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RemotEU

INTERNATIONAL TELEWORK IN EUROPE

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1.1. What is RemotEU?

RemotEU is a project dedicated to studying legal models of telework within the European Union.

Main objectives of the project:

1.

Promoting the transnational mobility of European citizens

2

Provide relevant, open and accessible information about telework and related administrative procedures.

3.

To bring together in one place the existing legislation in Europe on the subject of teleworking.

4.

To draw the attention of the institutions to good practice in the regulation and promotion of teleworking.



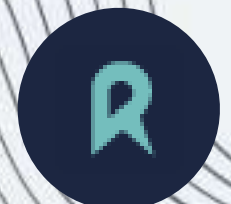
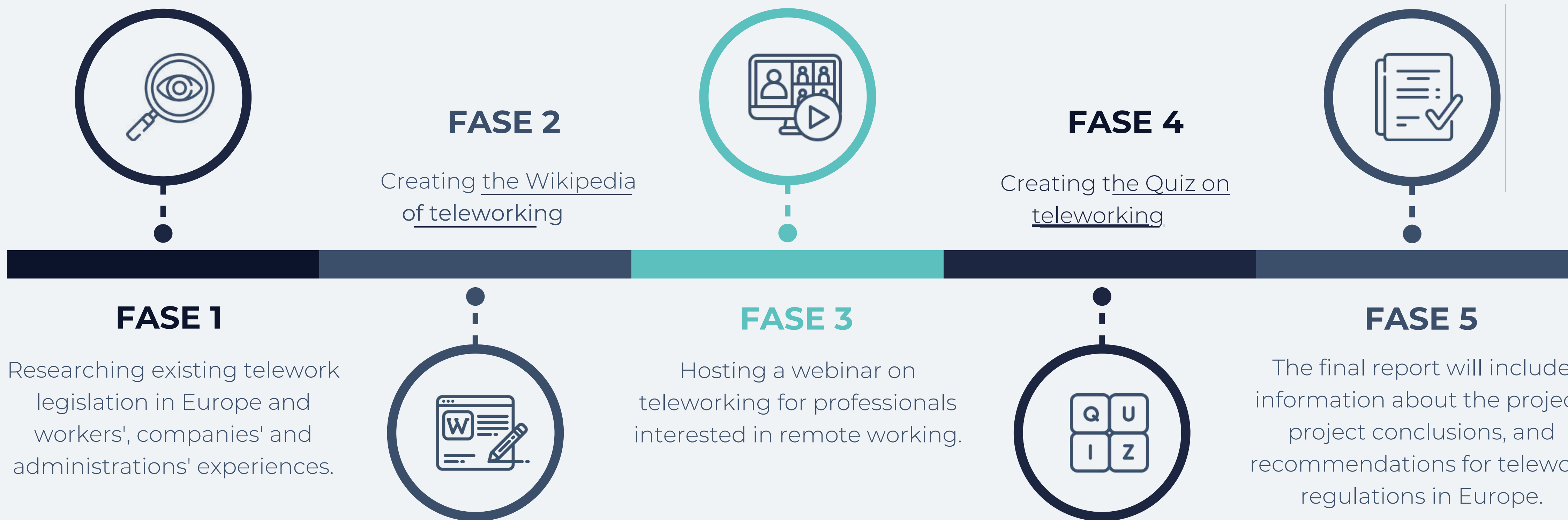
1.2. Entities involved

RemotEU is developed by three entities that combine their expertise in mobility and employability:



1.3. Project Phases

Implementation period: 28 February 2022 to 27 August 2023



2.1. Regulations in force in the EU Member States (1)

European legislation:

- The European Framework Agreement on Telework.
- Treaty on the Functioning of the European Union" (TFEU).
- Regulation (EC) No 883/2004 on the coordination of social security systems.
- Regulation (EC) No 987/2009 laying down the procedure for implementing Regulation (EC) No 883/2004.
- Regulation (EU) 2019/1149 establishing the European Labour Authority.
- Regulation (EU) 492/2011 on the free movement of workers within the Union.
- Directive 96/71/EC on the posting of workers in the framework of the provision of services.

2.1. Regulations in force in the EU Member States (2)

- Directive 2014/54/EU on measures to facilitate the exercise of rights conferred on workers in the context of the freedom of movement for workers.
- Regulation (EU) 2016/589 on a European network of employment services (EURES), the accesss of workers to mobility services, and the further integration of labor markets.

Other regulations:

- Bilateral agreements.
- Legislation specific to each country (national regulations and visas for digital nomads).
- Collective agreements

More information - [Telework in the EU: Regulatory frameworks and recent updates \(Eurofound\)](#)

2.2. Telework models

1.

Working as a posted worker for a company located in another country.

2.

Working as an employee for a company located in another country through a branch of the same company in the territory.

3.

Working as an employee for a company based in another country through an intermediary company.

4.

Self-employment for a company located in another country.

5.

Freelance work for various companies based in this and/or other countries.

2.3. Barriers and opportunities to international telework

Barriers
Lack of regulations
Lack of awareness regarding laws and responsibilities
Costs
New opportunities for return.

Opportunities
Talent retention.
Work-life balance and freedom.
New return opportunities.



2.4. Terms related to telework(1)

Bilateral agreements **Contractor**
Employer of record (EOR) Schengen Area
Remote-friendly **Coliving**
Digital nomad **Hybrid work**
Remote-first Asynchronous work



2.4. Terms related to telework (2) - Digital Nomad

What is a digital nomad?

Digital nomads are remote workers who use the internet to perform their work from anywhere in the world, adopting a nomadic lifestyle that allows them to travel constantly.

It is an option for professions that can be carried out online, such as those related to programming, consulting, communication, or design. Digital nomads are mostly self-employed individuals (freelancers), but it is also possible for them to be employed workers (salaried).

More information - here: [Wikipedia of Teleworking](#)

2.4. Terms related to telework (3) - Employer of record (EoR)

Negotiation of working conditions. Organization of the workday.



What is an employer of records?
<https://remoteu.info/en/employer-of-record>

List of employers of records.
<https://remoteu.info/en/list-employer-record>

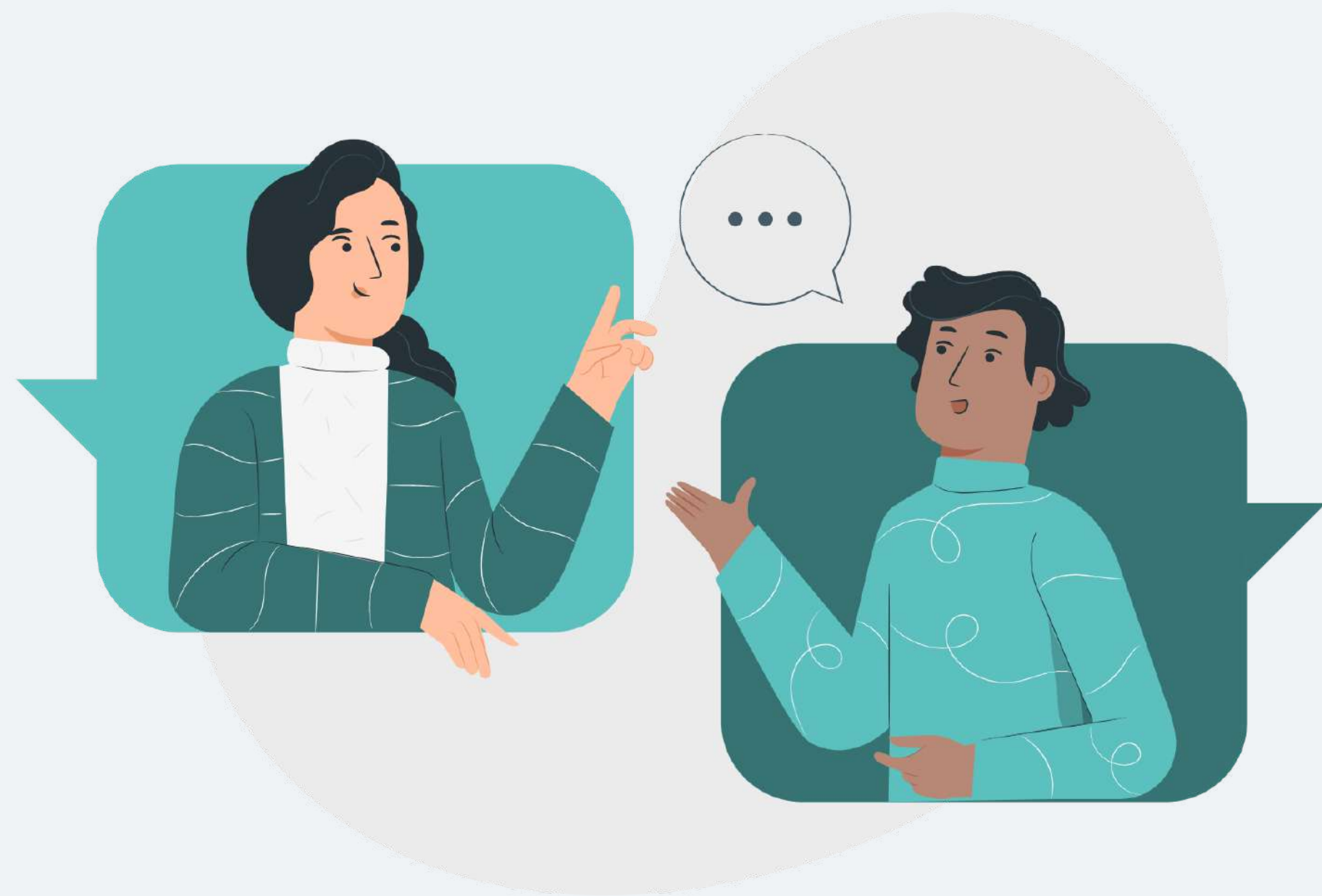


3.1. Working remotely from a different country than my employer.

- Citizen of the EU / Non-EU citizen
- Tax residence.
- Regulations of the country where you reside regarding tax and social security matters.
- Regulations of the country regarding remote work.
- The company's own regulations.



3.2. Negotiation with the employer



- Showing commitment to the company.
- Approaching negotiations from an impersonal perspective.
- Analyzing the structure of a company.
- Analyzing your position within the company.
- Consider the motivations for requesting remote work from another country
- Calculate the cost of living in the country to which the relocation occurs.
- Calculate the cost incurred by the company.

3.3. More Information

To learn more about teleworking, you can refer to our Wikipedia of Teleworking.

[Wikipedia of Teleworking](#)

Why not take our teleworking quiz to test your knowledge and see how well you know the subject? It's a fun way to gauge your familiarity with teleworking.

[Take the Quiz Now](#)

CONCLUSIONS

1.

New Work Model

2.

The Importance of Having Laws in Place.

3.

An agreement between an employer and an employee.





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Thank you!

More information <https://remoteu.info/en>

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