



Mastering Remote Work

A Strategic Assessment Guide for Global Employers

The rise of remote and nomadic work has created unprecedented opportunities for accessing global talent while reducing overhead costs. However, this flexibility brings complex regulatory and operational challenges that can expose organisations to significant risks without expert guidance.

Why Alliott Global Alliance?

Founded in 1979, AGA has tax advisors, immigration and legal experts in over 100 countries helping global employers manage workforce compliance across tax, employment law, payroll, and immigration matters. Our specialists work collaboratively across jurisdictions, offering flexible and expert advice for both short-term and long-term assignments, as well as extended business travel.

Together as One

Remote Workforce Strategic Assessment Questions

A structured strategic assessment provides a practical, proactive way to identify gaps, manage risks, and ensure alignment with local and international regulations. Addressing these considerations proactively ensures not only compliance but also supports sustainable remote work strategies. Review the list below to identify any areas that may require attention in your current framework:



Legal & Compliance Framework

Employment Law Compliance

- Are you compliant with local labour laws where your remote employees are based?
- Do your employment contracts include appropriate provisions for different jurisdictions?
- Are you confident your worker classification (employee vs contractor) complies with local definitions?
- Are you meeting minimum wage and working time regulations in all relevant locations?

Tax Obligations

- Do you understand your tax obligations in each jurisdiction where remote employees are located?
- Have you assessed permanent establishment risks in various employee locations?
- Does the remote worker conduct sales, contract negotiation, or management duties from that country?
- Have you reviewed whether the company must register for corporate tax, payroll, or VAT in the employee's country?
- Are your withholding requirements and reporting obligations up to date across all jurisdictions?

Social Security and Benefits

- Are social security contributions being made in the appropriate jurisdiction?
- Is there a totalisation agreement or social security treaty in place with the host country?
- Have you assessed the impact on benefits such as pensions, parental leave, or healthcare?

Immigration & Visa Requirements

- Do all remote employees have proper work authorisation in their host countries?
- Are you clear on business visitor versus work permit requirements for your workforce?
- Does the nature of your employee's job description require a local industry license or permit?
- Is your documentation current, and are renewal processes being tracked?



Cost & Strategic Planning

Total Cost Analysis and Talent Strategy

- Have you conducted a comprehensive compensation analysis across different markets?
- Are you accounting for all compliance and administration costs?
- Are you effectively leveraging global talent access for competitive advantage?

Risk Management & Legal Compliance

Data Protection & Privacy

- Are you compliant with data protection regulations (GDPR, local privacy laws) in all jurisdictions where remote employees work?
- Do you have appropriate data processing agreements and cross-border data transfer mechanisms in place?
- Are your data retention and deletion policies compliant across all relevant jurisdictions?

Insurance & Liability

- Have you identified and addressed insurance coverage gaps for remote workers across different jurisdictions?
- Are remote workers covered by your employer's liability or workers' compensation insurance?
- Do you understand your vicarious liability exposure for remote employees' actions?



Next Steps

If you've identified gaps, AGA can provide jurisdiction-specific legal and tax guidance, compliance monitoring, strategic workforce planning, and cross-border coordination through our multidisciplinary teams of tax, immigration, payroll, and employment law specialists.

This guide provides a strategic overview of key remote workforce considerations. Given the complexity and evolving nature of remote work regulations, professional consultation with your local AGA office is recommended for a comprehensive assessment and ongoing compliance assurance.

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To learn more about how our specialists can support you in managing your global workforce please scan here



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