

Short-Term Work Activities in the EU

UK nationals traveling to the EU for up to 90 days (within a 180-day period) will not require a visa.

Business Travel: A business trip which involves attending meetings or conferences, does not require a visa. You will need a visa if:

- Your work stay is longer than 90 days (within a 180-day period) or,
- You're conducting an 'intra-corporate transfer or,
- You're self-employed and providing services in an EU member state, or
- You're providing services in an EU member state, where your employer has no local presence.

What is the **Schengen Area**?

The 26 European Countries that signed the Schengen Agreement include: Austria, Belgium,
 Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Italy,
 Latvia, Lichtenstein, Lithuania, Luxembourg, Malta, The Netherlands, Norway, Poland,
 Portugal, Slovakia, Slovenia, Spain, Sweden, Switzerland.

UK nationals wanting to conduct short-term work activities in the EU are now considered third-country nationals and must now adhere to the short-term work requirements specified by each EU member state:

Austria	 "Concert or stage performers, acrobatic artists, film, radio and TV artists or musicians may be employed 1 day or (up to) 4 weeks without an employment permit." This must be in the context of an "artistic production, a concert, an event, a performance, an on-going film production, a live radio or TV broadcast". Local Public Employment Service (PES) must be informed on the day of the activity be the relevant organiser or producer. (Source: https://www.artist-mobility.at/en/visa/which-types-of-visa-exist-for-artists.html)
Belgium	The following do not require a work permit/single permit in Belgium: • Scientific congress, inner circle meetings (negotiations, discussions, interviews
	etc) for 60 days maximum per year and 20 consecutive days.Post-doctoral scholar (working for 90 days or less)

Artists of international reputation for less than 90 days. Researcher (for the work duration stated in hosting agreement) Domestic servants (who are accompanying tourists for 90 days or less) Installer or assembler of goods and prototypes (developed by an accredited research institution, during at most four weeks a year) Intern (working for 90 days or less) Worker employed pursuant to an international agreement (for 90 days or less) Journalist (living and working for a foreign media organization in Belgium for 90 consecutive days or less) Commissions for military graves employees (working for 90 days of less) Athlete, trainers, assistants, referee or official delegate participating in an international sporting event (for up to 3 months) Religious officials (for 90 days or less) Seaman (working for 90 days of less) (Source: https://economy-employment.brussels/permit-your-situation **Artists** Bulgaria Freelance artists must obtain a 12 month 'Freelance Activity Permit' prior to their arrival. The following can obtain a continuous work permit: • Persons who engage in commercial activity in Bulgaria, by at least 10 jobs for Bulgarian citizens have been opened • Foreign specialists in the country under international treaties Representatives of foreign companies The following **do not require** a work permit: Managers of companies/branches of foreign entities Boards of directors who do not work under an employment relationship • Commercial representatives of foreign companies (Source: https://invest.bg.government.bg/en/pages/1-entry-stay-and-work-offoreigners-in-bulgaria-174.html) A 'Stay and Work Permit' is required for temporary work between 6-30 days per year. Croatia Certain professions such as frontier workers, professional athletes and third country workers that carry out key business activities are exempt. (Source: https://investcroatia.gov.hr/en/investment-guide/stay-and-work-permitsand-visas/stay-and-work-permit) Applications for work permits in Cyprus must be submitted to the Civil Registry and Migration Department by the employer and include: Cyprus Application forms M.58 and M.64

- A photocopy of the foreigner's passport
- A clean criminal record certificate
- Medical certificates
- A bank letter of guarantee for 200-500 Cyprus Pounds, depending on the country of origin of the foreigner to cover possible repatriation expenses
- A work contract stamped by the Department of Labour of the Ministry of Labour and Social Insurance and stamped with a revenue stamp from the Revenue Stamps Registrar

Special conditions apply to artists whom require:

- Application on Form M.58A
- A photocopy of their passport
- A bank letter of guarantee for 200-500 Cyprus Pounds, depending on the country of origin of the alien, to cover possible repatriation expenses
- A return ticket
- A certificate from the Commissioner of Inland Revenue that the artist's income tax has been paid

(Source: https://cyprusvisa.eu/cyprus-work-permit.html, https://cyprusvisa.eu/cyprus-work-permit.html)

Czech Republic

The following cases do not require a work permit in the Czech Republic:

- 'Artists whose performance does not exceed 7 consecutive days or 30 days in the summary per calendar year' will not require a visa.'
- 'Pedagogue', academic or research worker participating in a scientific meeting, pupil or student under the age of 26'
- 'Athlete or person supplying goods or services or supplying or performing assembly on based on a commercial contract or performing warranty and repair work.'
- International traffic employees,
- 'Members of rescue units',
- 'Member of the military or civilian personnel of the State Armed Forces',
- 'Spirituals from the Church',
- 'A teacher, university graduate or scientific, research or development worker from a public research institution or other research organization'

(Source: http://www.ecovislegal.cz/en/czech-legal-news/czech-republic-work-permit-and-visa-exemptions-for-artists-and-for-other-specific-persons-or-groups/)

Denmark

A **"Special Individual Qualification"** application must be completed to be exempt from a work permit for up to 90 days and applies to:

- Performers or artists, such as singers, musicians or conductors.
 - "If you are of paramount importance to a significant artistic event you can work without a work permit"
- Professional athletes and sports coaches

- Read the conditions outlined in Source (New to Denmark)
- Specialized chefs.
 - Read the conditions outlined in Source (New to Denmark)

Others exempt from a work permit include:

- "Foreign diplomats, living in Denmark" (Contact the Diplomatic Section in the Ministry of Foreign Affairs of Denmark for more information).
- "Staff members on foreign trains, motor vehicles in international traffic".
- "Staff on board Danish commercial ships sailing in international traffic (Read conditioned outlined in Source: New in Denmark)

Other exempt from a work permit for **up to 90 days** include:

- "Fitters, consultants or instructors hired to fit, install, inspect or repair machines, equipment etc."
- "Representatives of foreign companies or organizations who do not have a branch office in Denmark and are on business trips in Denmark."
- "Researchers and lecturers invited to teach or lecture in Denmark, or guest researchers in affiliation with a university or company in Denmark."
- "Artists, including musicians and other entertainers, participating in a noteworthy artistic event".

(Source: New in Denmark https://nyidanmark.dk/en-GB/Words-and-concepts/SIRI/Exemption-from-the-requirement-of-a-work-permit/?anchor=50A40B4E5C5D4EF686F3A1FCF095C1AC

Estonia

Register for 'long-term visa for a short-term employment' before you arrive in Estonia with the Police and Border Guard Board.

This short-term employment application is required if you are:

- Participating in creative activities within a performing arts institution;
- A teacher or lecturer in an educational institution;
- A scientist with appropriate professional training or experience;
- A sportsman, coach, referee or sports official for professional activities (based on an invitation from a respective sports federation;
- A trainee obtaining vocational education overseen by a foreign educational institution or a student organization;
- Serving in the diplomatic representation of a foreign country with permission from the Ministry of Foreign Affairs;
- An au pair;
- An expert, adviser or consultant with required professional training;
- An installer of equipment or a skilled worker with required professional training;
- A seasonal worker processing agricultural products.

	(Source: https://london.mfa.ee/long-stay-d-visa/) (Source: https://www2.politsei.ee/en/teenused/working-in-estonia/registration-of-short-term-employment/)
Finland	The following activities can be conducted in Finland without a permit (provided the activity lasts no longer than 90 days): • 'Product demonstrator or film worker (where your employer has no office in Finland)' • 'Sailor (on a ship listed in the Register of Merchant Vessels or, on a ship that primarily operates between foreign ports)'. • 'A permanent employee providing temporary work (for a company operating in another EU/EEA country' • 'A tour leader for a package tour with Finland as the destination'. • 'Personnel for a vehicle owned or controlled by a foreign party, and: • You are transporting a load across the border to a certain destination, or; • The operation in Finland is related to regular service between municipalities, where at least one is located abroad. • You are not residing in Finland.' (Source: https://migri.fi/en/work-without-residence-permit)
France	No permit is required for the following work activities (provided the duration of stay is less than 3 months per year): Sporting, cultural, artistic and scientific events. Conferences, seminars and trade shows. Production and distribution of cinematic and audiovisual works shows and recordings. Modeling and artistic posing. Personal service workers and domestic workers working in France during their private employers' stay in the country. Audit and consulting in IT, management, finance, insurance, architecture and engineering, under the terms of a service agreement or intra-company transfer agreement. Occasional teaching activities by invited lecturers. (Source: https://www.welcometofrance.com/en/fiche/fact-sheet-work-permit)
Germany	It is still undetermined whether the UK will join the European Travel Information and Authorization System (ETIAS), to be operational in 2021 and includes 62 countries who currently have a visa-waiver program with Germany.

	 If the UK joins the visa-waiver program – UK nationals will not require the following short-stay visas for 90 days of travel (within 180 days) in Germany. Germany short-stay visas: Cultural, Film Crew, Sports, and Religious Event purposes (allowing holders to participate is these events) Trade Fair and Exhibition visa (to visit and participate in these events. Business Visa (enabling one to perform business making, attend meetings, sign contracts, etc) (Source: https://www.etiasvisa.com/etias-countries/germany-etias)
Greece	Foreign nationals must apply for a residence or work permit within 30 days of arriving in Greece. Resident permits depend on your personal situation (self-employed, consultant, employee, executive) and the validity periods vary between one and five years. (Source: https://shieldgeo.com/greece-immigration-and-work-permits/)
Hungary	Apply for a 'Single Permit' - a residence permit enabling third-country nationals to enter an employment contract or pursue paid self-employed work in Hungary. (Source: http://bmbah.hu/index.php?option=com k2&view=item&layout=item&id=512&Itemid=1264⟨=en)
Iceland	The following are exempt from needing a short-term work permit in Iceland for up to 90 days. • 'Scientists, lecturers and scholars' • 'Artists - including film producers, multimedia artists - excluding musicians performing in catering establishments' • 'Athletic coaches' • 'Business representatives – promoting goods and services and attending meetings'. • 'Drivers of passenger coaches – carrying tourist groups only' • 'Journalists and reporters from foreign media agencies' • 'Employees, consultants and instructors specialized' in assembly, installation or conducting repairs and tests. The police and the Directorate of Labour must be informed prior to the short-term work activity. (Source: https://vinnumalastofnun.is/en/work-permits/categories-of-work-permits/exemptions-of-work-permit-requirement-due-to-short-term-projects)

Ireland	Ireland will remain a part of the Common Travel Area – meaning UK nationals can continue to travel, live, study and work in Ireland. (Source: https://www.citizensinformation.ie/en/government_in_ireland/ireland_and_the_uk/common_travel_area_between_ireland_and_the_uk.html)
Italy	A work permit ("visto d'ingresso per lavoro artistico") is required for short-term (90 days or less) and long-term stays (more than 90 days).
	For Artists and entertainment industry personnel there are two situations: 1) Well-known artists acting as self-employed persons require the "visto di lavoro autonomo" permit if the employment contract is for a maximum duration of 90 days. If you are not a well renowned artist and not invited by an Italian institution or theatre contact: visti.londra@esteri.it 2) "Artists hired to perform under a special permit for paid work are issues ("nulla osta") by the Ministry of Labor for a maximum of 12 months (this can be extended)."
	"Similar exemption applies for directors and company managers, university teachers, translators and interpreters, family collaborators, maritime workers".
	(Source: http://conslondra.esteri.it/consolato_londra/en/i_servizi/per_chi_si_reca_in_italia/sel_f-employment.html) (Source: https://www.ecovislegal.cz/en/czech-legal-news/italy-work-permit-exemptions-for-artists-and-for-other-specific-persons-or-groups/)
Latvia	Artists, cultural professionals and touring groups, whose performance is no longer than 14 days (within one year) do not require a permit. (Source: https://likumi.lv/ta/en/en/id/68522)
Lithuania	Prior to your arrival in Lithuania you must obtain a work permit. (Source: https://www.renkuosilietuva.lt/en/work-in-lithuania/)
Liechtenstein	You must apply for a short-term work permit, valid for 12 months. (Source: https://www.llv.li/inhalt/12567/amtsstellen/kurzaufenthaltsbewilligung-l)
Luxembourg	No work permit is required for the following activities (in a time period of less than 3 months within one year): • staff from fairground attractions, circuses and other travelling establishments; • workers in the entertainment industry without regular employment; • athletes;

invited researchers, conference speakers and university lecturers; persons on business trips, such as travel to visit business partners, to explore and develop professional contacts, to negotiate and conclude contracts, to participate in fairs, shows and exhibitions as well as to take part in meetings of the board of directors and general meetings of the company; all persons carrying out a service within the same group of companies (excluding any work carried out in the framework of subcontracting). (Source: Guichet https://guichet.public.lu/en/entreprises/ressourceshumaines/recrutement/ressortissant-pays-tiers/travail-moins-3-mois.html) Malta Obtain an employment license before you travel to Malta, which will be valid for a maximum duration of one year. (Source: https://gvzh.mt/malta-law/employment-industrial-relations/permanentresidence-work-permit/) Netherlands The single permit is not required if you are a musician or artist intending to work in the Netherlands 'for 6 continuous weeks in a 13-week period'. Apply for 'work in paid employment'. (Source: https://ind.nl/en/work/working in the Netherlands/pages/employee-in-artand-culture.aspx) The following individuals may work in Norway (for a maximum of 14 days in a 12-Norway month time period) without requiring a residence permit: Performers, artists, musicians and their supporting teams (local police must be notified upon arrival). Employees engaging in international humanitarian work in Norway, The following individuals may work in Norway (for a maximum of three months) without requiring a residence permit: Researchers and lecturers Employees of international companies (with a branch in Norway) Technical experts • Commercial and business travelers (to attend meetings, conferences and contract signings. Medical practitioners Religious preachers • Athletes and support teams Journalists and photographers Tour guides Staff of international trains, busses, flights and ships.

	(Source: https://www.udi.no/en/word-definitions/people-who-can-work-in-norway-
	for-14-days-without-a-residence-permit/#link-15271)
	(Source: https://www.udi.no/en/word-definitions/people-who-can-work-in-norway-for-less-than-three-months-without-a-residence-permit/#link-868)
Poland	Performing artists, tour-managers, promoters or live performance organizations can stay in Poland for 30 days (in one calendar year) without requiring a work permit.
	 Other 30-day work permit exemptions apply to: Foreign individuals conducting trainings, participants of professional internships, foreign language instructors. Armed forces. Foreign mass media permanent correspondents. Speakers, lecturers or presenters (of scientific or artistic purpose) Athletes in sports competitions. Religious preachers including clerics, members of monastery. Student summer work programs, individuals involved in cultural or educational exchanges, humanitarian work. Technical experts conducting maintenance, repair, assembly, construction work. Individuals performing work for Members of the European Parliament (Source: http://www.ecovislegal.cz/en/czech-legal-news/poland-work-permit-exemptions-for-artists-and-for-other-specific-persons-or-groups/)
	(Source: Regulation of Minister of Labour and Social Policy of April 21, 2015)
Portugal	A temporary stay visa is valid for 90 days and available for: • Medical treatment • Leaders of professional trainings • Independent and temporary work purposes (including self-employed work purposes) proven through work contracts or service agreements. • Scientific research, academic instruction, highly qualified activity. • Amateur sports purposes • Student exchanges, unpaid professional internships, volunteer work, commitments to WTO obligation. • Seasonal work purposes • Academic or professional trainings (Source: Ministry of Foreign Affairs: https://vistos.mne.gov.pt/en/national-visas/necessary-documentation/temporary-stay#temporary-stay-visa-for-independent-work-purposes)
Romania	A short-term work notice or permit is required for foreigners to engage in professional activity in Romania. Application requests normally take 30 days to be fulfilled. Different work permits can be given to:
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	 Permanent workers Seasonal workers Trainees Athletes Cross-border workers (Source: http://igi.mai.gov.ro/en/content/seeking-advice)
Slovakia	Obtaining a work permit is not required if the employment does not last longer than 30 days (per year) and you are: • A pedagogic worker, • An academic employee at a higher education institution, • A scientific researcher or development worker engaging in scientific events, • An artist performing in an artistic event. Local authorities must be aware of your visit. (Source: https://www.euraxess.sk/_user/navigation-entry_and_stay-2014-11_FINAL.pdf)
Slovenia	Apply for the 'Single Permit' for general employment or self-employment purposes prior to your arrival in Slovenia. The Single permit will expire after 90 days. The permit is also needed if participating in: Training courses Other work activities. (Source: https://mladipodjetnik.si/en/work-permit-residence-permit-slovenia) (Source: https://www.lawyersslovenia.com/work-permit-in-slovenia)
Spain	Apply for a self-employed work visa – this will expire after one year. (Source: https://www.ism.org/advice/eu-work-permit-requirements-for-musicians)
Sweden	 You may work in Sweden without needing a permit if you are: Participating in an international competition as a professional athlete and functionary. Railway staff, truck drivers, tourist bus drivers in international commercial traffic. Researchers, lecturers or teachers at higher education institutions. Technical specialists or fitters installing, repairing machinery for up to two months. Diplomats and consular officials. Employees gaining practical experiences, internal training or skills development programs from their company.

Singers, musicians, dancers, actors, circus performers and their supporting crew, whose performers last 14 days or less (within a 12-month time period) require no work visa (with a written offer or invitation from the organiser) Participating in a radio or television broadcast in Sweden does not require a permit. See all permit exemptions here: https://www.migrationsverket.se/English/Privateindividuals/Working-in-Sweden/Employed/Special-rules-for-certain-occupations-andcitizens-of-certain-countries/Exemptions-from-the-work-permit-requirements.html (Source: https://www.migrationsverket.se/English/Private-individuals/working-insweden/employed/special-rules-for-certain-occupations-and-citizens-of-certaincountries/performers.html) Switzerland The Service Mobility Agreement (SMA) between the UK and Switzerland facilitates the 'mutual access and temporary stay of service suppliers'. Short-term services from ie 'management consultants, IT experts or engineers' can provide services in Switzerland for up to 90 days within a 12-month time period. This also includes performers including singers, artists and actors. (Source: https://www.admin.ch/gov/en/start/documentation/media-releases.msg-id-81607.html)