



Temporarily engaging foreign workers?

What you as a client need to know about
the Dutch notification portal for posted
workers.

Are the workers posted from the EU, EEA or Switzerland? If so, you have a **duty** to check whether their notification has been given (correctly). Checking the notification of foreign companies and posted workers can be done through the Dutch notification portal english.postedworkers.nl. The check takes about 10 minutes and can be done in Dutch and English.

Please note! For self-employed persons, the duty to notify only applies if they work in certain sectors. Those sectors can be found at english.postedworkers.nl.



Notification is important!

Notification allows the government to check whether posted workers are working under safe, healthy and fair employment conditions. This is how we make sure the right, Dutch employment conditions are applied and how we prevent unfair competition.

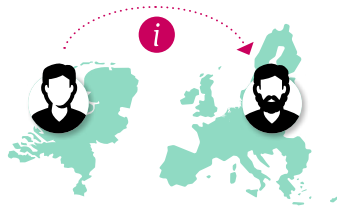
! The duty to notify is part of the Posted Workers in the European Union (Working Conditions) Act (Wet arbeidsvoorwaarden gedetacheerde werknemers in de Europese Unie, WagwEU). This Dutch Act is based on the European Posting of Workers Directive.

How to give notification?

Notification of posted workers is given in three steps. Together with the foreign employer or self-employed person, you have a duty to notify (correctly). Make sure the notification is made before the posted worker starts their assignment. You have until five working days after the assignment starts to check the notification.

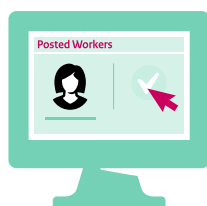
1 Inform

You, as the Dutch client, must inform the foreign employer or self-employed person about giving notification of employees.



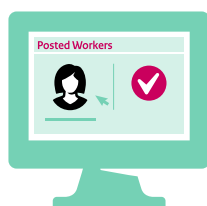
2 Notify

The foreign employer or self-employed person gives the notification at english.postedworkers.nl.



3 Check

You will then receive an e-mail about the notification. You check the notification in the notification portal. If all information is correct, you indicate that the notification is correct. If the information is incorrect, you indicate that something is incorrect. The foreign employer or self-employed person will then receive an e-mail asking them to change the notification. You will then check the notification again.



Frequently asked questions

What is the purpose of the Posted Workers in the European Union (Working Conditions) Act?

This Act entitles posted workers to the most important employment conditions offered by the Netherlands. Examples include the right to minimum wage, adequate breaks, a healthy and safe workplace, equal treatment of men and women and a minimum number of holidays. In addition, foreign employers have a number of administrative obligations, which include a duty to notify. In some sectors, this also applies to self-employed persons. Notification makes it easier for the government to check whether companies are complying with the rules.

What happens if the notification is not checked?

Checking the notification is compulsory. Has the notification not been checked? This means you risk being fined. The Netherlands Labour Authority checks this. Make sure the notification is in order before the foreign worker starts the assignment.

Please note! Any interim changes should also be notified and checked. This way, you ensure that you are not fined and you will help create a fair labour market.

I am working with a foreign temporary employment agency, how does notification work in that case?

A notification also needs to be made for workers posted by a foreign temporary employment agency. Who is responsible for the notification depends on the situation. Check your duties via: english.postedworkers.nl/employmentagency.



More information?

Visit english.postedworkers.nl. By checking the notification, you will help create a safe, healthy and fair working environment for posted workers.