

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

Law & Policy Group

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Contents

1. Introduction	3
2. Legislative/regulatory information	4
• Global or multicountry.....	4
3. Strategies, trends and viewpoints.....	25
4. Company initiatives.....	42

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 remote workers returning 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. The aggregated content in each section is organized in reverse chronological order, is by no means comprehensive, and does not necessarily reflect Mercer's or the authors' point of view on the subject.

Section 2

Legislative/regulatory information

Global or multicountry

- [New remote working legislation around the world \[updated\]](#) (Lockton Global Benefits, July 7, 2026)
- [Permanent establishments series #1: Remote & hybrid working — New York Office snippet](#) (Loyens & Loeff, June 25, 2026)
- [Part 1: Navigating permanent establishment risk in a remote work era](#) (KPMG, May 19, 2026)
- [Expert guide to remote working](#) (CMS, June 22, 2026)
- [Remote work without borders — but not necessarily without tax consequences: OECD guidance for a post-pandemic world](#) (Bennett Jones, April 6, 2026)
- [Cross-border remote work and permanent establishment: Mitigating risk for multinational employers](#) (Ogletree Deakins, February 19, 2026)
- [Transitioning remote employees back to the office: 7 key insights for global employers](#) (Ogletree Deakins, February 11, 2026)
- [Remote working PEs new OECD guidance offers clearer thresholds](#) (Ashurst, December 8, 2025)
- [New OECD guidance: Homeworking, overseas employees and when a PE is created](#) (Lewis Silkin, November 24, 2025)
- [How to hire remote employees abroad legally](#) (The European Business Review, November 24, 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](#) (SpringLaw, January 29, 2025)

- [How to successfully manage working from anywhere? Remote work around the world #1](#) (Taylor Wessing, January 22, 2025)
- [Empowering women and embracing remote work in Latin America](#) (Forbes, August 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, January 22, 2024)
- [Cross-border telecommuting and employee benefits: What employers need to know](#) (Lockton Global Benefits, January 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, September 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)

Argentina

- [New telework register](#) (L&E Global, October 27, 2022)
- [Digital nomad visa announced](#) (KPMG, May 12, 2022)

Australia

- [Working from home or hardly working? When WFH corner-cutting becomes misconduct](#) (Squire Patton Boggs, May 25, 2026)
- [Getting ready for Victoria's plans to enshrine WFH](#) for all workers (Clayton Utz, March 27, 2026)
- Victoria: [Australian state to give legal right to work from home 2 days a week](#) (subscription required) (Financial Times, March 4, 2026)
- [Victoria: Working from home: From informal workplace policy to legislated right](#) (Colin Biggers & Paisley, March 3, 2026)
- [Return-to-office mandates: Are employers still in control?](#) (L&E Global, February 25, 2026)
- [Return to the office: Can employees be directed back into the office](#) (Gadens, February 25, 2026)
- [What if working from home was a legal right?](#) (subscription required) (Financial Times, October 5, 2025)
- [Victorian state government plans to make working from home a legal right](#) (DLA Piper, August 15, 2025)
- [The right to work from home: Premier Allan's promise to Victorian voters](#) (Gadens, August 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, November 12, 2024)
- [Commission rejects indefinite full-time work from home request by employee](#) (L&E Global, August 27, 2024)

- [Australia employers want staff in the office — but for many workers home is where the heart is](#) (The Guardian, August 8, 2024)
- [Remote working arrangements: can I ask my workforce to return to pre-pandemic arrangements?](#) (Cooper Grace Ward, August 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, November 24, 2023)
- [Australia’s labor laws need updating now that remote work is here to stay, says professor](#) (Phys.Org, September 8, 2023)
- [Guidance on deductions of additional work-from-home expenses](#) (Australian Taxation Office, August 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)

Belgium

- [Agreement clarifies permanent establishment when home-working](#) (Belgium-Netherlands) (KPMG, December 21, 2023)

Brazil

- [Brazil regulates teleworking and meal allowance rules](#) (Mercer, September 22, 2022)
- [Executive order changes the current legislation regarding the country’s remote work system](#) (L&E Global, April 21, 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)

- [From flexibility to employer obligation: remote work and constructive dismissal](#) (Baker McKenzie, June 15, 2026)
- [Return-to-office mandates and constructive dismissal: What employers need to know](#) (SpringLaw, April 29, 2026)
- [Remote work rules Canadian employers can't ignore in 2026](#) (SpringLaw, February 4, 2026)
- [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, February 11, 2025)
- [Working for workers ... from home? Ontario's Working for Workers Five Act, 2024 and telework](#) (Ogletree Deakins, January 8, 2025)
- [New CRA policy provides clarity for remote work arrangements](#) (DLA Piper, January 30, 2024)
- [Potential employment law issues when managing a remote or hybrid workforce](#) (SpringLaw, September 27, 2023)
- [How Canada can promote itself as a destination for digital nomads](#) (Dentons, August 16, 2023)
- [Digital nomads: Canada has launched a new remote work scheme. Here's what you need to know](#) (Euronews, July 3, 2023)

China

- [Work-related injuries in China in the age of remote work](#) (R&P, February 4, 2026)
- [Digital nomads swap big city offices for remote work in backpacker havens](#) (Bloomberg, September 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 \(Lockton Global Benefits, September 4, 2024\)](#)
- [Digital nomad visa introduced, processing time increased](#) (KPMG, August 3, 2022)

Costa Rica

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

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, September 12, 2024)
- [Establishing a framework for the regulation of remote work in Cyprus](#) (Chrysostomides, January 11, 2024)

Czech Republic

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

Dubai

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

Egypt

- [Prime minister issues decree on weekly Sunday remote work policy implementation](#) (Soliman, Hashish & Partners, March 31, 2026)
- [Legalizing remote work across borders: Egypt's Labor Law No. 14 of 2025 and the legal status of cross-border employment](#) (Soliman, Hashish & Partners, October 7, 2025)

Finland

- [Remote work abroad — Employer, consider these points!](#) (Nordia, January 31, 2023)

France

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

Germany

- [Withdrawal of remote work privileges by employer directive](#) (Heuking, July 8, 2026)
- [Digital working models: No departure from the traditional concept of an establishment](#) (Bird & Bird, April 21, 2026)
- [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, January 30, 2024)
- [Back to the office; Ending a telework agreement](#) (Ius Laboris, July 20, 2023)

Greece

- [Greece's Digital Nomad Visa: Opportunities and challenges for remote workers](#) (Fragomen, October 23, 2024)
- [The new legal framework for teleworking in Greece](#) (Ius Laboris, April 4, 2022)
- [Digital nomad visa provisions introduced in immigration law](#) (KPMG, September 17, 2021)

Guernsey

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

Hong Kong

- [The gig economy and remote work in Hong Kong: what employers need to know in 2026](#) (Stephenson Harwood, April 29, 2026)
- [Remote working from overseas: Key legal implications employers should know](#) (Gall, March 16, 2021)

India

- [Remote work can empower businesses and women: Andhra CM Naidu's WFH push](#) (Business Standard, February 11, 2025)
- [WRC issues first decision on right to request flexible and remote working](#) (Lavelle Partners, October 23, 2024)

Indonesia

- [Indonesia's new WFH circular: Government signals towards hybrid work](#) (Assegaf Hamzah & Partners, April 2, 2026)
- [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, November 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, February 10, 2025)
- [Compromise reached in civil service remote working row](#) (RTÉ, January 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, August 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)

Israel

- [Privacy and data protection during remote work from home](#) (Barnea, October 11, 2023)
- [When may an employer monitor employees working remotely?](#) (Barnea, June 5, 2023)

Italy

- Smart working: [New rules and sanctions for Italian employers effective as of 7 April 2026](#) (K&L Gates, April 8, 2026)
- [Changes to remote working agreements](#) (DLA Piper, January 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)

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, February 13, 2024)

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, October 18, 2024)

Latvia

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

Luxembourg

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

Mexico

- [Mexico: Teleworking in cases of environmental emergencies](#) (L&E Global, February 11, 2026)
- [Embracing remote work in Mexico: Understanding the home office standard](#) (Fisher Phillips, October 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, November 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)

Namibia

- [A look at the digital nomad visa — Namibian perspective](#) (ENSAfrica, November 8, 2022)
- [Remote work visa introduced](#) (Envoy, October 17, 2022)

Netherlands

- [‘Workation’ or remote work from abroad? What you need to know as an employer](#) (CMS, April 3, 2026)
- [When HQ says ‘Back to the office’: Dutch works councils and the right of consent](#) (GGI Global Alliance, March 29, 2026)
- [Long-term remote work from abroad can become a right](#) (Hogan Lovells, December 22, 2025)
- [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, December 21, 2023)
- [Dutch senate rejects ‘Work Where You Want’](#) (Pinsent Masons, October 6, 2023)

New Zealand

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

Oman

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

- [Oman introduces new rules for remote work](#) (Muscat Daily, September 8, 2025)

Peru

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

Philippines

- [Compensability of remote work injuries](#) (L&E Global, February 21, 2024)

Poland

- [The hidden costs of remote working: 'permanent establishment'](#) (Ius Laboris, March 5, 2025)
- [Remote work and tax implications for cross-border companies](#) (Penteris, November 6, 2024)
- [Remote work in Poland: Beware the hidden tax trap](#) (Penteris, September 30, 2025)
- [Remote working — new studies following more than a year of remote working in Poland](#) (HRLaw.pl, August 29, 2024)
- [New regulations on remote working passed](#) (DLA Piper, January 30, 2023)

Portugal

- [Remote working visa: Spain vs. Portugal — which destination is best for digital nomads?](#) (Lamare Capela & Asociados, July 23, 2024)
- [Remote work visa plans announced](#) (Envoy, September 23, 2022)
- [The new telework regime in Portugal: 50 questions and answers](#) (Littler, January 5, 2022)

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, August 22, 2023)
- [Six-month digital nomad visa introduced](#) (KPMG, February 2, 2022)

Saudi Arabia

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

Singapore

- [Aligning return-to-office policies with flexible work arrangements](#) (Withers, December 11, 2024)

South Africa

- [Remote working and the global mobility policy for employers](#) (Bowmans, November 13, 2024)
- [South Africa: The 'digital nomad visa' — Take 3](#) (Bowmans, October 14, 2024)
- [The remote working era — remote tax risks or beach office adventure](#) (Baker McKenzie, September 15, 2022)

South Korea

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

Spain

- [The urban legend of the 'digital nomad'](#) (Garrigues, February 20, 2025)
- [Remote work in Spain: unlocking opportunities and overcoming challenges](#) (Taylor Wessing, February 21, 2025)
- [Remote working visa: Spain vs. Portugal — which destination is best for digital nomads?](#) (Lamare 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, January 23, 2023)
- [Improvements in special tax regime for expatriates](#) (KPMG, January 17, 2023)

Switzerland

- [Cross-border remote work: Opportunities and challenges for employers](#) (Schellenberg Wittmer, May 1, 2025)
- [Entry into force of the Federal Act on the Taxation of Teleworking in international relations starting 1 January 2025](#) (L&E Global, November 26, 2024)

- [Entrée en vigueur de la loi fédérale sur l'imposition du télétravail dans le contexte international](#) (French) (Swiss government, October 16, 2024)
- [Social security contributions in case of telework/home office](#) (MME, July 7, 2022)

Taiwan

- [Digital nomad visitor visa guidelines: a more flexible way to work and live](#) (KPMG, February 4, 2025)
- [Government issues first guidelines on work from home](#) (Baker McKenzie, August 6, 2021)

Thailand

- [Update on long-term resident visa](#) (KPMG, February 17, 2025)
- [Thai government specifies destination Thailand Visa for digital nomads](#) (Frank Legal & Tax, July 19, 2024)
- [Thai government unveils new long-term visa option for remote workers](#) (Silk Legal, July 3, 2024)
- [New amendment to the Labour Protection Act to facilitate remote working in Thailand coming into force in April 2023](#) (Baker McKenzie, March 2023)
- [Thailand passes new labor law on work-from-home arrangements](#) (Tilleke & Gibbins, January 19, 2023)

Ukraine

- [Changes regarding remote work for employees: Business trips and distance education of children](#) (Asters, May 9, 2025)

United Arab Emirates

- [Managing cross-border remote work in the UAE: A legal roadmap for employers](#) (Mishcon de Reya, July 16, 2026)
- [Dubai WFH push unlikely to curb strong office space demand](#) (AGBI, February 2, 2025)
- [UAE to introduce new freelance work permits for 'all skill levels'](#) (Khaleej Times, March 15, 2023)
- [UAE welcomes digital nomads: Live and work from anywhere policy](#) (Afridi & Angell, August 2022)

United Kingdom

- [Hybrid working](#) (Advisory Conciliation and Arbitration Service)
- [The DLA Piper AI and employment podcast | DLA Piper](#) (podcast) updated regularly
- [Government response to the Home-Based Working Select Committee report](#) (Government, February 26, 2026)
- [Permanent establishments and internationally mobile employees](#) (Farrer & Co, February 5, 2026)
- [Workplace monitoring and office attendance: navigating the new normal](#) (Dentons, August 28, 2025)
- [Four in 10 Gen Z employees want to work in the office because they feel lonely at home](#) (The Independent, August 25, 2025)
- [UK public sector appears to be phasing out remote and hybrid working](#) (insight, August 20, 2025)
- [Managing digital nomads: What UK employers need to know](#) (Kingsley Napley, June 25, 2025)
- [Workplace culture: remote and hybrid working](#) (L&E Global, March 26, 2025)
- [Remote and hybrid working: call for evidence launched](#) (Wiggin LLP, March 17, 2025)
- [Call for evidence launched into remote and hybrid working in the UK](#) (UK Parliament, March 5, 2025)
- [Remote working employment tribunals increased by 11% in 2024](#) (Employee Benefits, February 26, 2025)
- [Does the UK have a digital nomad visa? Remote working for business visitors](#) (Morton Fraser MacRoberts, November 22, 2024)
- [The ups and downs of remote working](#) (podcast) (Ius Laboris, November 21, 2024)
- [The EHRC issues new guidance on supporting disabled workers during hybrid working](#) (Devonshires, October 3, 2024)
- [Comparison of flexible and remote working entitlements between Ireland and the UK](#) (DAC Beachcroft, September 2024)
- [Managing the attendance, absence and wellbeing of remote workers](#) (People Management, July 19, 2024)

- [Are we seeing a shift back to office-based working?](#) (Morton Fraser MacRoberts, July 11, 2024)
- [Tribunal cases to rise as UK firms push back on remote working, experts say](#) (The Guardian, June 4, 2024)
- [The new flexible working regime in the UK: How will this impact remote and hybrid work?](#) (Littler, May 31, 2024)
- [What are the risks when employing digital nomads?](#) (People Management, April 23, 2024)
- [Graduates feel full office attendance is expected, according to survey](#) (Personnel Today, April 16, 2024)
- [Code of Practice on requests for flexible working](#) (ACAS, April 6, 2024)
- [The Employment relations \(flexible working\) Act 2023 \(Commencement\) Regulations 2024](#) (Government, March 25, 2024)
- [Recent updates to sponsor guidance: reporting hybrid and remote working](#) (Stevens & Bolton, March 14, 2024)
- [Remote working requests: frequently asked questions](#) (Lewis Silkin, March 7, 2024)
- [Hybrid working and the rise of cyber bullying](#) (BDBF, March 5, 2024)
- [Your work-from-home policy must address the drawbacks](#) (HR, February 20, 2024)
- [Flexible working requests: Lessons from a recent tribunal decision](#) (Walker Morris, January 29, 2024)
- [Refusing requests to work remotely in a hybrid workplace](#) (Lewis Silkin, January 25, 2024)
- [The discrimination risks of a full-time return to office policy](#) (Dentons, December 6, 2023)
- [Considering diversity, equity and inclusivity in hybrid working arrangements](#) (Pinsent Masons, December 1, 2023)
- [Nationwide manager awarded £350,000 compensation following remote work dispute](#) (HRreview, October 3, 2023)
- [Remote working tribunals up by half](#) (Personnel Today, October 13, 2023)
- [A comprehensive guide to remote working and employer liability](#) (HR Director, September 14, 2023)

- [Hybrid working boosts number of UK women in full-time jobs, study finds](#) (subscription required) (Financial Times, September 14, 2023)
- [The top 5 issues for remote working from overseas](#) (Boyes Turner, July 28, 2023)
- [Employing digital nomads: navigating the legal and practical considerations](#) (Brodies, July 12, 2023)

United States

- [Department of Labor opinion letter, FLSA 2026-9](#) (Department of Labor, July 22, 2026)
- [Department of Labor issues opinion letter on midday commuting by non-exempt employees](#) (Littler, July 23, 2026)
- [Remote work as an accommodation: What employers need to know now](#) (Mayer Brown, July 7, 2026)
- [Key considerations for service providers when allowing service provider personnel to work remotely](#) (Morgan Lewis, July 6, 2026)
- [Remote work as an accommodation: No longer exceptional but not automatic](#) (Fasken, July 6, 2026)
- [NY tax on remote work again withstands professor's challenge](#) (1) (subscription required) (Bloomberg Law, July 2, 2026)
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Vietnam

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Section 3

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Section 4

Company initiatives

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