

Workation  
a journey through the  
(tax)compliance jungle

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# Agenda

01

**Workation – just a trend?**

02

**Case studies**

03

**How to deal with compliance requirements in practice?**

**01**

**Workation – just a trend?**

**02**

**Case studies**

**03**

**How to deal with compliance requirements in practice?**

Workation – just a trend?  
Warm - up

1





Workation – just a trend?  
Warm - up

2



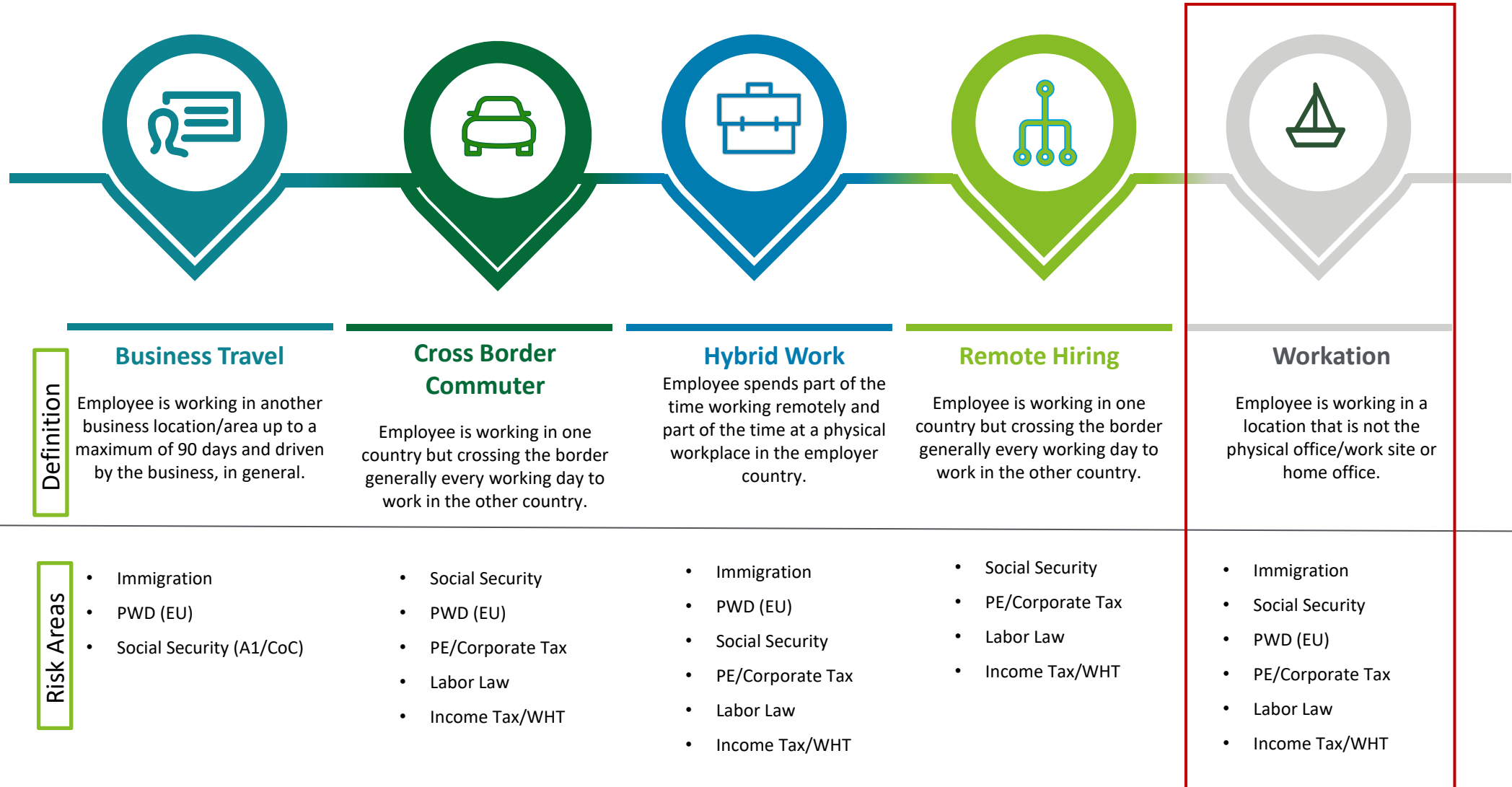
Workation – just a trend?  
Warm - up

3



# Workation – just a trend?

What is “Workation” in the context of remote work?





# Workation – just a trend?

2022 Deloitte Remote Work Survey

What we heard from **822** participants:



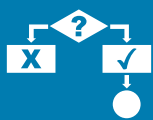
Majority of organizations are enabling remote work.



Remote work is predominately driven by talent pressures.



Many organizations are experiencing tension when designing a policy due to competing priorities between talent demands and risk mitigation.



Many organizations are implementing a combination of guardrails to address legal and compliance risks.



There's a gap between policy inception and roll out and the ability to operationalize and enforce remote work processes.

# Agenda

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**03** How to deal with compliance requirements in practice?

# Case Studies

What are possible risks?

## COULD AN EMPLOYEE DISRUPT THE BUSINESS?

PERMANENT ESTABLISHMENT/TAX RESIDENCE CONSIDERATIONS

DATA PRIVACY

WITHHOLDING TAX EXPOSURE

SOCIAL SECURITY / EU POSTED WORKERS DIRECTIVE



EMPLOYMENT LAW COMPLIANCE AND REGULATORY COMPLIANCE

IMMIGRATION CONSIDERATIONS/RIGHT TO WORK-WORK AUTHORISATION

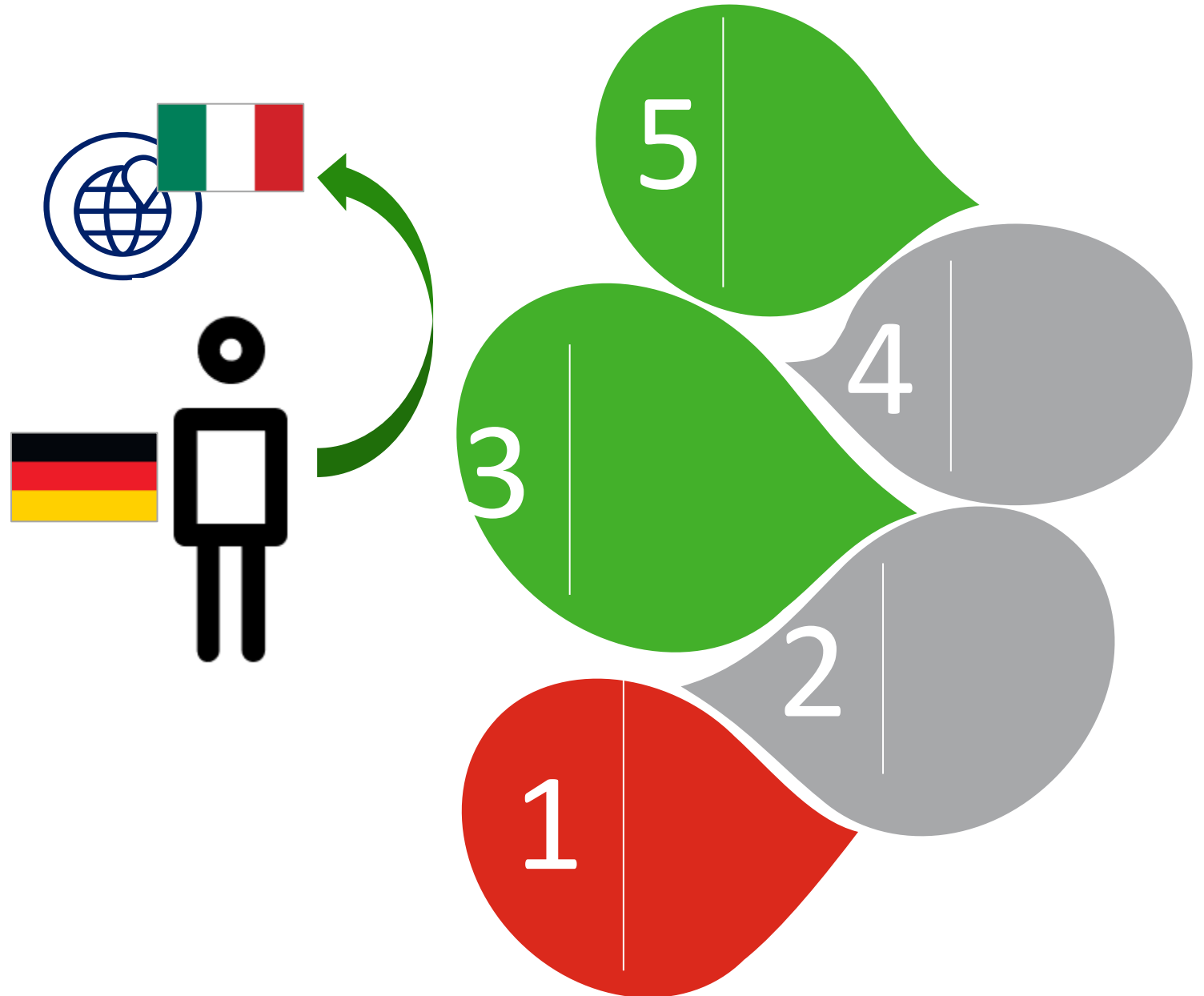
PAYROLL REPORTING AND EMPLOYER ANNUAL/MONTHLY FILINGS

ANNUAL INDIVIDUAL TAX RETURN FILING

# Case Studies

## Example: Italy

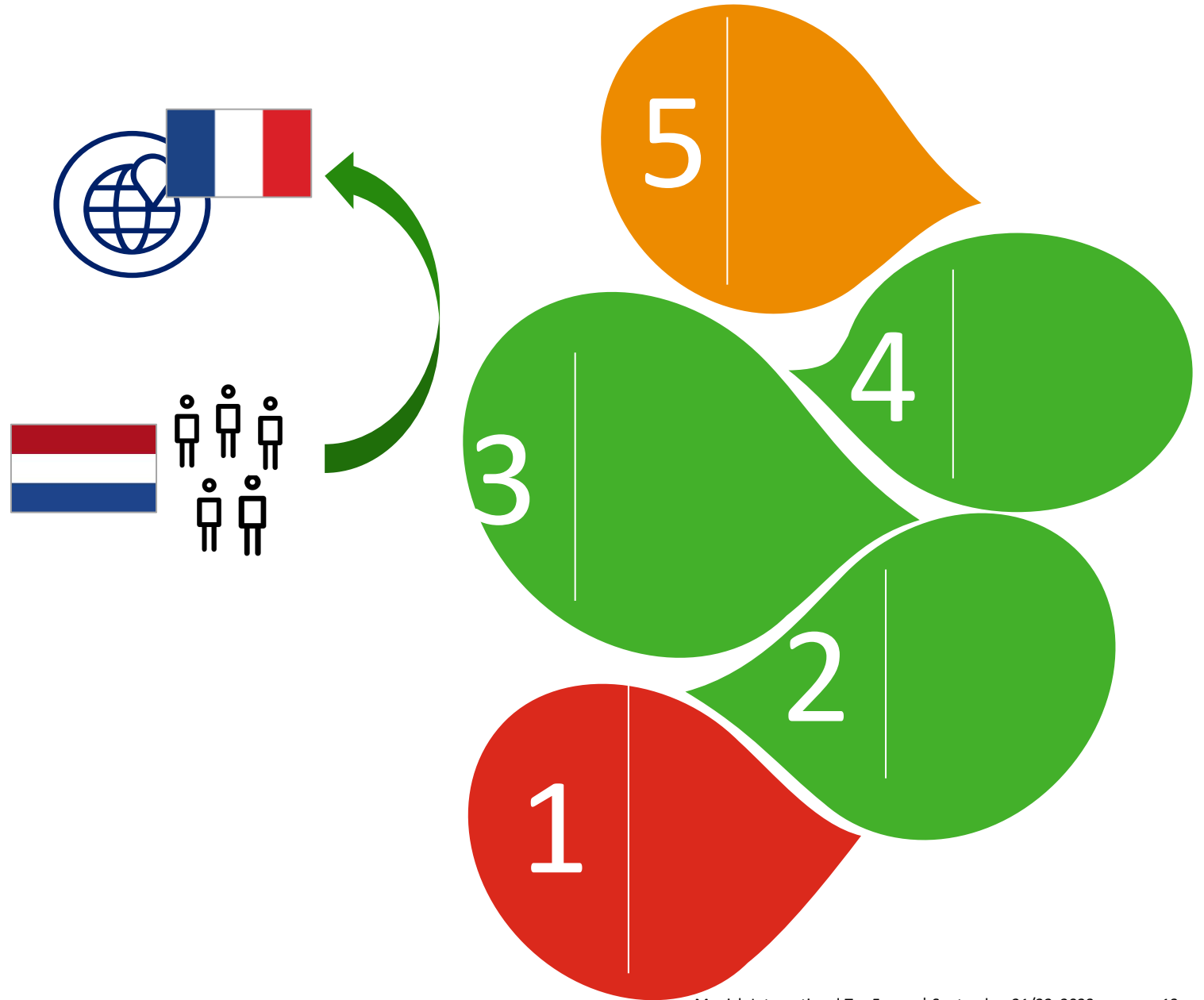
- Alex works as a controller for a multinational company in Germany
- He would like to visit Rome, Italy
- He plans to work in a hotel in the center of Rome for 5 weeks instead of taking vacation days



# Case Studies

## Example: France

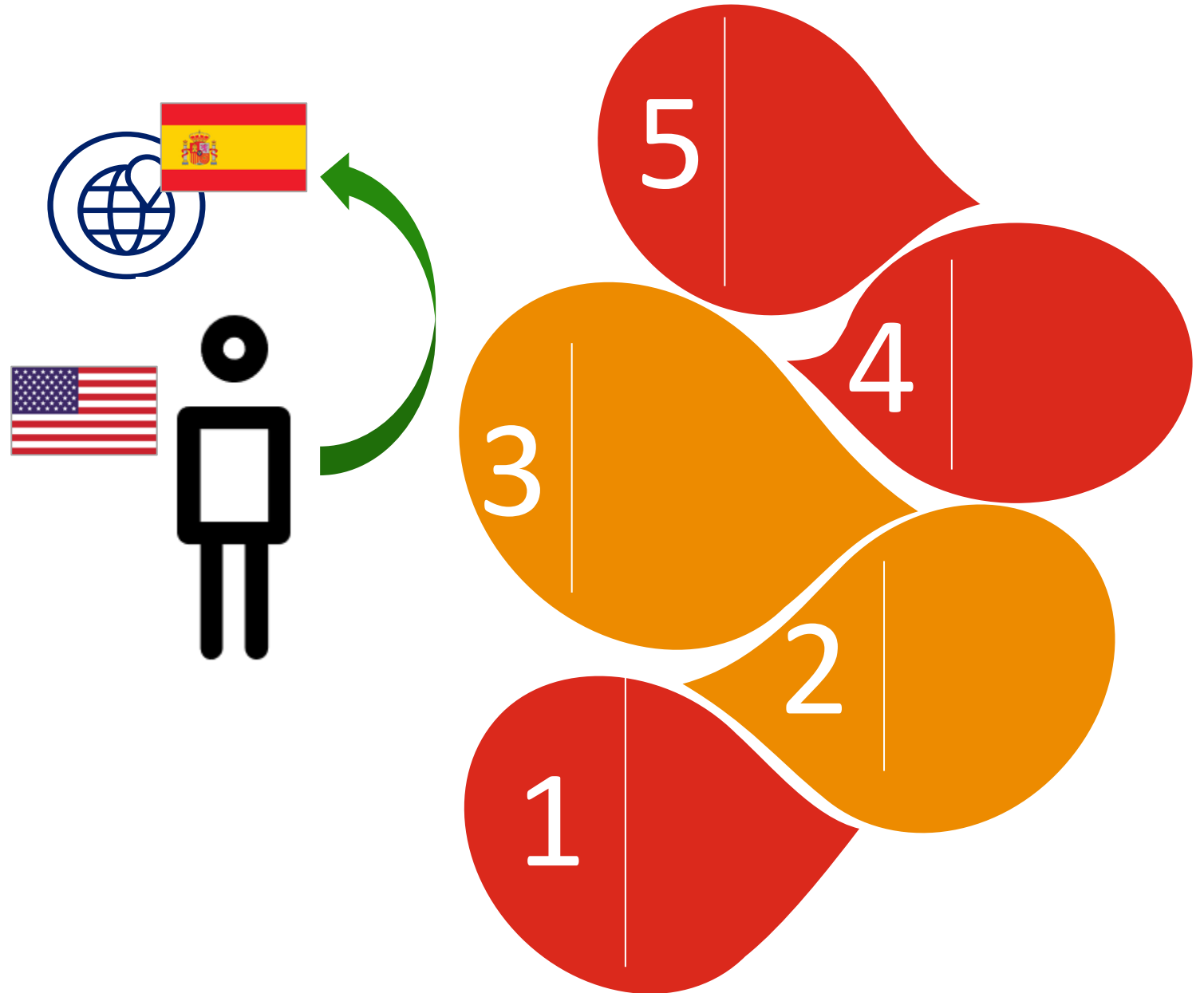
- Company B is based in the Netherlands
- The HR department wants to increase employee satisfaction and rents a vacation villa in Nice, France
- The teams can choose periods of time to go to Nice together



# Case Studies

## Example: Spain

- Cara is CEO of an US tech company and enjoys her vacation in Mallorca, Spain
- She decides to stay longer in Spain for workation



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# How to deal with compliance requirements in practice?

## Top Challenges



Because remote work impacts all aspects of the organization, across multi-disciplinary stakeholders, we're seeing a **tension across priorities within the organization**. This is evident in the top 5 challenges summarized below, and other challenges raised, including **rate of change in employee and business expectations** and **stakeholder alignment**.

### Top 5 Challenges



70% of organizations surveyed have taken a **singular global policy approach for all employees** (with some allowing for local country discretion) and **30% have adopted local country policies**.



# How to deal with compliance requirements in practice?

There are many ways to Rome, but...



# How to deal with compliance requirements in practice?

Cool - down

# 1



# Global Employer Services



## **Nina Erdell**

- Partner
- Düsseldorf

Nina joined Deloitte over 16 years ago and is specialized in German income tax and international tax law related to international assignments. She is a German certified tax advisor and is responsible for Technology in the German GES practice.



## **Julia Wilkens**

- Director
- Düsseldorf

Julia has more than 15 years of experience in the national and international employment tax area. She is a German certified tax advisor and has industry and consultancy background. Julia is responsible for the German employment tax consultancy practice.



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