

Four questions for employers outside the Netherlands

As an employer or multinational from another EEA country than the Netherlands or from Switzerland, are you posting temporary workers or agency workers to the Netherlands? Or are you going with your workers to the Netherlands for a temporary posting? Then you have a duty to notify your arrival and that of your workers, or your posted workers, in advance. This duty to notify is part of the WagwEU (the Terms of Employment Posted Workers in the European Union Act). It has already applied for a while in several European countries, but now it is also obligatory in the Netherlands to notify temporary postings online. The only way to do so is through the [online notification portal](#), either in Dutch or English.

More information

- Website www.postedworkers.nl
- [Checklist](#) for notification of temporary postings
- [Step-by-step](#) plan for notification of temporary postings (infographic)

1. What exactly is the WagwEU?

The WagwEU stands for the Terms of Employment Posted Workers in the European Union Act. This Act, which came into effect on 18 June 2016, entitles workers to the main terms of employment in the Netherlands. They include the minimum wage, sufficient rest hours, safe working conditions, equal treatment of men and women, and a minimum number of days off.

2. What questions do we ask when you notify temporary postings?

We ask you to notify the posting and the workers concerned (your own or otherwise) before your arrival in the Netherlands. You will be asked about the nature of the work, the duration of the posting and the work address. You will also be asked to give the identity of all parties concerned. In order to make it easier for you, we have drawn up a [checklist](#) of the details you will need when you notify. Then you will be well prepared.

3. What is the notification procedure?

When you notify temporary postings, the service recipient in the Netherlands (your client) will be asked to check the notification. If the notification is correct, you will receive confirmation of this and the notification is complete. If any details are incorrect, you will be informed of this and you can correct your notification. Once the notification has been corrected, you are done and the notification is complete.

4. What happens if you do not notify temporary postings or notify them incorrectly?

If you fail to comply with the duty to notify temporary postings, you and the service recipient in the Netherlands risk being fined. As an employer, you are also obliged to have various documents on hand at the workplace that apply to the worker, such as a contract of employment, a specified payslip and proof of social security contributions. For a complete list of these documents, please [click here](#). You must also designate someone in the Netherlands as a contact person for the Inspectorate SZW.