

# BUSINESS VISITORS VS POSTED WORKERS

AND WHY IT MATTERS TO UK EMPLOYERS

## WHAT'S THE DIFFERENCE?

**A Posted worker** travels to an EU Member State to provide a service. The service provided can be for another company, or their own and include secondments.

Posted workers are not travelling for the sole reason of conducting business meetings or attending conferences.

Agency workers sent to the EU can also meet this posted worker definition. **Posted workers need to comply with a specific set of detailed rules.**

**A Business visitor** is simply that, a visitor.

Business visitors travel to EU States predominantly for meetings, conferences, trade fairs, or similar.

Essentially, they are not providing a service whilst travelling.

**92% OF MANUFACTURERS SENT  
WORKERS TO THE EU FOR  
BUSINESS AND WORK  
IN THE LAST 12 MONTHS**

Make UK migration survey, 2020

**MAKE**uk  
The Manufacturers' Organisation

in partnership with

**CERIDIAN**

## WHY IS THIS IMPORTANT?



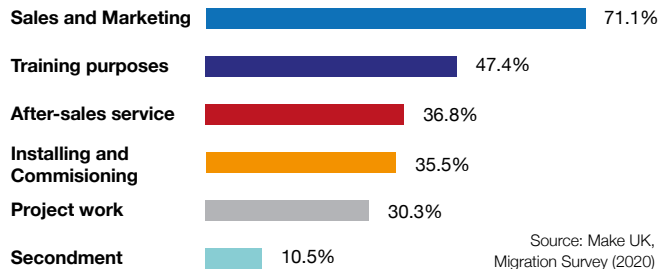
The rules for EU business travel changed in July 2020 - it's now vital manufacturers understand the distinction between **posted workers** and **business visitors** when employees travel to the EU.

## ARE BUSINESS TRIPS COMMON?

According to Make UK's 2020 migration survey, **76% of manufacturers took up to 50 business trips in the last year.**

## WHAT WORK IS CARRIED OUT?

Activities UK employees have undertaken for business in the last 12 months:



## POSTED WORKERS: WHO ARE WE TALKING ABOUT?

If a UK employee is sent to work in an EU Member State and then providing a service they will be a posted worker. From our survey, the most common reasons are intra-company transferees, agency workers assigned to companies, and employees fulfilling a contract with an EU customer.

No matter the length of stay, if they are not providing a service, they are a business visitor.

## WHAT INFORMATION DOES MY ORGANISATION NEED?



You need to find out the following:  
**Volume:** How many business trips and/ or workers travel per year?

**Who's who:** Who is travelling to Member States for visits? What are their occupations?

**Reason for travel:** Are these visitors providing services or are they there to conduct business?

**Length of visit:** How long do they stay for?

**Where to:** Which Member States do they visit?

## WHAT DO I DO WITH THIS INFORMATION?

Please see our [EU business travel guide](#) for further information.



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