

EY Business travel compliance (EY BTC) app

Germany

GENERAL INFORMATION	
Name of the organisation	EY Tax GmbH Steuerberatungsgesellschaft
Type of organisation	Private sector (companies)
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Topic of the good practice	Digitalisation in social security coordination
Geographical focus	Cross-country (please specify)
Duration	1/1/2020
Summary of the good practice	Our EY Business Travel Compliance (EY BTC) Apps address a common EU-wide challenge: ensuring compliance with cross-border labor mobility rules within a regulatory environment shaped by EU directives. Varying Posted Worker, Social Security and labour law rules across Member States create complexity and compliance risk for short-term cross-border business travel. Our EY Business Travel Compliance (EY BTC) App provides a digital, end-to-end service and user-friendly solution that helps employers manage these requirements easily. It translates complex EU and national rules into

	clear guidance and helps companies assess, document and fulfil compliance obligations through a single digital tool. Key elements include: 1. Travel Calendar for accurate tracking of travel activity to ensure correct time recording and business travel compliance 2. Automated pre trip assessments to determine whether a posting notification or A1 certificate is required 3. Digital and automated handling of Posted Worker Notifications and A1 Applications 4. Equal Pay assessments and calculations to ensure posted workers receive appropriate remuneration for each host country, including automated identification of required salary top-ups and creation of payroll instructions 5. Integration with clients' HR and travel booking systems, to ensure data accuracy and reduce manual input 6. Enable travelers to submit applications via self-service and thereby relieving HR departments and enabling clients to coordinate huge travel volumes with minimal effort 7. Workflow automation, significantly reducing processing time from hours to minutes and minimize error risk By simplifying and automating key compliance steps, our solution helps employers manage cross-border compliance obligations with greater efficiency, reliability and control over their travel data. It standardizes travel-related compliance processes across jurisdictions and creates a transparent audit trail that supports inspections. This initiative focuses on digitalization to facilitate the effective implementation of EU labor mobility rules, making compliance more accessible while contributing to fair and well managed cross-border work across the EU.
OBJECTIVES AND ACTIVITIES	
Background/context	► Employers must comply with Posted Worker Notifications, Social Security coordination, and national

What challenge, need or gap were you trying to solve or respond to? Why was this issue relevant or urgent in your context (sector, region, country)?	labor law requirements, which differ significantly across EU Member States and create compliance risks and administrative complexity, especially for short-term and frequent cross-border travel. In addition, knowledge about the national implementation of EU declarations is not always available within organizations.
Objectives What were the main goals of this practice (e.g. better compliance, faster processing, improved worker protection)? (Please limit to three) Who or what were these goals intended to help or change? (Please limit to three)	▶ A primary objective of EY Business Travel Compliance (EYBTC) is to enable companies to comply with Posted Worker notification requirements, Equal Pay obligations, and Social Security rules throughout the entire business-travel lifecycle via a single, end-to-end solution. The solution is designed for clients that want to solve the problem with an employee self service that integrates into their existing eco system. Country-specific requirements are brought together in one central portal, ensuring a holistic assessment of each business travel case rather than addressing compliance topics in isolation. ▶ Another key objective of EYBTC is to replace fragmented, manual, and country-specific approaches - for example: thresholds, lead times, or documentation requirements with a standardized compliance framework. ▶ Automated pre-trip assessments, guided data collection, and structured document handling – at case level, help identify obligations early, reduce compliance risk, and ensure transparency and traceability for audits. ▶ EYBTC is built on SAP Business Technology. EYBTC is a scalable solution using automation and system integrations to shorten processing time. It is built to enhance acceptance and experience by embedding compliance into intuitive, user-friendly processes. Additional data requests are limited to what is truly required, thereby encouraging compliance. ▶ EYBTC also supports Organizations by monitoring and adapting ongoing regulatory change. The solution has a configurable platform that allows new functionalities to

	be added while maintaining a consistent EU-wide compliance framework.
Main activities What were the main steps or actions you carried out to put the practice into effect? Were any tools, materials, partnerships, or processes created?	▶ Establish a single source of truth for travel data ▶ The foundation of EYBTC is the systematic collection and structuring of business travel data and serves as a central system of control, combining data, decision logic, and automation. This is done through integrations with existing HR, travel, and expense systems paired with targeted user input only where required. ▶ Enable early and consistent pre-trip compliance decisions ▶ EYBTC starts with a quick pre-trip compliance assessment. Before a trip is confirmed, the platform evaluates travel activities using a consistent decision framework reflecting country-specific requirements. Key factors like destination, duration, and type of activity are assessed to determine whether Posted Worker registrations, A1 certificates, or Equal Pay obligations may apply. This enables companies and travelers to understand compliance requirements early and make informed decisions before risks materialize. ▶ Automated execution of required registrations and filings ▶ Once obligations are identified, EYBTC automatically initiates and manages required Posted Worker Notifications and A1 applications. Available data is prefilled, only missing information is collected, and supporting documents and submission evidence are centrally stored for traceability and audits. Continuous compliance monitoring ▶ EYBTC continuously monitors travel and compliance status, ensuring changes in trip details or regulatory requirements are identified and addressed. ▶ Technology -driven efficiency and scalability

	EYBTC uses automation to reduce processing time, minimize errors, and scale efficiently—from single trips to large volumes across multiple countries.
Funding/organisational resources	N/A
PARTICIPATION	
Stakeholders involved Organisations or entities actively contributing to the design, implementation, monitoring, or support of the good practice (e.g. labour inspectorates, social security institutions, trade unions, employers' associations, or other).	► Stakeholders include corporate teams – such as HR, Global Mobility, Payroll, and Tax – as well as employees, supported by EY's global network of local teams that can engage with authorities in other countries if required.
Target groups Main groups or categories that the practice is directly aimed at, who should receive its services or who engage with it (e.g. employers, mobile or posted workers, labour inspectors and social security officers, or other).	► The main target groups are short-term business travelers and companies who send their workers abroad for short-term assignments.
Final beneficiaries Individuals or groups that ultimately benefit from the outcomes of the practice, even if they are not the direct target or user (e.g. mobile or posted workers, vulnerable workers at risk of exploitation, employers benefiting from clearer rules or reduced admin burdens, or other).	N/A
GOOD PRACTICE CRITERIA	
Achievements and outcomes What specific results did the practice achieve? (e.g. How many workers or employers were reached, number of publications created? What processes became faster?) What kind of broader benefits did it bring? (e.g. Did it improve understanding of rights and obligations, enhance cooperation between authorities, or	► As a result of the implementation of this practice, clients/organizations have established a clearly defined and operational compliance framework for business travel that replaces ad-hoc handling and country-by-country interpretation. The solution makes it possible to manage Posted Worker obligations, Social Security coordination, and Equal Pay requirements within a single, integrated process, ensuring that these interrelated topics are assessed together.

reduce legal uncertainty and inconsistent application of rules?)	► This has led to a measurable increase in awareness and understanding of business-travel compliance obligations among employers and employees, particularly in relation to short-term and frequent cross-border travel within the EU. By applying consistent, data-driven pre-trip risk assessments across Member States while reflecting national legal requirements, it supports uniform and preventive compliance. ► These outcomes directly contribute to EU labour mobility objectives by improving transparency, consistency, and legal certainty, and by strengthening early compliance with key EU social and labour law requirements.
Cost effectiveness How did you keep costs low while still achieving results? (e.g. Did you reuse existing tools, automate processes, or share resources across teams?) Can you show that the outcomes were worth the investment? (e.g. Did small changes lead to big improvements, or were expensive tools avoided?)	The solution reduces manual and repetitive administrative tasks, lowers remediation and penalty costs by preventing non-compliance, and scales efficiently with consistent processes regardless of travel volume, enabling clear efficiency gains and cost savings aligned with the solution's compliance objectives.
Transferability What are the key features that make this practice work well? (e.g. a digital platform, clear guidelines, a joint inspection process, or strong coordination) What would another country or organisation need to make this work for them? (e.g. certain laws, IT systems, or staff training)	The solution is designed for use across different countries and regulatory environments, following a modular approach that allows adaptation to organizations of different sizes and industries. It integrates with existing corporate travel and HR processes, making it transferable to other Member States and sectors.
Sustainability How is the practice sustainable from a social, financial or environmental perspective? What makes this practice able to continue over time? (e.g. It is now part of regular work or has been built into law or procedures?) and how are you making sure it lasts beyond the pilot or project phase?	► The solution supports fair and transparent labour mobility by helping employers consistently apply Posted Worker, Social Security, and Equal Pay requirements across Member States. By identifying obligations upfront and embedding compliance into normal travel processes, it contributes to better protection of employee rights and greater legal certainty for both employers and employees.

	► From a financial perspective, it replaces manual administrative work with standardized and automated processes, lowering ongoing effort, remediation costs, and the risk of penalties.
Innovativeness What makes this practice new or different in your field or country? (e.g. Is it the first of its kind, or does it combine actors who don't usually work together, or activities not performed before?) How does it improve older or less effective approaches? (e.g. By reaching more people, using data better, or simplifying complex procedures)	► EYBTC transforms business travel compliance from a manual, reactive task into an automated and preventive process. By combining data integration, automated workflows, and continuous monitoring in one platform, it enables consistent, scalable compliance and positions business travel compliance as part of governance and risk management rather than a purely administrative task.
Digitalisation What kind of digital tools or platforms were used in this practice? (e.g. online portals, automated case tracking, data sharing, digital databases or other) How did these tools help in reaching your goals? (e.g. Did they save time, facilitate access to data in real time, reduce errors, help detect fraud, or improve coordination between authorities?)	► EY BTC replaces manual and disconnected processes with end-to-end digital workflows, ensuring consistent execution, transparency, and auditability of business travel compliance across the EU. ► It automates registrations and document handling, including Posted Worker Notifications and A1 Applications and Equal Pay calculations, reducing effort, processing time, and errors. ► By linking travel data directly to compliance obligations across Social Security, Posted Worker, Equal Pay, and labor law requirements, the solution provides structured, real-time compliance data aligned with increasingly digital enforcement by authorities.