

Ius Laboris Webinar

Digital Nomads: implications for employers

Tuesday, 18 April 2023

15:00 – 16:00 CET

»» 20/04/2023

SPEAKERS



Sophie Maes, Partner
Claeys & Engels (Belgium)



Dimitrios Kremalis, Partner
Kremalis Law Firm (Greece)



Inês Reis, Partner
pbbr (Portugal)



Valeria Morosini, Partner
Toffoletto de Luca Tamajo (Italy)



Ana Garicano, Partner
Sagardoy (Spain)



Paula Lopez, Immigration Attorney
Sagardoy (Spain)

Digital Nomad Visa

Portugal
Spain
Italy
Greece
Montenegro
Latvia
Cyprus
UAE
Estonia
Argentina
Czech Republic (freelance)
Croatia

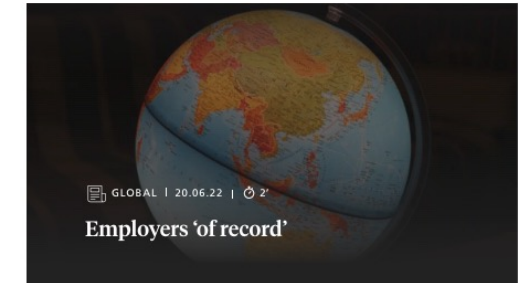
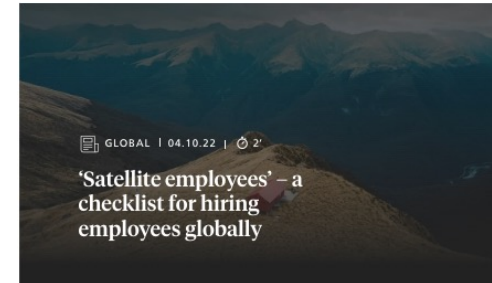
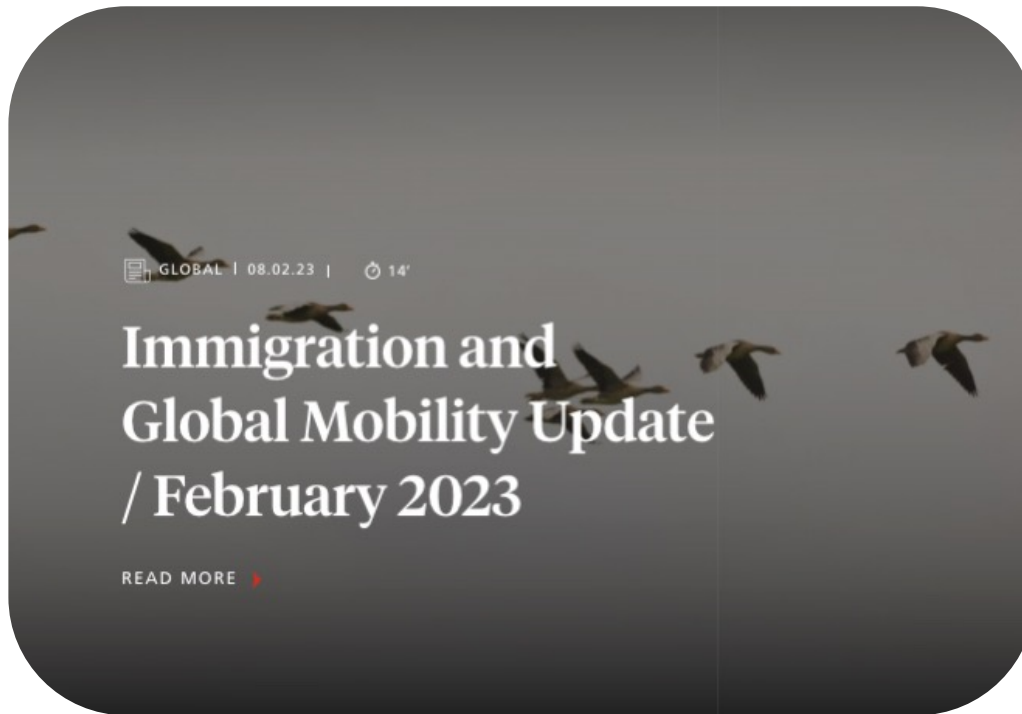
Belgium
Austria
France
Denmark
Chile
Slovenia
Canada
Finland
Ireland
The Netherlands
Mexico

Digital Nomad Visa

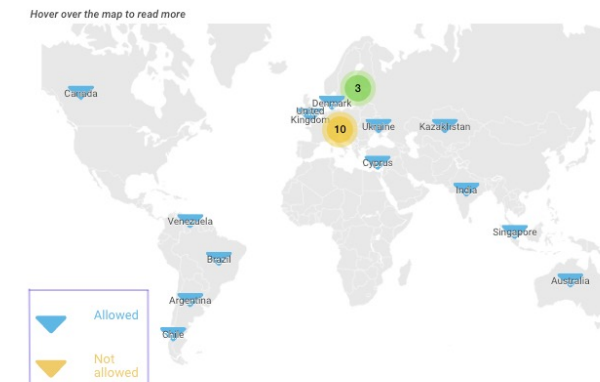
	Spain	Portugal	Italy	Greece
Employee and/or self-employed	Both	Both	Both	Both
Criteria (salary conditions, type of works, ...)	Workers who can perform their activities using digital tools and holding a valid university degree or at least 3 years of experience in the field.	Remote work Minimum average gain of the preceding 3-month period equivalent to 4* minimum national wage	Highly skilled workers. Other conditions still TBC	Working remotely using digital tools for an employer outside Greece. Minimum monthly income of €3,500 (+20% for spouse and +15% for each child).
Maximum duration	Work and residence permits can be renewed from as far as the initial conditions are maintained.	Visa: 4 months Subsequent residence permit: 2 years, renewable for periods of 3 years. No maximum renewals limit	One year	One year Subsequent residence permit: 2 years, renewable if eligibility criteria are maintained.
Processing time	Visa: 10 working days Work and residence permit: 20 working days plus 1 month to obtain residence card	Theoretically 60 days to issue a decision.	Still TBC	Visa: Greek consulate authorities must respond within 10 days to relevant applications. Work and residence permit: Still TBC

FOR MORE INSIGHTS ON IMMIGRATION AND GLOBAL MOBILITY

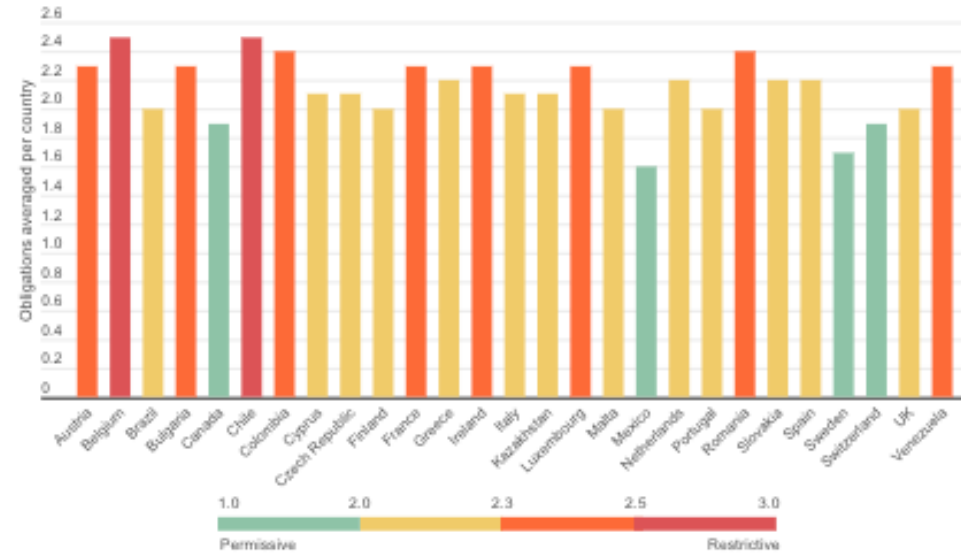
Insights: <https://iuslaboris.com/topic/immigration-and-global-mobility/>



Are employers 'of record' allowed?



Please visit
www.iuslaboris.com to read
 our practical checklist for
 hiring satellite employees.



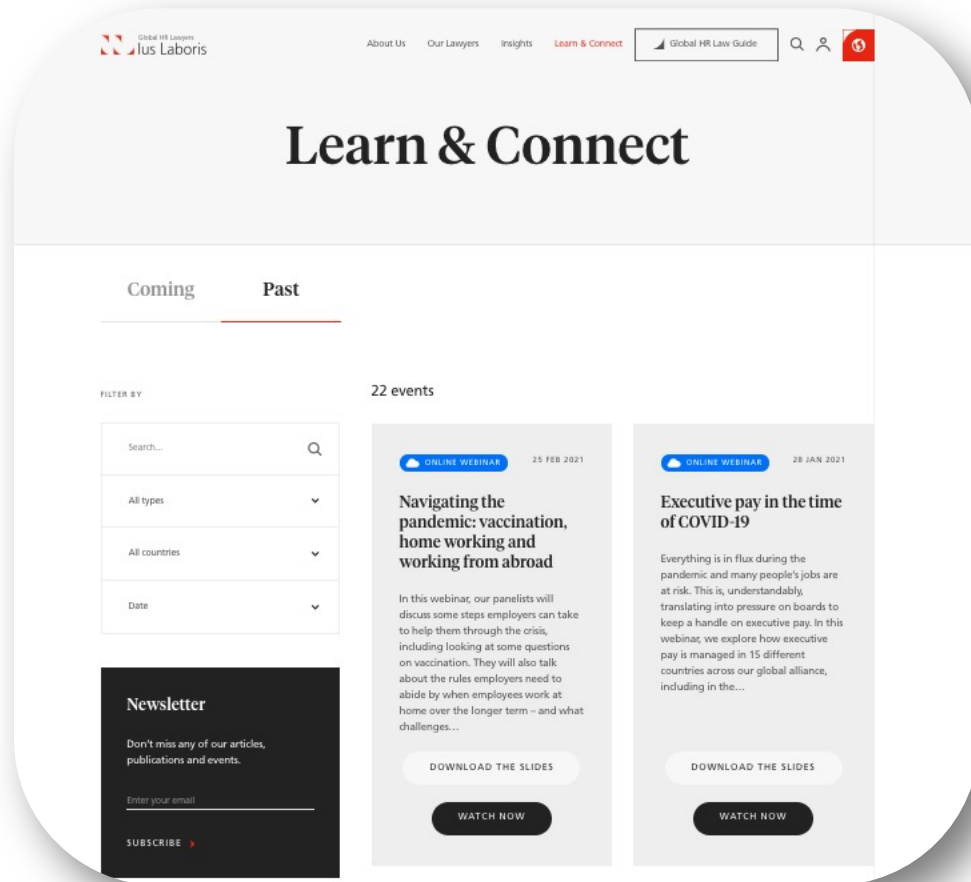
Legend:
 ● Not required (green) ● Required (red)
 ● Recommended (yellow) ● Forbidden (dark red)

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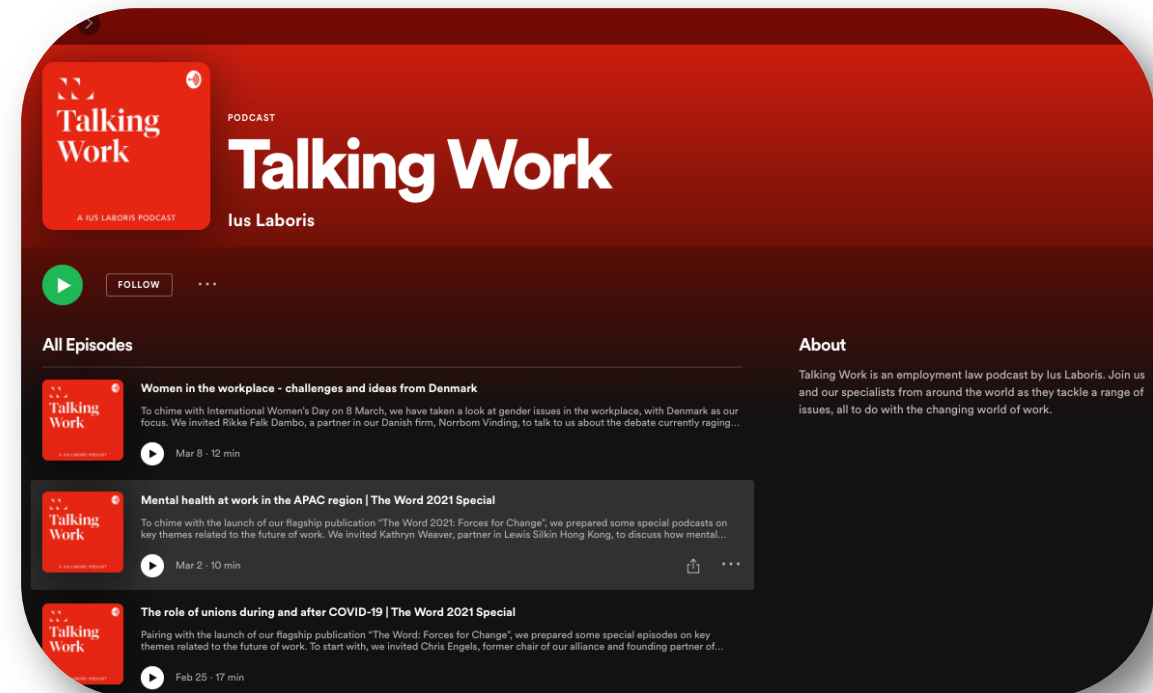
Employment checklist	Rules	Comments
Administrative obligations		
Local legal entity or branch	●	
Employer of record	●	Using an EOR may be qualified as personnel leasing.
Employer's affiliation to local social security/ social security representative	●	
Local payslips/annual statements and payroll services	●	
Local registrations and communications to authorities	●	
Tax withholding obligations	●	
Time recording obligation	●	
Work accident insurance	●	
Reporting obligations with respect to reimbursement of expenses	●	
Complementary private insurance (medical expenses, death, accident, maternity, sickness, etc)	●	
Documents to be kept locally	●	Documents may be stored digitally.
Currency requirements	●	

WEBINARS & PODCASTS

Webinars: <https://iuslaboris.com/learn-connect/>



Podcast series – Talking Work:
https://open.spotify.com/show/0NpiCVfvpZrjPiVJLeEXmv?si=Xe5nbn2hToWe9uR4pK_Jjg





North America: Canada - Mexico

Central & South America: Argentina - Brazil - Chile - Colombia - Panama - Venezuela

Western Europe: Austria - Belgium - Cyprus - Denmark - Finland - France - Germany - Greece - Ireland - Italy - Luxembourg - Malta - Netherlands - Norway - Portugal - Spain - Sweden - Switzerland - United Kingdom

Eastern Europe: Bulgaria - Croatia - Czech Republic - Estonia - Hungary - Latvia - Lithuania - Poland - Romania - Serbia - Slovakia - Slovenia - Turkey - Ukraine

Middle East & Asia Pacific: Australia - Bahrain - China - Hong Kong - India - Israel - Japan - Kazakhstan - New Zealand - Papua New Guinea - Saudi Arabia - Singapore - South Korea - Thailand - United Arab Emirates

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