

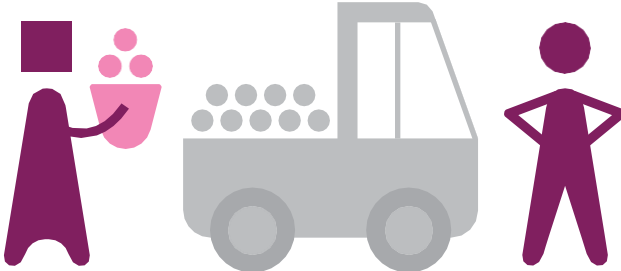



SEASONAL WORK A GUIDE FOR EMPLOYERS

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






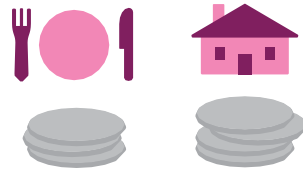



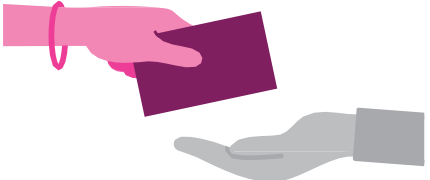
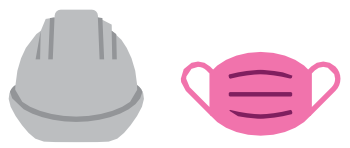

- be employed under the same conditions as Member State nationals
- receive the same assistance from national employment offices
- have access to the same level of social protection as other insured

IF YOU EMPLOY SEASONAL WORKERS

YOU HAVE THE RIGHT TO:

 <p>Hire foreign employees</p>	 <p>Manage their work</p>
 <p>Give work related instructions and orders</p>	 <p>Legally dissolve an employment contract</p>

YOU HAVE THE DUTY TO:

 <p>Verify the workers' identity. Non-EU citizens should have a work/residence permit</p>	 <p>Provide workers with the conditions of work in writing</p>	 <p>Comply with contracts, agreements, and applicable labour law</p>	 <p>Provide decent working and living conditions</p>
 <p>Promote a good working environment & treat all employees equally</p>	 <p>Pay wages in accordance with the national rules and make sure deducted costs, e.g. for housing or meals are in line with the rules</p>	 <p>Ensure that the permitted number of hours per week are not exceeded and that the employees get enough breaks</p>	 <p>Keep records of their hours worked</p>
 <p>Provide a holiday allowance</p>	 <p>Issue pay slips to your workers</p>	 <p>Protect your employees from risks at work and ensure occupational health and safety, including related to COVID-19</p>	 <p>FOR MORE INFORMATION, VISIT THE ELA WEBSITE</p>

DON'T FORGET TO:

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