

The Ultimate Cookbook

FOR CULTURAL MANAGERS

INFOGRAPHIC
VERSION

SOCIAL SECURITY IN AN INTERNATIONAL CONTEXT

Applied to Artistic Mobility

This infographic explains the basics on social security in a cross-border context. It looks at the individual's situation, the legal context and the use of the A1-form referring to the country to which the individual is adhered for social security purposes.



The Individual Person

IDENTIFY THE SOCIAL SECURITY SITUATION ON THE BASIS OF FOLLOWING QUESTIONS ?

? **Employee?**

Where is the employer based?

? **What is the main residence country?**

? **Self-employed?**

What's the main residence country?

? **How much of the activities (time / income) in the residence country?**

Is it more > than 25% or less < than 25% ?

Important

The answers to the questions are essential to determine the applicable legislation.

The main element to keep in mind in relation to social security and in a cross-border context.

What is social security?

- It is a system of government programs intended to promote the welfare of the population.
- It is based on payment of contributions on professional activities which allows to build safety insurance in case one falls ill, becomes unemployed, or retires.
- There are other rights, such as family allowances or allowances in case of accidents.

Social security in a European context means that the EU coordinates the rules on different national social security schemes. It comes on top, but does not replace national legislation.

The basic principles of the EU regulations

- Only one social security system applies
- Normally it is where the person resides and works

BUT! When working temporarily in another Member State two main types of exceptions exist

Exceptions when working temporarily in other EU Member States

Posting

What is Posting?

Posting means working to do a well-defined task and for a limited time in another country.

Working in 2 or more Member States simultaneously or in alternation

Posting

Self-employed (self-posting)

Adhered minimum 2 months to social security system of residence country

- To do ... Obtain A1 certificate from the social security agency in residence country

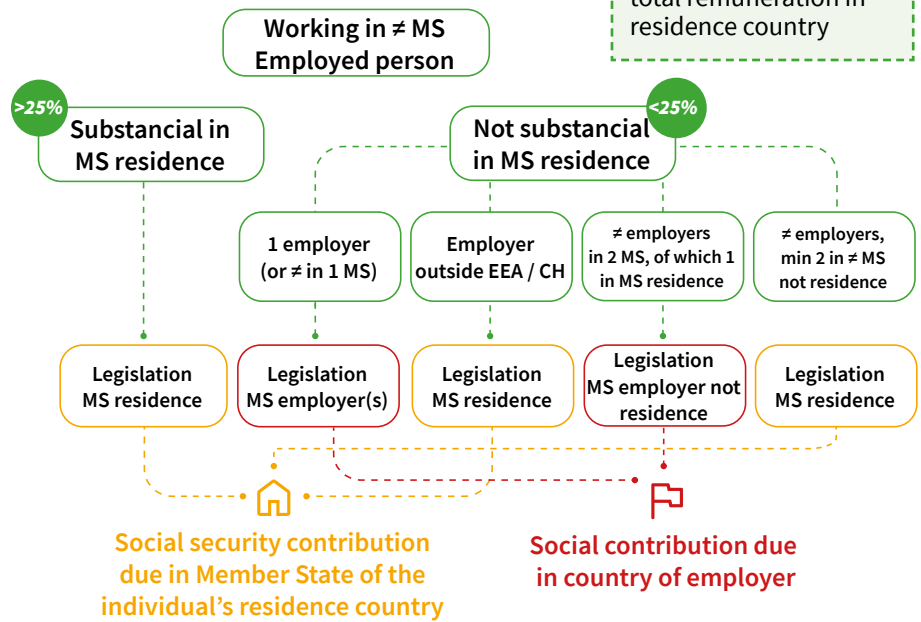
Employed

Adhered minimum 1 month before posting to social security system of country of employer

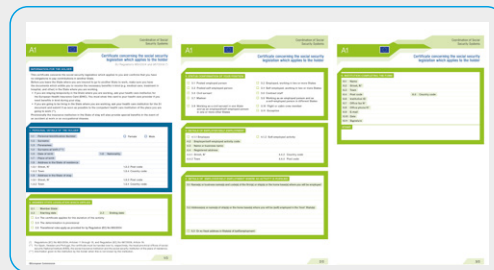
- To do ... Employer to obtain A1 certificate for the employee

Working in 2 or more Member States simultaneously or in alternation

Substantial is spending at least 25% of working time and/or 25% of total remuneration in residence country



To certify under which country's social security an individual is covered this is done by the **A1 FORM**. It's a portable document issued by the social security competent institution of the relevant country.



Example of an A1 form

IN PRACTICE AND IN A NUTSHELL THIS WHAT IS NEEDED...

SENDING (outgoing)

- Make sure to have the **A1 CERTIFICATE** of each person before going on tour / when working in another Member State

Attention

If **A1** not obtained in time, always ...

- Make sure to have applied for the **A1 CERTIFICATE** and have proof of the request to the social security agency before the start of the activity in the other Member State

RECEIVING (incoming)

★ FESTIVAL, VENUE, ORGANISER, ...

- Make sure to have the **A1 CERTIFICATE(S)** available for labour inspection of the persons working cross-border

★ FESTIVAL, VENUE, THEATRE, ORGANISER, PRODUCTION COMPANY EMPLOYING AN INDIVIDUAL

- Follow the steps for individuals **working in 2 or more Member States**



For further information read **The Ultimate Cookbook for Cultural Managers: Social Security in an international context (update March 2021)**

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