

Roundup: Global employer resources on remote-working rights/trends

Law & Policy Group

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Section 1

Introduction

Remote working has become more of a permanent feature of the workplace for many employees and employers around the world — driven by measures introduced in many countries to address the effects of the COVID-19 pandemic. Remote working poses challenges and considerations for employers when devising or adjusting their policies. Issues include defining remote work and eligibility criteria, hybrid working arrangements, employee engagement, performance, cybersecurity, health and safety, the right to disconnect, employees who want to relocate to a different country or state, and returning remote workers to the workplace post-pandemic. Several jurisdictions have introduced remote-working legislative measures to clarify employer and employee requirements after the pandemic, and others are expected to follow suit.

To help employers consider the issues connected with remote working, this roundup provides links to general information about ongoing remote-working rights and trends in some countries. Sources include Marsh McLennan, organizations, government websites, third-party resources and news articles. Content in each section is organized in reverse chronological order and is by no means comprehensive.

Section 2

Legislative/regulatory information

Global or multicountry

- [New OECD guidance: Homeworking, overseas employees and when a PE is created](#) (Lewis Silkin, Nov. 24, 2025)
- [How to hire remote employees abroad legally](#) (The European Business Review, Nov. 24, 2025)
- [New remote working legislation around the world \[updated\]](#) (Lockton Global Benefits, Aug. 4, 2025)
- [Key considerations for companies navigating global remote work: Part 3 — compliance with U.S. and cross-border employment laws](#) (Jackson Lewis, July 10, 2025)
- [How legislation is reshaping remote work in Europe](#) (Forbes, April 24, 2025)
- [Asia-Pacific employers must be aware of their rights and responsibilities with remote workers](#) (Pinsent Masons, March 3, 2025)
- [The rise of 'work-from-anywhere' employment in 2025](#) (Spring Law, Jan. 29, 2025)
- [How to successfully manage working from anywhere? Remote work around the world #1](#) (Taylor Wessing, Jan. 22, 2025)
- [Expert guide to remote working](#) (CMS, May 2024)
- [Empowering women and embracing remote work in Latin America](#) (Forbes, Aug. 20, 2024)
- [Trending in East Asia: Digital nomad visas](#) (Ogletree Deakins, June 5, 2024)
- [Where digital nomad visas miss the mark](#) (Ogletree Deakins, June 5, 2024)
- [Countries wooing corporate digital nomads hope to make them stay](#) (subscription required) (Financial Times, May 18, 2024)
- [Want to move to Europe? Here are all the countries where you can apply for a digital nomad visa](#) (Euronews, April 15, 2024)
- EU: [Task force looks at tax implications of remote work](#) (KPMG, April 12, 2024)
- [Cross border catch-up: Digital nomad visa trend in East Asia](#) (Ogletree Deakins, March 18, 2024)
- [Cross-border catch-up: Addressing requests to work remotely abroad](#) (podcast) (Ogletree Deakins, March 4, 2024)

- [A quick guide to digital nomad visas in LATAM for remote workers](#) (video) (Baker McKenzie, Jan. 22, 2024)
- [Cross-border telecommuting and employee benefits: What employers need to know](#) (Lockton Global Benefits, Jan. 16, 2024)
- [International remote working: considerations when implementing a work from anywhere policy](#) (Dentons, October 2023)
- [Global guide on overseas remote working](#) (Squire Patton Boggs, September 2023)
- [The 2023 Current Trends in Remote Working Report — It's been three years: Evolving trends in remote working](#) (KPMG, Sept. 21, 2023)
- [Home office: New tax and social security situation as of 1 July 2023](#) (Austria, France, Germany, Italy and Liechtenstein) (Bär & Karrer, July 2023)
- [European Union: Social security and cross-border telework: which rules apply?](#) (Ius Laboris, July 4, 2023)
- [Teleworking in the EU: New Framework Agreement on the way](#) (Ius Laboris, June 30, 2023)
- [Risks grown in 'home working' from abroad](#) (Relocate Magazine, March 6, 2023)
- [Remote working around the world](#) (Charles Russell Speechlys, Feb. 28, 2023)
- [Remote work via digital nomad visas in Latin America and Spain: Key employer considerations](#) (Seyfarth Shaw, Dec. 28, 2022)
- [EU — remote working and corporate taxation](#) (KPMG, Nov. 3, 2022)
- [Updates in cross-border remote working](#) (France, South Africa, Spain, and UK) (Baker McKenzie, Nov. 2, 2022)
- [Guide to remote working in APAC](#) (DLA Piper, May 2022)
- [Tread carefully: Global pay and employee benefits traps for the unwary](#) (Eversheds Sutherland, July 2021)
- [Remote working across international borders: Key risks and issues](#) (Covington, July 2021)
- [Using artificial intelligence to track growing remote workforce and related litigation implications](#) (Lewis Brisbois, June 11, 2021)
- [How can businesses protect their trade secrets in a hybrid working world?](#) (CMS, June 11, 2021)
- [HR copes with tax challenges of remote work](#) (Accounting Today, June 7, 2021)
- Asia: [How remote working results in a rise in legal risks](#) (Human Resource Director, May 2021)

- [‘Milestone’ remote working agreement signed with global union federation](#) (Mercer, May 2021)

Argentina

- [New telework register](#) (L&E Global, Oct. 27, 2022)
- [Digital nomad visa announced](#) (KPMG, May 12, 2022)
- [Argentina clarifies remote working rights post COVID-19 pandemic](#) (Mercer, Feb. 2, 2021)

Australia

- [What if working from home was a legal right?](#) (subscription required) (Financial Times, Oct. 5, 2025)
- [Victorian state government plans to make working from home a legal right](#) (DLA Piper, Aug. 15, 2025)
- [The right to work from home: Premier Allan’s promise to Victorian voters](#) (Gadens, Aug. 6, 2025)
- [Flexible working arrangements: What Australian employees and employers must know](#) (Chamberlains, June 2, 2025)
- [The return-to-work acceleration: navigating employee rights, legal compliance, and workplace trends](#) (L&E Global, April 22, 2025)
- [Will WFH become a right for all employees or is it just hype?](#) (HFW, April 15, 2025)
- [Who let the dog out? The hidden hazards of remote work](#) (Holding Redlich, Nov. 12, 2024)
- [Commission rejects indefinite full-time work from home request by employee](#) (L&E Global, Aug. 27, 2024)
- [Australia employers want staff in the office — but for many workers home is where the heart is](#) (The Guardian, Aug. 8, 2024)
- [Remote working arrangements: can I ask my workforce to return to pre-pandemic arrangements?](#) (Cooper Grace Ward, Aug. 7, 2024)
- [‘Employment relationship is a two-way street’ — refusal of work from home request upheld](#) (Russell Kennedy, May 28, 2024)
- [No-go for nomad working overseas without permission](#) (Barry Nilsson, April 10, 2024)
- [Employee request to WFH 100% not reasonable](#) (Dentons, Nov. 24, 2023)
- [Australia’s labor laws need updating now that remote work is here to stay, says professor](#) (Phys.Org, Sept. 8, 2023)

- [Guidance on deductions of additional work-from-home expenses](#) (Australian Taxation Office, Aug. 17, 2023)

Austria

- [New law set to enable teleworking from anywhere in the future](#) (Taylor Wessing, June 18, 2024)
- [The new Teleworking Act](#) (Fellner Wratzfeld & Partner, May 15, 2024)
- [Remote working from abroad: What employers need to know](#) (Walderwyss, June 2022)
- [Austria enacts remote working measures](#) (Mercer, May 19, 2021)
- [Home office regulations](#) (German) (Home Office Gesetz, April 1, 2021)

Belgium

- [Agreement clarifies permanent establishment when home-working](#) (Belgium-Netherlands) (KPMG, Dec. 21, 2023)
- [Belgium and Luxembourg agree to relax rule on teleworking for cross-border workers](#) (French) (Luxembourg government, Aug. 31, 2021)
- [Working from home, can it be done from a second home as well?](#) (DLA Piper, May 4, 2021)

Brazil

- [Brazil regulates teleworking and meal allowance rules](#) (Mercer, Sept. 22, 2022)
- [Executive order changes the current legislation regarding the country's remote work system](#) (L&E Global, April 21, 2022)
- [New legal developments in Brazil on remote work](#) (Littler, April 1, 2022)

Bulgaria

- [Bulgaria introduces residence permit for digital nomads](#) (Kinstellar, July 2025)
- [New rules for telework in Bulgaria](#) (Schoenherr, April 2, 2024)

Canada

- [Telework/telecommuting](#) (Canadian Centre for Occupational Health and Safety)
- [International remote workers and the ESA: Key OLRB ruling explained](#) (L&E Global, July 25, 2025)
- [Termination of employee due to WFH, found to be wrongful dismissal](#) (Harper Grey, Feb. 11, 2025)

- [Working for workers ... from home? Ontario's Working for Workers Five Act, 2024 and telework](#) (Ogletree Deakins, Jan. 8, 2025)
- [New CRA policy provides clarity for remote work arrangements](#) (DLA Piper, Jan. 30, 2024)
- [Potential employment law issues when managing a remote or hybrid workforce](#) (Spring Law, Sept. 27, 2023)
- [How Canada can promote itself as a destination for digital nomads](#) (Dentons, Aug. 16, 2023)
- [Digital nomads: Canada has launched a new remote work scheme. Here's what you need to know](#) (Euronews, July 3, 2023)
- [Employers be warned: If you aren't careful, remote work could become a permanent feature of your staff's employment terms](#) (Financial Post, Oct. 8, 2021)
- [Remote working from outside of the jurisdiction: The pandemic and beyond](#) (Baker McKenzie, Sept. 21, 2021)
- [Hiring remote workers in other provinces? Legal considerations for employers](#) (Filion Wakely Thorup Angeletti, June 29, 2021)

China

- [Digital nomads swap big city offices for remote work in backpacker havens](#) (Bloomberg, Sept. 23, 2022)

Colombia

- [Teleworking from abroad: New rules under Colombia's 2025 labor reform](#) (Littler, July 21 2025)
- [New remote working legislation around the world \(Lockton Global Benefits, Sept. 4, 2024\)](#)
- [Reshaping the implementation and regulation of teleworking modality](#) (L&E Global, Aug. 19, 2022)
- [Digital nomad visa introduced, processing time increased](#) (KPMG, Aug. 3, 2022)
- [La Corte Constitucional de Colombia respalda la Ley de trabajo en casa y el Ministerio de Trabajo prepara modificaciones a la regulación del teletrabajo](#) (Spanish) (Garrigues, June 22, 2022)
- [Colombia: New remote work law issued](#) (L&E Global, Sept. 29, 2021)
- [2021 Law No.2088](#), Remote working law (Spanish) (Government, May 12, 2021)

Costa Rica

- [Approved the reform to the law to regulate remote work, Law No. 9738](#) (Arias, March 2025)

- [New foreign digital nomad residency in Costa Rica in force](#) (Arias, August 2022)
- [Costa Rica jumps into the global competition for remote workers](#) (NPR, Dec. 28, 2021)

Cyprus

- [Cyprus digital nomads scheme re-activated](#) (Chrysostomides, March 27, 2025)
- [Cyprus remote employer — EU payroll scheme \(hire directly employees in Cyprus\)](#) (Cyprus Audit Services, Sept. 12, 2024)
- [Establishing a framework for the regulation of remote work in Cyprus](#) (Chrysostomides, Jan. 11, 2024)

Czech Republic

- [Work from home \(remote work\) in line with the Labour Code amendment](#) (Taylor Wessing, Dec. 12, 2023)

Denmark

- [Tax Council Binding Answer No. SKM2025.133.SR, clarifying the permanent establishment \(PE\) rules for home offices](#) (Danish Tax Authority, March 11, 2025)
- [Remote working, well-being, safety and accidents](#) (Ius Laboris, June 1, 2022)
- [Tax office rules that home office in Denmark may constitute permanent establishment \(Danish\)](#) (Government, May 12, 2022)
- [New guidelines from the Danish working environment authority \(WEA\) on home work stations](#) (Bird & Bird, May 12, 2022)

Dubai

- [Remote work visa in Dubai: Ease of getting residency attracts digital nomads](#) (Khaleej Times, March 17, 2024)

Egypt

- [Legalizing remote work across borders: Egypt's Labor Law No. 14 of 2025 and the legal status of cross-border employment](#) (Soliman, Hashish & Partners, Oct. 7, 2025)

Finland

- [Remote work abroad — Employer, consider these points!](#) (Nordia, Jan. 31, 2023)
- [Remote work from abroad — questions for employers to consider](#) (Bird & Bird, September 2021)

France

- [Remote work mandatory again in January 2022 for at least 3 days per week](#) (Bird & Bird, January 2022)

- [Legal implications of remote work arrangements: Perspectives from the US, UK and France](#) (Hogan Lovells, June 28, 2021)
- [Telework in France: before and after the COVID-19 pandemic](#) (Vivien & Associates, April 14, 2021)
- [An employee cannot unilaterally choose to telework: A new ruling from France](#) (Ius Laboris, March 23, 2021)

Germany

- [Proposal for tax treatment of cross-border workers between Germany and the Netherlands who partly work from home](#) (Dutch) (Dutch government, April 14, 2025)
- [Working from home and medical certificates — what employers need to know](#) (DLA Piper, March 4, 2025)
- [The end of remote working?](#) (DLA Piper, April 17, 2024)
- [What occupational health and safety requirements apply to home office working? — Answer of the Federal Government to a question from the Left Party on the subject of risk assessments](#) (DLA Piper, Jan. 30, 2024)
- [Back to the office; Ending a telework agreement](#) (Ius Laboris, July 20, 2023)
- [Do's and don'ts for mobile work in Germany](#) (Ius Laboris, May 20, 2022)
- [German court rules occupational accidents at home may be covered by statutory accident insurance](#) (Ogletree Deakins, Feb. 9, 2022)

Greece

- [Greece's Digital Nomad Visa: Opportunities and challenges for remote workers](#) (Fragomen, Oct. 23, 2024)
- [The new legal framework for teleworking in Greece](#) (Ius Laboris, April 4, 2022)
- [Digital nomad visa provisions introduced in immigration law](#) (KPMG, Sept. 17, 2021)
- [Labor law offers flex work, family leave and remote working](#) (Mercer, July 23, 2021)

Guernsey

- [Remote working: practical issues for Jersey and Guernsey employers](#) (Walkers, April 25, 2025)
- [Working from home in a post-pandemic world](#) (Ferbrache & Farrell, June 28, 2021)

Hong Kong

- [Remote working from overseas: Key legal implications employers should know](#) (Gall, March 16, 2021)

- [Employee requests to work overseas temporarily](#) (Baker McKenzie, Jan. 28, 2021)

India

- [Remote work can empower businesses and women: Andhra CM Naidu's WFH push](#) (Business Standard, Feb. 11, 2025)
- [WRC issues first decision on right to request flexible and remote working](#) (Lavelle Partners, Oct. 23, 2024)
- [Work from home allowed in Special Economic Zone Units](#) (Obhan & Associates, July 27, 2022)
- [Changing work from home rules — what employers in Special Economic Zones should know](#) (BTG Legal, July 26, 2022)

Indonesia

- [Indonesia woos digital nomads with 5-year remote working visa, and promotes spiritual getaways, to bring in longer-staying visitors](#) (SCMP, June 6, 2022)

Ireland

- [Guidance for working remotely](#) (Department of Enterprise, Trade and Employment)
- [Guidance on working from home for employers and employees](#) (Health and Safety Authority)
- [Lone workers](#) (Health and Safety Authority)
- [Minister Dillon launches public consultation as part of a legislative review of the right to request remote working](#) (Department of Enterprise, Tourism and Employment, Nov. 18, 2025)
- [3 things to know: Remote working](#) (Addleshaw Goodard, June 27, 2025)
- [What are my legal rights if my employer wants me back in the office](#) (RTÉ, Feb. 10, 2025)
- [Compromise reached in civil service remote working row](#) (RTÉ, Jan. 31, 2025)
- [Comparison of flexible and remote working entitlements between Ireland and the UK](#) (DAC Beachcroft, September 2024)
- [WRC considers employer obligations following request for remote working](#) (AOC Solicitors, Aug. 28, 2024)
- [You can force employees back to the office, but not the good ones!](#) (RTE, May 21, 2024)
- [What you need to know — statutory right to request remote working and flexible working arrangements](#) (Fieldfisher, May 15, 2024)
- [Flexible and remote working in the financial services sector](#) (Mason Hayes & Curran, May 1, 2024)

- [Code of Practice for employers and employees](#) (Workplace Relations Commission, March 2024)
- [Work Life Balance and Miscellaneous Provisions Act 2023](#) (Irish Statute Book, April 4, 2023)
- [Remote working overseas — legal considerations for flexible working arrangements](#) (Lewis Silkin, July 28, 2022)
- [Government announces free 'hot desks' for remote workers](#) (RTE, June 8, 2022)
- [Our rural future: Minister Humphreys announces series of new initiatives to support remote working](#) (Government, June 8, 2022)
- [Remote working brings record number of women into labour force](#) (Irish Times, May 24, 2022)
- [Business leaders split on remote working](#) (RTE, April 12, 2022)
- [Remote working checklist for employers published](#) (Arthur Cox, July 27, 2021)
- [€8.8m state funding to boost remote working hubs' capacity](#) (Irish Times, July 22, 2021)
- [Working from home abroad: Considerations for Irish employers](#) (Ius Laboris, June 30, 2021)
- [Remote working sparks employment law worries](#) (Law Society Gazette, May 24, 2021)
- [Hybrid working and the 'death of the office': The future of the post-pandemic workplace](#) (A & L Goodbody, May 20, 2021)
- [New code of practice on the right to disconnect](#) (Ronan Daly Jermyn, April 2021)
- [Employee monitoring and remote working](#) (McCann Fitzgerald, Feb. 25, 2021)
- [Ireland launches remote work strategy, with right to disconnect](#) (Mercer, Feb. 3, 2021)
- [Making remote work — the Government's National Remote Work Strategy](#) (Lewis Silken, Jan. 19, 2021)
- [National remote work strategy](#) (DLA Piper, Jan. 18, 2021)

Israel

- [Privacy and data protection during remote work from home](#) (Barlaw, Oct. 11, 2023)
- [When may an employer monitor employees working remotely?](#) (Barnea, June 5, 2023)
- [Do employees have a right to work remotely?](#) (Ius Laboris, Sept. 13, 2022)

Italy

- [Changes to remote working agreements](#) (DLA Piper, Jan. 29, 2025)

- [Digital nomad visa](#) (K&L Gates, May 30, 2024)
- [Application details for digital nomad visa](#) (Smith Stone Walters, May 16, 2024)
- [Digital nomads: the rules for working in Italy](#) (CMS Law, May 10, 2024)
- [Digital nomad visas offered by Italy, Japan](#) (Jackson Lewis, May 5, 2024)
- [Green light for remote working](#) (KPMG, April 11, 2024)
- [News on remote working legislation in Italy](#) (Hogan Lovells, April 8, 2024)

Japan

- [Amendment of status of residence regarding digital nomads](#) (Anderson Mori & Tomotsune, June 2024)
- [Teleworking in Japan falls after COVID; hybrid working on rise](#) (Japan Today, May 13, 2024)
- [Digital nomad visas offered by Italy, Japan](#) (Jackson Lewis, May 5, 2024)
- [Digital nomad visa launches](#) (KPMG, April 10, 2024)
- [Issuance of special visas for digital nomads](#) (DLA Piper, March 21, 2024)
- [Japan to implement digital nomad visa](#) (Masuda Funai, Feb. 13, 2024)
- [Half of Tokyo companies still offering employees remote work option](#) (Nippon, Dec. 26, 2022)
- [Back to the office: Over 70% of Japanese companies no longer implementing remote work](#) (Nippon, July 5, 2022)

Jersey

- [Remote working: practical issues for Jersey and Guernsey employers](#) (Walkers, April 25, 2025)

Kenya

- [Kenya introduces much anticipated digital nomad work permit](#) (Clyde & Co, Oct. 18, 2024)

Latvia

- [Latvia tax agency updates methodological material on individual income taxation of nonresident remote workers](#) (subscription required) (Bloomberg Law, Jan. 21, 2025)
- [Taxation of remote working expenses](#) (Latvian) (Government, Nov. 7, 2023)
- [Reduced personal income tax for digital nomad visa holders residing in Latvia](#) (Latvian) (Government, June 28, 2023)

- [Digital nomad visa introduced, applications being accepted](#) (KPMG, October 2022)

Luxembourg

- [Remote working: can employers backpedal?](#) (Arendt, Oct. 2, 2024)
- [Staff delegation involvement in teleworking matters](#) (Arendt, April 13, 2022)

Mexico

- [Embracing remote work in Mexico: Understanding the home office standard](#) (Fisher Phillips, Oct. 17, 2024)
- [Mexico: Are companies ready to implement the ‘Official Standard NOM-037-STPS-2023 telework safety and health conditions at work’?](#) (L&E Global, Nov. 23, 2023)
- [NOM-037-STPS-2023 Telehealth-work safety and health conditions](#) (EY Law Flash, June 13, 2023)
- [Mexico publishes new standard for telework safety and health conditions](#) (Littler, June 13, 2023)
- [Approved NOM-037-STPS-2023 on Telework: What requirements must companies comply with for home office in Mexico?](#) (ECIJA, June 13, 2023)
- [Official Mexican Standard issues new provision that requires employers to mitigate health and safety risks for teleworkers](#) (Baker McKenzie, Aug. 6, 2022)
- [Mexico publishes NOM-037, draft health and safety conditions for teleworking](#) (Greenberg Traurig, July 2022)
- [The right to disconnect under Mexico’s telework regulations — what does it mean for employers?](#) (Ogletree Deakins, June 14, 2022)

Namibia

- [A look at the digital nomad visa — Namibian perspective](#) (ENSafrica, Nov. 8, 2022)
- [Remote work visa introduced](#) (Envoy, Oct. 17, 2022)

Netherlands

- [Return to work policy in the Netherlands](#) (Osborne Clarke, July 24, 2025)
- [Proposal for tax treatment of cross-border workers between Germany and the Netherlands who partly work from home](#) (Dutch) (Dutch government, April 14, 2025)
- [Agreement clarifies permanent establishment when home-working](#) (KPMG, Dec. 21, 2023)
- [Dutch senate rejects ‘Work Where You Want’](#) (Pinsent Masons, Oct. 6, 2023)

- [Remote working in the Netherlands: Challenges and limitations](#) (Ius Laboris, Feb. 11, 2022)

New Zealand

- [Introduction of remote work provisions on New Zealand visitor visas and NZeTAs](#) (KPMG, Feb. 6, 2025)
- [Remote work now allowed for visitors](#) (Fragomen, Jan. 31, 2025)
- [Flexible working under the spotlight](#) (Lane Neave, Sept. 25, 2024)
- [Is it the end of hybrid working?](#) (Human Resources Director, Nov. 11, 2023)

Oman

- [Regulation on remote work that allows full or partial remote work](#) (Arabic) (Government, Sept. 9, 2025)
- [New regulations for remote work in the private sector](#) (DLA Piper, Sept. 22, 2025)
- [Oman announces regulations surrounding remote working](#) (Al Tamimi, Sept. 16, 2025)
- [Oman introduces new rules for remote work](#) (Muscat Daily, Sept. 8, 2025)

Peru

- [Peru: Modifications to the telework law](#) (Baker McKenzie, Aug. 7, 2024)

Philippines

- [Compensability of remote work injuries](#) (L&E Global, Feb. 21, 2024)
- [Teleworking rules](#) (Government, Sept. 16, 2022)

Poland

- [The hidden costs of remote working: 'permanent establishment'](#) (Ius Laboris, March 5, 2025)
- [Remote work and tax implications for cross-border companies](#) (Penteris, Nov. 6, 2024)
- [Remote working — new studies following more than a year of remote working in Poland](#) (HRIlaw.pl, Aug. 29, 2024)
- [No work permit required for remote work in Poland](#) (HRIlaw.pl, March 21, 2023)
- [New regulations on remote working passed](#) (DLA Piper, Jan. 30, 2023)

Portugal

- [Remote work in Poland: Beware the hidden tax trap](#) (Penteris, Sept. 30, 2025)

- [Remote working visa: Spain vs. Portugal — which destination is best for digital nomads?](#) (Lamares Capela & Asociados, July 23, 2024)
- [Remote work visa plans announced](#) (Envoy, Sept. 23, 2022)
- [The new telework regime in Portugal: 50 questions and answers](#) (Littler, Jan. 5, 2022)
- [‘Right to rest’: Inside Portugal’s bold bid to regulate remote working](#) (The Week, Nov. 15, 2021)

Romania

- [Romania: Parents of children under the age of 11 can benefit from four days/month of work from home or telework](#) (L&E Global, Aug. 22, 2023)
- [Six-month digital nomad visa introduced](#) (KPMG, Feb. 2, 2022)

Russia

- [How have the courts in Russia approached remote work disputes?](#) (Ius Laboris, July 21, 2021)

Saudi Arabia

- [Remote work policies and employee rights in Saudi Arabia](#) (Hamad, March 25, 2025)

Serbia

- [How to implement flexible work arrangements in Serbia in the post-COVID-19 era](#) (Schoenherr, Sept. 16, 2022)

Singapore

- [Aligning return-to-office policies with flexible work arrangements](#) (Withers, Dec. 11, 2024)
- [The future is now: The new world of work in Singapore](#) (webinar) (CMS, March 9, 2021)
- [Tripartite advisory on flexible work arrangements](#) (Ministry of Manpower, Nov. 7, 2014)

Slovakia

- [The new world of work in Slovakia](#) (CMS, March 30, 2021)
- [Slovakia’s amended labor code includes remote working measures](#) (Mercer, March 5, 2021)

South Africa

- [Remote working and the global mobility policy for employers](#) (Bowmans, Nov. 13, 2024)
- [South Africa: The ‘digital nomad visa’ — Take 3](#) (Bowmans, Oct. 14, 2024)

- [The remote working era — remote tax risks or beach office adventure](#) (Baker McKenzie, Sept. 15, 2022)

South Korea

- [South Korea opens pilot program for digital nomads](#) (Mayer Brown, Jan. 14, 2024)
- [Workers in Seoul have ditched remote working. Now the capital has the strongest office market in the world](#) (Business Insider, Nov. 19, 2023)

Spain

- [The urban legend of the ‘digital nomad’](#) (Garrigues, Feb. 20, 2025)
- [Remote work in Spain: unlocking opportunities and overcoming challenges](#) (Taylor Wessing, Feb. 21, 2025)
- [Remote working visa: Spain vs. Portugal — which destination is best for digital nomads?](#) (Lamares Capela & Asociados, July 23, 2024)
- [It is not a case of ‘everything goes’ when you are working from home: justice marks the red lines of remote working](#) (Garrigues, July 6, 2023)
- [Teleworking Visa makes its official debut](#) (KPMG, Jan. 23, 2023)
- [Improvements in special tax regime for expatriates](#) (KPMG, Jan. 17, 2023)
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Section 4

Company initiatives

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