



**A1 certificate – Working in other EU countries**  
A Pan-European-overview

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Globalization has brought a big increase in employees working across borders. Such cross-border employee mobility may be either a „true“ border-crossing work (e.g. driving a bus from Italy to Denmark), or it might involve either regular visits to foreign subsidiaries or general business trips to foreign countries.

Irrespective of the climate change-related discussions, business travels are ever more increasing and so are cross border trips.


After the building of the Schengen-area, the lack of visa requirements within the European Union has greatly facilitated cross border travels and cross border work. In the course of an increasing national protectionism, the protection of workforces against “cheap labour”, social security protection and the guarantee of minimum pay have become more common, more important and are sometimes a surprising obstacle for cross border business trips.

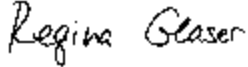
Several managers have had bad surprises during the last months, when they went – as usual – spontaneously on a business trip and then became subject of a meticulous check of the border control in the host country.

Business travellers are asked more often to prove that their companies are paying the host country's minimum pay as well as the fact that the employee is (still) covered by his/her home country's social security system. The famous “A1 certificate” has become a steady point of discussions and bad jokes for frequent travellers.

The European Employment Law Group of World Services Group has, thus, decided to provide its clients with a Pan-European-overview on each European country's statutory requirements on the handling of the A1 certificate as well as minimum pay.

The following brochure is the result of a joint effort and we hope offering added value to your work.

  
Bernd Weller

  
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