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**We are hiring the services of a Chilean who will offer his services online from Chile, but really his functions are identical to those of other collaborators we have here in the Dominican Republic. How do we register him in the social security and pay him through payroll?**

That person, even though he/she is doing a job identical to that of other collaborators in Dominican territory, is not agreeing with you (from the legal point of view) an employment contract governed by Dominican laws, for the simple reason that it is a universally accepted principle that labor laws are territorial in nature; that is, the labor laws that apply to an employment contract are those of the place where the contract is executed. And in this case, the work is being performed in Chile, even though the payment is being made by a company in the DR.

The most practical thing, for your Dominican company, is that the payments to that person are booked as independent professional services, and fiscally as international expenses, paying - in Dominican Republic - the taxes that correspond to that type of expenses.

It would not be possible to pay him as part of the personnel payroll, nor would it be possible to affiliate him to the Dominican social security, unless he

comes to the DR, makes all the necessary arrangements, is issued a work visa, and then returns to Chile and works from there.

On the other hand, it does not seem feasible for a Dominican company to be registered as an employer within the Chilean social security system; in other words, it does not seem feasible to me that an employment contract can be agreed upon in Chile with a Dominican company that does not have operations and registrations in Chile.