

Requirements and claims relating to posting or temporary agency work:

Overview of enforcement options

Claim	Enforcement based on		Competent authorities <i>Link for internet search</i>	Outcome of enforcement
	public law	private law		
Minimum remuneration as specified in Austrian collective agreements	✓		<p>Anti-Fraud Office</p> <p>Construction Workers' Holiday and Severance Pay Fund (BUAK)</p> <p>Competence Centre for Combating Wage and Social Dumping (Kompetenzzentrum LSDB) at the Austrian Health Insurance Institution (Österreichische Gesundheitskasse, ÖGK), in German</p> <p>District Administration Authority (District Commission, City Magistrate, Magistrate or, in Vienna, the Municipal District Office)</p>	<p>Review of remuneration</p> <p>Employer is fined for paying too little remuneration Fine of up to EUR 400,000</p> <p>Prohibition from providing services in Austria after repeated violation of provisions</p>
		✓	<p>Labour and Social Court</p>	<p>Court ruling imposing payment of outstanding wages</p>
Pay entitlement during annual leave and when prevented from work for justified reasons	✓		<p>Anti-Fraud Office</p> <p>Construction Workers' Holiday and Severance Pay Fund (BUAK)</p> <p>Competence Centre for Combating Wage and Social Dumping at the Austrian Health Insurance Institution</p> <p>District Administration Authority</p>	<p>Review of remuneration</p> <p>Employer is fined for paying too little remuneration Fine of up to</p>

			(District Commission, City Magistrate, Magistrate or, in Vienna, the Municipal District Office)	EUR 400,000 Prohibition from providing services in Austria after repeated violation of provisions
		✓	<u>Labour and Social Court</u>	Court ruling imposing payment of outstanding wages
Reimbursement of travel, lodging and board expenses		✓	<u>Labour and Social Court</u>	Court ruling imposing reimbursement of expenses
Compliance with maximum working hours and minimum rest period	✓		<u>Labour Inspectorate</u> District Administration Authority (District Commission, City Magistrate, Magistrate or, in Vienna, the Municipal District Office)	Review of working hours Employer is fin ed for violating provisions governing working hours and rest periods: fine of up to EUR 3,600
Compliance with provisions governing safety and health at the workplace	✓		<u>Labour Inspectorate</u> District Administration Authority (District Commission, City Magistrate, Magistrate or, in Vienna, the Municipal District Office)	Inspection of employee health and safety measures Employer is fin ed for violating provisions governing occupational health and safety: fine of up to EUR 16,659
Suitable lodging/accommodation			<u>Labour Inspectorate</u> District Administration Authority (District Commission, City Magistrate, Magistrate or, in Vienna, the Municipal District Office)	Verification of living space to ensure compliance with occupational health and safety requirements (while considering the right to a protected space - Hausrecht) Employer is fin ed for providing living space that is not suitable: fine of up to EUR 16,659
Compliance with	✓		<u>Labour Inspectorate</u>	Verification of protection of underage employees at the workplace

