



## FAIR SEASONAL WORK CHECKLIST:

- 1  Do you know who your employer is and if you are employed legally?
- 2  Have you received a written contract?
- 3  Do you know how much you should get paid for one hour's work?
- 4  Do you know that you are entitled to holiday money?
- 5  Are your working hours registered by the employer?
- 6  Are you working the right (legally allowed) number of hours?
- 7  Do you get enough rest time during the working day?
- 8  If you pay for housing, transport and medical insurance – are the amounts legally correct?
- 9  Are your living circumstances in order?
- 10  Are there protective measures at your place of work?
- 11  Do you keep the documents given to you by your employer and do you register (verbal) arrangements between you?
- 12  Do you know who to ask for help when you have problems at work, and how to contact trade unions?

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# RIGHTS FOR ALL SEASONS

Your guide to  
fair seasonal  
work

#Rights4AllSeasons

**ELA**   
EUROPEAN LABOUR AUTHORITY

# RIGHTS FOR WORKERS

## EQUAL TREATMENT

As an EU citizen, you have the right to look for employment - including seasonal employment - in another EU country. You should be employed under the **same conditions as nationals** of the host EU country and you have the right to receive the **same assistance** from national employment offices. Seasonal workers also have access to the **same level of social protection** as other insured persons in that country.

## DECLARED WORK

Make sure that you are **legally employed** as a seasonal worker, so that you are granted the **same rights and social protection as nationals of that state**. Some EU countries provide specific forms of employment for seasonal workers. Information on employment contracts in each EU country is available on <https://ec.europa.eu/eures/main>



## POSTED SEASONAL WORKERS

If you are posted to work in another EU country, the terms and conditions of employment of the host country apply to you. These include **remuneration (salary and additional benefits), maximum work periods, minimum rest periods, conditions of accommodation, and health, safety and hygiene measures** at work.

You are considered a posted worker also if a **temporary work agency** of one EU country employs you to work in another EU Member State.

Check the **national website of your host country** for the **terms and conditions of work for posted workers** and for local authorities' contact information: <https://europa.eu/youreurope/citizens/work/work-abroad/posted-workers>



Find out more about your social security cover when you will be posted to another Member state on: <https://europa.eu/youreurope/citizens/work/unemployment-and-benefits/country-coverage>



## WORKING AND LIVING CONDITIONS

As a seasonal worker, you have the **same rights and protection of your occupational safety and health** as other workers in the EU country of employment.

**Accommodation and transport** for seasonal workers should meet the **health and safety standards** in force in the EU country concerned, including the social distancing and health and safety measures applicable in the fight against the COVID-19 pandemic.

## QUESTIONS AND COMPLAINTS

If problems arise during your employment and you have the impression that the employer is not respecting the rules, you can **contact the relevant national institution and trade unions**: <https://europa.eu/youreurope/citizens/work/work-abroad/cross-border-commuter>



## FURTHER INFORMATION

The EURES Job Mobility Portal (<https://ec.europa.eu/eures/public/en/homepage>) provides detailed practical, legal and administrative information on the living and working conditions in all EU countries. The Living and Working Conditions database contains details on important issues such as finding accommodation, taxes, and more. EURES national websites provide **useful information on working and living conditions applicable to seasonal workers**.



## SOCIAL SECURITY

As a worker, you are subject to the **social security legislation** of the state where you are employed, even if you live in another EU country. You should have access to **social protection** just like other insured persons in that state.

If you are a **posted seasonal worker**, you will be subject to the **social security legislation** of your **posting state**. You must be in possession of a **Portable Document A1** issued by that state. This confirms that you have no obligations to pay contributions in the EU country of employment.

## Your guide to fair seasonal work

You are a **seasonal worker** if you take up temporary employment during specific periods of the year.

You are a **mobile seasonal worker** if you move for this job **to an EU country** other than your **main place of residence**.

The rights outlined in this leaflet refer to EU citizens, or to non-EU citizens legally residing in EU countries.