



# Why social security should be at the top of your mobility agenda

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# With you today



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# Agenda



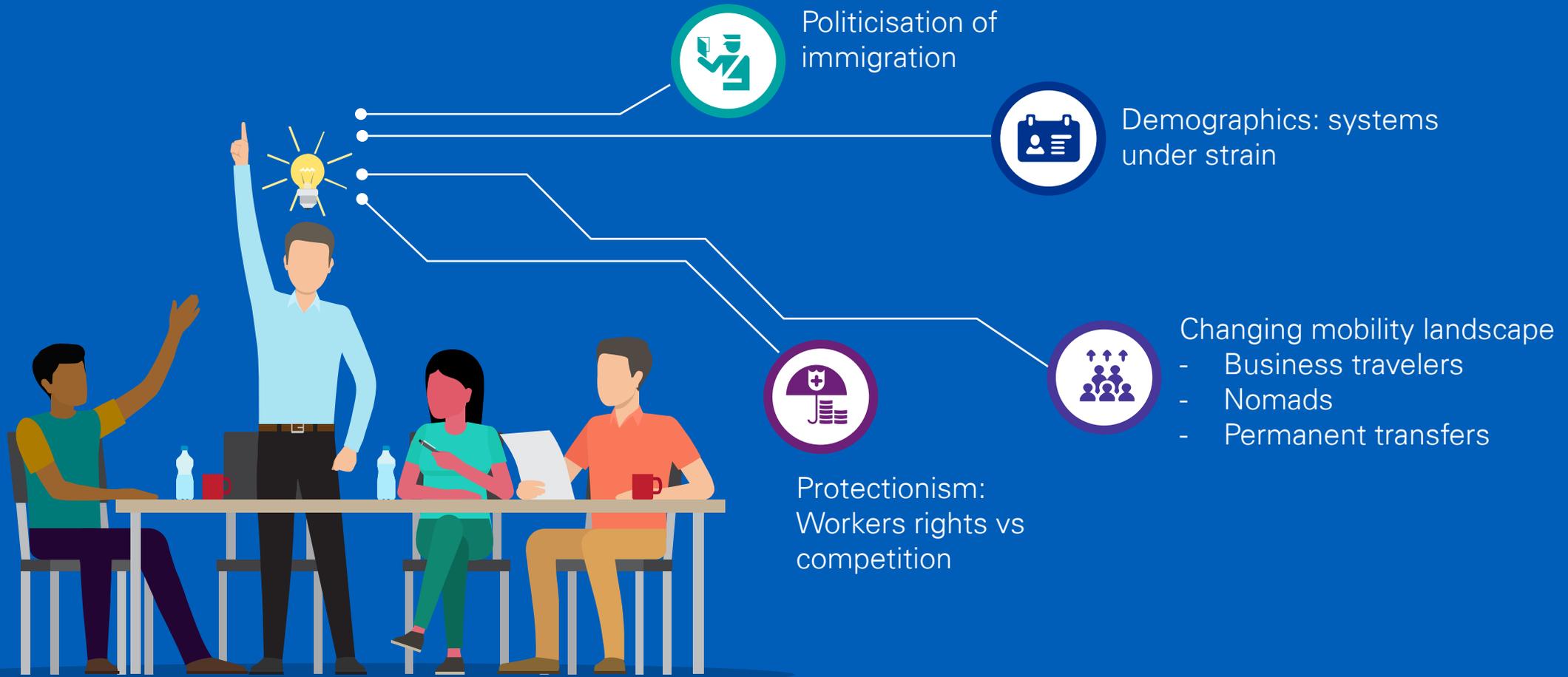
**01** The big picture: macro trends

**02** Authorities' response

**03** What are the employer and employee impacts?"

**04** What can businesses do?

# 1. The big picture: macro trends



# 2. Authorities' response

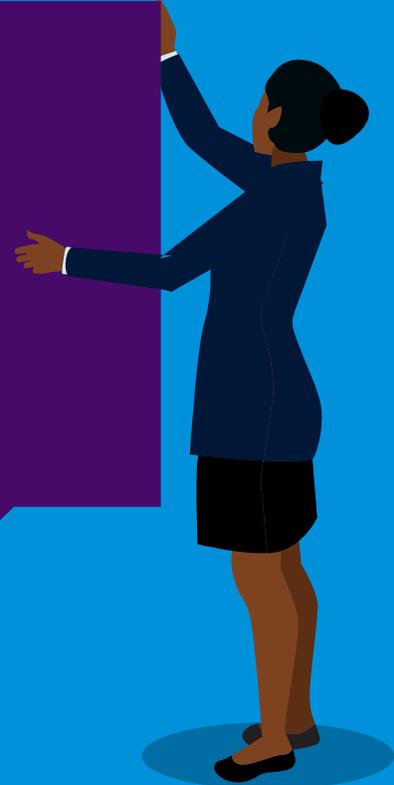


**Legislation:**

- Revision of EU Regulations
- Posted Workers Enforcement Directive
- European Labor Authority
- Electronic Exchange of Social Security Information
- Brexit

**Practice:**

- Increased focus on enforcement activities – audits/inspections/checks
- More consistent application of the legislation and case law
- Process simplification



# 3. What are the employer and employee impacts?"

## Financial



Dual liabilities

Fines

Loss of benefits

## Operational



Restrictions on workplace access

Prohibitions on tendering

Prohibitions on posting

## Reputational



Media publicity

Clients

Contractors

## Employee experience



Disengagement

Grievances

Litigation





# Questions?



# Key takeaways

01 Politically sensitive and vitally important to employees - these factors plus changing patterns of mobility mean social security is among the highest profile mobility risks.

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02 Authorities are responding with new legislation, more consistent application of the existing rules for increased activities and newly emerging scenarios.

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03 The consequences of non-compliance include financial penalties, operational difficulties, damage to reputational image and negative employee experience.

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04 Employers should identify their risk areas and ensure they have adequate governance, policy and processes to address them.



Thank you





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