



Cross-border Remote Working Managing Risks

Today's environment

COVID-19 has caused chaos due to the significant displacement of personnel globally. Whilst business sought to promptly identify the work locations of international mobile employees, assessing safety and compliance risks, many regular (“non-mobile”) employees have been working outside of their usual location, and some continue on the long-term.

What's the impact?

Remote working in jurisdictions where the employer does not have a presence can have an impact on the company's tax, social security and immigration profile, and can generate significant employment law risks too.

What actions need to be taken?

Identifying cross-border remote working cases promptly is essential to enable the business to assess and implement any compliance obligations. It will also allow you to identify increased and/or unplanned costs and enforce decision-making processes and/or company policies.



What could be the implications of remote work in a cross-border mobility?

From numerous tax risks and shifting costs to increased complexity in compliance management



How employees working remotely in another jurisdiction disrupt the business?

Various regulatory requirements – payroll, corporate, indirect and withholding tax exposures, and many more



What do organizations need to do?

Immediate actions → Interim steps → Long-term strategy



How can Deloitte help your business?

We can do it all for you or guide you throughout every single challenge



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