

Overview
of national
authorities
responsible for
enforcement
of labour
mobility and
social security
coordination rules
in the aviation
sector in EU27

July 2026



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Belgium

National derogations to the Posted Workers Directive, if any:

N/A.

Directorate-General for Supervision of Social Law – Federal Public Service Employment, Labour and Social Dialogue (Algemene Directie Toezicht op de Sociale Wetten (TSW) / Direction générale Contrôle des lois sociales (CLS))

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Labour mobility, wages, working conditions, labour law Strategic, tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> The right to carry out investigations The right to entry into workplace Powers of injunction The power to share information with other relevant bodies NB: within the TSW/CLS, enforcement of the CAT-sector is taken up by the regional directorates
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> This inspection service does not deal with, nor does it have sufficient knowledge to deal with, most of the contractual arrangements specific to the CAT sector Furthermore, dealing with most of said contractual arrangements requires the cooperation of other administrations, government institutions or inspection services that do not deal with or have no competence in the field of labour mobility or the coordination of social security
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> In theory, joint inspections are possible with all stakeholders, both national and foreign The division of responsibilities is according to each institution's competences, or, in the case of shared competences, its core competences in the matters at hand
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	The division of responsibilities is according to each institution's competences, or, in the case of shared competences, its core competences in the matters at hand
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> Privileges: carry out inspections, in cases defined by law: (inspection services' competences are provided for by the Belgian Social Criminal Code): impose special or preventive measures and draft pro justitia reports that will give rise to either criminal or administrative proceedings Limits: jurisdictional boundaries (each inspection service is bound by its legal competences but may share information with all other institutions), enforcement policy (e.g. set out or restricted by the SIIS or public prosecutor at the labour courts or head of unit or department)

National Social Security Office (NSSO) (Rijksdienst voor Sociale Zekerheid (RSZ) / Office National de Sécurité Sociale (ONSS))

Type of institution	National authority on social security coordination (workers) – Inspection department
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Strategic, tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to carry out investigations • The right to entry into workplace • Powers of injunction • Issuance of PD A1 certificates to employees • The power to share information with other relevant bodies
Types of contractual arrangements the institution deals with	As above
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	As above
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	As above
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Privileges: carry out inspections, in cases defined by law: (inspection services' competences are provided for by the Belgian Social Criminal Code): impose special or preventive measures and draft pro justitia reports that will give rise to either criminal or administrative proceedings • Limits: jurisdictional boundaries (each inspection service is bound by its legal competences but may share information with all other institutions), enforcement policy (e.g. set out or restricted by the SIIS or public prosecutor at the labour courts or head of unit or department)

Inspection Department – National Institute for Social Insurance of the Self-Employed (NISSE) (Rijksinstituut voor de Sociale Verzekeringen der Zelfstandigen (RSVZ) / Institut national d'assurances sociales pour travailleurs indépendants (INASTI))

Type of institution	National authority on social security coordination (self-employed)
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Strategic, tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to carry out investigations • The right to entry into workplace • Powers of injunction • Issuance of PD A1 certificates to the self-employed • The power to share information with other relevant bodies

Type of institution	National authority on social security coordination (self-employed)
Types of contractual arrangements the institution deals with	As above
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	As above
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	As above
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> Privileges: carry out inspections, in cases defined by law: (Inspection services' competences are provided for by the Belgian Social Criminal Code): impose special or preventive measures and draft pro justitia reports that will give rise to either criminal or administrative proceedings Limits: jurisdictional boundaries (each inspection service is bound by its legal competences but may share information with all other institutions), enforcement policy (e.g. set out or restricted by the SIRS or public prosecutor at the labour courts or head of unit or department)

Social information and Investigation Service (SIS) (Sociale Inlichtingen en Opsporingsdiensten (SIOD) / Service d'Information et de Recherche Sociale (SIRS))

Type of institution	Strategic body
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Fiscal fraud, social dumping. Strategic
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> Coordination among enforcement entities Support to inspection services Organising trainings for key stakeholders and enforcement bodies
Types of contractual arrangements the institution deals with	As above
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> Privileges: ability to define strategic/action plans for enforcement, coordinate joint inspections, support inspection services Limits: No enforcement powers

DG Air Traffic – Federal Public Service Mobility and Transport
(Directoraat-generaal Luchtvaart (DGLV) van de FOD Mobiliteit en Vervoer /
La direction générale du Transport aérien (DGTA) du Service public fédéral
Mobilité et Transports)

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Aviation safety Collects information that can support the competent enforcement authorities
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Monitors compliance with flight time and duty hours Gathers information on leasing contracts, air services/transport agreements and horizontal versions thereof, which might provide for exceptions to classification of aircrew in transit entering the territory of the country
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: no enforcement powers



Bulgaria

National derogations to the Posted Workers Directive, if any:

Bulgarian legislation excludes pilots and cabin crew members from the category of seconded workers when they operate flights within the territory of Bulgaria (see Article 6, paragraph 1, of the Ordinance on Domestic Postings (Наредба за командировките в страната), as this follows from the nature of their work, which does not allow for the determination of a precise place of work.

However, the Ordinance on Business Trips and Specialisations Abroad (Наредба за служебните командировки и специализации в чужбина) grants the right to business trip allowances to these persons when they perform their official duties outside the territory of Bulgaria (Article 31, paragraph 2). The Ordinance on the terms and conditions for the secondment and posting of workers and employees within the framework of the provision of services (Наредбата за условията и реда за командироване и изпращане на работници и служители в рамките на предоставяне на услуги), transposing Directive 96/71/EC, does not devote particular attention to pilots and cabin crew but it is generally applicable to them, since the only ones excluded from the scope of Directive 96/71/EC are the merchant fleet enterprises. Thus, while pilots and cabin crew are not usually considered as posted workers according to Bulgarian legal provisions, there are exceptions. This is why it is decided on case-by-case basis whether the cabin crew can be treated as posted workers (e.g. cabin crew and pilots who are a part of wet lease can be considered as posted workers).

When determining the legislation applicable to flight crew or cabin crew members, there is no difference in treatment, but the provisions of Regulation (EC) No 883/2004 will be taken into account. In this respect, flight or cabin crew members performing air passenger or freight services shall be subject to the legislation of the Member State where their 'home base' is located, as defined in Annex III to Regulation (EEC) No 3922/91. The 'home base' is the location assigned by the airline operator to the crew member where the crew member normally starts and ends a duty period or a series of duty periods and where, under normal circumstances, the operator is not responsible for the accommodation of the crew member concerned. The rule was introduced by Article 11(5) of Regulation (EC) No 883/2004. Where flight or cabin crew members have two or more home bases in different Member States, the competent institution of the Member State of residence will determine the legislation applicable to the person in accordance with Article 13 of Regulation (EC) No 883/2004.

General Labour Inspectorate (Главна инспекция по труда)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour law • Operational and tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Controls compliance with labour legislation • Exercises specialised control over compliance with the Health and Safety at Work Act and the rights and obligations of the parties to the employment relationship and other regulatory acts, when this is assigned by law • Provides information and technical advice to employers and employees on the most effective methods for compliance with labour legislation • Notifies the competent authorities of identified shortcomings and deficiencies in the current labour legislation
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> • Labour contracts

Type of institution	National labour inspectorate
Types of enforcement practices used	<ul style="list-style-type: none"> • Conducts inspections on site for safe labour conditions, the presence of labour relationship between employer and employees and document checks, which would be at the office if the documents are not available on the field • The General Labour Inspectorate carries out its activities in accordance with an annual inspection plan covering identified high-risk sectors and activities, in response to alerts submitted by citizens and institutions, including cross-border notifications, and through self-initiated actions based on information published in the media
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Participates in joint working group with experts from the NSSI and the NRA for exercising control over social security coordination and labour law • The General Labour Inspectorate monitors labour-related matters, including remuneration, the existence of an employment contract between the parties, the procedure for posting workers, and the health and safety conditions under which their duties are performed
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Focuses on labour-related matters and health and safety
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: limited by jurisdiction – can only execute inspections on the territory of Bulgaria

National Social Security Institute (NSSI) (Национален осигурителен институт)

Type of institution	National authority on social security coordination
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Administration of compulsory social security for sickness, maternity, unemployment, accidents at work and professional diseases, disability, old age and death • Competent institution in coordination with the social security for EU and the implementation of bilateral agreements in the fields of sickness and maternity cash benefits, death grants, accidents at work and professional diseases cash benefits, unemployment benefits and pensions for disability, old age and survivors • Responsible for issuing certificates of insurance status indicating that the person is subject to social security in Bulgaria • Ensures the coordination of social security rights for mobile workers (right to pensions, unemployment and other social benefits)
Types of contractual arrangements the institution deals with	Coordinates the application of EU social security coordination rules and administers social security benefits under Bulgarian legislation, including in cross-border situations
Types of enforcement practices used	Conducts control and audit activities related to social security benefits and insurance status. Responds to requests for intervention

Type of institution	National authority on social security coordination
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Conducts control and audit activities over social security matters and can notify the NRA or Labour Inspectorate Directorate in case any violations or mistakes are found • Participates in joint working groups with experts from the Labour Inspectorate and the NRA to coordinate activities related to social security coordination and labour matters, with each institution acting within its respective legal mandate
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Responsible for enforcement related to social security benefits, including ensuring compliance in cross-border situations
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: does not have specific control working groups/units for inspecting cases of posting (Article 12 of Regulation (EC) No 883/2004) or employment in two or more Member States (Article 13 of Regulation (EC) No 883/2004). Instead, groups/units work on all types of fraud and error, whether national or international

National Revenue Agency (Национална Агенция Приходи) (NRA)

Type of institution	Specialised state body under the Minister of Finance competent institution, within the meaning of Article 1(q) of Regulation (EC) No 883/2004
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security, tax • Operational level
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Administration of tax and compulsory social security obligations • Determination and certification of the applicable social security legislation in accordance with the rules set out in Title II of Regulation (EC) No 883/2004 (issuing PD A1 certificates)
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> • Administration of social security obligations of all kinds of liable persons in accordance with Bulgarian legislation • Data concerning employment contracts, which are concluded pursuant to Bulgarian labour legislation, must be submitted to the NRA
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • In its activity, it interacts with the National Social Security Institute and the General Labour Inspectorate according to written bilateral instructions for data exchange and cooperation • Joint actions shall be carried out in accordance with the instructions for cooperation, where necessary. The responsibilities of the NRA are related to the control on compliance with tax and social security legislation
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Focuses on compliance control in the area of tax and social security legislation, and social security coordination
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: does not have specific control working groups/units for inspecting cases of posting (Article 12 of Regulation (EC) No 883/2004) or employment in two or more Member States (Article 13 of Regulation (EC) No 883/2004). Instead, groups/units work on all types of fraud and error, whether national or international

Directorate-General Civil Aviation Administration, Ministry of Transport and Communications (DG CAA) (Главна дирекция 'Гражданска въздухоплавателна администрация', ГД ГВА)

Type of institution	National aviation licensing authority (including cabin crew), air navigation service regulator
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Air safety, OSH • Operational and tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Supervision of the requirements to be met by an air operator and its flight and cabin crew members with regard to flight and duty time limitations and rest requirements for aircrew assigned to commercial air transport operations with aeroplanes, including through inspections and audits • Provides information to flight crews regarding their rights and obligations under EU regulations in the field of civil aviation. This includes issues related to working conditions and conditions for crew mobility
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	Regular inspections
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • EASA, national institutions (unspecified) • Safety and compliance with sector-specific regulations • Participates in joint, cross-border inspections facilitated by ELA to address complex, multi-jurisdictional labour cases
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Safety and compliance with sector-specific regulations
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Limits: limited functions with regard to aircrew social security coordination (mostly informative) • The DG CAA does not have responsibilities towards aircrew social security coordination. It may only direct enquiries to the competent national authorities



Czechia

National derogations to the Posted Workers Directive, if any:

Czechia has a general exemption for workers posted for no more than 30 days in a calendar year. However, this exemption does not apply if the posting employer is an employment agency (Section 319, § 2 Czech Labour Code of 2006 (Act No 262/2006)).

State labour inspection office (SLIO) (Státní úřad inspekce práce)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Labour law, working conditions Tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> The right to carry out investigations Desk audits Powers of injunction Coordination with other similar authorities in other EU Member States
Types of contractual arrangements the institution deals with	Focuses on the enforcement of EU labour protections, covering all contractual arrangements
Types of enforcement practices used	<ul style="list-style-type: none"> Routine visits Visits by request Emergency visits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> Collaborates with the Czech social security administration, trade unions, the Ministry of Labour and foreign labour inspectorates Can collaborate with the Czech social security administration in inspections to verify compliance with labour and social security laws.
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<p>Limits: jurisdiction boundaries over cross-border cases; coordination challenges with labour inspectorates in other Member States.</p> <p>Privileges: inspection powers, ability to impose sanctions, collaboration with other national and EU authorities</p>

Civil aviation authority of the Czech Republic (Úřad pro civilní letectví)

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Air safety and regulatory compliance in aviation, supervision of compliance with rules on flight time limitations and rest periods by approving the operator's safety flight standard, verification of aircrew professional and flight competence and medical fitness, issuing aircrew personnel licenses and recognises the validity of licenses issued by other Member States Operational

Type of institution	Civil aviation authority
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to carry out investigations • The right to freely enter any workplace • Desk audits • Coordination with other national and EU authorities
Types of contractual arrangements the institution deals with	Employment relationship or a contract under the civil code, including self-employment
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine visits • Safety inspections
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	Collaborates with the EASA and other EU aviation authorities
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Privileges: regulatory oversight over airlines and international coordination with the EASA and other EU aviation authorities

Czech social security administration (CSSA) (Česká správa sociálního zabezpečení)

Type of institution	National authority on social security coordination
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security provision and coordination • Tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Can issue and validate PD A1 forms • Verification of social security coverage • Audit employers • Cross-border cooperation with other social security institutions
Types of contractual arrangements the institution deals with	Focuses on operational and safety-related aspects of contractual arrangements, including leases
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine desk audits • Case-specific investigations • Employer compliance checks
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Collaborates with the SLIO, employers and foreign and EU social security institutions • Can collaborate with the SLIO in inspections to verify compliance with labour and social security laws
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Limits: complexity of cross-border cases • Privileges: authority to audit employers and sanction them, in collaboration with ELA



Denmark

National derogations to the Posted Workers Directive, if any:

N/A.

Udbetaling Danmark

Type of institution	National authority on social security coordination
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Issuance of PD A1 certificates • Administration of social security benefits • Collaboration with other EU Member States
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	<ul style="list-style-type: none"> • Automated fraud detection • Predictive analytics • Exchange of information with other national and international bodies • Citizen reporting mechanism
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: no physical inspection powers

Danish civil aviation and railway authority (Trafikstyrelsen)

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Transport safety, OSH, working conditions • Strategic, tactical, operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Setting and monitoring compliance of safety standards • The right to free inspection • Powers of injunction (fines and suspension of operations) • Training and capacity building

Type of institution	Civil aviation authority
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine visits • Safety inspections
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	Collaborations with international counterparts as part of the safety assessment of foreign aircraft (SAFA) programme
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: the entity's core mandate does not specifically include the enforcement of EU labour mobility and social security coordination rules. Nevertheless, its regulatory activities in the transport sector (particularly as regards working conditions) have indirect implications for those areas



Germany

National derogations to the Posted Workers Directive, if any:

Posting rules do not apply if workers' presence on the territory is exclusively for the purpose of participating in conferences, meetings, events or competitions, nor do they apply to posting for the purpose of setting up a German unit for an international company or to posting exclusively for the purpose of the worker's training. In all these cases, work on German territory must not exceed 14 days consecutively or 30 days per year (Arbeitnehmer-Entsendegesetz – AEntG, Division 9, Section 35).

German pension insurance (Deutsche Rentenversicherung – DRV)

Type of institution	Social pension insurance institution
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security (includes assessment of correct categorisation of employees) • Operational level
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Issuance of PD A1 certificates • Mandatory inspections of all covered companies every four years • The right to view all evidence necessary to determine correct classification of workers and hours worked and calculation of contributions to all branches of social security • The right to impose fines • Companies' right to request ex ante assessment of workers' classification by the DRV
Types of contractual arrangements the institution deals with	Any contractual arrangement subject to social security in Germany

Type of institution	Social pension insurance institution
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine visits of companies • Visits on request
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Division related to division of tasks (not competent for taxation or migration issues); companies can request common date and time for announced inspections by the DRV and tax office, but no default coordination or sharing of information between tax and social security authorities
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: jurisdictional boundaries

Financial control of undeclared work unit (**Finanzkontrolle Schwarzarbeit – FKS**)

Type of institution	The financial control of undeclared work unit is part of the German customs administration
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour law, working conditions, tax, social security, labour mobility • Operational level
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to enter work sites • The right to view all evidence necessary to verify suspicions of fraudulent misdeclaration • The right to impose fines and coercive measures in case of obstruction of inspection • The right to check the identification of persons encountered during inspections and to check the residence permits of foreign nationals
Types of contractual arrangements the institution deals with	All contractual arrangements in connection with the provision of work or services (and those that allow conclusions to be drawn about employment relationships)
Types of enforcement practices used	<ul style="list-style-type: none"> • Targeted inspections based on concrete indications • Random inspections without specific suspicion • Federal and regional targeted inspection days (Bundesweite Schwerpunktprüfungen und örtliche Prüftage) • Sector-specific action weeks (Sonderprüftage)

Type of institution	The financial control of undeclared work unit is part of the German customs administration
<p>Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them</p>	<ul style="list-style-type: none"> • The FKS cooperates intensively with other national authorities to combat undeclared work and unlawful employment. The cooperation has been laid down in the respective legal provisions (in sections 2 and 6 of the Act to Combat Undeclared Work and Unlawful Employment) and has been substantiated by cooperation agreements with other institutions. Depending on the type of cooperation, this ranges from information exchange to joint inspections and mutual assistance through expert opinion and assessments. Tackling undeclared work has led to wide cooperation between various agencies and institutions: • pensions and accident insurances agencies; • social assistance and collecting agencies for social security contributions, labour offices and tax offices; • family benefits office; • Länder offices for workplace safety; • Länder police; • federal police; • the relevant institutions in charge of foreigners and asylum seekers; • the Federal Network Agency; • the Federal Logistics and Mobility Office; • the Länder offices in charge of tracking undeclared work as a violation of the trades and crafts laws; and • other institutions (e.g. the welfare fund (Sozialkasse) of the construction industry, the residence registration offices and the business and trade registration offices). • Common guidelines and principles are elaborated in collaboration with these institutions. Whenever one of the institutions uncovers instances of undeclared work, all other relevant institutions are informed and thus able to recover contributions and taxes that were withheld through the activity. Cooperation is fostered by sharing information, common training, mutual learning, mutual visits, developing common principles and regular experience exchange at all levels. At the Länder and regional levels, many coordination groups between the different institutions have been formed.
<p>Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly</p>	<p>Division related to division of tasks (not competent for OSH)</p>
<p>Overview of any sector-specific limits or privileges of the institution in enforcement related activities</p>	<ul style="list-style-type: none"> • Limits: jurisdictional boundaries • For the purposes of performing inspections, the FKS and the supporting bodies mentioned above are authorised to enter the business premises, with the exception of private homes and properties of employers, contractors of work or services, users of temporary work and self-employed workers during the working times of the people employed there or during business hours

Federal employment agency (Bundesagentur für Arbeit)

Type of institution	Public employment service
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour mobility • Tactical level
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Receipt of mandatory applications by companies intending to employ non-EU nationals in Germany, examination of conditions for approval of employment on the territory, issuing of approval; decision on withdrawal of approval
Types of contractual arrangements the institution deals with	All contractual arrangements involving non-EU-national workers
Types of enforcement practices used	No own operational inspection activities
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Limits: jurisdictional boundaries, no own operational inspection activities



Estonia

National derogations to the Posted Workers Directive, if any:

N/A.

Social insurance board of the Republic of Estonia (Sotsiaalkindlustusamet)

Type of institution	National authority on social security coordination (except unemployment benefits)
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security provision, social security coordination • Tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Issuance of PD A1 certificates • The right to adopt administrative decisions in its competences • The right to investigate to take appropriate administrative decisions, including cross-use of different databases • Powers of injunction taking account the board's general competence
Types of contractual arrangements the institution deals with	N/A

Type of institution	National authority on social security coordination (except unemployment benefits)
Types of enforcement practices used	Does not generally do on-site visits.
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	No specific arrangements regarding aircrew free movement and social security
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Social insurance board, labour inspectorate, Estonian tax and customs board and Estonian police and border guard board do general cooperation, taking into account their general competences and powers
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

Transport administration of the Republic of Estonia (Transpordiamet)

Type of institution	National aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Aviation licensing • Tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • No direct role in enforcing EU-level labour mobility and social security rules • Issues all aviation licences, including air personnel licences and aircraft operator certificates, and monitors them • The power to revoke licences and powers of injunction • Supervision of working, flight and rest time of civil aircraft crew members.
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> • Not all practically applicable in Estonia, but within its competence it covers all applicable
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine visits • Emergency visits • Visits by request (not social security and free movement specific, but to control whether all aircraft operator certificate requirements are fulfilled, etc.)
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	No specific arrangements regarding aircrew free movement and social security
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

Labour inspectorate of the Republic of Estonia (Tööinspektsioon)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Working conditions, labour mobility Tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> Holds posted workers registrations. The right to carry out investigations Inspections Powers of injunction
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	<ul style="list-style-type: none"> On-the-spot inspections (planned and ad hoc) Desk audits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	No specific arrangements regarding aircrew free movement and social security
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Social insurance board, labour inspectorate, Estonian tax and customs board and Estonian police and border guard board do cooperate in general, taking into account their general competences and powers
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

Estonian Unemployment Insurance Fund (Töötukassa)

Type of institution	National authority on social security coordination (unemployment benefits)
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Social security Tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> The right to adopt administrative decisions within its competences The right to investigate to take appropriate administrative decisions, including cross-use of different databases Powers of injunction taking into account the fund's general competence
Types of contractual arrangements the institution deals with	Everyone who has right to unemployment benefits, according to Estonian law
Types of enforcement practices used	Does not generally do on-site visits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	No specific arrangements regarding aircrew free movement and social security

Type of institution	National authority on social security coordination (unemployment benefits)
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A



Ireland

National derogations to the Posted Workers Directive, if any:

N/A.

Irish Aviation Authority

Type of institution	National Aviation Authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> Responsible for licensing Ireland-based air carriers in accordance with Regulation (EC) No 1008/2008 Perform investigations into CAT, but not workplace related; rather pilot licences / aircrew right to work in the sector / air security. Responsible for delivering cabin crew attestations
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

International Postings Section – Department of Social Protection (DSP)

Type of institution	Central public administration (Ministry)
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Strategic / Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Responsible for issuing and verifying PD A1 certificates and for gathering social security contributions • The right to freely enter any workplace • The power to remove records • The right to carry out investigations • The power to share information with other relevant bodies
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> • N/A
Types of enforcement practices used	<ul style="list-style-type: none"> • Desk audits • Inspections • Visits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Workplace Relations Commission; Revenue, Irish Tax and Customs; Irish police • Divisions are based on respective competences
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	<ul style="list-style-type: none"> • Divisions are related to a specific task (social security)
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Privilege: the ability to coordinate with other national agencies (including the Gardaí, the Minister for Enterprise and the Minister for Transport)

Inspection and Enforcement Division – Workplace Relations Commission (WRC)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Working conditions; labour mobility; labour law Strategic, operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> The right to freely enter any workplace The power to remove records The right to carry out investigations
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	Different practices, including inspection following employee complaints
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> Revenue, Irish Tax and Customs; Department of Social Protection; Irish police Divisions are based on respective competences
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

Revenue, Irish Tax and Customs

Type of institution	National authority for tax and customs
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Labour mobility, tax Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> The right to carry out investigations Collaboration with other Member States Dissemination of information to individuals on social insurance contributions and entitlements
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	<ul style="list-style-type: none"> Desk audits Information requests Collaboration with social security agencies in other Member States and with other national bodies
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> Workplace Relations Commission, Department of Social Protection, Irish police Divisions are based on respective competences

Type of institution	National authority for tax and customs
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

Irish Human Rights and Equality Commission

Type of institution	National human rights and equality authority promoting and protecting human rights and equality
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Working conditions • Operational level
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Monitoring equal treatment of workers • Promoting awareness • The right to carry out investigations • The right to request documentation • Legal interventions / litigation measures • Mediation and conflict resolution
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	<ul style="list-style-type: none"> • Investigation upon the submission of complaints • Desk audits • Information requests • Interviews
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: no powers of injunction, no direct enforcement role in EU labour mobility and social security coordination, but rather in safeguarding human rights and addressing discrimination



Greece

National derogations to the Posted Workers Directive, if any:

N/A.

Hellenic labour inspectorate (HLI) (Επιθεώρηση Εργασίας)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Labour mobility, labour law
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to free entry into the workplace • The right to free inspection • The power to seize documents • The power to share information with other relevant bodies • Powers of injunction
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	<ul style="list-style-type: none"> • Inspections upon request • Inspections upon complaint • Desk audits • Routine inspections • Emergency inspections • Unannounced inspections • Own initiative inspections • Interviews
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • The Electronic National Social Security Fund, in cases of suspected undeclared or misclassified workers • The AADE (Independent Authority for Public Revenue – IAPR) on issues related to tax, undeclared income or employer fraud • The financial police for criminal cases involving suspected serious labour law violations, trafficking or exploitation • Civil aviation authority, to ensure technical and safety regulations are aligned with EU labour law
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Limits: jurisdictional boundaries; HLI inspectorates do not typically board aircrafts for inspections unless coordinated with the Civil Aviation Authority or EASA • Privileges: ability to participate in multi-disciplinary inspections

**General Directorate of Inspections – Electronic National Social Security Fund (e-EFKA)
(Ηλεκτρονικός Εθνικός Φορέας Κοινωνικής Ασφάλισης)**

Type of institution	Social security provider
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Social security coordination
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Issuance of PD A1 certificates • The power to share information with other relevant bodies • The right to carry out investigations • The power to conduct inspections • The power to seize documents • Powers of injunction
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	<ul style="list-style-type: none"> • Desk audits/ administrative checks • Routine inspections • Inspections upon request • Inspections upon complaint • Interviews
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/ responsibilities between them	Collaborates with the HLI in cases of suspected undeclared work, cross-border fraud and other discrepancies
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Limits: does not have the power to conduct emergency inspections (in such cases, the e-EFKA may flag concerns to the HLI.) • Privilege: the ability to impose sanctions such as fines, penalties and contribution adjustments; the agency has the power to refer cases for prosecution; the agency uses risk-based algorithms to target inspections in sectors of high mobility or where the risk of fraud is more acute

Hellenic Civil Aviation Authority (HCAA) (Υπηρεσία Πολιτικής Αεροπορίας)

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	OSH, aviation safety and compliance
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	The power to share information with other relevant bodies

Type of institution	Civil aviation authority
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	May collaborate with the HLI on aircraft safety issues that intersect with labour conditions (e.g. working time)
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: while the HCAA has the right to carry out investigation, the power to conduct inspections and powers of injunction, this is only in cases related to aviation safety and operation compliance



Spain

National derogations to the Posted Workers Directive, if any:

As outlined in Law 45/1999 of 29 November, Spain has introduced specific derogations under the EU Posted Workers Directive, including both general and sector-specific exceptions.

30-day exception. Spain does not use the exception in Articles 3(3) and 3(4) of the Posted Workers Directive, allowing activities lasting under 30 days to be excluded from the full application of posting rules.

Short-term postings. For postings over eight days, Spanish labour laws regarding annual paid vacation and minimum salary do not apply. The legal requirement of posting declaration is not applicable to short-term postings, except for temporary work agencies and road transport sector. However, essential protections such as working time, health and safety, and anti-discrimination measures remain in force (Chapter 2, Article 3(3)).

Longer-term postings (12–18 months). For postings lasting up to 12 months (extendable to 18 with prior notification), workers are subject to Spanish labour laws on working conditions, with exceptions for employment contract formalities, dismissal and supplementary pensions.

Temporary employment agencies. Foreign agencies posting workers to Spain must comply with Spanish labour laws to avoid social dumping and ensure fair treatment between local and posted workers.

Tax considerations. Tax residency rules apply to posted workers, with potential tax implications based on the length of their stay and their residency status.

Labour and Social Security Inspectorate (Inspección de Trabajo y Seguridad Social – ITSS)

Type of institution	National labour and social security inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Labour mobility; working conditions including occupational safety and health; labour law; social security coordination; labour permit of non-EU national workers and workers' migration movements Tactical and operational

Type of institution	National labour and social security inspectorate
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Ensures compliance with labour law, working conditions, labour permit of non-EU national workers, workers' migration movements and social security coordination, including cross-border postings. Conducting inspections in cases of temporary or cross-border employment and ensuring compliance with EU directives on working conditions for posted workers and with regulations on coordination of social security systems
Types of contractual arrangements the institution deals with	Employment contracts for posted workers, temporary and permanent staff and self-employed workers, including PD A1 certificates
Types of enforcement practices used	<ul style="list-style-type: none"> • Labour and social security inspections • Labour and social security legislation verification • Audits • Enforcement of social security registration, benefits and contributions • Proposing sanctions in social order (labour, social security, workers' migration movements and non-EU national workers) to competent authorities • On-site visits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • There are regional labour inspectorates in Catalonia (ITC) and Basque Country (ITPV) operating within the ITSS System with the same competences in their respective territorial scope • Coordinates inspections with the body of the Ministry of Transport and Sustainable Mobility on air transport activities (AESA).
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	<ul style="list-style-type: none"> • Full authority to carry out inspections on labour and social security law corresponds to the ITSS. The Transport Inspectorate is competent to enforce air transport legislation on air navigating time
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Limits: no sector-specific limits but focuses primarily on labour law and social security

State Aviation Safety Agency (Agencia Estatal de Seguridad Aérea – AESA)

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Flight time limitations and sector-specific regulations • Tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Monitors and enforces safety standards on air transport rules specific to aircrew, including pilots and cabin crew on air navigating time
Types of contractual arrangements the institution deals with	Contractual arrangements between companies in the air transport sector
Types of enforcement practices used	Inspection of compliance with sector-specific standards on air transport, especially on air navigating time of the aircrew
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	AESA collaborates with the ITSS System to ensure compliance with both labour laws and aviation standards

Type of institution	Civil aviation authority
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Conducts independent inspections focused on aviation safety conditions. The ITSS is competent to enforce working time legislation and AESA to enforce flight navigation time of the aircrew
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: the AESA ensures compliance with aviation safety and operational regulations, but enforcement regarding social security and wages may fall to other entities, such as the ITSS



France

National derogations to the Posted Workers Directive, if any:

In France, the Posted Workers Directive has been transposed into national law with specific rules and interpretations relevant to aircrew members. The transposition includes Ordinance No 2019-116 of 20 February 2019 and Law No 2018-771, also known as the 'Loi Avenir', which introduced several changes to posting rules, such as exemptions from pre-secondment declarations in certain cases and enhanced penalties for non-compliance. Derogations or special conditions for aircrew members under the Posting Workers Directive in France appear to focus on aligning employment and social security rules with these specific work conditions rather than exempting them outright from the directive. This alignment includes ensuring equal treatment in terms of remuneration and working conditions.

The only provisions that exist under French law relating to aircrew members exclude aircrew that are operating from air transport companies' bases d'exploitation (hereafter 'operating bases') located in France from the posting of workers rules. As a result, the aircrew members assigned to a French operating base, from which they depart and to which they return after daily flights, cannot claim the status of posted workers. They are subject to the French Labour Code and the full corpus of French employment law, even if the employer is established outside France and the employment contract designates the law of another Member State as applicable law.

Collection union for social security contributions and family allowances (union de recouvrement des cotisations de sécurité sociale et d'allocations familiales – URSSAF)

Type of institution	National authority on social security coordination
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security, labour mobility. • Operational, tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Issuance of PD A1 certificates • The right to carry out investigations • The power to share information with other relevant bodies
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> • Several, including wet lease from EU and non-EU operators, damp lease arrangements, dry lease situations and 'flags of convenience' • It also covers self-employment of aircrew members, either directly through employment contracts or intermediaries; cross-border assignments involving temporary relocation of aircrew members between EU bases or non-EU-country jurisdictions; employment intermediaries, particularly temporary work agencies or non-EU-country-based employment intermediaries; and specialised contractual arrangements such as zero-hour contracts and pay-to-fly schemes

Type of institution	National authority on social security coordination
Types of enforcement practices used	<ul style="list-style-type: none"> • Desk audits • Routine compliance checks • Investigations triggered by alerts • Cross-border cooperation with other national enforcement agencies and EU bodies
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Labour inspectorates, civil aviation authority, social security agencies and tax authorities. • URSSAF focuses on social security compliance, collects contributions and enforces social security compliance for France-based aircrew members. The organisation verifies the payment of French social security contributions and compliance with PD A1 rules in cases where the worker's home base is in France
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	URSSAF operates alone to ensure social security contribution compliance, but may lack insights into broader working conditions unless they overlap with social security disputes
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Limits: cross-border restrictions to enforcement • Privileges: if the home base of an aircrew member is in France, URSSAF has full authority to enforce compliance with French social security contribution requirements, even for international or cross-border operations within the EU. URSSAF has the power to inspect companies operating in France and verify whether their aircrew members comply with French social security obligations if their home base is determined to be in France. URSSAF may also investigate potential abuses, i.e. 'forum shopping' for more favourable social security regimes, as long as this is consistent with EU principles

Labour inspectorate (inspection du travail)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour mobility, social security, labour law • Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to carry out investigations • The right to freely enter any workplace • Powers of injunction • Addressing disputes over social security coverage, working conditions and other issues related to labour mobility for workers
Types of contractual arrangements the institution deals with	The labour inspectorate deals with wet lease agreements (both for EU and non-EU operators), pay-to-fly schemes, temporary work agency assignments, self-employment via intermediaries and zero-hour contracts, among others. The labour inspectorate scrutinises whether these employment forms adhere to EU labour standards, fair pay and social security provisions, and actively monitor abuses or non-compliance. The inspectorate also ensures conformity with posting rules, which is particularly relevant for cross-border workers under EU law and other social coordination measures.

Type of institution	National labour inspectorate
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine inspections • Targeted visits • Emergency visits • Inspections upon request • Collaborative actions: in complex cases involving cross-border operations, such as wet leasing or employment through intermediaries, the inspectorate may coordinate with other EU Member States' agencies, such as through ELA to ensure consistent enforcement across borders • Intermediation in labour disputes: when disputes arise, particularly in cases of atypical contracts or mobility issues, the inspectorate may mediate or impose corrective measures
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Civil aviation authority responsible for aviation safety and operational compliance, ensuring coordination on employment conditions related to flight operations • Social security agencies or ministries for ensuring the appropriate application and enforcement of social security regulations, including coverage and contributions • Tax authorities to verify compliance with tax obligations and prevent tax evasion or fraud • The inspectorate ensures adherence to labour laws and working conditions, enforces labour laws, monitors working hours and ensures health and safety standards for aircrew members
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	<ul style="list-style-type: none"> • The inspectorate acts solely to monitor labour law violations, focusing on working time and health and safety standards without directly addressing EU coordination unless needed
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Privileges: the inspectorate has the authority to enforce compliance with French labour laws, such as those concerning working hours, employment contracts, minimum wages and health and safety for aircrew members based in France or performing significant work in France. This authority applies regardless of the nationality of the airline, provided the aircrew members are linked to French territory under national and EU rules • Limits: for aircrew members whose home base is outside France, the inspectorate has limited authority to enforce the French labour laws. The inspectorate must respect EU provisions on labour mobility, which include the principle of freedom of movement for workers and the mutual recognition of compliance documents such as the PD A1 form. If a PD A1 form certifies that a worker is covered by the labour laws of another Member State, the inspectorate's authority is restricted

Centre for European and international social security liaison
(centre des liaisons européennes et internationales de sécurité sociale – CLEISS)

Type of institution	Public authority focusing on coordinating international social security matters
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Strategic
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Acts as the liaison between French social security institutions and their foreign counterparts, facilitating cooperation and ensuring compliance with EU coordination principles • Offering administrative assistance in resolving cross-border social security issues, interpreting laws under EU frameworks and translating documents to bridge the language gap between French institutions and foreign social security systems • Advising the government on social security negotiations and EU legislation related to cross-border labour mobility
Types of contractual arrangements the institution deals with	<p>Several contractual arrangements, including wet leases (from EU and non-EU-country operators), damp leases, dry leases and arrangements involving flags of convenience. CLEISS engages in matters of non-EU-country aircrew members working on EU-registered aircraft, temporary reassignments, zero-hour contracts, self-employment schemes, pay-to-fly arrangements and other atypical contractual forms affecting social security contributions and access</p>
Types of enforcement practices used	<ul style="list-style-type: none"> • Not directly involved in enforcement activities such as site inspections or compliance monitoring • Information exchange with other Member State authorities' border arrangements • Offering expertise to national authorities on the application of EU social security regulations • Resolution of disputes related to the determination of applicable social security legislation under EU coordination rules • Providing background information to joint or concerted inspections
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Social security agencies as a liaison between French social security institutions and their counterparts in other Member States, helping determine applicable legislation and coordinating on issues such as multi-state employment • Employers and employees providing guidance on compliance requirements for social security contributions when workers, such as aircrew members, operate across multiple EU jurisdictions • National authorities cooperating with labour inspectors and aviation authorities to address the social security implications of various contractual and operational arrangements in the aviation sector • CLEISS acts as a mediator for cross-border jurisdictional and social security disputes, ensuring EU-level coordination, and ensures application of EU social security laws
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	<p>CLEISS acts independently to mediate disputes, but lacks the ability for direct enforcement</p>

Type of institution	Public authority focusing on coordinating international social security matters
<p>Overview of any sector-specific limits or privileges of the institution in enforcement related activities</p>	<ul style="list-style-type: none"> • Privileges: establishes the social security system applicable to workers such as aircrew members, determining jurisdictional questions and facilitating administrative cooperation among Member States. CLEISS has the authority to interpret and apply EU social security coordination rules, ensuring that aircrew members are covered under the appropriate social security system as defined by EU law. CLEISS resolves disputes and jurisdictional issues and has the role of addressing disputes or conflicts between Member States about social security coverage for mobile workers, such as aircrew members. For instance, if two Member States claim jurisdiction over a worker, CLEISS assists in finding a resolution. CLEISS also ensures the proper application of PD A1 certificates that are critical for determining jurisdiction in cross-border employment, especially for aircrew members who may operate across multiple Member States. • Limits: CLEISS is not an enforcement agency; therefore it does not have direct enforcement authority. CLEISS depends on Member States' jurisdiction, and its own ability to intervene is limited by the national jurisdiction of Member States. While CLEISS can mediate on disputes, its actions are not legally binding unless they are part of formal EU dispute resolution mechanisms. CLEISS cannot decide on issues of cross-border jurisdiction unilaterally; it relies on agreements between national authorities and EU-level mechanisms to ensure proper social security allocation

Pension fund for aircrew (caisse de retraite du personnel navigant – CRPN)

Type of institution	Pension fund for aircrew in the CAT sector
<p>Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement</p>	<ul style="list-style-type: none"> • Social security, labour mobility • Operational
<p>Main competences of the institution in enforcing EU-level labour mobility and social security coordination</p>	<ul style="list-style-type: none"> • The right to carry out investigations. The CRPN may investigate the employment records and contributions of aircrew members to ensure accurate pension calculations • The CRPN can issue injunctions to employers for compliance with pension contribution regulations

Type of institution	Pension fund for aircrew in the CAT sector
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> • Airline holding multiple operating licences or multiple air operator's certificates: the CRPN ensures pension rights for aircrew across different licenses • Wet lease from EU operator: the CRPN coordinates pension contributions for aircrew on wet leases • Dry lease from EU operator: the CRPN manages pension rights for aircrew on dry leases • Aircrew member (both employed and self-employed) from non-EU countries working on an EU-registered aircraft. CRPN ensures pension rights and contributions for non-EU aircrew • Temporary assignment of aircrew member to a different base within the EU: the CRPN maintains the pension rights during temporary assignments • Self-employment and service provision directly to the operator: the CRPN manages pension contributions for self-employed aircrew • Employment by a temporary work agency: the CRPN coordinates pension rights for aircrew employed through agencies
Types of enforcement practices used	<ul style="list-style-type: none"> • Regular audits of employer records to ensure compliance with pension contribution regulations • Investigations initiated upon request from aircrew members or employers • Immediate inspections in cases of suspected fraud or non-compliance
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • The CRPN collaborates with social security agencies to ensure compliance with pension regulations • The CRPN works with tax authorities to verify financial records and contributions
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	<ul style="list-style-type: none"> • The CRPN operates at the national level, focusing on the administration of retirement benefits for aircrew members • Inspections are related to social security and pension contributions, ensuring compliance with regulations
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Limits: jurisdictional boundaries limited to aircrew members within the civil aviation sector. It may face difficulties coordinating with other Member States' pension systems or challenges in accessing data on mobile workers based in other Member States • Privileges: the CRPN can inspect employer records to ensure compliance with pension regulations, and can issue injunctions and penalties for non-compliance

Social security department – Ministry of Health (direction de la sécurité sociale – DSS)

Type of institution	Administration responsible for social security coordination
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security, labour mobility • Strategic, tactical, operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Policy formulation and implementation: the DSS designs and implements public policies related to social security • Regulatory oversight: it oversees healthcare access, financial regulation of health actors and compliance with social security laws
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> • The DSS ensures social security coverage across different licenses • For EU operators, the DSS coordinates social security contributions for aircrew on wet leases • For EU operator, the DSS manages social security rights for aircrew on dry leases • DSS ensures social security rights and contributions for non-EU aircrew • For temporary assignment of aircrew members to a different base within the EU, the DSS maintains social security rights during temporary assignments • For self-employment and service provision directly to the operator, the DSS manages social security contributions
Types of enforcement practices used	<ul style="list-style-type: none"> • The DSS performs regular checks on healthcare providers and social security beneficiaries to ensure compliance with regulations • The DSS performs inspections initiated upon complaints or requests from beneficiaries • The DSS carries out immediate inspections in cases of suspected fraud or urgent health and safety concerns
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • The DSS coordinates with social security institutions to ensure compliance with healthcare and social security regulations • The DSS collaborates with health inspectorates to oversee healthcare providers and facilities
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	<ul style="list-style-type: none"> • The DSS operates at the national level, overseeing social security policies and healthcare access • Inspections are divided into healthcare regulation, social security compliance and financial oversight
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • The DSS may have difficulties in harmonising social security policies with other Member States • Challenges are in accessing comprehensive data on mobile workers across the EU • The DSS can inspect healthcare providers and social security beneficiaries • The DSS works closely with other national agencies and health inspectorates

**Directorate-General for Civil Aviation – Ministry of transport
(Ministère chargé des transports – Direction générale de l’aviation civile – DGAC)**

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Air traffic, air safety • Tactical, operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The DGAC ensures safety and security of civil aviation through regulatory oversight • The DGAC also enforces regulations to minimise environmental impact from aviation activities
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> • The DGAC regulates safety and security standards across different licenses • The DGAC ensures compliance with safety regulations for aircrew on wet leases • The DGAC manages safety standards for aircrew on dry leases • The DGAC ensures safety and security compliance for non-EU aircrew • The DGAC maintains safety standards during temporary assignments • The DGAC regulates safety compliance for self-employed aircrew • The DGAC ensures safety standards for aircrew employed through agencies
Types of enforcement practices used	<ul style="list-style-type: none"> • The DGAC performs regular checks on aviation operators and facilities to ensure compliance with safety standards • The DGAC carries out inspections upon request from aviation operators or reports of safety concerns • The DGAC organises immediate inspections in response to accidents or serious safety violations
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • The DGAC is responsible for flight-safety matters and works with other aviation authorities to ensure safety and security standards • The DGAC also collaborates with environmental agencies to minimise the impact of aviation activities
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	<ul style="list-style-type: none"> • The DGAC operates at the national level, ensuring aviation safety and security • Inspections performed by the DGAC are divided into safety regulation, environmental compliance and air traffic management
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Jurisdictional boundaries are limited to the civil aviation sector within France • The DGAC may face difficulties coordinating with aviation authorities in other Member States • The DGAC may inspect aviation operators and facilities for safety compliance • The DGAC can enforce safety regulations and impose penalties for violations • Limits: no specific powers to enforce EU labour mobility and social security rules, but can support other relevant entities with the information it collects

Interministerial anti-fraud coordination mission
(mission interministérielle de coordination anti-fraude – MICAF)

Type of institution	National anti-fraud coordination body
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • MICAF coordinates national and local efforts to combat fraud, including illegal work and social security fraud • Strategic
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Coordination of anti-fraud actions across ministries and public bodies; facilitates information-sharing between them; supporting joint inspections/investigations by operational bodies; mapping of fraud risks and monitoring of trends; facilitating EU cooperation; promoting anti-fraud trainings (offered by other bodies) for inspectors and investigative agents; raising awareness of fraud.
Types of contractual arrangements the institution deals with	All
Types of enforcement practices used	N/A – MICAF does not have enforcement powers
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • While MICAF does not conduct investigations or inspections itself, it does facilitate the work of other authorities that do • At the local level, MICAF coordinates and directs the actions of the departmental operational anti-fraud committees (CODAFs). MICAF provides technical and legal support and advises them on potential actions. MICAF also establishes the annual activities that CODAFs will undertake • At the national level, MICAF supervises the work of the 10 national anti-fraud working groups (GONAFs). GONAFs include illegal work and related tax fraud, residence fraud and tax and social security fraud committed through shell companies • At the EU level, MICAF facilitates cooperation with the European anti-fraud office (OLAF) and the European Public Prosecutor's Office (EPPO), supporting administrative investigations and facilitating information sharing through French national authorities
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: no investigative or enforcement powers. No direct role in the enforcement of labour mobility and social security coordination rules applicable to aircrew. Instead, MICAF coordinates information sharing between the enforcement authorities in cases where fraud is suspected



Croatia

National derogations to the Posted Workers Directive, if any:

N/A.

Sector for Collective Labour Relations and International Cooperation in the field of Labour – Ministry of Labour, Pension System, Family and Social Policy (Ministarstvo rada, mirovinskoga sustava, obitelji i socijalne politike)

Type of institution	National ministry
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Labour mobility, social security, working conditions Strategic
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> The right to freely enter a workplace The right to carry out investigations Powers of injunction The power to share information with other relevant bodies
Types of contractual arrangements the institution deals with	All types of employment contracts, cross-border employment arrangements, including zero-hour contracts
Types of enforcement practices used	Desk audits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	No specific privileges identified

State Inspectorate of the Republic of Croatia (Državni inspektorat – DIRH)

Type of institution	National inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Labour law Operational

Type of institution	National inspectorate
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to freely enter any workplace • The right to carry out investigations • Powers of injunction
Types of contractual arrangements the institution deals with	Cross-border employment practices
Types of enforcement practices used	<ul style="list-style-type: none"> • Inspections • Desk audits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Handles all sectors equally
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	No specific privileges identified

Sector for Labour Market and Employment Policies – Croatian Employment Service (HZZ) (Hrvatski zavod za zapošljavanje)

Type of institution	Public employment service
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Cross-border mobility, labour law • Tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Involved in decision-making about employment regulations and labour market enforcement strategies • Provides guidance on employment compliance, mobility trends
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> • Particularly focus on temporary work agencies, labour intermediaries and self-employment arrangements
Types of enforcement practices used	<ul style="list-style-type: none"> • Compliance checks on employment contracts • Employer guidance on labour mobility • Ensuring adherence to EU employment rules for cross-border workers
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Limited to advising on cross-border mobility

Type of institution	Public employment service
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	No specific privileges identified

Croatian Civil Aviation Agency (CCAA) (Hrvatska agencija za civilno zrakoplovstvo)

Type of institution	Aviation regulatory agency
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Labour law, air safety, OSH Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> Regulating aviation safety and labour standards Ensuring compliance
Types of contractual arrangements the institution deals with	Safety and employment compliance, including wet lease, dry lease and monitoring of flags of convenience
Types of enforcement practices used	<ul style="list-style-type: none"> Regulatory oversight Safety inspections focusing on compliance with EU aviation safety and employment regulations, including work assignments of aircrew
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> Airlines, aviation staff Focuses on aviation-specific regulation and standards enforcement
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Focuses on aviation-specific regulation and standards enforcement
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	No specific privileges identified

Department for Internal Audit – Ministry of Foreign and European Affairs (Ministarstvo vanjskih i europskih poslova)

Type of institution	National ministry
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Labour mobility Strategic
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Primarily involved in international coordination of labour mobility rules
Types of contractual arrangements the institution deals with	EU labour mobility compliance, focusing on employment by labour intermediaries based in non-EU countries
Types of enforcement practices used	Coordination and reporting on EU labour mobility policies, including the enforcement of cross-border social security coordination for aircrew

Type of institution	National ministry
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> All listed authorities Coordinates EU compliance across ministries
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	No specific privileges identified
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	No specific privileges identified

Ministry of the Sea, Transport, and Infrastructure (Ministarstvo mora, prometa i infrastrukture)

Type of institution	National ministry
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Coordination of EU-level agreements and regulations Strategic or tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Focuses on the regulatory framework for the aviation sector, with a role in implementing EU standards concerning labour mobility
Types of contractual arrangements the institution deals with	Overseeing contractual arrangements like cabotage flights, cross-border wet leases and regulatory compliance of EU operators
Types of enforcement practices used	<ul style="list-style-type: none"> Coordination and reporting on compliance with EU-level aviation regulations Ensuring adherence with cross-border flight operations, including cabotage and leasing practices
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> All listed authorities Coordinates EU compliance across ministries
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	No specific privileges identified
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	No specific privileges identified

Croatian Pension Insurance Institute (Hrvatski zavod za mirovinsko osiguranje (HZMO))

Type of institution	Insurance fund
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Issuance of PD A1 certificates • Implementation and enforcement of social security rules
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	Administrative compliance checks
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	In cases of non-compliance, investigation and enforcement are handed over to other agencies such as the DIRH
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: no direct enforcement or investigative powers



Italy

National derogations to the Posted Workers Directive, if any:

Italy implements the Posted Workers Directive and its enforcement mechanisms. The Italian legislation (i.e. Legislative Decree No 136/2016) provides that posted workers are subject, for the whole length of the posting, to the same employment terms and conditions that are applied to the workers/employees performing the same duties in the country where they are posted. (i.e. in Italy). These terms and conditions are usually provided by the applicable national collective agreement.

National Labour Inspectorate (Ispettorato Nazionale del Lavoro – INL)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour mobility, social security coordination, labour law, working conditions • Operational

Type of institution	National labour inspectorate
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to freely enter any workplace • The right to carry out investigations • The right to seize documents • The power to share information with other relevant bodies • Powers of injunction • Judicial police powers within their remit • The power to impose administrative sanctions and to report criminal offences to the judicial authority, in matters falling within their competence • Functions of prevention and guidance
Types of contractual arrangements the institution deals with	In addition to its enforcement activities concerning subordinate, quasisubordinate and atypical employment relationships, the INL also carries out monitoring any companies engaged in wet leasing, dry leasing and other complex contractual arrangements within the EU market
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine visits • Targeted and risk-based visits • Inspections in response to specific requests • Emergency visits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Ente Nazionale per l'Aviazione Civile (ENAC) for understanding the employment structures of aircrew, particularly in identifying 'home base' designations • Social security and insurance institutions, such as INAIL and INPS, that are responsible for enforcing compliance with social security, welfare and insurance obligations • Police and Carabinieri, particularly in combating criminal offences in the labour sector • Tax authorities acting in ensuring proper reporting and taxation of income for aircrew members, particularly in cases involving multiple jurisdictions. The INL may share information with the Agenzia delle Entrate (Italian Revenue Agency) to detect fraud or undeclared work
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

National Institute for Social Security (Istituto Nazionale della Previdenza Sociale, INPS)

Type of institution	National authority on social security coordination
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security coordination, labour mobility, labour law, working conditions • Operational

Type of institution	National authority on social security coordination
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Issuance of PD A1 certificates • The right to carry out investigations • The right to seize documents • The right to free entry into the workplace • Powers of injunction
Types of contractual arrangements the institution deals with	Self-employment and intermediary arrangements; leasing arrangements (wet, dry and damp leases), temporary assignments, atypical contracts (zero-hour, pay-to-fly schemes, nomad aircrew), employment by agencies or non-EU-country operators
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine visits • Concerted and joint inspections • Desk audits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Ente Nazionale per l'Aviazione Civile (ENAC) for understanding the employment structures of the aircrews, particularly in identifying 'home base' designations • Inspectorates, such as INL and INAIL, that are responsible for enforcing compliance with employment laws, including working conditions and fair employment practices • Tax authorities acting in ensuring proper reporting and taxation of income for aircrew members, particularly in cases involving multiple jurisdictions. The INPS may share information with the Agenzia delle Entrate (the Italian Revenue Agency) to detect fraud or undeclared work • Worker representatives from trade unions and workers' associations that can provide insights into potential violations and support INPS in identifying systemic issues affecting aircrew members
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: the INPS's authority is confined to social security matters and applies only within the framework of Italian law and EU regulations. INPS' enforcement powers may be limited in cases involving aircrew members operating under different jurisdictions where other Member States' institutions have primary authority. INPS does not directly enforce labour laws, flight safety standards, or taxation policies but collaborates with respective authorities (e.g., labour inspectorates, aviation safety authorities, and tax offices).

**Department for Labour, Social Security, Insurance and Health and Safety
Policies in the Workplace ⁽¹⁾ – Ministry of Labour and Social Policies
(Ministero del Lavoro e delle Politiche Sociali)**

Type of institution	National ministry
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour mobility, social security coordination, and fair working conditions. • Strategic, tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Ensures adherence to EU frameworks • Provides legal advice and technical support for workers' mobility within Italy's multi-level administrative system. This includes facilitating cross-border cooperation in enforcement activities and addressing risks associated with labour mobility within air transport • Supports multi-stakeholder efforts to coordinate the different levels of governance (i.e. national, regional and local) in implementing labour and social security policies • Conducts joint inspections and address risks related to cross-border employment, labour law breaches and the underreporting of social security entitlements.
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> • Leasing arrangements like wet leasing, dry leasing and damp leasing agreements (with EU and non-EU operators) • Situations involving 'flags of convenience' practices and employment via intermediaries • Assignments related to non-EU-country airlines, temporary aircrew base assignments, zero-hour contracts, pay-to-fly schemes and trainee use as cabin crew • Various self-employment schemes, such as direct self-employment and through third parties or intermediaries
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine visits • Visits upon request • Emergency visits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	The European Labour Authority (ELA), other national labour inspectorates, social security institutions like INPS and INAIL, and tax authorities
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A

⁽¹⁾ While only this department has direct investigative powers, the Directorate-General for Social Security Policies and the Directorate-General for Working Conditions and Industrial Relations are also relevant.

Type of institution	National ministry
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: while the Ministry has broad inspection powers, it must act within the legal boundaries set by EU treaties and national employment law. Certain constraints apply, such as the requirement to coordinate with social security agencies like INPS or ELA for data-sharing and investigation purposes. Additionally, inspections may be limited by practical considerations, such as jurisdictional overlaps with other Member States or economic operators' use of complex employment and leasing schemes to obscure compliance breaches

National Civil Aviation Authority (**Ente Nazionale per l'Aviazione Civile – ENAC**)

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour mobility: regulates air traffic and supports the aeronautical industry, ensuring the mobility of aviation professionals within the EU • Working conditions: ensures safety and security standards for civil aviation workers, in line with EU regulations • Social security provision and coordination: coordinates with social security agencies to ensure compliance with regulations for mobile workers
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Safety and security regulation: ensures the safety and security of civil aviation through regulatory oversight • Environmental regulation: enforces regulations to minimise environmental impact from aviation activities • The right to carry out investigations: has the authority to investigate aviation operations and compliance with safety standards
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> • Airline holding multiple operating licences or multiple air operators' certificates: regulates safety and security standards across different licenses • Wet lease from a Community (EU) operator: ensures compliance with safety regulations for aircrew on wet leases • Dry lease from a Community (EU) operator: manages safety standards for aircrew on dry leases • Aircrew member (both employed and self-employed) from non-EU countries working on an EU-registered aircraft: ensures safety and security compliance for non-EU aircrew • Temporary assignment of aircrew member to a different base within the EU: maintains safety standards during temporary assignments • Self-employment and service provision directly to the operator: regulates safety compliance for self-employed aircrew • Employment by a temporary work agency: ensures safety standards for aircrew employed through agencies

Type of institution	Civil aviation authority
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine safety inspections: regular checks on aviation operators and facilities to ensure compliance with safety standards • Visits by request: inspections initiated upon request from aviation operators or reports of safety concerns • Emergency visits: immediate inspections in response to accidents or serious safety violations
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Civil aviation authority responsible for flight safety matters: works with other aviation authorities to ensure safety and security standards
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	<ul style="list-style-type: none"> • Level of operation: operates at both the national and the international level, ensuring aviation safety and security • Specific division of tasks: inspections are divided into safety regulation, environmental compliance, and air traffic management
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Jurisdictional boundaries: limited to civil aviation sector within Italy • Coordination challenges: may face difficulties coordinating with aviation authorities in other Member States • Ability to conduct inspections: can inspect aviation operators and facilities for safety compliance • Ability to impose sanctions: can enforce safety regulations and impose penalties for violations



Cyprus

National derogations to the Posted Workers Directive, if any:

N/A.

Social Insurance Services – SIS (Υπηρεσίες Κοινωνικών Ασφαλίσεων)

Type of institution	Social security provider
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Strategic and tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Issuance of PD A1 certificates • The right to carry out investigations • The power to conduct inspections • The power to seize documents • The power to share information with other relevant bodies • Powers of injunction
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> • All contractual arrangements

Type of institution	Social security provider
Types of enforcement practices used	<ul style="list-style-type: none"> • Desk audits • Routine inspections • Inspections upon requests • Inspections upon complaints
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • The department of labour inspection for joint inspections involving working conditions and undeclared work • The department of labour for employment contract verification and labour mobility policy. • The ELA for cross-border inspection trainings and joint enforcement actions • The tax department for identifying payroll fraud and undeclared income
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Privileges: can request documents, impose fines and initiate contribution recovery • Limits: does not have a general right of entry into workplaces as this requires coordination with inspection authorities. May also require judicial support to enforce document seizures

Department of Labour Inspection (Υπηρεσία Επιθεώρησης Εργασίας)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Labour law, working conditions, OSH
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to freely enter any workplace • The right to carry out investigations • The power to conduct inspections • The power to seize documents • The power to share information with other relevant bodies • Powers of injunction
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	<ul style="list-style-type: none"> • Desk audits • Routine inspections • Inspections upon request • Inspections upon complaint • Emergency visits

Type of institution	National labour inspectorate
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • The SIS for verifying social security contributions, PD A1 certificates and cross-border employment compliance • The department of labour for employment contract verification, posting of workers and labour mobility policy coordination • The civil aviation department in cases where aviation safety intersects with labour law enforcement (e.g. working time) • The ELA for cross-border inspections, data exchange and joint enforcement actions • The tax department for identifying undeclared work and payroll fraud (especially in cases involving international operators)
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<p>Privileges: sanctioning powers that include fines, compliance orders and referring serious cases of infringement for prosecution.</p> <p>Limits: social security is outside of its remit as this is covered by the SIS. While the inspectorate does have jurisdiction over the enforcement of general working time directives, enforcing flight time limitations and ensuring adequate rest periods falls under the jurisdiction of the department of civil aviation. Limited access to aircrafts for inspections. Cannot seize documents without consent or without a warrant</p>

Department of Civil Aviation (Τμήμα Πολιτικής Αεροπορίας)

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Aviation safety
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<p>The power to conduct inspections</p> <p>The power to share information with other relevant bodies</p>
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	Routine inspections
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	Department of labour inspection where aviation safety intersects with labour law enforcement (e.g. working time)
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A

Type of institution	Civil aviation authority
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: no direct enforcement powers related to EU labour law and social security. Its relevance to labour law is only insofar as enforcing compliance with EU aviation safety regulations, which include rest requirements for aircrew, compliance with crew fatigue management and duty time regulation. These rules fall under aviation safety law, not general labour law.

Tax department (Τμήμα Φορολογίας)

Type of institution	Tax authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Tax
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The power to conduct inspections • The power to share information with other relevant bodies • Powers of injunction
Types of contractual arrangements the institution deals with	All contractual arrangements.
Types of enforcement practices used	<ul style="list-style-type: none"> • Desk audits • Routine inspections
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	Collaborates with the department of labour inspection and the SIS for identifying undeclared work and payroll fraud (especially in cases involving international operators)
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: does not directly enforce EU social security or labour mobility rules, but may support enforcement indirectly through data sharing and tax audits.



Latvia

National derogations to the Posted Workers Directive, if any:

N/A.

State Labour Inspectorate (Valsts darba inspekcija)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Working conditions and labour law; labour mobility Strategic, operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> The right to freely enter any workplace The right to request information The right to question employers/employees Powers of injunction The power to share information with other relevant bodies
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	<ul style="list-style-type: none"> Visits by request / complaints made by employees Programmed visits Visits without notice
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Divisions are related to a specific task – social security
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Advantages: the capacity to conduct inspections and have direct enforcement powers

Civil Aviation Agency (Civilās aviācijas aģentūra)

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Aviation Tactical, operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Enacts national aviation policy, closely related to the safety of airflights, monitoring the airworthiness of aircrafts / certifications of aircrew / providing training to aircrew.
Types of contractual arrangements the institution deals with	N/A

Type of institution	Civil aviation authority
Types of enforcement practices used	<ul style="list-style-type: none"> • Inspections at airports • Monitoring of flight safety
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	The task division is related solely to aviation safety and not to working conditions and labour laws
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: jurisdictional boundaries, limited access to data on other Member States; no enforcement powers

State Social Insurance Agency (Valsts sociālās apdrošināšanas aģentūra)

Type of institution	National authority on social security coordination
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Administrative
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Responsible for issuing PD A1 certificates • Coordinates EU legislation on social security systems • Exchange of information between authorities of the EU needed to comply with EU legislation
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	NA

State Revenue Service

Type of institution	Tax authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Tax • Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Collection of taxes, fees and other mandatory payments (including social security contributions) • Prevent and reveal fraud and error in taxes, fees and other mandatory payments
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	<ul style="list-style-type: none"> • Sharing information with relevant authorities • Conduct audits • Impose sanctions • Monitoring payments
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/ responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A



Lithuania

National derogations to the Posted Workers Directive, if any:

Provisions related to remuneration for work, including extra pay for overtime, night work and work on days off and public holidays, are applicable if the duration of the posting does not exceed 30 days (Labour Code of the Republic of Lithuania, Section 2, Articles 108 and 109).

International Cooperation Unit and Labour Law Group – Ministry of Social Security and Labour (Socialinės apsaugos ir darbo ministerija)

Type of institution	National ministry
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour mobility; working conditions; labour law; social security provision and coordination • Strategic

Type of institution	National ministry
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	N/A
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/ responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

Labour Law Division and Illegal Activities Monitoring Division – State Labour Inspectorate (Valstybinė darbo inspekcija)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Working conditions; labour law Tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> Powers of injunction The right to carry out investigations The power to share information with other relevant bodies Preventive and advisory activities for employers and employees
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	<ul style="list-style-type: none"> Routine visits of companies active in the sector Visits by request Emergency visit Joint inspections with other national authorities, when relevant

Type of institution	National labour inspectorate
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Privileges: ability to conduct inspections, issue mandatory instructions and impose sanctions; ability to coordinate with other national agencies; certain rights and obligations for visiting inspectors and other officials

State Social Insurance Fund Board (Valstybinio socialinio draudimo fondo valdyba – Sodra)

Type of institution	National social insurance
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Working conditions; labour law Tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> Issuance of PD A1 certificates Powers of injunction Carry out investigations The power to share information with other relevant bodies
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	Sodra has the authority to initiate inspections; however, it does not conduct physical site visits as part of the inspection process. Sodra's representative may participate in inspections only when accompanied by representatives from other institutions and if specifically invited
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Privileges: ability to coordinate with other national agencies

Control department – State Tax Inspectorate (Valstybinė mokesčių inspekcija)

Type of institution	National financial authority responsible for taxation
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Tax • Tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to carry out investigations • Powers of injunction
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine visits of companies active in the sector • Visits by request • Emergency visit
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Privileges: ability to conduct inspections and impose sanctions; ability to coordinate with other national agencies

Department of civil aviation – Transport Competence Agency (TKA-Transporto kompetenciju agentūra)

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour mobility; working conditions; labour law; social security provision and coordination • Tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	The right to carry out investigations
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine visits of companies active in the sector • Visits by request • Emergency visits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A

Type of institution	Civil aviation authority
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A



Luxembourg

National derogations to the Posted Workers Directive, if any:

N/A.

Inspectorate of Labour and Mines (Inspection du travail et des mines (ITM))

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Labour law, working conditions, OSH Tactical, operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> Full rights to carry out investigations and inspections Powers of injunction Providing guidance and information to employers and employments PD A1 checks Collaborations with other EU authorities Handling complaints and disputes
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> N/A
Types of enforcement practices used	<ul style="list-style-type: none"> Routine inspections Targeted inspections (following reports or complaints) Document checks Cross-border collaboration
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	Ministry of Social Security, Customs Administration (ADA), police, Ministry of the Economy, National Health Fund
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

Joint Social Security Centre (Centre commun de la sécurité sociale (CCSS))

Type of institution	National authority on social security coordination
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Tactical, operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Issuance of PD A1 certificates • Administration of social security • Coordination of benefits • Ensuring compliance with EU social security rules • Guidance and awareness raising for employers and employees • Social security dispute resolution
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Collaborates with the ITM in their investigations
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: no inspection or investigative powers

Directorate of Civil Aviation (La Direction de l'Aviation Civile – DAC)

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Aviation safety and security
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Ensuring the safety of all civil aviation activities • Regulation and oversight of aircrew employment/ labour law compliance • Coordination with bodies such as the CCSS and ITM to ensure EU rules are enforced in the CAT sector
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A

Type of institution	Civil aviation authority
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
N/A Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: investigative powers limited to aviation safety, accidents, licensing, qualification checks



Hungary

National derogations to the Posted Workers Directive, if any:

N/A.

Department for Labour Inspection, Ministry for the National Economy (Nemzetgazdasági Minisztérium)

Type of institution	Labour authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Labour mobility, labour law Tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Professional management of government offices that carry out on-site inspections
Types of contractual arrangements the institution deals with	All types of contract
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	(County government offices) and central labour offices of other Member States
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

County government offices (Kormányhivatalok)

Type of institution	Territorial state administrative bodies
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Labour mobility, labour law compliance, employment relationships, occupational safety and health (OSH)
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	The right to freely enter a workplace; the right to conduct investigation; the power to conduct inspections; the power to seize documents; the power to share information with other relevant bodies; powers of injunction
Types of contractual arrangements the institution deals with	All types of contracts
Types of enforcement practices used	Desk audits; inspections responding to complaints of trade unions/ employees; interviewing employees to identify potential abuses; providing advice or information to employers; providing advice or information to employees
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/ responsibilities between them	Department for Labour Inspection, Ministry for the National Economy
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	

National Health Insurance Fund of Hungary (NEAK), Ministry of Interior (Belügyminisztérium)

Type of institution	Central administration
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Strategic
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Policy making, no enforcement powers • National Health Insurance Fund of Hungary (NEAK) under the Ministry of Interior has competences in the provision of social security coordination rules
Types of contractual arrangements the institution deals with	
Types of enforcement practices used	
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/ responsibilities between them	

Type of institution	Central administration
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: no enforcement powers

Health insurance department of the county / metropolitan governmental offices (Kormányhivatalok)

Type of institution	Regional government administrative body
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Strategic
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Issuance of PD A1 certificates • The local government office acts as the competent health insurance/ social insurance body
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: no specific powers in the CAT sector



Malta

National derogations to the Posted Workers Directive, if any:

N/A.

Civil Aviation Directorate – Transport Malta

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Aircraft safety, licensing • Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	N/A
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> • Provides guidance on compliance with wet lease agreements • Oversees pay-to-fly schemes
Types of enforcement practices used	Visits by request
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

Department of Social Security – Ministry for Social Policy and Children’s Rights

Type of institution	National authority on social security coordination
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security provision and coordination • Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Responsible for issuing PD A1 certificates • The right to carry out investigations • The power to request documentation
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	<ul style="list-style-type: none"> • Documentary verification • Compliance review • Desk audit

Type of institution	National authority on social security coordination
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	The division is limited to social security matters
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

Department for Industrial and Employment Relations

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Working conditions, labour law Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> The right to carry out investigations The right to freely enter any workplace; the power to conduct inspections; handling of complaints and disputes; provide guidance to employees and employers on employment law
Types of contractual arrangements the institution deals with	All state directives are applied to air carriers; Organisation of Working Time Civil Aviation Regulations; zero-hour contracts
Types of enforcement practices used	<ul style="list-style-type: none"> Inspections Visits on request Targeted inspections after risk assessment; targeted inspections following reports; request for information; document checks; arraignment in court of employers who breach employment law
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: criminal proceedings against employers found to be in breach of the law are initiated before the Court of Criminal Justice



The Netherlands

National derogations to the Posted Workers Directive, if any:

N/A.

Directorate-General for Civil Aviation and Maritime Affairs – Ministry of Infrastructure and Water Management (Directoraat-generaal Luchtvaart en Maritieme zaken – Infrastructuur en Waterstaat (IenW))

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	N/A
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	N/A
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: no specific powers to enforce EU labour mobility and social security rules but can support other relevant entities with the information it collects

Social Insurance Bank (Sociale Verzekeringsbank – SVB)

Type of institution	Social security provider
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Strategic, tactical, operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Issuance of PD A1 certificates and the ability to check and revoke them • Assessment of social security coverage • Administration and coordination of pensions and other benefits • Ensuring compliance with EU social security rules • Collaboration with foreign authorities
Types of contractual arrangements the institution deals with	N/A

Type of institution	Social security provider
Types of enforcement practices used	<ul style="list-style-type: none"> • PD A1 checks • Requests for documentation
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • SVB can report suspected violations to the Dutch Labour Inspectorate (Nederlandse Arbeidsinspectie), which holds inspection powers and can conduct on-site investigations • Tax administration (Belastingdienst) • Other EU social security institutions
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: no direct inspection powers

Human Environment and Transport Inspectorate (De Inspectie Leefomgeving en Transport – ILT)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Physical safety • Training and medical certificate
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • PD A1 checks • Social security regulation compliance checks • Enforcement of work hours, rest periods and fair pay rules • Monitoring adherence to collective agreements • Collaboration with other authorities • Providing information, guidance and training to employers and employees • Powers of injunction
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	<ul style="list-style-type: none"> • On-site inspections • Document checks (maintenance and other company records, PD A1 certificates) • Audits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Collaborates with the Dutch tax administration and the Social Insurance Bank to monitor the social security status of posted workers

Type of institution	National labour inspectorate
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

Tax and Customs Administration (Belastingdienst)

Type of institution	National tax authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Tax
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The power to conduct investigation with the aim of reducing fraud and non-compliance • The power to request and review PD A1 certificates • Powers of injunction (fines, back pay) • Collaboration with national and EU enforcement bodies
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	<ul style="list-style-type: none"> • Compliance audits on employers • Individual audits on workers • Document and record inspections • On-site inspections
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	<ul style="list-style-type: none"> • Cooperation with the SVB to ensure correct registration to the national security system and proper registration and enforcement of PD A1 certificates • Cooperation with the ILT
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A



Austria

National derogations to the Posted Workers Directive, if any:

National derogations to the Posted Workers Directive, if any: posting rules do not apply if workers' presence on the territory serves exclusively participation in conferences, meetings, events or competitions; nor to posting within a group of undertakings up to two months for defined purposes; nor to posting exclusively for purposes of the worker's training; transport workers without habitual work location in Austria and present exclusively for transit purposes; nor to workers with a monthly income beyond 120 % of the maximum amount taken into account for social security (Lohn- und Sozialdumping Bekämpfungsgesetz, Part 1, Section 1(5)–(9)).

Department for Transport, Labour Inspectorate (Verkehrs-Arbeitsinspektorat, Arbeitsinspektion – VAI)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved and the level of involvement ⁽²⁾	<ul style="list-style-type: none"> Labour law, occupational safety and health (OSH) Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> The right to carry out investigations The right to freely enter any workplace The right to inspect documents The power to share information with other relevant bodies
Types of contractual arrangements the institution deals with	Any contractual arrangement involving workers or apprentices working on the national territory
Types of enforcement practices used	<ul style="list-style-type: none"> Routine visits of companies Visits on request Emergency visits Interviewing employees
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Division is related to specific tasks: not competent for social security, taxation, wages or migration issues

⁽²⁾ There are three levels of involvement: 1) strategic, i.e. involvement in informing and making policy decisions regarding EU labour mobility, social security coordination or the CAT sector; 2) tactical, i.e. involvement in deciding approaches to regulation enforcement and investigations, sector-specific analytical work; and 3) operational, i.e. involvement in investigations and enforcement of specific sites/companies in the CAT sector.

Type of institution	National labour inspectorate
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> Privileges: the right and duty to assist and offer consultation in all matters of occupational safety and health; to enter and inspect work sites at any time with or without prior notice; to interview persons at work and also ask for written information; to inspect documents referring to safety at work or employment; to take pictures, measurements and samples for analyses; to obtain information from producers and distributors of material and machines; to inform / make requests to other authorities; to attend to complaints without disclosing the source; to impose duties to remedy violations within a fixed period; and to impose work stoppage until elimination of danger Limits: no power to impose sanctions or coercive measures itself, but (cooperation with police and) report of an infringement to administrative authorities

Department for Internal Audit – Investigation Service for wage tax and contributions (Prüfdienst für Lohnabgaben und Beiträge – PLB)

Type of institution	Agency of the Ministry of Finance
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Social security, tax Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> The right to carry out investigations The right to freely enter any workplace The right to seize documents
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> All contractual arrangements subject to tax in Austria
Types of enforcement practices used	<ul style="list-style-type: none"> Routine visits of companies Visits on request
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	Joint Examination of Wage Tax and Contributions (Gemeinsame Prüfung Lohnabgaben und Beiträge – GPLB) with the Austrian Health Insurance Fund's (Österreichische Gesundheitskasse – ÖGK) investigation service: coordination by distribution of companies to inspect between the two inspection services. Each inspection covers both tax and social security contributions. Investigations outcomes are forwarded to both tax and social security administrations
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Division is related to specific tasks: the GPLB is not competent for working conditions
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> Privileges: the right and duty to assist and offer consultation in all matters of taxes and contributions, to enter and inspect workplaces and collect all evidence necessary, and to establish the amounts due Limits: jurisdictional boundaries, no power to impose sanctions or coercive measures itself, but (cooperation with police and) report of an infringement to administrative authorities

Central Coordinating Agency – Federal Ministry of Finance (Zentrale Koordinationsstelle – ZKO)

Type of institution	Agency of the Ministry of Finance
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour mobility • Tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to inspect documents • The power to share information with other relevant bodies
Types of contractual arrangements the institution deals with	All contractual arrangements involving posted or non-EU-national workers
Types of enforcement practices used	Enforcement is essentially exercised through investigations carried out by other agencies (see 'privileges')
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Division is related to specific tasks: no own operational inspectional activities
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Privileges: receipt and examination of mandatory notification forms submitted by employing undertakings, management of database on foreign employment and sharing of information with the Public Employment Service (by default) and other public bodies (upon request) • Limits: jurisdictional boundaries and no own operational inspection activities

Competence Centre for Combatting Wage-related and Social Dumping (Kompetenzzentrum Lohn- und Sozialdumping-Bekämpfung – Kompetenzzentrum LSDB)

Type of institution	Tasks performed by the Austrian Health Insurance Fund (ÖGK), but financed by the Federal Ministry of Labour and Economy
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Wages, social security • Tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to use investigation results from the Ministry of Finance's Anti-Fraud Office for their own investigation • To request sanctions to be imposed
Types of contractual arrangements the institution deals with	All contractual arrangements involving posted or non-EU-national workers

Type of institution	Tasks performed by the Austrian Health Insurance Fund (ÖGK), but financed by the Federal Ministry of Labour and Economy
Types of enforcement practices used	<ul style="list-style-type: none"> Based on the findings of the Anti-Fraud Office, the Kompetenzzentrum LSDB checks the remuneration due to employees who are not subject to the General Social Security Act and also manages the central criminal records, in which every legally binding decision issued in administrative criminal proceedings within the meaning of the LSD-BG (Lohn- und Sozialdumping-Bekämpfungsgesetz) is recorded For employees subject to the General Social Security Act, they determine whether underpayment of wages has occurred in the course of its checks on wage-related taxes and contributions
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	In the construction sector, the Construction Workers Annual Leave and Severance Pay Fund is also authorised to carry out the relevant checks
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Division is related to specific tasks: no own operational inspectional activities
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> Receipt of investigation results obtained (by default) from the Anti-Fraud Office for examination regarding minimum wages and social security contributions; request of sanctions to be imposed by administrative department. Administrative offenses are mandatorily reported to the relevant district administrative authority Limits: jurisdictional boundaries, no own operational inspection activities and no power to impose sanctions

Austrian Health Insurance Fund (Österreichische Gesundheitskasse – ÖGK)

Type of institution	Insurance fund
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Social security
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Audits within the scope of the Joint Examination of Wage Tax and Contributions (Gemeinsame Prüfung Lohnabgaben und Beiträge – GPLB), issuance of PD A1 certificates for employees
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	When conducting audits, the Investigation Service for wage tax and contributions acts as an organ of the ÖGK and is subject to the technical authority of the ÖGK (see § 5 Bundesgesetz über die Prüfung lohnabhängiger Abgaben und Beiträge)
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	Joint examination of wage tax and contributions (Gemeinsame Prüfung Lohnabgaben und Beiträge – GPLB) with the Department for Internal Audit – Investigation Service for wage tax and contributions (Prüfdienst für Lohnabgaben und Beiträge – PLB): coordination by distribution of companies to inspect between the two inspection services. Each inspection covers both tax and social security contributions. Investigation outcomes are forwarded to both tax and social security administrations

Type of institution	Insurance fund
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Enforcement is handled by other institutions, such as the labour inspectorate
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: responsible for audits as described above, determining the applicable legislation and administration of healthcare for posted workers

Social Insurance Institution for the Self-Employed (Sozialversicherungsanstalt der Selbständigen – SVS)

Type of institution	Insurance fund
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Social security
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Issuance of PD A1 certificates for employees
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Responsible for determining the applicable legislation and administration of healthcare for posted workers

Financial Police (Finanzpolizei)

Type of institution	Agency of the Ministry of Finance's Anti-Fraud Office
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security, labour mobility, labour law • Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to freely enter any workplace, properties and inspection of vehicles • The right to carry out investigations • The power to seize documents • The power to remove and arrest persons

Type of institution	Agency of the Ministry of Finance's Anti-Fraud Office
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	Targeted visits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Division related to specific tasks: not competent for working conditions; wage-related data forwarded to social security's competence centre LSDB
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> Privileges: the right and duty to enter and inspect land, buildings, vehicles, business premises and work places; to establish the identity of persons; to stop vehicles and other means of transport for inspection (including their content); to demand information and documentation from anyone about all facts relevant to the performance of the assigned tasks; to arrest persons; and to remove persons who refuse to discontinue an obstruction of the investigation; along with additional rights depending on grounds of inspection ⁽³⁾ Limits: jurisdictional boundaries; no power to impose sanctions or coercive measures itself, but (cooperation with police and) report of an infringement to administrative authorities

Division on Aviation Legal Affairs – Supreme Civil Aviation Authority

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Air traffic safety, licencing
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	N/A
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	N/A
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: no specific powers to enforce EU labour mobility and social security rules, but can support other relevant entities with the information it collects

⁽³⁾ These privileges vary based on whether the situation relates to tax matters or labour migration matters.



Poland

National derogations to the Posted Workers Directive, if any:

The legal basis for posting of workers is the Act of 10 June 2016 on the Posting of Workers in the Framework of the Provision of Services (consolidated text: Journal of Laws of 2024, item 73). According to Article 2, in its wording prior to 19 August 2023, the provisions of the Act did not apply to:

- 1) merchant navy enterprises with regard to the crews of merchant ships,
- 2) international transport, excluding cabotage operations.

As of 19 August 2023, the second exception was removed with the adoption of the Act of 28 July 2023 on the Posting of Drivers in Road Transport (Journal of Laws, item 1523, as amended). The 2016 Act did not, however, define the term 'international transport', and other Polish laws do not provide a definition for this concept. The only reference in this regard is the interpretation by the Polish Minister of Labour concerning Regulation (EU) No 465/2012 of 22 May 2012 amending Regulation (EC) No 883/2004 on the coordination of social security systems and Regulation (EC) No 987/2009 laying down the procedure for implementing Regulation (EC) No 883/2004. According to this interpretation, the term 'international transport employees' should be understood as referring to (seafarers and) members of aircrew and aviation personnel. This interpretation and understanding of 'international transport employees' could also be applied to the notion of 'international transport' previously used in the Act on Posting of Employees for the Performance of Services. Therefore, the Act (prior to 19 August 2023) did not apply to the posting of aircrew.

Thus, before 19 August 2023, Article 2 of the Act on the Posting of Workers in the Framework of the Provision of Services provided for two exceptions to its non-application:

- 1) merchant navy enterprises with regard to the crews of merchant ships,
- 2) international transport, excluding cabotage operations.

The second exception included aircrew members (so the Act did NOT apply to them).

Currently only one exception is in force, according to which the provisions of the Act do not apply only to merchant navy enterprises with regard to the crews of merchant ships. As such, currently the Act DOES apply to aircrew members.

State Labour Inspection (Państwowa Inspekcja Pracy – PIP)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour law, OSH • Operational, tactical and strategic
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Verification of working and wage conditions of posted workers, including compliance with minimum wage, working hours, and rest periods • Inspection of documentation related to posting (e.g. contracts, PD A1 certificates) • Providing information on employer obligations under Directive 96/71/EC and its subsequent amendments • Enforcement of work condition regulations • Collaboration with other bodies in the coordination of social security • Inspection of compliance with working hours and rest periods • Inspection powers and enforcement of regulations • Education and support for employers and employees • Reporting and information exchange to EU bodies and other labour inspectorates

Type of institution	National labour inspectorate
Types of contractual arrangements the institution deals with	The possibility of conducting inspections by the State Labour Inspection is not dependent on the type of contract. PIP may conduct inspections of entities that hold the status of an employer and inspections of entrepreneurs for whose benefit work is performed under a contract of mandate or contract for the provision of service.
Types of enforcement practices used	<ul style="list-style-type: none"> • The right to visits without notice, at any time of day • The right to carry out investigations • The right to impose sanctions for misdemeanours • The right to inspect documents
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Focuses on its competency areas, e.g. OSH, wages, working time, leave
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Privileges: can conduct inspections without notice • Limits: limited ability to coordinate with authorities in other Member States

Social Insurance Institution (Zakład Ubezpieczeń Społecznych – ZUS)

Type of institution	National authority on social security coordination
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Operational, tactical and strategic
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Verification and confirmation of social security status for posted workers • Coordination of social security systems within the EU • Issuing PD A1 forms and other documents • Monitoring compliance with social security regulations • Cooperation with other national and foreign institutions • Providing information and legal advice regarding social security to employers and employees
Types of contractual arrangements the institution deals with	The possibility of conducting inspections by the ZUS is not dependent on the type of contract. The ZUS may conduct inspections of entities that hold the status of a contribution payer

Type of institution	National authority on social security coordination
Types of enforcement practices used	The right to visits (with notice)
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Carried out on the basis of their competency areas (i.e. social insurance, pensions, disability benefits)
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limit: limited ability to coordinate with authorities in other Member States

Civil Aviation Authority (Urząd Lotnictwa Cywilnego – ULC)

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Compliance with aviation safety regulations
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Certification and maintaining appropriate documentation in this regard. Indirect involvement in cooperation with other authorities (PIP, ZUS) on labour mobility and social security in aviation
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	The ULC is not the main enforcer of EU labour mobility rules, but its certification activities may have an impact on these issues and provide a starting point for other institutions to follow up on their inspection activities
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A



Portugal

National derogations to the Posted Workers Directive, if any:

In Portugal, there are no sector specific provisions next to the general rules in the Portuguese Labour Code. However, there are company-level collective bargaining agreements to be found that deal with the matter. These are, namely, the company agreement between TAP (Transportes Aéreos Portugueses, S.A.) and SPAC (Sindicato dos Pilotos da Aviação Civil), published in Boletim do Trabalho e Emprego No 24 of 29 June 2010, and two other company agreements entered into between (i) SATA Internacional (Serviços e Transportes Aéreos, S.A) and SNPVAC (Sindicato Nacional do Pessoal de Voo da Aviação Civil), published in Boletim do Trabalho e Emprego No 46 of 15 December 2008 and between (ii) SATA Internacional and SPAC, published in Boletim do Trabalho e Emprego No 38 of 15 October 2008, which define the situation of posting of workers, although without establishing a special regime therefor. Portugal continues to apply 'minimum rates of pay' for posted workers rather than the broader 'remuneration' definition under the revised EU directive. The law also requires employers to cover accommodation and travel expenses if such provisions apply to local workers. Additionally, posted workers benefit from universally applicable collective agreements to align rights with local standards.

Authority for Working Conditions (Autoridade para as Condições do Trabalho – ACT)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour law, wages, working conditions • Tactical, operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • The right to carry out investigations • Powers of injunction • The power to share information with other relevant bodies
Types of contractual arrangements the institution deals with	Posted worker contracts, employment agreements for temporary and long-term assignments
Types of enforcement practices used	<ul style="list-style-type: none"> • Inspections • On-site visits • Document checks • Sanctions (e.g. fines)
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Collaborates with the Civil Aviation Authority (ANAC), Social Security Institute (ISS), employers and trade unions • Coordinates with ANAC for aviation-specific labour standards; checks social security compliance jointly with the ISS (e.g. wages, hours, health and safety) for aircrew members
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Full responsibility for enforcing general labour laws and conditions under the Posted Workers Directive
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: limited to labour-related issues; relies on ANAC for aviation-specific enforcement

Social Security Institute (Instituto da Segurança Social – ISS)

Type of institution	National authority on social security coordination
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Issuance of PD A1 certificates • The right to carry out investigations • Powers of injunction
Types of contractual arrangements the institution deals with	Employment contracts involving cross-border postings and portable social security documents
Types of enforcement practices used	<ul style="list-style-type: none"> • Desk audits • Data cross-checks
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • ACT, ANAC, employers and social security authorities in other Member States • Works with ACT during joint inspections to verify worker registration and compliance
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Independent authority for audits and enforcement of social security compliance
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limited to social security matters; relies on ACT for labour law enforcement

General Directorate for Employment and Industrial Relations (Direção-Geral do Emprego e das Relações de Trabalho)

Type of institution	National authority responsible for employment relations and enforcement of labour laws
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour mobility, working conditions • Tactical, operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Ensures compliance with labour laws, including working conditions, employment contracts
Types of contractual arrangements the institution deals with	Employment contracts, including posted workers, temporary assignments, cross-border postings and social security registration
Types of enforcement practices used	<ul style="list-style-type: none"> • Workplace inspections • Document verification • Audits • Enforcement of penalties for non-compliance

Type of institution	National authority responsible for employment relations and enforcement of labour laws
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> Coordinates with ACT for enforcement of labour law and ANAC for aviation-specific standards
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	<ul style="list-style-type: none"> Handles enforcement of employment law provisions independently, focusing on general labour relations and posting conditions
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> N/A



Romania

National derogations to the Posted Workers Directive, if any:

N/A.

Labour Inspectorate (Inspekția Muncii)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Enforcement of labour law (e.g. working conditions, minimum wage), occupational safety and health, tackling undeclared work Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> The right to carry out investigations The right to entry any workplace without prior notice. Some sectors (military, intelligence, nuclear) are excluded and also restricted areas
Types of contractual arrangements the institution deals with	<ul style="list-style-type: none"> Employment contracts Assignment contracts (hire out contracts)
Types of enforcement practices used	<ul style="list-style-type: none"> Inspections Investigation of work-related accidents
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Full responsibility for enforcing general labour laws and conditions under the Posted Workers Directive
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> Privileges: powers to carry out unannounced inspections in non-restricted areas to verify compliance with the provisions of the Labour Code in relation to civil aviation workers Limits: no access to airport secured areas to identify aviation staff

National House of Public Pensions (Casa Națională de Pensii Publice)

Type of institution	Pension administration
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Pensions, including benefits for persons who have suffered a work-related accident (OSH) • Tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Determination of applicable legislation • Issuance and withdrawal of PD A1 certificates • Implementation of EU social security coordination regulations
Types of contractual arrangements the institution deals with	All contractual arrangements (employment contracts, assignment contracts, service provision contracts)
Types of enforcement practices used	<ul style="list-style-type: none"> • Desk audits • Data cross-checks
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Independent authority for audits and enforcement of social security coordination with no inspection powers
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limited to social security coordination; relies on the IM for labour law enforcement

Romanian Civil Aviation Authority (Autoritatea Aeronautică Civilă Română)

Type of institution	Aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Safety and security in civil aviation • Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Certification and supervision of aeronautical personnel
Types of contractual arrangements the institution deals with	Employment contracts of aeronautical personnel, regardless of the type of contract (employment, collaboration, etc.), aeronautical personnel must hold the certifications and licenses required for the specific function, according to the regulations of the Romanian Civil Aviation Authority (RCAA)

Types of enforcement practices used	<ul style="list-style-type: none"> Planned audits and inspections – oversight of certified organisations Ramp inspections – verifying aircraft, crew documentation and operational compliance Focus is on aviation safety and operational standards, not on labour mobility or social security matters, where the RCAA has no direct competence
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	Various national and international institutions – but only for aviation safety and operational matters, not labour or social security
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A



Slovenia

National derogations to the Posted Workers Directive, if any:

aircrew are not considered posted workers in national law. The Transnational Provision of Services Act (Zakon o čezmejnem izvajanju storitev – ZČMIS-1) does not apply to aircrew and cabin crew. See Article 1(3).

Civil Aviation Agency of the Republic of Slovenia (Javna agencija za civilno letalstvo Republike Slovenije)

Type of institution	Civil aviation agency (CAA)
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Civil aviation safety including flight time limitations (FTL) and fatigue risk management (FRM), according to EU regulations and national legislation Tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> Oversight and inspection of aviation safety in different areas: flight operations and personnel licencing, airworthiness, aerodromes, airfields, aviation security and air navigation services. In addition, the CAA is responsible for overseeing safety in relation to other aviation activities, aviation personnel, and equipment used in civil aviation. Its competences also include operational licencing and the performance of other safety oversight tasks as defined by European Union implementing regulations, national legislation, the Government, and the minister responsible for transport. Through these responsibilities, the institution contributes to ensuring a high and consistent level of aviation safety, regulatory compliance, and the effective implementation of EU and national requirements in the field of civil aviation. Flight operations Training

Type of institution	Civil aviation agency (CAA)
Types of contractual arrangements the institution deals with	The institution oversees regulatory compliance in civil aviation, including safety, licensing, operational requirements, and labour-related practices such as flight time limitations and rest periods. Its responsibilities may also cover arrangements such as dry leases from non-EU operators, different forms of aircrew employment, and oversight of aviation operators and service providers in the EU market. For specific contractual arrangements, the institution should be consulted directly
Types of enforcement practices used	<ul style="list-style-type: none"> • Regular oversights and inspections • Unannounced inspections
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Since joint inspection procedures involving different inspectorates are allowed under general legislation, its officials should be able to cooperate with the labour inspectorate or, for example, the tax authorities and the police • The work of inspectorates is coordinated. Joint inspection procedures involving different inspectorates are allowed under general legislation. Additionally, if an official determines that a party has obtained financial gain through the commission of a criminal offence or violation, they will propose its confiscation to the competent court. Furthermore, if, during supervisory duties, the official identifies a violation of a law or regulation that falls under the jurisdiction of another inspectorate (e.g. the Labour Inspectorate), the official must independently ascertain the facts, draft a report on their findings and forward it to the relevant inspectorate
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Joint inspection procedures of different inspectorates are allowed under general legislation
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Privileges: ability to conduct inspections focusing on aviation safety and other areas of competence, and impose sanctions; ability to coordinate with other national and international agencies

Directorate of Aviation and Maritime Transport – Ministry of Infrastructure (Ministrstvo za infrastrukturo)

Type of institution	Ministry dealing with transport
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • N/A • Strategic, tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Oversees administrative matters, continuous monitoring and supervision of the enforcement of aviation regulations and legal acts applicable in Slovenia • Manages infringement procedures related to these regulations • Issuance of registration, operational licences
Types of contractual arrangements the institution deals with	No specific information on contractual arrangements

Type of institution	Ministry dealing with transport
Types of enforcement practices used	<ul style="list-style-type: none"> • Regular visits • Emergency visits • May also authorise special forms of surveillance to be carried out by ICAO, ECAC and EUROCONTROL (the European Organisation for the Safety of Air Navigation)
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Since joint inspection procedures involving different inspectorates are allowed under general legislation, the agency's officials should be able to cooperate with the labour inspectorate or, for example, the tax authorities and the police • The work of inspectorates is coordinated. Joint inspection procedures involving different inspectorates (e.g. the Labour Inspectorate) are allowed under general legislation. Additionally, if an official determines that a party has obtained financial gain through the commission of a criminal offense or violation, they will propose its confiscation to the competent court. Furthermore, if, during supervisory duties, the official identifies a violation of a law or regulation that falls under the jurisdiction of another inspectorate (e.g. the Labour Inspectorate), the official must independently ascertain the facts, draft a report on their findings and forward it to the relevant inspectorate
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Joint inspection procedures of different inspectorates are allowed under general legislation
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Privileges: ability to conduct inspections and impose sanctions; ability to direct the agency (in distinct matters), ability to coordinate with other national and international agencies

Labour Inspectorate of the RS (Inšpektorat RS za delo)

Type of institution	Labour Inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour law, labour mobility, wages, working conditions, OSH • Strategic, tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Monitoring working conditions, employee rights, and occupational health and safety as per general labour legislation • Policymaking

Type of institution	Labour Inspectorate
Types of contractual arrangements the institution deals with	Inspection on grounds of the Act on the employment, self-employment and work of foreigners (Zakon o zaposlovanju, samozaposlovanju in delu tujcev – ZZSDT), and the Transnational Provision of Services Act (Zakon o čezmejnem izvajanju storitev – ZČMIS-1). See Article 1(3): this law does not apply to the cross-border provision of services by seafarers in merchant navy companies, aircrew and cabin crew, civil servants and contract workers. The same applies to the ZZSDT, which excludes these professional groups or groups of employees from its personal scope of coverage according to Article 5(2)(7): the provisions of this law do not apply to foreigners who are crew members on ships, aircraft or transit services by road or rail and are employed by a foreign employer
Types of enforcement practices used	<ul style="list-style-type: none"> • Regular visits (unannounced or announced) • Ex officio or based on a complaint (unannounced or announced)
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Since joint inspection procedures involving different inspectorates are allowed under general legislation, the agency's officials should be able to cooperate with the labour inspectorate or, for example, the tax authorities and the police • The work of inspectorates is coordinated. Joint inspection procedures involving different inspectorates are allowed under general legislation. The inspector must ascertain and document the relevant facts identified during the inspection and, in the event of any violations falling within the competence of other authorities, inform the competent authority and provide it with the available information and evidence (Articles 15 and 16 of the Inspection Supervision Act). In misdemeanour proceedings, the labour inspector may, pursuant to the Minor Offences Act (ZP-1), propose the confiscation of assets obtained through violations of regulations. In the case of a criminal offence, the inspector may file a criminal complaint, while the confiscation of unlawfully obtained pecuniary benefit is decided by a criminal court upon a motion by the public prosecutor
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Joint inspection procedures of different inspectorates are allowed under general legislation
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Privileges: ability to conduct inspections and impose sanctions. In some cases, sanctioning is only effective if resulting from a court decision (e.g. bogus self-employment)

Health Insurance Institute of Slovenia (Zavod za zdravstveno zavarovanje Slovenije – ZZZS)

Type of institution	Social insurance carrier
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	Social security
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Responsible for issuing PD A1 certificates. If it is determined that the information in the application does not match the actual situation, the ZZZS may revoke the issued certificate

Type of institution	Social insurance carrier
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	Inspection procedures by other bodies.
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	Inspection procedure by other bodies
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Inspection procedures by other bodies
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Inspection procedures by other bodies



Slovakia

National derogations to the Posted Workers Directive, if any:

N/A.

Department of Labour relations – National Labour inspectorate (Národný inšpektorát práce)

Type of institution	National labour inspectorate
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Labour law, working conditions, occupational health and safety Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> The right to carry out investigations The right to request and review documentation (e.g. employment contracts) Powers of injunction The power to collaboration with other national and EU-level bodies to monitor cross-border compliance
Types of contractual arrangements the institution deals with	Focuses on enforcement of EU labour protections, covering all contractual arrangements
Types of enforcement practices used	<ul style="list-style-type: none"> Routine checks and visits Document checks Collaborative inspections with other relevant institutions when issues overlap

Type of institution	National labour inspectorate
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Collaborates with the Social Insurance Agency, employers, and unions • Can collaborate with social insurance agency in cases where social security and labour mobility rules intersect
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	<ul style="list-style-type: none"> • Limits: jurisdictional boundaries; limited access to foreign data; reliance on courts for enforcement • Privileges: inspection powers, ability to impose fines, collaboration with other national agencies

Social Insurance Agency (Sociálna poisťovňa)

Type of institution	National authority on social security coordination
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security provision and coordination • Tactical and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Issuance of PD A1 certificates • Verification of cross-border social security compliance (e.g. review and validation of PD A1 certificates) • The right to investigate • The right to request access to employer records to verify compliance • Can require corrections in cases on non-compliance with EU social security rules • Information exchange with other Member States social security institutions
Types of contractual arrangements the institution deals with	Focuses on application of EU social security coordination rules across different types of contractual arrangements, including cross-border and non-EU-country contexts
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine checks of social security declarations • Investigations by request • Cross-border cooperation • Document audits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	Collaborates with the National Labour Inspectorate and other EU social security institutions
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Can collaborate with National Labour Inspectorate in cases where social security and labour mobility rules intersect

Type of institution	National authority on social security coordination
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Limits: dependence on data from foreign institutions; jurisdictional limits on foreign employers Privileges: cross-border cooperation with similar institutions in other Member States; power to verify PD A1 certificates and ensure compliance

Civil Aviation Division – Transport Authority (Dopravný úrad)

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Air safety and regulatory compliance in aviation • Tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Monitors and enforces compliance with EU aviation safety rules • Access to operational data of airlines • The right to carry out investigations • The right to conduct inspections or audits of airlines • Powers of injunction • Collaboration with labour authorities
Types of contractual arrangements the institution deals with	Focuses on operational and safety-related aspects of contractual arrangements, including leases
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine checks and inspections • Collaborative inspections
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • Conducts inspections with airlines • Can conduct inspections directly with airlines to verify compliance with operational and labour-related issues • Can collaborate with Ministry of Transport
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Privileges: access to operational data; safety enforcement powers, ability to impose sanctions



Finland

National derogations to the Posted Workers Directive, if any:

N/A.

Department for Insurance and Social Security, Unit for Planning and International Social Security – Ministry of Social affairs and health (Sosiaali- ja terveysministeriö (STM))

Type of institution	National ministry
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Strategic
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Coordination • Policymaking
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	<ul style="list-style-type: none"> • Provides general guidelines • Does not carry out inspections or other operational-level activities itself
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

International affairs, research unit – Centre for pensions (eläketurvakeskus – ETK)

Type of institution	Pension provider
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security • Tactical
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Responsible authority for the issuance of PD A1 certificates. • Surveillance of the work pensions and social security payments of employers • Checking the employer social security • Statistics, research, consulting

Type of institution	Pension provider
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	Desk audits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	Regional state administrative agency (AVI)
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Privileges: aircrew is treated as any workplace and the general social security coordination rules apply. Thus, the ETK has the same rights for inspections as in any other branch

International affairs, occupational safety unit – Regional State Administrative Agency (aluehallintovirasto – AVI)

Type of institution	Regional administration of social services and OSH
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Social security, OSH • Operational level
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • PD A1 checks • The right to carry out investigations • The right to free entry into the workplace • Research
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	<ul style="list-style-type: none"> • Inspections • Desk audits • Binding recommendations
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	<ul style="list-style-type: none"> • ETK; the AVI also cooperates with EU authorities clarifying the lawfulness of aircrew conditions in cross-border situations • AVI reaches to the workplace level implementing working conditions and occupational inspections, along with social security rules.
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Privileges: aircrew is treated as any workplace and the general social security coordination rules apply. Thus, AVI has the same rights for inspections as in any other branch

Finnish Transport and Communications Agency (Traficom)

Type of institution	Civil aviation authority
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Licensing, safety • Strategic and operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> • Regulates permits, licences and certifications for regarding operators and aircrafts • Regulates different aspects of flight safety and operational standards • Regulates training and safety standards of aircrew • Regulates non-EU-country operators, e.g. EU blacklist of operators
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	<ul style="list-style-type: none"> • Audits and inspections of training centres and airlines • Investigation of aviation incidents
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/ responsibilities between them	AVI)
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	N/A
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A



Sweden

National derogations to the Posted Workers Directive, if any:

Sweden has a long-standing tradition of collective bargaining agreements in various sectors. This means that, in certain sectors, the conditions for posted workers might be influenced by these agreements, rather than simply applying the general rules laid out in the Posted Workers Directive. Collective bargaining agreements are primarily governed by the Co-Determination in the Workplace Act (Lag om medbestämmande i arbetslivet, MBL, 1976:580). This act establishes the legal framework for collective agreements and the rights of trade unions and employers in negotiations.

The Posting of Workers Act further allows Swedish trade unions to take industrial action against foreign employers in order to ensure, for example, the same minimum wage for foreign employees posted in Sweden as follows from central Swedish collective bargaining agreements. In practice, this means that Swedish trade unions can demand the same level of salary from foreign employers for posted employees, as in a strictly domestic employment relationship.

The Swedish Transport Agency (Transportstyrelsen)

Type of institution	National agency for transport
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> Working conditions Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	<ul style="list-style-type: none"> The agency's mission in aviation is focused on regulation and supervision within safety and operational compliance The agency issues air operator certificates, which determine the legal framework under which aircrew members are employed
Types of contractual arrangements the institution deals with	N/A
Types of enforcement practices used	<ul style="list-style-type: none"> Routine visits of companies active in the sector Emergency visits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Their primary focus is on safety
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	N/A

The Swedish Tax Agency (Skatteverket)

Type of institution	National tax agency
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Labour law; social security provision and coordination • Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Enforcing national tax collection and managing the population register, which forms the basis for determining tax eligibility
Types of contractual arrangements the institution deals with	All contractual arrangements
Types of enforcement practices used	Routine visits of companies active in the sector Emergency visits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Their primary focus is on taxation
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Privileges: operates independently to monitor and enforce social security regulations

Swedish Social Insurance Agency (Försäkringskassan)

Type of institution	National authority on social security coordination
Areas of EU-level labour mobility and social security coordination enforcement with which the institution is involved, and the level of involvement	<ul style="list-style-type: none"> • Working conditions, social security provision and coordination • Operational
Main competences of the institution in enforcing EU-level labour mobility and social security coordination	Issuance of PD A1 certificates
Types of contractual arrangements the institution deals with	Provides employment contracts for posted workers, temporary and permanent staff, including PD A1 certificates. These certify the social security legislation that applies to posted workers
Types of enforcement practices used	<ul style="list-style-type: none"> • Routine visits of companies active in the sector • Emergency visits
Other institutions with which they carry out inspections, if any, and the division of enforcement powers/responsibilities between them	N/A

Type of institution	National authority on social security coordination
Division of inspection and enforcement powers/responsibilities if inspections are not undertaken jointly	Their primary focus is on social security
Overview of any sector-specific limits or privileges of the institution in enforcement related activities	Privilege: operates independently to monitor and enforce social security regulations

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