

Law & Policy Group

Roundup: Employer resources on remote-working rights/trends

By Stephanie Rosseau and Fiona Webster

March 16, 2021; updated March 6, 2024



Contents

1. Introduction.....	1
2. Legislative/regulatory information.....	2
• Global or multicountry.....	2
• Angola	4
• Argentina	5
• Australia.....	5
• Austria	5
• Belgium.....	5
• Brazil.....	6
• Bulgaria	6
• Canada	6
• China	7
• Colombia	8
• Costa Rica	8
• Croatia	8
• Cyprus	8
• Czech Republic	8
• Denmark	8
• El Salvador	8
• Finland	9
• France	9
• Germany.....	9
• Greece.....	9
• Guernsey	10

• Hong Kong.....	10
• India.....	10
• Indonesia	10
• Ireland.....	10
• Israel.....	12
• Italy	12
• Japan.....	13
• Latvia	13
• Luxembourg.....	13
• Mexico	13
• Monaco.....	14
• Namibia	14
• Netherlands	14
• New Zealand	14
• Nigeria	14
• Norway	14
• Peru	14
• Philippines	15
• Poland	15
• Portugal	15
• Romania	15
• Russia.....	15
• Serbia	15
• Singapore	16
• Slovakia	16
• South Africa	16
• South Korea.....	16

• Spain.....	16
• Switzerland.....	17
• Taiwan	17
• Thailand.....	17
• Turkey.....	17
• Ukraine	17
• United Arab Emirates	18
• United Kingdom	18
• United States.....	21
3. Strategies, trends and viewpoints	25
4. Company initiatives	40

Section 1

Introduction

Remote working has become more of a permanent feature of the workplace for many employees and employers around the world — driven by measures introduced in many countries to address the effects of the COVID-19 pandemic. Remote working poses challenges and considerations for employers when devising or adjusting their policies. Issues include defining remote work and eligibility criteria, hybrid working arrangements, employee engagement, performance, cybersecurity, health and safety, the right to disconnect, employees who want to relocate to a different country or state, and returning remote workers to the workplace post-pandemic. Several jurisdictions have introduced remote-working legislative measures to clarify employer and employee requirements after the pandemic, and others are expected to follow suit.

To help employers consider the issues connected with remote working, this roundup provides links to general information about ongoing remote-working rights and trends in some countries. Sources include Marsh McLennan, organizations, government websites, third-party resources and news articles. Content in each section is organized in reverse chronological order. Information specific to working remotely during the COVID-19 pandemic is available in our [Roundup: Coronavirus \(COVID-19\) updated resources for employers](#).

Section 2

Legislative/regulatory information

Global or multicountry

- [Expert guide to mobile working](#) (CMS.law)
- [Cross-border catch-up: Addressing requests to work remotely abroad](#) (podcast) (Ogletree Deakins, March 4, 2024)
- [New remote working legislation around the world \[updated\]](#) (Lockton Global Benefits, Feb. 5, 2024)
- [A quick guide to digital nomad visas in LATAM for remote workers](#) (video) (Baker McKenzie, Jan. 22, 2024)
- [Cross-border telecommuting and employee benefits: What employers need to know](#) (Lockton Global Benefits, Jan. 16, 2024)
- [International remote working: considerations when implementing a work from anywhere policy](#) (Dentons, October 2023)
- [Global guide on overseas remote working](#) (Squire Patton Boggs, September 2023)
- [The 2023 Current Trends in Remote Working Report — It's been three years: Evolving trends in remote working](#) (KPMG, Sept. 21, 2023)
- [Home office: New tax and social security situation as of 1 July 2023](#) (Austria, France, Germany, Italy and Liechtenstein) (Bär & Karrer, July 2023)
- [European Union: Social security and cross-border telework: which rules apply?](#) (Ius Laboris, July 4, 2023)
- [Teleworking in the EU: New Framework Agreement on the way](#) (Ius Laboris, June 30, 2023)
- [EU: Framework Agreement for cross border teleworking](#) (Deloitte, May 17, 2023)
- [The end of the waiting game: A social security agreement on EU cross-border telework?](#) (Deloitte, April 6, 2023)
- [Risks grown in 'home working' from abroad](#) (Relocate Magazine, March 6, 2023)
- [Remote working around the world](#) (Charles Russell Speechlys, Feb. 28, 2023)
- [Remote work via digital nomad visas in Latin America and Spain: Key employer considerations](#) (Seyfarth Shaw, Dec. 28, 2022)
- [EU — remote working and corporate taxation](#) (KPMG, Nov. 3, 2022)

- [Rise in EU population working from home](#) (Eurostat, Nov. 8, 2022)
- [EMEA: Cross-border remote working: Lessons learnt, real life case studies](#) (Baker McKenzie, Nov. 3, 2022)
- [Updates in cross-border remote working](#) (France, South Africa, Spain, and UK) (Baker McKenzie, Nov. 2, 2022)
- [Digital nomad and remote work visa options](#) (KPMG, Oct. 31, 2022)
- [Remote working 2022: global trends](#) (McDermott Will & Emery, Oct. 27, 2022)
- [Cross-border telecommuting and employee benefits: What employers need to know](#) (Lockton Global Benefits, Sept. 29, 2022)
- [The future of hybrid working: Full steam ahead or a screeching U-turn?](#) (Seyfarth, July 5, 2022)
- [Guide to remote working in APAC](#) (DLA Piper, May 2022)
- [Evolution of work: New ways of working across jurisdictions](#) (Evershed Sutherlands, May 2022)
- [New remote working legislation around the world](#) (Lockton Global Benefits, May 5, 2022)
- [Navigating remote work and vaccine mandates in Latin America: A road map for the region](#) (Morgan Lewis, Feb. 4, 2022)
- [Healthy and safe telework: Technical brief](#) (World Health Organization, Feb. 2, 2022)
- [Avoiding discrimination claims in the changing global workplace](#) (Seyfarth, Dec. 1, 2021)
- [Remote work rules in the Americas](#) (podcast covering Canada, Mexico and Latin American countries) (Ogletree Deakins, Oct. 26, 2021)
- [The toughest WFH challenges are around culture, collaboration and innovation: ETIC members](#) (The Economic Times, Oct. 11, 2021)
- [Remote/controlled = The new trust equation: The future of work report 2021](#) (Herbert Smith Freehills, Sept. 22, 2021)
- [Global race to attract high earners threatens governments' tax revenues](#) (subscription required) (Financial Times, Aug. 3, 2021)
- [Tread carefully: Global pay and employee benefits traps for the unwary](#) (Eversheds Sutherland, July 2021)
- [Remote working across international borders: Key risks and issues](#) (Covington, July 2021)
- [Tax administration: Toward sustainable remote working in a post COVID-19 environment](#) (Organisation for Economic Co-operation and Development (OECD), July 19, 2021)

- [Advice for companies struggling with a remote workforce](#) (Forbes, July 9, 2021)
- [Digital nomad visas — a new definition of 'work from home?'](#) (Harvey Law Group, July 6, 2021)
- [Exploring how remote work could impact the way countries tax individuals](#) (Tax Foundation, July 6, 2021)
- [European Employment Law Update: Flexibility and teleworking](#) (Garrigues, June 2021)
- [Middle East and Africa: Agile working and return to the workplace — can your employees now work from anywhere?](#) (Clyde & Co, June 22, 2021)
- [Dreams of working from a beach risk turning into a tax nightmare](#) (Bloomberg Wealth, June 15, 2021)
- [Using artificial intelligence to track growing remote workforce and related litigation implications](#) (Lewis Brisbois, June 11, 2021)
- [How can businesses protect their trade secrets in a hybrid working world?](#) (CMS, June 11, 2021)
- [HR copes with tax challenges of remote work](#) (Accounting Today, June 7, 2021)
- [The future of work: Renewal strategies for a transformed workforce](#) (Baker McKenzie, May 2021)
- [Asia: How remote working results in a rise in legal risks](#) (Human Resource Director, May 2021)
- ['Milestone' remote working agreement signed with global union federation](#) (Mercer, May 2021)
- [Flexible working policies: A firm-by-firm guide](#) (Law.com, April 2021)
- [Global guide to remote working](#) (DLA Piper, March 2021)
- [Remote workers in Asia versus Latin America](#) (Littler, March 11, 2021)
- [Remote work: COVID-19 prompts new legislation in Latin America](#) (Garrigues, Feb. 1, 2021)
- [Homeworkers need to be better protected, says the ILO](#) (International Labour Organization (ILO), Jan. 13, 2021)
- [International remote working: What employers need to know before saying 'yes'](#) (Fisher Phillips, Aug. 17, 2020)

Angola

- [New remote working legislation around the world](#) (Lockton, March 3, 2022)

Argentina

- [New telework register](#) (L&E Global, Oct. 27, 2022)
- [Digital nomad visa announced](#) (KPMG, May 12, 2022)
- [Argentina clarifies remote working rights post COVID-19 pandemic](#) (Mercer, Feb. 2, 2021)

Australia

- [Employee request to WFH 100% not reasonable](#) (Dentons, Nov. 24, 2023)
- [Australia's labor laws need updating now that remote work is here to stay, says professor](#) (Phys.Org, Sept. 8, 2023)
- [Guidance on deductions of additional work-from-home expenses](#) (Australian Taxation Office, Aug. 17, 2023)
- [Juggling it all — home schooling options for employers and employees](#) (Mellor Olsson, Feb. 1, 2022)
- [NSW workers compensation entitlements when working from home](#) (Hall Payne, November 8, 2021)
- [Working remotely overseas — Cross border issues](#) (Baker McKenzie, September 2021)
- [Workers compensation entitlements in a COVID-19 and post-COVID-19 world](#) (Minter Ellison, March 17, 2021)
- [A guide to keeping up mental well-being while working from home](#) (MDC legal, Feb. 2, 2021)

Austria

- [Remote working from abroad: What employers need to know](#) (Walderwyss, June 2022)
- [Austria enacts remote working measures](#) (Mercer, May 19, 2021)
- [Home office regulations](#) (German) (Home Office Gesetz, April 1, 2021)

Belgium

- [Agreement clarifies permanent establishment when home-working](#) (Belgium-Netherlands) (KPMG, Dec. 21, 2023)
- [Telework templates for the post-pandemic era](#) (Baker McKenzie, Sept. 13, 2022)
- [Updates regarding the telework cost compensation](#) (L&E Global, June 28, 2022)
- [Belgium and Luxembourg agree to relax rule on teleworking for cross-border workers](#) (French) (Luxembourg government, August 31, 2021)

- [Working from home, can it be done from a second home as well?](#) (DLA Piper, May 4, 2021)
- [The future is now: The new world of work in Belgium](#) (CMSLegal.com, Feb. 16, 2021)
- [Teleworking in Belgium: The legal framework and key considerations](#) (Osborne Clarke, Nov. 19, 2020)

Brazil

- [Brazil regulates teleworking and meal allowance rules](#) (Mercer, Sept. 22, 2022)
- [Executive order changes the current legislation regarding the country's remote work system](#) (L&E Global, April 21, 2022)
- [New legal developments in Brazil on remote work](#) (Littler, April 1, 2022)
- [Brazil authorizes remote work visas](#) (Travel Pulse, Feb. 8, 2022)
- [Brazil just announced new digital nomads and remote workers visa](#) (web work travel, Feb. 1, 2022)

Bulgaria

- [The future is now: The new world of work in Bulgaria](#) (CMS Law-Now, May 10, 2021)
- [Remote working in Bulgaria: A reminder of the main obligations of employers](#) (Kinstellar, October 2020)

Canada

- [Telework/telecommuting](#) (Canadian Centre for Occupational Health and Safety)
- [New CRA policy provides clarity for remote work arrangements](#) (DLA Piper, Jan. 30, 2024)
- [New return-to-work obligations for both employers and employees in British Columbia](#) (Singleton Reynolds, Jan. 16, 2024)
- [Remote work arrangements: Employer payroll deductions and updated CRA guidance](#) (McCarthy Tétrault, Nov. 22, 2023)
- [Determining the province of employment for employees in remote work arrangements](#) (Fasken, Oct. 11, 2023)
- [More changes ahead for Ontario employers: The Working for Workers Act, 2023](#) (Gowling, Oct. 3, 2023)
- [Potential employment law issues when managing a remote or hybrid workforce](#) (Spring Law, Sept. 27, 2023)
- [How Canada can promote itself as a destination for digital nomads](#) (Dentons, Aug. 16, 2023)

- [Digital nomads: Canada has launched a new remote work scheme. Here's what you need to know](#) (Euronews, July 3, 2023)
- [Three options for non-Canadian employers hiring remote employees in Canada](#) (Ogletree Deakins, June 22, 2023)
- [Ontario announces changes to mass termination rules for remote employees](#) (Blakes, March 17, 2023)
- [Employees injured while working from home could be entitled to workers' compensation](#) (Devry Smith Frank, May 4, 2022)
- [Teleworking: Can a fall outside the home be considered a workplace accident?](#) (Fasken, Feb. 24, 2022)
- [Arbitrator finds no obligation to reimburse expenses in transition to remote work](#) (BLG, Oct. 29, 2021)
- [Employers be warned: If you aren't careful, remote work could become a permanent feature of your staff's employment terms](#) (Financial Post, Oct. 8, 2021)
- [Remote working from outside of the jurisdiction: The pandemic and beyond](#) (Baker McKenzie, Sept. 21, 2021)
- [Hiring remote workers in other provinces? Legal considerations for employers](#) (Filion Wakely Thorup Angeletti, June 29, 2021)
- [The risk of long-term remote work arrangements](#) (Rudner Law, June 8, 2021)
- [Thinking about a permanent move to working at home? What employers need to know](#) (Cassels, June 1, 2021)
- [Unexpected tax implications of remote working abroad](#) (Dentons, May 18, 2021)
- [Tax issues with employees working remotely in Canada](#) (TaxEd International, April 29, 2021)
- [Does the Ontario Employment Standards Act, 2000 apply? The implications of employees relocating to work remotely in another jurisdiction](#) (Ogletree Deakins, April 22, 2021)
- [Howard Levitt: Can an employer track your location while you are working remotely?](#) (Financial Post, April 20, 2021)
- [Can companies permit some employees to work remotely but not others? Your WFH questions answered](#) (Financial Post, April 6, 2021)

China

- [Digital nomads swap big city offices for remote work in backpacker havens](#) (Bloomberg, Sept. 23, 2022)

Colombia

- [Reshaping the implementation and regulation of teleworking modality](#) (L&E Global, August 19, 2022)
- [Digital nomad visa introduced, processing time increased](#) (KPMG, August 3, 2022)
- [La Corte Constitucional de Colombia respalda la Ley de trabajo en casa y el Ministerio de Trabajo prepara modificaciones a la regulación del teletrabajo](#) (Spanish) (Garrigues, June 22, 2022)
- [New remote working legislation around the world](#) (Lockton Global Benefits, June 1, 2022)
- [Colombia: New remote work law issued](#) (L&E Global, Sept. 29, 2021)
- [2021 Law No.2088, Remote working law](#) (Spanish) (Government, May 12, 2021)

Costa Rica

- [New foreign digital nomad residency in Costa Rica in force](#) (Arias, August 2022)
- [Costa Rica jumps into the global competition for remote workers](#) (NPR, Dec. 28, 2021)

Croatia

- [The future is now: The new world of work in Croatia](#) (CMS, Feb. 3, 2021)

Cyprus

- [Establishing a framework for the regulation of remote work in Cyprus](#) (Chrysostomides, Jan. 11, 2024)

Czech Republic

- [Work from home \(remote work\) in line with the Labour Code amendment](#) (Taylor Wessing, Dec. 12, 2023)

Denmark

- [New rules on remote work: Occupational accidents can also occur at the home workplace](#) (Norrbon Vinding, June 22, 2022)
- [Remote working, well-being, safety and accidents](#) (Ius Laboris, June 1, 2022)
- [Tax office rules that home office in Denmark may constitute permanent establishment](#) (Danish) (Government, May 12, 2022)
- [New guidelines from the Danish working environment authority \(WEA\) on home work stations](#) (Bird & Bird, May 12, 2022)

El Salvador

- [Application of the law of regulation work in El Salvador](#) (Latin Alliance, May 20, 2021)

Finland

- [Remote work abroad — Employer, consider these points!](#) (Nordia, Jan. 31, 2023)
- [Remote work from abroad — questions for employers to consider](#) (Bird & Bird, September 2021)
- [Guidelines for remote work](#) (Finnish Institute of Occupational Health, May 3, 2021)

France

- [Remote work mandatory again in January 2022 for at least 3 days per week](#) (Bird & Bird, January 2022)
- [Legal implications of remote work arrangements: Perspectives from the US, UK and France](#) (Hogan Lovells, June 28, 2021)
- [Telework in France: before and after the COVID-19 pandemic](#) (Vivien & Associates, April 14, 2021)
- [An employee cannot unilaterally choose to telework: A new ruling from France](#) (Ius Laboris, March 23, 2021)

Germany

- [What occupational health and safety requirements apply to home office working? — Answer of the Federal Government to a question from the Left Party on the subject of risk assessments](#) (DLA Piper, Jan. 30, 2024)
- [Back to the office; Ending a telework agreement](#) (Ius Laboris, July 20, 2023)
- [Do's and don'ts for mobile work in Germany](#) (Ius Laboris, May 20, 2022)
- [German court rules occupational accidents at home may be covered by statutory accident insurance](#) (Ogletree Deakins, February 9, 2022)
- [Plans for a German mobile work law pick up speed](#) (Littler, Jan. 14, 2022)
- [Home office and remote work news](#) (podcast) (German) (K&L Gates, Oct. 1, 2021)
- [Mobile working in Germany — New draft bill currently under discussion](#) (JD Supra, Jan. 21, 2021)
- [Data protection and data security in the home office](#) (SKW Schwarz, April 3, 2020)

Greece

- [The new legal framework for teleworking in Greece](#) (Ius Laboris, April 4, 2022)
- [Digital nomad visa provisions introduced in immigration law](#) (KPMG, Sept. 17, 2021)
- [Labor law offers flex work, family leave and remote working](#) (Mercer, July 23, 2021)

Guernsey

- [Working from home in a post-pandemic world](#) (Ferbrache & Farrell, June 28, 2021)

Hong Kong

- [Remote working from overseas: Key legal implications employers should know](#) (Gall, March 16, 2021)
- [Employee requests to work overseas temporarily](#) (Baker McKenzie, Jan. 28, 2021)
- [Working from home — The Hong Kong Privacy Commissioner's practical guidance for employers and employees on data security and personal data protection](#) (Eversheds Sutherland, Jan. 18, 2021)
- [Hong Kong Privacy Commissioner issues guidance notices on work-from-home arrangements](#) (Mayer Brown, Dec. 2, 2020)
- [Bespoke WFH policies to minimise risks for employers](#) (Deacons, Sept. 14, 2020)
- [What a Hong Kong employer should consider before agreeing to an employee working remotely from overseas](#) (Mayer Brown, Sept. 11, 2020)

India

- [Work from home allowed in Special Economic Zone Units](#) (Obhan & Associates, July 27, 2022)
- [Changing work from home rules — what employers in Special Economic Zones should know](#) (BTG Legal, July 26, 2022)
- [Tips to conduct an effective remote investigation](#) (Induslaw, October 2021)
- [Work from home: Understanding the gaps in India's regulatory framework](#) (The Times of India, March 18, 2021)

Indonesia

- [Indonesia woos digital nomads with 5-year remote working visa, and promotes spiritual getaways, to bring in longer-staying visitors](#) (SCMP, June 6, 2022)

Ireland

- [Guidance for working remotely](#) (Department of Enterprise, Trade and Employment)
- [Guidance on working from home for employers and employees](#) (Health and Safety Authority)
- [Lone workers](#) (Health and Safety Authority)
- [Remote working: New law making swift progress](#) (A&L Goodbody, Dec. 20, 2022)
- [How to do hybrid right — Key learnings for employers so far](#) (Matheson, Nov. 23, 2022)

- [Right to request remote work for all workers to be introduced through the DCEDIY Work Life Balance Bill](#) (Department of Enterprise, Trade and Employment, Nov. 9, 2022)
- [Remote working overseas — legal considerations for flexible working arrangements](#) (Lewis Silkin, July 28, 2022)
- [Government announces free 'hot desks' for remote workers](#) (RTE, June 8, 2022)
- [Our rural future: Minister Humphreys announces series of new initiatives to support remote working](#) (Government, June 8, 2022)
- [Remote working brings record number of women into labour force](#) (Irish Times, May 24, 2022)
- [Business leaders split on remote working](#) (RTE, Apr 12, 2022)
- [Calls for major changes to proposed remote work laws](#) (Irish Examiner, March 3, 2022)
- [Remote working bill panned by employers and trade unions as 'fatally flawed'](#) (The Independent, March 2, 2022)
- [Ibec claims cost of new remote work bill will be 'prohibitive' for many employers](#) (Business Post, Feb. 28, 2022)
- [Firms should hold 'right to review' remote-work setups](#) (Law Society Gazette, Feb. 28, 2022)
- [Right to Request Remote Working Bill 2022: What does it mean for employers?](#) (William Fry, Feb. 7, 2022)
- [Right to Request Remote Work Bill 2021](#) (Government, Jan. 25, 2022)
- [Remote working: Bill will require employers to have written policy on working from home](#) (Irish Times, Jan. 24, 2022)
- [Strong demand for remote working after restrictions are lifted](#) (Irish Examiner, Jan. 18, 2022)
- [Remote working — What's happening next?](#) (Philip Lee, Sept. 15, 2021)
- [Remote working in Ireland — What's changing](#) (Littler, July 30, 2021)
- [Remote working checklist for employers published](#) (Arthur Cox, July 27, 2021)
- [€8.8m state funding to boost remote working hubs' capacity](#) (Irish Times, July 22, 2021)
- [Working from home abroad: Considerations for Irish employers](#) (Ius Laboris, June 30, 2021)
- [Remote working sparks employment law worries](#) (Law Society Gazette, May 24, 2021)
- [Hybrid working and the 'death of the office': The future of the post-pandemic workplace](#) (A & L Goodbody, May 20, 2021)

- [New code of practice on the right to disconnect](#) (Ronan Daly Jermyn, April 2021)
- [Employer loses dismissal claim after refusing to allow remote working](#) (Mason Hayes & Curran, March 2021)
- [Expert says remote work could trigger return to piecework pay](#) (RTE, March 26, 2021)
- [Cross-border workers call for home-working tax law](#) (BBC, March 14, 2021)
- [Key issues emerging from COVID-19 and remote working for HR practitioners](#) (McCann Fitzgerald, March 2021)
- [Ireland update: Strategy on remote working strives to keep up](#) (Walkers, February 2021)
- [Employee monitoring and remote working](#) (McCann Fitzgerald, Feb. 25, 2021)
- [Ireland launches remote work strategy, with right to disconnect](#) (Mercer, Feb. 3, 2021)
- [Making remote work — the Government's National Remote Work Strategy](#) (Lewis Silken, Jan. 19, 2021)
- [National remote work strategy](#) (DLA Piper, Jan. 18, 2021)
- [Revenue eBrief No. 193/20: e-working and tax](#) (Revenue, Irish tax and Customs, October 22, 2020)
- [Working from home — tax and employment law implications](#) (Mason Hayes & Curran, Sept. 2, 2020)

Israel

- [Privacy and data protection during remote work from home](#) (Barlaw, Oct. 11, 2023)
- [When may an employer monitor employees working remotely?](#) (Barnea, June 5, 2023)
- [Do employees have a right to work remotely?](#) (Ius Laboris, Sept. 13, 2022)

Italy

- [Italy's remote working extended to 31 March 2024 for parents with children under 14](#) (Italian) (Dentons, Dec. 1, 2023)
- [Did you know that ... the right to remote working has been extended/renewed for some categories of workers?](#) (De Luca & Partners, March 1, 2023)
- [Remote work — new provisions in force and other aspects to keep in mind when using this type of work](#) (Baker McKenzie, Sept. 1, 2022)
- [A new remote working regulation applies from today](#) (De Luca & Partners, Sept. 1, 2022)
- [Remote work in Italy: Where are we now?](#) (Seyfarth Shaw, Aug. 3, 2022)
- [Procedure for digital nomads introduced](#) (KPMG, May 2, 2022)

- [Mobility manager: Guidelines for drafting and implementing home-work commute plans approved](#) (De Luca & Partners, Sept. 1, 2021)
- [Everything from COVID-19 vaccination to remote working](#) (podcast) (IUS Laboris, Feb. 16, 2021)

Japan

- [Japan to implement digital nomad visa](#) (Masuda Funai, Feb. 13, 2024)
- [Half of Tokyo companies still offering employees remote work option](#) (Nippon, Dec. 26, 2022)
- [Back to the office: Over 70% of Japanese companies no longer implementing remote work](#) (Nippon, July 5, 2022)
- [Revised telework guidelines](#) (Anderson Mori & Tomotsune, June 2021)

Latvia

- [Taxation of remote working expenses](#) (Latvian) (Government, Nov. 7, 2023)
- [Reduced personal income tax for digital nomad visa holders residing in Latvia](#) (Latvian) (Government, June 28, 2023)
- [Digital nomad visa introduced, applications being accepted](#) (KPMG, October 2022)

Luxembourg

- [Staff delegation involvement in teleworking matters](#) (Arendt, April 13, 2022)
- [Belgium and Luxembourg agree to relax rule on teleworking for cross-border workers](#) (French) (Luxembourg government, Aug. 31, 2021)
- [Will there be a new right to disconnect in Luxembourg?](#) (Ius Laboris, May 18, 2021)

Mexico

- [Mexico: Are companies ready to implement the 'Official Standard NOM-037-STPS-2023 telework safety and health conditions at work'?](#) (L&E Global, Nov. 23, 2023)
- [NOM-037-STPS-2023 Telehealth-work safety and health conditions](#) (EY Law Flash, June 13, 2023)
- [Mexico publishes new standard for telework safety and health conditions](#) (Littler, June 13, 2023)
- [Approved NOM-037-STPS-2023 on Telework: What requirements must companies comply with for home office in Mexico?](#) (ECIJA, June 13, 2023)
- [Official Mexican Standard issues new provision that requires employers to mitigate health and safety risks for teleworkers](#) (Baker McKenzie, Aug. 6, 2022)

- [Mexico publishes NOM-037, draft health and safety conditions for teleworking](#) (GreenbergTraurig, July 2022)
- [The right to disconnect under Mexico's telework regulations — what does it mean for employers?](#) (Ogletree Deakins, June 14, 2022)
- [Mexican government on verge of imposing new teleworking obligations on employers](#) (Baker McKenzie, Jan. 31, 2021)
- [Mexico enacts remote working requirements](#) (Mercer, Jan. 26, 2021)

Monaco

- [The future is now: The new world of work in Monaco](#) (CMS, Jan. 12, 2021)

Namibia

- [A look at the digital nomad visa — Namibian perspective](#) (ENSafrica, Nov. 8, 2022)
- [Remote work visa introduced](#) (Envoy, Oct. 17, 2022)

Netherlands

- [Agreement clarifies permanent establishment when home-working](#) (KPMG, Dec. 21, 2023)
- [Dutch senate rejects 'Work Where You Want'](#) (Pinsent Masons, Oct. 6, 2023)
- [Remote working in the Netherlands: Challenges and limitations](#) (Ius Laboris, Feb. 11, 2022)

New Zealand

- [Is it the end of hybrid working?](#) (Human Resources Director, Nov. 11, 2023)

Nigeria

- [The new face of work in a phased-virtual world of work: Restructuring Nigeria's employment landscape after the COVID-19 pandemic](#) (WWL, Sept. 2, 2020)

Norway

- [Proposed amendments to home office regulations published for consultation](#) (registration may be required) (International Law Office, May 19, 2021)

Peru

- [Draft regulation of the teleworking law](#) (Law 31572) (Baker McKenzie, Dec. 28, 2022)
- [Regulation of the right to digital disconnection](#) (Baker McKenzie, April 15, 2021)

Philippines

- [Compensability of remote work injuries](#) (L&E Global, Feb. 21, 2024)
- [Department of Labor and Employment issues guidelines on telecommuting and other flexible work arrangements](#) (Baker McKenzie, Sept. 26, 2022)
- [Teleworking rules](#) (Government, Sept. 16, 2022)

Poland

- [No work permit required for remote work in Poland](#) (HRLaw.pl, March 21, 2023)
- [New regulations on remote working passed](#) (DLA Piper, Jan. 30, 2023)
- [Tax treatment when a Polish employee works remotely from a country other than Poland](#) (Lexology, Oct. 6, 2021)

Portugal

- [Remote work visa plans announced](#) (Envoy, Sept. 23, 2022)
- [The new telework regime in Portugal: 50 questions and answers](#) (Littler, Jan. 5, 2022)
- [‘Right to rest’: Inside Portugal’s bold bid to regulate remote working](#) (The Week, Nov. 15, 2021)
- [Portugal makes it illegal for your boss to text you after work in ‘game changer’ remote work law](#) (Euro News, Nov. 11, 2021)

Romania

- [Romania: Parents of children under the age of 11 can benefit from four days/month of work from home or telework](#) (L&E Global, Aug. 22, 2023)
- [Six-month digital nomad visa introduced](#) (KPMG, Feb. 2, 2022)

Russia

- [How have the courts in Russia approached remote work disputes?](#) (Ius Laboris, July 21, 2021)
- [The future is now: The new world of work in Russia](#) (webinar) (CMS, March 2, 2021)
- [Revised labor code allows for remote working options](#) (Mercer, Jan. 14, 2021)
- [New rules on remote work](#) (Baker McKenzie, Jan. 11, 2021)

Serbia

- [How to implement flexible work arrangements in Serbia in the post-COVID-19 era](#) (Schoenherr, Sept. 16, 2022)

Singapore

- [More scrutiny by tax authority to concessions](#) (KPMG, Aug. 25, 2021)
- [The future is now: The new world of work in Singapore](#) (webinar) (CMS, March 9, 2021)
- [Tripartite advisory on flexible work arrangements](#) (Ministry of Manpower, Nov. 7, 2014)

Slovakia

- [The new world of work in Slovakia](#) (CMS, March 30, 2021)
- [Slovakia's amended labor code includes remote working measures](#) (Mercer, March 5, 2021)

South Africa

- [Remote working and the 'digital nomad visa'](#) (Bowmans, Feb. 12, 2024)
- [Remote working in South Africa: The tax and employment law implications](#) (podcast) (Cliffe Dekker Hofmeyr, Sept. 1, 2023)
- [The remote working era — remote tax risks or beach office adventure](#) (Baker McKenzie, Sept. 15, 2022)
- [It's 'virtually' an office — remote working and employment law considerations](#) (ENSight, Sept. 21, 2021)

South Korea

- [South Korea opens pilot program for digital nomads](#) (Mayer Brown, Jan. 14, 2024)
- [Workers in Seoul have ditched remote working. Now the capital has the strongest office market in the world](#) (Business Insider, Nov. 19, 2023)
- [COVID-19 & beyond: Employment ministry issues comprehensive employers' guide on working from home](#) (Shin & Kim, Sept. 22, 2020)

Spain

- [It is not a case of 'everything goes' when you are working from home: justice marks the red lines of remote working](#) (Garrigues, July 6, 2023)
- [Teleworking Visa makes its official debut](#) (KPMG, Jan. 23, 2023)
- [Improvements in special tax regime for expatriates](#) (KPMG, Jan. 17, 2023)
- [Compensation for teleworking expenses is not to be included in the social security contribution base](#) (Garrigues, Oct. 20, 2022)
- [Working from home and its tax implications in Spain — Ruling from the Spanish Directorate of Taxes](#) (Osborne Clarke, April 22, 2022)

- [Teleworking can help to reduce absenteeism](#) (Garrigues, Oct. 7, 2021)
- [Companies limit teleworking to less than 30% to avoid associated expenses](#) (Spanish) (Littler, Sept. 9, 2021)
- [New law on remote working](#) (DLA Piper, July 22, 2021)
- [Remote working measures enacted](#) (Mercer, Feb. 16, 2021)

Switzerland

- [Social security contributions in case of telework/home office](#) (MME, July 7, 2022)
- [Switzerland settles mutual agreements for remote working](#) (International Tax Review, Feb. 11, 2021)

Taiwan

- [Government issues first guidelines on work from home](#) (Baker McKenzie, Aug. 6, 2021)
- [Taiwan: Work from home guidelines](#) (Herbert Smith Freehills, Aug. 30, 2021)

Thailand

- [New amendment to the Labour Protection Act to facilitate remote working in Thailand coming into force in April 2023](#) (Baker McKenzie, March 2023)
- [Thailand passes new labor law on work-from-home arrangements](#) (Tilleke & Gibbins, Jan. 19, 2023)
- [Thailand considers new labor law on work-from-home arrangements](#) (Tilleke & Gibbins, Aug. 17, 2022)
- [Long-term resident visa for remote work and more introduced](#) (Envoy, Aug. 11, 2022)

Turkey

- [The declaration of the remote workdays](#) (Cott Group, June 7, 2021)
- [Turkey introduces remote working scheme](#) (CMS, May 7, 2021)
- [Turkey clarifies requirements for remote working](#) (Mercer, March 15, 2021)
- [Remote working regulation entered into force](#) (Esin Attorney Partnership, March 11, 2021)

Ukraine

- [Ukraine allows remote working, home-based and flexible work](#) (Mercer, March 9, 2021)
- [New law on remote work entered into force in Ukraine](#) (Asters, March 2, 2021)

United Arab Emirates

- [UAE to introduce new freelance work permits for 'all skill levels'](#) (Khaleej Times, March 15, 2023)
- [UAE welcomes digital nomads: Live and work from anywhere policy](#) (Afridi & Angell, August 2022)
- [UAE announces new remote working residency visa, multiple-entry tourist visas](#) (Gulf Business, March 21, 2021)

United Kingdom

- [Hybrid working](#) (Advisory Conciliation and Arbitration Service)
- [Your work-from-home policy must address the drawbacks](#) (HR, Feb. 20, 2024)
- [Flexible working requests: Lessons from a recent tribunal decision](#) (Walker Morris, Jan. 29, 2024)
- [Refusing requests to work remotely in a hybrid workplace](#) (Lewis Silkin, Jan. 25, 2024)
- [The discrimination risks of a full-time return to office policy](#) (Dentons, Dec. 6, 2023)
- [Considering diversity, equity and inclusivity in hybrid working arrangements](#) (Pinsent Masons, Dec. 1, 2023)
- [Nationwide manager awarded £350,000 compensation following remote work dispute](#) (HRreview, Oct. 3, 2023)
- [Remote working tribunals up by half](#) (Personnel Today, Oct. 13, 2023)
- [A comprehensive guide to remote working and employer liability](#) (HR Director, Sept. 14, 2023)
- [Hybrid working boosts number of UK women in full-time jobs, study finds](#) (subscription required) (Financial Times, Sept. 14, 2023)
- [The top 5 issues for remote working from overseas](#) (Boyes Turner, July 28, 2023)
- [Employing digital nomads: navigating the legal and practical considerations](#) (Brodies, July 12, 2023)
- [Businesses allowing remote work from abroad face tax and legal issues, experts warn](#) (People Management, July 7, 2023)
- [Sponsors now required to report hybrid and home working to the Home Office](#) (Smith Stone Walters, April 13, 2023)
- [73% would leave if unable to work from home](#) (Employee Benefits, Feb. 15, 2023)
- [Demand for guidance on hybrid and overseas working tax implications](#) (Personnel Today, Dec. 22, 2023)

- [What if employers scrap home working policies overnight?](#) (People Management, Nov. 7, 2022)
- [Just 7 per cent of jobs being advertised as remote, research reveals](#) (People Management, Oct. 17, 2022)
- [Future of work: Review of hybrid and distance working](#) (Osborne Clark, Sept. 26, 2022)
- [Can \(and should\) employers use monitoring to force office attendance?](#) (People Management, Sept. 14, 2022)
- [UK probes tax status of remote workers](#) (subscription required) (Financial Times, Aug. 31, 2022)
- [Office of Tax Simplification launches hybrid and remote](#) (KPMG, Aug. 8, 2022)
- [How to conduct a risk assessment for remote workers](#) (Sparqa, July 11, 2022)
- [Dutch remote working legislation, could the UK follow suit?](#) (People Management, July 8, 2022)
- [Hybrid working and pay: issues to think about](#) (Birkett Long, July 7, 2022)
- [Business leaders split over future of hybrid, CIPD poll finds](#) (People Management, June 24, 2022)
- [Quarter of workers are now hybrid, official figures show](#) (People Management, May 2022)
- [Work from Home Day: Homeworking has tripled since before the pandemic](#) (TUC, May 20, 2022)
- [Hybrid working: Executives returning to office less than employees](#) (Personnel Today, April 21, 2022)
- [Is hybrid working making burnout worse?](#) (HR Director, April 17, 2022)
- [Two-thirds of firms expect to scale back remote working after pandemic, poll finds](#) (People Management, March 7, 2022)
- [People should get back to office, learn to live with coronavirus: UK Business Minister](#) (Insurance Journal, Jan. 21, 2022)
- [Businesses need to take responsibility for retaining staff who cannot work remotely?](#) (People Management, Jan. 18, 2022)
- [Flexible working taskforce offers hybrid working advice](#) (Personnel Today, Dec. 3, 2021)
- [Hybrid working](#) (Chartered Institute of Personnel and Development, Nov. 30, 2021)
- [Flexible working: Remote and hybrid work](#) (Government, Nov. 30, 2021)
- [Managing working from home](#) (Advisory Conciliation and Arbitration Service, Oct. 29, 2021)

- [Remote and hybrid working: The FCA's expectations](#) (Dechert LLIP, Oct. 14, 2021)
- [Vacancies for remote roles fall from peak as companies return to the office, figures show](#) (People Management, Oct. 5, 2021)
- [Hybrid working arrangements in the UK: What you need to know](#) (Ius Laboris, Sept. 24, 2021)
- [Government launches consultation on extension of right to request flexible working](#) (DLA Piper, Sept. 23, 2021)
- [Two-thirds of employers do not trust their staff to work remotely, survey finds](#) (People Management, Aug. 25, 2021)
- [The childcare disparity: Fact or fiction?](#) (Fox Williams, July 28, 2021)
- [Future of work podcast — the hybrid working series: 'Tax and incentives'](#) (Osborne Clarke, July 13, 2021)
- [Legal implications of remote work arrangements: Perspectives from the US, UK and France](#) (Hogan Lovells, June 28, 2021)
- [UK should seize pandemic 'opportunity' to work more flexibly, says review chief](#) (Politico, June 21, 2021)
- [The future of flexible work](#) (TUC, June 18, 2021)
- [Pressure intensifies to introduce right to disconnect policy](#) (HR Review, June 4, 2021)
- [Shift to working from home risks opening 'new class divide,' TUC warns](#) (Independent, May 14, 2021)
- [Employee liability claims and working from home](#) (Willis Towers Watson, May 13, 2021)
- [Dear Littler: What are the wage and hour issues with our wandering workers?](#) (Littler, April 29, 2021)
- [New rights on flexible working](#) (HR News, April 13, 2021)
- [The workplace of the future: Ensuring compliance is not a remote concept in the new normal of remote working](#) (White & Case, March 23, 2021)
- [Psychosocial risks & potential employer liability due to remote working in a COVID-19 pandemic](#) (Appleshaw Goddard, March 17, 2021)
- [Diversity Project's SMART Working workstream: Flexible working most be seen as 'reason neutral'](#) (Investment Week, 11 March 2021)
- [Rural offices 'could boost hybrid working'](#) (Relocate Global, March 11, 2021)
- [Flexible working and the changing nature of work perks](#) (Ius Laboris, March 10, 2021)
- [Homeworking L.O.S.E.R.S](#) (Shoosmiths, March 8, 2021)

- [Flexible working and employee mental health](#) (Shoosmiths, February 2021)
- [COVID-19 and work from home — Can you monitor your employees under GDPR?](#) (Fox Williams, Jan. 28, 2021)
- [Workplace support for victims of domestic abuse: Department for Business, Energy & Industrial Strategy Report](#) (Dentons, Jan. 22, 2021)
- [Flexible working: Can we go back on arrangements in future?](#) (Personnel Today, Jan. 8, 2021)

United States

- [Could headphones have averted a work-from-home tragedy?](#) (Shawe Rosenthal, Feb. 29, 2024)
- [Work is where the tax is: Navigating the ‘convenience of the employer’ rule](#) (Squire Patton Boggs, Feb. 26, 2024)
- [CT governor wants workers to sue New York State over tax dispute](#) (CT Insider, Feb. 7, 2024)
- [Remote workers bear the brunt when layoffs hit](#) (subscription required) (Wall Street Journal, Jan. 26, 2024)
- [With the new year, Puerto Rico enacts legislation facilitating remote work](#) (Littler, Jan. 17, 2024)
- [New Jersey: Bill A5840 extends tax incentives until March 31, 2024 for workers spending 60% of their working time in the office](#) (Legislature, Dec. 7, 2023)
- [Accommodating disabilities under the ADA: Just because you can doesn’t mean you must](#) (Squire Patton Boggs, Nov. 21, 2023)
- [It’s 2023: Do you know where your workers are? Key considerations for managing a remote workforce](#) (Ogletree Deakins, Sept. 5, 2023)
- [Illinois implements new notice distribution requirements for remote workers](#) (Jackson Lewis, Aug. 16, 2023)
- [Remote employees nationwide may trigger special rights in group terminations under NY law](#) (Levy Employment Law, Aug. 15, 2023)
- [Tips on physical reverification of virtually verified remote employees](#) (Littler, July 14, 2023)
- [Podcast: Best practices to minimize risks of employing remote workers](#) (Fisher Phillips, June 27, 2023)
- [Legislation clarifies reach of New York salary transparency law](#) (Morgan Lewis, April 25, 2023)

- [New York state expands — and contracts — pay transparency law to address remote work questions](#) (Fisher Phillips, March 6, 2023)
- [US Department of Labor issues new guidance on obligations owed to remote workers](#) (Buchanan Ingersoll Rooney, Feb. 17, 2023)
- [NLRB announces its focus on online tracking tools used to manage remote worker performance](#) (Jackson Lewis, Feb. 15, 2023)
- [Department of Labor guidance on tracking hours worked by teleworkers who take breaks](#) (Littler, Feb. 14, 2023)
- [Family and Medical Leave Act eligibility for remote workers](#) (Shulman Rogers, Feb. 14, 2023)
- [Evaluating the risks and benefits of remote workers](#) (GRSM, November 2022)
- [Remote work may be a reasonable accommodation where the employee has been, well, working remotely](#) (Shawe Rosenthal, November 30, 2022)
- [Mandatory remote working — can employers force their employees to work from their homes?](#) (King & Spalding, November 30, 2022)
- [Understand the tax consequences of remote work](#) (Journal of Accountancy, Oct. 17, 2022)
- [With so many nonexempt employees working remotely, what should be our key wage and hour compliance priorities?](#) (Littler, Aug. 9, 2022)
- [Puerto Rico enacts new legislation on remote workers of 'out-of-state' employers](#) (Littler, July 27, 2022)
- [The future of hybrid working: Full steam ahead or a screeching U-turn?](#) (Seyfarth, July 5, 2022)
- [Remote or not — When is a job posting false advertising?](#) (Mintz, July 5, 2022)
- [The hazards of remote employee layoffs: Wage and hour issues, severance agreements, and unemployment claims](#) (Ogletree Deakins, June 23, 2022)
- [How to avoid immigration pitfalls in the hybrid and remote work era](#) (HR Dive, June 10, 2022)
- [The workers quitting over return-to-office policies](#) (BBC Worklife, May 24, 2022)
- [New York's anti-discrimination laws do not protect out-of-state remote workers](#) (Epstein Becker Green, May 12, 2022)
- [2021 EEOC charge statistics: Retaliation and impact of remote work](#) (BMD, May 11, 2022)
- [Do you know where your employees are? The risks of remote work](#) (Day Pitney, April 11, 2022)

- [Refreshing whistleblower processes for the remote workplace: Best practices](#) (Jackson Lewis, April 11, 2022)
- [New Jersey Division on civil rights proposes employer posting requirements for remote workers](#) (Ogletree Deakins, April 11, 2022)
- [Managing a California remote work policy: Determining which laws apply](#) (Ogletree Deakins, April 1, 2022)
- [Employers Be WARNed: Remote employees receive class certification in suit for wrongful termination](#) (Hunton Andrews Kurth, March 28, 2022)
- [Juggling a remote, hybrid and/or multistate workforce: What employers should know](#) (Rumberger Kirk, March 22, 2022)
- [Ohio legislature considers expanding definition of work-related injuries to include remote arrangements](#) (Dinsmore, March 21, 2022)
- [What's the fate of the federal contractor vaccine mandate after SCOTUS's stay of the OSHA ETS?](#) (Baker McKenzie, Feb. 1, 2022)
- [How to effectively and compassionately handle dismissals and layoffs in a remote workplace](#) (Levenfield Pearlstein, Dec. 8, 2021)
- [Down the rabbit hole: Should companies let employees work from other states](#) (Fredrikson, Nov. 11, 2021)
- [Remote workers will not have to report proof of vaccination under OSHA's new mandate](#) (Fortune, Nov. 4, 2021)
- [Permanent work-from-home rule proposed by US National Futures Association](#) (Mayer Brown, Sept. 2, 2021)
- [The legal challenges of having a hybrid workplace](#) (BRINK, July 28, 2021)
- [Companies want remote workers in all states but 1](#) (The Atlantic, July 28, 2021)
- [Workers' compensation insights for remote work](#) (GC Capital Ideas, July 27, 2021)
- [Some remote workers say they're being unfairly taxed — and they're suing to stop it](#) (Market Watch, July 4, 2021)
- [Legal implications of remote work arrangements: Perspectives from the US, UK and France](#) (Hogan Lovells, 28 June 2021)
- Louisiana: [Mobile workforce Act No. 883](#) (Legislature)
- Pennsylvania: [Telework guidance](#) (Department of Revenue)
- Vermont: [Relocated and remote workers: Guidance for employers and employees](#) (Department of Taxes)

- [Permanent work from home could be reasonable accommodation](#) (Holland & Hart, June 23, 2021)
- [The legal challenges of having a hybrid workplace](#) (BRINK, May 27, 2021)
- [Biden could make flexible or remote working the norm for more federal employees post-pandemic, according to a report](#) (Insider, May 24, 2021)
- [Remote workers: Tax & employment law challenges](#) (Potomac Law Group, May 19, 2021)
- [Multistate compliance for employers with out-of-state remote employees](#) (Ogletree Deakins, April 23, 2021)
- [Employees don't get to telework just because they want to](#) (Shawe Rosenthal, March 31, 2021)
- [Managing a remote workforce one year later: Legal lessons learned for companies](#) (Venable, March 30, 2021)
- [Remote work checklist for employers](#) (McDermott Will & Emery, Feb. 25, 2021)
- [Checklist of employer considerations for remote work policies](#) (Davis Wright Tremaine, Feb. 2, 2021)
- [Expense reimbursements in the era of remote working](#) (Seyfarth Shaw, Jan. 21, 2021)
- [Department of Labor \(DOL\) publishes FLSA opinion letter related to partial telework and compensation for travel time](#) (DOL, Dec. 31, 2020)
- [Virtual posters – New DOL guidance on federally mandated notices in a virtual workplace](#) (Ford Harrison, Dec. 30, 2020)
- [Department of Labor issues guidance supporting workplace flexibilities through virtual communication](#) (DOL, Dec. 29, 2020)
- [Work from anywhere? Telecommuting and tax obligations for employers: Practical considerations and tips for human resources and management](#) (National Law Review, Dec. 18, 2020)
- [With remote workers in different states, what about jurisdiction?](#) (Bradley, Oct. 27, 2020)
- [State tax implications of remote working arrangements](#) (K&L Gates, Oct. 2, 2020)

Vietnam

- [Determining occupational accidents when working from home](#) (Apolat Legal, Jan. 8, 2024)

Section 3

Strategies, trends and viewpoints

- [Workforce for the future](#) (Marsh McLennan)
- [The new shape of work is flexibility for all](#) (Mercer)
- [Preparing for a more flexible future: Five topics to discuss with your employees](#) (Mercer)
- [2022 US flexible working policies and practices survey](#) (Mercer)
- [Remote work](#) (Society for Human Resources Management (SHRM)) (some content may require a subscription)
- [Remote work & multistate compliance](#) (SHRM)
- Australia: [Navigating the great office exodus](#) (University of Melbourne)
- [CEO perspectives on hybrid work from recent Fortune/Deloitte survey: Embracing the opportunities as well as the challenges](#) (Deloitte, 2024)
- UK: [Most workers would look for new job if told to increase office attendance](#) (People Management, March 5, 2024)
- [Hybrid work models are empowering women in tech](#) (Forbes, March 5, 2024)
- US: [Return-to-work policies devolve into a toxic cultural flashpoint](#) (subscription required) (Bloomberg Law, March 4, 2024)
- [Forget about remote work if you want more than \\$200,000 a year](#) (subscription required) (Bloomberg Law, Feb. 23, 2024)
- US: [Layoffs make remote workers reconsider work from home jobs](#) (subscription required) (Bloomberg, Feb. 21, 2024)
- [Remote work: Hidden costs and how employers can leverage the benefits](#) (Forbes, Feb. 20, 2024)
- [How the in-office vs. remote debate is shaping the future of work](#) (Forbes, Feb. 19, 2024)
- [How employers are bringing remote employees back to the office](#) (subscription required) (SHRM, Feb. 19, 2024)
- [Work from home if you want but don't expect a pay rise](#) (subscription required) (Financial Times, Feb. 18, 2024)
- [Working from home can bring big health benefits, study finds](#) (The Guardian, Feb. 17, 2024)
- [Employers risk bias suits in targeting remote staff for layoffs](#) (subscription required) (Bloomberg Law, Feb. 16, 2024)
- [Remote work jobs are disappearing before our eyes](#) (Fortune, Feb. 9, 2024)

- [Can remote work help diversity recruitment?](#) (Knowledge at Wharton, Feb. 6, 2024)
- [British billionaire Lord Sugar rips remote work while Zooming in — but he may have a point](#) (Fortune, Feb. 5, 2024)
- [The home-working revolution is harming younger workers](#) (subscription required) (Financial Times, Feb. 2, 2024)
- [Companies' hardline stance on returning to the office is backfiring](#) (The Washington Post, Feb. 2, 2024)
- [Remote work has stabilized but its future is uncertain](#) (Forbes, Jan. 31, 2024)
- [Overheard in the newsroom: does working from home work?](#) (subscription required) (Financial Times, Jan. 27, 2024)
- [Foreign employers are snapping up US remote workers](#) (Inc., Jan. 26, 2024)
- [UK: Flexible working requests: What does the FCA case mean for HR teams?](#) (Personnel Today, Jan. 26, 2024)
- [How the flexible and remote work debate will carry into 2024](#) (Forbes, Jan. 24, 2024)
- [Is linking time in the office to career success the best way to get us back to work](#) (The Conversation, Jan. 21, 2024)
- [When you want to be hybrid, but your boss wants you in the office](#) (subscription required) (Harvard Business Review, Jan. 18, 2024)
- [Remote workers are overlooked for promotions and raises — here's how you can get noticed](#) (Forbes, Jan. 17, 2024)
- [Working from home doesn't seem to affect productivity at all, Fed study says](#) (Financial Post, Jan. 17, 2024)
- [The evolution of remote work: Trends and predictions for 2024](#) (Coworking Insights, Jan. 17, 2024)
- [The rise of remote work: What US employers need to know](#) (Reuters, Jan. 16, 2024)
- [Remote digital jobs to rise 25% to 92 million by 2030](#) (World Economic Forum, Jan. 9, 2024)
- [How to improve your soft skills as a remote worker](#) (Harvard Business Review, Jan. 8, 2024)
- [Return-to-office mandates](#) (SSRN, Dec. 25, 2023)
- [Research: The growing inequality of who gets to work from home](#) (Harvard Business Review, Dec. 19, 2023)
- [Why leaders find it so hard to accept remote work](#) (Psychology Today, Dec. 12, 2023)
- [Remote working special: Part 2](#) (Norton Rose Fulbright, Dec. 7, 2023)
- [Considering diversity, equity and inclusivity in hybrid working arrangements](#) (Pinsent Masons, Dec. 1, 2023)

- [Remote working special: Part 1](#) (Norton Rose Fulbright, Nov. 29, 2023)
- ['Double dipping': why managers worry that staff have a second job on the sly](#) (subscription required) (Financial Times, Nov. 26, 2023)
- [Brave new workplace: The future of hybrid working](#) (phys.org, Nov 24, 2023)
- [Return-to-office plans don't have to undermine employee autonomy](#) (Harvard Business Review, Nov. 22, 2023)
- [Remote work is more important than salary to employees](#) (Employee Benefit News, Nov. 20, 2023)
- [Navigating the noise: Revamping the remote work experience amidst digital overload](#) (Fast Company, Nov. 20, 2023)
- [Your company will need remote work as extreme weather gets worse](#) (Harvard Business Review, Nov. 15, 2023)
- [Goldman's chief economist just weighed in on the productivity debate — and says it's been dropping for years before remote work came along](#) (subscription required) (Harvard Business Review, Nov. 14, 2023)
- [Working from home and the psychological contract](#) (Psychology Today, Nov. 10, 2023)
- [How do you adapt your leadership skills to lead hybrid teams in 2024?](#) (Forbes, Nov. 8, 2023)
- [Labor shortages, remote work fuel job gains for workers with disabilities](#) (Wall Street Journal, Nov. 4, 2023)
- [Digital nomads: rising number of people choose to work remotely](#) (The Guardian, Nov. 4, 2023)
- [Building the ultimate remote work environment with the metaverse](#) (Forbes, Nov. 3, 2023)
- [Recruiters adapt to structural challenges facing UK jobs market](#) (Financial Times, Nov. 3, 2023)
- [Making remote and hybrid work accessible: Bridging the tech divide](#) (Forbes, Oct. 23, 2023)
- [For the return to office, these are the perks that matter most](#) (Forbes, Oct. 22, 2023)
- [Majority of remote and hybrid workers experience online meeting anxiety, survey finds](#) (People Management, Oct. 18, 2023)
- [CEOs predict end of remote work](#) (SHRM, Oct. 17, 2023)
- [Work from home rates have dropped to a pandemic-era low of 26% as employer make returning to the office their north star](#) (Fortune, Oct. 16, 2023)
- [Digital nomads](#) (video) (Baker McKenzie, Oct. 4, 2023)

- [Mark Zuckerberg touts potential of remote work in metaverse as Meta threatens employees for violating return-to-office mandate](#) (Yahoo.com, Sept. 30, 2023)
- [One big benefit of remote work](#) (subscription required) (The Atlantic, Sept. 29, 2023)
- [How rowing back on remote work can impact employee productivity](#) (Forbes, Sept. 11, 2023)
- [Employers and staff seek truce on office working](#) (subscription required) (Financial Times, Sept 10, 2023)
- [Bosses mean it this time: Return to office or get a new job!](#) (subscription required) (The Washington Post, Sept. 2, 2023)
- [People are still working from home. Does it matter?](#) (subscription required) (Financial Times, Aug, 29, 2023)
- [Survey: Remote work isn't going away — and executives know it](#) (Harvard Business Review, Aug. 28, 2023)
- [Remote work or back to the office?](#) (Psychology Today, Aug. 24, 2023)
- [Remote work may not be the only cause of worker productivity decrease](#) (Hall Benefits Law, Aug. 24, 2023)
- [The disconnect between remote workers and their companies is getting bigger](#) (The Wall Street Journal, Aug. 24, 2023)
- [The rise of hybrid work: What are the health and safety implications?](#) (Shepherd and Wedderburn, Aug. 22, 2023)
- [Unlock benefits of international remote work and manage compliance risk](#) (The HR Director, Aug. 20, 2023)
- [The advantages of remote work for decentralized autonomous organizations](#) (Forbes, Aug. 19, 2023)
- [Remote work is still encouraged by some tech companies](#) (Fortune, Aug. 16, 2023)
- [The future of HR: Navigating the shift to remote work](#) (The European Business Review, Aug. 14, 2023)
- [What recent graduates need to know about remote work](#) (SHRM, Aug. 11, 2023)
- [80% of bosses say they regret earlier return-to-office plans](#) (CNBC, Aug. 11, 2023)
- [Fully flexible companies grow headcount at twice the rate of those mandating to full-time office attendance, analysis reveals](#) (People Management, Aug. 10, 2023)
- [Financial services: How to make flexible working work for all](#) (World Economic Forum, Aug. 9, 2023)

- [Remote work is less productive: Study](#) (Psychology Today, United Kingdom, Aug. 4, 2023)
- [We're now finding out the damaging results of the mandated return to the office — and it's worse than we thought](#) (Fortune, Aug. 1, 2023)
- [Working from home is full of surprises](#) (subscription required) (Financial Times, July 30, 2023)
- [Why hybrid work can become toxic](#) (subscription required) (Harvard Business Review, July 28, 2023)
- US: [Debunking the headlines on workers with two remote jobs](#) (Psychology Today, United Kingdom, July 25, 2023)
- [Remote work: Is it time for workers to go back to the office?](#) (Euronews, July 25, 2023)
- [Work-life balance is elusive when you work remotely](#) (Psychology Today, July 24, 2023)
- [Unlocking flexibility: Embracing hybrid when remote isn't an option](#) (Forbes, July 24, 2023)
- [The metaverse offers a new frontier for hybrid and remote work](#) (Forbes, July 23, 2023)
- [Return to the office and hiring growth: What HR must know](#) (Human Resource Executive, July 21, 2023)
- [Tension is rising around remote work](#) (Harvard Business Review, July 18, 2023)
- [Singapore's workers want to stay remote, but employers are backtracking on flexibility](#) (CNBC, July 16, 2023)
- US: [Return to office plans for every Fortune 100 \[July 2023\]](#) (July 14, 2023)
- [Remote work statistics and trends in 2023](#) (Forbes, July 12, 2023)
- [The fight over working from home goes global](#) (The Economist, July 10, 2023)
- [Summer in the city? Internships in the age of hybrid work](#) (subscription required) (Financial Times, July 3, 2023)
- [The rise of the hybrid workforce](#) (Psychology Today, July 1, 2023)
- [Third of businesses say working from home arrangements increase conflict between employees, report finds](#) (People Management, June 26, 2023)
- [Remote work appears here to stay, especially for American women](#) (subscription required) (Washington Post, June 22, 2023)
- [Deciding what to do when your employer changes the rules on remote work](#) (CNN, June 12, 2023)

- [Bosses are fed up with remote work for 4 main reasons. Some of them are undeniable](#) (Fortune, June 14, 2023)
- [How the digital nomad went corporate](#) (subscription required) (Financial Times, June 6, 2023)
- [Remote work considerations in a post-pandemic world](#) (Foley & Lardner, June 1, 2023)
- [The future of global remote work: Navigating a new landscape](#) (Forbes, May 30, 2023)
- [Learning from afar: How to effectively manage a remote team](#) (Forbes, May 23, 2023)
- [Building social capital when you work remotely](#) (Harvard Business Review, May 15, 2023)
- [Companies that have ended fully remote work in 2023](#) (Tech.co, May 12, 2023)
- [The legal implications of work from anywhere](#) (Resourcing Edge, April 27, 2023)
- [Strategies for staying connected and motivated while working remotely](#) (Forbes, April 24, 2023)
- [Six ways leaders can best support their hybrid employees](#) (People Management, April 24, 2023)
- [Create a remote/hybrid work policy: A guide to assist with talent retention and manage compliance risk](#) (Forbes, April 19, 2023)
- [Boost your collaboration to become a top remote and hybrid working team](#) (World Economic Forum, April 14, 2023)
- [Navigating remote work: The power of hybrid meetings](#) (Psychology Today, April 11, 2023)
- [The latest on hybrid work: Who is WFH and who isn't](#) (CNN, April 9, 2023)
- [Is this the end of the remote work era? New survey results](#) (World Economic Forum, April 4, 2023)
- [Locations and sectors where remote work is growing fastest](#) (World Economic Forum, April 3, 2023)
- [Remote working: How a surge in digital nomads is pricing out local communities around the world](#) (The Conversation, March 31, 2023)
- [7 remote work trends for 2023-2025](#) (Exploding Topics, March 28, 2023)
- [How remote work impacts managers](#) (Forbes, March 27, 2023)
- [Remote workers are more anxious about layoffs](#) (Harvard Business Review, March 22, 2023)
- [UK: Millions invested to create third spaces for remote workers](#) (HR Magazine, March 21, 2023)

- [How to achieve a positive remote working culture](#) (Forbes, March 17, 2023)
- [5 steps to take your company's remote work ambitions from policy to practice](#) (Deloitte, March 6, 2023)
- [Overcoming the challenges of remote work](#) (Psychology Today, March 2, 2023)
- [Work-from-home regulations are coming. Companies aren't ready](#) (MIT Sloan, Feb. 27, 2023)
- [Remote work extending the border of local pay transparency laws](#) (Shutts, Feb. 27, 2023)
- [Don't let remote work derail your career: 3 ways to enhance visibility](#) (Forbes, Feb. 19, 2023)
- [Flexibility is a deal-breaker for consultancies to hire and keep staff](#) (Financial Times, Feb. 17, 2023)
- [Remote work is rebounding again because commuting to the office is too expensive](#) (Fortune, Feb. 14, 2023)
- [UK: High earners and Londoners most likely to work from home](#) (HR Magazine, Feb. 14, 2023)
- [Remote work in transition: Trends and compliance](#) (Baker Hostetler, Feb. 14, 2023)
- [What does remote working look like around the world?](#) (World Economic Forum, Feb. 10, 2023)
- [The companies backtracking on flexible work](#) (BBC, Feb. 7, 2023)
- [Right to disconnect: The countries passing laws to stop employees working out of hours](#) (World Economic Forum, Feb. 3, 2023)
- [Should companies embrace hybrid working in 2023?](#) (World Economic Forum, Jan. 27, 2023)
- [UK: Most bosses secretly want all staff back in offices, says head of CBI](#) (Confederation of British Industry, Jan. 27, 2023)
- [12 ways to keep remote workers engaged in the business's culture](#) (Forbes, Jan. 26, 2023)
- [Compliance checklist for employers with out-of-state remote employees](#) (Haynsworth Sinkler Boyd, Jan. 19, 2023)
- [Remote work has made developing relationships with colleagues harder — here's what workers and bosses need now](#) (The Conversation, Jan. 10, 2023)
- [International remote working: From buzzword to practice](#) (BRINK, Jan. 2, 2023)
- [Is remote work holding Gen-Z back?](#) (Forbes, Dec. 20, 2022)

- [Hybrid working: Growing gap between leaders and employees](#) (World Economic Forum, Dec. 20, 2023)
- [A shift in the most popular remote-work days has puzzled the experts](#) (Fortune, Dec. 16, 2022)
- [Canada: How many employers are still offering remote work?](#) (Human Resources Director, Dec. 15, 2022)
- [How flexible work can undermine career advancement — and what to do about it?](#) (Marsh McLennan, Dec. 13, 2022)
- [Building community among a remote workforce](#) (Forbes, 10 Dec. 2022)
- [5 ‘major ways’ remote meetings have changed since the pandemic](#) (Advisory Board, Dec. 9, 2022)
- [Hesitant about remote work? Why you may want to reconsider your workplace requirements](#) (Forbes, Dec. 9, 2022)
- [No, remote employees aren’t becoming less engaged](#) (Harvard Business Review, Dec. 6, 2022)
- [Remote work only works for knowledge workers living in cities](#) (Fortune, Dec. 6, 2022)
- [The future of work is global — remote leaders should embrace this shift, not fear it](#) (Forbes, Dec. 1, 2022)
- [UK: Home workers 13 percent less productive than hybrid workers, research finds](#) (People Management, Nov. 30, 2022)
- [Remote working — a successful working model with pitfalls: A challenge for companies and leaders](#) (WTW, Nov. 29, 2022)
- [Remote working patterns are impacting local service spending](#) (World Economic Forum, Nov. 28, 2022)
- [UK: Finance staff ignoring mandatory office attendance demands, report suggests](#) (subscription required) (Financial Times, Nov. 28, 2022)
- [US: Remote jobs are in high demand, but positions are drying up](#) (The Washington Post, Nov. 27, 2022)
- [UK: Is hybrid working damaging productivity?](#) (People Management, Nov. 24, 2022)
- [Why teleworkers get lonely, and how to boost morale and mood](#) (Psychology Today, Nov. 24, 2022)
- [Asia embraces work from home but bosses are still not very keen on saying yes to four-day week](#) (The Economic Times, Nov. 20, 2022)
- [UK: Hybrid working: Have women been set back at work?](#) (Personnel Today, Nov. 18, 2022)

- [Leaders share perspectives on managing remote workers](#) (SHRM, Nov. 17, 2022)
- [What Musk misses about how this generation works](#) (subscription required) (Financial Times, Nov. 16, 2022)
- [The shift to default global requires a new 'operating system for HR'](#) (HRreview, Nov. 11, 2022)
- US: [Bringing work home: Emerging limits on monitoring remote employees](#) (Bradley, Oct. 31, 2022)
- [Companies can survive a recession if they embrace remote work](#) (Fortune, Oct. 31, 2022)
- [What great remote managers do differently](#) (HBR Oct. 26, 2022)
- UK: [Is it time to revisit unproductive flexible working arrangements?](#) (People Management, Oct. 26, 2022)
- [Five steps companies can take to navigate the shift to remote and hybrid work](#) (Forbes, Oct. 25, 2022)
- [Remote digital platform working is great, if you live in a city](#) (University of Oxford, Oct. 21, 2022)
- [Microsoft CEO explains the 'paradox' of the remote work debate](#) (Yahoo Finance, Oct. 17, 2022)
- UK: [The impact of remote and hybrid working on workers and organisations](#) (UK Parliament, Oct. 17, 2022)
- [Digital nomad guide](#) (Eversheds Sutherland, Oct. 11, 2022)
- [The hybrid workplace: Is management putting your company at risk?](#) (Forbes, Sept. 28, 2022)
- [Feelings of psychological safety differ among onsite, remote and hybrid workers](#) (SHRM, Sept. 23, 2022)
- [Hybrid and remote working has reduced toxic behaviours](#) (Personnel Today, Sept. 21, 2022)
- [How leaders can reduce proximity bias and embrace remote workers](#) (Forbes, Sept. 14, 2022)
- [I believe the future of remote work is borderless and inclusive — here's how we get there](#) (World Economic Forum, Sept. 14, 2022)
- [Developing and supporting the ideal culture for hybrid working](#) (World Economic Forum, Sept. 14, 2022)
- [Staying top of mind when working remotely](#) (Forbes, Sept. 7, 2022)

- [Rethinking approaches to setting remote workers' pay](#) (Hall Benefits Law, Sept. 5, 2022)
- [Hybrid working: Why the office-home balance is still a challenge](#) (subscription required) (Financial Times, Sept. 5, 2022)
- [Are you better off working from home? Here's what the science says](#) (BBC Science Focus, Sept. 5, 2022)
- [How employers can manage global remote workers and digital nomads compliantly](#) (Keystone Law, Sept. 1, 2022)
- [Digital nomad visas: A new way to work](#) (multi-country article) (Ius Laboris, Aug. 30, 2022)
- [Remote working isn't going anywhere, according to Google search trends](#) (World Economic Forum, Aug. 30, 2022)
- [Recession fears prompt nervous employees to scale back demands](#) (Fortune, Aug. 29, 2022)
- [The remote work revolution already is reshaping America](#) (The Washington Post, Aug. 19, 2022)
- [Are you a 'digital nomad'? European locales want remote workers](#) (Wall Street Journal, Aug. 16, 2022)
- [The AWA Hybrid Working Index — establishing the truth about Hybrid Working take up around the world](#) (AWA, Aug. 15, 2022)
- [Power is shifting away from employees: Can remote work survive?](#) (Forbes, Aug. 14, 2022)
- [Spurred by remote work, all-virtual companies thrive](#) (Forbes, Aug. 13, 2022)
- [Private spaces are key to boosting office productivity](#) (HRreview, Aug. 9, 2022)
- [Who gets to work in the digital economy?](#) (Harvard Business Review, Aug. 4, 2022)
- [Four reasons the shift to hybrid working is set to stay for young professionals](#) (The Conversation, July 29, 2022)
- [The great return to office standoff: Bosses vs staff](#) (subscription required) (Financial Times, July 26, 2022)
- [Work from home: Firms are giving workers what they want](#) (World Economic Forum, July 26, 2022)
- [Majority of under-25s would quit if forced back to the office full time, poll finds](#) (People Management, July 25, 2022)
- [Is your hybrid work model working for you?](#) (HR Magazine, July 25, 2022)

- [Flexible work in the remote era is only a reality for managers and executives](#) (Fortune, July 21, 2022)
- [95% of organisations have experienced issues implementing hybrid working](#) (HR News, July 18, 2022)
- [How are different industry sectors navigating hybrid working?](#) (AWA, July 17, 2022)
- [Why deskless workers are leaving — and how to win them back](#) (BCG, July 7, 2022)
- [Embracing the future: Hybrid working for the planet](#) (AWA, July 4, 2022)
- UK: [Making remote working possible in financial services](#) (Pinsent Masons, July 1, 2022)
- [Workation — Is mobile working from anywhere in the world your future working model?](#) (Eversheds Sutherland, June 2022)
- [Why remote work for isn't everyone](#) (Fortune, June 29, 2022)
- US: [Remote workers raise wage and hour concerns](#) (SHRM, June 21, 2022)
- [The new workplace: what young starters need to know](#) (subscription required) (Financial Times, June 20, 2022)
- [UK: Hybrid working did not reduce economic divides, research finds](#) (People Management, June 13, 2022)
- [Young people should optimize the time they spend in the office](#) (Insight, June 10, 2022)
- [Yes, your hybrid coworkers are happier and more productive](#) (Fortune, June 10, 2022)
- [Will remote work undermine diversity efforts?](#) (SHRM, June 7, 2022)
- Japan: [The great Tokyo exodus](#) (subscription required) (Financial Times, June 6, 2022)
- [Employment expert's secret to successful remote recruitment](#) (CEO Magazine, June 6, 2022)
- [If remote meetings are now a fixture in your business life, why resist?](#) (Forbes, June 6, 2022)
- [How to prepare procedures to deal with underperforming remote employees](#) (CEO World, June 6, 2022)
- [Rise of telework poses opportunities and challenges, for women especially](#) (Equal Times, June 1, 2022)
- UK: [HR for hybrid working: How did we get to where we are today?](#) (Personnel Today, May 30, 2022)
- [Working from anywhere: A differentiator in the war for talent?](#) (BRINK, May 29, 2022)

- [As remote work persists, cities struggle to adapt](#) (The Pew Charitable Trusts, May 24, 2022)
- [Restoring employee wellbeing for the new world of work](#) (World Economic Forum, May 23, 2022)
- [What does your return-to-office strategy have to do with DEI](#) (Forbes, May 20, 2022)
- [Remote work is forcing companies to rethink location-based pay](#) (Bloomberg, May 20, 2022)
- [UK ahead of European peers on shift to working from home](#) (subscription required) (Financial Times, May 15, 2022)
- [Firms wrestle with realities of new remote workplaces](#) (subscription required) (Financial Times, May 11, 2022)
- Opinion: [New graduates should go into the office, not work remote](#) (The Washington Post, May 8, 2022)
- [Here's why hybrid working means more stress for women](#) (World Economic Forum, May 6, 2022)
- UK: [Has hybrid working triggered a loneliness epidemic](#) (Raconteur, May 6, 2022)
- Ireland: [Managers struggling with challenges of hybrid and remote working](#) (Irish Times, May 5, 2022)
- [How to hire your remote workers](#) (Forbes, May 5, 2022)
- [Worldwide remote jobs market may globalize hiring](#) (TechTarget, May 5, 2022)
- [Experts warn against cutting remote workers' pay](#) (People Management, May 4, 2022)
- [Hybrid working has the potential to improve workforce inclusion](#) (HR Director, April 23, 2022)
- [The end of sick days: Has WFH made it harder to take time off](#) (subscription required) (Financial Times, April 19, 2022)
- [How to successfully manage your job in a hybrid work model](#) (Forbes, April 18, 2022)
- [How shifts in remote behavior affect employee well-being](#) (MIT Sloan Management Review, April 18, 2022)
- [How to build a remote-first work culture](#) (Human Resources Director, April 18, 2022)
- [Avoid the 'Great Regret' with these onboard frameworks](#) (HR Executive, April 14, 2022)
- [In a hybrid working world, offboarding is even more important](#) (People Management, April 14, 2022)

- [We'll soon see office parks in the suburbs catering to remote and hybrid workers](#) (Forbes, April 13, 2022)
- [Work remote, get paid less? The battle dividing offices will define the future of work](#) (The Guardian, April 12, 2022)
- [A former Google HR leader thinks hybrid won't survive. Is he right?](#) (Human Resource Executive, April 11, 2022)
- [Five more reasons you need a strong remote work policy now](#) (Forbes, April 11, 2022)
- [UK: Working flexibly and flexible working: A new era for financial institutions](#) (Ashurst, April 7, 2022)
- [Hybrid working may not be beneficial for the environment, study finds](#) (People Management, April 7, 2022)
- [Google's ex-CEO Eric Schmidt says remote work won't last](#) (Fortune, April 5, 2022)
- [Making hybrid work for everyone](#) (Deloitte, March 30, 2022)
- [The rise of the rural remote worker](#) (subscription required) (Financial Times, March 28, 2022)
- [Equity in the hybrid office](#) (MIT Sloan, March 24, 2022)
- [Women face a double disadvantage in the hybrid workplace](#) (Harvard Business Review, March 24, 2022)
- [Why flexible work boosts employee productivity](#) (Forbes, March 23, 2022)
- [How to mentor in a remote workplace](#) (Harvard Business Review, March 22, 2022)
- [Returning to the office: How these employees pushed back](#) (Business Insider, March 22, 2022)
- [5 tips on how to handle tough conversations with remote workers](#) (Forbes, March 22, 2022)
- [This CEO's remote work policy is only 10 words. It may be the best I've heard](#) (Inc., March 21, 2022)
- [What great hybrid cultures do differently](#) (Harvard Business Review, March 16, 2022)
- [Gen Z workers willing to sacrifice pay and perks to keep hybrid models](#) (HRD, March 10, 2022)
- [Is remote work actually better for the environment](#) (Harvard Business Review, March 7, 2022)
- [5 steps to manage remote staff and ensure company success](#) (Forbes, March 4, 2022)

- [Promoting remote workers' psychological health: Effective management practices during the COVID-19 crisis](#) (Wiley Online Library, March 2, 2022)
- [Is remote work failing young workers?](#) (Forbes, March 1, 2022)
- [It's no longer about the virus — remote workers simply don't want to return to the office](#) (World Economic Forum, Feb. 22, 2022)
- [Hybrid working enters a third dimension](#) (subscription required) (Financial Times, Feb. 20, 2022)
- [Three tips for delivering a remote work policy employees, payroll and finance will love](#) (Forbes, Feb. 18, 2022)
- [Why remote work isn't only beneficial for employees](#) (Forbes, Feb. 15, 2022)
- [5 challenges of hybrid work — and how to overcome them](#) (Harvard Business Review, Feb. 15, 2022)
- [UK: Almost 80 percent of business leaders expect remote working post-COVID, say IoD](#) (Politics.co.uk, Feb. 10, 2022)
- [How leaders can solve the 'face time' problem in an era of hybrid and remote work](#) (Fortune, Feb. 9, 2022)
- [Building effective remote teams in the new normal](#) (Forbes, Feb. 10, 2022)
- [American Express and BNY Mellon plan to call employees back to the office in March](#) (New York Times, Feb. 5, 2022)
- [3 new studies end debate over effectiveness of hybrid and remote work](#) (Forbes, Feb. 4, 2022)
- [3 tensions leaders need to manage in the hybrid workplace](#) (Harvard Business Review, Feb. 3, 2022)
- [We will pay for our hybrid work freedoms with more hot-desking](#) (subscription required) (Financial Times, Jan. 30, 2022)
- [How to implement a pay strategy for hybrid working](#) (Employee Benefits, Jan. 25, 2022)
- [Four ways to strengthen remote work culture](#) (Forbes, Jan. 24, 2022)
- [US: Could the new hybrid workplace turn some women into second-class employees?](#) (Forbes, Jan. 20, 2022)
- [How to mentor remote workers](#) (The Atlantic, Jan. 14, 2022)
- [Welcoming workers when the world's gone remote](#) (Fast Company, Jan. 13, 2022)
- [Methods for building a remote work organizational culture](#) (Forbes, Jan. 10, 2022)

- [Working from home has entrenched inequality — how can we use it to improve lives instead?](#) (The Guardian, Jan. 9, 2022)
- [Have remote employees lost touch with customers' needs?](#) (Harvard Business Review, Jan. 3, 2022)

Section 4

Company initiatives

- [The banks on the frontline of the remote working battle](#) (subscription required) (The Financial Times, March 4, 2024)
- [Work from home — suddenly a trademark of Swiss finance?](#) (finews.com, Feb. 28, 2024)
- [SAP's remote work U-turn sparks employee rebellion](#) (Newstrack, Feb. 4, 2024)
- [Dell said to be preparing broad return to office mandate](#) (The Register, Feb. 3, 2024)
- [Return to office or quit, IBM tells managers](#) (Computerworld, Jan. 30, 2024)
- [EY starts monitoring office attendance](#) (HRreview, Jan. 29, 2024)
- [Work in the office full-time? Never again, says Atlassian](#) (HRM Asia, Jan. 22, 2024)
- [UK judge rules against FCA manager who wanted to work from home](#) (subscription required) (Financial Times, Jan. 19, 2024)
- [Schroders keeps Covid-era flexible working despite London's return to office](#) (Bloomberg, Dec. 15, 2023)
- [Nationwide rescinds 'work anywhere' policy and tells staff to come to office](#) (The Guardian, Dec. 6, 2023)
- [New incentives could boost satisfaction with in-person work, but few employers are making changes](#) (The Associated Press, Nov. 27, 2023)
- [Remote work on the rise: EU consider abandoning London HQ](#) (HRreview, Nov. 21, 2023)
- [Return to office or lose your promotion, Amazon says](#) (HR Magazine, Nov. 21, 2023)
- [Remote first: How 3 major firms are making it work](#) (Human Resource Executive, Nov. 14, 2023)
- [Amazon managers should manage more, take attendance less](#) (subscription required) (Bloomberg, Oct. 23, 2023)
- [Publicis makes in-office attendance mandatory on Mondays and eliminates consecutive remote work days](#) (PR Week, Oct. 3, 2023)
- [Meta and other employers can't figure out working from home](#) (Forbes, Sept. 11, 2023)
- [UK banks tighten up on work from home](#) (subscription required) (Financial Times, Sept. 4, 2023)
- [Amazon CEO reportedly told remote employees: "It's probably not going to work out"](#) (The Verge, Aug. 28, 2023)
- [Amazon issues warning to employees to return to office](#) (HRreview, Aug. 14, 2023)

- [Zoom tells staff to 'come back to the office'](#) (The Independent, Aug. 10, 2023)
- [Zoom calls employees back to office after riding work from home wave](#) (subscription required) (Financial Times, Aug. 7, 2023)
- UK: [Hybrid working put to the test as 'London-centric' UK civil service heads north](#) (subscription required) (Financial Times, Aug, 7 2023)
- [Osborne Clarke links bonus eligibility to working location](#) (Employee Benefits, July 27, 2023)
- [Half of big multinationals plan to cut office space in next three years](#) (subscription required) (Financial Times, June 6, 2023)
- [A new CEO says employees can't work remotely after all, and they revolt](#) (Wall Street Journal, June 6, 2023)
- [Amazon employees walk out after being told to return to office](#) (HR Executive, May 31, 2023)
- [Why return-to-office mandates will backfire](#) (Forbes, May 14, 2023)
- [JP Morgan orders senior bankers to work 5 days a week in the office](#) (subscription required) (Financial Times, April 12, 2023)
- [Meta pauses posting remote jobs as it braces for more layoffs](#) (Fortune, March 31, 2023)
- US: [The return to the office once seemed inevitable. A new study shows companies are already reversing course](#) (Fortune, March 9, 2023)
- [A third of leaders have hired remote-only staff to cope with labour shortages, research shows](#) (People Management, March 1, 2023)
- [Amazon and other tech companies' return to office orders renew fears of proximity bias](#) (Forbes, Feb. 22, 2023)
- [Disney's return to office mandate shows failure of imagination about how to innovate in hybrid and remote work](#) (Forbes, Jan. 11, 2023)
- [Citi's employees can work from anywhere for last two weeks of year](#) (Bloomberg, Dec. 15, 2022)
- [LinkedIn is seeing a decline in remote job postings: That could be a problem for DEI goals](#) (Fortune, Dec. 8, 2022)
- [Weber Shandwick introduces work-from-anywhere policy](#) (Employee Benefits, Dec. 7, 2022)
- UK: [National Audit Office boss: 'We're not a remote working organization'](#) (Civil Service World, Dec. 6, 2022)
- [GM issues return-to-office mandate for remote workers](#) (Fortune, Sept. 24, 2022)

- [Group of Apple employees pushes back against return-to-office order](#) (subscription required) (Financial Times, Aug. 22, 2022)
- [Apple tells employee to return to office 3 days a week from Sept.](#) (subscription required) (Financial Times, Aug. 16, 2022)
- [Remote work fuels major diversity boost at Meta](#) (World Economic Forum, July 21, 2022)
- [UBS sublets London office 'grey space' as more staff work from home](#) (subscription required) (Financial Times, July 5, 2022)
- [Elon Musk reportedly declares remote work 'no longer acceptable' at Tesla](#) (The Verge, June 1, 2022)
- [Tech companies are still figuring out return-to-office plans. Most workers don't want a full-time, in-person return](#) (Morning Consult, May 31, 2022)
- [Zopa Bank allows staff to work abroad 120 days a year](#) (Employee Benefits, May 26, 2022)
- [Meeting now in aisle 14: Tesco pilots in-store flexible office space](#) (The Guardian, May 12, 2022)
- [Apple has all the ingredients for effective remote work. Why doesn't it use them?](#) (Macworld, May 10, 2022)
- [Work from home teams can build social capital, no matter what Google and Apple say](#) (Fortune, April 19, 2022)
- [Deloitte scales back London office space in stark sign of shift to remote working](#) (subscription required) (Financial Times, April 17, 2022)
- [BNP Paribas signs a European Charter on teleworking](#) (Benzinga, April 6, 2022)
- [Wall Street banks are getting flexible on working from home](#) (subscription required) (The New York Times, April 4, 2022)
- [UK: Currys introduces hybrid-working model](#) (Employee Benefits, March 30, 2022)
- [Spain: BBVA implements remote working indefinitely throughout the Group](#) (BBVA, March 29, 2022)
- [Mark Zuckerberg and Meta's leadership take remote work to the extreme](#) (subscription required) (Wall Street Journal, March 23, 2022)
- [Meta scatters its exec team in remote work test](#) (PYMNTs, March 23, 2022)
- [UBS to offer 100% remote work option for eligible US-based employees](#) (UBS, March 23, 2022)
- [Forty percent of Amex staff choose to go virtual](#) (Finextra, March 10, 2022)

- [Twitter employees can work from home 'forever' or 'wherever you feel most productive and creative'](#) (Forbes, March 5, 2022)
- US: [Morgan Stanley chief sees remote working 'fraying bonds'](#) (Bloomberg, Jan. 28, 2022)
- UK: [Fintechs return to office but retain flexible working model](#) (Altfi, Jan. 24, 2022)
- [City of London workers shrug off Omicron as more return to work](#) (Bloomberg news, Dec. 6, 2021)
- [Deloitte and KPMG to introduce remote working from overseas for Aussies](#) (news.com.au, Nov. 24, 2021)
- [Wall Street warms up, grudgingly, to remote work, unthinkable before COVID](#) (The New York Times, Nov. 24, 2021)
- [PwC announces 40,000 US employees will work from home: How this can cause a chain reaction of companies offering competing remote options](#) (Forbes, Oct. 2, 2021)
- [Working from home: Staff abuse it, says City boss](#) (BBC, Sept. 24, 2021)
- [Fragomen implements global hybrid working model](#) (Employee benefits, Sept. 21, 2021)
- [Saul Ewing's new chief talent officer talks remote work, salary wars](#) (Reuters, Sept. 10, 2021)
- [Microsoft indefinitely postpones return to US offices as COVID cases surge](#) (CNBC, Sept. 9, 2021)
- [Deutsche Bank calls end of Honeymoon phase with remote work](#) (Bloomberg Wealth, 7 Sept. 7, 2021)
- UK, Ireland: [Primark unveils new hybrid working model](#) (Retail Gazette, Aug. 20, 2021)
- US: [Fidelity International tests flexible working, mulls pay rises](#) (BNN Bloomberg, Aug. 19, 2021)
- UK: [Ocado Group offers staff remote working abroad](#) (BBC News, Aug. 9, 2021)
- [Call centre used by UK firms accused of intrusively monitoring home workers](#) (The Guardian, Aug. 8, 2021)
- Colombia: [Big tech call center workers face pressure to accept home surveillance](#) (NBC News, Aug. 8, 2021)
- [Siemens embraces remote working in search for tech talent](#) (subscription required) (Financial Times, July 19, 2021)
- Finland: [Some 1m workers plot back-to-office plans](#) (YLE, July 16, 2021)
- [Apple employees are leaving over inflexible remote work policies](#) (Idrop news, July 16, 2021)

- [TUI UK announces move to permanent flexible working](#) (Business Leader, July 16, 2021)
- [Audi CEO says remote work policies will boost competitiveness](#) (Automotive News Europe, July 15, 2021)
- [Are you hiring a director of remote work? Here's why Facebook did](#) (HR Executive, July 8, 2021)
- [Credit Suisse plans 'maximum flexibility' remote work model](#) (registration required) (Bloomberg, July 5, 2021)
- [Citigroup says flexible work gives it edge over US rivals](#) (Bloomberg Law, June 30, 2021)
- [UBS to let most staff mix working from home and office permanently](#) (subscription required) (Financial Times, June 27, 2021)
- [Nokia introduces permanent flexible working terms for employees](#) (Market Watch, June 22, 2021)
- [CBI and city bosses warn against giving staff legal right to work from home](#) (The Guardian, June 21, 2021)
- [Deloitte tells its 20,000 UK employees they can work from home forever](#) (Independent, June 19, 2021)
- [Deutsche Bank's UK boss says she wants investment banking graduates in the office 5 days a week, even as the company moves to flexible working](#) (Business Insider, June 2021)
- US: [Remote work unwind: Goldman spearheads Wall St return to office](#) (Aljazeera, June 14, 2021)
- US: [DDTC proposes to make pandemic-related telework rules permanent](#) (Thompson, June 11, 2021)
- US: [Facebook remote working plan extended to all staff for long term](#) (BBC News, June 11, 2021)
- [Remote workers work longer, not more efficiently: A new study on remote working](#) (The Economist, June 10, 2021)
- UK: [Eighty-five secretaries, support staff and lawyers leave big City firm](#) (The Law Society Gazette, June 10, 2021)
- [White collar workers increasingly demand flexibility on conditions](#) (subscription required) (Financial Times, June 9, 2021)
- [Every company going remote permanently](#) (Build Remote, June 9, 2021)
- US: [Facebook says it will expand remote work to all employees](#) (The Mercury News, June 9, 2021)

- US: [Apple employees revolt over Tim Cook order to return to the office](#) (Independent, June 7, 2021)
- US: [Apple employees wrote a letter to CEO Tim Cook saying why they don't want to return to the office](#) (Forbes, June 5, 2021)
- [JP Morgan's Waller: Companies can't just reduce their office space by 40%](#) (Investment Week, June 4, 2021)
- [Fidelity International offers flexible dynamic working policy](#) (Employee Benefits, June 3, 2021)
- [SAP adopts flexible working for all 100,000 employees](#) (Tech Central, June 1, 2021)
- [NatWest preparing for just 13% of staff to work in office full-time](#) (The Guardian, June 1, 2021)
- [Deutsche Bank 'confirms move to adopt hybrid working' as work-from-home era fades](#) (City A.M., June 1, 2021)
- Australia: [HSBC to cut office footprint as staff embrace hybrid work model](#) (The Sydney Morning Herald, May 28, 2021)
- [Slaughter and May to allow trainees to work remotely one day a week](#) (Legal Cheek, May 26, 2021)
- [KPMG announces hybrid working model for UK staff](#) (Consultancy.UK, May 25, 2021)
- [Ernst Young confirms move to hybrid working model](#) (Accountancy Daily, May 24, 2021)
- [Microsoft's hybrid return-to-work plan for the 'biggest shift to how we work in our generation'](#) (Forbes, May 23, 2021)
- France: [SocGen to allow staff to work from home three days a week after crisis](#) (subscription required) (Financial Times, May 6, 2021)
- [Norwegian wealth fund to offer flexible working to its employees in Europe and Asia](#) (ScandAsia, May 6, 2021)
- [Google relaxes remote work place, will let 20% of employees telecommute](#) (CNBC, May 5, 2021)
- [Remote but together: The future of work in the civil service](#) (Global Government Forum, May 5, 2021)
- US: [Rethinking employee benefits for permanently remote workers](#) (SHRM, May 5, 2021)
- [IndustriALL and Renault sign first global agreement on telework in the industry](#) (IndustriALL, April 29, 2021)
- US: [JPMorgan requires employees to return to their offices by July, striking a blow to the remote-work trend](#) (Forbes, April 28, 2021)

- [US: GM's new remote work plan for employees is ambiguous, yet surprisingly simple: 'Work appropriately'](#) (CNBC, April 20, 2021)
- [US: The pros and cons of working remotely](#) (Fortune, April 17, 2021)
- [Bank of Ireland switches to hybrid working to avoid 'time and money-sapping commutes'](#) (BusinessLive, April 16, 2021)
- [Bank of Ireland UK launches four working hubs in pivot to flexible working](#) (City A.M., April 15, 2021)
- [UK: JP Morgan plans to have about 25,000 of its employees work from home](#) (Forbes, April 13, 2021)
- [UK: PwC's flexible working strategy 'a step in the right direction'](#) (Consultancy.uk, April 9, 2021)
- [Revolut is letting employees work 60 days from 'anywhere'](#) (AltFi, April 9, 2021)
- [UK: Thousands of HSBC and JP Morgan staff to work at home regularly](#) (The Guardian, April 7, 2021)
- [Civil servants to be offered flexible working in 'drop-in offices' across UK, report says](#) (Independent, April 6, 2021)
- [PwC reveals flexible working 'deal' for employees](#) (Employee Benefits, April 1, 2021)
- [US: Google rejigs remote working as it reopens offices](#) (BBC, April 1, 2021)
- [US: IBM's CEO predicts a hybrid remote-work model for 80% of employees post-pandemic](#) (Business Insider, April 1, 2021)
- [Canada: Uber's flexible work program: Innovative idea or deceptive design?](#) (CC Partners, March 31, 2021)
- [PWC announces flexible working deal for employees](#) (Accountancy Daily, March 31, 2021)
- [UK: Call centre staff to be monitored via webcam for home-working infractions](#) (The Guardian, March 26, 2021)
- [UK: Nationwide tells 13,000 staff to 'work anywhere'](#) (BBC, March 25, 2021)
- [Bank lobby group UK finance makes flexible working permanent](#) (Bloomberg, March 22, 2021)
- [Iconic American automaker Ford Motor says employees can work from home 'indefinitely' with its newly redesigned hybrid in-office and remote model](#) (Forbes, March 21, 2021)
- [Numbers commuting to work goes up despite hybrid working plans](#) (Personnel Today, March 19, 2021)

- [Turkish conglomerate Sabanci holding makes remote work permanent](#) (Daily Sabah, March 18, 2021)
- [British Airways to continue work-from-home plan after COVID](#) (BBC, March 18, 2021)
- [Capita to close more offices as working from home options increase](#) (The Guardian, March 17, 2021)
- [Goldman Sachs CEO says remote work is 'not a new normal'](#) (Millionacres, 1 March 14, 2021)
- [Vodafone to introduce 60-40 hybrid model for remote and office working](#) (Newstalk, March 13, 2021)
- [50 best remote-first companies to work for in 2021](#) (Builtin, March 2, 2021)
- [Goldman Sachs CEO refutes working from home is 'new normal'](#) (HRreview, Feb. 26, 2021)
- [23 companies switching to long-term remote work](#) (Flexjobs, Feb. 19, 2021)
- [Don't confuse flexible working with remote working](#) (Personnel Today, Feb. 16, 2021)
- [Société Générale adopts work-from home policy](#) (Computer Weekly, Feb. 10, 2021)
- [Revolut moves to permanent flexible working](#) (Employee Benefits, Feb. 5, 2021)
- [Standard Chartered signs deal to allow staff to work away from central offices in big step towards permanent flexible working at a major financial firm](#) (This is Money, Jan. 14, 2021)
- [The top 100 companies for remote jobs in 2021](#) (Forbes, Jan. 11, 2021)
- [How Okta's technology teams led the rapid shift to an entirely remote workforce](#) (webinar) (BrightTalk, Dec. 2020)
- [Lloyds to move 700 bank staff into full-time homeworking roles](#) (Business Matters, Dec. 6, 2020)
- [Schroders introduces permanent flexible working policy for 5,000 global employees](#) (Employee Benefits, Aug. 17, 2020)



Mercer LLC

Washington Square
1050 Connecticut Avenue, Suite 700
Washington, DC 20036
www.mercer.com

Copyright © 2024 Mercer LLC. All rights reserved.

Note: Mercer is not engaged in the practice of law, accounting or medicine. Any commentary in this article does not constitute and is not a substitute for legal, tax or medical advice. Readers of this article should consult a legal, tax or medical expert for advice on those matters.