



# POSTED WORKERS FROM AND TO ITALY

## FACTS AND FIGURES

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## Abstract

This report analyses recent trends in the posting of workers to and from Italy within the European Union, drawing on administrative datasets from the Italian public administration (2022–2024), European Commission annual reports on Portable Documents (PDs) A1, and inspection records. The findings show that posting involving Italy has expanded markedly, reflecting changes in sending and receiving countries, sectoral labour demand, and strengthened regulatory oversight. Incoming postings to Italy increased steadily between 2022 and 2024, accompanied by a concomitant growth in the number of postings, posted workers, and posting employers. Romania, Germany, and Poland remain the main sending countries, while Eastern European Member States have gained increasing importance. The phenomenon exhibits a marked gender disparity, with males predominating due to the concentration of postings in construction, manufacturing, and transport. However, female incoming postings from a limited number of countries are comparatively higher in service and healthcare sectors. Posting durations are generally short, though notable cross-country differences persist. Despite representing a small share of total employment, posted work has significant localised impacts, especially in construction, logistics, transport, and high-skill services. Outgoing postings from Italy have grown sharply over the past decade, positioning Italy as the third-largest sending country in Europe by 2023, with France, Switzerland, and Germany as key destinations. Finally, inspection data indicate strengthened enforcement, with rising numbers of workers receiving protection by labour inspectorates and detected violations, highlighting both the expansion of posting activities and enhanced cooperation between national and European authorities.

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## Abbreviations

DIL	Direzioni Interregionali del Lavoro (Interregional Labour Directorates)
EC	European Commission
EFTA	Iceland (IS), Liechtenstein (LI), Norway (NO), and Switzerland (CH)
EU	European Union
EU-27	Belgium (BE), Bulgaria (BG), Czechia (CZ), Denmark (DK), Germany (DE), Estonia (EE), Ireland (IE), Greece (EL), Spain (ES), France (FR), Croatia (HR), Italy (IT), Cyprus (CY), Latvia (LV), Lithuania (LT), Luxembourg (LU), Hungary (HU), Malta (MT), the Netherlands (NL), Austria (AT), Poland (PL), Portugal (PT), Romania (RO), Slovenia (SI), Slovakia (SK), Finland (FI), and Sweden (SE)
IAM	Ispettorati di Area Metropolitana (Metropolitan Area Labour Inspectorates)
INL	Ispettorato Nazionale del Lavoro (National Labour Inspectorate)
INPS	Istituto Nazionale di Previdenza Sociale (National Institute for Social Insurance)
ITL	Ispettorati Territoriali del Lavoro (Provincial Labour Inspectorates)
NRRP	National Recovery and Resilience Plan
PD A1	Portable Document A1
TWA	Temporary Work Agency

## Executive summary

This report examines recent developments in the posting of workers to and from Italy within the EU framework, drawing on datasets of Italian public administration (2022–2024), EC annual reports on PDs A1 and inspection records of Italian public administration. The analysis demonstrates that posting to and from Italy is an expanding phenomenon, shaped by shifts in sending countries, sectoral demand, and strengthened regulatory oversight.

Regarding the incoming postings to Italy, the data from prior declaration tools show that they increased steadily, growing from 74,946 in 2022 to 101,079 in 2024, while posted workers rose from 54,565 in 2022 to 72,853 in 2024 and posting employers increased from 4,240 in 2022 to 5,508 in 2024. Romania, Germany and Poland are the main sending countries, collectively accounting for more than sixty percent of all postings in 2024. Neighbouring and economically integrated countries, including Austria, Slovenia, Spain and Switzerland, also play a significant role. Eastern European Member States have increased their relative importance, with particularly strong growth recorded for Poland, Bulgaria and Romania.

The gender composition of incoming postings remains markedly imbalanced, with a clear predominance of male representation among both postings and posted workers, reflecting the historical and ongoing dominance of posting in construction, manufacturing, transport and other male-dominated sectors. Female incoming postings remain limited overall but are relatively more significant for a small group of sending countries, including the Netherlands, Switzerland, France and Poland, for which postings are more often associated with services and healthcare.

Posting durations are predominantly short, since almost half of all postings last up to 30 days, while long-term postings exceeding one year are rare. Nevertheless, substantial cross-country variation emerges. Germany and Austria mainly rely on very short assignments, whereas Romania shows a strong prevalence of medium-term postings (91-365 days).

Industry and service sectors continue to absorb the majority of posted work, with the strongest growth recorded in services (+35.2% between 2022 and 2024) and industry (+27.2%). Agriculture remains marginal, reflecting its reliance on domestic and irregular labour.

Despite the limited quantitative weight of posted work in total national employment, the phenomenon has significant localised effects. Evidence highlights the concentration of posted workers in construction -often in areas characterised by fluctuating labour demand and, in some cases, irregular practices -and in logistics, transport, and various high-skill service sectors.

With regard to outgoing postings, as evidenced by the issuance of PD A1 forms, the data indicate a trend of increasing mobility to EU and EFTA countries, facilitated by long-standing bilateral economic ties. Recent data highlight a significant increase in the number of outgoing postings, which rose from 59,114 PDs A1 in 2013 to 361,315 in 2023. This surge positions Italy as the third-largest sending country in Europe. This growth, particularly pronounced in the last three years (+31.5% from 2021 to 2023), reflects Italy's expanding role in European labour mobility. In 2023, the majority of postings were under Article 12 (69.2%), with France, Switzerland, and Germany confirming their role as principal receiving countries and the Netherlands and Poland emerging as the countries with the highest growth rate. The construction sector is identified as a primary area of specialisation, driven by economic factors and significant international events.

The analysis of data on monitoring, enforcement indicates a strengthening of regulatory enforcement. Between 2022 and 2024, the number of workers receiving protection by labour inspectorates increased from 109,973 to 120,442, while violations relating to the mandatory prior declaration of posting more than doubled, rising from 343 to 702. These infringements are highly sector- and region-specific: in 2024, services and construction accounted for nearly all detected cases, and 99% of violations occurred in Northern and Central Italy. The intensification of detected violations reflects both the expansion of posting and enhanced collaboration between the Italian Labour Inspectorate and the European Labour Authority.

## Sintesi

Questo rapporto analizza gli sviluppi più recenti del distacco intraeuropeo di lavoratori da e verso l'Italia, utilizzando i dati del Ministero del lavoro e delle politiche sociali (2022–2024), i report annuali della Commissione europea sui modelli A1 e i dati sulle attività dell'Ispettorato nazionale del lavoro. L'analisi evidenzia che il distacco da e verso l'Italia è un fenomeno in espansione, influenzato da fattori come il cambiamento dei Paesi di invio e della domanda settoriale di lavoro e il rafforzamento dell'attività di vigilanza.

Per quanto riguarda i distacchi verso l'Italia, i dati relativi alle comunicazioni preventive di distacco evidenziano un incremento costante dei distacchi in entrata (2022: 74.946; 2024: 101.079), dei lavoratori distaccati (2022: 54.565; 2024: 72.853) e dei datori di lavoro distaccanti (2022: 4.240; 2024: 5.508). Romania, Germania e Polonia si confermano come i principali paesi di invio, totalizzando oltre il 60% di tutti i distacchi nel 2024. Anche paesi confinanti, a cui l'Italia è fortemente integrata dal punto di vista economico, come Austria, Slovenia, Spagna e Svizzera, svolgono un ruolo rilevante. Gli Stati membri dell'Europa orientale hanno accresciuto la loro importanza in termini relativi, con una crescita particolarmente marcata per Polonia, Bulgaria e Romania.

La composizione di genere dei distacchi in entrata rimane fortemente sbilanciata, con una netta prevalenza maschile sia nei distacchi sia tra i lavoratori distaccati, derivante dalla storica e persistente concentrazione del distacco nei settori delle costruzioni, della manifattura, dei trasporti e in altri comparti a predominanza maschile. I distacchi femminili in entrata restano complessivamente limitati, ma risultano relativamente più rilevanti per un ristretto gruppo di paesi di invio, tra cui i Paesi Bassi, la Svizzera, la Francia e la Polonia, per i quali il distacco verso l'Italia è più frequentemente associato all'impiego nei servizi e nella sanità.

La durata dei distacchi in entrata è prevalentemente breve: in quasi la metà dei casi non supera i 30 giorni, mentre quelli di lunga durata, superiori a un anno, sono rari. Emergono tuttavia significative differenze tra paesi: ad esempio, Germania e Austria fanno principalmente ricorso a incarichi di brevissima durata, mentre la Romania presenta una forte prevalenza di distacchi di medio periodo (91–365 giorni).

I settori dell'industria e dei servizi continuano ad assorbire la maggior parte del lavoro distaccato, con una crescita maggiore per i servizi (+35,2% tra il 2022 e il 2024) e l'industria (+27,2%). L'agricoltura mantiene un ruolo marginale, legato al ricorso prevalente al mercato del lavoro nazionale e all'impiego di manodopera irregolare.

Nonostante il peso limitato del lavoro distaccato sull'occupazione complessiva, il fenomeno ha un impatto significativo a livello locale e settoriale. Studi qualitativi mostrano una forte concentrazione dei lavoratori distaccati nel settore delle costruzioni – spesso in aree caratterizzate da domanda di lavoro fluttuante e, in alcuni casi, da impiego irregolare – nonché nella logistica, nei trasporti e in diverse branche dei servizi ad alta qualificazione.

Per quanto riguarda i distacchi in uscita, come evidenziato dal rilascio dei modelli A1, i dati indicano una crescente mobilità verso i Paesi dell'UE e dell'EFTA, favorita da consolidati legami economici. I dati più recenti collocano l'Italia come terzo paese di invio in Europa, grazie a un aumento significativo del numero di distacchi in uscita, passati da 59.114 modelli A1 nel 2013 a 361.315 nel 2023. La crescita, particolarmente accentuata negli ultimi tre anni (+31,5% tra il 2021 e il 2023), riflette il ruolo sempre più rilevante dell'Italia nella mobilità del lavoro a livello europeo. Nel 2023, la maggioranza dei distacchi è avvenuta ai sensi dell'articolo 12 (69,2%), con Francia, Svizzera e Germania confermate come principali paesi di destinazione e Paesi Bassi e Polonia come quelli con i tassi di crescita più elevati. Il settore delle costruzioni emerge come principale area di specializzazione, in conseguenza di specifiche esigenze economiche e grazie al traino di grandi eventi internazionali.

L'analisi dei dati sull'attività ispettiva indica un rafforzamento delle attività sul campo. Tra il 2022 e il 2024, il numero totale di lavoratori tutelati dagli ispettorati del lavoro è aumentato da 109.973 a 120.442, mentre le violazioni relative all'obbligo di comunicazione preventiva di distacco sono più

che raddoppiate, passando da 343 a 702. Tali violazioni risultano fortemente concentrate per settore e territorio: nel 2024, infatti, servizi e costruzioni hanno rappresentato quasi la totalità dei casi accertati e il 99% delle violazioni si è verificato nel Nord e nel Centro Italia. L'aumento delle violazioni rilevate riflette sia l'espansione del fenomeno del distacco, sia il rafforzamento della collaborazione tra l'Ispettorato Nazionale del Lavoro e l'Autorità Europea del Lavoro.

# 1. Introduction

Following the implementation of Directive 96/71/EC, Italy has played a dual role in the context of postings, functioning as both a secondary destination and, in recent times, an important sending country. Indeed, with regard to its function as a receiving country, Italy has functioned as a secondary destination for posted workers particularly from Eastern European Member States and neighbouring countries. The number of incoming postings has fluctuated over time, partly reflecting the impact of the 2008 economic crisis on the Italian labour market and then the effects of the COVID-2019 pandemic.

In contrast to Central and Northern European countries, where the substantial increase in incoming postings has had a significant impact on labour markets, the scale of this phenomenon in Italy has remained limited -with the exception of the diffusion of postings in certain geographical areas, particularly in road transport, manufacturing, and construction, and for highly skilled professionals employed in finance, insurance, and technical services. This limited diffusion can be attributed to the scarce appeal of the national economy for foreign investors, as well as to the inherent characteristics of the Italian labour market. These characteristics include the recruitment from a large domestic and migrant workforce reserve, which expanded during the late 2000s due to rising unemployment and enduring transformations in employment composition. This includes the diffusion of non-standard forms of work (Cillo & Perocco, 2023; Dorigatti, Pallini & Pedersini, 2022).

In recent years, Italy has become one of the main sending countries, particularly for postings to Northern and Central Europe. Between 2015 and 2019, the number of PDs A1 issued by Italian authorities doubled - from 83,277 to 173,149 (De Wispelaere & Pacolet, 2020). While sector-specific data on Italian posted workers are unavailable, literature consistently identifies construction as one of the most affected industries (Cillo, 2021; Dorigatti, Pallini & Pedersini, 2022). This trend is closely linked to broader developments in the Italian economy over the past decade, particularly the severe impact of the 2008 economic crisis on the construction sector, and the consolidation of major construction companies' internationalisation processes.

This report focuses on trends and characteristics of the posting of workers to and from Italy from 2022 to 2024. It addresses questions such as:

- What are the main trends and characteristics of postings to Italy for the period 2022-2024, considering:
  - the number of postings in terms of gender, sending countries, duration of postings;
  - the number of posted workers in terms of gender, sending countries, duration of postings;
  - the number of posting employers in terms of sending country, receiving sector in Italy, duration of postings.
- What are the characteristics of temporary agency work postings to Italy?
- What are the main trends and characteristics of postings from Italy for the period 2022-2023, in terms number of postings and receiving countries?
- What do the enforcement data reveal on infringements related to postings to Italy?

The results show the increasing importance of the posting of workers phenomenon for Italy, from both a sending and receiving perspective. In recent years, there has been a substantial increase in the number of incoming postings (from 74,946 in 2022 to 101,079 in 2024), with the number of posted workers rising in parallel. While Germany, Austria, Switzerland, and Romania continue to be the predominant sending countries, as has been observed over the last decade, a notable shift in incoming postings has been detected for Eastern European sending countries, particularly Poland and Slovenia. Incoming postings are predominantly short-term, male-dominated, and concentrated in the services and industrial sectors, which have experienced significant growth. Although the overall quantitative relevance of posted work is limited, its localised impact is pronounced, particularly in construction,

logistics, transport, and specialised services. The agricultural sector continues to occupy a marginal position, primarily due to its reliance on domestic labour market and irregular work.

With regard to postings from Italy to EU-27 and EFTA countries, these have expanded at an even more marked rate. The number of PD A1 issuances increased from 274,789 in 2021 to 361,315 in 2023, thus positioning Italy as one of the EU's main sending countries. In absolute terms, France, Switzerland and Germany are the primary destinations, while the Netherlands and Poland have demonstrated the most significant recent increases.

As for the enforcement of existing legislation on the posting of workers, inspection data indicate a stricter regulatory enforcement regime. Indeed, between 2022 and 2024, there was an increase in the number of protected workers, including for violations related to the mandatory prior declarations, which more than doubled. This phenomenon can be attributed to two key factors: firstly, the expansion of posting, and secondly, the enhancement of cross-border cooperation.

The datasets utilised for the analysis of incoming postings and incoming posted workers (Chapter 2.1) in the years 2022, 2023 and 2024 were provided by the Ministry of Labour and Social Policies - Directorate-General for Active Labor Policies and Training. These datasets were compiled using data collected through the “Modello UNI\_Distacco\_UE” form, which is mandatory for the submission of the prior notification of posting, and included information concerning: the number of postings (gender, sending countries, duration of postings); the number of posted workers (gender, sending countries, duration of postings); the number of employers based in EU-27 and EFTA countries posting to Italy (sending countries, receiving sector in Italy, duration of postings); the number of postings through temporary work agencies (sending country, duration of postings).

The datasets utilised to analyse the main features of outgoing postings (Chapter 2.2) are the annual reports of the European Commission on A1 Portable Documents issued in 2022 and in 2023 edited by De Wispelaere, De Smedt and Pacolet (2023 and 2024).

The analysis of the scale and characteristics of infringements related to intra-EU posting in the years 2022, 2023 and 2024 (Chapter 3) is based on data from the Annual Report of the National Labour Inspectorate (INL, 2023, 2024, 2025).

## 2. Scale, characteristics, and impact of intra-EU posting

### 2.1 To Italy

This section undertakes an analysis of the principal characteristics of the posting of workers focusing on the receiving dimension. The first paragraph (paragraph 2.1.1.1) undertakes an analysis of the principal characteristics of incoming postings in 2022, 2023, and 2024, with a focus on the sending countries, the gender of workers involved in postings, and the duration of postings. Then, the paragraph 2.1.1.2 presents the main characteristics of workers posted to Italy, taking into consideration the sending countries, gender, and the duration of their postings. The two final paragraphs present the main characteristics of the receiving companies (paragraph 2.1.2) and the impact of the posting of workers on the Italian labour market (paragraph 2.1.3).

#### 2.1.1 Number and characteristics of workers posted to Italy

The databases utilised for this section on incoming postings and incoming posted workers in the years 2022, 2023 and 2024 were provided by the Ministry of Labour and Social Policies – Directorate-General for Active Labor Policies and Training. These databases were compiled using data collected through the “Modello UNI\_Distacco\_UE” form, which is mandatory for the submission of the prior notification of posting. The prior notification of posting must be submitted electronically by the posting company by midnight of the day before the posting period starts (Decreto Ministeriale n. 170 del 6 agosto 2021 - Ministerial Decree No. 170 of August 6, 2021).

In the dataset provided by the Ministry of Labour and Social policies the following information was available:

- Postings: Country of posting, sector of the posting company, gender of the worker for whom the posting is being made, posting duration range;
- Posted workers: Country of posting, sector of the posting company, gender of the posted worker, posting duration range.

The countries considered include the EU-27 Member States and Switzerland, the main sending country belonging to the European Free Trade Association (EFTA).

##### 2.1.1.1 Analysis of incoming postings data

According to annual reports on PDs A1, Italy is included among countries receiving between 50,000 and 100,000 postings yearly. The total number of posted workers received has varied over the years, with fluctuations attributable to the impact of the 2008 economic crisis on the Italian economy, the consequences of the COVID-19 pandemic and, more recently, the effects of the National Recovery and Resilience Plan (NRRP) investments. Prior to the advent of the COVID-19 pandemic, the number of incoming postings reached its highpoint in 2018, with 73,927 incoming postings (De Wispelaere & Pacolet, 2019), and then 90,860 postings were recorded in 2020 (De Wispelaere & Pacolet, 2021). Following a slight decline in the subsequent years, the number of postings began to increase once more, reaching 107,791 in 2021 (De Wispelaere, De Smedt & Pacolet, 2024). Over the years, the most significant countries of origin of incoming posted workers have been the neighbouring countries, such as Germany, France and Austria, and the principal sending countries at the EU level, such as Romania and Spain.

This growth trend is confirmed by the analysis of data relating to 2022-2024 collected by the Ministry of Labour and Social Policies through the Prior declaration tool. As demonstrated by Tables 1 and 4, the number of incoming postings increased from 74,946 in 2021 to 101,079 in 2024. An examination of the data recorded via the Prior declaration tool during the 2022-2024 period reveals

that the composition of sending countries remains relatively stable, notwithstanding a decline in the contribution of France,<sup>1</sup> accompanied by the addition of new sending countries, including Poland and Slovenia. More broadly, Eastern European member States are becoming increasingly important as sending countries.

**Table 1. Number of incoming postings by sending country and gender of posted workers in 2022, 2023 and 2024 and percentage of growth of total postings between 2022 and 2024**

POSTING COUNTRY	2022			2023			2024			% Growth (2022–2024)
	Males	Females	Total	Males	Females	Total	Males	Females	Total	
AUSTRIA	3,197	106	<b>3,303</b>	3,423	171	<b>3,594</b>	3,597	108	<b>3,705</b>	+12.2%
BELGIUM	260	28	<b>288</b>	159	17	<b>176</b>	207	26	<b>233</b>	-19.1%
BULGARIA	607	20	<b>627</b>	696	21	<b>717</b>	1,452	6	<b>1,458</b>	+132.5%
CROATIA	1,875	28	<b>1,903</b>	2,270	37	<b>2,307</b>	2,527	112	<b>2,639</b>	+38.7%
CYPRUS	6	-	<b>6</b>	10	3	<b>13</b>	54	-	<b>54</b>	+800.0%
CZECH REPUBLIC	788	11	<b>799</b>	658	36	<b>694</b>	808	23	<b>831</b>	+4.0%
DENMARK	123	1	<b>124</b>	133	12	<b>145</b>	706	46	<b>752</b>	+506.5%
ESTONIA	786	4	<b>790</b>	752	2	<b>754</b>	333	3	<b>336</b>	-57.5%
FINLAND	389	29	<b>418</b>	304	10	<b>314</b>	192	4	<b>196</b>	-53.1%
FRANCE	548	69	<b>617</b>	859	143	<b>1,002</b>	1,418	215	<b>1,633</b>	+164.6%
GERMANY	13,898	670	<b>14,568</b>	16,499	792	<b>17,291</b>	17,061	824	<b>17,885</b>	+22.8%
GREECE	146	6	<b>152</b>	280	6	<b>286</b>	230	8	<b>238</b>	+56.6%
HUNGARY	439	26	<b>465</b>	766	21	<b>787</b>	512	19	<b>531</b>	+14.2%
IRELAND	75	11	<b>86</b>	178	9	<b>187</b>	577	12	<b>589</b>	+584.9%
LATVIA	49	3	<b>52</b>	46	2	<b>48</b>	183	13	<b>196</b>	+276.9%
LITHUANIA	719	3	<b>722</b>	975	14	<b>989</b>	1,127	1	<b>1,128</b>	+56.3%
LUXEMBOURG	89	4	<b>93</b>	88	-	<b>88</b>	206	6	<b>212</b>	+128.0%
MALTA	64	7	<b>71</b>	325	6	<b>331</b>	1,172	20	<b>1,192</b>	+1,578.9%
NETHERLANDS	390	32	<b>422</b>	474	43	<b>517</b>	521	195	<b>716</b>	+69.7%
POLAND	4,873	78	<b>4,951</b>	5,815	903	<b>6,718</b>	9,432	1,666	<b>11,098</b>	+124.3%
PORTUGAL	1,429	9	<b>1,438</b>	1,445	9	<b>1,454</b>	2,632	17	<b>2,649</b>	+84.2%
ROMANIA	25,100	1,223	<b>26,323</b>	32,425	1,610	<b>34,035</b>	32,441	1,866	<b>34,307</b>	+30.3%
SLOVAKIA	576	35	<b>611</b>	657	31	<b>688</b>	1,147	55	<b>1,202</b>	+96.7%
SLOVENIA	4,781	7	<b>4,788</b>	5,667	5	<b>5,672</b>	4,495	57	<b>4,552</b>	-4.9%
SPAIN	5,957	176	<b>6,133</b>	4,502	230	<b>4,732</b>	6,980	325	<b>7,305</b>	+19.1%
SWEDEN	104	19	<b>123</b>	31	18	<b>49</b>	82	17	<b>99</b>	-19.5%
SWITZERLAND	4,026	1,047	<b>5,073</b>	3,343	719	<b>4,062</b>	4,502	841	<b>5,343</b>	+5.3%
<b>Total</b>	<b>71,294</b>	<b>3,652</b>	<b>74,946</b>	<b>82,780</b>	<b>4,870</b>	<b>87,650</b>	<b>94,594</b>	<b>6,485</b>	<b>101,079</b>	<b>+34.9%</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

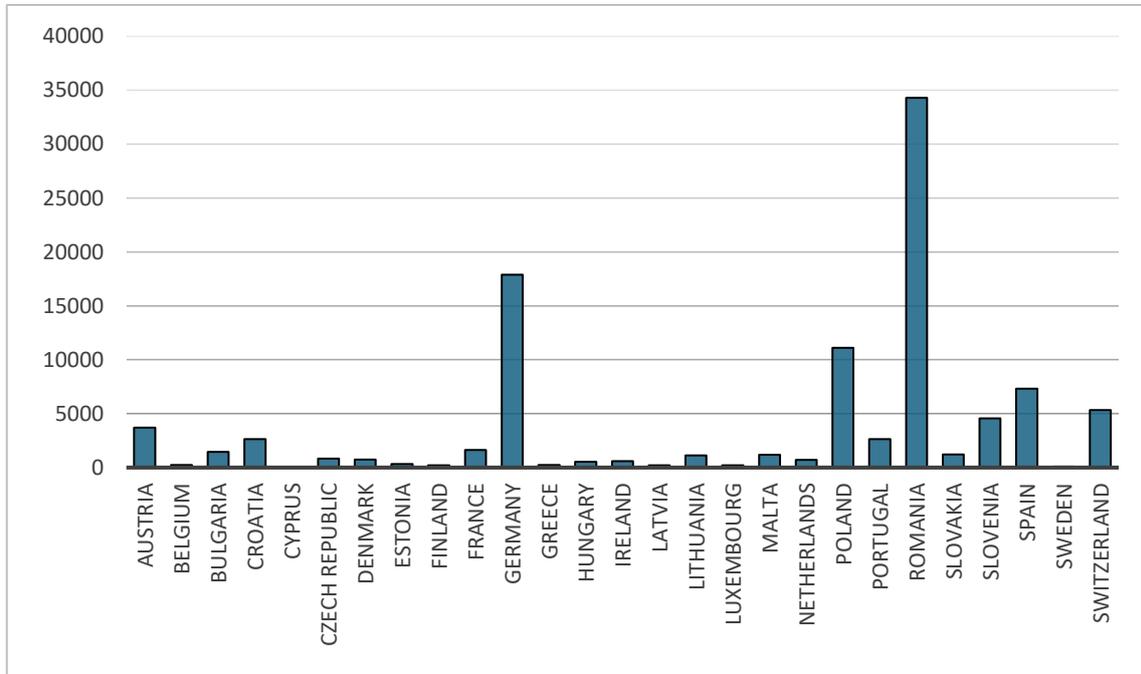
As demonstrated in Table 1, the posting of workers to Italy has undergone consistent growth, increasing from 74,946 postings in 2022 to 87,650 in 2023 and then to 101,079 in 2024. Focusing attention on the main sending countries in 2024, Romania, Germany and Poland are the predominant posting countries, collectively accounting for over 60% of all postings in 2024 (Romania 33.9%; Germany 17.7%; Poland 10.9%), while the combined value for Austria, Croatia, Slovenia, Spain, and Switzerland represents approximately 23.2% of the total postings to Italy (see Table 1 and Figure 1).

An examination of the trend spanning the years 2022-2024 reveals a 34.9% increase in the total number of postings to Italy, accompanied by a diverse trend across the various sending countries. For instance, among the primary sending countries, Poland has exhibited the most substantial growth since 2022 (+124.3%), in conjunction with Portugal (+84.2%) and Croatia (+38.7%). Slovenia is the only primary sending country to have experienced a slight decrease over the period, though its

<sup>1</sup> For comparison, in 2018 France issued a total of 10,848 PDsA1 for postings to Italy (De Wispelaere & Pacolet, 2019).

numbers remain significant (-4.9%). Austria, Spain, and Switzerland, in contrast, have shown steady or rebounding trends.

**Figure 1. Number of incoming postings by sending country in 2024 (absolute values)**



Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

The data on Romania confirm its historical role as a sending country to Italy, even if, as highlighted by extant literature, some of the postings from this country are linked to infringements of existing legislation, such as the use of letterbox companies that make it appear as if Romanian workers who are already permanently resident in Italy and, in some cases, Italian workers too have been recruited in Romania (Cillo, 2017; Dorigatti, Pallini & Pedersini, 2022). The data on Germany also support the significance of its historical role as a sending country at European level, in correlation with the internationalisation of its production system, which has ramifications in EU-27 countries, including Italy, where it is present through subcontracting links in the manufacturing industry and services related to the banking and insurance sectors. With respect to Spain, the extant statistics confirm the contribution of its postings to the Italian industrial sector, and, thanks to the awarding of contracts by Spanish companies, to the Italian construction industry and related sectors (Carrascosa & Contreras, 2022).

When the other major sending countries are considered, it is evident that Switzerland and Slovenia are noteworthy cases in this regard, with a total exceeding 4,500 and accounting for 5.2% and 4.5%, respectively. The number of incoming postings registered for Austria, Croatia and Portugal ranges from 2,600 to 3,700, respectively, accounting for 3.6%, 2.6% and 2.6% of the total. France and Bulgaria have finally achieved a total of over 1,400, with the respective figures standing at 1.6% and 1.4%. This group includes neighbouring countries that mainly send highly skilled workers to Italy, such as Austria, France and Switzerland, and countries that mainly send posted workers for services requiring medium-low qualifications to Italy, either because of their geographical proximity (such as Croatia and Slovenia) or because of their role as major sending countries at European level (Polonia and Bulgaria).

**Table 2. Number of incoming postings by sending country and gender of the posted worker in 2024 (absolute values and percentages)**

POSTING COUNTRY	2024						
	Males	Column % Males	Females	Column % Females	Males %	Females %	Total
AUSTRIA	3,597	3.8%	108	1.7%	97.1%	2.9%	3,705
BELGIUM	207	0.2%	26	0.4%	88.8%	11.2%	233
BULGARIA	1,452	1.5%	6	0.1%	99.6%	0.4%	1,458
CROATIA	2,527	2.7%	112	1.7%	95.8%	4.2%	2,639
CYPRUS	54	0.1%	-	0.0%	100.0%	0.0%	54
CZECH REPUBLIC	808	0.9%	23	0.4%	97.2%	2.8%	831
DENMARK	706	0.7%	46	0.7%	93.9%	6.1%	752
ESTONIA	333	0.4%	3	0.0%	99.1%	0.9%	336
FINLAND	192	0.2%	4	0.1%	98.0%	2.0%	196
FRANCE	1,418	1.5%	215	3.3%	86.8%	13.2%	1,633
GERMANY	17,061	18.0%	824	12.7%	95.4%	4.6%	17,885
GREECE	230	0.2%	8	0.1%	96.6%	3.4%	238
HUNGARY	512	0.5%	19	0.3%	96.4%	3.6%	531
IRELAND	577	0.6%	12	0.2%	98.0%	2.0%	589
LATVIA	183	0.2%	13	0.2%	93.4%	6.6%	196
LITHUANIA	1,127	1.2%	1	0.0%	99.9%	0.1%	1,128
LUXEMBOURG	206	0.2%	6	0.1%	97.2%	2.8%	212
MALTA	1,172	1.2%	20	0.3%	98.3%	1.7%	1,192
NETHERLANDS	521	0.6%	195	3.0%	72.8%	27.2%	716
POLAND	9,432	10.0%	1,666	25.7%	85.0%	15.0%	11,098
PORTUGAL	2,632	2.8%	17	0.3%	99.4%	0.6%	2,649
ROMANIA	32,441	34.3%	1,866	28.8%	94.6%	5.4%	34,307
SLOVAKIA	1,147	1.2%	55	0.8%	95.4%	4.6%	1,202
SLOVENIA	4,495	4.8%	57	0.9%	98.7%	1.3%	4,552
SPAIN	6,980	7.4%	325	5.0%	95.6%	4.4%	7,305
SWEDEN	82	0.1%	17	0.3%	82.8%	17.2%	99
SWITZERLAND	4,502	4.8%	841	13.0%	84.3%	15.7%	5,343
<b>Total</b>	<b>94,594</b>	<b>100%</b>	<b>6,485</b>	<b>100%</b>	<b>93.6%</b>	<b>6.4%</b>	<b>101,079</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

The analysis of gender composition presented in Table 2 reveals a significant gender imbalance in postings across most countries, with male postings consistently representing the vast majority in all EU-27 sending countries. The aggregate percentages demonstrate that male postings account for approximately 94%, while female postings comprise a mere 6%. A consideration of the 2024 data reveals that for a number of countries (for example, Bulgaria, Lithuania, and Cyprus), male postings exceed 99%, while female postings are almost negligible. A limited number of countries, including Belgium, France, the Netherlands, Poland, Sweden and Switzerland, register a share of female postings to Italy that exceed 10%. Notably, the Netherlands and Sweden exhibit relatively higher female representation, with figures surpassing 15%. In the case of Central and Northern European countries with a higher than average percentage of female postings, it should be noted that these are countries that tend to send medium-high skilled workers to Italy, employed in the service sector. On the contrary, female postings from Poland are linked to employment in the healthcare sector as nurses (Dotsey, S. 2023).

The distribution of male and female postings by sending country confirms the general pattern regarding the primary sending countries, with some variations in the rankings. As shown in Table 2, the distribution of male postings by sending country exhibits a markedly irregular distribution, with over 75% of the total postings originating from a group of six countries. Romania is the leading

sending country, accounting for more than a third of all incoming male postings to Italy (32,441 postings, equivalent to 34.3%). Germany and Poland also make significant contributions, with a combined share of over a quarter of the total postings (DE: 17,061 postings, equivalent to 18%; PL: 9,432 postings, equivalent to 10%). Spain is in fourth position, with a share of 7.4%, while Switzerland and Slovenia are tied for fifth place, with each contributing 4.8% of the total male postings.

With regard to the distribution of female postings by sending countries, significant variation is observed, with the majority of countries reporting less than 5% of postings involving a female posted worker. With regard to the countries in which the female percentage is highest, Romania and Poland account for over half of all female postings in 2024 (RO: 1,866 postings, equivalent to 28.8%; PL: 1,666 postings, equivalent to 25.7%). Switzerland and Germany also exhibit relatively high percentages, indicating that these countries are significant contributors to the female postings (CH: 841 postings, equivalent to 13%; DE: 824 postings, equivalent to 12.7%).

The findings on gender distribution at country level and by sending countries indicate that, despite certain variations across countries, the 2024 posting of workers from EU-27 to Italy continues to be predominantly male dominated. On the one hand, this composition reflects more general characteristics of the posting of workers at the EU level, which has become particularly prevalent in sectors dominated by a male workforce, such as construction, certain industrial sub-sectors, transportation, and labour-intensive services. On the other hand, this composition mirrors the prevailing trends within the Italian labour market, which has witnessed a notable surge in demand for labour within the construction sector (predominantly comprising male employment). Within this gender distribution, the healthcare sector constitutes an exception, attributable to the shortage of skilled labour in Italy and in Central and Northern European countries. This shortage has led to the consolidation of a model of both long-term and temporary recruitment of female nurses from Eastern European countries and third-country States. However, beyond the healthcare sector, the low female presence among incoming posted workers in Italy is probably due to a different tendency among the female workforce towards forms of temporary migration and extreme mobility such as posting of workers, tied to the socially imposed constraints of housework and childcare.

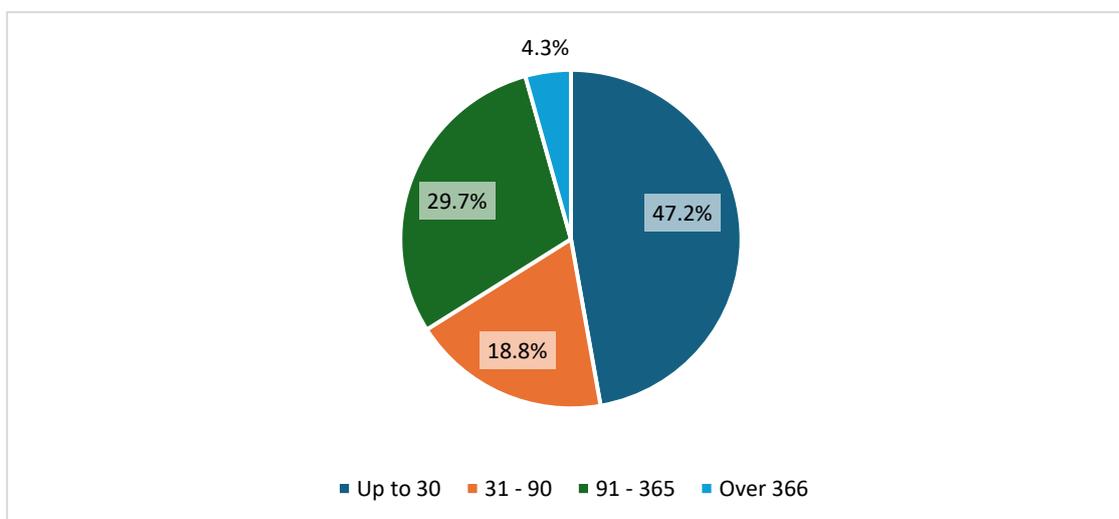
**Table 3. Number of incoming postings by sending country and days of duration of posting in 2024 (absolute values and percentages)**

POSTING COUNTRY	Up to 30	%	31 - 90	%	91 - 365	%	Over 366	%	Total
AUSTRIA	3,030	81.8%	342	9.2%	268	7.2%	65	1.8%	<b>3,705</b>
BELGIUM	158	67.8%	23	9.9%	37	15.9%	15	6.4%	<b>233</b>
BULGARIA	204	14.0%	594	40.7%	428	29.4%	232	15.9%	<b>1,458</b>
CROATIA	983	37.2%	536	20.3%	928	35.2%	192	7.3%	<b>2,639</b>
CYPRUS	42	77.8%	12	22.2%	-	0.0%	-	0.0%	<b>54</b>
CZECH REPUBLIC	539	64.9%	156	18.8%	124	14.9%	12	1.4%	<b>831</b>
DENMARK	233	31.0%	283	37.6%	231	30.7%	5	0.7%	<b>752</b>
ESTONIA	48	14.3%	75	22.3%	206	61.3%	7	2.1%	<b>336</b>
FINLAND	71	36.2%	31	15.8%	79	40.3%	15	7.7%	<b>196</b>
FRANCE	956	58.5%	229	14.0%	328	20.1%	120	7.3%	<b>1,633</b>
GERMANY	15,607	87.3%	1,232	6.9%	929	5.2%	117	0.7%	<b>17,885</b>
GREECE	117	49.2%	80	33.6%	39	16.4%	2	0.8%	<b>238</b>
HUNGARY	247	46.5%	129	24.3%	136	25.6%	19	3.6%	<b>531</b>
IRELAND	29	4.9%	40	6.8%	70	11.9%	450	76.4%	<b>589</b>
LATVIA	160	81.6%	24	12.2%	12	6.1%	-	0.0%	<b>196</b>
LITHUANIA	290	25.7%	575	51.0%	263	23.3%	-	0.0%	<b>1,128</b>
LUXEMBOURG	119	56.1%	70	33.0%	20	9.4%	3	1.4%	<b>212</b>
MALTA	123	10.3%	185	15.5%	883	74.1%	1	0.1%	<b>1,192</b>
NETHERLANDS	362	50.6%	80	11.2%	250	34.9%	24	3.4%	<b>716</b>

POSTING COUNTRY	Up to 30	%	31 - 90	%	91 - 365	%	Over 366	%	Total
POLAND	5,868	52.9%	2,514	22.7%	2,618	23.6%	98	0.9%	<b>11,098</b>
PORTUGAL	1,235	46.6%	1,005	37.9%	408	15.4%	1	0.0%	<b>2,649</b>
ROMANIA	6,426	18.7%	6,801	19.8%	18,570	54.1%	2,510	7.3%	<b>34,307</b>
SLOVAKIA	379	31.5%	417	34.7%	240	20.0%	166	13.8%	<b>1,202</b>
SLOVENIA	2,903	63.8%	845	18.6%	767	16.8%	37	0.8%	<b>4,552</b>
SPAIN	4,065	55.6%	1,985	27.2%	1,163	15.9%	92	1.3%	<b>7,305</b>
SWEDEN	79	79.8%	6	6.1%	13	13.1%	1	1.0%	<b>99</b>
SWITZERLAND	3,451	64.6%	747	14.0%	970	18.2%	175	3.3%	<b>5,343</b>
<b>Total</b>	<b>47,724</b>	<b>47.2%</b>	<b>19,016</b>	<b>18.8%</b>	<b>29,980</b>	<b>29.7%</b>	<b>4,359</b>	<b>4.3%</b>	<b>101,079</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

**Figure 2. Number of incoming postings by days of duration of posting in 2024**



The data on the duration of postings in 2024 indicate that nearly half of all postings were short-term assignments of up to 30 days, whereas long-term postings extending beyond one year were relatively infrequent (see Figure 2). Indeed, an analysis of the distribution of postings by duration reveals that 47,724 postings, constituting 47.2% of the total, lasted up to 30 days. Postings with a duration between 31 and 90 days accounted for 19,016 cases, representing 18.8% of the total. Those lasting between 91 and 365 days comprised 29,980 postings, or 29.7%, while postings exceeding 366 days amounted to 4,359, which is 4.3% of the overall figure. However, some countries also have high numbers in the longer duration ranges, and the situation is generally quite varied, as can be seen when considering countries with the highest number of postings. Romania, for instance, has a significant presence in all duration bands, particularly the 91-365 days range (54.1%), whereas Germany and Austria have a high proportion of short-term postings (up to 30 days) (DE: 87.3%; AT: 81.8%). In the case of Poland, the majority of postings are of a short-term nature, with a duration of up to 30 days, accounting for more than half of the total (52.9%), while medium-term postings (31-90 and 91-365 days) together account for nearly half, and long-term postings (over one year) are infrequent. In the case of Spain, more than half of postings to Italy are short-term (55.6%), while medium term postings of 31-90 and 90 365 days together represent 43.1% (see Table 3 and 4).

The absence of data pertaining to the job or profession of the workers posted to Italy precludes the establishment of any correlations between the duration of the posting and the skill level of the posted worker.

A gender-based analysis of the data of 2024 reveals that the majority of male workers are assigned to short- and medium-term postings (see Table 4). Indeed, the majority of postings for male workers

(47.1%) pertain to assignments of a maximum duration of 30 days. Additionally, a significant proportion of postings are made for periods between 91 and 365 days (29.5%) and between 31 and 90 days (19.1%). Long-term postings exceeding 366 days are comparatively uncommon, constituting a mere 4.2% of the total postings.

The data demonstrate a preponderance of short-term postings, with a concomitant scarcity of longer durations, in certain major sending countries. For instance, Germany exhibits an 87.3% prevalence of male postings with a maximum duration of 30 days, and an additional 0.5% of postings exceeding 366 days. Austria, too, exhibits a similar trend, with 82% of postings lasting no more than 30 days, and 1.2% lasting over 366 days. A comparison of the sending countries with a high proportion of short-term postings reveals that, in contrast to Austria and Germany, there are others whilst simultaneously exhibiting a comparatively higher proportion of medium- and long-term postings. Indeed, in the case of Spain, while short-term postings remain the majority (55.2%), there is a higher proportion of medium-term postings (31-90 days: 27.8%; 91-365 days: 15.8%). In the case of Switzerland, the majority of postings are for a duration of up to 30 days (73.7%), with a significant proportion of medium-term postings (31-90 days: 9.7%; 91-365 days: 13.4%) and a smaller percentage of long-term assignments (3.3%).

Another group of sending countries have a relatively higher proportion of medium- and long-term postings. For instance, in the case of France, the majority of posted male workers are assigned for short durations (up to 30 days: 55.8%), but there is a significant share of medium-term (31-90 days: 15.6%; 91-365 days: 21.4%) and long-term postings (over 366 days: 7%). A similar phenomenon is observed for Portugal, for which almost half of the postings are classified as short-term (46.3%), while a notable proportion are medium-term (31-90 days: 38.1%). Further examples include Poland, with a distribution relatively balanced between short-term (48.8%) and medium-term postings (31-90 and 91-365 days combined: 50.2%), and Slovenia, with a predominance of short-term postings (64.1%) and a lower diffusion of medium-term postings (31-365 days combined: 35.1%).

In contrast to these two groups, Romania has a different profile, with short-term postings (up to 30 days) accounting for a mere 18.6% of all postings. Indeed, for Romania, the majority of postings for male workers are for medium-term periods (91-365 days: 53.8%; 31-90 days: 20.1%). Long-term postings (periods exceeding 366 days) account for 7.1% of the total, a figure that, while higher than in many other countries, still represents a minority.

In comparison to the male distribution across various durations, the female component of postings to Italy in 2024 exhibits a more balanced distribution. Indeed, the data indicate that short-term postings (up to 30 days) are the most prevalent (48.4%), followed by 91-365 days (32%) and 31-90 days (13.7%), while long-term postings (over 366 days) constitute the smallest share (5.8%). Once more, if a more thorough examination of the situations of the various sending countries is conducted, it becomes evident that there are some exceptions to the general percentages. For instance, in the case of Romania, the majority of postings are for 91-365 days (59%), while short-term and very long-term postings are less common (up to 30 days: 14.6%; over 366 days: 10.7%). This statistic is indicative of a preference for medium-term assignments, which is likely to be associated with the recruitment of Romanian female workers for postings in the health services and the broader phenomenon of health workers' migration from Romania to Italy, which occurs mainly on a temporary basis (Boboc, Ghiță & Vasile, 2024).

Exceptions to the general percentages are evident in the cases of Switzerland, Poland, Spain, Germany and France. For Switzerland, the majority of postings are for 91-365 days (43.5%) and 31-90 days (36.8%), indicating a pronounced preference for medium-term assignments. Poland is distinguished by its notably high proportion of short-term postings, constituting up to 30 days, which account for 75.6% of the total. Spain, too, has a majority of short-term postings (63.3%), but also a notable share of medium-term assignments (16.9%). Finally, a strong preference for short-term postings to Italy (up to 30 days) was observed in the case of Germany (86.1%) and France (76.2%).

**Table 4. Number of incoming postings by sending country, days of duration of posting and gender of the posted worker in 2024 (absolute values)**

POSTING COUNTRY	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total
	Males					Females					Males and females				
AUSTRIA	2,950	339	262	46	3,597	80	3	6	19	108	3,030	342	268	65	3,705
BELGIUM	139	21	32	15	207	19	2	5	-	26	158	23	37	15	233
BULGARIA	204	593	425	230	1,452	-	1	3	2	6	204	594	428	232	1,458
CROATIA	897	536	924	170	2,527	86	-	4	22	112	983	536	928	192	2,639
CYPRUS	42	12	-	-	54	-	-	-	-	-	42	12	-	-	54
CZECH REPUBLIC	524	156	119	9	808	15	-	5	3	23	539	156	124	12	831
DENMARK	220	262	221	3	706	13	21	10	2	46	233	283	231	5	752
ESTONIA	48	74	204	7	333	-	1	2	-	3	48	75	206	7	336
FINLAND	70	30	77	15	192	1	1	2	-	4	71	31	79	15	196
FRANCE	792	222	304	100	1,418	164	7	24	20	215	956	229	328	120	1,633
GERMANY	14,898	1,177	902	84	17,061	709	55	27	33	824	15,607	1,232	929	117	17,885
GREECE	113	80	35	2	230	4	-	4	-	8	117	80	39	2	238
HUNGARY	233	127	135	17	512	14	2	1	2	19	247	129	136	19	531
IRELAND	25	40	69	443	577	4	-	1	7	12	29	40	70	450	589
LATVIA	147	24	12	-	183	13	-	-	-	13	160	24	12	-	196
LITHUANIA	289	575	263	-	1,127	1	-	-	-	1	290	575	263	-	1,128
LUXEMBOURG	117	70	17	2	206	2	-	3	1	6	119	70	20	3	212
MALTA	109	182	880	1	1,172	14	3	3	-	20	123	185	883	1	1,192
NETHERLANDS	306	59	139	17	521	56	21	111	7	195	362	80	250	24	716
POLAND	4,608	2,431	2,303	90	9,432	1,260	83	315	8	1,666	5,868	2,514	2,618	98	11,098
PORTUGAL	1,219	1,004	408	1	2,632	16	1	-	-	17	1,235	1,005	408	1	2,649
ROMANIA	6,152	6,511	17,469	2,309	32,441	274	290	1,101	201	1,866	6,426	6,801	18,570	2,510	34,307
SLOVAKIA	361	387	236	163	1,147	18	30	4	3	55	379	417	240	166	1,202
SLOVENIA	2,885	829	748	33	4,495	18	16	19	4	57	2,903	845	767	37	4,552
SPAIN	3,859	1,943	1,108	70	6,980	206	42	55	22	325	4,065	1,985	1,163	92	7,305
SWEDEN	68	5	8	1	82	11	1	5	-	17	79	6	13	1	99
SWITZERLAND	3,311	437	604	150	4,502	140	310	366	25	841	3,451	747	970	175	5,343
<b>Total</b>	<b>44,586</b>	<b>18,126</b>	<b>27,904</b>	<b>3,978</b>	<b>94,594</b>	<b>3,138</b>	<b>890</b>	<b>2,076</b>	<b>381</b>	<b>6,485</b>	<b>47,724</b>	<b>19,016</b>	<b>29,980</b>	<b>4,359</b>	<b>101,079</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

### 2.1.1.2 Analysis of incoming posted workers data

The analysis of data on posted persons provides further confirmation of the growth of the posting phenomenon to Italy, particularly in recent years. Indeed, this figure has seen continuous growth between 2022 and 2024, rising from 54,565 individuals in 2022, to 63,960 in 2023, and 72,853 in 2024, as shown in Table 5.

**Table 5. Number of posted workers by sending country and gender in 2022, 2023 and 2024 (absolute values)**

POSTING COUNTRY	2022			2023			2024			% Growth (2022–2024)
	Males	Females	Total	Males	Females	Total	Males	Females	Total	
AUSTRIA	1,995	83	<b>2,078</b>	2,217	93	<b>2,310</b>	2,161	95	<b>2,256</b>	+8.5%
BELGIUM	225	27	<b>252</b>	153	15	<b>168</b>	183	22	<b>205</b>	-18.6%
BULGARIA	351	19	<b>370</b>	409	15	<b>424</b>	823	6	<b>829</b>	+124%
CROATIA	1,447	25	<b>1,472</b>	1,639	35	<b>1,674</b>	2,034	65	<b>2,099</b>	+42.7%
CYPRUS	6	-	<b>6</b>	9	3	<b>12</b>	35	-	<b>35</b>	+483.3%
CZECH REPUBLIC	623	11	<b>634</b>	481	32	<b>513</b>	651	20	<b>671</b>	+5.8%
DENMARK	120	1	<b>121</b>	125	10	<b>135</b>	511	29	<b>540</b>	+346.2%
ESTONIA	398	4	<b>402</b>	432	2	<b>434</b>	210	3	<b>213</b>	-46.9%
FINLAND	352	22	<b>374</b>	278	9	<b>287</b>	164	4	<b>168</b>	-55.1%
FRANCE	422	63	<b>485</b>	611	113	<b>724</b>	1,078	188	<b>1,266</b>	+161%
GERMANY	10,268	559	<b>10,827</b>	12,405	691	<b>13,096</b>	12,585	673	<b>13,258</b>	+22.4%
GREECE	107	6	<b>113</b>	224	6	<b>230</b>	196	8	<b>204</b>	+80.5%
HUNGARY	369	24	<b>393</b>	499	21	<b>520</b>	421	16	<b>437</b>	+11.1%
IRELAND	70	11	<b>81</b>	164	8	<b>172</b>	343	10	<b>353</b>	+335.8%
LATVIA	39	3	<b>42</b>	40	2	<b>42</b>	104	13	<b>117</b>	+178.5%
LITHUANIA	450	3	<b>453</b>	891	13	<b>904</b>	912	1	<b>913</b>	+101.5%
LUXEMBOURG	69	4	<b>73</b>	68	-	<b>68</b>	163	6	<b>169</b>	+131.5%
MALTA	57	4	<b>61</b>	263	4	<b>267</b>	792	14	<b>806</b>	+1,221.3%
NETHERLANDS	304	32	<b>336</b>	343	35	<b>378</b>	431	172	<b>603</b>	+79.4%
POLAND	3,642	72	<b>3,714</b>	4,102	227	<b>4,329</b>	5,299	622	<b>5,921</b>	+59.4%
PORTUGAL	1,057	9	<b>1,066</b>	1,109	8	<b>1,117</b>	1,790	12	<b>1,802</b>	+69.1%
ROMANIA	20,689	1,109	<b>21,798</b>	26,062	1,413	<b>27,475</b>	27,493	1,633	<b>29,126</b>	+33.6%
SLOVAKIA	534	34	<b>568</b>	509	29	<b>538</b>	1,050	54	<b>1,104</b>	+94.3%
SLOVENIA	1,870	5	<b>1,875</b>	2,487	5	<b>2,492</b>	2,135	45	<b>2,180</b>	+16.2%
SPAIN	4,400	122	<b>4,522</b>	3,474	184	<b>3,658</b>	4,689	283	<b>4,972</b>	+9.9%
SWEDEN	90	17	<b>107</b>	29	13	<b>42</b>	72	14	<b>86</b>	-19.6%
SWITZERLAND	1,573	769	<b>2,342</b>	1,326	625	<b>1,951</b>	1,874	646	<b>2,520</b>	+7.6%
<b>Total</b>	<b>51,527</b>	<b>3,038</b>	<b>54,565</b>	<b>60,349</b>	<b>3,611</b>	<b>63,960</b>	<b>68,199</b>	<b>4,654</b>	<b>72,853</b>	<b>+33.5%</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

If we consider the number of persons posted to Italy in 2024 (72,853 workers), we can see a significant contribution of Eastern European countries (such as Romania, Poland and Slovenia) to the temporary labour migration to Italy. With 29,126 posted workers, Romania is clearly the main sending country, with a share far exceeding that of all other countries. Germany (13,258 posted workers) follows closely behind, having always played an important role in sending workers to Italy. Poland (5,921 posted workers), which is the second sending country at a European level, is also gaining importance in relation to the Italian labour market.

The number of posted workers sent to Italy increased from 54,565 in 2022 to 72,853 in 2024, representing a growth of 33.5% (see Table 5). However, an analysis of data from various sending countries reveals significant variations in the growth of this phenomenon. When considering the principal sending countries, such as Germany, Bulgaria, Slovenia, Poland, Romania, Portugal and

France, a variety of trends in the growth of posted workers becomes evident. For instance, Bulgaria shows an impressive +124% increase, indicating a rapidly expanding role in sending posted workers to Italy, while the growth of France (+161%) is probably related to the recovery of its role in the previous decade. An increase has also been observed in other countries, with Poland registering a growth of 59.4% and Portugal recording a surge of 69.1%. Finally, it is evident that there has been an absolute growth related to the reinforcing of their roles as sending countries for Germany (+22.4%), Romania (+33.6%) and Slovenia (+16.2%).

Within the sending countries, there is also a group of Member States that have recorded strong growth in percentage terms. This group is mainly composed of countries with low absolute values for postings to Italy, such as Malta, which registered the most remarkable increase, with a staggering +1,221.3% growth, Cyprus, with +483.3% growth, Denmark, with a substantial +346.2% increase, and Ireland, with +335.8% growth.

**Table 6. Number of incoming postings and posted workers sent to Italy in 2024 and average postings per posted worker (absolute values)**

POSTING COUNTRY	INCOMING POSTINGS	INCOMING POSTED WORKERS	AVERAGE POSTINGS
AUSTRIA	3,705	2,256	1.64
BELGIUM	233	205	1.14
BULGARIA	1,458	829	1.76
CROATIA	2,639	2,099	1.26
CYPRUS	54	35	1.54
CZECH REPUBLIC	831	671	1.24
DENMARK	752	540	1.39
ESTONIA	336	213	1.58
FINLAND	196	168	1.17
FRANCE	1,633	1,266	1.29
GERMANY	17,885	13,258	1.35
GREECE	238	204	1.17
HUNGARY	531	437	1.22
IRELAND	589	353	1.67
LATVIA	196	117	1.68
LITHUANIA	1,128	913	1.24
LUXEMBOURG	212	169	1.25
MALTA	1,192	806	1.48
NETHERLANDS	716	603	1.19
POLAND	11,098	5,921	1.88
PORTUGAL	2,649	1,802	1.47
ROMANIA	34,307	29,126	1.18
SLOVAKIA	1,202	1,104	1.09
SLOVENIA	4,552	2,180	2.09
SPAIN	7,305	4,972	1.47
SWEDEN	99	86	1.15
SWITZERLAND	5,343	2,520	2.12
<b>Total</b>	<b>101,079</b>	<b>72,853</b>	<b>1.39</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

If we consider the number of postings per posted worker to Italy in 2024, we can see that we are dealing with a phenomenon involving multiple postings, as each worker sent corresponds to 1.39 postings. As highlighted in Table 6, the majority of the primary sending countries demonstrates a lower frequency of postings per individual when compared to the European average. Indeed, the data analysis shows that countries such as Germany (1.35), France (1.29), Romania (1.18), and Croatia

(1.26) demonstrate a tendency towards fewer postings per person. Spain has a marginally higher posting rate per worker (1.47), while Poland, Slovenia and Switzerland stand out with significantly higher averages than the overall average (PL: 1.88; SI: 2.09; CH: 2.12). Countries with a lower frequency may pertain to postings for longer-term assignments, as evidenced by the cases of Romania and, to a lesser extent, Croatia (refer to Tables 8 and 9). Furthermore, these postings may be associated with projects necessitating single postings rather than multiple ones. Conversely, countries exhibiting a higher frequency are likely attributable to elevated levels of mobility among posted workers and to geographical proximity, as evidenced by the Slovenian and Swiss cases.

Finally, a gender-based analysis of the growth trend on incoming posted workers reveals that the percentage growth for the total number of female posted workers between 2022 and 2024 (+53.2%) is significantly higher than the growth for the total number of male posted workers between 2022 and 2024 (+32.3%).

**Table 7. Number of incoming posted workers by sending country and gender in 2024 (absolute values and percentages)**

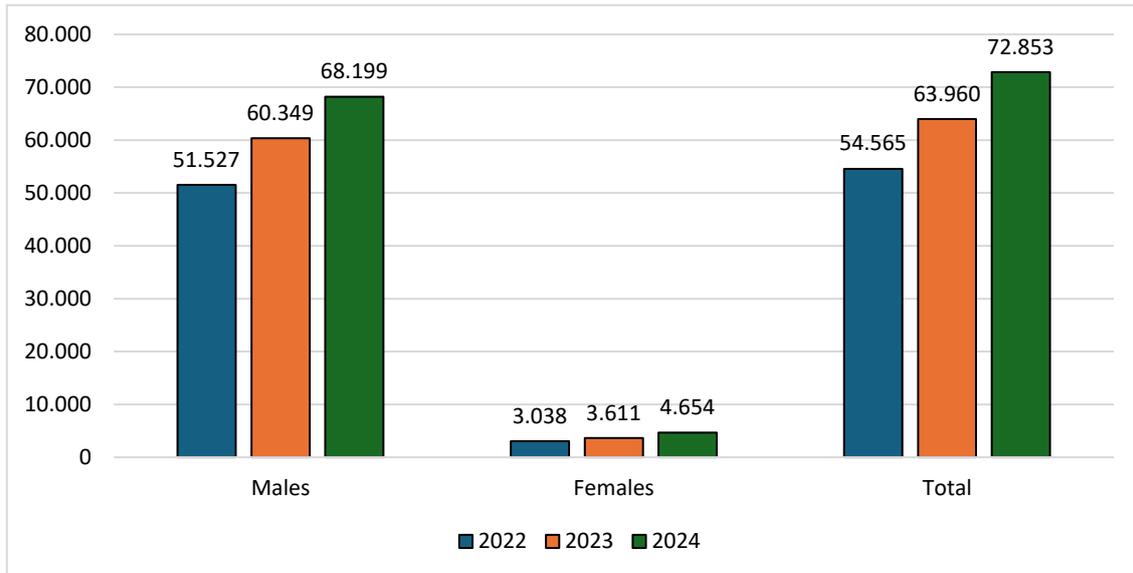
POSTING COUNTRY	2024						Total
	Males	Column % Males	Females	Column % Females	Males %	Females %	
AUSTRIA	2,161	3.2%	95	2.0%	95.8%	4.2%	<b>2,256</b>
BELGIUM	183	0.3%	22	0.5%	89.3%	10.7%	<b>205</b>
BULGARIA	823	1.2%	6	0.1%	99.3%	0.7%	<b>829</b>
CROATIA	2,034	3.0%	65	1.4%	97.0%	3.0%	<b>2,099</b>
CYPRUS	35	0.1%	0	0.0%	100.0%	0.0%	<b>35</b>
CZECH REPUBLIC	651	1.0%	20	0.4%	97.0%	3.0%	<b>671</b>
DENMARK	511	0.7%	29	0.6%	94.6%	5.4%	<b>540</b>
ESTONIA	210	0.3%	3	0.1%	98.6%	1.4%	<b>213</b>
FINLAND	164	0.2%	4	0.1%	97.6%	2.4%	<b>168</b>
FRANCE	1,078	1.6%	188	4.0%	85.2%	14.8%	<b>1,266</b>
GERMANY	12,585	18.5%	673	14.5%	95.1%	4.9%	<b>13,258</b>
GREECE	196	0.3%	8	0.2%	96.1%	3.9%	<b>204</b>
HUNGARY	421	0.6%	16	0.3%	96.3%	3.7%	<b>437</b>
IRELAND	343	0.5%	10	0.2%	97.2%	2.8%	<b>353</b>
LATVIA	104	0.2%	13	0.3%	88.9%	11.1%	<b>117</b>
LITHUANIA	912	1.3%	1	0.0%	99.9%	0.1%	<b>913</b>
LUXEMBOURG	163	0.2%	6	0.1%	96.4%	3.6%	<b>169</b>
MALTA	792	1.2%	14	0.3%	98.3%	1.7%	<b>806</b>
NETHERLANDS	431	0.6%	172	3.7%	71.5%	28.5%	<b>603</b>
POLAND	5,299	7.8%	622	13.4%	89.5%	10.5%	<b>5,921</b>
PORTUGAL	1,790	2.6%	12	0.3%	99.3%	0.7%	<b>1,802</b>
ROMANIA	27,493	40.3%	1,633	35.1%	94.4%	5.6%	<b>29,126</b>
SLOVAKIA	1,050	1.5%	54	1.2%	95.1%	4.9%	<b>1,104</b>
SLOVENIA	2,135	3.1%	45	1.0%	97.9%	2.1%	<b>2,180</b>
SPAIN	4,689	6.9%	283	6.1%	94.3%	5.7%	<b>4,972</b>
SWEDEN	72	0.1%	14	0.3%	83.7%	16.3%	<b>86</b>
SWITZERLAND	1,874	2.7%	646	13.9%	74.4%	25.6%	<b>2,520</b>
<b>Total</b>	<b>68,199</b>	<b>100%</b>	<b>4,654</b>	<b>100%</b>	<b>93.6%</b>	<b>6.4%</b>	<b>72,853</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

The analysis of gender composition presented in Table 7 reveals a marked imbalance in the composition of personnel sent to Italy, with male workers consistently constituting the vast majority (93.6%) compared to female workers (6.4%). The data indicate a predominance of male posted

workers for most sending countries, with percentages frequently exceeding 90%. For instance, the countries of Bulgaria (99.3% males), Lithuania (99.9% males), and Cyprus (100% males, with no females reported) are evident outliers, exhibiting remarkably low female representation. However, a small group of cases, including both major and secondary sending countries, show a higher proportion of female posted workers. These include the Netherlands (28.5%), Switzerland (25.6%), Sweden (16.3%), France (14.8%), Belgium (10.7%) and Poland (10.5%). With regard to the other primary sending countries, it has been observed that they tend to replicate the overall model, presenting a share of female workers that is approximately 5%.

**Figure 3. Gender composition of incoming posted workers in 2022, 2023, 2024**



The distribution of male and female posted workers by sending country confirms the general pattern regarding the primary sending countries, with some variations in the rankings. As shown in Table 7, the primary posting countries of male workers constitute over three-quarters of all male posted workers sent to Italy in 2024. Romania is the predominant sending country (40.3%), followed by Germany (18.5%), Poland (7.8%), Spain (6.9%), and Austria (3.2%). The fact that a small number of countries exhibit such a high degree of concentration indicates the importance of regional and economic relationships, as evidenced by the examples of Germany and Austria. Furthermore, it demonstrates the role of EU mobility frameworks in shaping labour mobility, as demonstrated by Romania, which has established migration networks in Italy, and Poland and Spain, which make a significant contribution to the posting of workers at the EU level.

With regard to the primary sending countries of female posted workers, data analysis indicates that a group of six countries collectively account for the vast majority of female posted workers sent to Italy in 2024. Within this group, Romania is distinguished as the predominant sending country, with 1,633 female posted workers (35.1%). The other countries that play a significant role are Germany (14.5%), Switzerland (13.9%), Poland (13.4%), Spain (6.1%) and France (4%). This concentration underscores the significance of regional proximity and economic interdependencies, along with the EU's frameworks governing labour mobility. In the case of Romania, the strong labour mobility link with Italy is connected with established migration networks, economic factors, and the workforce demand in the Italian health sector. In the case of Germany, its significant share may be indicative of the presence of German companies operating in Italy or sending workers for specialised projects,

while the contribution of Switzerland and France is based both on geographic proximity and the economic ties related to the presence of companies operating in Italy.

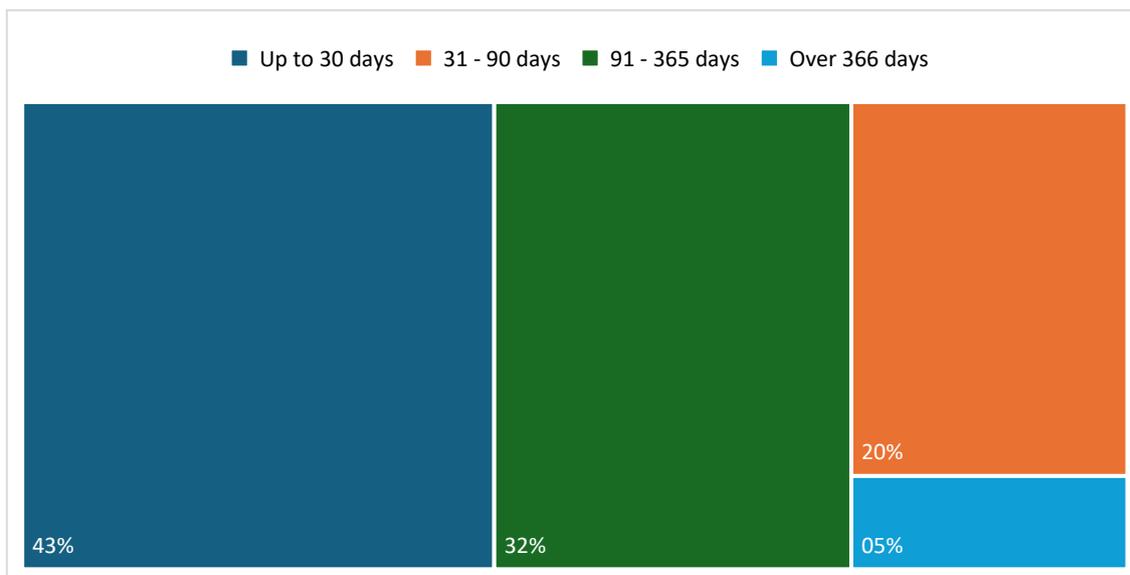
**Table 8. Number of posted workers by sending country and duration of posting in 2024 (absolute values and percentages)**

POSTING COUNTRY	Up to 30	%	31 - 90	%	91 - 365	%	Over 366	%	Total
AUSTRIA	1,706	75.6%	294	13.0%	194	8.6%	62	2.7%	<b>2,256</b>
BELGIUM	138	67.3%	17	8.3%	36	17.6%	14	6.8%	<b>205</b>
BULGARIA	146	17.6%	429	51.7%	160	19.3%	94	11.3%	<b>829</b>
CROATIA	721	34.4%	407	19.4%	816	38.9%	155	7.4%	<b>2,099</b>
CYPRUS	23	65.7%	12	34.3%	-	0.0%	-	0.0%	<b>35</b>
CZECH REPUBLIC	429	63.9%	124	18.5%	106	15.8%	12	1.8%	<b>671</b>
DENMARK	202	37.4%	182	33.7%	151	28.0%	5	0.9%	<b>540</b>
ESTONIA	34	16.0%	42	19.7%	132	62.0%	5	2.3%	<b>213</b>
FINLAND	56	33.3%	31	18.5%	66	39.3%	15	8.9%	<b>168</b>
FRANCE	714	56.4%	186	14.7%	259	20.5%	107	8.5%	<b>1,266</b>
GERMANY	11,537	87.0%	1,074	8.1%	538	4.1%	109	0.8%	<b>13,258</b>
GREECE	112	54.9%	54	26.5%	37	18.1%	1	0.5%	<b>204</b>
HUNGARY	181	41.4%	111	25.4%	128	29.3%	17	3.9%	<b>437</b>
IRELAND	27	7.6%	30	8.5%	59	16.7%	237	67.1%	<b>353</b>
LATVIA	90	76.9%	17	14.5%	10	8.5%	-	0.0%	<b>117</b>
LITHUANIA	252	27.6%	466	51.0%	195	21.4%	-	0.0%	<b>913</b>
LUXEMBOURG	98	58.0%	50	29.6%	18	10.7%	3	1.8%	<b>169</b>
MALTA	94	11.7%	134	16.6%	577	71.6%	1	0.1%	<b>806</b>
NETHERLANDS	298	49.4%	77	12.8%	209	34.7%	19	3.2%	<b>603</b>
POLAND	3,049	51.5%	1,411	23.8%	1,375	23.2%	86	1.5%	<b>5,921</b>
PORTUGAL	882	48.9%	620	34.4%	299	16.6%	1	0.1%	<b>1,802</b>
ROMANIA	5,143	17.7%	5,870	20.2%	15,888	54.5%	2,225	7.6%	<b>29,126</b>
SLOVAKIA	327	29.6%	378	34.2%	236	21.4%	163	14.8%	<b>1,104</b>
SLOVENIA	997	45.7%	632	29.0%	516	23.7%	35	1.6%	<b>2,180</b>
SPAIN	2,828	56.9%	1,334	26.8%	724	14.6%	86	1.7%	<b>4,972</b>
SWEDEN	68	79.1%	6	7.0%	11	12.8%	1	1.2%	<b>86</b>
SWITZERLAND	995	39.5%	576	22.9%	788	31.3%	161	6.4%	<b>2,520</b>
<b>Total</b>	<b>31,147</b>	<b>42.7%</b>	<b>14,564</b>	<b>20.0%</b>	<b>23,528</b>	<b>32.3%</b>	<b>3,614</b>	<b>5.0%</b>	<b>72,853</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

With regard to the duration of the posting period for individual posted workers sent to Italy in 2024, the majority of workers were employed for short and medium periods, while cases of long-term posting were relatively rare (see Table 8). Indeed, 42.7% of postings lasted up to 30 days, 20% lasted between 31 and 90 days, and 32.3% lasted between 91 and 365 days. Only 5% of postings lasted beyond a year. These data exhibit significant disparities with the shares of the durations recorded for the total number of postings presented in the previous paragraph (see Tables 3 and 4), due to the fact that a single posted worker can be sent to Italy several times during the year, resulting in a total posting period equal to the sum of the durations of each single posting he/she has completed. This has a direct impact on the distribution of the duration of posting periods per individual posted worker. In particular, the incidence of short-term posting periods recorded among individual posted workers presented in Table 8 is lower than that recorded for postings (up to 30 days: 47.2%). Furthermore, the incidence of medium- and long-term postings per individual posted worker is higher than that recorded for single postings (31-90: 18.8%; 90-365: 29.7%; over 366: 4.3%).

**Figure 4. Durations of postings for posted workers sent to Italy in 2024 (percentages)**



The data on posting durations by sending Member State reveal significant differences among countries (see Table 8). For instance, in the case of Germany and Austria, the majority of posted workers' assignments are very short-term (up to 30 days), at 87% and 75.6% respectively. Conversely, posted workers sent from Romania are notable for their tendency to be assigned medium-term postings, with over half (54.5%) of postings lasting between 91 and 365 days. A more balanced distribution, with a notable share of medium-term postings, can be observed in the case of posted workers from Croatia (31-90 days: 19.4%; 91-365 days: 38.9%) and Switzerland (31-90 days: 22.9%; 91-365 days: 31.3%). Spain and Poland have a higher proportion of short-term postings (PL: 51.5%; ES: 56.9%), but also a considerable share in the 31-365 days range (PL: 23.2%; ES: 14.6%). Long-term postings over 366 days remain a small minority for workers of all countries, except for some cases such as Croatia (7.4%), Romania (7.6%) and Switzerland (6.4%).

A gender-based analysis of the data of 2024 (see Table 9) indicates that the majority of male posted workers were assigned to short-term postings (43.1%), a figure comparable to the overall percentage, thereby suggesting that the majority of male posted workers are typically assigned to services and projects designed to be temporary in nature. A similar pattern emerges when medium-term postings are considered, with 20.2% of male workers being sent to Italy for a duration of 31 to 90 days, and 31.8% for 91 to 365 days.

A thorough examination of the cases of the major sending countries reveals that Austria and Germany exhibit a consistent trend of having a preponderance of male posted workers with postings of up to 30 days (DE: 87.2%; AT: 75.8%). In the cases of Poland and Spain, a more balanced distribution of male-posted workers is confirmed, particularly in medium-term postings (PL: 27.6% for 31-90 days and 20.39% for 91-365 days; ES: 25.19% for 31-90 days and 14.3% for 91-365 days). In contrast, Romania has been identified as the only country with the majority of postings (54.1%) lasting between 91 and 365 days.

The majority of female posted workers are sent to Italy for medium and short-term postings (up to 30 days: 37.4%; 91-365 days: 39.6%), while only 15.8% of postings have a duration of 31-90 days and 7% last over 366 days. If we consider the data from a sending perspective, we can observe a quite variegated situation among the main countries posting to Italy. For instance, France relies heavily on short-term periods, with a significant proportion of postings lasting no more than 30 days, constituting 72.8% of all postings. Only a small percentage of postings exceed a duration of a year, amounting to a mere 10.6% of the total. A similar situation can be detected for Germany, with a share of 83.2% of postings lasting up to 30 days. In the case of Poland and Romania, female posted

workers are typically employed in Italy for periods ranging from 91 to 365 days (47.4% of cases for Poland and 61.2% for Romania). A significant proportion of female workers posted from Poland are employed for durations of up to 30 days (39.2%). Spain exhibits a short-term prevalence (61.4% up to 30 days), with a significant proportion in the 91-365 days range (17.6%). Finally, in the case of Switzerland, the medium and long-term postings are preponderant, as only 18.4% are up to 30 days, while 44.2% are 91-365 days and 33.8% are 31-90 days.

**Table 9. Number of posted workers by sending country, days of duration of posting and gender in 2024 (absolute values)**

POSTING COUNTRY	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total
	Males					Females					Males and females				
AUSTRIA	1,637	291	188	45	2,161	69	3	6	17	95	1,706	294	194	62	2,256
BELGIUM	123	15	31	14	183	15	2	5	-	22	138	17	36	14	205
BULGARIA	146	428	157	92	823	-	1	3	2	6	146	429	160	94	829
CROATIA	681	407	813	133	2,034	40	-	3	22	65	721	407	816	155	2,099
CYPRUS	23	12	-	-	35	-	-	-	-	-	23	12	-	-	35
CZECH REPUBLIC	416	124	102	9	651	13	-	4	3	20	429	124	106	12	671
DENMARK	189	176	143	3	511	13	6	8	2	29	202	182	151	5	540
ESTONIA	34	41	130	5	210	-	1	2	-	3	34	42	132	5	213
FINLAND	55	30	64	15	164	1	1	2	-	4	56	31	66	15	168
FRANCE	577	179	235	87	1,078	137	7	24	20	188	714	186	259	107	1,266
GERMANY	10,977	1,021	511	76	12,585	560	53	27	33	673	11,537	1,074	538	109	13,258
GREECE	108	54	33	1	196	4	-	4	-	8	112	54	37	1	204
HUNGARY	170	109	127	15	421	11	2	1	2	16	181	111	128	17	437
IRELAND	23	30	58	232	343	4	-	1	5	10	27	30	59	237	353
LATVIA	77	17	10	-	104	13	-	-	-	13	90	17	10	-	117
LITHUANIA	251	466	195	-	912	1	-	-	-	1	252	466	195	-	913
LUXEMBOURG	96	50	15	2	163	2	-	3	1	6	98	50	18	3	169
MALTA	86	131	574	1	792	8	3	3	-	14	94	134	577	1	806
NETHERLANDS	249	58	112	12	431	49	19	97	7	172	298	77	209	19	603
POLAND	2,805	1,334	1,080	80	5,299	244	77	295	6	622	3,049	1,411	1,375	86	5,921
PORTUGAL	871	619	299	1	1,790	11	1	-	-	12	882	620	299	1	1,802
ROMANIA	4,930	5,611	14,888	2,064	27,493	213	259	1,000	161	1,633	5,143	5,870	15,888	2,225	29,126
SLOVAKIA	309	348	233	160	1,050	18	30	3	3	54	327	378	236	163	1,104
SLOVENIA	982	619	503	31	2,135	15	13	13	4	45	997	632	516	35	2,180
SPAIN	2,654	1,295	674	66	4,689	174	39	50	20	283	2,828	1,334	724	86	4,972
SWEDEN	60	5	6	1	72	8	1	5	-	14	68	6	11	1	86
SWITZERLAND	876	357	502	139	1,874	119	219	286	22	646	995	576	788	161	2,520
<b>Total</b>	<b>29,405</b>	<b>13,827</b>	<b>21,683</b>	<b>3,284</b>	<b>68,199</b>	<b>1,742</b>	<b>737</b>	<b>1,845</b>	<b>330</b>	<b>4,654</b>	<b>31,147</b>	<b>14,564</b>	<b>23,528</b>	<b>3,614</b>	<b>72,853</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

### 2.1.2 Characteristics of posting companies posting workers to Italy

The databases utilised for this section on the characteristics of posting companies sending workers to Italy in the years 2022, 2023 and 2024 were provided by the Ministry of Labour and Social Policies – Directorate-General for Active Labor Policies and Training. These datasets were compiled using data collected through the “Modello UNI\_Distacco\_UE” form, which is mandatory for the submission of the prior notification of posting. The prior notification of posting must be submitted electronically by the posting company by midnight of the day before the posting period starts (Decreto Ministeriale n. 170 del 6 agosto 2021 - Ministerial Decree No. 170 of August 6, 2021).

In the dataset provided by the Ministry of Labour and Social policies the following information was available:

- Posting employers: country of registered office for the posting company, sector of the Italian receiving employer, posting duration range.

Additionally, the Ministry of Labour and Social Policies provided also a dataset on postings via temporary work agencies, which included information on the sending country and the duration of the posting.

The countries considered include the EU-27 Member States and Switzerland, the main sending country belonging to the European Free Trade Association (EFTA).

The data on employers posting to Italy provide further confirmation of the growth of the posting phenomenon to Italy from 2022 to 2024. Indeed, an analysis of the data reveals a marked increase in the total number of posting employers, from 4,240 in 2022 to 4,918 in 2023, and further to 5,508 in 2024, as illustrated in Table 10. This increase in the number of employers posting workers to Italy is indicative of a broader European trend. This trend is characterised by the growing utilisation of the posting of workers, which is in response to both a mounting demand for a flexible and on-demand workforce, and an increasing internationalisation of the provision of specific services that cannot be rapidly covered by local labour markets. Concurrently, the resurgence of economic activity in the aftermath of the pandemic, coupled with the implementation of investment programmes -most notably those associated with the National Recovery and Resilience Plan (NRRP)- has further stimulated labour demand, prompting an increase in the utilisation of posted workers by Italian clients.

**Table 10. Number of employers posting to Italy by sector of the Italian receiving company in 2022, 2023 and 2024 and percentage of growth between 2022 and 2024 (absolute values and percentages)**

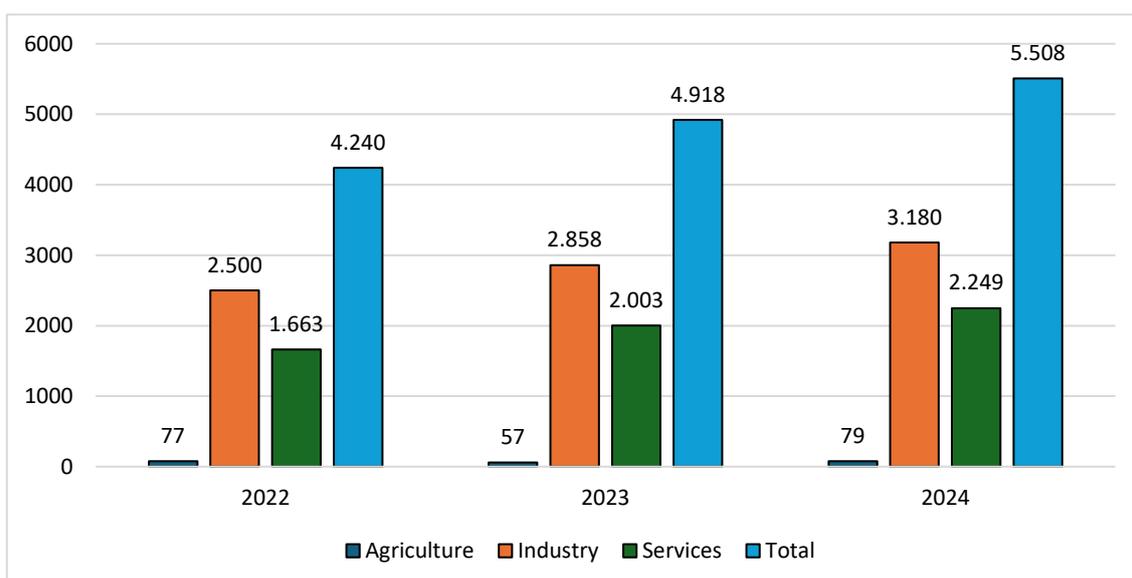
SECTOR	2022	2023	2024	Growth % (2022–2024)
AGRICULTURE	77	57	79	2.5%
INDUSTRY	2,500	2,858	3,180	27.2%
SERVICES	1,663	2,003	2,249	35.2%
<b>Total</b>	<b>4,240</b>	<b>4,918</b>	<b>5,508</b>	<b>29.9%</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

With respect to the distribution of sending employers operating within the various sectors in 2024, the data presented in Table 10 show that they are mainly posting to the industrial sector. This accounted for 57.7% of all employers posting to Italy, while services represented 40.8% and agriculture constituted a mere 1.4% of the total. The prevalence of industry and services,

accompanied by the maintenance of a more modest share in agriculture, is confirmed by the sectoral trend of growth between 2022 and 2024. Indeed, across all sectors, the total number of employers posting to Italy grew by 29.9%, thus highlighting the upward trend in the posting phenomenon during this period. However, despite the positive growth experienced by all sectors of the Italian labour market in terms of the number of posting employers, significant variations can be observed in the sectoral growth rates. The service sector experienced the most significant increase, with a growth rate of 35.2%, thereby affirming its importance as receiving sector for postings to Italy. Industry also registered substantial growth at 27.2%, indicating a strengthening presence of posting employers in the Italian industrial sector. Agriculture registered a more modest increase of 2.5%, indicative of its relatively modest contribution to overall posting figures.

**Figure 5. Number of employers posting to Italy by receiving sector in 2022, 2023 and 2024 (absolute values)**



**Table 11. Number of employers posting to Italy by country of registered office in 2022, 2023 and 2024 and percentage of growth between 2022 and 2024 (absolute values and percentages)**

COUNTRY OF REGISTERED OFFICE	2022	2023	2024	% Growth (2022–2024)
AUSTRIA	319	314	298	-6.6%
BELGIUM	51	48	62	+21.6%
BULGARIA	30	33	35	+16.7%
CROATIA	107	121	147	+37.4%
CYPRUS	1	5	4	+300.0%
CZECH REPUBLIC	43	66	99	+130.2%
DENMARK	13	38	63	+384.6%
ESTONIA	7	5	7	0%
FINLAND	46	40	37	-19.5%
FRANCE	155	240	300	+93.6%
GERMANY	1,412	1,630	1,641	+16.2%

COUNTRY OF REGISTERED OFFICE	2022	2023	2024	% Growth (2022–2024)
GREECE	26	32	33	+26.9%
HUNGARY	37	42	49	+32.4%
IRELAND	21	36	38	+81.0%
LATVIA	9	6	12	+33.3%
LITHUANIA	24	51	51	+112.5%
LUXEMBOURG	11	10	20	+81.8%
MALTA	17	22	19	+11.7%
NETHERLANDS	86	92	126	+46.5%
POLAND	248	289	400	+61.3%
PORTUGAL	51	64	77	+51.0%
ROMANIA	761	887	928	+21.9%
SLOVAKIA	50	54	70	+40.0%
SLOVENIA	192	199	209	+8.9%
SPAIN	331	382	510	+54.1%
SWEDEN	28	23	36	+28.5%
SWITZERLAND	164	189	237	+44.5%
<b>Total</b>	<b>4,240</b>	<b>4,918</b>	<b>5,508</b>	<b>+29.9%</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

In addition, the data on posting employers confirm the leading role of Germany, Romania, Spain, Poland, France, Austria and Slovenia in the growth of incoming postings in Italy. Collectively, these countries account for a 77.8% share of all employers posting to Italy in 2024. In more detail, the data presented in Table 11 demonstrate that Germany continues to be the leading country in terms of the absolute number of employers posting to Italy (1,641, equal to 29.8% of the total number of posting employers), despite its growth rate between 2022 and 2024 being lower than the general one (+16.2%). Romania holds the second position with 928 employers (16.8% of the total number of posting employers) and shows also a continued growth. Spain, with 510 employers posting to Italy (9.3% of the total number of posting employers), also presents a significant increase over the 2022-2024 period (+54.1%), in conjunction with Poland, which registered a high number of posting employers (400, equal to 7.3%) and a remarkable growth rate (+61.3%). With regard to France and Austria, the data show a comparable proportion of employers within the total number of posting employers (FR: 300 employers, equivalent to 5.4%; AT: 298 employers, equivalent to 5.4%). However, while France exhibits a highly significant growth rate (+93.6%) and thus confirms its trend of recovery of posting to Italy, as observed in the analysis of postings and posted workers data, Austria shows a decrease in the number of employers posting to Italy (-6.6%). This decline, which is correlated with an increase in its postings, is indicative of a growth in the average number of postings and posted workers per single posting employer. Finally, Slovenia, with 209 employers, represents a 3.8% share of the total number of employers posting to Italy, and shows positive but relatively modest growth compared to other countries.

Furthermore, a number of countries are worthy of note due to their remarkably elevated growth rates with regard to the number of employers posting to Italy between 2022 and 2024. However, it is important to note that this group is mainly composed of countries with a relatively low absolute number of postings, such as the Czech Republic (+130.2%, from 43 employers in 2022 to 99 in 2024), Denmark: (+384.6%, from 13 employers in 2022 to 63 in 2024) and Lithuania (+112.5%, from

24 employers in 2022 to 51 in 2024). Finally, among the posting countries with low figures, Finland presents a declining trend, dropping from 46 to 37 posting employers over the period (-19.5%).

**Table 12. Number of posting employers by receiving sector in Italy and country of registered office in 2024 (absolute values)**

POSTING COUNTRY	Agriculture	Industry	Services	Total
AUSTRIA	16	151	131	298
BELGIUM	-	31	31	62
BULGARIA	-	26	9	35
CROATIA	-	113	34	147
CYPRUS	-	4	-	4
CZECH REPUBLIC	-	63	36	99
DENMARK	-	42	21	63
ESTONIA	-	4	3	7
FINLAND	-	26	11	37
FRANCE	-	171	129	300
GERMANY	34	991	616	1,641
GREECE	-	23	10	33
HUNGARY	-	28	21	49
IRELAND	-	12	26	38
LATVIA	-	9	3	12
LITHUANIA	2	34	15	51
LUXEMBOURG	-	12	8	20
MALTA	-	14	5	19
NETHERLANDS	3	50	73	126
POLAND	12	230	158	400
PORTUGAL	-	66	11	77
ROMANIA	7	485	436	928
SLOVAKIA	-	37	33	70
SLOVENIA	2	156	51	209
SPAIN	3	275	232	510
SWEDEN	-	19	17	36
SWITZERLAND	-	108	129	237
<b>Total</b>	<b>79</b>	<b>3,180</b>	<b>2,249</b>	<b>5,508</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

The analysis of data presented in Table 12 shows that the majority of employers posting to Italy are operating within the industry and service sector, which receive respectively 3,180 (57.7%) and 2,249 (40.8%) posting employers. In contrast, those posting in the agriculture sector are playing a relatively minor role, which can be attributed to the lower demand for services performed by posted workers in this sector (79 posting employers, equivalent to 1.4%). However, a more detailed analysis of the phenomenon reveals significant variations between the various sending countries. Indeed, posting employers based in neighbouring countries, namely Croatia and Slovenia, are mainly concentrated in the Italian industrial sector (HR: 76.9%; SI: 74.6%), thus confirming the importance of their role at EU level in postings in the industrial sector (De Wispelaere, De Smedt & Pacolet, 2024). In the case of Germany, France and Poland too, the majority of posting employers are received in the industrial sector (DE: 60.4%; FR: 57%; PL: 57.5%), even if services have a greater importance (DE: 37.5%; FR: 43%; PL: 39.5%). The preponderance of postings in industry for Germany is indicative of the subcontracting relationships with the Italian manufacturing industry. In the case of Poland, this phenomenon is attributable to its pivotal role within the European Union in terms of postings within the industrial sector. A comparison of Austria, Romania and Spain with the aforementioned countries

reveals a more balanced situation between industry and services. The proportion of employers posting in the Italian industrial sector is 50.7%, 52.3% and 53.9%, respectively, while those in services are 44%, 47% and 45.5%, respectively. Finally, Switzerland is distinguished by its higher proportion of services (54.4%) in comparison to industry (45.6%).

**Table 13. Number of postings, posted workers and posting employers in 2024, with averages of postings and posted workers per posting employer (absolute values)**

Country	Postings	Posted workers	Posting employers	Postings per posting employer	PW per posting employer
AUSTRIA	3,705	2,256	298	12.4	7.6
BELGIUM	233	205	62	3.7	3.3
BULGARIA	1,458	829	35	41.6	23.7
CROATIA	2,639	2,099	147	17.9	14.3
CYPRUS	54	35	4	13.5	8.8
CZECH REPUBLIC	831	671	99	8.4	6.8
DENMARK	752	540	63	11.9	8.6
ESTONIA	336	213	7	48.0	30.4
FINLAND	196	168	37	5.3	4.5
FRANCE	1,633	1,266	300	5.4	4.2
GERMANY	17,885	13,258	1,641	10.9	8.1
GREECE	238	204	33	7.2	6.2
HUNGARY	531	437	49	10.8	8.9
IRELAND	589	353	38	15.5	9.3
LATVIA	196	117	12	16.3	9.8
LITHUANIA	1,128	913	51	22.1	17.9
LUXEMBOURG	212	169	20	10.6	8.4
MALTA	1,192	806	19	62.7	42.4
NETHERLANDS	716	603	126	5.7	4.8
POLAND	11,098	5,921	400	27.7	14.8
PORTUGAL	2,649	1,802	77	34.4	23.4
ROMANIA	34,307	29,126	928	36.9	31.4
SLOVAKIA	1,202	1,104	70	17.1	15.8
SLOVENIA	4,552	2,180	209	21.7	10.4
SPAIN	7,305	4,972	510	14.3	9.8
SWEDEN	99	86	36	3.1	2.8
SWITZERLAND	5,343	2,520	237	22.5	10.6
<b>Total</b>	<b>101,079</b>	<b>72,853</b>	<b>5,508</b>	<b>18.3</b>	<b>13.2</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

The data concerning employers posting to Italy indicate that, on average, one foreign service provider posted 13.2 workers to Italy in 2024, representing an average of 18.3 postings (see Table 13). An analysis of the countries that diverge most from the average reveals the existence of a group of primary sending countries, including Romania and Poland, which have values above the overall average. Indeed, Romania, is distinguished by its high average numbers of postings per employer (36.9) and posted workers per employer (31.4). Poland, although to a lesser extent, also has values

above the overall average (postings per employer: 27.7; posted workers per employer: 14.8). These findings suggest that posting employers from these countries tend to send their employees to Italy more frequently and with larger groups of workers, presumably as a consequence of the typology of activities and tasks undertaken by workers posted to Italy, as in the case of Romania, which is predominantly present in the construction sector.

Conversely, another group of countries exhibits values below the overall averages, comprising Austria, France, Germany and Spain. Among the aforementioned countries, France has significantly lower averages for both postings per employer (5.4) and posted workers per employer (4.2), suggesting a much less intensive use of postings and smaller groups per employer, while Germany presents moderate posting activity (10.9) and group sizes of posted workers (8.1). The data on these countries suggest that employers tend to have a much less intensive use of postings and to send smaller groups of workers, probably related to specific short-term tasks performed by high-skilled workers.

**Table 14. Italian economic sectors receiving postings by number of employers posting to Italy and posting duration in 2022, 2023 and 2024 (absolute values)**

Year	Agriculture					Industry					Services					Total
	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	
2022	43	22	11	1	77	1,257	613	484	146	2,500	841	334	350	138	1,663	4,240
2023	39	12	5	1	57	1,461	670	541	186	2,858	1,084	367	362	190	2,003	4,918
2024	45	20	12	2	79	1,638	738	619	185	3,180	1,241	400	423	185	2,249	5,508

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

A thorough investigation into the duration of postings, as indicated by the data from the sectors in which employers sent their employees in 2024 (see Table 14), reveals that in the agricultural sector 45 sending employers (equivalent to 57%) used postings of short-term nature, with a duration of up to 30 days. Longer postings are less present, with only 2 employers using postings extending beyond a year. The employers posting to Italian industry demonstrate a preference for short-term periods, with 1,638 employers (equivalent to 51.5%) posting for periods lasting up to 30 days. The percentage of employers posting for medium-term periods was 42.7% (31-90 days: 738 employers, equivalent to 23.2%; 91-365 days: 619 employers, equivalent to 19.5%), while in the case of postings over 366 days it was 5.8% (185 employers). Finally, the service sector is the recipient of a significant proportion of employers providing posted workers for short-term duration (1,241, equivalent to 55.2%). In contrast, the proportion of employers posting for over a year (185, equivalent to 8.2%) is higher than in the agriculture and industry sectors, suggesting a slightly greater propensity for long-term assignments within the service sector.

**Table 15. Number of posting employers by country of registered office, sector of the receiving company in Italy and days of duration of the posting in 2024 (absolute values)**

COUNTRY OF REGISTERED OFFICE	SECTOR	Up to 30	31 - 90	91 - 365	Over 366	Total
AUSTRIA	Agriculture	8	5	3	-	16
	Industry	101	28	17	5	151
	Services	84	19	19	9	131
CROATIA	Agriculture	-	-	-	-	-
	Industry	37	32	35	9	113
	Services	18	6	5	5	34
FRANCE	Agriculture	-	-	-	-	-
	Industry	58	32	43	38	171

COUNTRY OF REGISTERED OFFICE	SECTOR	Up to 30	31 - 90	91 - 365	Over 366	Total
	Services	79	18	23	9	<b>129</b>
GERMANY	Agriculture	27	5	2	-	<b>34</b>
	Industry	748	149	69	25	<b>991</b>
	Services	461	75	58	22	<b>616</b>
POLAND	Agriculture	7	4	1	-	<b>12</b>
	Industry	103	74	48	5	<b>230</b>
	Services	82	36	33	7	<b>158</b>
PORTUGAL	Agriculture	-	-	-	-	<b>-</b>
	Industry	28	22	15	1	<b>66</b>
	Services	8	2	1	-	<b>11</b>
ROMANIA	Agriculture	-	1	4	2	<b>7</b>
	Industry	143	136	172	34	<b>485</b>
	Services	111	121	140	64	<b>436</b>
SLOVENIA	Agriculture	-	1	1	-	<b>2</b>
	Industry	66	47	37	6	<b>156</b>
	Services	32	11	5	3	<b>51</b>
SPAIN	Agriculture	1	1	1	-	<b>3</b>
	Industry	119	70	66	20	<b>275</b>
	Services	133	43	36	20	<b>232</b>
SWITZERLAND	Agriculture	-	-	-	-	<b>-</b>
	Industry	50	23	23	12	<b>108</b>
	Services	61	24	29	15	<b>129</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

In relation to the duration of postings to Italy from the perspective of posting employers, an analysis of the 5,508 postings registered in 2024 reveals that the majority of postings (2,924, equivalent to 53.1%) were for a duration of up to 30 days, indicating that short-term assignments are the most prevalent. A total of 40.1% of the total number of postings were medium-term postings, indicating that a significant proportion of postings last from one month up to a year (31-90 days: 1,158, equivalent to 21%; 91-365 days: 1,054, equivalent to 19.1%). Finally, only a small fraction of postings (372, equivalent to 6.8%) extended beyond a year, thereby suggesting that long-term postings are relatively rare (See Annex, Table a8).

A deeper examination of data from the primary sending countries reveals that, while short-term postings are predominant, the proportion of medium- and long-term postings varies considerably by country and receiving sector (see Table 15). For instance, employers posting in the industry and service sectors tend to utilise short-term postings more frequently than the overall average when they are based in Austria (Industry: 66.9%; Services: 64.1%) and Germany (Industry: 75.5%; Services: 74.8%). In the case of Spain, postings in the service sector are dominated by short-term duration (57.3%), but medium and long-term durations are more prevalent than in postings from Austria or Germany. Employers based in Poland demonstrate a more balanced distribution within the industrial sector, with medium-term postings exceeding short-term postings (up to 30 days: 44.8%; 31-90 days: 32.2%; 91-365 days: 20.9%). Switzerland presents the most balanced distribution among the various durations, with high shares of postings lasting more than one year in both sectors (Industry: 11.1%; Services: 11.6%). Moreover, in the case of posting employers based in Romania, long-term postings are prevalent, particularly within the services sector, which exhibits the lowest proportion of short-term postings (25.5%) and the highest proportion of long-term postings (14.7%).

### 2.1.2.1 Data on postings through temporary work agencies

As illustrated in Table 16, the primary countries sending posted workers to Italy through temporary work agencies correspond to the countries that send the highest numbers of postings and posted workers. Among these countries, Romania is noteworthy, with 7,309 postings through temporary work agencies in 2024, followed by Germany with 2,092, Spain with 402, Croatia with 395, Portugal with 385, Bulgaria with 343, and Poland with 323.

The overall proportion of postings via temporary work agencies constitutes 16.2% of the total. However, when the distribution of the phenomenon is considered on a country-by-country basis, a more varied picture emerges. For instance, among the primary sending countries, there are nations that exhibit a high utilisation of TWA postings, such as Romania (7,309 out of 26,323 postings, equivalent to 27.8%), suggesting a significant reliance on temporary work agencies for labour mobility. In contrast, Germany accounts for 14.4% (2,092 out of 14,568 postings), suggesting that while temporary work agencies play a significant role in postings to Italy, the majority of postings are still made directly by employers. Other countries, including Spain and Switzerland, exhibit comparatively low shares (CH: 4.5%; ES: 6.6%), thereby signifying that postings to Italy from these countries are predominantly driven by direct employment, with only a small proportion being facilitated by temporary work agencies. With regard to secondary sending countries, a number of them exhibit remarkably elevated proportions of TWA postings. Such examples include Bulgaria, which presents an exceptionally high TWA share of 54.7%, and Portugal, with a TWA share of 26.8%. These shares suggest the presence of a service provision structure in which temporary work agencies constitute the primary channel for posting workers to Italy.

**Table 16. Number of postings through temporary work agencies and total postings in 2024 (absolute values and percentage)**

POSTING COUNTRY	TWA Postings	Postings	%
AUSTRIA	300	3,303	9.1%
BELGIUM	13	288	4.5%
BULGARIA	343	627	54.7%
CROATIA	395	1,903	20.8%
CYPRUS	-	6	-
CZECH REPUBLIC	-	799	-
DENMARK	7	124	5.6%
ESTONIA	-	790	-
FINLAND	-	418	-
FRANCE	16	617	2.6%
GERMANY	2,092	14,568	14.4%
GREECE	20	152	13.2%
HUNGARY	93	465	20.0%
IRELAND	-	86	-
LATVIA	23	52	44.2%
LITHUANIA	16	722	2.2%
LUXEMBOURG	-	93	-
MALTA	-	71	-
NETHERLANDS	41	422	9.7%
POLAND	323	4,951	6.5%
PORTUGAL	385	1,438	26.8%
ROMANIA	7,309	26,323	27.8%
SLOVAKIA	143	611	23.4%
SLOVENIA	15	4,788	0.3%
SPAIN	402	6,133	6.6%

POSTING COUNTRY	TWA Postings	Postings	%
SWEDEN	-	123	-
SWITZERLAND	228	5,073	4.5%
<b>Total</b>	<b>12,164</b>	<b>74,946</b>	<b>16.2%</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

The data on postings to Italy through temporary work agencies reflect the growth of the posting phenomenon to Italy from 2022 to 2024 (see Table 17). From 2022 to 2024, the cumulative growth of postings through temporary work agencies was recorded at 30.3%. Indeed, the number of such postings increased by 6% from 2022 (9,336 postings) to 2023 (9,899 postings) and then saw a much sharper rise of 22.9% from 2023 to 2024, when the total number reached its peak (12,164 postings). This pattern highlights not only sustained growth but also an acceleration in 2024, which may indicate a shift in labour market dynamics, that may suggest changing labour market dynamics based on an increasing use of flexible workforce.

**Table 17. Number of postings through temporary work agencies in 2022, 2023 and 2024 and percentage of growth between 2022 and 2024 (absolute values and percentages)**

POSTING COUNTRY	2022	2023	2024	Growth % 2022-2024
AUSTRIA	25	15	300	1100.0%
BELGIUM	-	-	13	-
BULGARIA	-	-	343	-
CROATIA	414	199	395	-4.6%
DENMARK	-	-	7	-
FRANCE	25	25	16	-36.0%
GERMANY	674	1,116	2,092	210.3%
GREECE	15	32	20	33.3%
HUNGARY	143	198	93	-34.9%
IRELAND	-	1	-	-
LATVIA	16	13	23	43.8%
LITHUANIA	-	-	16	-
NETHERLANDS	14	44	41	192.9%
POLAND	65	27	323	396.9%
PORTUGAL	-	71	385	-
ROMANIA	7,049	7,407	7,309	3.7%
SLOVAKIA	75	154	143	90.7%
SLOVENIA	-	4	15	-
SPAIN	558	484	402	-27.9%
SWEDEN	3	-	-	-
SWITZERLAND	260	109	228	-12.3%
<b>Total</b>	<b>9,336</b>	<b>9,899</b>	<b>12,164</b>	<b>+30.3%</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

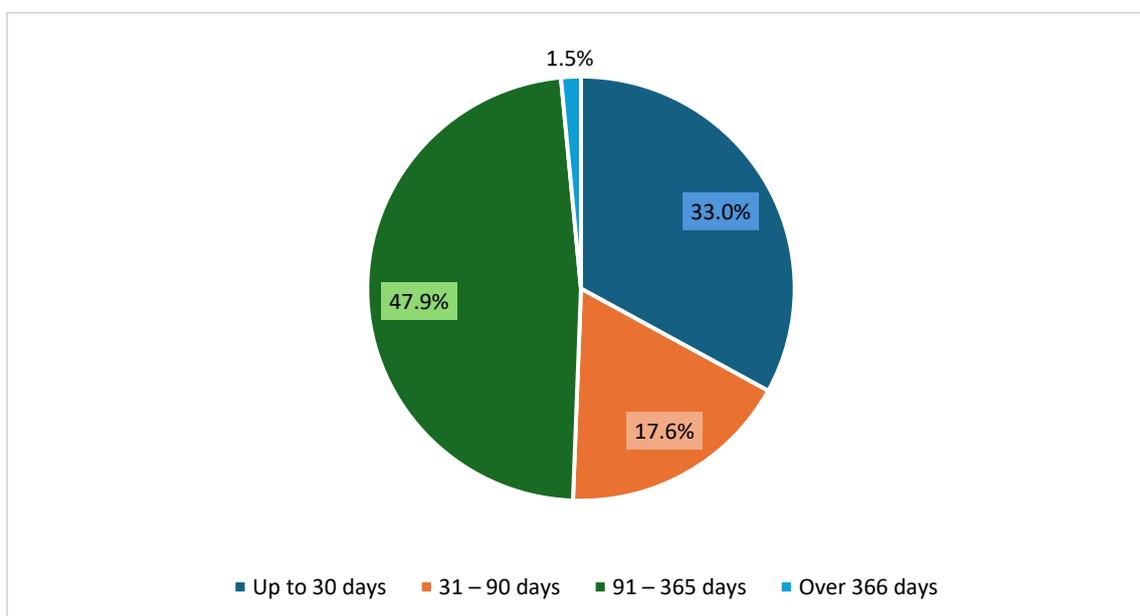
As illustrated in Table 17, an examination of the growth rates of the various countries reveals that the situation is slightly different. A first group of countries has experienced a substantial growth, with Austria, Poland and Germany exhibiting particularly notable progress. Austria has experienced a substantial increase in postings to Italy through temporary work agencies, rising from 25 in 2022 to 300 in 2024, representing an increase of 1,100%. Similarly, Poland has shown a significant growth trajectory, with a 396.9% increase in postings, while Germany has recorded an 210.3% growth. In contrast, Romania, despite already having the highest absolute number of postings, exhibited a growth rate of 3.7%. Moreover, a decline in postings through temporary work agencies has been observed in certain countries, including France (-36%), Spain (-27.9%) and Switzerland (-12.3%).

**Table 18. Number of postings through temporary work agencies and posting duration range in 2024 (absolute values)**

POSTING COUNTRY	Up to 30	31 - 90	91 - 365	Over 366	Total
AUSTRIA	256	36	8	-	300
BELGIUM	13	-	-	-	13
BULGARIA	34	274	23	12	343
CROATIA	279	96	20	-	395
DENMARK	6	1	-	-	7
FRANCE	13	3	-	-	16
GERMANY	1,480	122	490	-	2,092
GREECE	19	-	1	-	20
HUNGARY	85	8	-	-	93
IRELAND	-	-	-	-	-
LATVIA	12	1	10	-	23
LITHUANIA	16	-	-	-	16
NETHERLANDS	6	11	24	-	41
POLAND	123	31	169	-	323
PORTUGAL	161	62	162	-	385
ROMANIA	817	1,425	4,902	165	7,309
SLOVAKIA	123	20	-	-	143
SLOVENIA	7	7	1	-	15
SPAIN	337	47	18	-	402
SWEDEN	-	-	-	-	-
SWITZERLAND	227	1	-	-	228
<b>Total</b>	<b>4,014</b>	<b>2,145</b>	<b>5,828</b>	<b>177</b>	<b>12,164</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

**Figure 6. Duration of postings via temporary work agency in 2024 (percentages)**



Regarding the duration of postings to Italy via temporary work agencies, the analysis of Table 18 indicates that almost half of all postings (47.9%) are for periods between 91 and 365 days, suggesting that temporary work agencies are predominantly utilised for medium-term assignments. Postings with a duration of up to 30 days constitute a substantial proportion of 33%, with 31-90 days postings

accounting for 17.6%. Conversely, postings with a duration exceeding 366 days are rare, representing a mere 1.5% of the total.

An analysis of the main sending countries reveals a varied situation. For instance, Romania is distinguished by its high proportion of medium-term postings (67%), which significantly exceeds the overall average. Conversely, short-term postings via temporary work agencies are less prevalent (11.2%), and long-term postings are minimal. In the case of Germany, such postings are overwhelmingly short-term, with 70.8% lasting up to 30 days, while medium-term assignments are less frequent (31-90 days: 5.8%; 91-365 days: 23.4%). Spain exhibits a comparable situation, with an even higher concentration of very short-term postings, with 83.8% lasting up to 30 days. In contrast, certain countries exhibit a more balanced distribution of shares. This is exemplified by Poland, which demonstrate a predominance of medium-term postings (31-90 days: 9.6%; 91-365 days: 52.3%) over short-term postings (up to 30 days: 38.1%). Finally, Portugal exhibits a nearly equal distribution of postings across both short-term (up to 30 days: 41.8%) and medium-term (91-365 days: 42.1%) categories, with a limited proportion of assignments falling within the 31-90 days range (16.1%) and none extending beyond a year.

**Table 19. Number of postings through temporary work agencies by sending country and posting duration range in 2022, 2023 and 2024 (absolute values)**

POSTING COUNTRY	2022					2023					2024				
	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total
AUSTRIA	24	1	-	-	<b>25</b>	14	1	-	-	<b>15</b>	256	36	8	-	<b>300</b>
BELGIUM	-	-	-	-	-	-	-	-	-	-	13	-	-	-	<b>13</b>
BULGARIA	-	-	-	-	-	-	-	-	-	-	34	274	23	12	<b>343</b>
CROATIA	185	185	39	5	<b>414</b>	147	46	4	2	<b>199</b>	279	96	20	-	<b>395</b>
DENMARK	-	-	-	-	-	-	-	-	-	-	6	1	-	-	<b>7</b>
FRANCE	18	7	-	-	<b>25</b>	24	-	-	1	<b>25</b>	13	3	-	-	<b>16</b>
GERMANY	576	36	49	13	<b>674</b>	1,037	35	44	-	<b>1,116</b>	1,480	122	490	-	<b>2,092</b>
GREECE	11	4	-	-	<b>15</b>	27	4	1	-	<b>32</b>	19	-	1	-	<b>20</b>
HUNGARY	119	24	-	-	<b>143</b>	103	95	-	-	<b>198</b>	85	8	-	-	<b>93</b>
IRELAND	-	-	-	-	-	-	-	1	-	<b>1</b>	-	-	-	-	-
LATVIA	15	1	-	-	<b>16</b>	13	-	-	-	<b>13</b>	12	1	10	-	<b>23</b>
LITHUANIA	-	-	-	-	-	-	-	-	-	-	16	-	-	-	<b>16</b>
NETHERLANDS	13	1	-	-	<b>14</b>	30	11	3	-	<b>44</b>	6	11	24	-	<b>41</b>
POLAND	57	8	-	-	<b>65</b>	17	10	-	-	<b>27</b>	123	31	169	-	<b>323</b>
PORTUGAL	-	-	-	-	-	54	17	-	-	<b>71</b>	161	62	162	-	<b>385</b>
ROMANIA	1,395	1,394	4,098	162	<b>7,049</b>	1,329	1,821	4,043	214	<b>7,407</b>	817	1,425	4,902	165	<b>7,309</b>
SLOVAKIA	64	-	11	-	<b>75</b>	121	25	8	-	<b>154</b>	123	20	-	-	<b>143</b>
SLOVENIA	-	-	-	-	-	-	1	3	-	<b>4</b>	7	7	1	-	<b>15</b>
SPAIN	393	158	7	-	<b>558</b>	443	37	4	-	<b>484</b>	337	47	18	-	<b>402</b>
SWEDEN	1	2	-	-	<b>3</b>	-	-	-	-	-	-	-	-	-	-
SWITZERLAND	252	5	3	-	<b>260</b>	107	2	-	-	<b>109</b>	227	1	-	-	<b>228</b>
<b>Total</b>	<b>3,123</b>	<b>1,826</b>	<b>4,207</b>	<b>180</b>	<b>9,336</b>	<b>3,466</b>	<b>2,105</b>	<b>4,111</b>	<b>217</b>	<b>9,899</b>	<b>4,014</b>	<b>2,145</b>	<b>5,828</b>	<b>177</b>	<b>12,164</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

### 2.1.2.2 Characteristics of the Italian sectors receiving postings based on the number of Portable Documents A1

This paragraph on the characteristics of the Italian receiving sectors in 2023 is based on the data on economic sectors provided by the report *Posting of workers. Report on A1 Portable Documents issued in 2023* (De Wispelaere, De Smedt & Pacolet, 2024) on PDs A1 issued according to Article 12 of the Basic Regulation, from a receiving perspective.

The countries considered include the EU-27 Member States and Switzerland, the main sending country belonging to the European Free Trade Association (EFTA).

**Table 20. Number of PDs A1 issued in 2023 according to Article 12 of the Basic Regulation, received by Italy, breakdown by sector of activity (absolute values and percentages)**

SECTOR	SUB-SECTOR	PDs A1	%
<b>AGRICULTURE, HUNTING AND FISHING NACE A</b>	<b>Agriculture, hunting and fishing Total</b>	<b>334</b>	<b>0.3 %</b>
<b>INDUSTRY NACE B TO F</b>	<b>Industry Total</b>	<b>56,237</b>	<b>50.3 %</b>
	of which Construction NACE F	8,220	7.3 %
<b>SERVICES NACE G TO T</b>	<b>Services Total</b>	<b>55,312</b>	<b>49.4 %</b>
	Wholesale and retail trade NACE G	8,546	7.6 %
	Accommodation and food service activities NACE I	894	0.8 %
	Transportation and storage; Information and communication NACE H and J	7,556	6.8 %
	<i>of which Freight transport by road NACE H - Group 49.4</i>	<i>915</i>	<i>0.8 %</i>
	Financial and insurance; Real estate; Professional, scientific and technical activities; Administrative and support service activities NACE K, L, M, and N	21,037	18.8 %
	<i>of which Temporary employment agency NACE N - Group 78.2</i>	<i>1,046</i>	<i>0.9 %</i>
	Education, health and social work, arts and other services NACE P, Q, R, and S	20,008	17.9 %
<i>of which Human health and social work activities NACE Q</i>	<i>1,756</i>	<i>1.6 %</i>	
<b>TOTAL</b>		<b>111,883</b>	

Source: De Wispelaere, De Smedt & Pacolet, 2024

Table 20 provides a detailed breakdown of PDs A1 issued in 2023, with a specific focus on various sectors. In the context of industry, the aggregate number of postings amounts to 56,237, constituting 50.3% of all PDs A1 issued by sending Member States, highlighting the central role of industry in terms of postings. Construction is a significant component of the industry sector, accounting for 8,220 postings (equal to 7.3% of all sectors) and reflecting ongoing demand for specialised skills and flexible workforce.

In the case of the services sector, Italy received a total of 55,312 postings, representing 49.4% of the total of 111,883 postings, highlighting the importance of the various service branches as recipients

of postings. The data show that transportation has a particular significance, with 7,556 postings (6.8% of the overall total). This is due to the high level of international movement and temporary assignments within the logistics and transport industries, of which Italy is structurally part as a logistics hub in the Mediterranean and between Eastern and Western Europe. A more detailed analysis of this sector reveals that freight transport by road accounts for 915 postings (0.8% of the total across all sectors). While this constitutes a smaller percentage of the absolute total, it represents a concentrated segment within the broader transportation category, suggesting the importance of the posting of workers for road haulage activities.

Furthermore, within the service sector, the education, health and social work, arts and other services sub-sector plays a significant role. Indeed, it accounts for 20,008 A1 postings (17.9% of all sectors), making it one of the largest single categories within the overall dataset. Within this broad category, the “Human health and social work activities” specifically accounts for 1,756 postings (1.6% of all sectors), thus bringing to light the presence of labour mobility in providing the workforce for the Italian health and social services.

### 2.1.3 Measuring the importance of intra-EU posting in total employment in Italy

In order to measure the impact of intra-EU posting on total employment in Italy, this section conducts a comparative analysis of the data on postings and posted workers presented in the preceding paragraphs with data on employment in the Italian labour market from the following sources:

- Eurostat and Istat databases on the number of enterprises and employed persons in the industry and service sectors;
- Inps (National Institute for Social Insurance) data on the number of enterprises and employed persons in agriculture provided by the annual report “Osservatorio statistico. Mondo Agricolo. Aziende e Lavoratori Agricoli” published in 2025.<sup>2</sup>

The comparison is made between data from 2022 and 2023, due to the fact that Eurostat and Istat databases do not include more recent data.

**Table 21. Number of enterprises and employed persons by sector in Italy in 2022 and 2023 (absolute values and percentages)**

	ENTERPRISES				EMPLOYED PERSONS			
	2022		2023		2022		2023	
<b>AGRICULTURE</b>	524,967	10.3%	514,899	10.0%	1,345,494	6.9%	1,364,435	6.8%
<b>INDUSTRY</b>	909,052	17.7%	906,534	17.7%	5,758,974	29.4%	5,885,981	29.4%
<b>SERVICES</b>	3,678,156	72.0%	3,718,942	72.3%	12,443,913	63.7%	12,752,310	63.8%
<b>TOTAL</b>	<b>5,112,175</b>		<b>5,140,375</b>		<b>19,548,381</b>		<b>20,002,726</b>	

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

With regard to the impact of the posting of workers on the Italian labour market, it is evident that when the general data relating to employed persons and the number of companies in Italy are considered, the contribution of this form of employment is very limited. Indeed, in 2023, the number of posting companies (4,918) represented approximately 0.1% of the total number of Italian companies (5,140,375). Similarly, the number of posted workers (63,960) represented 0.3% of the total number of employed persons in Italy (20,002,726) (see Table 21).

Nevertheless, despite the fact that, in principle, the effect of the posting of workers on the Italian economy appears small, this phenomenon has a significant influence on some local labour markets

<sup>2</sup> Data from INPS:

<https://servizi2.inps.it/servizi/osservatoristatistici/api/getAllegato/?idAllegato=1003#:~:text=AZIENDE%20E%20OPERAI%20AGRICOLI%20DIPENDENTI,del%20%2D9%2C0%25.>

and some specific productive branches, as already highlighted in the analysis of the sectoral distribution of PDs A1 in 2023 presented in the previous paragraph 2.1.3 (see Table 20) and as demonstrated by academic literature and research. Indeed, the literature confirms that one of the branches most impacted is the construction industry, where, over the last decade, the posting of workers has proliferated, particularly in specific local areas characterised by a high demand for highly flexible labour. This phenomenon can be illustrated by the employment of posted workers in construction sites in the provinces of L'Aquila and Macerata, a practice that attracted numerous posting companies, both legitimate and fraudulent (Cillo, 2017). Lombardy is another area experiencing an increase in the number of postings. It was among the first regions to be affected by the use of posting of workers, as evidenced by the first collective agreements regarding the use of posted workers on construction sites for Expo 2015, which were reached here in 2012 (Lauria, 2015). The region continues to experience high levels of postings, a phenomenon attributable to the construction sector's surge in activity, which is concomitant with the gentrification of Milan. More generally, over the years, the use of postings has consolidated in public procurement through subcontracting agreements (Cillo & Perocco, 2023).

In the service sector, the posting of workers is widespread, particularly in the freight transport and logistics sectors, where a series of critical issues have emerged related to the use of fake postings and letterbox companies (Cillo, 2017; De Wispelaere, De Smedt & Pacolet, 2024). Additionally, the phenomenon of posting of workers has become pervasive in services related to the banking and insurance sectors, especially among international companies with branches in Italy, and in the health sector, where female posted workers from Eastern European countries are employed in nursing and lower-level health auxiliary professions such as Operatore Socio-Sanitario (Healthcare Operator) (Dotsey, 2023).

Finally, in the agricultural sector, the absence of posted workers is attributable to the fact that this sector is able to meet its need for flexible, low-cost labour by leveraging the domestic labour market, particularly through the recruitment of female national workers in Southern regions (where unemployment reaches a peak of 40%), the recruitment of undocumented and under-documented immigrants, asylum seekers and refugees (Cillo & Perocco, 2023; Della Puppa & Sanò, 2021).

## 2.2 From Italy

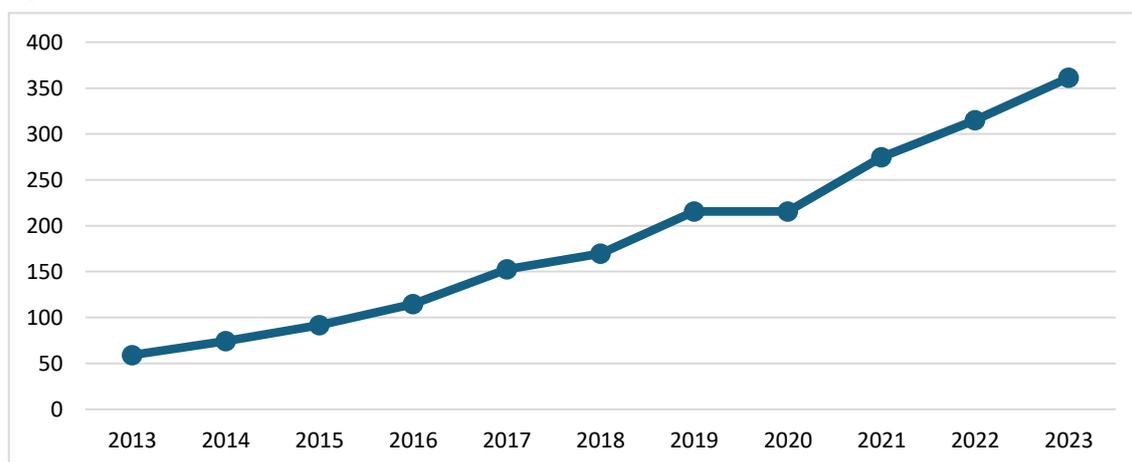
This section analyses the main features of posting workers from Italy. The first paragraph (paragraph 2.2.1) analyses the main characteristics of outgoing postings, beginning with an overview of the key trends between 2013 and 2023. It then presents the types of PD A1 issued by the Italian authorities in 2023 and examines the main receiving countries in EU-27 Member States and EFTA countries in 2023 and during the period from 2016 to 2023.

This section does not include data on retroactive requests for Portable Documents A1 and the sector distribution of sending employers who requested a PD A1, since INPS, the body responsible for issuing PDs A1, does not provide these data as it is a general social security system covering all employees without any distinction regarding productive sectors.

### 2.2.1 Number and characteristics of persons posted from Italy

The datasets utilised for this section are the annual reports of the European Commission on A1 Portable Documents issued in 2022 and in 2023 edited by De Wispelaere, De Smedt and Pacolet (2023 and 2024).

**Figure 7. PDs A1 issued by Italy, 2013-2023 (thousands)**



The analysis of data regarding the annual quantity of PDs A1 issued by Italy from 2013 to 2023 (see Table 22) reveals, over the course of the past decade, a consistent upward trend for postings from Italy to other EU Member States and EFTA countries. Indeed, starting from 59,114 PDs A1 issued in 2013, the figure has had a consistent annual increase, reaching 361,315 PDs A1 in 2023. This increase positions Italy as the third-largest sending country, following Germany (2,016,266 PDs A1) and Poland (849,523 PDs A1). During the decade under consideration, the number of PDs A1 issued increased more than sixfold (+511.2%), with a particularly strong growth during the last three years (2021-2023), when the numbers rose from 274,789 in 2021 to 361,315 in 2023 (+31.5%).

**Table 22. Number of PDs A1 issued by Italy in 2013-2023 and annual growth (absolute values)**

Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
PDs A1	59,114	74,431	91,740	114,515	152,528	169,774	215,628	215,628	274,789	315,052	361,315
Annual growth		+15,317	+17,309	+22,775	+38,013	+17,246	+45,854	0	+59,161	+40,263	+46,263

Source: De Wispelaere, De Smedt & Pacolet, 2024

**Table 23. Type of PDs A1 issued by Italy in 2023 (absolute values and percentages)**

	CATEGORY OF PDS A1	NUMBER OF PDS A1	PERCENTAGE (%)
<b>PW ACTIVE UNDER ARTICLE 12</b>	Persons active under Article 12	250,066	69.2
	<i>Employed, active under Article 12(1)</i>	236,255	65.4
	<i>Self-employed, active under Article 12(2)</i>	13,811	3.8
<b>PW ACTIVE IN TWO OR MORE MEMBER STATES</b>	Active in two or more States	108,910	30.2
	<i>Employed, working in two or more States</i>	102,878	28.5
	<i>Self-employed, working in two or more States</i>	4,824	1.3
	<i>Working as an employed person and as a self-employed person in different States</i>	757	0.2
	<i>Working as a civil servant in one State and as an employed/self-employed person in one or more other States</i>	451	0.1
<b>OTHER TYPOLOGIES</b>	Others	2,339	0.6
	<i>Civil servant</i>	683	0.2
	<i>Contract staff</i>	0	0.0
	<i>Mariner</i>	116	0.0
	<i>Flight or cabin crew member</i>	32	0.0
	<i>Exception (Art. 16)</i>	1,501	0.4
	<i>Working as an employed/self-employed person in only one Member State</i>	7	0.0
<b>TOTAL</b>		<b>361,315</b>	<b>100.0</b>

Source: De Wispelaere, De Smedt & Pacolet, 2024

With regard to the typology of PDs A1 provided by Italian authorities, Table 23 shows that in 2023 the majority of PDs A1 were issued under Article 12, accounting for 69.2% of the total, with the category “Employed, active under Article 12(1)” alone reaching 65.4% and the category “Self-employed individuals under Article 12(2)” representing a smaller share at 3.8%.

A considerable proportion of PDs A1 were issued for posted workers active in two or more Member States (30.2%). Within this group, the largest subcategory was “Employed, working in two or more States” (28.5%), while self-employed and mixed-status workers together accounted for 1.6%.

Other typologies, including civil servants, mariners, flight or cabin crew, contract staff, and exceptions under Article 16, collectively represented 0.6% of the total.

**Table 24. Number of PDs A1 issued by Italy in 2023 by receiving country (absolute values and percentages)**

Receiving country	PDs A1	Percentage
AUSTRIA	13,040	5.2
BELGIUM	8,691	3.5
BULGARIA	830	0.3
CROATIA	2,805	1.1
CYPRUS	292	0.1
CZECH REPUBLIC	2,601	1.0
DENMARK	2,502	1.0
ESTONIA	232	0.1

Receiving country	PDs A1	Percentage
FINLAND	1,750	0.7
FRANCE	64,046	25.7
GERMANY	39,330	15.8
GREECE	3,218	1.3
HUNGARY	2,528	1.0
IRELAND	1,393	0.6
ICELAND	62	0.0
LATVIA	283	0.1
LICHTENSTEIN	94	0.0
LITHUANIA	323	0.1
LUXEMBOURG	959	0.4
MALTA	1,486	0.6
NETHERLANDS	7,217	2.9
NORWAY	1,046	0.4
POLAND	6,559	2.6
PORTUGAL	3,106	1.2
ROMANIA	3,883	1.6
SLOVAKIA	1,190	0.5
SLOVENIA	2,045	0.8
SPAIN	19,174	7.7
SWEDEN	3,813	1.5
SWITZERLAND	46,933	18.8
UNITED KINGDOM	8,235	3.3
<b>TOTAL</b>	<b>249,666</b>	

Source: De Wispelaere, De Smedt & Pacolet, 2024

The distribution of outgoing postings from Italy in 2023 highlights significant differences among EU-27 Member States and EFTA countries (see Table 24). The largest shares are concentrated among a few neighbours and the main receiving countries at EU level, reflecting both geographical proximity and economic ties, and highlighting the importance of labour mobility, especially towards countries with strong industrial, service, and construction sectors. Namely, France is the largest recipient, with 64,046 postings, representing 25.7% of the total. Switzerland received 46,933 postings (18.8%), making it the second-largest recipient after France. Germany is the third most significant destination for Italian postings (39,330 postings, equivalent to 15.8%), while Austria received 13,040 postings, accounting for 5.2% of the total. with other significant destinations including Belgium (8,691 postings, 3.5%), the United Kingdom (8,235 postings, 3.3%), the Netherlands (7,217 postings, 2.9%), and Poland (6,559 postings, 2.6%).

**Table 25. Principal receiving countries of postings from Italy in 2016, 2019 and 2023 (absolute values)**

	2016	PDs A1	2019	PDs A1	2023	PDs A1
1	Switzerland	42,092	France	46,034	France	64,046
2	France	19,927	Switzerland	38,016	Switzerland	46,933
3	Germany	10,889	Germany	23,991	Germany	39,330
4	Spain	6,583	Spain	14,106	Spain	19,174
5	Belgium	5,734	Austria	7,696	Austria	13,040

	<b>2016</b>	<b>PDs A1</b>	<b>2019</b>	<b>PDs A1</b>	<b>2023</b>	<b>PDs A1</b>
6	Austria	5,197	Belgium	6,181	Belgium	8,691
7	United Kingdom	3,763	United Kingdom	6,060	United Kingdom	8,235
8	Netherlands	1,474	Netherlands	3,904	Netherlands	7,217
9	Poland	1,346	Poland	3,255	Poland	6,559
10	Denmark	1,147	Romania	2,237	Romania	3,883

Source: De Wispelaere & Pacolet, 2017; De Wispelaere, De Smedt & Pacolet, 2020, 2024

A further analysis of the growth trend of postings from Italy to other countries can be conducted by examining the evolution of these postings over time, with a focus on the individual countries involved. The data on the principal receiving countries presented in Table 25 show a dynamic shift in the distribution of postings from Italy among countries. From 2016 to 2023, the highest growth in absolute numbers was recorded in France and Germany. Indeed, as a consequence of the rapid growth of postings received from Italy, France became the major receiving country, increasing from 19,927 postings in 2016 to 64,046 in 2023 (+221.5). Germany, which maintained the third position over the years, registered a growth of postings from Italy from 10,889 PDs A1 in 2016 to 39,330 in 2023 (+261.3%). Switzerland, the second-largest recipient in 2023, with 46,933 PDs A1 from Italy, exhibited modest growth (+11.5%), suggesting a more stable position due to the consolidation of economic ties with Italian sending companies, predominantly based in the Northern Italian Regions. Spain and Austria also exhibited substantial percentage increases, surpassing double the values recorded in 2016 (AT: +151%; ES: +191.3%). With regard to other countries, the data show that certain nations have undergone a substantial increase in the number of postings received from Italy, primarily due to their initial low volume of incoming postings. This phenomenon is exemplified by the Netherlands, with an increase of received PDs A1 from Italy from 1,474 to 7,217 (+389.8%) and Poland, which registered an increase from 1,346 to 6,559 (+387.4%).

Although no data are available on the sectors employing outgoing posted workers, recent studies have highlighted construction as one of the sectors in which Italy specialises as a sending country. This phenomenon was stimulated by the effects of the 2008 economic crisis on the domestic market, which pushed businesses in the Italian construction sector to turn to internationalisation and invest in the EU construction market (Cillo, 2021). Since then, the presence of employers based in Italy carrying out postings in the EU labour market has been consolidated. Indeed, Italian construction companies mainly target investments in foreign markets such as Austria, Belgium, Denmark and Switzerland, which have state investment programmes designed to stimulate the economy (as in Denmark) or improve infrastructure (as in Switzerland) (Acciari, 2022; Augurusa, 2022; Cillo, 2021; Sejr Sartor, 2022). In recent years, there has been a marked increase in the number of postings from Italy to the construction sector in France, largely driven by the surge in demand for labour due to the construction of infrastructure for the 2024 Olympics.

## 3. Scale and characteristics of infringements related to intra-EU posting

### 3.1 Enforcement bodies involved in the enforcement of the posting rules

This section provides an analysis of the scale and characteristics of infringements related to intra-EU posting in the years 2022, 2023 and 2024. The analysis is based on data from the Annual Report of the National Labour Inspectorate (INL, 2023, 2024, 2025). The following information was available in the INL reports:

- The number of labour inspectors in Italy and control and monitoring activities that are performed on the entire workforce;
- The number of protected workers for violations on prior declaration of posting, the sector of employment, the geographical area where the INL inspections took place.

Additionally, this section describes the monitoring and control tasks and activities undertaken by labour inspectorates, with reference to the Italian legislation and administrative memoranda within the domain of the posting of workers.

In Italy, the enforcement bodies involved in the application of labour and social security rules on the posting of workers do not assign specific staff who deal exclusively with this issue. Thus, all labour inspectors are/should be competent on the posting of workers. Consequently, there are not specific activities regarding the posting of workers, but general inspections that may regard posted work.

The application of regulations on the posting of workers is further delineated in several administrative memoranda (*circolari amministrative*) issued by the Ministry of Labour and Social Policies and the National Labour Inspectorate.<sup>3</sup> These administrative memoranda are based on national legislation on the posting of workers<sup>4</sup> and provide detailed guidance to the enforcement bodies on various and peculiar matters. These include criteria for identifying violations of the posting regulations, how to conduct an inspection, which amendments to request and which sanctions to apply in the event of a violation. However, it should be noted that administrative memoranda are not sources of law; rather, they are secondary regulations that do not provide general policy guidance and allow for a great deal of interpretation, discretion and arbitrariness in their application.

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3 The administrative memoranda concerning the posting of workers are the following:

- *Circolare INL 22 dicembre 2016 n. 3* (INL Circular No. 3 of December 22, 2016), which provides operational instructions for submitting and completing the UNI\_DISTACCO\_UE electronic form, which must be submitted by employers posting to Italy;
- *Circolare INL 9 gennaio 2017 n. 1* (INL Circular no. 1 of 9 January 2017), with which the INL provides initial operational guidance to inspection personnel regarding the provisions on postings contained in Legislative Decree no. 136/2016;
- *Nota INL 5 giugno 2017 n. 4833* (INL Note of June 5, 2017, no. 4833), which provides some clarifications, provided by INL and the Ministry of Labor and Social Policies, on the correct application of the provisions contained in Legislative Decree no. 136/2016;
- *Circolare INL n. 2 del 19 ottobre 2021* (INL Circular No. 2 of October 19, 2021), on Legislative Decree No. 122/2020 implementing the Directive 2018/957 on the posting of workers;
- *Circolare INL n. 1659 del 29 ottobre 2021* (INL Circular No. 1659 of October 29, 2021), on Prior Posting Communication and Sanctioning Regime;
- *Circolare INL n.1 del 15 febbraio 2023* (INL Circular No. 1 of February 15, 2023), with clarifications regarding the administrative obligations relating to the posting of workers in the context of a provision of services.

All these memoranda can be consulted on the website of the Ministry of Labour and Social Policies (<https://distaccoue.lavoro.gov.it/it-it/Documentazione>)

4 The Italian legislation that transposes the EU Directives on the posting of workers is constituted by: Legislative Decree No. 136 of 17 July 2016. Implementation of Directive 2014/67/EU of the European Parliament and of the Council of 15 May 2014 (*Decreto Legislativo 17 luglio 2016, n. 136. Attuazione della direttiva 2014/67/UE del Parlamento europeo e del Consiglio del 15 maggio 2014*); Legislative Decree No. 122 of 15 September 2020. Implementation of Directive (EU) 2018/957 of the European Parliament and of the Council of 28 June 2018, amending Directive 96/71/EC concerning the posting of workers in the framework of the provision of services (*Decreto Legislativo 15 settembre 2020, n. 122. Attuazione della direttiva (UE) 2018/957 del Parlamento europeo e del Consiglio del 28 giugno 2018, recante modifica della direttiva 96/71/CE relativa al distacco dei lavoratori nell'ambito di una prestazione di servizi*).

The bodies responsible for enforcing labour and social security rules from a receiving perspective are as follows:

- The *National Labour Inspectorate (Ispettorato Nazionale del Lavoro - INL)*, which is subject to the oversight of the Ministry of Labour and Social Affairs. The INL is responsible for the coordination and execution of national supervision of labour, welfare contributions, mandatory insurance and social legislation, including health and safety in the workplace.

The INL is composed of three Interregional Labour Directorates (*Direzioni Interregionali del Lavoro – DIL*): the Interregional Directorate of Northern Italy, headquartered in Milan; the Interregional Directorate of Central Italy, headquartered in Rome; and the Interregional Directorate of Southern Italy, headquartered in Naples.

The aforementioned Interregional Directorates are responsible for the coordination of supervisory activities in relation to labour and social legislation. They also coordinate the development of relationships with the Regions, local administrations, and other bodies (such as Local Health Units - Occupational Health and Safety Service, social services...) with a view to interventions in health and safety. In addition, these Directorates are responsible for the planning and coordination of operational activities that have been delegated by the competent central departments.

At the territorial level, the Italian Labour Inspectorate is organised in eleven Metropolitan Area Inspectorates (*Ispettorati di Area Metropolitana – IAM*) and fifty-five Local Labour Inspectorates (*Ispettorati Territoriali del Lavoro – ITL*).<sup>5</sup>

- The *Carabinieri Command for the Protection of Labour (Comando Carabinieri per la Tutela del Lavoro)* operates under the functional authority of the Ministry of Labour and Social Policies. This body is responsible for the monitoring of the implementation of labour and social security legislation, a function which is overseen by the National Labour Inspectorate.

The activities of the *Comando Carabinieri per la Tutela del Lavoro* principally concern the fight against illegal employment and labour exploitation, as well as related immigration issues such as combatting irregular immigration, human trafficking and slavery. Furthermore, this body is tasked with the monitoring of activities pertaining to fraud against workers' rights and against the state, including illegally deducting contributions and the misappropriation of EU and public funds under deceptive circumstances, a practice which is frequently associated with organised crime groups.<sup>6</sup> At a local level, the *Comando Carabinieri per la Tutela del Lavoro* performs similar functions to those of labour inspectors, operating within the parameters of labour law and following directives from the Local Labour Inspectorates.

The inspectors and inspection activities of the *Comando Carabinieri per la Tutela del Lavoro* are included in the activities of the INL.

- The *Financial Police (Guardia di Finanza)*, which is overseen by the Ministry of Economy and Finance, is law enforcement apparatus part of the armed forces. It intervenes in the fields of economics and finance, as well as the tax system.

The body responsible for enforcing labour and social security rules from a sending perspective is:

- The *National Institute of Social Security (Istituto Nazionale della Previdenza Sociale – INPS)*, which is responsible for the issuance of the PDs A1. The request must be submitted online; however, the competent INPS office is the one at local level, based in the province of registration of the

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5 See <https://www.ispettorato.gov.it/it-it/il-ministero/Uffici-periferici-e-territoriali/Pagine/default.aspx>

6 See <https://www.osce.org/files/t/documents/0/4/22705.pdf>

employer or the self-employed worker.<sup>7</sup> Furthermore, INPS is responsible for the collection of social contributions and the provision of social benefits.

The inspectors and inspection activities of INPS are included in the activities of the INL.

As previously mentioned, within the Labour inspectorates there are no inspection bodies or staff that deals exclusively with the posting of workers, since inspection activities in this area are conducted as part of more general inspection activities. So, the number of inspectors that can conduct monitoring and investigation activities on the posting of workers includes all inspective personnel.

The number of INL inspectors in force as of 31 December 2024 was equal to 4,585 units of which:

- 3,160 INL civil inspectors, of which 877 technicians;
- 761 INPS inspectors;
- 182 INAIL inspectors;
- 482 inspectors of the Carabinieri Command for the Protection of Labour.

In 2024, INL carried out 158,069 control and monitoring activities to conduct checks in the areas of labour violations (88.3%), social security (6.1%) and social insurance (5.6%) (see Table 26).

**Table 26. Control and monitoring activities of INL in 2024**

	Inspections	Controls and assessments (redundancy funds, patronage, accidents and occupational diseases, etc.)	TOTAL
<b>Labour monitoring</b>	129,188	10,492	139,680
<b>Social security monitoring</b>	9,701	-	9,701
<b>Insurance monitoring</b>	6,192	2,496	8,688
<b>TOTAL</b>	<b>145,081</b>	<b>12,988</b>	<b>158,069</b>

Source: INL, 2025

### 3.2 Inspections related to the enforcement of the posting rules

Inspection is a tool used to monitor the compliance of employers with legislation regarding civil and social rights of employees, the protection of employment relationships and social legislation, the application of national collective labour agreements, as well as local and/or company agreements, and the compliance with social security and welfare benefits for workers. In the context of postings, the inspection aims at verifying compliance with additional regulations, including those pertaining to administrative requirements (e.g. PDs A1; prior communication; etc.) and the authenticity (“genuinità”) of the posting.<sup>8</sup>

The initiation of a workplace inspection is decided upon the following elements:

- Planned control operations over a sector or a territory;
- A request for intervention by the worker(s) or the union representing them (e.g. in cases of illegal work);
- An autonomous initiative of the inspection office.

<sup>7</sup> See [https://www.inps.it/it/it/dettaglio-approfondimento.schede-informative.certificato-di-distacco-del-lavoratore-in-paesi-ue.html#:~:text=Come%20funziona%20il%20distacco%20del%20lavoratore&text=883%20e%20articolo%2014%2C%20Regolamento,987\).&text=Per%20il%20lavoratore%20dipendente%20l,periodo%20massimo%20di%2024%20mesi.](https://www.inps.it/it/it/dettaglio-approfondimento.schede-informative.certificato-di-distacco-del-lavoratore-in-paesi-ue.html#:~:text=Come%20funziona%20il%20distacco%20del%20lavoratore&text=883%20e%20articolo%2014%2C%20Regolamento,987).&text=Per%20il%20lavoratore%20dipendente%20l,periodo%20massimo%20di%2024%20mesi.)

<sup>8</sup> See INL (2019). *Linee guida per l'attività ispettiva in materia di distacco transnazionale* <https://www.dottrinalavoro.it/wp-content/uploads/2019/08/INL-Linee-guida-distacco-transnazionale-2019.pdf>

In instances where verification is requested by the worker or the union, the Inspectorate is obligated to attempt conciliation between the company and the employee prior to starting the verification process. In the event that a consensus is achieved, the inspection is deemed unnecessary. The inspection is conducted without an attempt at conciliation in instances where the requests for intervention have a criminal relevance, affect other workers, concern illegal or irregular activities that are particularly widespread in the area, or concern only contributory, social security and insurance issues.<sup>9</sup>

In the context of the posting of workers, the INL introduced the “Linee guida per l’attività ispettiva in materia di distacco transnazionale” (Guidelines for inspection activities regarding transnational posting) in 2019.<sup>10</sup> They delineate a series of parameters to be examined in order to ascertain whether the posting is “not genuine” (“non genuino”, i.e. irregular/fraudulent) and whether the companies are employing fraudulent forms of employment. The inspection may encompass the acquisition of workers’ declarations for the purpose of verifying the following aspects:

- the worker has worked exclusively within Italy;
- the worker resides in Italy;
- the worker has not engaged in any work activity outside of Italy, either prior to or following their employment in Italy; and
- the date of hiring and the date of posting are almost identical.

Additional parameters that inspections must monitor and control are related to the use of posting in subcontracting chains, the gangmaster system, the agency work and the irregular employment.<sup>11</sup>

### 3.3 Infringements of posting rules

An infringement is defined as any violation of the rules as set out in the legislation regarding civil and social rights of employees, protection of employment relationships and social legislation. Furthermore, infringements may encompass violations of the implementation of national collective labour agreements, as well as provincial and/or company agreements (in the context of the posting of workers, these agreements serve as a reference point for determining salaries) and adherence to social security and welfare benefits for workers. In the event of posting, infringements may also encompass administrative obligations and the authenticity of the posting.<sup>12</sup>

With regard to the violations reported by INL, Table 27 shows that between 2022 and 2024, the total number of workers receiving protection following labour inspections increased from 109,973 to 120,442 (+9.5%). With regard to workers who received protection due to violations on prior declarations of posting, there was an initial decrease in the number in 2023, followed by a more than twofold increase in 2024, resulting in an overall increase of 104.7% compared to 2022 (2022: 343 workers who received protection; 2024: 702 workers who received protection). The increase observed in 2024 can be attributed to two main factors: firstly, there has been a notable growth in the number of incoming postings; secondly, there has been a greater level of attention from the labour inspectorates regarding the phenomenon of posting, which is in turn linked to the collaboration with ELA and the transnational cooperation with the sending Member States’ inspection services (INL, 2023).

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<sup>9</sup> See <https://www.ispettorato.gov.it/files/2023/03/linee-guida-oil-su-principi-generalispezioni.pdf>

<sup>10</sup> This document was published in 2019 and is based on Legislative Decree 136/2016 of 2016, which implements the Directive 2014/67/EU.

<sup>11</sup> See INL (2019). *Linee guida per l’attività ispettiva in materia di distacco transnazionale* <https://www.dotttrinalavoro.it/wp-content/uploads/2019/08/INL-Linee-guida-distacco-transnazionale-2019.pdf>

<sup>12</sup> See INL (2019). *Linee guida per l’attività ispettiva in materia di distacco transnazionale* <https://www.dotttrinalavoro.it/wp-content/uploads/2019/08/INL-Linee-guida-distacco-transnazionale-2019.pdf>

**Table 27. Number of workers receiving protection after labour inspections and workers receiving protection for violations relating to prior declaration of posting by sector in 2022, 2023 and 2024**

Sector	2022		2023		2024	
	Workers receiving protection	For violations on prior declaration of posting	Workers receiving protection	For violations on prior declaration of posting	Workers receiving protection	For violations on prior declaration of posting
Agriculture	7,174	0	7,915	6	7,884	0
Industry	18,160	13	21,138	3	23,208	23
Construction	12,183	148	12,423	129	16,803	330
services	72,456	182	62,059	163	72,221	349
N.A.	-	-	1,311	23	326	0
<b>Total</b>	<b>109,973</b>	<b>343</b>	<b>104,846</b>	<b>324</b>	<b>120,442</b>	<b>702</b>

Source: INL 2023, 2024, 2025

A focus on sector distribution reveals that in 2024 the majority of workers receiving protection by labour inspectorates were employed in the services sector (60%), followed by industry (19.3%), construction (14%), and agriculture (6.6%). With regard to violations pertaining to prior declarations of posting, the majority of these workers were concentrated in the service and construction sectors, accounting for 96.7% of all workers who received protection (Services: 49.7%; Construction: 47%), while industry contributed a negligible proportion (3.3%) and agriculture had no recorded violations in this field (see Table 27).

**Table 28. Geographical and sectoral distribution of workers receiving protection after labour inspections relating to the prior declarations of posting in 2024 (Number of protected workers)**

	Northern Italy	Central Italy	Southern Italy	Total
AGRICULTURE	0	0	0	0
INDUSTRY	6	17	0	23
CONSTRUCTION	288	40	2	330
SERVICES	75	269	5	349
SECTOR N.A.	0	0	0	0
<b>TOTAL</b>	<b>369</b>	<b>326</b>	<b>7</b>	<b>702</b>

Source: INL 2025

As shown by Table 28, the distribution of infringements is predominantly concentrated in the Northern Italy and Central Italy, which account for 99% of the total cases (52.6% in Northern Italy and 46.4% in Central Italy). Conversely, Southern Italy represents a mere 1% of the total.

As for the sectoral distribution of workers who received protection by labour inspectorates, in Northern Italy the majority of infringements are concentrated in the construction sector, while service sector plays a secondary role. In contrast, in the Central Italy, the service sector predominates, with construction and industry assuming a significantly less prominent position. Indeed, the sectoral distribution in Northern Italy is overwhelmingly dominated by the construction sector, which accounts for 78% of the infringements. The service sector constitutes 20.3% of the infringements, while industry and agriculture are marginal, with 1.6% and 0% respectively. In Central Italy, the service sector is by far the most affected, accounting for 82.5% of the infringements. Infringements in the construction and industry sectors have a comparatively minor role in this area, accounting respectively for a mere 12.3% and 5.2% of the workers who received protection.

### 3.4 Sanctions in case of infringement of posting rules

In general, the sanction is defined as the penalty imposed in consequence of an infringement that has been detected (e.g. financial penalty, cessation of work, withdrawal of licence, closure, imprisonment, etc.). The applicable sanction regime is defined in accordance with the terms of the prevailing legislation concerning labour, social contributions, taxation, and so forth.

In the context of posting of workers, the “Guidelines for inspection activities regarding transnational posting” (*Linee guida per l’attività ispettiva in materia di distacco transnazionale*, based on Legislative Decree 136/2016 of 2016 and published in 2019)<sup>13</sup> and the INL “Guidelines on the sanction regime for undeclared work” (*Maxisanzione per lavoro sommerso*, published in 2022) provide specific indications for the sanctions to be applied in case of “not genuine” posting, as well as the procedures to be applied to regularise the employment and working conditions of posted workers.<sup>14</sup>

The guidelines indicate, among the others, the amount of administrative sanctions in case of infringements related to the posting of workers rules.

The INL annual reports issued on inspection activities do not provide data concerning sanctions related to the infringements of posting rules.

### 3.5 Recovery in case of infringement of posting rules

The recovery in case of infringement of posting rules follows different procedures in case of incoming and outgoing postings. In the event of incoming posted workers, the recovery of financial sanctions is not the responsibility of Italian authorities, unless it is proven that the posting is “not genuine” and the PD A1 is cancelled, thus resulting in a case of undeclared work.

Conversely, in the event of an outgoing posted worker, the Italian labour inspectorates issue a debit notice to the employer which is equivalent to an enforceable title for recovery. The employer has the option to either appeal or pay the outstanding contributions within a 30-day period.

If the detected infringements are related to unpaid or underpaid remunerations, the recovery can take place in various ways:

- through a conciliation: the local labour inspectorate (ITL) or the local trade unions can mediate a conciliation between the employer and the worker(s);
- through an enforcement order: in case that the labour inspectorate initiates a verification procedure that detects a violation by the employer, the report issued by the inspectorate has the value of an enforcement order. In the event that the employer fails to comply with the order to pay, the inspectorate may resort to the use of seizure;
- through a civil action: the worker can initiate a civil action in court to request the issuance of an injunction. In the event that the employer does not fulfil his/her financial obligations or exercise the right of appeal within the stipulated 40-day period, the assets in question are subject to seizure.

The INL annual reports on inspection activities do not provide data concerning recoveries related to the infringements of posting rules.

<sup>13</sup> INL (2022). *Maxisanzione per lavoro sommerso*. <https://www.lavoroediritto.com/wp-content/files/vademecum2022-maxisanzione.pdf>

<sup>14</sup> See INL (2019). *Linee guida per l’attività ispettiva in materia di distacco transnazionale* <https://www.dottorinalavoro.it/wp-content/uploads/2019/08/INL-Linee-guida-distacco-transnazionale-2019.pdf>

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## 5. Annex I – Tables

**Table 29. Number of incoming postings by sending country, days of duration of posting and gender of the posted worker in 2022 (absolute values)**

POSTING COUNTRY	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total
	Males					Females					Males and females				
AUSTRIA	2,691	330	162	14	3,197	72	15	3	16	106	2,763	345	165	30	3,303
BELGIUM	110	92	51	7	260	19	-	7	2	28	129	92	58	9	288
BULGARIA	332	90	165	20	607	-	-	3	17	20	332	90	168	37	627
CROATIA	490	720	509	156	1,875	-	-	6	22	28	490	720	515	178	1,903
CYPRUS	-	-	6	-	6	-	-	-	-	-	-	-	6	-	6
CZECH REPUBLIC	314	241	229	4	788	3	2	2	4	11	317	243	231	8	799
DENMARK	16	5	100	2	123	-	-	1	-	1	16	5	101	2	124
ESTONIA	219	406	161	-	786	-	3	1	-	4	219	409	162	-	790
FINLAND	169	70	110	40	389	10	1	5	13	29	179	71	115	53	418
FRANCE	272	126	92	58	548	37	10	6	16	69	309	136	98	74	617
GERMANY	12,206	1,136	469	87	13,898	553	53	38	26	670	12,759	1,189	507	113	14,568
GREECE	40	16	42	48	146	3	1	1	1	6	43	17	43	49	152
HUNGARY	216	83	102	38	439	18	-	4	4	26	234	83	106	42	465
IRELAND	43	8	13	11	75	11	-	-	-	11	54	8	13	11	86
LATVIA	33	14	2	-	49	-	1	2	-	3	33	15	4	-	52
LITHUANIA	257	414	48	-	719	-	-	2	1	3	257	414	50	1	722
LUXEMBOURG	24	59	4	2	89	2	1	1	-	4	26	60	5	2	93
MALTA	17	28	16	3	64	1	-	2	4	7	18	28	18	7	71
NETHERLANDS	262	92	20	16	390	24	3	5	-	32	286	95	25	16	422
POLAND	2,556	1,669	622	26	4,873	15	21	39	3	78	2,571	1,690	661	29	4,951
PORTUGAL	594	611	223	1	1,429	1	1	1	6	9	595	612	224	7	1,438
ROMANIA	4,169	5,749	14,426	756	25,100	117	246	800	60	1,223	4,286	5,995	15,226	816	26,323
SLOVAKIA	208	200	125	43	576	5	3	24	3	35	213	203	149	46	611
SLOVENIA	3,539	506	732	4	4,781	-	1	4	2	7	3,539	507	736	6	4,788
SPAIN	3,008	2,357	537	55	5,957	129	18	17	12	176	3,137	2,375	554	67	6,133
SWEDEN	48	13	43	-	104	4	4	8	3	19	52	17	51	3	123
SWITZERLAND	2,996	432	545	53	4,026	238	357	438	14	1,047	3,234	789	983	67	5,073
<b>Total</b>	<b>34,829</b>	<b>15,467</b>	<b>19,554</b>	<b>1,444</b>	<b>71,294</b>	<b>1,262</b>	<b>741</b>	<b>1,420</b>	<b>229</b>	<b>3,652</b>	<b>36,091</b>	<b>16,208</b>	<b>20,974</b>	<b>1,673</b>	<b>74,946</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

**Table 30. Number of incoming postings by sending country, days of duration of posting and gender of the posted worker in 2023 (absolute values)**

POSTING COUNTRY	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total
	Males					Females					Males and females				
AUSTRIA	2,819	393	186	25	3,423	144	8	5	14	171	2,963	401	191	39	3,594
BELGIUM	74	31	43	11	159	10	2	5	-	17	84	33	48	11	176
BULGARIA	429	157	48	62	696	-	9	5	7	21	429	166	53	69	717
CROATIA	767	425	881	197	2,270	12	9	3	13	37	779	434	884	210	2,307
CYPRUS	4	4	-	2	10	3	-	-	-	3	7	4	-	2	13
CZECH REPUBLIC	271	127	257	3	658	19	3	5	9	36	290	130	262	12	694
DENMARK	57	36	33	7	133	4	1	3	4	12	61	37	36	11	145
ESTONIA	57	309	386	-	752	1	1	-	-	2	58	310	386	-	754
FINLAND	128	79	84	13	304	6	1	1	2	10	134	80	85	15	314
FRANCE	425	262	101	71	859	102	11	15	15	143	527	273	116	86	1,002
GERMANY	14,285	1,603	529	82	16,499	659	57	46	30	792	14,944	1,660	575	112	17,291
GREECE	66	94	104	16	280	1	-	2	3	6	67	94	106	19	286
HUNGARY	484	108	140	34	766	5	1	9	6	21	489	109	149	40	787
IRELAND	35	27	61	55	178	4	-	2	3	9	39	27	63	58	187
LATVIA	33	13	-	-	46	-	-	1	1	2	33	13	1	1	48
LITHUANIA	201	521	253	-	975	8	3	3	-	14	209	524	256	-	989
LUXEMBOURG	80	3	-	5	88	-	-	-	-	-	80	3	-	5	88
MALTA	37	68	220	-	325	5	1	-	-	6	42	69	220	-	331
NETHERLANDS	370	71	21	12	474	30	5	7	1	43	400	76	28	13	517
POLAND	2,362	2,169	1,132	152	5,815	741	52	105	5	903	3,103	2,221	1,237	157	6,718
PORTUGAL	718	482	232	13	1,445	3	5	1	-	9	721	487	233	13	1,454
ROMANIA	5,614	7,466	17,246	2,099	32,425	185	280	940	205	1,610	5,799	7,746	18,186	2,304	34,035
SLOVAKIA	238	111	210	98	657	8	6	14	3	31	246	117	224	101	688
SLOVENIA	3,224	1,206	1,225	12	5,667	3	-	2	-	5	3,227	1,206	1,227	12	5,672
SPAIN	2,620	1,223	602	57	4,502	157	16	46	11	230	2,777	1,239	648	68	4,732
SWEDEN	26	1	3	1	31	14	2	1	1	18	40	3	4	2	49
SWITZERLAND	2,605	311	352	75	3,343	137	273	300	9	719	2,742	584	652	84	4,062
<b>Total</b>	<b>38,029</b>	<b>17,300</b>	<b>24,349</b>	<b>3,102</b>	<b>82,780</b>	<b>2,261</b>	<b>746</b>	<b>1,521</b>	<b>342</b>	<b>4,870</b>	<b>40,290</b>	<b>18,046</b>	<b>25,870</b>	<b>3,444</b>	<b>87,650</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

**Table 31. Number of posted workers by sending country, days of duration of posting and gender in 2022 (absolute values)**

POSTING COUNTRY	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total
	Males					Females					Males and females				
AUSTRIA	1,529	301	152	13	1,995	51	15	3	14	83	1,580	316	155	27	2,078
BELGIUM	92	83	43	7	225	19	-	6	2	27	111	83	49	9	252
BULGARIA	150	64	118	19	351	-	-	3	16	19	150	64	121	35	370
CROATIA	332	562	398	155	1,447	-	-	4	21	25	332	562	402	176	1,472
CYPRUS	-	-	6	-	6	-	-	-	-	-	-	-	6	-	6
CZECH REPUBLIC	237	195	187	4	623	3	2	2	4	11	240	197	189	8	634
DENMARK	13	5	100	2	120	-	-	1	-	1	13	5	101	2	121
ESTONIA	113	187	98	-	398	-	3	1	-	4	113	190	99	-	402
FINLAND	146	65	102	39	352	4	1	5	12	22	150	66	107	51	374
FRANCE	208	89	73	52	422	35	8	6	14	63	243	97	79	66	485
GERMANY	8,892	937	364	75	10,268	449	49	36	25	559	9,341	986	400	100	10,827
GREECE	33	15	42	17	107	3	1	1	1	6	36	16	43	18	113
HUNGARY	164	78	89	38	369	18	-	4	2	24	182	78	93	40	393
IRELAND	38	8	13	11	70	11	-	-	-	11	49	8	13	11	81
LATVIA	23	14	2	-	39	-	1	2	-	3	23	15	4	-	42
LITHUANIA	143	264	43	-	450	-	-	2	1	3	143	264	45	1	453
LUXEMBOURG	23	41	4	1	69	2	1	1	-	4	25	42	5	1	73
MALTA	13	27	15	2	57	1	-	1	2	4	14	27	16	4	61
NETHERLANDS	207	63	18	16	304	24	3	5	-	32	231	66	23	16	336
POLAND	1,663	1,414	547	18	3,642	15	21	33	3	72	1,678	1,435	580	21	3,714
PORTUGAL	495	389	172	1	1,057	1	1	1	6	9	496	390	173	7	1,066
ROMANIA	3,000	4,710	12,257	722	20,689	104	220	727	58	1,109	3,104	4,930	12,984	780	21,798
SLOVAKIA	190	182	122	40	534	5	3	23	3	34	195	185	145	43	568
SLOVENIA	826	451	589	4	1,870	-	1	2	2	5	826	452	591	6	1,875
SPAIN	2,293	1,623	432	52	4,400	79	16	15	12	122	2,372	1,639	447	64	4,522
SWEDEN	37	12	41	-	90	2	4	8	3	17	39	16	49	3	107
SWITZERLAND	773	360	389	51	1,573	163	302	291	13	769	936	662	680	64	2,342
<b>Total</b>	<b>21,633</b>	<b>12,139</b>	<b>16,416</b>	<b>1,339</b>	<b>51,527</b>	<b>989</b>	<b>652</b>	<b>1,183</b>	<b>214</b>	<b>3,038</b>	<b>22,622</b>	<b>12,791</b>	<b>17,599</b>	<b>1,553</b>	<b>54,565</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

**Table 32. Number of posted workers by sending country, days of duration of posting and gender in 2023 (absolute values)**

POSTING COUNTRY	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total
	Males					Females					Males and females				
AUSTRIA	1,700	357	136	24	2,217	68	7	4	14	93	1,768	364	140	38	2,310
BELGIUM	71	29	43	10	153	9	2	4	-	15	80	31	47	10	168
BULGARIA	260	55	34	60	409	-	3	5	7	15	260	58	39	67	424
CROATIA	476	310	717	136	1,639	10	9	3	13	35	486	319	720	149	1,674
CYPRUS	4	4	-	1	9	3	-	-	-	3	7	4	-	1	12
CZECH REPUBLIC	226	116	136	3	481	17	3	4	8	32	243	119	140	11	513
DENMARK	56	35	28	6	125	4	1	2	3	10	60	36	30	9	135
ESTONIA	46	163	223	-	432	1	1	-	-	2	47	164	223	-	434
FINLAND	111	74	80	13	278	5	1	1	2	9	116	75	81	15	287
FRANCE	332	138	85	56	611	74	11	13	15	113	406	149	98	71	724
GERMANY	10,673	1,232	425	75	12,405	572	51	39	29	691	11,245	1,283	464	104	13,096
GREECE	50	78	86	10	224	1	-	2	3	6	51	78	88	13	230
HUNGARY	270	60	136	33	499	5	1	9	6	21	275	61	145	39	520
IRELAND	35	24	54	51	164	3	-	2	3	8	38	24	56	54	172
LATVIA	27	13	-	-	40	-	-	1	1	2	27	13	1	1	42
LITHUANIA	189	474	228	-	891	7	3	3	-	13	196	477	231	-	904
LUXEMBOURG	61	3	-	4	68	-	-	-	-	-	61	3	-	4	68
MALTA	28	50	185	-	263	3	1	-	-	4	31	51	185	-	267
NETHERLANDS	258	54	20	11	343	23	5	6	1	35	281	59	26	12	378
POLAND	1,504	1,540	914	144	4,102	105	42	76	4	227	1,609	1,582	990	148	4,329
PORTUGAL	578	347	175	9	1,109	3	4	1	-	8	581	351	176	9	1,117
ROMANIA	4,282	5,948	14,033	1,799	26,062	146	248	833	186	1,413	4,428	6,196	14,866	1,985	27,475
SLOVAKIA	194	95	130	90	509	8	6	12	3	29	202	101	142	93	538
SLOVENIA	820	849	807	11	2,487	3	-	2	-	5	823	849	809	11	2,492
SPAIN	2,086	920	424	44	3,474	119	14	40	11	184	2,205	934	464	55	3,658
SWEDEN	25	1	2	1	29	10	1	1	1	13	35	2	3	2	42
SWITZERLAND	730	262	270	64	1,326	120	233	263	9	625	850	495	533	73	1,951
<b>Total</b>	<b>25,092</b>	<b>13,231</b>	<b>19,371</b>	<b>2,655</b>	<b>60,349</b>	<b>1,319</b>	<b>647</b>	<b>1,326</b>	<b>319</b>	<b>3,611</b>	<b>26,411</b>	<b>13,878</b>	<b>20,697</b>	<b>2,974</b>	<b>63,960</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

**Table 33. Number of posting employers by country of registered office, sector of the posting company and duration of the posting in 2022, 2023 and 2024 (absolute values)**

POSTING COUNTRIES	SECTOR	2022					2023					2024				
		Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total
AUSTRIA	Agriculture	9	4	2	-	15	9	4	1	-	14	8	5	3	-	16
	Industry	105	46	23	-	174	103	33	20	3	159	101	28	17	5	151
	Services	88	20	16	6	130	99	19	15	8	141	84	19	19	9	131
BELGIUM	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	12	4	10	3	29	8	3	3	7	21	14	4	6	7	31
	Services	15	3	2	2	22	16	4	6	1	27	23	3	4	1	31
BULGARIA	Agriculture	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-
	Industry	4	7	7	1	19	5	8	5	3	21	9	9	5	3	26
	Services	3	1	3	4	11	2	-	3	6	11	3	-	3	3	9
CROATIA	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	23	27	22	8	80	29	23	30	11	93	37	32	35	9	113
	Services	8	6	5	8	27	7	9	7	5	28	18	6	5	5	34
CYPRUS	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	-	-	-	-	-	1	-	-	1	2	2	2	-	-	4
	Services	-	-	1	-	1	2	1	-	-	3	-	-	-	-	-
CZECH REPUBLIC	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	9	7	2	-	18	13	9	5	-	27	25	21	16	1	63
	Services	6	8	7	4	25	14	10	10	5	39	23	4	7	2	36
DENMARK	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	4	1	2	-	7	9	6	6	3	24	16	15	11	-	42
	Services	2	1	1	2	6	7	1	2	4	14	9	1	7	4	21
ESTONIA	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	1	3	3	-	7	2	2	1	-	5	1	1	1	1	4
	Services	-	-	-	-	-	-	-	-	-	-	1	1	1	-	3
FINLAND	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	9	9	11	6	35	10	9	10	2	31	6	9	10	1	26
	Services	1	2	4	4	11	3	1	2	3	9	4	1	6	-	11
FRANCE	Agriculture	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-
	Industry	32	20	22	23	97	59	25	29	23	136	58	32	43	38	171

POSTING COUNTRIES	SECTOR	2022					2023					2024				
		Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total
	Services	26	7	13	11	57	47	19	17	21	104	79	18	23	9	129
GERMANY	Agriculture	17	6	1	-	24	17	1	2	-	20	27	5	2	-	34
	Industry	635	137	51	21	844	717	156	75	34	982	748	149	69	25	991
	Services	396	70	58	20	544	474	82	47	25	628	461	75	58	22	616
GREECE	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	5	4	3	3	15	5	7	8	5	25	11	5	6	1	23
	Services	4	2	5	-	11	2	2	2	1	7	6	1	3	-	10
HUNGARY	Agriculture	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-
	Industry	7	8	3	1	19	7	5	5	3	20	14	7	6	1	28
	Services	4	2	4	7	17	6	-	8	8	22	9	2	5	5	21
IRELAND	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	1	3	2	3	9	3	3	4	3	13	4	3	2	3	12
	Services	6	2	2	2	12	10	4	6	3	23	9	4	7	6	26
LATVIA	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	2	2	1	-	5	2	1	-	-	3	4	3	2	-	9
	Services	-	2	2	-	4	1	-	1	1	3	3	-	-	-	3
LITHUANIA	Agriculture	-	-	-	-	-	-	1	-	-	1	1	1	-	-	2
	Industry	8	7	5	1	21	16	16	12	-	44	17	14	3	-	34
	Services	1	1	1	-	3	5	-	1	-	6	6	6	3	-	15
LUXEMBOURG	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	5	2	2	-	9	4	1	-	1	6	6	2	2	2	12
	Services	-	-	1	1	2	2	-	-	2	4	5	-	2	1	8
MALTA	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	1	3	2	-	6	4	5	5	-	14	3	5	5	1	14
	Services	2	1	5	3	11	3	5	-	-	8	2	2	1	-	5
NETHERLANDS	Agriculture	4	1	-	-	5	1	-	-	-	1	1	2	-	-	3
	Industry	18	6	9	7	40	25	8	10	5	48	28	8	7	7	50
	Services	25	7	7	2	41	31	4	5	3	43	39	13	16	5	73
POLAND	Agriculture	6	6	2	-	14	7	3	-	-	10	7	4	1	-	12
	Industry	58	44	25	6	133	73	58	27	7	165	103	74	48	5	230
	Services	45	31	25	-	101	55	27	28	4	114	82	36	33	7	158

		2022					2023					2024				
POSTING COUNTRIES	SECTOR	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total
PORTUGAL	Agriculture	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-
	Industry	16	16	7	4	43	24	16	7	2	49	28	22	15	1	66
	Services	4	-	1	2	7	6	5	4	-	15	8	2	1	-	11
ROMANIA	Agriculture	1	2	2	-	5	2	1	-	1	4	-	1	4	2	7
	Industry	103	116	153	32	404	125	144	166	46	481	143	136	172	34	485
	Services	81	104	132	35	352	94	114	131	63	402	111	121	140	64	436
SLOVAKIA	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	15	7	6	2	30	10	8	9	1	28	17	14	5	1	37
	Services	3	4	10	3	20	7	6	9	4	26	15	6	8	4	33
SLOVENIA	Agriculture	4	1	4	-	9	-	2	2	-	4	-	1	1	-	2
	Industry	51	41	43	1	136	49	45	45	2	141	66	47	37	6	156
	Services	28	11	5	3	47	33	10	9	2	54	32	11	5	3	51
SPAIN	Agriculture	1	-	-	-	1	-	-	-	-	-	1	1	1	-	3
	Industry	96	70	42	17	225	111	62	43	11	227	119	70	66	20	275
	Services	49	26	18	12	105	94	23	25	13	155	133	43	36	20	232
SWEDEN	Agriculture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Industry	4	5	9	-	18	9	1	2	2	14	8	3	7	1	19
	Services	5	2	1	2	10	7	1	1	-	9	15	1	1	-	17
SWITZERLAND	Agriculture	-	-	-	1	1	2	-	-	-	2	-	-	-	-	-
	Industry	33	18	19	7	77	38	16	14	11	79	50	23	23	12	108
	Services	39	21	21	5	86	57	20	23	8	108	61	24	29	15	129
<b>Total</b>		<b>2,141</b>	<b>969</b>	<b>845</b>	<b>285</b>	<b>4,240</b>	<b>2,584</b>	<b>1,049</b>	<b>908</b>	<b>377</b>	<b>4,918</b>	<b>2,924</b>	<b>1,158</b>	<b>1,054</b>	<b>372</b>	<b>5,508</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

**Table 34. Sectors receiving postings by number of posting employers, country of registered office of the posting employer and posting duration in 2022 (absolute values)**

Country of registered office	Agriculture					Industry					Services				
	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total
AUSTRIA	9	4	2	-	15	105	46	23	-	174	88	20	16	6	130
BELGIUM	-	-	-	-	-	12	4	10	3	29	15	3	2	2	22
BULGARIA	-	-	-	-	-	4	7	7	1	19	3	1	3	4	11
CROATIA	-	-	-	-	-	23	27	22	8	80	8	6	5	8	27
CYPRUS	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
CZECH REPUBLIC	-	-	-	-	-	9	7	2	-	18	6	8	7	4	25
DENMARK	-	-	-	-	-	4	1	2	-	7	2	1	1	2	6
ESTONIA	-	-	-	-	-	1	3	3	-	7	-	-	-	-	-
FINLAND	-	-	-	-	-	9	9	11	6	35	1	2	4	4	11
FRANCE	-	1	-	-	1	32	20	22	23	97	26	7	13	11	57
GERMANY	17	6	1	-	24	635	137	51	21	844	396	70	58	20	544
GREECE	-	-	-	-	-	5	4	3	3	15	4	2	5	-	11
HUNGARY	-	1	-	-	1	7	8	3	1	19	4	2	4	7	17
IRELAND	-	-	-	-	-	1	3	2	3	9	6	2	2	2	12
LATVIA	-	-	-	-	-	2	2	1	-	5	-	2	2	-	4
LITHUANIA	-	-	-	-	-	8	7	5	1	21	1	1	1	-	3
LUXEMBOURG	-	-	-	-	-	5	2	2	-	9	-	-	1	1	2
MALTA	-	-	-	-	-	1	3	2	-	6	2	1	5	3	11
NETHERLANDS	4	1	-	-	5	18	6	9	7	40	25	7	7	2	41
POLAND	6	6	2	-	14	58	44	25	6	133	45	31	25	-	101
PORTUGAL	1	-	-	-	1	16	16	7	4	43	4	-	1	2	7
ROMANIA	1	2	2	-	5	103	116	153	32	404	81	104	132	35	352
SLOVAKIA	-	-	-	-	-	15	7	6	2	30	3	4	10	3	20
SLOVENIA	4	1	4	-	9	51	41	43	1	136	28	11	5	3	47
SPAIN	1	-	-	-	1	96	70	42	17	225	49	26	18	12	105
SWEDEN	-	-	-	-	-	4	5	9	-	18	5	2	1	2	10
SWITZERLAND	-	-	-	1	1	33	18	19	7	77	39	21	21	5	86
<b>Total</b>	<b>43</b>	<b>22</b>	<b>11</b>	<b>1</b>	<b>77</b>	<b>1,257</b>	<b>613</b>	<b>484</b>	<b>146</b>	<b>2,500</b>	<b>841</b>	<b>334</b>	<b>350</b>	<b>138</b>	<b>1,663</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

**Table 35. Sectors receiving postings by number of posting employers, country of registered office of the posting employer and posting duration in 2023 (absolute values)**

Country of registered office	Agriculture					Industry					Services				
	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total
AUSTRIA	9	4	1	-	14	103	33	20	3	159	99	19	15	8	141
BELGIUM	-	-	-	-	-	8	3	3	7	21	16	4	6	1	27
BULGARIA	1	-	-	-	1	5	8	5	3	21	2	-	3	6	11
CROATIA	-	-	-	-	-	29	23	30	11	93	7	9	7	5	28
CYPRUS	-	-	-	-	-	1	-	-	1	2	2	1	-	-	3
CZECH REPUBLIC	-	-	-	-	-	13	9	5	-	27	14	10	10	5	39
DENMARK	-	-	-	-	-	9	6	6	3	24	7	1	2	4	14
ESTONIA	-	-	-	-	-	2	2	1	-	5	-	-	-	-	-
FINLAND	-	-	-	-	-	10	9	10	2	31	3	1	2	3	9
FRANCE	-	-	-	-	-	59	25	29	23	136	47	19	17	21	104
GERMANY	17	1	2	-	20	717	156	75	34	982	474	82	47	25	628
GREECE	-	-	-	-	-	5	7	8	5	25	2	2	2	1	7
HUNGARY	-	-	-	-	-	7	5	5	3	20	6	-	8	8	22
IRELAND	-	-	-	-	-	3	3	4	3	13	10	4	6	3	23
LATVIA	-	-	-	-	-	2	1	-	-	3	1	-	1	1	3
LITHUANIA	-	1	-	-	1	16	16	12	-	44	5	-	1	-	6
LUXEMBOURG	-	-	-	-	-	4	1	-	1	6	2	-	-	2	4
MALTA	-	-	-	-	-	4	5	5	-	14	3	5	-	-	8
NETHERLANDS	1	-	-	-	1	25	8	10	5	48	31	4	5	3	43
POLAND	7	3	-	-	10	73	58	27	7	165	55	27	28	4	114
PORTUGAL	-	-	-	-	-	24	16	7	2	49	6	5	4	-	15
ROMANIA	2	1	-	1	4	125	144	166	46	481	94	114	131	63	402
SLOVAKIA	-	-	-	-	-	10	8	9	1	28	7	6	9	4	26
SLOVENIA	-	2	2	-	4	49	45	45	2	141	33	10	9	2	54
SPAIN	-	-	-	-	-	111	62	43	11	227	94	23	25	13	155
SWEDEN	-	-	-	-	-	9	1	2	2	14	7	1	1	-	9
SWITZERLAND	2	-	-	-	2	38	16	14	11	79	57	20	23	8	108
<b>Total</b>	<b>39</b>	<b>12</b>	<b>5</b>	<b>1</b>	<b>57</b>	<b>1,461</b>	<b>670</b>	<b>541</b>	<b>186</b>	<b>2,858</b>	<b>1,084</b>	<b>367</b>	<b>362</b>	<b>190</b>	<b>2,003</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies

**Table 36. Sectors receiving postings by number of posting employers, country of registered office of the posting employer and posting duration in 2024 (absolute values)**

Country of registered office	Agriculture					Industry					Services				
	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total	Up to 30	31 - 90	91 - 365	Over 366	Total
AUSTRIA	8	5	3	-	16	101	28	17	5	151	84	19	19	9	131
BELGIUM	-	-	-	-	-	14	4	6	7	31	23	3	4	1	31
BULGARIA	-	-	-	-	-	9	9	5	3	26	3	-	3	3	9
CROATIA	-	-	-	-	-	37	32	35	9	113	18	6	5	5	34
CYPRUS	-	-	-	-	-	2	2	-	-	4	-	-	-	-	-
CZECH REPUBLIC	-	-	-	-	-	25	21	16	1	63	23	4	7	2	36
DENMARK	-	-	-	-	-	16	15	11	-	42	9	1	7	4	21
ESTONIA	-	-	-	-	-	1	1	1	1	4	1	1	1	-	3
FINLAND	-	-	-	-	-	6	9	10	1	26	4	1	6	-	11
FRANCE	-	-	-	-	-	58	32	43	38	171	79	18	23	9	129
GERMANY	27	5	2	-	34	748	149	69	25	991	461	75	58	22	616
GREECE	-	-	-	-	-	11	5	6	1	23	6	1	3	-	10
HUNGARY	-	-	-	-	-	14	7	6	1	28	9	2	5	5	21
IRELAND	-	-	-	-	-	4	3	2	3	12	9	4	7	6	26
LATVIA	-	-	-	-	-	4	3	2	-	9	3	-	-	-	3
LITHUANIA	1	1	-	-	2	17	14	3	-	34	6	6	3	-	15
LUXEMBOURG	-	-	-	-	-	6	2	2	2	12	5	-	2	1	8
MALTA	-	-	-	-	-	3	5	5	1	14	2	2	1	-	5
NETHERLANDS	1	2	-	-	3	28	8	7	7	50	39	13	16	5	73
POLAND	7	4	1	-	12	103	74	48	5	230	82	36	33	7	158
PORTUGAL	-	-	-	-	-	28	22	15	1	66	8	2	1	-	11
ROMANIA	-	1	4	2	7	143	136	172	34	485	111	121	140	64	436
SLOVAKIA	-	-	-	-	-	17	14	5	1	37	15	6	8	4	33
SLOVENIA	-	1	1	-	2	66	47	37	6	156	32	11	5	3	51
SPAIN	1	1	1	-	3	119	70	66	20	275	133	43	36	20	232
SWEDEN	-	-	-	-	-	8	3	7	1	19	15	1	1	-	17
SWITZERLAND	-	-	-	-	-	50	23	23	12	108	61	24	29	15	129
<b>Total</b>	<b>45</b>	<b>20</b>	<b>12</b>	<b>2</b>	<b>79</b>	<b>1,638</b>	<b>738</b>	<b>619</b>	<b>185</b>	<b>3,180</b>	<b>1,241</b>	<b>400</b>	<b>423</b>	<b>185</b>	<b>2,249</b>

Source: Authors' elaboration on data of the Italian Ministry of Labour and Social Policies



# POSTING.STAT



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