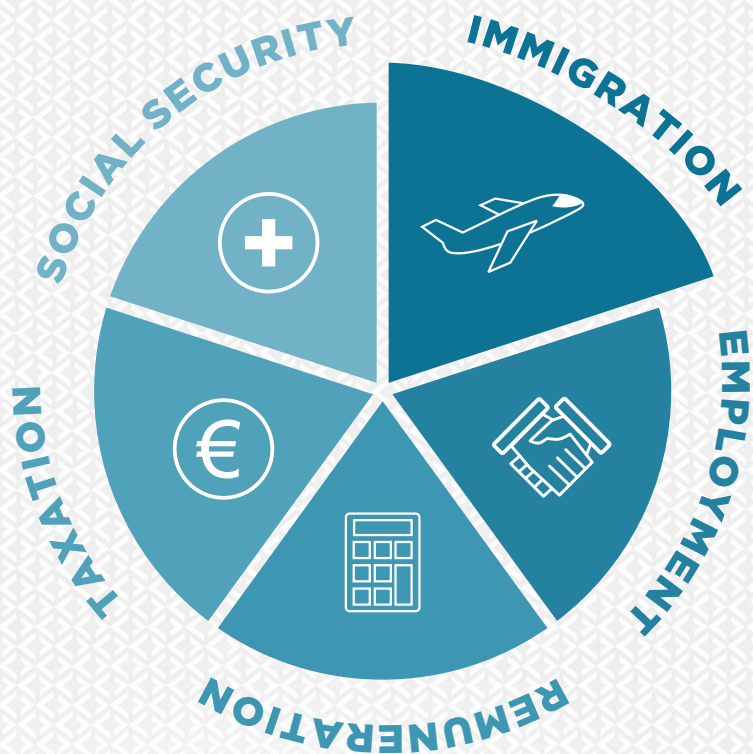


OUR BUSINESS IS YOUR PEACE OF MIND

TAXPATRIA

TAX & LEGAL



While working from home has become more and more popular in recent times, companies will always require their workforce to move abroad and relocate across borders.

Whether it is for expanding your business activities, carrying out short-term assignments or for a long-term global relocation, immigration is always an important consideration for your international workforce.

You do not need a work permit if your employer is located abroad and you only work from home

Employees that are allowed to stay in a country, will automatically be allowed to work there as well

AVOIDING COMMON PITFALLS



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COMPLIANCE

Immigration is an essential aspect of global mobility. If you plan to hire a non-EU national or want to expand your business outside the EU, an in-depth knowledge of local immigration requirements is essential. Countries tend to have specific rules in place depending on the duration of the assignment and the reason for the relocation. If you hire employees in a specific sector, you might even be able to benefit from a (temporary) work permit exemption.

In case you do not comply, countries tend to aggressively react to overstaying your visa or working without authorization. Companies should make sure they send their employees to foreign countries with the correct visa, work and/or residence permit. This to avoid the company putting itself and their workers at risk of legal and financial repercussions. In this context it is key to keep an up-to-date administration of your workforce's visas and work permits to make sure you are fully compliant.

VISAS, WORK & RESIDENCE PERMITS

Considering the many types of visas around the world, countries tend to apply similar immigration laws to allow foreign nationals to work on their territory. On the other hand, countries frequently maintain laws that are designed to meet their specific needs, which often results in visa requirements differing from one another. Besides a residence permit, many countries will separately require a work permit needed to work within their borders. Work permit requirements differ by country, often ranging from the obligation to provide appropriate working conditions and compensation to attracting foreign talent while trying to tackle specific shortages in the local labour market.

Countries will often make a distinction between the permits for employees and self-employed. While a minimum salary level is often a requirement for an employee, for a freelancer that wants to setup their professional activity, a full-blown business plan is often mandatory.

Further, many countries also require the employee to register in the new country with the local authorities. National security is often the rationale behind it.

OUR SERVICES

TAXPATRIA can advise on all immigrations aspects of working cross border. Our immigration services consist of:

- Visa, work permit & residence card applications
- Immigration assistance for highly skilled workers & executives
- Professional cards for self-employed individuals
- Document procurement, preparation & legalisation
- Administrative & court procedures

YOUR TRUSTED PARTNER

Our 'Disc of Five' solution covers all aspects of cross border employment and global mobility. TAXPATRIA has become a trusted partner over the years for many international employers and mobile employees.



SPECIALIZED

TAXPATRIA provides tailored services in complex cross-border situations to both private and corporate clients.



PRAGMATIC

TAXPATRIA assistance is designed to meet your objectives and provide the right advice which is practical and easy to implement.



INTEGRATED & PROACTIVE

TAXPATRIA provides integrated services worldwide within our 'Disc of Five' solution. We proactively advise on all aspects of your cross-border assignments.



TRANSPARENT

We make sure that our fee structure is straightforward and easy to understand so our clients know that we offer value for money every step of the way.