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## **2026.17 Regulating recruitment fees charged by employment agencies to migrant workers**

**European Migration Network  
Ad-hoc query**

**May, 2026**

# **AD-HOC QUERY ON 2026.17 REGULATING RECRUITMENT FEES CHARGED BY EMPLOYMENT AGENCIES TO MIGRANT WORKERS**

**REQUESTED BY EMN NCP IRELAND ON 16 MARCH 2026**

**COMPILATION PRODUCED ON 6 MAY 2026**

**Exported for:** Unrestricted Dissemination

**Responses from:** EMN NCP Austria, EMN NCP Belgium, EMN NCP Bulgaria, EMN NCP Croatia, EMN NCP Cyprus, EMN NCP Czech Republic, EMN NCP Estonia, EMN NCP Finland, EMN NCP France, EMN NCP Germany, EMN NCP Greece, EMN NCP Hungary, EMN NCP Ireland, EMN NCP Italy, EMN NCP Latvia, EMN NCP Lithuania, EMN NCP Luxembourg, EMN NCP Netherlands, EMN NCP Poland, EMN NCP Serbia, EMN NCP Slovakia, EMN NCP Slovenia, EMN NCP Spain, EMN NCP Sweden **(24 in total)**

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## **BACKGROUND INFORMATION**

The number of third country nationals recruited to Ireland through the employment permit system has more than doubled since 2021. Especially the recruitment of lower-skilled workers from abroad increased following the Department of Enterprise, Tourism and Employment's decision to extend employment permit eligibility to several lower skilled roles. In this context of the growing use of third country nationals' labour, the Department remains committed to ensuring that migrant workers are treated fairly and in line with Irish and EU labour laws. Ensuring safe working conditions, fair remuneration, and protection against exploitation remain central to this commitment.

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A key safeguarding concern raised by Irish NGOs is the growing incidence of migrant workers paying excessive fees during their recruitment to Ireland. The NGO Migrants Rights Centre Ireland (MRCI) flagged that some migrant workers pay fees ranging between €2,000-€18,000 in the context of their recruitment either to employers directly or to intermediaries. Frequently there is a direct link between high recruitment fees and overall exploitation, as most victims of workplace abuse/ exploitation also report having paid extortionate fees prior to or during employment in the State. These fees are typically paid either directly to employers or indirectly to an intermediary based either in Ireland or in a third country.

The deduction of recruitment fees from wages at the hands of employers is regulated and largely prohibited under the Irish Employment Permits Act 2024. There is less clarity, however, where those fees are charged to migrant workers at the hand of employment agencies and intermediaries. This AHQ thus seeks to address that gap and identify where and how other EMN Member and Observer Countries regulate recruitment fees charged by employment agencies to migrant workers. This AHQ defines recruitment fees in line with the International Labour Organisation's (ILO) definition as "any fees or costs incurred in the recruitment process for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection".

### **WE WOULD LIKE TO ASK THE FOLLOWING QUESTIONS:**

We would very much appreciate your responses by **6 April 2026**.

1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.
2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?
3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees

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in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.

4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.

5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.

6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?

RESPONSES

		Unrestricted Dissemination ?	
=	EMN NCP Austria	Yes	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>Yes, such activities are regulated in Austria. For details, please see answer to Q4.</p> <p>---</p> <p>Source: Ministry of the Interior</p>

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2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?

National Legislation (the Austrian Labour Market Promotion Act).

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Source: Ministry of the Interior

3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.

There are Memoranda of Understanding signed by Austria and, on the other side, by the Philippines and Indonesia on the recruitment of professionals and skilled workers that include sections highlighting the prohibition of charging unlawful recruitment fees and the enforcement of legal measures against recruitment offices or agencies, employers and other entities or individuals for any violation of applicable national laws, rules and regulations.

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Source: Ministry of the Interior

4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.


Charging a recruitment fee from the worker is generally not permitted at all, however there is an exception for mediating contracts with artists or athletes. A fee in such cases has to be commensurate to the actual mediation efforts and may not exceed ten percent of the pay (Art. 5 of the Austrian Labour Market Promotion Act).

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			<p>Source: Ministry of the Interior</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>Charging a fee for recruitment intermediation from the worker (not covered by the above mentioned exception) is considered an infringement of the Austrian Labour Market Promotion Act.</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>Violations of the Austrian Labour Market Promotion Act, like the ones mentioned above, are subject to fines between EUR 726.00 and EUR 3,600.00 on the first infringement and fines between EUR 1,450.00 and EUR 7,260.00 for repeated infringements, valid per case if no other prioritized penalties apply (Art. 48 subpara. 1 Labour Market Promotion Act). Other prioritized penalties would be applicable for criminal acts to be handled before court (e.g. labour exploitation cases) or actions violating the Austrian Temporary Employment Act. Unlawfully charged fees can be claimed according to civil law, if necessary before court. Employees can receive specialized assistance by Trade Unions or the Austrian Chamber of Labour to handle their claims. Assistance by the Austrian Chamber of Labour or UNDOK – Drop-in center for undocumented workers is open to any worker in Austria, including also undocumented workers and free of charge.</p>
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			<p>---</p> <p>Source: Ministry of the Interior</p>
	<p><b>EMN NCP Belgium</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>NO.</p> <p>At the federal level: Federal law does not permit the deduction of recruitment costs, and the principle of equality implicitly precludes this. The federal law of 24 July 1987 on temporary agency work determines that temporary agency work is only possible under strict conditions: Equal pay and equal terms and conditions of employment: During temporary agency work, the worker must receive the same pay as a permanent employee at the user company, including all benefits. Any deviation leading to a lower effective pay — such as deductions for recruitment or administration costs — is incompatible with this obligation. No legal basis for any deductions by temporary employment agencies: The Act of 24 July 1987 contains no provision permitting deductions for recruitment or selection costs. The licensing and regulation of temporary employment agencies is a regional competence, with specific rules in the Flemish Region, Brussels-Capital Region, Walloon Region and the German-Speaking Community. These rules stem directly from international obligations (ILO Convention No. 181, see also Q2) and stipulate that placement services must be free of charge for workers. While the exact wording varies, all regions apply the same basic principle: Temporary employment agencies are not permitted to charge employees for their placement or employment. (answer provided by the Federal Public Service on Employment, Labour and Social Dialogue)</p> <p>Walloon region: The Walloon Decree of 3 April 2009 on the registration or authorisation of employment</p>


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			<p>agencies stipulates, among the obligations incumbent on temporary work agencies: “not to accept or request any form of compensation from the worker, nor to impose on the worker, as a condition for the provision of temporary employment services, the obligation to incur expenses of any kind” (Article 11, § 1, 3°). (answer provided by the Walloon Region)</p> <p>German-Speaking Community: Similarly, the Decree of the German-Speaking Community of 11 May 2009 on the licensing of temporary employment agencies and the supervision of private employment agencies states in Article 12 §1 that: “Even after being granted a licence, a temporary employment agency must continue to comply with the conditions set out in Articles 4 to 6, as well as with the following provisions: [...] 13) not accept any remuneration from employees or demand any remuneration from them, and under no circumstances make the placement conditional upon the employee incurring any form of expense”. (answer provided by the German-Speaking Community)</p> <p>Brussels-Capital Region: Also the Brussels-Capital Region has such legislation, which can be found in Article 12 4° of the Ordinance of 14 July 2011 on the joint management of the labour market in the Brussels-Capital Region: “The accredited temporary employment agency is required to: [...] 4° not to require the worker to incur any expenditure of any kind whatsoever as a condition for the provision of temporary employment services”. (answer provided by the Brussels-Capital Region)</p> <p>Flemish Region: In the Flemish Decree of 10 December 2010 on Private Employment Agencies, the same safeguard is included in Article 5 9°: “Under no circumstances may the agency [that provides private employment services] request or accept any payment from the employee”.</p>
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			<p>(answer provided by the Federal Public Service on Employment, Labour and Social Dialogue)</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>The legislative basis can be found in international law, more specifically in ILO Convention nr. 181 on Private Employment Agencies (1997). Belgium ratified this Convention on 8 June 2004 and this Convention specifically states that: "Private employment agencies shall not charge directly or indirectly, in whole or in part, any fees or costs to workers." (Art. 7(1)).</p> <p>(answer provided by the Federal Public Service on Employment, Labour and Social Dialogue)</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>Not applicable.</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>Not applicable.</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p>
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			<p>Not applicable.</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>Not applicable.</p>
	<p><b>EMN NCP Bulgaria</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>There is no specific regulation in Bulgarian legislation concerning the operation of private agencies recruiting third-country nationals seeking employment in the country. In this regard, no specific fee amounts are stipulated in national legislation.</p> <p>According to Article 27, paragraph 3, item 2 of the Law on Employment Promotion, the National Employment Agency provides mediation services free of charge for the employment of Bulgarian citizens abroad, as well as for foreigners in Bulgaria, in accordance with international agreements to which the Republic of Bulgaria is a party. These mediation services are organised and provided by the Labour Bureau Directorates of the Employment Agency.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>N/A</p>

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			<p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>N/A</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>N/A</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>N/A</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>N/A</p>
	<p><b>EMN NCP Croatia</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>In the Republic of Croatia, there are distinctions between employment mediation agencies and</p>

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			<p>temporary employment agencies.</p> <p>The Labor Market Act (Official Gazette, No. 118/18, 32/20, 18/22, 156/23, and 152/24) regulates the operation of employment mediation agencies, which are prohibited from charging the job seekers for their services. Instead, they can charge the employer only.</p> <p>Employment mediation agencies must be registered to conduct employment-related activities in the Republic of Croatia. These activities can be carried out by legal entities such as companies and natural persons as a self-employed activity. After registration, the agency must be entered into the relevant registry of the ministry responsible for labor, in accordance with the provisions of Article 4, paragraph 8 of the Labor Market Act.</p> <p>According to Article 4, paragraph 6 of the Labor Market Act, employment mediation agencies provide services related to employment for job seekers free of charge, and must act impartially in relation to both job seekers and employers. In this regard, Article 5, paragraph 3 of the Ordinance on the performance of activities related to employment (Official Gazette, No. 104/25) stipulates that employment mediation agencies can charge for the services performed in connection with employment only from the employer.</p> <p>Article 5, paragraph 4 of the Ordinance explicitly states that the service price must be set as a fixed amount and cannot be determined as a percentage of the agreed salary between the employer and the worker for whom the agency mediated.</p> <p>According to Article 44 of the Labor Act, a temporary employment agency is an employer that, based on a worker leasing agreement, assigns workers to another employer (the user) for temporary work. The agency can perform worker leasing services to clients under the condition that it is registered according to specific regulations and entered into the Registry of Temporary Employment Agencies, which is maintained by the Ministry of Labor, Pension System, Family, and Social Policy.</p>
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			<p>Article 44, paragraph 6 of the Labor Act stipulates that the agency is not allowed to charge the worker a fee for their assignment to the client, nor can it charge a fee for the conclusion of a work contract between the leased worker and the client.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>The work of employment mediation agencies is regulated by Article 4. of the Labor Market Act and the Ordinance on the performance of activities related to employment. In the Republic of Croatia, only the work of employment mediation agencies that may not charge the job seeker for the service, regardless of his citizenship, is regulated.</p> <p>The work of temporary employment agencies is regulated by the provisions of articles 44-52. of the Labor Act. We point out that in the Republic of Croatia, only the work of temporary employment agencies which may not charge the worker a fee for his assignment to the user, as well as a fee for concluding an employment contract between the assigned worker and the user, is regulated. Accordingly, the legislation in force does not contain any additional provisions regarding fees.</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>No</p>
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			<p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum. According to the Labor Market Act and the Ordinance on the performance of activities related to employment, employment mediation agencies are prohibited from charging fees to job seekers.</p> <p>In accordance with the Labor Act, temporary employment agencies are not allowed to charge the worker a fee for their assignment to the client, nor for the conclusion of a work contract between the leased worker and the client, regardless of their citizenship.</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>Given that employment mediation agencies are prohibited from charging fees to job seekers, any attempt to charge such a fee by a job seeker is considered a violation under the Labor Market Act.</p> <p>The Labor Act also imposes a ban on charging fees to workers by temporary employment agencies, meaning that any such charges are considered illegal.</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>The State Inspectorate conducts inspections of the operations of employment mediation agencies. According to Article 95, paragraph 1, item 3 of the Labor Market Act , a legal entity that provides employment-related services while charging a fee to job seekers may be fined between €5,300 and €13,270 for this offense. An individual who provides employment-related</p>
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			<p>services while charging a fee to job seekers may be fined between €660 and €2,650, according to Article 95, paragraph 2 of the Labor Market Act.</p> <p>The State Inspectorate also supervises the operations of temporary employment agencies. According to Article 229, paragraph 1, item 21 of the Labor Act, an employer legal entity that charges a fee for assigning a worker to a client, or for the conclusion of a work contract between the assigned worker and the client, may be fined between €8,090 and €13,270 for this offense.</p>
	<p><b>EMN NCP Cyprus</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>There is no state involvement in the procedure. However, each agency applies its own policy and may charge either the employer or the employee differently.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>N/A</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>N/A</p>


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			<p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum. N/A</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria. N/A</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN? N/A</p>
	<p><b>EMN NCP Czech Republic</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain. NO. The Czech Republic does not regulate employment agencies that charge recruitment fees. As a country that ratified The Private Employment Agencies Convention (No. 181) of International Labour Organization, the Czech Republic prohibits the collection of such fees, pursuant to Section 58(2) of Act No. 425/2004 Coll., on Employment, as amended. In the Czech Republic, therefore, it is prohibited to charge employees any fees for job placement services.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international</p>

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			<p>conventions, etc.) under which recruitment fees are regulated?</p> <p>N/A</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>N/A</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>N/A</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>N/A</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>If a recruitment agency is found to unlawfully charge recruitment fees to TNC, money penalty is applied, or its license may be revoked.</p>
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 <b>EMN NCP Estonia</b>		<p style="text-align: center;"><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>In Estonia, it is regulated that employment mediation must be free of charge for all jobseekers, including third-country nationals.</p> <p>According to Labour Market Measures Act § 26, undertakings that are active in job mediation and intermediation of temporary agency work have a obligation to make a notification. An undertaking submits a notice of economic activities in accordance with the rules provided in the General Part of the Economic Activities Code Act prior to commencement of economic activities if the undertaking:</p> <ol style="list-style-type: none"> <li>1) is engaged in job mediation specified in clause 2 of subsection 2 of § 13 and provided in subsection 2 of § 14 of this Act;</li> <li>2) enters into an employment contract with a person to send the person for temporary agency work for the purposes of subsection 5 of § 6 of the Employment Contracts Act (hereinafter intermediation of temporary agency work).</li> </ol> <p>Labour Market Measures Act § 27 establishes a prohibition on charging of fee. An undertaking engaged in job mediation specified in clause 1 of § 26 of this Act may not charge a fee for job mediation from a person wishing to find a job. An undertaking engaged in intermediation of temporary agency work specified in clause 2 of § 26 of this Act may not charge a fee from an employee for sending the employee for temporary agency work.</p> <p>To clarify, there is no distinction for third-country nationals. The law applies to all employees.</p>

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			<p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>The regulation is based on national legislation, in particular the Labour Market Measures Act, especially Sections 26 and 27, which regulate job mediation.</p> <p>Pursuant to Section 27 of the Labour Market Measures Act, an undertaking engaged in job mediation shall not charge a fee for job mediation from a person seeking employment. This establishes a clear prohibition on charging recruitment fees to jobseekers.</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>No, Estonia does not regulate recruitment fees through bilateral agreements with third countries; the rules derive from national legislation.</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>No, employment mediation must be free of charge.</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>Yes, any fee charged to a jobseeker for job mediation or recruitment services is considered</p>
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			<p>unlawful under Section 27 of the Labour Market Measures Act.</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>If a recruitment agency is found to have unlawfully charged recruitment fees to a jobseeker, the Estonian Labour Inspectorate can take supervisory action. If a violation is confirmed, the authority issues a precept requiring the agency to correct the breach, including submitting the necessary information to the Register of Economic Activities within five working days. The precept is accompanied by a warning of a penalty payment in case of non-compliance. If a complaint is received, the Labour Inspectorate initiates supervisory proceedings to gather evidence. This may include collecting witness statements and carrying out an inspection of the company.</p> <p>In cases of serious, repeated, or intentional violations — such as systematically charging prohibited fees — the authority may prohibit the company from continuing its economic activity, including providing employment mediation services. This is considered a serious breach of legal requirements.</p>
+	EMN NCP Finland	Yes	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>YES. It is forbidden for private requitement companies to charge recruitment fees, to do so is a criminal offence. Of course, if this happens in the country of origin and it is a local employment agency that is not a criminal law matter in Finland.</p>

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			<p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>See above. Criminal offence in national law.</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>Finland has non-binding cooperation documents on labour migration that promote cooperation between States to promote smooth and ethical mobility of skilled workers. The documents have agreed, for example, on cooperation to promote ethical recruitment practices, for example in order to ensure that immigrants do not incur unreasonable costs.</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>NO.</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>YES. Providers of private employment services may not charge a client fee for the services they offer to a person customer that correspond to the employment services provided by public employment services, the provision of information and advice on job vacancies and job seeking, or registration as a jobseeker (prohibition on payment of employment services).</p>
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			<p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>Criminal Sanctions- fines or up to 1 year imprisonment.</p>
	<p><b>EMN NCP France</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>No. The legislative provisions governing the temporary employment agencies (Entreprises de Travail Temporaire – ETTs), which place employees, including third-country nationals, at the disposal of a user company, namely Articles L. 1251-1 et seq. of the French Labor Code, do not contain any provisions regarding potential recruitment fees charged to third-country nationals.</p> <p>The only legislative provisions concern the user company’s compliance with the working conditions (working hours; night work; weekly rest periods and public holidays; health and safety at work; employment of women, children and young workers, as well as the temporary employment agency’s compliance with obligations to declare, keep records, and communicate information to the competent authorities. Furthermore, it should be noted that, in accordance with Articles L. 5221-2 et seq. and Articles R. 5221-1 to R. 5221-7 of the French Labor Code, only third-country nationals who hold a valid residence permit and a work permit entitling them to work throughout the country, may be placed at the disposal of a user company.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international</p>

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			<p>conventions, etc.) under which recruitment fees are regulated?</p> <p>N/A.</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>N/A.</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>N/A.</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>N/A.</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>N/A.</p>
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	<b>EMN NCP Germany</b>	<b>Yes</b>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>YES. Guidance and placement are a nationwide statutory task of the Federal Employment Agency, which is carried out by the local Employment Agencies. Private providers are, however, an important complement in the placement business. There is no special regulation specifically governing private employment agencies, although certain specific legal requirements do apply.</p> <p>In particular, there are statutory rules on remuneration vis-à-vis jobseekers; private employment placement in Germany is regulated in Sections 296 to 301 of Book III of the Social Code (SGB III). Whether these provisions apply to cross-border situations depends first on whether German law is applicable to the respective contract. Which legal system governs a case with an international element is determined by private international law.</p> <p>In principle, the provisions of SGB III can be applied if German law is applicable. Under these rules, a remuneration agreement with jobseekers is generally permissible. Pursuant to Section 296(2) SGB III, a jobseeker must pay remuneration to a private employment agency that is subject to German law, only if an employment contract has actually been concluded as a result of the placement. In case of cross-border placement, the agency must, before conclusion of the employment contract, provide the jobseeker in writing, at its own expense, in the jobseeker's own language or in a language the jobseeker understands, with the information listed in Section 299 SGB III.</p> <p>The agency may neither request nor accept advance payments on its remuneration.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international</p>
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			<p>conventions, etc.) under which recruitment fees are regulated?</p> <p>In principle, the provisions of brokerage law (Sections 652 et seq. of the German Civil Code (BGB)) and the general part of the BGB (e.g. Sections 134 and 138 BGB) apply to the placement contract. These are supplemented by the specific provisions of Sections 296 et seq. SGB III.</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>NO. Germany emphasises the importance of fair migration in bilateral agreements. However, detailed regulations repeating the national law are not part of such agreements.</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>YES. If Sections 296 et seq. SGB III apply according to the principles of private international law, the following applies:</p> <p>The remuneration, including the applicable statutory value-added tax, may not exceed EUR 2,000. For the placement of marginal employment within the meaning of Section 8 of Book IV of the German Social Code, the intermediary may neither demand nor accept remuneration. For the placement of persons in au pair arrangements, the remuneration may not exceed EUR 150.</p>
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## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>YES. In particular, agreements that exceed the permissible maximum limit are inadmissible and therefore invalid. In addition, as a general rule, jobseekers may only be required to pay after successful placement. In the placement of trainees, remuneration may only be charged to the employer.</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>First, impermissible remuneration agreements are invalid under Section 297 SGB III, meaning that, as a rule, no valid payment claims can be derived from them. In addition, Section 404 SGB III provides for administrative fines.</p>
	<p><b>EMN NCP Greece</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>No.</p> <p>In Greece, the relevant law (Law 4052/2012, GG A'41), in par. 4 of article 98, explicitly states that "placement in a job position through a Private Employment Agency (P.E.A.) is carried out without any financial charge to the person being placed." It is considered appropriate to clarify that no discriminatory treatment against migrants is provided for, and the legislative framework applies equally to all job candidates.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international</p>

## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			conventions, etc.) under which recruitment fees are regulated? -
			3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules. -
			4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum. -
			5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria. -
			6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN? -


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	<b>EMN NCP Hungary</b>	<b>Yes</b>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>Yes. Private employment agencies must be registered and licensed under Hungarian labour law. Hungarian regulations—aligned with EU principles and international standards—generally prohibit charging jobseekers fees for job placement services. Instead, the employer is expected to bear the cost of recruitment. Enforcement is carried out through labour inspections and administrative oversight.</p> <p>The government employment agency in Hungary (Nemzeti Foglalkoztatási Szolgálat/ National Employment Service) does not charge recruitment fees in general. Regarding third-country nationals, legal residence and work authorization in Hungary is required.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>The primary framework is set out in Hungarian labour and employment laws, in particular Act IV of 1991 on Job Assistance and Unemployment Benefits, which governs private employment agencies and requires their registration/authorisation. Under this Act and its implementing regulations, employment agencies are generally prohibited from charging fees to jobseekers, including third-country nationals; recruitment costs must be borne by the employer. Relevant provisions of the Hungarian Labour Code (Act I of 2012) also reinforce general principles of fair employment and protection against exploitation.</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries?</p>
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			<p>YES/NO. If YES, please briefly explain the applicable rules.</p> <p>Hungary does not regulate recruitment fees through bilateral agreements with sending countries.</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>No maximum fee exists, because charging recruitment fees to workers is prohibited.</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>Yes, any recruitment or placement-related fee charged to the applicant is considered illegal, as Hungarian law requires such costs to be covered by the employer.</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>Under Act IV of 1991 on Job Assistance and Unemployment Benefits, the law provides that in case of a legal violation, the public employment authority may prohibit the private employment agency from carrying out its activities for a period of up to three years. Sanctions include administrative penalties and withdrawal of authorisation.</p>
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	<b>EMN NCP Ireland</b>	<b>Yes</b>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>Yes. All legally registered employment agencies are regulated under the Employment Agency Act 1971, including on the application of recruitment fees. *The Act requires operating agencies to hold a valid licence as issued by the Minister Enterprise, Tourism, and Employment and regulates what fees they may charge to employers and jobseekers under that license. Accordingly, agencies must submit a fee scale to the Minister for approval. Any fees charged higher than what was approved under the submitted pay scale are not permitted.</p> <p>These regulations apply to any regularly operating employment agency licensed under the Employment Agency Act. Informally operating agencies or those operating outside of the State are not regulated.</p> <p>Only where temporary non-EEA workers specifically are concerned, agencies are additionally regulated via the Temporary Agency Work Act 2012.** The Act prohibits temporary works agencies from charging temporary workers any fee in respect of arranging that individual's employment in the State. Agencies must be licensed under this legislation to avail of the Irish employment permit system.</p> <p>* Employment Agency Act 1971 (No. 27 of 1971), commenced by 'Employment Agency Act, 1971 (Commencement) Order 1972 (S.I. No. 256 of 1972), Art. 2. Available at: <a href="https://www.irishstatutebook.ie/eli/1971/act/27/enacted/en/print.html">https://www.irishstatutebook.ie/eli/1971/act/27/enacted/en/print.html</a></p> <p>**Protection of Employees (Temporary Agency Work) Act 2012 (No. 13 of 2012), commenced on enactment 16 May 2012, available at: <a href="https://www.irishstatutebook.ie/eli/2012/act/13/enacted/en/html">https://www.irishstatutebook.ie/eli/2012/act/13/enacted/en/html</a></p>
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**Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers**

			<p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>Employment agencies are regulated via national legislation. The Employment Agency Act regulates all licensed employment agencies including on the application of employment fees. The Temporary Agency Work Act additionally regulates recruitment fees where temporary foreign workers are concerned. The Employment Permits Act 2024 additionally governs any foreign worker recruited to Ireland on an employment permit, however, in the context of recruitment fees only regulates these where they are charged at the hands of employers, not employment agencies.***</p> <p>*** Employment Permits Act 2024 (No. 17 of 2024), commenced by 'S.I. No. 443/2024 - Employment Permits Act 2024 (Commencement) Order 2024'. Available at: <a href="https://www.irishstatutebook.ie/eli/2024/act/17/enacted/en/print.html">https://www.irishstatutebook.ie/eli/2024/act/17/enacted/en/print.html</a></p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>No</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>Yes. The maximum fee that licensed recruitment agencies may charge to jobseekers (including third country nationals) is determined by an agreed upon fee scale.* While obtaining their license under the Employment Agency Act 1971, agencies must prepare a</p>
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			<p>written fee scale for submission to the Minister Enterprise, Tourism, and Employment and obtain approval. Agencies cannot legally charge any fee higher than the approved scale. Accordingly, there is a strict maximum fee that agencies may charge to third country nationals, however, the amount varies per agency and per agreed upon fee scale.</p> <p>* Employment Agency Act 1971 (No. 27 of 1971), commenced by 'Employment Agency Act, 1971 (Commencement) Order 1972 (S.I. No. 256 of 1972), Art. 2. Available at: <a href="https://www.irishstatutebook.ie/eli/1971/act/27/enacted/en/print.html">https://www.irishstatutebook.ie/eli/1971/act/27/enacted/en/print.html</a></p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>Yes. Where an employment agency licensed under the Employment Agency Act 1971 breaches the maximum fee permissible under their approved scale, they are guilty of an offence under that Act. They agency/person may be found guilty of such an offence where they are found in breach of either (a) the approved fee scale or (b) carrying our business without holding an employment agency license.****</p> <p>* Employment Agency Act 1971 (No. 27 of 1971), commenced by 'Employment Agency Act, 1971 (Commencement) Order 1972 (S.I. No. 256 of 1972), Art. 2. Available at: <a href="https://www.irishstatutebook.ie/eli/1971/act/27/enacted/en/print.html">https://www.irishstatutebook.ie/eli/1971/act/27/enacted/en/print.html</a></p> <p>**** Minister for Business, Enterprise and Innovation (9 October 2018). 'Dáil Éireann Debate: Parliamentary Question No. 195. Recruitment Agency Regulation.' Available at: <a href="https://www.oireachtas.ie/en/debates/question/2018-10-09/195/">https://www.oireachtas.ie/en/debates/question/2018-10-09/195/</a></p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>Where an employment agency has been found in breach of this legislation and thus guilty of an offence under the Employment Agency Act 1971, they are either (a) charged a fine and/or</p>
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			<p>(b) will have their license revoked:</p> <p>(a) Under the Employment Agency Act, 1971*, a person guilty of an offence under the Act shall be liable for a Class C fine not exceeding €2,500 and in the case of a continuing offence to a further Class D fine not exceeding €1,000 a day ( (Workplace Relations Commission (2026). 'Employment Agencies.' Available at: <a href="https://www.workplacerelements.ie/en/what_you_should_know/employer-obligations/employment-agencies/">https://www.workplacerelements.ie/en/what_you_should_know/employer-obligations/employment-agencies/</a>).</p> <p>(b) Additionally, the Minister of Enterprise Tourism and Employment may revoke an employment agency licence if the holder has been convicted of an offence under the Act or has given false information in their application. The license may also be revoked where, in the opinion of the Minister, the holder is no longer a suitable person to carry on the business of an employment agency, or the premises where the holder is carrying out the business of an employment agency no longer conforms to the prescribed standards. (Workplace Relations Commission (2026). 'Employment Agencies.' Available at: <a href="https://www.workplacerelements.ie/en/what_you_should_know/employer-obligations/employment-agencies/">https://www.workplacerelements.ie/en/what_you_should_know/employer-obligations/employment-agencies/</a>)</p> <p>Unlawfully charging recruitment fees can therefore lead not only to fines but also to loss of licence, effectively preventing the agency from legally operating</p> <p>*Employment Agency Act 1971 (No. 27 of 1971), commenced by 'Employment Agency Act, 1971 (Commencement) Order 1972 (S.I. No. 256 of 1972), Art. 2. Available at: <a href="https://www.irishstatutebook.ie/eli/1971/act/27/enacted/en/print.html">https://www.irishstatutebook.ie/eli/1971/act/27/enacted/en/print.html</a></p>
	<p><b>EMN NCP</b> <b>Italy</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>No. In Italy, Employment Agencies (APL) are entities authorised by the Ministry of Labour and Social Policies, within the framework laid down by Legislative Decree of 10 September 2003,</p>

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			<p>No. 276. That Decree sets out the procedures for authorisation and regulation of the agencies, as well as the activities they may carry out.</p> <p>The prohibition on agencies requesting or receiving fees from workers is expressly provided for in Article 11, "Prohibition of charges to workers", of the above-mentioned Decree, which states: "Authorised or accredited entities are prohibited from demanding or otherwise receiving, directly or indirectly, any remuneration from the worker."</p> <p>This provision prohibits agencies from requiring any form of payment from workers, thereby ensuring that intermediation, selection, temporary agency work and outplacement services are entirely free of charge for persons seeking employment, including third-country nationals. The regulatory framework provides that all services offered by Employment Agencies to candidates and workers must be wholly free of charge. This principle is expressly confirmed by the Code of Conduct for the APL sector (Decision of 11 January 2024, published in the Official Gazette (G.U.) of 6 March 2024), which reiterates that "all services to candidates and workers covered by the authorisation required by law are free of charge."</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>NA</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>NA</p>
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			<p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>NA</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>NA</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>NA</p>
	<p><b>EMN NCP Latvia</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>Yes.</p> <p>In Latvia, any private employment agency providing job placement services must be licensed and supervised by the State Employment Agency. This regulation applies regardless of whether the candidates are local citizens or third-country nationals (TCNs). Charging job seekers including TCNs for job placement services is strictly prohibited.</p>

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2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?

Support for Unemployed Persons and Persons Seeking Employment Law (Bezdarbnieku un darba meklētāju atbalsta likums), specifically Section 18, which mandates licensing for placement services. Cabinet of Ministers Regulation No. 458 (Regulations regarding the Licensing and Supervision of Merchants Providing Job Placement Services), which sets the operational requirements for agencies. International Conventions: Latvia has ratified ILO Convention No. 181 (Private Employment Agencies Convention), which establishes the "employer pays" principle, meaning workers should not be charged recruitment fees.

3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.

Latvia has bilateral agreements and ongoing cooperation with several sending countries (e.g., Uzbekistan, Ukraine, and Moldova) regarding labor migration and social security. These agreements generally focus on protecting the rights of workers and ensuring legal migration pathways. While they may not always specify "fee amounts," they reinforce that recruitment must follow national laws (i.e., being free of charge for the worker).


4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.

Yes.

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			<p>The set maximum fee that an employment agency may charge a job seeker (including a TCN) for job placement is 0 EUR.</p> <p>Under Latvian law, job placement services must be provided to the job seeker free of charge. The agency's business model must rely on charging the employer for the recruitment service, not the applicant.</p> <p>Meanwhile the employment agency may charge a job seeker for preparation of documents necessary for work placement in the amount that not exceed EUR 50.</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>Yes.</p> <p>Any fee charged to the applicant for the purpose of "finding a job," "securing a vacancy," or "placement" is considered illegal.</p> <p>Direct Placement Fees: Any charge for the core service of connecting a worker with an employer.</p> <p>Hidden Fees: Fees disguised as "consultation," "administrative processing," or "guaranteed placement" are generally illegal if they are a condition for getting the job.</p> <p>Document Handling: While agencies can charge for additional services like professional translation or specialized training, these must be optional and not a prerequisite for the job placement itself.</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p>
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			<p>If an employment agency is found to have unlawfully charged recruitment fees to a TCN, the following sanctions apply:</p> <ul style="list-style-type: none"> <li>• Administrative Fines: Substantial fines can be imposed under the Law on Administrative Liability and the Labour Law.</li> <li>• License Revocation: The State Employment Agency can cancel or suspend the agency's license to provide placement services.</li> <li>• Immigration Restrictions: Under the Immigration Law, an employer or recruiter found in violation may be banned from inviting TCNs for a period of up to three years.</li> </ul>
	<p><b>EMN NCP Lithuania</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>Yes, Lithuania regulates private employment intermediaries that provide services to third-country nationals seeking employment in the country. The regulatory framework is based on ILO Convention No. 181 on Private Employment Agencies (ratified in 2004), the Law on Employment (Article 30<sup>1</sup>), and procedural rules set out in Order No. V-378 of 29 August 2019 of the Employment Service.</p> <p>The core of the regulation is the prohibition on charging any fees (directly or indirectly, in full or in part) to jobseekers, including third-country nationals. Services rendered to the jobseeker must always be free of charge; providers may only charge fees to the employer.</p> <p>Beyond the fee prohibition, the regulation also governs who may provide such services (providers must meet eligibility criteria relating to financial standing and compliance history), how services must be structured (through a two-contract model between provider-employer and provider-TCN), and what minimum employment conditions must be guaranteed to the third-country national (contracts of at least 6 months with salary thresholds linked to the national average gross wage). Providers must also notify the Employment Service before</p>

## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>commencing activities and report annually on their operations. Violations are subject to administrative fines under Article 133 of the Code of Administrative Offences.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>The regulation of recruitment fees charged to third-country nationals in Lithuania rests on the following legislative basis:</p> <p>At the international level, the foundational instrument is ILO Convention No. 181 on Private Employment Agencies (1997). Article 7(1) of the Convention establishes the prohibition on private employment agencies charging fees or costs to workers. Lithuania ratified this Convention on 12 February 2004 by Law No. IX-2016 on the Ratification of the Convention on Private Employment Agencies, at which point the free-of-charge principle became binding in the national legal order.</p> <p>At the national level, the primary legislative instrument is the Law on Employment of the Republic of Lithuania. Article 30<sup>1</sup> of the Law governs in detail the provision of employment intermediary services to third-country nationals wishing to work in Lithuania under an employment contract. It establishes the eligibility criteria for service providers, the mandatory two-contract structure, the free-of-charge obligation towards jobseekers, and the minimum employment conditions that must be guaranteed to third-country nationals.</p> <p>The procedural framework is set out in Order No. V-378 of 29 August 2019 of the Employment Service under the Ministry of Social Security and Labour, which approved the Procedure Description on the Provision of Information on Employment Intermediary Services. It establishes a specific pre-commencement notification requirement whereby legal persons intending to offer intermediary services to third-country nationals wishing to work in Lithuania under an employment contract must notify the Employment Service before commencing such</p>
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			<p>services, confirming that they meet each of the eligibility criteria under Article 30<sup>1</sup>(2) of the Law on Employment (i.e., that they are not subject to bankruptcy or liquidation proceedings, that they have no significant tax arrears to the state budget, municipal budgets or social funds, and that their manager or other responsible person has not received an administrative sanction within the preceding 12 months for violations of intermediary service requirements or for facilitating unlawful activities by foreigners without the required permits) and attaching supporting financial certificates from the State Tax Inspectorate, the State Social Insurance Fund (Sodra), and the Customs Authority issued no more than one month before submission, following which the Employment Service must issue a formal eligibility decision within 10 working days, with providers found non-compliant barred from serving third-country nationals and decisions subject to appeal before administrative dispute bodies or the administrative courts within one month of receipt.</p> <p>Finally, the sanction regime is established in Article 133 of the Code of Administrative Offences of the Republic of Lithuania, which provides for administrative fines for violations of the employment intermediary service requirements laid down in the Law on Employment. A first offence carries a fine of between €300 and €850, while a repeat offence attracts a significantly higher fine of between €820 and €1,500. Enforcement is the responsibility of law enforcement authorities, specifically the Police Department under the Ministry of the Interior, as the Employment Service itself bears no liability for the conduct of private intermediaries and does not enforce sanctions directly. Furthermore, a provider whose manager or responsible person has received an administrative sanction for such violations within the preceding 12 months automatically loses eligibility to provide intermediary services to third-country nationals under Article 30<sup>1</sup>(2) of the Law on Employment, effectively barring them from operating in this sector beyond the financial penalty itself.</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries?</p>
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			<p>YES/NO. If YES, please briefly explain the applicable rules.</p> <p>No</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum. Under Article 7(1) of ILO Convention No. 181, as ratified by Lithuania and implemented through the Law on Employment and Article 30<sup>1</sup>, employment intermediaries are prohibited from charging any fee or cost to a jobseeker, whether directly or indirectly, in full or in part.</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>N/A</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>Violations of the prohibition on charging recruitment fees to jobseekers, including third-country nationals, are subject to administrative liability under Article 133 of the Code of Administrative Offences of the Republic of Lithuania. A first offence carries a fine of between €300 and €850. Where the same violation is committed again, the fine increases to between €820 and €1,500. Enforcement is the responsibility of law enforcement authorities, specifically the Police Department under the Ministry of the Interior. The Employment Service itself bears no liability for the conduct of private intermediaries and does not enforce sanctions directly; persons who have witnessed or been affected by such violations are directed to contact law</p>
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			<p>enforcement authorities.</p> <p>Beyond the financial penalty, the violation triggers an additional consequence at the level of market access. Under Article 30<sup>1</sup>(2)(3) of the Law on Employment, read together with the eligibility assessment procedure established by Order No. V-378 of 29 August 2019, a provider whose manager or other responsible person has received an administrative sanction for such violations within the preceding 12 months automatically loses eligibility to provide intermediary services to third-country nationals. This means that the imposition of a fine does not merely penalise the provider financially but also bars it from operating in this specific segment of the intermediary services market, representing a significant additional deterrent beyond the monetary sanction itself.</p>
	<p><b>EMN NCP Luxembourg</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>NO. In Luxembourg, the law regulates the obligations of the employer who wants to hire a third-country national but not the recruitment agencies.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>N/A.</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p>

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			<p>N/A.</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>N/A.</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>N/A.</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>N/A.</p>
	<b>EMN NCP Netherlands</b>	<b>Yes</b>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>YES. By Dutch law is it prohibited for an employment agency to ask the job seeker for any form of compensation.[1][2] This holds for all job seekers, including third-country nationals seeking employment.</p>

## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

Under certain prerequisites, employment agencies can however deduct other specified costs from their employees' minimum wage, namely housing costs, health insurance costs, commuting costs, fines and damages.[3] Hence, Dutch employment agency cannot ask job seekers for any compensation during the recruitment process, however, agency workers can be charged with specified costs during their employment.

The Dutch regulations are aimed at Dutch employment agencies, therefore, job seekers who work with foreign employment agencies could still possibly be asked for recruitment fees. Besides conditions set by Dutch law, safeguards in relation to working conditions are also included in the requirements for obtaining a work permit (TWV) and a single permit (GVVA).[4] First, the employer is obligated to offer a wage at a competitive level (marktconform), this means that the employer must offer a reward for the work performed, which equals at least the usual reward for the same or similar roles. Additionally, the working conditions and employment relations need to meet the minimal level as set by law or as per usual in the line of business. This also holds for foreign employers who have operations in the Netherlands.

Second, recruitment costs and educational costs, related to the activities in the Netherlands, are for the account of the employer and cannot be deducted from the wage of the third country national. Similarly, travel costs to the Netherlands in relation with the third country national's stay in the Netherlands are for account of the employer.

In case the employer does not meet these conditions, the work permit or single permit request will be refused.

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Dutch Workers Allocation by Intermediaries Act (Wet allocatie arbeidskrachten door intermediairs, WAADI)


## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>^ Regulation implementing the Foreign Nationals Employment Act (Regeling uitvoering Wet arbeid vreemdelingen)</p> <p>^ Central Government (Rijksoverheid), <a href="https://www.rijksoverheid.nl/onderwerpen/minimumloon/vraag-en-antwoord/kosten-voor-huur-en-zorgverzekering-inhouden-op-minimumloon-werknemer#:~:text=Voorwaarde%20voor%20inhouding%20is%20een,om%20welke%20kosten%20het%20gaat">https://www.rijksoverheid.nl/onderwerpen/minimumloon/vraag-en-antwoord/kosten-voor-huur-en-zorgverzekering-inhouden-op-minimumloon-werknemer#:~:text=Voorwaarde%20voor%20inhouding%20is%20een,om%20welke%20kosten%20het%20gaat</a>, last accessed on 17 March 2026.</p> <p>^ Annex I Uitvoeringsregels of Implementing Regulation on the Employment of Foreign Nationals Act 2022, Art. 8, subs. 1, para. d (bijlage I Uitvoeringsregels bij de Regeling Uitvoering van de Wet arbeid vreemdelingen 2022)</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>The Dutch Workers Allocation by Intermediaries Act (WAADI) regulates what kinds of compensation can be asked of job seekers. The principle is that there are no costs deducted from the minimum wage of employees, regulated by the national legislation Minimum Wage and Minimum Holiday Allowance Act[1] and the Sham Employment Arrangements Act.[2] General deductions, like taxes and pensions, are regulated by national legislation too. Exemptions to the principle, as mentioned in Q1, follow from several national rules and regulations.[3][4] Important is that there needs to be written permission of the employee to have these costs deducted by the employer.</p> <p>^ Minimum Wage and Minimum Holiday Allowance Act (Wet minimumloon en</p>
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## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>minimumvakantiebijslag, WML) ^ Sham Employment Arrangements Act (Wet aanpak schijnconstructies, WAS) ^ Decree on Mimimum Wage and Minimum Holiday Allowance Act (Besluit op Wet minimumloon en minimumvakantietoelage) ^ Sham Employment Arrangements Act (Wet aanpak schijnconstructies, WAS)</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>NO.</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>N/A.</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>N/A.</p>
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## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>As mentioned in Q1 an application for a work permit or single permit will be refused in case the employer does not provide its foreign employer with the minimal working conditions by law or per usual in the business line. In case it is found out at a later time that the employer did not abide, they can be fined by the Netherlands Labour Authority (Arbeidsinspectie).</p>
	<p><b>EMN NCP Poland</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>Yes, Employment agencies in the Republic of Poland are entities entered in the register of employment agencies providing employment services and temporary work.</p> <p>Employment or temporary work services via employment agencies are generally free of charge. However, the Act on the Labor Market and Services stipulates that the contract is concluded through employment with the person referred to work, including the Agency's entitlements for the actual costs incurred in connection with the work abroad, including: travel and return, visa issuance, and confirmed or certified medical examinations (Article 338, paragraph 3, point 16).</p> <p>For non-compliance, the aforementioned resolution establishes a fine ranging from PLN 3,000 to PLN 30,000. Additional information, other than the higher fees, may be collected from the person whose entity is seeking employment or other gainful employment, and from a person employed or not employed by the temporary employment agency, whose assistance is available, or in the event of a change in approach, place of work, education or training, as well as in development planning.</p>

## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>The Act on the Labor Market and Services also states that the Voivodeship Marshal shall remove from the register of employment agencies any restrictions that violate the requirement of compliance with labour law in Article 338, paragraph 3. 1-7, therefore, even if an employment agency charges fees other than those specified in the Act, the Marshal may be required to remove it from the register (Article 315).</p> <p>The fees referred to above may be collected from the individuals for whom the services are applicable only from the actual costs incurred through the redirection of employment related to the designated person for work abroad – provided that these fees are specified in the contract associated with the person managing the work abroad.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>The Act of March 20, 2025, on the Labour Market and Employment Services (Journal of Laws of 2025, item 620, as amended).</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>No. Poland has no bilateral agreements concerning recruitment of workers.</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p>
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## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>NO</p> <p>The Polish legislation does not set a maximum fee, which agencies may take from recruited persons, including third country nationals.</p> <p>The Act on the Labour Market and Employment Services specifies that the contract concluded by an employment agency with a person referred to work abroad should include the amounts due to the employment agency for the actual costs incurred in referring the person to work abroad, including travel and return, visa issuance, medical examinations, and document translation. (Article 338, paragraph 3, point 16).</p> <p>The phrase "actually incurred costs" means that they should reflect e.g. market prices of performing services such as: translation of documents, medical examinations, etc.</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>In Poland, charging fees for job placement services is illegal. Employment agencies can charge actual costs for: travel and return of the person referred to work, visa issuance, medical examinations, and necessary document translation. These fees are only legal if the agency incurred the costs. All other fees charged by the agency to the person seeking employment are illegal. The agency has the right to charge job candidates for detailed actual costs, but charging a commission for the agency itself is prohibited.</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p>
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## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>In case of failure to meet the conditions of the Act specified in Article 338, paragraph 16, an employment agency is subject to a fine of PLN 3,000 to PLN 30,000 for collecting from a person for whom the entity is seeking employment or other gainful work, or from a person employed or not employed by the temporary employment agency or to whom it provides assistance in choosing or changing a profession, place of work, field of education or training or in planning professional development, additional fees other than those specified in the Act (Article 362, paragraph 3).</p> <p>The Act on the Labour Market and Employment Services also specifies that the voivodeship marshal shall remove from the register of employment agencies those agencies that violate the condition of running an employment agency specified in Article 338 paragraphs 1-7, therefore also in the event that the employment agency charges fees other than those indicated in the Act, it may be removed from the register by decision of the marshal (Article 315).</p> <p>It should also be pointed out that in line with the Polish legislation, a work permit is issued at the request of the entity entrusting work to the foreigner (Art. 8(1) of the Act of 20 March 2025 on the Conditions of Admissibility of Entrusting Work to Foreigners in the Territory of the Republic of Poland (Journal of Laws of 2025, item 621). The entity also incurs the cost of the fee for issuing such a permit. The legal provisions set out offence liability in cases of demanding financial benefit from a foreigner in exchange for taking actions aimed at obtaining a work permit or another document authorising to perform work – this is a prohibited act and the perpetrator is liable to a fine (Art. 84(4) of the Act of 20 March 2025 on the Conditions of Admissibility of Entrusting Work to Foreigners in the Territory of the Republic of Poland).</p> <p>Having presented the above information regarding the activity of employment agencies, we wish to note that the problem presented by the Irish National Contact Point related to paying fees by foreigners recruited from third countries before taking up employment, frequently to the benefit of a mediator in a third country or to bank accounts of indicated natural persons, is</p>
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## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>relevant in the Polish labour market as well.</p> <p>With reference to the presented situation, we would like to mention cases identified in practice by the State Labour Inspection, namely that employment agencies, frequently run by foreigners, conduct activity only in the form of a virtual office and operate exclusively in cyberspace, which renders it impossible for a labour inspector to carry out an effective inspection. Recruitment of foreigners interested in taking up work in Poland often is based on a model of cooperation between entities registered in the territory of Poland and foreign entities, recruiting foreigners from outside the EU and taking high fees, also for obtaining a work permit. Thus, the recruitment itself often takes place in complicated, frequently multilevel patterns, which are impossible to verify in the framework of competence of the State Labour Inspection in Poland, nor through cooperation with counterparts of the Polish Labour Inspection in countries from outside EU/EFTA.</p>
	<p><b>EMN NCP Serbia</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>NO</p> <p>The Law on Employment and Unemployment Insurance stipulates that employment agencies are providers of employment services, but it does not regulate employment fees. At the same time, the Law establishes the principle that services provided to unemployed persons are free of charge.</p> <p>Therefore, in accordance with this Law, employment agencies are prohibited from charging unemployed persons for employment mediation services.</p> <p>Additionally, the Law on the Employment of Foreigners stipulates that a foreigner entering</p>

## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>employment in the Republic of Serbia in accordance with this Law shall have equal rights and obligations with respect to work, employment, and self-employment as nationals of the Republic of Serbia. A foreigner shall be considered unemployed in accordance with the legislation on employment and unemployment insurance and shall have equal rights as nationals of the Republic of Serbia, provided that the conditions prescribed by this Law are met.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>N/A</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>N/A</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>N/A</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered</p>
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## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>illegal? YES/NO. If YES, please explain under what criteria.</p> <p>N/A</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>N/A</p>
	<p><b>EMN NCP Slovakia</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>Yes. The Slovak Republic regulates the activities of legal and natural persons providing employment mediation services for remuneration (hereinafter referred to as the "Intermediary") and temporary employment agencies (hereinafter referred to as the "Temporary Employment Agency") pursuant to Act No. 5/2004 Coll. on Employment Services (hereinafter referred to as the "Employment Services Act").</p> <p>According to Article 25(3) of the Employment Services Act, an intermediary may collect a fee for services related to employment mediation only from the legal entity or natural person for which he or she mediates an employee. The amount of the fee under the first sentence shall be negotiated by the intermediary with the legal entity or natural person for which the intermediary intermediates the employee. It means that it is not allowed to collect employment placement fees from employees (including third-country nationals) for whom it intermediates. The intermediary may collect the fee exclusively from the employer for whom the employee is mediated.</p> <p>Similarly, according to Article 29 (2) of the Employment Services Act, a temporary</p>


## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>employment agency may not charge a fee from a temporary agency worker for assignment to a user employer or for concluding an employment relationship with a user employer after the end of such assignment; For the assignment of a temporary agency worker, the temporary employment agency may collect remuneration from the user employer in the agreed amount. Temporary-work agencies may not charge any fees from temporary agency workers (including third-country nationals) for their assignment to a user employer or for entering into an employment relationship with a user employer after the end of such assignment.</p> <p>That legislation was adopted as a direct follow-up to International Labour Organisation Convention No 181/1997 concerning Private Employment Agencies and responds to the need to protect workers from abuse and disproportionate fees.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>The legislative basis for the regulation of fees arising in connection with the activities of intermediaries and temporary employment agencies in the Slovak Republic are Article 25 (3) and 29 (2) of the Employment Services Act. These provisions reflect the International Labour Organization Convention No. 181/1997 on Private Employment Agencies.</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>No. The Slovak Republic does not have special provisions within the framework of bilateral agreements with sending countries that would regulate the activities of intermediaries and temporary employment agencies and fees related to these activities beyond the scope of</p>
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## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>national legislation. Regulation of this area is ensured primarily at the national level through the Employment Services Act, which clearly prohibits the collection of fees from employees or temporary agency workers.</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>No. With reference to Article 25(3) of the Employment Services Act, an intermediary may not charge employees (including third-country nationals) any fees for services related to its activity. The intermediary may collect fees for services related to its activity only from the person for whom it mediates the employee, and the amount is agreed upon by mutual agreement.</p> <p>Similarly, according to Article 29 (3) of the Employment Services Act, a temporary employment agency may not collect fees from temporary agency workers for services related to its activities. A temporary employment agency may collect fees for services related to its activities only from the user employer in the agreed amount.</p> <p>It means that the Employment Services Act does not set a maximum amount of fees for intermediaries and temporary-work agencies that they could charge, as the collection of fees from employees and temporary agency workers is not permitted.</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>Yes. Any recruitment fees charged to an employee or temporary agency employee (including third-country nationals) are considered illegal under Slovak legislation. The criterion of</p>
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## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>illegality is therefore the very fact that the fee is required from the employer or temporary agency employer, regardless of its amount or form.</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>If it is found that an intermediary or a temporary employment agency has illegally charged fees, this may be considered a violation of the Employment Services Act, for which administrative penalties are applied based on the Employment Services Act.</p>
	<p><b>EMN NCP Slovenia</b></p>	<p><b>Yes</b></p>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>No. As a public institution, The Employment Service of Slovenia provides its services free of charge. The Employment Service does not charge fees to third country nationals registered in its records. We do not have data for employment agencies that operate on the market on a commercial basis (private agencies).</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>N/A</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries?</p>


## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>YES/NO. If YES, please briefly explain the applicable rules.</p> <p>N/A</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>N/A</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>N/A</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>N/A</p>
	<b>EMN NCP Spain</b>	<b>Yes</b>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>NO.</p> <p>In accordance with Law 3/2023 of 28 February on Employment, one of the mechanisms for labour intermediation is the system of placement agencies (Article 41).</p> <p>Placement agencies are understood to be any public or private entities, whether profit-making</p>

## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>or non-profit, that carry out labour-intermediation activities in coordination with the Public Employment Services or as collaborating entities thereof (Article 43). In all cases, workers shall be guaranteed free access to intermediation services (Article 42.4). The regulatory framework governing these agencies is set out in Royal Decree 1796/2010 of 30 December, which regulates Placement Agencies.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>N/A</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>N/A</p> <p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>N/A</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered</p>
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## Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers

			<p>illegal? YES/NO. If YES, please explain under what criteria.</p> <p>N/A</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>N/A</p>
	<b>EMN NCP Sweden</b>	<b>Yes</b>	<p>1. Does your Member State regulate employment agencies that charge recruitment fees to third-country nationals seeking employment in the State? YES/NO. Please briefly explain.</p> <p>NO. Sweden does currently not have any legislation in place that regulates fees charged by employment agencies to migrant workers.</p> <p>2. If you answer YES to Q1, what is the legislative basis (e.g. national legislation, international conventions, etc.) under which recruitment fees are regulated?</p> <p>N/A</p> <p>3. If you answer YES to Q1, does your Member State additionally cover rules regarding recruitment agencies and recruitment fees in bilateral agreements with sending countries? YES/NO. If YES, please briefly explain the applicable rules.</p> <p>N/A</p>

**Ad-Hoc Query on 2026.17 Regulating recruitment fees charged by employment agencies to migrant workers**

			<p>4. If you answer YES to Q1, is there a set maximum fee that employment agencies may charge to Third Country Nationals? YES/NO. If YES, please indicate what is the maximum.</p> <p>N/A</p> <p>5. If you answer YES to Q1, are certain recruitment fees charged to the applicant considered illegal? YES/NO. If YES, please explain under what criteria.</p> <p>N/A</p> <p>6. If you answer YES to Q5, what sanctions apply in your Member State if recruitment agencies are found to have unlawfully charged recruitment fees to TCN?</p> <p>N/A</p>
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