Posting of workers

Report on A1 Portable Documents issued in 2016

Frederic De Wispelaere & Jozef Pacolet – HIVA-KU Leuven

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Directorate-General for Employment, Social Affairs and Inclusion
Network Statistics FMSSFE (Contract No VC/2013/0301 'Network of Experts on intra-EU mobility – Lot 2: Statistics and compilation of national data')
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Network Statistics FMSSFE

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SUMMARY

This summary presents the results of the data collection on the number of Portable Documents A1 (PD A1) issued by the EU Member States and EFTA countries during reference year 2016. This certificate concerns the social security legislation which applies to a person and confirms that this person has no obligations to pay contributions in another Member State. It establishes a presumption that the holder is properly affiliated to the social security system of the Member State which has issued the certificate.

The reader's attention is drawn to the fact that the figures shown in this report concerning **the number of PDs A1 issued or received provide only an indicative picture of the actual number of postings**. Due to differences in the scope of posting between Directive 96/71/EC (Posting of Workers Directive) and Regulation (EC) No 883/2004, the number of issued PDs A1 may not fully reflect the characteristics and the scale of posting under the Posting of Workers Directive in the EU. Therefore, it is also useful to extract data on posting from existing national registration tools.

Figures show a continuously upward trend since 2011. **In 2016, a total of 2.3 million PDs A1 were issued. Compared to 2015, the overall number of PDs A1 issued increased by some 12% and even by 58% between 2011 and 2016.** Approximately 1.6 million PDs A1 were applicable to postings to one specific Member State according to Article 12 of Regulation (EC) No 883/2004. Furthermore, some 624,000 PDs A1 were issued to persons active in two or more Member States according to Article 13 of Regulation (EC) No 883/2004). The remainder PDs A1 were applicable to other categories (44,884 PDs A1). The number of PDs A1 issued for postings and for activities in two or more Member States shows a growth rate of 8.6% and 21.9%, respectively, compared to 2015. Moreover, the share of PDs A1 issued to persons active in two or more Member States in the total number of PDs A1 has doubled over the past few years from 13% in 2010 to already 27% in 2016. This illustrates the increasing importance of PDs A1 issued for activities in two or more Member States. This is certainly the case in terms of individual persons involved and work volume.

In absolute terms most of the PDs A1 were issued by Poland (513,972 PDs A1), Germany (260,068 PDs A1), Slovenia (164,226 PDs A1), Spain (147,424 PDs A1) and France (135,974 PDs A1). The share of Poland amounts to 22% of the total number of PDs A1 issued. From the perspective of the receiving Member State, most of the PDs A1 were received by Germany (440,065 postings), France (203,019 postings) and Belgium (178,319 postings). The share of Germany amounts to 27% of the total number of postings received. However, the total number of PDs A1 received by Member States is underestimated. Data by receiving Member State is only available for the PDs A1 issued to posted workers according to Article 12 of Regulation (EC) No 883/2004, but not for the high number of PDs A1 issued to persons active in two or more Member States according to Article 13 of Regulation (EC) No 883/2004.

Some 56% of the PDs A1 applicable to posted workers according to Article 12 of Regulation (EC) No 883/2004 were issued by EU-15 Member States and 44% by EU-13 Member States. Moreover, approximately 85% of postings were received by EU-15 Member States. This shows that **there is not only a flow of postings from EU-13 to EU-15 Member States but also across EU-15 Member States.** Some 38% of postings occur from one high-wage Member State to another. The flow from low-wage to high-wage Member States represents a third of total postings in 2016.

On average 7% of the PDs A1 issued according to Article 12 of Regulation (EC) No 883/2004 apply to posted self-employed persons. Furthermore, 11% of the PDs A1 issued to persons active in two or more Member States apply to self-employed persons and 4.6% to persons who are both employed and self-employed.

The number of PDs A1 issued is not necessarily equal to the number of persons involved. Several PDs A1 may be issued to the same person during the reference year. The number of individual posted workers is estimated to amount to roughly 60% of the total number of PDs A1 issued. This means that, on average, each individual person has been posted 1.7 times during the observed period. As regards the number of individual persons employed in two or more Member States, it is estimated to amount to some 87% of the number of PDs A1 issued for these persons. This means that, on average, each individual person received some 1.1 PDs A1 during reference year 2016.

The duration of the posting period is on average 101 days, which is a similar figure compared to previous years. However, the duration varies markedly among the sending Member States. For instance, it amounts to 134 days for Poland as main sending Member State. The average duration persons are active in two or more Member States is 306 days per PD A1. This reflects the differences in legislation. Under the current rules on social security coordination the posting period is set at a maximum of 24 months according to Article 12 of Regulation (EC) No 883/2004, while no maximum period for the provision of services in two or more Member States has been determined by Article 13 of this Regulation.

On average 45% of the PDs A1 issued to posted workers according to Article 12 of Regulation (EC) No 883/2004 apply to persons employed in the construction sector. Most postings from low-wage Member States occur in industry, in particular in the construction sector. By contrast, posted workers from high-wage Member States are to a much larger extent active in the service sector.

The total number of individual persons involved amounts to 0.6% of total EU employment. In full-time equivalents (FTE), the impact on the labour market reduces to 0.4% of total employment in FTE. In addition, a distinction could be made between posted workers according to Article 12 of Regulation (EC) No 883/2004 and persons active in two or more Member States according to Article 13 of Regulation (EC) No 883/2004. The number of individual posted workers represents 0.4% of total EU employment and the number of individual persons active in two or more Member States 0.2% of total EU employment. Moreover, the work volume of persons (in FTE) employed in two or more Member States is even higher compared to the work volume of intra-EU posting. This is primarily because the period of posting is much lower than the period during which persons are active in two or more Member States.

Some Member States, and within these Member States some specific sectors, in particular the construction sector, are in relative terms confronted with a significantly high percentage of incoming or outgoing posted workers. In particular the Slovenian construction sector posted a high percentage of its employed population abroad. From the perspective of the receiving Member States, mainly the Belgian and Austrian construction sector received a high percentage of incoming posted workers compared to their national employment. Finally, especially a high percentage of persons employed in the Slovakian transport sector are active in two or more Member States.

Finally, it is necessary to indicate that the image presented above is still tentative due to missing data from several Member States. In some cases even less than half of the Member States reported the requested data. Nonetheless, over the years, more Member States have been able to provide detailed figures on the size and profile of both posted workers and persons active in two or more Member States.

1. INTRODUCTION

This report presents the data on the number of Portable Documents A1 (PDs A1), which replaced the E101 forms,[1] issued by the Member States[2,3] during reference year 2016.[4] This certificate concerns the social security legislation which applies to a person and confirms that this person has no obligations to pay contributions in another Member State. It establishes a presumption that the holder is properly affiliated to the social security system of the Member State which has issued the certificate. PDs A1 are used for various cases: intra-EU posting;[5] the pursuit of activities in two or more Member States; 'Article 16 agreements'; civil servants; mariners; flight or cabin crew members; contract staff of the European Communities.

With regard to the granting of a PD A1 the Administrative Commission lays down the structure, content, format and detailed arrangements for the exchange of documents,[6] and Regulation (EC) No 987/2009 *('implementing Regulation')* sets out the information policy impacting the granting of PD A1.[7] Nonetheless, Member States still have an important margin of discretion for designing their internal PD A1 granting procedure.[8]

1.1. Brief overview of the legal framework

As a rule, the social security legislation of the Member State in which the employee or self-employed person is working applies. Nevertheless, according to Article 12 of Regulation (EC) No 883/2004 *('Basic Regulation')* intra-EU posting is an exception to this principle given that the social security legislation of the Member State of origin continues to apply for up to 24 months. The purpose of the provisions of Article 12 of the Basic Regulation is to avoid an administrative burden for workers, employers and social security institutions.[9]

Furthermore, Article 13 of the Basic Regulation lays down special rules for persons who are normally employed, self-employed or both employed and self-employed in two or more Member States, in order to ensure that the social security legislation of only one Member State is applicable. On the basis of Article 11 (5) of the Basic

[1] Since 1 May 2010, E101 forms have been replaced by PDs A1 by Regulation (EC) No 883/2004 on the coordination of social security systems. However, these new rules have applied to nationals of Switzerland since 1 April 2012, and to nationals of Norway, Iceland and Liechtenstein since 1 June 2012.
[2] Member States: 28 EU Member States and EFTA countries. See Annex 2 for the country abbreviations.
[3] We use the term 'EU-15' to refer to the 'old' EU Member States: Belgium, Greece, Luxembourg, Denmark, Spain, Netherlands, Germany, France, Portugal, Ireland, Italy, United Kingdom, Austria, Finland and Sweden; and 'EU-13' to refer to all the 'new' Member States: Croatia, Romania, Bulgaria, Poland, Czech Republic, Latvia, Lithuania, Slovenia, Estonia, Slovakia, Hungary, Cyprus and Malta. EFTA: Switzerland, Liechtenstein, Norway and Iceland.
[4] The Network would like to thank all delegations of the Administrative Commission for providing these data. Without their support no data would be available at EU level and no analysis could be made. Moreover, we would like to thank the Commission for remarks, comments and exchanges on previous versions.
[5] The wording *'posted worker'* includes both posted workers and posted self-employed persons. Article 12 (1) of Regulation (EC) No 883/2004 defines a ***posted worker*** as *"a person who pursues an activity as an employed person in a Member State on behalf of an employer which normally carries out its activities there and who is posted by that employer to another Member State to perform work on that employer's behalf […] provided that the anticipated duration of such work does not exceed twenty-four months and that he is not sent to replace another person."* Article 12 (2) of Regulation (EC) No 883/2004 defines a ***posted self-employed person*** as *"a person who normally pursues an activity as a self-employed person in a Member State who goes to pursue a similar activity in another Member State […] provided that the anticipated duration of such activity does not exceed twenty-four months."*
[6] Commission Decision No A1 of 12 June 2009.
[7] See for instance Articles 15 and 19 of Regulation (EC) No 987/2009.
[8] Jorens, Y. and Lhernould, J.-P. (2014), *Procedures related to the granting of Portable Document A1: an overview of country practices*, FreSsco, European Commission.
[9] See recital 1 of Decision No A2 of 12 June 2009. Moreover, recital 2 of the same Decision states that *"the provisions of Article 12 of Regulation (EC) No 883/2004 … aim in particular to facilitate the freedom to provide services for the benefit of employers which post workers to Member States other than that in which they are established, as well as the freedom of workers to move to other Member States. These provisions also aim at overcoming the obstacles likely to impede freedom of movement of workers and at encouraging economic interpenetration whilst avoiding administrative complications, especially for workers and undertakings."*

Regulation the applicable legislation will be determined for flight or cabin crew members by their 'home base'. Finally, Article 16 (1) of the Basic Regulation permits the competent authorities of two or more Member States to reach agreements providing for exceptions to the rules governing the applicable legislation.

1.2. Content of the PD A1 report

This report presents a general overview of the number of PDs A1 issued *(Chapter 2)* and in particular those issued related to postings on the basis of Article 12 of the Basic Regulation *(Chapter 3).* This is done by making a breakdown by classification of the sending and receiving Member State, by type of posted worker, by sector of activity and by focusing on the impact on the national labour market of the sending and receiving Member State. Furthermore, data on the number of individual persons involved and the duration of the posting period is reported, in order to gain a better insight into the impact of posting. In addition, more detailed figures on persons who are active in two or more Member States have become available over the years *(Chapter 4)*. The need for a more detailed profile of persons active in two or more Member States recently emerged as the number of PDs A1 issued to this group of persons has strongly increased over the past five years.

Almost all Member States provided detailed figures on the number of PDs A1 issued. Only Norway did not provide a breakdown by the status of the applicant. The United Kingdom, Norway and Switzerland did not provide a breakdown by receiving Member State for the PDs A1 issued according to Article 12 of the Basic Regulation. This prevents drawing a 'complete picture'[10] in terms of receiving Member States. With regard to the collection of more detailed figures on the PDs A1 issued according to Article 12 of the Basic Regulation, 21 Member States provided a breakdown by sector of economic activity and 30 Member States reported the number of posted self-employed persons. Also, 20 and 17 Member States, respectively, were able to provide data on the number of individual posted workers and on the duration of the posting period. With regard to the collection of more detailed figures on the PDs A1 issued to persons active in two or more Member States only Denmark, Poland, Liechtenstein and Norway did not provide a breakdown by type of activity. Some 14 Member States provided a breakdown by sector of economic activity, 17 Member States reported the number of individual persons active in two or more Member States and finally 14 Member States provided data on the duration. Over the years, more Member States were able to respond to the detailed questions. For instance, this year Poland, which is the main sending Member State, has reported for the first time figures on the number of individual persons involved and on the duration of the posting period (from September 2016 onwards). Nonetheless, it is necessary to indicate that the image presented for some indicators is still incomplete due to missing data from several Member States. This is not without consequence for the robustness of the overall conclusions.

1.3. Some important methodological remarks

The PD A1 data are currently the only source of comparable information at European level. However, it should be noted that for several reasons the number of PDs A1 issued are only an estimate for the actual number of posted workers.

Having a PD A1 is not a mandatory requirement for posting since it is not a condition of the posting rules.[11] Moreover, the PD A1 can also be awarded with retroactive effect.

[10] It will still be incomplete as no breakdown by receiving Member State for the PDs A1 issued according to Article 13 of the Basic Regulation is available.

[11] This even despite Article 15 of the Implementing Regulation stating that the employer or posted self-employed person will inform the competent Member State, whenever possible in advance, when a person

Furthermore, the number of PDs A1 issued is not necessarily equal to the number of persons involved, as several PDs A1 may be issued to the same person during the reference year.

Finally, only data on the number of PDs A1 issued according to Article 12 of the Basic Regulation are available from a receiving perspective, which is, however, an underestimation of the total number of PDs A1 received. These forms are also received for several other cases, mainly because persons are active in two or more Member States.

For these reasons, it is useful to compare the results of the collection of data on the number of PDs A1 to existing national registration tools.[12] *Table 1* shows an example for Belgium as receiving Member State. The figure reported for Belgium in this PD A1 report on the number of PDs A1 received is 178,319 *(see also Tables 6 and 8)*. It only covers the number of PDs received according to Article 12 of the Basic Regulation. In reality, Belgium received 236,426 PDs A1. This figure also includes the number of PDs A1 received for other cases.[13] However, both figures count the number of forms and not the number of persons involved. In 2016, Belgium registered 164,264 incoming individual persons with a PD A1. The figure is lower than the actual number of PDs A1 received, as several PDs A1 are issued to the same person during the reference year. Finally, 213,763 posted workers were counted by making use of LIMOSA, which is the Belgian registration tool of incoming posted workers. The difference between the number of posted workers counted on the basis of the national registration tool and the number of PDs A1 received is the result of an underdeclaration.

Table 1 Number of PDs A1 received versus number of postings/posted workers counted by the national registration tools, Belgium, 2016

Number of PDs A1 received on the basis of the PD A1 report	Actual number of PDs A1 received	Number of individual persons with a PD A1	Number of posted workers on the basis of the national registration tool
178,319	236,426	164,253	213,763

Source Administrative data PD A1 Questionnaire 2017 and National Social Security Office

Due to differences in the scope of posting between Directive 96/71/EC (Posting of Workers Directive)[14] and the Basic Regulation, the number of issued PDs A1 may not fully reflect the characteristics and the scale of posting under the Posting of Workers Directive in the EU. For instance, posted self-employed persons according to Article 12 (2) of the Basic Regulation are not covered by Directive 96/71/EC. On the contrary, workers active in two or more Member States may fall under the terms and conditions of the Posting of Workers Directive, and thus be considered as 'posted workers' in their own right.

pursues an activity in a Member State other than the competent Member State in the framework of Article 12 of the Basic Regulation.

[12] Article 9 (a) of Directive 2014/67/EU (i.e. Enforcement Directive) states that *"Member States may in particular impose an obligation for a service provider established in another Member State to make a simple declaration to the responsible national competent authorities … containing the relevant information necessary in order to allow factual controls at the workplace, including: (i) the identity of the service provider; (ii) the anticipated number of clearly identifiable posted workers; (iii) the persons referred to under points (e) and (f); (iv) the anticipated duration, envisaged beginning and end date of the posting; (v) the address(es) of the workplace; and (vi) the nature of the services justifying the posting."* Recent figures show that most Member States have introduced such a registration tool.

[13] In this regard, it would be good if the Administrative Commission could collect data on the number of PDs A1 received.

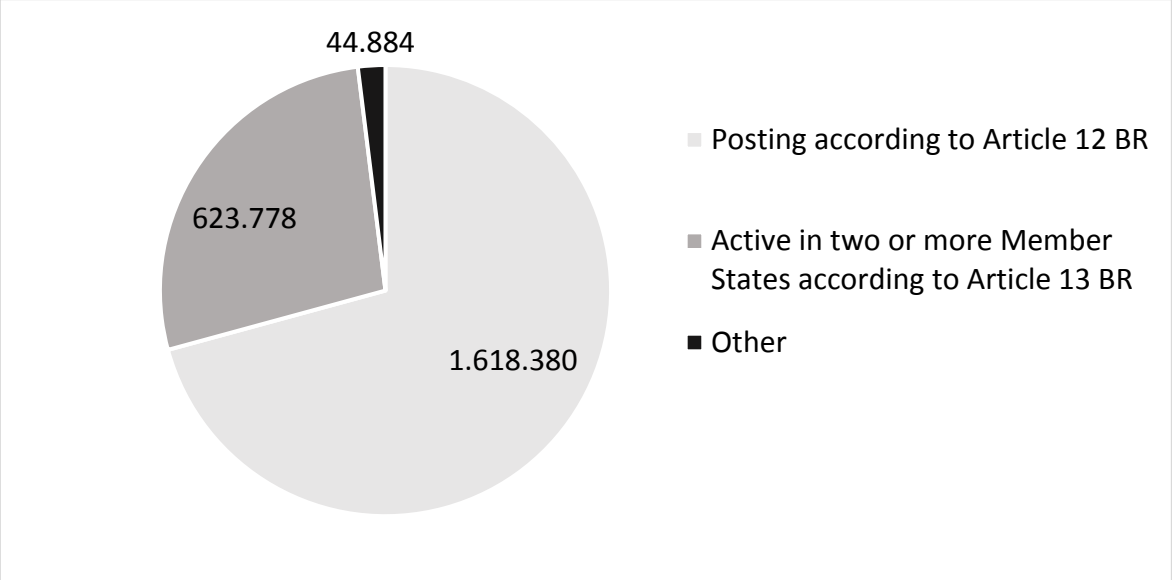
[14] For the purposes of this Directive, 'posted worker' means *"a worker who, for a limited period, carries out his or her work in the territory of a Member State other than the State in which he or she normally works"* (Article 2 of Directive 96/71/EC).

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

2.1. Number of PDs A1 issued in 2016

A total of 2.3 million PDs A1 were issued by the reporting Member States. Approximately 1.6 million PDs A1 were applicable to postings to one specific Member State *(Figure 1)*. Furthermore, some 624,000 PDs A1 were issued to persons active in two or more Member States according to Article 13 of the Basic Regulation. The remainder PDs A1 were applicable to other categories (44,884 PDs A1), mainly issued for 'Article 16 Agreements'.

Figure 1 Total number of PDs A1 issued, breakdown by type, 2016



Source Administrative data PD A1 Questionnaire 2017

In absolute terms the five main sending Member States were Poland (513,972 PDs A1 issued), Germany (260,068 PDs A1 issued), Slovenia (164,226 PDs A1 issued), Spain (147,424 PDs A1 issued) and France (135,974 PDs A1 issued) *(Table 2)*. More than half of the forms were granted by these five sending Member States.

Italy, Slovakia and Belgium also issued more than 100,000 PDs A1. The Netherlands, Austria, Luxembourg, Hungary, Portugal and Romania issued less than 100,000 but more than 50,000 PDs A1. The United Kingdom, the Czech Republic, Croatia, Lithuania, Denmark, Switzerland, Bulgaria, Estonia, Sweden and Latvia issued less than 50,000 but more than 10,000 PDs A1. Finally, Finland, Ireland, Greece, Norway, Cyprus, Liechtenstein, Malta and Iceland issued less than 10,000 PDs A1.

On average 71% of the PDs A1 issued were related to Article 12 of the Basic Regulation *(Table 3)*. More than 90% of the PDs A1 issued by France, Portugal, Romania, Hungary, Italy and Slovenia were issued in relation to the posting of workers to one specific Member State. By contrast, more than 60% of the PDs A1 were issued to persons active in two or more Member States in Liechtenstein, Cyprus, Denmark, the Czech Republic, the Netherlands, Estonia and Latvia. Poland as the main sending Member State issued 50% of the PDs A1 to posted workers and 48% to persons active in two or more Member States. Only Finland issued more than 2% of the PDs A1 to flight or cabin crew members. Furthermore, Malta issued a high percentage of the PDs A1 to mariners. Finally, Latvia issued 9.5% of the PDs A1 to common agreements on the basis of Article 16 of the Basic Regulation.

Table 2 Total number of PDs A1 issued by sending Member State, breakdown by type, 2016

Sending MS	Posted employed person	Posted self-employed person	*Sum posting*	Employed, working in two or more States	Self-employed, working in two or more States	Working as an employed person and as a self-employed person in different States	Working as a civil servant in one State and as an employed/ self-employed person in one or more other States	*Sum active in two or more States*	Civil servant	Contract staff	Mariner	Flight or cabin crew member	Exception (Art. 16)	*Sum others*	Total
BE	66,633	3,203	*69,836*	27,386	5,126	888	14	*33,414*	388	0	146	2	521	*1,057*	**104,307**
BG	15,548	108	*15,656*	3,117	125	351	0	*3,593*	227	0	20	0	99	*346*	**19,595**
CZ	8,914	2,231	*11,145*	23,840	10,365	1,453	14	*35,672*	434	0	0	6	321	*761*	**47,578**
DK	n.a.	n.a.	*6,508*	n.a.	n.a.	n.a.	n.a.	*22,288*	n.a.	n.a.	n.a.	n.a.	n.a.	*799*	**29,595**
DE	215,446	16,320	*231,766*	15,442	2,257	3,575	1,504	*22,778*	153	0	166	192	5,013	*5,524*	**260,068**
EE	6,313	14	*6,327*	11,332	51	27	1	*11,411*	171	3	30	0	11	*215*	**17,953**
IE	3,052	251	*3,303*	3,114	427	148	5	*3,694*	33	0	0	60	249	*342*	**7,339**
EL	3,873	68	*3,941*	2,192	577	149	14	*2,932*	23	19			9	*51*	**6,924**
ES	94,689	5,780	*100,469*	41,594	2,686	59	1	*44,340*	465	0	364	25	1,761	*2,615*	**147,424**
FR	132,009	3	*132,012*	3,218	6	35	0	*3,259*	9	3	0	0	691	*703*	**135,974**
HR	36,038	104	*36,142*	2,281	107	171	22	*2,581*	288	1	1,407	0	2,183	*3,879*	**42,602**
IT	90,740	15,655	*106,395*	4,429	656	321	52	*5,458*	533	0	0	12	2,117	*2,662*	**114,515**
CY	169	0	*169*	2,883	40	340	0	3,263	52	0	63	0	5	*120*	**3,552**
LV	2,361	85	*2,446*	6,327	130	144	1	*6,602*	79		668	8	1,027	*1,782*	**10,830**
LT	25,274	97	*25,371*	4,697	7	34	0	*4,738*	2	0	590	0	22	*614*	**30,723**
LU	55,020	344	*55,364*	11,487	281	859	2	*12,629*	0	0	1	0	731	*732*	**68,725**
HU	60,795	570	*61,365*	2,884	156	456	2	*3,498*	151	0	0	0	171	*322*	**65,185**
MT	97	13	*110*	176	9	33	1	*219*	4	0	167	3	1	*175*	**504**
NL	26,661	1,733	*28,394*	60,295	7,134	851	97	*68,377*	382	0	512	4	1,018	*1,916*	**98,687**
AT	57,700	4,826	*62,526*	9,036	1,249	1,089	250	*11,624*	15	0	0	6	961	*982*	**75,132**
PL	234,154	20,772	*254,926*	n.a.	n.a.	n.a.	n.a.	*248,214*	n.a.	n.a.	n.a.	n.a.	n.a.	*10,832*	**513,972**
PT	61,732	273	*62,005*	626	80	186	0	*892*	6	0	4	12	1,540	*1,562*	**64,459**
RO	48,612	98	*48,710*	1,232	113	83		*1,428*	423		70		224	*717*	**50,855**
SI	145,270	5,652	*150,922*	12,645	348	117	22	*13,132*	103	0	0	0	69	*172*	**164,226**
SK	56,287	33,362	*89,649*	19,345	1,130	1,208	9	*21,692*	388	0	1	26	272	*687*	**112,028**
FI	3,461	246	*3,707*	3,067	59	45	59	*3,230*	446	13	170	193	396	*1,218*	**8,155**
SE	3,462	189	*3,651*	4,759	232	244	1,566	*6,801*	403		360		241	*1,004*	**11,456**
UK	28,516	5,131	*33,647*	7,163	3,823	2,485	7	*13,478*	471	16	157	129	1,312	*2,085*	**49,210**
IS	74	52	*126*	17	8	8	37	*70*	31	0	4	3	5	*43*	**239**
LI	53	12	*65*	n.a.	n.a.	n.a.	n.a.	*1,278*	n.a.	n.a.	n.a.	n.a.	n.a.	*0*	**1,343**
NO	n.a.	n.a.	*n.a.*	n.a.	n.a.	n.a.	n.a.	*n.a.*	n.a.	n.a.	n.a.	n.a.	n.a.	*n.a.*	**4,134**
CH	10,784	943	*11,727*	9,731	671	743	48	*11,193*	58	3	13	16	877	*967*	**23,887**
Total	1,493,737	118,135	*1,618,380*	294,315	37,853	16,102	3,728	*623,778*	5,738	58	4,913	697	21,847	*44,884*	**2,291,176**

Source Administrative data PD A1 Questionnaire 2017

Table 3 Total number of PDs A1 issued by sending Member State, percentage breakdown by type, 2016

Sending MS	Posted employed person	Posted self-employed person	*Sum posting*	Employed, working in two or more States	Self-employed, working in two or more States	Working as an employed person and as a self-employed person in different States	Working as a civil servant in one State and as an employed/self-employed person in one or more other States	*Sum active in two or more States*	Civil servant	Contract staff	Mariner	Flight or cabin crew member	Exception (Art. 16)	*Sum others*	Total
BE	63.9%	3.1%	*67.0%*	26.3%	4.9%	0.9%	0.0%	*32.0%*	0.4%	0.0%	0.1%	0.0%	0.5%	*1.0%*	100%
BG	79.3%	0.6%	*79.9%*	15.9%	0.6%	1.8%	0.0%	*18.3%*	1.2%	0.0%	0.1%	0.0%	0.5%	*1.8%*	100%
CZ	18.7%	4.7%	*23.4%*	50.1%	21.8%	3.1%	0.0%	*75.0%*	0.9%	0.0%	0.0%	0.0%	0.7%	*1.6%*	100%
DK	0.0%	0.0%	*22.0%*	0.0%	0.0%	0.0%	0.0%	*75.3%*	0.0%	0.0%	0.0%	0.0%	0.0%	*2.7%*	100%
DE	82.8%	6.3%	*89.1%*	5.9%	0.9%	1.4%	0.6%	*8.8%*	0.1%	0.0%	0.1%	0.1%	1.9%	*2.1%*	100%
EE	35.2%	0.1%	*35.2%*	63.1%	0.3%	0.2%	0.0%	*63.6%*	1.0%	0.0%	0.2%	0.0%	0.1%	*1.2%*	100%
IE	41.6%	3.4%	*45.0%*	42.4%	5.8%	2.0%	0.1%	*50.3%*	0.4%	0.0%	0.0%	0.8%	3.4%	*4.7%*	100%
EL	55.9%	1.0%	*56.9%*	31.7%	8.3%	2.2%	0.2%	*42.3%*	0.3%	0.3%	0.0%	0.0%	0.1%	*0.7%*	100%
ES	64.2%	3.9%	*68.1%*	28.2%	1.8%	0.0%	0.0%	*30.1%*	0.3%	0.0%	0.2%	0.0%	1.2%	*1.8%*	100%
FR	97.1%	0.0%	*97.1%*	2.4%	0.0%	0.0%	0.0%	*2.4%*	0.0%	0.0%	0.0%	0.0%	0.5%	*0.5%*	100%
HR	84.6%	0.2%	*84.8%*	5.4%	0.3%	0.4%	0.1%	*6.1%*	0.7%	0.0%	3.3%	0.0%	5.1%	*9.1%*	100%
IT	79.2%	13.7%	*92.9%*	3.9%	0.6%	0.3%	0.0%	*4.8%*	0.5%	0.0%	0.0%	0.0%	1.8%	*2.3%*	100%
CY	4.8%	0.0%	4.8%	81.2%	1.1%	9.6%	0.0%	91.9%	1.5%	0.0%	1.8%	0.0%	0.1%	3.4%	100%
LV	21.8%	0.8%	*22.6%*	58.4%	1.2%	1.3%	0.0%	*61.0%*	0.7%	0.0%	6.2%	0.1%	9.5%	*16.5%*	100%
LT	82.3%	0.3%	*82.6%*	15.3%	0.0%	0.1%	0.0%	*15.4%*	0.0%	0.0%	1.9%	0.0%	0.1%	*2.0%*	100%
LU	80.1%	0.5%	*80.6%*	16.7%	0.4%	1.2%	0.0%	*18.4%*	0.0%	0.0%	0.0%	0.0%	1.1%	*1.1%*	100%
HU	93.3%	0.9%	*94.1%*	4.4%	0.2%	0.7%	0.0%	*5.4%*	0.2%	0.0%	0.0%	0.0%	0.3%	*0.5%*	100%
MT	19.2%	2.6%	*21.8%*	34.9%	1.8%	6.5%	0.2%	*43.5%*	0.8%	0.0%	33.1%	0.6%	0.2%	*34.7%*	100%
NL	27.0%	1.8%	*28.8%*	61.1%	7.2%	0.9%	0.1%	*69.3%*	0.4%	0.0%	0.5%	0.0%	1.0%	*1.9%*	100%
AT	76.8%	6.4%	*83.2%*	12.0%	1.7%	1.4%	0.3%	*15.5%*	0.0%	0.0%	0.0%	0.0%	1.3%	*1.3%*	100%
PL	45.6%	4.0%	*49.6%*	0.0%	0.0%	0.0%	0.0%	*48.3%*	0.0%	0.0%	0.0%	0.0%	0.0%	*2.1%*	100%
PT	95.8%	0.4%	*96.2%*	1.0%	0.1%	0.3%	0.0%	*1.4%*	0.0%	0.0%	0.0%	0.0%	2.4%	*2.4%*	100%
RO	95.6%	0.2%	*95.8%*	2.4%	0.2%	0.2%	0.0%	*2.8%*	0.8%	0.0%	0.1%	0.0%	0.4%	*1.4%*	100%
SI	88.5%	3.4%	*91.9%*	7.7%	0.2%	0.1%	0.0%	*8.0%*	0.1%	0.0%	0.0%	0.0%	0.0%	*0.1%*	100%
SK	50.2%	29.8%	*80.0%*	17.3%	1.0%	1.1%	0.0%	*19.4%*	0.3%	0.0%	0.0%	0.0%	0.2%	*0.6%*	100%
FI	42.4%	3.0%	*45.5%*	37.6%	0.7%	0.6%	0.7%	*39.6%*	5.5%	0.2%	2.1%	2.4%	4.9%	*14.9%*	100%
SE	30.2%	1.6%	*31.9%*	41.5%	2.0%	2.1%	13.7%	*59.4%*	3.5%	0.0%	3.1%	0.0%	2.1%	*8.8%*	100%
UK	57.9%	10.4%	*68.4%*	14.6%	7.8%	5.0%	0.0%	*27.4%*	1.0%	0.0%	0.3%	0.3%	2.7%	*4.2%*	100%
IS	31.0%	21.8%	*52.7%*	7.1%	3.3%	3.3%	15.5%	*29.3%*	13.0%	0.0%	1.7%	1.3%	2.1%	*18.0%*	100%
LI	3.9%	0.9%	*4.8%*	0.0%	0.0%	0.0%	0.0%	*95.2%*	0.0%	0.0%	0.0%	0.0%	0.0%	*0.0%*	100%
NO	0.0%	0.0%	*0.0%*	0.0%	0.0%	0.0%	0.0%	*0.0%*	0.0%	0.0%	0.0%	0.0%	0.0%	*0.0%*	100%
CH	45.1%	3.9%	*49.1%*	40.7%	2.8%	3.1%	0.2%	*46.9%*	0.2%	0.0%	0.1%	0.1%	3.7%	*4.0%*	100%
Total	65.3%	5.2%	*70.8%*	12.9%	1.7%	0.7%	0.2%	*27.3%*	0.3%	0.0%	0.2%	0.0%	1.0%	*2.0%*	100%

Source Administrative data PD A1 Questionnaire 2017

Mainly Poland has a high share in the total number of PDs A1 issued as it amounts to 22% of the total number of PDs A1 issued *(Table 4).* Nonetheless, as can be seen from *Table 4*, the share of Member States may differ strongly according to the type of case the PD A1 is granted. For instance, while the share of Slovakia in total is rather limited it amounts to 28% of the total number of PDs A1 issued to self-employed persons. Furthermore, Germany shows a much lower share in the total number of PDs A1 issued to persons active in two or more Member State. Finally, some 4 out of 10 PDs A1 granted to persons active in two or more Member States are issued by Poland.

Table 4 Total number of PDs A1 issued, by sending Member State, by type, share in column total, 2016

Sending MS	*Posted employed person*	*Posted self-employed person*	Sum posting	Active in two or more States	Others	Total
BE	*4.5%*	*2.7%*	4.3%	5.4%	2.4%	4.6%
BG	*1.0%*	*0.1%*	1.0%	0.6%	0.8%	0.9%
CZ	*0.6%*	*1.9%*	0.7%	5.7%	1.7%	2.1%
DK			0.4%	3.6%	1.8%	1.3%
DE	*14.4%*	*13.8%*	14.3%	3.7%	12.3%	11.4%
EE	*0.4%*	*0.0%*	0.4%	1.8%	0.5%	0.8%
IE	*0.2%*	*0.2%*	0.2%	0.6%	0.8%	0.3%
EL	*0.3%*	*0.1%*	0.2%	0.5%	0.1%	0.3%
ES	*6.3%*	*4.9%*	6.2%	7.1%	5.8%	6.4%
FR	*8.8%*	*0.0%*	8.2%	0.5%	1.6%	5.9%
HR	*2.4%*	*0.1%*	2.2%	0.4%	8.6%	1.9%
IT	*6.1%*	*13.3%*	6.6%	0.9%	5.9%	5.0%
CY	*0.0%*	*0.0%*	0.0%	0.5%	0.3%	0.2%
LV	*0.2%*	*0.1%*	0.2%	1.1%	4.0%	0.5%
LT	*1.7%*	*0.1%*	1.6%	0.8%	1.4%	1.3%
LU	*3.7%*	*0.3%*	3.4%	2.0%	1.6%	3.0%
HU	*4.1%*	*0.5%*	3.8%	0.6%	0.7%	2.8%
MT	*0.0%*	*0.0%*	0.0%	0.0%	0.4%	0.0%
NL	*1.8%*	*1.5%*	1.8%	11.0%	4.3%	4.3%
AT	*3.9%*	*4.1%*	3.9%	1.9%	2.2%	3.3%
PL	*15.7%*	*17.6%*	15.8%	39.8%	24.1%	22.4%
PT	*4.1%*	*0.2%*	3.8%	0.1%	3.5%	2.8%
RO	*3.3%*	*0.1%*	3.0%	0.2%	1.6%	2.2%
SI	*9.7%*	*4.8%*	9.3%	2.1%	0.4%	7.2%
SK	*3.8%*	*28.2%*	5.5%	3.5%	1.5%	4.9%
FI	*0.2%*	*0.2%*	0.2%	0.5%	2.7%	0.4%
SE	*0.2%*	*0.2%*	0.2%	1.1%	2.2%	0.5%
UK	*1.9%*	*4.3%*	2.1%	2.2%	4.6%	2.1%
IS	*0.0%*	*0.0%*	0.0%	0.0%	0.1%	0.0%
LI	*0.0%*	*0.0%*	0.0%	0.2%	0.0%	0.1%
NO						0.2%
CH	*0.7%*	*0.8%*	0.7%	1.8%	2.2%	1.0%
Total	*100%*	*100%*	100%	100%	100%	100%

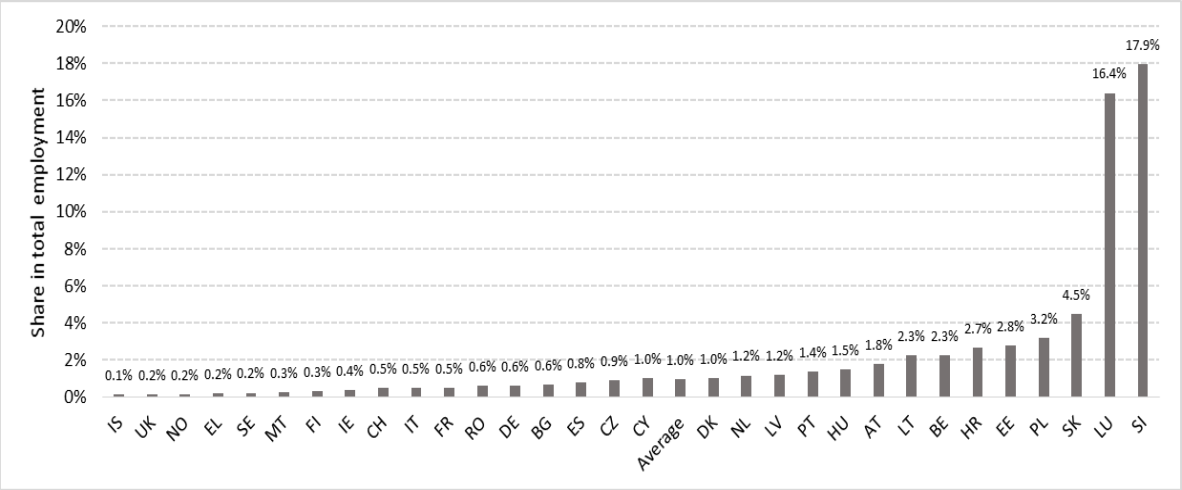
Source Administrative data PD A1 Questionnaire 2017

2.2. Share in total EU employment

The total number of PDs A1 issued can be compared to the total number of employed persons in the sending Member State. This gives a first idea of the relative volume but it is certainly not the best indicator to measure the impact on national labour markets, as in that case the number of forms issued are compared to the number of employed persons. However, it is better to compare the total number of employed persons with the number of individual persons involved, as several PDs A1 could be issued to the same person during the reference year. Such data are collected for both posted workers and persons active in two or more Member States.

In 2016, a PD A1 was issued to an equivalent of 1% of the employed population *(Figure 2)*. In relative terms, Slovenia (18%) and Luxembourg (16%) were the main sending Member States. Poland, which is the main sending Member State in absolute terms, issued a PD A1 to 3% of its employed population in 2016. As already indicated, these figures should be considered as an overestimation of the real impact on national labour markets. In a later stage, they will be corrected on the basis of the number of individual persons involved and the number of persons in full-time equivalents.

Figure 2 Share of PDs A1 issued in national employment of the sending Member State, 2016



* LU: employment is based on the National Accounts of LU by using the 'domestic concept' (which also takes into account the number of commuters)

Source Administrative data PD A1 Questionnaire 2017 and Eurostat [lfsa_egan2]

2.3. Comparison with previous years

Compared to 2015, the overall number of PDs A1 issued increased by roughly 12% *(Table 5)*. Nonetheless, seven Member States have granted less certificates compared to 2015 (Denmark, Ireland, France, Portugal, Finland, Sweden and Iceland). By contrast, Malta, Greece and Latvia show a high growth rate compared to 2015. Poland, which is already the main issuing Member State, shows also the highest increase in absolute terms (+ 50,798 PDs A1). Also Slovenia, Italy, Spain, France and Belgium have issued a much higher number of forms.

The number of PDs A1 issued has strongly increased within a very short period of time. Between 2012 and 2016 especially Poland, Slovenia, Spain and Slovakia in absolute terms, and both Greece and Croatia in percentage change granted a much higher number of certificates. The EU average annual growth rate over this period amounts to 10.7%.

Furthermore, EU-13 Member States show a higher growth rate compared to EU-15 Member States, both compared to 2015 and 2012. As a result, the share of EU-13 Member States in total raised by 5 percentage points from 42.1% in 2012 to 47.1% in 2016. Nonetheless, most PDs A1 issued are still issued by EU-15 Member States.

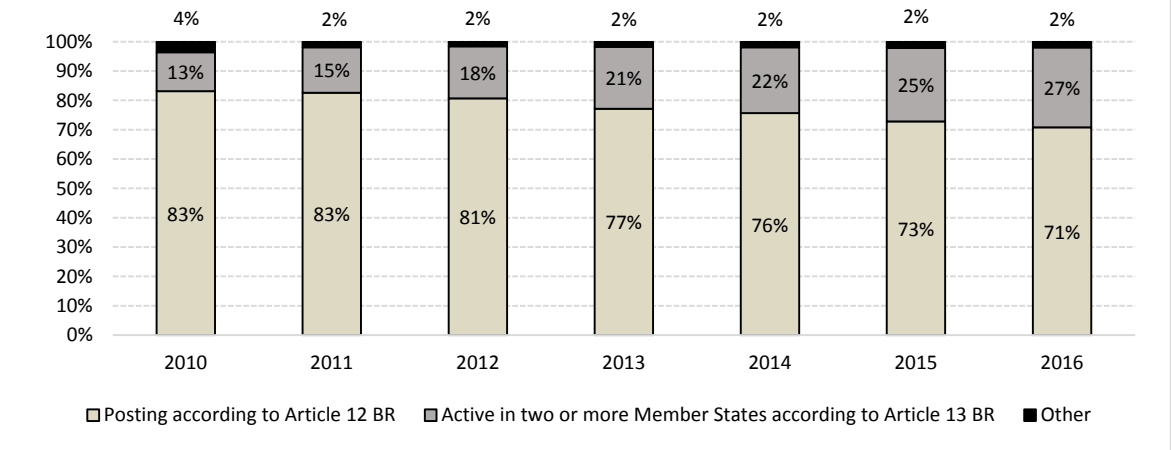
Table 5 PDs A1 issued by sending Member State, 2012-2016

Sending MS	2012	2013	2014	2015	2016	% change 2016 vs. 2012	% change 2016 vs. 2015	Change in numbers 2016 vs. 2012	Change in numbers 2016 vs. 2015
BE	59,832	83,582	79,771	86,218	104,307	74.3%	21.0%	44,475	18,089
BG	11,896	14,185	14,203	15,839	19,595	64.7%	23.7%	7,699	3,756
CZ	24,162	30,912	31,675	37,174	47,578	96.9%	28.0%	23,416	10,404
DK	19,592	25,220	20,409	30,031	29,595	51.1%	-1.5%	10,003	-436
DE	243,125	254,469	255,724	240,862	260,068	7.0%	8.0%	16,943	19,206
EE	18,606	15,927	15,054	15,363	17,953	-3.5%	16.9%	-653	2,590
IE	7,799	7,396	7,654	7,899	7,339	-5.9%	-7.1%	-460	-560
EL	1,889	2,131	3,608	4,789	6,924	266.5%	44.6%	5,035	2,135
ES	76,960	101,705	111,557	125,711	147,424	91.6%	17.3%	70,464	21,713
FR	140,805	130,435	125,203	139,040	135,974	-3.4%	-2.2%	-4,831	-3,066
HR		10,227	27,556	38,998	42,602	316.6%	9.2%	32,375	3,604
IT	52,237	59,114	74,431	91,740	114,515		24.8%	62,278	22,775
CY	2,282	2,192	1,955	3,091	3,552	55.7%	14.9%	1,270	461
LV	5,402	7,425	6,656	7,738	10,830	100.5%	40.0%	5,428	3,092
LT	14,041	17,342	19,208	25,254	30,723	118.8%	21.7%	16,682	5,469
LU	44,256	32,472	62,141	62,947	68,725	55.3%	9.2%	24,469	5,778
HU	65,182	68,489	68,234	63,663	65,185	0.0%	2.4%	3	1,522
MT	327	322	324	228	504	54.1%	121.1%	177	276
NL	84,202	95,719	116,060	95,017	98,687	17.2%	3.9%	14,485	3,670
AT	40,038	42,171	48,815	64,373	75,132	87.7%	16.7%	35,094	10,759
PL	341,100	385,422	428,405	463,174	513,972	50.7%	11.0%	172,872	50,798
PT	55,901	82,851	75,577	64,970	64,459	15.3%	-0.8%	8,558	-511
RO	44,459	51,939	57,194	46,871	50,855	14.4%	8.5%	6,396	3,984
SI	65,871	83,898	103,303	126,902	164,226	149.3%	29.4%	98,355	37,324
SK	48,924	56,442	89,494	98,383	112,028	129.0%	13.9%	63,104	13,645
FI	6,223	6,892	6,940	9,369	8,155	31.0%	-13.0%	1,932	-1,214
SE	6,152	11,664	10,951	12,502	11,456	86.2%	-8.4%	5,304	-1,046
UK	43,100	41,049	33,092	44,332	49,210	14.2%	11.0%	6,110	4,878
IS	306	277	245	283	239	-21.9%	-15.5%	-67	-44
LI	454	548	646	1,239	1,343	195.8%	8.4%	889	104
NO	n.a.	n.a.	3,252	3,887	4,134		6.4%		247
CH	n.a.	19,077	20,649	21,305	23,887		12.1%		2,582
Total	1,525,123	1,741,494	1,919,986	2,049,192	2,291,176	50.2%	11.8%	766,053	241,984
EU-15	882,111	976,870	1,031,933	1,079,800	1,181,970	34.0%	9.5%	299,859	102,170
EU-13	642,252	744,722	863,261	942,678	1,079,603	68.1%	14.5%	437,351	136,925
EFTA	760	19,902	24,792	26,714	29,603		10.8%		2,889
EU-15	57.8%	56.1%	53.7%	52.7%	51.6%				
EU-13	42.1%	42.8%	45.0%	46.0%	47.1%				
EFTA	0.0%	1.1%	1.3%	1.3%	1.3%				

Source Administrative data PD A1 Questionnaire 2017 and previous years

The share of the PDs A1 issued to persons active in two or more Member States in the total number of PDs A1 has doubled between 2010 and 2016 *(Figure 3)*. By contrast, the share of PDs A1 issued to posted workers has decreased from 83% in 2010 to 71% in 2016. This illustrates the increasing importance of PDs A1 issued for activities in two or more Member States.

Figure 3 Percentage in total number of PDs A1 issued, 2010-2016



Source Administrative data PD A1 Questionnaire 2017 and previous years

3. POSTING OF WORKERS ACCORDING TO ARTICLE 12 OF THE BASIC REGULATION

In this chapter the characteristics and the scale of posting according to Article 12 of the Basic Regulation are described in detail. This is done by making a breakdown by classification of the sending and receiving Member State, by type of posted worker and by sector of activity. Furthermore, data on the number of individual persons involved and the duration of the posting period is reported, in order to gain a better insight into the impact of posting on national labour markets.

As has already been pointed out, due to differences in the scope of posting between the Posting of Workers Directive and the Basic Regulation, this may not fully reflect the characteristics and the scale of posting under the Posting of Workers Directive in the EU.

3.1. General

In 2016, a total of 1.6 million PDs A1 were issued for the posting of workers according to Article 12 of the Basic Regulation (i.e. postings). The main sending Member States were Poland (254,926 PDs A1/postings), Germany (231,766 PDs A1/postings) and Slovenia (150,922 PDs A1/postings) *(Table 6)*.

The detailed breakdown of the information provided by the Member States as a sending country, if exhaustively completed, results in a similar view by receiving Member State. However, this breakdown by receiving Member State is incomplete, as the United Kingdom, Norway and Switzerland did not provide such breakdown. Nonetheless, their number is rather limited compared to the total, so the picture by receiving Member State is relatively complete. The main receiving Member States were Germany (440,065 PDs A1/postings), France (203,019 PDs A1/postings) and Belgium (178,319 PDs A1/postings) *(Table 6)*. Especially Germany received a high number of PDs A1, amounting to 27% of the total number of PDs A1 received *(Annex 1 - Table A1.2)*.

The breakdown by receiving Member State also makes it possible to determine the main flows of posting between sending and receiving Member States. *Table 6* illustrates two significant flows: from Poland to Germany (130,716 PDs A1/postings) and from Slovenia to Germany (66,892 PDs A1/postings). In addition, there are also some flows of more than 30,000 PDs A1: from Slovenia to Austria (45,236 PDs A1/postings), from Italy to Switzerland (42,092 PDs A1/postings), from Slovakia to Germany (40,340 PDs A1/postings), from France to Belgium (39,567 PDs A1/postings), from Germany to Switzerland (34,865 PDs A1/postings), from Hungary to Germany (34,842 PDs A1), from Austria to Germany (32,420 PDs A1/postings) and from Poland to France (30,970 PDs A1/postings).

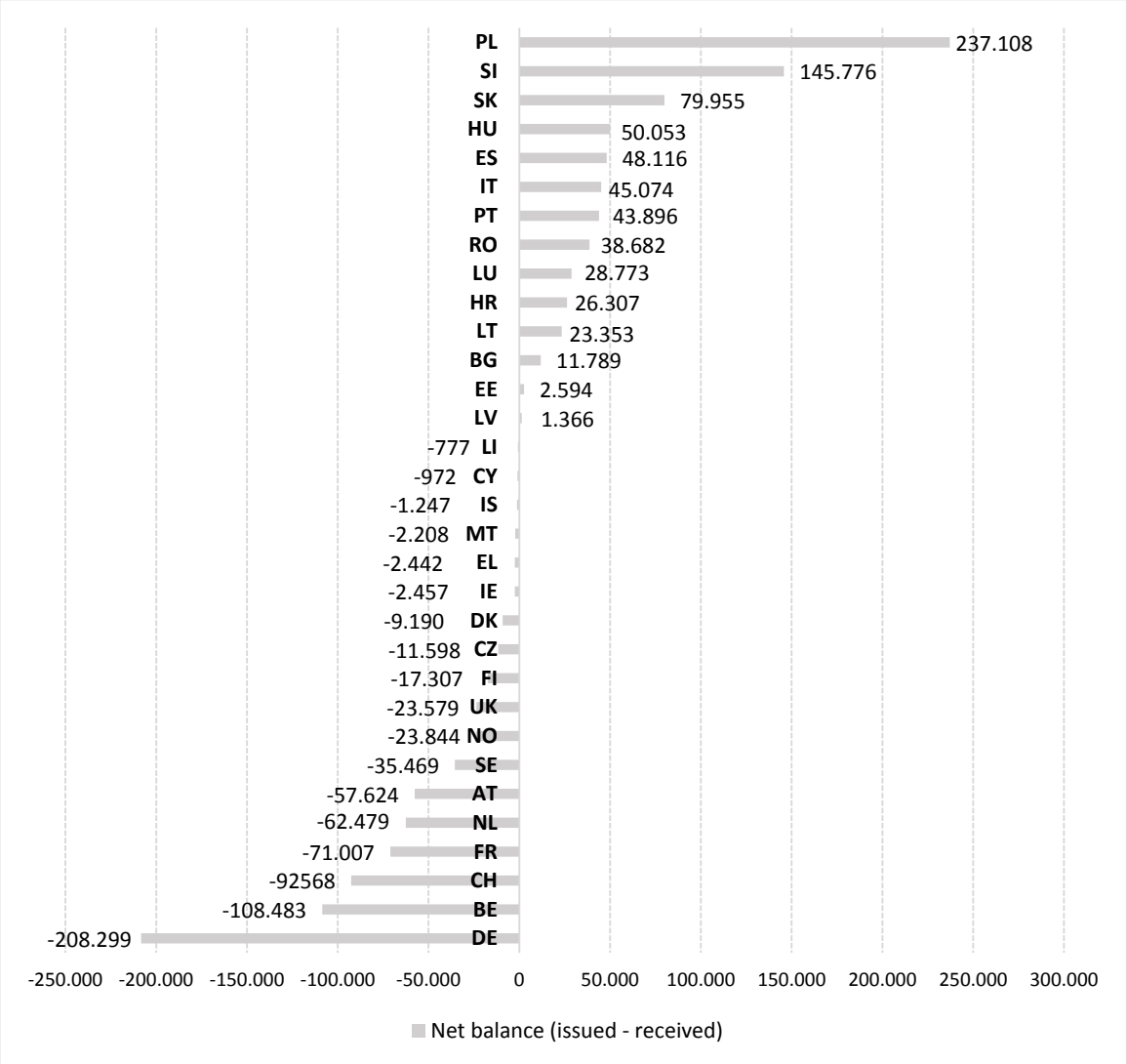
Table 6 PDs A1 issued according to Article 12 of the Basic Regulation by sending Member State, breakdown by receiving Member State, 2016

Receiving Member State	Sending Member State																																
	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	IS	LI	NO	CH	Total
BE	0	2,441	482	16	19,592	78	474	75	6,836	39,567	766	5,734	0	122	1,394	20,570	3,298	8	12,872	1,261	26,728	13,607	7,539	9,235	5,410	109	101		3	1			178,319
BG	72	0	251	1	928	0	0	160	261	534	41	250	0	1	6	28	32	0	39	149	603	30	246	106	105	6	18		0	0			3,867
CZ	316	46	0	0	3,431	2	9	2	1,068	1,707	305	534	0	1	0	152	333	0	117	677	3,931	82	204	446	9,353	19	8		0	0			22,743
DK	415	72	77	3	4,783	19	35	139	747	1,151	779	1,147	25	11	594	103	317	0	270	322	3,807	162	73	186	302	72	85		2	0			15,698
DE	7,195	7,555	3,695	171		282	467	1,568	15,142	17,386	24,172	10,889	7	593	6,172	11,617	34,842	5	5,534	32,420	130,716	3,471	18,521	66,892	40,340	214	178		9	12			440,065
EE	40	0	30	0	1,527		5	9	153	171	1	71	0	62	241	9	12	1	12	125	823	47	149	89	78	61	11		6	0			3,733
IE	236	12	100	4	1,114	0		61	850	1,185	136	146	0	4	23	77	48	0	114	102	1,100	151	13	164	76	10	34		0	0			5,760
EL	187	713	125	16	1,235	2	3		706	1,407	29	478	103		19	55	73	0	104	125	464	40	95	20	82	88	214		0	0			6,383
ES	2,065	100	30	72	13,530	33	64	153		12,307	113	6,583	0	9	85	519	210	12	1,147	1,576	2,175	9,219	357	765	399	443	383		4	0			52,353
FR	27,999	1,390	1,012	142	24,362	96	163	470	28,148		472	19,927	1	91	1,811	17,906	1,619	6	2,773	2,989	30,970	26,759	6,326	2,135	4,727	173	518		33	1			203,019
HR	83	28	28	3	925	51	2	4	301	565		642	0	0	0	26	104	0	21	518	195	1	15	6,006	270	21	26		0	0			9,835
IT	1,654	311	450	20	11,532	74	63	117	8,570	11,250	1,174		4	93	135	561	734	24	1,340	3,185	3,164	801	7,110	7,204	1,401	115	225		9	1			61,321
CY	69	4	9	0	331	0	3	205	54	114	0	29		0	0	8	9	0	25	1	62	0	1	2	11	3	32		0	0			972
LV	48	1	4	1	321	14	0	0	55	101	23	55	0		218	21	1	0	8	43	95	18	0	17	22	6	8		0	0			1,080
LT	90	130	10	19	257	10	2	0	83	157	0	80	0	94		15	1	0	4	21	903	21	3	22	88	3	5		0	0			2,018
LU	6,203	7	98	2	11,539	0	4	3	275	4,053	222	580	0	1	8		734	7	196	231	1,114	241	241	638	183	6	4		1	0			26,591
HU	194	17	85	2	2,291	3	8	4	403	1,337	208	447	8	1	9	132		8	83	797	1,577	94	570	759	2,235	19	5		1	15			11,312
MT	26	1	4	4	610	4	2	80	144	246	0	526	0	0	107	36	96		18	33	329	6	0	1	16	19	1		0	9			2,318
NL	16,705	636	274	61	28,378	101	769	347	3,034	4,645	1,041	1,474	1	27	1,865	781	3,046	20		1,208	13,330	2,906	2,708	3,469	3,924	75	43		5	0			90,873
AT	569	496	990	21	30,196	10	27	26	1,075	1,677	1,232	5,197	2	27	166	271	11,867	0	669		5,916	883	1,065	45,236	12,252	80	196		0	4			120,150
PL	441	182	480	24	5,871	9	36	47	2,411	2,646	480	1,346	0	17	135	283	216	1	203	421		146	471	514	1,356	46	29		7	0			17,818
PT	316	16	30	4	1,988	0	4	92	11,775	2,490	9	487	0	0	1	111	11	2	65	117	299		74	47	116	29	23		3	0			18,109
RO	178	81	237	4	2,218	2	8	151	1,493	1,637	76	1,079	1	0	1	66	740	0	61	571	647	57		143	572	3	2		0	0			10,028
SI	53	90	20	0	504	0	2	2	131	407	2,085	403	0	1	0	23	136	0	26	797	108	1	87		265	1	4		0	0			5,146
SK	118	63	1,185	1	2,298	0	3	18	596	599	135	538	0	0	0	79	418	0	53	644	1,719	84	477	650	10	2	2		0	2			9,694
FI	153	202	528	11	2,862	3,787	5	12	896	1,036	628	351	0	318	2,271	65	102	1	68	418	4,300	120	313	1,067	1,275		224		1	0			21,014
SE	445	131	259	154	8,774	497	365	22	1,324	1,768	1,014	545	0	490	3,209	174	513	0	573	747	13,412	460	359	653	2,491	733			8	0			39,120
UK	2,038	706	349	111	11,158	4	559	115	10,488	12,082	684	3,763	16	20	471	937	901	12	1,233	1,393	5,438	1,271	1,045	1,176	965	152	124		9	6			57,226
IS	28	0	16	3	161	0	31	0	94	163	2	8	0	0	14	3	0	0	9	56	750	0	1	24	10	0	0			0			1,373
LI	18	2	3	0	279	0	0	0	1	9	0	59	0	0	0	15	1	0	1	394	30	0	0	24	6	0	0		0				842
NO	243	138	84	894	3,738	1,245	151	23	1,181	864	315	935	0	267	6,371	53	321	0	183	878	3,136	152	520	504	355	200	1,069		24				23,844
CH	1,398	85	200	13	34,865	4	39	36	2,174	8,751	0	42,092	1	52	45	668	567	3	573	5,481	2,158	902	127	2,728	1,236	43	39		1	14			104,295
unkn.	241			4,731	168									144			63			4,826		273				956		33,647			11,727	56,776
Total	69,836	15,656	11,145	6,508	231,766	6,327	3,303	3,941	100,469	132,012	36,142	106,395	169	2,446	25,371	55,364	61,365	110	28,394	62,526	259,999	62,005	48,710	150,922	89,931	3,707	3,611	33,647	126	65		11,727	1,623,695

Source Administrative data PD A1 Questionnaire 2017

Figure 4 gives an overview of the net balance per reporting Member State by showing the number of PDs A1 issued **minus** the number of PDs A1 received. Some 14 Member States are net senders (i.e. more PDs A1 issued than received), in particular Poland, Slovenia and Slovakia. The other 18 Member States are net recipients (i.e. more PDs A1 received than issued), in particular Germany and Belgium. Also the net balance of postings in relative terms by Member State (= the number of PDs A1 issued as a percentage of the total employment minus the number of PDs A1 received as a percentage of the total employment) could be calculated. These results will be reported when discussing the impact of posting on national labour markets *(section 3.8)*.

Figure 4 Net balance between the number of PDs A1 issued and received according to Article 12 of the Basic Regulation, 2016

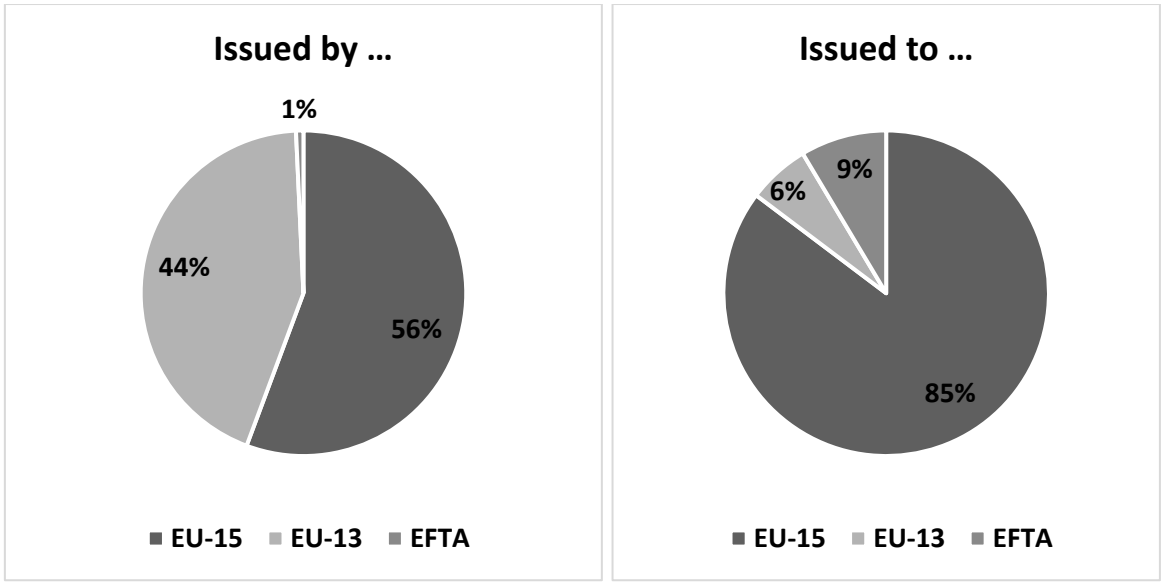


Source Administrative data PD A1 Questionnaire 2017

3.2. Mainly issued by and to EU-15 Member States

Some 56% of the PDs A1 applicable to posted workers according to Article 12 of the Basic Regulation No 883/2004 were issued by EU-15 Member States and 44% by EU-13 Member States *(Figure 5)*. Moreover, approximately 85% of postings were received by EU-15 Member States. It shows that there is not only a flow of postings from EU-13 to EU-15 Member States but also across EU-15 Member States.

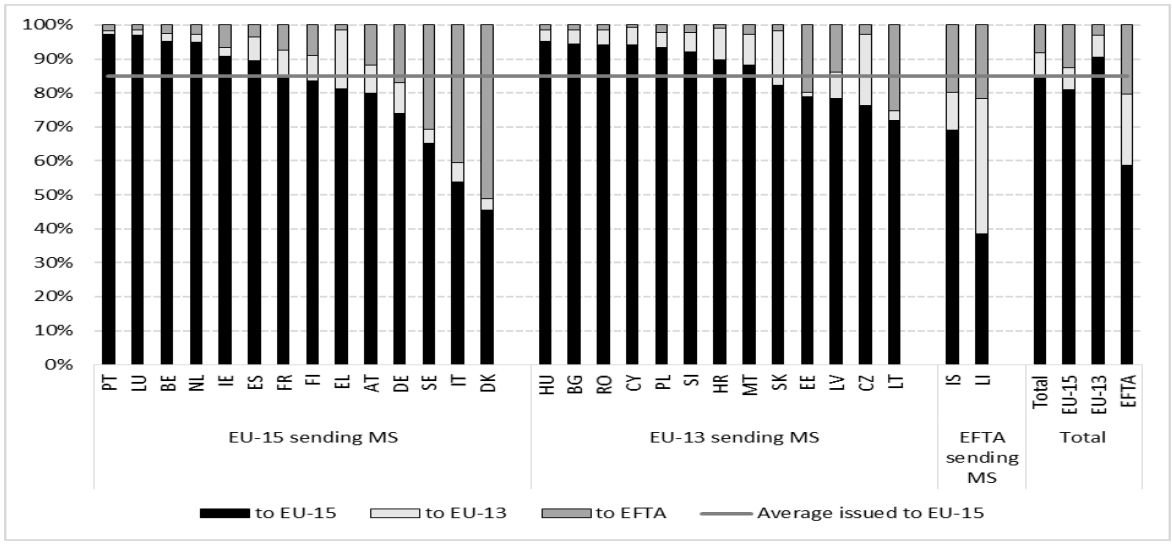
Figure 5 PDs A1 for posted workers issued, breakdown by classification of the sending or the receiving Member State, total, 2016



Source Administrative data PD A1 Questionnaire 2017

More than 90% of the postings by Portugal, Luxembourg, Belgium, the Netherlands, Ireland, Hungary, Bulgaria, Romania, Cyprus, Poland and Slovenia are to the EU-15 *(Figure 6)*. In turn, only half of the postings by Italy and Denmark are to the EU-15 as both Member States granted a high number of certificates to persons posted to Switzerland. The share of forms issued to the EU-15 is somewhat higher for the EU-13 Member States (90%) than for the EU-15 Member States (81%).

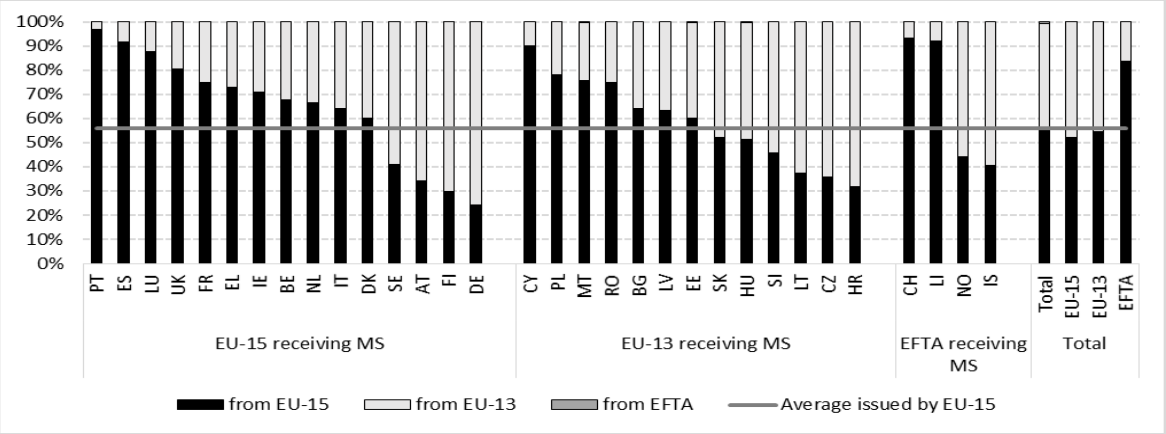
Figure 6 PDs A1 for posted workers issued by the sending Member States, breakdown by classification of the receiving Member State, 2016



* No breakdown by receiving MS reported by UK, NO and CH.
Source Administrative data PD A1 Questionnaire 2017

The receiving EU-15 Member States receive on average almost equal proportions of postings coming from EU-15 and EU-13 Member States. Germany, Finland, Austria, Sweden as well as Croatia, the Czech Republic, Lithuania, Slovenia, Norway and Iceland received more than 50% of the postings from the EU-13 *(Figure 7)*. On the other hand, postings from the EU-15 represent the overwhelming majority (>90%) in Portugal, Spain, Cyprus, Switzerland and Liechtenstein.

Figure 7 PDs A1 for posted workers received by the receiving Member States, breakdown by classification of the sending Member State, 2016

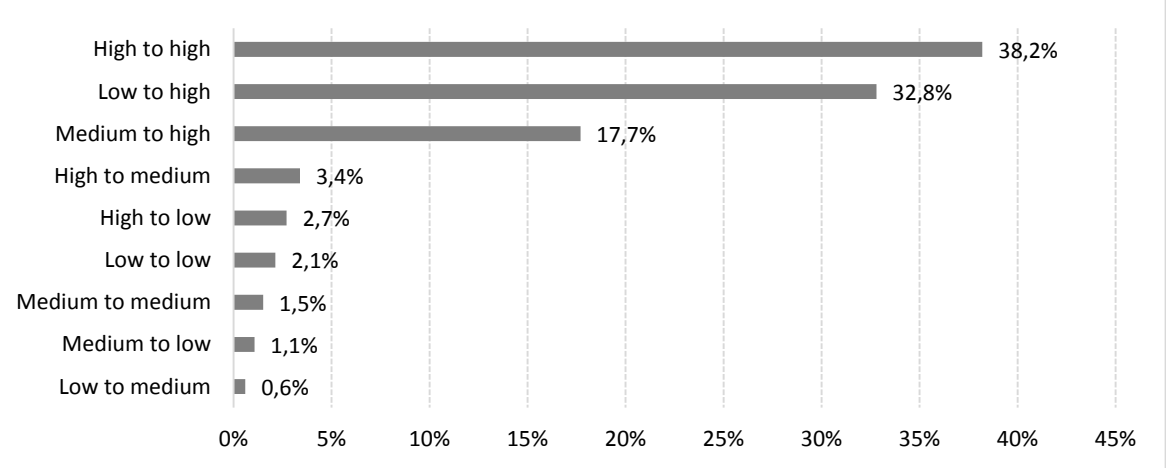


* No data reported by UK, NO and CH.

Source Administrative data PD A1 Questionnaire 2017

Some 38% of postings occur from one high-wage Member State to another.[15] The flow from low-wage to high-wage Member States represents a third of total postings in 2016. Furthermore, 18% of workers are being posted from medium-wage to high-wage Member States. It certainly makes sense to repeat this exercise by sector of economic activity.[16]

Figure 8 Flow of postings between EU Member States divided by wage group (high, medium, low), % on total posting, 2016



* High-wage (above EU average wage, year 2012): DK, LU, SE, FI, BE, NL, DE, FR, AT, IT, IE, UK, IS, LI, NO and CH; Medium-wage (around EU average, 2012): CY, ES, EL, MT, SI, PT; Low-wage (less than half of the EU average wage): HR, CZ, EE, PL, SK, HU, LV, LT, RO and BG.

Source Administrative data PD A1 Questionnaire 2017 based on EC, 2016 (see Figure 5).

3.3. Comparison with previous years

Tables 7 and 8 illustrate the evolution of the number of PDs A1 issued and received according to Article 12 of the Basic Regulation between 2010 and 2016. Compared to 2015, the overall number of postings increased by 8.6%. After a slowdown in 2015, the annual growth rate has risen again.

[15] One could however argue that the preponderance of high-to-high flows is dependent on the fact that high-wage countries represent the most numerous group (16 vs 6 medium-wage and 10 low-wage countries).

[16] Due to a limited number of reporting Member States this exercise is currently not feasible.

Slovenia (+36%) and Greece show (+35%) a strong annual growth between 2010 and 2016. The number of forms issued by both Member States in 2016 is 6 times higher compared to 2010. Both Member States (+19.6%% and +35.5%, respectively) together with Cyprus (+76.0%), Latvia (+35.8%), Italy (+27.8%) and Malta (+25%) issued a much higher number of forms compared to 2015. Slovenia issued 24,769 more PDs A1 to posted workers compared to last year and almost 127,000 forms more than in 2010. Poland, which is the main issuing Member State, issued 3.5% more forms to posted workers compared to 2015, which is below the EU average rate of 8.6%.

Not all Member States granted more certificates to posted workers in 2016. Iceland (-29.6%), Sweden (-15.8%), Denmark (-10.7%), Ireland (-8.7%), Portugal (-3.1%) and Finland (-0.5%) show a decrease compared to 2015.

Table 7 PDs A1 for posted workers issued by sending Member States, 2010-2016

Sending MS	2010	2011	2012	2013	2014	2015	2016	Compared to 2015	Annual growth*
BE	49,862	55,931	56,103	58,522	58,611	63,467	69,836	10.0%	5.8%
BG	5,734	7,429	11,091	12,861	13,275	14,811	15,656	5.7%	18.2%
CZ	15,829	16,102	15,358	13,155	10,380	10,799	11,145	3.2%	-5.7%
DK	9,262	11,491	6,176	5,320	3,869	7,288	6,508	-10.7%	-5.7%
DE	201,436	226,850	221,650	227,008	232,776	218,006	231,766	6.3%	2.4%
EE	13,580	15,322	14,889	11,689	7,147	5,415	6,327	16.8%	-12.0%
IE	1,935	3,106	3,512	3,457	3,261	3,616	3,303	-8.7%	9.3%
EL	642	888	1,661	1,688	2,325	2,908	3,941	35.5%	35.3%
ES	44,087	48,479	48,132	63,519	76,286	86,943	100,469	15.6%	14.7%
FR	133,896	144,256	130,247	123,580	119,727	130,468	132,012	1.2%	-0.2%
HR				8,716	24,060	33,381	36,142	8.3%	
IT	35,430	35,611	48,369	55,509	69,279	83,277	106,395	27.8%	20.1%
CY	81	38	35	66		96	169	76.0%	13.0%
LV	3,424	4,287	2,846	3,237	1,655	1,801	2,446	35.8%	-5.5%
LT	6,462	9,515	11,306	14,105	16,683	21,430	25,371	18.4%	25.6%
LU	55,852	39,385	39,758	28,481	50,345	50,440	55,364	9.8%	-0.1%
HU	40,640	57,848	63,742	66,415	65,655	59,711	61,365	2.8%	7.1%
MT	442	318	327	322	145	88	110	25.0%	-20.7%
NL	15,190	25,986	24,199	25,429	37,775	27,141	28,394	4.6%	11.0%
AT	25,957	28,806	35,671	36,959	41,114	55,320	62,526	13.0%	15.8%
PL	221,126	227,930	246,214	262,714	266,745	251,107	259,999	3.5%	2.7%
PT	58,923	54,043	54,580	81,687	74,735	64,020	62,005	-3.1%	0.9%
RO	29,730	59,363	44,318	51,739	57,194	46,871	48,710	3.9%	8.6%
SI	23,944	42,485	65,727	83,659	102,920	126,153	150,922	19.6%	35.9%
SK	28,245	40,926	44,854	52,807	73,810	80,058	89,931	12.3%	21.3%
FI	2,187	2,668	3,181	3,332	2,786	3,725	3,707	-0.5%	9.2%
SE		2,993	3,339	4,622	4,306	4,287	3,611	-15.8%	
UK	32,109	35,368	33,148	29,935	23,501	31,708	33,647	6.1%	0.8%
IS	376	377	293	269	140	179	126	-29.6%	-16.7%
LI	61	63	166	119	89	65	65	0.0%	1.1%
NO	1,872	2,163	n.a.	n.a.	3,252				
CH			n.a.	10,346	10,851	10,728	11,727	9.3%	
Total	1,058,314	1,200,027	1,230,892	1,341,267	1,454,697	1,495,307	1,623,695	8.6%	7.4%
EU-15	666,768	715,861	709,726	749,048	800,696	832,614	903,484	8.5%	5.2%
EU-13	389,237	481,563	520,707	581,485	639,669	651,721	708,293	8.7%	10.5%
EFTA	2,309	2,603	459	10,734	14,332	10,972	11,918	8.6%	31.5%

* Average annual growth between 2010 and 2016.

Source Administrative data PD A1 Questionnaire 2017 and previous years

During the observation period 2010 to 2016, both Estonia and Iceland show the highest annual growth from the perspective of the receiving Member States *(Table 8)*. Compared to 2015, both Member States (+61.3% and +125.8%, respectively) together with Malta (+59.5%), Ireland (+42.3%), Croatia (+37.4%) and Cyprus (+35.2%) registered a much higher number of postings. This is in contrast to Latvia (-24.6%) and Lithuania (-21.5%). Both Member States received a much lower number of PDs A1 for posted workers in 2016 compared to 2015. In absolute numbers, in 2016 Member States granted much more certificates to workers providing temporary services in Belgium (+19,322 postings), France (16,934), Germany (+13,602 postings) and Austria (+11,027 postings) compared to 2015.

Table 8 PDs A1 for posted workers received by the receiving Member States, 2010-2016

Receiving MS	2010	2011	2012	2013	2014	2015	2016	Compared to 2015	Annual growth
BE	90,540	125,107	125,264	134,340	159,749	156,556	178,319	13.9%	12.0%
BG	4,483	4,006	3,896	3,805	3,267	3,325	3,867	16.3%	-2.4%
CZ	15,892	17,144	17,808	18,603	17,165	19,144	22,743	18.8%	6.2%
DK	9,608	11,002	11,044	10,763	10,869	13,352	15,698	17.6%	8.5%
DE	250,054	311,361	335,862	373,666	414,220	418,908	440,065	5.1%	9.9%
EE	1,235	1,904	2,325	2,998	2,951	2,315	3,733	61.3%	20.2%
IE	5,014	6,084	4,674	5,556	3,973	4,039	5,760	42.6%	2.3%
EL	10,656	7,763	6,795	4,820	4,692	5,683	6,383	12.3%	-8.2%
ES	63,304	47,640	46,075	46,507	44,825	47,369	52,353	10.5%	-3.1%
FR	160,532	161,954	156,490	182,219	190,848	184,695	203,019	9.9%	4.0%
HR				1,753	4,560	7,139	9,835	37.8%	
IT	60,460	64,223	48,663	47,445	52,481	59,095	61,321	3.8%	0.2%
CY	1,702	1,042	1,106	956	944	716	972	35.8%	-8.9%
LV	1,851	1,788	1,516	1,235	1,504	1,431	1,080	-24.5%	-8.6%
LT	1,850	2,248	3,497	2,274	1,930	2,404	2,018	-16.1%	1.5%
LU	27,730	24,295	19,741	20,503	21,763	21,749	26,591	22.3%	-0.7%
HU	8,457	9,924	9,900	8,887	8,955	8,743	11,312	29.4%	5.0%
MT	1,308	1,449	1,052	952	1,062	1,453	2,318	59.5%	10.0%
NL	91,560	105,885	99,416	100,423	87,817	89,411	90,873	1.6%	-0.1%
AT	59,642	76,335	76,445	88,596	101,015	108,627	120,150	10.6%	12.4%
PL	12,877	16,013	16,033	14,387	14,521	17,897	17,818	-0.4%	5.6%
PT	12,193	13,345	11,422	10,696	12,833	15,374	18,109	17.8%	6.8%
RO	9,445	10,476	11,224	10,894	9,717	10,709	10,028	-6.4%	1.0%
SI	3,391	2,676	3,340	4,507	6,550	5,685	5,146	-9.5%	7.2%
SK	8,692	6,876	6,641	7,010	7,648	8,141	9,694	19.1%	1.8%
FI	20,205	22,183	22,522	19,917	16,589	18,618	21,014	12.9%	0.7%
SE	19,464	24,412	26,095	29,446	33,019	37,373	39,120	4.7%	12.3%
UK	34,321	37,247	40,366	43,522	50,893	54,344	57,226	5.3%	8.9%
IS	543	559	385	392	338	608	1,373	125.8%	16.7%
LI	572	763	510	925	417	803	842	4.9%	6.7%
NO	18,771	30,523	16,170	18,778	21,250	24,958	23,844	-4.5%	4.1%
CH	51,962	62,578	64,908	78,106	87,492	97,701	104,295	6.7%	12.3%
Unknown			39,429	45,790	58,717	46,943	56,776	20.9%	
Total	1,058,314	1,208,805	1,230,614	1,340,671	1,454,573	1,495,307	1,623,695	8.6%	7.4%
EU-15	915,283	1,038,836	1,030,874	1,118,419	1,205,586	1,235,168	1,336,001	8.2%	6.5%
EU-13	71,183	75,546	78,338	78,261	80,774	89,127	100,564	12.8%	5.9%
EFTA	71,848	94,423	81,973	98,201	109,497	124,070	130,354	5.1%	10.4%

* DK, UK, LI, NO and CH did not provide a breakdown by receiving Member State for 2012, 2013, 2014, 2015 or 2016, which prevents to draw a complete picture in terms of receiving Member States.

Source Administrative data PD A1 Questionnaire 2017 and previous years

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

Data on the number of self-employed persons working temporarily in another Member State are reported below. As mentioned earlier, posted self-employed persons do not fall into the scope of the Posting of Workers Directive.

On average 7% of the posted workers were self-employed in 2016 *(Table 9)*, which is a similar percentage compared to previous years. Especially Slovakia, Italy, the Czech Republic, Liechtenstein and Iceland granted a high percentage of PDs A1 to posted self-employed persons. In absolute terms, this is mainly the case for Slovakia.

The detailed information provided by the reporting Member States results in a similar view by receiving Member State. Especially Switzerland, Sweden and Austria received a rather high percentage of PDs A1 for posted self-employed persons.

Table 9 Number of posted employed and self-employed persons, 2016

	Issued				Received			
	Employed		Self-employed		Employed		Self-employed	
	Number	*% row*	*Number*	*% row*	*Number*	*% row*	*Number*	*% row*
BE	66,633	95.4%	3,203	4.6%	168,418	94.5%	9,885	5.5%
BG	15,548	99.3%	108	0.7%	3,688	95.4%	178	4.6%
CZ	8,914	80.0%	2,231	20.0%	21,632	95.1%	1,111	4.9%
DK					14,954	95.3%	741	4.7%
DE	215,446	93.0%	16,320	7.0%	408,785	93.0%	30,977	7.0%
EE	6,313	99.8%	14	0.2%	3,585	96.0%	148	4.0%
IE	3,052	92.4%	251	7.6%	5,463	94.9%	293	5.1%
EL	3,873	98.3%	68	1.7%	6,098	95.8%	269	4.2%
ES	94,689	94.2%	5,780	5.8%	50,472	96.5%	1,809	3.5%
FR	132,009	100.0%	3	0.0%	193,072	95.2%	9,705	4.8%
HR	36,038	99.7%	104	0.3%	9,365	95.3%	467	4.7%
IT	90,740	85.3%	15,655	14.7%	58,176	94.9%	3,125	5.1%
CY	169	100.0%	0	0.0%	951	97.8%	21	2.2%
LV	2,361	96.5%	85	3.5%	1,044	96.8%	35	3.2%
LT	25,274	99.6%	97	0.4%	1,867	93.4%	132	6.6%
LU	55,020	99.4%	344	0.6%	25,934	97.5%	655	2.5%
HU	60,795	99.1%	570	0.9%	10,791	95.4%	519	4.6%
MT	97	88.2%	13	11.8%	2,250	97.2%	64	2.8%
NL	26,661	93.9%	1,733	6.1%	86,626	95.4%	4,136	4.6%
AT	57,700	92.3%	4,826	7.7%	109,851	91.4%	10,278	8.6%
PL	234,154	91.9%	20,772	8.1%	17,050	95.8%	744	4.2%
PT	61,732	99.6%	273	0.4%	17,328	95.7%	777	4.3%
RO	48,612	99.8%	98	0.2%	9,725	97.0%	299	3.0%
SI	145,270	96.3%	5,652	3.7%	4,978	96.7%	168	3.3%
SK	56,287	62.8%	33,362	37.2%	9,302	96.0%	391	4.0%
FI	3,461	93.4%	246	6.6%	20,259	96.5%	744	3.5%
SE	3,462	94.8%	189	5.2%	34,652	88.9%	4,314	11.1%
UK	28,516	84.8%	5,131	15.2%	55,070	96.4%	2,045	3.6%
IS	74	58.7%	52	41.3%	1,320	96.4%	50	3.6%
LI	53	81.5%	12	18.5%	795	94.4%	47	5.6%
NO					22,516	98.1%	434	1.9%
CH	10,784	92.0%	943	8.0%	81,965	78.6%	22,317	21.4%
Total	1,493,737	92.7%	118,135	7.3%	1,498,879	92.7%	118,102	7.3%

Source Administrative data PD A1 Questionnaire 2017

3.5. Breakdown by sector of economic activity

21 Member States provided more detailed figures on the sector of economic activity, which accounts for some 60% of the total number of PDs A1 issued to posted workers.

3.5.1 From a sending perspective

Table 10 shows the distribution of the PDs A1 issued by the sending Member States to posted workers by economic sector.

In 2016, on average 45% of PDs A1 were issued to posted workers employed in the construction sector. Also, 29% of the forms were issued for activities in the service sector and 24% for other industrial activities (excluding the construction sector). Finally, only 1.5% of PDs A1 were issued to provide services in agriculture and fishing.

The figures show that the construction sector is by far the most 'popular' sector of activity. Nonetheless, there are some differences between the sending Member States. Persons posted from the Czech Republic, Estonia, Croatia, Latvia, Lithuania, Hungary, Austria, Poland, Portugal, Romania, Slovenia and Slovakia mainly provide services in the construction industry. Furthermore, most of the persons posted from France, Luxembourg, Malta, the Netherlands, Cyprus, Finland, Sweden and Iceland work in the

service sector of the receiving Member State. A more detailed distribution of the sector by NACE[17] illustrates that a high percentage of persons posted from the Netherlands and Luxembourg are employed by temporary employment agencies. Finally, most of the workers posted from Liechtenstein provide services in the industry sector (excluding the construction sector).

Table 10 also shows that most of the postings from low-wage Member States occur in industry, in particular the construction sector. By contrast, posted workers from high-wage Member States are to a much larger extent active in the service sector.

Table 10 PDs A1 for posted workers issued by the sending Member States, from a sending perspective, breakdown by economic activity, 2016 (row %)

Sending MS	Agriculture, hunting and fishing NACE A	Industry NACE B to F		Services NACE G to T								
		Industry Total	of which Construction NACE F	Services Total	of which							
					Wholesale and retail trade NACE G	Accommodation and food service activities NACE I	Transportation and storage; Information and communication NACE H and J	of which Freight transport by road NACE H - Group 49.4	Financial and insurance; Real estate; Professional, scientific and technical activities; Administrative and support service activities NACE K,L, M and N	of which Temporary employment agency NACE N - Group 78.2	Education, health and social work, arts and other services NACE P, Q, R and S	of which Human health and social work activities NACE Q
BE												
BG												
CZ	1.5%	67.7%	48.9%	30.8%	3.4%	0.4%	4.1%	3.2%	24.4%	n.a.	0.0%	0.0%
DK												
DE												
EE	4.3%	84.4%	60.9%	11.3%	0.5%	0.3%	0.5%	0.1%	2.0%	0.3%	7.7%	3.5%
IE												
EL												
ES												
FR	0.0%	49.1%	7.6%	50.9%	7.8%	1.6%	7.5%	0.5%	18.9%	3.6%	14.0%	1.0%
HR	0.0%	88.0%	44.9%	12.0%	2.7%	0.3%	1.6%	0.3%	5.2%	0.5%	2.3%	0.3%
IT												
CY	0.0%	42.6%	10.1%	57.4%	30.2%	1.8%	1.8%	0.0%	22.5%	0.0%	1.2%	0.0%
LV	1.1%	71.8%	46.1%	27.1%	2.8%	0.0%	6.1%	1.6%	8.2%	2.5%	9.9%	0.0%
LT	0.0%	66.1%	51.4%	33.9%	0.8%	6.2%	2.0%	0.3%	0.0%	0.0%	0.0%	0.0%
LU	0.1%	50.9%	38.3%	49.0%	3.8%	0.1%	2.2%	0.3%	40.9%	19.6%	1.8%	0.5%
HU	0.0%	87.8%	56.5%	12.2%	2.4%	1.2%	2.8%	0.1%	2.5%	0.0%	1.7%	0.6%
MT	0.0%	5.5%	5.5%	94.5%	2.7%	0.9%	31.8%	n.a.	49.1%	n.a.	10.0%	4.5%
NL	1.0%	33.8%	12.5%	65.2%	5.9%	3.0%	3.0%	0.5%	26.4%	25.6%	26.9%	2.9%
AT	1.3%	74.9%	52.5%	23.8%	7.3%	1.0%	1.4%	2.5%	5.4%	1.0%	8.6%	0.4%
PL	4.3%	66.5%	50.6%	29.2%	1.0%	0.2%	2.1%	0.6%	7.1%	1.3%	12.9%	0.9%
PT	0.7%	65.7%	34.2%	33.6%	2.8%	0.0%	0.3%	0.1%	30.3%	9.9%	0.1%	0.1%
RO	0.9%	83.1%	49.3%	16.0%	1.4%	0.1%	5.9%	n.a.	4.7%	n.a.	4.0%	n.a.
SI	0.1%	72.4%	53.2%	27.5%	0.5%	0.0%	0.8%	n.a.	0.0%	n.a.	26.2%	n.a.
SK	0.5%	78.7%	44.4%	20.8%	2.0%	0.4%	1.6%	1.5%	0.5%	0.2%	16.3%	3.7%
FI	0.6%	64.9%	21.2%	34.5%	1.7%	0.2%	2.8%	0.3%	11.4%	0.2%	18.1%	0.1%
SE	0.7%	34.3%	13.5%	65.0%	5.0%	0.0%	5.6%	n.a.	43.5%	n.a.	10.7%	0.7%
UK												
IS	4.5%	0.0%	11.7%	95.5%	0.0%	0.0%	4.5%	n.a.	27.9%	n.a.	63.1%	1.8%
LI	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NO												
CH												
Total	1.5%	69.1%	45.0%	29.4%	2.3%	0.6%	2.4%	0.5%	9.6%	3.2%	12.1%	0.9%

Source Administrative data PD A1 Questionnaire 2017

3.5.1 From a receiving perspective

By using the detailed figures reported by 21 sending Member States also a fragmented picture could be presented of the services provided by the posted workers in the receiving Member States. It is worth noting that due to the limited number of reporting Member States, an incomplete dataset from a receiving perspective is obtained. It follows that some caution is required when drawing general conclusions.

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

These fragmented data nonetheless give an interesting view on the distribution of posted workers in the receiving Member States.

Most of the posting activities received by Bulgaria, Estonia, Ireland, Greece, Spain, Italy, Cyprus, Lithuania, Hungary, Malta, Portugal, Romania, Slovakia, the United Kingdom and Switzerland are provided in the service sector *(Table 11)*. For instance, some Member States received a high percentage of postings in the healthcare sector. The percentage of posted workers employed by temporary employment agencies will be an underestimation for all receiving Member States as not all reporting Member States were able to provide such detailed information. Nonetheless, the figures indicate that a high number of posted workers received by France and Belgium are employed by temporary employment agencies.

Despite the strong concentration of temporary services in the construction sector, not all receiving Member States received a substantial number of posted workers employed in this sector of activity. This is 'only' the case in Belgium, Denmark, Germany, France, Croatia, Latvia, Luxembourg, the Netherlands, Austria, Finland, Sweden, Iceland, Liechtenstein and Norway. In addition, more than 50% of posted workers received by Belgium, Croatia, Austria, Finland, Sweden, Iceland, Liechtenstein and Norway are employed in the construction sector of the host Member State.

Table 11 PDs A1 for posted workers received by the receiving Member States, from a receiving perspective, breakdown by economic activity, 2016 (row %)

Receiving MS	Agriculture, hunting and fishing NACE A	Industry NACE B to F		Services NACE G to T								
		Industry Total	of which Construction NACE F	Services Total	of which							
					Wholesale and retail trade NACE G	Accommodation and food service activities NACE I	Transportation and storage; Information and communication NACE H and J	of which Freight transport by road NACE H - Group 49.4	Financial and insurance; Real estate; Professional, scientific and technical activities; Administrative and support service activities NACE K,L, M and N	of which Temporary employment agency NACE N - Group 78.2	Education, health and social work, arts and other services NACE P, Q, R and S	of which Human health and social work activities NACE Q
BE	1.1%	71.1%	50.9%	27.8%	2.0%	0.6%	1.5%	0.4%	15.7%	9.0%	6.7%	0.7%
BG	0.9%	59.8%	22.2%	39.3%	4.8%	1.2%	7.5%	1.7%	16.4%	0.6%	7.2%	0.0%
CZ	0.8%	71.3%	29.0%	27.9%	5.9%	0.2%	2.0%	1.1%	5.2%	0.7%	12.3%	0.6%
DK	1.5%	69.1%	36.4%	29.4%	3.3%	0.1%	1.6%	0.5%	6.1%	1.1%	13.8%	0.1%
DE	1.8%	73.1%	49.5%	25.1%	1.8%	0.4%	1.6%	0.4%	5.0%	1.3%	13.6%	1.5%
EE	2.3%	56.5%	17.0%	41.2%	0.4%	1.5%	2.9%	2.3%	12.3%	0.0%	9.1%	0.0%
IE	1.6%	62.9%	30.1%	35.6%	7.2%	0.5%	6.5%	1.8%	11.1%	1.6%	9.1%	0.1%
EL	0.8%	28.4%	6.7%	70.9%	5.3%	1.2%	8.4%	2.3%	28.5%	0.8%	21.7%	3.6%
ES	1.1%	53.8%	15.7%	45.0%	4.9%	0.8%	4.5%	0.8%	22.9%	2.3%	9.8%	0.5%
FR	1.4%	61.3%	40.6%	37.3%	1.9%	0.4%	1.0%	0.3%	25.1%	12.2%	5.9%	0.2%
HR	0.3%	71.2%	59.4%	28.5%	3.3%	1.3%	1.5%	1.5%	2.1%	0.3%	19.5%	0.1%
IT	0.8%	50.9%	23.3%	48.3%	3.5%	1.2%	8.2%	0.7%	11.4%	0.9%	21.8%	0.2%
CY	3.8%	25.6%	6.6%	70.7%	20.8%	3.2%	11.7%	10.7%	17.0%	0.0%	19.9%	0.0%
LV	1.8%	68.4%	36.4%	29.9%	1.0%	6.1%	5.9%	5.3%	8.6%	0.0%	3.5%	0.3%
LT	3.7%	50.8%	36.3%	45.5%	2.8%	0.0%	4.7%	2.6%	20.0%	0.2%	12.9%	0.0%
LU	0.8%	62.3%	40.9%	36.9%	3.5%	2.5%	5.8%	1.2%	11.2%	3.5%	8.5%	0.4%
HU	1.0%	55.8%	21.4%	43.2%	4.5%	0.2%	3.7%	1.5%	10.5%	0.5%	22.9%	0.1%
MT	1.7%	42.4%	17.1%	55.9%	1.2%	1.2%	8.6%	3.7%	8.9%	0.9%	34.9%	0.0%
NL	6.0%	63.6%	32.7%	30.4%	2.4%	0.4%	1.7%	0.3%	7.8%	1.3%	13.1%	0.8%
AT	0.4%	72.9%	55.9%	26.7%	1.5%	0.7%	2.7%	0.3%	2.7%	0.2%	18.1%	0.5%
PL	0.0%	69.6%	18.2%	30.4%	3.8%	0.3%	6.1%	3.3%	10.4%	1.2%	9.4%	0.1%
PT	1.6%	44.7%	9.4%	53.8%	9.2%	1.1%	7.6%	2.9%	16.5%	1.5%	17.5%	1.0%
RO	0.9%	61.9%	21.0%	37.2%	3.3%	0.0%	7.3%	4.1%	9.6%	0.6%	10.5%	0.1%
SI	2.9%	70.9%	32.3%	26.2%	4.1%	0.4%	5.8%	3.4%	9.2%	0.4%	8.9%	0.1%
SK	2.2%	57.5%	31.5%	40.4%	5.7%	0.2%	6.6%	2.0%	15.8%	1.6%	10.8%	0.0%
FI	2.3%	80.7%	50.7%	17.0%	0.8%	0.1%	1.2%	0.2%	4.0%	0.3%	8.6%	0.0%
SE	1.1%	81.6%	62.8%	17.3%	1.2%	0.2%	4.8%	0.6%	4.5%	0.4%	4.9%	0.1%
UK	0.8%	62.8%	31.9%	36.4%	4.3%	1.0%	5.3%	0.6%	12.8%	1.5%	11.3%	0.9%
IS	1.0%	82.8%	57.3%	16.2%	1.9%	0.3%	2.3%	0.7%	1.0%	0.0%	6.1%	0.0%
LI	0.5%	67.7%	51.7%	31.8%	4.1%	1.3%	7.0%	3.1%	8.5%	5.9%	11.6%	0.0%
NO	0.4%	74.6%	53.1%	25.1%	1.4%	5.3%	2.6%	0.1%	5.1%	0.5%	6.1%	0.1%
CH	0.5%	60.5%	32.8%	39.0%	6.1%	0.3%	3.9%	0.8%	10.3%	0.6%	17.2%	0.7%
Total	1.5%	69.1%	45.0%	29.3%	2.3%	0.6%	2.4%	0.5%	9.6%	3.2%	12.1%	0.9%

* By using the detailed figures reported by 21 sending Member States, which accounts for some 60% of the total number of PDs A1 issued.

Source Administrative data PD A1 Questionnaire 2017

3.6. The number of individual persons involved

As mentioned earlier, the number of PDs A1 issued according to Article 12 of the Basic Regulation is not necessarily equal to the number of persons involved. 20 Member States reported figures on the number of individual persons involved. The number of individual posted workers is roughly 60% of the number of PDs A1 issued for these persons *(Table 12)*. It also means that one person is posted 1.7 times during the observed period.

However, the relationship between the PDs A1 and the persons involved differs markedly among the reporting Member States. Whereas the number of individual posted workers is only 29% of the number of PDs A1 issued by Luxembourg, the number of individual posted workers is equal to the number of PDs A1 issued by Iceland. Poland was able to provide data on the number of individual posted workers for the period between October and December 2016. These figures show that the number of individual persons posted by Poland amounts to 75% of the number of PDs A1 issued to these persons.

These kind of figures are really important for calculating the impact on national employment, as this is a better numerator than the number of forms granted. It is therefore good that an increasing number of Member States provide such data. Moreover, on the basis of the figures below it is estimated that some 967,000 individual persons received a PD A1 according to Article 12 of the Basic Regulation in 2016.

Table 12 Number of individual posted workers who received a PD A1, 2016

	Individual number of persons who received a PD A1 *(A)*	Number of PDs A1 issued *(B)*	A/B	B/A
BE	34,983	69,836	50%	2.0
BG	11,449	15,656	73%	1.4
CZ	9,474	11,145	85%	1.2
DK	4,038	6,508	62%	1.6
DE				
EE	4,738	6,327	75%	1.3
IE	2,563	3,303	78%	1.3
EL				
ES				
FR	82,653*	117,336*	70%	1.4
HR	26,611	36,142	74%	1.4
IT	59,494	106,395	56%	1.8
CY	165	169	98%	1.0
LV	2,013	2,446	82%	1.2
LT				
LU	15,991	55,364	29%	3.5
HU	43,526	61,365	71%	1.4
MT				
NL				
AT**				
PL	47,147*	63,222*	75%	1.3
PT	31,009	62,005	50%	2.0
RO				
SI	46,748	150,922	31%	3.2
SK	55,538	89,649	62%	1.6
FI	2,721	3,707	73%	1.4
SE	3,234	3,651	89%	1.1
UK				
IS	126	126	100%	1.0
LI				
NO				
CH				
Total reported	641,303*	1,076,757*	60%*	1.7*
Estimate total individual	966,939***	1,623,695		

* Both Poland (last three months of 2016) and France have reported only for a limited number of PDs A1 the equivalent number of individual persons involved. For both Member States their total number of PDs A1 issued is taken into account in order to calculate the EU average. For Poland the estimated number of individual persons involved accounts to 193,891 and for France to 92,991.

** Figures for AT are not included since not all competent institutions provided data.

*** Figure obtained by applying the percentage of 60% to all missing Member States.

Source Administrative data PD A1 Questionnaire 2017

3.7. The posting period

The posting period under the current rules is set at a maximum of 24 months according to Article 12 of the Basic Regulation. This does not necessarily imply that this is also the real duration of the posting period. Some 17 sending Member States reported figures on the average duration of the posting period for 2016.

The duration of the posting period was on average 101 days in 2016. This is the total weighted[18] EU average calculated on the basis of the replies of the 17 reporting Member States *(Table 13)*. The unweighted average amounts to 146 days in 2016.

The posting period differs to a large extent among the sending Member States. Luxembourg, France and Belgium all report a duration of the posting period of almost less than a month. By contrast, Hungary, Iceland, Croatia, Latvia, Ireland and Estonia all reported an average posting period of more than 200 days. Finally, the average duration per posting by Poland amounts to some 134 days.

Table 13 Average duration of the posting period, in days, from a sending perspective, 2016

	Average duration per posting (A)	Number of times posted during the year (B)	Average duration per individual posted worker (A*B)
BE	37	2.0	74
BG			
CZ	153	1.2	180
DK			
DE			
EE	207	1.3	276
IE	219	1.3	282
EL			
ES			
FR	31	1.4	44
HR	240	1.4	326
IT	55	1.8	99
CY			
LV	234	1.2	284
LT			0
LU	15	3.5	50
HU	306	1.4	431
MT			
NL			
AT			
PL	134	1.3	180
PT	119	2.0	238
RO			
SI	67	3.2	216
SK	97	1.6	156
FI	142	1.4	193
SE			
UK			
IS	285	1.0	285
LI			
NO			
CH			
Total**	101	1.7	170

* The total unweighted average is 146 days.
** Both Poland (last three months of 2016) and France have reported only for a limited number of PDs A1 the average duration of the posting period. For both Member States their total number of PDs A1 issued is taken into account in order to calculate the EU average.
*** Figures for AT are not included since not all competent institutions provided data.
Source Administrative data PD A1 Questionnaire 2017

[18] Based on the total number of PDs A1 issued by the reporting Member States.

By multiplying the average duration per posting by the number of times a person is posted during the year it is possible to estimate the average duration an individual worker was posted *(Table 13)*. The fact that the average duration per posting is on average 101 days and that the person is posted on average 1.7 times per year makes that an individual person is posted on average 170 days. However, it is worth noting that this period may cover more than one reference year as a maximum period of 24 months has been determined. Therefore, the individual person was not necessarily posted for a period of 170 days during the same year.

When this exercise is made for each reporting Member State, the average duration per individual posted worker varies from some 74 days for Belgium to some 431 days for Hungary.

3.8. The impact of posted workers on national labour markets

The number of individual posted workers could be compared to the total number of employed persons in the sending Member States to know the relative importance of this activity. Since such data are not available for all Member States, an alternative is to use the number of PDs A1 issued to posted workers (i.e. postings). However, this will result into an overestimation of the relative impact.

In 2016, an equivalent of 0.4% of EU employment could be related to the employment of posted workers *(Table 14)*. The most striking figure is obtained for Slovenia, as some 5% of the Slovenian employed population is posted abroad. Also more than 1% of the employed population in Luxembourg (3.8%), Slovakia (2.2%), Croatia (1.7%) and Poland (1.2%) provided services abroad in 2016. This is in contrast to Denmark, Finland, Sweden, Greece, Malta, the UK and Iceland, which show a very low percentage of their employed population sent abroad (0.1% and lower).

By using the additional data about the duration of the posting period, the relative weight of posting on the labour market in terms of full-time equivalents (FTEs) [19] could be estimated. Such data are only available for 17 Member States. However, it is important that Poland, as the main sending Member State, has reported for the first time figures on the average posting period. In 2016, an equivalent of 0.2% of employment in FTEs could be related to posted workers (weighted average).

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

Table 14 Share of posted workers in national employment, by sending perspective, 2016

Sending MS	Total employed persons (in ,000)	Forms	% of employed persons	Persons	% of employed persons	Persons in FTE*	% of employed persons in FTE
BE	4,587	69,836	1.5%	34,983	0.8%	7,079	0.2%
BG	3,017	15,656	0.5%	11,449	0.4%		
CZ	5,139	11,145	0.2%	9,474	0.2%	4,672	0.1%
DK	2,840	6,508	0.2%	4,038	0.1%		
DE	41,267	231,766	0.6%				
EE	645	6,327	1.0%	4,738	0.7%	3,587	0.6%
IE	2,020	3,303	0.2%	2,563	0.1%	1,982	0.1%
EL	3,674	3,941	0.1%				
ES	18,342	100,469	0.5%				
FR	26,584	132,012	0.5%	92,991**	0.3%	11,212**	0.0%
HR	1,590	36,142	2.3%	26,611	1.7%	23,765	1.5%
IT	22,758	106,395	0.5%	59,494	0.3%	16,090	0.1%
CY	363	169	0.0%	165	0.0%		
LV	893	2,446	0.3%	2,013	0.2%	1,568	0.2%
LT	1,361	25,371	1.9%				
LU	418	55,364	13.2%	15,991	3.8%	2,199	0.6%
HU	4,352	61,365	1.4%	43,526	1.0%	51,446	1.2%
MT	192	110	0.1%				
NL	8,427	28,394	0.3%				
AT	4,220	62,526	1.5%				
PL	16,197	259,999	1.6%	193,891**	1.2%	95,360**	0.6%
PT	4,605	62,005	1.3%	31,009	0.7%	20,215	0.5%
RO	8,449	48,710	0.6%				
SI	915	150,922	16.5%	46,748	5.1%	27,719	3.2%
SK	2,492	89,931	3.6%	55,538	2.2%	23,801	1.0%
FI	2,448	3,707	0.2%	2,721	0.1%	1,442	0.1%
SE	4,910	3,611	0.1%	3,234	0.1%		
UK	31,628	33,647	0.1%				
IS	191	126	0.1%	126	0.1%	98	0.1%
LI		65					
NO	2,638						
CH	4,604	11,727	0.3%				
Total	231,606	1,623,695	0.7%		0.4%		0.2%
Estimate***				966,939		451,468	

* In order to estimate the number of persons in FTEs, the average duration was divided by 365 days, because figures were collected in terms of 'calendar days' and not in terms of 'working days', and afterwards multiplied by the number of PDs A1 issued.

** Both Poland (last three months of 2016) and France have reported only for a limited number of PDs A1 the equivalent number of individual persons involved and the average duration of the posting period. For both Member States their total number of PDs A1 issued is taken into account in order to calculate the number of persons involved and persons in FTEs.

*** Sum of figures reported and estimate for those Member States who did not provide data (average % is applied to these Member States).

Source Administrative data PD A1 Questionnaire 2017 and Eurostat [lfsa_egan2]

By using the additional data about the sector of activity a more detailed analysis could be made of the share of posted workers in the employment by sector of activity. The findings for three sectors of activity (construction sector, services and other industrial activities (excl. construction)) are reported below for 15 reporting Member States *(Table 15)*.

Almost 5 out of 10 employed persons in the Slovenian construction sector are posted abroad. Furthermore, also the Luxembourg (14.3%), Croatian (10.6%), Slovakian (10.7%), Hungarian (8.9%) and Polish (8.0%) construction sectors post a high percentage of persons abroad. The figures appear to indicate that the construction sector is confronted with a high share of posted workers. This is less the case for the other two sectors of activity. However, it cannot be ruled out that some sub-sectors in both the industry and services sector are confronted with a relative high share of workers providing temporary services abroad.

Table 15 Share of individual posted workers in national employment, by sector of economic activity, by sending perspective, 2016

Sending MS	Industry (excl. construction) Total	Construction	Services
BE			
BG			
CZ	0.1%	1.2%	0.1%
DK			
DE			
EE	0.9%	5.0%	0.1%
IE			
EL			
ES			
FR	1.1%	0.4%	0.2%
HR	3.7%	10.6%	0.3%
IT			
CY			
LV	0.4%	1.4%	0.1%
LT			
LU	5.5%	14.3%	2.3%
HU	1.3%	8.9%	0.2%
MT			
NL			
AT			
PL	0.9%	8.0%	0.6%
PT	1.2%	3.7%	0.3%
RO			
SI	3.6%	48.8%	2.3%
SK	2.9%	10.7%	0.8%
FI	0.3%	0.3%	0.1%
SE	0.1%	0.1%	0.1%
UK			
IS	0.1%	0.1%	0.1%
LI			
NO			
CH			

Source Administrative data PD A1 Questionnaire 2017 and Eurostat [lfsa_egan2]

Also from a receiving perspective the impact of posting on national labour markets could be estimated on the basis of the number of PDs A1 for posted workers received and the breakdown by sector of activity. However, there are some caveats that should be taken into account. Firstly, the estimate is based on the number of forms received and not on the number of individual posted workers involved. This implies an overestimation of the share of posted workers in national employment. Secondly, only the impact of postings according to Article 12 of the Basic Regulation on receiving Member States is described. No such data exist for persons active in two or more Member States according to Article 13. Finally, the distribution by sector of activity is based on *Table 11*. This means that the distribution is based on the figures provided by 21 reporting Member States.

Nonetheless, this gives a very useful overview of the Member States which receive in relative terms a high number of postings. In addition, detailed figures for the construction sector are reported.

Mainly Luxembourg, Belgium, Austria and Switzerland received in relative terms a higher number of postings *(Table 16)*. Moreover, the construction sector in these four Member States is confronted with a high share of incoming posted workers compared to the national employment in this sector. Furthermore, also the construction sectors in Germany, Sweden, the Netherlands, Iceland, Norway, Finland, Croatia and France

receive a relatively high number of posted workers compared to their national employment in this sector of activity.

The last column of *Table 16* also shows the net balance of postings in relative terms by Member State. This is the number of PDs A1 issued as a percentage of total employment **minus** the number of PDs A1 received as a percentage of total employment. Member States such as Belgium, Switzerland and Austria are confronted with a significantly high percentage of incoming posted workers (as a percentage of their national employment), which is not compensated by a high percentage of outgoing posted workers (as a percentage of their national employment).

Table 16 Share of postings in national employment, total economy and construction sector, by receiving perspective, 2016

	Total economy	Construction sector	Total economy - Net balance issued versus received in relative terms*
BE	3.8%	26.7%	-2.3%
BG	0.1%	0.4%	-0.1%
CZ	0.4%	1.7%	-0.2%
DK	0.5%	3.6%	-0.3%
DE	1.0%	7.8%	-0.5%
EE	0.6%	1.1%	0.4%
IE	0.3%	1.3%	-0.1%
EL	0.2%	0.3%	0.0%
ES	0.3%	0.8%	0.3%
FR	0.8%	4.8%	-0.3%
HR	0.6%	5.2%	1.7%
IT	0.3%	1.0%	0.2%
CY	0.3%	0.2%	-0.3%
LV	0.1%	0.6%	0.2%
LT	0.1%	0.7%	1.7%
LU	6.4%	25.4%	6.9%
HU	0.3%	0.9%	1.2%
MT	1.2%	3.4%	-1.2%
NL	1.1%	7.4%	-0.7%
AT	2.8%	19.1%	-1.4%
PL	0.1%	0.3%	1.5%
PT	0.4%	0.6%	1.0%
RO	0.1%	0.3%	0.5%
SI	0.6%	3.2%	15.9%
SK	0.4%	1.3%	3.2%
FI	0.9%	5.9%	-0.7%
SE	0.8%	7.5%	-0.7%
UK	0.2%	0.8%	-0.1%
IS	0.7%	6.7%	
LI			
NO	0.9%	6.1%	-0.9%
CH	2.3%	11.3%	-2.0%

* Percentage reported in third column of *Table 14* **minus** percentage reported in first column of *Table 16*.

Source Administrative data PD A1 Questionnaire 2017 and Eurostat [lfsa_egan2]

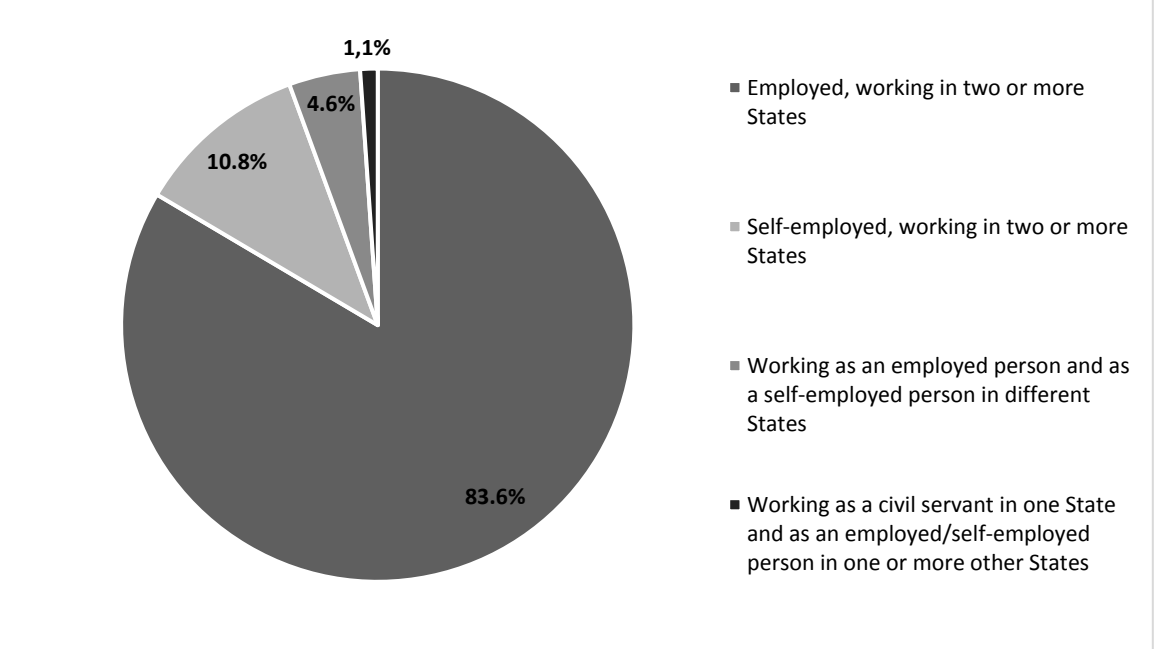
4. ACTIVE IN TWO OR MORE MEMBER STATES ACCORDING TO ARTICLE 13 OF THE BASIC REGULATION

Detailed figures on persons who are active in two or more Member States are reported in this Chapter. The need for a more detailed profile of persons active in two or more Member States recently emerged as the number of PDs A1 issued to this group of persons has strongly increased over the past few years.

4.1. Breakdown by type of activity

A total of 623,778 PDs A1 were issued to persons active in two or more Member States. More detailed information has been collected on the type of activity of these persons. On average 83.6% of these forms relate to persons employed in different Member States, including workers posted under the terms and conditions of the Posting of Workers Directive *(Figure 9)*. Also, 11% of these forms were issued to self-employed persons who are active in two or more Member States. Some 4.6% of the forms were issued to persons who are both employed and self-employed in different Member States. Finally, 1% of these forms were issued to persons who work as a civil servant in one Member State and as an employed or self-employed person in one or more other Member States.

Figure 9 Total number of PDs A1 issued for persons active in two or more Member States, breakdown by type of activity, 2016



* No data reported by DK, PL, LI and NO.
Source Administrative data PD A1 Questionnaire 2017

Estonia, Lithuania, France, Slovenia, Latvia and Finland issued almost exclusively PDs A1 related to activities in two or more Member States to persons *employed* in different Member States *(more than 95% of the forms issued related to activities in two or more Member States) (Table 17)*. The Czech Republic and the United Kingdom issued a relatively high percentage to persons *self-employed* in different Member States *(some 30% of the forms issued related to activities in two or more Member States)*. Portugal, the United Kingdom and Germany granted a high number of forms to persons who are both *employed and self-employed* in different Member States. Finally, Sweden and Iceland issued a high percentage of forms to persons working as a civil

servant in one Member State and as an employed or self-employed person in one or more other Member States.

Table 17 Total number of PDs A1 issued for persons active in two or more Member States by the sending Member State, breakdown by type of activity, 2016

	Employed, working in two or more States		Self-employed, working in two or more States		Working as an employed person and as a self-employed person in different States		Working as a civil servant in one State and as an employed/self-employed person in one or more other States		Total active in two or more States	
	Number	*Row %*	*Number*	*Row %*	*Number*	*Row %*	*Number*	*Row %*	*Number*	*Row %*
BE	27,386	82.0%	5,126	15.3%	888	2.7%	14	0.0%	33,414	100%
BG	3,117	86.8%	125	3.5%	351	9.8%	0	0.0%	3,593	100%
CZ	23,840	66.8%	10,365	29.1%	1,453	4.1%	14	0.0%	35,672	100%
DK									22,288	100%
DE	15,442	67.8%	2,257	9.9%	3,575	15.7%	1,504	6.6%	22,778	100%
EE	11,332	99.3%	51	0.4%	27	0.2%	1	0.0%	11,411	100%
IE	3,114	84.3%	427	11.6%	148	4.0%	5	0.1%	3,694	100%
EL	2,192	74.8%	577	19.7%	149	5.1%	14	0.5%	2,932	100%
ES	41,594	93.8%	2,686	6.1%	59	0.1%	1	0.0%	44,340	100%
FR	3,218	98.7%	6	0.2%	35	1.1%	0	0.0%	3,259	100%
HR	2,281	88.4%	107	4.1%	171	6.6%	22	0.9%	2,581	100%
IT	4,429	81.1%	656	12.0%	321	5.9%	52	1.0%	5,458	100%
CY	2,883	88.4%	40	1.2%	340	10.4%	0	0.0%	3,263	100%
LV	6,327	95.8%	130	2.0%	144	2.2%	1	0.0%	6,602	100%
LT	4,697	99.1%	7	0.1%	34	0.7%	0	0.0%	4,738	100%
LU	11,487	91.0%	281	2.2%	859	6.8%	2	0.0%	12,629	100%
HU	2,884	82.4%	156	4.5%	456	13.0%	2	0.1%	3,498	100%
MT	176	80.4%	9	4.1%	33	15.1%	1	0.5%	219	100%
NL	60,295	88.2%	7,134	10.4%	851	1.2%	97	0.1%	68,377	100%
AT	9,036	77.7%	1,249	10.7%	1,089	9.4%	250	2.2%	11,624	100%
PL									248,214	100%
PT	626	70.2%	80	9.0%	186	20.9%	0	0.0%	892	100%
RO	1,232	86.3%	113	7.9%	83	5.8%		0.0%	1,428	100%
SI	12,645	96.3%	348	2.7%	117	0.9%	22	0.2%	13,132	100%
SK	19,345	89.2%	1,130	5.2%	1,208	5.6%	9	0.0%	21,692	100%
FI	3,067	95.0%	59	1.8%	45	1.4%	59	1.8%	3,230	100%
SE	4,759	70.0%	232	3.4%	244	3.6%	1,566	23.0%	6,801	100%
UK	7,163	53.1%	3,823	28.4%	2,485	18.4%	7	0.1%	13,478	100%
IS	17	24.3%	8	11.4%	8	11.4%	37	52.9%	70	100%
LI									1,278	100%
NO										
CH	9,731	86.9%	671	6.0%	743	6.6%	48	0.4%	11,193	100%
Total	294,315	83.6%	37,853	10.8%	16,102	4.6%	3,728	1.1%	351,998	100%

Source Administrative data PD A1 Questionnaire 2017

4.2. Comparison with previous years

The number of PDs A1 issued for persons active in two or more Member States increased from 168,279 PDs A1 issued in 2010 to 623,778 PDs A1 issued in 2016 *(Table 18)*. This implies an annual growth rate of 24.4% between 2010 and 2016. Especially Hungary, Malta, Portugal, Slovenia, Latvia and Slovakia show a strong increase between 2010 and 2016. Poland, which is the main issuing Member State, shows an annual growth rate of 33%, corresponding to an increase of 204,196 PDs A1 between 2010 and 2016.

Compared to 2015, the overall number of PDs A1 issued to persons active in two or more Member States increased by 21.9%. Especially Slovenia, Bulgaria, Malta, Portugal and Romania have granted much more certificates in 2016 compared to 2015. France, Finland, Sweden, Italy and Ireland show a decline compared to last year.

Table 18 **Total number of PDs A1 issued for persons active in two or more Member States by the sending Member States, 2010-2016**

Sending MS	2010	2011	2012	2013	2014	2015	2016	Compared to 2015	Annual growth*
BE	18,208	19,857	2,320	23,714	20,146	21,181	33,414	57.8%	10.6%
BG	n.a.	n.a.	577	1,093	833	737	3,593	387.5%	
CZ	4,099	4,770	8,520	17,435	20,859	25,442	35,672	40.2%	43.4%
DK	5,027	5,336	11,043	17,744	15,999	21,924	22,288	1.7%	28.2%
DE	16,799	21,631	15,229	21,651	16,445	16,962	22,778	34.3%	5.2%
EE	2,297	3,159	3,511	4,048	7,654	9,672	11,411	18.0%	30.6%
IE	556	1,036	4,061	3,822	4,177	3,875	3,694	-4.7%	37.1%
EL	0	7	228	443	1,273	1,854	2,932	58.1%	
ES	13,718	17,776	26,633	36,152	33,496	36,957	44,340	20.0%	21.6%
FR	897	5,540	9,367	5,792	4,451	7,667	3,259	-57.5%	24.0%
HR	n.a.	n.a.	n.a.	662	927	1,516	2,581	70.3%	
IT	1,619	1,813	2,112	2,041	2,932	5,755	5,458	-5.2%	22.5%
CY	515	1,497	2,244	2,113	1,830	2,795	3,263	16.7%	36.0%
LV	273	523	1,657	3,095	3,001	3,877	6,602	70.3%	70.1%
LT	2,061	1,457	2,141	2,611	2,012	3,288	4,738	44.1%	14.9%
LU	4,987	4,206	4,323	3,802	11,376	11,773	12,629	7.3%	16.7%
HU	4	66	1,339	1,920	1,930	3,470	3,498	0.8%	209.2%
MT	3	2	0	0	115	77	219	184.4%	104.4%
NL	44,822	44,788	58,569	68,554	75,236	65,359	68,377	4.6%	7.3%
AT	n.a.	n.a.	3,606	4,258	6,392	8,137	11,624	42.9%	
PL	44,018	81,770	94,877	118,599	156,452	207,947	248,214	19.4%	33.4%
PT	24	31	981	878	257	347	892	157.1%	82.7%
RO	n.a.	n.a.	73	109	1,171	646	1,428	121.1%	
SI	429	66	127	208	210	406	13,132	3,134.5%	76.9%
SK	1,311	561	3,403	3,162	16,059	17,890	21,692	21.3%	59.6%
FI	1,881	1,911	1,953	2,181	2,532	3,928	3,230	-17.8%	9.4%
SE	n.a.	728	2,637	3,786	6,396	7,408	6,801	-8.2%	
UK	4,559	6,054	8,243	9,243	7,327	10,389	13,478	29.7%	19.8%
IS	34	15	6	8	102	69	70	1.4%	12.8%
LI	138	125	285	423	548	1,174	1,278	8.9%	44.9%
NO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.			
CH	n.a.	n.a.	n.a.	7,586	8,258	9,267	11,193	20.8%	
Total	168,279	224,725	270,065	367,133	430,396	511,789	623,778	21.9%	24.4%
EU-15	113,097	130,714	151,305	204,061	208,435	223,516	255,194	14.2%	14.5%
EU-13	55,010	93,871	118,469	155,055	213,053	277,763	356,043	28.2%	36.5%
EFTA	172	140	291	8,017	8,908	10,510	12,541	19.3%	104.4%

* Average annual growth between 2010 and 2016.

Source Administrative data PD A1 Questionnaire 2017 and previous years

4.3. Breakdown by sector of economic activity

Detailed information has been collected on the sector of activity of those persons who are active in two or more Member States *(Table 19)*. Some 15 Member States provided such data, which accounts for some 63% of the total number of PDs A1 issued to persons active in two or more Member States.

More than a third of the forms are issued to persons employed in transportation and storage (NACE H) or in information and communication (NACE J). As this is a (too) broad scope, data on the number of persons employed in the freight transport by road were also collected. Especially Slovakia granted a high percentage of forms active in this sector of activity.

The reader will have noticed that the distribution by sector of activity differs from the one for posted workers according to Article 12 of the Basic Regulation. For instance, 'only' 19% of the forms issued to persons active in two or more Member States are applicable to the construction sector.

Table 19 Total number of PDs A1 issued for persons active in two or more Member States, breakdown by economic activity, from a sending perspective, 2016 (row %)

Sending MS	Agriculture, hunting and fishing NACE A	Industry NACE B to F		Services NACE G to T								
		Industry Total	of which Construction NACE F	Services Total	of which							
					Wholesale and retail trade NACE G	Accommodation and food service activities NACE I	Transportation and storage; Information and communication NACE H and J	of which Freight transport by road NACE H - Group 49.4	Financial and insurance; Real estate; Professional, scientific and technical activities; Administrative and support service activities NACE K,L, M and N	of which Temporary employment agency NACE N - Group 78.2	Education, health and social work, arts and other services NACE P, Q, R and S	of which Human health and social work activities NACE Q
BE												
BG												
CZ												
DK												
DE												
EE	1.9%	88.6%	62.3%	9.6%	0.4%	0.1%	3.9%	3.2%	2.9%	0.4%	2.3%	1.3%
IE												
EL												
ES												
FR	1.1%	41.0%	2.8%	58.0%	11.0%	2.3%	1.9%	1.7%	24.6%	0.4%	18.0%	0.0%
HR	0.0%	37.4%	10.1%	62.6%	8.1%	0.1%	26.9%	19.0%	17.3%	2.9%	10.2%	2.7%
IT												
CY	0.1%	11.8%	1.0%	88.2%	2.0%	5.2%	74.6%	6.8%	4.4%	0.0%	1.9%	0.1%
LV	0.4%	63.1%	47.2%	36.5%	7.0%	0.9%	15.9%	14.2%	7.3%	0.4%	5.3%	0.1%
LT	4.3%	61.1%	61.0%	34.6%	0.0%	0.0%	23.1%	23.1%	0.0%	0.0%	0.0%	0.0%
LU	0.7%	34.6%	7.4%	64.7%	4.7%	0.0%	53.1%	37.7%	6.8%	0.0%	0.1%	0.0%
HU	5.3%	24.3%	9.6%	70.5%	8.9%	4.3%	29.6%	20.6%	12.5%	0.0%	13.5%	1.0%
MT	0.0%	0.5%	0.0%	99.5%	0.0%	3.2%	78.9%	0.5%	14.2%	0.9%	1.8%	0.0%
NL	2.8%	61.2%	10.8%	36.0%	4.7%	0.6%	8.5%	6.2%	7.1%	6.7%	15.2%	0.1%
AT	0.6%	55.8%	21.2%	43.6%	10.3%	0.7%	11.6%	8.2%	7.1%	1.9%	13.5%	0.8%
PL	0.8%	25.9%	20.2%	73.3%	3.4%	0.2%	41.9%	10.1%	3.3%	0.2%	21.1%	4.3%
PT												
RO												
SI												
SK	0.1%	5.9%	4.3%	94.0%	0.5%	0.4%	68.6%	68.6%	0.6%	0.1%	23.8%	1.4%
FI												
SE	0.6%	41.6%	14.4%	57.8%	10.0%	0.5%	11.1%	0.0%	19.9%	0.0%	15.5%	6.2%
UK												
IS												
LI	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	51.2%	51.2%	0.0%	0.0%	0.0%	0.0%
NO												
CH												
Total	1.2%	34.7%	19.0%	64.1%	3.7%	0.4%	35.5%	13.5%	4.4%	1.4%	18.1%	3.0%

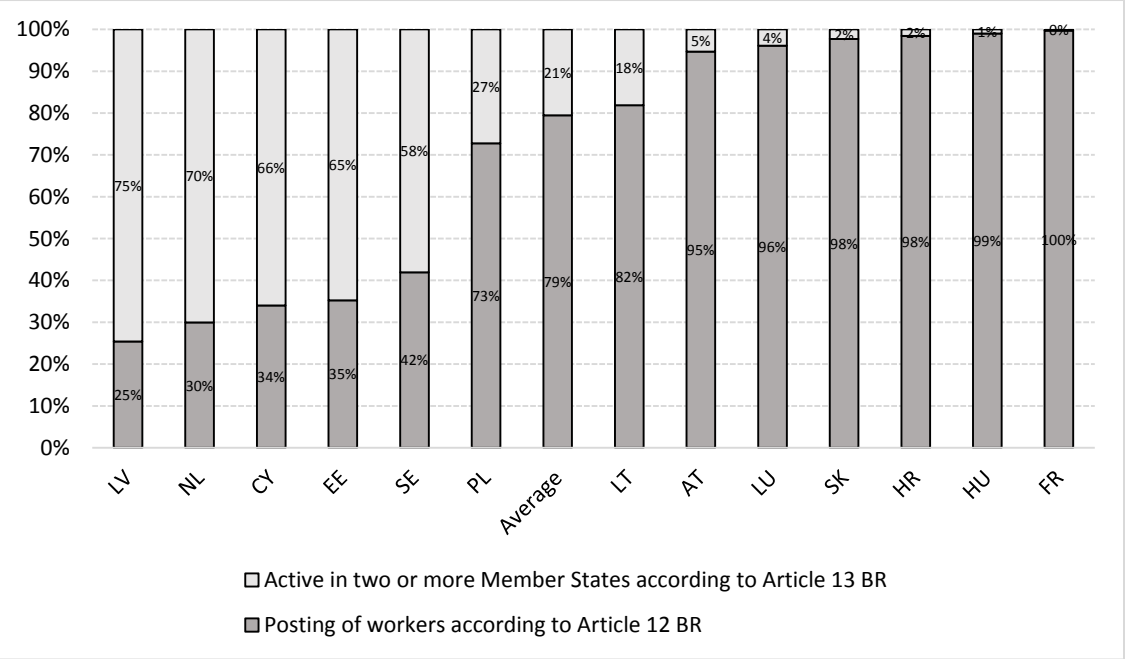
Source Administrative data PD A1 Questionnaire 2017

In particular the construction sector employs a high number of posted workers *(see Table 10)* and persons active in two or more Member States *(see Table 19)*. In some cases persons active in two or more Member States might also be posted under the conditions of the Posting of Workers Directive. Moreover, the conditions determined by Articles 12 and 13 of the Basic Regulation strongly differ. For instance, the posting period is set at a maximum of 24 months according to Article 12, while no maximum period for the provision of services in two or more Member States is set by Article 13. It is therefore interesting to know the share of both situations in the total number of PDs A1 granted by the reporting Member States.

On average almost 8 out of 10 PDs A1 granted to persons employed in the construction sector are issued to posted workers and only 2 out of 10 PDs A1 to persons active in two or more Member States *(Figure 10)*. For Poland, which is the main sending Member State in absolute terms, 3 out of 4 PDs A1 were issued to posted workers and some 1 out of 4 PDs A1 to persons active in two or more Member States. By contrast, the Netherlands, Latvia, Cyprus, Estonia and Sweden issued a high percentage of PDs A1 to persons active in two or more Member States.

However, in terms of individual persons and the volume of work the difference between Article 12 and Article 13 will be (much) smaller.

Figure 10 Share of Articles 12 and 13 of Regulation (EC) No 883/2004 in total number of PDs A1 issued to persons employed in the construction sector, 2016



Source Administrative data PD A1 Questionnaire 2017

4.4. The number of individual persons involved

The number of PDs A1 issued according to Article 13 of the Basic Regulation is not necessarily equal to the number of persons involved. Several PDs A1 could be issued to the same posted person during the reference year. In addition, as no maximum period for the provision of services in two or more Member States is set by Article 13, a person could be active in two or more Member States for several years. However, the latter are not counted. This shows that both the number of PDs A1 issued in 2016 (i.e. annual flow) to persons active in two or more Member States and the number of PDs A1 in circulation for this group of persons (i.e. stock) are interesting indicators. This remark also holds for Article 12 of the Basic Regulation. However, the stock of posted workers might not differ much from the annual flow of posted workers given the maximum period of 24 months and the average duration of 102 days per posting *(see section 3.7)*.

Based on the input from 17 Member States, the number of individual persons employed in two or more Member States is some 87% of the number of PDs A1 issued for these persons *(Table 20)*. This means that one person received some 1.1 PDs A1 during reference year 2016.

The number of individual persons is almost equal to the number of PDs A1 issued by Ireland, Poland and Slovakia. This is in contrast to Iceland and Finland, for which the number of individual persons involved is less than half the number of PDs A1 issued.

Table 20 Number of individual persons employed in more than one Member State, 2016

Sending MS	Individual number of persons (A)	Number of PDs A1 issued (B)	A/B	B/A
BE				
BG	3,125	3,593	87%	1.1
CZ	30,309	35,672	85%	1.2
DK	18,676	22,288	84%	1.2
DE				
EE	9,175	11,411	80%	1.2
IE	3,491	3,694	95%	1.1
EL				
ES				
FR				
HR				
IT	3,676	5,458	67%	1.5
CY	2,906	3,263	89%	1.1
LV	5,553	6,602	84%	1.2
LT				
LU	10,818	12,629	86%	1.2
HU	1,834	3,498	52%	1.9
MT				
NL				
AT**				
PL	54,053*	59,711*	91%	1.1
PT				
RO				
SI	10,172	13,132	77%	1.3
SK	19,471	21,692	90%	1.1
FI	1,369	3,230	42%	2.4
SE	4,848	6,801	71%	1.4
UK				
IS	24	70	34%	2.9
LI				
NO				
CH				
Total reported*	350,141*	401,247*	87%	1.1
Estimate total individual	544,329***	623,778		

* Poland has reported only for a limited number of PDs A1 the equivalent number of individual persons involved (last three months of 2016). Its total number of PDs A1 issued to persons active in two or more Member States is taken into account in order to calculate the EU average. The estimated number of individual persons involved for Poland accounts to 224,694.

** Figures for AT are not included since not all competent institutions provided data.

*** Figure obtained by applying the percentage of 87% to all missing Member States.

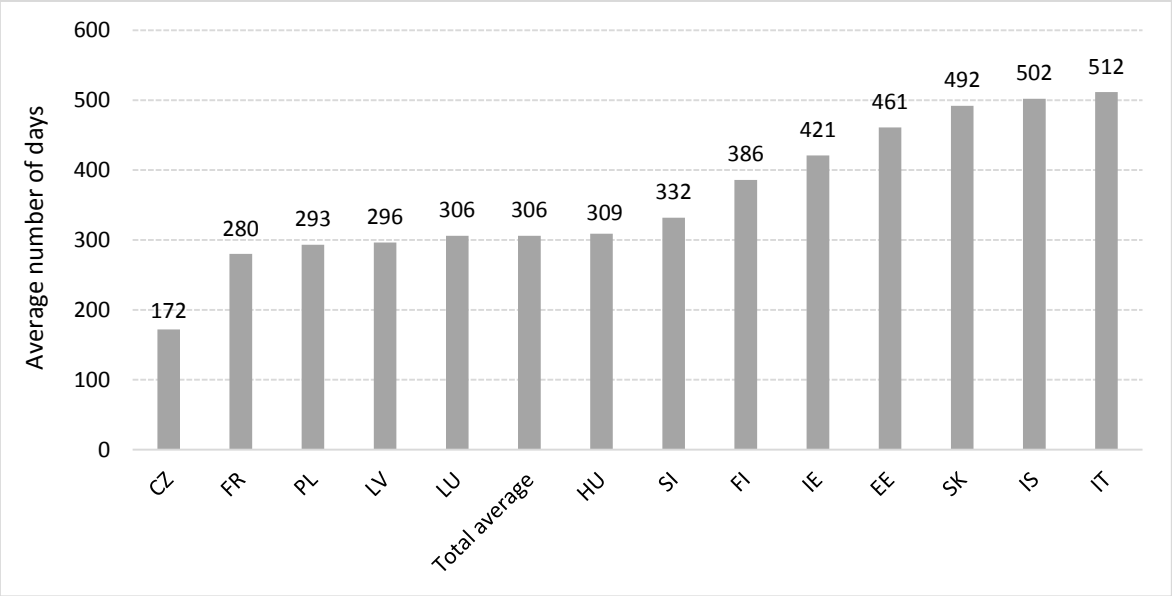
Source Administrative data PD A1 Questionnaire 2017

4.5. The average duration

As mentioned earlier, no maximum period for the provision of services in two or more Member States is set by Article 13 of the Basic Regulation. Some 14 Member States were able to provide figures on the average duration persons are active in two or more Member states. This is a much higher response compared to last year, when only 9 Member States provided such data.

The average duration persons are active in two or more Member States is 306 days per PD A1 *(Figure 11)*. Nonetheless, the average duration per PD A1 varies markedly among the reporting Member States from some 172 days for the Czech Republic to some 512 days for Italy.

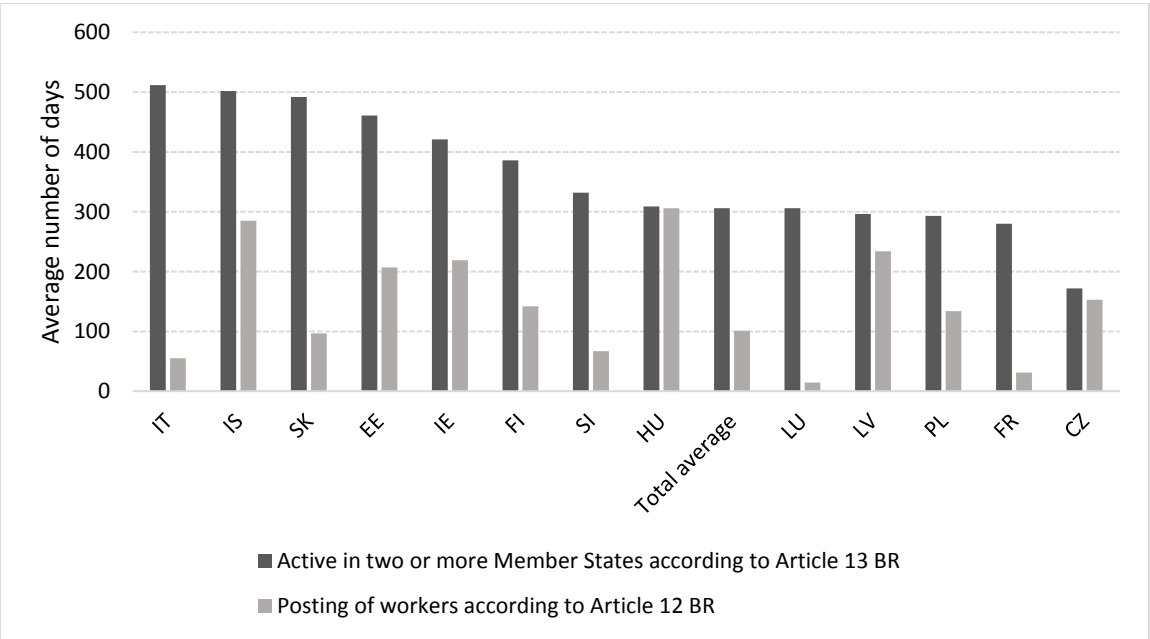
Figure 11 Number of forms issued per individual person active in two or more Member States and the average duration of the employment per PD A1, from a sending perspective, 2016



Source Administrative data PD A1 Questionnaire 2017

In general, the average period during which persons are active in a Member State other than the Member State where social security contributions should be paid varies between posted workers and persons active in two or more Member States *(Figure 12)*. For all reporting Member States the average period of posting is lower than the period during which persons are active in two or more Member States. The smallest differences in duration arise for Hungary and the Czech Republic while for Italy the highest difference in duration is observed.

Figure 12 Average duration in days, posting of workers versus persons active in two or more Member States, 2016



Source Administrative data PD A1 Questionnaire 2017

4.6. The impact on national labour markets

The number of individual persons active in two or more Member States could be compared to the total number of employed persons in the sending Member States to know the relative importance of this activity. The impact on the receiving Member States cannot be calculated as no further breakdown of individual persons by receiving Member State was included in the PD A1 Questionnaire. By using the additional data about the duration, the relative weight of persons active in two or more Member States on the labour market of some reporting Member States in terms of full-time equivalents (FTE) could be estimated.

In 2016, an equivalent of 0.2% of EU employment, also in FTEs, could be related to the employment of persons active in two or more Member States *(Table 21)*. Leaving aside Luxembourg, only in Estonia and Slovenia more than 1% of the employed population is active in two or more Member States.

Moreover, the work volume of persons (in FTEs) employed in two or more Member States is even higher compared to the work volume of intra-EU posting. It is estimated that some 522,000 FTEs were employed in two or more Member States according to Article 13 and that some 451,00 FTEs were posted according to Article 12 in 2016 *(see Tables 14 and 21)*.

Table 21 Share of persons employed in two or more Member States in national employment, from a sending perspective, 2016

Sending MS	Total employed persons (in ,000)	Forms	% of employed persons	Persons	% of employed persons	Persons in FTE*	% of employed persons in FTE*
BE	4,587	33,414	0.7%				
BG	3,017	3,593	0.1%	3,125	0.6%		
CZ	5,139	35,672	0.7%	30,309	0.6%	16,810	0.3%
DK	2,840	22,288	0.8%	18,676	0.7%		
DE	41,267	22,778	0.1%				
EE	645	11,411	1.8%	9,175	1.4%	14,412	2.4%
IE	2,020	3,694	0.2%	3,491	0.2%	4,261	0.2%
EL	3,674	2,932	0.1%				
ES	18,342	44,340	0.2%				
FR	26,584	3,259	0.0%			2,500	0.0%
HR	1,590	2,581	0.2%				
IT	22,758	5,458	0.0%	3,676	0.0%	7,651	0.0%
CY	363	3,263	0.9%				
LV	893	6,602	0.7%	5,553	0.6%	5,359	0.6%
LT	1,361	4,738	0.3%				
LU	418	12,629	3.0%	10,818	2.6%	10,588	2.8%
HU	4,352	3,498	0.1%	1,834	0.0%	2,961	0.1%
MT	192	219	0.1%				
NL	8,427	68,377	0.8%				
AT	4,220	11,624	0.3%				
PL	16,197	248,214	1.5%	224,694**	1.4%	199,350**	1.3%
PT	4,605	892	0.0%				
RO	8,449	1,428	0.0%				
SI	915	13,132	1.4%	10,172	1.1%	11,940	1.4%
SK	2,492	21,692	0.9%	19,471	0.8%	29,240	1.2%
FI	2,448	3,230	0.1%	1,369	0.1%	3,416	0.2%
SE	4,910	6,801	0.1%	4,848	0.1%		
UK	31,628	13,478	0.0%				
IS		70	0.0%	24	0.0%		
LI	191	1,278	0.7%				
NO	2,638						
CH	4,604	11,193	0.2%				
Total	231,606	623,778	0.3%		0.2%		0.2%
Estimate***				544,329		522,268	

* In order to estimate the number of persons in FTEs, the average duration was divided by 365 days and afterwards multiplied by the number of PDs A1 issued.
** Poland (last three months of 2016) has reported only for a limited number of PDs A1 the equivalent number of individual persons involved and the average duration of the posting period. Their total number of PDs A1 issued is taken into account in order to calculate the number of persons involved and persons in FTEs.
*** Sum of figures reported and estimate for those Member States who did not provide data (average % is applied to these Member States).
Source Administrative data PD A1 Questionnaire 2017 and Eurostat [lfsa_egan2]

By using the additional data about the sector of activity a more detailed analysis could be made of the share of persons active in two or more Member States by sector of activity *(Table 22)*. This impact has been calculated for the construction industry and for freight transport by road for only a limited number of Member States. Again leaving aside Luxembourg, especially the transport sector in Slovakia represents a high percentage of persons active in two or more Member States. Furthermore, the Estonian construction sector and to a more limited extent the Polish and Latvian construction sector employ a high percentage of persons active in two or more Member States.

Table 22 Share of individual persons employed in two or more Member States in construction and freight transport by road, from a sending perspective, 2016

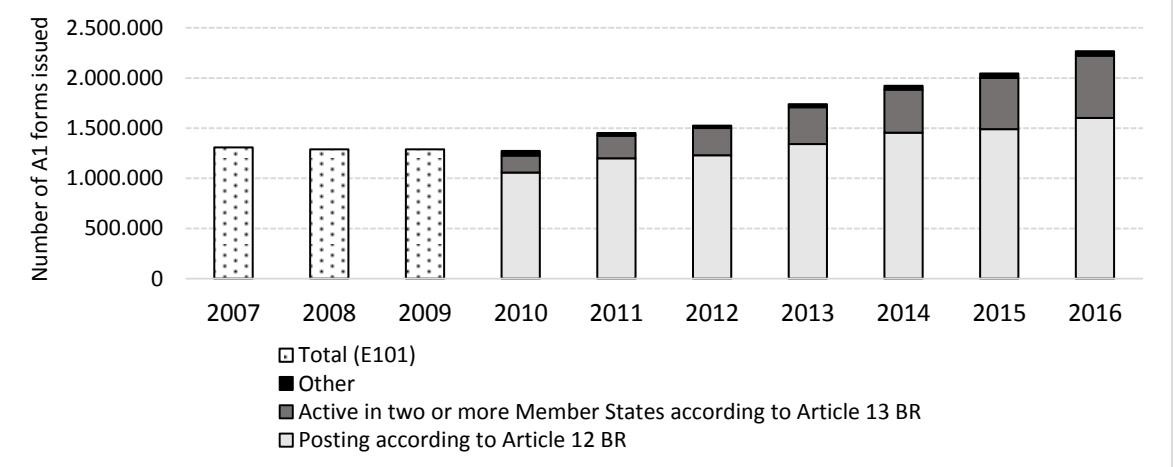
Sending MS	Construction	Freight transport by road
BE		
BG		
CZ		
DK		
DE		
EE	9.9%	1.9%
IE		
EL		
ES		
FR		
HR		
IT		
CY		
LV	4.0%	3.1%
LT		
LU	5.4%	56.9%
HU	0.1%	0.5%
MT		
NL		
AT		
PL	3.7%	1.7%
PT		
RO		
SI		
SK	0.4%	30.2%
FI		
SE	0.2%	
UK		
IS		
LI		
NO		
CH		

Source Administrative data PD A1 Questionnaire 2017 and Eurostat [lfsa_egan2]

5. CONCLUSIONS

In 2016 a total of 2.3 million PDs A1 were issued to persons insured in a Member State other than the Member State of (temporary) employment. Compared to 2015, the overall number of PDs A1 issued increased by some 12%. Data on the number of PDs A1 / E101 forms show an upward trend since 2011 after a stagnation between 2007 and 2010. This implies an increase of 58% of the number of PDs A1 issued between 2011 and 2016.

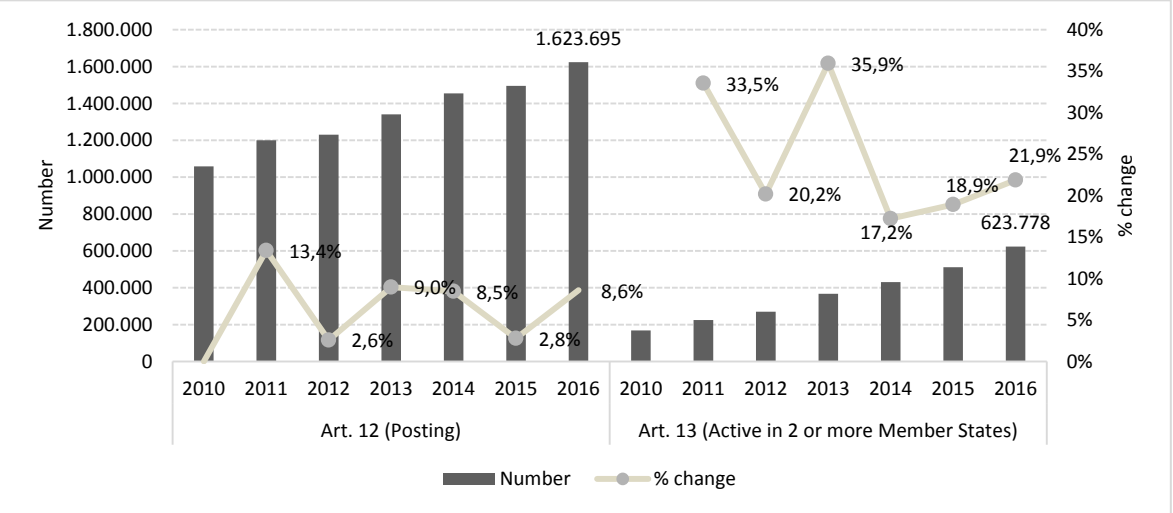
Figure 13 Evolution of the number of PDs A1 / E101 forms issued, by type, 2007-2016



Source Administrative data PD A1 Questionnaire 2017 and previous years

The number of PDs A1 issued for posting according to Article 12 of the Basic Regulation and for activities in two or more Member States according to Article 13 of the Basic Regulation show a growth rate of 8.6% and 21.9%, respectively, compared to 2015. Moreover, the share of PDs A1 issued to persons active in two or more Member States in the total number of PDs A1 has doubled over the past few years from 13% in 2010 to already 27% in 2016. This illustrates the increasing importance of PDs A1 issued for activities in two or more Member States. In terms of individual persons and the work volume the importance of Article 13 of the Basic Regulation compared to Article 12 of the Basic Regulation is even more pronounced.

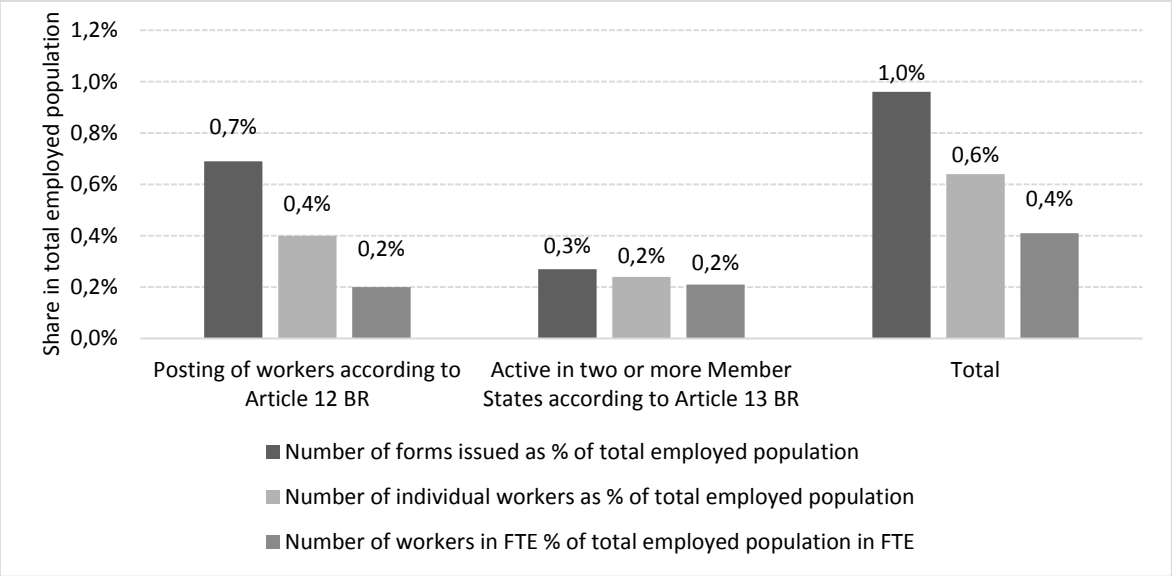
Figure 14 Total number of PDs A1 issued, breakdown by type, 2010-2016



Source Administrative data PD A1 Questionnaire 2017 and previous years

The total number of individual persons with a PD A1 issued in 2016 amounts to 0.6% of total EU employment. In full-time equivalents (FTE), the impact on the labour market reduces to 0.4% of total employment in FTEs. Furthermore, a distinction could be made between posted workers and persons active in two or more Member States. The number of individual posted workers involved represents 0.4% of total EU employment and the number of individual persons active in two or more Member States 0.2% of total EU employment. Moreover, the work volume of persons (in FTE) employed in two or more Member States is even higher compared to the work volume of intra-EU posting.

Figure 15 Share of PDs A1 in national employment, summary, 2016



Source Administrative data PD A1 Questionnaire 2017

Some Member States, and within these Member States some specific sectors, in particular the construction sector under Article 12 of the Basic Regulation and freight transport by road under Article 13 of the Basic Regulation, are in relative terms confronted with a significantly high percentage of incoming or outgoing posted workers or persons active in two or more Member States *(Table 22)*. More specifically, Slovenia and in particular the Slovenian construction sector posted a high percentage of its employed population abroad. From the perspective of the receiving Member States, mainly the Belgian and Austrian construction sector received a high percentage of incoming posted workers compared to their national employment. Finally, especially a high percentage of persons employed in the Slovakian transport sector are active in two or more Member States.

Table 23 Impact on certain Member States and sectors of activity, share in employment, 2016

	Posting according to Article 12 BR	Active in two or more Member States according to Article 13 BR	
	Construction sector	*Construction sector*	*Freight transport by road*
From the perspective of the sending Member State			
SI	49%		
HR	11%		
SK	11%		30%
HU	9%		
PL	8%	4%	2%
EE	5%	10%	2%
From the perspective of the receiving Member State			
BE	27%		
AT	19%		

Source Administrative data PD A1 Questionnaire 2017 and Eurostat [lfsa_egan2]

ANNEX 1 ADDITIONAL TABLES

Table A1.1 PDs A1 for posted workers issued by the sending Member States, breakdown by receiving Member State, 2016 (row %)

		Sending MS																															
		BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	IS	LI	NO	CH	Total
Receiving MS	BE	0.0%	1.4%	0.3%	0.0%	11.0%	0.0%	0.3%	0.0%	3.8%	22.2%	0.4%	3.2%	0.0%	0.1%	0.8%	11.5%	1.8%	0.0%	7.2%	0.7%	15.0%	7.6%	4.2%	5.2%	3.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	BG	1.9%	0.0%	6.5%	0.0%	24.0%	0.0%	0.0%	4.1%	6.7%	13.8%	1.1%	6.5%	0.0%	0.0%	0.2%	0.7%	0.8%	0.0%	1.0%	3.9%	15.6%	0.8%	6.4%	2.7%	2.7%	0.2%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	CZ	1.4%	0.2%	0.0%	0.0%	15.1%	0.0%	0.0%	0.0%	4.7%	7.5%	1.3%	2.3%	0.0%	0.0%	0.0%	0.7%	1.5%	0.0%	0.5%	3.0%	17.3%	0.4%	0.9%	2.0%	41.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	DK	2.6%	0.5%	0.5%	0.0%	30.5%	0.1%	0.2%	0.9%	4.8%	7.3%	5.0%	7.3%	0.2%	0.1%	3.8%	0.7%	2.0%	0.0%	1.7%	2.1%	24.3%	1.0%	0.5%	1.2%	1.9%	0.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	DE	1.6%	1.7%	0.8%	0.0%	0.0%	0.1%	0.1%	0.4%	3.4%	4.0%	5.5%	2.5%	0.0%	0.1%	1.4%	2.6%	7.9%	0.0%	1.3%	7.4%	29.7%	0.8%	4.2%	15.2%	9.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EE	1.1%	0.0%	0.8%	0.0%	40.9%	0.0%	0.1%	0.2%	4.1%	4.6%	0.0%	1.9%	0.0%	1.7%	6.5%	0.2%	0.3%	0.0%	0.3%	3.3%	22.0%	1.3%	4.0%	2.4%	2.1%	1.6%	0.3%	0.0%	0.2%	0.0%	0.0%	0.0%	100.0%
	IE	4.1%	0.2%	1.7%	0.1%	19.3%	0.0%	0.0%	1.1%	14.8%	20.6%	2.4%	2.5%	0.0%	0.1%	0.4%	1.3%	0.8%	0.0%	2.0%	1.8%	19.1%	2.6%	0.2%	2.8%	1.3%	0.2%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EL	2.9%	11.2%	2.0%	0.3%	19.3%	0.0%	0.0%	0.0%	11.1%	22.0%	0.5%	7.5%	1.6%	0.0%	0.3%	0.9%	1.1%	0.0%	1.6%	2.0%	7.3%	0.6%	1.5%	0.3%	1.3%	1.4%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	ES	3.9%	0.2%	0.1%	0.1%	25.8%	0.1%	0.1%	0.3%	0.0%	23.5%	0.2%	12.6%	0.0%	0.0%	0.2%	1.0%	0.4%	0.0%	2.2%	3.0%	4.2%	17.6%	0.7%	1.5%	0.8%	0.8%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	FR	13.8%	0.7%	0.5%	0.1%	12.0%	0.0%	0.1%	0.2%	13.9%	0.0%	0.2%	9.8%	0.0%	0.0%	0.9%	8.8%	0.8%	0.0%	1.4%	1.5%	15.3%	13.2%	3.1%	1.1%	2.3%	0.1%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	HR	0.8%	0.3%	0.3%	0.0%	9.4%	0.5%	0.0%	0.0%	3.1%	5.7%	0.0%	6.5%	0.0%	0.0%	0.0%	0.3%	1.1%	0.0%	0.2%	5.3%	2.0%	0.0%	0.2%	61.1%	2.7%	0.2%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	IT	2.7%	0.5%	0.7%	0.0%	18.8%	0.1%	0.1%	0.2%	14.0%	18.3%	1.9%	0.0%	0.0%	0.2%	0.2%	0.9%	1.2%	0.0%	2.2%	5.2%	5.2%	1.3%	11.6%	11.7%	2.3%	0.2%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	CY	7.1%	0.4%	0.9%	0.0%	34.1%	0.0%	0.3%	21.1%	5.6%	11.7%	0.0%	3.0%	0.0%	0.0%	0.0%	0.8%	0.9%	0.0%	2.6%	0.1%	6.4%	0.0%	0.1%	0.2%	1.1%	0.3%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	LV	4.4%	0.1%	0.4%	0.1%	29.7%	1.3%	0.0%	0.0%	5.1%	9.4%	2.1%	5.1%	0.0%	0.0%	20.2%	1.9%	0.1%	0.0%	0.7%	4.0%	8.8%	1.7%	0.0%	1.6%	2.0%	0.6%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	LT	4.5%	6.4%	0.5%	0.9%	12.7%	0.5%	0.1%	0.0%	4.1%	7.8%	0.0%	4.0%	0.0%	4.7%	0.0%	0.7%	0.0%	0.0%	0.2%	1.0%	44.7%	1.0%	0.1%	1.1%	4.4%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	LU	23.3%	0.0%	0.4%	0.0%	43.4%	0.0%	0.0%	0.0%	1.0%	15.2%	0.8%	2.2%	0.0%	0.0%	0.0%	0.0%	2.8%	0.0%	0.7%	0.9%	4.2%	0.9%	0.9%	2.4%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	HU	1.7%	0.2%	0.8%	0.0%	20.3%	0.0%	0.1%	0.0%	3.6%	11.8%	1.8%	4.0%	0.1%	0.0%	0.1%	1.2%	0.0%	0.1%	0.7%	7.0%	13.9%	0.8%	5.0%	6.7%	19.8%	0.2%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	100.0%
	MT	1.1%	0.0%	0.2%	0.2%	26.3%	0.2%	0.1%	3.5%	6.2%	10.6%	0.0%	22.7%	0.0%	0.0%	4.6%	1.6%	4.1%	0.0%	0.8%	1.4%	14.2%	0.3%	0.0%	0.0%	0.7%	0.8%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	100.0%
	NL	18.4%	0.7%	0.3%	0.1%	31.2%	0.1%	0.8%	0.4%	3.3%	5.1%	1.1%	1.6%	0.0%	0.0%	2.1%	0.9%	3.4%	0.0%	0.0%	1.3%	14.7%	3.2%	3.0%	3.8%	4.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	AT	0.5%	0.4%	0.8%	0.0%	25.1%	0.0%	0.0%	0.0%	0.9%	1.4%	1.0%	4.3%	0.0%	0.0%	0.1%	0.2%	9.9%	0.0%	0.6%	0.0%	4.9%	0.7%	0.9%	37.6%	10.2%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	PL	2.5%	1.0%	2.7%	0.1%	32.9%	0.1%	0.2%	0.3%	13.5%	14.9%	2.7%	7.6%	0.0%	0.1%	0.8%	1.6%	1.2%	0.0%	1.1%	2.4%	0.0%	0.8%	2.6%	2.9%	7.6%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	PT	1.7%	0.1%	0.2%	0.0%	11.0%	0.0%	0.0%	0.5%	65.0%	13.8%	0.0%	2.7%	0.0%	0.0%	0.0%	0.6%	0.1%	0.0%	0.4%	0.6%	1.7%	0.0%	0.4%	0.3%	0.6%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	RO	1.8%	0.8%	2.4%	0.0%	22.1%	0.0%	0.1%	1.5%	14.9%	16.3%	0.8%	10.8%	0.0%	0.0%	0.0%	0.7%	7.4%	0.0%	0.6%	5.7%	6.5%	0.6%	0.0%	1.4%	5.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	SI	1.0%	1.7%	0.4%	0.0%	9.8%	0.0%	0.0%	0.0%	2.5%	7.9%	40.5%	7.8%	0.0%	0.0%	0.0%	0.4%	2.6%	0.0%	0.5%	15.5%	2.1%	0.0%	1.7%	0.0%	5.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	SK	1.2%	0.6%	12.2%	0.0%	23.7%	0.0%	0.0%	0.2%	6.1%	6.2%	1.4%	5.5%	0.0%	0.0%	0.0%	0.8%	4.3%	0.0%	0.5%	6.6%	17.7%	0.9%	4.9%	6.7%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	FI	0.7%	1.0%	2.5%	0.1%	13.6%	18.0%	0.0%	0.1%	4.3%	4.9%	3.0%	1.7%	0.0%	1.5%	10.8%	0.3%	0.5%	0.0%	0.3%	2.0%	20.5%	0.6%	1.5%	5.1%	6.1%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	SE	1.1%	0.3%	0.7%	0.4%	22.4%	1.3%	0.9%	0.1%	3.4%	4.5%	2.6%	1.4%	0.0%	1.3%	8.2%	0.4%	1.3%	0.0%	1.5%	1.9%	34.3%	1.2%	0.9%	1.7%	6.4%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	UK	3.6%	1.2%	0.6%	0.2%	19.5%	0.0%	1.0%	0.2%	18.3%	21.1%	1.2%	6.6%	0.0%	0.0%	0.8%	1.6%	1.6%	0.0%	2.2%	2.4%	9.5%	2.2%	1.8%	2.1%	1.7%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	IS	2.0%	0.0%	1.2%	0.2%	11.7%	0.0%	2.3%	0.0%	6.8%	11.9%	0.1%	0.6%	0.0%	0.0%	1.0%	0.2%	0.0%	0.0%	0.7%	4.1%	54.6%	0.0%	0.1%	1.7%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	LI	2.1%	0.2%	0.4%	0.0%	33.1%	0.0%	0.0%	0.0%	0.1%	1.1%	0.0%	7.0%	0.0%	0.0%	0.0%	1.8%	0.1%	0.0%	0.1%	46.8%	3.6%	0.0%	0.0%	2.9%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	NO	1.0%	0.6%	0.4%	3.7%	15.7%	5.2%	0.6%	0.1%	5.0%	3.6%	1.3%	3.9%	0.0%	1.1%	26.7%	0.2%	1.3%	0.0%	0.8%	3.7%	13.2%	0.6%	2.2%	2.1%	1.5%	0.8%	4.5%	0.0%	0.1%	0.0%	0.0%	0.0%	100.0%
	CH	1.3%	0.1%	0.2%	0.0%	33.4%	0.0%	0.0%	0.0%	2.1%	8.4%	0.0%	40.4%	0.0%	0.0%	0.0%	0.6%	0.5%	0.0%	0.5%	5.3%	2.1%	0.9%	0.1%	2.6%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	unkn.	0.4%	0.0%	0.0%	8.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.1%	0.0%	0.0%	8.5%	0.0%	0.5%	0.0%	0.0%	0.0%	1.7%	0.0%	59.3%	0.0%	0.0%	0.0%	20.7%	100.0%
	Total	4.3%	1.0%	0.7%	0.4%	14.3%	0.4%	0.2%	0.2%	6.2%	8.1%	2.2%	6.6%	0.0%	0.2%	1.6%	3.4%	3.8%	0.0%	1.7%	3.9%	16.0%	3.8%	3.0%	9.3%	5.5%	0.2%	0.2%	2.1%	0.0%	0.0%	0.0%	0.7%	100.0%

Source Administrative data PD A1 Questionnaire 2017

Table A1.2 PDs A1 for posted workers issued by the sending Member States, breakdown by receiving Member State, 2016 (column %)

		Sending MS																																
		BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	IS	LI	NO	CH	Total
Receiving MS	BE	0.0%	15.6%	4.3%	0.2%	8.5%	1.2%	14.4%	1.9%	6.8%	30.0%	2.1%	5.4%	0.0%	5.0%	5.5%	37.2%	5.4%	7.3%	45.3%	2.0%	10.3%	21.9%	15.5%	6.1%	6.0%	2.9%	2.8%	0.0%	2.4%	1.5%		0.0%	11.0%
	BG	0.1%	0.0%	2.3%	0.0%	0.4%	0.0%	0.0%	4.1%	0.3%	0.4%	0.1%	0.2%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.2%	0.0%	0.5%	0.1%	0.1%	0.2%	0.5%	0.0%	0.0%	0.0%		0.0%	0.2%
	CZ	0.5%	0.3%	0.0%	0.0%	1.5%	0.0%	0.3%	0.1%	1.1%	1.3%	0.8%	0.5%	0.0%	0.0%	0.0%	0.3%	0.5%	0.0%	0.4%	1.1%	1.5%	0.1%	0.4%	0.3%	10.4%	0.5%	0.2%	0.0%	0.0%	0.0%		0.0%	1.4%
	DK	0.6%	0.5%	0.7%	0.0%	2.1%	0.3%	1.1%	3.5%	0.7%	0.9%	2.2%	1.1%	14.8%	0.4%	2.3%	0.2%	0.5%	0.0%	1.0%	0.5%	1.5%	0.3%	0.1%	0.1%	0.3%	1.9%	2.4%	0.0%	1.6%	0.0%		0.0%	1.0%
	DE	10.3%	48.3%	33.2%	2.6%	0.0%	4.5%	14.1%	39.8%	15.1%	13.2%	66.9%	10.2%	4.1%	24.2%	24.3%	21.0%	56.8%	4.5%	19.5%	51.9%	50.3%	5.6%	38.0%	44.3%	44.9%	5.8%	4.9%	0.0%	7.1%	18.5%		0.0%	27.1%
	EE	0.1%	0.0%	0.3%	0.0%	0.7%	0.0%	0.2%	0.2%	0.2%	0.1%	0.0%	0.1%	0.0%	2.5%	0.9%	0.0%	0.0%	0.9%	0.0%	0.2%	0.3%	0.1%	0.3%	0.1%	0.1%	1.6%	0.3%	0.0%	4.8%	0.0%		0.0%	0.2%
	IE	0.3%	0.1%	0.9%	0.1%	0.5%	0.0%	0.0%	1.5%	0.8%	0.9%	0.4%	0.1%	0.0%	0.2%	0.1%	0.1%	0.1%	0.0%	0.4%	0.2%	0.4%	0.2%	0.0%	0.1%	0.1%	0.3%	0.9%	0.0%	0.0%	0.0%		0.0%	0.4%
	EL	0.3%	4.6%	1.1%	0.2%	0.5%	0.0%	0.1%	0.0%	0.7%	1.1%	0.1%	0.4%	60.9%	0.0%	0.1%	0.1%	0.1%	0.0%	0.4%	0.2%	0.2%	0.1%	0.2%	0.0%	0.1%	2.4%	5.9%	0.0%	0.0%	0.0%		0.0%	0.4%
	ES	3.0%	0.6%	0.3%	1.1%	5.8%	0.5%	1.9%	3.9%	0.0%	9.3%	0.3%	6.2%	0.0%	0.4%	0.3%	0.9%	0.3%	10.9%	4.0%	2.5%	0.8%	14.9%	0.7%	0.5%	0.4%	12.0%	10.6%	0.0%	3.2%	0.0%		0.0%	3.2%
	FR	40.1%	8.9%	9.1%	2.2%	10.5%	1.5%	4.9%	11.9%	28.0%	0.0%	1.3%	18.7%	0.6%	3.7%	7.1%	32.3%	2.6%	5.5%	9.8%	4.8%	11.9%	43.2%	13.0%	1.4%	5.3%	4.7%	14.3%	0.0%	26.2%	1.5%		0.0%	12.5%
	HR	0.1%	0.2%	0.3%	0.0%	0.4%	0.8%	0.1%	0.1%	0.3%	0.4%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.1%	0.8%	0.1%	0.0%	0.0%	4.0%	0.3%	0.6%	0.7%	0.0%	0.0%	0.0%		0.0%	0.6%
	IT	2.4%	2.0%	4.0%	0.3%	5.0%	1.2%	1.9%	3.0%	8.5%	8.5%	3.2%	0.0%	2.4%	3.8%	0.5%	1.0%	1.2%	21.8%	4.7%	5.1%	1.2%	1.3%	14.6%	4.8%	1.6%	3.1%	6.2%	0.0%	7.1%	1.5%		0.0%	3.8%
	CY	0.1%	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%	5.2%	0.1%	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%	0.1%	0.9%	0.0%	0.0%	0.0%		0.0%	0.1%
	LV	0.1%	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%		0.0%	0.1%
	LT	0.1%	0.8%	0.1%	0.3%	0.1%	0.2%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%		0.0%	0.1%
	LU	8.9%	0.0%	0.9%	0.0%	5.0%	0.0%	0.1%	0.1%	0.3%	3.1%	0.6%	0.5%	0.0%	0.0%	0.0%	0.0%	1.2%	6.4%	0.7%	0.4%	0.4%	0.4%	0.5%	0.4%	0.2%	0.2%	0.1%	0.0%	0.8%	0.0%		0.0%	1.6%
	HU	0.3%	0.1%	0.8%	0.0%	1.0%	0.0%	0.2%	0.1%	0.4%	1.0%	0.6%	0.4%	4.7%	0.0%	0.0%	0.2%	0.0%	7.3%	0.3%	1.3%	0.6%	0.2%	1.2%	0.5%	2.5%	0.5%	0.1%	0.0%	0.8%	23.1%		0.0%	0.7%
	MT	0.0%	0.0%	0.0%	0.1%	0.3%	0.1%	0.1%	2.0%	0.1%	0.2%	0.0%	0.5%	0.0%	0.0%	0.4%	0.1%	0.2%	0.0%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	13.8%		0.0%	0.1%
	NL	23.9%	4.1%	2.5%	0.9%	12.2%	1.6%	23.3%	8.8%	3.0%	3.5%	2.9%	1.4%	0.6%	1.1%	7.4%	1.4%	5.0%	18.2%	0.0%	1.9%	5.1%	4.7%	5.6%	2.3%	4.4%	2.0%	1.2%	0.0%	4.0%	0.0%		0.0%	5.6%
	AT	0.8%	3.2%	8.9%	0.3%	13.0%	0.2%	0.8%	0.7%	1.1%	1.3%	3.4%	4.9%	1.2%	1.1%	0.7%	0.5%	19.3%	0.0%	2.4%	0.0%	2.3%	1.4%	2.2%	30.0%	13.6%	2.2%	5.4%	0.0%	0.0%	6.2%		0.0%	7.4%
	PL	0.6%	1.2%	4.3%	0.4%	2.5%	0.1%	1.1%	1.2%	2.4%	2.0%	1.3%	1.3%	0.0%	0.7%	0.5%	0.5%	0.4%	0.9%	0.7%	0.7%	0.0%	0.2%	1.0%	0.3%	1.5%	1.2%	0.8%	0.0%	5.6%	0.0%		0.0%	1.1%
	PT	0.5%	0.1%	0.3%	0.1%	0.9%	0.0%	0.1%	2.3%	11.7%	1.9%	0.0%	0.5%	0.0%	0.0%	0.0%	0.2%	0.0%	1.8%	0.2%	0.2%	0.1%	0.0%	0.2%	0.0%	0.1%	0.8%	0.6%	0.0%	2.4%	0.0%		0.0%	1.1%
	RO	0.3%	0.5%	2.1%	0.1%	1.0%	0.0%	0.2%	3.8%	1.5%	1.2%	0.2%	1.0%	0.6%	0.0%	0.0%	0.1%	1.2%	0.0%	0.2%	0.9%	0.2%	0.1%	0.0%	0.1%	0.6%	0.1%	0.1%	0.0%	0.0%	0.0%		0.0%	0.6%
	SI	0.1%	0.6%	0.2%	0.0%	0.2%	0.0%	0.1%	0.1%	0.1%	0.3%	5.8%	0.4%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.1%	1.3%	0.0%	0.0%	0.2%	0.0%	0.3%	0.0%	0.1%	0.0%	0.0%	0.0%		0.0%	0.3%
	SK	0.2%	0.4%	10.6%	0.0%	1.0%	0.0%	0.1%	0.5%	0.6%	0.5%	0.4%	0.5%	0.0%	0.0%	0.0%	0.1%	0.7%	0.0%	0.2%	1.0%	0.7%	0.1%	1.0%	0.4%	0.0%	0.1%	0.1%	0.0%	0.0%	3.1%		0.0%	0.6%
	FI	0.2%	1.3%	4.7%	0.2%	1.2%	59.9%	0.2%	0.3%	0.9%	0.8%	1.7%	0.3%	0.0%	13.0%	9.0%	0.1%	0.2%	0.9%	0.2%	0.7%	1.7%	0.2%	0.6%	0.7%	1.4%	0.0%	6.2%	0.0%	0.8%	0.0%		0.0%	1.3%
	SE	0.6%	0.8%	2.3%	2.4%	3.8%	7.9%	11.1%	0.6%	1.3%	1.3%	2.8%	0.5%	0.0%	20.0%	12.6%	0.3%	0.8%	0.0%	2.0%	1.2%	5.2%	0.7%	0.7%	0.4%	2.8%	19.8%	0.0%	0.0%	6.3%	0.0%		0.0%	2.4%
	UK	2.9%	4.5%	3.1%	1.7%	4.8%	0.1%	16.9%	2.9%	10.4%	9.2%	1.9%	3.5%	9.5%	0.8%	1.9%	1.7%	1.5%	10.9%	4.3%	2.2%	2.1%	2.0%	2.1%	0.8%	1.1%	4.1%	3.4%	0.0%	7.1%	9.2%		0.0%	3.5%
	IS	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.9%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.1%
	LI	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.1%
	NO	0.3%	0.9%	0.8%	13.7%	1.6%	19.7%	4.6%	0.6%	1.2%	0.7%	0.9%	0.9%	0.0%	10.9%	25.1%	0.1%	0.5%	0.0%	0.6%	1.4%	1.2%	0.2%	1.1%	0.3%	0.4%	5.4%	29.6%	0.0%	19.0%	0.0%		0.0%	1.5%
	CH	2.0%	0.5%	1.8%	0.2%	15.0%	0.1%	1.2%	0.9%	2.2%	6.6%	0.0%	39.6%	0.6%	2.1%	0.2%	1.2%	0.9%	2.7%	2.0%	8.8%	0.8%	1.5%	0.3%	1.8%	1.4%	1.2%	1.1%	0.0%	0.8%	21.5%		0.0%	6.4%
	unkn.	0.3%	0.0%	0.0%	72.7%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.1%	0.0%	0.0%	7.7%	0.0%	0.4%	0.0%	0.0%	0.0%	25.8%	0.0%	100.0%	0.0%	0.0%		100.0%	3.5%
	Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%

Source Administrative data PD A1 Questionnaire 2017

ANNEX 2 COUNTRY ABBREVIATIONS

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

ANNEX 3 PD A1 QUESTIONNAIRE

Reporting Country:	
Reporting Institution:	
Year/ reference period:	

Number of PD A1 issued according to Regulation (EC) No 883/2004 on the coordination of social security systems

Categories (corresponding to field 3 of PDA1 concerning the status of the holder)	Number of PD A1 issued
3.1 Posted employed person	
3.2 Employed, working in two or more States	
3.3 Posted self-employed person	
3.4 Self-employed, working in two or more States	
3.5 Civil servant	
3.6 Contract staff	
3.7 Mariner	
3.8 Working as an employed person and as a self-employed person in different States	
3.9 Working as a civil servant in one State and as an employed/self-employed person in one or more other States	
3.10 Flight or cabin crew member	
3.11 Exception	
Total	

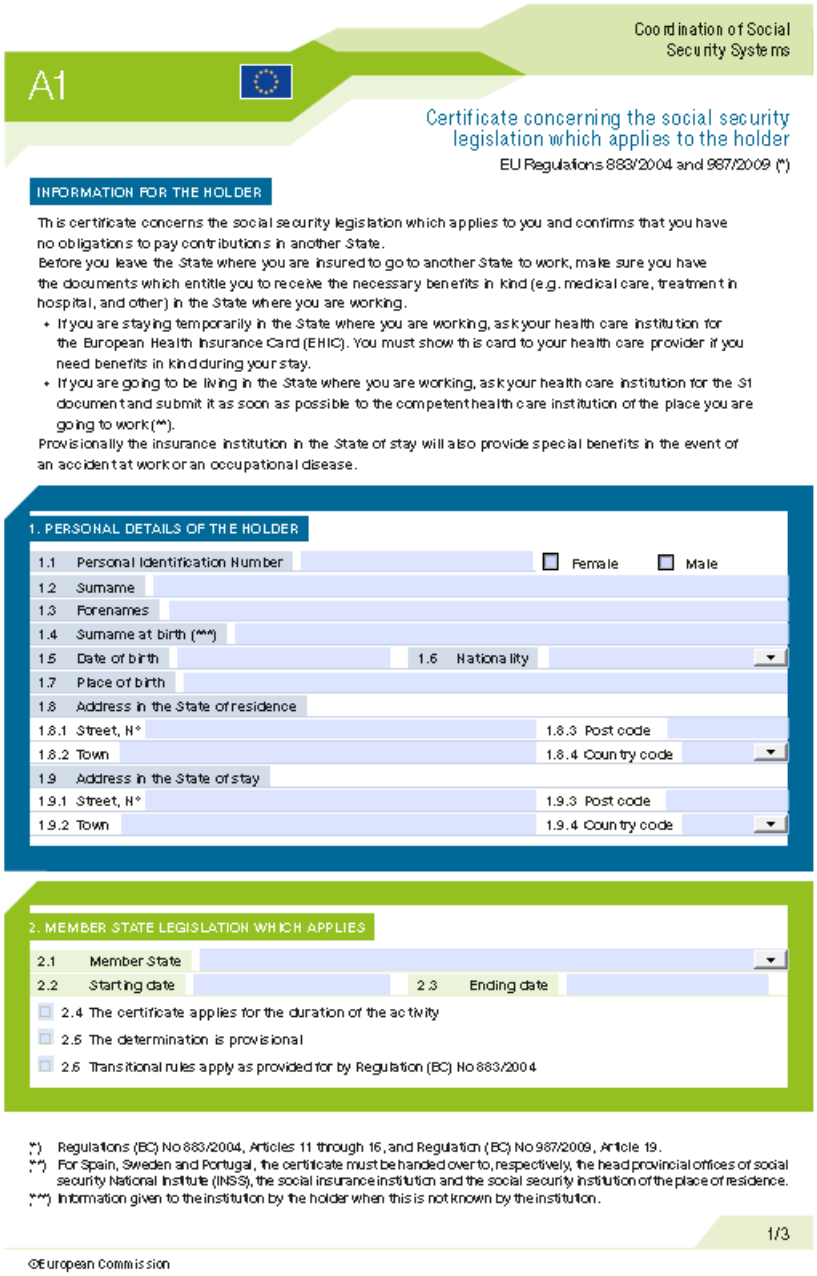
Number of PD A1 issued by sector of economic activity according to *Art. 12* of Regulation (EC) No 883/2004 on the coordination of social security systems:

	Employed Art 12 (1) [box 3.1 of PDA1]	Self-employed Art 12 (2) [box 3.3 of PDA1]	Total	Sectors of economic activity (of total)													Number of 'unique' persons who received a PD A1 (of total)	Avarage duration in days of all PD A1 issued (of total)
					Industry NACE B to F		Services NACE G to T											
						of which					of which							
				Agriculture, hunting and fishing NACE A	Industry Total	Construction NACE F	Services Total	Wholesale and retail trade NACE G	Accomodation and food serice activities NACE I	Transportation and storage; information and communication NACE H and J	Freight transport by road NACE H - Group 49.4	Financial and insurance; Real estate; Professional, scientific and technical activities; Administrative and support service activities NACE K,L, M and N	Temporary employment agency NACE N - Group 78.2	Education, health and social work, arts and other services NACE P, Q, R and S	Human health and social work activities NACE Q			
Receiving country (single destination only)																		
Belgium																		
Bulgaria																		
Czech Republic																		
Denmark																		
Germany																		
Estonia																		
Ireland																		
Greece																		
Spain																		
France																		
Croatia																		
Italy																		
Cyprus																		
Latvia																		
Lithuania																		
Luxembourg																		
Hungary																		
Malta																		
Netherlands																		
Austria																		
Poland																		
Portugal																		
Romania																		
Slovenia																		
Slovak Republic																		
Finland																		
Sweden																		
United Kingdom																		
Iceland																		
Liechtenstein																		
Norway																		
Switzerland																		
Total postings																		

Number of PD A1 issued by sector of economic activity according to *Art. 13* of Regulation (EC) No 883/2004 on the coordination of social security systems:

	Total	Sectors of economic activity (of total)												Number of 'unique' persons who received a PD A1 (of total)	Avarage duration in days of all PD A1 issued (of total)
		Agriculture, hunting and fishing NACE A	Industry NACE B to F		Services NACE G to T										
			Industry Total	of which	Services Total	of which									
				Construction NACE F		Wholesale and retail trade NACE G	Accomodation and food service activities NACE I	Transportation and storage; Information and communication NACE H and J	of which	Financial and insurance; Real estate; Professional, scientific and technical activities; Administrative and support service activities NACE K,L, M and N	of which	Education, health and social work, arts and other services NACE P, Q, R and S	of which		
									Freight transport by road NACE H - Group 49.4		Temporary employment agency NACE N - Group 78.2		Human health and social work activities NACE Q		
Employed, working in two or more States (box 3.2 of PD A1)		Please leave this space empty													
Self-employed, working in two or more States (box 3.4 of PDA1)															
Working as an employed person and as a self-employed person in different States (box 3.8 of PDA1)															
Total number of PD A1 issued according to Art. 13 (boxes 3.2 + 3.4 + 3.8)															

ANNEX 4 PORTABLE DOCUMENT A1



Coordination of Social Security Systems

A1

Certificate concerning the social security legislation which applies to the holder

EU Regulations 883/2004 and 987/2009 (*)

INFORMATION FOR THE HOLDER

This certificate concerns the social security legislation which applies to you and confirms that you have no obligations to pay contributions in another State.

Before you leave the State where you are insured to go to another State to work, make sure you have the documents which entitle you to receive the necessary benefits in kind (e.g. medical care, treatment in hospital, and other) in the State where you are working.

- If you are staying temporarily in the State where you are working, ask your health care institution for the European Health Insurance Card (EHIC). You must show this card to your health care provider if you need benefits in kind during your stay.
- If you are going to be living in the State where you are working, ask your health care institution for the S1 document and submit it as soon as possible to the competent health care institution of the place you are going to work (**).

Provisionally the insurance institution in the State of stay will also provide special benefits in the event of an accident at work or an occupational disease.

1. PERSONAL DETAILS OF THE HOLDER

1.1 Personal Identification Number ☐ Female ☐ Male

1.2 Surname

1.3 Forenames

1.4 Surname at birth (**)

1.5 Date of birth 1.6 Nationality

1.7 Place of birth

1.8 Address in the State of residence

1.8.1 Street, N° 1.8.3 Post code

1.8.2 Town 1.8.4 Country code

1.9 Address in the State of stay

1.9.1 Street, N° 1.9.3 Post code

1.9.2 Town 1.9.4 Country code

2. MEMBER STATE LEGISLATION WHICH APPLIES

2.1 Member State

2.2 Starting date 2.3 Ending date

☐ 2.4 The certificate applies for the duration of the activity

☐ 2.5 The determination is provisional

☐ 2.6 Transitional rules apply as provided for by Regulation (EC) No 883/2004

(*) Regulations (EC) No 883/2004, Articles 11 through 16, and Regulation (EC) No 987/2009, Article 19.

(**) For Spain, Sweden and Portugal, the certificate must be handed over to, respectively, the head provincial offices of social security National Institute (INSS), the social insurance institution and the social security institution of the place of residence.

(***) Information given to the institution by the holder when this is not known by the institution.

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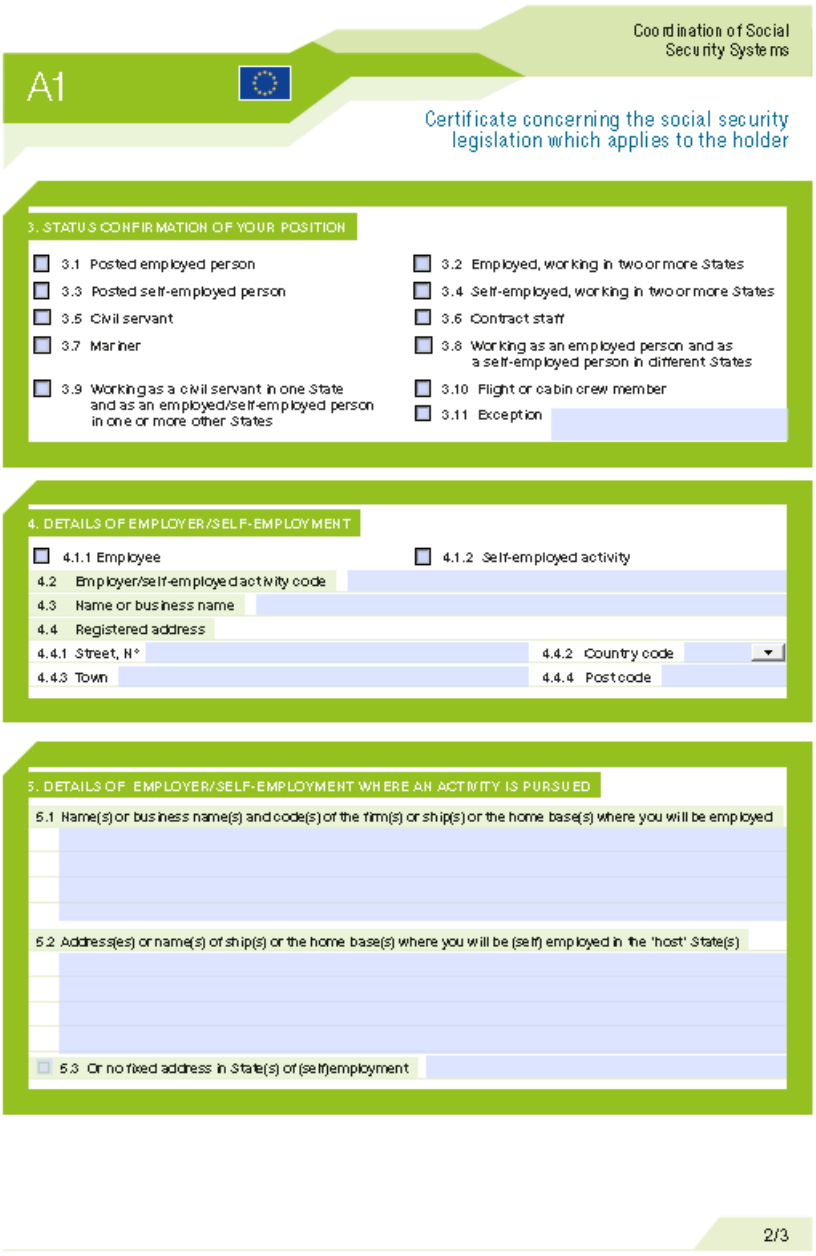

Coordination of Social Security Systems

A1

Certificate concerning the social security legislation which applies to the holder

3. STATUS CONFIRMATION OF YOUR POSITION

- ☐ 3.1 Posted employed person
- ☐ 3.2 Employed, working in two or more States
- ☐ 3.3 Posted self-employed person
- ☐ 3.4 Self-employed, working in two or more States
- ☐ 3.5 Civil servant
- ☐ 3.6 Contract staff
- ☐ 3.7 Mariner
- ☐ 3.8 Working as an employed person and as a self-employed person in different States
- ☐ 3.9 Working as a civil servant in one State and as an employed/self-employed person in one or more other States
- ☐ 3.10 Flight or cabin crew member
- ☐ 3.11 Exception

4. DETAILS OF EMPLOYER/SELF-EMPLOYMENT

- ☐ 4.1.1 Employee
- ☐ 4.1.2 Self-employed activity
- 4.2 Employer/self-employed activity code
- 4.3 Name or business name
- 4.4 Registered address
- 4.4.1 Street, N°
- 4.4.2 Country code
- 4.4.3 Town
- 4.4.4 Post code

5. DETAILS OF EMPLOYER/SELF-EMPLOYMENT WHERE AN ACTIVITY IS PURSUED

5.1 Name(s) or business name(s) and code(s) of the firm(s) or ship(s) or the home base(s) where you will be employed

5.2 Address(es) or name(s) of ship(s) or the home base(s) where you will be (self) employed in the 'host' State(s)

☐ 5.3 Or no fixed address in State(s) of (self)employment

2/3

Coordination of Social Security Systems

A1

Certificate concerning the social security legislation which applies to the holder

5. INSTITUTION COMPLETING THE FORM

6.1	Name		
6.2	Street, N°		
6.3	Town		
6.4	Post code	6.5 Country code	
6.6	Institution ID		
6.7	Office fax N°		
6.8	Office phone N°		
6.9	E-mail		
6.10	Date		
6.11	Signature		

STAMP

3/3

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