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Revision of the Posted Workers Directive

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In October 2017, the Employment Committee of the European Parliament started the revision of the 1996 regulation of posted workers. 'Posted workers' are workers that move to another EU member state in order to provide service for a limited period of time, on behalf of their employers. They stay in another member state in order to provide their specialised services in a particular field. At the moment, there are approximately 2 million posted workers in the EU, which is 0,9% of all employment. The number of posted workers is especially high in some sectors, such as transport or construction (35,9%) sector. Luxembourg, Belgium, Austria are the countries with the highest number of posted workers. Most posted workers come from Eastern European countries, for example Croatia, Slovakia and Poland.<sup>1</sup>

The regulation of 1996 often left posted workers of the 21st century exploited. The exact amount of remuneration was not specified, which led to the underpayment of posted workers compared to local workers. In this unequal system, thousands of workers were in disadvantageous positions solely because they were posted workers. This led to numerous cases of misuse of workers for criminal purposes and decreasing working conditions. The European Greens think that all workers in the same place doing the same job should be paid the same. We believe that posted workers should be entitled to all additional wage elements beyond the minimum rates of pay, like local workers. We suggest that the social protection and security of all workers should be guaranteed regardless of their status. The principle of equal treatment and freedom of movement are central to European values. Lowering working conditions is a problem that should be addressed on the European level. Conditions should be the same for every worker in the

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<sup>1</sup> [http://www.europarl.europa.eu/external/html/postedworkers/index\\_en.html#overview](http://www.europarl.europa.eu/external/html/postedworkers/index_en.html#overview)

same place. With the revision of the Posted Workers Directive, we must fight against social exclusion in every area of work.

The adopted position<sup>2</sup> of the European Parliament on the directive of posted workers seeks to address the aforementioned problems, undeclared work and social dumping. The new directive should ensure fair remuneration in accordance with host member state law and practices. Besides, the remuneration of workers will not only include minimum rates of pay, but also additional wage elements. The formerly unlimited length of posting has been maximised in 12 months in case of long-term posting that can be extended by 6 months. Member States should be able to apply universal collective agreements to posted workers. The new regulation should reassure equal treatment of temporary workers and local workers. Regarding the transport sector, sector-specific legislation will be applied that entries into force in the future. The legislative procedure<sup>3</sup> will continue with the negotiations between the two co-legislators in 2018.

The new regulation of posted workers is an ambitious agreement. Although the directive relates to a relatively small amount of workers, it represents a serious political commitment to address current challenges of European social policy. The European Union needs to take similarly determined steps in order to ensure adequate social protection and integration for every worker in all sectors.

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<sup>2</sup> <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+REPORT+A8-2017-0319+0+DOC+PDF+V0//EN>

<sup>3</sup> <http://www.europarl.europa.eu/oeil/popups/ficheprocedure.do?reference=2016/0070%28COD%29&l=en>