

## A series of Workshops on the Enforcement of Remuneration for Posted Drivers in the Road Transport Sector

April – June 2025, online

### Concept Note

#### 1. Introduction

In collaboration with the European Commission and the International Road Transport Union (IRU), ELA proposes a series of three workshops aimed at addressing more effective enforcement of remuneration for posted drivers in the road transport sector. This series will convene key stakeholders to discuss recommendations for enforcement practices, analyze issues with regards to submission of documentation proving posting and documentation relating to the remuneration of the driver in respect of the period of posting.

Based on Directive (EU) 2020/1057 of the European Parliament and of the Council, the enforcement of posting rules in the road transport sector shall be performed through a dedicated module of the IMI system. Since the exchange of information and documents takes place within the IMI system, the series of workshops will be organized under the umbrella of the IMI-PROVE Programme.

During the recent discussion under the IMI-PROVE Programme, it has been commonly agreed to proceed with a more focused approach on the challenges of checking and verifying the remuneration of posted drivers. A series of workshops was proposed as a proper format, which could systematically introduce not only elements for facilitating the calculation of the remuneration of posted drivers and verifying such remuneration but also create a forum for discussing the improvement of the process using IMI modules.

The workshops will bring together representatives from the European Commission, Member States, road transport operators represented by IRU and relevant social partners, including the European Transport Workers' Federation, CORTE and other sectoral organizations.

#### 2. Overreaching objectives and expected outcomes

Since the process of calculation and verification of remuneration in road transport is complex and multi-step, the series of workshops aims to share best practices, facilitate the exchange of diverse approaches, and ultimately enhance greater clarity and simplification in the process, whilst encouraging greater harmonisation of approaches and control practices across EU Member States. This can significantly improve the use of scarce resources, and the effectiveness of the work, benefiting both Member States and operators.

Under this series, ELA aims to increase compliance with the rules concerning posting of drivers covered by the Directive (EU) 2020/1057. By developing common enforcement practices among all actors involved, it is expected to ensure consistency and transparency in the application of the relevant legislation.

The goal is to compile a comprehensive **report** summarizing the existing experience related to the **enforcement of remuneration in road transport**. This will cover insights from the main stakeholders including the Member States' enforcement authorities and road transport operators. The report will also

feature **a set of recommendations aimed at fostering a more consistent approach to enforcement**. Additionally, it could serve as an invaluable input for the evaluation process of the implementation of the Lex Specialis – Directive (EU) 2020/1057, which is expected to be delivered by 31 December 2025.

### 3. Agenda

The workshop series will consist of three sessions, scheduled to take place online between April and June 2025. Interpretation into up to seven languages will be provided for the participants. Each workshop will begin with a presentation by ELA outlining the specific objectives for that session. This will be followed by a presentation by the European Commission on the legal basis for the topics under discussion. Additionally, these workshops will offer a valuable platform for Member State authorities, and representatives of road transport operators, to share their perspectives through presentations. This will be followed by engaging discussions aimed at facilitating a comprehensive exploration of the common challenges.

The series will take place on the following dates with a subdivision of specific subjects:

#### 28 April 2025 – Verification practices

The first workshop will focus on recommending an approach for back-office controls of posting rules and remuneration in road transport. The session will provide an overview of various control scenarios, which may arise either from a roadside check or be initiated by the back office based on a received declaration. The goal is to find a common ground and develop a step-by-step approach for each scenario, ensuring common understanding, clarity, consistency and efficiency in the processes, including possibly by providing recommended sequences and steps for the organisation of controls.

A significant part of this workshop will focus on the potential of using IMI modules. There will be discussions how these modules not only enhance the verification process but also facilitate cooperation between Member States in the cross-border enforcement of fines and penalties.

#### 27 May 2025 – Documentation proving the posting situation and the foundation for calculating the remuneration of posted drivers

The second workshop will be dedicated to delving into the documentation proving the posting situation in road transport, including its duration, starting and ending date, and type of operation. We will also be covering the other essential elements of tachograph records and consignment notes (CMR). Moreover, the workshop will address documentation related to the working time of drivers, such as timesheets. During this session participants will have the opportunity to present and discuss various issues related to the verification of the documentation.

Given that these documents form the foundation for calculating the remuneration of posted drivers, the session aims to ensure a thorough understanding of their importance in the verification and enforcement process.

#### 16 June 2025 – Documentation relating to the remuneration

The third workshop will focus on the documentation related to the remuneration paid. This includes payslips, proof of payment, and the various factors that affect the calculation of remuneration. During this session, different models of payslips will be presented and explained through practical exercises to ensure everyone gains a clear understanding of the structure and content of these documents. Additionally, this session will also cover the use of software tools that aid in the calculation of remuneration.

This session aims to analyze challenges regarding the concrete calculation of the remuneration and develop a common understanding of the structure of documents necessary for effective verification and enforcement of remuneration.

#### **4. Conclusions**

These workshops represent a significant step towards enhancing clarity between Member States' authorities and road transport operators. This initiative is key to contributing to the more effective and efficient enforcement of rules in the road transport sector. By bringing together key stakeholders, we aim to foster collaboration and develop practical solutions to the challenges faced in this area. One of the outcomes of the series will be a report published in mid-September 2025, containing also selected good practices and practical recommendations to both enforcers and businesses, whilst at the same time contributing to the evaluation process of the implementation of the Lex Specialis – Directive (EU) 2020/1057.