

MAZZESCHI

BUSINESS, IMMIGRATION & CITIZENSHIP LAW

Country	Remote Work				Digital Nomad Visa													
	Can be done on business		Need Visa		Is it available?		Difficulty			In-country application		Validity (months)	Can it be extended?		Remarks			
	Yes	No	Yes	No	Yes	No	low	med.	high	Yes	No		Yes	No				
Argentina	x*			x**	x				x			x***				180 days	x****	
Austria		x*	x						x					x	up to six months		x	<p>As of June 2024, Austria does not have a visa or a residence related permit for digital nomads or other persons working remotely in Austria for a non-EU based employer. While it is, from an Austrian perspective, clear that remote work (for periods of more than five working days) is not covered by regular business visas, Austria has yet to address the topic of remote work in an immigration law context. As a matter of administrative practice, some labour market authorities have started accepting applications from prospective remote employees based on so-called self-assignment claims to use the rules for assignees in a remote working context. It is yet to be seen whether this practice will be upheld in the administrative courts, but it is still better than the grey area in which foreign remote workers and their employers have been operating in the last few years. Under the Austrian Act against</p>

MAZZESCHI

BUSINESS, IMMIGRATION & CITIZENSHIP LAW

												Wage and Social Security Dumping, even non-EU based employers may face significant penalties for not providing so-called compliance files explaining why a given assignee's / remote worker's monthly salary is in line with Austrian collective bargaining standards. X*1: unless the number of days of remote work does not extend the maximum length of a business trip under the Act on the Employment of Foreigners (five working days) X*2: see explanation above
Belgium		X	X		X							Work on Belgian soil - including remote work - requires a work permit, unless a work permit exemption can be invoked (e.g. meetings in closed circle, attending conferences, urgent maintenance/repair work, ...: specific time limitations apply).
Brazil	X*		X**	X		X		X***	up to 1 year	X		In January 2022 Brazil introduced the digital nomad visa valid for one year and renewable for the same term. This visa may be issued to foreigners who, remotely and using information and communication technologies, can carry out their work activities for a foreign employer while being physically located in Brazil. This visa does not allow foreigners to do local jobs in Brazil, nor for a Brazilian company. Eligible applicants must have a minimum monthly income of USD 1,500 or an available bank balance of USD 18,000 from non-Brazilian sources. x* Visitors may conduct remote work in Brazil for up to 90 days. If they need to remain for more than 90 days, they must apply for the Digital Nomad Visa/Residence. x** Foreigners who intend to work remotely for more than 90 days must apply for the Digital Nomad Visa/Residence. x*** The applicant can apply for the Digital Nomad Visa before a Brazilian Consulate abroad, or enter Brazil as a visitor and apply for the visa in Brazil, changing the status of visitor to a digital nomad.
Cape Verde		X	X	X		X		X	6 months			Requirements: - Proof of income, either by showing a bank statement or a copy of their last few payslips. - Health insurance coverage. - The minimum income of USD27,000 annually.
Colombia	X*		X**	X		X		X***	up to 1 year	X		Colombia released the Digital Nomad Visa in October 2022. This visa can only be issued to the so called non-restricted nationalities who wish to remain in Colombia for more than 90 days to provide remote work or teleworking services, from Colombia, through digital media and the Internet, exclusively for foreign companies, as independent or labor-related, or to start a digital content or information technology venture that is in line with the interests of Colombia. This visa may be issued with a

MAZZESCHI

BUSINESS, IMMIGRATION & CITIZENSHIP LAW

												<p>validity of up to 2 years and an authorized permit for the same term.</p> <p>x* non-restricted nationals who wish to remain in Colombia for less than 90 days per entry, may enter with an entry and stay permit as tourist /business visitors, stamped at the port of entry, as opposed to a visa. These individuals may extend their stay in Colombia for another 90 days, but no more than 180 days per year.</p> <p>x** foreigners who intend to work remotely for more than 90 days in Colombia should apply for the Digital Nomad Visa.</p> <p>x*** Since this visa and remote work option is only available for non-restricted nationalities, they can apply for the Digital Nomad Visa before a Colombian Consulate or upon arrival before the Ministry of Foreign Affairs.</p>
Costa Rica	x*	x**	x	x			x	up to 1 year	x***	<p>In August 2022, Costa Rica introduced the Nomad Visa, Non-Resident, within the Stay "estancia" subcategory. This visa can be granted to remote workers or service providers, such as foreigners who provide services remotely, in a subordinate or non-subordinate manner, using computer, telecommunications or similar means, in favor of a person or a company abroad, for which they receive a payment or remuneration from abroad. To be eligible for this visa, the applicant must show proof of a monthly income of 3,000 USD for the past 12 months, or a monthly income of 4,000 USD for the past 12 months, if applying with family (meaning children, spouse, etc.). The foreigner must have a health policy.</p> <p>x* Foreigners with a tourism/business visa may also work remotely as long as they do not receive remuneration in Costa Rica and do not work for a local company.</p> <p>x** While foreigners with a tourism/business visa may work remotely from Costa Rica, it is advisable that they apply for the Nomad Visa.</p> <p>x*** It can be renewable only for one more year. To authorize this extension, the foreigner must have stayed in the country for a minimum of 180 days during the year originally granted.</p>		
Croatia	x*		x	x		x	x**	Up to 1 year	x***	<p>*It is also possible to work for your own foreign company/business remotely from Croatia.</p> <p>**Possible in-country application or online application. In-country application possible only if citizen does not require an entry-visa, otherwise the application must be submitted online or via relevant embassy/consulate</p> <p>***The Digital Nomad Visa cannot be extended and cannot be issued again until after a 6-month limitation period has elapsed.</p>		

MAZZESCHI

BUSINESS, IMMIGRATION & CITIZENSHIP LAW

												Once this period has passed, the Digital Nomad Visa may be issued again for validity period of up to 1 year.
Czech Republic		X	X		X				X	Initial visa 12; extension is for up to 24 months	X	Available within a special immigration program guaranteed by the Czech Ministry of Industry and Trade. Available ONLY for: - highly skilled professionals in IT; and - citizens of either of stipulated countries (i.e. Australia, Japan, Canada, Korea, New Zealand, UK, USA or Taiwan); - salary must be at least 1.5 times the country's average (for 2024 the minimum amount is CZK 65,012 / approx. EUR 2,630 gross per month). Form of engagement in CZ: - employee (on payroll of his/her legal employer abroad) or as - a freelancer (subject to a special freelancer permit, so-called trade license).
Denmark	X				X							If you are on a legal stay in Denmark (visa free stay, procedural stay) you can do remote work if it is for a company abroad. It cannot be the primary purpose of the stay. If the company has an entity in Denmark it might be more tricky since you are not allowed to do any work for a in Denmark for a Danish company without a work permit. If there is an entity in Denmark it can be difficult to know if the work is performed for the Danish entity or for the company abroad. Further if you are on a procedural stay with longer stay there might be tax implication if you perform remote work.
Estonia	X*		X		X				X**	1 year	X	*No specific regulation, but the purpose must be IT, telecommunication or other mentioned in act fields. **Application can be done via Estonian Embassy. Applicant will need to provide additional documentation.
France	X		X		X							
Germany		X	X		X				X*	For the duration of work in Germany		No specific regulations in German immigration law; only available for privileged foreign nationals from UK, USA, Canada, Israel, Japan, South Korea, Australia & New Zealand + must be employed at a foreign employer based outside of Germany *Yes, but not recommended
Greece		X	X		X				X	12 months	X	Renewal is for 2 years, extendable. Clean Criminal Background required. Proof of Health Insurance for the duration of the visa. Certified Health Check required. *the above requirements are non-exhaustive.
Holland		X	X*		X			X**	X***	Initial entrepren	X	* visa, i.e. a work permit (for up to 90 days) or a work-and residence permit (for over 90 days). Business meetings, maintenance, conferences, etc exempt.

MAZZESCHI

BUSINESS, IMMIGRATION & CITIZENSHIP LAW

									eur visa 2 years.			<p>** *Visas that come closest to DN: 1) Working Holiday visa (Ca, Aus, NZ, Arg HongKong, S-Corea) 2) Search year visa (Dutch degree or top200 world ranking degree), within 3 years of graduation 3) free lancer / entrepreneur residence permit ; difficult to obtain (though easy for USA and Japan). 4) general work- and residence permit: requires a local company to sponsor.</p> <p>*** Following can apply locally: USA, Ca, Jap, Aus, NZ, S-Corea, UK</p>
Hungary	X		X*	X	X				X*	12	X**	<p>* if you don't have residence permit and not coming from a visa-free country, you must submit your application at one of the Hungarian embassies</p> <p>** it can be extended one time with additional one year term</p>
Indonesia		X	X	X		X			X	12 months	X	<p>Must be employed by a company outside of Indonesia. Cannot be paid in Indonesia or provide services to local companies. Have sufficient living expenses whilst in Indonesia. Personal bank statement with minimum amount of USD2,000 or equivalent in the last 3 months is required. Earn a yearly income of at least USD 60,000 per year. The visa must be used to enter Indonesia within a maximum of 90 days from the date of issue.</p>
Ireland	X*		X**	X		X		X***		within a single 14 day period (2 calendar weeks).	X****	<p>*Business visa only permits Attend meetings Negotiate or sign agreements or contracts</p> <p>** Visa required nationals require visa in advance. Non-visa required nationals request permission at border by presentation of documents.</p> <p>*** Yes non-visa required persons can apply in –country at entry– see here</p> <p>**** No. If longer period of remote work required a longer type of permission is required such as an employment permit. Ireland does not have a dedicated digital nomad process.</p>
Italy		X	X	X		X			X	1 year	X	<p>Key documents include proof of professional experience, last tax returns, proof of accommodation, Health insurance coverage. For remote worker visa category also employment contract/offer and a written declaration by the employer + criminal certificate</p>
Japan			X	X		X		X		6 months	X	<p>Only for nationals of countries that have tax treaties with Japan and are from visa-exempt regions</p> <p>Eligible activities:</p> <ul style="list-style-type: none"> -remote work from Japan for a foreign company based on a foreign employment contract -self-employed individual providing services or selling goods to overseas clients

MAZZESCHI

BUSINESS, IMMIGRATION & CITIZENSHIP LAW

													Annual Income: At least over 10 million yen Two ways of applying for the visa – Certificate of Eligibility (CoE) from the Immigration Office followed by visa from the overseas Japan embassy or directly from the overseas Japan embassy without going through the COE application.	
Malaysia		X	X		X				X			Initial pass up to 12 months. Renewable for another 12 months	X	Divided into 2 categories – digital freelancers/ independent contractors and remote workers Digital Freelancer/ Independent Contractor -Active project contract -Contract duration > 3 months, can be multiple contracts -Clientele can be both local and foreign companies Remote worker -Active employment contract -Contract duration > 3 months -Employer is foreign/ non-Malaysian based company Annual Income: Tech talent : > USD24,000 per year Non-tech talent: > USD60,000 per year
Malta	X*			X**	X		X		X		12	X	*It is also possible to work for your own foreign company/business remotely from Malta. Services cannot be offered to Maltese Clients/Businesses. ** depends on the requirements and agreement between the countries. Valid for 1 year. Can be renewed 3 times only. Clean Criminal Background required. Proof of Health Insurance for the duration of the visa.	
Mauritius		X	X		X		X		X		1 year	X	Requirements: - Proof of an independent business or work remotely for a company located outside of Mauritius. - Proof of accommodation. - Travel and health insurance coverage - Income earned abroad taxable if staying in country for over 183 days.	
Namibia		X	X		X		X		X		6 months	X	Requirements: - Proof of income in the form of bank statements. - Proof of accommodation. - Travel and health insurance.	
Poland		X*	X			X							* No specific regulations about remote work in Polish law. There is a quite vague interpretation of the authorities that no work permit is required as long as the remote work is not related in	

MAZZESCHI

BUSINESS, IMMIGRATION & CITIZENSHIP LAW

												any way to the Polish economy, and the stay in Poland is incidental from the point of view of the work performed.		
Portugal		X	X		X			X*		X**	X***	* Yes, but not recommended as it takes 2 years to be processed. **2 types of visas: 1)Temporary stay up to 12 months 2) residence permit of 2 years *** Residence permit can be renewed for periods of 3 years (not the temporary stay)		
Romania		X	X		X				X		X	Initial visa 90 days	X*	Visa may be extended for an initial period of 6 months via residence permit. Subsequent renewal is available if providing (among others) an official document issued by the fiscal authority in the country of origin confirming that the applicant has no outstanding fiscal debts in his country.
Seychelles		X	X		X					X		6 months	X	<ul style="list-style-type: none"> - Requirements: - Letter of employment or self-employment. - Proof of income in the form of bank statements. - Proof of accommodation. - Travel and health insurance.
South Africa		X	X		X					X		6 months	X	<ul style="list-style-type: none"> - The RWV is due to be implemented soon after minor amendments of the withdrawn immigration regulations. Holders will be required to register for tax if they will be staying in South Africa for over 6 months. - Proof of annual income of R1m
Spain		X	X		X			X				Initial visa 1 year; initial permit up to 3 years.	X	
Sweden		X*	X						X					* No specific regulations on remote work in Swedish law. Provided that the remote work is not related to the Swedish economy or labor market, it could possibly be argued that it falls outside the requirement for a work permit, but currently, there is no clarifying statement from the Migration Agency on the issue.
Thailand					X					X		Initial visa 5 years. Renewable up to a total of 10 years	X	<p>The Long Term Resident Visa under the "Work-From-Thailand Professionals category can be considered:</p> <ul style="list-style-type: none"> -For remote workers working for well-established overseas companies -Must be working for a public listed/private company in operation for at least 3 years with a combined revenue of at least USD150 million -Annual income: Minimum of USD 80,000 per year for the past 2 years. If less than USD 80,000 but more than USD 40,000, the

MAZZESCHI

BUSINESS, IMMIGRATION & CITIZENSHIP LAW

											applicant must have a Masters degree or above/ own intellectual property/ receive Series A funding
UAE			X		X		X		12	X	<p>Can apply in or out of country. Cost is USD\$611.00. Processing takes 1-15 working days Monthly earnings of at least USD 3,500 (payslip and/or bank statements for the last three months as proof), Employment contract with foreign entity tvalid for at least another year or proof that you run your own company. . Medical insurance valid in the United Arab Emirates Passport valid for at least another six months.</p>
UK	X		X*		X						<p>*The UK Immigration Rules allow visitors to “undertake activities relating to their employment overseas remotely from within the UK, providing this is not the primary purpose of their visit.” Visa nationals need to apply for a visitor visa before entry.</p>