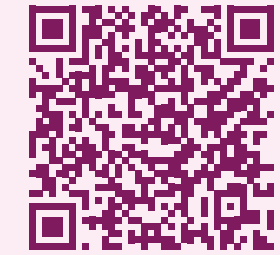


# SEASONAL WORK A GUIDE FOR EMPLOYERS

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



FOR MORE  
INFORMATION,  
VISIT THE ELA  
WEBSITE

## IF YOU EMPLOY SEASONAL WORKERS



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



Provide workers with the conditions of work in writing.



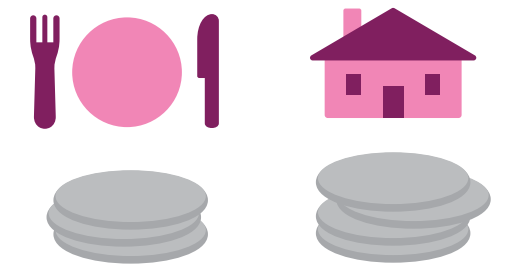
Comply with contracts, agreements, and applicable labour law.



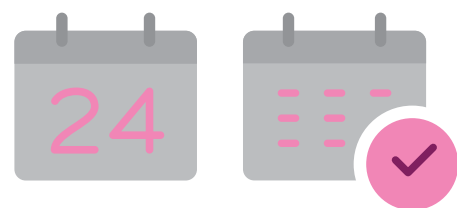
Provide decent working and living conditions.



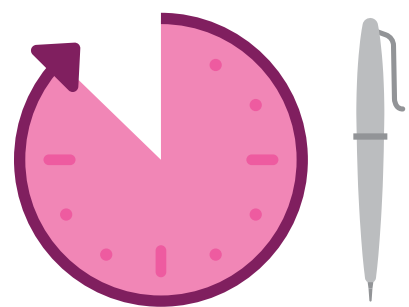
Promote a good working environment & treat all employees equally.



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.



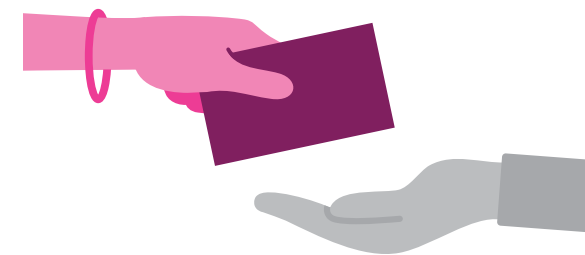
Ensure that the permitted number of hours per week are not exceeded and that the employees get enough breaks.



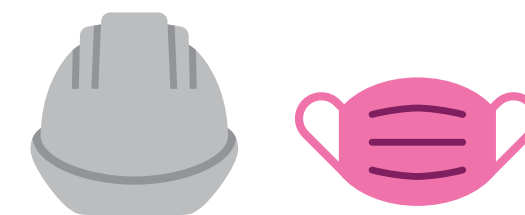
Keep records of their hours worked.



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.