

PRESS RELEASE

## **Workation: how companies can manage the combination of work and vacation in a legally compliant way**

### **ETL GLOBAL launches the study *Workation Map: Overview of Mandatory Employee Protection Law in Europe***

*Essen/Berlin, October 10, 2024.* Workation has become more than a trend and is still gaining more and more relevance in the working world and the battle for talent. In a strategic move to address the growing demand for remote work options, ETL GLOBAL, Europe's leading professional services network for SME clients, launches the *Workation Map: Navigating Mandatory Employee Protection Laws in Europe*. Spearheaded by *Pelka*, ETL GLOBAL Member in Germany, this study provides clear guidance for companies seeking to implement workation policies across Europe.

“Workation” – the combination of work and vacation – is a relatively new phenomenon that has grown particularly strong in recent years during the worldwide pandemic. Employers who want to enable their employees to work from Greece, Norway, or Portugal must not only comply with the laws of their own country but also be familiar with and adhere to the laws of the 'holiday destination'. From the statutory minimum wage to national holidays, and all the way to specific provisions in the Occupational Health and Safety Act –The ETL GLOBAL *Workation Map* offers a user-friendly overview of mandatory regulations across 15 European countries, helping companies to confidently offer workation opportunities while ensuring legal compliance.

*"In today's battle for talent, remote work options are a deciding factor for many specialists accepting or rejecting job offers,"* says **Tobias Kromm**, Lawyer at *Pelka*, Cologne. *"Workation is quickly becoming an essential benefit, especially for attracting and retaining top talent. Our Workation Map empowers companies to offer this in a legally compliant way, giving them a competitive edge."*

**Anne-Kathrin Steinröder**, Tax Advisor and Head of the ETL GLOBAL Network adds: *"This study is the outcome of a multilateral project performed by our international employment law specialists, providing a comprehensive pan-European overview on employee protection rules. Initiated by one of our strongest members, it is proof for result oriented project management and close collaboration in an ever-changing world. Well done, ETL GLOBAL!"*

The Workation Map can be downloaded from the following link: <https://www.etl-global.com/workation-map/>

### **About [ETL GLOBAL](#)**

ETL GLOBAL is the international consulting network of the [ETL Group](#). It comprises both direct investments and contractual co-operation partners in Germany and abroad. With more than 1,400 locations in over 60 countries worldwide, ETL GLOBAL is the leading professional services network for SME in Europe. The network partners jointly develop tailor-made solutions for entrepreneurs and provide them with competent and interdisciplinary support in all tax, legal and economic challenges in an increasingly globalised world.

### **Press contact**

Anne-Kathrin Steinröder, Tel. +49 201 2404 376, E-Mail: [anne-kathrin.steinroeder@etl.de](mailto:anne-kathrin.steinroeder@etl.de)