CHAPTER 3
MODERN MANAGEMENT TECHNOLOGIES

DIGITAL NOMADS AS A CONTEMPORARY TREND IN THE GLOBAL LABOR MARKET

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Abstract. *The article investigates the phenomenon of digital nomadism, recognizing it as a significant transformative trend within the global labor market. This trend is dynamically evolving under the influence of technological innovations and the ongoing evolution of remote employment. The research aims to comprehensively analyze digital nomadism, systematize knowledge about its essence, characteristics, and typology, and identify the key drivers of its development, as well as the advantages and challenges for both the nomads themselves and their host communities. The methodology relies on a qualitative and quantitative analysis, incorporating a deep theoretical literature review using bibliometric and content analysis. It also includes the analysis of secondary statistical data and analytical reports from international organizations and research firms. Additionally, the study examines government policies regarding digital nomad visa programs and assesses their socioeconomic impact on local communities. The research results define a generalized profile of the digital nomad as a young, highly educated professional, primarily from the IT or consulting sectors, who seeks flexibility and work-life balance. Findings indicate that, as of 2024, the number of digital nomads in the U.S. reached 18.1 million, demonstrating substantial growth, particularly following the COVID-19 pandemic, which served as a catalyst for this phenomenon. Furthermore, 66 million remote workers worldwide are identified as potential digital nomads. The study also reveals that nomads' destination choices are primarily influenced by the cost of living, internet connection quality, safety, and climate. The implementation of specialized digital nomad visas proves to be an effective tool for addressing legal and tax uncertainties, facilitating their legal status, and attracting highly skilled professionals, thereby stimulating local economies. However, the study also highlights that digital nomads pose certain challenges for local communities, such as rising housing prices and potential social tensions. The practical value of this work lies in formulating recommendations for developing a holistic and inclusive approach to managing the digital nomad phenomenon. This approach aims to foster balanced economic growth and social well-being for both mobile professionals and their host countries.*

Keywords: *digital nomads, remote work, global labor market, digital nomad visas, labor migration, freedom, mobility.*
JEL Classification: J21, J22, J61, O15, R23
Formulas: 0; fig.: 2; table: 1; bibl.: 45

Introduction. The global labor market is in a constant state of transformation, adapting to the challenges and opportunities presented by technological innovations and globalization. Recent decades have been marked by the rapid development of digital technologies, which have not only altered production and consumption methods but have also fundamentally redefined the very concept of work, its geographical boundaries, and social dimensions. Among these changes, one of the most prominent and dynamic is the emergence and rapid growth of digital nomadism. This term, coined in the late 1990s, initially described a futuristic concept combining remote work and frequent travel, but by the mid-2010s, it had evolved into a mass movement actively shaping a new segment of the global labor market.

The phenomenon of digital nomadism has been made possible by the convergence of several key trends. Technological breakthroughs, particularly the widespread adoption of cloud services, the development of social networks, and collaborative work platforms, have provided the necessary infrastructure for working from anywhere in the world. Simultaneously, shifts in attitudes towards work and the increasing popularity of flexible employment forms, such as working from home and freelancing, have created a fertile ground for this lifestyle. No less important is the evolution of the tourism industry, where the emergence of rapid booking services has significantly simplified logistics and access to accommodation for travelers. The popularization of digital nomadism has also been largely fueled by bloggers and influencers who romanticized and idealized this lifestyle, transforming it into a desirable model for career and personal development.

In the absence of official statistics, the scale of this phenomenon is striking. Various studies, surveys, and analytical reports indicate an exponential increase in the number of digital nomads. For instance, in 2024, over 18 million workers in the United States already identified themselves as digital nomads, and this figure continues to grow. The COVID-19 pandemic, which normalized various forms of remote work, only accelerated this trend, transforming digital nomadism from a niche phenomenon into one of the key drivers of change in the global labor market.

However, despite its rapid growth, the academic understanding of digital nomadism is still in its nascent stages. Knowledge about this phenomenon remains highly fragmented across various disciplines, and a unified and universally accepted definition has yet to be established. In this study, digital nomadism is defined as a distinctive form of technology-driven labor migration that transcends the geographical constraints of traditional workplaces, seamlessly integrating remote work with travel. Digital nomads, in turn, are professionals who leverage digital technologies to work remotely from diverse locations, possessing reliable internet access, freedom of movement, and the ability to reside in picturesque parts of the world.

Literature Review. Currently, research on digital nomadism is dispersed across various disciplines (Šímová, 2022). Key research areas include:
- impact of legislation (focusing on visa regimes and taxation) (Cook, 2020c; Sánchez-Vergara et al., 2023);
- consequences of the COVID-19 pandemic, examining its role in normalizing various forms of remote work, including digital nomadism (Vogl & Micek, 2023);
- evolution of digital nomad motivations and practices;

‒utilization of coworking spaces: recognized as a crucial infrastructural element supporting both work and social interaction (Orel, 2019);

‒impact on local housing markets and social relations (Green, 2020; Ware & Mariwany, 2022).

Overall, the phenomenon of digital nomadism is extensively explored in 195 scholarly articles indexed in Scopus and Web of Science from 2006 to 2024 (Başaran, 2025). It is particularly relevant for individuals in the creative sector who seek a location-independent lifestyle and work arrangement (Richards, 2015). Digital nomadism has transcended a mere tourism concept and now represents a new work paradigm where digital trends transform relationships between employers, work, and employees (Başaran, 2025).

Digital nomadism became a mainstream movement around the mid-2010s with the emergence of the first online communities (Schlagwein, 2018), although the term "digital nomad" was first used by Makimoto and Manners in 1997 (Makimoto & Manners, 1997). The essence of the term lies in the pursuit of adaptability, autonomy, and diverse experiences and connections, making it an integral part of the lives of those embarking on a journey of endless exploration (Šímová, 2022). Digital nomadism is a novel concept that combines freelancing, flexible workspaces, and the ability to travel the world (Nash et al., 2018). Digital nomads are individuals who integrate work and travel, leveraging technology to sustain a location-independent lifestyle, blurring the boundaries between work, leisure, and travel, aspiring for holistic freedom and flexibility (Cook, 2020; Green, 2020).

Existing research underscores that digital nomads, as a group with unique characteristics, present a lifestyle narrative founded on freedoms, where global mobility accompanies a work life unconstrained by time and space (Ersöz, 2024). This lifestyle is also based on the availability of a reliable internet connection, enabling remote work and world travel while simultaneously satisfying a wanderlust (Sánchez-Vergara et al., 2023; Cook, 2023a). Digital transformation has spawned various types of digital work, and digital nomads have emerged as a unique type of digital worker (Rainoldi et al., 2022). Since the inception of the digital nomad concept, technology and digitalization have reshaped the global labor market, altered employment conditions, blurred the lines between work and leisure, fostering the evolution of digital nomadism as a new employment typology. This phenomenon represents a paradigm shift in how individuals can live and work, eliminating geographical and professional barriers (Ersöz, 2024).

Researchers characterize digital nomadism as an extreme form of flexible work facilitated by technological advancements and globalization, where individuals work multilocally, relying on the internet and portable devices (Voll et al., 2022). Digital nomads often forgo a permanent residence, preferring a multilocal lifestyle and choosing their work environment based on personal interests rather than professional circumstances. This blurs the lines between work and leisure, emphasizing their balance (Voll et al., 2022). Moreover, digital nomad motivations often include the pursuit of freedom, flexibility, and self-fulfillment, as well as dissatisfaction with traditional work environments. Many are attracted to the idea of a balanced and

enjoyable lifestyle, where work is an integral part of the reward (Reichenberger, 2018; Tiberius et al., 2024).

Šímová T. (2022) identifies key aspects of digital nomadism: flexibility and mobility, which enable working from various locations; digital work, involving the use of technology for professional duties; self-identification; and prioritizing work-life balance. According to the scholar, these factors differentiate digital nomadism from other types of remote work.

Cook D. (2023) classified digital nomads into five main types:

1. Freelancers: individuals working on projects for various clients.

2. Business owners: entrepreneurs managing their own companies, requiring greater coordination and infrastructure.

3. Employed individuals: those working remotely for companies, whose numbers have rapidly increased post-pandemic.

4. Experimental digital nomads: individuals trying out this lifestyle but who have not yet achieved a stable income, actively learning or establishing their businesses.

5. "Armchair Nomads": a category encompassing individuals planning such a lifestyle within the next three years.

The basic variables defining these categories include autonomy regarding mobility, the practice of working from home, travel patterns (domestic vs. transnational), legal legitimacy, work-life balance, and the use of coworking spaces (Cook, 2023).

Despite the idealization of digital nomadism as a path to freedom, in practice, it demands significant self-discipline to manage the boundaries between work and leisure. The combination of work and travel can create new challenges, sometimes complicating the maintenance of productivity and personal well-being (Reichenberger, 2018; Cook, 2020).

Digital nomads exert a significant impact on local economies, especially in popular destinations like Chiang Mai and Bali. Their presence creates both opportunities (cultural exchange, economic benefits) and challenges (potential tensions with local residents, rising housing prices, gentrification) (Jiwasiddi et al., 2024; Holleran, 2022; Ware & Mariwany, 2022). The digital nomad lifestyle is becoming increasingly widespread and institutionalized, reflecting broader changes in the world of work and potentially reinforcing existing capitalist structures (Aroles et al., 2020).

We can conclude that digital nomadism is a complex and evolving phenomenon in the global labor market, shaped by technology, changing labor norms, and the pursuit of freedom, flexibility, and work-life balance. It offers new opportunities and challenges for digital nomads and local host economies. Research on digital nomads is still developing, with increasing attention to their multifaceted experiences, impact, and implications for society and the future of work.

Aims. The purpose of this research is to conduct a comprehensive analysis of the digital nomadism phenomenon, systematize knowledge regarding the essence, characteristics, and typology of digital nomads, and to identify the drivers of their development, as well as the advantages and challenges they face, along with those faced by host communities.

To achieve this aims, the study sets out to:

– define key concepts and develop a generalized understanding of digital nomadism, accounting for its interdisciplinary nature;

– analyze the impact of digital transformation and remote work as fundamental prerequisites for the emergence and proliferation of digital nomadism;

– formulate a comprehensive profile of the digital nomad, based on current statistical data and academic research;

– determine the role and effectiveness of digital nomad visa programs in resolving regulatory uncertainties and facilitating the legalization of their international status;

– investigate the socio-economic implications of the growth of digital nomadism for local communities, highlighting both benefits and potential challenges.

Methodology. This study's methodology is grounded in a qualitative and quantitative analysis designed to comprehensively examine the phenomenon of digital nomadism. Given the interdisciplinary nature of the subject, an integrated approach was employed, combining various data collection and analysis methods.

Initially, a bibliometric analysis was utilized to systematize the existing scholarly literature. This process involved identifying key publications, prominent authors, current research trends, and existing knowledge gaps, which allowed for the development of a generalized understanding of the phenomenon.

To establish the empirical foundation of the research, an analysis of secondary statistical data and analytical reports from authoritative sources was conducted. This entailed collecting and interpreting data from reports by international organizations, such as "World Employment and Social Outlook. Trends 2025," and analytical firms including Statista, MBO Partners, Owl Labs, and Global Workplace Analytics. These data were used to quantitatively assess the phenomenon's scale, determine the demographic characteristics of digital nomads (age, education, profession, income level), and identify their motivations and the advantages of remote work. Additionally, a comparative analysis was performed, contrasting data on digital nomads with broader remote work trends to discern commonalities and distinctions.

The investigation into host countries' visa programs focused on analyzing government policies concerning digital nomadism, specifically those implemented across various European Union member states. Particular attention was given to identifying regulatory challenges, such as legal status, tax obligations, and access to social services, alongside an evaluation of how visa programs contribute to resolving these issues.

To comprehend the broader implications of digital nomadism, an assessment of its socio-economic impact on host communities was applied. This analysis encompassed examining the influence on local markets, particularly the housing market and the overall cost of living in popular locations. The economic contribution of digital nomads was also evaluated, and their social integration and cultural exchange were analyzed.

Finally, all collected data were synthesized to formulate holistic conclusions regarding the contemporary state of digital nomadism. This process enabled the development of a comprehensive profile of the digital nomad, the identification of the phenomenon's key drivers, benefits, and challenges, and the highlighting of gaps in its official recognition and statistical accounting.

Results. Digital nomadism represents a distinct form of remote work characterized by a constant or regular change of living and working locations. Digital nomads leverage technology to work remotely while simultaneously traveling the world, integrating their professional duties with the exploration of new cultures and places. The capabilities offered by remote work are fundamental preconditions for the development of digital nomadism, although mobility, autonomy, and the pursuit of diverse experiences constitute the core components of the digital nomad lifestyle.

To gain a deeper understanding of the principles that have driven the formation of digital nomadism as a unique phenomenon in the global labor market, it is essential to examine the characteristics and metadata of remote work worldwide. Statistics on remote workers effectively reveal the potential for the global digital nomad community.

Key Indicators of Remote Work. The trend of remote work has been gradually increasing globally since 2015, with an annual growth rate of one to three percent. However, the COVID-19 pandemic in 2020 disrupted the global economy and markets, significantly impacting employment. The proportion of employees working remotely has substantially grown in recent years, increasing from 20% in 2020 to 28% in 2023 (Agbede, 2024). The popularity of remote work is further evidenced by the rapid surge in remote job postings, which have increased by over 1100% since mid-2021. In 2023, the technology sector showed the highest share of remote workers globally, with over 67.8% of company employees working fully or predominantly remotely. The agency and consulting industry, alongside the finance and insurance sectors, ranked second and third, with 50.6% and 48.7% of employees working primarily remotely, respectively (Statista, 2024b).

Remote work statistics indicate that 42.8% of American workers with a higher education degree worked remotely in March 2025. In contrast, only 9.1% of workers with a high school education and no higher education worked remotely in the same month. This demonstrates a clear correlation between education level and the adoption rate of remote work. Regarding age, individuals between 35 and 44 years old are most likely to work remotely, with 27.4% of this demographic working remotely for at least a few hours (Backlinko, 2025).

Surveys conducted by reputable business research specialists such as Owl Labs (Owl Labs, 2024), Global Workplace Analytics (Global Workplace Analytics, 2024), and other prominent companies have yielded several significant findings concerning remote work:

The remote workplace services market is projected to grow from $20.1 billion in 2022 to $58.5 billion by 2027, demonstrating a compound annual growth rate (CAGR) of 23.8%. A substantial 83% of the global workforce considers hybrid work ideal. Since 2021, the number of employees opting for remote work has increased by 24%, while those choosing hybrid work have risen by 16%. Notably, 59% of employees would likely choose an employer offering remote work options over one that does not. The average U.S. employer can save an estimated $11,315 annually per part-time remote employee. Furthermore, half of professionals (52%) would accept a pay cut of 5% or more for a flexible work schedule, with 23% willing to accept a reduction exceeding 10%. Over half (55%) of remote workers report working more hours from

home than in the office. From an environmental perspective, remote work could reduce carbon emissions by 54 million tons annually, equivalent to removing nearly 10 million cars from roads each year, and decrease highway wear by over 119 billion miles annually, saving communities hundreds of millions in highway maintenance.

This non-exhaustive list of results clearly indicates that remote or hybrid work offers mutual benefits for employers, employees, and society. Research consistently demonstrates that remote workers are often more productive than their in-office counterparts due to fewer distractions, increased job satisfaction, and more flexible schedules. The significance of remote work continues to grow annually, paralleling the rising employee interest in flexible work arrangements.

Among the key advantages cited by employees regarding remote work are: improved work-life balance (71% of surveyed employees); increased productivity (56%); enhanced flexibility (22%); savings on commuting expenses (51.4%); and reduced costs for fuel and meals (44.4%) (Backlinko, 2025).

Moreover, studies by Mental Health America and Owl Labs' "State of Remote Work" report (Owl Labs, 2024) indicate that flexible work schedules improved the mental and physical health of 82% of American remote workers.

An analysis of the presented statistical data and scholarly research allows for the construction of a multifaceted profile of the contemporary remote worker. Consequently, the modern remote worker is predominantly an educated professional, aged 35-44, employed in the IT, consulting, or finance sectors. For such individuals, flexibility, work-life balance, and effective self-organization are defining values. Currently, these workers embody a segment of a global trend that reflects the ongoing transformation of the global labor market.

The digital transformation and the development of remote communication technologies have served as the key drivers for the proliferation of remote work, reshaping the professional landscape worldwide and establishing a corresponding trend. This transformation has not merely been a convenience but a fundamental prerequisite for the emergence and development of the digital nomad phenomenon. Before the advent of high-speed internet, cloud services, video conferencing platforms, and collaborative tools, the idea of working effectively without being physically present in an office was an exception rather than the norm. However, with the evolution of these technologies, remote work transitioned from a niche occurrence to a mainstream practice. Companies and employees alike recognized the advantages of flexibility, freedom, resource savings, and access to a broader talent pool.

It is precisely the widespread adoption of remote work that has created a fertile ground for digital nomadism. While remote work enabled individuals to operate from any fixed location (e.g., home), digital nomadism emerged as a logical extension, adding mobility and geographical freedom. Workers, having mastered the skills of remote interaction and utilizing digital tools, realized that their tethering to a single city or country was no longer obligatory. They could reside anywhere in the world while maintaining access to all necessary resources and contacts.

Remote work, appealing due to its flexibility, is highly valued by a significant portion of the working-age population. This is reflected in the number of Americans

aspiring to become digital nomads: in 2024, approximately 66 million people in the U.S. expressed such an interest (Statista, 2024a).

Thus, digital transformation has not only made remote work possible but has also cultivated a mindset that work does not necessarily have to be tied to a specific location. Digital technologies are fundamental to defining and enabling the existence of digital nomadism, as noted by Evans and Schmalensee (2016). Therefore, a reliable and high-speed digital infrastructure is critically important. It has empowered individuals to combine work with travel and new life experiences, which constitutes the very essence of digital nomadism.

Key Digital Nomad Indicators. It is important to note that statistics for the digital nomad community are challenging to quantify. Currently, reliable data on the number, dynamics, and structure of digital nomads are only available for the U.S. Such comprehensive global data are absent. The phenomenon's development will be analyzed based on U.S. labor market data, and the situation will be projected onto the global labor market (Figure 1).
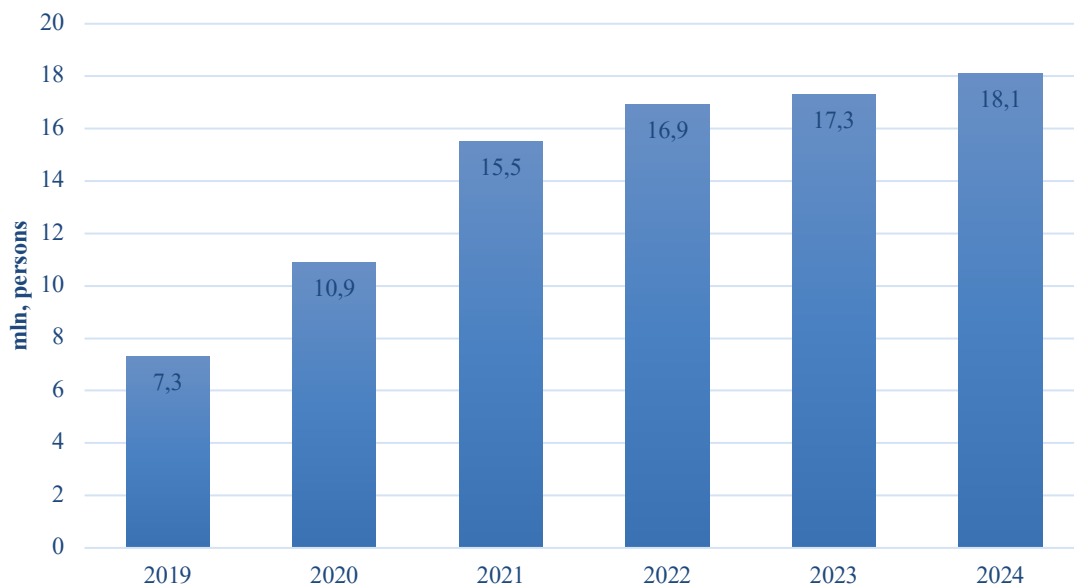

Figure 1. Number of Digital Nomads in the USA from 2019 to 2024 (in millions)
Source: developed based on (Statista, 2024e; MBO Partners, 2023).

As of 2024, 18.1 million American workers identified as digital nomads, a 4.6% increase from 2023. The most significant growth, at 142.2%, occurred in 2021 compared to 2020, indicating that the COVID-19 pandemic was a driving force in making digital nomadism a mainstream trend.

Considering that U.S. digital nomads constitute approximately 44% of the entire global digital nomad community, we can broadly estimate that there are over 41 million digital nomads worldwide.

The majority of digital nomads (58%) belong to Generation Z (21%) and Millennials (37%). The share of Generation Z among digital nomads is expected to continue rising in the coming years. Older workers—Generation X (born 1965-1980) and Baby Boomers (born 1946-1964)—accounted for 42% of digital nomads in 2023

(Statista, 2024a). In terms of gender, male digital nomads outnumber females, at 56% versus 43%, with 1% reporting non-binary identification (MBO Partners, 2023).

As of June 2025, the United States was home to the largest proportion of digital nomads, representing 44% of the global digital nomad community. Nine out of ten digital nomads worldwide possessed a higher education degree, with approximately 54% holding a bachelor's degree. Notably, 35% of digital nomads globally reported an annual income between $100,000 and $250,000 USD. In contrast, only 6% of the sample reported earning less than $25,000 USD per year (Statista, 2024g).

Regarding the employment status of digital nomads, a 2024 survey revealed that approximately 10.2 million held traditional jobs, while 7.9 million were independent workers (Statista, 2024f). Roughly one-fifth of surveyed U.S. digital nomads in June 2024 reported working in the IT sector. Meanwhile, creative services were the second most common profession during this period, accounting for 14%.

According to an analysis conducted in June 2025, 31% of surveyed female digital nomads worldwide worked in either marketing or creative fields. Meanwhile, female startup founders constituted 12% of the sample. Conversely, approximately 35% of male digital nomads globally worked as software developers, and male startup founders comprised 28% of the sample.

As of June 2025, the United States was the most visited country by digital nomads, accounting for approximately 14% of surveyed digital nomad trips worldwide. London was the most visited city, representing just over 2% of digital nomad trips globally.

The presented statistical data across various characteristics of digital nomads allow for the formulation of a generalized profile. Thus, as of June 2025, a digital nomad is typically a young, educated, and highly skilled professional, predominantly from Generation Z or Millennials, often a U.S. citizen, employed in the IT sector or as a startup founder, and earning a relatively high income of $100,000-$250,000 per year, which supports their chosen lifestyle. This digital nomad actively travels, with the U.S. being the most visited country (14% of trips) and London being the most popular city.

Destination Selection Criteria. The selection of a destination for digital nomads is a complex process, rooted in a unique combination of professional, personal, and social needs. Unlike business travelers who journey to a fixed location, digital nomads possess the freedom to choose their destinations at their discretion. However, their choices are typically guided by specific criteria. These criteria, while varying in priority for each individual, form the foundation of an "ideal" place for living and working on the move.

Richards G. (2015) noted that digital nomads, as a "new type of transient workforce, seek to merge with their chosen geographical region or environment for a short period of time, whilst utilizing its logistical and digital infrastructure to support an individualized lifestyle."

According to a global online survey, the cost of living and fast and accessible internet connectivity were the two primary factors influencing destination choice among the digital nomad community (Statista, 2024d). Crime rates and environmental safety also play a crucial role in digital nomads' decision-making process when seeking a destination, ranking as the second most important factor for 15% of nomads worldwide.

The main criteria that drive digital nomads' choice of location for work, living, and leisure are summarized in Figure 2.
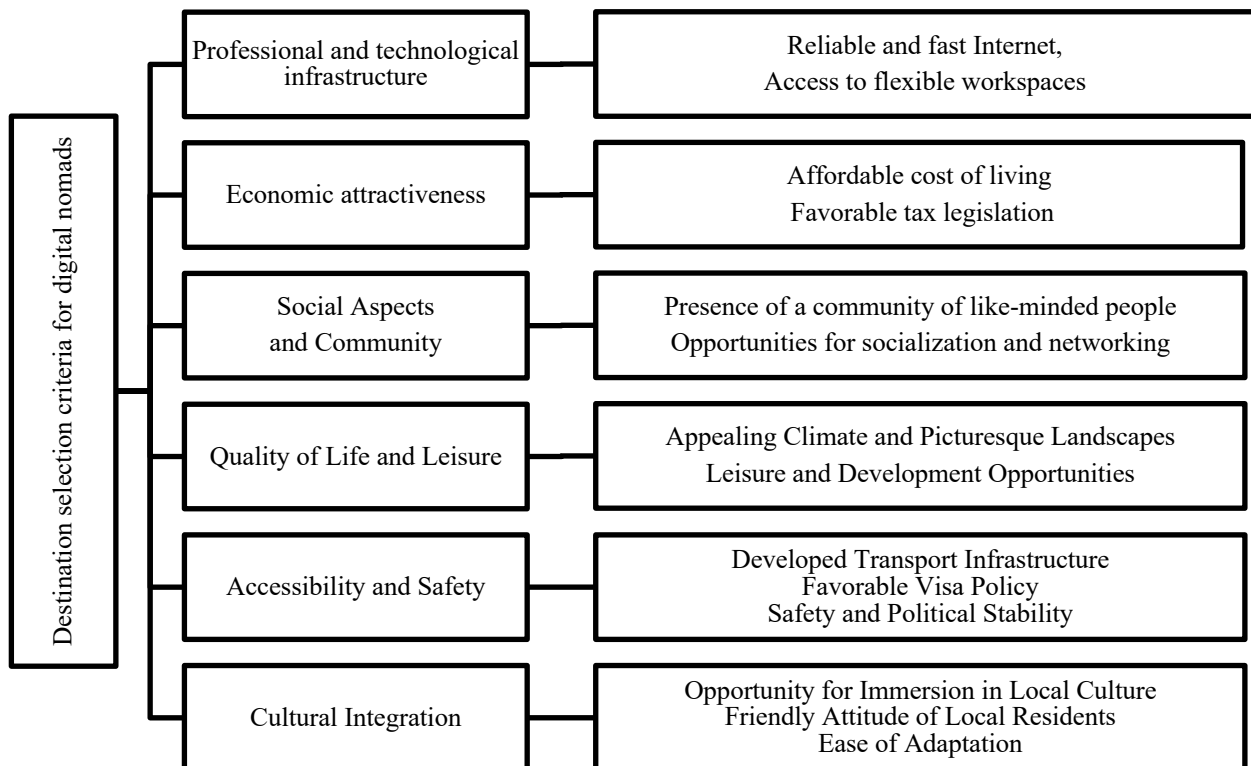
Destination selection criteria for digital nomads		
	Professional and technological infrastructure	Reliable and fast Internet, Access to flexible workspaces
	Economic attractiveness	Affordable cost of living Favorable tax legislation
	Social Aspects and Community	Presence of a community of like-minded people Opportunities for socialization and networking
	Quality of Life and Leisure	Appealing Climate and Picturesque Landscapes Leisure and Development Opportunities
	Accessibility and Safety	Developed Transport Infrastructure Favorable Visa Policy Safety and Political Stability
	Cultural Integration	Opportunity for Immersion in Local Culture Friendly Attitude of Local Residents Ease of Adaptation

Figure 2. Main Criteria for Digital Nomads' Destination Selection
Source: compiled by the author

The proposed criteria are interconnected, forming a comprehensive picture of the ideal destination for digital nomads. Countries and cities that successfully combine these factors become most attractive to mobile remote workers, fostering local economic development and cultural exchange, while simultaneously requiring careful management of potential challenges from authorities and communities.

Digital Nomad Visas. In 2020, countries began issuing digital nomad visas to encourage individuals to spend lockdowns working within their territories (Cook, 2020b; Sánchez-Vergara et al., 2023). Millions of workers suddenly imagined that remote work could become a real possibility, even if it wasn't yet readily available to them.

A "Digital Nomad Visa" legally permits individuals who work remotely and earn a stable income in another country to reside in the host nation. Such visas are predominantly issued to citizens of countries that require entry and stay permits for the European Union, such as Russia, Ukraine, and Belarus. Concurrently, citizens of 60 other countries wishing to work remotely in Europe can do so under an ETIAS visa.

Prior to the pandemic, digital nomads existed in a "legal vacuum." They were not entitled to long-term stays and work in a European country on a tourist visa, nor could they obtain a work visa, as it typically required a contract with a local company. This situation was accompanied by a series of regulatory uncertainties, creating significant difficulties for digital nomads. These challenges encompassed issues of immigration status (duration and conditions of stay), access to social services (particularly

healthcare), legal interaction with local authorities (e.g., police), and, crucially, the determination of tax residency and obligations.

The implementation of digital nomad visas directly addressed the regulatory ambiguities inherent in the growing practice of remote work and international mobility. Unlike standard tourist visas, digital nomad visas offer the possibility of a long-term stay exceeding three months. The vast majority of these visas allow legal residency in the country for one year, with an option for renewal. This specialized visa regime has systematized the legal status of digital nomads, provided them with legal legitimacy for their stay, and granted visa holders access to a range of resident-like benefits, including rights protection. Specifically, these visas often entail obtaining a temporary residence permit, which enables opening bank accounts and, upon payment of taxes in the host country, provides access to social services available to the local populace.

Thus, the digital nomad visa serves as a tool for removing existing institutional barriers and facilitates the further development of this phenomenon in the labor market, its institutionalization, and its integration into the global economy.

For European governments, digital nomad visas are also beneficial. Nomads significantly support the local economy through the consumption of goods and services, while simultaneously not occupying traditional jobs that remain available to the country's citizens. Given these mutual benefits, the number of digital nomad programs is expected to continue growing in the future.

A list of the most comfortable European countries that have introduced digital nomad visas is presented in Table 1.

Table 1. Leading Countries with Digital Nomad Visa Programs

	Country	Key Advantages for Digital Nomads	Minimum Income	Visa Validity
1.	Spain	Relatively affordable housing, developed infrastructure, unrestricted travel within the Schengen Area, comfortable climate.	€2,646 / month	1 year, extendable to 3 years
2.	Croatia	No tax obligations for visa holders, possibility of legal residency and work for one year (with extension options).	€2,539 / month	1 year
3.	Portugal	Tax incentives for new residents, possibility of obtaining a D8 (digital nomad) visa, allowing residency and work in the country while maintaining tax residency elsewhere.	€3,480 / month	Short-term (up to 1 year); Long-term (2 years)
4.	Malta	Flexible residence permit application system, potential tax benefits depending on residency.	€3,500 / month	Up to 4 years
5.	Montenegro	Low cost of living, flexible income requirements, possibility of obtaining a long-term visa, pleasant climate.	From €1,400 / month	2 years, extendable to 4 years
6.	Estonia	Safety, developed infrastructure, potential tax benefits.	From €4,500 / month	1 year
7.	Iceland	Safety, environmental quality, unique natural landscapes.	€7,075 / month	6 months
8.	Germany	High standard of living, developed infrastructure including high-speed internet, large IT market, networking opportunities, ability to work for oneself or a foreign company.	No fixed minimum income	1 to 3 years
9.	Italy	Possibility of family reunification, pathway to permanent residency, relatively low taxes for new arrivals, developed infrastructure, affordable housing.	From €32,400 / year	1 year
10.	Czechia	Relatively low cost of living, possibility of travel within the Schengen Area.	From €2,500 / month	1 year

Source: compiled by the author based on (Pravdop, 2025).

An analysis of the offerings from leading countries demonstrates that the digital nomad visa landscape is remarkably diverse, providing flexible and quite advantageous conditions for remote workers. European countries are actively adapting to the needs of digital nomads, offering specialized visas that facilitate long-term stays and grant access to certain resident benefits. Although income requirements and visa durations vary significantly (from €1,400/month in Montenegro to €7,075/month in Iceland, and from 6 months to 4 years), the common goal is to attract highly skilled professionals.

Thus, the choice of country depends on a nomad's individual priorities, including desired income level, tax obligations, length of stay, access to the Schengen Area, and cultural and climatic preferences. Overall, the digital nomad visa market continues to evolve, reflecting a mutual interest between mobile professionals and countries seeking to integrate their economic potential.

Impact of Digital Nomads on Local Communities. Concurrently, it is crucial to emphasize the impact of digital nomads on local communities, as a significant number of remote workers in the most popular destinations leads to considerable socio-economic and cultural shifts, yielding both positive and negative consequences for regional development.

Specifically, researchers such as Green, P. (2020), Jiwasiddi, A., Schlagwein, D., Cahalane, M., Cecez-Kecmanovic, D., Leong, C., & Ractham, P. (2024), Ware, L. & Mariwany, A. (2022), and other scholars have investigated the problems associated with digital nomadism's impact on host regions. Studies have revealed that the influx of digital nomads brings economic benefits to certain sectors, such as hospitality and services. However, local residents often face rising property prices and an increased cost of living, which creates an uneven distribution of economic advantages. Socially, digital nomads can frequently cause conflicts with local communities and investors, influencing traditional social values and cohesion. Furthermore, environmental issues may arise, such as water pollution due to inadequate waste management practices by local businesses.

Therefore, for the sustainable development of digital nomadism, a holistic and inclusive approach is necessary. This approach must integrate social, cultural, and economic factors to ensure a more equitable distribution of benefits for local communities. The ultimate goal is to achieve balanced economic growth alongside the social and environmental well-being of host communities. This entails developing policies and strategies that minimize potential negative consequences (e.g., rising housing costs or cultural alienation) and maximize positive impacts (such as local business development and cultural exchange).

Discussion. The trend of digital nomadism demonstrates persistent growth in popularity, particularly among young professionals motivated by a desire for independence, freedom, and mobility, alongside the enrichment of personal experience through the combination of employment and travel. This trend is substantiated by numerous statistical data and analytical reports.

However, despite its active development and increasing popularization, digital nomadism is currently not recognized by the International Labour Organization (ILO) as a distinct form of remote employment, telework, or labor migration. Furthermore, it is not identified as a significant trend for 2025 in the "World Employment and Social

Outlook. Trends 2025" report (2025). Similarly, Eurostat lacks statistical data on digital nomads, even though European Union countries are actively implementing and issuing specialized visas for this category of workers.

Thus, a significant disparity exists between the rapid growth and popularization of digital nomadism and its official recognition and statistical accounting by key international organizations and governmental bodies. This situation underscores the need for more in-depth research and the integration of digital nomadism into the broader framework of global labor market analysis to adequately reflect its impact and evolving needs.

Conclusions. The study of the digital nomadism phenomenon has revealed it not merely as a new form of employment but as a transformative paradigm in the global labor market, emerging under the influence of digitalization and the evolution of remote work. It represents a distinct form of international labor migration, embodying a lifestyle narrative founded on freedoms.

The analysis of statistical data has enabled the formation of a generalized profile of digital nomads: they are predominantly young, highly educated professionals working in the technology, consulting, finance, and creative sectors. Their primary motivations include a desire for flexibility, freedom, work-life balance, and the opportunity to combine professional activities with travel and enriching life experiences. They demonstrate high productivity and adaptability, making them an attractive segment of the workforce.

The selection of a destination for digital nomads is a crucial process based on a unique combination of various criteria. The main factors include the presence of professional and technological infrastructure, the economic attractiveness of the territory, social aspects and community, quality of life and leisure, accessibility and safety, and cultural integration.

The implementation of specialized digital nomad visas has been a critically important step in resolving legal and tax uncertainties, granting them legal status and access to certain resident benefits in host countries. This demonstrates a mutual benefit: nomads stimulate the local economy without occupying traditional jobs, while countries gain an influx of qualified professionals and investments.

Despite its significant potential and growing number of participants, digital nomadism faces insufficient official recognition and accounting by leading international organizations. This disparity between the real scale of the phenomenon and its statistical representation underscores the necessity of a more holistic and inclusive approach. Future research and policies should consider socioeconomic and cultural factors, striving for a fair distribution of benefits and ensuring balanced economic growth alongside the social and environmental well-being of local communities. This will enable the integration of digital nomadism as a full-fledged and sustainable component of the global labor market.

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