EY Mobility Pathway: An innovative digital solution to make Short Term Business Traveler Compliance accessible, effective and intuitive worldwide, in real-time

Italy and Global

GENERAL INFORMATION	
Name of the organisation	Ernst & Young, Studio Legale Tributario
Type of organisation	Private sector (companies)
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Member State	Italy
GOOD PRACTICE - GENERAL INFORMATION	
Title of the good practice	EY Mobility Pathway: An innovative digital solution to make Short Term Business Traveler Compliance accessible, effective and intuitive worldwide, in real-time.
Topic of the good practice	Other
Geographical focus	Cross-country (please specify) In total the solution covers overs 124 countries. All EU/EFTA locations and Switzerland are in-scope.
Duration	Ongoing
Summary of the good practice	This digital solution has been designed to enable worldwide employers to assess risk associated to business travel in real-time and comply with administrative requirements in the fields of Posted Workers, Social Security, Immigration, Tax, Remote working compliance and Travel Security Management.
OBJECTIVES AND ACTIVITIES	

Background/context	EY Mobility Pathway (EYMP) is live and used daily by organizations worldwide across different sectors – technology; automotive; energy; banking and finance; logistics; retail; etc. Our solution is ready to use and can be deployed to production after a short implementation phase to allow for custom configurations and integrations e.g., APIs with travel booking systems, HR systems etc. Indicative implementation timeline is about 4 to 6 months. This also allows time for the company to address corresponding process and policy topics associated with business travel.
Objectives	With its modular components and integration capabilities, EYMP provides a solution for managing Business Traveller compliance efficiently and cost-effectively. The end-to-end process helps organizations navigate risks and complexities, maintain compliance, and offer a smooth user experience for travellers.
Main activities	1. **Instant Risk Assessment & Compliance Results:** Our platform simplifies risk management, offering real-time outputs and guidance for compliance for – among others - Immigration, Posted Worker, Social Security, Tax ensuring seamless compliance. Due to a robust pre-programmed rules engine and easy to use interface, the EYMP risk assessment should only take a user 1 minute to complete. 2. **Automated Filings & Submissions:** If a requirement is identified during the risk assessment process, data gathering questionnaires are released to relevant parties (employee, corporate user, third party vendors, EY case worker). These questionnaires are ideally prefilled via data uploads, meaning that the remaining fields are minimal on a case-by-case basis (e.g., 3 minutes for completion for PW/ISS requirements). Once completed datasets/questionnaires are received, EYMP processes the case leveraging automation wherever possible, such as RPA/Robotics e.g., for posted worker and A1/CoC submissions. 3. **Live Reporting:** Our reporting engine analyses real-time data across parameters, providing comprehensive dashboard reporting and analytics for swift decision-making without disrupting the employee experience. Our system

enables holistic risk analysis, ensuring proactive identification and resolution of compliance gaps.

4. Modular: While the core modules can also be opted for one by one or altogether, additional modules outside of these can also be added

A. EYMP offers a remote work module ("Hybrid Work") which allows organizations to have complete oversight of their Remote Worker populations, whilst facilitating the automation of compliance assessments and initiation of any administrative filings (see above). Through our Remote Worker module, client can create specific rules based on seniority, routes and other business rules for a wider number of compliance areas.

B. EYMP Travel Risk Management functionality creates a communication channel between travel agencies and Global Distribution Systems (GDSs), allowing companies to have a clear overview of the past, present, and future travels of their workforce. This is coupled with immediate access to high-quality intelligence on potential or actual security threats that may impact travelling staff, produced by EY's geopolitical experts within the SOC. EY can offer a wide variety of crisis management and security support services through its global network of security providers: Executive protection and logistical support; Emergency evacuations; Crisis response and management.

Did you previously provide information about this particular good practice under the European Platform tackling undeclared work? (if yes, is it possible to provide the year and the title of good practice or a link of the good practice in ELA Virtual library)	No.
Funding/organisational resources	N/A
PARTICIPATION	

Stakeholders involved	Actors involved in the Business Traveller compliance process e.g. employees and employers worldwide.
Target groups	Actors involved in the Business Traveller compliance process e.g. employees and employers worldwide.
Final beneficiaries	Business Travellers worldwide.
GOOD PRACTICE CRITERIA	
Achievements/ Results and outcomes (Alignment of good practice with the priorities of the Call (if not applicable, alignment with the field of EU labour mobility)	- Successfully launched and implemented EYMP, for organizations worldwide (not just limited to Intra-EU business) - Integrated/mapped several compliance areas and requirements in a single product offering a practical solution to navigate complexity and risk in almost real-time - Addressed gaps/differences in Member States requirements and processes offering intuitive and streamlined data-gathering questionnaires ensuring timely compliance with minimal disruption to operations along with enhanced user experience for travellers. - Overall contributed to increase compliance rate of worldwide companies when doing business in EU - Overall contributed to employee's equal treatment in EU when providing services in EU - Overall contributed to increase the number of data to be used by EU labour authorities to ensure enforcement
Recognition (has this good practice been recognised on regional, national or EU level)	EYMP has been recognized worldwide by organizations doing business in EU and beyond. Our solution is live and used daily by organizations worldwide across different sectors.
Cost effectiveness (the degree to which the practice was successful in reaching objectives and producing clear and measurable outcomes at the lowest possible cost)	Clients who were managing EU Posted Worker compliance in-house, usually with manual processes, have been able to lower the average cost for submitting an EU Posted Worker notification; the corporate users who originally worked on submitting EU Posted Worker notifications, usually manually, are now able to focus on more strategic tasks.
Transferability (how the experience from this practice could be transferred to other contexts i.e. what would another Member State/group/sector need to	Contribute to the discussions, implementation and roll out of the single E-declaration portal for posting workers in the EU (refer to Factsheet_Declaring_Posted_Workers.pdf; Single digital declaration portal | Interoperable Europe Portal)

have or put in place for this measure to be successful in their country/group/sector)	
Sustainability (how the practice is sustainable from a social, financial or environmental perspective)	• Overall contributed to increase compliance rate of worldwide companies when doing business in EU • Overall contributed to employee's equal treatment in EU when providing services in EU • Overall contributed to increase the number of statistical data to be used by EU labour authorities to ensure enforcement/ anticipate trends
Innovativeness (innovative features of the good practice)	Use of robotics & technology applied to labour mobility
Digitalisation (Design, development and/or utilisation of digital tools, policies or plans for digitalisation, business processes and data digitalisation, data sharing digital initiatives, the use of digitalisation to facilitate the access to data in real time and detection of fraud and error, etc.)	• The EYMP platform is designed to enhance user experience and streamline compliance processes. It offers a mix of off-the-shelf standards and customizable configurations to meet specific organizational needs. • The platform integrates with existing data sources to minimize business disruption and provides real-time compliance results for various areas such as – but not limited to, posted workers immigration, social security, and tax. • Automated filing processes trigger questionnaires and leverage automation for efficient case processing. • The platform also features a robust reporting engine for real-time data analysis and decision-making. • Additionally, EYMP offers modular add-ons like a remote work module for managing remote worker compliance and a travel risk management functionality for monitoring employee travel and security threats. • The platform is GDPR compliant, ensuring that only essential data is collected and processed in accordance with data protection regulations