

# WHERE MANUFACTURERS SEND WORKERS TO THE EU

AND WHAT QUALIFICATION LEVELS ARE NEEDED

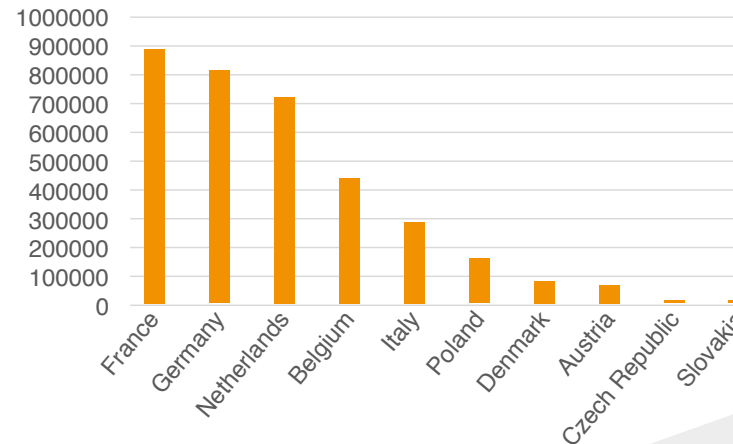
UK manufacturers and their HR personnel should start now to understand the rules and guidance around sending their employees to work in the EU. Whether this is the new July 2020 rules regarding business travel, and the forms and notification procedures being enforced, or the significant changes that will come into affect from January 2021 employers need to be prepared. UK businesses send millions of employees to the EU for work, and after the transition period ends, UK manufacturers will need to abide by the individual EU Member State rules that apply to third country nationals.

**“MANUFACTURERS SEND WORKERS TO THE EU FOR SHORT BUSINESS TRIPS LASTING BETWEEN 1 AND 21 DAYS.”**

Make UK migration survey, 2020

## EU DESTINATIONS BY POPULARITY

NUMBER OF SHORT TERM BUSINESS TRIPS TO EU MEMBER STATE IN LAST 12 MONTHS



Source: International Passenger Survey (ONS) 2019

**MAKE**uk  
The Manufacturers' Organisation

in partnership with

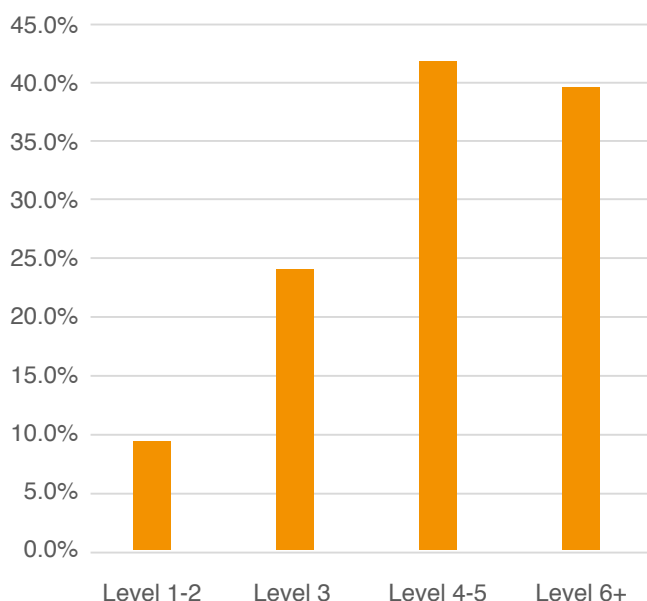
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## AFTER THE TRANSITION PERIOD

### WILL UK EMPLOYEES NEED WORK PERMITS?

- As a possible third country national, work permits are needed except for regular work for an employer established in the EU, the EEA or Switzerland or if specific tasks are carried out for a maximum of 3 months. Rules differ between Member States and manufacturers will need to be prepared.
- UK employers may need to report in advance when, where and which employees are deployed. There will be an obligation to appoint a contact person for the local inspectorate and to keep certain documents available at the workplace, such as a passport, pay slips, working hours overviews, proof of payment, employment contracts and an A1 form.
- Most EU Member States will only issue work permits for degree-level or equivalent (i.e. Level 6+), and this may cause problems for UK employers after the transition period as many manufacturers send workers to the EU who are qualified below Level 6.

## LEVELS OF WORKERS SENT TO EU



Manufacturers need to be aware of who they're sending to the EU right now due to the changes made in July 2020. In addition, from January 2021, it is likely that workers will require permits subject to individual EU Member State rules. Organise your workforce now -- map out their education and attainment levels, where they will be travelling to in the next 12 months, and the rules around work permits that apply to each individual EU Member State.

Organise your workforce now.

- Stay up to date on their education and attainment levels.
- Map out where they will be travelling to in the next 12 months.
- Get to know the rules around work permits that apply to each individual EU Member State.



Tim Thomas, Director of Labour Market & Skills

Email: [tthomas@makeuk.org](mailto:tthomas@makeuk.org)

Phone: **020 7654 1523**

Alice Tranter, Labour Market & Skills Policy Advisor

Email: [atranter@makeuk.org](mailto:atranter@makeuk.org)

Phone: **020 7654 1588**

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