

A Technological Framework for AI-Powered Cross-Interface Automated A1 Submission

Automation & Interoperability – Making Labour market Effective and Efficient

ELA TECH Conference 3rd edition – 28/10/2025



Alessandro Arletti

Decima Ratio
Founder & CEO



Alberto Arletti

University of Venice
Researcher



Riccardo Malacarne

Decima Ratio
Business Associate

Who we are



PROJECT PART FUNDED BY EMILIA-ROMAGNA EUROPEAN FUNDS



Innovative startup and software house specialized at the interchange between labour law and AI.

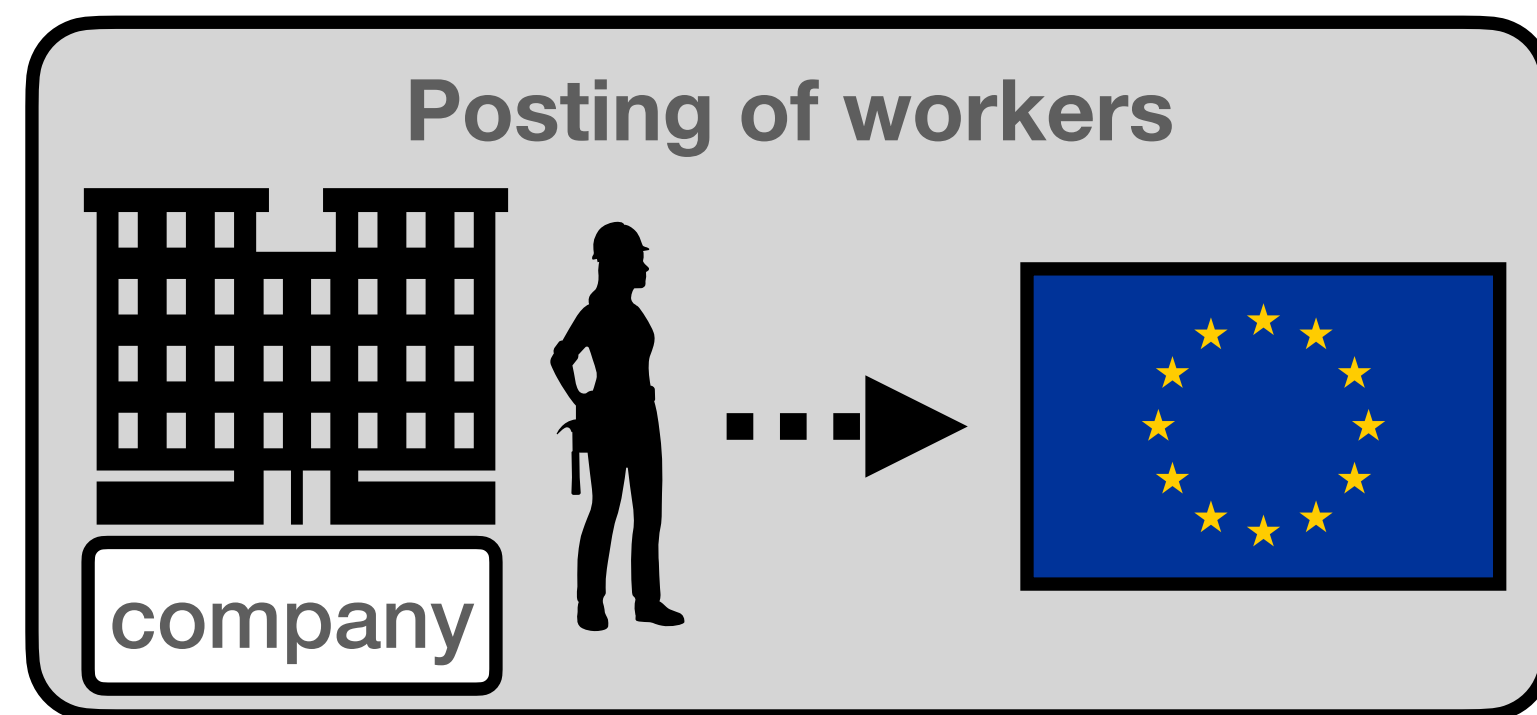
Global mobility experts with +25 years of experience in directives 96/71, 2014/67 and 11/52 2019. A&P Specialise in posting of workers for transnational provision of services.

■ Outline

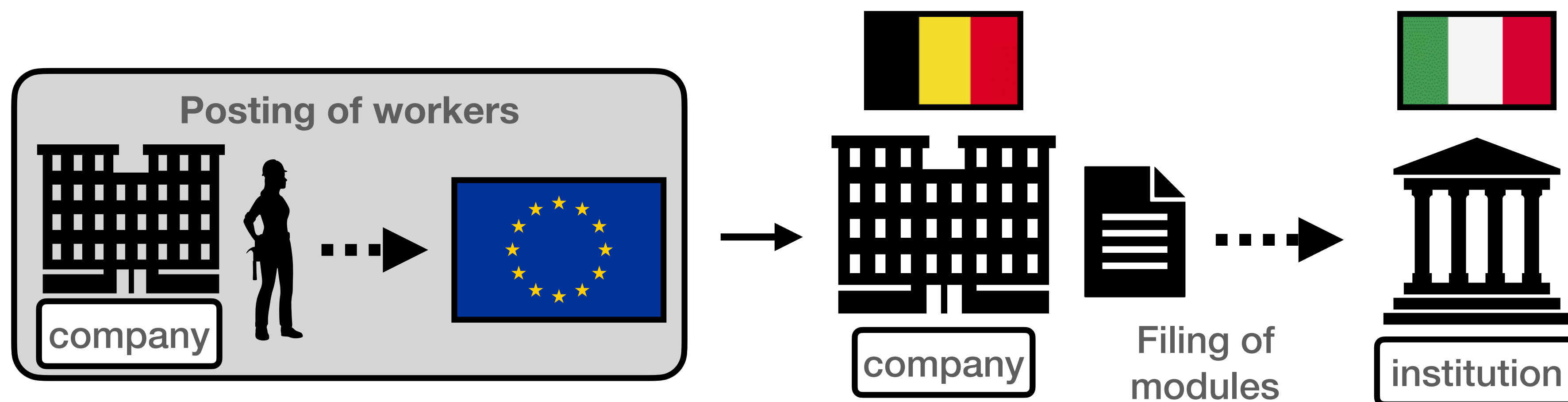
- **Problem Presentation:** Automated form processing for worker posting
- **Current Approaches:** Manual Coding
- **AI Solution:** AI-Augmented form submission
- **Conclusions:** Recommendations for companies and for ELA

Problem Presentation

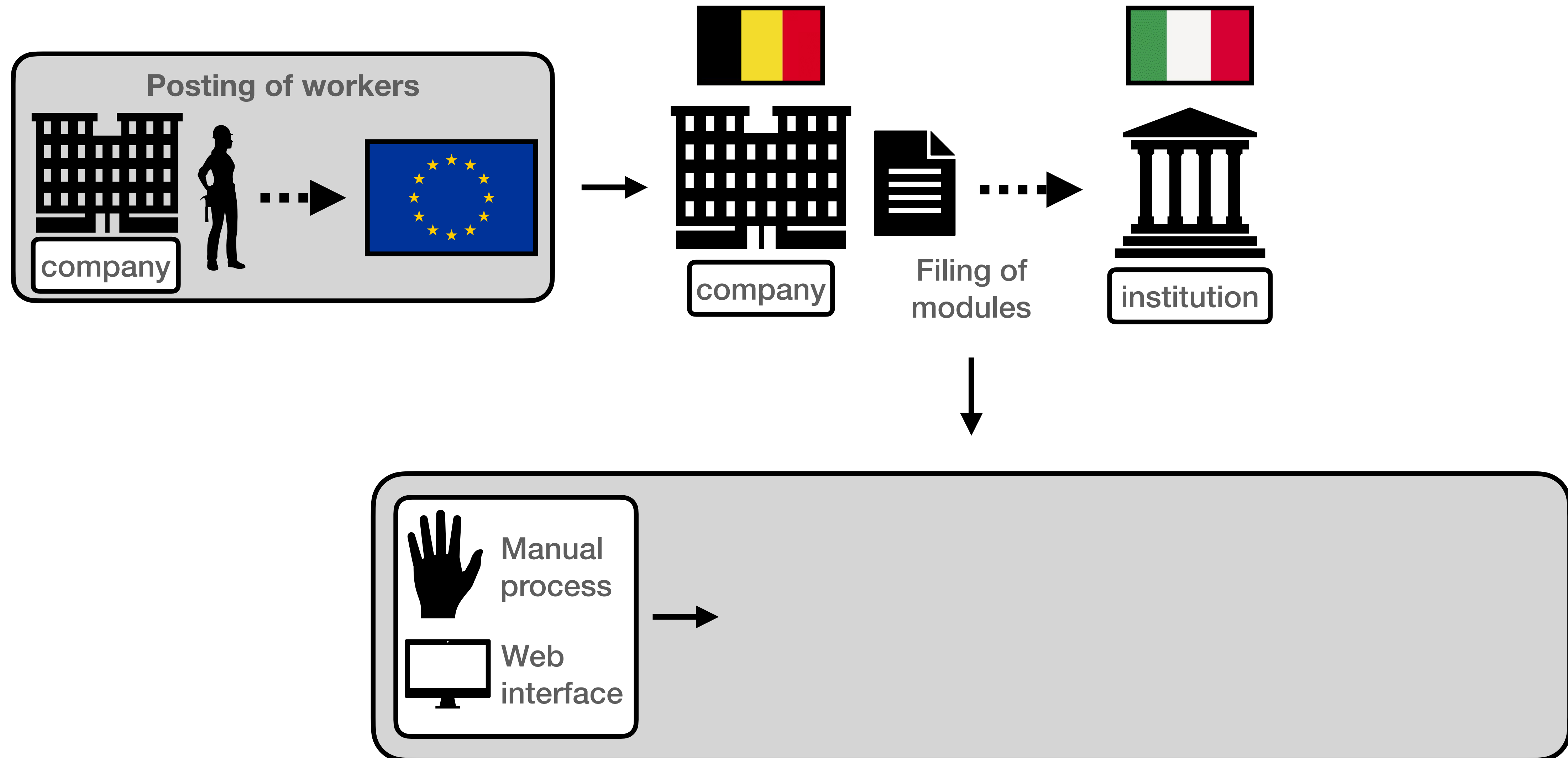
Posting workers across the EU for provision of services



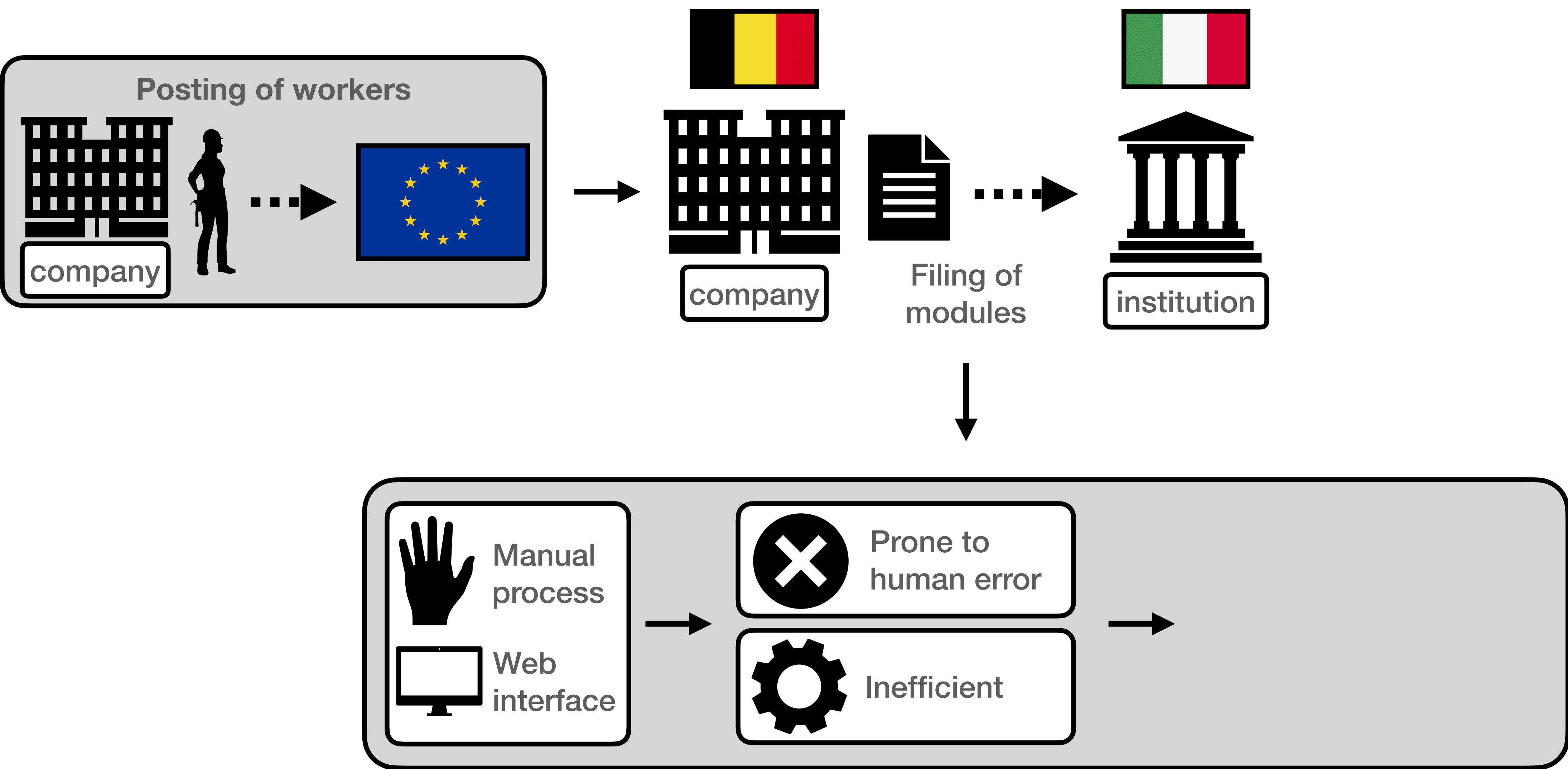
Posting workers across the EU for provision of services



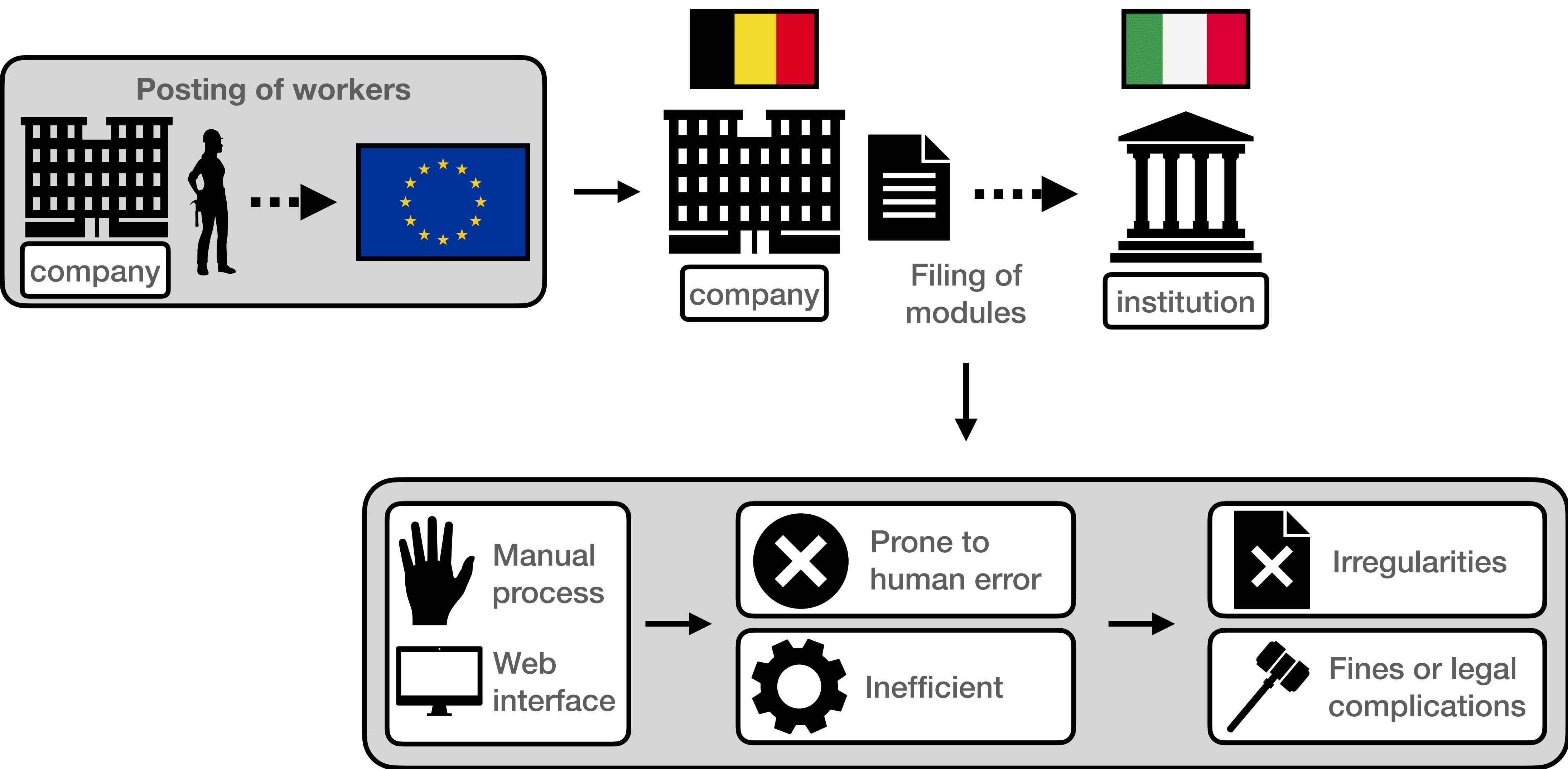
Posting workers across the EU for provision of services



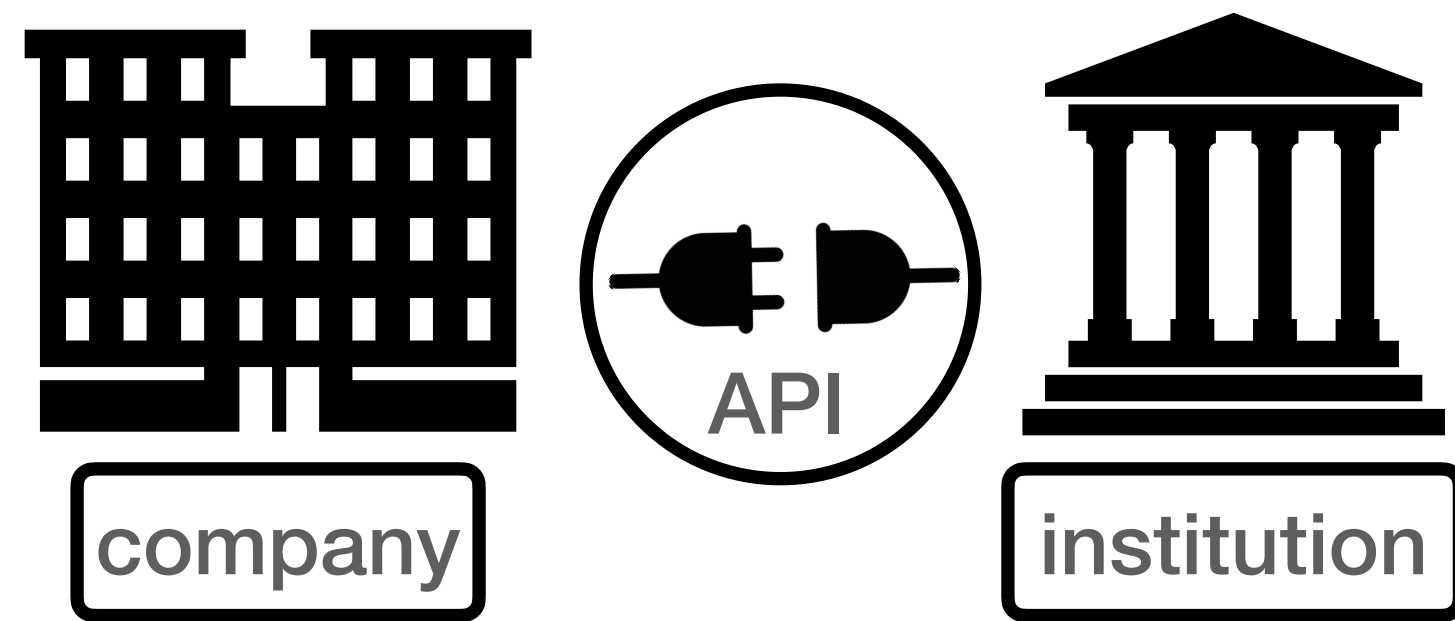
Posting workers across the EU for provision of services



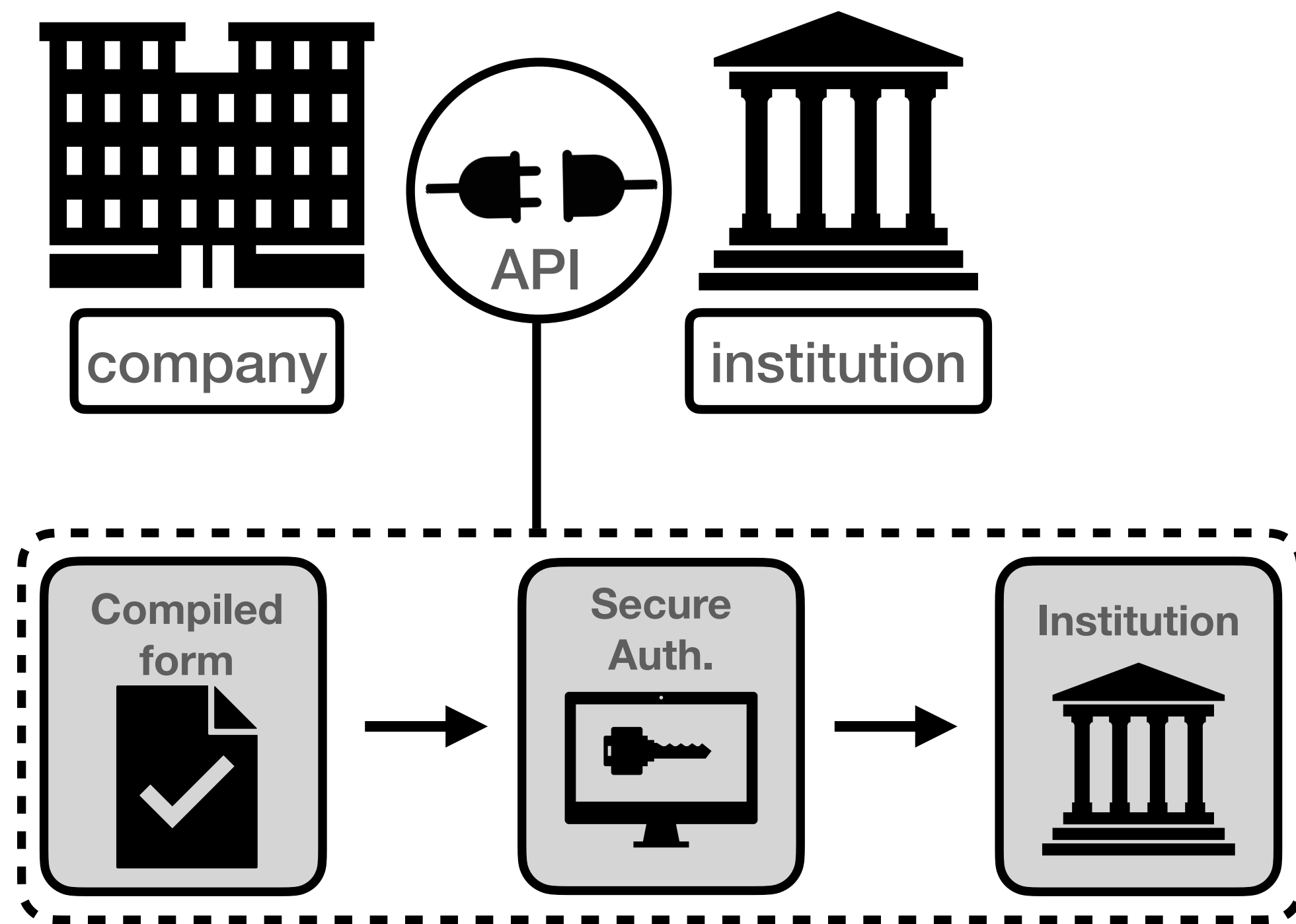
Posting workers across the EU for provision of services



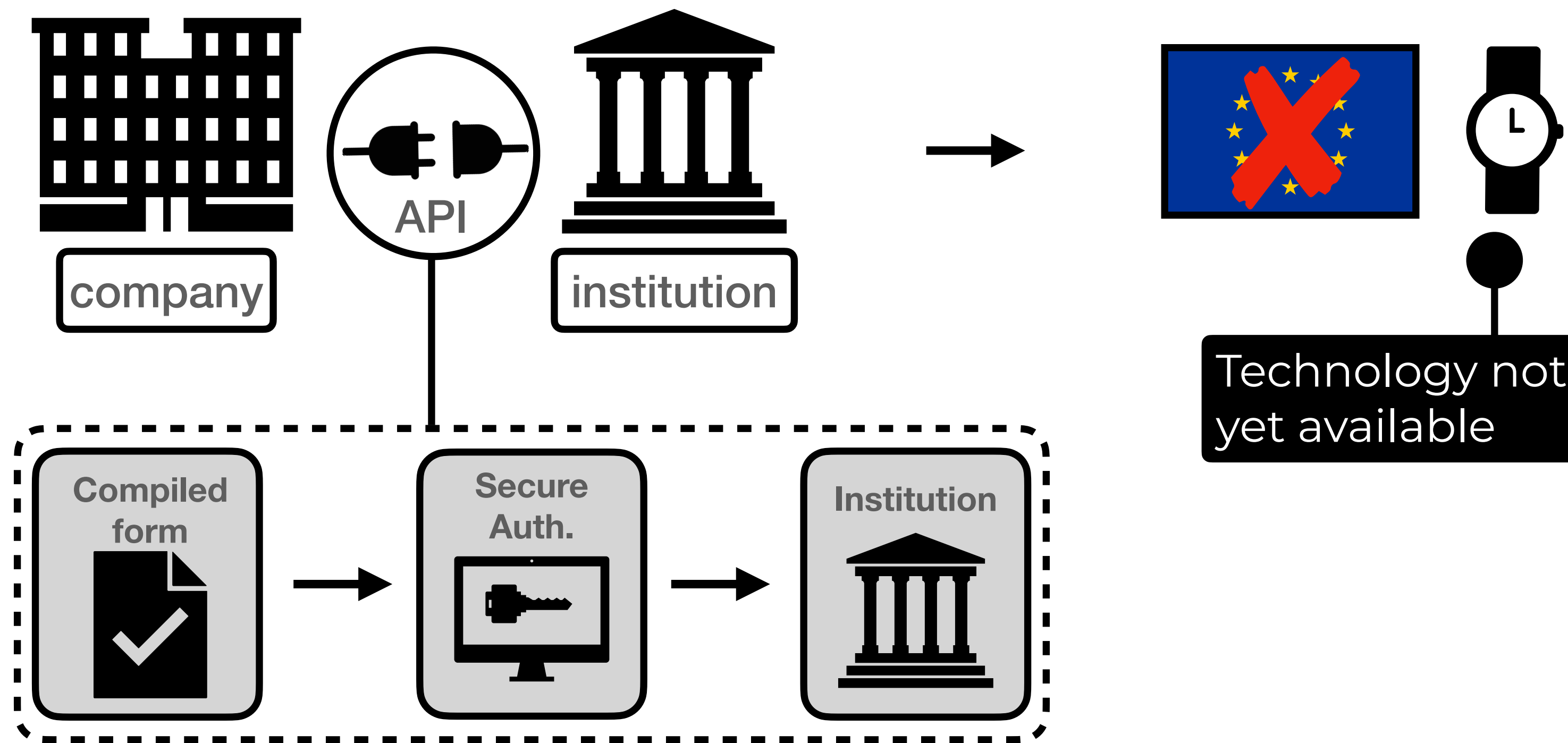
The Ideal Solution: The use of API



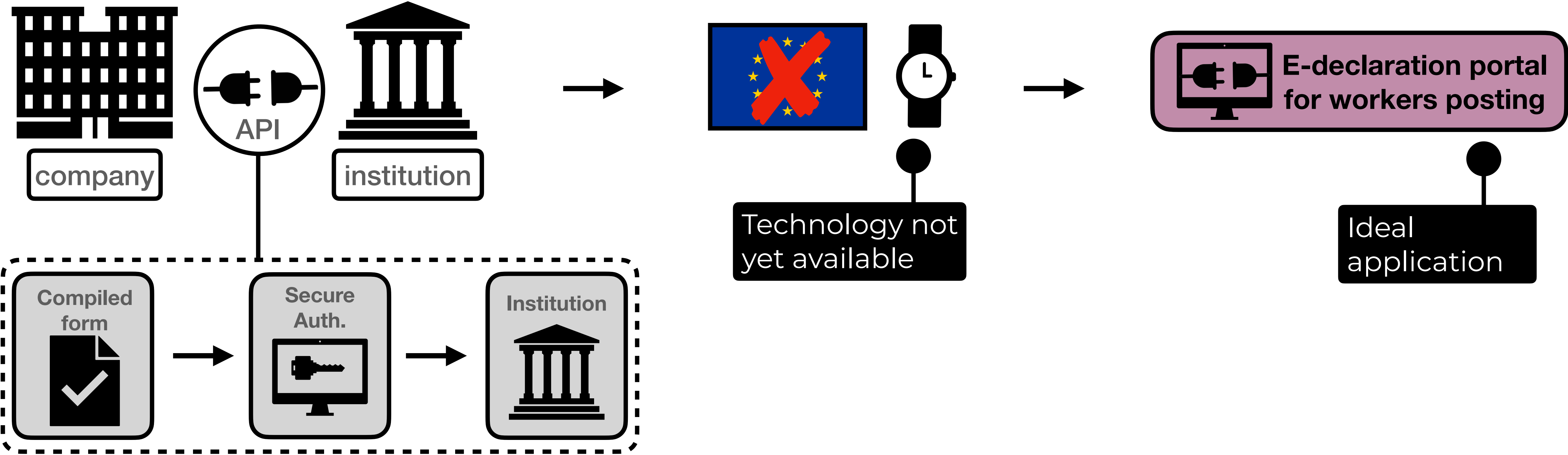
The Ideal Solution: The use of API



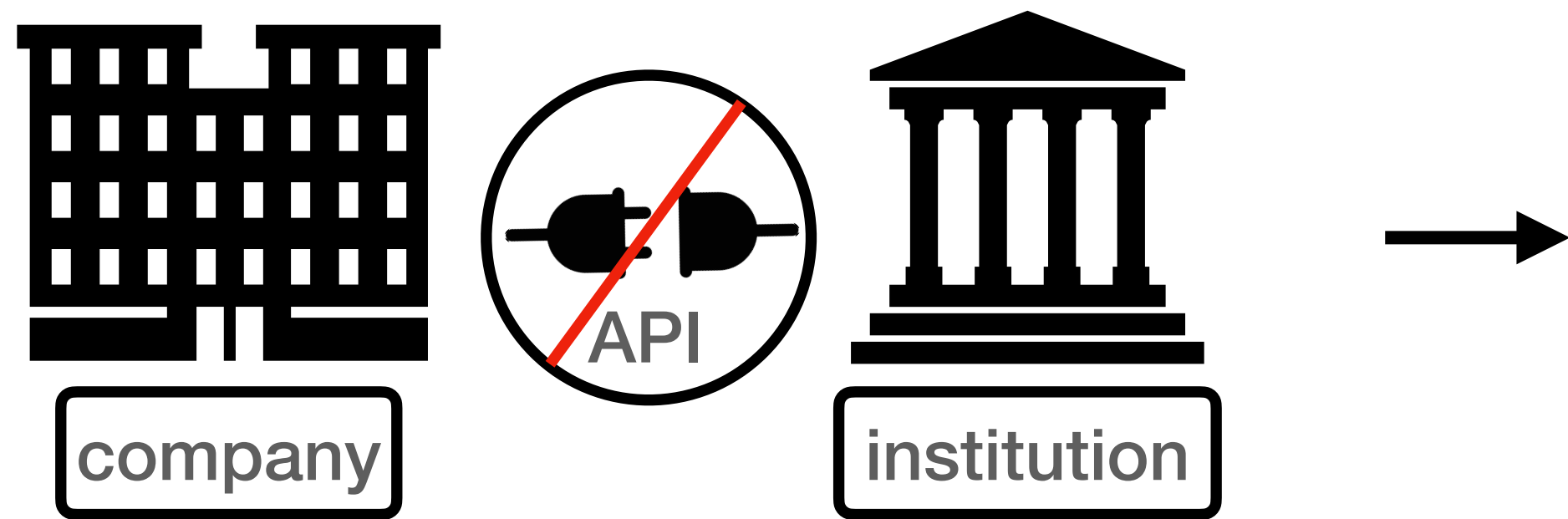
The Ideal Solution: The use of API



The Ideal Solution: The use of API



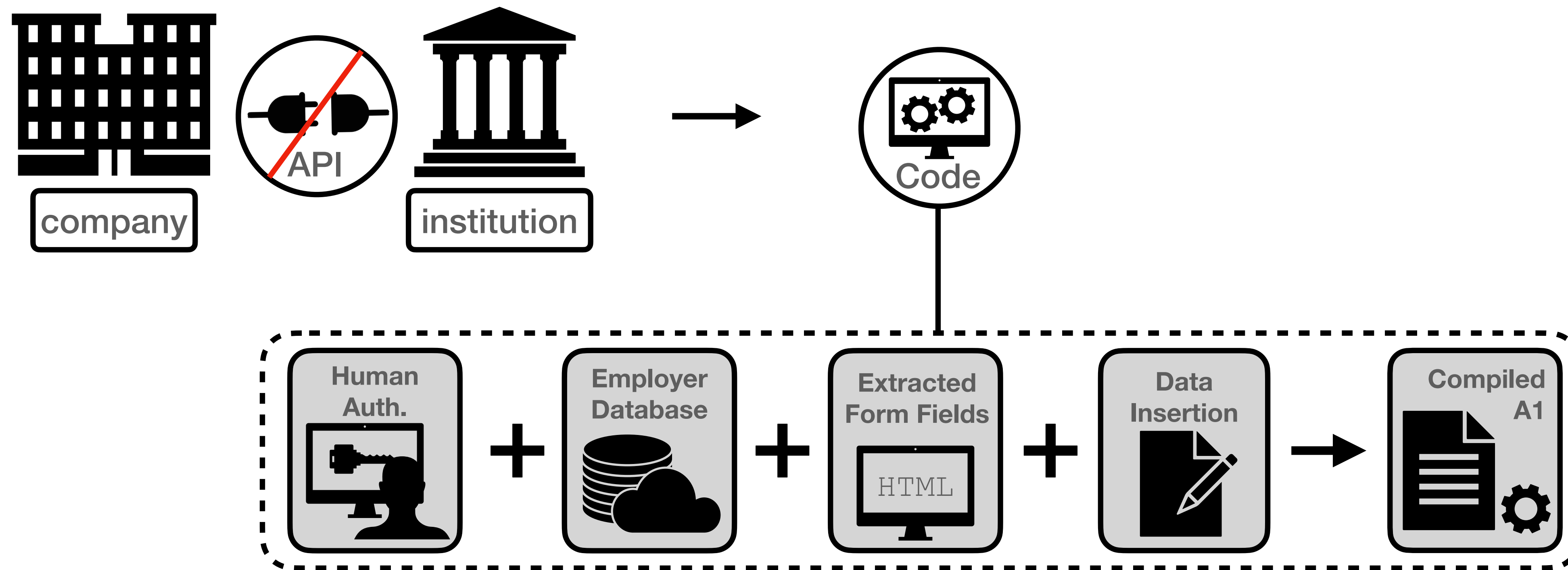
The existing approach: code programming



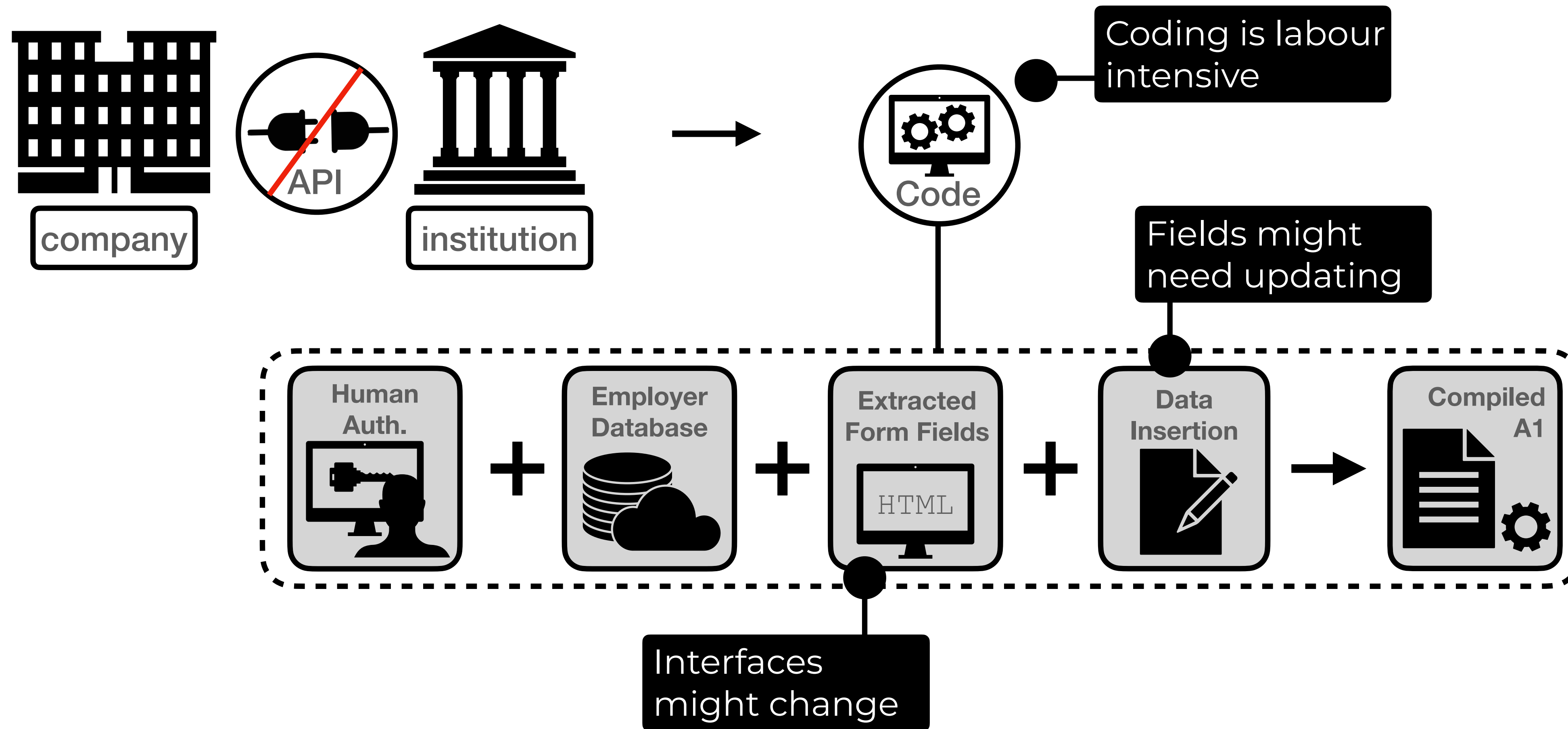
The existing approach: code programming



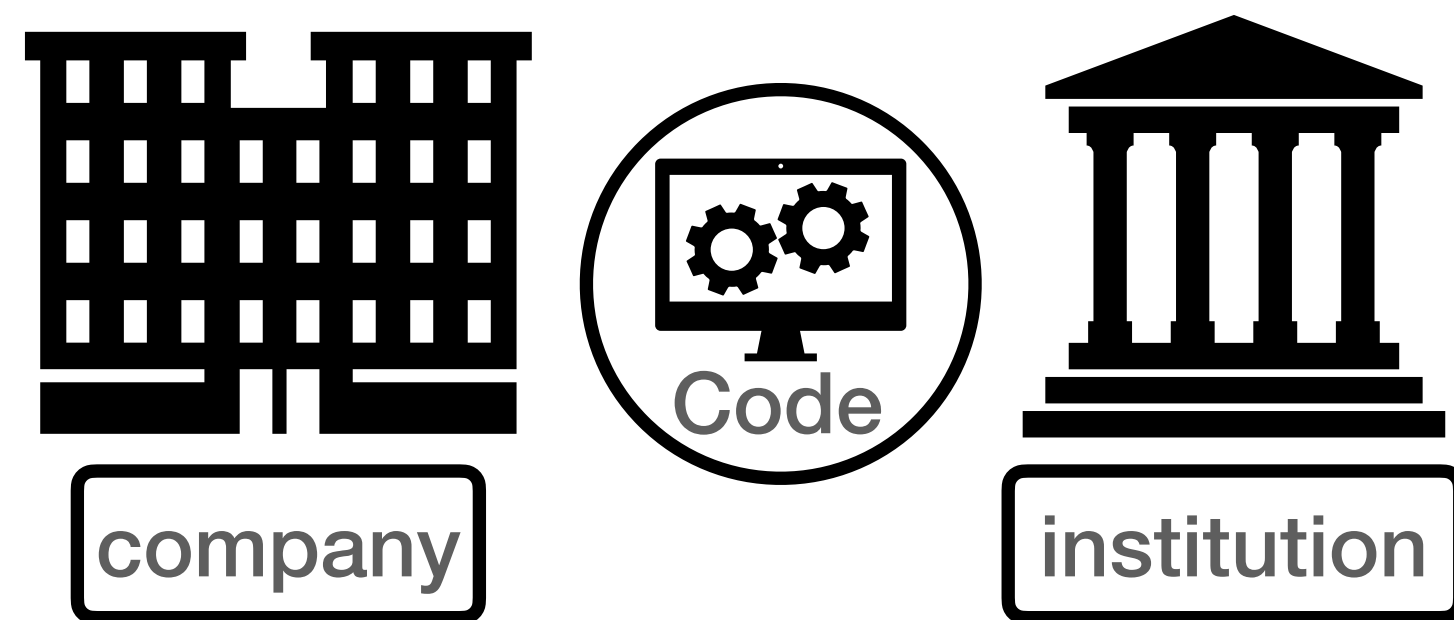
The existing approach: code programming



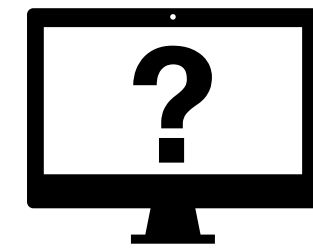
The existing approach: code programming



Code alone suffers from clear disadvantages



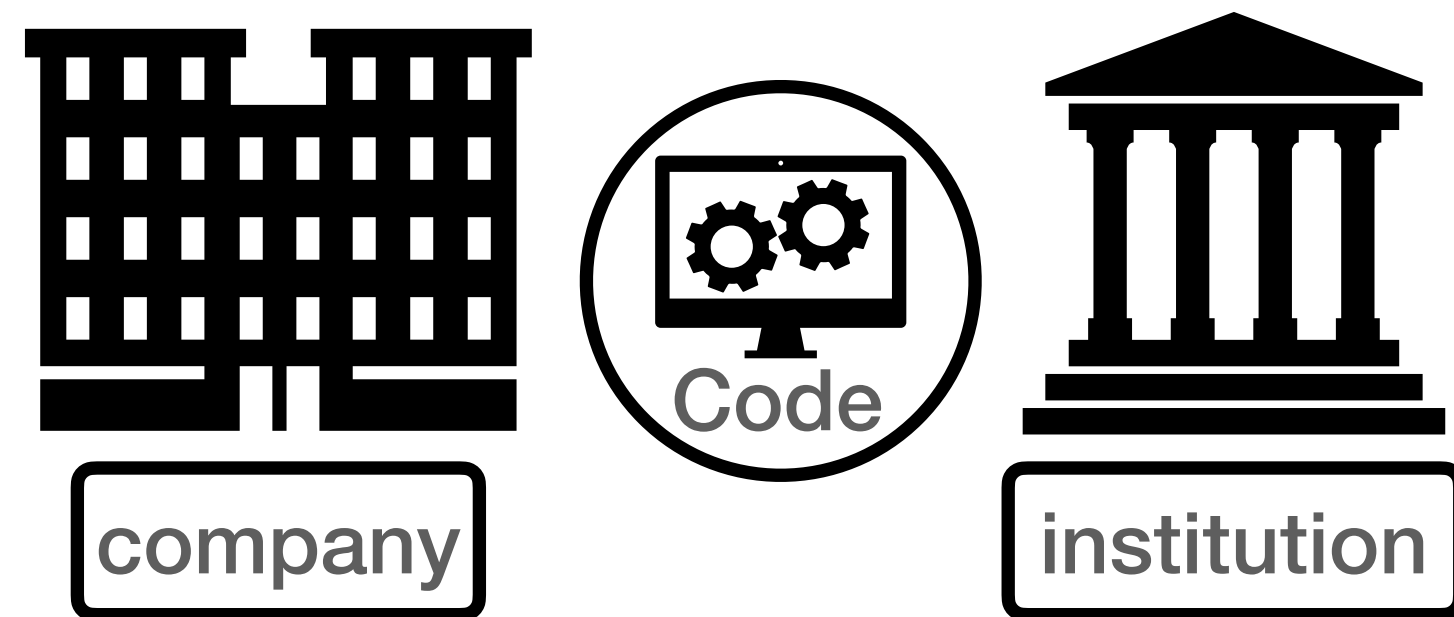
Issue: inflexible



prone to errors
as interface can
change

A diagram showing a form with three input fields. The first field is labeled 'name', the second 'surname', and the third 'passport N'. A red diagonal line is drawn across the entire form. To the left of the form, a solid black dot is connected to the form by a horizontal line.

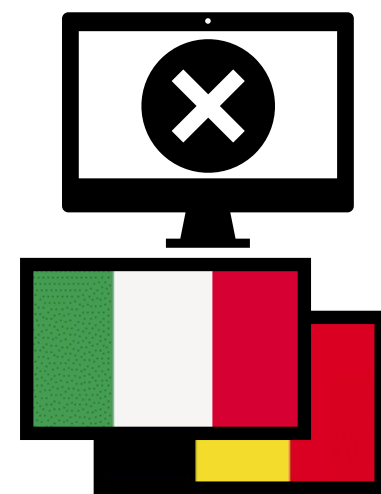
Code alone suffers from clear disadvantages



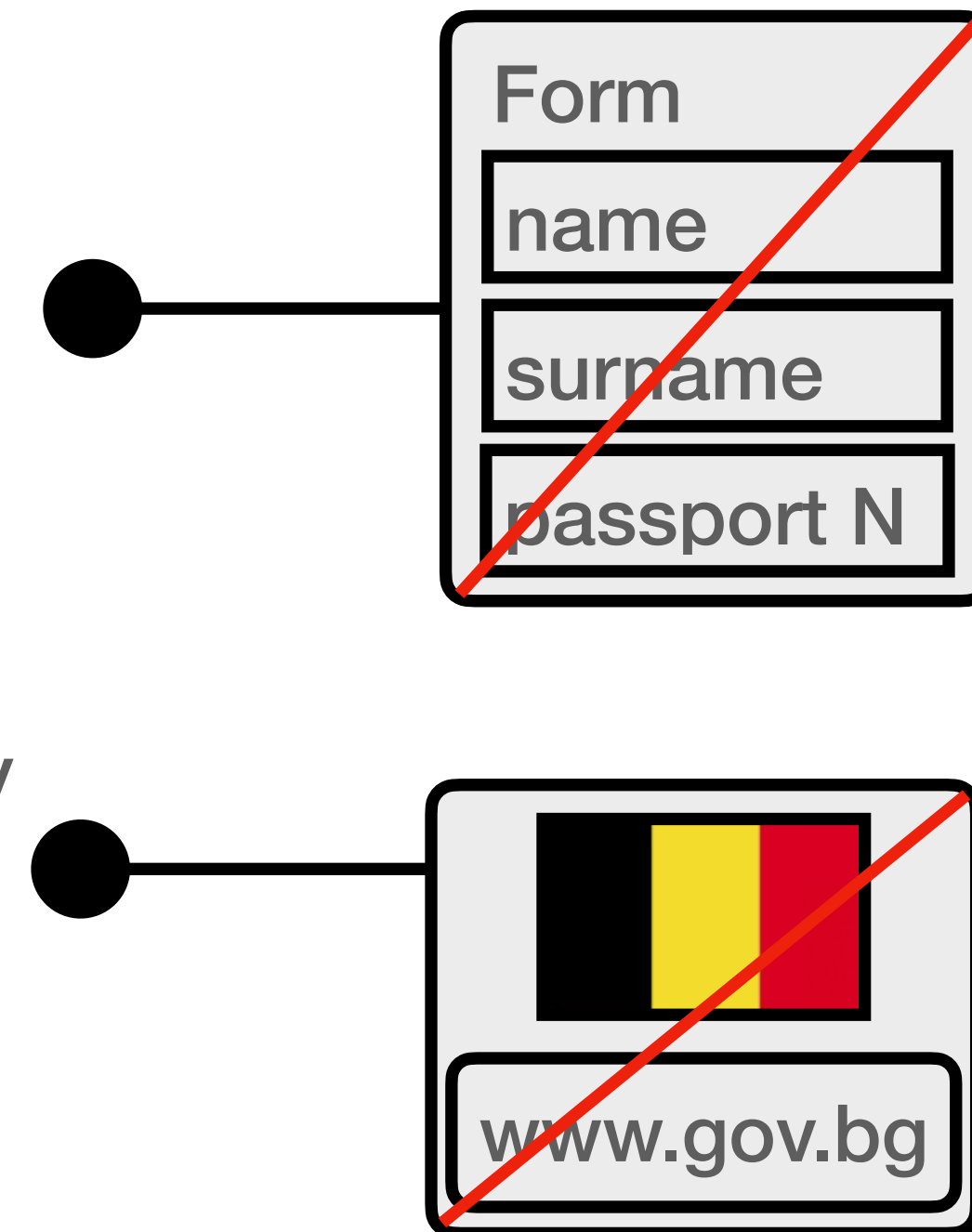
Issue: inflexible



prone to errors
as interface can
change



time consuming
(different for every
website)



New Scenarios based on AI Technology

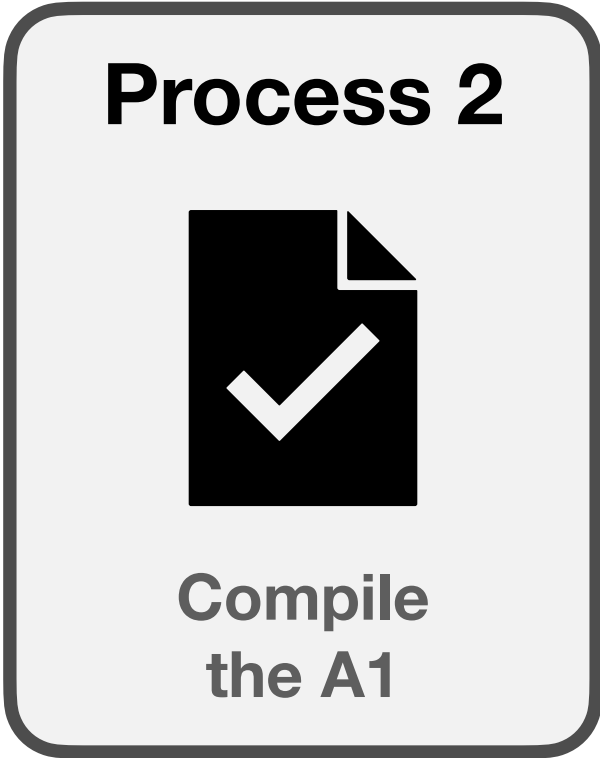
AI-Powered Automated Submission

Introducing AI-based automated module filing



A1 Form

name
surname
employer

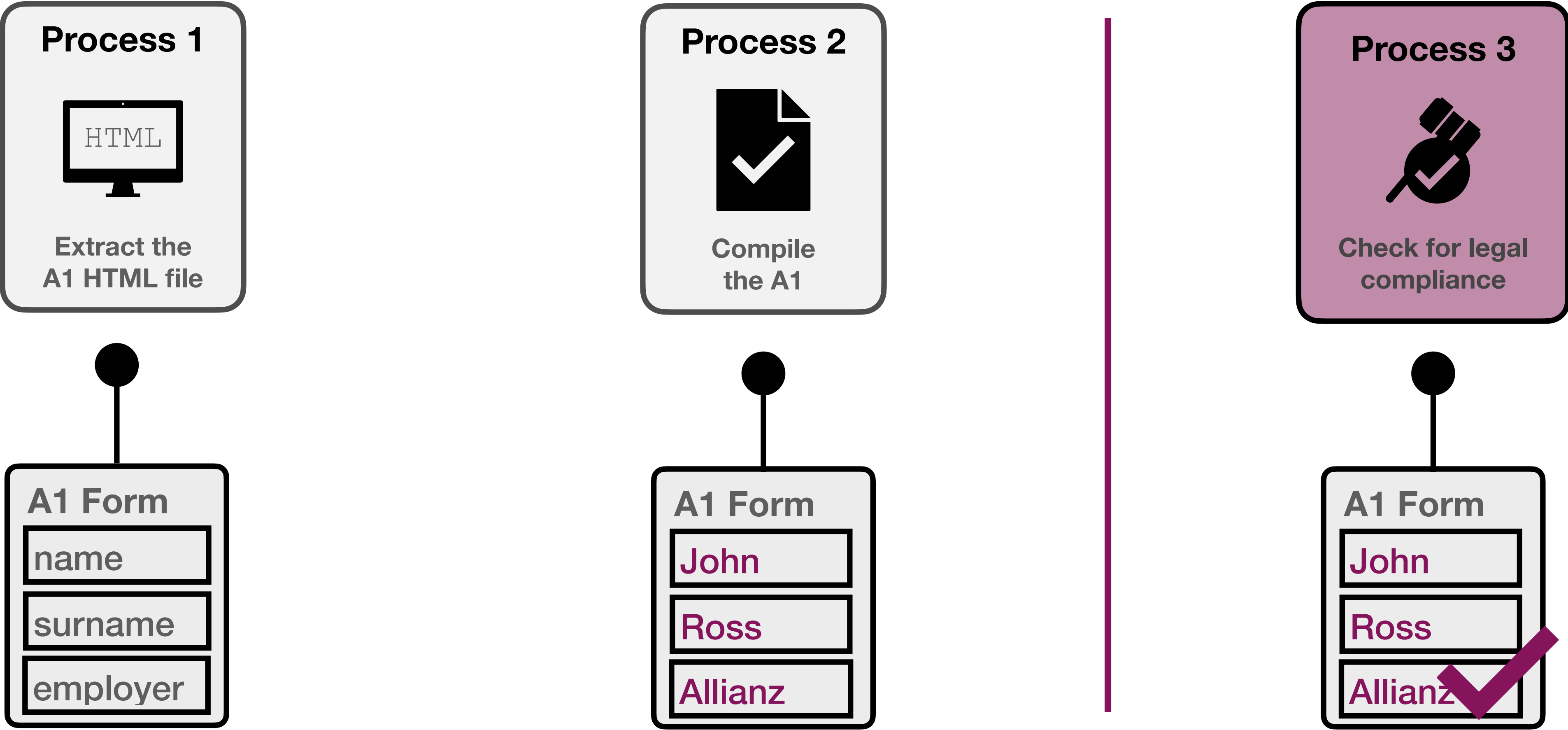


A1 Form

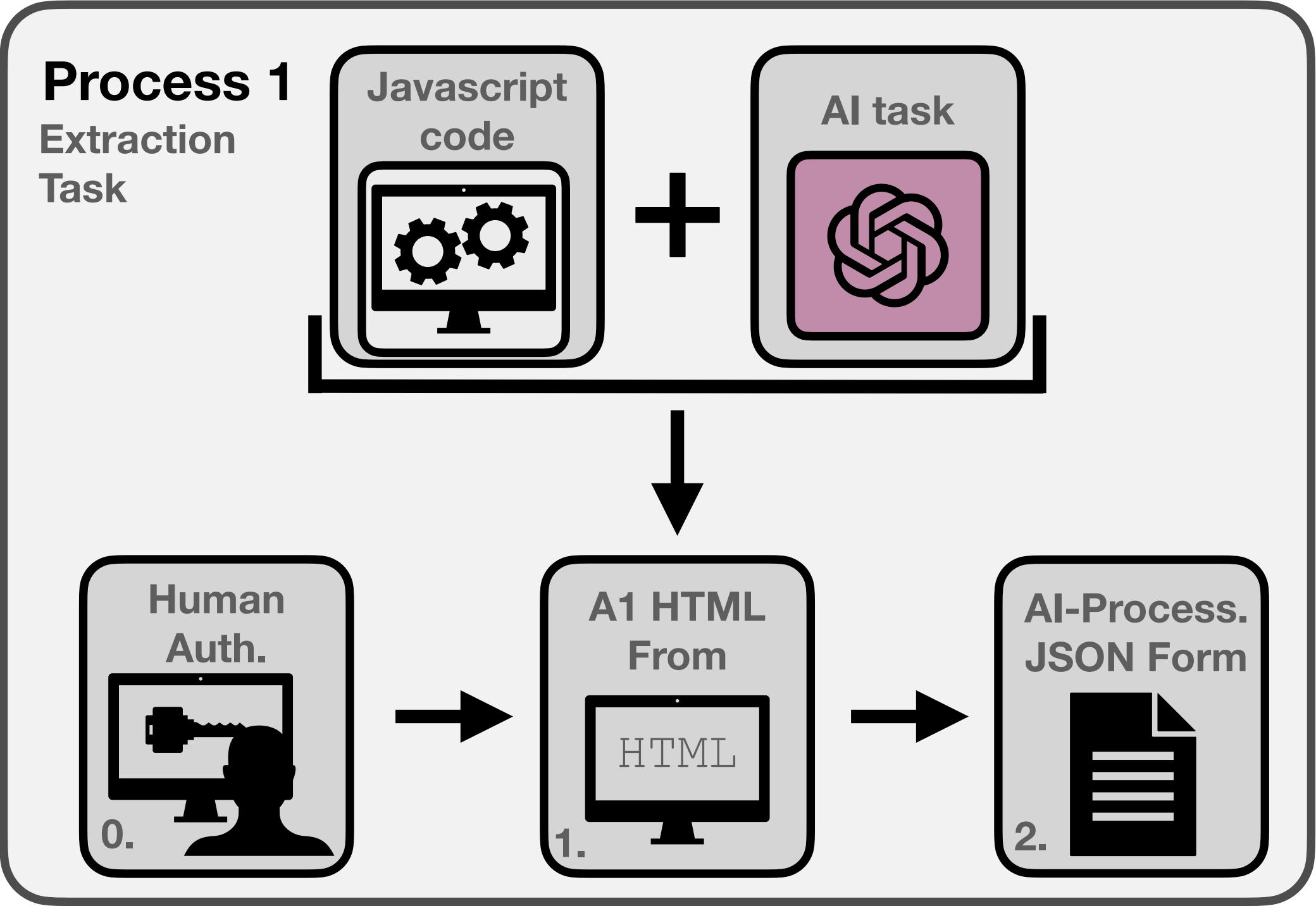
John
Ross
Allianz



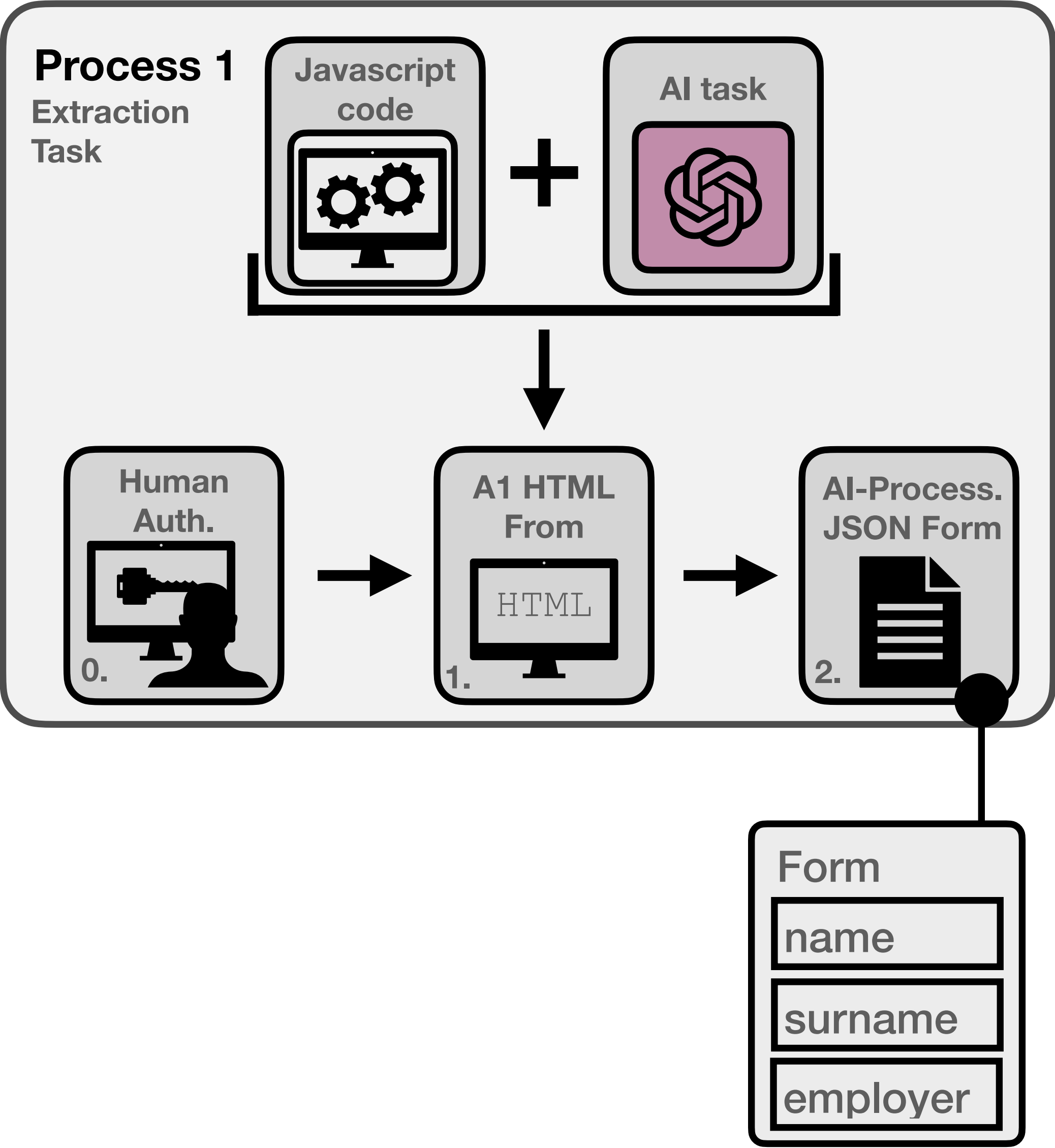
Introducing AI-based automated module filing



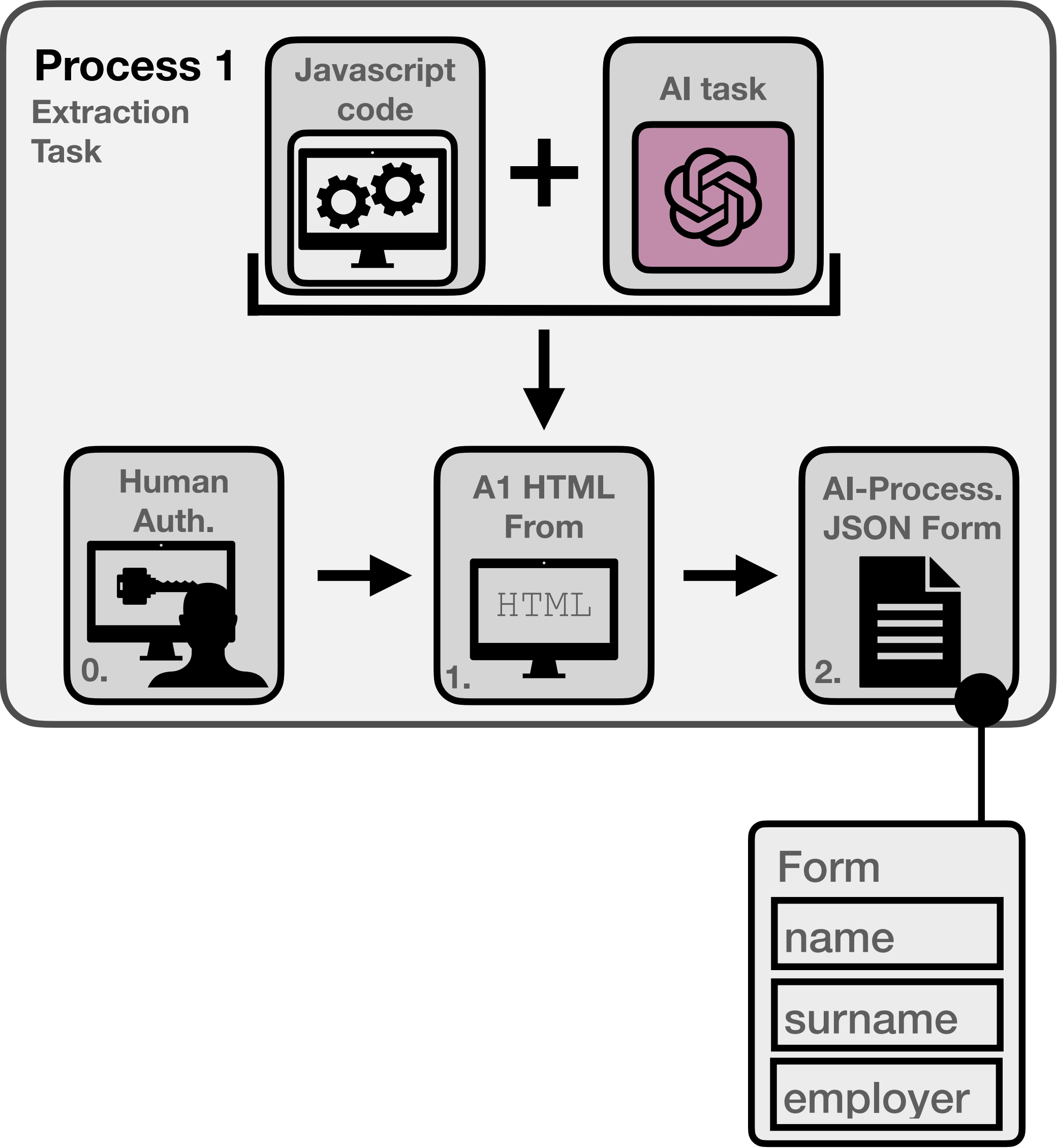
Process 1: Use of AI for A1 form detection



Process 1: Use of AI for A1 form detection



Process 1: Use of AI for A1 form detection



Features

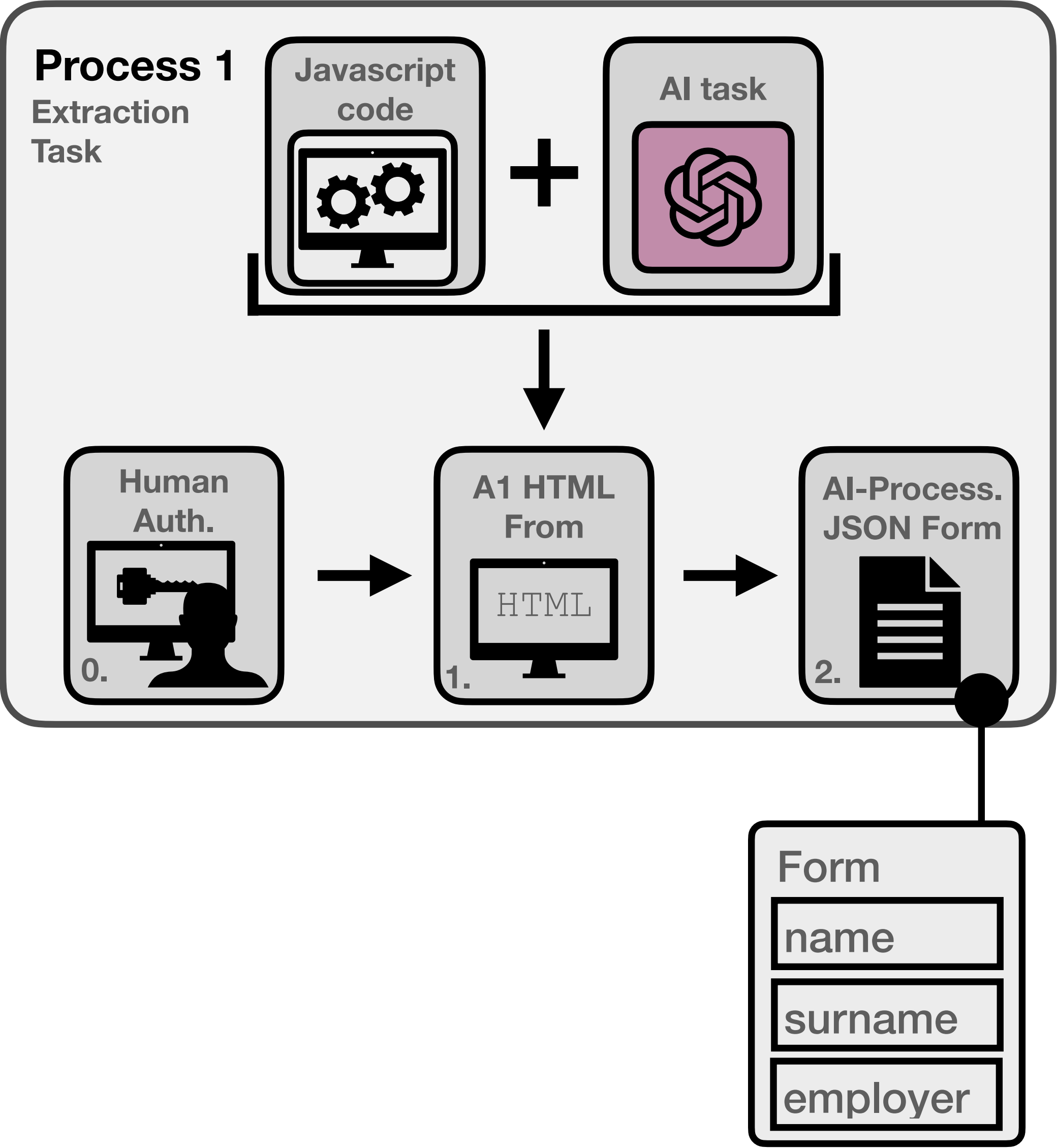


AI-automated check for failed fields detection

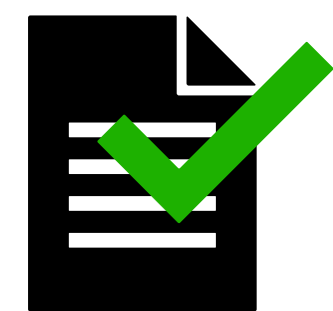
Form

name
surname ?
passport N

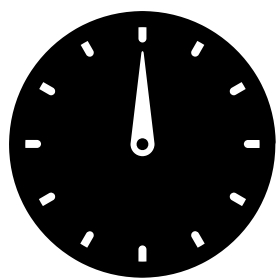
Process 1: Use of AI for A1 form detection



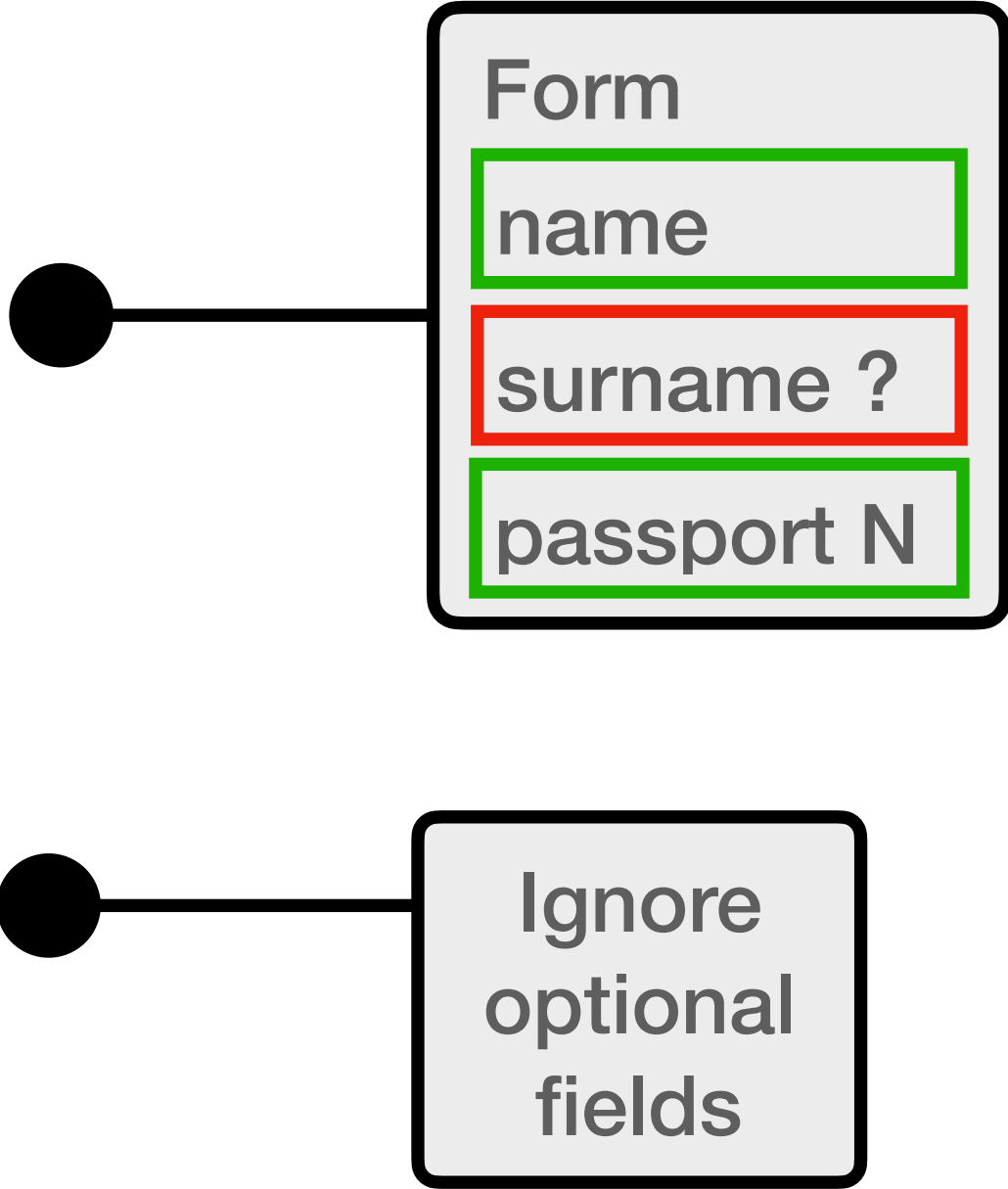
Features



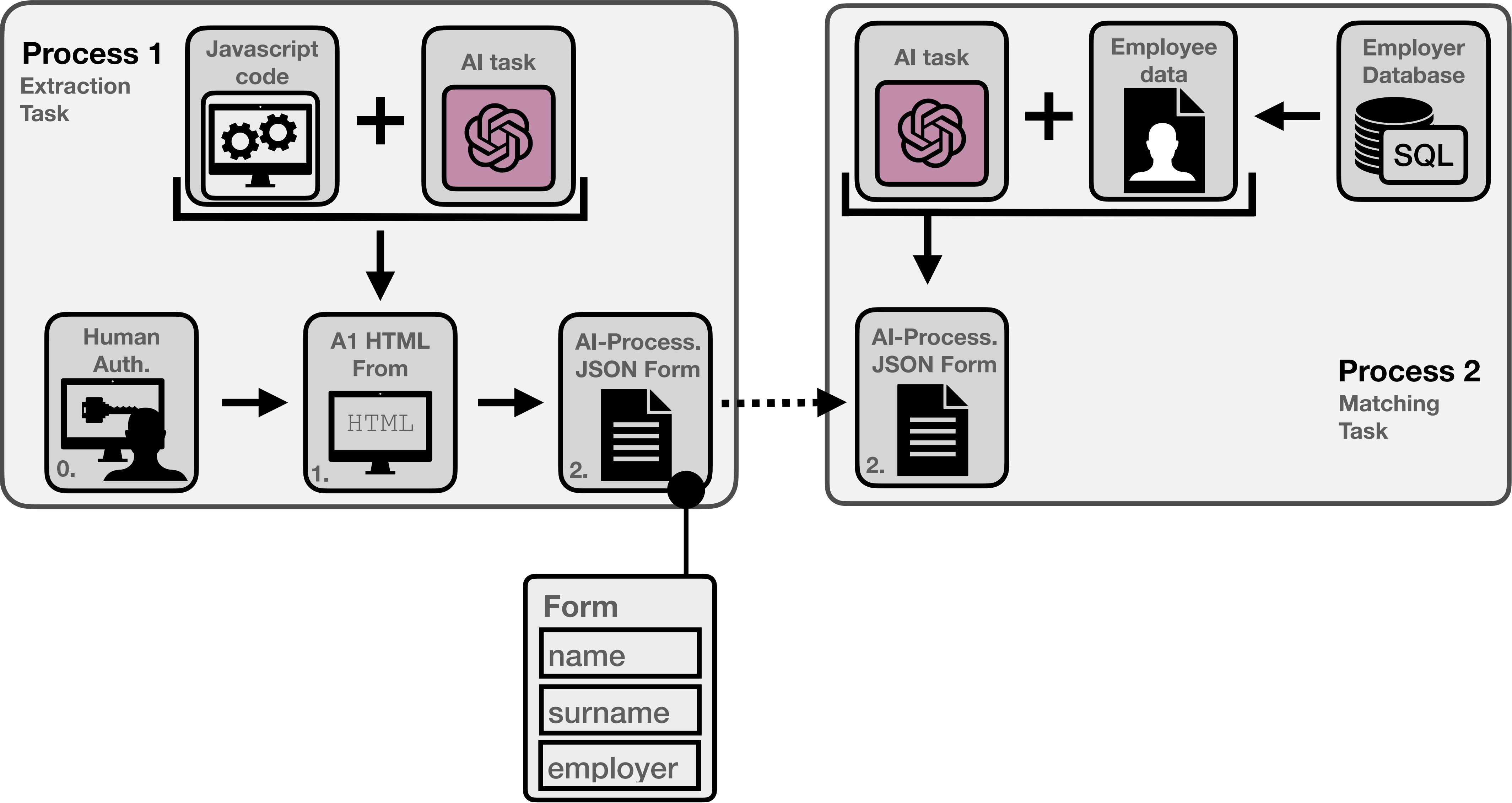
AI-automated check for failed fields detection



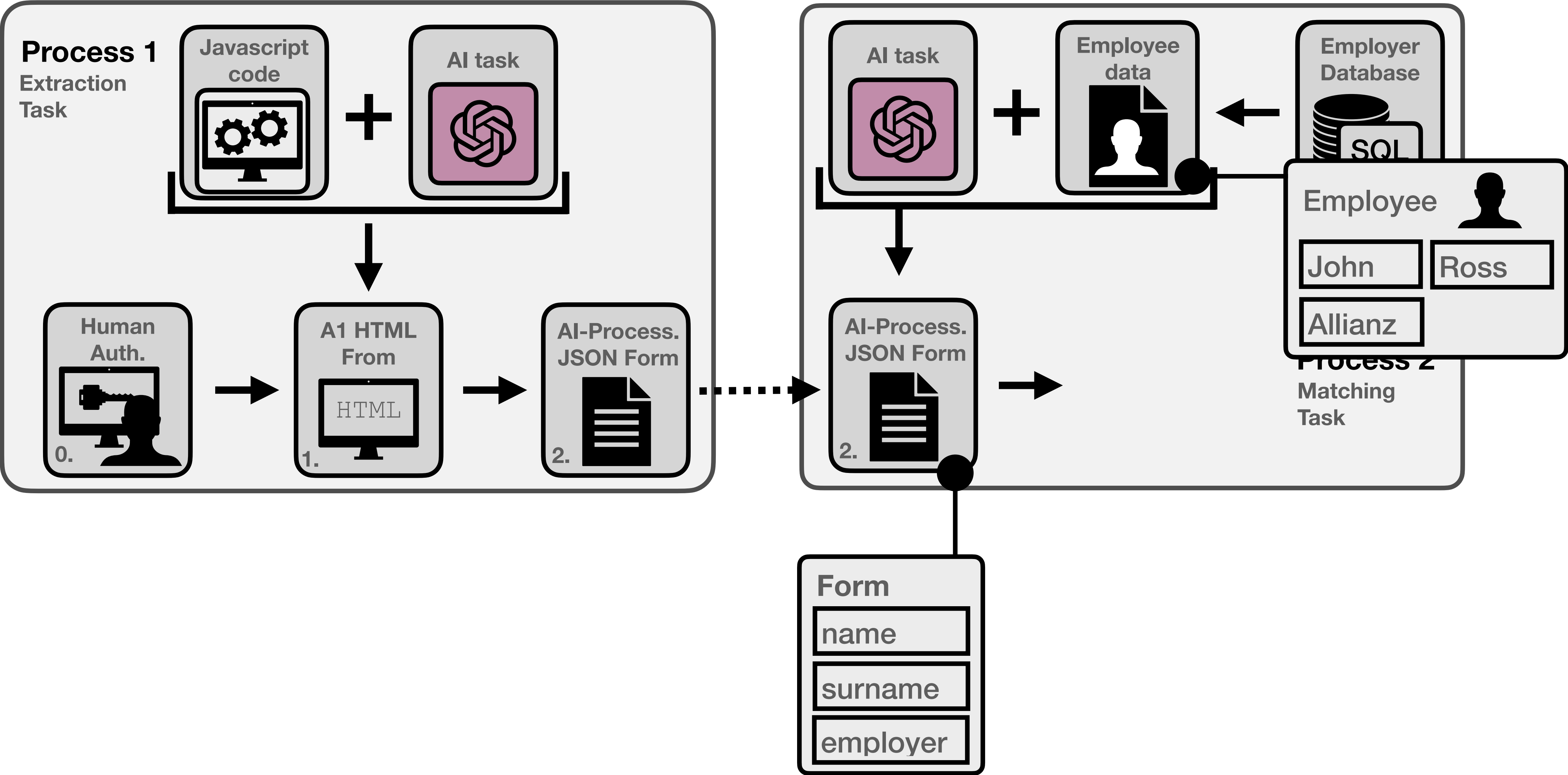
on-the-fly customisation option



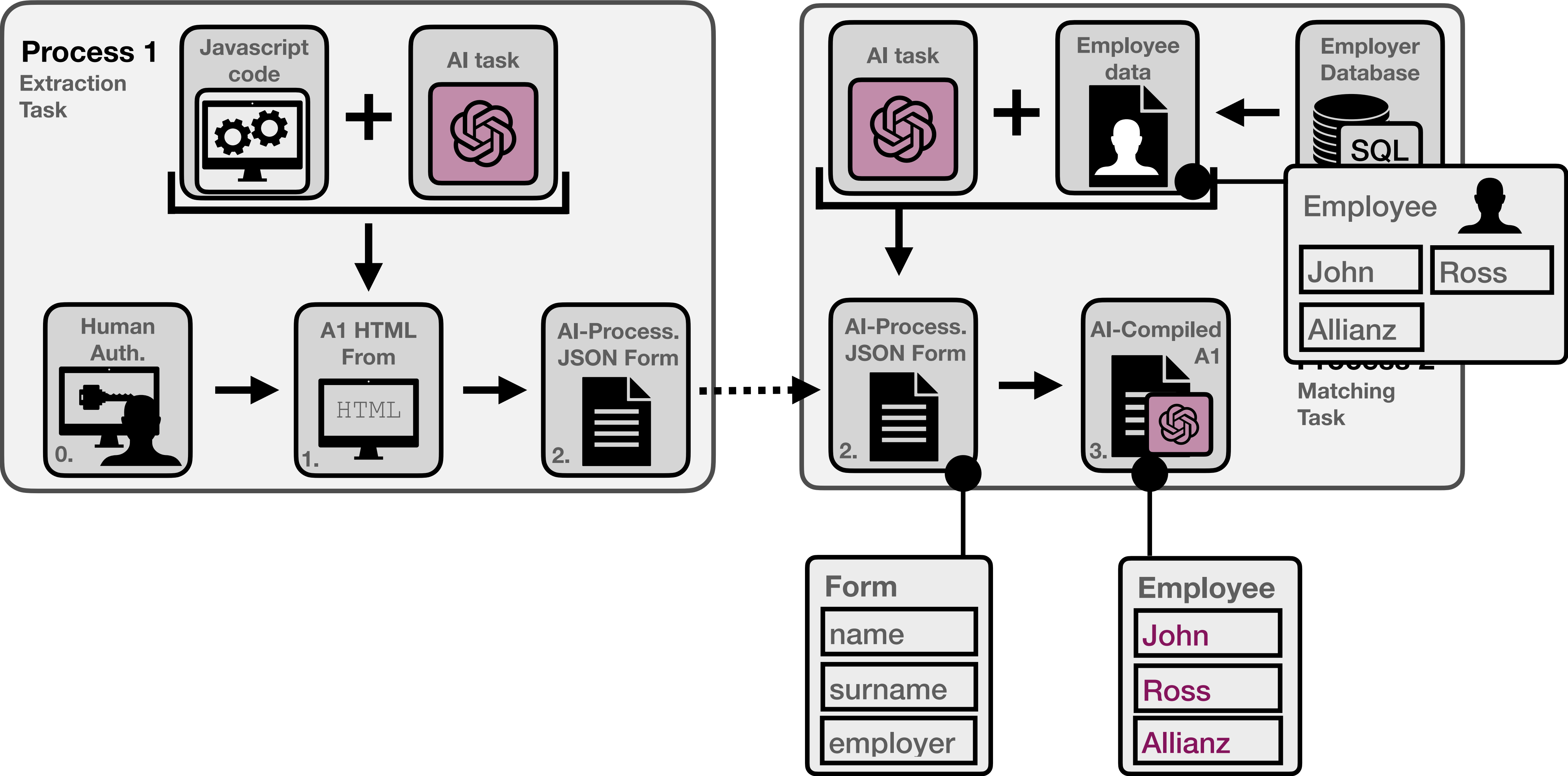
Process 2: Use of AI for A1 form filling



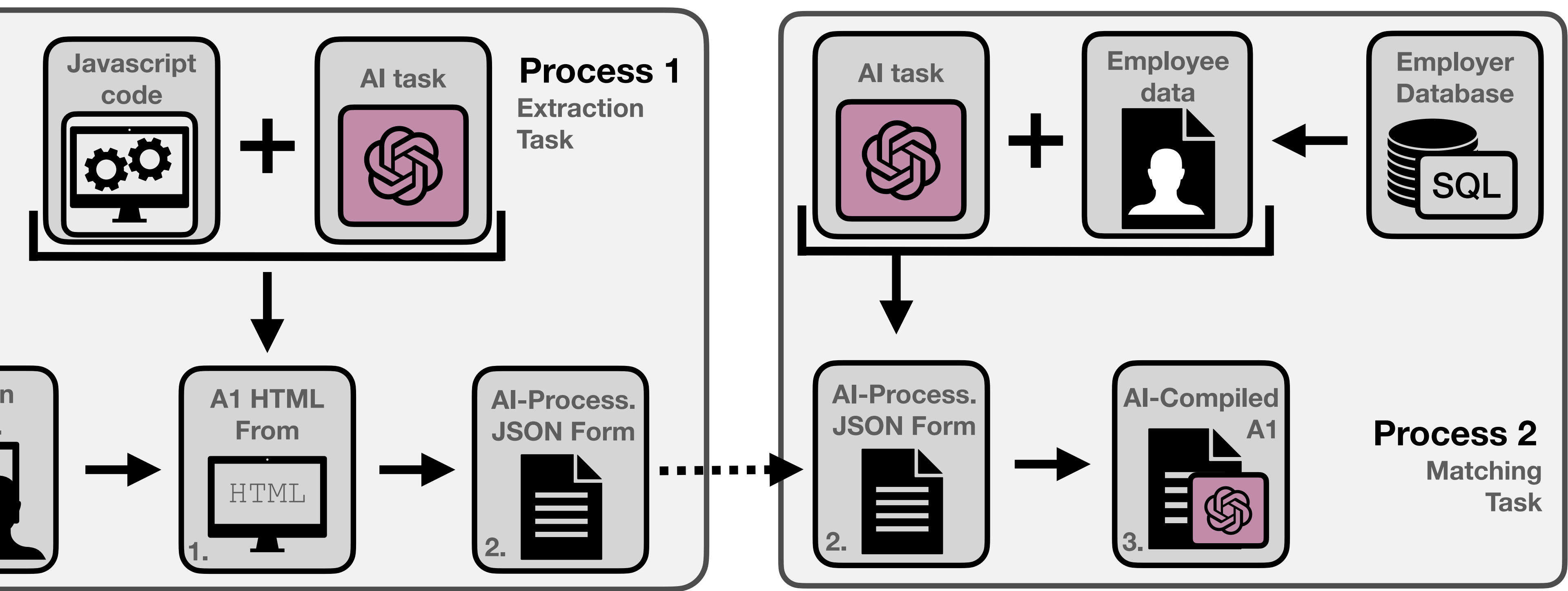
Process 2: Use of AI for A1 form filling



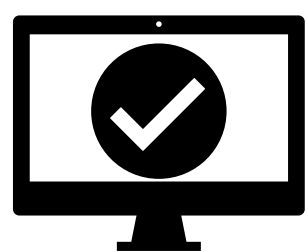
Process 2: Use of AI for A1 form filling



Process 2: Use of AI for A1 form filling



Features

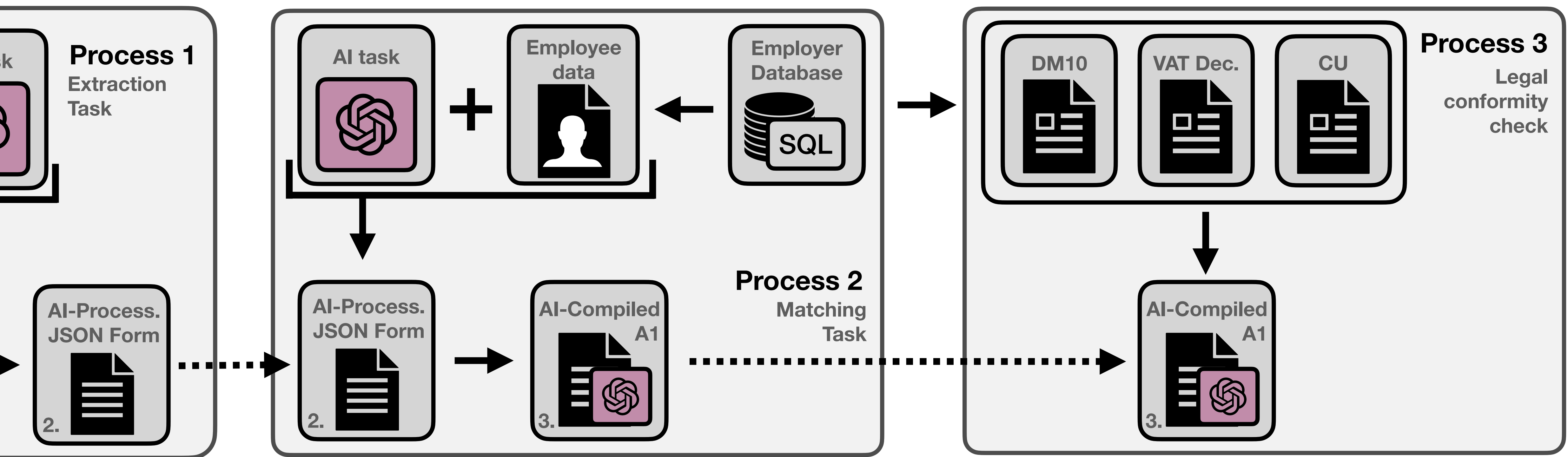


Fields-driven not interface-driven

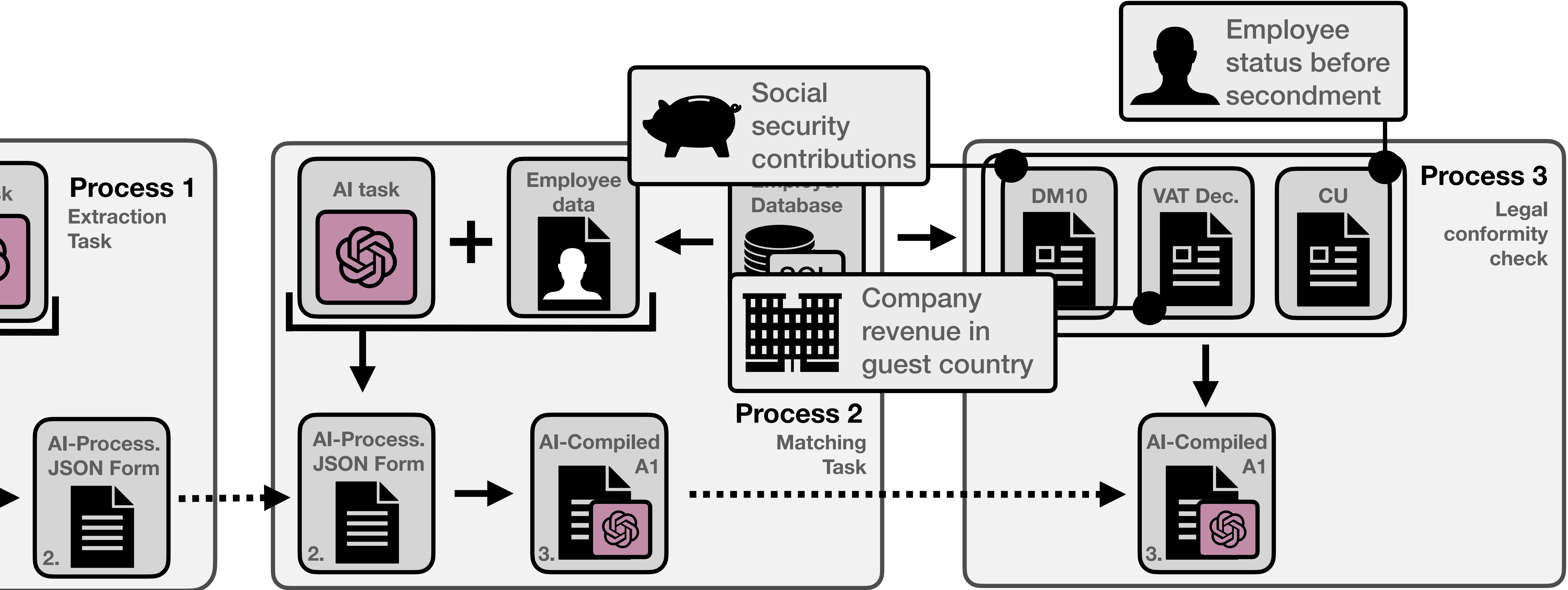


Missing information reported - not edited

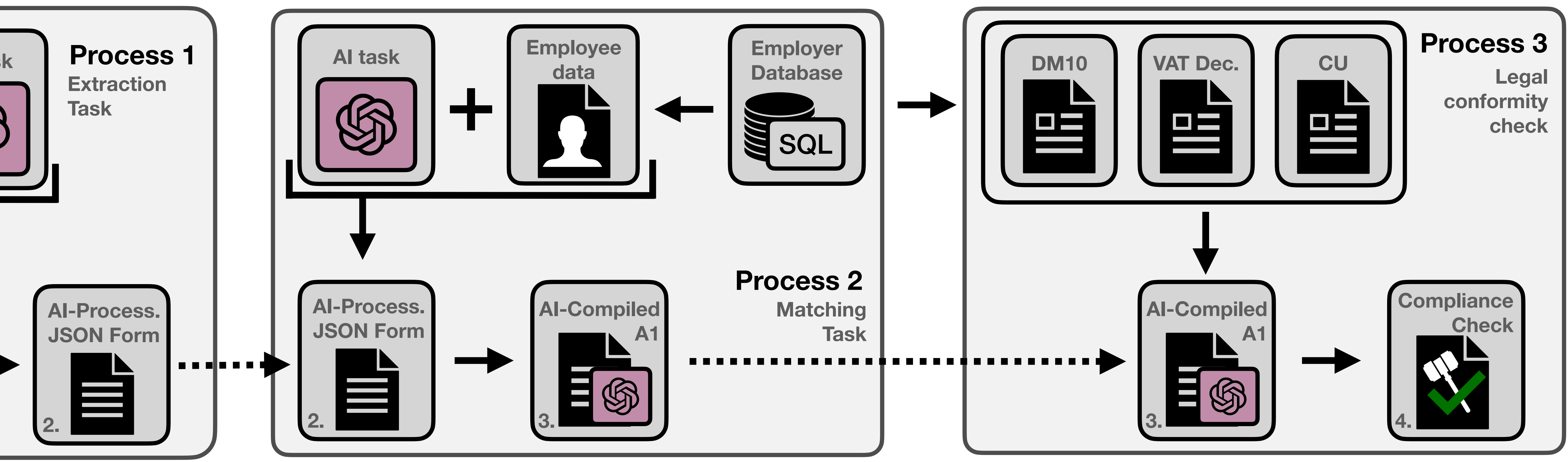
Process 3: Legal conformity control



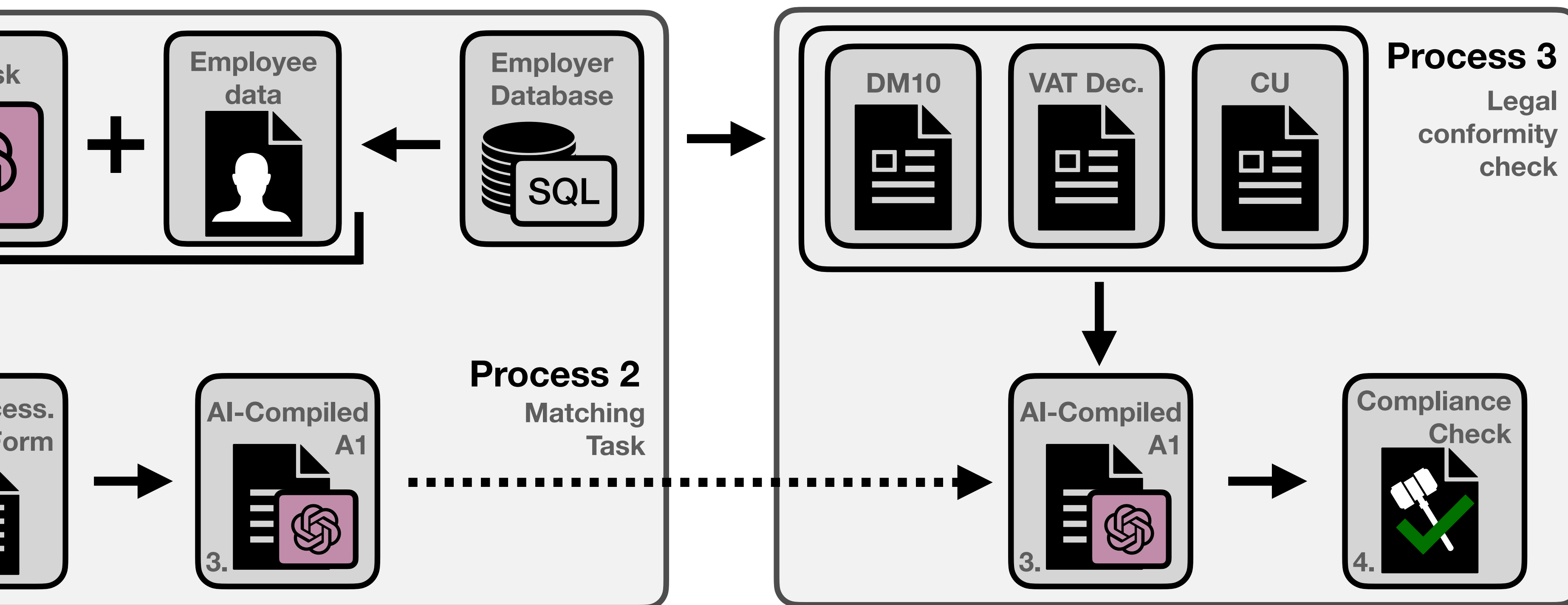
Process 3: Legal conformity validation



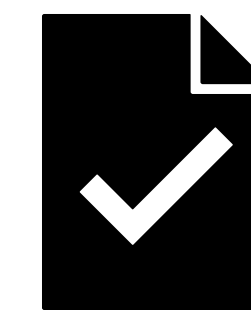
Process 3: Legal conformity control



Process 3: Legal conformity control



Features



Added conformity check with **legal** value



Data readily available to any company - no added workload



Lavoratore subordinato distaccato in Stato UE - Stato SEE o in Svizzera
(art.12 par.1 regolamento CE n.883/2004)

Dati del richiedente

- ☐ Datore di lavoro ☒ ☐
- ☐ Legale rappresentante del datore di lavoro
- ☐ Soggetto delegato del datore di lavoro

Io sottoscritto/a

Codice Fiscale

Sesso ☒ M ☐ F

Cognome

Nome

Nato/a il (Formato GG/MM/AAAA)

Nato/a in

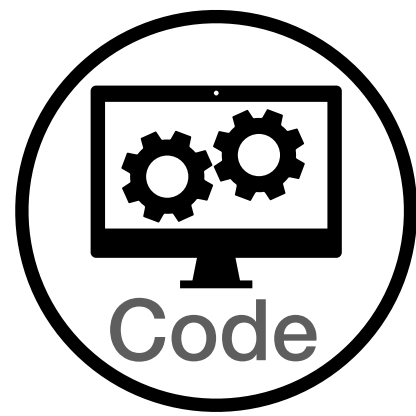
☐ Estero

Provincia

Comune

In qualità di datore di lavoro

Conclusions

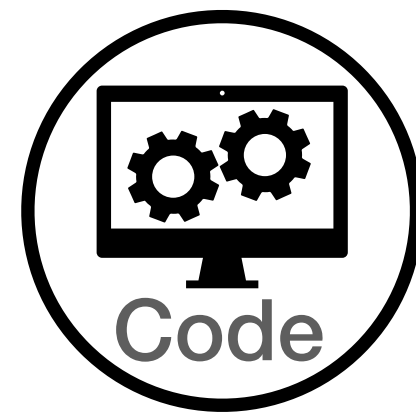


Existing Approach



prone to errors as
interface can change

Conclusions



Existing Approach

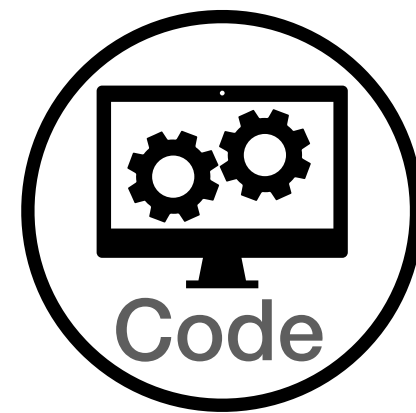


prone to errors as
interface can change



time consuming
(different for
every website)

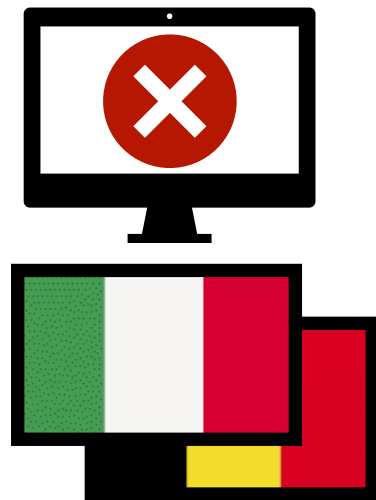
Conclusions



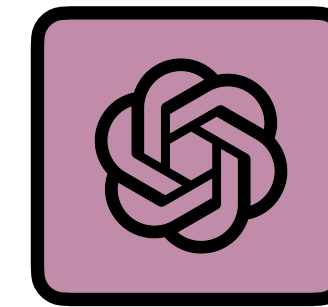
Existing Approach



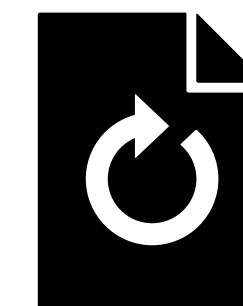
prone to errors as
interface can change



time consuming
(different for
every website)

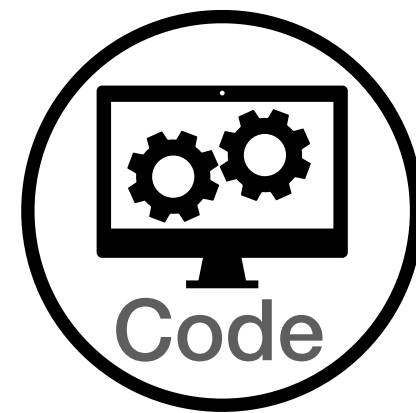


Solution



Easily updates to
new interfaces

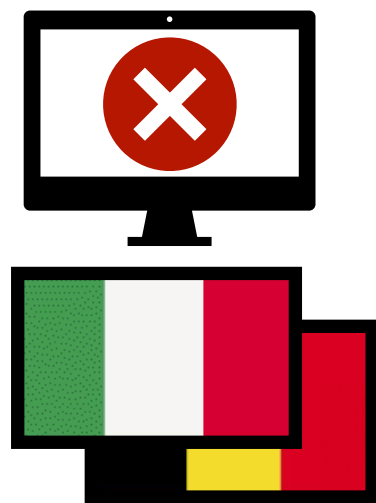
Conclusions



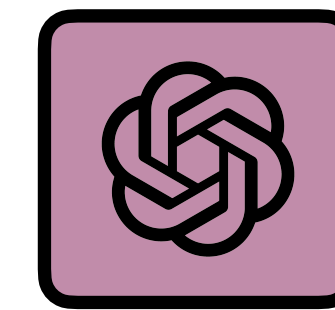
Existing Approach



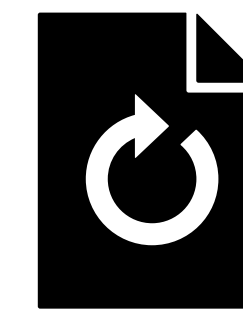
prone to errors as interface can change



time consuming
(different for every website)



Solution

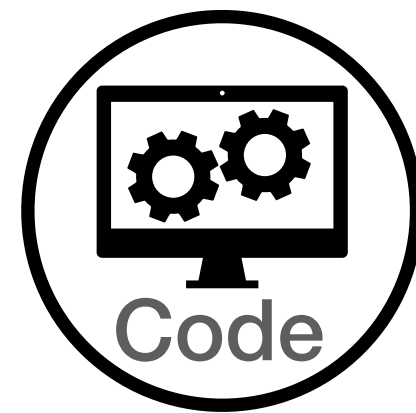


Easily updates to new interfaces



Single code works for all forms as dynamically adapts

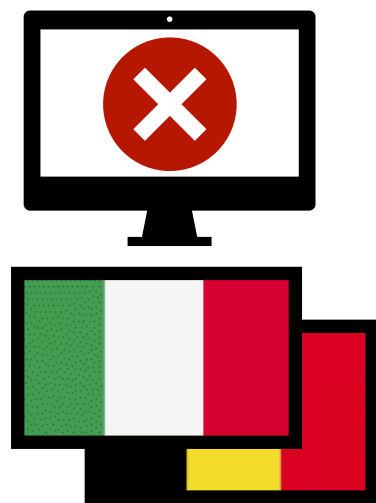
Conclusions



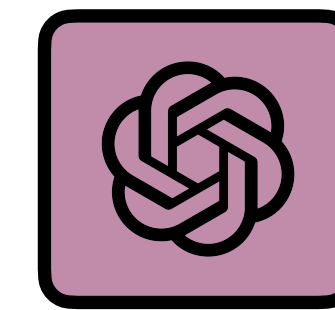
Existing Approach



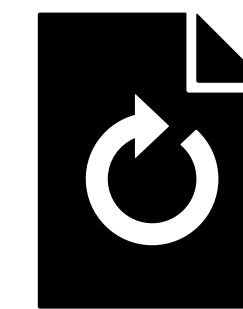
prone to errors as interface can change



time consuming (different for every website)



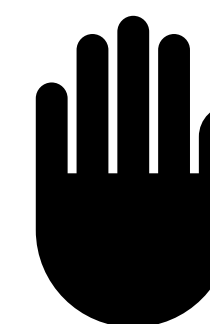
Solution



Easily updates to new interfaces

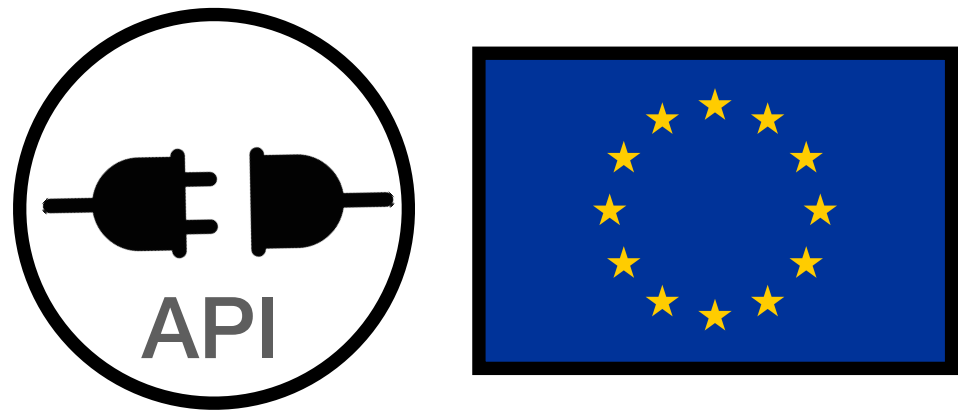


Single code works for all forms as dynamically adapts



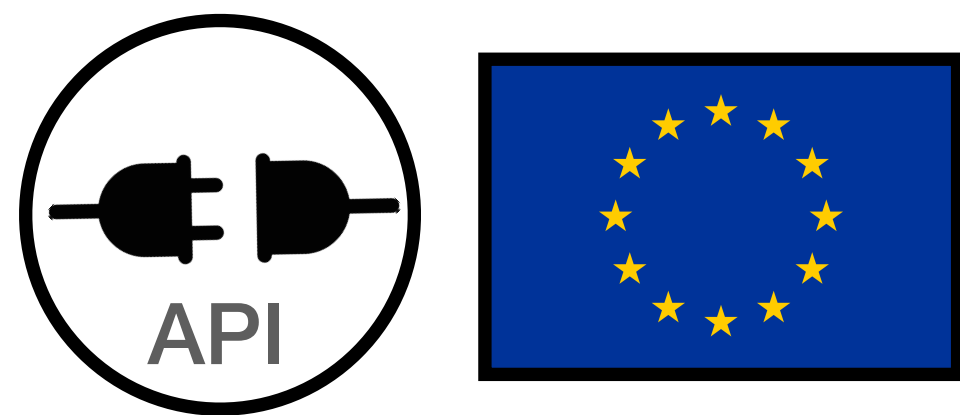
External validation using company official declarations

Recommendations

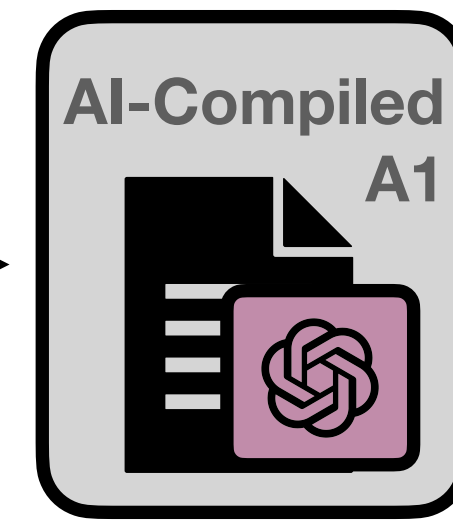
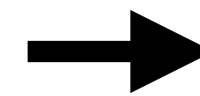
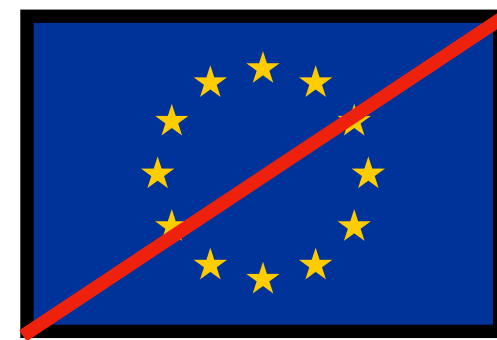
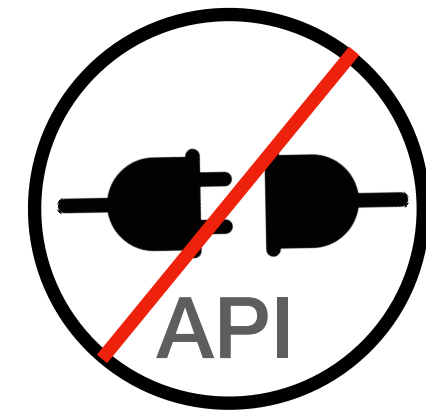


Common member
states API for
worker posting
would be ideal

Recommendations

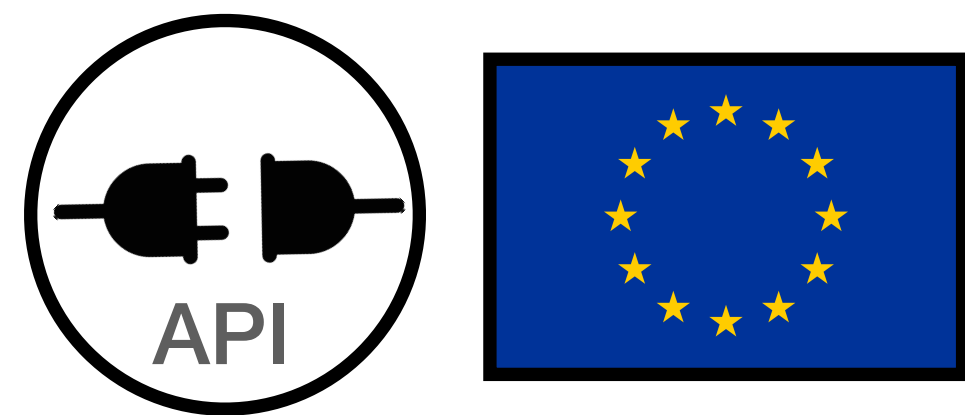


Common member states API for worker posting would be ideal

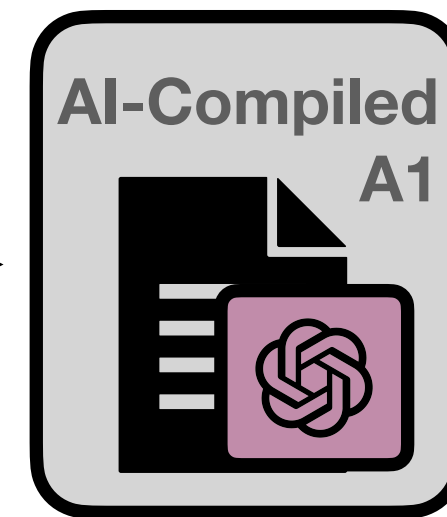
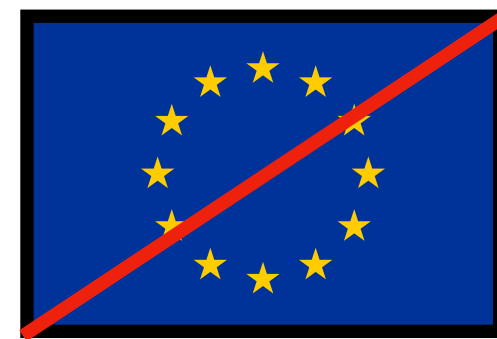
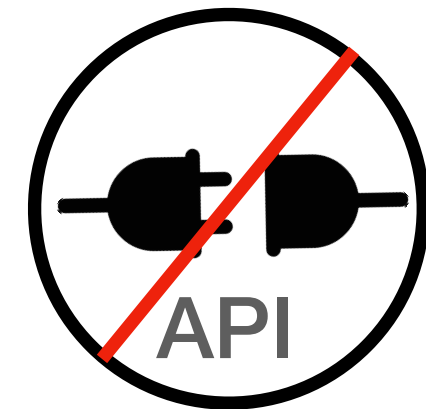


AI-integration might be necessary

Recommendations



Common member states API for worker posting would be ideal

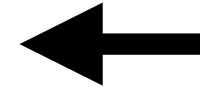
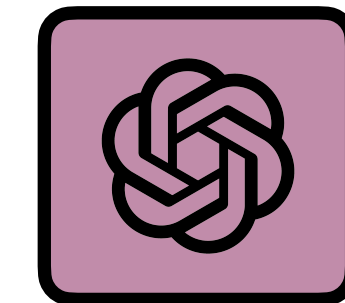


AI-integration might be necessary



Formulaire
prenom
nom
entreprise

Have form fields defined with a common EU-wide code



Modulo
nome
cognome
azienda

Thank you for your attention



PROJECT PART FUNDED BY EMILIA-ROMAGNA EUROPEAN FUNDS