

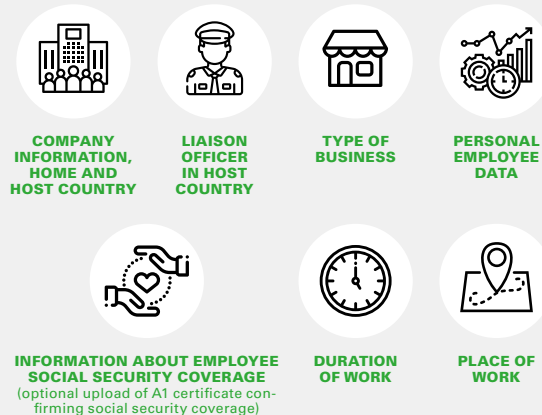
Registration Obligation

What is the Registration Obligation?

Cross-border activities usually fall under the labor law of an employee's home country. However, some aspects of the host country's labor law apply to posted workers. These terms might be inspected by the local Labor Inspectorate and entail the most important information such as:



The registration obligations usually include electronic registration of:



What are the risks of non-compliance with the Posted Workers Directive?

- ⚠ Fines to employers and subcontractors
- ⚠ Blacklisting of the company involved and people in charge
- ⚠ Work restriction for employees
- ⚠ Not covered by applicable labor legislation

Our solution:

- + Gain insight into the movement of your employees.
- + Verification that this data conforms to the requirements of EU directives
- + Advice and recommendations on achieving the desired level of compliance
- + Compliance support
- + Provide a solution that helps you to check if you need to register the employee in the other country.

Are you or your employees at risk?

1.	Do your employees work abroad?	✗	✓
2.	Do you have payslips, employment contracts, time sheets, A1 certificate etc. available at any time for employees working abroad?	✗	✓
3.	Do you register your employees in the host country before they begin working there?	✗	✓

AT LEAST ONE answered with **NO** or **NOT SURE**

ALL answered with **YES**

YOU ARE NOT COMPLIANT WITH THE POSTED WORKERS DIRECTIVE AND THEREFORE AT RISK.

YOU ARE COMPLIANT WITH THE POSTED WORKERS DIRECTIVE, NO FURTHER ACTION REQUIRED.

Contact us



Daida Hadzic
Director - EU Tax Center

✉ hadzic.daida@kpmg.com
☎ +31 6 5324 4599