



Posting of workers during
the COVID-19 pandemic,
current challenges,
and future prospects

POSTING OF WORKERS

DURING THE COVID-19 PANDEMIC, CURRENT
CHALLENGES, AND FUTURE PROSPECTS:

THE CASE OF SERBIA

DRAGANA PETKOVIĆ GAJIĆ



Co-funded by
the European Union

Abstract

This paper discusses the impact of the COVID-19 pandemic on the status of posted workers and the prospects for posting in the post-COVID era. Its objective is to establish the facts and specifics of the posting of workers from Serbia and to identify the possible flows, taking into account the global migration movements.

During the preparation of this paper, the phenomenon of posting of workers and migration has been placed in a national context. The data used are based on national statistics and an overview of publications. The European context was analyzed on the basis of the posting of third-country nationals. The national legislation harmonized with the European regulations was identified, as was the practice in the field of posting. Empirical data were collected on the basis of the perspectives of social partners, results obtained from an online survey and in-depth interviews conducted between August and the end of October 2023 as part of the project „Posting of workers during the COVID-19 pandemic, current challenges, and future prospects“. The research encompassed four companies from the metals sector, which have posting arrangements in place.

Key words: COVID-19 pandemic, posted worker, migrations

Summary

In recent years, Serbia has seen an increase in the employment rate and a decrease in the unemployment rate due to depopulation and labor migration. The most common destination countries for Serbian workers are Germany, Austria, Slovakia and the countries of the region: Croatia, Slovenia and Hungary. Workers go abroad for temporary work as posted workers on the basis of agreements between companies, but they also find employment through temp agencies or other arrangements. The term 'workforce exodus' is being used more and more frequently, which has led to a shortage of numerous job profiles on the Serbian labor market. The trend of posting workers has been steadily increasing since 2016, with a significant decline in 2019, which continued in the following years of the post-COVID crisis. During this period, in addition to labor migration, Serbia has also become recognizable as part of the Balkan route. In 2021 and 2022, it saw a record-breaking increase in the number of migrants, third-country nationals (TCNs), as well as a record number of work permits issued to foreign nationals.

The term *posted worker* is somewhat confusing in Serbia and is usually considered as part of the overall migration process. This is due to the waves of migration and the frequent changes in the status of a posted worker – from a worker posted in line with European legislation and EU Directives, through employment via temp agencies to self-employment, in which case the worker becomes virtually invisible to statistics and researchers.

The legislation of the Republic of Serbia in the domain of posting of workers is partially aligned with the European regulations – which further complicates the status of posted workers. Suffice it

to say that „every time a worker crosses the internal EU border between two Member States, a conflict between laws in at least three areas must be resolved: labor law, social security and taxes.“¹ The most common issues related to posting of workers are the payment of salaries and contributions and unpaid overtime work. Another challenge for employers is the complicated procedure for obtaining work permits, in particular the Van der Elst visa. Workers are often exposed to fraud by non-existent „letterbox“ companies, which issue fake work permits or fail to provide social and health insurance.

COVID-19 pandemic impacted the posting process and the working conditions of posted workers in the industry. Those workers who had short-term contracts or were frequently abroad, including daily border crossings, were the most affected. The pandemic crisis impacted all segments of life, including employment, while the speed of change made business risk planning difficult. Due to shortage of workforce and the need for better conditions, worker mobility, including posting, will continue with the trend of posting TCNs expected to grow.

National context

Table 1: Workforce mobility and posting trends

	2016	2017	2018	2019	2020	2021	2022
Number of immigrants	30,573	39,673	50,270	62,070	18,186	13,849	///
No. of posted workers	9,040	13,608	15,615	11,843	7,771	7,420	6,620
Number of work permits issued to foreign nationals in Serbia	6,323	6,714	7,591	11,119	12,932	23,662	35,174
No. of workers posted to Serbia	538	431	572	1,080	1,784	5,926	5,513

¹ *ELMI: Posting of workers – compliance checklists, European Labor Mobility Institute*
<https://labourinstitute.eu/en/>

Source: CROSO (Central registry of compulsory social insurance) for workers posted from Serbia; NSZ (National Employment Service) for workers posted to Serbia; Eurostat and Commissariat for Refugees and Migration (Migration profile of the Republic of Serbia), for data on immigration and emigration.

According to the data from the Organization for Economic Cooperation and Development (OECD), the average annual number of people who migrated from Serbia to only two members of this organization between 2007 and 2015 more than doubled from 27,000 to 60,000. The data published by the OECD in 2022, which were also included in the *Economic migrations strategy* for the period 2021 – 2027, show that almost half a million people have left Serbia and moved abroad in the last 12 years. Their average age is thirty and the highest percentage belongs to the „workforce contingent“. Workers posted from Serbia to the EU account for a portion of this number.²

The posting of third-country nationals (TCNs) is a growing workforce mobility phenomenon, along with the traditional migration routes to and between EU Member States. Despite the fact that data are still limited, the figures show an upward trend for most countries: Austria, Belgium, Germany and the Netherlands are the countries receiving the most posted TCNs, while Poland, Slovenia and Spain are among the countries that post the most workers. The highest number of posted workers are citizens of Ukraine and Bosnia and Herzegovina, followed by Serbia and Belarus.³

There are strong push and pull factors between economic and political instability and insecurity that drive their mobility and plans to migrate to a neighboring EU country that offers workers from the former Yugoslavia relatively easy access to its labor market. (Danaj, S. & Geier, L., (2020) and Danaj et al. (2020))

Table 2: Main nationalities of posted TCNs

EU Member States	Arriving from	Country of origin
AT	Ukraine, Bosnia and Herzegovina, Serbia	Belarus, Bosnia and Herzegovina, Serbia, Turkey
BE	Ukraine, Brazil, Bosnia and Herzegovina, Turkey, Serbia, Belarus	
DE	Turkey, Russia, Serbia, Switzerland, Belarus,	

² According to the Institute for Development and Innovation, there are virtually no local statistics on emigration from Serbia, while international statistics are not very comprehensive.

³ Facts and Figures, Leuven: POSTING.STAT (project VS/2020/0499), 2022, p. 30-31.

	Ukraine, Bosnia and Herzegovina	
HR		Bosnia and Herzegovina, Serbia
HU		Serbia, Ukraine

Table 3: Main corridors used by posted TCNs

Sending Member State	Receiving Member State	Citizenship of posted workers
AT	DE	Bosnia and Herzegovina, Turkey, Serbia
DE	AT	Bosnia and Herzegovina, Turkey, Serbia
DE	FR	Bosnia and Herzegovina, Turkey, Serbia
DE	NL	Bosnia and Herzegovina, Turkey, Serbia
HR	BE	Bosnia and Herzegovina
HU	SK	Serbia, Ukraine

Source: Final Report ELA/2022/RS/027/ELA.306-2021/TITLE 3/2.2 February 2023, *Note*: tables have been modified for the National report

The majority of third-country nationals posted to the EU work in construction, transportation and agriculture. The main corridors used by posted workers from Serbia are Slovenia, Austria, Hungary, and Slovakia. In 2021, Slovenia reported 45,452 posted TCNs, of which approximately two thirds came from Bosnia and Herzegovina and around 20% from Serbia. Most posted workers travel to Western European countries: Austria, Belgium, Germany, France, and the Netherlands. POSTING.STAT, 2022, p. 30-31.

Regulatory framework

The posting of workers from Serbia is regulated by the Law on the Conditions for Posting Workers and Their Protection⁴, as well as by the Agreement between Serbia and Germany. In the section below, we will provide a brief overview of other laws pertaining to posting of workers.

The provisions of the Law on the Conditions for Posting Workers and Their Protection („Official Gazette of RS“, no. 91/15 and 50/2018) apply to the following: 1) assignment of workers to carry out investment and other work and to provide services on the basis of a business cooperation agreement or other appropriate basis; 2) work or vocational training and education required by the employer in the employer’s branches abroad on the basis of the document on assignment or other appropriate basis; 3) work or vocational training as part of change of position within the company required by the employer. The employer may not post a worker who is under the age of 18. The worker may only be posted abroad with his/her prior written consent.

The intention of the legislator was to regulate this area with the changes and amendments to the *Law on the Conditions for Posting Workers and Their Protection*, adopted in 2018. According to the changes and amendments, the worker must have been employed by the employer for at least three months prior to the date of posting and the number of posted workers may not exceed 20% of the total number of workers employed by the employer as at the date of posting.

*The Agreement*⁵ between Serbia and Germany (concluded in 1989 between the SFR of Yugoslavia and the FR of Germany) mainly pertains to construction workers. For over a decade and a half, there has been an annual quota of 2,770⁶ workers from Serbia posted to Germany, 1,083 of which work in construction.

Any company with registered office in Serbia that is registered for the activity for which workers are posted may submit an application for posting. The company should have a dependent branch in Germany, operate in accordance with German regulations and meet the criteria set forth in Art. 7. of the Decision on the distribution of the established maximum number of posted workers among employers from the territory of the Republic. Request for approval may only be submitted once the Serbian company has opened an office and concluded an employment contract with the partner from the EU. (Chamber of Commerce and Industry of Serbia, 2023).

⁴ Art. 3. of the Law on the Conditions for Posting Workers and Their Protection

https://www.paragraf.rs/propisi/zakon_o_uslovima_za_upucivanje_zaposlenih_na_privremeni_rad_u_inostranstvo_i_njihovoj_zastiti.html

⁵ A special category of posted workers is regulated by the International agreement on posting of Yugoslav workers based on a contractor agreement, concluded in 1989 between the Federal Executive Council of the Assembly of the SFR of Yugoslavia and the Government of the FR of Germany. As the successor of Yugoslavia, Serbia continues to implement this agreements, which was renewed in 2001.

⁶ For the year 2022-2023, the competent bodies of the FR of Germany approved a quota of 2,640 work permits.

Workers cannot be posted through temp agencies. Assignment of workers through agencies is provided for in the *Law on the Employment through Agencies* („Official Gazette of RS“, no. 86/2019), however, the articles related to assignment (Articles 10. and 12.) apply from the „date of accession of Serbia to the European Union“ (Article 37.).

*The Law on Compulsory Social Insurance Contributions*⁷ (LCSIC) explicitly mentions posted workers. The base for contributions for posted workers is defined as the amount of salary they would earn in the same or similar job in Serbia, in accordance with the Labor Law, general documents and the employment contract, unless otherwise stipulated by an international agreement.

*The Law on Health Insurance*⁸ („Official Gazette of RS“, no. 25/2019 and 92/2023) explicitly mentions a posted worker as an insured under compulsory health insurance. The worker is covered by health insurance, provided that the employer pays contributions for health insurance in accordance with the base for contributions specified in the Law on Compulsory Social Insurance Contributions.

*The Law on the Employment of Foreign Nationals*⁹ („Official Gazette of RS“, no. 128/2014, 113/2017, 50/2018, 31/2019 and 62/2023) also applies to posted workers, while the changes and amendments adopted in August 2023 provide for a single work and residence permit and further simplify the procedure for the employment of foreign nationals, as the procedure for issuing work and residence permits has been fully digitized and the single permit will be issued as a biometric document. The provisions of the *Law on Foreign Nationals*, which pertain to the single portal, the electronic visa, the one-time jobs and the residence permit, as well as most other provisions, will come into effect on February 1, 2024.

Serbia has signed several bilateral agreements on temporary employment abroad (Belarus, Bosnia and Herzegovina, Slovakia, Slovenia). These agreements guarantee Serbian citizens who work abroad that they are entitled to the same salary and working conditions as the citizens of those countries.

The legislation related to posted workers is partially aligned with the European Directives. As regards Directive 2014/67/EU on the enforcement of Directive 96/71/EC¹⁰ (Art. 5(c) which contains information on the posting of workers¹¹ - the question of updating and accessibility remains open, in particular the information on the applicable collective agreements). The Law on

⁷ <https://www.paragraf.rs/propisi/zakon-o-doprinosima-za-obavezno-socijalno-osiguranje.html>

⁸ https://www.paragraf.rs/propisi/zakon_o_zdravstvenom_osiguranju.html

⁹ https://www.paragraf.rs/propisi/zakon_o_zaposljavanju_stranaca.html

¹⁰ Directive 2014/67/EU of the European Parliament and of the Council of 15 May 2014 on the enforcement of Directive 96/71/EC concerning the posting of workers in the framework of the provision of services and amending Regulation (EU) No. 1024/2012 on administrative cooperation through the Internal Market Information System (‘the IMI Regulation’)

¹¹ ”specifying the main applicable working conditions, which apply to posted workers, including occupational health and safety”, Art. 5c

the Conditions for Posting Workers and Their Protection has not yet been aligned with the revised Directive 957/2018/EU¹², namely the guarantee of *minimum wage* has not been changed to *rate of pay* and long-term postings (exceeding 12 or 18 months) are not mentioned.

The Law on Compulsory Social Insurance is also not in line with the Law on the Conditions for Posting Workers and Their Protection. The latter assumes that the worker earns the minimum gross salary in the receiving country, while the former explicitly prescribes the amount of salary that would be earned in the same or similar job in Serbia, which cannot be less than 70% of the average monthly salary in Serbia. This creates a significant gap between the minimum gross salary in the receiving country and the minimum contribution base for posted workers in Serbia, which affects the amount of future pensions, as well as compensation in case of work-related injuries and sick leave. At the same time, non-compliance with the payment of salaries, contributions or taxes is particularly highlighted in the interviews and letters from Germany.

Overview of publications

The current political and scientific debate at the EU level revolves around the risks of 'social dumping', cross-border fraud and the relocation of domestic jobs. In the context of the revised Directive, it focuses on posted TCNs moving from low to high salaries in Member States. This view reduced the impact on labor market regulation and rarely mentioned possible benefits of posting, both from the perspective of the sending Member State and the receiving Member State. Research and studies conducted within European projects have brought some improvement regarding the dilemmas about the implementation of the revised Directive.

The specifics and ambiguities regarding the posting of workers in Serbia were highlighted in the project *Posting of Workers in Eastern Europe* (EEPOW), a national report was compiled (Djurić & Todorović, 2018), as well as PB 2019/7 *Posting of workers in the Western Balkans: the case of Serbia*.

Stanić, K., & Matković, G. (2021) in *Bridging the Gap between Legislation and Practice POW-BRIDGE* specified the referent legislation, research results, practice and challenges faced by the national stakeholders in the posting of workers. Based on this report, PB 2019/21 *Posting from a candidate country and its implications for the social protection of workers: the case of Serbia* (Stanić, K., 2021) was compiled.

According to a study and research conducted by the Confederation of Autonomous Trade Unions of Serbia within the project 'Protect Our Workers – POW', posted workers are not well-informed. No less than 64% of participants in the online survey stated that they were not satisfied with the accessibility of information, while 75% pointed to the possibility of social dumping.

¹² Dated 28 June 2018 amending Directive 96/71/EC concerning the posting of workers in the framework of the provision of services

As part of the project POSTEN¹³ – *Posting of workers in manufacturing industry – new mechanisms for cooperation and monitoring of social partners in the implementation and enforcement of the Posting of Workers Directive* – Checklists for compliance of posting of workers were created as a tool for employers, social partners, labor inspectors, experts and posted workers, helping them to ensure compliance with the revised Posting of Workers Directive and the *Memorandum of understanding and cooperation between trade unions*.

Research results

As part of the project *Posting of workers during the COVID-19 pandemic, current challenges and future prospects*, a research was conducted based on an online survey for posted workers and in-depth semi-structured interviews.

1. The research shows that all migrants, posted workers or those employed through temp agencies were exposed to stress in the early stage of the COVID-19 pandemic. In addition to fear for their health, most of the stress experienced by workers from Serbia was work-related. Those who were temporarily employed, frequently traveled abroad and crossed borders daily, including undocumented migrant workers, felt the most insecure. People who had employment contracts for a longer period were in a slightly better position. Some workers who were waiting for a job were exposed to fraud – the issuing of fake permits or PCR tests in order to continue working or move to another EU country. They were hit the hardest – deportation or long-term entry bans.

The results of the online survey, conducted between July and the end of October 2023, show that 61.1% of participants worked in the country of origin during the COVID-19 pandemic, while their most common issues were transportation and lack of health insurance; 44.4% stated that the conditions in the receiving country were better, while 39.8% had the same conditions as in the country of origin. As many as 61.1% believe that posting did not help them to advance their career and most returned to the same position they held in their country of origin. The survey was intended for posted workers, which presented a particular challenge for the researchers as the workers were relocated and a number of posted workers expressed doubts about keeping their e-mail addresses, meaning that their participation in the survey could jeopardize their jobs in the companies they worked for or their stay in the destination country.

2. Four companies from Serbia – FIAT Automobili Srbija – STELLANTES Kragujevac, APTIV Leskovac, WACKER NEUSON Kragujevac and HI LEX Sremska Mitrovica were selected for the analysis of posting of workers. These companies operate in the metal sector, i.e. the automotive industry and they all have posting arrangements in place.

¹³ <https://protectourworkers.com/wpcontent/uploads/2019/09/Studija-ENG-v3.pdf>
<https://labourinstitute.eu/en/>

FIAT currently has 145 posted workers in Slovakia (Trnava) and 25 in Poland (Tychy) in FIAT and STELLANTES factories. The workers work under one-year and two-year contracts and receive the same salaries as the other workers in Poland and Slovakia. More than half of the workers in Poland expressed interest in extending their contract, while the situation is slightly different for the workers posted to Slovakia, as they were not hired for jobs they perform in their country.

APTIV from Leskovac has 30 workers posted to Germany to work on the installation and assembly of vehicles and 87 workers posted to Romania (Sibiu). The workers are staying in Romania on the basis of business trips of up to 3 months and their salaries are paid as daily wages. When the volume of work in Leskovac increased in 2021, workers from Romania and Turkey were hired according to the same principle. HI LEX posts its workers to Hungary. The workers receive the minimum wage applicable in Hungary and are not satisfied as the cost of living in Hungary is significantly higher. They also complained about the pace of work – shorter breaks, which was later remedied by the intervention of the trade union. WACKER NEUSON in Kragujevac employs 600 workers. They are posted to Germany on the basis of cooperation between companies and training. During the COVID-19 pandemic, there were no posted workers from these four companies, therefore no experiences of posted workers were recorded during this period.

3. During the research, a total of 18 in-depth interviews were conducted between the end of August and the end of October 2023 with representatives of the trade unions from the four selected companies, representatives of the Autonomous Metalworkers' Trade Union of Serbia, the Confederation of Autonomous Trade Unions of Serbia, experts in the field of protection of posted workers in Slovenia, Germany and from Serbia, and employers who post workers. The interviews conducted were semi-structured and in-depth, a method often used for research in the human sciences. They were conducted by telephone (Viber calls), via Zoom and in person.

*Trade union representatives mostly pointed out that they were not sufficiently involved in the mechanisms to protect posted workers. The reasons for this are that a large number of posted workers are not members of trade unions, which prevents trade union representatives from representing them, as well as the impossibility of reaching these workers due to their temporary stay in the receiving country. Trade unions usually respond to such requests when a serious problem arises, i.e. when a group of workers does not receive wages or suffers serious injuries. Another reason for the inability of trade unions to represent posted workers is the need to protect personal data, particularly in individual cases. However, trade unions have been successful in cases involving a larger group of workers.

Trade union representatives also highlighted that the Law on the Conditions for Posting Workers and Their Protection has only partially solved the issue of protection of workers, as there are still plenty of agencies that post workers without proper or with incomplete documents, especially in the case of the Van der Elst visa, issued to workers who are third-country nationals. The highest number of complaints received by trade unions pertain to the payment of salary or non-payment of overtime work. A number of workers are not covered by social security or health insurance,

which has been a major problem during the COVID-19 pandemic and work-related injuries, nor are they entitled to a pension.

The participants from the trade unions and the experts on posting and migrations point out that „workers are not familiar with European legislation or their rights when they are posted, and often work in poor conditions or do not know who to contact when their rights are violated.“ The situation in the companies surveyed is somewhat better, as the employer complied with the regulations, in terms of preparing workers, providing insurance, accommodation, and annexes to employment contracts. Salary remains a problem, i.e. payment of minimum wages instead of rate of pay, as provided for in the revised Directive. This is partly compensated by the payment of daily wages or lump sums before the work begins or after returning to the country of origin. Another common problem is overtime work which is not always paid, as well as the willingness of workers to work „double shifts“ in order to earn as much as possible. This leads to „exhaustion of material“, deterioration of health and frequent work-related injuries.

* According to the employers' representatives, the procedure for obtaining a work permit in EU countries is quite complicated. This seems to be the biggest challenge, both in terms of posting and the complex procedures which may lead to non-compliance with the deadlines set by the company in the receiving country. They added that the requirements for obtaining visas such as the Van der Elst visa are too extensive. They highlighted a lack of information on official websites, including information such as the list of applicable collective agreements or the list of documents necessary for posting. All of this leads to confusion, incorrect applications, and high fines in the event of errors. For small and medium-sized enterprises, another important point, in terms of finance and administration, is providing a contact person or a permanent representative in the receiving country.

When answering the question about „the future development of posting and expectations with regard to the jobs involving posted workers“, the participants highlighted that the process of labor migration will continue due to shortages of workforce. They added that acquiring new knowledge and practices is important for both companies and workers, as well as for profitability and competitiveness (opinion of employers).

Compliance with the law is imperative and the interests of workers must be protected, while preventing social dumping and discrimination (opinion of trade union representatives). „When we talk about posting of workers, we can say that qualified workers leave Serbia and, mostly via Slovenia, travel to the Western European countries. Workers come to Serbia mainly from Asia and this represents a cycle that works on the principle of communicating vessels“, the analysts say.

Conclusion

The pandemic crisis has dramatically increased the business risk. Many companies, particularly those in industries affected by restrictions, such as the automotive industry, experienced sudden changes in supply and demand. In the search for sustainable solutions for recovery and preparation for possible new crisis situations, companies are setting up their crisis management and developing communication and strategic action plans. In this sense, it is also important to plan the workforce and overcome the shortage of qualified workers. This is done by investing in new technologies or posting and receiving foreign workers. Changes happen very quickly and an adequate response is required. It seems that smaller companies, oriented toward corporate responsibility, have adapted better than the public sector, which has reverted to old business patterns.

The fact that labor and legal protection has been extended from the so-called local area to the protection of posted workers has been a challenge for trade unions and all those involved in this process. It is also concerning that, despite the shortage of workforce, wages remain low, and receiving foreign workers, in particular TCNs, exacerbates the situation, as their wages are very low and working conditions are poor. It is necessary to continuously train and inform posted workers to enable them to exercise their rights. In addition, short manuals in their language must be produced to familiarize them with their rights, internet addresses and contacts for the protection of their rights.

It is also necessary to harmonize with the European legislation, to solve certain dilemmas, and to align the Serbian legislation with European Directives, together with a harmonized interpretation of terms. This should also apply to the perspective of posting of workers and receiving foreign workers. All of the above leads us to the conclusion that the movement of workers cannot be prevented. Serbia has yet to open Negotiation chapter 2 on the freedom of movement for workers. Serbia is also part of the Open Balkan, a form of cooperation between Serbia, North Macedonia and Albania, created to increase the mobility of workers, goods and capital between these countries.

The rights of posted workers cannot be fully protected without cooperation between trade unions, employers, labor inspectors, non-governmental organizations dealing with migration, and all institutions such as the Ministry of Labor and Employment and the Chamber of Commerce and Industry of Serbia. In addition to national cooperation, there is also a need for cooperation at a broader regional and European level.

References

- Danaj, S., Geyer, L., Cukut Krilić, S., Toplak, K. & Jevšnik, M. (2020). Regional Case Study. From Bosnia and Herzegovina to Austria via Slovenia: Migration and posting of third-country nationals in the EU. Available at: <https://www.euro.centre.org/downloads/detail/3797>
- Djurić, K. & Todorović, G. (2018). *Posting of Workers in Eastern Europe (EEPOW) Country Report for Serbia*. Vienna: European Centre for Social Welfare Policy and Research.
- Djurić, K. & Todorović, G. (2018b), Posting of Workers in the Western Balkans: The Case of Serbia. Policy brief 2019/7. <https://www.euro.centre.org/publications/detail/3412>
- Kiełbasa, M., Szaraniec, M., Mędrała, M. and Benio, M. Posted workers from and to Poland. Facts and Figures, Leuven: POSTING.STAT, 2022, p. 113-114.
- POSTED WORKERS IN THE EUROPEAN UNION FACTS AND FIGURES FREDERIC DE WISPELAERE, LYNN DE SMEDT & JOZEF PACOLET HIVA-KU LEUVEN <https://hiva.kuleuven.be/en/news/docs/posted-workers-in-the-european-union-facts-and.pdf>
- Chamber of Commerce and Industry of Serbia (2023) <https://pks.rs/komorske-usluge/detasmani>
- Predojević Despić, Jelena, Lukić, Vesna (2021) Challenges faced by Serbian migrants caused by the COVID-19 pandemic. Themes, 45(4).
http://iriss.idn.org.rs/729/1/JPredojevicDespic_VLukic_Teme_2021_4.
- Report on the cooperation practices, possibilities and challenges between Member States – specifically in relation to the posting of third-country nationals Final Report ELA/2022/RS/027/ELA.306-2021/TITLE,3/2.2,February,2023,
<https://www.ela.europa.eu/sites/default/files/2023-04/ela-report-posting-third-country-nationals.pdf>
- Stanić, K., & Matković, G. (2021), Bridging the Gap between Legislation and Practice POW-BRIDGE. <https://socijalnoukljucivanje.gov.rs/rs/objavljeno-istrazivanje-o-praksi-upucivanja-radnika-iz-srbije-na-rad-u-inostranstvo>
- Posting of workers – compliance checklists*, POSTEN <https://en.sindikats.rs/2022/09/10/posten-project/>
- Control of employment of foreign nationals and supervision of the implementation of the Law on the Employment of Foreign Nationals*, <https://www.minrzs.gov.rs/sr/struktura/organi-uprave-u-sastavu-ministarstva/inspektorat-za-rad>



Posting of workers during
the COVID-19 pandemic,
current challenges,
and future prospects



UNIVERSITY OF
THESSALY



InnovED

InnoGrowth



industriAll
EUROPEAN TRADE UNION



Co-funded by
the European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only, and do not necessarily reflect those of the European Union or European Commission. Neither the European Union nor the granting authority can be held responsible for them.