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UNWTO
World Tourism Organization

UNWTO BRIEF DIGITAL NOMAD VISAS

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The report was developed by Mr. Kanan Aliyev, Officer at the TMIC Department, under the supervision of Ms. Sandra Carvão, Director of the Department.



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EXECUTIVE SUMMARY

Digital nomads go beyond traditional organizational limits and are a new generation of employees who introduce disruptive business models to various industries with different work cultures and value different kinds of capital.¹

Since 2020, many countries have created visas specifically for digital nomads in response to the impact of the global travel restrictions caused by the COVID-19 pandemic, which reduced tourism revenue considerably. Moreover, technological developments such as high-speed Internet, video conferencing, online collaboration platforms and cloud solutions, all exacerbated by the COVID 19 crisis, have enabled the proliferation of digital nomadism.

In the United States of America for example, the number of digital nomads increased by 131% in 2022 as compared to 2019, reaching a total of 17 million people.²

A digital nomad visa (DNV) provides nomads the freedom to work in a country without an official relationship with a national employer. This type of visa is more comprehensive than a visitor visa and offers more flexibility than traditional work visas, making it an ideal option for those who wish to work remotely.

These types of visas intend to bring economic benefits, such as local consumption, while fostering innovation as in many cases digital nomads work in areas related to technology or creative industries. They also reduce the risk of misuse of short-term tourist visas by international remote workers. Due to the COVID-19 pandemic, many destinations faced economic difficulties from diminished

tourism which led to the creation of DNVs. DNVs come in various forms, enabling residence for longer than regular tourist visas, and often including immediate family members. Interaction with the local labour market is prohibited or highly restricted yet applicants must meet a set of financial requirements, although the thresholds vary.

This UNWTO Brief looks at the background and current state of digital nomadism trends and provides an analysis of existing DNVs worldwide covering 54 destinations in five regions. At the time of writing another four countries (Italy, North Macedonia, South Africa and Sri Lanka) were working on special DNV programmes.

The policy brief examines the DNVs on the following components:

1. Application process;
2. Duration;
3. Taxation;
4. Insurance;
5. Accommodation;
6. Minimum income requirements; and
7. Criminal records check.

Finally, it also analyses the potential of digital nomadism and its opportunities from a tourism perspective.

1 Richter, S. and Richter, A. (2020), 'Digital Nomads', *Business & Information Systems Engineering*, 62(1), pp. 77–81, DOI: <https://doi.org/10.1007/s12599-019-00615-1>.

2 MBO partners (2022), 'Working from The Road: The Aspirations and Reality for Digital Nomads', MBO Partners, Bee Cave, pp. 1–20, online available at: https://info.mbopartners.com/rs/mbo/images/2022_Digital_Nomads_Report.pdf (31-05-2023).



KEY INSIGHTS

Overall, the report reveals that digital nomadism is an increasingly popular lifestyle choice, which offers a range of benefits, including increased flexibility and access to global opportunities.

As of **February 2023**, research conducted by UNWTO revealed that **54 destinations** offered DNVs. Most of these destinations were located in the Americas and in Europe.

- **Estonia** was the first country that officially introduced a specialized digital nomad visa programme in July **2020**.
- Aruba, Georgia and Mauritius process visas **free of charge**. The **highest visa fees** are in Anguilla, Antigua and Barbuda, Barbados, the Cayman Islands and Grenada.
- Canada offers **the shortest stay** for digital nomads while Thailand issues the **longest DNVs**.
- Generally, digital nomads become **tax residents** in the host country (with few exceptions) **after 183 days** of their stay.
- Antigua and Barbuda, Brazil, Cabo Verde, Curaçao, Georgia, Malta, Mauritius, Namibia and Seychelles require that visa holders possess **both health and travel insurance**, while the rest of the destinations require **either travel or health insurance**.
- Antigua and Barbuda, Curaçao, Iceland and Panama **do not require** visa applicants to make advance arrangements for their **accommodation**.
- The highest income requirements are in the Cayman Islands, Indonesia and Mexico whereas Anguilla, Argentina, the Bahamas, Curaçao, Morocco and Saint Lucia **do not have any minimum monthly income requirements** as part of the visa application.
- Almost **all destinations** require some form of **criminal records check**.

Table ES.1: Overview of existing digital nomad visa programmes

Destination	Minimum Income	Visa fee	Any kind of tax exemption	Permanent residency	Accommodation requirement	Insurance requirement	Criminal records checks
Albania	!	✓	✓	✓	✓	✓	✓
Anguilla	✗	✓	✓	✗	✓	✓	✓
Antigua and Barbuda	✓	✓	✓	✗	✗	✓	✓
Argentina	✗	✓	✗	✗	✓	✓	✓
Aruba	!	✓	✗	✗	!	!	!
Bahamas	✗	✓	✗	✗	!	✓	!
Barbados	✓	✓	✓	✗	!	✓	✓
Belize	✓	✓	✓	✗	✓	✓	✓
Bermuda	!	✓	✓	✗	!	✓	✓
Brazil	✓	✓	✓	✗	!	✓	✓
Cabo Verde	✓	✓	✓	✗	✓	✓	✓
Canada	!	✓	✗	✗	✓	!	✓
Cayman Islands	✓	✓	✗	✗	!	✓	✓
Colombia	✓	✓	✓	✗	!	✓	✓
Costa Rica	✓	✓	✓	✗	!	✓	✓
Croatia	✓	✓	✓	✗	✓	✓	✓
Curaçao	✗	✓	✓	✗	✗	✓	✓
Cyprus	✓	✓	✓	✗	✓	✓	✓
Czechia	✓	✓	✗	✗	✓	✓	✓
Denmark	✓	✓	✓	✗	!	✓	!
Dominica	✓	✓	✓	!	!	✓	✓
Ecuador	✓	✓	✓	✗	!	✓	✓
Estonia	✓	✓	✓	✗	!	✓	✓
Georgia	✓	✗	✓	✓	✓	✓	✓
Germany	✓	✓	✓	✓	✓	✓	!
Greece	✓	✓	✓	!	!	✓	✓
Grenada	✓	✓	✓	!	!	✓	✓
Hungary	✓	✓	✓	!	✓	✓	✓
Iceland	✓	✓	✓	!	✗	✓	✓
Indonesia	✓	✓	!	!	!	!	!
Latvia	✓	✓	✓	✓	!	✓	!
Malaysia	✓	✓	✓	!	!	✓	✓
Malta	✓	✓	✓	✓	✓	✓	✓
Mauritius	✓	✗	✓	!	✓	✓	✓
Mexico	✓	✓	✓	✓	!	✓	✗
Montenegro	✓	!	✓	!	✓	✓	✓
Montserrat	✓	✓	✓	!	!	✓	✓
Morocco	✗	✓	!	!	✓	✓	✗
Namibia	✓	✓	!	!	✓	✓	✓
Norway	✓	✓	✗	!	✓	!	!
Panama	✓	✓	✓	!	!	✓	✓
Portugal	✓	✓	✓	✓	✓	✓	✓
Romania	✓	✓	✓	!	✓	✓	✓
Saint Lucia	✗	✓	✓	!	✓	!	✓
Serbia	✓	✓	!	!	✓	✓	!
Seychelles	✓	✓	✓	!	!	✓	!
Spain	✓	✓	✓	✓	✓	✓	✓
Sri Lanka	!	✓	!	!	!	!	✓
Taiwan Province of China	✓	✓	✓	✓	!	✗	✗
Thailand	✓	✓	✓	✗	!	✓	✓
United Arab Emirates	✓	✓	✓	✗	!	✓	!

Countries grouped in alphabetical order. Date of analysis: May 2023.
Source: World Tourism Organization (2023), data source.

✓ Yes ✗ No ! N/A

INTRODUCTION

Summary

A digital nomad is a person who uses technology to work remotely while travelling to different locations³. The term *digital nomad* has been used since the early 1990s to describe a type of travelling and working lifestyle enabled by computer networking and mobile devices.

Key words

Digital nomads // New generation of employees
// Flexible work // Freelancers // Remote work

Key messages

- Digital nomads are remote workers who prefer to work while travelling.
- The number of digital nomads is increasing rapidly.
- The majority of digital nomads are from developed countries.
- There are more male digital nomads rather than female ones.

WHO ARE DIGITAL NOMADS?

Digital nomads, first mentioned in 1997,⁴ are individuals who use technology to live and work from anywhere they choose. They are interested in combining employment and leisure by travelling and working remotely. People who work remotely, such as telecommuters, freelancers, location-independent workers, remote workers or online entrepreneurs, are also often considered digital nomads.

However, some researchers have identified three groups of digital nomads:⁵

1. Those who work remotely and do not have to travel extensively.
2. Those who maintain a home base but still travel frequently.
3. Those who opt for a nomadic lifestyle with no fixed abode.

Digital nomads can be defined as a new wave of self-employed people who can work from any location.⁶ Digital nomads go beyond traditional organizational limits and are a new generation of employees who introduce disruptive business models to various industries with different work cultures and value different kinds of capital.⁷ Digital nomads work online without having a fixed office space and can travel while still doing their job.⁸ They may be self-employed or have a job that allows

3 Makimoto, T. and Manners, D. (1997), *Digital Nomad*, Wiley, Chichester.

4 Ibid.

5 Reichenberger, I. (2017), 'Digital Nomads – a quest for holistic freedom in work and Leisure', *Annals of Leisure Research*, 21(3), pp. 364–380, DOI: <https://doi.org/10.1080/11745398.2017.1358098>.

6 Müller, A. (2016), 'The digital nomad: Buzzword or research category?', *Transnational Social Review*, 6(3), pp. 344–348, DOI: <https://doi.org/10.1080/21931674.2016.1229930>.

7 Richter, S. and Richter, A. (2020).

8 Reichenberger, I. (2017).

them to work from abroad.⁹ Also young professionals who prioritize autonomy, flexibility and the freedom to work and travel wherever they want instead of adhering to the typical full-time office job are called digital nomads.¹⁰ Digital nomads differ from ordinary working migrants because they earn income from foreign sources. They may be employed or self-employed and earn active income abroad.¹¹

DIGITAL NOMADISM AS A POPULAR TREND

Over the past decade, there has been a dramatic rise in the number of people working remotely and abroad. **The United States of America** (further also "United States") is the leading country with the number of digital nomads reaching **almost 17 million in 2022**.¹²

In 2005, only 1.5 million workers from the United States of America were remote workers, but by 2017 that figure had grown to 3.9 million – an increase of 160%.¹³ In 2022, 25 million United States citizens were interested in becoming digital nomads in the next two to three years, with an additional 48 million expressing interest, which is a 12% rise since 2021.¹⁴

Table I.1: Number of digital nomads, United States of America (in millions)

Year	Number of digital nomads	Change (%)
2019	7.3	
2020	10.9	49
2021	15.5	42
2022	16.9	9

Note: For the 2022 study, emergent research and Rockbridge Associates surveyed 6,488 residents of the United States of America (aged 18 and older) including 901 current digital nomads.

Source: MBO partners (2022), *Number of American digital nomads*. Survey of respondents, Dataset, online available at: https://info.mbopartners.com/rs/mbo/images/2022_Digital_Nomads_Report.pdf (31-05-2023).

The COVID-19 pandemic caused a sharp rise in remote work practices globally. Before the pandemic, only 7.9% of employees worked outside the offices, but this number rose to 17.4% in the second quarter of 2020¹⁵ due to teleworking opportunities in high-income destinations, where many people are employed in highly digitalized sectors and switched to remote work faster. In the United States of America, the amount of paid work done remotely increased tenfold compared to the pre-pandemic period, reaching a peak of over half of all paid work.¹⁶

9 Ibid.

10 Cook, D. (2022), 'Breaking the contract: Digital Nomads and the State', *Critique of Anthropology*, 42(3), pp. 304–323, DOI: <https://doi.org/10.1177/0308275x221120172>.

11 Organisation for Economic Co-operation and Development (2022), *Migration Policy Debates. Should OECD countries develop new Digital Nomad Visas?*, number 27, July 2022, OECD, Paris, pp. 1–8, online available at: <https://www.oecd.org/migration/migration-policy-debates.htm> (31-05-2023).

12 MBO partners (2022), 'Working from The Road: The Aspirations and Reality for Digital Nomads', MBO Partners, Bee Cave, pp. 1–20, online available at: https://info.mbopartners.com/rs/mbo/images/2022_Digital_Nomads_Report.pdf (31-05-2023).

13 MBO partners (2021), *The Digital Nomad Search Continues*. MBO Partners, Bee Cave, pp. 1–12, online available at: https://info.mbopartners.com/rs/mbo/images/MBO_Partners_2021_Digital_Nomad_Research_Brief.pdf (31-05-2023).

14 MBO partners (2022).

15 Soares, S. et al. (2021), *From potential to practise: Preliminary findings on the numbers of workers working from home during the COVID-19 pandemic*, International Labour Organization, Geneva, p. 16.

16 Barrero, J.M.; Bloom, N. and Davis, S.J. (2021), 'Internet access and its implications for productivity, inequality, and resilience', *SSRN Electronic Journal* [preprint], DOI: <https://doi.org/10.2139/ssrn.3895137>.

In terms of **gender distribution**, there is a gender gap among digital nomads. A survey, conducted among 13,650 respondents, showed that **79% of digital nomads are male, 20% are female and 1% chose not to disclose their gender.**¹⁷

In terms of **nationalities**, approximately 52% of digital nomads are from the **United States of America, with the United Kingdom (8%), the Russian Federation (5%), Canada (4%), Germany (3%) and France (3%)** making up the rest of the top countries of origin according to a panel interview conducted by Nomad List.¹⁸

34% of digital nomads work as freelancers or independent contractors.¹⁹ Digital nomads work in many industries, including programming, digital marketing, gaming, cryptocurrencies, coaching, writing, e-commerce, artificial intelligence, graphic design, and web development.²⁰ Female digital nomads tend to work in creative fields, while male digital nomads tend to work as software developers.²¹

Compared to full-timers, the ordinary digital nomad tends to save more. Their saving reach between USD 600 to USD 6,000 per year. Generally, the sources of savings are commuting expenses (car insurance, fuel, parking fees, etc.), restaurant expenses and costs for childcare or pets. Moreover, digital nomads can save even more if they get a salary in a strong currency while living in an area with lower costs.²²

Digital nomads differ in their opinions about the continuation of this lifestyle. For instance, 54% of digital nomads desire to continue their nomad lifestyle for the next two years,²³ while 32% of digital nomads deemed that the nomad lifestyle would be no more than a year long. However, some are planning to quit their current nomad lifestyle. Three important reasons to quit are the (i) sheer amount of journeying, (ii) overspending and (iii) logistic challenges. The study suggests that 48% of digital nomads plan to take a *slow travel* option by spending more time in the same destination;²⁴ 'slo-mads' (55%) planned to stay in one place for at least three months.²⁵

17 Statista (2023), *Share of digital nomads worldwide as of March 2022, by gender*. Online panel interview of respondents, Dataset, online available at: <https://www.statista.com/statistics/1298857/digital-nomads-by-gender-worldwide/?locale=en> (13-02-2023).

18 Statista (2022/a), *Share of digital nomads worldwide as of March 2022, by nationality*. Online panel interview of respondents, Dataset, online available at: <https://www.statista.com/statistics/1298849/digital-nomads-by-nationality-worldwide/?locale=en> (13-02-2023).

19 MBO partners (2021).

20 Hooper, K. and Benton M. (2022), *The Future of Remote Work: Digital Nomads and the Implications for Immigration Systems*, Migration Policy Institute, Washington, DC, online available at: <https://www.migrationpolicy.org> (13-06-2023).

21 Broom, D. (2022).

22 Messenger, J.C. (2019), *Telework in the 21st century: An evolutionary perspective*, Edward Elgar, Cheltenham

23 MBO partners (2021).

24 MBO partners (2022).

25 Brady, S. (2022), *Move over Digital Nomads, the anywhere worker has arrived*, Lonely Planet, published 10 May 2022, online available at: <https://www.lonelyplanet.com> (09-02-2023).



01 UNDERSTANDING DIGITAL NOMADS

Summary

Digital nomads are individuals who use technology to perform their work remotely, allowing them to travel and live in different locations for extended periods. They typically prioritize experiences, flexibility and personal growth over traditional office-based routines. With the rise of remote work, many countries are offering digital nomad visas to attract these professionals and boost their tourism and economies. The visa typically allows individuals to stay for several months to a year, providing them with the legal right to work and earn income as a free lancer or from a third country while residing in the country.

Key words

Freedom // Digital nomad visa programmes // Motivations of digital nomads // Motivations of host countries

Key messages

- Digital nomads legally work in a host country for a specified period without a need to obtain a traditional work visa with income generated in a third country.
- Digital nomad visa programmes help to foster a positive image of the country as an attractive destination for remote workers.
- Digital nomad visa programmes present an opportunity for countries to attract skilled remote workers and stimulate economic growth.
- It is important for host countries to carefully evaluate the costs and benefits of implementing a digital nomad visa programme.

1.1 MOTIVATIONS BEHIND DIGITAL NOMADISM

The motivations for digital nomadism are varied. Early research showed that digital nomads are young and knowledgeable in modern industries such as digital marketing, computer science and engineering.²⁶ They view themselves as autonomous, free and self-governed. Most of them pursue this lifestyle because of the satisfaction that comes from being free.

Furthermore, from the perspective of digital nomadism, the word *freedom* has at least three different interpretations: The first is *professional freedom* meaning liberation from the traditional employment structure. The second is *spatial freedom* which means the flexibility of travel globally. Finally, *personal freedom* which combines professional and spatial freedom and enables one to gain experience and acquire new competencies. Thus, an interdependence of these pillars results in life satisfaction for digital nomads.²⁷

Figure 1.1 provides insights into the key benefits for digital nomads. As observed, digital nomadism value increased flexibility in many aspects of private and professional life, increased financial stability, reduced commuting load, etc.²⁸

In terms of tourism, the desire to experience and to frequent travelling are important drivers because the recreational aspect of nomadism is an integral part of this lifestyle. However, it is a point of contention whether

the primary goal of digital nomads is to work and to take pleasure in leisure activities.²⁹ In addition, leisure and work are intertwined and digital nomads expect to derive enjoyment from their work.³⁰ Furthermore, for digital nomads there is the significance of their communities and the need to connect with similar mindsets. This is because the digital nomads do not align with the current social norms and gravitate towards a community exceeding national boundary.³¹

26 Makimoto, T. and Manners, D. (1997).

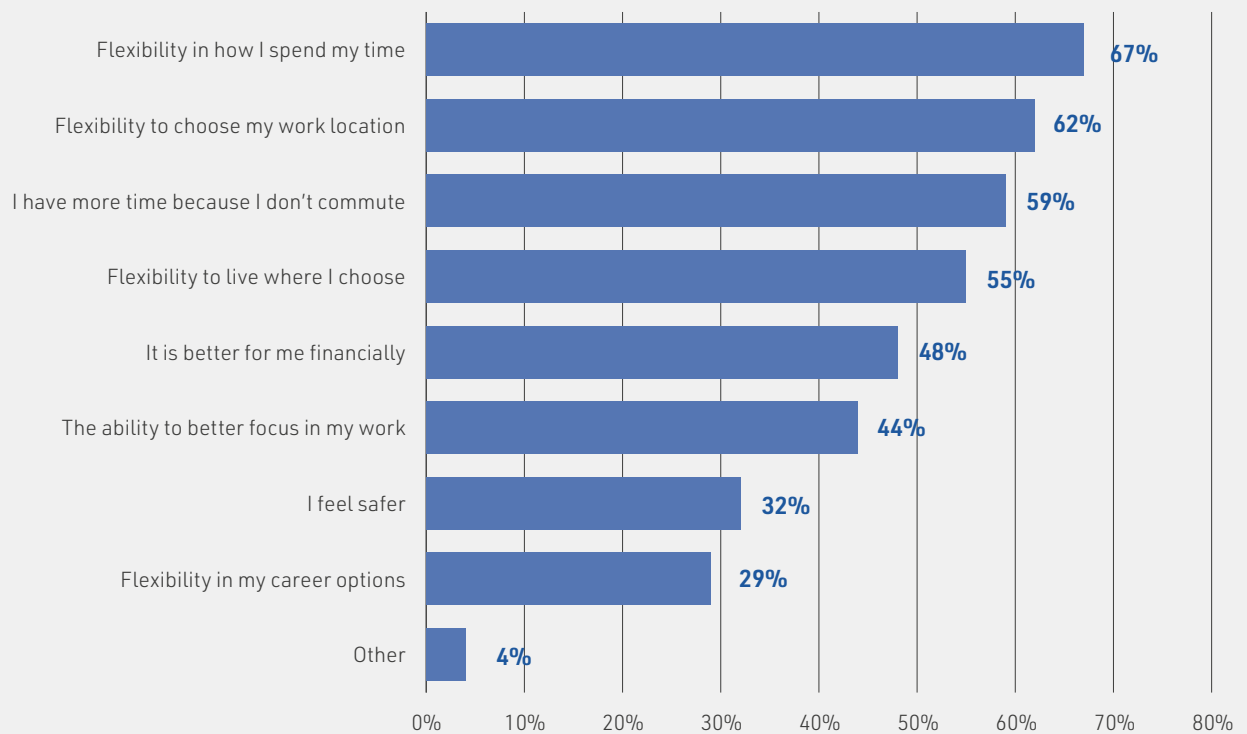
27 Reichenberger, I. (2017).

28 Buffer. (2023). *What's the biggest benefit you see to working remotely?* Survey of respondents, Dataset, online available at: <https://www.statista.com/statistics/1111309/biggest-benefits-to-working-remotely-worldwide/?locale=en> (13-02-2023).

29 Hannonen, O. (2020), 'In search of a digital nomad: Defining the phenomenon', *Information Technology & Tourism*, 22(3), pp. 335–353, DOI: <https://doi.org/10.1007/s40558-020-00177-z>.

30 Reichenberger, I. (2017).

31 Hannonen, O. (2020).

Figure 1.1: What is the biggest benefit you see of working remotely?

Note: Worldwide data from over 2,000 respondents who have worked remotely.

Source: Buffer. (2022). *What's the biggest benefit you see to working remotely?* Survey of respondents, Dataset, online available at: <https://www.statista.com/statistics/1111309/biggest-benefits-to-working-remotely-worldwide/?locale=en> (13-02-2023).

1.2

HOW DO DIGITAL NOMADS CHOOSE THEIR DESTINATIONS?

Digital nomads select their locations based on different elements that might affect their lifestyle and job prospects in a particular country. They typically make decisions about where to go based on the **advice of their peers** (especially other nomads) and the **reviews they find online**. There are not many websites specifically designed for digital nomads, but there are some blogs that share advice and reviews about different destinations. The most popular website among digital nomads is www.nomadlist.com, which ranks destinations based on ratings and votes from those who have already visited the place. The website also evaluates destinations according to living expenses, safety and security, Internet speed, etc. Also weather conditions impact the selection of a destination as digital nomads prefer warm climates.³² Additionally, digital nomads are said to try to select destinations closer to their home countries.³³ Yet, the most popular places for digital nomads are in Asia and the Pacific where the cost of living is lower than in other regions where the nomads usually come from.³⁴

Similarly, the United Nations Development Programme summarized the most important criteria for digital nomads in terms of selecting a destination through a project carried out in Serbia as follow:³⁵

- Living expenses – digital nomads typically prioritize destinations with weaker currencies;
- Good transportation infrastructure – connectivity is one of the most pivotal elements of their lifestyle;
- Affordable transportation costs given that they travel continuously;
- Good weather and air quality;
- Reliable Internet coverage and speed;
- Safe environment;
- Low bureaucracy and corruption levels;
- International community with events and nightlife;
- Culture and architecture; and
- Diverse food choices.

32 Chevtavaeva, E. and Denizci-Guillet, B. (2021), Digital Nomads' lifestyles and coworkation', *Journal of Destination Marketing & Management*, volume 21, 100633, DOI: <https://doi.org/10.1016/j.jdmm.2021.100633>.

33 Hall, G. et al. (2018), 'Motivations, mobility and work practices; the conceptual realities of Digital Nomads', *Information and Communication Technologies in Tourism 2019*, pp. 437–449, DOI: https://doi.org/10.1007/978-3-030-05940-8_34.

34 Cook, D. (2022).

35 United Nations Development Programme and Digital Serbia initiative (2020), *Digital Nomad Scanner. Who are the location-independent professionals that choose Belgrade?*, UNDP Serbia, <https://www.undp.org/serbia/publications> (31-05-2023).



A recent trend on digital nomadism is the emergence of the #VanLife movement, a new group of digital nomads. *VanLifers* have converted their vehicles into mobile homes and travel around while working remotely. The portion of *VanLifers* among digital nomads increased significantly, with a 19% increase to reach 3.1 million people in 2022. It is a big jump from 2.6 million in 2021 and 1.9 million in 2020.³⁶

SPEED OF THE INTERNET

It is undeniable that the speed of the Internet is a critical factor for digital nomads when selecting a destination and deciding on a long-term stay. Destinations with higher levels of Information and Communication Technologies (ICT) readiness can capitalize on the changing demand for travel and take advantage of growing digital nomadism including to more interior rural areas.

Indeed, for digital nomads, a reliable Internet connection is pivotal, as it is integral to their ability to work online.³⁷ An unreliable Internet connection is a source of discontent and a driving force behind the relocation of digital nomads,³⁸ and a reliable connection is one of the most important criteria for digital nomads when selecting a destination.³⁹ Without a fast Internet connection, destinations cannot attract or retain digital nomads.⁴⁰ The Nomad List website provides comprehensive information about Internet speeds for all destinations offering DNVs.

36 MBO partners (2022).

37 Chevtavaeva, E. and Denizci-Guillet, B. (2021).

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

39 Demaj, E.; Hasimja, A. and Rahimi, A. (2021), 'Digital nomadism as a new flexible working approach: Making Tirana the next European hotspot for Digital Nomads', *Human Resource Management*, pp. 231–257, DOI: https://doi.org/10.1007/978-3-030-62167-4_13.

40 Sukma Winarya Prabawa, I.W. and Ratih Pertiwi, P. (2020), 'The Digital Nomad tourist motivation in Bali: Exploratory research based on push and pull theory', *Athens Journal of Tourism*, 7(3), pp. 161–174, DOI: <https://doi.org/10.30958/ajt.7-3-3>.

1.3

WHY DO COUNTRIES OFFER DIGITAL NOMAD VISAS?

The motivation behind the introduction of digital nomad visa (DNV) programmes is quite diverse. Technological advancement combined with the positive impact of digital nomads on local economies draw the attention of many countries to this type of visa. Over the past two years, employees advocated for more flexible working arrangements and some employers have responded positively. Flexible working has now become the norm for most workers, and data has demonstrated this shift.⁴¹ In January 2020, only around 3% of paid job postings were for remote work.⁴² However, the number increased to 18% in May 2020. Recently, LinkedIn introduced new functionalities such as posting and filtering hybrid, remote or location-independent vacancy announcements.⁴³

Given the increased interest in digital nomadism, many destinations introduced DNV programmes. The countries that have implemented DNV schemes in recent years do so because they recognize the advantages of allowing recipients to enter, even if they do not take part in the local workforce and benefit from temporary tax deductions or exemptions as they are considered to contribute to the local economy through consumption and often work in digital, creative and innovation areas in which countries aim to attract talent.

Countries, therefore, offer digital nomad visas for the following reasons:⁴⁴

- Firstly, governments can incorporate digital nomad visas into their plans to foster innovation and entrepreneurship; and
- Secondly, DNVs can help to maximize the economic benefits to local communities. In some small island destinations, governments attract digital nomads to bring money to rural or less populated areas.

41 Carroll, J. (2020), 'Three Ways To Find Remote Work Opportunities On LinkedIn', *Forbes.com*, published on 16 March 2020, online available at: <https://www.forbes.com/sites/forbescoachescouncil/2020/03/16/three-ways-to-find-remote-work-opportunities-on-linkedin/?sh=20b025031d5f> (13-02-2023).

42 Organisation for Economic Co-operation and Development (2022).

43 Rajiv, R. (2021), 'New ways to discover opportunities that match your on-site, hybrid and remote work preferences', *LinkedIn.com*, published on 27 October 2021, online available at: <https://www.linkedin.com/pulse/new-ways-discover-opportunities-match-your-on-site-hybrid-rohan-rajiv/> (13-02-2023).

44 Hooper, K. and Benton M. (2022).

Among various reasons behind this decision, the OECD differentiated three:⁴⁵

1. Attract people who will vitalize the local economy suffering from COVID-19.

The effects of the pandemic on tourism have been severe, prompting some governments to create DNV plans as part of their revival strategy. These programmes intended to raise arrival and income numbers while managing the risk through vaccination passports and PCR tests. Compared to short-term tourists, digital nomads are subject to minimum and stable income requirements from foreign sources, which vary depending on the country. However, these requirements are not necessarily significantly higher than the average national income in some destinations, ranging from around USD 1,447 for Montenegro, USD 2,144 for Hungary and USD 4,824 for Estonia. Although the income thresholds may increase depending on the number of dependents, sometimes DNVs are not necessarily attracting employees with high-income levels.

2. Improve labour migration monitoring mechanism.

The introduction of DNVs provides a structured legal system to support remote workers and prevent the misuse of tourist visas. Before the pandemic, many touristic destinations ignored the passive income prospects of digital tourists. The DNVs may be a way to legalize an activity which before was illegal.

3. Attract high-skilled human resources and capital.

DNVs can draw in talent, allowing nomads to get to know the country and potentially set up a business or find a job, with the possibility of transitioning to another legal status afterward. However, most DNV programmes do not permit applicants to remain in the country for more than twelve months, which could reduce the amount of talent and capital retained in the long run. Moreover, given that governments do not grant digital nomads access to the local labour market, the extent of their impact on local human capital development and innovation is debatable.



45 Organisation for Economic Co-operation and Development (2022).

https://www.e-unwto.org/doi/book/10.18111/9789284424481 - Jose Luis Vazquez Luna <jvazquez@anahuac.mx> - Monday, April 29, 2024 11:19:27 AM - IP Address:2806:2a0:e18:87bd:ddf2:86ad:346:d60f



02 DIGITAL NOMAD VISA PROGRAMMES

Summary

Digital nomad visa programmes are a new trend that provides flexible visa options for remote workers. Many destinations link the visas to a certain amount of stable monthly income. Visa applications are usually managed online with certain destinations where visa applications are accepted on an offline basis. Compared to traditional work visa, taxation requirements are less strict, and usually digital nomads become tax residents of destinations after 183 days. Accommodation, insurance and criminal record checks vary among destinations.

Key words

COVID-19 // DNV // Digital nomad visa // Destinations for digital nomads // Eligibility for visa // Visa duration // Application and visa fees // Income requirements // Taxation // Social security // Criminal record check // Insurance // Accommodation

Key messages

- The regional distribution of digital nomad visa programmes is diverse; but the Americas and Europe are the leading regions in terms of the number of destinations in DNV programmes.
- Each destination has a unique set of visa requirements and it is difficult to find homogenous visa programmes across regions.

2.1 THE COVID-19 PANDEMIC: THE TRIGGER BEHIND THE DNV PROGRAMMES

The coronavirus pandemic has been a driving force accelerating the digital transformation of businesses. The outbreak of COVID-19 caused a sudden and drastic change in how people worked, with millions of people starting to work remotely.⁴⁶ Thus, working from home has become commonplace and many have considered if they could continue to do their job remotely from a different location, either temporarily or permanently.

As a result, some countries and travel companies have started to attract employees interested in exchanging their home offices for a nomadic lifestyle. It is pivotal to mention that before the pandemic, technological advancements already enabled individuals with occupations that did not require being in a particular place to work from home, especially in technologically advanced countries. However, strict lockdown measures starting in the first months of 2020 caused a surge in the number of people working remotely, even in fields that were not traditionally conducive to teleworking, such as teaching.⁴⁷ The number of teleworkers has more than doubled since 2019, increasing from 260 million to 558 million by the middle of 2020. It also increased the number of digital nomads interested in working from another destinations.⁴⁸

As the risk of COVID-19 diminished, many employees returned to their offices, joining those whose jobs could not be done remotely or required a specific location.⁴⁹ However, the effects of this widespread shift to remote work are set to remain. A growing number of people may prioritize lifestyle and location when looking for a job rather than remuneration. The increasing acceptance of remote work by businesses also opens possibilities for international collaboration online. These trends indicate that demand for DNV programmes may continue to increase.

46 Soares, S. et al. (2021).

47 Hooper, K. and Benton M. (2022).

48 Soares, S. et al. (2021).

49 Hooper, K. and Benton M. (2022).

2.2

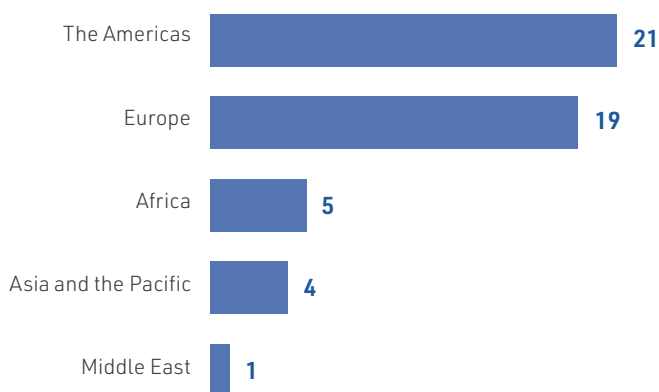
WHERE AND HOW: AN ANALYSIS OF DIGITAL NOMAD VISA PROGRAMMES

2.2.1 THE AMERICAS LEADING IN DNV PROGRAMMES

As of February 2023, almost 50 destinations have been identified as offering visas for digital nomads globally. By region, **the Americas is the most digital-nomad-friendly region, where 21 destinations** (predominantly small island states) **offer DNVs programmes. In Europe, 19 countries have visa programmes for digital nomads.** As of February 2023, another two European countries were working on digital nomad visa programmes (North Macedonia and Italy). In Africa and Asia and the Pacific, five and four countries have visa programmes accordingly while South Africa and Sri Lanka are working on DNV programmes. Middle East is the least developed region in terms of the DNVs, where the United Arab Emirates is the only country that has this type of visa.

However, it is crucial to understand that not all these countries have specialized DNVs. Some countries, for instance, Canada (with two different visa options), Czechia, Germany, Serbia or Taiwan Province of China, offer visas as a part of long-term and short-term residence programmes and target not only digital nomads but also freelance and remote workers generally. Instead of creating distinct pathways for digital nomads, they integrated the DNVs into their existing immigration system.

Figure 2.1: Number of countries with digital nomad visa programmes by region



Note: Grouped by regional classification of UNWTO.

Source: World Tourism Organization (2023).

In terms of individual countries, **Estonia was the first country in the world with a specialized DNV programme** (on 1 August 2020) by offering visas for up to one year for digital nomads. Anguilla, Barbados, Bermuda, the Cayman Islands and Georgia, followed Estonia by introducing their DNV schemes in the second half of 2020.

As of February 2023, more than 50 destinations around the world have visa programmes that accommodate digital nomads. In certain countries, the need for a traditional work-related visa for digital nomads has been eliminated or modified.

As a result, some introduced a new type of work permit for digital nomads.⁵⁰

- Italy introduced a permit for non-EU nationals who can stay in the country for up to 90 days without a visa. It is worth mentioning that the Italian Government is also working on the DNV programme.
- Canada modified a 'long-distance work' policy allowing temporary residents to work remotely from Canada and receive payment from outside without a work permit.
- In Australia, digital nomads who reside within the country while moving among different destinations (whether they are self-employed or employed by a company without an office in Australia) can get a visa for short stays as either tourists or business visitors. However, this is not a DNV.
- Spain has introduced a proposed law (Start-up Act) that will enable digital nomads to stay and work in the country for up to five years, with a separate tax system and the obligation to pay non-resident income tax.
- The Government of the United Kingdom has begun a discussion to analyse the increasing popularity of online and remote working and to assess any potential strain these trends may impose on current tax regulations.

BOX 2.1 SPECIAL PROGRAMMES TO ATTRACT DIGITAL NOMADS

Portugal was the first country to launch a Digital Nomad Village programme in 2020. As a result, Madeira and Porto Santo islands became new destinations for digital nomads. The programme provided free co-working spaces, tailored services, accommodation options and social activities.^a This initiative demonstrated how quickly lesser-known locations could draw in many digital nomads. The Government was so pleased with the results of the four-month project that it decided to extend it for another three years.

GrabAhome, a **Croatian** company, initiated the Digital Nomad Valley Zadar programme in 2021 as part of the Work Remotely Croatia project (modelled after the Portuguese practice). The programme ran from 10 October to 31 March 2022 and provided digital nomads with mobile homes, co-working spaces, spa and gym access, events and a community manager.^b Participants had to stay for at least two weeks in a valley, with accommodation prices from USD 139 per week onwards.

Sources:

- a) Hooper, K. and Benton M. (2022), *The Future of Remote Work: Digital Nomads and the Implications for Immigration Systems*, Migration Policy Institute, Washington, DC, online available at: <https://www.migrationpolicy.org> (13-06-2023).
- b) Walfisz, J. (2021), 'Want to work remotely? The first digital nomad village has opened in Croatia', *euronews.*, published on 1 October 2021, online available at: <https://www.euronews.com/travel/2021/10/01/want-to-work-remotely-croatia-has-just-opened-its-first-digital-nomad-village> (09-02-2023).

50 Eversheds Sutherland (2022), *A workplace around the world. What the rise of the digital nomad means for global businesses*, Eversheds Sutherland, London, online available at: <https://www.eversheds-sutherland.com/documents/services/employment/digital-nomad-guide7.pdf> (13-06-2023).

2.2.2 ELIGIBILITY FOR VISAS

Among the 50 analysed destinations, eligibility requirements for DNV programmes are very similar. **Most destinations require digital nomads to be either self-employed or employed by a company anywhere outside the host country.** However, there are some exceptions and limitations. For instance, Aruba in the Netherlands Antilles provides visas for digital nomads from the United States of America and the Netherlands. In Bermuda and the Bahamas, students (not enrolled in an educational institution within the country) are also eligible for visa programmes. In Cabo Verde, the visa programme applies to foreign visitors from Europe, North America, the Community of Portuguese-Speaking Countries (CPLP) and the Economic Community of West African States (CEDEAO) only. Canadian Short-Term Work Permit Exemption allows applicants to work for a Canadian company. In Estonia and Spain, digital nomads can also work for a local company with a maximum of 20% of their income coming from a national company in the case of Spain, but the purpose of their trip must be remote work as specified in their application.⁵¹

In terms of eligibility requirements, Latvia adopted a different approach. It provides DNVs exclusively to foreign nationals working remotely for an employer or business registered in an OECD (Organisation for Economic Co-operation and Development) country.

2.2.3 VISA DURATION

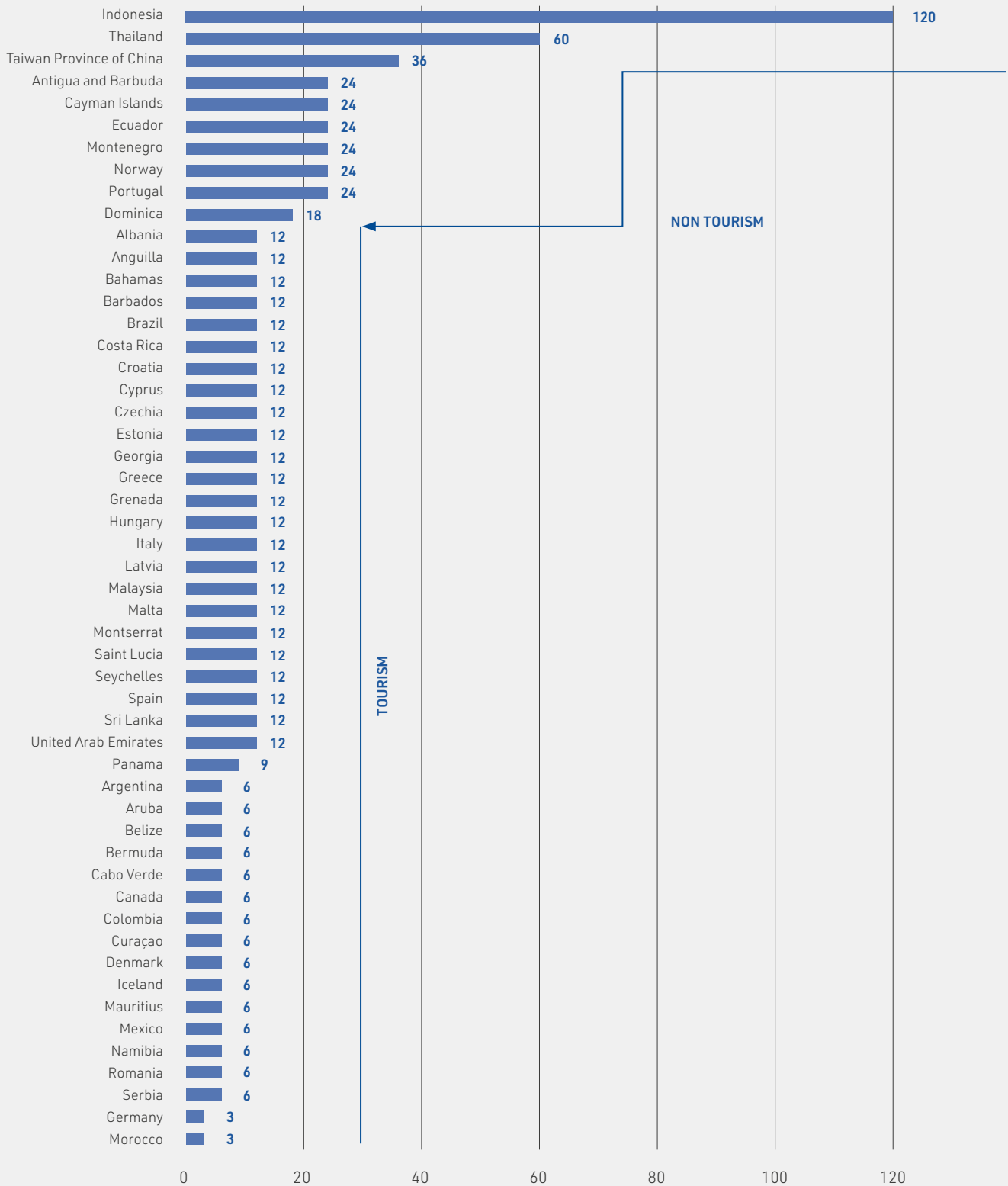
There is an almost homogenous approach for visa duration with some exceptions. **In most cases, it is possible to apply for three- to six-months visas initially with the possibility of extension/renewal after the end of the initial period.**

The shortest duration periods are in Canada, where the Short-Term Work Permit Exemption allows applicants to stay up to 30 consecutive days. Morocco also provides visas for three months. Aruba grants Dutch nationals a six-month visa while to citizens of the United States of America a three-month visa only. In Portugal, Residency Nomad Visa is for an initial period of 24 months (renewable for successive periods of three years and can be converted into a residence permit in the long term), while the Temporary Nomad Visa is for 365 days maximum and cannot be extended or converted to a residence permit.

Mexico provides visas for six months, but if the stay in the country is going to last longer than 180 days, the visa holder can apply for a temporary resident visa with a validity of up to four years. The Independent Contractor Visa from Norway is for two years. However, the applicant might extend it up to six years later. In Germany, the Freelancer Visa issued by the German Embassies is valid for three months. During this time, an applicant must travel to Germany and apply for a residence permit.

51 A person from outside the EU who is visiting Estonia on a Digital nomad visa can take on employment with an Estonian company. However, the primary purpose of the stay must be for the remote work the person specified in the application. Similarly, Spain's digital nomad visa permits non-EU citizens to work remotely for non-Spanish companies, with a maximum of 20% of their income coming from Spanish firms. Sources:
Brown, H. (2020), 'FAQs about Estonia's digital nomad visa', Republic of Estonia E-Residency, published on 7 July 2021, online available at: <https://www.e-resident.gov.ee/blog/posts/faqs-about-estonias-digital-nomad-visa> (13-02-2023).
Frost, R. (2023), 'Spain has launched a digital nomad visa – Here's everything you need to know before you apply', *Euronews.com/travel*, updated on 24 May 2023, online available at: <https://www.euronews.com/travel/2023/01/30/always-wanted-to-move-to-spain-a-new-digital-nomad-visa-could-let-you-stay-for-5-years> (23-06-2023).

Figure 2.2: Durations of digital nomad visas



Notes: The graph does not consider the possibility of renewal of DNVs.

As per the International Recommendations for Tourism Statistics 2008, a *visitor* is a traveller taking a trip to a main destination outside his/her usual environment, for less than a year, for any main purpose (business, leisure or other personal purpose) other than to be employed by a resident entity in the country or place visited. In this sense, all those on digital visas for longer than a year should not be considered as visitors.

See for more information: United Nations (2010), *International Recommendations for Tourism Statistics 2008*, UN, New York, online available at: <https://www.e-unwto.org/doi/epdf/10.18111/9789211615210>.

Source: World Tourism Organization (2023).

https://www.e-unwto.org/doi/book/10.18111/9789284424481 - Jose Luis Vazquez Luna - jvazquez@anahuac.mx - Monday, April 29, 2024 11:19:27 AM - IP Address: 2806:2a0:e18:87bd:ddf2:86ad:346:d60f

In terms of duration, Indonesia is the country with the longest period of validity, with visas valid for up to ten years. Better to delete this part since there is no information about it.

It is important to note that for the purpose of measuring holders of digital nomad visas as part of tourism, these visas would need to have a limitation of 12 months as per the official definition:

BOX 2.2 DEFINITION OF VISITOR

A *visitor* is a traveller taking a trip to a main destination outside his/her usual environment, for less than a year, for any main purpose (business, leisure or other personal purpose) other than to be employed by a resident entity in the country or place visited (IRTS 2008, 2.9).

A visitor (domestic, inbound or outbound) is classified as a *tourist* (or overnight visitor), if his/her trip includes an overnight stay, or as a *same-day visitor* (or excursionist) otherwise (IRTS 2008, 2.13).

Sources:

United Nations (2010), *International Recommendations for Tourism Statistics 2008*, UN, New York, online available at: <https://www.e-unwto.org/doi/epdf/10.18111/9789211615210> (13-06-2023).

World Tourism Organization (n.d.), 'Glossary of tourism terms', UNWTO, Madrid, online available at: <https://www.unwto.org/glossary-tourism-terms> (13-06-2023).

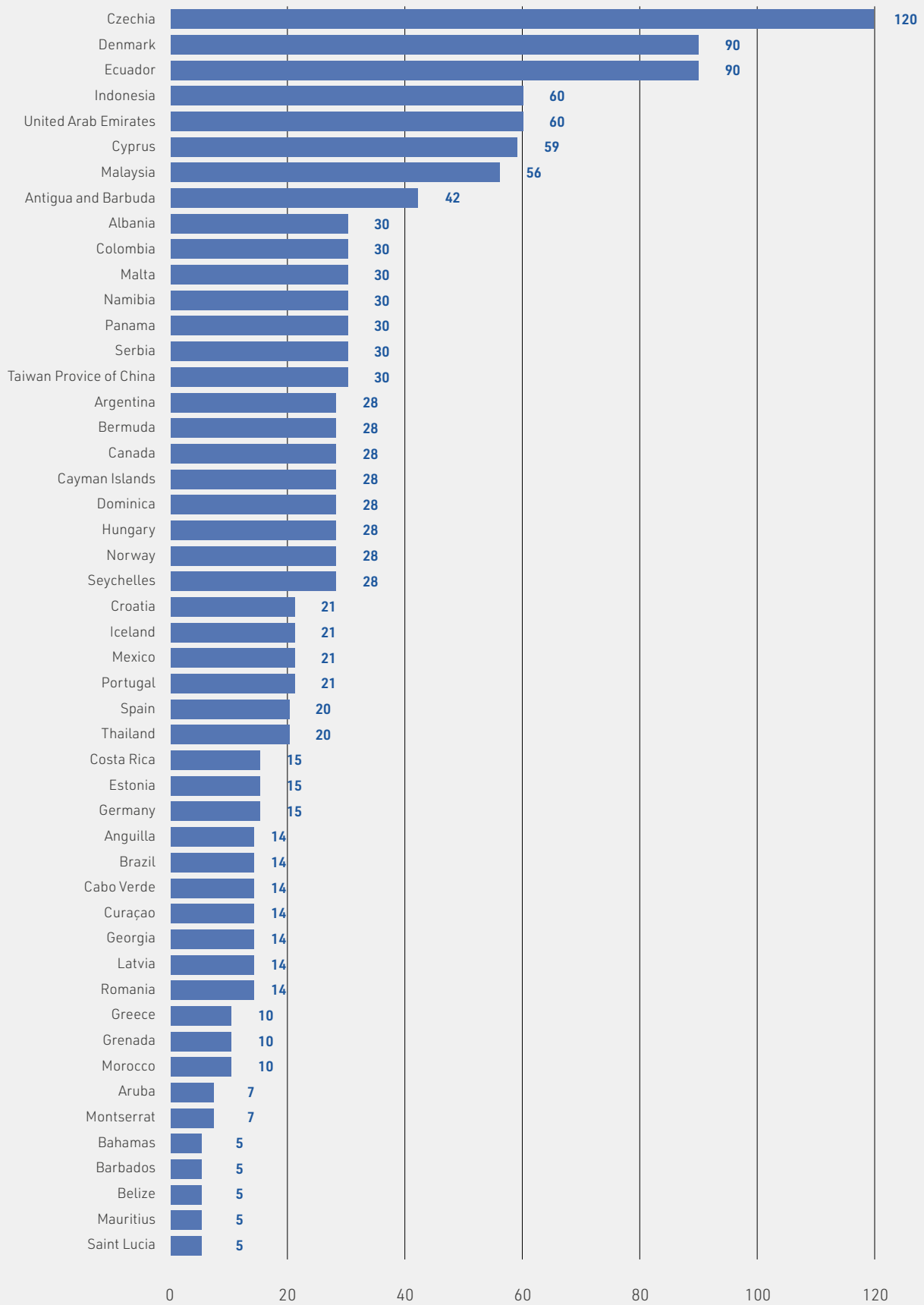
2.2.4 APPLICATION PROCESS AND VISA FEES

Generally, digital nomads prefer seamless processes, so authorities are attempting to digitize their DNV systems by introducing online applications. However, some countries, such as Belize, Brazil, Cyprus, Czechia, Estonia, Germany, Grenada, Iceland, Mexico, Montenegro or and Spain, accept hard-copy applications only. On the other hand, countries like Croatia, Greece, Latvia and Romania enable both online and offline applications.

Visa processing times in many destinations range between two and four weeks, but some authorities process visa applications much faster; for example, Aruba, the Bahamas, Barbados, Belize, Greece, Mauritius, Montserrat, Morocco, Saint Lucia and Taiwan Province of China can review visa applications in a maximum of ten days. The longest processing times are in Czechia, Denmark, Ecuador, Malaysia, Norway, Portugal, the United Arab Emirates varying between two and four months.

The application fee for a DNV is highly variable among destinations. In some spots, such as Aruba, Georgia and Mauritius, the visa application is free of charge. However, some destinations have substantially high visa application fees. For example, Anguilla and Barbados require USD 2,000 for the application, while Antigua and Barbuda, Grenada and the Cayman Islands require almost USD 1,500. Ecuador, Montserrat, Norway and the United Arab Emirates charge between USD 500 and USD 600.

Figure 2.3: Visa processing times by destinations (in days)



Source: World Tourism Organization (2023).

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2.2.5 MINIMUM INCOME REQUIREMENTS

The criteria for minimum income levels vary among destinations. As already stated, for many destinations, these programmes were part of a plan to help revive tourism during the pandemic. The motivation was that digital nomads have a steady income and good purchasing power. In most destinations, the minimum income requirement for applicants is typically between USD 1,000 and USD 4,000 monthly.

However, some destinations have substantially higher values; for example, Antigua and Barbuda, Barbados and Dominica require an annual income of USD 50,000, while Belize, Iceland, Montserrat, Taiwan Province of China and Thailand ask for around USD 70,000 per year. The highest income requirements are in the Cayman Islands, where the applicant must demonstrate an annual income of nearly USD 100,000. Indonesia and Mexico require a bank balance of USD 131,766 and USD 57,320, respectively.

On the other side, Anguilla, Argentina, the Bahamas, Curaçao, Morocco and Saint Lucia do not have any minimum monthly income requirements as part of the visa application. In Albania, Aruba and Bermuda, the exact amount is not specified. In Seychelles, the applicant should submit the bank statements.

2.2.6 TAXATION

Despite the availability of visas and work permits for digital nomads in many destinations, the tax and fiscal regulations applying to digital nomads remain diverse. In most cases, digital nomads become tax residents in the host country after 183 days of their stay.

Many destinations provide specific tax incentives for DNV holders. For example, Albania, Anguilla, Cabo Verde, Curaçao, Croatia, Dominica, Ecuador, Grenada, Malaysia, Malta, Mauritius, Portugal and the United Arab Emirates offer tax exemption without specifying the duration of this exemption. Antigua and Barbuda relieve DNV holders from taxes for two years, while Barbados and Latvia for one year only.

However, in some countries without a specific tax plan associated to DNV, the issue of whether to pay income tax in the host country depends on many elements, such as local regulations on taxation residency.⁵² Moreover, certain destinations have specific domestic rules for taxing employment income, which may necessitate additional administrative duties for employers. For instance, the Canadian Revenue Agency requires that if foreign workers are carrying out their job duties in the country the non-resident employer must comply with Canadian withholding, remitting and reporting requirements.

In some cases, income tax may be due in both the host and home country, resulting in double taxation. Thus, it must be determined if any double taxation treaty applies or if there is any other form of tax relief available.⁵³ For example, many European countries have taxation

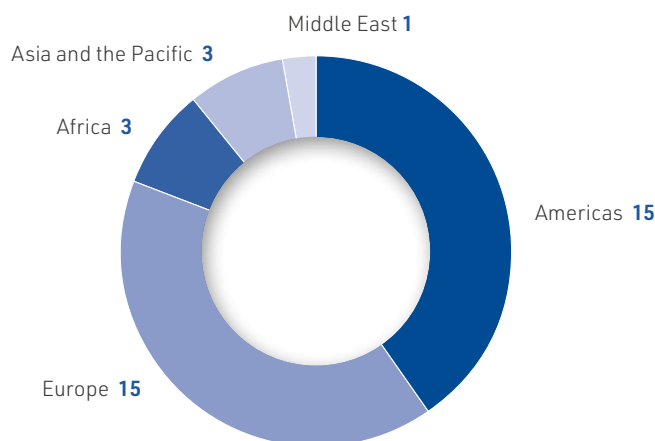
52 Eversheds Sutherland (2022).

53 Ibid.

agreements which typically grant the right to tax to the country where the employee works. These agreements eliminate the double taxation problem. Almost all European countries⁵⁴ with DNV programmes have Double Taxation Agreements with other states. Albania, Montenegro and Serbia are exceptions.

In Argentina, Aruba, the Bahamas and Norway, DNV holders are subject to paying the same taxes as any other residents or non-residents. In Czechia, digital nomads must pay social taxes of USD 135 per month. The German Government states that digital nomads earning more than USD 10,703 per year must pay income tax, while Mexican legislation requires income tax between 0% and 30% depending on income.

Figure 2.4: Number of countries with tax reliefs across regions



Note: Countries grouped by UNWTO regional classification.

Source: World Tourism Organization (2023), data source.

2.2.7 SOCIAL SECURITY CONTRIBUTIONS AND OTHER INCENTIVES

Some destinations offer extra incentives as part of their DNV programmes to increase their attractiveness for potential applicants. For example, Croatia, Estonia, Georgia, Germany, Mexico, Montserrat, Portugal and the United Arab Emirates offer digital nomads the opportunity to open a local bank account. Bermuda provides a USD 200 customs allowance per trip. In Dominica, Greece and Montserrat, children of digital nomads can attend either private or public schools. Additionally, Estonia and the United Arab Emirates provide digital nomads with access to public services.

Furthermore, some destinations offer permanent residency options for digital nomads who plan to reside within the country for an extended period: Albania, Georgia, Germany, Latvia, Mexico, Portugal, Spain and Taiwan Province of China – all provide digital nomads with the opportunity to apply for a permanent residence card after living in the country for a few years.

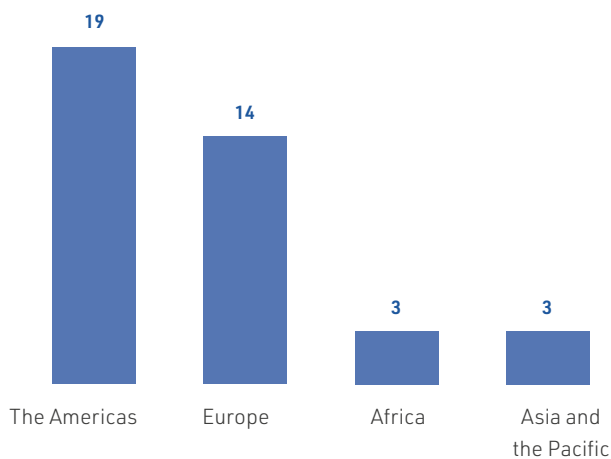
Many authorities do not provide any social security or healthcare support to DNV holders. However, Malta provides social security support depending on the circumstances and visa holders in Taiwan Province of China can join the National Health Insurance system along with their dependents.

54 According to UNWTO regional classification.

2.2.8 CRIMINAL RECORD CHECKS AND INSURANCES

Criminal record checks or police clearance certificates are a requirement in many destinations, and most do not accept documents older than six months. Antigua and Barbuda also require police records of the dependents of applicants. Yet, there are some cases such as Mexico, Morocco and Taiwan Province of China, where police clearance certificates are not required; however, any individual from outside the country might not be able to access the destination if their presence is a risk to public safety or if they have an entry ban to the destination. Finally, the authorities of Aruba, the Bahamas, Germany, Grenada, Indonesia, Latvia, Norway, Serbia, Seychelles and the United Arab Emirates do not specify their requirements for criminal background checks.

Figure 2.5: Number of countries requiring criminal record by region



Note: Countries grouped by UNWTO regional classification.

Source: World Tourism Organization (2023), data source.

When searching for coverage as a digital nomad, it is important to consider travel and health insurance separately. Almost all destinations that offer digital nomad visas require health insurance that covers prescribed medication, vaccinations and tests, check-ups, emergency medical care, ambulances, etc. Costa Rica requires health insurance plans to comply with the national healthcare system. Belize, Romania and Thailand do not accept health insurance coverages below USD 50,000; USD 32,166; and USD 50,000, respectively. Digital nomads in the Cayman Islands must have a valid health insurance policy for at least 30 days upon arrival, after which they must obtain a local health insurance plan.

Travel insurance plans of digital nomads should provide coverage for one-off cases such as third-party liability coverage; coverage for car, bike or scooter accidents; lost and stolen items protection; emergency medical evacuation coverage; and more. Denmark requires travel insurance that covers expenses up to USD 32,166, whereas Georgia requires travel insurance plans that are valid for a minimum of six months. However, it is crucial to note that travel insurance plans typically provide coverage for a short period, which may be irrelevant for digital nomads who reside in the host country for an extended period.

Furthermore, some destinations, such as Anguilla, Brazil, Cabo Verde, Curaçao, Mauritius, Namibia, Portugal or Seychelles, require health and travel insurance plans together when applying for a visa.

2.2.9 ACCOMMODATION REQUIREMENTS

Some destinations require digital nomads to arrange accommodation in advance for the duration of their stay, such as Albania, Anguilla, Argentina, Belize, Cabo Verde, Canada, Croatia, Cyprus, Czechia, Germany, Greece, Hungary, Malta, Mauritius, Montenegro, Morocco, Namibia, Norway, Portugal, Romania, Saint Lucia, Serbia, Spain and Seychelles.

Research has shown that digital nomads rely heavily on short-term rentals for their accommodation needs through the Airbnb platform.⁵⁵ Airbnb reported that in Q3 2022, long-term stays of 28 days or more accounted for 20% of gross nights booked, which was stable with Q3 2021.⁵⁶ However, in Serbia, digital nomads commented that the prices on Airbnb or [booking.com](https://www.booking.com) are too high, and these platforms are only suitable for a short-term living but not cost-effective for long-term ones.⁵⁷ In addition to Airbnb or [booking.com](https://www.booking.com), digital nomads prefer to stay in rental flats offered by local real estate agencies, hostels, co-living spaces or hotels.



55 Thompson, B.Y. (2018), 'The Digital Nomad Lifestyle: (remote) work/leisure balance, privilege, and constructed community', *International Journal of the Sociology of Leisure*, 2(1–2), pp. 27–42, DOI: <https://doi.org/10.1007/s41978-018-00030-y>.

56 Airbnb (2022/b), *Shareholder Letter Q3 2022*, Airbnb Investor, Airbnb, San Francisco, online available at: <https://investors.airbnb.com/home/default.aspx> (31-05-2023).

57 United Nations Development Programme and Digital Serbia initiative (2020),

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03

THE FUTURE OF DIGITAL NOMADISM – CONCLUSIONS

Summary

From a host destination perspective, the digital nomad visa can be an innovative way to attract and retain highly skilled workers. However, destinations must ensure the integration of digital nomads into the local economy and culture and measure the positive and negative impacts of these programmes on host destinations.

Key words

Future of digital nomad visa programs // New destinations

Key messages

- There is also an opportunity to use DNV programmes to promote less visited destinations such as rural areas, and stimulate demand for visiting/staying during the low season.
- Host destinations might benefit from increased purchasing power and the potential to attract new businesses and investments in the long term.
- The impact of nomad visas is yet to be assessed in destinations as a new trend.

Digital nomadism has emerged as a model to support the recovery from the losses caused by the COVID-19 pandemic. Yet, it is hard to evaluate its impact.

Measuring the impact of digital nomadism on tourism is challenging. More precisely, due to the novelty of digital nomadism, the lack of reliable data and considering that not all nomad visa holders can be considered as visitors (in the case their visa exceeds 12 months). Some governments are using the overall spending amounts by visitors to estimate what digital nomads may spend during their extended stays. However, this may be misleading as expenditure habits of remote workers and visitors are not alike.⁵⁸ For instance, digital nomads may choose to cook their meals instead of visiting restaurants more often than other visitors.

Additionally, given the ongoing hybrid work arrangement in many consulates and immigration services, reviewing DNV applications may take extra time and effort, with only a small number of people benefiting from it.⁵⁹ Thus, in certain situations, alterations to immigration regulations might suit the needs of employees, such as permitting tourist/business visa holders to work remotely for a set amount of time or allowing them more freedom to change their place of work or switch to a hybrid work system.⁶⁰

There are also arguments that digital nomads are not necessarily looking for a DNV as their primary option sometimes. However, freelancers and business owners who do not meet the requirements of other visa plans view DNVs as the only option and try to abuse them.⁶¹

From a tourism point of view, DNVs are still relatively unexplored and destinations must also re-examine their estimates and policies after the end of travel restrictions.⁶²

Overall, digital nomad visas are a good option for individuals to travel and work remotely and constitute an important tool to address current changes in work and employment mobility. They provide the opportunity to explore new places while still being able to work. The cost of obtaining a digital nomad visa varies from country to country. However, it is generally affordable and can be a great way to experience a new culture and lifestyle. With on-time preparation and research, digital nomads can make the most of their travels and enjoy the freedom of nomadism.

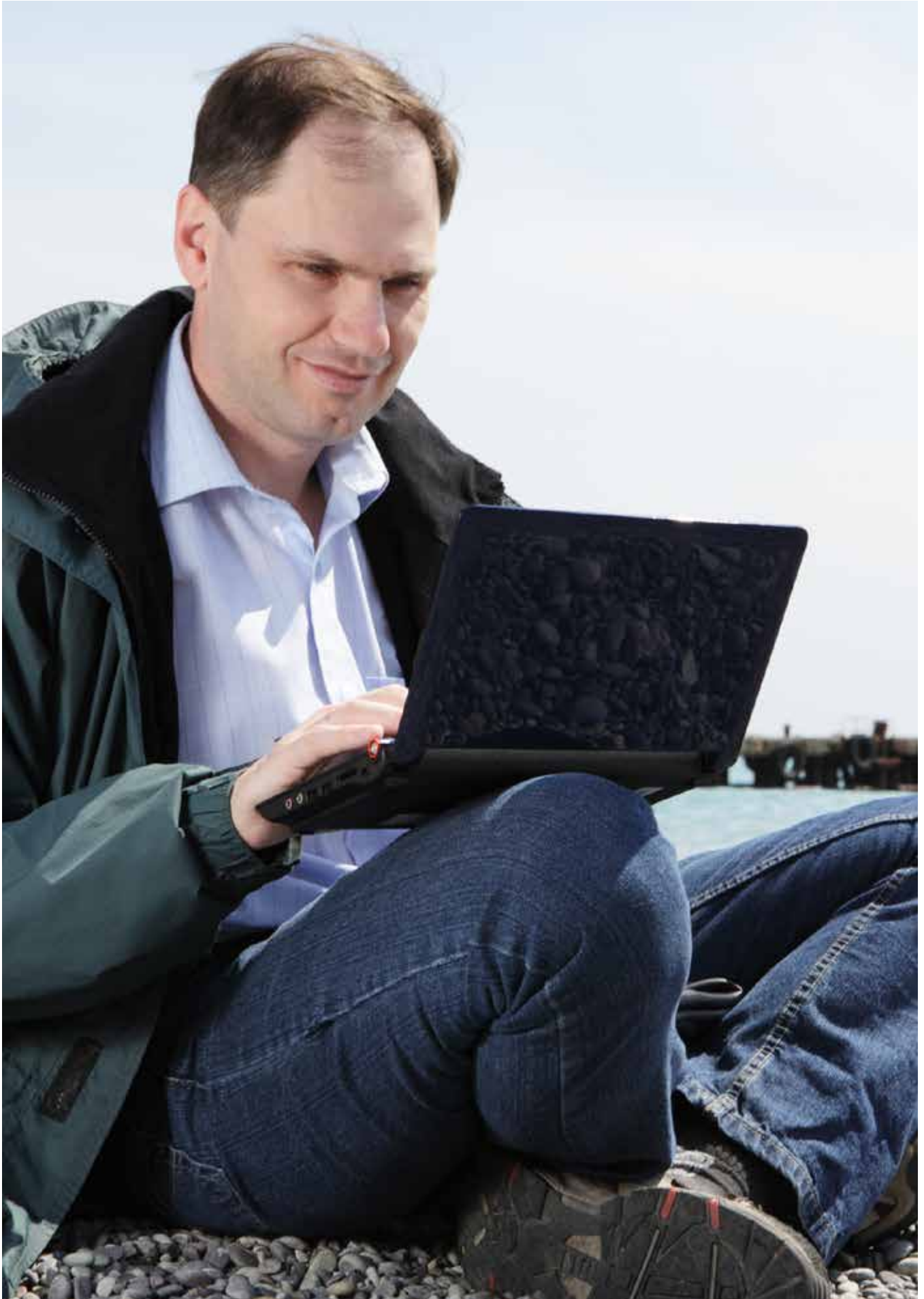
58 Hooper, K. and Benton M. (2022).

59 Organisation for Economic Co-operation and Development (2022).

60 Hooper, K. and Benton M. (2022).

61 Organisation for Economic Co-operation and Development (2022).

62 Hooper, K. and Benton M. (2022).



ANNEX METHODOLOGY

The analysis of the existing DNVs programmes is based in literature review and revision of websites of the tourism authorities in various countries. Every attempt has been made to ensure the complete coverage of available information, even though there is still a lack of quantitative evidence about this topic.

Desk research was conducted primarily by gathering data and information from online sources such as journals, websites, reports, policy briefs, conference proceedings, and statistical information related to digital nomads. Some materials were also retrieved from relevant books in this field.

An initial online analysis was done to locate data from, about, and for digital nomads. This included searching for 'digital nomads' in Web of Science and Google Scholar, and then following any references or links to other sources. A targeted approach was taken to focus on the visa requirements of destinations for digital nomads. Particular attention was given to various issues of the visa application such as eligibility, minimum income requirements, visa processing, taxation, and fiscal policies, etc.

Table A.1: Visa requirements

Eligibility	Duration	Social security contributions	Minimum income requirements	Taxation/fiscal requirements	Incentives (permanent residency, banking, etc)	Application process		Visa processing times	Accommodation	Insurance	Criminal background checks	Visa fee	Fixed broadband internet speed (Mb/s)	Notes
<i>Country or territory: Albania</i>		<i>Europe</i>		<i>Programme: Unique Permit</i>				<i>Programme launch date: First half of 2022</i>		<i>Relevant website: https://e-visa.al/apply</i>				
Foreign nationals who are self-employed or employed by a company outside Albania	The initial visa is issued for a period of one year, with the possibility of extending it for an additional year (up to five years)	No	Sufficient – no specifics mentioned	Full tax exemption	If one completes the entire seven-year period, one can submit an application for permanent residency	Online		Up to 15 days for a single-entry visa and up to 30 days for a multiple-entry visa	Required	Health insurance	Required	A single-entry visa is USD 64, while a multiple-entry visa is USD 107	43.52	
<i>Country or territory: Anguilla</i>		<i>The Americas</i>		<i>Programme: Remote Work Program</i>				<i>Programme launch date: Second half of 2020</i>		<i>Relevant website: https://evisa.gov.ai/</i>				
Foreign nationals who are self-employed or employed by a company outside Anguilla	3–12 months	No	No minimum monthly income requirements	Full tax exemption	Permanent residency is not provided	Online		Up to 14 days	Required	Health insurance	Applicants 18 years and older must provide a police record that is no more than 6 months old	For individuals and students: USD 2,000 For family of four: USD 3,000	100.00	You do not need to apply for a visa if you have a valid visa or residence permit to enter the United Kingdom (UK), the United States of America (US) or Canada. A valid UK, US or Canada visa or residence permit can be used to enter Anguilla either
<i>Country or territory: Antigua and Barbuda</i>		<i>The Americas</i>		<i>Programme: Nomad Digital Residence Visa</i>				<i>Programme launch date: First half of 2021</i>		<i>Relevant website: https://nomad.gov.ag/ui/</i>				
Foreign nationals who are self-employed or employed by a company outside Antigua and Barbuda	Up to 2 years	No	Evidence of an annual income of at least USD 50,000 and the capacity to support themselves and dependents	Tax exemption up to 2 years	Permanent residency is not provided	Online		4–6 weeks	Not required	Health and travel insurance	Anyone 16 years old or older who is applying for the program and any dependents must provide a criminal background check	For individuals: USD 1,500 For couples: USD 2,000 For family of three and over: USD 3,000	27.3	
<i>Country or territory: Argentina</i>		<i>The Americas</i>		<i>Programme: Short-Term Residence Permit for Digital Nomads</i>				<i>Programme launch date: First half of 2022</i>		<i>Relevant website: https://www.migraciones.gob.ar/radex/inicio-pasos-permiso.html</i>				
Foreign nationals who are self-employed or employed by a company outside Argentina	Six months, renewable for six months only once	No	No minimum monthly income requirements	Digital nomads in Argentina are required to pay the same taxes as any other resident or non-resident	Permanent residency is not provided	Online		2–4 weeks	Required	Health insurance	A Police Clearance Certificate is necessary to demonstrate that someone does not have any criminal convictions	Total visa fee: USD 200 (Immigration fee: USD 120 + Consular fee: USD 80)	56.13	
<i>Country or territory: Aruba</i>		<i>The Americas</i>		<i>Programme: One Happy Workation</i>				<i>Programme launch date: First half of 2021</i>		<i>Relevant website: https://www.dimasaruba.aw/en/</i>				
Predominantly for nationals from the United States of America and the Netherlands who are self-employed or employed by a company outside Aruba	For national from the United States of America: 7–90 days For Dutch nationals: 7–180 days	No	Sufficient – no specifics mentioned	Digital nomads are subject to the same taxes as any other resident or non-resident in Aruba	Permanent residency is not provided	Online		5–7 business days	No information provided	No information provided	No information provided	Free	No information provided	
<i>Country or territory: Bahamas</i>		<i>The Americas</i>		<i>Programme: Bahamas Extended Access Travel Stay (BEATS) Permit</i>				<i>Programme launch date: First half of 2022</i>		<i>Relevant website: https://www.bahamasbeats.com/</i>				
Individuals who are not employed by a business in the Bahamas, do not own their own business, or are not enrolled in an educational institution in the Bahamas	Up to one year, with option to extend up to three years	No information provided	No minimum monthly income requirements	Digital nomads in the Bahamas are required to pay the same taxes as any other resident or non-resident	Permanent residency is not provided	Online		Up to 5 business days	No information provided	Health insurance	No information provided	USD 25 application fee. USD 1,000 for the first applicant and USD 500 for each dependent	44.62	
<i>Country or territory: Barbados</i>		<i>The Americas</i>		<i>Programme: Welcome Stamp Visa</i>				<i>Programme launch date: Second half of 2020</i>		<i>Relevant website: https://barbadoswelcomestamp.bb/applynow/</i>				
Foreign nationals who are self-employed or employed by a company outside Barbados	Up to one year, with option to reapply	No	Proof of expected annual income of at least USD 50,000	Tax exemption up to one year	Permanent residency is not provided	Online		Up to 5 business days	No information provided	Health insurance	Required	USD 2,000 for an individual or USD 3,000 for a couple/family	78.49	

Eligibility	Duration	Social security contributions	Minimum income requirements	Taxation/ fiscal requirements	Incentives (permanent residency, banking, etc)	Application process	Visa processing times	Accommodation	Insurance	Criminal background checks	Visa fee	Fixed broadband internet speed (Mb/s)	Notes
<i>Country or territory: Belize</i>													
		The Americas		<i>Programme: Work Where You Vacation</i>			<i>Programme launch date: First half of 2021</i>			<i>Relevant website: https://www.travelbelize.org/work-where-you-vacation/</i>			
Foreign nationals who are self-employed or employed by a company outside Belize	Up to 6 months	No	USD 75,000 annually if you are single, USD 100,000 a year for couples/families	If the stay in Belize for more than 183 days in a year, one will be considered a tax resident there	Permanent residency is not provided	Offline	Up to 5 business days	Required	Health insurance (USD 50,000 coverage)	The applicant must provide a document, issued within the last 6 months, that shows they have no criminal record	USD 250	38.82	
<i>Country or territory: Bermuda</i>													
		The Americas		<i>Programme: Work from Bermuda</i>			<i>Programme launch date: Second half of 2020</i>			<i>Relevant website: https://forms.gov.bm/work-from-bermuda/Apply</i>			
Individuals who are not employed by a business in Bermuda, do not own their own business, or are not enrolled in an educational institution in Bermuda	Up to 6 months	No	Sufficient – no specifics mentioned	If the stay in Bermuda for more than 183 days in a year, one will be considered a tax resident there	One will get a USD 200 customs allowance per person, per trip	Online	Up to 4 weeks	No information provided	Health insurance	Required	For individuals: USD 263 For family member: additional USD 263 for each member	No information provided	
<i>Country or territory: Brazil</i>													
		The Americas		<i>Programme: Digital Nomad Temporary Visa</i>			<i>Programme launch date: First half of 2022</i>			<i>Relevant website: https://www.in.gov.br/en/web/dou/-/resolucao-cnig-mjsp-n-45-de-9-de-setembro-de-2021-375554693</i>			
Foreign nationals who are self-employed or employed by a company outside Brazil	Up to 1 year, with option to renew	No	An individual must have a minimum monthly income of USD 1,500 or an available bank balance of USD 18,000	If the stay in Brazil for more than 183 days in a year, one will be considered a tax resident there	Permanent residency is not provided	Offline (the process has to be done at a Brazilian embassy)	Up to 2 weeks	No information provided	Health and travel insurance	The applicant must submit a background check that has been issued within the last three months	USD 120	100.95	
<i>Country or territory: Cabo Verde</i>													
		Africa		<i>Programme: Cabo Verde Remote Working Visa Program</i>			<i>Programme launch date: First half of 2021</i>			<i>Relevant website: https://www.remoteworkingcaboverde.com/en</i>			
Only applicable to foreign visitors from Europe, North America, the Community of Portuguese Speaking Countries (CPLP) and the Economic Community of West African States (CEDEAO)	Up to six months, with option to renew for an additional six months	No	Proof of a minimum bank balance of USD 1,600 per person or USD 2,900 per family over the past six months	Full tax exemption	Permanent residency is not provided	Online	Up to 2 weeks	Required	Health and travel insurance	Required	Processing fee: USD 31 Airport tax: USD 34	No information provided	
<i>Country or territory: Canada</i>													
		The Americas		<i>Programme: Visitor Status</i>			<i>Programme launch date: Second half of 2008</i>			<i>Relevant website: https://www.canada.ca/en/immigration-refugees-citizenship/services/visit-canada/about-visitor-visa.html</i>			
Foreign nationals who are self-employed or employed by a company outside Canada	Up to six months, with option to renew for an additional six months	No information provided	Is contingent on the duration of the stay and whether one will be residing in a hotel, with family or with friends	The Canada Revenue Agency has stated that if a foreign worker is carrying out their job duties while in the country, their non-resident employer must comply with Canadian withholding, remitting and reporting requirements	Permanent residency is not provided	Online	2-4 weeks	Required	No information provided	Required	USD 75	144.5	If you are looking to obtain a digital nomad visa in Canada, it is important to note that the country does not have a designated programme for this type of workers. However, these are the options available that can accommodate digital nomads
<i>Country or territory: Canada</i>													
		The Americas		<i>Programme: Short Term Work Permit Exemption</i>			<i>Programme launch date: Second half of 2019</i>			<i>Relevant website: https://www.canada.ca/en/immigration-refugees-citizenship/services/visit-canada/about-visitor-visa.html</i>			
Have a job that is classified as either level 0 or 1 in the National Occupational Classification (NOC) system's Training, Education, Experience and Responsibilities (TEER) category	15 consecutive days or 30 consecutive days	No	No information provided	The Canada Revenue Agency has stated that if a foreign worker is carrying out their job duties while in the country, their non-resident employer must comply with Canadian withholding, remitting and reporting requirements	Permanent residency is not provided	Online	2-4 weeks	Required	No information provided	Required	USD 76	144.5	If you are looking to obtain a digital nomad visa in Canada, it is important to note that the country does not have a designated programme for this type of workers. However, these are the options available that can accommodate digital nomads

Eligibility	Duration	Social security contributions	Minimum income requirements	Taxation/ fiscal requirements	Incentives (permanent residency, banking, etc)	Application process	Visa processing times	Accommodation	Insurance	Criminal background checks	Visa fee	Fixed broadband internet speed (Mb/s)	Notes
<i>Country or territory: Cayman Islands</i>													
		The Americas		<i>Programme: Global Citizen Concierge Program</i>			<i>Programme launch date: Second half of 2020</i>			<i>Relevant website: http://www.immigration.gov.ky/portal/page/portal/immhome/help/forms/visa</i>			
Foreign nationals who are self-employed or employed by a company outside Cayman Islands (predominantly high-level executives)	Up to two years	No	Annual Income of USD 100,000 for individual; USD 150,000 for applicant and partner; USD 180,000 for applicant, partner, and dependent children	Digital nomads in Cayman Islands are required to pay the same taxes as any other resident or non-resident	Permanent residency is not provided						USD 1,469	100.00	
<i>Country or territory: Czechia</i>													
		Europe		<i>Programme: Zivno (Zivnostenske opraveni)</i>			<i>Programme launch date: Second half of 2019</i>			<i>Relevant website: https://www.mzv.cz/jnp/en/information_for_alien/long_stay_visa/entrepreneurship.html</i>			
Foreign nationals who are self-employed or employed by a company outside and inside Czechia	Up to one year, with option to extend	No	USD 7,036 in the bank per person	One has to register and pay Social tax (USD 132 per month) and Health insurance (USD 122 per month)	Permanent residency is not provided	You must submit your visa application to embassy or consulate in your home country, as it is not possible to apply for a visa once you are already Czechia	3-4 months	Required	Health insurance	Required	USD 230	51.19	If you are looking to obtain a digital nomad visa in Czechia, it is important to note that the country does not have a designated programme for this type of workers. However, this is the option that can accommodate digital nomads. In order to work in Czechia, you must obtain a trade license. This can be done by applying for Czechia's relevant visa and then submitting an application for the trade license on the Trade Licensing Register website
<i>Country or territory: Colombia</i>													
		The Americas		<i>Programme: Visa V – Digital Nomad</i>			<i>Programme launch date: Second half of 2022</i>			<i>Relevant website: https://www.migracioncolombia.gov.co/</i>			
Foreign nationals who are self-employed or employed by a company outside Colombia	Up to 6 months with an option to extend for 2 years	No	You must make a minimum of USD 900 per month, which is equivalent to three minimum monthly salaries.	If the stay in Colombia for more than 183 days in a year, one will be considered a tax resident there	Permanent residency is not provided	No information provided	Up to 1 month	No information provided	Health insurance	Required	USD 220	90.76	
<i>Country or territory: Costa Rica</i>													
		The Americas		<i>Programme: Remote Work and Stay Visa (Estancia para Trabajador y Prestador Remoto de Servicios)</i>			<i>Programme launch date: First half of 2021</i>			<i>Relevant website: https://www.migracion.go.cr/SitePages/Inicio.aspx</i>			
Foreign nationals who are self-employed or employed by a company outside Costa Rica	Up to 1 year, with option to extend for 1 additional year	No	Proof of monthly income of at least USD 3,000 for individual, or USD 4,000 for applicant and dependents	Full tax exemption	Permanent residency is not provided	Online	Up to 15 days	No information provided	Health insurance	Required	USD 100	64.74	
<i>Country or territory: Croatia</i>													
		Europe		<i>Programme: Digital Nomad Visa</i>			<i>Programme launch date: First half of 2021</i>			<i>Relevant website: https://mup.gov.hr/aliens-281621/stay-and-work/temporary-stay-of-digital-nomads/286833</i>			
Foreign nationals who are self-employed or employed by a company outside Croatia	Up to 1 year, can be reapplied 6 months after the expiry of the previously granted visa	No	Proof of a minimum income USD 30,435 for 12 months. An additional 10% is required per partner/ family member	Full tax exemption	One can open a Croatian bank account	Online and offline	2-3 weeks	Required	Health insurance	Required	USD 87 – USD 142	45.53	
<i>Country or territory: Curaçao</i>													
		The Americas		<i>Programme: HOME in Curaçao</i>			<i>Programme launch date: First half of 2021</i>			<i>Relevant website: https://athomeincuracao.com/remote-workers/application-remote-workers/</i>			
Foreign nationals who are self-employed or employed by a company outside Curaçao	Up to 6 months, with option to extend for another 6 months	No	There are no minimum income requirements	One will not be required to pay Curaçao Income Tax during the stay	Permanent residency is not provided	Online	Up to 2 weeks	Not required	Health and travel insurance	Required	USD 294 per person.	100.00	

Eligibility	Duration	Social security contributions	Minimum income requirements	Taxation/ fiscal requirements	Incentives (permanent residency, banking, etc)	Application process	Visa processing times	Accommodation	Insurance	Criminal background checks	Visa fee	Fixed broadband internet speed (Mb/s)	Notes
<i>Country or territory: Cyprus</i>													
Europe		Programme: Remote Work Visa				Programme launch date: First half of 2022			Relevant website: http://www.moi.gov.cy/moi/crmd/crmd.nsf/ALL/FE2829CCA899862DC22587EA002E321F?OpenDocument				
Foreign nationals who are self-employed or employed by a company outside Cyprus	Up to 1 year, with option to renew for 2 additional years	No	USD 3,700 per month for an individual with an additional 20% in case of an accompanying spouse and 15% for each dependent child	If the stay in Cyprus for more than 183 days in a year, one will be considered a tax resident there, provided one is not tax residents in any other country	Permanent residency is not provided	Offline	5-7 weeks	Required	Health insurance	Required	Issuance or renewal of a temporary residence permit: USD 77 Registration to the Aliens' Registry: USD 77	38.02	This programme was limited to 100 but this has now been increased to 500 temporary residency permits
<i>Country or territory: Denmark</i>													
Europe		Programme: Visitor Visa				Programme launch date: No information provided			Relevant website: https://www.nyidanmark.dk/en-GB/You-want-to-apply				
Foreign nationals who are self-employed or employed by a company outside Denmark.	Up to 6 months	No	USD 1,512 to USD 2,160 per month	If the stay in Denmark for more than 183 days in a year, one will be considered a tax resident there	Permanent residency is not provided	Online	Up to 3 months	No information provided	Travel insurance (up to USD 32,166)	No information provided	USD 87	192.23	If you are looking to obtain a digital nomad visa in Denmark, it is important to note that the country does not have a designated programme for this type of workers. However, this is the option that can accommodate digital nomads
<i>Country or territory: Dominica</i>													
The Americas		Programme: Work in Nature (WIN)				Programme launch date: First half of 2021			Relevant website: https://windominica.gov.dm/				
Foreign nationals who are self-employed or employed by a company outside Dominica	Up to 18 months	No	USD 50,000 per annum	Full tax exemption	Families with children have the option of attending either private or public schools	Online	14-28 calendar days	No information provided	Health insurance	Required	USD 100 application fee (non-refundable); USD 800 single person; USD 1,200 for a family	86.47	
<i>Country or territory: Ecuador</i>													
The Americas		Programme: Rentista for Remote Work Visa				Programme launch date: First half of 2020			Relevant website: https://ecuador.travel/en/nomad-visa/				
Foreign nationals who are self-employed or employed by a company outside Ecuador	Up to 2 years	No	USD 1,275 per month. For each dependent, the income minimum increases by USD 250	Full tax exemption	No information provided	Online	Up to 3 months	No information provided	Health insurance	Required	USD 460	46.8	
<i>Country or territory: Estonia</i>													
Europe		Programme: Digital Nomad Visa				Programme launch date: First half of 2020			Relevant website: https://www.e-resident.gov.ee/nomadvisa/				
Foreign nationals who are self-employed or employed by a company outside Estonia.	Up to 1 year. Renewal is not possible, but you could apply again for a second DNV	No	Proof of minimum monthly gross income of USD 4,824 over preceding six months	If the stay in Estonia for more than 183 days in a year, one will be considered a tax resident there	One can open a local bank account. Digital nomads can apply to an e-residency cards, which grant them access to digital government services	Offline	Up to 15 days	No information provided	Health insurance	Required	USD 87 short stay; USD 109 long stay	59.98	A foreigner staying in Estonia on a DNV can also work for an Estonian company/employer, but the main purpose of their trip must be the remote work specified in their application
<i>Country or territory: Germany</i>													
Europe		Programme: Freelance Freiberufler Visa				Programme launch date: Second half of 2019			Relevant website: https://videx.diplo.de/videx/desktop/index.html#start				
Foreign nationals who are self-employed or employed by a company outside Germany	The Freelancer Visa issued by the Embassy is valid for a period of 3 months. During this time, one must travel to Germany and apply for a residence permit, which will take the place of the visa	No	An income of at least USD 9,649 per year	In case the applicant resides over 3 months: <ul style="list-style-type: none"> - Earning up to USD 10,703 per year is tax exempt - USD 10,705 – USD 63,623 per year: 14% to 42% - USD 63,624 – USD 301,665 per year: 42% - More than USD 301,666 per year: 45% 	One can open a local bank account. After 3 years, the eligibility for a permanent residency will be checked	Offline	Up to 15 days	Required	Travel insurance	No information provided	Application fee varies from USD 82 to USD 150 USD 32 for Turkish citizens	80.08	This visa is ideal for digital nomads who are freelancers. Profession must fall within the prescribed list of fields, where freelancers are employed: healthcare; law; tax and business counselling; scientific/technical; linguistic and information-transmitting
<i>Country or territory: Georgia</i>													
Europe		Programme: Remotely from Georgia				Programme launch date: Second half of 2020			Relevant website: https://www.evisa.gov.ge/GeoVisa/				
Foreign nationals who are self-employed or employed by a company outside Georgia	Up to 1 year	No	Proof of monthly income of at least USD 2,000 (or have a bank statement showing USD 24,000).	If the stay in Georgia for more than 183 days in a year, one will be considered a tax resident there	One can open a bank account on arrival. Business registration, such as the Individual Entrepreneur Scheme, can lead to permanent residency	Online	Up to 2 weeks	Required	Health and travel insurance	Required	Free	25.41	

Eligibility	Duration	Social security contributions	Minimum income requirements	Taxation/ fiscal requirements	Incentives (permanent residency, banking, etc)	Application process	Visa processing times	Accommodation	Insurance	Criminal background checks	Visa fee	Fixed broadband internet speed (Mb/s)	Notes
<i>Country or territory: Greece</i>													
		Europe	Programme: Digital Nomad Visa				Programme launch date: Second half of 2021			Relevant website: https://workfromgreece.gr/			
Foreign nationals who are self-employed or employed by a company outside Greece	Up to 1 year, with option to renew for up to 2 years	No	For individuals: USD 3,752 per month For applicants travelling with spouse: 20% extra For applicants travelling with child: 15% extra	If the stay in Greece for more than 183 days in a year, one will be considered a tax resident there	Families with children have the option of attending either private or public schools	Online and offline	Up to 10 days	No information provided	Health insurance	Required	USD 80	43.38	
<i>Country or territory: Grenada</i>													
		The Americas	Programme: Digital Nomad Visa				Programme launch date: Second half of 2021						
Foreign nationals who are self-employed or employed by a company outside Grenada	Up to 1 year and can be renewed for 1 additional year	No	USD 37,000 annually	Full tax exemption	No information provided	Offline	Up to 10 business days	No information provided	Health insurance	Required	USD 1,500 per person; USD 2000 for a family with 3 dependents; USD 200 for each additional dependent	64.03	
<i>Country or territory: Hungary</i>													
		Europa	Programme: White Card				Programme launch date: Second half of 2021			Relevant website: http://www.bmbah.hu/index.php?option=com_k2&view=item&layout=item&id=1714&Itemid=2100&lang=en			
Foreign nationals who are self-employed or employed by a company outside Hungary	Up to 1 year, with option to renew for another year	No	Proof of access to at least USD 2,144 per month, 6 months before application and during permit	If the stay in Hungary for more than 183 days in a year, one will be considered a tax resident there	No information provided	Online	Up to 4 weeks	Required	Health insurance	Required	USD 120	118.79	It does not allow for couples or families to be joined. The primary target for this visa is singles under 40
<i>Country or territory: Iceland</i>													
		Europe	Programme: Long-term visa for Remote Work				Programme launch date: Second half of 2021			Relevant website: https://island.is/saekja-um-langtimavegabrefsaritun-vegna-fjarvinnu			
Foreign nationals who are self-employed or employed by a company outside Iceland	Up to 6 months	No	Proof of monthly income of USD 7,007 for individuals or USD 9,109 for spouse and dependents	If the stay in Iceland for more than 183 days in a year, one will be considered a tax resident there	No information provided	Offline	Up to 3 weeks	Not required	Health insurance	Required	USD 87	68.60	
<i>Country or territory: Indonesia</i>													
		Asia	Programme: Second Home Visa				Programme launch date: Second half of 2022			Relevant website: https://visa-online.imigrasi.go.id/			
Foreign nationals who are self-employed, freelancers, or employed by a company outside Indonesia	Up to 5 or 10 years	No	The applicant is required to have at least USD 131,766 in a bank account	No information provided	No information provided	Online	Up to 60 days	No information provided	No information provided	No information provided	USD 200	25.45	
<i>Country or territory: Latvia</i>													
		Europe	Programme: Digital Nomad Visa				Programme launch date: Second half of 2022			Relevant website: https://www.mfa.gov.lv/en/documents-required-apply-visa			
Only available to foreign nationals that are working for an employer or business registered in an OECD (Organization for Economic Co-operation and Development) country	The visa is valid for 1 year with an option to renew it for another year	No	For third-country foreign nationals: USD 3,137 per month For OECD member country nationals: USD 3,505 per month	A temporary decrease in the income tax rate for non-residents (one year period) who have obtained a digital nomad visa and changed their tax residence to Latvia	After living in Latvia for 5 years with legal status, digital nomads can apply for citizenship, which is beneficial for those seeking an EU passport	Online and offline	Up to two weeks	No information provided	Health insurance	No information provided	USD 65 - USD 128	73.61	
<i>Country or territory: Malaysia</i>													
		Asia	Programme: De Rantau Nomad Pass				Programme launch date: Second half of 2022			Relevant website: https://mdec.my/derantau/foreign			
Foreign nationals who are self-employed or employed by a company outside Malaysia	Is valid for 12 months and can be extended for an additional 12 months	No	USD 2,000 per month.	Full tax exemption	No information provided	Online	Up to 8 weeks	No information provided	Health insurance	Required	USD 232 main applicant; Extra USD 116 for spouse or dependent	90.89	DE Rantau Nomad Pass currently support stay in Peninsular Malaysia only. If the applicant wants to travel to Sabah or Sarawak, he can do so by using the tourist pass
<i>Country or territory: Malta</i>													
		Europe	Programme: Nomad Residence Permit				Programme launch date: First half of 2021			Relevant website: https://nomad.residencymalta.gov.mt/nomad-forms-and-checklists/			
Foreign nationals who are self-employed or employed by a company outside Malta	Up to 1 year, with option to renew	Depending on circumstances	A monthly income of at least USD 2,894, plus additional 20% for each dependent	If the stay in Malta for more than 183 days in a year, one will be considered a tax resident there	If the applicant is planning to stay in Malta for up to 365 days or more, he/she will be provided with a Residence Permit	Online	Up to 30 days	Required	Health and travel insurance	Required	USD 329	94.46	

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Eligibility	Duration	Social security contributions	Minimum income requirements	Taxation/ fiscal requirements	Incentives (permanent residency, banking, etc)	Application process	Visa processing times	Accommodation	Insurance	Criminal background checks	Visa fee	Fixed broadband internet speed (Mb/s)	Notes
<i>Country or territory: Mauritius</i>													
		Africa	<i>Programme: Premium Visa</i>				<i>Programme launch date: Second half of 2020</i>			<i>Relevant website: https://business.edbmauritius.org/</i>			
Foreign nationals who are self-employed or employed by a company outside Mauritius.	Up to 6 months, with option to renew	No	Evidence of at least USD 1,500 per month in financial resources, plus an extra minimum of USD 500 per month for each dependent under the age of 24	If the stay in Mauritius for more than 183 days in a year, one will be considered a tax resident there	No information provided	Online	Up to 5 days	Required	Health and travel insurance	Required	Free	27.39	
<i>Country or territory: Mexico</i>													
		The Americas	<i>Programme: FMM (Forma Migratoria Multiple)</i>				<i>Programme launch date: 2022</i>			<i>Relevant website: https://consulmex.sre.gob.mx/learnington/index.php/non-mexicans/visas/115-temporary-resident-visa</i>			
Foreign nationals who are self-employed or employed by a company outside Mexico	Up to 6 month. If the stay in the country is going to last longer than 180 days, one will need to apply for a temporary resident visa, which is valid for 1 year and can be renewed each year up to 4 years	No	A bank balance of USD 57,320 over the last 12 months	Between 0% and 30%, depending on the income	One can open a local bank account. After 4 years, the individual can apply for a permanent resident visa	Offline	Up to 3 weeks	No information provided	Health insurance	Not required	USD 48 (interview fee) USD 255 (Government fees for Residency Permit card, updated each year)	49.61	
<i>Country or territory: Montenegro</i>													
		Europe	<i>Programme: Attracting Digital Nomads</i>				<i>Programme launch date: Second half of 2022</i>			<i>Relevant website: https://www.gov.me/en/article/visas-and-visa-regime</i>			
Foreign nationals who are self-employed, freelancers, or employed by a company outside Montenegro	Up to 2 years, with option to renew for 2 more years.	No	USD 1,447 monthly	Full tax exemption	No information provided	Offline	No information provided	Required	Travel insurance	Required	No information provided	57.85	If you are eligible to enter Montenegro without a visa due to your citizenship, you can apply for a digital nomad residence permit in the country itself
<i>Country or territory: Montserrat</i>													
		The Americas	<i>Programme: Remote Worker Stamp</i>				<i>Programme launch date: First half of 2021</i>			<i>Relevant website: https://apply.montserratremoteworker.com/</i>			
Foreign nationals who are self-employed or employed by a company outside Montserrat	Up to 1 year, with option to reapply	No	Proof of annual income of at least USD 70,000	If the stay in Montserrat for more than 183 days in a year, one will be considered a tax resident there	One can open a local bank account. Families with children have the option of attending either private or public schools	Online	Up to 7 business days	No information provided	Health insurance	Required	USD 500 single person; USD 750 family of up to 3 dependent; and USD 250 for each additional family member	20.00	
<i>Country or territory: Morocco</i>													
		Africa	<i>Programme: Residence Visa</i>				<i>Programme launch date: Second half of 2020</i>			<i>Relevant website: https://www.consulat.ma/en/ordinary-visas</i>			
Foreign nationals who are self-employed or employed by a company outside Morocco	Up to 3 months	No	Not required	No information provided	No information provided	Online	Up to 10 days	Required	Health insurance	Not required	Visa of less than 3 months with one entry: USD 22 Visa of less than 3 months with two entries: USD 35	17.83	If you are looking to obtain a digital nomad visa in Morocco, it is important to note that the country does not have a designated programme for this type of workers. However, this is the option that can accommodate digital nomads
<i>Country or territory: Namibia</i>													
		Africa	<i>Programme: Digital Nomad Visa</i>				<i>Programme launch date: 2022</i>			<i>Relevant website: https://nipdb.com/nomadvisa/</i>			
Foreign nationals who are self-employed or employed by a company outside Namibia	Up to 6 months	No	per month: Applicant: USD 2,000; Accompanying Spouse: USD 1,000; per accompanying child: USD 500	No information provided	No information provided	Online	Up to 1 month	Required	Health and travel insurance	Required	USD 62 – USD 124	7.59	

Eligibility	Duration	Social security contributions	Minimum income requirements	Taxation/ fiscal requirements	Incentives (permanent residency, banking, etc)	Application process	Visa processing times	Accommodation	Insurance	Criminal background checks	Visa fee	Fixed broadband internet speed (Mb/s)	Notes
<i>Country or territory: Norway</i>													
Europe		Programme: Independent Contractor Visa					Programme launch date: First half of 2021			Relevant website: https://www.udi.no/en/checklists-container/work/checklist--for-self-employed-persons-with-a-company-abroad/			
Foreign nationals who are self-employed or employed by a company outside Norway	Up to 2 years, renewable up to 6 years	No	USD 38,202 per year	The digital nomads who receive this visa will have to pay local taxes while living in Norway and apply for a VAT number	No information provided	Online	Up to 4 months	Required	No information provided	No information provided	USD 654	109.42	If digital nomads are looking to move to Norway, they have more than just the independent contractor visa to choose from. The Svalbard Digital Nomad Visa is an alternative that permits to stay in Norway's Svalbard area and work remotely
<i>Country or territory: Portugal</i>													
Europe		Programme: Residency Nomad Visa and Temporary Nomad Visa					Programme launch date: Second half of 2022			Relevant website: https://imigrante.sef.pt/en/solicitar/trabalhar/			
Foreign nationals who are self-employed or employed by a company outside Portugal	Residency Nomad Visa: issued for an initial period of 24 months and renewable for successive periods of 3 years Temporary Nomad Visa: issued for 356 days (cannot be extended or converted to a residence permit)	No	USD 2,750 per month	After relocating to Portugal, a freelancer can obtain an NHR (non-habitual resident) status. There are several advantages: 1. No taxes on foreign income; and 2. 20% tax on income earned in Portugal compared to standard Portuguese income tax rates of up to 48%	One can open a local bank account. Successful applicants can qualify for permanent residency after five years of living in Portugal	Online	Up to 3 months	Required	Travel insurance	Required	Temporary Nomad Visa: USD 81 Residency Nomad Visa: USD 98	120.52	Portugal on 30 October 2022 launched a digital nomad visa. This one comes with less paperwork than the D7 visa
<i>Country or territory: Panama</i>													
The Americas		Programme: Short stay Visa for Remote Workers					Programme launch date: First half of 2021						
Foreign nationals who are self-employed or employed by a company outside Panama	Up to 9 months, with option to renew once for an additional 9 months	No	USD 36,000 annually	If the stay in Panama for more than 183 days in a year, one will be considered a tax resident there	No information provided	Online	Up to 30 days	Not required	Health insurance	Required	National immigration service: USD 250 Visa Card: USD 50	115.38	
<i>Country or territory: Romania</i>													
Europe		Programme: Digital Nomad Visa					Programme launch date: Second half of 2021			Relevant website: https://evisa.mae.ro/Home?lang=en-US#			
Foreign nationals who are self-employed or employed by a company outside Romania	6 months, can be extended for another 6 months	No	At least USD 3,967 for the last 6 months prior to the date of submission of the visa application and for the entire period covered by the visa	If the stay in Romania for more than 183 days in a year, one will be considered a tax resident there	No information provided	Online and offline	Up to 14 working days	Required	Health insurance (up to USD 32,166)	Required	USD 130	160.65	
<i>Country or territory: Saint Lucia</i>													
The Americas		Programme: Live It					Programme launch date: First half of 2021			Relevant website: https://www.govt.lc/services/apply-for-saint-lucia-non-immigrant-visa			
Foreign nationals who are self-employed or employed by a company outside Saint Lucia	Up to 1 year	No	Not required	If the stay in Saint Lucia for more than 183 days in a year, one will be considered a tax resident there	No information provided	Online	Up to 5 business days	Required	No information provided	Required	USD 46 for single entry; USD 70 for multiple entry	74.82	
<i>Country or territory: Serbia</i>													
Europe		Programme: Visa C and Visa D					Programme launch date: No information provided			Relevant website: https://euprava.gov.rs/usluge/6520?			
Foreign nationals who are self-employed, freelancers, or employed by a company outside Serbia	Visa C: up to 90 days Visa D: up to 180 days	No	There are no minimum income requirements for Visa C. However, for Visa D a monthly amount USD 3,500 required	No information provided	No information provided	Online	Up to 30 days	Required	Health insurance	No information provided	USD 400 – USD 640	61.52	If you are looking to obtain a digital nomad visa in Serbia, it is important to note that the country does not have a designated programme for this type of workers. However, these are the options that can accommodate digital nomads

Eligibility	Duration	Social security contributions	Minimum income requirements	Taxation/ fiscal requirements	Incentives (permanent residency, banking, etc)	Application process	Visa processing times	Accommodation	Insurance	Criminal background checks	Visa fee	Fixed broadband internet speed (Mb/s)	Notes
<i>Country or territory: Seychelles</i>		<i>Africa</i>		<i>Programme: Visitors' Workcation Permit</i>			<i>Programme launch date: First half of 2022</i>			<i>Relevant website: https://workcation.seychelles.travel/</i>			
Foreign nationals who are self-employed, freelancers, or employed by a company outside Seychelles	Up to 1 year, with option to renew	No	Not stated, but required to submit bank statements	Full tax exemption	No information provided	Online	Up to 4 weeks	No information provided	Health (needs to conform to Public Health Authority guidelines) and travel insurance	No information provided	USD 49 per person	24.10	
<i>Country or territory: Spain</i>		<i>Europe</i>		<i>Programme: Digital Nomad Visa</i>			<i>Programme launch date: Second half of 2022</i>			<i>Relevant website: https://www.exteriores.gob.es/Embajadas/seul/en/ServiciosConsulares/Paginas/Consular/Visados-nacionales-Informacion-general.aspx</i>			
Foreign nationals who are self-employed, freelancers, or employed by a company outside Spain	Up to 1 year, with option to renew up to 5 years	No	A monthly amount of USD 2,502.	Digital nomad visa holders, as non-residents, will face a fixed tax rate of 24% on just the incomes they obtain in Spain (not abroad) up to EUR 600.000 (instead of paying up to 50%). The fixed tax rate for an income above EUR 600.000 would be 47%. If the stay in Spain for more than 183 days in a year, one will be considered a tax resident there	Successful applicants can qualify for permanent residency after 5 years of living in Spain	Offline (the process has to be done either at a Spanish embassy or inside the country)	Up to 20 days	Required	Health insurance	Required (with a minimum validity of 90 days)	USD 90	168.63	You can work for a Spanish company provided that the income generated from that company does not account for more than 20% of your total income
<i>Country or territory: Thailand</i>		<i>Asia</i>		<i>Programme: Long Term Resident (LTR) Visa</i>			<i>Programme launch date: Second half of 2022</i>			<i>Relevant website: https://www.immigration.go.th/en/?page_id=1744</i>			
Foreign nationals who are self-employed, freelancers, or employed by a company outside Thailand	Up to 5 years, possibility of extension for 5 more years	No	USD 80,000 per year in the past 2 years. If your income is between USD 40,000 and USD 80,000, you need to show a master's degree, own intellectual property or receive series A funding	Full tax exemption	No information provided	Online	Up to 20 days	No information provided	Health insurance (up to USD 50,000)	Required	A 5-year visa: USD 1,485 in case of collecting LTR Visa in Thailand; USD 90 per year to maintain digital work permit.	198.98	If you are looking to obtain a digital nomad visa in Thailand, it is important to note that the country does not have a designated programme for this type of workers. However, this is the option that can accommodate digital nomads.
<i>Country or territory: Taiwan Province of China</i>		<i>Asia</i>		<i>Programme: Gold Card</i>			<i>Programme launch date: 2018</i>			<i>Relevant website: https://goldcard.nat.gov.tw/en/</i>			
In order to qualify for an Employment Gold Card, your skills must be related to one of nine fields: science and technology, economics, education, culture and art, sport, finance, law, architecture, or national defense	Up to 3 years	No information provided	A monthly income of USD 5,314	If the stay in Taiwan Province of China for more than 183 days in a year, one will be considered a tax resident there	Successful applicants can qualify for permanent residency after three years of living in Taiwan Province of China	Online	Up to 30 days	No information provided	Visa holders employed in Taiwan Province of China can join the National Health Insurance system along with their dependents	Not required	USD 100 – USD 310 depending on nationality and duration	125.19	If you do not have the earnings you need very high skills to apply, like being a lawyer, or holding a PhD degree, etc. If you are looking to obtain a digital nomad visa in Taiwan Province of China, it is important to note that the country does not have a designated programme for this type of workers. However, this is the option that can accommodate digital nomads
<i>Country or territory: United Arab Emirates</i>		<i>Middle East</i>		<i>Programme: Virtual Working Program</i>			<i>Programme launch date: First half of 2021</i>			<i>Relevant website: https://www.visitdubai.com/en/invest-in-dubai/live-and-work/visas-and-entry/work-remotely-from-dubai</i>			
Foreign nationals who are self-employed, freelancers, or employed by a company outside the United Arab Emirates	Up to 1 year. Renewal is not possible, but one could apply again for a second DNV	No	USD 3,500 per month (over the last 3 months) plus proof of employment contract or proof of company ownership	Full tax exemption	Upon arriving the country, visa holders will be issued an Emirates ID which will enable them to access a range of services, such as banking, telephone lines, rental housing and enrolling their children in local schools	Online	Up to 60 days	No information provided	Health insurance	No information provided	USD 611	206.12	

Eligibility	Duration	Social security contributions	Minimum income requirements	Taxation/ fiscal requirements	Incentives (permanent residency, banking, etc)	Application process		Visa processing times	Accommodation	Insurance	Criminal background checks	Visa fee	Fixed broadband internet speed (Mb/s)	Notes	
<i>Country or territory: Sri Lanka</i>		Asia	<i>Programme: Digital Nomad Visa</i>				<i>Programme launch date: Pending</i>								
Foreign nationals who are self-employed, freelancers, or employed by a company outside Sri-Lanka	Up to 1 year, possibility of extension for 1 more year	TBC	Sufficient – no specifics mentioned	TBC	TBC	Online		TBC	TBC	TBC	A special security clearance should be obtained by the individuals from Sri Lankan embassies in their respective countries	USD 100 for 30–90 day extension; USD 150 for 90–180 day extension; USD 200 for 180–365 day extension	20.03		
<i>Country or territory: Italy</i>		Europe	<i>Programme: Digital Nomad Visa</i>				<i>Programme launch date: Pending</i>								
TBC	Up to 1 year, possibility of extension for 1 more year	TBC	TBC	TBC	TBC	TBC		TBC	TBC	Health insurance	TBC	TBC	60.38		
<i>Country or territory: North Macedonia</i>		Europe	<i>Programme: TBC</i>				<i>Programme launch date: Pending</i>								
TBC	TBC	TBC	TBC	TBC	TBC	TBC		TBC	TBC	TBC	TBC	TBC	31.60		
<i>Country or territory: South Africa</i>		Africa	<i>Programme: TBC</i>				<i>Programme launch date: Pending</i>								
TBC	TBC	TBC	TBC	TBC	TBC	TBC		TBC	TBC	TBC	TBC	TBC	40.60		

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