

Introducing A1 Certificates for safe business travel across borders

Imagine this. An employee returns from a business trip or workation in Europe, not with souvenirs, but with a hefty fine or a story about being questioned by authorities over a missing social security certificate.



How could this happen? Simple: they didn't have an A1 certificate.

Authorities are now enforcing the issuance of A1 certificates. We've seen a marked increase in spot-checks, border inspections, and retroactive audits, even for short-term travel like meetings or conferences. Compliance is no longer just good practice, it's a visible and enforced requirement.

So what is an A1 certificate?

An A1 certificate is a mandatory legal document for employees working temporarily abroad within the EU/EEA or Switzerland. It proves that their social security contributions remain in their home country, avoiding dual payments and protecting both employer and employee from unexpected liabilities.

For travel outside the EU to countries with bilateral agreements, a Certificate of Coverage (CoC) serves a similar purpose.

Introducing the A1 Certificate powered by WorkFlex

As part of our mission to deliver compliant and secure global employment solutions, we're partnering with **WorkFlex**, a leading provider of international work compliance tools, to help you secure this certificate easily.

This collaboration ensures employees who travel or work temporarily across borders are fully supported and that your organization remains legally protected at all times.

Why this matters to you

Without a valid A1 certificate, you or your employees may face:



Non-compliance fines or audits (up to €30,000 depending on the country)



Retroactive tax or social contributions (recent cases show liabilities of up to €500,000)



Risk of triggering a Permanent Establishment

With an A1 certificate in place:



Full compliance with EU regulations



Transparent process and pricing



Proactive management of the employee experience



Trusted support from cross-border compliance experts



Effortless navigation of local bureaucracy

Who issues A1 Certificates? 💡

The certificate is issued by authorities in the country where the employee is insured and employed. For example:



Germany: Statutory health insurers or Deutsche Rentenversicherung



France: URSSAF



United Kingdom: HM Revenue & Customs (HMRC)

Why is the A1 certificate important?

This document mitigates cross-border social security risks by proving that the employee remains covered under their home country's system.

Without it, two key risks emerge when working abroad temporarily:

- The employee could lose coverage in their home country
- The employee may be forced into the host country's social security system

Either scenario can lead to dual contributions or loss of entitlements. The A1 certificate, or the Certificate of Coverage (COC) in non-EU treaty countries, prevents this.

When do you need an A1 certificate?

A1 certificates are required when employees travel for business or workations within:

- EU countries
- Iceland, Liechtenstein, Norway, Switzerland
- The United Kingdom

They must be requested from the local authorities in the employee's home country.



What happens if you don't apply?

If your employee is stopped without an A1 certificate, it can lead to serious complications:

- Administrative burdens for HR and employees
- Dual social contribution liabilities
- Limited access to home-country social security benefits



How much does it cost?

WorkMotion, powered by our partner WorkFlex, facilitates A1 certificates for just €149 per trip, covering legal checks, submission and tracking.



Let's make business travel safer and stress-free

The A1 certificate is essential for safeguarding employees and employers from international social security risks. It keeps contributions within the home system and prevents issues like double payments or loss of benefits.

Need support?

Contact your Customer Success Manager or visit our Help Center.

Let's make business travel smoother, safer, and *fully compliant*.

