



WE ARE VGD Let's talk **global mobility**

1. Do you need help with setting up and managing the agenda related to your employees abroad or, conversely, foreign employees in Slovakia?
2. Are you overwhelmed by immigration and reporting obligations and processes when employing foreigners and sending workers abroad?
3. Do you know what the minimum labour law requirements are for employees posted abroad and do you control the potential risks and threat of sanctions?
4. Do you know the specifics of the withholding and remittance of advance tax on employment income in the case of employees on secondment?
5. Do employees know in which country their income is taxable and whether the situation is changing as a result of working abroad?
6. Do you want to help your employees with tax compliance when working abroad?
7. Can you reliably assess in which country the obligation to contribute to the social security system arises?
8. Do you have an internal policy and directive on secondments?
9. Do you know what are the latest trends in posting employees and employing foreigners?
10. Do your employees work from home abroad?

Global mobility in the context of domestic rules

Global Mobility Services ("GMS") refers to a set of services in different areas related to the global movement of labour:

- ✓ immigration area
- ✓ labour law area
- ✓ tax area
- ✓ social security system and health levies
- ✓ internal company agenda and internal processes

Obligations in relation to posting and employing foreigners can start long before a person ever starts work in a given country.

It is necessary to comply with the obligations arising from the Act on the Residence of Aliens and to comply with the reporting obligations to the Aliens Police and the National Labour Inspectorate.

In addition, other related rules arising from regulations, such as the Labour Code, the Act on Cross-Border Cooperation in the Posting of Employees for the Performance of Work in the Provision of Services, or the Employment Services Act, must also be complied with.

The actual form of performance of the work activity is also important, as a foreigner may perform work in Slovakia under different regimes, while, for example, a foreign business trip and the posting of a worker abroad are characterised by different requisites.

In connection with the income derived from the foreigner's employment, it is necessary to correctly determine the amount of social security contributions, the payment of advance income tax payments and the related obligation to maintain a shadow payroll, as well as the taxation of employee income at the end of the taxable period.

Notification of the foreigner's stay in the case of accommodation in accommodation establishments falls directly under the obligation of the accommodation establishment in question, but in the case of other types of accommodation (e.g. private accommodation via an accommodation platform), is the foreigner obliged to comply with this obligation himself/herself?

Reporting obligations to the National Labour Inspectorate also arise in the case of secondment of employees and similar reporting obligations to foreign authorities arise in the case of secondment abroad?

Some countries allow partial credit for travel allowances to meet minimum work and social entitlements?

Can foreign countries challenge an A1 certificate if they believe the information is incomplete or false and ask the issuing country to reconsider or revoke it?

In some countries the mere application for an A1 certificate is accepted, others require that a certificate is also issued?

In certain cases, the employer is not obliged to make advance payments of income tax on employment income, as this obligation arises for the employee himself?

Can a foreign employee's residency affect not only his or her resulting tax liability but also the amount of interim income tax payments?

Did you know that?

Go beyond borders, build success: our expertise in global mobility

- Advice and consulting
- Setting rules and guidelines when working abroad, posting or employing foreigners in Slovakia
- Preparation or revision of secondment contracts
- Assistance with applications for work permits and visas
- Review and implementation of employer and employee immigration, registration, employment and tax obligations
- Setting tax and levy policy according to the relevant rules and directives
- Predictions of the tax burden when posting or working abroad
- Management of monthly prepayment and reporting agenda for seconded employees, including processing of shadow payroll for foreign employees in Slovakia
- Preparation of personal income tax returns for employees or self-employed persons
- Correct setting up and processing of travel allowances for foreign business trips
- Determination of health and social insurance obligations, registration, calculations of contributions with regard to working abroad
- Assistance with the Long Term Incentives ("LTI") or Employee Stock Ownership Program ("ESOP") agenda
- Assistance and representation in the event of a tax audit

Keeping up with the new era of workforce

Harnessing global labour mobility is no longer just the preserve of the big multinational giants. Global employee mobility is increasingly at the forefront, transforming the working environment in companies of all sizes.

Working from home abroad has also affected work in border areas. The shortage of skilled workers is forcing the search for new solutions and opportunities for business in the field of employment of foreigners and global mobility.

Whether it is compliance with local regulations or international standards, our team of experienced consultants with an extensive network of professional contacts will be happy to help you overcome any current or potential challenges associated with the use of a foreign workforce or the international transfer of local employees.

Simplify your journey to success by working with our experts and join our many satisfied clients.

About us

VGD Slovakia has been on the market for more than 20 years. We are one of the consulting leaders in the field of economic consulting, including accounting and tax. We are a stable team of professionals who help our clients to grow and manage risks.

We are also a member of CLA Global, an international network of independent accounting and advisory firms, through which we are happy to provide you with the support you need internationally, including for a wide range of your global mobility activities.

We will be happy to meet with you to solve your questions, and you can use the services of several of our branches in Slovakia.

Our personal approach starts with a conversation.

Let's talk...



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