

# Global Mobility

## Work anywhere, together

A great paradigm shift is underway as cultural and technological barriers to wholesale remote work are being swept aside. Remote work is becoming normalized. Is your company ready for this new reality?



Despite this generally positive outcome, many companies will face a dilemma when the widespread COVID-19 social-distancing restrictions relax, and greater risk and compliance issues remain. When remote work crosses borders, employers are exposed to compliance obligations that increase cost and complexity for businesses while also jeopardizing the integrity of corporate structures.

Organizations that choose to continue with some level of remote workforce will need to undergo a transformation we describe as 'Work anywhere, together.' This approach is much more complex than simply enabling remote work – companies need to think through the implications and develop a comprehensive strategy to ensure its success.

Determining which Global Mobility strategy best suits your business is critical – following KPMG's practical approach will help get you there.



## Your challenges

Here are some key risks to be aware of when assessing international remote work patterns:

### → Employer obligations

The employee may create wage tax withholding and social security obligations. Some of these requirements may be temporarily relaxed during the crisis, but not permanently.

### → Residency

The employee may change tax residence status, which could impact net pay as well as pension and social security status.

### → Immigration

The employee may not have the right to work if they are a foreign national.

### → Labor and industry regulation

The employee may create exposure to labor law and other local regulations for which their legal employer is unprepared. This is particularly problematic in highly regulated industries such as financial services.



# How KPMG can help you

We provide tools and critical business insight that empower you to manage your mobile workforce with confidence. Let us show you how.

## Remote work risk assessment

Our experts help gather the information required and prepare remote work risk assessments. Whether it's the first request you're formally reviewing or a solution to help you cope with a large volume, we have a model to meet your current and future needs.

## Strategic advice and policy development

We'll facilitate a cross-functional workshop to help you build a strategy that supports your long-term vision with solutions for the different parts of your business. Our experts can prepare the documentation for your remote work policy including employment agreements, service charge benchmarking and intercompany agreements – in a compliant way.

## Downstream compliance

We can help you and your employees comply with personal tax, social security, payroll reporting, immigration, and right to work registrations. And we can provide and ensure alignment with corporate tax and transfer pricing compliance.

## Governance and control

We have a suite of technology tools to support the identification, tracking, risk analysis and downstream compliance of international remote work patterns.

## Your benefits

Together, we can give your organization a competitive edge by helping you manage risk, reduce costs, enhance the employee experience and attract and retain top talent.



→ **Certainty:** Receive upfront risk and cost assessments you can understand and a plan for the cost of remote work patterns in advance.

→ **Optimization:** Work together with our cross-functional team of experts who are focused on commercial excellence to optimize your workforce.

→ **Agility:** Get the support you need to create sustainable remote work policies that help your business benefit from more types of employment options.

→ **Governance and control:** Manage compliance processes and controls proactively, provide good governance through transparent reporting and workflow management with our technology solutions.

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