

FAQ Risks while Overseas Working

FAQ: On the wider risks you should consider when considering an overseas assignment

This guide highlights key risks to be aware of when working remotely from abroad. It is designed to inform both employees and management of some of the key legal, personal, and operational factors that may impact both the individual and the organization.

Key Risks to Consider:

1. **Permanent Establishment Risk**
 - Prolonged remote work could expose the University to corporate tax liability in the host country.
2. **Taxation & Social Security Compliance**
 - **Double Taxation:** Without a tax agreement in place, you may be taxed in both the UK and host country.
 - **Social Security:** Local contributions may be required, depending on bilateral agreements.
3. **Immigration & Work Authorization**
 - **Visa Requirements:** A work visa may be necessary, even for remote work, to avoid legal penalties.
 - **Unauthorized Work:** Some countries classify remote work as employment, triggering visa issues.
4. **Data Security & Compliance**
 - **Data Laws:** Cross-border work may violate data protection laws like GDPR or Data Export rules.
 - **Cybersecurity:** Weak infrastructure could heighten data breach risks.
5. **Insurance**
 - **Coverage:** UoM travel insurance may not cover all circumstances. Ensure you have the right insurance.
6. **Legal & Regulatory Risks**
 - **Local Laws:** Remote work may breach local labour laws, leading to inspections or penalties.
7. **Personal Safety & Security**
 - **Travel Warnings:** Political unrest or natural disasters may put your safety at risk.
 - **Emergency Preparedness:** Limited access to consular services and support can increase personal risk.
8. **Healthcare Access**
 - **Healthcare:** Access and affordability vary, and private insurance may be necessary.
 - **Telemedicine:** Reliable access to health services may be limited in some regions.
9. **LGBT+ Legal & Cultural Differences**
 - **Legal Risks:** Some countries criminalize LGBT+ identities, posing personal and legal dangers.
 - **Cultural Sensitivity:** Awareness of local customs is essential to personal safety.
10. **Laws on Family & Relationships**
 - **Adopted Children/Common Law Relationships:** Some countries may not recognize these, impacting legal rights.
11. **Economic and Political Instability**
 - **Political Risks:** Instability may disrupt work or threaten safety.
 - **Currency Fluctuations:** Shifts in exchange rates could impact income.
12. **Cross-Cultural Communication & Integration**
 - **Cultural Barriers:** Language and local practices may create challenges.
 - **Time Zones:** Time differences can complicate collaboration and work-life balance.

Conclusion:

Overseas remote work involves significant risks, from legal compliance to personal safety. It's crucial to assess these risks thoroughly and consult Global Mobility to ensure compliance and mitigate potential issues.