



Quick reference



Basic rights according to status of the worker

Mobile worker	Third country national (TCN) single permit holder	TCN seasonal worker	Posted workers (EU and TCN)	TCNs in irregular situations
Right to equal treatment as workers who are nationals of the Member State of employment regarding (i) working and employment conditions; (ii) social and tax benefits; (iii) training, rehabilitation and retraining; and (iv) collective and individual labour agreement provisions.				
<p>Right to reside freely within the territory of the EU.</p>	<p>Right to enter and reside within the territory of the EU Member State that issued the single permit.</p> <p>Right to exercise the specific employment activity.</p> <p>Right to be informed about their rights. Applicable as of 5/2026:</p> <p>Right to change employer.</p> <p>Right to be unemployed for a limited period of time.</p> <p>Right to lodge complaints.</p>	<p>Right to be informed in writing about their stay, obligations and procedural safeguards.</p> <p>Right to effective mechanisms to lodge complaints against employers, including with the support of third parties.</p> <p>Right to accommodation that ensures an adequate standard of living.</p> <p>Right to change employer.</p> <p><i>Member States may limit equal treatment in some areas, for example regarding unemployment benefits, tax benefits, education and vocational training.</i></p>	<p>Entitled to the core terms and conditions of employment in accordance with the rules in place in the host Member State insofar as these are more favourable than the protection offered by the employment law of the Member State where they habitually work (or the law applicable to the employment contract).</p> <p>Where the duration of the posting exceeds 12 months (or 18 months if a reasoned notification is submitted) all the conditions of employment in the host Member State apply, except for dismissal and supplementary pension schemes, if more favourable.</p> <p>Workers posted by a temporary work agency have the same rights as workers employed directly by the user undertaking.</p> <p>Effective mechanisms to lodge complaints against employers should be in place.</p>	<p>Right to be informed about their specific entitlements, such as the right to claim due wages.</p> <p>Effective mechanisms to lodge complaints against employers should be in place.</p> <p>Right to claim payment of wages due, whereby the duration of employment is presumed to have been at least three months, unless it can be proven otherwise.</p> <p>Right to the possibility to receive a temporary residence permit.</p>

Labour law violations

Indicators:

Undeclared work
Pay below the national minimum wage
Unpaid overtime
Unlawful wage deductions
Unfair dismissal
Denial of right to annual leave or sick leave
Discrimination at the workplace
Health and safety hazards

Rights:

Right to backpay of outstanding remuneration/ wages, taxes and social security contributions.
Actual entitlements and procedures vary according to Member State. Inspectors should consult national legislation.

Severe labour exploitation

Indicators:

Abuse of vulnerability
Deceptive recruitment
Withholding of wages
Debt bondage
Isolation, restriction of movement
Use of violence, threats
Abusive working and living conditions
Excessive overtime
Wage manipulation
Dependency on exploiters
Confiscation of documents
Exploitative conditions of work
No respect of labour laws or contract signed
Overcrowded or unsanitary living and/or working conditions
Hazardous work performed without protective equipment

Rights:

Victim support services
Compensation and to obtain decision on compensation from the offender even during criminal proceedings
Temporary residence permits, for the length of proceedings, to third-country nationals who are victims of particularly exploitative working conditions (where applicable).
Actual entitlements and procedures vary according to Member State. Inspectors should consult national legislation.

Trafficking in human beings

Indicators:

Act + Means + Purpose

Rights:

Right to specialised assistance
Recovery and reflection period
Compensation