

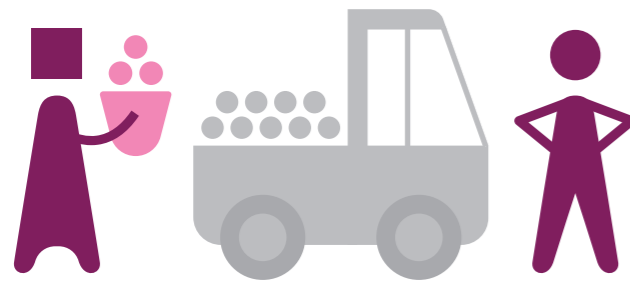
# SEASONAL WORK A GUIDE FOR EMPLOYERS

## EU CITIZENS HAVE THE RIGHT TO LOOK FOR EMPLOYMENT IN ANOTHER EU COUNTRY, AND:

- be employed under the same conditions as Member State nationals
- receive the same assistance from national employment offices
- have access to the same level of social protection as other insured persons

## IF YOU EMPLOY SEASONAL WORKERS

### YOU HAVE THE RIGHT TO:



Hire foreign employees

Manage their work



Give work related instructions and orders

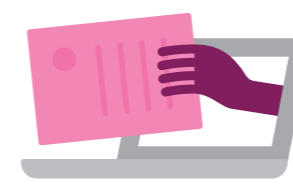


Legally dissolve an employment contract

### YOU HAVE THE DUTY TO:



Verify the workers' identity. Non-EU citizens should have a work/residence permit



Provide workers with the conditions of work in writing



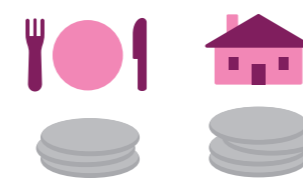
Comply with contracts, agreements, and applicable labour law



Provide decent working and living conditions



Promote a good working environment & treat all employees equally



Pay wages in accordance with the national rules and make sure deducted costs, e.g. for housing or meals are in line with the rules



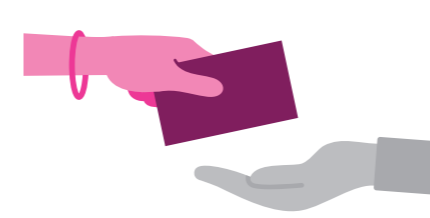
Ensure that the permitted number of hours per week are not exceeded and that the employees get enough breaks



Keep records of their hours worked



Provide a holiday allowance



Issue pay slips to your workers



Protect your employees from risks at work and ensure occupational health and safety, including related to COVID-19



FOR MORE INFORMATION, VISIT THE ELA WEBSITE

### DON'T FORGET TO:

- ✓ REQUEST A VISA OR WORK PERMIT IF YOU PLAN TO RECRUIT NON-EU CITIZENS
- ✓ VERIFY THE TRUSTWORTHINESS OF ANY EMPLOYMENT AGENCY YOU USE