 942	689 426	789	29 832	235 631	38 327	4	58 934	574 017	2 219	9 579	1 352	59 713	463 482	54 524	2	146 118	924 297	11 156	3 293	9 579	
EU-14	103 175	609	109 004	8 837	8 111	19 763	26 089	77 045	2 738	2 007	318 232	603	9 385	182 641	13 040	3	25 531	148 559	1 782	2 502	856	17 965	324 351	19 140	1	114 776	214 173	9 236	2 343	2 502	
EU-13	85 611	316	50 641	12 809	14 204	5 126	35 220	225 673	4 602	2 935	371 194	186	20 447	52 990	25 287	1	33 403	425 458	437	7 077	496	41 748	139 131	35 384	1	31 342	710 124	1 920	950	7 077	
EFTA	267	4	1 685	147	113	56	134	853	18	4	444	3	142	2 105	131	0	123	829	78	4	3	197	3 304	170	0	71	1 641	25	24	4	
Total	256 398	1 256	202 572	24 193	25 010	33 325	79 566	417 206	9 048	6 027	891 456	869	32 762	248 389	40 259	4	76 169	806 299	2 297	10 741	1 629	67 814	570 789	62 140	2	162 734	1 459 883	30 339	3 403	10 741	

* FR: the reported number of persons (202 572) does not match the sum (203 201). The reported number of notifications (248 389) does not match the sum (289 247). The reported number of postings (570 789) does not match the sum (570 693).

** IT: the reported number of persons (25 010) does not match the sum (25 098). The reported number of notifications (40 259) does not match the sum (41 881).

***NL: excluding road transport.

**** For certain Member States, the totals reported in this table differ from the totals reported in *Table A1.2* (persons), *Table A1.3* (notifications) and *Table A1.4* (postings). For the number of persons (*Table A1.2*), this is the case for DK (24 242 by issuing Member State vs 24 193 by nationality), AT (420 835 vs 417 206), and SK (5 709 vs 6 027). For the number of notifications (*Table A1.3*), this is the case for DK (29 361 vs 32 762), CY (29 vs 4), NL (73 135 vs 76 169), AT (782 598 vs 806 299), RO (2 483 vs 2 297), and SK (10 742 vs 10 741). For the number of postings (*Table A1.4*) this is the case for CY (42 vs 2), PL (30 648 vs 30 339), RO (3 792 vs 3 403), and SK (10 742 vs 10 741).

It is not known why these differences exist, although FR did report that a single notification can include posted workers from different nationalities, indicating that the total number of posted workers by issuing Member State might be higher than the breakdown by nationality. Furthermore, when the total number of posted workers/postings by issuing Member State is higher than the breakdown by nationality, this could imply that the nationality of certain posted workers/postings is unknown. This is the case for DK and AT in terms of posted workers, for CY, RO, and SK in terms of notifications, and for CY, PL, RO, and SK in terms of postings. However, the opposite holds true for SK in terms of posted workers, for DK, NL, and AT in terms of notifications.

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

Source: Questionnaire on incoming posted workers 2022

Table A1.9 - Number of persons, notifications, and postings registered in the national declaration tools, by nationality, 2021, column %

Nationality	Persons										Receiving Member State (host country)										Postings										
											Notifications																				
	BE	BG	DK	FR	IT	LU	NL	AT	SI	SK	BE	BG	DK	FR	IT	CY	NL	AT	RO	SK	BG	DK	FR	IT	CY	LU	AT	PL	RO	SK	
BE	1.4%	0.3%	1.0%	5.8%	0.3%	14.9%	7.6%	0.2%	0.1%	0.8%	1.7%	0.5%	0.5%	9.7%	0.2%	0.0%	7.8%	0.3%	0.6%	0.5%	0.2%	0.5%	8.1%	0.2%	0.0%	12.0%	0.2%	0.1%	0.5%	0.5%	
BG	2.4%	1.3%	4.4%	1.7%	0.8%	0.7%	2.4%	3.6%	0.1%	0.4%	2.8%	2.1%	1.6%	0.8%	1.0%	0.0%	2.3%	2.3%	2.3%	0.3%	1.2%	4.1%	1.5%	1.0%	0.0%	0.8%	2.0%	0.5%	1.9%	0.3%	
CZ	0.9%	1.4%	2.6%	1.0%	0.9%	0.7%	1.3%	3.6%	1.4%	20.7%	1.0%	1.0%	1.9%	0.6%	0.4%	0.0%	1.3%	2.5%	2.3%	22.6%	1.0%	2.2%	0.7%	0.8%	0.0%	0.4%	3.1%	1.4%	4.7%	22.6%	
DK	0.2%	0.0%	0.5%	0.4%	0.1%	0.0%	0.4%	0.1%	0.0%	0.1%	0.1%	0.0%	1.3%	0.3%	0.1%	0.0%	0.4%	0.0%	0.3%	0.1%	0.0%	0.7%	0.2%	0.1%	0.0%	0.0%	0.0%	0.1%	0.2%	0.1%	
DE	5.3%	17.0%	17.7%	10.2%	15.8%	29.4%	13.1%	10.5%	11.8%	17.5%	3.3%	25.4%	16.6%	13.2%	16.2%	0.0%	13.4%	8.5%	39.9%	12.2%	16.7%	15.3%	9.3%	13.3%	0.0%	49.0%	7.6%	22.6%	32.7%	12.2%	
EE	0.1%	0.0%	1.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.3%	0.0%	0.0%	0.4%	0.1%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.5%	0.1%	0.1%	0.0%	0.0%	0.0%	0.2%	0.0%	0.2%		
IE	0.2%	0.0%	0.8%	0.2%	0.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.1%	0.0%	0.5%	0.2%	0.1%	0.0%	0.3%	0.0%	0.7%	0.0%	0.0%	0.4%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	
EL	0.3%	10.4%	0.5%	0.4%	0.3%	0.1%	1.8%	0.1%	1.5%	0.2%	0.2%	13.5%	0.2%	0.2%	0.4%	0.0%	1.8%	0.1%	1.0%	0.1%	12.2%	0.3%	0.3%	0.3%	0.0%	0.1%	0.1%	0.2%	0.8%	0.1%	
ES	1.1%	5.0%	1.1%	8.3%	3.7%	0.3%	1.8%	0.7%	0.7%	4.4%	0.9%	3.6%	0.7%	7.3%	2.8%	75.0%	1.9%	0.6%	5.7%	3.3%	3.9%	0.5%	7.7%	3.7%	50.0%	0.3%	0.5%	0.7%	5.8%	3.3%	
FR	6.9%	1.1%	0.9%	4.7%	1.5%	8.7%	0.5%	0.1%	0.1%	0.5%	8.0%	1.6%	0.4%	11.3%	1.3%	0.0%	0.5%	0.1%	3.3%	0.4%	1.2%	0.4%	8.3%	1.1%	0.0%	5.8%	0.1%	0.4%	2.5%	0.4%	
HR	0.7%	1.2%	2.0%	0.9%	5.5%	0.5%	1.8%	2.0%	34.5%	0.7%	0.6%	1.7%	1.2%	0.6%	4.5%	0.0%	1.8%	1.5%	1.4%	0.9%	1.3%	1.0%	0.6%	5.5%	0.0%	0.7%	1.4%	0.5%	2.0%	0.9%	
IT	1.6%	10.2%	4.4%	10.3%	4.0%	1.2%	1.5%	2.1%	5.7%	3.0%	1.0%	19.6%	2.5%	9.0%	4.0%	0.0%	1.5%	1.5%	19.2%	2.1%	13.8%	2.4%	8.0%	5.7%	0.0%	0.9%	1.5%	3.8%	16.3%	2.1%	
CY	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
LV	0.3%	0.1%	3.7%	0.5%	0.0%	0.2%	0.8%	0.2%	0.0%	0.0%	0.3%	0.2%	2.9%	0.3%	0.0%	0.0%	0.8%	0.2%	0.3%	0.1%	0.1%	4.2%	0.4%	0.0%	0.0%	0.1%	0.1%	0.0%	1.3%	0.1%	
LT	2.3%	1.4%	7.7%	1.3%	0.5%	1.7%	6.9%	4.5%	0.0%	0.1%	1.8%	0.2%	7.5%	0.9%	0.5%	0.0%	6.3%	10.1%	1.3%	0.0%	1.2%	9.6%	1.3%	0.8%	0.0%	0.6%	7.4%	2.9%	1.9%	0.0%	
LU	0.1%	0.2%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	0.1%	0.2%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%	
HU	0.9%	2.5%	0.8%	0.5%	0.9%	0.9%	2.4%	7.4%	3.8%	1.9%	0.9%	2.1%	0.4%	0.3%	0.7%	0.0%	2.3%	8.8%	1.9%	1.3%	7.1%	0.5%	0.4%	0.7%	0.0%	0.7%	7.7%	0.4%	3.6%	1.3%	
MT	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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
NL	17.3%	0.6%	3.8%	2.1%	0.7%	0.9%	0.3%	3.1%	0.0%	0.4%	13.3%	0.8%	2.2%	1.8%	0.6%	0.0%	0.3%	6.1%	1.3%	0.4%	0.7%	2.1%	1.5%	0.5%	0.0%	0.4%	3.5%	0.1%	0.9%	0.4%	
AT	0.3%	2.9%	1.0%	0.8%	3.5%	0.5%	1.1%	0.2%	9.8%	4.5%	0.1%	3.1%	0.7%	0.7%	3.8%	0.0%	1.1%	0.3%	3.4%	2.9%	2.9%	0.6%	0.5%	3.7%	0.0%	0.2%	0.2%	1.5%	6.6%	2.9%	
PL	15.2%	3.3%	22.8%	9.1%	4.4%	6.0%	19.5%	17.8%	3.6%	17.9%	19.9%	3.5%	42.6%	8.0%	1.8%	0.0%	19.8%	13.1%	4.7%	34.1%	3.3%	34.0%	10.7%	4.1%	0.0%	9.6%	13.7%	0.7%	5.9%	34.1%	
PT	5.5%	0.1%	1.4%	9.8%	1.5%	3.1%	4.3%	1.3%	0.0%	1.3%	7.0%	0.2%	0.9%	8.8%	0.9%	0.0%	4.3%	0.9%	1.6%	1.0%	0.1%	0.9%	12.3%	1.4%	0.0%	1.6%	0.9%	0.5%	1.5%	1.0%	
RO	8.4%	11.9%	5.5%	8.3%	41.5%	3.8%	7.1%	9.6%	2.2%	1.8%	11.1%	8.3%	1.8%	5.7%	48.8%	25.0%	7.1%	9.4%	3.2%	1.6%	13.0%	3.4%	7.6%	40.3%	50.0%	5.6%	7.0%	1.1%	5.1%	1.6%	
SI	0.4%	1.6%	0.4%	0.3%	1.2%	0.2%	0.5%	2.1%	1.0%	0.7%	0.6%	1.2%	0.2%	0.2%	2.0%	0.0%	0.6%	2.5%	0.9%	0.5%	1.5%	0.2%	0.2%	3.0%	0.0%	0.1%	3.0%	0.2%	1.0%	0.5%	
SK	1.8%	0.5%	1.7%	1.1%	0.8%	0.7%	1.4%	3.3%	4.1%	4.2%	2.6%	1.2%	1.8%	0.8%	0.6%	0.0%	1.4%	2.3%	0.7%	4.1%	0.7%	1.9%	0.9%	0.7%	0.0%	0.5%	3.0%	1.2%	0.6%	4.1%	
FI	0.0%	0.3%	0.6%	0.4%	0.7%	0.0%	0.1%	0.0%	0.0%	0.3%	0.0%	0.2%	0.2%	0.2%	0.7%	0.0%	0.1%	0.0%	0.3%	0.2%	0.2%	0.2%	0.2%	0.7%	0.0%	0.0%	0.0%	0.3%	0.2%	0.2%	
SE	0.1%	0.4%	2.9%	0.3%	0.1%	0.0%	0.1%	0.0%	0.3%	0.2%	0.0%	0.7%	2.0%	0.2%	0.1%	0.0%	0.1%	0.0%	0.4%	0.2%	0.4%	2.1%	0.2%	0.1%	0.0%	0.0%	0.1%	0.3%	0.2%	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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
LI	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
NO	0.0%	0.0%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	
CH	0.1%	0.3%	0.3%	0.7%	0.4%	0.2%	0.1%	0.2%	0.2%	0.0%	0.0%	0.3%	0.2%	0.7%	0.3%	0.0%	0.1%	0.1%	2.5%	0.0%	0.2%	0.1%	0.5%	0.3%	0.0%	0.0%	0.1%	0.1%	0.6%	0.0%	
Extra-EU	26.3%	26.0%	9.9%	20.6%	10.6%	25.1%	22.8%	27.2%	18.7%	17.9%	22.6%	8.9%	8.5%	17.8%	8.2%	0.0%	22.5%	28.7%	0.0%	10.8%	16.8%	11.7%	18.2%	12.0%	0.0%	10.2%	36.6%	63.1%	2.5%	10.8%	
EU-27	73.6%	73.6%	89.5%	78.6%	88.9%	74.7%	77.1%	72.6%	81.1%	82.0%	77.3%	90.8%	91.1%	81.5%	91.5%	100%	77.4%	71.2%	96.6%	89.2%	83.0%	88.1%	81.2%	87.7%	100%	89.8%	63.3%	36.8%	96.8%	89.2%	
EU-14	40.2%	48.5%	36.5%	53.6%	32.3%	59.3%	32.8%	18.5%	30.3%	33.3%	35.7%	69.4%	28.6%	63.1%	31.1%	75.0%	33.5%	18.4%	77.6%	23.3%	52.5%	26.5%	56.8%	30.8%	50.0%	70.5%	14.7%	30.4%	68.9%	23.3%	
EU-13	33.4%	25.2%	52.9%	24.9%	56.6%	15.4%	44.3%	54.1%	50.9%	48.7%	41.6%	21.4%	62.4%	18.3%	60.4%	25.0%	43.9%	52.8%	19.0%	65.9%	30.4%	61.6%	24.4%	56.9%	50.0%	19.3%	48.6%	6.3%	27.9%	65.9%	
EFTA	0.1%	0.3%	0.6%	0.8%	0.5%	0.2%	0.2%	0.2%	0.2%	0.1%	0.0%	0.3%	0.4%	0.7%	0.3%	0.0%	0.2%	0.1%	3.4%	0.0%	0.2%	0.3%	0.6%	0.3%	0.0%	0.1%	0.1%	0.7%	0.0%	0.0%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Corr.*	0.68	1.00	0.96	0.85	1.00	0.72	0.68	0.56	0.98	0.80	0.72	0.99	0.99	0.82	1.00	0.11	0.68	0.49	1.00	0.95	0.99	0.95	0.80	0.98	0.27	0.97	0.32	1.00	0.98	0.95	

* It concerns the correlation of the breakdown by nationality with the breakdown by issuing Member State, by looking at the correlation between *Table A1.8* and *Table A1.2, A1.3* and *A1.4* for the number of persons, notifications, and postings respectively.

** NL: excluding road transport.

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

Source: Questionnaire on incoming posted workers 2022

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 2021

Nationality Receiving country	Belarus	Bosnia and Herzegovina	Brazil	Morocco	Turkey	Ukraine	United Kingdom	Other TCNs	Total TCNs
Persons									
BE	11 156	2 633	4 992	688	1 122	24 899	2 619	40 752	88 861
BG	0	1	0	0	180	88	6	52	327
DK	107	73	24	9	112	619	632	22 628	24 204
FR	1 255	756	3 843	3 886	724	5 130	5 304	21 013	41 911
IT	4	729	56	44	86	178	250	1 443	2 790
LU	2 059	179	122	96	253	3 989	70	1 612	8 380
NL	2 670	812	184	173	524	9 115	551	4 094	18 123
AT	18 443	12 453	552	1 173	880	61 274	283	19 760	114 818
SI	6	445	0	2	15	56	7	1 159	1 690
SK	7	15	1	0	4	401	10	663	1 101
Notifications									
BE	24 419	13 613	17 947	2 959	4 054	73 314	4 213	57 684	198 203
BG	0	1	0	0	16	30	5	42	94
DK	91	103	29	8	427	880	456	28 509	30 503
FR	2 689	930	6 498	6 415	1 100	6 516	3 477	28 072	55 697
IT	6	1 113	57	38	89	141	333	1 859	3 636
NL	2 461	816	183	172	504	8 714	508	3 751	17 109
AT	40 336	20 938	688	2 450	2 183	135 911	439	39 195	242 140
RO	3	8	2	6	10	17	28	88	162
SK	6	9	1	0	4	340	10	643	1 013
Postings									
BG	0	1	0	0	181	90	7	55	334
DK	194	146	32	9	1 112	4 098	921	61 302	67 814
FR	3 232	1 481	10 912	10 598	1 523	13 757	7 285	55 119	103 907
IT	6	2 402	88	58	122	317	762	3 861	7 616
LU	2 402	791	455	356	775	5 524	187	6 055	16 545
AT	84 958	42 450	793	2 538	2 754	338 632	608	61 212	533 945
RO	0	10	2	6	11	66	28	188	311
SK	6	9	1	0	4	340	10	643	1 013

* DK: the reported number of notifications (29 361) does not match the sum (55 679). FR: the reported number of persons (41 871) does not match the sum (41 911), the reported number of notifications (51 511) does not match the sum (55 697). IT: the reported number of person (2 783) does not match the sum (2 790), the reported number of notifications (3 551) does not match the sum (3 636). RO: the reported number of notifications (141) does not match the sum (162), the reported total of postings (270) does not match the sum (311).

** NL: excluding road transport.

Source: Questionnaire on incoming posted workers 2022

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 % 2021

Nationality Receiving country	Belarus	Bosnia and Herzegovina	Brazil	Morocco	Turkey	Ukraine	United Kingdom	Other TCNs	Total TCNs
Persons									
BE	13%	3%	6%	1%	1%	28%	3%	46%	100%
BG	0%	0%	0%	0%	55%	27%	2%	16%	100%
DK	0%	0%	0%	0%	0%	3%	3%	93%	100%
FR	3%	2%	9%	9%	2%	12%	13%	50%	100%
IT	0%	26%	2%	2%	3%	6%	9%	52%	100%
LU	25%	2%	1%	1%	3%	48%	1%	19%	100%
NL	15%	4%	1%	1%	3%	50%	3%	23%	100%
AT	16%	11%	0%	1%	1%	53%	0%	17%	100%
SI	0%	26%	0%	0%	1%	3%	0%	69%	100%
SK	1%	1%	0%	0%	0%	36%	1%	60%	100%
Notifications									
BE	12%	7%	9%	1%	2%	37%	2%	29%	100%
BG	0%	1%	0%	0%	17%	32%	5%	45%	100%
DK	0%	0%	0%	0%	1%	3%	1%	93%	100%
FR	5%	2%	12%	12%	2%	12%	6%	50%	100%
IT	0%	31%	2%	1%	2%	4%	9%	51%	100%
NL	14%	5%	1%	1%	3%	51%	3%	22%	100%
AT	17%	9%	0%	1%	1%	56%	0%	16%	100%
RO	2%	5%	1%	4%	6%	10%	17%	54%	100%
SK	1%	1%	0%	0%	0%	34%	1%	63%	100%
Postings									
BG	0%	0%	0%	0%	54%	27%	2%	16%	100%
DK	0%	0%	0%	0%	2%	6%	1	90%	100%
FR	3%	1%	11%	10%	1%	13%	7%	53%	100%
IT	0%	32%	1%	1%	2%	4%	10%	51%	100%
LU	15%	5%	3%	2%	5%	33%	1%	37%	100%
AT	16%	8%	0%	0%	1%	63%	0%	11%	100%
RO	0%	3%	1%	2%	4%	21%	9%	60%	100%
SK	1%	1%	0%	0%	0%	34%	1%	63%	100%

* NL: excluding road transport.

Source: Questionnaire on incoming posted workers 2022

Table A1.12 - Number of persons, notifications, and postings registered in the national declaration tools, by sector of activity, 2021

Receiving country	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Water supply; sewerage; waste management and remediation activities	Construction	Wholesale and retail trade; repair of motor vehicles and motorcycles	Transporting and storage	Accommodation and food service activities	Information and communication	Financial and insurance activities	Real estate activities	Professional, scientific and technical activities	Administrative and support service activities	Public administration and defence; compulsory social security	Education	Human health and social work activities	Arts, entertainment and recreation	Other services activities	Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	Activities of extraterritorial organisations and bodies	Other/unidentified	Total
Persons																							
BG	1	0	302	36	78	355	69	23	2	10	10	0	49	16	0	0	7	2	296	0	0	0	1 256
DK	1 091	349	6 986	942	127	11 184	332	407	123	312	8	10	918	1 136	9	8	15	140	480	6	1	0	24 584
IE	0	0	1 333	0	0	306	0	0	0	111	24	0	0	0	0	0	43	0	510	0	0	0	2 327
EL	0	0	249	36	0	470	0	1	519	0	0	0	432	9	0	8	0	4	56	0	0	0	1 784
FR	14 418	2 405	59 712	5 343	1 800	74 174	3 754	5 133	2 257	3 711	655	249	13 384	4 110	147	172	223	6 612	13 484	288	199	0	212 230
IT	384	132	10 135	161	178	2 852	1 399	7 052	759	135	410	45	762	540	216	70	181	129	63	32	1	0	25 636
LU	236	81	5 820	232	226	14 880	971	7 438	0	241	108	26	723	1 819	4	3	53	37	405	18	4	0	33 325
NL	7 067	385	22 548	3 062	758	26 005	2 772	12 120	737	1 028	300	86	1 046	3 593	21	35	284	226	380	12	49	0	82 514
AT	0	0	0	0	0	19 306	0	352 277	0	0	0	0	0	0	0	0	0	0	50 011	0	0	0	421 594
SI	66	16	685	745	34	2 789	245	329	3	54	11	2	967	880	35	0	10	107	2 068	2	0	0	9 048
SK	54	1	2 257	177	12	1 252	91	130	9	168	13	9	611	583	0	16	4	4	196	34	2	0	5 623
SE	756	165	12 317	483	343	28 577	332	1 291	73	3 739	80	42	1 814	1 441	60	22	22	41	529	5	13	0	52 145
Total	24 073	3 534	122 344	11 217	3 556	182 150	9 965	386 201	4 482	9 509	1 619	469	20 706	14 127	492	334	842	7 302	68 478	397	269	0	872 066
<i>Total excl. transport</i>	<i>24 073</i>	<i>3 534</i>	<i>122 344</i>	<i>11 217</i>	<i>3 556</i>	<i>182 150</i>	<i>9 965</i>	<i>0</i>	<i>4 482</i>	<i>9 509</i>	<i>1 619</i>	<i>469</i>	<i>20 706</i>	<i>14 127</i>	<i>492</i>	<i>334</i>	<i>842</i>	<i>7 302</i>	<i>68 478</i>	<i>397</i>	<i>269</i>	<i>0</i>	<i>485 865</i>
Notifications																							
BG	1	0	220	31	3	192	44	22	2	9	12	0	46	16	0	0	4	1	266	0	0	0	869
DK	838	141	6 504	133	173	18 646	376	285	18	260	8	2	675	754	5	6	19	93	418	6	1	0	29 361
DE	2 505	213	0	0	306	175 801	0	414 467	248	0	0	0	0	0	0	136	231	0	44 934	0	0	17 312	638 841
FR	13 107	3 029	67 810	6 071	2 478	81 716	8 785	6 958	2 130	3 517	805	181	17 930	6 531	92	228	387	6 041	20 119	254	209	0	248 378
IT	361	212	14 244	232	219	2 951	1 587	16 303	1 089	132	604	45	954	679	139	79	222	84	85	37	1	0	40 259
CY	0	0	0	0	0	26	0	0	0	0	3	0	0	1	0	0	0	0	2	0	0	0	32
LU	523	118	12 992	420	761	32 842	6 641	674	0	463	140	16	1 956	3 543	3	3	73	55	3 691	245	2	0	65 161
NL	3 322	254	18 553	1 939	536	25 541	1 362	16 311	257	622	140	88	1 274	1 804	51	30	372	282	331	18	17	0	73 104
AT	0	0	0	0	0	24 004	0	679 258	0	0	0	0	0	0	0	0	0	0	79 836	0	0	0	783 098
SK	111	2	3 214	189	14	2 815	138	158	18	183	13	19	816	2 509	0	32	9	6	339	68	4	0	10 657
FI	36	63	3 736	337	86	4 103	58	552	4	189	6	9	487	76	59	2	10	16	43	0	0	0	9 872
Total	20 804	4 032	127 273	9 352	4 576	368 637	18 991	1 134 988	3 766	5 375	1 731	360	24 138	15 913	349	516	1 327	6 578	150 064	628	234	17 312	1 899 632
<i>Total excl. transport</i>	<i>20 804</i>	<i>4 032</i>	<i>127 273</i>	<i>9 352</i>	<i>4 576</i>	<i>368 637</i>	<i>18 991</i>	<i>0</i>	<i>3 766</i>	<i>5 375</i>	<i>1 731</i>	<i>360</i>	<i>24 138</i>	<i>15 913</i>	<i>349</i>	<i>516</i>	<i>1 327</i>	<i>6 578</i>	<i>150 064</i>	<i>628</i>	<i>234</i>	<i>17 312</i>	<i>764 644</i>

Receiving country	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Water supply; sewerage; waste management and remediation activities	Construction	Wholesale and retail trade; repair of motor vehicles and motorcycles	Transporting and storage	Accommodation and food service activities	Information and communication	Financial and insurance activities	Real estate activities	Professional, scientific and technical activities	Administrative and support service activities	Public administration and defence; compulsory social security	Education	Human health and social work activities	Arts, entertainment and recreation	Other services activities	Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	Activities of extraterritorial organisations and bodies	Other/unidentified	Total
	Postings																						
BG	1	0	375	49	78	437	75	36	2	11	12	0	58	21	0	0	8	2	462	2	0	0	1 629
DK	3 771	430	14 649	200	389	39 121	701	762	135	598	8	10	1 187	4 545	11	7	25	178	1 080	6	1	0	67 814
DE	10 882	660	0	0	1 353	957 854	0	1 154 614	2 180	0	0	0	0	0	0	277	313	0	194 770	0	0	113 338	2 436 241
FR	45 917	4 952	140 573	11 904	4 852	221 956	12 359	10 676	6 067	7 011	898	429	31 684	9 894	190	270	467	12 387	47 010	781	393	0	570 670
IT	935	284	23 704	356	456	7 176	2 611	18 990	1 675	188	645	63	1 654	1 976	407	149	490	225	110	45	1	0	62 140
CY	0	0	0	0	0	24	0	0	0	0	0	0	0	0	0	0	0	0	15	0	0	0	39
LU	1 261	271	25 728	826	1 335	93 554	11 715	9 777	0	753	153	46	3 222	7 142	4	6	192	138	6 090	516	5	0	162 734
AT	0	0	0	0	0	94 548	0	1 184 913	0	0	0	0	0	0	0	0	0	0	180 422	0	0	0	1 459 883
SK	111	2	3 214	189	14	2 815	138	158	18	183	13	19	816	2 509	0	32	9	6	339	68	4	0	10 657
FI	452	327	16 634	1 120	239	18 694	73	2 077	7	1 306	11	27	1 485	854	74	4	10	24	81	0	0	0	43 499
SE	1 099	235	22 804	664	835	78 408	447	2 924	95	4 246	108	56	3 045	1 879	78	27	28	34	795	2	18	0	117 827
Total	64 429	7 161	247 681	15 308	9 551	1 514 587	28 119	2 384 927	10 179	14 296	1 848	650	43 151	28 820	764	772	1 542	12 994	431 174	1 420	422	113 338	4 933 133
<i>Total excl. transport</i>	64 429	7 161	247 681	15 308	9 551	1 514 587	28 119	0	10 179	14 296	1 848	650	43 151	28 820	764	772	1 542	12 994	431 174	1 420	422	113 338	2 434 868

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

** NL: excluding road transport.

*** The total number of persons reported by FR (202 572) does not equal the sum of the breakdown (212 230). The total number of persons reported by IT (25 010) does not equal the sum of the breakdown (25 635). The total number of notifications reported by FR (248 389) does not equal the sum of the breakdown (248 378). The total number of postings reported by FR (570 789) does not equal the sum of the breakdown (570 670). The total number of postings reported by FI (117 691) does not equal the sum of the breakdown (117 827). 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, IT, NL, AT, SK, and SE. This is the case for the number of notifications reported by DE, FR, CY, NL, AT, and SK. This is the case for the number of postings reported by FR, CY, 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 (1 625 notifications and 5 619 postings), Postal services (226 notifications and 1 017 postings), Slaughtering and meat processing (144 notifications and 732 postings), Facility cleaning services (958 notifications and 9 666 postings), Scaffolding (9 879 notifications and 35 816 postings), Personal transport (2 237 notifications and 18 073 postings), Prostitution (2 notifications and 3 postings), Fairground and amusement sector (204 notifications and 749 postings), Chimney sweeper (32 notifications and 80 postings), Textile and clothing industry (1 616 notifications and 37 901 postings), Security industry (143 notifications and 484 postings), and Laundering services in the business-to-business sector (246 notifications and 3 198 postings).

Source: Questionnaire on incoming posted workers 2022

Table A1.13 - Number of persons, notifications, and postings registered in the national declaration tools, by sector of activity, row %, 2021

Receiving country	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Water supply; sewerage; waste management and remediation activities	Construction	Wholesale and retail trade; repair of motor vehicles and motorcycles	Transporting and storage	Accommodation and food service activities	Information and communication	Financial and insurance activities	Real estate activities	Professional, scientific and technical activities	Administrative and support service activities	Public administration and defence; compulsory social security	Education	Human health and social work activities	Arts, entertainment and recreation	Other services activities	Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	Activities of extraterritorial organisations and bodies	Other/unidentified	Total
Persons																							
BG	0.1%	0.0%	24.0%	2.9%	6.2%	28.3%	5.5%	1.8%	0.2%	0.8%	0.8%	0.0%	3.9%	1.3%	0.0%	0.0%	0.6%	0.2%	23.6%	0.0%	0.0%	0.0%	100%
DK	4.4%	1.4%	28.4%	3.8%	0.5%	45.5%	1.4%	1.7%	0.5%	1.3%	0.0%	0.0%	3.7%	4.6%	0.0%	0.0%	0.1%	0.6%	2.0%	0.0%	0.0%	0.0%	100%
IE	0.0%	0.0%	57.3%	0.0%	0.0%	13.1%	0.0%	0.0%	0.0%	4.8%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%	0.0%	21.9%	0.0%	0.0%	0.0%	100%
EL	0.0%	0.0%	14.0%	2.0%	0.0%	26.3%	0.0%	0.1%	29.1%	0.0%	0.0%	0.0%	24.2%	0.5%	0.0%	0.4%	0.0%	0.2%	3.1%	0.0%	0.0%	0.0%	100%
FR	6.8%	1.1%	28.1%	2.5%	0.8%	34.9%	1.8%	2.4%	1.1%	1.7%	0.3%	0.1%	6.3%	1.9%	0.1%	0.1%	0.1%	3.1%	6.4%	0.1%	0.1%	0.0%	100%
IT	1.5%	0.5%	39.5%	0.6%	0.7%	11.1%	5.5%	27.5%	3.0%	0.5%	1.6%	0.2%	3.0%	2.1%	0.8%	0.3%	0.7%	0.5%	0.2%	0.1%	0.0%	0.0%	100%
LU	0.7%	0.2%	17.5%	0.7%	0.7%	44.7%	2.9%	22.3%	0.0%	0.7%	0.3%	0.1%	2.2%	5.5%	0.0%	0.0%	0.2%	0.1%	1.2%	0.1%	0.0%	0.0%	100%
NL	8.6%	0.5%	27.3%	3.7%	0.9%	31.5%	3.4%	14.7%	0.9%	1.2%	0.4%	0.1%	1.3%	4.4%	0.0%	0.0%	0.3%	0.3%	0.5%	0.0%	0.1%	0.0%	100%
AT	0.0%	0.0%	0.0%	0.0%	0.0%	4.6%	0.0%	83.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.9%	0.0%	0.0%	0.0%	100%
SI	0.7%	0.2%	7.6%	8.2%	0.4%	30.8%	2.7%	3.6%	0.0%	0.6%	0.1%	0.0%	10.7%	9.7%	0.4%	0.0%	0.1%	1.2%	22.9%	0.0%	0.0%	0.0%	100%
SK	1.0%	0.0%	40.1%	3.1%	0.2%	22.3%	1.6%	2.3%	0.2%	3.0%	0.2%	0.2%	10.9%	10.4%	0.0%	0.3%	0.1%	0.1%	3.5%	0.6%	0.0%	0.0%	100%
SE	1.4%	0.3%	23.6%	0.9%	0.7%	54.8%	0.6%	2.5%	0.1%	7.2%	0.2%	0.1%	3.5%	2.8%	0.1%	0.0%	0.0%	0.1%	1.0%	0.0%	0.0%	0.0%	100%
Total	2.8%	0.4%	14.0%	1.3%	0.4%	20.9%	1.1%	44.3%	0.5%	1.1%	0.2%	0.1%	2.4%	1.6%	0.1%	0.0%	0.1%	0.8%	7.9%	0.0%	0.0%	0.0%	100%
<i>Total excl. transport</i>	5.0%	0.7%	25.2%	2.3%	0.7%	37.5%	2.1%	0.0%	0.9%	2.0%	0.3%	0.1%	4.3%	2.9%	0.1%	0.1%	0.2%	1.5%	14.1%	0.1%	0.1%	0.0%	100%
Notifications																							
BG	0.1%	0.0%	25.3%	3.6%	0.3%	22.1%	5.1%	2.5%	0.2%	1.0%	1.4%	0.0%	5.3%	1.8%	0.0%	0.0%	0.5%	0.1%	30.6%	0.0%	0.0%	0.0%	100%
DK	2.9%	0.5%	22.2%	0.5%	0.6%	63.5%	1.3%	1.0%	0.1%	0.9%	0.0%	0.0%	2.3%	2.6%	0.0%	0.0%	0.1%	0.3%	1.4%	0.0%	0.0%	0.0%	100%
DE	0.4%	0.0%	0.0%	0.0%	0.0%	27.5%	0.0%	64.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.0%	0.0%	0.0%	2.7%	100%
FR	5.3%	1.2%	27.3%	2.4%	1.0%	32.9%	3.5%	2.8%	0.9%	1.4%	0.3%	0.1%	7.2%	2.6%	0.0%	0.1%	0.2%	2.4%	8.1%	0.1%	0.1%	0.0%	100%
IT	0.9%	0.5%	35.4%	0.6%	0.5%	7.3%	3.9%	40.5%	2.7%	0.3%	1.5%	0.1%	2.4%	1.7%	0.3%	0.2%	0.6%	0.2%	0.2%	0.1%	0.0%	0.0%	100%
CY	0.0%	0.0%	0.0%	0.0%	0.0%	81.3%	0.0%	0.0%	0.0%	0.0%	9.4%	0.0%	0.0%	3.1%	0.0%	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	100%
LU	0.8%	0.2%	19.9%	0.6%	1.2%	50.4%	10.2%	1.0%	0.0%	0.7%	0.2%	0.0%	3.0%	5.4%	0.0%	0.0%	0.1%	0.1%	5.7%	0.4%	0.0%	0.0%	100%
NL	4.5%	0.3%	25.4%	2.7%	0.7%	34.9%	1.9%	22.3%	0.4%	0.9%	0.2%	0.1%	1.7%	2.5%	0.1%	0.0%	0.5%	0.4%	0.5%	0.0%	0.0%	0.0%	100%
AT	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	0.0%	86.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.2%	0.0%	0.0%	0.0%	100%
SK	1.0%	0.0%	30.2%	1.8%	0.1%	26.4%	1.3%	1.5%	0.2%	1.7%	0.1%	0.2%	7.7%	23.5%	0.0%	0.3%	0.1%	0.1%	3.2%	0.6%	0.0%	0.0%	100%
FI	0.4%	0.6%	37.8%	3.4%	0.9%	41.6%	0.6%	5.6%	0.0%	1.9%	0.1%	0.1%	4.9%	0.8%	0.6%	0.0%	0.1%	0.2%	0.4%	0.0%	0.0%	0.0%	100%
Total	1.1%	0.2%	6.7%	0.5%	0.2%	19.4%	1.0%	59.7%	0.2%	0.3%	0.1%	0.0%	1.3%	0.8%	0.0%	0.0%	0.1%	0.3%	7.9%	0.0%	0.0%	0.9%	100%
<i>Total excl. transport</i>	2.7%	0.5%	16.6%	1.3%	0.6%	48.2%	2.5%	0.0%	0.5%	0.7%	0.2%	0.0%	3.2%	2.1%	0.0%	0.1%	0.2%	0.9%	19.6%	0.1%	0.0%	2.3%	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 activities	Construction	Wholesale and retail trade; repair of motor vehicles and motorcycles	Transporting and storage	Accommodation and food service activities	Information and communication	Financial and insurance activities	Real estate activities	Professional, scientific and technical activities	Administrative and support service activities	Public administration and defence; compulsory social security	Education	Human health and social work activities	Arts, entertainment and recreation	Other services activities	Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	Activities of extraterritorial organisations and bodies	Other/unidentified	Total
Postings																							
BG	0.1%	0.0%	23.0%	3.0%	4.8%	26.8%	4.6%	2.2%	0.1%	0.7%	0.7%	0.0%	3.6%	1.3%	0.0%	0.0%	0.5%	0.1%	28.4%	0.1%	0.0%	0.0%	100%
DK	5.6%	0.6%	21.6%	0.3%	0.6%	57.7%	1.0%	1.1%	0.2%	0.9%	0.0%	0.0%	1.8%	6.7%	0.0%	0.0%	0.0%	0.3%	1.6%	0.0%	0.0%	0.0%	100%
DE	0.4%	0.0%	0.0%	0.0%	0.1%	39.3%	0.0%	47.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	0.0%	0.0%	4.7%	100%
FR	8.0%	0.9%	24.6%	2.1%	0.9%	38.9%	2.2%	1.9%	1.1%	1.2%	0.2%	0.1%	5.6%	1.7%	0.0%	0.0%	0.1%	2.2%	8.2%	0.1%	0.1%	0.0%	100%
IT	1.5%	0.5%	38.1%	0.6%	0.7%	11.5%	4.2%	30.6%	2.7%	0.3%	1.0%	0.1%	2.7%	3.2%	0.7%	0.2%	0.8%	0.4%	0.2%	0.1%	0.0%	0.0%	100%
CY	0.0%	0.0%	0.0%	0.0%	0.0%	61.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	38.5%	0.0%	0.0%	0.0%	100%
LU	0.8%	0.2%	15.8%	0.5%	0.8%	57.5%	7.2%	6.0%	0.5%	0.5%	0.1%	0.0%	2.0%	4.4%	0.0%	0.0%	0.1%	0.1%	3.7%	0.3%	0.0%	0.0%	100%
AT	0.0%	0.0%	0.0%	0.0%	0.0%	6.5%	0.0%	81.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.4%	0.0%	0.0%	0.0%	100%
SK	1.0%	0.0%	30.2%	1.8%	0.1%	26.4%	1.3%	1.5%	0.2%	1.7%	0.1%	0.2%	7.7%	23.5%	0.0%	0.3%	0.1%	0.1%	3.2%	0.6%	0.0%	0.0%	100%
FI	1.0%	0.8%	38.2%	2.6%	0.5%	43.0%	0.2%	4.8%	0.0%	3.0%	0.0%	0.1%	3.4%	2.0%	0.2%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.0%	100%
SE	0.9%	0.2%	19.4%	0.6%	0.7%	66.5%	0.4%	2.5%	0.1%	3.6%	0.1%	0.0%	2.6%	1.6%	0.1%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	100%
Total	1.3%	0.1%	5.0%	0.3%	0.2%	30.7%	0.6%	48.3%	0.2%	0.3%	0.0%	0.0%	0.9%	0.6%	0.0%	0.0%	0.0%	0.3%	8.7%	0.0%	0.0%	2.3%	100%
<i>Total excl. transport</i>	2.6%	0.3%	10.2%	0.6%	0.4%	62.2%	1.2%	0.0%	0.4%	0.6%	0.1%	0.0%	1.8%	1.2%	0.0%	0.0%	0.1%	0.5%	17.7%	0.1%	0.0%	4.7%	100%

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

** NL: excluding road transport.

Source Questionnaire on incoming posted workers 2022

Annex II Methodological remarks

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

- * **Posted worker:** A worker registered in the prior declaration tool who worked at least one day in the reference year as posted worker in the host Member State. It is possible that the worker was posted several times during the reference year. In that case, the worker should only be counted once.
- * **Notification:** A notification by a posting undertaking to the national declaration tool of the host Member State. In most host Member States, a single notification may include several postings.
- * **Posting:** A period of time when a person is sent by the posting undertaking to temporarily work abroad. A worker might be posted several times a year.
- * **Full-time equivalent (FTE):** The posted worker will provide services in the host Member State for a certain period of time. Therefore, it is interesting to look at the number of posted workers in full-time equivalents. A full-time equivalent is a unit to measure employed persons in a way that makes them comparable.

An example:

On 1 March, a posting undertaking makes a notification in the prior declaration tool of host 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 host 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.

As already mentioned at the beginning of *section 3*, it is important to understand the limitations to the data provided. Throughout the report, it becomes clear that Member States are often not able to provide all three requested variables (posted workers, notifications, and postings). Although estimations are sometimes proposed, it remains important to stay careful with these numbers. Furthermore, the provided data only reflect the *intention* to provide services in the host Member State. Indeed, it is not known whether these services have actually been provided. In addition, as explained in *section 2*, certain sectors of activity are exempted in several Member States from making a notification, and the sanction implemented in case of failure to register in the national declaration tool differ as well. Therefore, figures from the prior declaration tools only provide data on the number and characteristics of the '**reported**' posted workers.

Throughout the report, reference is sometimes made to the report on Portable Documents A1⁵⁶. To truly grasp the difference between data collected under the current report on prior declaration tools and the report on Portable Documents A1, the paragraphs below go into more detail about the diverging methodologies.

⁵⁶ De Wispelaere *et al.*, 2022.

For various reasons, data from the two databases are not fully comparable (*Table A1.14*). The notion of a ‘posted’ worker/person is used both in the Regulations on the coordination of social security systems (determining the applicable social security regime of the posted worker) and the Posting of Workers Directive (determining the terms and conditions of employment of the posted worker). Nonetheless, the personal scope is not the same. Indeed, persons might be ‘posted’ under the Basic Regulation but not in the meaning of the Posting of Workers Directive. For instance, self-employed persons falling under Article 12 (2) of the Basic Regulation are not covered by the Posting of Workers Directive. In addition, workers who are sent temporarily to work in another Member State, but do not provide services there, are not covered by the Posting of Workers Directive. This is the case, for example, for workers on business trips (when no service is provided), attending conferences, meetings, fairs, following training etc.⁵⁷ In contrast, persons might also be posted under the Posting of Workers Directive and not under the Basic Regulation. For instance, workers who pursue an activity in two or more Member States (Article 13 of the Basic Regulation) may fall under the terms and conditions of the Posting of Workers Directive. Furthermore, according to the EU rules on social security coordination, workers who at the outset will be posted for a period of longer than 2 years fall outside the posting provisions of the Regulation, and in such case, they need to be socially insured in the host Member State, unless a specific agreement under Article 16 of the Basic Regulation is concluded.

Table A1.14 - Differences between the A1 application process and the registration in the prior declaration tools, from a receiving perspective

	Data from the PD A1	Data from the prior declaration tools
Legal base	Basic Regulation (EC) No 883/2004 and Implementing Regulation (EC) No 987/2009	Directive 2014/67/EU Directive 96/71/EC
Area	Social security	Terms and conditions of employment
Scope	Determined by Art. 12 of the Basic Regulation	Determined by Art. 3(1) of the Posting of Workers Directive + (for some MSs: + self-employed and/or + posting undertakings established outside the EU/EFTA)
Exempted	Persons active in 2 or more Member States (Art. 13 of the Basic Regulation); postings longer than 2 years; repetitive postings	Several categories in some/most host MSs (for instance, persons attending business meetings or participation in seminars and lectures are not always required to register) + (by several MSs: + self-employed and/or + posting undertakings established outside the EU/EFTA)
Enforcement	In some cases, a posting may take place without the institutions being informed of it. Moreover, a PD A1 can also be awarded with retroactive effect.	Implementation of a ‘simple declaration’ system is a faculty given to Member States, not an obligation. Most Member States implemented sanctions in the event of non-registration.

As workers may be posted to the same Member State more than once per year, it can be the case that the person applies for a Portable Document A1 which is then used on more than one occasion during its validity period. Therefore, while there will be only one Portable Document A1 issued, prior notification tools might count two or three postings, depending on the number of notifications made prior to the posting. Finally, in some cases, a posting may take place without the institutions being informed of it. Consequently, the number of Portable Documents A1 issued and its evolution may depend on the number of inspections performed by the enforcement bodies in the host Member State as well as to what extent host Member States have implemented

⁵⁷ See also the Practical Guide on Posting (Section 2.4. ‘What about “business trips” to another Member State? Are the rules on posting applicable to any mission abroad of workers?’): “Workers who are sent temporarily to work in another Member State, but do not provide services there, are not posted workers. This is the case, for example, of workers on business trips (when no service is provided), attending conferences, meetings, fairs, following training etc. Such workers are not covered by the Posting of Workers Directives and the administrative requirements and control measures set out in Article 9 of Directive 2014/67/EU are therefore not applicable to them. Please note that, as far as the coordination of social security is concerned, Regulations (EC) No 883/2004 and 987/2009 provide that, for every cross-border work-related activity (including ‘business trips’) the employer, or any self-employed person concerned, is under the obligation to inform the competent (home) Member State, whenever possible in advance, and obtain a Portable Document A1 (PD A1). That obligation covers any economic activity, even if only of short duration. These Regulations do not provide for any exceptions for business trips either.” See <https://op.europa.eu/en/publication-detail/-/publication/8ac7320a-170f-11ea-8c1f-01aa75ed71a1>.

sanctions for failure to present the Portable Document A1. Most host Member States define sanctions in case the provision of services by incoming posted workers not registered in their prior declaration tool. This should limit the number of unregistered posted workers in the prior declaration tools.

The reasons above clarify the difference between the number of Portable Documents A1 based on Article 12 received by Member States and the number of postings counted based on their prior declaration tool. Consequently, both data sources are only comparable to a limited extent. In 2021, a total of 2.2 million Portable Documents A1 were issued for persons covered by Article 12 of the Basic Regulation. The main sending Member States were Germany (875 000 Portable Documents A1), and to a lesser extent Poland (223 000), Italy (189 700), Spain (114 000), Slovenia (100 800), and France (99 000). The main receiving Member States were Germany (428 000 Portable Documents A1), France (304 400), Austria (220 000), Belgium (173 000), Switzerland (152 600), the Netherlands (151 600), and Italy (106 000). Figures on the number of Portable Documents A1 received based on Article 13 of the Basic Regulation are not collected by the A1 questionnaire.

In this last paragraph, the data from the prior declaration tools are compared to the data on received postings from the A1 report for reference year 2021. *Table A1.15* shows that Denmark, Germany, France, Luxembourg, Austria, Finland, and Sweden registered a (much) higher number of postings in their national registration tools compared to the number of PDs A1 it received according to Article 12 of the Basic Regulation. However, the opposite conclusion holds true for Bulgaria, Estonia, Ireland, Italy, Cyprus, Hungary, the Netherlands, Poland, Romania, and Slovakia. Especially in Cyprus, Romania, Bulgaria, Hungary, Ireland, and the Netherlands, the difference between the number of postings registered in the national declaration tools and the number of Portable Documents A1 received based on Article 12 of the Basic Regulation is remarkable.

Table A1.15 - Number of persons, notifications, and postings registered in the national declaration tools versus number of Portable Documents A1 received, 2021

	Number of <u>persons</u> registered in the national declaration tools	Number of <u>notifications</u> registered in the national declaration tools	Number of <u>postings</u> registered in the national declaration tools	Number of <u>PDs A1</u> received according to Article 12 of Regulation (EC) No 883/2004
BE	256 398	891 456		173 277
BG	1 256	869	1 629	6 413
CZ				54 183
DK	24 242	29 361	67 814	30 835
DE		656 153	2 436 241	427 668
EE		543	1 507	2 538
IE	2 327	1 234	2 327	5 856
EL	1 784			12 325
ES				85 910
FR	202 572	248 389	570 789	304 465
HR				12 913
IT	25 010	40 259	62 140	105 997
CY		29	42	1 473
LV				2 187
LT				6 937
LU	33 325	65 161	162 734	43 789
HU	13 605	7 321	13 605	38 042
MT				2 387
NL	79 566	73 135		151 601
AT	420 835	782 598	1 459 883	220 346
PL		14 863	30 648	57 660
PT				35 999
RO		2 483	3 792	18 358
SI	9 048	4 728		12 769
SK	5 709	10 724	10 724	14 436
FI		9 872	43 499	23 430
SE	52 466		112 248	57 258
Total	1 128 143	2 839 178	4 979 622	1 909 052

* EL: the number of PDs A1 concerns reference year 2018.

Source: Questionnaire on incoming posted workers 2022 and A1 Questionnaire 2022

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