

## **lus Laboris Webinar**

Working from home – from abroad

Thursday, 17 June 2021

15:00 - 16:00 CET



## **CASE STUDY**

- Belgian company intends to implement a new working from home policy
- Several employees have asked if they could extend their holidays abroad and work for a couple of weeks or months from abroad
- Other employees have asked to work more structurally partially from abroad (e.g. 2 or 3 days per week)
- Popular destinations are: France, Italy, Spain, Portugal, Croatia, Greece and some other overseas destinations such as Thailand, China, Australia, Russia and Chile
- Most employees are Belgian nationals but there are also some European nationals and third country nationals with a Belgian single permit
- Employees have Belgian employment contracts
- What does the company need to think about?



## **KEY CONSIDERATIONS**

- Applicable provisions in the home country contractual documentation
- Business Immigration
- Mandatory employment laws in the new country?
- Social security
- Paperwork and formalities
- Data privacy and protection of confidential information
- Tax



## **OUR COUNTRY EXPERTS**



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# QUESTIONS TO COUNTRY EXPERTS

- Paperwork and notifications to consider?
- Mandatory local employment laws to consider?
- Any other takeaways for employees?





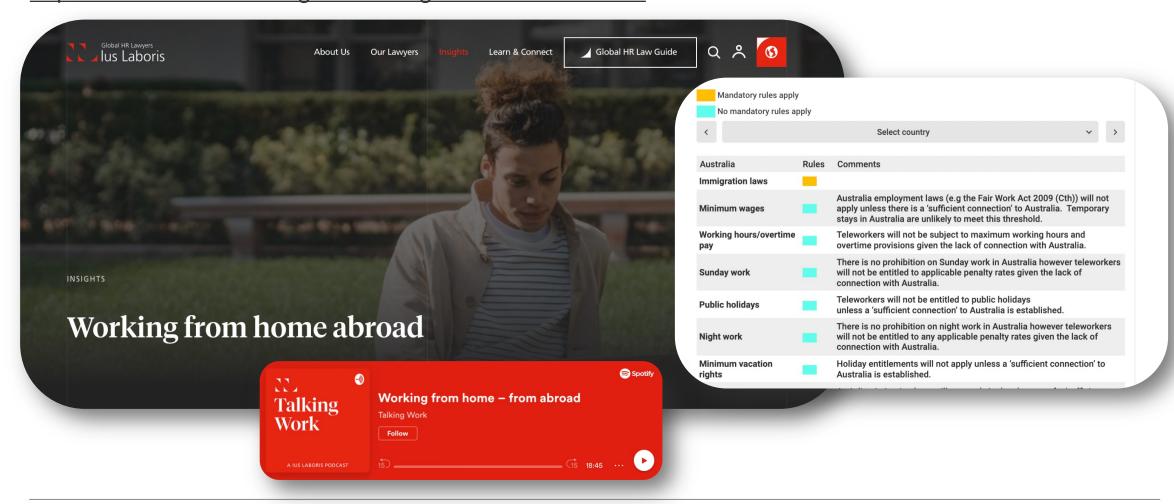
## **CONCLUSION: HAVE A POLICY**

#### **KEY POINTS**

- Countries
- Duration: tracking!
- Procedure contractual documentation
- Additional formalities
- Measures data privacy confidentiality
- Recall
- Costs / travel costs
- Impact benefits/salary
- Additional insurance (e.g. work accident, hospitalisation insurance)

## **WANT TO KNOW MORE?**

https://iuslaboris.com/insights/working-from-home-abroad/





## **QUESTIONS ARE WELCOME BY EMAIL**

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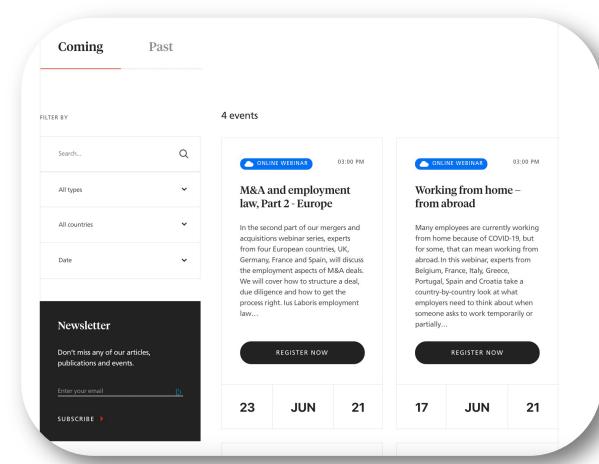
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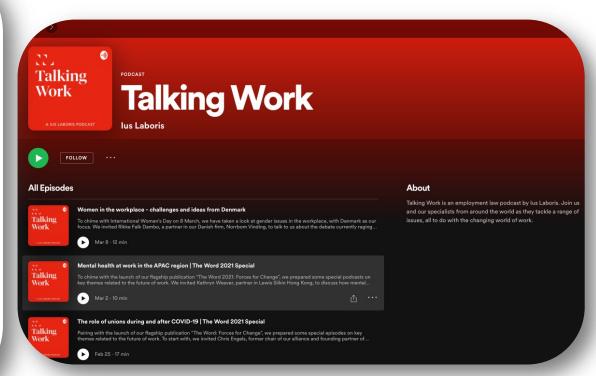
## **IUS LABORIS WEBINARS & PODCASTS**

Webinars: <a href="https://iuslaboris.com/learn-connect/">https://iuslaboris.com/learn-connect/</a>



## **Podcast series – Talking Work:**

https://open.spotify.com/show/0NpiCVfvpZrjPiV JLeEXmv?si=Xe5nbn2hToWe9uR4pK\_Jjg







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