



# Center of Competence „Global Immigration & Mobility”

## Scope & Services

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# Remote work across borders

... a “must have” benefit in the global battle for skilled labour

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- „East or west, home is the best” - much holds true for this proverb but still more and more employees do not intend limiting themselves to their vacation days to expand their mind through travel, visit relatives or simply enjoy a warmer climate during the cold months.
- What used to be reserved for exciting business trips is in the age of digital nomads often expected as a personal “must have” and thus plays a key role in the selection of an employer.
- Most companies are generally happy to accommodate this. However, the diverse legal framework – immigration, labour, social security and tax law – that affects the employment relationship from two jurisdictions at once, can make it difficult for HR departments to administer remote work in a legally secure manner.
- We help our clients to navigate the jungle of overlapping legal framework – be it for general policies or individual concessions – so that they can confidently communicate towards their employees what is feasible and what may not be.
- Our international network covers almost every conceivable destination, which allows an unbureaucratic involvement of local counsel where necessary with regards to the law of the desired destination country.

# Remote work across borders

What you might be looking for:

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## Overall doability resp. compliance assessment

- Mandatory labour law provisions
- Immigration law prerequisites
- Relevant social security scheme & (continued) application of German statutory social security
- Proper accounting of wage tax and risk assessment re corporate tax liability (“add-on” from our network)

## Remote work policies or work agreements

## Individual remote work arrangements or sabbatical

## Miscellaneous (support with reporting and other obligation under local law)

# International Relocation

Well begun is half done.

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- For projects that require international relocation of personnel, it is advisable to include this item in the strategic planning and the envisaged timeline from the outset. This particularly concerns:
  - Temporary international assignment (short and long term);
  - Relocation of employees;
  - Recruiting from abroad;
  - Temporary agency work across borders.
- To be considered are potential administrative delays at the foreign missions and local authorities, who only provide a "fast track" to a limited extent and often are backlogged as well as additional applications for spouses and children, if they shall accompany the employee concerned.
- We provide strategic advice during project planning, help our client with setting up a step plan and work with them to determine the appropriate residence permit, where necessary.
- You have essentially already set up your project, but are unsure how to properly account for the employment relationship across borders? Here, too, we assist our clients, with regards to tax issues together with colleagues from our network.

# International Relocation

What you might be looking for:

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Strategic advice on cross-border personell relocation

- Typically, but not exclusively, in the group context.
- Overall doability resp. compliance assessment concerning employment, immigration social and tax law („add-on“ from our network).
- Project management (including step plan).

Deployment agreements (long term and short term)

Obtaining of necessary permits and authorizations

Visa services, including family reunification

# Visa & Work Permit

Delegate, delegate, delegate!



Eligibility check (high-IvI)

Compilation of paperwork to be filled/handed in

Coordination and completion of paperwork in cooperation with client or applicant

We serve as point of contact

- To necessary service providers (for incoming insurance, etc.)
- To authorities.

Assistance with filing of applications


- If required by client, done by us via POA as point of contact.

Coordination of applicant's personal appointments / accompaniment to personal appointments with the authorities, if required

Monitoring of validity of national visa and/or national residence permit

# Visa & Work Permit

Joint project  
management platform:  
manage workflow and  
monitor status quo

 Pusch Wahlig  
Workplace  
Law

Dashboard

Ordner

Freigegebene Ordner

Favoriten

Workflows

Posteingang

Persönliche Einstellungen

Ordner > Immigration MEX - GER

Immigration MEX - GER ••• Weitere Optionen

☐

Name ▲

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Folder Pending Applications (Overview)

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Folder Surname, Name

Größe

Hochgeladen

Ersteller

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11:45AM

A. Hauer

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A. Hauer

E-Mail-Benachrichtigung bei folgendem Dateistatus: ☒ In diesen Ordner hochgeladen

# Other

Including, but  
not limited to:

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Support with obtaining German Citizenship

## Corporate Immigration Compliance

- Expert Guidance to navigate complex immigration laws and regulations;
- Policy Development;
- Regulatory Updates;
- Audit Readiness;
- Assistance with sanctioning and criminal proceedings (the latter as “add-on” from our network).

## Global Expansion Support (setting up shop in Germany)

- Employment & Social Security Compliance;
- Cultural Sensitivity Training;
- Entity Formation, Tax Compliance (“add-on” from our network).

## Customized Training Programs, e.g.:

- Legal Compliance Workshops;
- Policy Implementation Training;
- Immigration Law Updates;
- Contractual Understanding.



# Material and international expansion of scope

One client experience throughout our network



If there are points of contact with the following areas of law, we work together with best-friends law firms to provide our clients with the best possible advice. We remain the point of contact, so our clients benefit from a one-stop-shop experience and maximum convenience :

- Corporate law
- Tax law
- Criminal law
- Administrative law

## L&E Global

- The L&E Global's member firms are ideally situated to provide clients with the strategic, commercial and pragmatic advice necessary to achieve their objectives, wherever they operate.
- Together with our best-friends law firms, we cover 80+ countries worldwide.

# Point of contact



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