

Work from anywhere (WFA): Key considerations



What WFA is about

Remote work can provide many benefits, but when it crosses borders, employers and employees are exposed to compliance obligations that need to be managed.

Challenges	Work from anywhere	Opportunities
Corporate Tax		Employer of Choice
Income Tax & Payroll		Dual Career
Social Security		Extended Talent Pool
Immigration		Diversity
Employment Law		Cost Savings
Data Security & Protection		CO ₂ Reduction

Examples in other industries

Industry	KPMG Support
Technology	Assistance to identify issues, and support the development of a policy to allow international remote work within certain thresholds
Financial services	Support to develop and implement a program for employees to work from select jurisdictions outside of their home office location for a period of time
Higher Education	Customized presentation to stakeholders regarding opportunities and risk of international remote work; analysis of issues in specific countries to identify low, medium and high risk areas; assistance in developing process for remote work request analysis and approvals

Where to start – a practical approach to policy development

- ✓ Specific case or country risk analysis
- ✓ Determine company position considering results of risk analyses and various people issues
- ✓ Develop sustainable solutions and create/refine policy, consulting with key stakeholders
- ✓ Build governance and compliance into policy

How KPMG can help you

1. Remote-work risk assessment
2. Strategic advice and policy development
3. Downstream compliance
4. Governance and control

Your contacts



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