

ARP 70 – Final Report

“Rethinking labour mobility: Towards a framework for measuring international remote work”

Lia Carla Bassanini
Luís Cláudio Barnech Campani Farias
Sangwoo Lee



Table of contents

Introduction - Overview of International Remote Work	2
Literature Review	5
Interview - International Remote Workers	10
Interview - Experts	15
Case study: Digital Offshoring	18
Case study: Digital Nomad Visa around the world	20
Statistical Data Available	29
Conclusion, Limitations and Suggestions	34
Bibliography	37
Annexes	43

Introduction - Overview of International Remote Work

Following the increasing globalization of the world's economy and the democratization of digital technologies, new work arrangements have appeared. International remote work is one of them. It has become in the past few years an increasingly popular modality of work. Its emergence across several industries worldwide has brought along several questions in terms of definition, measurement and legislation, which this report aims to address and document.

To navigate these complexities, the report is structured as follows. We begin with a literature review that identifies the different concepts used to frame the phenomenon, followed by qualitative insights from worker and expert interviews that anchor these definitions in lived experience. We then move on to two specific case studies, digital offshoring and digital nomad visa schemes, to examine how these work modalities manifest in practice. Finally, we assess the currently available statistical data and conclude with limitations and policy suggestions designed to bridge the gap between these evolving work patterns and existing regulatory frameworks.

Historical context of International Remote Work

Across the past two decades, the rise of international remote work (IRW) has transformed the established paradigms of work organisation and cross-border labour mobility, driven not only by technological progress but also by changing economic structures and workforce preferences (Kabat, 2025; Froese et al., 2025). The early forms of telework and home-based work used to primarily focus on flexibility within national contexts, with their adoption shaped by infrastructure development and shifting attitudes toward work-life balance. However, these arrangements lacked the explicit cross-border dimension relevant to IRW (ILO & WHO, 2021).

The Covid-19 pandemic marked a pivotal moment for international remote work, forcing companies worldwide to move their operations online, normalising previously rare arrangements such as international teleworking, cross-border remote work, and digital nomadism (Leonardi et al., 2023; OECD, 2023). This change led to a rapid diffusion of international remote work policies, the emergence of formal “digital nomad” visas, and increasing attention by policymakers toward labour, migration, and tax challenges created by internationally distributed employment relationships (OECD, 2022; Benton & Hooper, 2022).

Despite these developments, no international statistical definition or classification of IRW exists at present, with guidance only covering the measurement of remote work, telework and homebased work within national borders (ILO, 2020). This lack of common internationally agreed statistical guidance complicates the work of National Statistical Offices (NSOs) and international agencies attempting to monitor and understand the dynamics of remote labour flows (Sava, 2025). It is thus important to establish a common definition of IRW to support the collection and analysis of data on this phenomenon, and inform policy makers.

Geographical scope

Available evidence suggests that IRW is a global but unevenly distributed phenomenon: it is highly adopted in advanced economies in North America and Europe, characterised by robust digital infrastructure

and legislation. Literature also shows significant growth in international remote and cross-border work in emerging economies such as India and Latin America, where legal ambiguities and infrastructure constraints intersect with opportunities for labour market inclusion (Mierina & Supule, 2024; Chudinovskikh & Tonkikh, 2020).

Important research emphasises the importance of investigating North-South, North-North, and South-South flows. Latin American universities, for instance, increasingly support international teleworking and facilitate global talent pipelines without requiring physical migration, sometimes producing new patterns of “brain drain”, “brain circulation” or talent stratification (Kabat, 2025).

Empirical studies from Latvia and other contexts reveal contrasting perceptions of IRW among employees and employers, highlighting both expanded job access and new anxieties about employment rights, welfare coverage, and integration with domestic labour markets (Mierina & Supule, 2024).

The concentration of IRW in global cities, particularly among highly skilled workers, prompts growing concerns about inequality, local social impacts, and uneven distribution of economic benefits (Braesemann et al., 2021).

Current importance

Defining and measuring IRW accurately is essential for designing fair and effective labour, migration, and tax policies. Policymakers, NSOs, and international agencies require robust, reliable data to adapt employment protections, regulate workplace standards, and determine social security and tax liability for international remote and transnational workers (Lipniewicz, 2024; Rosin, 2024; ILO, 2020).

Current challenges include regulatory blind spots, such as unprotected rights, exclusion from benefits, and inconsistent legal applicability, caused by ambiguous definitions and the inability of main labour market data sources, including labour force surveys, to reliably capture and classify IRW within wider telework categories (Mierina & Supule, 2024; Rosin, 2024).

For governments, IRW offers chances to retain talent, attract new economic actors, and stimulate development in regions where employers are lacking, but also introduces risks such as housing market instability, friction with local residents, and fiscal leakage due to unclear tax residency or avoidance (OECD, 2022; Benton & Hooper, 2022; Lipniewicz, 2024).

A common, internationally agreed definition and measurement approach, led by the International Labour Organisation (ILO), would support the development of globally consistent statistical guidance and tools, including modular survey instruments, clarify cross-border regulatory boundaries, and help achieve the ILO’s mandate of decent work for all in a digitised world (ILO, 2020).

Relevance of the research questions

International remote work is a recent phenomenon without a universally accepted definition. This makes it difficult to monitor its trend.

The need for a robust, measurable definition for IRW is reflected in key research gaps:

- How should IRW be defined and measured relative to existing terminology?
- What policy questions should data on IRW be capable of addressing (Lipniewicz, 2024)?



NSOs require internationally agreed guidance to collect reliable, comparable data and close the data gap to inform policy (ILO, 2020; OECD, 2023).

The relevance of this research is to shed light on the characteristics of international remote work, such as the types of employment relationships, working arrangements, and technologies that characterize this emerging modality of cross-border work. The ultimate goal is to support the work of the ILO and inform the development of statistical standards for its consistent measurement .

Literature Review

Overview

Remote work, more broadly, refers to business relations between firms and employees where the activities of the worker are carried out on an alternative worksite (not the default place of work). Clearly distinguishing who is included and excluded from this definition is challenging, especially when it comes to extending this notion to work arrangements that cut across international borders or that involve international mobility. This literature review begins with a brief overview of the threshold concepts used to cover the topic with a particular focus on IRW, then the different typologies authors have developed around these concepts are laid out, analysing how these concepts compare to one another (more information in the table in Annex 2). Then, the focus will shift towards how mobility practices interact with this issue. Following this, the issues arising as a consequence of this phenomena pointed out in the literature will be laid out, beginning with legal issues, then economic, and finally country-level issues. This section will end with some notes on the issue of data collection regarding international remote workers. The complete version of the table comparing the different concepts and perspectives by the authors is available in Annex 2.

Threshold concepts

A series of concepts are used to frame the discussion on international remote work, which reflect the vast body of research already done on the subject. Concepts such as international teleworking (Kabat 2025), cross-border telework (Rosin, 2024; Aceto, 2024; Rosin, 2024; Jakubowski, 2025), cross-border remote work (Mierina and Supule, 2024; OECD, 2022), global remote work (Strandt, 2025), Global Virtual Work (Froese et al., 2025), digital nomadism (Hanonnen, 2020; Cook, 2023; Lipniewicz, 2024; Kabat, 2025), and digital offshoring/outsourcing (Sytsma, 2022) are found in the literature, with different definitions, and framings of the issue. International teleworking, cross-border telework, cross-border remote work and global remote work all point to the same phenomena. Digital nomadism and digital offshoring/outsourcing refer to a different set of individuals, who might or not be international remote workers, depending on which country their employer is based in and the country in which they are operating, with digital nomadism adding a new layer of complexity with the issue of international mobility. Global Virtual Work is defined in a broader context, with a different focus from other concepts that are synonymous to international remote work, since its object of analysis are multinational companies, headquartered in one country but with offices in many countries.

ILO (2020) defines remote work more generally as situations where the work is fully or partly carried out on an alternative worksite other than the default place of work. Building on this definition, Lipniewicz (2024) defines digital nomadism as an extreme form of remote work, pointing out that the main features of digital nomadism is constant movement across borders, being a subcategory of international remote work. The Organisation for Economic Co-operation and Development (OECD, 2022) also views international remote work through the lens of digital nomadism, using the term cross-border remote workers. Mierina and Supule (2024, p. 3) define cross-border remote work as “a type of remote work where the place of residence of the worker is in a different country than the company he or she is working for”, which is closer to the conceptualizations that take into consideration international contexts. Kabat (2025)

distinguishes the terms international teleworking and digital nomadism. For her, workers in the latter category mostly come from the Global North. Kabat describes telework in the context of the global economy, but does not provide a clear definition as ILO, whose definition can be found at the beginning of this paragraph. Sytsma (2022) distinguishes between digital outsourcing and digital offshoring. Whereas digital outsourcing, that is, contracting a third party to run a specific part of the business operation, does not necessarily have international implications, digital offshoring is the replacement of domestic workers with remote workers of other countries, usually to take advantage of lower costs in foreign markets.

Digital nomads can be defined in different ways. Despite no universal set of characteristics among definitions, the most common are: location independence (Cook, 2023; Hanoonnenn, 2020; Reichenberger, 2017), the use of digital technologies (Cook, 2023; Thompson, 2019; Hanoonnenn, 2020; Mancinelli, 2020; Reichenberger, 2017), remote work (OECD, 2022; Thompson, 2019; Mancinelli, 2020; Hanonnen, 2020; Lipniewicz, 2024), mobility (OECD, 2022; Thompson, 2019; Hanonnen, 2020; Reichenberger, 2017; Cook, 2023), and ‘work and travel’ (Thompson, 2019; Mancinelli, 2020; Cook, 2023; Reichenberger, 2017). Finally, some definitions establish definite criteria for mobility, such as visiting at least three locations a year that are not their own or a friend’s or family home (otherwise, if they would be considered ‘Armchair’ Digital Nomads) (Cook, 2023), or the lack of a permanent residency (Mancinelli, 2020) which can be considered as a type of digital nomadism (Reichenberger, 2017). Nash et. al (2018) analyse the digital work component that enables nomadism as the use of digital platforms (devices and applications) to produce digital products.

Benton & Hooper (2022) propose that “remote work” sits on a spectrum: from occasional telework (within one country), to full remote work domestically, to cross-border remote work (digital nomads). Strand (2025) separates international remote work into two categories: formal through enterprises and freelance digital nomadism, whereas Lipniewicz’s (2024) definition of digital nomadism would entail both formal and informal work. Kabat (2025) further divides international teleworking into three forms: employment through direct contracting, employment through indirect contracting (the “Employment of Record”, EOR), and freelance. Froese et al. (2025) define Global Virtual Work broadly to include three related domains: (1) global virtual teams (GVTs) where firm members across countries coordinate on shared tasks; (2) distributed work arrangements in which organizational activities are dispersed across locations; and (3) individual transnational remote work (workers physically located in one country while formally employed by an organisation in another).

Regarding digital nomads, there are many ways in which they are sorted and turned into ideal-types. Cook (2023) creates a typology of digital nomadism based on their employment type, with digital nomad tier being divided into: business owners, freelance, salaried, and experimenting (that is, not yet earning a revenue). He also brings up an important question regarding the legitimacy of these workers, where for him legitimate digital nomads are those with appropriate visa schemes to exert their activity, and legally gray digital nomads are on travel visas, or other arrangements not suitable to their condition, highlighting that these salaried digital nomads can be operating under legitimate or legally gray visa schemes.

Reichenberger (2017) creates an ordinal typology of digital nomads, with a cumulative set of conditions for each level: “(level 0) Digital nomads are individuals who achieve location independence by

conducting their work in an online environment, (level 1) transferring this independence to mobility by not consistently working in one designated personal office space (level 2) but using the possibility to simultaneously work and travel (level 3) to the extent that no permanent residence exists”. This has a two-fold implication for considering international remote work. Firstly, if a digital nomad is employed by a firm that operates in a country different from where the worker lives, it is an international remote worker despite the level in which it finds itself; otherwise, they would be considered as international remote workers only if they meet criteria of level 2 (if the travelling being done is international), or level 3. In this typology, another question arises to qualify a digital nomad as an international remote worker: how long should someone work in a country for it to be considered international remote work? For example, would a worker that goes for two weeks to another country while bringing a laptop and working be considered an international remote worker?

Jakubowski (2025) creates a typology of different types of cross-border telework, separating them depending on the form of employment contract. For him, cross-border telework is done under a formal employment contract, through Employment of Record (EOR), or through self-employment.

Mobility practices and cross-border telework

The definition of mobility practices that characterises digital nomadism has the most important implications for understanding the scope of its set, and its intersection with international remote work. Loosely defined mobility practices, could be exercised within the territory of the same state, and for a firm based on the same jurisdiction. It is important to highlight that digital nomads that could be considered international remote workers are a subset of the broader group, whereas the definition that Cook establishes, the threshold is to ‘visit at least three locations a year that not their own or a friend’s or family home’, could be within their own country, in which case they would be international remote workers only if the firm is not based on that same country. Therefore, it is important to acknowledge that most definitions for digital nomads will not be sufficient to categorize it automatically as international remote work. There are exceptions for this, given OECD (2022) and Lipniewicz (2024) define digital nomads unambiguously as cross-border remote workers.

When using the concept of cross-border remote work (or cross border telework), authors usually refer to situations in which the worker is a citizen of the country in which it resides (i.e.: not a migrant) (Jakubowski, 2025; Mierina and Supule, 2024; Bruurs, 2024) and it does not require any form of mobility, ‘work and travel’, or location independence that characterise digital nomadism. Differently from Jakubowski (2025)’s typology, which defines cross-border telework more broadly, considering formal employment only one form of it, Bruurs (2023) considers cross-border telework in the European context as necessarily an employment relationship. Aceto (2024) creates a more specific definition, in which these workers necessarily work from home, as opposed to an office.

Legal issues

There are legal (taxation, migration), and economic implications of international remote work. We will begin by analysing these issues at the international level, then proceed to a country-level analysis,

where we will differentiate between countries where the economic unit is based and countries where the work is carried out, making an important distinction on the implications of inequality to these dynamics.

Regarding visa issues, Benton & Hooper (2022) argue that most existing immigration systems are poorly adapted for international remote work. Many visa categories presuppose in-person labour tied to the country granting the visa. While the first Digital Nomad visa in OECD countries appeared in 2020, other arrangements that permit entry into the country while allowing remunerated activities abroad have existed prior to that, such as the D7 Residency Visa in Portugal (OECD, 2022). Analysing BRICS countries, Chudinovskikh & Tonkikh (2020) stress the need for more regulation, as these states are still lagging behind in the regulation of telework, despite it already being seen as a trend. Also, it is important to keep in mind here the dichotomy between legal and legally grey digital nomads pointed out by Cook (2023).

On tax law, Lipniewicz (2024) says international tax law currently does not adequately deal with income from employment earned by digital nomads. Lipniewicz focuses on formal employment dynamics and identifies the following issues: it becomes less clear where someone is a tax resident; risk of double taxation (both the state of residence of the worker and the state where the income is generated claiming tax rights) or no taxation (if neither asserts jurisdiction) in edge cases due to the “place of work” being ambiguous or multi-jurisdictional; treaty allocation rules may produce results that seem inconsistent with economic substance or fairness; and uncertainty about how remote work days are allocated, or how the treaty rules apply, can deter compliance or lead to disputes. Sava (2025) argues for the need of norm harmonization to solve these challenges by adopting the ‘lex loci laboris’ principle for taxation, that is the principle of using the labour laws and social security provisions of the country where the work is physically performed in.

Economic issues

Regarding the economic issues international remote work brings, Froese et al (2025) map how digital infrastructure and platformization interact with labour market segmentation and mobility norms to produce new risks and opportunities: from talent access across borders to compliance and well-being gaps. Empirical patterns in the review emphasize uneven institutional readiness: while many multinational firms quickly adopted international remote practices, national legal frameworks (immigration, tax, social security) lag, generating ambiguity about workers’ status and employers’ obligations. The review draws attention to managerial practices proven to matter in Global Virtual Work: structured synchronous/asynchronous protocols, deliberate trust-building and identity work, and explicit inclusion practices to prevent peripheralization of remote cross-border staff. Rosin (2024) argues that the core legal conflicts regarding international telework are: employment protection (minimum wages, working time), social security entitlements, collective bargaining coverage, and jurisdiction for dispute resolution. Rosin reviews national approaches and international private-law rules (e.g., Rome I regulation in the EU) and identifies three recurring legal fault lines: (a) habitual place of work vs employer’s place of business as the basis for applicable law; (b) the treatment of temporary vs permanent cross-border telework; and (c) the interaction of labour law with immigration and tax regimes.

Country-level issues

The issues of the country where the worker is based are different depending on the nationality (and fiscal residency) of the worker. Having a worker that is in a legally gray area working in your territory raises questions about the possibility of levying taxes on such work. Whereas when the worker is a national of your country, questions arise towards the application of extraterritoriality, that is, the application of laws from the country the firm is based on, in the rights of such workers. Chudinovskikh and Tonkikh (2020) stress that national legislation of the employer firm plays a key role in the labour dynamic, so understanding the national legislation of other countries will be ever more important to policymakers. Problems regarding the exacerbation of global inequalities relating to international remote work were also found in the literature. International teleworking creates a new form of brain drain, in which universities from Latin America serve the interest of international capital without requiring migration (Kabat, 2025). Cui and Solomon (2025) say countries specialize in occupations according to their comparative advantages in cognitive and language skills, and point to the trend of countries from different income levels being over-represented in different services types: higher-income countries are over-represented in sales, middle-income countries in software development, and low-income countries in customer service jobs.

Data collection

Lastly, regarding data collection to measure the phenomena, at the European level, the constraint to measuring international remote work is due to the limitation of the EU Labour Force Survey focusing specifically on Work from Home (WFH) (OECD, 2023). In their case study about Latvia, Mierina and Supule (2024) collected quantitative data using surveys and qualitative data through interviews. As a result, the study provides a detailed picture of how Latvian cross-country remote workers perceive international remote work and how Latvian employers view hiring such workers. Contrary to Ghoshi (2022) who puts work-from-home platforms – that is, websites that intermediate demand and supply for remote work – as a potential data source for measuring the phenomena, Kabat (2025) argues not to use data from firms that perform transfers to international freelancers, as they tend to overrepresent hiring due to its commitment to promoting international recruitment. Benton and Hooper (2022) argue for the investment in better data collection, evaluation of digital nomad visa uptake and impacts, understanding the profile of remote workers, local economic effects, potential downsides (housing pressure, inequality).

Overall reflection

Taken together, these findings suggest that international remote work is best understood not as a single arrangement, but as a family of overlapping forms that sit between international telework, digital nomadism and cross-border employment. This report therefore aims to clarify these boundaries, identify the main legal and economic issues raised in the literature and assess how current data systems fall short of capturing the phenomenon consistently.

Interview - International Remote Workers

Overview

This section summarises insights from qualitative interviews conducted with individuals engaged in different forms of international remote work. In total, eight people were interviewed, aged 28 to 65 (with two notable groups: 28-35 and 55-65), based in various countries and linked to employers or clients located

abroad, including both public and private sector organisations, and a mix of employed and self-employed statuses. As one female interviewee described it, international remote work meant being able to “keep working without having to move my whole life”, while one male interviewee noted it was “the only way I could access this kind of job”.

The interviewees represented a diverse range of professional backgrounds, primarily concentrated in highly skilled, knowledge-intensive sectors. Participating occupations included project managers, public policy advisors, economists, data analysts and communication consultants. Industries spanned technology and digital services, public administration, international consulting, and specialised media, reflecting the high degree of digital tradability inherent in their work. This professional profile underscores a pattern where location-independent roles are most accessible to workers whose output is intangible and directly manageable via digital infrastructure.

For analytical purposes, the interviewees can broadly be grouped into two situations: those in employee relationships and those working as self-employed or independent contractors. A defining feature across all cases was that participants’ occupations were fully executable via computer, enabling location-independent work. In most cases, participants also had some form of cross-border mobility, although this varied from occasional short stays abroad to more sustained geographical movement. To preserve confidentiality, the analysis deliberately avoids mentioning names, specific occupations, or concrete country combinations. Instead, it refers more generally to “country of residence” and “country of economic unit”, meaning country of employer or client, and focuses on recurring patterns across interviewed cases, rather than on individual trajectories. Where relevant, the discussion distinguishes between employee and self-employed situations, since the implications for taxation and social security differ significantly.

The interviewees span a range of contractual arrangements and intensity of international remote work. Some have long-term relationships with a single organisation in another country, while others work on shorter contracts or project-based “gigs” for multiple clients abroad. Some work remotely internationally as part of their lifestyle, while others do so only sporadically. A number of participants have moved between several countries over time while maintaining remote ties to the same employer, whereas others have remained in their country of nationality but serve clients abroad. The sample also includes a worker who splits their time between three “bases” in different countries, and several who perform international remote work within a public administration. Despite these differences, their accounts converge around a core set of advantages, challenges and institutional gaps around international remote work. At the same time, the interviews show that these experiences are not identical across contractual status, which is why the distinctions made below are important.

Advantages of international remote work

Across interviews, international remote work was described as a powerful enabler of access to opportunities that would otherwise be unavailable. Several participants explained that, in their home labour markets, positions in their field of interest were extremely limited or heavily politicised (such as working in the public administration). Working remotely for an organisation in another country allowed them to enter specialised domains, such as certain areas of public policies or professional services, that are more developed in the employer’s country than in the worker’s country of residence. For these interviewees,

international remote work functioned as a substitute for physical migration, providing access to frontier practice and international networks without requiring a change of legal status. As one male interviewee said, “without remote work, I would not have had this career path at all”.

A second strongly emphasised advantage related to flexibility and control over time. Regardless of sector, interviewees valued not having to commute, being able to work from home or another chosen environment, and adapting working hours to household and personal needs: “I can organise my day around my life, not around the office” (female). For those with caring responsibilities, remote arrangements made it easier to coordinate childcare or family obligations. One recurring idea was that, compared to traditional office-based work, international remote work made the day feel more like “their own”, even when workloads were high. One interviewee, for example, highlighted that the main advantage was simply being able to continue working, while accompanying their partner abroad, instead of having to interrupt or abandon their career.

Time-zone differences could sometimes be considered as an advantage. Participants working for organisations several hours behind their country of residence noted that they often had free mornings and concentrated their work in the afternoon and evening. While this rhythm could be tiring, some appreciated having uninterrupted time earlier in the day for personal tasks, hobbies, or administrative matters in their country of residence. One male interviewee described this as “a strange rhythm, but also a very efficient one”.

Financial considerations also played a role. Some interviewees earned income linked to wage levels in a higher-income country while living in a lower-cost setting, which increased their purchasing power and, in some cases, enabled savings that would have been difficult to accumulate in their domestic labour market: “it gives me a better quality of life than what I had before” (female). Another self-employed participant highlighted non-financial benefits, such as being able to select projects independently, diversify clients across regions, or maintain a transnational lifestyle without being tied to a single office or city. For one participant with multiple “bases” in different countries, the possibility to move between these locations while keeping a single registered office was described as a “huge gift”.

Disadvantages and everyday challenges

At the same time, interviewees pointed to a series of disadvantages that complicated their experience of international remote work. Time-zone misalignment, while sometimes beneficial, often resulted in irregular working hours. Evening or late-night meetings reduced opportunities to socialise locally, made it harder to maintain regular routines, and occasionally interfered with family life. In fact, one participant reported occasionally having to take calls in the middle of the night and, in case of emergency, flying across the world at short notice. Several participants described feeling “out of sync” with their surroundings: when friends or family were free, they were still working for employers or clients abroad. As one female interviewee noted, “you are always half a day ahead or behind everyone else”.

Social isolation was another recurring concern. Even participants who occasionally used informal contact with colleagues missed the daily, informal exchange that typically comes with a shared workplace. Some missed spontaneous office conversations, mentoring opportunities, and the sense of belonging that can emerge in a shared workplace: “sometimes you feel free, but also very alone” (male). Others pointed

to difficulties in staying connected to professional communities and keeping up to date with developments in their field when they were no longer physically present in the country where their employer or peers are based. A few interviewees reported that, although they valued the freedom of international remote work, they did not see it as a sustainable long-term arrangement and imagined transitioning to more traditional in-person roles in their country of residence.

Practical conditions also presented challenges. Unreliable internet connectivity, especially when working from third countries or rural areas, could disrupt meetings and be a source of stress. Securing adequate workspaces, with comfortable seating, quiet environments and stable connections, required constant effort when moving between locations. For those combining several part-time contracts, income volatility added another layer of insecurity: planning for the future was difficult when earnings fluctuated and contractual relationships with foreign clients could end with short notice.

Finally, some participants described a sense of leading a “double life” arising from discrepancies between where they were legally registered and where they actually spent most of their time. This could bring advantages in the short term (maintaining rights or access in the country of registration, for instance), but also produced anxiety about being “invisible” to authorities in the place of de facto residence and having to travel back periodically to deal with administrative matters.

Taxation and administrative complexity

Taxation related issues were portrayed during the interviews as generating considerable uncertainty among participants: “taxes are probably the most confusing part of this whole arrangement” (female). A common pattern was that income tax was paid in the country of legal residence (“country A”), while employers or clients were located in another jurisdiction (“country B”). In some cases, the employer in country B handled their own tax obligations there, while the worker was responsible for fulfilling tax requirements in country A. This was especially the case for workers in employee relationships, whereas self-employed respondents generally described managing their own income tax and social contributions directly: “you have to keep track of everything yourself, because nobody else will do it for you” (male). Self-employed respondents described registering as independent workers in country A and directly managing their income tax and social contributions.

However, several interviewees stressed that understanding and complying with tax rules across borders required substantial personal effort, particularly when they had moved between countries over time. They reported using special tax regimes for newcomers or returnees when available, but also expressed concern about the long-term implications of fragmented tax histories. For at least three interviewees, the complexity of tax systems and fear of double taxation influenced choices about where to save and invest, and even which countries to avoid for long-term financial planning. One respondent indeed deliberately structured work so as to remain a tax resident of the country with the most advantageous tax system, carefully tracking the amount and nature of the work carried out physically elsewhere in order to avoid triggering additional tax residency.

Participants providing services to foreign clients while remaining in their country of nationality reported a simpler situation, as their tax obligations were concentrated in country A. Yet, even in these cases, issues such as currency conversion, payment delays, and the need for international accounts added a

layer of administrative complexity and financial risk. Overall, the interviews suggest that taxation becomes more manageable when residence, employment status and place of work are aligned, and more uncertain when they are not.

Social security, pensions and protection gaps

Interviews highlighted significant uncertainty regarding social security coverage and long-term protection. Self-employed international remote workers generally reported that social security was managed entirely in their country of residence (country A), with employers or clients in country B making no contributions on their behalf. By contrast, interviewees in employee relationships more often described a situation in which contributions continued to be deducted at source in the employer's country, which made continuity of entitlements more straightforward, leaving the rest of the discussion focusing on cases of self-employed workers.

Several interviewees described arrangements where employers externalised risks by changing employee contracts once workers began living abroad, hiring them as contractors, without granting them full autonomy, creating dependent contractor relationships that shifted administrative, tax and social security burdens entirely onto workers.

In situations where individuals moved frequently between countries, contributions were often fragmented, and interviewees worried about losing contribution periods or having no coherent retirement plan unless they proactively invested privately.

Even when taxes were paid in country A, participants were not always sure how periods spent working for employers in country B would be treated for social security and pension rights. Some expressed concern that existing schemes and bilateral arrangements were designed with traditional migrant workers in mind, rather than individuals who never physically relocated to the country of their employer. A number of respondents explicitly framed themselves as “falling in between” existing categories, with responsibilities for compliance but incomplete or unclear access to social protection. This perception could influence their willingness to remain in international remote arrangements indefinitely, with some considering a transition to more standard employment in country A partly to secure more predictable social protection: “the risk is that you pay into systems without ever being sure you will benefit from them” (male). By contrast, interviewees who remained on standard employment contracts in the employer's country, despite living abroad, described a more straightforward situation: taxes and social contributions continued to be deducted at source in country B, allowing them to preserve continuity of entitlements even while physically residing in country A (or somewhere else).

Short-term mobility added additional layers of ambiguity. For interviewees who occasionally worked from a third country while remaining formally employed and insured in country A, questions arose around health coverage, access to services, and administrative procedure (for example during the Covid-19 pandemic). While some held additional private insurance to cover cross-border situations, others described having to travel back to country A to access certain services.

Overall reflection

Taken together, the interviews portray international remote work as an employment modality that can significantly expand access to opportunities, income and flexibility, especially for workers in countries or regions where comparable jobs are scarce. At the same time, they highlight that individuals in such arrangements often navigate high levels of uncertainty when it comes to taxation, social security and everyday working conditions. Many of the difficulties described by the interviewees stem not from the work itself, but from the misalignment between their cross-border reality and regulatory frameworks that remain largely anchored at the national level. The experiences of the interviewees working for public institutions and regulated professions suggest that, even when the underlying job is relatively stable, challenges of time-zones, professional integration at a distance, and long-term career development still arise in similar ways as in the other participants' cases.

These interviews seem to indicate that IRW is a broad phenomenon, impacting many industries and highlighting stark legislative gaps in terms of taxation, social security and overall definition.

Interview - Experts

Overview

This section summarises insights from qualitative interviews conducted with experts who have done research on international remote work. In total, 3 experts were interviewed. Broecke is an economist at OECD, and published a report on digital offshoring. Albinowski is an economist at the Institute for Structural Research (Instytut Badań Strukturalnych, IBS) and is one of the coauthors of *Post-COVID developments in remote work, migration, and self-employment in the EU*. De Wispelaere is a research expert at HIVA, and his main research topics are social security, coordination and intra-EU labour mobility. Two interviews were done virtually, while one was done via email.

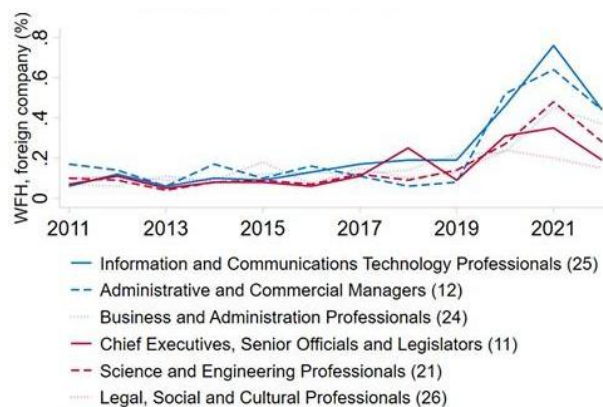
Definition of International Remote Work

Not all experts were comfortable with sharing the definition of international remote work. Broeck replied that he does not have the answer to the question. De Wispelaere replied that he does not have the expertise to define it. Albinowski, however, responded that international remote workers are “workers with a workplace abroad, or working for a foreign employer, as those whose country of work for their main job differs from the country in which they reside.”

Main Characteristics of International Remote Work

The three experts touched upon different aspects to define the main characteristics of international remote work. Broeck said international remote work implies people teleworking abroad permanently. De Wispelaere thinks the main characteristics of an international remote work are self-employment and linkage to IT services. Albinowski replied that he “mainly focused on the occupational structure of remote workers.” He shared Figure 9 from his publication to explain which occupations were selected for his studies.

Figure 1: Work from home for a foreign company in top 6 occupations in 2022 in the EU between 2011 and 2022



Source: own elaboration based on the EU-LFS

Note. From Post-COVID developments in remote work, migrations, and self-employment in the EU, by M. Albinowski & M. Krzakała, 2024. Copyright 2024 by the authors.

Characteristics that Separate International Remote Workers

The response from the three experts differed on this question. Broeck had suspicion that the work of international remote workers could be done at home, and it may tend to require higher skills. He believes that there may be a gender difference as well, but he replied he needs to have statistical data to have a clear sense of the differences. He also raised questions on the workplaces of the international remote workers. De Wispelaere replied that international remote workers tend to be freelancers and self-employed persons. According to him, they are more likely to be in a precarious situation in terms of labour protection and social security protection. He added that, nevertheless, they could be conscious of this choice because they are younger. Since they are young, they may not think deeply about the precarious situation which they choose. He raised a question whether these people really care about the precarious situation they chose. He commented that other reasons, like workation, could be behind such a choice. Albinowski has not answered this question.

Typologies to Cluster International Remote Workers

Experts were asked to give a response to the following typologies (contract type, mobility, frequency of remote work, nationality of workers, fiscal residency of workers, and visa type) to cluster international remote workers. Broeck did not provide additional comments to the list. De Wispelaere, after hearing the typologies, reacted that they sound more like a checklist, or variables in a checklist. He added that two typologies - a distinction between intra-EU telework and third-country nationals working in the EU - would also be useful. Albinowski has not answered this question yet.

Future of International Remote Work

Experts have different opinions about the future of international remote work. Broeck believes many aspects will come into play to determine its future. Development of technology has facilitated the trend to work remotely. Combined with the incentive on taxation and labour cost, some people will have the incentive to move out. This naturally leads to, on the one hand, some countries having an incentive to attract them. Aging, OECD countries, on the other hand, have an incentive to prevent the departure since they will be losing tax revenues. The future of international remote work, therefore, would depend on which country wins the competition on attracting those working remotely across borders.

De Wispelaere commented that “[i]t will never be such [as] important then initially thought.” After the pandemic, the expert noticed a trend of decrease in telework within the national level. Additionally, from a cross-border perspective, many legal limitations are still in place, such as fiscal and taxation issues. Based on these observations, he believes digital nomads and cross-border telework will remain marginal.

Albinowski’s opinion on the prospect is mixed. On the one hand, he first predicted that “[r]outine cognitive tasks that are often outsourced to developing countries are likely to be taken over by AI” and therefore will reduce “the demand for international remote work driven by the cross country differences in labour costs.” On the other hand, he said digital nomads’ “share in total labour supply may increase.”

Overall reflection

In conclusion, these interviews show that, first, international remote workers are, for our experts, those whose country of work for their main job is not identical to the country of their residence. Main characteristics of an international remote work are: ability to telework abroad permanently, self-employment, linkage to IT services, and relation to specific types of occupation. Experts interviewed had different opinions about the future of international remote work.

Case study: Digital Offshoring

This section tackles the case of digital offshoring, discussing first the various definitions, methods of measurement and the potential impacts on employment, and, lastly, the regional evidence.

Definition

As previously mentioned, digital offshoring is the replacement of domestic workers with remote workers of other countries, usually to take advantage of lower costs in foreign markets. In her definition, Couto (2023) encompasses both direct hiring from a foreign firm while Broecke (2024) also includes employees contracted through subsidiary firms. Broecke (2024) argues that digital offshoring is part of a bigger historical trend and could be categorized as the ‘fifth wave’ of offshoring. He has identified characteristics that are constant throughout generations and things that are changing. The constants identified by him in the literature are: (1) No or low frequency of face-to-face interaction; (2) High use of ICT technologies; (3) Low threshold of contextual knowledge. On the other hand, Broecke says that tasks and educational threshold of offshorable jobs have changed throughout time, with the remote revolution shifting off-shorability towards high-skilled service jobs.

Measurement and impact

The OECD already developed a methodology to measure the phenomenon, with already existing indicators, analyzing the overlap between off- and reshoring, collecting new data, and using firm-level case studies (Broecke, 2024).

Broecke (2024) argues digital offshoring may impact employment in the country of the economic unit in three ways: (1) Firm has less demand for workers in its home country; (2) Potential indirect productivity gains for the firm due to cost reduction, potentially leading to expansion; (3) expansion in turn could lead to additional growth in the economy. Therefore, there may be an imbalance between overall advantages of digital offshoring, individualizing the gains in countries where workers will be based and potentially generating growth for the overall economy of the country of the economic unit, potentially furthering existing global inequalities.

Regional findings

The effects of digital offshoring to the country where the employee is located is nuanced and it implies trade-offs. In Uruguay, digital offshoring furthered the scarcity of qualified senior workers, which led to a hiring of people of the same profile from other countries of the region (Couto, 2023), this dialogues with Namouchi’s (2025) findings on Morocco, where she stated digital offshoring reinforces migration by enabling workers to gain access to international labour markets. It is important to highlight that Morocco is taking action towards building a workforce capable of absorbing digital offshorable jobs, considering its comparative advantages, considering it “work of the future” (Kébir, 2022). Nevertheless, evidence from already existing practices of digital offshoring in Morocco conclude that it produces selective and uneven socioeconomic effects, augmenting sector-specific opportunities without benefit to the broader labour market (Namouchi, 2025). This also resonates with the conclusion of Couto (2023) that for the workers, these hires are an important quality jump in terms of income.

Overall reflection

Digital offshoring thus emerges as a structural feature of modern labour markets, distinct from earlier waves of outsourcing due to its reliance on remote work and high-skilled digital tasks. While it offers firms cost efficiencies and access to global talent, the regional evidence suggests its effects remain uneven and context-dependent. Uruguay illustrates how it can exacerbate local skill shortages, while Morocco shows selective gains that do not necessarily diffuse broadly across the economy. These trade-offs highlight the need for more robust measurement tools and policy frameworks to balance opportunities against potential inequalities in the countries both sending and receiving offshored work.

Case study: Digital Nomad Visa around the world

This section tackles the case of countries with a digital nomad visa scheme. It is divided into two subsections. The first part elaborates the findings. The second part compares the findings to the literature on international remote work and digital nomadism to identify the similarities and differences between it and the visa policy. The table containing all the information can be found in the Annex. Most of the information was found in January 2026.

The information mentioned below is based on the official government website of each country offering a digital nomad visa. For countries where government websites were missing, embassy or consulate websites were referred. Most of the countries with digital nomad visa schemes were found in Nomad Embassies website, and others were found in a report published by the OECD titled *Should OECD countries develop new Digital Nomad Visas?*, or on the Nomad Girl website. Most countries on the Nomad Girl website are also on the Nomad Embassies website as well. Seven destinations are only mentioned on the latter website (Countries: Germany, Saint Lucia, North Macedonia, Serbia, Andorra. Cities: Abu Dhabi, Goa). Even though the webpage was titled “58 Countries With Digital Nomad Visas - The Ultimate List,” the intent of posting countries that do not have a digital nomad visa yet is questionable. Countries with no official websites to refer to are on the list but labeled “NO OFFICIAL WEBSITE.” Except for a few exceptions, all the information is provided by the government website, that is, the ministry or the embassy/consulate website. The remark column states the information is not from an official government website if it is the case.

Not all official websites have information provided in English. Some Latin American countries have information only available in Spanish. The Indonesian government website offers service in English, but the information is not available in the English webpage. The official website of Andorra has its information available only in Catalan. In these cases, translation tools, namely Chat GPT, Papago, and Microsoft Edge, had to be used.

Descriptive Analysis

A total of 53 destinations offer digital nomad visas. This is a sum that excludes countries that have an official government website, terminated the digital nomad visa programme, or were a false lead. The term destination is used for two reasons. First, Abu Dhabi and Dubai issue separate digital nomad visas. Second, the statehood of Taiwan is a contested issue. Regionally, there are 19 destinations in Europe, 11 in Asia (counting both Abu Dhabi and Dubai), 10 in Latin America, 6 in the Caribbean, 6 in Africa, and 1 in Oceania. Of the 53 destinations, 18 of them are OECD member states.

Almost all countries have a government website dedicated to explaining the digital nomad visa scheme. Some of them, such information is provided in an embassy or a consulate website. As of 27 January 2026, 9 countries do not have an official government website on this visa (El Salvador, Nepal, Philippines, Armenia, Georgia, Norway, Anguilla, Germany, Saint Lucia). Among the countries with an official website, most of them have a specific digital nomad visa to which a digital nomad can apply. A small number of countries, however, do not have a separate visa scheme. In this case, digital nomads are qualified to apply for another visa for entry. In New Zealand and Romania, for example, a digital nomad is eligible to apply for the Visitor Visa and Long-term Stay Visa (D/AS), respectively. Spain, Italy, and Portugal had

multiple options of visa for which a digital nomad can apply, but it was challenging to find a government website where the information is presented in an organized manner.

The duration of the visa and the possibility of extension varies among countries. Dubai offers the shortest duration, lasting only two months (60 days). The visa by Mexico allows the applicant to stay up to four years after its first issuance. Considering extensions, the country where a digital nomad can stay the longest is Andorra. An applicant will receive two additional years in the first renewal, three in the second renewal, and ten in subsequent renewals. The second place is Portugal (five years), followed by Malta (four years). Regarding extension, not all countries have this option. Countries such as Japan and Namibia do not allow digital nomads to extend their stay.

Additionally, digital nomad visas could lead to permanent residency in a few countries. Latvia and Kazakhstan are two countries with this possibility. In the case of Latvia, two years of legal residency opens up the opportunity to receive permanent residency. Under its digital nomad visa scheme, a digital nomad can stay up to two years. In the case of Kazakhstan, the sources indicate that attaining permanent residency is a possibility. No further detail is provided.

In general, most countries have a limit on the nationality of the applicants. For example, many member states of the European Union (EU) ban citizens of EU/EEA/Switzerland from applying for the digital nomad visa for their country. The reason for the ban is not specified. One possible explanation could be that the preexisting economic union already provides legal protection for digital nomads to freely move in and work for a short period. Spain is an exception. Its Telework Visa and Digital Nomad Visa put no limits based on nationality. Japan has a list of nationalities eligible for digital nomad applicants and their spouses and children (Immigration Services Agency of Japan, 2024). The country with the widest range of nationalities eligible is Malaysia and Curaçao. For Malaysia, everyone except Israeli citizens can apply for their DE Rantu Nomad Pass. Curaçao poses no limits in terms of nationality.

Numerous countries have a limit on the type of work a digital nomad can carry out within their borders. A vast majority of them clearly stipulate that a digital nomad cannot work for an employer or a client from the country to which he/she/they is applying for the visa. Some elucidate that the applicant must provide evidence that the work could be done remotely. In the case of Malaysia, only people dedicated to a certain vocation can apply for their DE Rantu Nomad Pass. The domain of profession is divided into two categories: Tech talent/Profession and Non-tech talent/Profession. The former includes jobs such as software engineers, backend engineers, digital creative content, and etc. The latter includes marketing manager, human resources manager, legal counselor, and etc (the full list of vocations can be seen in this [link](#)). In the case of the Czech Republic, the vocation is limited to IT specialists and marketing specialists.

Additionally, some governments have their own definition of digital nomads. The Czech Republic defines them as “a person who can work remotely independently of the place of work using the telecommunication means either on the basis of employment with a foreign employer or on his/her own” (Ministry of Industry and Trade [Czech Republic], 2025). Slovenia defines digital nomads as “**foreigner who is not a citizen of an EU or EEA country** and who is either employed or performs work under a civil-law contract for a business entity based outside Slovenia or works as a self-employed person abroad, with all such work carried out remotely via information and communication technologies” (Government of Slovenia, 2025). Emphasis from the original source). Croatia defines digital nomads as “**A DIGITAL**

NOMAD IS a third-country national (this means a non EU/EEA/Swiss citizen) who is employed or performs work through communication technology for a company or his own company that is not registered in the Republic of Croatia and does not perform work or provide services to employers in the Republic of Croatia” (Ministry of the Interior of the Republic of Croatia, n.d.). Emphasis from the source). Curaçao and Italy offer two separate definitions for remote workers and digital nomads. For Curaçao, the former indicates “workers who divide their time between home and other destinations,” while the latter indicates “a particular category of remote worker and are not fixed to any particular location (they live where they work and change destination) (@HOME in Curaçao, n.d.). For Italy, the former indicates “foreigner who, through the use of technological tools that allow her/him to work at a distance, carries out subordinate work or collaborative activities”, while the latter indicates “a foreigner who will be self employed by using technological tools that allow her/him to work remotely” (Ambasciata d’Italia Pristina, n.d.). New Zealand, unlike the other countries above, defines only remote work, which is “an activity you do for gain or reward for a company, employer or client that is not in New Zealand” (Immigration New Zealand, n.d.). It also adds that “[i]f you are self-employed or a digital nomad, you can work remotely for clients outside New Zealand” (Immigration New Zealand, n.d.). Based on these definitions, some common themes that are identified from these definitions are: (a) the ability to work remotely, and (b) use of technology to perform the work.

Even if the term “digital nomad” is not explicitly defined by official websites of the destinations, the ability to work remotely and the use of technology to perform the work is repeated. In the case of Panama, for example, it does not define digital nomads, but the eligible people for its digital nomad visa are those with “a contract as an operative of a transnational foreign company or is a teleworking self-employed person” (Autoridad para la Atracción de Inversiones y Promoción de Exportaciones [PROPANAMA], n.d.) (Translated by Chat GPT).¹ Neither does Cabo Verde define digital nomads, but it simply states that its digital nomad visa is “meant for people who are self-employed and who are able to work remotely, using the Internet and other electronic and communication tools that don’t require a fixed office” (Turismo de Cabo Verde, n.d.). Therefore, these countries, unlike the countries above, have indirectly defined digital nomads.

Some destinations demand the applicants have proof that they can work remotely. Both Abu Dhabi and Dubai require the applicant to provide evidence that his/her work is done for an entity outside of the United Arab Emirates and is done remotely (Abu Dhabi Residents Office, n.d.; General Directorate of Residency and Foreigners Affairs – Dubai, n.d.). Applicants for the Maltese digital nomad visa must “prove they can work remotely, using telecoms” (Residency Malta Agency, n.d.). Estonia demands “documents proving that the applicant’s work does not depend on location and he/she can use telecommunication technology for performing his/her duties as telework” (Embassy of Estonia in Seoul, n.d.). Curaçao has similar conditions as Estonia. Brazil requires its applicants to submit a proof of being a digital nomads by presenting a document attesting the task can be performed remotely using telecommunication, employment contract, and the means of subsistence. Taiwan has a unique requirement, which is to present a proof of

¹ Original phrase in Spanish: Tenga contrato como operativo de una empresa extranjera de carácter transnacional o sea un trabajador autónomo, en la modalidad de teletrabajo.

remote work experience (Bureau of Consular Affairs, Ministry of Foreign Affairs, Republic of China (Taiwan), n.d.).

One of the most striking features of the digital nomad visa scheme is the limitation on the employment and interaction with clients in the visa-issuing destinations. 32 destinations have this limitation.² In most cases, the ban is not phrased negatively; that is, it merely indicates that the applicant has to work for an employer outside of the visa-issuing destinations. For example, a digital nomad is eligible for a visa from Abu Dhabi when he/she works “with an entity outside of the UAE who supports working remotely” (Abu Dhabi Residents Office, n.d.). In the case of Romania, those eligible for their visa are those who “earn income from employment with a company registered outside Romania or from activities carried out by a company registered by them outside Romania, through the use of information and communication technology” (Ministry of Foreign Affairs of Romania, n.d.). Such definitions do not impose a ban, but implies working for an employer or entering the local labour market is forbidden. Destinations that use the “do not” sentences are: Croatia, Curaçao, Czech Republic, Greece, Grenada, Mauritius, New Zealand, and Slovenia. Colombia’s limitation is vague because the first part of eligibility states that the digital nomads should “provide remote work or teleworking services from Colombia, through digital means and the internet, exclusively for foreign companies, as an independent contractor or as an employee,” but it adds another condition which states that digital nomads visas are issued to knows “[starting] digital content or information technology venture of interest to the country” (Ministry of Foreign Affairs of Colombia, n.d.).³ If the “country” is interpreted as Colombia, it could imply that digital nomads in Colombia can have a local employer. The only exception to this is Spain’s Digital Nomad Visa, which allows “[f]oreign nationals who carry out self-employed activities (as freelancers) ... may also work for companies located in Spain, provided that the percentage of such work does not exceed 20% of their total activity (Government of Spain, n.d.). Although the reason is unclear, it can be inferred that many governments prefer digital nomads to have employment relationships with entities outside their borders.

Only a handful of countries have information on taxation easily accessible. For most cases, the relevant information is not available on the official website. Other websites for digital nomads have such information, but it cannot be verified without cross checking with a government source. Nevertheless, based on a few information available, digital nomads’ duration of stay impacts their taxation. Residing beyond a certain number of days could result in taxation. The Czech Republic, Greece, Malaysia, Namibia, and New Zealand impose tax on digital nomads based on their duration of stay.. In New Zealand, for example, a Visitor Visa (NZeTA) holder is exempt from taxation if he/she/they spend no more than 92 days in a 12-month period, and the days do not need to be consecutive. If the holder is a tax resident in one of the countries with which New Zealand has a tax treaty, the exemption period extends up to 183 days. Beyond the limit, the tax will be imposed at the same rate as New Zealand residents. Some countries exempt digital nomads from income taxes; they are: Curacao, Dominica, Montserrat, Cape Verde, and Barbados.

² The destinations are: Albania, Belize, Brazil, Bulgaria, Colombia, Croatia, Curaçao, Cyprus, Czech Republic, Ecuador, Estonia, Greece, Grenada, Iceland, Kenya, Malaysia, Malta, Mauritius, Montserrat, New Zealand, Panama, Peru, Portugal, Romania, Slovenia, South Africa, Spain (Telework Visa and Digital Nomad Visa), Sri Lanka, Abu Dhabi, and Dubai.

³ Original sentence: Para prestar servicios de trabajo remoto o teletrabajo, desde Colombia, a través de medios digitales e internet, exclusivamente para empresas extranjeras, como independiente o vinculado laboralmente, o para iniciar un emprendimiento de contenido digital o tecnologías de la información de interés para el país.

Just like other typologies of international remote work, finding statistics on the number of digital nomads was very challenging. As of 27 January 2026, only four countries had some sort of statistics available online, but only one country, Estonia, has clear statistics on the number of digital nomads. According to Estonia's Migration Statistics 2018-2022, "[i]n 2022, 191 long-stay visas were issued for remote work - 25% increase as compared to the year before when 153 digital nomad visas were issued" (Kultuuriministeerium [Estonia], 2023). The other three countries are Barbados, Thailand and the Republic of Korea. The Ministry of Foreign Affairs and Foreign Trade of Barbados stated that the government processed 1,079 applications, and 60 people were refused (Ministry of Foreign Affairs and Foreign Trade [Barbados], n.d.). It does not mention the other 1,019 applications were granted and how many of the rejected cases were family bundles. It is, therefore, unclear to specify how many digital nomads reside in Barbados. In the case of Thailand, the sources are not from the government, but from a news article. According to Visa Guide News, "[a]bout 1,200 Destination Thailand Visas (DTV) have been issued in Thailand since July 15" (Desku, 2024). Although the article does not clarify which year it was, given the fact that the article was written in 2024 and the scheme started on 15 July 2024, it could be inferred that there were about 1,200 digital nomads in Thailand in August 2024 (Destination Thailand visa (DTV), n.d.). The numbers are, therefore, not fully credible. The Republic of Korea's Immigration Office releases a monthly statistics on the number of foreigners residing within the borders based on the visa type and nationality. Unfortunately, it does not offer the exact number for subcategories. Digital nomad visa is coded F-1-D, but the data is available for F-1 visa.

Two other minor findings are worth taking into consideration. First, health insurance is a requirement for 28 destinations.⁴ Four trends are identified. First, some countries merely state that insurance is a requirement. Second, three destinations (Belize, the Republic of Korea, and Romania) demand a specific minimum coverage. For example, one's insurance must cover at least 30,000 euros. Third, eight destinations (Andorra, Grenada, Italy, Japan, Mauritius, Moldova, Panama, and Romania) specify that the applicant's insurance must be covered for the full length of the stay. Finally, three destinations (Brazil, Colombia, Italy) present that the insurance coverage must be valid within the national territory of the visa issuing state.

Second, an applicant must present their income or savings. This is either done by providing a bank statement for the past months or a proof of monthly or annual income. The conditions can be as simple as proving that the applicant has enough money to sustain themselves, or the authorities ask for a specific amount of money in the bank account. In the former case, Andorra, for example, requires only the full bank statement for at least the past 12 months. Kenya asks for a bank statement or a payslip lasting three months to prove monthly income. New Zealand simply asks for proof that an applicant has enough money to live on in the country. In the latter case, the destination with the highest requirement on savings is Brazil (USD 18,000), and the lowest is Taiwan (USD 10,000). The destination with the highest income requirement is

⁴ A total of 29 different visas have a requirement. Two different types of visas from Spain request health insurance. They are Non-working residence visa and Digital Nomad Visa. The 28 destinations are: Andorra, Belize, Brazil, Cape Verde, Colombia, Croatia, Curacao, Dominica, Estonia, Georgia, Greece, Grenada, Hungary, Italy, Japan, Latvia, Malaysia, Mauritius, Moldova, Montenegro, Montserrat, Namibia, Panama, Republic of Korea, Romania, Spain, Sri Lanka, Taiwan, and UAE – Dubai.

Belize (USD 75,000 – annual), and the lowest is Brazil (USD 1,500 – monthly). Countries without an explicit requirement to provide savings and/or income are Curacao, Ecuador, Kazakhstan, and Peru.⁵

Comparison of the Literature and the Visa Scheme

Both the literature and the governments agree that technology is an important aspect of the definition/eligibility of digital nomads. Hanonnen, borrowing the definition proposed by Mikimoto in the 90s, categorizes digital nomads as those “who perform their work remotely from anywhere in the world, utilizing digital technologies” (2020). Mancinelli defines digital nomads as “individuals who, taking advantage of portable computing technologies and widespread access, can work remotely from any location and use this freedom to explore the world” (418; 2020). To Reichenberger, digital nomads are “young professionals whose ICT-based occupation allows them to work location independently” (2017). Based on the three scholars, technology could be said as an enabling factor for digital nomads to work remotely. Many governments incorporate the term ‘technology’ as part of their eligibility for the visa scheme and require applicants to submit a proof that they can work remotely. To apply for Estonia’s digital nomad visa, the applicant must provide documents proving that the applicant’s work does not depend on location and he/she uses telecommunication technology to perform the work. For Greece, the applicant must be able to provide services and fulfil work responsibilities using a stable internet connection and a laptop, which includes information and communication technology. Colombia used the term “digital means” to define the scope of applicants. Similar descriptions can be found in countries such as Albania, Andorra, Croatia, Cyprus, Czech Republic, Romania, and Slovenia. Technology, in both literature and practice, is a core concept in understanding digital nomads.

The most noticeable distinction, however, between the literature and the government websites is on incorporating the concept of leisure into the definition of digital nomads. Many academic journals define digital nomads based on two dimensions: work and leisure. Mancinelli, as cited in the previous paragraph, states that digital nomads discover new places in the world while working remotely. Reichenberger, citing other authors, describes that “digital nomads appear to strive for a more holistic approach to life where work and leisure are not considered dichotomous through spatial and temporal separation, but where both aspects of life contribute equally to self-actualization,-development and-fulfilment” (2018). The government visa schemes seem to put emphasis on the work part but neglects the leisure part of the definition. Among countries with a description of who digital nomads are, only a few of them employ the idea of ‘leisure’ in their definition. The eligibility of digital nomad visas are people who can work remotely with IT tools. Going back to the definition of digital nomads provided by the Czech government, it omits the leisure part of the definition in the literature. To select a random example, Cyprus limits the eligibility of its digital nomad visa to the “nationals from non-EU and non-EEA countries, who can perform their work location-independently using telecommunications technology, to reside temporarily in Cyprus and work for an employer registered abroad or perform work through telecommunications technology for

⁵ This list is based on countries with information on column H and/or I in Annex 3. Countries like Uruguay or Seychelles, for which the researchers found no information for the two columns, are not included.

companies or clients located abroad.”⁶ Three exceptions are Brazil, Peru, and Indonesia. The Brazilian government defines a digital nomad as “a professional who works remotely while traveling around the world, a work arrangement that intensified during the Covid-19 pandemic” (Ministério da Justiça e Segurança Pública [Brazil], 2022).⁷ The Peruvian government states the eligibility of their visa is “for those foreigners who work remotely for companies based outside of Peru and who want to spend time working and learning about our country” (Superintendencia Nacional de Migraciones [Peru], 2023).⁸ The eligibility for Indonesia’s Visa Ease of Work While On Vacation is “Taking a vacation and being able to do certain work within a period of 6 (six) months in accordance with the agreement between Indonesia and Australia and the provisions of laws and regulations” (Original text in Bahasa Indonesia). In a sense, most definitions are closer to that suggested by the OECD: workers who are “location-independent” and live a “technology-enabled lifestyle” (OECD, 2022). To sum up, in practice, unlike in literature, digital nomads are more likely to be defined solely in the capacity to work remotely.

Leisure, nevertheless, could be the reason for countries to initiate the visa scheme. It is also important to note that digital nomads are different from ordinary tourists because they generate income and consume in the country of residence longer than them. As many digital nomads seek a new form of life balancing work and leisure, their lifestyle could have positive effects on the tourism industry. In spite of being absent in the official definitions of governments, the leisure aspect of digital nomads may be behind the policy dimension of digital visa issuance countries. In fact, the Czech Republic, for instance, foresees that one of the potential gains for the country is support for tourism negatively affected by the COVID-19 pandemic (Ministry of Industry and Trade [Czech Republic], 2025).

Three implications can be made based on the comparison between the literature and the digital nomad visa schemes. First, the assumption that the citizens of the Global North going to Global South to work remotely may be challenged in the coming future. Digital nomads are widely seen as citizens of Global North working remotely in the Global South. In terms of destinations, 22 OECD member states have a digital nomad visa scheme. In his research, Holleran describes some digital nomads’ decision to a country with good healthcare in times of COVID-19 pandemic. It can be inferred that OECD countries are more likely to have a better health system compared to non-OECD countries. Should digital nomads prefer countries with such protection, the generalized trend depicting the Global South as the destination could be challenged in real life. Nevertheless, given the expensive living costs in certain OECD countries, it is unclear how the trend will play out in the future.

Nationality of the digital nomads, however, could be slightly more complicated. An EU/EEA/Swiss national digital nomad would not be counted as a digital nomad in EU/EEA states providing a digital nomad visa scheme. Technically, it would be possible for non-European Global South country nationals to work in some EU/EEA countries as digital nomads. For other countries, digital nomads need to verify whether he/she holds the eligible nationality before application. In theory, therefore, digital nomads from the Global

⁶ The original webpage is no longer available.

⁷ Translated by Chat GPT. Original text in Portuguese: “o profissional que trabalha de forma remota enquanto se desloca pelo mundo, modalidade de trabalho que foi intensificada durante a pandemia de Covid-19.”

⁸ Translated by Chat GPT. Original Text in Spanish: “para aquellas personas extranjeras que laboran de manera remota para empresas domiciliadas fuera del Perú y quieren pasar un tiempo trabajando y conociendo nuestro país.”

South may not be a contradiction. In practice, however, the reality could be different. Interviewees of Mancinelli's research all held "strong" passports, granting them mobility (2022). Furthermore, digital nomads of the Global South might face an implicit ban for application. South Korea, for example, does not have an explicit limitation on nationality, but has a condition where those who earn more than twice of South Korea's GNI per capita can apply for its digital nomad visa scheme. Based on 2024 standard, this is KRW 84.96 million, or KRW 7.08 million per month (57,645.36 USD annually, or 4,803.78 USD per month).⁹ How many digital nomads in the global south can earn such an amount of money? Could Brazil, where the monthly income limit is only 1,500 USD, be an option for digital nomads coming from the Global South? The nationalities of the digital nomads, in the end, can only be confirmed with sufficient evidence and data on who applies to where.

Second, the visa scheme could provide some stability for digital nomads' legal status. It was usually the case that digital nomads resided in a third country with a tourist visa, which technically meant they were prohibited from working. Holleran briefly described that it is a "common practice ... to illegally work on and renew every three months on weekend 'visa runs'" (Holleran, 2022). Cook briefly describes that many digital nomads travel on tourist visas, despite hating being labelled tourists (Cook, 2022). He also describes that some digital nomads do visa runs or apply for long-term visitor visas (Cook, 2022). Mancinelli also explains that some interviewees made a visa run once in a while because they are on a tourist/travel visa valid for three or six months (2019). Except for three destinations (Abu Dhabi - 60 days, Romania - 90 days, Spain's non-working residence visa - 90 days) with maximum duration of exactly 90 days or shorter, most countries' digital nomad visa is valid for 90 days or longer, a duration longer than a typical tourist visa. Extension of digital nomad visa is also available in certain countries (although it is not clear how an extended stay would be appreciated given the fact that, as Cook states, high-mobility is one central identity of digital nomads (2022)). Additionally, unlike tourist visas, digital nomad visas allow them to legally work. One of the interviewees from Cook's research shared his account that he could not get a contract for a website design in Thailand because it was "illegal for someone on a tourist visa to work directly with Thai clients" (Cook, 2022). This could indicate that digital nomads do not have to meddle with the discomfort of working illegally.

Third, some disconnection from the local community will persist, albeit in a different form described in the literature. Holleran describes digital nomads' tendency to avoid "rooted-ness" to "preserve 'freedom' and discourage too many local interactions or community connections" (Holleran, 2022). He also describes how the majority of the digital nomads he interviewed "had a shallow network of local contacts" (2022). They had shallow connections with other nomads with whom they shared information on cheap accommodation, coworking space, and visa loopholes, but they did not know much about local rules in times of the pandemic. From a social perspective, it seems that digital nomads prefer detaching from the local community. The reality, however, could turn out to be different from the observation from the literature. Based on the information available on the digital nomad visa schemes, an economic disconnection from the local community will surge. Almost all countries ban digital nomad visa holders to work for an employer or clients in the country of visa issuance. Slovenia, for example, emphasizes that the

⁹ Exchange rate: 1 May 2026 11:45AM. Searched online.

visa holder “**is not entering the Slovenian labour market**” [emphasis is from the original source]. Such a ban indicates that it is illegal to buy or sell products to local customers, closing down income sources for digital nomads. According to Cook, dropshipping is one of the common forms of business digital nomads attempt. Dropshipping basically means that a digital nomad sells a product he/she does not produce, does not stock in his/her own store, and sells it to customers he/she has never seen (Cook, 2022). This is seen as a form of passive income because one does not need to actively work to keep the product flowing. With a regulation on the entrance of the local economy, dropshipping strategy needs to be amended in a way that avoids any formation of employment relations with the local population, whether it be buying products in the visa-issuing country to sell abroad or importing products to be sold in the visa-issuing country. Such a ban, therefore, could intensify economic disconnection of digital nomads to the local economy.

Overall reflection

Based on the 53 destinations with digital nomad visa schemes, our research reveals several patterns. The duration of the digital nomad visa ranges from 60 days to two years. The possibility of extension varies among countries. The nationalities eligible for the digital nomad visa also varies among countries. The ability to work remotely is emphasized in many countries. Information about taxation of digital nomads and statistics on the number of digital nomads are hard to find. Like the literature on digital nomads, technology is a key component in the definition of digital nomads for governments. Leisure, on the other hand, does not seem to be the case. Three implications on the comparison are: (1) digital nomads may not be predominantly citizens of the Global North going to the Global South, (2) visa schemes can provide some stability to the legal status of digital nomads, and (3) some form of disconnection between digital nomads and the local community will persist.

Statistical Data Available

This section lays out the statistical data available on the number of international remote workers in the world. Due to the lack of literature on the topic of international remote work, the relevant information is scarce. The following are the few countries for which information was available.

Canada

Statistics for the number of international remote workers exist in Canada for June 2022. In his article, Jakubowski cites the Canadian Labour Force Survey and states that “2.6% (87,000) of employees in Canada who work most of their hours at home report to an office or worksite in another country” (Jakubowski, 2025). Regionally, British Columbia had the highest number of teleworkers working at home, and about 10.6% of them “mostly interact with people in another country (55,100), compared with a national average of 7.5%” (Jakubowski, 2025).

The data cited by Jakubowski must be read with caution. The two statistical data, according to Jakubowski’s in-text citation, comes from the same Canadian Labour Force Survey. The number on British Columbia cited by Jakubowski, however, is not mentioned in the same document. It seems to be an error in the citation, or the full version of the Survey is not accessible to the public.

Europe¹⁰

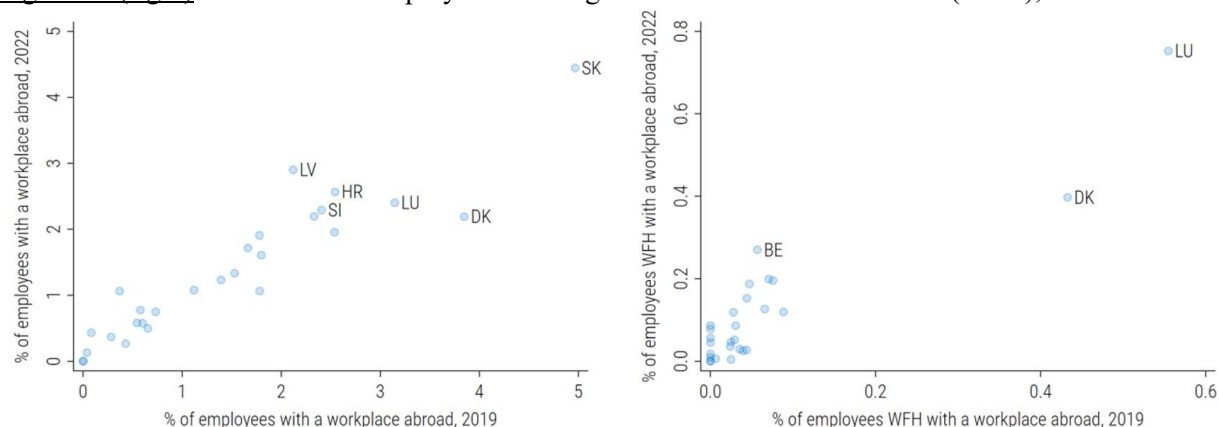
Two articles and one presentation are available to determine the number of international remote workers in Europe. Albinowski and Krzaka, in collaboration with WeLar, conducted research in remote work in Europe. According to their report, among the employees residing in their country of citizenship in the EU, the proportion of employees working from home for a workplace abroad “accounted for less than 0.04% of the native workforce” before 2020, but the “figure rose to 0.11% in 2020 and further to 0.13% in 2021” and dropped to 0.09% in 2022 (Albinowski and Krzaka, 2024). At the national level, “[a]s of 2022, 2022, Luxembourg had the highest percentage of people working from home with a workplace abroad (0.75%), followed by Denmark (0.40%) and Belgium (0.27%)” (Albinowski and Krzaka, 2024).¹¹ They also state that the share of employees working from home with a workplace abroad increased between 2019 and 2022 in 20 countries and decreased in five countries, based on their own elaboration on the EU-LFS (See Figure 2a and 2b below).

¹⁰ The EU LFS does not have a category of dataset dedicated to international remote workers. The researchers had to rely on other sources to find the numbers.

¹¹ The denominator of the findings is not explicitly stated in the section of the article from which the quote came. The authors, however, mention early in their report that they based it on the EU labour force survey, and focused on employed people who “mainly” work from home. People who responded to work from home “sometimes” or “never” are not considered. Hence, the reason for such a low percentage derives from this deliberate selection.

Figure 2a (left): Shares of employees working abroad, 2019 vs 2022

Figure 2b (right): Shares of the employees working abroad that work from home (WFH), 2019 vs 2022



Source: own elaboration based on the EU-LFS

Note. From *Post-COVID developments in remote work, migrations, and self-employment in the EU*, by M. Albinowski & M. Krzakała, 2024. Copyright 2024 by the authors.

De Wispelaere's presentation titled *Cross-border workers working from home: a quantitative approach* has a section dedicated to international remote workers. On slide number 18, he writes that "[a]bout 328,000 cross-border workers worked from home in 2020" and approximately "186,000 cross-border workers usually worked from home and about 142,000 cross-border workers sometimes worked from home" (de Wispelaere, 2022).¹² Additionally, he points out "an increase of approximately 137,000 cross-border workers working from home compared to 2019 (or + 71%)" (de Wispelaere, 2022). In numbers, the cross-border workers "quadrupled between 2019 and 2020 (from 46 thousand to 186 thousand)" Between 2018 and 2019, he observed calculated that "most cross-border workers sometimes worked from home (almost eight out of ten of the total group) and a much smaller group usually worked from home" (de Wispelaere, 2022).

Neither Albinowski and Krzaka nor de Wispelaere disclose how they calculated the number of international remote workers in their work. This missing piece was complemented by an interview with them. De Wispelaere explained during the interview that he looked into two different sets of data in the EU LFS: the number of cross-border workers and the frequency of telework. The latter has three variables: never, usually, and sometimes. Comparing these two data, de Wispelaere was able to calculate the number of cross-border workers working from home. Albinowski shared the Stata coding in his response.¹²

¹² The following is the Stata coding for Albinowski:

```
rename *, lower
gen wfh = homework==1
gen self_empl = stapro ==0 | stapro==1 | stapro==2
gen bogus = mainclnt == 1 & self_empl
gen wfh_self_empl = wfh * self_empl
gen wfh_bogus = wfh * bogus
```

Finally, the European Commission cites several researches to provide the number of international remote workers. One of them is de Wispelaere's presentation described above. Their own analysis of Labour Force Survey (LFS)-micro data indicates that in 2020, about "0.21% of employed persons were cross-border teleworking either usually or sometimes (or around 399,000). They also point out that the countries with "the highest share of cross-border teleworkers was in Luxembourg (1.51%), Belgium (1.04%), and France (0.57%)," while the countries with "[t]he lowest share was in Cyprus, Bulgaria, Lithuania, and Romania." The percentage calculated by the European Commission differs from that by Albinowski and Krzaka. The difference probably arises from utilizing a dataset from different years. An alternative explanation would be that their way of calculation was different because they had different operational definitions of international remote work. In addition, the result of the survey carried out to conduct this research points out "2.32% of respondents representing employees indicated that they carry out telework while based in a country other than that of their (EU) employer from January to June 2022."

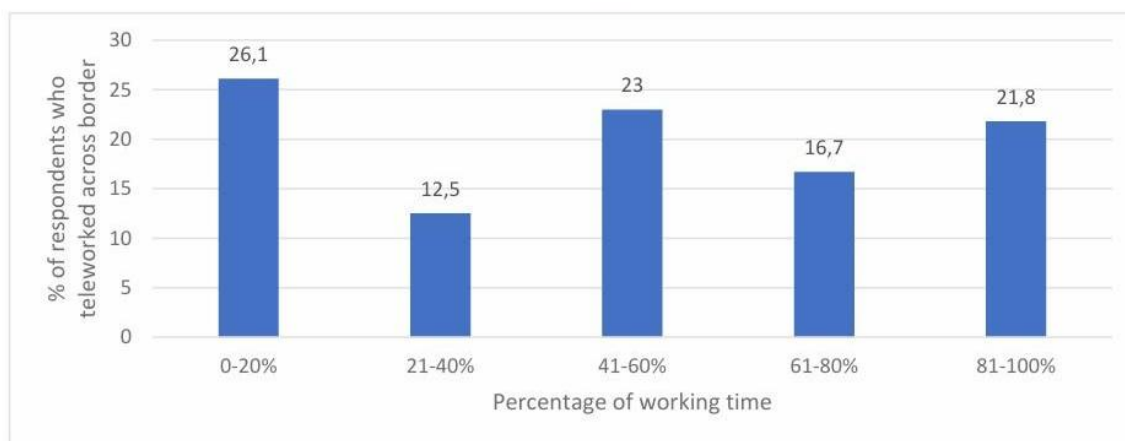
The European Commission also presents data on the propensity, location, and gender aspect of cross-border telework in the Union. Based on the survey, "[a] majority of cross-border teleworkers work from home only one or two days per week, and only about a quarter of cross-border teleworkers do so most of the time." The specific percentages are in Figure 2. In terms of location, 89% of the respondents said they perform telework from an EU country. The graph labelled Figure 3 has the details of the response. Regarding gender, the report states that men are more likely to be engaged in cross-border telework than women.

Figure 3: Response to question: "I teleworked residing in another country this % of my time"

```

gen foreign = countryw!=country if empstat==1
gen citizen = citizenship=="NAT"
replace foreign = . if citizen!=1
gen wfhfc = ((foreign==1) & (homework==1)) if empstat==1

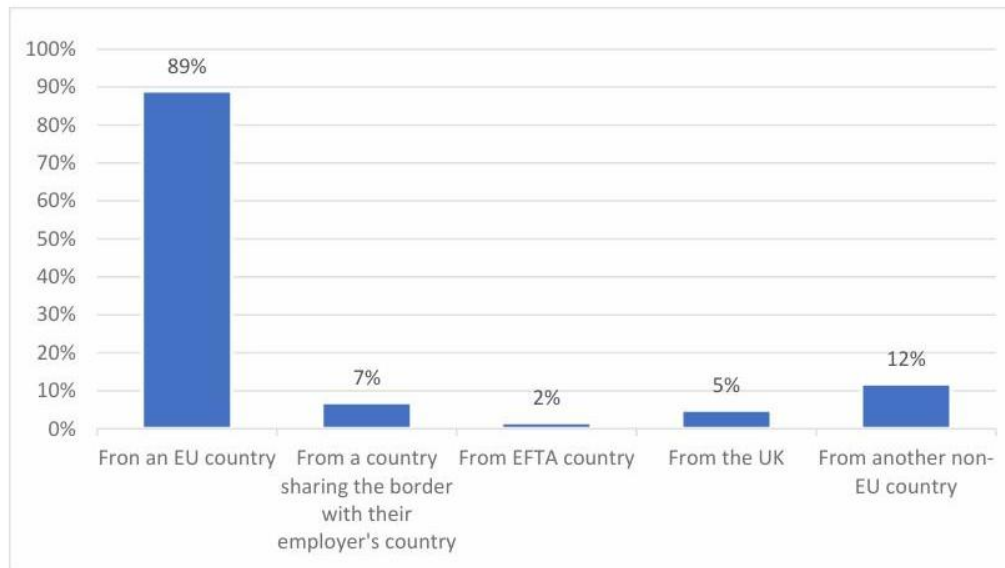
```



Source: Own elaboration, based on survey of employees (this survey). Note: responses from ES, IT, DE and NL produced outlier values and were omitted.

Note. From *Study exploring the social, economic and legal context and trends of telework and the right to disconnect, in the context of digitalisation and the future of work, during and beyond the COVID-19 pandemic*, by European Commission, 2021. Copyright 2021 by the European Union. Reprinted with permission.

Figure 4: Responses to the question: “The country where I teleworked from was (tick all that applies):”



Source: Own elaboration, based on survey of employees; “From a country sharing a border with their employer's country” encompasses both EU and non-EU Member States. Note: responses from ES, IT, DE and NL produced outlier values and were omitted. Note, since respondents could select all that applies the sum of shares exceed 100%. This is because a respondent could have teleworked from multiple countries in the period of January to June 2022. N=275

Note. From *Study exploring the social, economic and legal context and trends of telework and the right to disconnect, in the context of digitalisation and the future of work, during and beyond the COVID-19 pandemic*, by European Commission, 2021. Copyright 2021 by the European Union. Reprinted with permission.

The document uses the term cross-border telework to indicate international remote workers. Their definition of a cross-border teleworker includes “more ‘traditional’ cross-border workers, who once commuted across and EU border regularly to perform work and were obligated to performing their work remotely from their country of residence during the COVID pandemic,” “employees who took advantage of more flexible working arrangements to relocate (temporarily or permanently to an EU country other than that of their employer, workers who perform their work remotely from multiple locations ... or self-employed and/or freelance workers seeking clients in an increasingly digital labour market” (European Commission, 2022)

Other Relevant Facts

Palmou, Browne, Kakkad, and Britto (2021) define ‘anywhere job’ as “non-routine service-sector jobs that can be done fully remotely from anywhere in the world, most likely for cheaper.” Based on their calculations, “one in five workers in the UK are in an anywhere job and, in contrast to the past when the pressure was on semi-skilled workers, it is relatively highly skilled workers in non-routine roles that are now vulnerable to the pressure of technology and globalisation.”

This, however, does not indicate the current number of internationally remote jobs. It is closer to a prediction that a certain portion of jobs in the UK could be outsourced to a foreign country and be done remotely.

In his report to the OECD, Broecke (2024) cites several statistics from various literature on digital offshoring. Although they do not indicate the current numbers of international remote workers, it demonstrates the current trend of international remote work.

- Steemers et al, 2020: According to a survey of human capital executives in the US, “the share of businesses willing to hire fully remote workers globally increased from 5% pre-pandemic to 10% in September 2020, and these shares were higher for firms who primarily employed professionals and office workers, which 7% answering that they would be willing to hire fully remote global workers pre-pandemic, increasing to 14% in September 2020.”
- Putzier, 2023: The research states that 7.3% of US senior managers responded “they were moving more jobs abroad as a result of remote work.”

Overall reflection

The limited statistical data informs on the number of international remote workers in Canada and the European Union. In Canada, about 2.6 percent of the employees (87,000) were international remote workers in June 2022. Provincially, 10.6 percent of teleworkers in British Columbia could be seen as international remote workers. In the European Union, although sources point to different numbers, around 328,000 - 399,000 workers can be seen as international remote workers. Luxembourg, Belgium, France, and Denmark are member states with the highest number of international remote workers.

Conclusion, Limitations and Suggestions

Overall, this report shows that international remote work can largely be described as no longer a marginal or purely pandemic-driven phenomenon, but a growing and diverse form of work that cuts across legal, statistical and geographical boundaries. The literature review, case studies on digital nomad visa and digital offshoring, statistical mapping and interviews together suggest that IRW is best understood as a broader category encompassing multiple arrangements, from formal employment across borders to self-employment and platform-mediated work. At the same time, the evidence gathered confirms that the phenomenon remains difficult to measure and regulate because existing categories of telework, migration, taxation and social security do not fully capture its cross-border nature. The interviews in particular illustrate both the opportunities that IRW created and the practical uncertainties it generates for workers. Taken together, these findings support the need for a clearer operational definition of IRW and for improved statistical tools that can capture its scale, characteristics and implications more accurately.

Limitations

It is important to note that this report has, however, several limitations.

The findings from the interviews should be interpreted with caution, as they are based on a small, non-representative sample of international remote workers recruited through existing networks and contacts rather than systematic sampling. The experiences captured therefore reflect the perspectives of individuals in specific types of occupations that can be performed via computer and may over-represent relatively highly educated knowledge workers with some degree of labour market privilege. Important groups of international remote workers, including those in lower-paid, less formalised, or more precarious arrangements, are absent from this sample. In addition, the qualitative design and limited number of interviews do not allow for generalisation to the wider population of international remote workers, but instead provide illustrative insights into patterns, challenges and institutional gaps that merit further, more systematic investigation.

Some caveats in the interview results from the experts are worth pointing out. First, only a small number of experts were interviewed, and not all questions were answered by all of them. Second, all three experts are based in Europe. Their insights could be biased on the European perspectives, and their response may not capture the trend of international remote work in other regions, such as Asia or Latin America. Future research on this topic should, therefore, consider consulting more experts from diverse regions to bring in more diversity of perspectives on the phenomenon.

The case study on digital nomad collected a wide range of information from numerous countries, but some limitations should be considered. First, the researcher's positionality must be taken into consideration. More information on each country's digital nomad visa scheme could be available in the local language. Such information is inaccessible to the researchers due to the limited number of languages they understand. It is possible that some countries where the researchers found no information may provide the relevant information, but not in the languages comprehended by the researchers. Second, it does not incorporate an intricate analytical tool. As the number of samples were relatively small, no such tools were used. Third, the comparison between the visa schemes and the literature opens up possible research

questions for the future. Some examples of further studies could be on destinations of digital nomads based on their nationality and changes in “visa run” after the introduction of digital nomad visa schemes.

Statistical data presented in this report possess some limitations as well. Due to the lack of national statistical data, the information presented is biased towards certain regions. Even within that data, the numbers on international remote work in Canada is the only statistical data based on the questionnaire directly addressing the phenomenon. Future research should attempt to incorporate data sources from diverse regions. Should that not be possible, one should consider devising calculations like the two experts interviewed for this report.

Suggestions for national survey

To better capture the new phenomenon of international remote work, it would be useful to add a questionnaire based on the agreed definition of international remote work in national surveys. Interviews with experts demonstrate that calculating the number of such workers is possible with the available data. It may be, however, easier for decision makers to have a set of data ready to be used without processing. The [Canadian Labour Force Survey of June 2022](#) is a good example.

Statistical reporting should go beyond a single total number. The Canadian Labour Force Survey of June 2022 does not include data on in which region do international remote workers live, for what sectors they work, and what are their working environments. The way the Republic of Korea presents its statistical data could complement the Canadian example. Although the original dataset is about remote work and not about international remote work, the Korean example could set a format on how statistical data on international remote work can be presented in the future. The table below is the simplified version of the Korean dataset on remote work. The first column is divided into three parts: region, sector, and employment type. The region is further divided into major cities and provinces. The sector is also categorized into fields such as agriculture and finance. Employment type is divided into hired as an employee or self-employed. The next columns provide information on how many international remote workers exist for each year. It would also be helpful to know where they carry out the international remote work, whether in their home, in a shared office, or elsewhere. Hence, the row underneath the year could provide some examples of places they work. By structuring statistical data with subcategories based on the South Korean example, information on international remote work could be easily categorized and be applied to decision makers to direct tailored policies to international remote workers.

Characteristic 1	Characteristic 2	Year		
		Home	Shared office	Others
Region	Seoul			
	Busan			
	Jeju			
Sector	Agriculture			
	Finance			
	IT			
	Other			
Form of employment	Hired			
	Self-employed			
	Other			
Total				

Furthermore, it is important to keep in mind the nationality and the place of residence of an international remote worker. An international remote worker from country A could be residing in country B and work for an entity in country A or C. In this case, keeping track of immigration records could capture them. For example, one possible way could be to keep track of foreigners with immigration statistics, such as counting the number of foreigners under digital nomad visas. This could capture foreigners performing international remote work within a state's border. Furthermore, international remote workers could be nationals of country A permanently residing in country B but work for a firm based in country A, or a foreigner residing outside of country A but working for a firm based in country A. In these cases, national statistics could reach out to firms and ask them where their employees carry out the work. Mierina and Šupule's research found that only 4.4 percent of the Latvian companies they interviewed had employees living permanently abroad (Mierina and Supule, 2024). Data gathering from firms of such information at a national level could capture the proportion of international remote work done outside its national borders for an entity within. Whatever the means may be, policy makers need to devise creative yet accurate ways to incorporate these examples into national statistics for a comprehensive understanding of international remote work.

More broadly, future research should expand geographically, include more diverse categories of workers and experts, and continue working toward a clearer and more usable definition of IRW for statistical and policy purposes.

Bibliography

Abu Dhabi Residents Office. (n.d.). Remote Work Visa. <https://www.adro.gov.ac/Remote-Work-Visa/Remote-Work-Visa>

Aceto, F. (2024). *Cross-border workers: Navigating the challenges of social security coordination rules in the era of telework in the European Union*. *European Labour Law Journal*, 1-12. <https://doi.org/10.1177/20319525241239288>

Albinowski, M., & Krzakała, M. (2024). Post-COVID developments in remote work, migrations, and self-employment in the EU. WeLaR project.

Ambasciata d'Italia Pristina. (n.d.). Digital nomad and remote worker visa. Ministero degli Affari Esteri e della Cooperazione Internazionale. <https://ambpristina.esteri.it/en/servizi-consolari-e-visti/servizi-per-il-cittadino-straniero/visti/visto-per-nomadi-digitali-e-lavoratori-da-remoto/>

Autoridad para la Atracción de Inversiones y Promoción de Exportaciones (PROPANAMA). (n.d.). Visa para nómadas digitales. <https://www.propanama.gob.pa/visa-para-nomadas-digitales/>

Benton, M., & Hooper, K. (2022). How can immigration policymakers harness the potential of remote work? *International Migration*, 60(6). <https://doi.org/10.1111/imig.13080>

Braesemann, F., Stephany, F., Teutloff, O., Kässi, O., Graham, M., & Lehdonvirta, V. (2021). The global polarization of remote work. *PLoS ONE*, 17(2), e0274630. <https://doi.org/10.1371/journal.pone.0274630>

Broecke, S. (2024). *Offshoring, reshoring, and the evolving geography of jobs: A scoping paper* (OECD Social, Employment and Migration Working Papers No. 308). OECD Publishing. <https://doi.org/10.1787/adc9a9d5-en>

Bruurs, S. (2023). Cross-border telework in light of the Rome I-Regulation and the Posting of Workers Directive. *Intereconomics*, 58(5), 260–266. <https://doi.org/10.1177/20319525231194267>

Bureau of Consular Affairs, Ministry of Foreign Affairs, Republic of China (Taiwan). (n.d.). Digital nomad visitor visa. <https://www.boca.gov.tw/cp-158-7718-c0382-2.html>

Chudinovskikh, M., & Tonkikh, N. (2020). *Telework in BRICS: Legal, gender and cultural aspects*. *BRICS Law Journal*, 7(4), 45–66. <https://doi.org/10.21684/2412-2343-2020-7-4-45-66>

Couto, V. (2023). *Condiciones laborales y nuevos desafíos del mundo del trabajo en los servicios globales de Uruguay*. Oficina Internacional del Trabajo. <https://www.ilo.org/media/481921/download>

Cui, J., & Solomon, S. (2025, January 12). *The global market for remote white-collar jobs* (SSRN No. 4942498). <https://doi.org/10.2139/ssrn.4942498>

Desku, A. (2024, August 22). Thailand issued nearly 1,200 destination visas to digital nomads & remote workers within a month. VisaGuide.World. <https://visaguide.world/news/thailand-issued-nearly-1200-destination-visas-to-digital-nomads-remote-workers-within-a-month/>

Destination Thailand visa (DTV). (n.d.). ThaiEmbassy.com. <https://www.thaiembassy.com/thailand-visa/dtv-visa-thailand>

Elakry, E. K., & Guechati, M. (2022). *Le service d'intermédiation en emploi: L'adéquation entre formation et emploi au Maroc*. *Revue Internationale des Sciences de Gestion*, 5(2), 43–72. <https://revue-iscg.com/index.php/home/article/view/908>

Embassy of Estonia in Seoul. (n.d.). Long-stay (D) visa. <https://seoul.mfa.ee/long-stay-d-visa/>

European Commission. (2021). Study exploring the social, economic and legal context and trends of telework and the right to disconnect, in the context of digitalisation and the future of work, during and beyond the COVID-19 pandemic. Publications Office of the European Union. <https://doi.org/10.2767/460370>

Froese, F. J., Blay, T., Gibson, C. B., Shaffer, M. A., & Benitez, J. (2025). Global virtual work: A review, integrative framework, and future research opportunities. *Journal of International Business Studies*, 56, 691-719. <https://doi.org/10.1057/s41267-025-00775-1>

Cook, D. (2023). What is a digital nomad? Definition and taxonomy in the era of mainstream remote work. *World Leisure Journal*, 65(2), 256–275. <https://doi.org/10.1080/16078055.2023.2190608>

Immigration New Zealand. (n.d.). Glossary. <https://www.immigration.govt.nz/about-us/glossary/?letter=R>

Immigration Services Agency of Japan. (2024). List of countries/regions eligible for the digital nomad visa. Ministry of Justice, Japan. <https://www.moj.go.jp/isa/content/001416932.pdf>

International Labour Organisation. (2020). *COVID-19 Guidance for labour statistics data collection*. Geneva: ILO.

International Labour Organisation & World Health Organisation. (2021). *Healthy and Safe Telework*. Technical Brief. Geneva: ILO & WHO.

General Directorate of Residency and Foreigners Affairs – Dubai. (n.d.). Visa issuance (virtual work). <https://gdrfad.gov.ae/en/services/64154a31-ec6d-11ec-140b-0050569629e8>

Ghoshi, B. (2022). *Literature Review on Remote Working & Effective Workplace Environment*. *International Journal of Innovations in Science, Engineering and Management*. Retrieved from <https://ijisem.com/journal/index.php/ijisem/article/view/14>

Government of Slovenia. (2025, November 21). Temporary residence permit for digital nomads. GOV.SI. <https://www.gov.si/en/news/2025-11-21-temporary-residence-permit-for-digital-nomads/>

Government of Spain. (n.d.). Application for the digital nomad visa. Plataforma ONE. <https://one.gob.es/en/procedures/application-digital-nomad-visa>

Grušić, U. (2022). *Remote working and European private international law*. SSRN Electronic Journal. <https://doi.org/10.2139/ssrn.4304174>

Hannonen, O. (2020). *In search of a digital nomad: defining the phenomenon*. *Information Technology & Tourism*, 22(2), 335–353. <https://doi.org/10.1007/s40558-020-00177-z>

Jakubowski, A. B. (2025). *From commuting to connectivity? Cross-Border telework and the evolution of cross-border labour markets*. *Borders in Globalization Review*, 6(2), 25–37. https://doi.org/10.18357/big_r62202522209

Kabat, M. (2025). International teleworking in Latin America. *Latin American Perspectives*, 52(1), 126–146. <https://doi.org/10.1177/0094582X241311825>

Kultuuriministeerium (Estonia). (2023). Rändestatistika 2023 [Migration statistics 2023] (English version). <https://www.kul.ee/sites/default/files/documents/2023-07/Ra%CC%88ndestatistika%202023%20ENG.pdf>

Leonardi, P. M., Parker, S. H., & Shen, R. (2023). How remote work changes the world of work. *Annual Review of Organizational Psychology and Organizational Behavior*, 10, 191-218. <https://doi.org/10.1146/annurev-orgpsych-091922-015852>

Lipniewicz, R. (2024). Digital nomads and international taxation of income from employment. *Krytyka Prawa*, 16(2), 268–285. <https://doi.org/10.7206/kp.2080-1084.690>

Mancinelli, F. (2020). *Digital nomads: freedom, responsibility and the neoliberal order*. *Information Technology & Tourism*, 22(3), 417–437. <https://doi.org/10.1007/s40558-020-00174-2>

Mierina, I., & Supule, I. (2024). Rise of remote work across borders: Opportunities and implications for migrant-sending countries. *Frontiers in Sociology*, 9, 1290629. <https://doi.org/10.3389/fsoc.2024.1290629>

Ministério da Justiça e Segurança Pública (Brazil). (2022, May 22). Guia prático de autorização de residência para nômades digitais. Portal de Imigração. <https://portaldeimigracao.mj.gov.br/pt/destaques-e-novidades/401519-guia-pratico-de-autorizacao-de-residencia-para-nomades-digitais/>

Ministry of Foreign Affairs and Foreign Trade (Barbados). (n.d.). Barbados welcome stamp programme. <https://www.foreign.gov.bb/side-post/barbados-welcome-stamp-programme/>

Ministry of Foreign Affairs of Colombia. (n.d.). Visa for digital nomads. <https://www.cancilleria.gov.co/v/nomadadigital>

Ministry of Foreign Affairs of Romania. (n.d.). Long-stay visa (D). <https://www.mae.ro/en/node/2054?page=5>

Ministry of Industry and Trade (Czech Republic). (2025, July 1). Digital nomad [Program document]. <https://mpo.gov.cz/assets/en/foreign-trade/economic-migration/programs-and-projects/2025/7/Digital-Nomad-EN.pdf>

Ministry of the Interior of the Republic of Croatia. (n.d.). Temporary stay of digital nomads. MUP – Ministry of the Interior of the Republic of Croatia. <https://mup.gov.hr/aliens-281621/stay-and-work/temporary-stay-of-digital-nomads/286833>

Ministry of Justice (Republic of Korea). (n.d.). Digital nomad (workation) visa. https://viewer.moj.go.kr/skin/doc.html?rs=/result/bbs/47&fn=temp_1708584893866100

Ministry of Justice Korea Immigration Service. (2025). 2025년 8월 출입국외국인정책 통계월보: 1.2_외국인입국자(8월) [August 2025 immigration and foreigner policy monthly statistics: 1.2_Foreign entrants (August)] [Data set]. Ministry of Justice, Republic of Korea. <https://www.immigration.go.kr/immigration/1569/subview.do?enc=Zm5jdDF8QEB8JTJGYmJzJTJGaW1taWdyYXRpb24lMkYyMjcIMkY1OTg5NTQIMkZhcnRjbFZpZXcuZG8lM0ZwYXNzd29yZCUzRCUyNnJnc0JnbmRIU3RyJTNEJTI2YmJzQ2xTZXEIM0QIMjZyZ3NFbmRkZVN0ciUzRCUyNmlzVmllld01pbmUIM0RmYWxzZSUyNnBhZ2UIM0QxJTI2YmJzT3BlbldyZFNlcSUzRCUyNnNyY2hDb2x1bW4lM0QIMjZzcmNoV3JkJTNEJTI2>

Moriset, B. (2004). *Télétravail, travail nomade : le territoire et les territorialités face aux nouvelles flexibilités spatio-temporelles du travail et de la production*. *Cybergeographie : European Journal of Geography*, (257). <https://doi.org/10.4000/cybergeographie.3815>

Namouchi, A. (2025). Offshoring's implications in ICT services for labor and migration in Morocco and Tunisia, 2010–2024. *Afrika Tanulmányok / Hungarian Journal of African Studies*, 19(3), 71–91.

Nash, C. & Hossein Jarrahi, M. & Sutherland, W. & Phillips, G. (2018). Digital nomads beyond the buzzword: Defining digital nomadic work and use of digital technologies. *Lecture Notes in Computer Science*. iConference 2018.

OECD. (2022). Should OECD countries develop new digital nomad visas to attract international remote workers? Paris: OECD Publishing.

OECD. (2023). The new geography of remote jobs? Evidence from Europe. *OECD Regional Development Papers No. 57*. <https://doi.org/10.1787/29f94cd0-en>

Palmou, C., Browne, J., Kakkad, J., & Britto, D. (2021, July 10). Anywhere jobs and the future of work. *VoxEU* (CEPR). <https://cepr.org/voxeu/columns/anywhere-jobs-and-future-work>

Reichenberger, I. “Digital Nomads – A Quest for Holistic Freedom in Work and Leisure.” *Annals of Leisure Research*, vol. 21, no. 3, 2017, pp. 364–380. DOI: 10.1080/11745398.2017.1358098.

Residency Malta Agency. (n.d.). Nomad eligibility. <https://nomad.residencymalta.gov.mt/nomad-eligibility/>

Rosin, A. (2024). Cross-border telework and the applicable labour law: The role of different connecting factors in determining objectively applicable law. *European Labour Law Journal*. <https://doi.org/10.1177/20319525241251435>

Sava, Z. (2025). The global shift towards remote work and its legal implications. *Interdisciplinary Journal of Research and Development*, 12(S1), 279. <https://doi.org/10.56345/ijrdv12n1s137>

Strandt, E. (2025). *Contextualizing HRM in International Remote Work: A Narrative Review of Talent Management for Indian Remote Employees in U.S. Organizations*

Superintendencia Nacional de Migraciones (Peru). (2023, November 20). Nueva calidad migratoria “nómada digital” facilitará a extranjeros teletrabajar desde el Perú. *Gobierno del Perú*. <https://www.gob.pe/institucion/migraciones/noticias/868954-nueva-calidad-migratoria-nomada-digital-facilitara-a-extranjeros-teletrabajar-desde-el-peru>

Sytsma, T. (2022). The globalization of remote work: Will digital offshoring make waves in the U.S. labor market? *RAND Corporation*. <https://www.rand.org/pubs/perspectives/PEA1141-7.html>

Thompson, B. Y. (2019). The digital nomad lifestyle: (Remote) work/leisure balance, privilege, and constructed community. *International Journal of the Sociology of Leisure*, 2(1-2), 27–42. <https://doi.org/10.1007/s41978-018-00030-y>

Turismo de Cabo Verde. (n.d.). Remote working. Visit Cabo Verde. <https://www.visit-caboverde.com/en/remote-working>

@HOME in Curaçao. (n.d.). Frequently asked questions. At Home in Curaçao. <https://athomeincuracao.com/faq/>

Annexes

Annex 1 – Methodology

To comprehend international remote work requires studies to be conducted utilizing several methodologies. This paper applies four main research methods: desk review, case study, quantitative research based on LinkedIn data, and interview.

The research utilizes qualitative research, specifically, desk review, case study, and interview. First, desk review takes up the lion's share of the applied research since the main objective of the research is to understand the phenomenon of international remote work. The main purpose of this method is to bring together diverse literature on international remote work and identify different typologies to distinguish the similarities and differences among them. To achieve this objective, literature mapping technique is applied. First, each literature is classified by the terms used to describe international remote work, such as cross-border remote workers and digital nomads. Each literature is then categorized according to the issues in which it addresses, such as legal and economic problems raised by international remote work. Additionally, the literature reviewed are categorized into the perspective under which they are written. Specifically, is the article written from an employer or an employee perspective? Detailed classification can be found in the literature review section and Annex 2.

Second, case study delves into digital nomadism, a subcategory of international remote work. The goal is to discover how states are embracing digital nomadism, or international remote work, to structure their immigration policy. Digital nomadism was chosen because it is one of the typologies used in some of the states' immigration schemes. The research develops a comprehensive table to compare and contrast 52 countries with a digital nomad visa scheme. The table first labels each country's region and membership of OECD membership. This is to map out countries in which region and development intend to attract international remote workers. Visa name, codification, and duration are basic information on the digital nomad visa. Eligibility is a criteria each country sets to issue digital nomad visas. The application process explains how foreigners can apply for the visa scheme. The research also takes into account whether digital nomads must pay tax in their country of residence. National statistics on the number of digital nomads are incorporated if available. This case study will demonstrate which countries have taken measures to construct a legal framework to admit international remote workers and who are qualified to apply for a digital nomad visa.

The countries with digital nomad visa schemes were found from three different sources: an OECD publication titled *Should OECD countries develop new Digital Nomad Visas?*, Nomad Embassy website, and Nomad Girl website. Nomad Embassy had the most comprehensive list of countries. Nomad Girl had a few countries not mentioned in the Nomad Embassy webpage, but most of them turned out to be a false lead; certain countries introduced as destinations did not have the visa scheme at the time of data collection (January 2026). Nevertheless, researchers visited official government websites of each country to find

relevant information described in the previous paragraph. Here, official government websites mean websites of a specific ministry, tourism board, embassies and/or consulate general. This was done because the information on Nomad Embassy is poorly cited, except for some cases where the link to the official website was provided.

The third methodology applied is the interview. The purpose of the interview is to understand the following aspects of international remote work: (a) who are the remote workers, (b) in which field of the economy they work, (c) what is their profession, (d) where they reside, (e) where do their employers reside, (f) what are some of the challenges they face working as an international remote worker, and (g) what is the trajectory of the interviewees that led them to become an international remote worker. The researchers applied snowball sampling to find interviewees. The team interviewed eight international remote workers and three experts on international remote work.¹³ Five international remote workers are those that the researchers have known before. Two international remote workers were found on LinkedIn during the last weeks of December 2025 and selected based on their description on their main page. One international remote worker was recommended by the faculty lead of the research. The detailed summary of the interviewees in the section on international remote worker interview. For ethical reasons, personal information, such as name, date of birth, exact age, name of the workplace are not revealed in this report. One expert was recommended by an associate of the researchers, and two were interviewed after reading their publication on the theme. Most interviews with the international remote workers were conducted remotely via Google Meet. In the case of the experts, two interviews were done virtually, while one was done by exchanging emails. Interviews took place between January 2026 and February 2026.

Along with the qualitative research methods, the applied research project identifies statistical data on the number of international remote workers. The reason for this research is based on the partner's request to identify potential sources to generate statistical data on international remote work.

The search for statistical data took several turns. The initial plan was to look into Labour Force Surveys of certain countries. This phase was from September 2025 to November 2025. The researchers failed to find relevant sources. Simultaneously, the researchers tried to access data from the private sector, specifically firms providing online platforms for remote workers. The researchers sent an email to Truly Remote, Contra, Just Remote, We Work Remotely, and No Desk on 27 October 2025, but received no response. Additionally, the researchers, with the help from the ILO, contacted LinkedIn, one of the biggest online platforms to recruit international remote workers, hoping its data would fill up the missing points in the following four points. First, it provides broader geographic information on the residence country of the employee and the employer, an essential aspect to identify international remote work. Second, it would give access to work arrangement details (on-site, hybrid, remote work) to distinguish international remote work with remote work done within a state boundary. Third, information socio-demographic characteristics - such as education background and trajectory, occupation and job title, industry sector, and/or career

¹³ Initially, nine people were interviewed as international remote workers, but one interviewee has had clients only in his country of residence. His response is not mentioned in the corresponding section of the report.

progress patterns - fill in the missing information on who is engaged in international remote work. Finally, LinkedIn's data could be used to estimate the current scale of international remote work, that is, it answers how many are international remote workers, where they work for whom in a certain country. The researchers were able to find leads on a dataset provided by LinkedIn with the help of the partners at the ILO. Due to the high price with limited access, they failed to gain access to the LinkedIn dataset.

The search for statistical data revived while searching for more literature on the typology of international remote work. An article by Jakubowski cited Canada's Labour Force Survey conducted in June 2022. The researchers asked Chat GPT for similar data on other countries based on it. It suggested three options, and two of them had the relevant information.¹⁴ They are *Study exploring the social, economic and legal context and trends of telework and the right to disconnect, in the context of digitalisation and the future of work, during and beyond the COVID-19 pandemic* by the European Commission and *Post-COVID developments in remote work, migrations, and self-employment in the EU* by Marciej Albinowski and Mateusz Krzakała. The latter, along with a presentation by Frederic de Wispelaere refer to Eurostat EU-LFS as the source to calculate international remote workers, but it seems that the EU-LFS does not have a dedicated database on international remote work. The researchers interviewed the two authors of the two publications to find out how these numbers were calculated based on the LFS statistics.

¹⁴ The recommendation that the researchers did not accept from Chat GPT is the EUROSTAT data on telework data by country. The researchers decided to discard it because it does not distinguish employees working for employers residing in another country from the former's country of residence.



Annex 2 – Literature review concepts

Author(s)	Term(s) used	Definition	Country perspective	Citizenship of worker	Residence status of worker	Status in employment	Country of worker's place of work	Country of employer unit	Country of service recipient unit if different	Technology enabling remote work	Any other characteristics	Examples
Aceto, 2024	cross-border telework	"employees [who] work from home, [while] residing in a different country than the employer's offices"	Both	Unspecified	Usual resident		Country of measurement	Country of measurement	Unspecified	digital technologies		
Benton & Hooper, 2022	digital nomadism and IRW	"International remote workers tend to fall into two groups: those who want to work remotely on a short-term basis (e.g. during a holiday), and those who want to relocate to another country for a longer period of time (i.e. several months)."	Workers	Non-citizens	Temporary	Employee	Changes through time	Other	Unspecified	digital technologies	Multi-level assessment of benefits and challenges of IRW + policy proposals	Digital nomad visa
Braesemann, Stephan	remote work	digitally enabled work performed at a distance, often facilitated by online labour platforms	Both	Unspecified	Unspecified	Unspecified	Country of measurement	Country of measurement	Unspecified	digital technologies and organisational arrangements		
Brinati, Cavallo, Craviri	remote work	work delivered via the internet, not location-bound, and facilitated through global digital platforms	Workers	Unspecified	Unspecified	Unspecified	Country of measurement	Other	Unspecified	digital technologies		examples given include: - Accountants - Web developers - Designers - Writers - Sales professionals - Customer service representatives
Bruurs, 2023	cross-border telework	"Cross-border telework can be understood as the aforementioned concept of telework, carried out in a cross-border employment relationship, where employer and employee are located in a different Member State." (592) // The following concept is European Framework Agreement on Telework's definition of telework: "a form of organizing and/or performing work, using information technology, in the context of an employment contract/relationship, whose work, which could also be performed at the employers' premises, is carried out away from those premises on a regular basis." (592) The author's definition of cross-border telework stems from here.	Both	Citizens	Unspecified	Unspecified	Country of measurement	Country of measurement	Country of measurement	digital technologies	Seems to be focused on Europe, especially which laws can be applied to cross-border teleworkers in Europe.	
Cook, 2023	salaryed digital nomads	"Individual knowledge workers, who travel while employed in a full time job, "employed by a company, have a salary and contract"	Workers	Non-citizens	Temporary	Employee	Changes through time	Other	Unspecified	digital technologies	MBO (2022) distinguished between "salaryed remote workers" and "salaryed digital nomads" by requiring salaryed digital nomads to work and travel in at least three non-family/friend locations within a given year and they also require that choice of location and travel should be determined by the individual, rather than by the employer.	
Cook, 2023	legitimate digital nomads	digital nomads travelling on visas designed for them	Workers	Non-citizens	Temporary	Unspecified	Changes through time	Other	Unspecified	digital technologies		
Cook, 2023	legally grey digital nomads	digital nomads travelling on tourist visas	Workers	Non-citizens	Absent	Unspecified	Changes through time	Other	Unspecified	digital technologies		Person from a country with a strong passport goes to lower-income countries throughout the year on a tourist visa (or without getting a visa, but staying within the time-limit they have access to this country); Stereotypical model of digital nomad: blogging, graphic design, translation, digital marketing, podcasting, YouTube creation, finance and business consulting, photography, copywriting, computer programming, journaling, web design, travel vlogging, online English teaching, life coaching, software development, virtual assistance, professional coaching, administrative management
Cook, 2023	freelance digital nomads	"Individual knowledge workers, who work freelance whilst travelling"	Both	Non-citizens	Absent	Independent workers	Changes through time	Changes through time	Changes through time	digital technologies		
Cook, 2023	experimental digital nomads	"Aspiring digital nomad freelancer or business owner but not yet earning or generating revenue"	Workers	Non-citizens	Unspecified	Business owner or independent worker	Changes through time	Other	Changes through time	digital technologies	Cook (2020): "even though four informants were not generating income, all informants can be distinguished from tourists because they primarily frame and manage their time around daily work practices or are in the process of setting up a business"	
Cook, 2023	digital nomads	"Digital nomads use digital technologies to work remotely, they have the ability to work and travel simultaneously, have autonomy over frequency and choice of location, and visit at least three locations a year that are not their own or a friend's or family home."	Workers	Non-citizens	Temporary	Unspecified	Changes through time	Other	Unspecified	digital technologies	6 key digital nomad attributes (1) frequency and autonomy of mobility; (2) nomadness practices; (3) domestic vs. transnational travel; (4) legal legitimacy; (5) work-life integration vs. work-life balance and (6) working space usage.	
Cook, 2023	digital nomad business owners	"run registered businesses [...] may have contractors, employees, and product inventory, or require a wider array of business systems and infrastructures to operate"	Workers	Non-citizens	Temporary	Business owner	Changes through time	Other	Unspecified	digital technologies	the boundaries between free-lance digital nomads and digital nomad business owners are porous.	E-commerce businesses such as dropshipping and suppliers of online training are examples
Cook, 2023	armchair digital nomads	"Thinking of becoming a digital nomad in the next three years"	Workers	Unspecified	Usual resident	Unspecified	Country of measurement	Country of measurement	Country of measurement	digital technologies		
Delany, 2021	remote working	"The concept of remote working, with some working from home, as an element of more flexible working has been adopted by a significant number of organizations"	Workers	Unspecified	Usual resident	Employee	Other	Country of measurement	Other	digital technologies	review of organisational policies and HR practices when firm shift to remote or hybrid work	
Framework Agreement	telework	"a form of organizing and/or performing work using information technology, in the context of an employment contract/relationship, where work, which could also be performed at the employer's premises, is carried out away from those premises on a regular basis."	Employers	Unspecified	Unspecified	Employee	Country of measurement	Country of measurement	Unspecified	digital technologies		
Froese et al., 2025	Global Virtual Work	"Defined as collaborative work among individuals, teams, and organizations that spreads across countries and that is enabled by technology-mediated communication"	Employers	Non-citizens	Temporary	Unspecified	Changes through time	Country of measurement	Unspecified	digital technologies	global virtual teams, distributed work arrangements in which organizational activities are dispersed across locations, and individual transnational remote work	
Grulić, 2022	working remotely	"Working remotely means working outside the premises of the employer."	Both	Unspecified	Unspecified	Unspecified	Changes through time	Other	Unspecified	digital technologies	understand lived cultural changes under remote work conditions and the different issues coming with it	
Grulić, 2022	working from home	"Then there is working from home, where the home is used as a base from which work is done. Examples include some transport workers and commercial representatives. There is also teleworking, the phenomenon of using information technology to work from anywhere and at any time. Remote working can be combined with more traditional working patterns, giving rise to hybrid working. This involves working in a variety of places, including at or from home, on the employer's premises, on the move and elsewhere."	Workers	Unspecified	Usual resident	Unspecified	Country of measurement	Other	Unspecified	digital technologies	understand lived cultural changes under remote work conditions and the different issues coming with it	
Grulić, 2022	working at home	"There is working at home. Historically, this kind of remote working has been done mainly by low-skilled and low-paid workers engaged in manufacturing and routine service work, for example manufacturing toys and garments, packing boxes and envelopes or performing routine clerical activities. Nowadays, homeworkers are largely managerial, professional or administrative staff who possess higher qualifications and skills and receive better pay."	Workers	Unspecified	Usual resident	Employee	Country of measurement	Other	Unspecified	manufacturing		
Grulić, 2022	hybrid working	"Remote working can be combined with more traditional working patterns, giving rise to hybrid working. This involves working in a variety of places, including at or from home, on the employer's premises, on the move and elsewhere."	Workers	Unspecified	Usual resident	Unspecified	Country of measurement	Country of measurement	Unspecified	digital technologies	understand lived cultural changes under remote work conditions and the different issues coming with it	
Hanonen, 2020	digital nomadism	"Digital nomadism is a novel mobility type that is a result of the incorporation of mobile technologies in everyday life and different types of work settings. This growing lifestyle undermines traditional sedentary perspectives and attachments to home, work and even nation state." "refers to the lifestyle that is developed by these highly mobile location independent professionals" (2) // "refers to a rapidly emerging class of highly mobile professionals, whose work is location independent. Thus, they work while traveling on (semi)permanent basis and vice versa, forming a new mobile lifestyle." (12, italics are original)	Workers	Non-citizens	Temporary	Unspecified			Unspecified	digital technologies and infrastructures	balance between leisure and work / it is hard to imply country perspective, country of place of work, country of employer unit, and country of service in this article	
Hanonen, 2020	digital nomad	"a category of mobile professionals, who perform their work remotely from anywhere in the world, utilizing digital technologies."	Workers	Non-citizens	Temporary	Unspecified			Unspecified	digital technologies and infrastructures	balance between leisure and work / it is hard to imply country perspective, country of place of work, country of employer unit, and country of service in this article	
Jakubowski, 2025	self-employed cross-border telework					Independent workers					No deeper analysis done for this subcategory	

Jakubowski, 2025	cross-border telework with Employment via Employer of Record (EOR)					Unspecified						No deeper analysis done for this subcategory	
Jakubowski, 2025	cross-border telework under a formal employment contract					Employee						No deeper analysis done for this subcategory	
Jakubowski, 2025	cross-border telework	Uses definition from Eurofound (2020): "cross-border telework refers to any work arrangement where dependent or independent "teleworking expands work at home to tertiary activities on a global scale and upon a new technological basis (Kabat, 2022, Gerasimova, Koshunova, and Chernyaeva, 2017)." p 127	Workers	Citizens	Usual resident	Unspecified	Other	Country of measurement	Unspecified	digital technologies		Check the three below for three categories of status in employment for cross-border	
Kabat, 2025	international teleworking	"Digital nomads come mainly from the Global North and have strong networks that allow them to enter numerous countries. The concept of a digital nomad itself is defined in numerous ways, but it is a common element in many definitions of it: "individuals who, taking advantage of portable computing technologies and widespread Internet access, can work remotely "a type of remote work where the place of residence of the worker is in a different country than the company he or she works for." (3)	Workers	Citizens	Usual resident	Unspecified	Other	Country of measurement	Country of measurement	digital technologies			
Kabat, 2025	digital nomadism		Workers	Non-citizens	Temporary	Unspecified	Country of measurement	Other	Unspecified	digital technologies	"geographic arbitrage"	Netherlands working remotely for a Dutch company but based in Poland	
Lipniewicz, 2024	digital nomadism		Both	Unspecified	Temporary	Unspecified	Changes through time	Other	Unspecified	unspecified	current legal gaps and solutions		
Mancinelli, 2020	digital nomad		Workers	Non-citizens	Temporary	Unspecified			Unspecified	digital technologies and infrastructures	seems to be more about understanding who digital nomads are via feedback interviews. The study also has information on Latvian employers hiring cross-border remote workers.		
Marina & Supule, 2021	cross-border remote work		Both	Citizens	Present	Employee	Other	Country of measurement	Country of measurement	unspecified			
OECD, 2022	digital nomad, cross-border remote work	"Digital nomads" - also called cross-border remote workers - may earn active income from employed or self-employed activities abroad. There is not harmonised definition, and even persons who exclusively rely on semi-passive or passive income may also be considered as digital nomads under some new regulations." (2)	Both	Unspecified	Unspecified	Unspecified			Unspecified	unspecified			
Reichenberger, 2017	digital nomadism (level 3)	"Digital nomads are individuals who achieve location independence by conducting their work in an online environment, transferring this independence to mobility by not consistently working in one designated personal office space but using the possibility to simultaneously work and travel to the extent that no permanent residence exists."	Workers	Non-citizens	Temporary	Unspecified	Changes through time	Other	Unspecified	online environment		Sally works in her digital marketing business, and is constantly traveling to other countries for a short amount of time while still working, so she doesn't qualify as a resident in any country.	
Reichenberger, 2017	digital nomadism (level 2)	"Digital nomads are individuals who achieve location independence by conducting their work in an online environment, transferring this independence to mobility by not consistently working in one designated personal office space but using the possibility to simultaneously work and travel"	Workers	Both	Usual resident	Unspecified	Country of measurement	Other	Unspecified	online environment		Sally works in her digital marketing business, and occasionally traveling to other countries for a short amount of time while still working	
Reichenberger, 2017	digital nomadism (level 1)	"Digital nomads are individuals who achieve location independence by conducting their work in an online environment, transferring this independence to mobility by not consistently working in one designated personal office space"	Workers	Unspecified	Usual resident	Unspecified	Country of measurement	Country of measurement	Unspecified	online environment		Sally works from different cafes everyday in her digital marketing business	
Reichenberger, 2017	digital nomadism (level 0)	"Digital nomads are individuals who achieve location independence by conducting their work in an online environment."	Workers	Unspecified	Usual resident	Unspecified	Country of measurement	Country of measurement	Unspecified	online environment		Sally works from home in her digital marketing business	
Rosin, 2024	cross-border telework	"Telework does not necessarily need to be performed in a country where the employer is situated, but it can be performed abroad. In the EU, the share of cross-border workers working from home increased from 2% before Covid to 12% in 2021.13 In the case of cross-border telework, in addition to the problems connected to the application of domestic labour law provisions, choice-of-law questions arise."	Workers	Unspecified	Usual resident	Employee	Country of measurement	Other	Unspecified	digital technologies	core legal conflicts: employment protection (minimum wages, working time), social security entitlements, collective bargaining coverage, and jurisdiction for dispute resolution.	Mulox case: an employee resided in France, worked as an international marketing director for a UK-based company, and sold products across Germany, Belgium, the Netherlands, Scandinavia, but worked from an office in France; Ruten case: the employee had a home office in the Netherlands, reporting to both Dutch and UK companies, with significant work performed both in the Netherlands and various other countries	
Strandt, 2025	global remote work	UNDEFINED	Workers	Citizens	Usual resident	Formal or informal	Country of measurement	Other	Unspecified	digital technologies	They cluster both formal contracts and informal gigs within the same definition	An Indian worker from Gujarat is being hired by an American firm to develop a website for their firm.	
Strandt, 2025	digital nomadism	"Individual-led movement emphasizing flexibility and autonomy" contracting a third party to run a specific part of the business operation, possibly without international implications	Workers	Unspecified	Unspecified	Unspecified	Changes through time	Other	Country of measurement	digital technologies		A Swiss company contracts cloudflare to manage its cybersecurity needs.	
Sytsma, 2022	digital outsourcing	replacement of domestic workers with remote workers of other countries, usually to take advantage of lower costs in foreign markets	Employers	Unspecified	Unspecified	Dependent contractor	Other	Country of measurement	Country of measurement	digital technologies		An American company posts job openings that allow workers from India to apply.	
Sytsma, 2022	digital offshoring		Employers	Non-citizens	Unspecified	Employee	Other	Country of measurement	Country of measurement	digital technologies			
Thompson, 2019	digital nomad lifestyle	"the ability for individuals to work remotely from their laptop and use their freedom from an office to travel the world"	Workers	Non-citizens	Temporary	Unspecified	Other	Changes through time	Other	digital technologies			



Annex 3 – Digital nomad visa

[illegible]

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	DEFINITION: Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Brazil	Latin America	No	Digital Nomad Visa	VITEM XIV?	1 year	1 year	DEFINITION: • Denomina-se "nômade digital" o profissional que trabalha de forma remota enquanto se desloca pelo mundo, modalidade de trabalho que foi intensificada durante a pandemia de Covid-19. Para a legislação brasileira que regulamenta a residência do imigrante no Brasil com fundamento nesse tipo de atividade laboral, a autorização é específica para quem tem vínculo com empregador estrangeiro." <i>Translation (by Chat GPT): A "digital nomad" is defined as a professional who works remotely while traveling around the world, a work arrangement that intensified during the Covid-19 pandemic. Under Brazilian legislation regulating an immigrant's residence in Brazil based on this type of work activity, the authorization is specific to those who have an employment relationship with a foreign employer.</i> • "Para os fins desta Resolução considera-se "nômade digital" o imigrante que, de forma remota e com a utilização de tecnologias da informação e de comunicação, seja capaz de executar no Brasil suas atividades laborais para empregador estrangeiro." <i>Translation (Edge): For the purposes of this Resolution, an immigrant is considered to be a "digital nomad" who, remotely and with the use of information and communication technologies, is able to perform his work activities in Brazil for a foreign employer.</i> • Não será considerado "nômade digital" o imigrante que exerça atividade laboral, com ou sem vínculo empregatício, para empregador no Brasil ou cuja autorização de residência para exercício de atividade laboral no País esteja regulamentada em outro normativo deste Conselho." <i>Translation (Edge): An immigrant who carries out a work activity with or without an employment relationship, for an employer in Brazil or whose residence permit to carry out a work activity in the country is regulated in another regulation of this Council will not be considered a "digital nomad".</i> INCOME: "em montante mensal igual ou superior a US\$ 1.500,00 (mil e quinhentos dólares) ou disponibilidade de fundos bancários no valor mínimo de US\$ 18.000,00 (dezoito mil dólares)." <i>Translation (Edge): a monthly amount equal to or greater than US\$1,500.00 ... or availability of bank funds in the minimum amount of US\$18,000.00</i> INSURANCE: "seguro de saúde válido no território nacional" <i>Translation (Edge): health insurance valid in the national territory</i> ELIGIBILITY • non-EU/EEA citizens who work remotely and earn an income outside of Bulgaria. You must also fall within one of the three eligibility criteria below: 1. Freelancers or independent contractors providing services to non-Bulgarian clients for at least one year before applying. 2. Remote employees of companies registered outside the EU, EEA and Switzerland. 3. Company owners or those holding more than 25% of a business registered abroad." INCOME: "at least 50 times the Bulgarian monthly minimum wage, 620 euros or \$723 USD, or at least 31,000 euros or \$36,168 USD a year". ELIGIBILITY: "This program is meant for people who are self-employed and who are able to work remotely, using the Internet and other electronic and communication tools that don't require a fixed office." NATIONALITY: "anyone from Europe, North America, Community of Portuguese Speaking Countries (CPLP) and Economic Community of West African States (CEDEAO). INCOME: • Individual: minimum average bank balance of 1,500 euros on the last last 6 months • Family: minimum average bank balance of 2,700 euros on the last last 6 months INSURANCE: "a travel and health insurance with coverage for evacuation and body transportation in the case of death." FEES: 20 euros per person, 34 euros of airport fee per person.	DOCUMENTS 1. Online visa application form 2. Original valid passport 3. One recent (3 months maximum) 36mm x 47mm photograph 4. Original Extract from the Criminal Records (all applicants 18 years old or older) 5. Original Extract from the Population information system or Birth certificate 6. Travel insurance 7. Proof of being a digital nomad (the applicant must present all three following documents: 8-1. Declaration from the applicant who attests to the ability to perform his/her professional activities remotely, through information and communication technologies 8-2. Copy of the Employment contract or contract for provision of services or other documents proving the link with a foreign employer 8-3. Proof of means of subsistence, from a foreign paying source, in a monthly amount equal to or greater than US\$ 1,500.00 (one thousand five hundred U.S. dollars) or availability of bank funds in the amount of US\$ 18,000.00 (eighteen thousand U.S. dollars). Statements of bank account for the last 3 months or payment slips are accepted as proof			The information is from a Brazilian embassy in Finland Foreigners already residing in Brazil can apply for residence permit, but the documents to submit are slightly different (Translated by Edge) 1. Resident Permit Application form 2. Valid travel documents or other document proving his/her identity and nationality, under the terms of the treaties to which the country is a party 3. Document proving their affiliation, duly legalized and translated by a sworn public translator, except if the document is already included in the document referred to in item (2) 4. Power of attorney, when the applicant is represented by an attorney-in-fact 5. Union Collection Guide - Simple GRU, of the processing fee and evaluation of residence permit applications with the respective proof of payment 6. Certificates of criminal records or equivalent document issued by the competent judicial authority where he/she has resided in the last five years 7. Declaration ... of absence of criminal record in any country, in the five years prior to the date of application for residence permit 8. Documents proving the condition of digital nomad The difference between the temporary visa and the residence permit does not seem to be clear https://portaldeimigracao.mj.gov.br/pr/naveguada/m-45	https://portaldeimigracao.mj.gov.br/pr/destaques-e-novidades/401519-guia-pratico-de-autorizacao-de-residencia-para-nomades-digitais/ (Eligibility - definition) https://portaldeimigracao.mj.gov.br/pr/naveguada/m-45 (Eligibility - definition, income, insurance) https://www.gov.br/interjet-br/empresas-de-turismo-touristic-services/digital-nomad-visa-vitem-xiv (application process) https://portaldeimigracao.mj.gov.br/pr/naveguada/m-45 (application process - documents - application for the visa and to prove the condition of digital nomad)
Bulgaria	Europe	No	Digital Nomad Visa	Type D	1 year	1 year	INCOME: "at least 50 times the Bulgarian monthly minimum wage, 620 euros or \$723 USD, or at least 31,000 euros or \$36,168 USD a year". ELIGIBILITY: "This program is meant for people who are self-employed and who are able to work remotely, using the Internet and other electronic and communication tools that don't require a fixed office." NATIONALITY: "anyone from Europe, North America, Community of Portuguese Speaking Countries (CPLP) and Economic Community of West African States (CEDEAO). INCOME: • Individual: minimum average bank balance of 1,500 euros on the last last 6 months • Family: minimum average bank balance of 2,700 euros on the last last 6 months INSURANCE: "a travel and health insurance with coverage for evacuation and body transportation in the case of death." FEES: 20 euros per person, 34 euros of airport fee per person.	Apply for type D long-stay visa at an Bulgarian embassy/consulate. After arriving in Bulgaria, apply for a residence permit under Digital Nomad Visa program within 14 days.				The source is not an official government website https://www.crbc.com/2026/01/09/bulgaria-digital-nomad-visa.html?mc=sdh-1c7215265654591f186058b4f36782 https://www.europees.com/travel/2026/01/07/bulgaria-has-launched-a-digital-nomad-visa-heres-who-is-eligible-and-how-to-apply
Cape Verde	Africa	No	Cabo Verde Remote Working Program		6 months	6 months	INCOME: • Individual: minimum average bank balance of 1,500 euros on the last last 6 months • Family: minimum average bank balance of 2,700 euros on the last last 6 months INSURANCE: "a travel and health insurance with coverage for evacuation and body transportation in the case of death." FEES: 20 euros per person, 34 euros of airport fee per person.	The following link is the registration link from visit-caboverde.com website: https://docs.google.com/forms/d/e/1FAIpQLSctXVNGFJA8D07RzvnMAQeall6acFdgqfmiFE9nMc5n5t87A/viewform	exempt from income tax			https://www.visit-caboverde.com/en/remoteworking
Cayman Islands	Caribbean	No	TERMINATED	TERMINATED	TERMINATED	TERMINATED	TERMINATED	TERMINATED	TERMINATED	TERMINATED	"The Cayman Islands no longer offers the Global Citizen Concierge Program or digital nomad visa as of 2024". https://nomadembassy.com/cayman-islands-digital-nomad-visa/	

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Colombia	Latin America	Yes	Digital nomad visa		90 days	'can be extended up to 180 days'	"To provide remote work or teleworking services from Colombia, through digital means and the internet, exclusively for foreign companies, as an independent contractor or as an employee, or to start a digital content or information technology venture of interest to the country." ELIGIBILITY • "Be the holder of a passport issued by one of the countries or territories exempt from short-stay visas" • "A letter in Spanish or English, issued by one or more foreign companies for which the applicant provides services, indicating the type of employment relationship and the type of remuneration received. If the applicant has a contract with said company, this must be provided, or proof of being a partner or co-owner of a company abroad and a letter indicating that the applicant performs their work for the company remotely." • "In the case of entrepreneurs, submit a motivational letter explaining your entrepreneurial project and the financial and human resources you have or aspire to have for your venture" • "Demonstrate through bank statements having a minimum income equivalent to three (3) current monthly legal minimum wages (SMLMV) during the last 3 months" • "Health insurance policy with coverage in the national territory against all risks in case of accident, illness, maternity, disability, hospitalization, death or repatriation, for the time planned for your stay in the country" DO NOTS: "This visa does not allow working or carrying out paid activity with a legal entity or natural person domiciled in the national territory" 1. Application form 2. Proof of payment to the Government in the amount of one hundred dollars or its equivalent in colones at the reference exchange rate of the Central Bank of Costa Rica 3. A copy of the photo page of the foreign national's valid passport 4. Consular or restricted visas as applicable to the group of countries set forth in the requirements under Executive Decree no. 36626-G, entitled "Regulation on granting entry visas to Costa Rica", based on the applicant's nationality in accordance with the provisions of the "General Guidelines on Visas for the Entry and Stay of Non-Residents". The exceptions set forth in the above-mentioned guidelines will be considered when applying this rule. 5. Bank statement accompanied by an affidavit declaring that the statements have been requested and obtained from the corresponding financial institution. These statements must provide evidence of income and indicate that the individual has received payment or remuneration during the previous year from outside Costa Rica in an amount of not less than three thousand US dollars (\$3,000.00) per month at the official sale rate determined by the Central Bank of Costa Rica, or four thousand US dollars (\$4,000.00) if the applicant is requesting that their family group be granted permission to legally stay in Costa Rica.			Legislation https://www.cancilleria.gov.co/sites/default/files/24772/20de%2022%20de%20julio%20de%202022%20%2815%29.pdf	https://www.cancilleria.gov.co/newsroom/temas/visa-nomadas-digitales-y-realidad-comienzo-a-funcionar-en-colombia (duration and extension) https://www.cancilleria.gov.co/v/nomadadigital (eligibility)	
Costa Rica	Latin America	Yes	Remote Workers and Service Providers Visa					Application fee: 100 USD				https://www.visitcostarica.com/digital-nomads/requirements#eligibility https://www.costaricantimes.com/costa-rica-digital-nomad-visa-2025-exact-rules-real-fee-and-a-step-by-step-guide-to-getting-approved-without-the-guestwork/72452 (application process - application fee)
Croatia	Europe	No		D?	'maximum eighteen months (possibly even less).'	"If the temporary stay is granted to the period of less than 18 months, the third country national may submit an application for the extension of temporary stay not later than 60 days prior to the expiry of previously granted temporary stay. In that case, the extension shall be granted for the maximum of 6 months."	DEFINITION "A DIGITAL NOMAD IS a third-country national (this means a non EU/EEA/Swiss citizen) who is employed or performs work through communication technology for a company or his own company that is not registered in the Republic of Croatia and does not perform work or provide services to employers in the Republic of Croatia." PROOF OF MEANS OF SUBSISTENCE: minimum 3,295 EUR / 12 months; minimum 39,540 EUR / 18 months; 93,110 EUR COSTS - application at a diplomatic mission/consular post "55.74 EUR for granting temporary stay, and 93.00 EUR for the long-term visa (visa D) (if you submit your visa application through the VFS visa center, you will be charged an additional fee for the service) or 41.14 EUR for the biometric residence card" COSTS - application at a police administration/police station "46.45 EUR for granting temporary stay, and 9.29 EUR for administrative fees for the issuance of the biometric residence permit and 31.85 for the biometric residence card (59.73 EUR for accelerated procedure)"	1. Form 1a 2. copy of a valid travel document 3. proof of health insurance for the period of time that you plan to be in Croatia (travel or private health insurance must cover the territory of the Republic of Croatia) 4. proof of purpose (a contract of employment or other document such as a signed official letter proving that the person performs work through communication technology for a foreign employer or your own company which is not registered in the Republic of Croatia), that is • statement from the employer or third-country national (as proof that the person performs work through communication technology), and • contract of employment or service contract with a foreign employer, or • copy of the registration of your own company with the relevant bodies (either tax or business court) and proof that you perform the said tasks through your own company 5. proof of means of subsistence (money to support yourself) during your stay in the Republic of Croatia 6. proof that you have not been convicted of criminal offenses from your home country or a country in which you have resided for more than one year immediately before arriving in the Republic of Croatia 7. provide address in the Republic of Croatia		https://mup.gov.hr/allena/281621/stay-and-work-temporary-stay-of-digital-nomads/286833		

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Curacao	Caribbean	No	@HOME in Curaçao Program		Remote workers and hibernators: 6 months "High net worth investor" can stay 1, 3, and 5 years or for an indefinite period.	Remote workers and hibernators: 6 months Cannot become a resident after extension.	NATIONALITY: no limit ELIGIBILITY: 1. Remote workers/digital nomads - Remote worker = "workers who divide their time between home and other destinations." - Digital nomad = "a particular category of remote worker and are not fixed to any particular location (they live where they work and change destination)." - Provide the following information to be eligible: a) "you can work location-independently using telecommunications technologies," b) "you work for an employer registered in a foreign country and you have a contract with that employer," c) "you conduct business activity for a company that is registered in a foreign country and of which you are a partner/shareholder," d) "you offer freelance or consulting services to clients, whose permanent establishments are in a foreign country, and with whom you have contracts." "It is not permitted to work or be employed for a local company/employer when you are applying. It is also not permitted to work for a local company/employer once your temporary permit is successful." 2. Hibernators/snowbirds - Hibernators = "a person, often self-employed, who searches a warm geographic climate to work. They change geographic locations as weather conditions change." - Snowbirds = "a term most used in Canada – is a person who migrates from colder regions such as North America or Europe to warmer southern locales, typically during the winter season. Snowbirds are usually retirees wishing to avoid the snow and cold winter climates but return to their country of origin to reunite with friends and family. Snowbirds stay in a different place than where they normally live. Usually this is in a different (predominantly warm) climate for longer than 5 weeks. An important point is that it a temporary residence." - Investors DO NOTS: "participate on the local labor market" - Remote workers/Digital Nomads are not permitted to work or be employed by a local company/employer. - Remote workers and digital nomads can conduct business for: a) "a/n employer registered in a foreign country," b) "a company that is registered in a foreign country," and c) "a/d as a freelance or consultant offering services mostly to clients, whose permanent establishments are in a foreign country, and with whom you have contracts/work assignments." - Hibernators: "not eligible to work or employed by a local company/employer." - Remote worker/Hibernator/Snowbird/Investor can hire local people. INSURANCE: "A valid international travel insurance is required (including COVID-19 coverage). A valid medical insurance is a prerequisite for approval of your application. However, if you have challenges securing insurance in your country of origin, Curaçao will be providing medical insurance options on the island as required." FEES: - Remote worker/digital nomad: ANG 535 per application - Hibernator/snowbird: ANG 535 - Investor: ANG 635 per 1 year of stay - No family bundle fee	DOCUMENTS: - Return ticket - Sign up in the following link: https://athominecuracao.com/remoteworkers/application-remote-workers/. The following bullet points are documents to attach in the link - Motivation letter - Proof of payment of fees and charges - Copy of passport - Authorization letter - Evidence of family relationship for family member(s) of the applicant - Evidence showing that the legal representative agrees to the stay Income tax exempted			https://athominecuracao.com/faq/ (duration, extension, eligibility, application process, tax) https://athominecuracao.com/remoteworkers/application-remote-workers/ (application process)	
Cyprus	Europe	No	Cyprus digital nomad visa		1 year	maximum 2 years	DEFINITION "The 'Cyprus Digital Nomad Visa' Scheme allows nationals from non-EU and non-EEA countries, who can perform their work location-independently using telecommunications technology, to reside temporarily in Cyprus and work for an employer registered abroad or perform work through telecommunications technology for companies or clients located abroad." DEFINITION IN BULLET POINTS - Non-EU or non-EEA nationals who - Can perform work remotely through telecommunications technology, - Are employed in a company registered abroad, for which they can work location-independently, or are self-employed offering services remotely for clients located abroad, - Can prove that they have stable and sufficient net income of at least €3500 (after the deduction of contributions and taxes). FEES "Issuance or renewal of a temporary residence permit: €70 Registration to the Aliens Registry (only in cases of initial registration): €70"	Procedure Within 3 months of arrival, the applicant should submit the relevant application along with the required documents, as stated in the relevant document lists, at the central offices of the Department in Nicosia to obtain a temporary residence permit. To find out whether an appointment is needed follow this link. All documents accompanying application forms should be officially translated and duly certified/ ratified. In case the applicant legally resides in Cyprus under a different status, he/she has the right to submit the relevant application to be granted a temporary residence permit as a Digital Nomad, at the Migration Department in Nicosia. Applications can be submitted personally or through an authorised representative. Applications that are not accompanied by all the required documents will not be accepted for consideration. Any change in the applicant's data during the examination of the application should be notified immediately to the Department. For the application submission, the amount for applicable fees shall be paid as stated below. For the issuance of the temporary residence permit capturing of biometric data (photo and fingerprints) and signature of the third country national is necessary, which is done with the presentation of the application submission receipt and a valid travel document. The biometric data can be captured at the same time with the application submission or after the application submission or examination, at the offices of the Department in Nicosia or at the district unit of the Aliens and Immigration Service of the Police of the district of residence of the third country national. From persons who have not reached the age of six years at the time of submitting the application only the photo is captured. This data is also captured for the renewal of the temporary residence permit. Applications for renewal should be submitted to the Civil Registry and Migration Department in Nicosia along with the necessary accompanying documents, at least one month before the temporary residence permit's expiration date. For the application submission, the amount for applicable fees shall be paid as stated below. In case the application is approved, the applicant will receive a letter notifying them on how to receive their temporary residence permit. In case the application is rejected, the applicant will receive a letter informing them for the rejection reasons.		Source no longer accessible	https://www.mia.gov.cy/dmnp/mia.nsf/AU8F9908B5418FF7D3C72587FA003C9D063?OpenDocument	

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
							NATIONALITY: Australia, Brazil, India, Israel, Japan, Canada, the Republic of Korea, Mexico, New Zealand, Singapore, the United Kingdom of Great Britain and Northern Ireland, the United States of America, or Taiwan. ELIGIBILITY: - Employee of a foreign employer = "a foreign national who works for a foreign business entity or public sector institution and continues to work remotely in the Czech Republic for an extended period using telecommunications means. Such an employee must perform highly qualified work in the field of IT or marketing. Throughout this arrangement, the foreign national remains employed by their foreign employer and does not enter into an employment relationship under Czech law" - Freelancer = "a foreigner who is or will be a holder of a Czech business license for the following fields of activity: IT-related business or marketing services" - Digital Nomad must be a highly skilled IT or marketing specialist - IT Specialist – "comprehensively defines the directions of technical development in line with software and system requirements, while considering the specific needs of the company or client" - Marketing Specialist – "manages/implements/oversees the marketing activities of a company or client. They are responsible for coordinating and participating in marketing research, product planning, market analysis, pricing strategies, distribution policies, sales promotions, and customer service management, they collaborate with the company's advertising, marketing, PR, and sales departments or with external agencies handling these areas. This role often involves expertise in a specific marketing discipline, such as SEO, advertising, digital marketing, influencer marketing, social media management, copywriting, content marketing, market research, field and event marketing, media marketing, or brand marketing." FAMILY VISA SCHEME: "The closest family members of digital nomads, i.e. the spouse, registered partner and child of a foreign national or his/her spouse or partner" INCOME - at least 1.5 times the average gross annual salary announced by the Ministry of Labour and Social Affairs. For the period from May 1, 2025 to April 30, 2026, the average gross annual salary in the Czech Republic is CZK 553 980 (46 165/month)." - The gross monthly salary of a foreigner applying for inclusion in the Program must be at least CZK 69 247 during this period." FEES "There is no fee for inclusion in the Program. The amount of administrative fees for applying for a residence permit can be found on the website of the relevant embassy." ELIGIBILITY - no criminal record - able and willing to make the required financial contribution" - can work remotely" - can expect to earn an income of US\$50,000 or more over the next 12 months and/or have the means to support yourself, your spouse/partner, and their other family members accompanying you during your extended stay in Dominica"	EMPLOYEE OF A FOREIGN EMPLOYER - A document similar to an extract from the commercial register documenting the existence of a foreign employer; - An affidavit from the employer declaring that the foreign employer employs at least 50 employees worldwide;" - Employment contract, from which it will be evident that: a) the salary/remuneration of the employee is at least 1.5 multiple of the average gross annual salary announced by the Ministry of Labour and Social Affairs, b) during his/her stay in the Czech Republic, he/she will be employed by the said company, the employee can work at distance using the telecommunications means." - Proof of education IT specialist - completed university or higher professional education in the field of natural sciences, engineering, technology or mathematics – STEM, or proven experience in the field of IT for at least 3 years;" Marketing specialist – completed higher professional or university education of at least three years in duration, in the field of marketing, advertising, or related disciplines (economics, business, management, or information technology)." FREELANCER (SELF-EMPLOYED) 1. An invitation from the relevant trade office department to document a visa/residence in the territory of the Czech Republic proving registration in the relevant register or list. 2. A promise to conclude a contract for the provision of services, or an affidavit of a digital nomad client, which will show: a) that the contract will relate to a project in the field of IT or marketing, b) contract duration, that the performance of the contract will be provided in the amount of at least 1.5 times higher than the average gross annual salary announced by the Ministry of Labour and Social Affairs when the total remuneration is spread over the individual months of performance of the contract. " 3. Proof of education" IT specialist - completed university or higher professional education in the field of natural sciences, engineering, technology or mathematics – STEM, or proven experience in the field of IT for at least 3 years;" Marketing specialist – completed higher professional or university education of at least three years in duration, in the field of marketing, advertising, or related disciplines (economics, business, management, or information technology)."	"The procedure for determining the tax residency is governed by the Act No. 586/1992 Coll., on income taxes. According to this law, a person is a Czech tax resident if he/she meets one of the following conditions: - resides in the territory of the Czech Republic, and/or - usually stays on the territory of the Czech Republic. The place of residence shall mean the place where the taxpayer has a permanent apartment, in which he intends to stay permanently. The residence condition is met if the taxpayer stays on the territory of the Czech Republic for more than 183 days a year. The taxpayer can either spend 183 days in the Czech Republic at a stretch or gradually in several periods. The deadline includes every day of the stay, i.e. the day of arrival and departure, holidays or weekends. If the taxpayer is considered a tax resident in another country as well, it is necessary to decide on his/her tax domicile in accordance with the relevant treaty for the avoidance of double taxation. The tax domicile certificate is issued by the relevant tax office of the Czech Republic on the basis of an application. More information on the issue can be found on the following website: https://www.financnisprava.cz/en/taxes/tax-forms	Check the following document to see the definition of digital nomad by the Czech government: https://mop.gov.cz/assets/en/foreign-trade/economic-migration/programs-and-projects/2025/77/Digital-Nomad-EN.pdf stretch or gradually in several periods. The deadline includes every day of the stay, i.e. the day of arrival and departure, holidays or weekends.	https://mop.gov.cz/assets/en/foreign-trade/economic-migration/programs-and-projects/2025/77/Digital-Nomad-EN.pdf (duration, eligibility - nationality, eligibility, application process) https://mop.gov.cz/en/foreign-trade/economic-migration/programs-and-projects/digital-nomad-program-275799/ (eligibility - family visa scheme) https://view.officeapps.live.com/ovp/view.aspx?sc=https%3A%2F%2Fmop.gov.cz%2Fassets%2Fen%2Fforeign-trade%2Feconomic-migration%2Fprograms-and-projects%2F2025%2F75%2F77%2F-DN-EN.docx&wdOrigin=EBROWSELINK (eligibility - income, fees, tax)	
Czech Republic	Europe	Yes	Digital Nomad Program		More than 90 days							
Dominica	Caribbean	No	Work in Nature (WIN) Extended Stay Visa		18 months	[no information found]	FEES - Application fee: US\$100 - WIN Visa fee - single applicant: US\$800 - WIN Visa fee - family application: US\$1,200 - WIN Visa fee - One Business, Multiple Applicants: US\$800 plus US\$500 for each additional employee for a business applying for four or more employees" PROFESSION: "any type of work that can be conducted remotely. This should... be your usual line of work/profession. This Visa only allows you to work remotely for companies and individuals not registered in Dominica."	DOCUMENTS: - Bio data page of valid passport (for yourself and all your family members)" - Proof of relationship of dependants (i.e. your family members)." - Police record(s) (for yourself and all your family members over the age of 18). A police record must be obtained from all the jurisdictions in which you/your family member lived in the past five years" - Bank reference letter" - Employment letter: "If your income is not from a regular employment salary, then you must also provide a recent bank statement and certificate of good standing and/or credit report" - Passport-sized photos (for yourself and all your family members over the age of 18)" - Visa to Dominica (only if you/your family member is a passport holder of a country where a visa is required for entry to Dominica)" - Health insurance valid in Dominica and covering you and all your family members"	Income tax exempted, but must pay income tax to the visa holder's normal country of residence/tax domicile.	https://windominica.gov.dn/details/fees (duration, eligibility - fees, tax) https://windominica.gov.dn/details/eligibility (eligibility - eligibility) https://windominica.gov.dn/faq (eligibility - profession) https://windominica.gov.dn/details/application-process (application process)		

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Ecuador	Latin America	No	Visa de residencia temporal rentista para trabajo remoto		[information not found]	[information not found]	"Autorización de residencia temporal de rentista que otorga el Estado ecuatoriano para realizar trabajo remoto a las personas extranjeras que poseen una empresa propia o trabajan para una o varias personas jurídicas o naturales con domicilio en el exterior, para llevar a cabo actividades profesionales o de servicios, de manera remota, digital, o teletrabajo. Se emite en las Direcciones Zonales en el Ecuador, Embajadas (Sección Consular) o Consulados del Ecuador en el exterior". <i>Translation by Papago:</i> Authorization of temporary residence of a tenant granted by the Ecuadorian State to perform remote work to foreigners who own a business or work for one or more legal or natural persons domiciled abroad, to carry out professional or service activities remotely, digitally, or teleworking. It is issued in the Zonal Directorates in Ecuador, Embassies (Consular Section) or Consulates of Ecuador abroad. ELIGIBILITY: "Los beneficiarios son todos los ciudadanos extranjeros que tengan la intención de establecerse en el país para realizar trabajo remoto, que poseen una empresa propia o trabajan para una o varias personas jurídicas o naturales con domicilio en el exterior, para llevar a cabo actividades profesionales o de servicios, de manera remota, digital, o teletrabajo". <i>Translation:</i> The beneficiaries are all the foreign citizens who intend to settle in the country for remote work, who possess their own business or work for one or many legal or natural persons residing abroad to carry out professional activities or services remotely, digitally, or teleworking. FEES Solicitud de visa (application of visa): USD \$50 Otorgamiento de visa (granting of visa): USD \$270 VAT not included	DOCUMENTS 1. Fotografía a color en formato .JPG máximo de un MB, 5 x 5 cms (2 x 2 pulgadas), actualizada, con fondo blanco, la expresión facial debe ser neutra (de preferencia), o tener una sonrisa natural, con ambos ojos abiertos; 2. Pasaporte válido y con un período de vigencia mínimo de seis (6) meses; 3. Certificado original de antecedentes penales del país de origen o en los que hubiese residido durante los últimos cinco años, traducido, apostillado o legalizado. Se tomarán en cuenta ciento ochenta (180) días de vigencia, contados desde la fecha de emisión del certificado hasta el último ingreso del interesado al país. Los certificados emitidos por Gobiernos federales, serán válidos en tanto comprendan los antecedentes penales a nivel nacional. Documento requerido únicamente para personas mayores de 18 años. 4. Pago de la tarifa fijada por la autoridad de movilidad humana; y, 5. Demás documentos que la autoridad requiere en los casos que amerite. 6. Acreditar medios de vida lícitos conforme el Acuerdo Ministerial No. 70, de 28 de junio de 2024. (Enlace: https://www.cancilleria.gob.ec/wp-content/uploads/2024/07/0000070.pdf) <i>Translation by Papago:</i> 1. Color photograph in maximum .JPG format of one MB, 5 x 5 cm (2 x 2 inches), updated, with white background, the facial expression should be neutral (preferably), or have a natural smile, with both eyes open; 2. Valid passport with a minimum period of six (6) months; 3. Original certificate of criminal record of the country of origin or where he had resided for the last five years, translated, apostilled or legalized. One hundred and eighty (180) days shall be taken into account, counting from the date of issue of the certificate to the last entry of the person concerned into the country. Certificates issued by federal governments shall be valid as long as they include a national criminal record. Document required only for persons over 18 years of age. 4. Payment of the fee fixed by the human mobility authority; and, 5. Other documents required by the authority in cases it deserves. 6. Accreditation of lawful means of living in accordance with Ministerial Agreement No. 70, of 28 June 2024. (Link: https://www.cancilleria.gob.ec/wp-content/uploads/2024/07/0000070.pdf) https://www.gob.ec/miembros/tramites/concesion-visa-residencia-temporal-rentista-trabajo-remoto-visa-nomada			https://www.gob.ec/tramites/tramites/concesion-visa-residencia-temporal-rentista-trabajo-remoto-visa-nomada (eligibility and application process)	
El Salvador	Latin America	No	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	It seems that no government website has a dedicated page for digital nomad visa (source: Chat GPT)	
Estonia	Europe	Yes	Digital Nomad Visa	Long-stay (D) visa	D-visa may be issued for the period of stay up to 365 days within twelve consecutive months and it allows to stay in other Schengen Member States up to 90 days within the period of 180 days.	In case of two consecutive long-stay visas, the whole period of stay shall not be longer than 548 days within 730 consecutive days.	1. Work for a company that is registered in a foreign country, and you have a contract of work with that company; 2. Conduct business activity for a company that is registered in a foreign country and of which you are a partner/shareholder; or 3. Offer freelance or consulting services mostly to clients whose permanent establishments are in a foreign country, and with whom you have contracts. 4. Income threshold: an applicant must provide evidence of their income during the six months preceding the application. Threshold - 4,500 EUR (gross of tax) 5. No eligibility restriction based on country of origin or sector in which an applicant works 1. Ability to work independently of location and work remotely 2. Active employment contract with a company registered outside of Estonia, conduct business through your own company registered abroad, or work as a freelancer for clients mostly outside of Estonia 3. Your income meets the minimum threshold of 4500 EUR net/monthly "Applicants must be remote workers, freelancers, or entrepreneurs intending to reside in the country for a period ranging from six months to one year. Essential requirements include possessing health insurance coverage, providing proof of income, and undergoing a criminal background check." NATIONALITY Australia, Antigua and Barbuda, Bahrain, Bosnia and Herzegovina, Germany, Sweden, Spain, Hashemite Kingdom of Jordan, Canada, Costa Rica, Luxembourg, Monaco, Norway, Portugal, San Marino, Singapore, Tajikistan, Netherlands (territories), Kuwait, Austria, United Arab Emirates, Bahamas, Botswana, Denmark, Swiss Federation, Estonia, Ireland, Qatar, Latvia, Mauritius, Moldova, Poland, Romania, Saudi Arabia, Slovakia, United States, French territories, Kyrgyzstan, Azerbaijan, Argentina, Belarus, Brazil, United Kingdom, Dominican Republic, Turkey, Iceland, Cyprus, Lithuania, Malaysia, Montenegro, Sultanate of Oman, Russia, Honduras, Slovenia, Uzbekistan, Saint Vincent and the Grenadines, Kazakhstan, Albania, New Zealand, Belgium, Brunei Darussalam, British overseas territories, El Salvador, Turkmenistan, Israel, Colombia, Lebanon, Malta, Netherlands, Panama, Hellenic Republic, France, Armenia, Ukraine, Crown Dependencies of the UK, Finland, Andorra, Barbados, Belize, Bulgaria, Ecuador, Czechia, Japan, Italy, South Korea, Principality of Liechtenstein, Mexico, South Africa, Serbia, Thailand, Hungary, Croatia, Territories of Denmark.	1. Travel document (passport) 2. Estonian long-term (D) visa application form 3. Two color photos 3.5 x 4.5 cm 4. Valid medical insurance: Medical insurance must be valid for the whole period of the requested visa. If an applicant will be covered with Estonian health insurance (Haigekassa) after arrival to Estonia, travel medical insurance must cover only the period until Estonian health insurance becomes valid. 5. Proof of financial means (4,500 EUR per month) 6. Documents proving that the applicant's work does not depend on location and he/she can use telecommunication technology for performing his/her duties as telework 7. documents proving that the applicant continues working for an employer registered in a foreign company with whom he/she has a contractual relationship/business activities for a company registered in a foreign country in which he/she has holdings or / providing services mainly to customers whose place of business is in a foreign country and with whom he/she has a contractual relationship 8. documents proving the applicant's legal income during the six months before the submission of the application and showing the size, regularity, and sources of the income. (Current threshold: 4,500 EUR) 9. Description of studies and job history (CV)			https://seoul.mfa.ee/long-stay-d-visa/ (duration, eligibility, application process) https://www.e-resident.gov.es/blog/posta/estonia-es-digital-nomad-visa-is-it-legal (eligibility) https://www.e-resident.gov.es/nomadvisa/ (eligibility) https://www.ee/en/corporate-visa-and-travel-information/visa-information/application-long-stay-d-visa (application process)	
Georgia	Europe	No	NO OFFICIAL WEBSITE		6 months - 1 year	"For those contemplating an extended stay beyond the one-year limit, an alternative option is available through registering their business as an Individual Entrepreneur."		1. Valid passport 2. Proof of employment or business 3. Health Insurance 4. Financial proof 5. Travel itinerary 6. Accommodation proof	"Although tax payment is not mandatory until the 183rd day of residency, continued stay may result in tax residency status, subjecting individuals to a personal income tax rate of approximately 20%." However, digital nomads can enroll in the Individual Entrepreneur scheme, offering a favourable tax rate of only 1% on earnings. This presents a significant advantage for those aiming to mitigate their tax liabilities. Georgia imposes five types of taxes: corporate profit tax, value-added tax, excise tax, personal income tax, property tax, and import tax. Non-residents earning income in Georgia may also be liable for these taxes. The standard sales tax rate is 4%, while state income tax rates range from 1% to 5.75%, contingent on income levels. Seeking professional tax guidance is advisable for digital nomads to ensure compliance with Georgia's tax regulations. Disclaimer: This information is intended for general guidance and was last updated in January 2026. While we strive to ensure the accuracy and completeness of the information, we cannot guarantee it and accept no liability for any errors or omissions. Visa requirements, application procedures, and fees are subject to change, and applicants should verify the most current information through the official government website or relevant authorities.	The source is not an official government website	https://georgia.e-visa.com/georgia-digital-nomad-visa/	
Germany	Europe	Yes	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	There is no separate visa dedicated for digital nomads. Government websites do not seem to indicate explicitly that digital nomads can apply to the alternatives other websites point out.	

Country	Region	OECD Membership	Visa name	Codification	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Greece	Europe	Yes	Digital Nomad Visa	1 year	Can apply for Digital Nomad Residence Visa to extend stay for another two years.	EU, EEA or Swiss citizen: digital nomad visa not required Third-party nationals (Non-EU -EEA and -Swiss citizen): must apply for digital nomad visa which gives legal residence up to a year. Beyond that, you can apply for a Digital Nomad Residence permit to stay longer Proof of sufficient resources for the length of stay or salary of at least 3,500 euros per month after taxes as a dependent employee or a self-employed person working remotely with employers outside Greece. The monthly amount increases by 20 percent if accompanied by a spouse/cohabitant and 15 percent for each child Digital Nomad Residence Permit is valid up to two years (renewable every two years for two more years) No right to work for a Greek company on a permanent or freelance basis during the stay.	Visit the consulate OR submit a request via email or registered letter Bring the following supporting documents: 1. Declaration letter: A formal statement declaring that the applicant intends to use their national entry visa for remote work and will not engage in any employment or freelance services for a Greek-based employer 2. Proof of employment (one of the following) 2-1: an open-ended contract of employment or independent services of proof of employment with an employer, natural or legal person, who is established outside the Greek Territory, or in case of a fixed-term contract with a remaining duration covering the period of the granted national visa 2-2. an open-ended contract of employment or independent services, or in the case of a fixed-term employment contract, with a remaining duration covering the period of validity of the granted visa, in case the third-country national is self-employed with more than one employer established outside Greece 2-3. information on your status in the company, as well as information on the trade name, registered office, field of activity, and corporate purpose of the company, in case you are self-employed in your own company, which is outside the Greek Territory 3. Proof of sufficient funds: Evidence that you have sufficient resources at a stable income level to cover living expenses during the stay in Greece without burdening the national social welfare system, eg) contract of employment, independent services, employment certificate, or bank account 4. Greek digital nomad fee: 75 EUR + 150 EUR administrative fee for each family member applying Include the following documents in your application: 1. Passport/travel document 2. Certificate of criminal record for the foreign authorities 3. Medical certificate from a recognized state / private body 4. Travel insurance	No tax liability when working fewer than 180 days in a calendar year as long as (a) if you are a salaried employee of a company based outside Greece, or (b) if you are offering services on a self-employed basis to companies based outside Greece. If you do live in Greece for 180 days or more of a calendar year, you may need to move your tax residency to Greece (including getting a Greek tax number) and pay local taxes. An extension to this time period was given to foreign tax residents during 202 and 2021 due to the COVID-19 pandemic. The Greek state has recently introduced a range of benefits and tax incentives to attract foreign professionals to Greece and assume Greek tax residency (Article 5C of law 4172/2013). Such applications take place at specific times during the year. Therefore, you will need to refer to the competent authorities for more information.	'Established by Marketing Greece (a not-for-profit initiative of Greece's private-sector tourism industry and creators of Discover Greece) and with the support of sponsors COSMOTE and AEGEAN, we operate under the auspices of the Hellenic Government' https://workfromgreece.gr/about/#---text=Established%20by%20Marketing%20Greece%20%2B%20not%20for%20profit%20initiative%20of%20operator%20under%20the%20auspices%20of%20the%20Hellenic%20Government	https://www.mfa.gr/en/services/working-in-greece-as-a-digital-nomad/; Ministry of Foreign Affairs website has a link to info@omnipecs.gr to get visitors to learn more about the visa https://workfromgreece.gr/faq/ (tax) https://workfromgreece.gr/setting-up-in-greece/the-digital-nomad-visa-for-greece-who-is-eligible-and-how-to-get-one/#relevant-toc_heading-anchor-1 (application process)	
Grenada	Caribbean	No	Remote-Work Permit	1 year	1 year	ELIGIBILITY - the permit holder and the dependants of the permit holder shall not engage in employment in Grenada other than the employment for which the permit is granted" "for the duration of the remote-work permit, the permit holder and the dependants of the permit holder shall not operate a business in Grenada or offer any service for a fee to business registered in Grenada or to any person in Grenada" INCOME: "annual income of not less than EC\$ 100,000.00 generated outside of Grenada, and proof that the actual income is intended to continue for the period for which the remote-work permit is intended to apply." FEES (Schedule II): - Application fee for individual: US\$1,500 /EC\$4,500 - Application fee for individual and up to 3 dependents: US\$2,000/EC\$5,400 - Application fee for every additional dependent: US\$200/EC\$540 - Renewal fee for individual: US\$1,400/EC\$3,780 - Renewal fee for individual and up to 3 dependents: US\$1,900/EC\$5,130 - Renewal fee for every additional dependent: US\$200/EC\$540	DOCUMENTS: "certified evidence of a passport that is valid for the period for which the remote-work permit is intended to apply" "proof of the grant, or application for, a visa, if a visa is required for the purpose of the Immigration Act, Chapter 145 and the Passport Act, Chapter 225" "proof of an actual annual income of not less than EC\$100,000.00 generated outside of Grenada, and proof that the actual income is intended to continue for the period for which the remote work permit is intended to apply" "proof of a health insurance policy valid for the period for which the remote-work permit is intended to apply" "a police certificate" "the fee prescribed in Schedule II"	"For the avoidance of doubt, no income tax is payable in respect of any income generated by the non-national, or his or her dependant, outside of Grenada in accordance with this Act." "Notwithstanding the Customs Act, 2015 and the CARICOM Common External Tariff, 2014, a permit holder is entitled to the conditional duties exemptions set out in Schedule III" SCHEDULE III: List of Conditional Duties Exemptions "1. Household effects, admitted as such by the Comptroller of Customs, not exceeding a c.i.f. value of EC\$75,000.00, which are for his or her personal use and not for sale or exchange, provided:- (i) the items are accompanied by the person importing them; or (ii) are imported within three months before or after the person's arrival in Grenada or within such further period, as the Comptroller of Customs considers reasonable if the articles would have been exempted from duty had they accompanied the person importing them." "2. 100% remission of duty in respect of one motor car or other vehicle of tariff heading 87.03 of the CARICOM Common External Tariff, 2014 principally designed for the transportation of persons excluding max-taxi and similar vehicles – (i) is accompanied by the person importing it; or is imported within three months before or after the person's arrival in Grenada or within such further period as the Comptroller of Customs considers reasonable if the vehicle would have been exempted from duty if it had accompanied the person importing it, and (ii) is not sold, lent, hired, exchanged or otherwise disposed of before 30 calendar days prior to the expiration of the remote-work permit".	https://grenada.parliament.gd/wp-content/uploads/2021/07/Act-No.-3-of-2021-Remote-Employment.pdf		

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Hungary	Europe	Yes	White Card - residence for digital nomads		1 year	Can extend once for another year	Granted only to third-country nationals (non-Hungarian nationals who do not have the right of free movement and residence like EEA nationals or family members of EEA nationals; stateless persons) Not granted to: • who fulfills the conditions for the issuance of a residence permit for guest self-employment, guest investor, employment for the purpose of investment, employment, guest workers, for the issuance of a National Card, Hungarian Card, or Corporate Card • who is in possession of a residence permit for the purpose of studies or who is participating in a short-term supervised traineeship as part of their studies • "who is posting on the territory of Hungary" • "who applied for refugee status, for temporary or subsidiary protection in Hungary" • "who has been granted refugee status, temporary or subsidiary protection in Hungary" • "with tolerated status" • "whose expulsion has been suspended" • "holding an EU residence permit or an EU residence card" • "who arrives in the territory of the European Union in the framework of an intra-corporate transfer" • "who are admitted to the European Union for the purpose of employment as highly qualified workers" INCOME: "monthly legal income is equal to or exceeds EUR 3,000 net for at least 6 months prior to entry". INSURANCE: the applicant must prove "access to comprehensive health insurance services" covering all healthcare services or that (s)he can cover the costs of such services". "An applicant meets this condition in the following cases: • (s)he qualifies as a person with health insurance services under social security, • (s)he has access to the Hungarian health insurance services within the framework of an international convention/treaty or agreement, • (s)he can cover the costs of his/her healthcare services based on documents in proof of his/her means of subsistence available in Hungary." FEE: refer to this link https://oif.gov.hu/factsheets/procedural-fees PROCESSING FEE: ISK 12,200	DOCUMENTS • "Documents in proof of the purpose of residence" • "Documents in proof of means of subsistence in Hungary" • "Documents providing that the applicant has a place of accommodation in Hungary" • "Documents proving that the applicant has health insurance" • "Documents proving that the applicant meets the conditions of exit" • "Other required documents"			https://oif.gov.hu/factsheets/white-card-residence-for-digital-nomads	
Iceland	Europe	Yes	Long-term visa for remote workers		90-180 days	"apply from your country of residence and do not come to Iceland before a decision is made on granting a visa, you may be issued a long-term visa for remote work for up to 180 days."	[no information found]	[no information found]	[no information found]	[no information found]	Related legislation Foreign Nationals Act, No. 80/2016 Regulation on Foreign Nationals, No. 540/2017	https://island.is/en/get-long-term-visa-for-remote-workers
India - Goa	Caribbean	No	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	Normad Girl websites says that "the Goa government started the process of creating a digital nomad visa specific to Goa," but it makes not sense to put Goa on the list when it is not an actual destination with a digital nomad visa.	
Indonesia	Asia	No	Remote Worker Second Home Visa	E33G	1 year	extension possible but the duration not explained	INCOME • "A bank account that proves income in the form of salary or income worth at least US\$60,000 per year" • "Proof of living expense: "bank statements for the last 3 months in the name of a foreigner or guarantor with a minimum amount of USD \$2000 (two thousand United States Dollars) or equivalent amount" FEES: • Stay period of 1 year: Rp. 7.000.000,- • Limited Stay Visa: IDR 500,000.00 • Category II Visa Verification Fee: IDR 2,000,000.00 • Limited Stay Permit for a maximum of 1 year: IDR 3,000,000.00 • Re-entry Permit for a maximum of 1 year: IDR 1,500,000.00	DOCUMENTS • "A valid and valid national passport at least 6 months before the expiry of its validity period" • "proof of living expenses while in Indonesian territory in the form of bank statements for the last 3 months in the name of a foreigner or guarantor with a minimum amount of USD \$2000 (two thousand United States Dollars) or equivalent amount" • "Recent color passport (last year)" • CV • Itinerary • "A bank account that proves income in the form of salary or income worth at least US\$60,000 per year" • "Employment agreements with companies established outside the Indonesian Territory"		The English version of the website had no content. Referred to the page written in Indonesian and used Edge translator https://www.imigrasi.go.id/wna/daftar-visa-indonesia/E33G Accessed 21 January 2026	https://www.imigrasi.go.id/wna/daftar-visa-indonesia/E33G	
Indonesia	Asia	No	Visa Ease of Work While On Vacation	E35	1 year	extension possible but the duration not explained	"Taking a vacation and being able to do certain work within a period of 6 (six) months in accordance with the agreement between Indonesia and Australia and the provisions of laws and regulations" Need a Guarantor/Sponsor for this visa FEES: • Stay period of 1 year: Rp. 7.000.000,- • Limited Stay Visa: IDR 500,000.00 • Category II Visa Verification Fee: IDR 2,000,000.00 • Limited Stay Permit for a maximum of 1 year: IDR 3,000,000.00 • Re-entry Permit for a maximum of 1 year: IDR 1,500,000.00	The Guarantor needs to provide the following documents: • "Letter of guarantee from the guarantor" • "A valid and valid national passport at least 6 months before the expiry of its validity period" • "personal bank statement with a minimum amount of USD \$2000 (two thousand United States Dollars) or its equivalent within the last 3 months (including name, date of period, and account balance)" • "Recent color passport (last year)" • CV • Itinerary SPECIAL REQUIREMENT - no mentioning whether it is the guarantor who prepares these documents • "A letter of recommendation from the Immigration Agency in the cooperating country" • "An education certificate from a university or equivalent educational institution for those who have graduated, or a certificate as an active student of a university for at least 2 (two) years which is equipped with a student identity card from a university in the country concerned"		The English version of the website had no content. Referred to the page written in Indonesian and used Edge translator https://www.imigrasi.go.id/wna/daftar-visa-indonesia/E35 Accessed 21 January 2026	https://www.imigrasi.go.id/wna/daftar-visa-indonesia/E35	

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Indonesia	Asia	No	Visa Ease of Work While Vacationing Australia	E35A	NO INFORMATION	NO INFORMATION	NO INFORMATION	NO INFORMATION	NO INFORMATION	NO INFORMATION	The webpage exists but provides no information on the visa https://www.imigrasi.go.id/wna/daftar-visa-indonesia/E35A Accessed 21 January 2026	
Italy	Europe	Yes	Elective Residence									
							DEFINITION • Digital nomad: "a foreigner who will be self-employed by using technological tools that allow her/him to work remotely." --> Self-Employment/Digital Nomad Visa issued • Remote worker: "foreigner who, through the use of technological tools that allow her/him to work at a distance, carries out subordinate work or collaborative activities in accordance with the modalities set out in Article 2, paragraph 1 of Legislative Decree no. 81 of 15 June 2015, the employer or client may have its registered office in Italy or abroad" --> Employed/Remote Worker Visa issued ELIGIBILITY • be "highly qualified workers as defined by Article 27c par. 1 of Legislative Decree 286/98" • "have at least six months' experience of working as a digital nomad or remote worker" INCOME: "a minimum annual income from lawful sources not less than three times the minimum amount (€ 6,500) required for exemption from contribution to health care costs" INSURANCE: "a medical and hospitalisation insurance valid for the national territory and for the period of stay"	DOCUMENT - general • Passport copy and the passport • National visa D form • Two ICAO standard photos DOCUMENT - proof of a highly qualified worker • "possession of a tertiary education qualification (issued by a competent university in the country where it was obtained) attesting to the completion of a higher education course of at least three years' duration, or a post-secondary professional qualification of at least three years' duration, or corresponding to at least level 6 of the National Qualifications Framework" • "possession of the requirements set out in Legislative Decree no. 20 of 6 November 2007, concerning the exercise of regulated professions" • "possession of a higher professional qualification attested by at least five years' professional experience at a level comparable to that of a tertiary education qualification and relevant to the profession or sector specified in the work contract or binding offer. Provide the following documents as proof: - 'identification of the company and the specific sector in which it operates or has operated' - 'position of the person concerned within the enterprise (owner, partner, employee)' - 'copy of the contract of employment and/or copies of pay slips relating to the period of employment (at least two for each year declared)' - 'certificate from the employer describing the experience acquired in the company and indicating the starting and ending dates' • "possession of a higher level of professional qualification attested by at least three years' relevant professional experience acquired during the seven years preceding the date of application, if the applicant is a manager or a specialist in the field of information and communication technologies" DOCUMENT - remote workers • "the employment or collaboration contract or the binding offer to carry out an activity that requires the fulfillment of one of the conditions set out in Article 27 – quarter, paragraph 1, of Legislative Decree 286/98" • "a declaration signed by the employer, accompanied by a copy of a valid identity document, certifying that there have been no convictions against her/him in the last five years" DIGITAL NOMAD 1. Visa application form (with a photo) 2. Passport 3. Certificate of eligibility (Note) If the certificate of eligibility is presented, (4) to (6) below can be omitted.) 4. Documents explaining the applicant's planned activities and period of stay during their stay in Japan 5. Documents proving that the applicant's annual income is JPY 10 million or more (Note) Tax payment certificate, income certificate, employment contract, contract with a business partner (which clearly states the contract period and the contract amount.) 6. Documents proving that the applicant has insurance against death, injury or illness during their stay in Japan (compensation for medical treatment for injury or illness must be JPY 10 million or more) (Note) A copy of the certificate of insurance coverage and policy summary, a copy of the credit card and documents proving supplementary compensation." SPOUSE OR CHILD OF DIGITAL NOMAD 1. Visa application form (with a photo) 2. Passport 3. Certificate of eligibility (Note) If the certificate of eligibility is presented, (3) to (5) below can be omitted) 4. Documents explaining the applicant's planned activities and period of stay during their stay in Japan 5. Documents proving that the applicant has insurance against death, injury and illness during their stay in Japan (compensation for medical treatment for injury and illness must be JPY 10 million yen or more) (Note) A copy of the certificate of insurance coverage and policy summary, a copy of the credit card and documents proving supplementary compensation. (A copy of documents confirming the scope of insurance coverage, in case family coverage is provided by the insurance of the spouse or parent.) 6. Document proving the relationship between the applicant and the spouse or parent with Digital Nomad visa 7. A copy of the passport of the applicant's spouse or parent with Digital Nomad Visa"				
Japan	Asia	Yes	Specified visa: Designated activities (Digital Nomad, Spouse or Child of Digital Nomad)		6 months	"No extension will be granted"	"Individuals wishing to work remotely in Japan for a period not exceeding six months." "Spouse or child accompanying an individual wishing to stay in Japan for a period not exceeding six months while working remotely." Check this link for citizens eligible to apply: https://www.mof.go.jp/jisa/content/001416932.pdf Applicant's annual income: JPY 10,000,000 or more	SPOUSE OR CHILD OF DIGITAL NOMAD 1. Visa application form (with a photo) 2. Passport 3. Certificate of eligibility (Note) If the certificate of eligibility is presented, (3) to (5) below can be omitted) 4. Documents explaining the applicant's planned activities and period of stay during their stay in Japan 5. Documents proving that the applicant has insurance against death, injury and illness during their stay in Japan (compensation for medical treatment for injury and illness must be JPY 10 million yen or more) (Note) A copy of the certificate of insurance coverage and policy summary, a copy of the credit card and documents proving supplementary compensation. (A copy of documents confirming the scope of insurance coverage, in case family coverage is provided by the insurance of the spouse or parent.) 6. Document proving the relationship between the applicant and the spouse or parent with Digital Nomad visa 7. A copy of the passport of the applicant's spouse or parent with Digital Nomad Visa"				https://www.mofa.go.jp/ca/fin/pageve_000001_00046.html
Kazakhstan	Asia	No	Digital Nomad Residency			could lead to permanent residence permit	"The Digital Nomad Residency program is designed to attract foreign IT professionals. It offers a simplified way to obtain permanent residence permit in Kazakhstan."	DOCUMENTS: • copy of the applicant's passport • CV • portfolio • letter of motivation • criminal record certificate • 3.5x4.5 colour photo DOCUMENTS • Form 25 online form. • Two recent passport size colored photo (for both new and renewal) • "Copy of valid national passport" • "Current Immigration status if in the country" • "Detailed and signed cover letter from the applicant addressed to the Director General of Immigration Services stating the nature of employment or business location and duration of stay" • "Signed cover letter from the employer/company/organization addressed to the Director General of Immigration Services" • "Bank Statement/Paraslips for last three (3) months proving monthly income" • "Proof of accommodation i.e. hotel reservation, lease/rental agreement" • "Letter of no objection from local embassy of home country" • "Company details, Physical address, telephone number, email address. Contact person - Name, Job title, telephone and email" • "Processing fees(Non-refundable) (US\$ 200/-)" • "Issuance fees (US\$ 1,000/-) per year" • "Copy of Checklist"			The information is not well organized	https://egov.kz/cms/en/news/digital_nomad_residency
Kenya	Africa	No	Permit Class N: (Digital Nomads (KEP/N))	KEP/N?	1 or 2 years	Possible, but the duration unspecified	ELIGIBILITY • "a person who works remotely within Kenya for a company registered outside the country" • a foreigner who "works under an employment contract for a company registered outside Kenya" • a foreigner who "is a shareholder or conducts business on behalf of a foreign company" • a foreigner who "offers services as a self-employed to clients who are located outside Kenya" FEES: • Processing fee: US\$ 200 • Issuance fee: US\$1,000 per year					https://fms.immigration.go.ke/info/apply/permits/classN/

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Latvia	Europe	Yes	Digital Nomad Visa		1 year		You must work remotely for a company in an OECD country, or you must have your business registered in an OECD country if you're a freelancer or self-employed. Who can apply: "only available to foreign nationals employed by companies registered in Organization for Economic and Cooperation and Development (OECD) countries. Freelancers whose businesses are registered in OECD countries can apply. EU/EEA and Swiss citizens do not need a visa to live and work in Latvia". Eligible countries - "37 European Union and non-EU countries" of OECD: Austria, Belgium, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Italy, Latvia, Lithuania, Luxembourg, Netherlands, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden, and Switzerland. Eligible countries - non-EU OECD: Australia, Canada, Chile, Colombia, Costa Rica, Israel, Japan, Mexico, New Zealand, Norway, South Korea, Turkey, United Kingdom, and the United States. Fee: \$65. "an expedited review of an application submitted three days before the end of a legal stay in the country costs \$129." ELIGIBILITY • "Digital Freelance, Independent Contractor" = "provides services to clients, primarily foreign-based, and works remotely without being tied to any physical office in Malaysia. You operate under a flexible work arrangement, managing your own projects, clients, and income streams." • "Remote worker (full and part-time) is employee of a company but not required to physically be in the office" = "employed by a foreign-based company that is not registered in Malaysia, and you perform your work remotely without being tied to any physical office. You have a flexible working arrangement that allows you to carry out your duties from any location." DOMAIN OF PROFESSION - TECH TALENT/PROFESSION: "Digital freelancer, independent contractor, and remote worker who are IT & digital professionals in various domains": Software Engineers, Backend Engineers, Cloud, Cybersecurity, Blockchain, AI (Artificial Intelligence), Machine Learning (data-related, etc.), Digital Marketing, Digital Creative Content, Digital Content Development, User Experience, User Interface, Other related positions DOMAIN OF PROFESSION - NON-TECH TALENT/PROFESSION: Chief Executive Officer (Founder/Managing Director/President), Chief Operating Officer, Business Development (Growth Manager), Marketing Manager, Chief Financial Officer, Finance Manager/Accountant, Sales Manager/Customer Success Manager, Human Resources Manager, Legal Counsel, Public Relation Manager, Consultant Customer Service Manager/Customer Service Representative/Customer Success Specialist, Communications & Public Relations Manager, Administrative Manager, Technical Writer, Tax Specialist, Tax Accountant, Production Manager, Supply Chain Manager, Other any related positions NATIONALITY: open to every nationality except Israel INCOME • Tech Talent/Profession: "More than USD24,000 per year" • Non-Tech Talent/Professional: "More than USD60,000 per year" FEES: main applicant = MYR 1,000 / dependent = MYR 500 PROOF OF WORK • Digital Freelancer/Independent Contractor: Active project contract, contract duration longer than 3 months (can be multiple contracts), clients can be both local and foreign companies • Remote Worker: Active employment contract, contract duration longer than 3 months, employer is foreign/non-Malaysian based companies	Application not open yet A valid passport. An employment contract (at least 6 months old) showing that you're employed by a company in an OECD country. Proof of business registration in an OECD country (for self-employed persons and freelancers). Proof that your work is fully remote. It should be stated in your employment contract or business profile. Proof of sufficient income: You must provide bank statements and paystubs showing that you earn at least 2.5 times the Latvian minimum wage or €2,875 (\$3,080) monthly. Valid international health insurance."	"Latvia operates a progressive income tax system starting at 20%. However, current legislative proposals are soliciting a 15% fixed income tax rate for digital nomad visa holders."	https://www.elias.org/blog/latvia-digital-nomad-visa		
Malaysia	Asia	No	DE Rantau Nomad Pass "a type of Professional Visit Pass newly designed to allow qualified foreign digital nomads to travel and work in Malaysia" https://mdc.my/derantau	Professional Visit Pass (PLIK)	3-12 months	additional 12 months https://mdc.my/derantau	DOMAN OF PROFESSION - TECH TALENT/PROFESSION: Digital freelancer, independent contractor, and remote worker who are IT & digital professionals in various domains: "Software Engineers, Backend Engineers, Cloud, Cybersecurity, Blockchain, AI (Artificial Intelligence), Machine Learning (data-related, etc.), Digital Marketing, Digital Creative Content, Digital Content Development, User Experience, User Interface, Other related positions DOMAN OF PROFESSION - NON-TECH TALENT/PROFESSION: Chief Executive Officer (Founder/Managing Director/President), Chief Operating Officer, Business Development (Growth Manager), Marketing Manager, Chief Financial Officer, Finance Manager/Accountant, Sales Manager/Customer Success Manager, Human Resources Manager, Legal Counsel, Public Relation Manager, Consultant Customer Service Manager/Customer Service Representative/Customer Success Specialist, Communications & Public Relations Manager, Administrative Manager, Technical Writer, Tax Specialist, Tax Accountant, Production Manager, Supply Chain Manager, Other any related positions NATIONALITY: open to every nationality except Israel INCOME • Tech Talent/Profession: "More than USD24,000 per year" • Non-Tech Talent/Professional: "More than USD60,000 per year" FEES: main applicant = MYR 1,000 / dependent = MYR 500 PROOF OF WORK • Digital Freelancer/Independent Contractor: Active project contract, contract duration longer than 3 months (can be multiple contracts), clients can be both local and foreign companies • Remote Worker: Active employment contract, contract duration longer than 3 months, employer is foreign/non-Malaysian based companies	FOR FREELANCERS 1. Passport 2. CV 3. Signed Client Contracts/Freelance Agreements 4. Invoices Issued - Last three Months 5. Proof of Payment 6. Bank Statements - Last three Months 7. Portfolio, Website, or Client Testimonials (optional, but recommended) 8. Letter of Good Conduct 9. Personal Bond 10. Highest Education Certificate 11. Medical Insurance Enrolment Certificate 12. Inland Revenue Board of Malaysia (LHDN) Tax Registration Slip FOR REMOTE WORKERS 1. Passport 2. CV 3. Signed Employment Contracts 4. Paystubs - Last three Months 5. Bank Statements - Last three Months 6. Income Statement/ Tax Return 7. Letter of Good Conduct 8. Letter of Confirmation from Employer (Optional but strongly recommended) 9. Personal Bond Form 10. Highest Education Certificate 11. Medical Insurance Enrolment Certificate 12. Inland Revenue Board of Malaysia (LHDN) Tax Registration Slip 13. Marketing Portfolio / Performance Report (Digital Marketing Applicants Only)	Refer to "Section D- Tax" in the following link for more detail: https://mdc.my/static/pdf/derantau/251105_DE%20Rantau_Pass_FAQ_V8.pdf Remote Worker whose source of income comes from outside of Malaysia: not applicable if the number of days stayed in Malaysia does not exceed 60 days. Taxable from day 61 and onwards. Freelancers whose source of income comes from Outside of Malaysia/Worldwide: taxation based on local legislation. Freelancers whose source of income comes from Malaysia: • "Subject to Withholding Tax under Section 109B, ITA 1967 for the first 182 days of stay. 10% tax rate applicable or preferential rates specified in DTA" • "After 182 days, income shall be taxable under Section 4(a), ITA 1967 due to classification as residence under Section 7, ITA 1967 and conducting business under Section 12 ITA 1967" • "Tax paid (first 6 months / 182 days) through withholding tax under Section 109B will be given a tax credit under Section 110, ITA 1967 upon submission of related Tax Return when this income is properly declared under Section 4(a), ITA 1967"	https://mdc.my/derantau (duration, extension, eligibility) https://mdc.my/static/pdf/derantau/251105%20Mandatory%20Documents%20for%20Freelancer%20Final%201%20.pdf (eligibility, application process - for freelancers) https://mdc.my/static/pdf/derantau/251105%20Mandatory%20Documents%20for%20Remote%20Worker%20Final%201.pdf (eligibility, application process - for remote workers)		

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Malta	Europe	No	Nomad Residence Permit		1 year	can renew three times maximum stay: 4 years in total	"Applicants must prove they can work remotely, using telecoms." NATIONALITY: third country nationals (non-EU, non-EEA, non-Swiss) Ineligible nationalities: Afghanistan, North Korea, Iran, DRC, Somalia, South Sudan, Sudan, Yemen, Venezuela ELIGIBILITY 1. "work for an employer registered in a foreign country and have a contract of work" 2. "conduct business activities for a company registered in a foreign country and of which applicant is partner/shareholder" 3. "offer freelance or consulting services, to clients whose permanent establishments are in a foreign country, and with whom the applicant has contracts" Applicants "must prove that they fit under any one of the three categories" 1. Employed - "with an employer registered in a foreign country and has a contract of employment" 2. Self-employed - "conduct business activity for a company that is registered in a foreign country and of which applicant is a partner/shareholder" 3. Freelance - "offer freelance or consulting services to clients whose permanent establishments are in a foreign country, and with whom the applicant has contract agreements" "Persons contracted by a foreign company and giving services to the company's Maltese subsidiary are not eligible for the Nomad Residence Permit." INCOME PROOF: "a minimum gross yearly income of €42,000" FEE • €300: "a non-refundable application fee of €300 per person, to be paid to Residency Malta Agency via bank transfer from MA's bank account" • €100: "the issuance of a residency card by Identity per person, to be paid in person at Residency Malta's offices"	• Application Form N4 • Consent Forms - by parents for minor dependents • Letter of Intent • International Passport • Curriculum Vitae • Bank Statement • Police Conduct Certificate ADDITIONAL DOCUMENTS DEPENDING ON EMPLOYMENT STATUS "In case of employment – MA is to submit a contract of employment clearly showing obligations to the employer, describing work duties and stating that work may be performed remotely, independent of location. A bank statement clearly showing the income from employment in the previous three (3) months must also be provided." "In case of self-employment – MA is to provide bank statement of an account in their own name clearly showing the income received from selfemployment for the previous three (3) months. A Certificate of Incorporation and Share Register must be provided. Depending on the jurisdiction, documents may be titled in a different manner but would still hold jurisdictional equivalence." "In case of freelance – MA is to submit service contracts clearly showing obligations to the service receiver, the work duties performed and the rate of payment. A bank statement showing inward transactions of income generated during the previous three (3) months from the declared activities for which service contracts are being submitted is also required. MAs, in all of the above employment statuses, must prove they have a guaranteed source of income, as per applicable thresholds, for a minimum period of 5 months (cumulative) from the day of application." OTHER DOCUMENTS • Marriage Certificate • De Facto Partnership • Birth Certificate - of a child • Change of Name document • Award of custody/guardianship • Declaration to engage a representative	"In respect of nomads, tax considerations and obligations might arise under both foreign and Maltese legislation. In respect of income tax obligations under Maltese law, you may wish to refer to S.L. 123.210 Nomad Residence Permits (Income Tax) Rules and the applicable provisions of the Income Tax Acts, Chapters 123 and 372 of the Laws of Malta. You are also solicited to seek appropriate professional assistance in respect of both the Maltese and foreign tax treatment applicable in the specific circumstances."	https://nomad.residency.malta.gov.mt/new-faqs/ (duration, extension, eligibility, tax) https://nomad.residency.malta.gov.mt/nomad-eligibility/ (eligibility) https://nomad.residency.malta.gov.mt/checklist/ (application process)		
Mauritius	Africa	No	Premium Visa		6 months - 1 year	Renewable, but the duration unspecified	NATIONALITY: "Any non-citizen from the list of countries" in page 4 of the document. "Note: Foreign nationals from countries not listed below can still enter Mauritius on a Tourist Visa and submit their online application for the Premium Visa during their stay in Mauritius." ELIGIBILITY - meet the criteria below • applicant should not enter the Mauritis labour market" • "The main place of business and/or source of income and profits should be outside Mauritius" • "documentary evidence to support application such as purpose of visit, accommodation etc." • "other basic immigration requirements" INCOME - bank statement • Adult applicant: minimum USD 1500 per month • Each dependent child: minimum USD 500 per month INSURANCE: "sufficient travel and health insurance for the initial period of stay" FEES: Free	DOCUMENTS 1. Premium Visa Application Form 2. Bio data page of passport 3. Passport size photo 4. Copy of airline ticket (including return ticket for intended period of stay beyond 6 months) 5. Travel and health insurance for intended period of stay 6. Letter of accommodation for intended period of stay 7. Evidence of funds: copy of recent bank statements for the last three months and proof of monthly income (minimum USD 1500 per month for each adult applicant and minimum USD 500 per each dependent child) 8. Dependent: spouse - married certificate, children - birth certificate and letter of consent 9. Any other documents as may be required by this Office	"Mauritian-sourced income of a Premium Visa holder (e.g. moluments for work performed remotely in Mauritius) will be taxed on a remittance basis. That money spent in Mauritius through the use of foreign credit or debit cards will not be deemed to have been remitted to Mauritius." "The holder of a Premium Visa will be liable to pay income tax on money brought and deposited in a bank account in Mauritius. As an additional facility, such bank deposits will not be subject to income tax if a declaration is made to the effect that the required tax has been paid thereon in his country of origin or residence."	https://residency.mu/live/mauritius-premium-visa/ (extension) https://business.edm.mauritius.org/web/wnb/connect/business/75ca9985-8666-4298-a777-26b236145bae-Nov-2023.pdf?MOD=AJPER&ContentCache=NONE&CACHE=NONE&CACHEID=ROOTWORKSPACE/Z18-JA1810-000VAC004TMNE2N3G33-75ca9985-8666-4298-a777-26b236145bae-0MA1Q3 (duration, extension, eligibility, application process, tax)		

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Mexico	Latin America	Yes	Temporary Resident Visa (It seems that this is not a visa specific for digital nomads)		180 days - 4 years		"Te sirve para viajar a México, presentarte en los lugares autorizados al tránsito internacional de personas y tu propósito sea permanecer en territorio mexicano por un periodo mayor a 180 días y no mayor a 4 años." Translation (Chat GPT): It allows you to travel to Mexico, enter through locations authorized for the international transit of persons, and your proposal is to remain in the Mexican territory for a period no less than 180 days and no more than four years.	DOCUMENTS (translation - Chat GPT) 1. Please refer to the link below as the list is very long. 2. "Documento que indique que cuenta con empleo o pensión con ingresos mayores al equivalente de trescientos días de salario mínimo vigente en la Ciudad de México, si se documenta bajo el supuesto de solvencia económica, o de doscientos días si se documenta bajo el supuesto de carta invitación y si no le cubren gastos, o de cien días para acreditar solvencia económica para manutención de cónyuge o concubina/ro en caso de contar con visa de residente temporal" y la pareja se documenta bajo el supuesto de unidad familiar" Document indicating that the applicant has employment or a pension with income greater than the equivalent of three hundred days of the current minimum wage in Mexico City, if documented under the economic solvency criterion; or two hundred days if documented under the invitation letter criterion and expenses are not covered; or one hundred days to prove economic solvency for the support of a spouse or common-law partner, in cases where the applicant holds a temporary resident visa and the partner is documented under the family unity criterion. 3. "Carta responsiva de una organización o de una institución pública o privada" Letter of responsibility from an organization or from a public or private institution. 4. "Tarjeta de residente permanente, o de residente temporal o de residente temporal estudiante" Permanent resident card, temporary resident card, or temporary resident student card. 5. "Carta en constancia emitida por la institución educativa en la que conste que el extranjero con la condición de estancia de residente temporal estudiante continúa con estudios" Certificate letter issued by the educational institution stating that the foreign national holding temporary resident student status continues their studies. 6. "Escritura pública otorgada ante Fedatario Público que acredita que la persona extranjera es titular de bienes inmuebles, con un valor que exceda de cuarenta mil días de salario mínimo general vigente en la Ciudad de México" Public deed executed before a Notary Public certifying that the foreign national owns real estate with a value exceeding forty thousand days of the general minimum wage in effect in Mexico City. 7. "Documentación que acredite el desarrollo de las actividades económicas o empresariales" Documentation proving the development of economic or business activities. 8. "Documentos con el que el solicitante acredite que cuenta con la experiencia, capacidad, habilidades o conocimientos necesarios para desarrollar la actividad para la cual es invitado" Documents by which the applicant demonstrates having the experience, capacity skills, or knowledge necessary to carry out the activity for which they are invited. 9. "Estado de cuenta bancario" Bank account statement 10. "Pasaporte o documento de identidad y viaje válido conforme a derecho internacional y vigente" Passport or identity and travel document valid under international law and currently valid. 11. "Fotografías del solicitante" Photographs of the applicant 12. "Copia de la comunicación mediante la cual la representación diplomática en México del país donde sean nacionales o residentes, le notifique a la persona extranjera que la SRE recibió las autorizaciones de las autoridades nacionales competentes, si se trata de personas extranjeras que deseen ingresar para participar en proyectos de investigación científica y/o de recolección de muestras en el territorio nacional o en aguas jurisdiccionales de México. Debe contener el nombre completo del solicitante y nacionalidad; denominación de la organización o institución que invita a la persona extranjera, información de la actividad o proyecto en el que participará, duración de la actividad." Copy of the communication by which the diplomatic representation in Mexico of the country of which the applicant is a national or resident notifies the foreign national that the Ministry of Foreign Affairs (SRE) has received the authorizations from the competent national authorities, in cases where foreign nationals seek to enter Mexico to participate in scientific research projects and/or sample collection within national territory or Mexican jurisdictional waters. The document must contain the applicant's full name and nationality; the name of the organization or institution inviting the foreign national; information about the activity or project in which they will participate; and the duration of the activity. 13. "Escrito libre de solicitud" Free-form written application request 14. "Acta de matrimonio" Marriage certificate 15. "Acta de nacimiento" Birth certificate 16. "Visa de residencia temporal, de residente temporal estudiante" temporary resident visa or temporary resident student visa 17. "Documento probatorio de nacionalidad mexicana, de conformidad con el Artículo 3 de la Ley de Nacionalidad" Documentary proof of Mexican nationality, in accordance with Article 3 of the Nationality Law. 18. "Escritura o póliza de la persona moral mexicana otorgada ante Fedatario Público o documento certificado por el órgano de administración o funcionario competente, en el que conste que la persona extranjera participa en el capital social de la persona moral mexicana, y que el monto de la inversión erogado para la participación de la persona extranjera en la persona moral mexicana exceda veinte mil días de salario mínimo vigente en la Ciudad de México" Deed or policy of the Mexican legal entity executed before a Notary Public, or a document certified by the administrative body or competent official, stating that the foreign national participates in the share capital of the Mexican legal entity, and that the amount of the investment made for such participation exceeds twenty thousand days of the minimum wage in effect in Mexico City. 19. "Documento que acredite la propiedad o titularidad de bienes muebles o activos fijos en favor de la persona moral extranjera, utilizados para fines económicos o empresariales, con un valor que exceda veinte mil días de salario mínimo en la Ciudad de México" Document proving ownership or title to movable property or fixed assets in favor of the foreign legal entity, used for economic or business purposes, with a value exceeding twenty thousand days of the minimum wage in Mexico City. 20. "Documento que acredite legal estancia, si la persona que solicita visa de residencia temporal no es nacional del país donde se encuentra la Oficina Consular donde solicitará la visa" Document proving legal stay, if the person applying for a temporary resident visa is not a national of the country where the Consular Office at which the visa is being requested is located.			https://consulmex.sre.gob.mx/learnings/index.php?tab=mx/casos/visas/115/temporary-resident-visa (duration) https://www.gob.mx/publicaciones/detalle/Tramite_vhnm7 https://residence-permit.md/en/digital-nomad-visa-moldova/ (eligibility, application process)	
Moldova	Europe	Yes	Digital Nomad Visa		2 years?	can lead to residency	ELIGIBILITY AND REQUIREMENTS • "Foreign citizens working remotely" • "Specialists in IT, marketing, design, e-commerce, and other digital sectors" • "Freelancers and entrepreneurs with online income" • "Minimum confirmed income – 136,000 MDL per year (approximately \$11,160 or about \$930 per month)" • "Health insurance valid in Moldova for the entire period of stay" • "Proof of accommodation – a rental agreement or a document confirming the place of residence" • "Valid passport for the duration of the visa" • "Documents proving remote work activity (contracts, payment system statements, letters from employers, etc.)"	1. Check eligibility 2. Prepare your documents 3. Submit your application 4. Application review 5. Receive your visa and register			The source is not an official government website. Google search suggests it has an affiliation with the government, but it is unverified by the researcher. https://residence-permit.md/en/digital-nomad-visa-moldova/	

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Montenegro	Europe	No			2 years	2 years.	DOCUMENTS 1. Application form 2. Proof of financial means of support 3. Proof of accommodation 4. Health insurance 5. Valid foreign travel document 6. No criminal record in the country of origin - "has not been sentenced to an unconditional prison sentence of more than six months for a criminal offense for which one is being prosecuted ex officio, or the legal consequences of the conviction have ceased" 7. Proof "of the justification of the request for the issuance of a permit, i.e., an employment contract or other document proving that the foreigner performs work electronically for a foreign company or his own company that is not registered in Montenegro"				The official website lacks many information. For example, FAQ section of the website has no content. https://digitalnomads.gov.me/article/legal-status-for-nomad?review_mode=true	
Montserrat	Caribbean	No	Remote Worker Stamp		12 months	Possible, but the duration unspecified	ELIGIBILITY - must meet one of the three following points "Works for an employer that is registered in a foreign country and they have a contract of work with that employer" "Conducts business activity for a company that is registered in a foreign country and of which they are a partner/shareholder" "Offers freelance or consulting services mostly to clients, whose permanent establishments are in a foreign country, and with whom they have contracts" DOCUMENTS - Proof of valid health insurance - Proof of employment/Business incorporation certificate - Copy of passport biographical data - Passport size photograph - Proof of annual income - Police records "This Stamp only allows you to work remotely for companies and individuals not registered in Montserrat." INCOME: annual income of USD\$70,000 INSURANCE: health insurance with valid Montserrat and COVID-19 coverage. "Valid medical insurance is a prerequisite for approval of your Remote Worker Stamp application." FEES: - Individual: US\$500 - Individual accompanied by a maximum of three family members: US\$500 + US\$250 for each additional family members INCOME: monthly average income of USD 2,000 to cover cost of living / additional average income of USD 1,000 for an accompanying spouse / additional average income of USD 500 for every accompanying child	Not liable to pay income tax	montseratremoteworker.com is a website directed by the Montserrat government website. According to Google, it is a platform launched by the Montserrat government.	https://montseratremoteworker.com/Tags/(extension,-eligibility--eligibility,income,insurance) the classical (eligibility - eligibility, income, insurance; application process) https://www.gov.ms/2021/01/29/applications-we-now-open-for-the-12-month-montserrat-remote-workers-atamp/ (eligibility - fee, tax)		
Namibia	Africa	No	Namibia digital nomad visa		6 months	Non-renewable. Reapplication allowed after 12 months of the current visa	FEES: USD 124 NO OFFICIAL WEBSITE DEFINITION OF REMOTE WORK "Remote work is an activity you do for gain or reward for a company, employer or client that is not in New Zealand." "If you are self-employed or a digital nomad, you can work remotely for clients outside New Zealand." - All visitor visas applied for on or after 27 January 2025 allow you to work remotely in New Zealand. There is no limit to the amount of remote work you can do while you have your visitor visa." - Includes: answering emails and phone calls, coding and testing, writing reports, attending meetings or giving presentations to colleagues outside New Zealand, creating content as a social media influencer – as long as you are not promoting an activity, event or product for gain or reward from a New Zealand business or person in New Zealand." - Does not include work a) that is for a New Zealand employer; b) with a New Zealand business or person in New Zealand in exchange for goods or services; for example free accommodation in exchange for a review, and c) that requires you to be in New Zealand. DO NOTES: "work for a New Zealand employer" "provide goods or services to people or businesses in New Zealand" "do work that requires them to be physically present at a workplace in New Zealand." FEES: NZD 441	INSURANCE: Applicants must also have valid travel documents and health or travel insurance, and should provide a police clearance certificate from their country of origin'	"Should you spend over 180 days in Namibia while earning an income from sources outside the country, you might be subject to income tax obligations."	pdf files cited here can be found in this website: https://www.npdb.com/digital-nomad-visa-Direct link to the file: (eligibility) (extension,) https://75d837d2-677e-44cc-b56c-2935a1fb73ae/files-usps/vipbl-R0xv4B-e64d4fR70d2474783z4723dc58d35d.pdf (eligibility)		
Nepal	Asia	No	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE DEFINITION OF REMOTE WORK "Remote work is an activity you do for gain or reward for a company, employer or client that is not in New Zealand." "If you are self-employed or a digital nomad, you can work remotely for clients outside New Zealand." - All visitor visas applied for on or after 27 January 2025 allow you to work remotely in New Zealand. There is no limit to the amount of remote work you can do while you have your visitor visa." - Includes: answering emails and phone calls, coding and testing, writing reports, attending meetings or giving presentations to colleagues outside New Zealand, creating content as a social media influencer – as long as you are not promoting an activity, event or product for gain or reward from a New Zealand business or person in New Zealand." - Does not include work a) that is for a New Zealand employer; b) with a New Zealand business or person in New Zealand in exchange for goods or services; for example free accommodation in exchange for a review, and c) that requires you to be in New Zealand. DO NOTES: "work for a New Zealand employer" "provide goods or services to people or businesses in New Zealand" "do work that requires them to be physically present at a workplace in New Zealand." FEES: NZD 441	NO OFFICIAL WEBSITE DEFINITION OF REMOTE WORK "Remote work is an activity you do for gain or reward for a company, employer or client that is not in New Zealand." "If you are self-employed or a digital nomad, you can work remotely for clients outside New Zealand." - All visitor visas applied for on or after 27 January 2025 allow you to work remotely in New Zealand. There is no limit to the amount of remote work you can do while you have your visitor visa." - Includes: answering emails and phone calls, coding and testing, writing reports, attending meetings or giving presentations to colleagues outside New Zealand, creating content as a social media influencer – as long as you are not promoting an activity, event or product for gain or reward from a New Zealand business or person in New Zealand." - Does not include work a) that is for a New Zealand employer; b) with a New Zealand business or person in New Zealand in exchange for goods or services; for example free accommodation in exchange for a review, and c) that requires you to be in New Zealand. DO NOTES: "work for a New Zealand employer" "provide goods or services to people or businesses in New Zealand" "do work that requires them to be physically present at a workplace in New Zealand." FEES: NZD 441	NO OFFICIAL WEBSITE If your income is taxed elsewhere, New Zealand will exempt it from tax if the person does not spend more than 92 days in New Zealand in a 12-month period. The days do not need to be consecutive." "If the person is a tax resident in one of the 40 plus countries with which New Zealand has a tax treaty (such as Australia, most of Europe, the UK, the US and much of Asia), this period can often be extended to 183 days. More information is available on Inland Revenue's website." "If the person is present in New Zealand for longer than the relevant limit for exemption, New Zealand will tax their income from providing services. This tax will apply from the first day of their New Zealand presence, and will be imposed at the same rates as apply to New Zealand residents." You may have to pay tax if you are visiting New Zealand and working remotely for an overseas business or client. If your income is taxed in another country or territory, you may not need to pay tax in New Zealand if you are here for less than 92 days in a 12-month period. If you are a tax resident in 1 of the countries and territories New Zealand has a tax treaty with, you may be able to stay in New Zealand for up to 183 days before you need to pay tax. The days do not need to be all at once, for example if you visit New Zealand more than once in a 12-month period. Contact Inland Revenue to discuss your situation and to check if you will need to pay tax in New Zealand.'	NO OFFICIAL WEBSITE	>	
New Zealand	Oceania	Yes	Visitor Visa or NZETA		Visitor Visa 6 to 9 months	'up to a maximum of 9 months in an 18-month period.'	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	This is not a separate visa for digital nomads. They can apply for a visitor visa and work.	List of current visas: https://mfa.gov.mk/en:gb/kon-pulami-slugaj/video-xiz-zk-het-co-sm Nomad Girl website chose to put North Macedonia as a destination when such visa does not exist yet! https://nomadgirl.co/content/writing-digital-nomad-visas/ , News article on North Macedonia preparing a digital normal visa cited by Nomad Girl! https://theregucalist.com/north-macedonia-as-a-digital-normal-designation-but-will-it-be-government-going-about-it/
North Macedonia	Europe	No	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT		
Norway	Europe	Yes	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE		

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Panama	Latin America	No	Visa para Nómadas Digitales: Visa de Corta Estancia como Trabajador Remoto y otras disposiciones		9 months	9 months	ELIGIBILITY • "Tenga contrato como operativo de una empresa extranjera de carácter transnacional o sea un trabajador autónomo, en la modalidad de teletrabajo." Translation: has a contract as an operative of a transnational foreign company or is a teleworking self-employed person. • "Realice funciones que surtan sus efectos en el extranjero." Translation: carries out work that has an effect abroad. INCOME: annual income no less than 6,000 balboas or its equivalent INSURANCE: insurance must cover the applicant's stay in Panama FEES: USD 250	DOCUMENTS - general • "Poder otorgado por el interesado (notariado)" • "Solicitud del apoderado legal" application of the legal guardian • "Tres (3) fotografías tamaño carné del solicitante" three ID card-sized photos of the applicant • "Copia debidamente cotejada del pasaporte (Notario o Autoridad correspondiente) del solicitante" duly verified copy of the applicant's passport (by a Notary Public or the corresponding authority) • "Certificado de Antecedentes Penales del solicitante. Debidamente legalizado por Apostille o por los canales consulares correspondientes" Police Clearance Certificate of the applicant, duly legalized by Apostille or through the appropriate consular channels • "Certificado de Salud del solicitante" Health Certificate of the applicant • "Formulario de Declaración Jurada de Antecedentes Personales" Sworn Declaration Form of Personal Background • "Pago al Servicio Nacional de Migración por US\$ 250.00" Payment to the National Immigration Service in the amount of US\$250.00 • "Formulario de la Solicitud de Visa de Corta Estancia" Short-Stay Visa Application Form • "Copia de la póliza de seguro médico que cubra su estadía en la República de Panamá (Internacional)" Copy of a medical insurance policy covering the applicant's stay in the Republic of Panama (international coverage) • "Certificación de existencia de la empresa extranjera" Certificate of existence of the foreign company • "Certificación bancaria de ingresos" Bank certification of income • "Estado de cuenta bancario con sello fresco que demuestre el envío de los fondos y pagos declarados." Bank account statement bearing a current ("fresh") bank stamp, demonstrating the transfer of funds and the declared payments DOCUMENTS - trabajador de empresa privada (employee of a private company): "Carta de la empresa, en papel membrete, firmada por el representante legal. Debe incluir los datos generales del solicitante, cargo y funciones, ingreso mensual que debe ser superior a US\$3,000.00, periodicidad de los pagos y los mismos deben venir de fuente extranjera. Debe declarar que asume la repatriación del solicitante y que el mismo se encuentra en la modalidad de teletrabajo. El documento si es expedido en el exterior debe cumplir con los requisitos de autenticación por Apostille o legalización por consulado." Letter from the company, on letterhead, signed by the legal representative. It must include the applicant's general information, job title and duties, monthly income (which must be greater than US\$3,000.00), payment frequency, and confirmation that payments originate from a foreign source. The letter must state that the company assumes responsibility for the applicant's repatriation and that the applicant is working under a telework arrangement. If the document is issued abroad, it must comply with authentication requirements by Apostille or legalization by a consulate. DOCUMENTS - self-employed person • "Certificación de la empresa propia, debidamente registrada en el extranjero." Certificate of the applicant's own company, duly registered abroad. • "Declaración Jurada ante notario, que describa la relación comercial, incluir nombre completo del solicitante y de los clientes, cuáles son los servicios que presta, y cuanto devenga por los servicios ofrecidos, procedencia de los fondos y la periodicidad de los pagos recibidos." Sworn affidavit before a notary describing the commercial relationship, including the full name of the applicant and of the clients, the services provided, the income earned from those services, the origin of the funds, and the frequency of payments received.	[no information found]		https://www.cecopanama.gob.pa/visa-para-nomadas-digitales/	
Peru	Latin America	No			1 year	extension possible but the duration not explained	ELIGIBILITY • "para aquellas personas extranjeras que laboren de manera remota para empresas domiciliadas fuera del Perú y quieren pasar un tiempo trabajando y conociendo nuestro país," for those foreigners who work remotely for companies based outside of Peru and who want to spend time working and learning about our country. • "Esto hace que no requieren una visa de trabajo, ya que no tienen un empleador local, ni realizan actividades remuneradas que generen ingresos de fuente peruana." This means that they do not require a work visa, as they do not have a local employer and do not carry out remunerated activities that generate income from Peruvian sources.				"Anteriormente, estas personas se acogían a visas de turismo, pero su estancia no podía exceder un periodo máximo de 90 días, lo que limitaba su capacidad de seguir viajando y disfrutando del Perú mientras trabajaban para empresas extranjeras." Translation by Papago: Previously, these people were on tourist visas, but their stay could not exceed 90 days, limiting their ability to continue travel and enjoying Peru while working for foreign companies.	https://www.gob.pe/institucion/migraciones/noticias/868954-nueva-calidad-migratoria-nomada-digital-facilita-a-extranjeros-teletrabajar-desde-el-peru (duration, extension, eligibility)
Philippines	Asia	No	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE		
Portugal	Europe	Yes	Digital Nomad Visa	D8	1 year	5 years	SALARY "at least €3,480 per month," equivalent of four times the minimum wage in Portugal "a minimum of €5,200 per month for an applicant and their spouse, and €6,264 for an applicant, spouse, and one child" – "add 50% of the minimum wage for a spouse or parent, and for each child" "You must have made... €3,480 per month, in the last three months prior to your application. Please note that this is a gross income amount not net after tax." OTHER REQUIREMENTS "Only those from outside the EU and EEA" "be employed by a company outside of Portugal or self-employed."			There is no official government website to confirm the information here. etias website doesn't seem to provide decent information. It suggests D7 and D2 visa as visas that digital nomads can apply. Will not be discussed here.	https://www.imi.pt/trabalhar/autorizacao-de-residencia-para-o-exercicio-de-atividade-profissional-prestada-de-forma-remota-com-visa-de-residencia-para-o-eve	
Portugal	Europe	Yes	Digital Nomad Temporary Stay Visa		1 year							
Portugal	Europe	Yes	Digital Nomad Residence Visa	Art. 88 ° n.º 1 "Nómadas Digitais"		2 years	Implies: Inexistence of facts that, if known by competent authorities, should stop the concession of the visa, clean criminal record of crimes committed in Portugal that would be punishable with one year or more of reclusion; not being prohibited from entering and remaining in national soil, after a restraining order; SI UFCE must not reject the entry and permanency or return as per articles 33° and 33°-A of REPSAE.	NIF and Portuguese bank account Proof of tax residence (12 months) Employment contract from outside Portugal or freelancer contract Pay slips			There does not seem to be a separate category for international remote workers: https://www.imi.pt/oportal/nomads?cid=INE&vgid=ine_hdc_tres&contexto=hdc&etab=ab2	https://aima.gov.pt/pt/trabalhar/autorizacao-de-residencia-para-o-exercicio-de-atividade-profissional-prestada-de-forma-remota-com-visa-de-residencia-para-o-eve

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Republic of Korea	Asia	Yes	Digital Nomad (Workation) Visa	F-1-D			Among foreigners who can work remotely, those that have worked in the same field for one year or longer. Foreigners must be working for an overseas business owner or a foreign enterprise Age: Over 18 (exception: children of the visa applicant) Income: Those who earn twice the GNI per capita of the previous year announced by the Bank of Korea Medical insurance: Applicant must possess an insurance with a guarantee of 100,000,000 KRW or higher to ensure hospital treatment and return to the country of origin Freelancers not eligible		Response to paying taxes to Korea for overseas income: "According to Income Tax Act Article 3 (Scope of Taxable Income), a foreign resident who has had his/her domicile or place of residence for not more than five years in total from ten years before the end of the relevant taxable period, a tax shall be imposed only on his/her income paid in or remitted to the Republic of Korea, in cases of taxable income from foreign sources. Also, citizens of countries that have a Double Taxation Avoidance Agreement with Korea will not have tax imposed."			https://english.visa@korea.or.kr/vpc/contents/info8scVisa.do?voctash=156372
Romania	Europe	No	Long-stay visa: other purposes	D/AS	90 days	extension possible but duration not provided.	ELIGIBILITY "earn income from employment with a company registered outside Romania or from activities carried out by a company registered by them outside Romania, through the use of information and communication technology" INCOME: possession of "means of subsistence from their activity amounting to at least three times the average gross monthly salary in Romania for each of the last six months preceding the date of submission of the visa application and for the entire period covered by the visa" INSURANCE: it should last "for the entire period of validity of the visa" and be valid throughout Romania, covering at least 30,000 euros.	DOCUMENTS • employment contract with a company registered outside Romania • "an original document issued by the company registered outside Romania with which he/she has concluded an employment contract or by the company registered outside Romania that the foreigner owns, presenting all the identification and contact details of the company, as well as its field of activity, the foreigner's participation in the company and information on the company's legal representatives" • letter of intent - purpose of the trip to Romania and the activities intended • a document attesting that the employed foreigner or the company the applicant owns paid taxes, duties and other compulsory contributions up to date, as well as that the applicant is not registered with acts and facts of tax evasion and tax fraud • "reservation of the valid ticket to the destination or the driver's license, green card, registration documents of the means of transport and proof of itinerary, in case of drivers" • "proof of medical insurance for the entire period of validity of the visa, valid throughout Romania and covering at least 30,000 euros" • "proof of means of subsistence obtained from the activity carried out, in the amount of at least three times the average gross monthly salary in Romania for each of the last 6 months prior to the date of submission of the visa application, as well as for the entire period covered by the visa" • proof of accommodation • criminal record certificate			https://www.mae.ro/en/node/2054 , (extension) https://www.mae.ro/en/node/2054#page=3 (eligibility, application process)	
Saint Lucia	Caribbean	No	Live it	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	NO OFFICIAL WEBSITE	What seems to be an official website has 404 error.	https://www.govt.lc/news/saint-lucia-launches-immersive-extended-stay-programme (name of the visa)
Serbia	Europe	No	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT	FALSE INFORMATION: NONEXISTENT		
Seychelles	Africa	No	Workation Retreat Program				DEFINITION: "a foreigner who is not a citizen of an EU or EEA country and who is either employed or performs work under a civil-law contract for a business entity based outside Slovenia or works as a self-employed person abroad, with all such work carried out remotely via information and communication technology. The essential point is that the foreigner is not entering the Slovenian labour market . As a result, labour-market admission requirements do not apply to them (they do not need the permit normally issued by the Employment Service of Slovenia)." INCOME: "monthly funds amounting to at least twice the average monthly net salary in Slovenia"				Official website for visa schemes exists, but it does not have information on digital nomad visa https://seychelles.gov.tn.com/en	
Slovenia	Europe	Yes	Temporary residence permit for digital nomads		1 year	no extension						https://www.gov.si/en/news/2025-11-21-temporary-residence-permit-for-digital-nomads/
South Africa	Africa	No	Remote Work Visitor Visa	Visitors Visa Section 11(1) (B) (iv)?	3 months to 3 years	[information not found]	DO NOTs: "The holder of a Remote Work visitor's visa is not entitled to take up employment in South Africa. As per existing Immigration Regulations, no person holding a remote work visa may apply for a change of status to his or her visa while in the Republic, unless under exceptional circumstances as prescribed for visitors visas." INCOME: "a gross salary of no less than the equivalent of R650 796, 00 per annum in the form of three months bank statements" FEE: information not found	DOCUMENTS: • "Duly completed and signed application form" • "A statement or documentation explaining the purpose and duration of the visit" • "A valid return air flight ticket or proof of reservation thereof" • "Proof of sufficient financial means, defined as a gross salary of no less than the equivalent of R650 796, 00 per annum in the form of three months bank statement" • "Valid passport" • "A yellow fever vaccination certificate if an applicant travelled or intends travelling from or transiting through a yellow fever endemic area, provided that the certificate shall not be required where an applicant travelled or intends travelling in direct transit through such area" • "A valid contract of employment signed by both the applicant and the foreign based employer" • "Proof of payment of the applicable fee"	"a) Tax Compliance 1: If the recipient of the visa is a tax resident in a country that the Republic has an agreement in force with for the prevention of or relief from double taxation under section 10B(2) of the Income Tax Act, 1962, the recipient will be required to register with the South African Revenue Service if they are present in the Republic for longer than an aggregate of 183 days during any 12 month period." "b) Tax Compliance 2: If the recipient of the visa is not a tax resident in a country referred to in (i), the recipient will be required to register with the South African Revenue Services."		https://www.dha.gov.za/images/notices/8october	
Spain	Europe	Yes	Non-working (Non-lucrative) residence visa		90 days	[information not found]	(The information is provided by the Spanish Consulate of Los Angeles) "Visa to reside in Spain without carrying out any gainful (work or professional) activity, provided that the applicant has sufficient and guaranteed means to live on. This visa does not constitute a work permit." INCOME: proof demonstrating that the applicant has sufficient means to cover the expenses while residing in Spain "minimum required amount is equivalent to 400% of Spain's Public Multiple Effects Income Indicator (IPREM). To this amount must be added 100% of the IPREM for each family member in the applicant's care." INSURANCE: • "Must be valid for 1 year and must cover all the beneficiaries of the visa for the risks insured by Spain's public health system" • "No travel insurances with medical assistance coverage will be accepted"	DOCUMENTS (the information is from the website of the Spanish Consulate in Los Angeles) • National visa application form • Non-working residence visa application form • Photograph • Valid, unexpired passport • Proof of financial means • Health insurance • Medical certificate • I.D. Card that proves your place of residence is within the jurisdiction of the Spanish Consulate of Los Angeles • U.S. Resident Alien Card or valid U.S. long term Visa • Visa and residence permit fees			https://www.exteriores.gob.es/Consulados/losangeles/en/Services/Consulares/Paginas/Consular/Visado-de-residencia-no-lucrative.aspx	

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Spain	Europe	Yes	Telework visa [NOTE: According to the Spanish Consulate of Houston website, the name of the visa is Telework Visa (Digital Nomad Visa)]				(The information is provided by the Spanish Consulate of San Francisco) MUST OBTAIN N.I.E.(Número de Identidad de Extranjero / Foreigner Identity Number) BEFORE APPLICATION DEFINITION: • This visa is intended for nationals of third countries who travel to Spain to carry out a remote work or professional activity for companies located outside the national territory, through the exclusive use of computer, telematics and telecommunication media and systems." • "In the case of exercise of a labor activity (work as an employee), the holder of the authorization by telework of international character will only be able to work for companies located outside the national territory." • In the case of exercise of a professional activity (self-employed), the holder of the authorization by telework of international character will be allowed to work for a company located in Spain, as long as the percentage of the above-mentioned work does not exceed 20% of the total of his/her professional activity." • Does not apply to citizens of the European Union or to those to whom European Union law applies.) ELIGIBILITY • To qualify for this visa, applicants must be qualified professionals in possession of a university degree (graduate or postgraduate) from universities, professional training schools or business schools of recognized prestige or prove professional experience of at least 3 years."	DOCUMENTS (the information is from the website of the Spanish Consulate in San Francisco and Houston) • National Visa application form • Photograph • Valid, unexpired passport • Foreign Identification Number (N.I.E.) • Proof of residence in the consular district • Immigration status in the USA (not applicable for USA citizens) • Company certificate: (a) "If the worker is employed, the seniority of the worker in the company (at least 3 months), the worker's income, as well as the explicit permission of the company to the worker to carry out their job remotely from Spain." (b) "If the worker is self-employed, the length of the contractual relationship (of over 3 months), as well as the terms and conditions in which the worker will exercise the professional activity remotely." • Certificate of the Mercantile Registry • Criminal record check certificate • Responsible declaration of the absence • Financial means: teleworker - "minimum required amount is equivalent to 200 % of Spain's Minimum Interprofessional Salary (SMI): \$2,268.00 (2023) / accompanying family member - "an additional 75 % of the SMI (\$850.50) is required for the second family member and additional 25 % of the SMI (\$283.50) for each additional dependent member." (the number in the San Francisco webpage is different from Houston webpage) • Proof of public or private health insurance • Responsible declaration of the company • Copy of the degree • Payment of the visa fee			https://extrajeros.gob.es/Consulados/sanfrancisco/en/ServiciosConsulares/Paginas/Telework-visa.aspx (eligibility, application process) https://www.extrajeros.gob.es/Consulados/Houston/en/ServiciosConsulares/Paginas/Consular/TELEWORK-Visa-%20Digital-Nomad-Visa%20.aspx (application process)	
Spain	Europe	Yes	Digital Nomad Visa		1 year	Not possible?	ELIGIBILITY: • Foreign nationals who wish to carry out remote work or professional activities for companies located outside Spain, using exclusively computer, telematic, or telecommunications means." • Foreign nationals who perform salaried work for companies located outside Spain." • Foreign nationals who carry out self-employed activities (as freelancers) and may also work for companies located in Spain, provided that the percentage of such work does not exceed 20% of their total activity" • Not be in an irregular situation within Spanish territory" • Be over 18 years of age." • Have no criminal record in Spain and in the countries where you have resided during the last two years, for offenses under Spanish law. Additionally, a responsible declaration of the absence of criminal records for the last five years must be submitted." • Not appear as inadmissible in the territorial space of countries with which Spain has signed an agreement to that effect." • Have public or private health insurance contracted with an insurance company authorized to operate in Spain." • Have sufficient financial resources for yourself and your family members during your stay in Spain." • Pay the fee for processing the authorization or visa." INCOME: • Teleworker: "an amount representing 200% of the minimum interprofessional wage (SMI) per month." • Family members: "at least 75% of the SMI for the first dependent and at least 25% of the SMI for each additional member." • The law does not establish a specific amount or specific documentation. Therefore, you may prove that you have sufficient financial means by any legally admissible means of evidence. For example, with a job offer, pay slips, updated annual average balance of bank accounts, deposits, etc." INSURANCE: either public or private FEES: First application = €89.96 / Renewal = €95.27	DOCUMENTS (directly copy-pasted from the source) • National visa application form • A recent passport-size color photograph with a light background • Original and a photocopy of the page(s) containing biometric data from the passport. The passport must be valid for at least 1 year and have two blank pages. Passports issued more than 10 years ago are not accepted. • The visa applicant must prove legal residence in the country where the application is submitted. • If the visa is requested through a representative, a copy of the representative's ID or passport and the power of attorney or document proving representation must be presented. Originals must be shown when submitting the application. - Company certificate stating: a) For salaried workers: the employee's length of service (not less than three months) and the company's express authorization for remote work. b) For self-employed teleworkers: the length of the contractual relationship (not less than three months) and the terms and conditions under which the professional activity will be carried out remotely. • Certificate from the Commercial Registry (or equivalent authority) showing the company's incorporation date (not less than one year) and the type of activity it carries out. - Responsible declaration (from the company or the self-employed worker) confirming the commitment to comply, prior to the start of the work or professional activity, with social security obligations. a) For salaried teleworkers: proof of application for the company's registration with Spanish Social Security and proof of the worker's affiliation. b) For self-employed workers: proof of registration with RETA (Special Regime for Self-Employed Workers). - The requirement for Social Security registration may be replaced by the portability of rights from the country of origin when there is an international Social Security agreement with Spain. In this case, the Social Security authority of the country of origin must issue a certificate of applicable legislation for teleworkers, based on said agreement, providing temporary coverage in Spain. This circumstance must be included in the responsible declaration. • Documentation proving financial resources: a) Teleworker: an amount representing 200% of the minimum interprofessional wage (SMI) per month. b) Family members: at least 75% of the SMI for the first dependent and at least 25% of the SMI for each additional member. c) Any means of proof may be used (employment contract, firm job offer, or, in the case of professional activity, a commercial contract corresponding to the work to be performed, among others). Ownership, legality, and availability of the funds used as proof must be demonstrated. • Original and copy of a graduate or postgraduate degree from a recognized university, vocational training institution, or reputable business school. Alternatively, documents proving a minimum of three years of professional experience in similar roles to the position to be performed as an international teleworker. The experience must be equivalent to the required qualification and relevant to the remote work or professional activity authorized. • For regulated professions, proof of recognition of the necessary qualification must be provided. • If there are doubts about the equivalence of a vocational training qualification within the Spanish education system, proof of validation by the competent educational authority may be required. • It is necessary to apply for a Foreign Identification Number (NIE) at the same time as the visa. For more information, see the "NIE Application for International Individuals" section on the ONE Platform.	TAX BENEFITS ON INCOME: "Payment of a fixed tax rate of 24% on work-related income up to €600,000, and 48% on any amount exceeding this limit." CAPITAL GAINS TAX: "Reduction of the capital gains tax, applying a variable rate from 19% to 28%." TAX BENEFITS UNDER THE NON-RESIDENT INCOME TAX (IRNR): "Based on conditions to access the reduced tax rate (IRNR), reducing the required non-tax-residency period in the country from 10 to 5 years". "For all other taxes, individuals will be considered non-residents for tax purposes."	https://www.gob.es/en/procedures/application-digital-nomad-visa?		
Sri Lanka	Asia	No	Digital Nomad Visa		1 year	renewable annually but information on duration and limits to the number of extension are not found	ELIGIBILITY • Foreign Nationals (must be 18 years of age or older)" • Spouse and Dependents of the main applicant" • Main Applicant must be engaged in remote employment, freelancing or own a business (not registered in Sri Lanka) that serves clients outside Sri Lanka." INCOME: "Minimum monthly income remittance of USD 2,000 for the main applicant and if the dependent count increases more than 2, additional USD 500 should be remitted monthly for each." FEES: main applicant = USD 500 per year / spouse = USD 500 per year / each dependent = USD 500 per year	DOCUMENTS 1. "Duly filled Visa Application Form" 2. "Request Letter from the applicant" 3. "Photocopy of Passport (valid for at least 6 months)" 4. "Two recent passport-sized photographs" 5. "Marriage Certificate (for spouse)" 6. "Birth Certificate (for dependants)" 7. "Duly filled Security Clearance Form" 8. "Medical Clearance Report" 9. "Recent Police Clearance Certificate from the applicant's home country or country of residence (not older than 3 months)" 10. "International Health Insurance that covers medical care in Sri Lanka" 11. "Recommendation from Ministry of Digital Economy" 12. "Proof of the minimum monthly remittance for the main applicant and the dependents"			https://www.immigration.gov.lk/content/files/visa-digital-nomad/Digital%20Nomad%20Visa%20Category.pdf	

Country	Region	OECD Membership	Visa name	Codification	Duration	Extension of visa	Eligibility	Application process / Required document	Tax	Available Statistics	Remarks	Sources
Taiwan	Asia	No	Digital nomad visitor visa		2 years	180 days per visit	NATIONALITY: "Only nationals from visa-exempt countries are eligible for the digital nomad visitor visa" INCOME: • "Account balance must average at least US\$10,000 or its equivalent each month" • "30 years old and older;" "an annual salary of at least US\$40,000 or its equivalent in one of the last two years" • "20-29 years old;" "an annual salary of at least US\$20,000 or its equivalent in one of the last two years" FEES: [Information not available]	REQUIREMENTS • "Completed and signed application form" • "Two identical color passport photos (45 mm in height and 35 mm in width) taken within the last six months" • "Passport (original and photocopy)" • "Proof of remote work experience" • "Proof of meeting one of these following conditions:" (a) "Proof of having obtained digital nomad visa issued by another country" (b) "For those 30 years of age and older: proof of earning an annual salary of at least US\$40,000 or its equivalent in one of the last two years" (c) "For those between 20 and 29 years of age: proof of having earned an annual salary of at least US\$20,000 or its equivalent in one of the last two years" • "Proof of bank account balance over the last six months" • "Proof of international health insurance" • "Other supporting documents (if requested)" 1. Biodata page of passport or travel document 2. Photograph taken within the last six months 3. Document indicating current location (e.g. valid visa, receipt(s)/proof (s) of payment of airline tickets or accommodation, etc.) 4. Financial evidence: an amount of no less than 500,000 THB, (e.g., bank statements for the last three months, sponsor letter) 5. Employment contract or employment certificate in their country of professional portfolio showcasing digital nomad, remote worker, foreign talent or freelancer status		The following link is said to be affiliated with the Taiwanese government according to Google: https://digitalnomad.ndc.gov.tw/visa/?lang=en	https://www.boca.gov.tw/cp-158-7718-c0882-2.html (eligibility and application process) https://digitalnomad.ndc.gov.tw/faq/?lang=en (extension) https://digitalnomad.ndc.gov.tw/visa/?lang=en (duration) https://digitalnomad.ndc.gov.tw/faq/?lang=en (duration)	
Thailand	Asia	No	Destination Thailand Visa - Workation (digital nomad / remote worker / foreign talent / freelancer)	DTV1	Number of entry: multiple Validity of visa: 5 years Period of state: 180 days	Extension: another 180 days, Depart Thailand and return within visa validity for extension		1. Biodata page of passport or travel document 2. Photograph taken within the last six months 3. Document indicating current location (e.g. valid visa, receipt(s)/proof (s) of payment of airline tickets or accommodation, etc.) 4. Financial evidence: an amount of no less than 500,000 THB, (e.g., bank statements for the last three months, sponsor letter) 5. Employment contract or employment certificate in their country of professional portfolio showcasing digital nomad, remote worker, foreign talent or freelancer status		https://www.thailand-business-news.com/news/233875-thailands-destination-visa-program-opens-over-35000-applications https://visaguide.world/news/thailand-issued-nearly-7000-destination-visas-to-digital-nomads-remote-workers-within-a-month/	https://www.thaembassy.ch/Content/Embassy/217.html https://thaivisa.go.th/Visa/dv-visa	
Türkiye	Asia	Yes	Digital Nomad Identification Certificate?		[no information found]	[no information found]	NATIONALITY: France, Germany, Italy, Belgium, Netherlands, Luxembourg, Ireland, Denmark, Greece, Croatia, Spain, Portugal, Austria, Finland, Sweden, Czech Republic, Hungary, Poland, Slovenia, Slovakia, Estonia, Latvia, Lithuania, Malta, Bulgaria, Romania, Norway, Iceland, Liechtenstein, United Kingdom, Switzerland, USA, Canada, Russian Federation, Ukraine, Belarus. INCOME: monthly income of 3,000 USD or annual income of 36,000 USD "The Remote Work Visa is available to digital nomads with the freedom and flexibility to work remotely in Abu Dhabi."	DOCUMENTS: 1. "a travel document/passport valid for at least 6 months as from the date of arrival in Türkiye" 2. "Diploma or Certification of Degree document showing that you are a university graduate" 3. "Document showing that the applicant works in the Digital Nomad field; a) Contract, if applicant working within the company (except companies located in Türkiye) b) If applicant is self-employed, the business contract between applicant and the company (except companies located in Türkiye)" 4. "Biometric photo" 5. "Document proving that the applicant has a monthly income of 3,000 USD or 36,000 USD annually."		https://digitalnomads.goturkiye.com/application/requirements-for-digital-nomad-visa-and-short-term-residence		
UAE - Abu Dhabi	Asia	No	Remote Work Visa		1 year	[no information found]	ELIGIBILITY • "Must work with an entity outside of the UAE who supports working remotely" INCOME: monthly income no less than \$3,500 USD or equivalent	DOCUMENTS • "evidence that he works with an entity outside the United Arab Emirates and that work is done remotely" • "evidence that he has obtained a monthly income of not less than (3,500) US dollars or equivalent"		https://www.adro.gov.ae/Remote-Work-Visa/Remote-Work-Visa		
UAE - Dubai	Asia	No	Virtual Work Visa? [name not clear]		60 days	[no information found]	FEES: Virtual work visa fee: AED200 Dirhams Additional fees (if the sponsored person is inside the country): Knowledge Dirham: AED10, Innovation Dirham AED10, Fee inside the country: AED500	DOCUMENTS • "A recent personal photo in colour with a white background." • "A passport copy valid for at least 6 months." • "Provide evidence that he works for an entity outside the UAE and that the work is being done remotely." • "Submit a proof that he has a monthly income of no less than (3,500) US dollars or the equivalent in foreign currencies." • "Submit a valid health insurance document."		https://pdfad.gov.ae/en/services/64154a31-ec6d-11ec-140b-0050565629a8		
Uruguay	Latin America	No			180 days							https://www.gub.uy/tramites/hoja-identificada-por-soria