

## **SLOWMADISM AS AN EVOLUTIONARY FORM OF DIGITAL NOMADISM. IMPLICATIONS FOR MANAGING THE DEVELOPMENT OF TERRITORIAL UNITS**

Aleksandra SZTUK

Wroclaw University of Economics and Business; [aleksandra.sztuk@ue.wroc.pl](mailto:aleksandra.sztuk@ue.wroc.pl), ORCID: 0000-0002-1845-0363

**Purpose:** This article aims to present the phenomenon of slowmadism and the results of empirical research related to identifying city characteristics that influence decisions to stay longer in a destination. The paper sheds light on a better understanding of the evolving form of digital nomadism, which involves longer stays and better integration into the city's local culture.

**Design/methodology/approach:** A qualitative study was conducted using semi-structured interviews. Twenty digital nomads participated in the study, all of whom had stayed in a single destination for more than three months at least once during their nomadic lifestyle. All digital nomads participated in the study remotely, via social media messaging.

**Findings:** Nearly every second respondent highlighted the importance of friendly locals and a welcoming local community, which enabled them to build relationships and feel a sense of belonging. Economic factors such as affordable prices and accessibility were equally frequently cited. Social and economic aspects are the most important determinants of longer stays among the surveyed digital nomads. Furthermore, digital nomads choose Asia as the main continent for more extended stays. More than half of the respondents declared that their longest stay was in an Asian city.

**Research limitations/implications:** The most significant limitation of the study is the remote nature of the interviews, which could have influenced both the process of interpretation of the obtained data by the researcher and the level of authenticity and credibility of the respondents' statements.

**Practical implications:** City authorities seeking to attract digital nomads for more extended stays should use their marketing efforts to shape the image of a space with reasonable living costs, that is open, and culturally friendly. At the same time, it is crucial to strengthen the local identity and culture, which form the foundation of a city's unique and authentic image.

**Originality/value:** The research findings enhance the understanding of why digital nomads choose to extend their stay in a destination, an aspect that has been insufficiently explored empirically.

**Keywords:** slowmadism, digital nomadism, digital nomads, nomads destinations.

**Category of the paper:** Research paper.

## 1. Introduction

Digital nomadism has quickly transformed from a niche phenomenon into a global trend. Currently, there are approximately 40 million digital nomads worldwide, with this number steadily increasing (Kumar, 2025). Although the concept of combining remote work with travel emerged in the late 1990s (Makimoto, Manners, 1997), it is only since 2020 that this phenomenon has seen dynamic growth among both nomads and the academic community (Cook, 2023). In recent years, researchers have increasingly attempted to analyze digital nomadism from an interdisciplinary perspective. The scientific community is focusing on the impact of this trend on local economies, urban communities, and the behavioral patterns of remote mobile workers.

A relatively new and under-explored concept in the scientific literature is "slowmadism", which refers to the concept of nomadism, considered an evolutionary form of digital nomadism (Baptista, 2024). Although digital nomads, by definition, prefer longer stays in a given location than tourists and typically spend one to three months in one place, recent research indicates that some of them consciously choose a more extended stay in one destination, thus distinguishing themselves from the more mobile representatives of this group (Sztuk, 2025).

The phenomenon of slowmadism has not yet been directly empirically studied. Therefore, the goal of this article is to identify the city characteristics that influence digital nomads' decisions to stay in a given location beyond the generally accepted three-month period. To this end, a qualitative study was conducted based on semi-structured individual interviews with digital nomads who had decided to extend their stays in selected destinations. The obtained results allow for a better understanding of the motivations of this group and identify factors contributing to the development of slowmadism.

## 2. Theoretical background: digital nomadism and slowmadism

Digital nomadism is a contemporary lifestyle that involves performing professional duties remotely from any chosen location worldwide (Wang et al., 2018). A characteristic feature of this model is frequent relocation, typically every one to three months (Tagliaferri, 2023). Definitions of digital nomadism emphasize high mobility and combining work with travel. The concept of digital nomadism assumes a shift from a traditional lifestyle to one of frequent relocation and the absence of a fixed location.

Digital nomads leverage digital technologies to work remotely, allowing them to complete their tasks from anywhere. They are known for their strong self-discipline and a desire for independence in selecting their work locations (Cook, 2020, 2023). For digital nomads,

the choice of destination is vital, as it significantly affects their work comfort and the overall quality of daily life (Ehn, Jorge, Marques-Pita, 2022).

With the rapid growth in the number of digital nomads, many destinations have begun to modify their marketing strategies in an effort to attract mobile, remote workers (Hannonen, 2020). Cities' interest in attracting digital nomads stems from their potential to promote a positive image of a place, which is an important, intangible resource influencing the attractiveness of territorial units (Gosik, Żelazna-Jochim, 2018). Digital nomads share their experiences on social media and run travel blogs, documenting their daily lives and impressions of the places they visit (Bonneau, Aroles, 2021; Sztuk, 2023). In this way, they contribute to the dissemination of the city's image and strengthen its recognition.

In the literature, digital nomads are described both as a new target group for urban offerings (Sztuk, 2023) and as a new segment of the workforce with specific characteristics in the contemporary labor market (Ersöz, 2024). Their number is expected to continue to grow, not only due to their attractive lifestyle (Kumar, 2025) but also as a result of the ongoing digital transformation of enterprises (Johnson, 2022).

Given that the average stay of a digital nomad in a given destination typically lasts from several to a dozen or so weeks, the slowmadism phenomenon begins around the fourth month of uninterrupted stay in one place. Slowmadism is currently considered a new form of digital nomadism and, at the same time, a distinctive lifestyle (Baptista, 2024). It represents a slower variant of digital worker mobility, enabling them to understand the local culture better, integrate with the community, and establish relationships within social and professional groups.

Practicing slowmadism promotes not only productivity but also social well-being through the opportunity to build relationships and immerse oneself in the everyday life of one's location (Basu, 2024). Compared to traditional digital nomadism, slowmadism allows for a deeper understanding of the cultural and social context of a given territorial unit and an authentic experience of the local rhythm of life (Poulaki et al., 2023). Longer stays also foster the development of one's routine and emotional stability, which can be limited in the classic model of frequent relocation. Despite its numerous advantages, the digital nomad lifestyle presents significant challenges, such as the lack of a permanent home base, the frequent need to adapt to a new environment, and the difficulty of maintaining a regular daily routine (Sztuk, 2025). In this context, slowmadism represents an adaptive form of living that mitigates the adverse effects of excessive mobility.

From an environmental perspective, it is also important that the reduced frequency of travel in the slowmadism model may contribute to reducing the carbon footprint generated by frequent travel (Poulaki et al., 2023). The newly distinguished mobility category of slowmadism indicates that digital nomadism is not homogeneous. However, it encompasses the entire spectrum of forms and intensity of travel combined with remote work (Reichenberger, 2018).

When analyzing the concept of slowmadism in the context of scientific literature, it is worth relating it to the concept of slow tourism. Slow tourism is an alternative model of travel, the opposite of mass tourism (Serdane, Maccarrone-Eaglen, Sharifi, 2020). Its essence is exploring the authenticity of a place, local culture, and identity, and visiting less popular areas and attractions (Valls et al., 2019). Slow tourism allows for a focus on the qualitative, rather than quantitative, aspects of travel. Trips are undertaken less frequently but last longer and are more reflective. This trend, as indicated, is continuing to grow (Balaban, Keller, 2024).

While slowmadism and slow tourism share common assumptions based on the idea of a mindful, authentic experience of space, they differ in the functional purpose of their stay. Those practicing slow tourism do not combine travel with work and return to their permanent residence after their vacation. Digital slow nomads, on the other hand, continue their professional activities remotely during extended stays, and after leaving one location, they move to another destination, maintaining a mobile lifestyle.

### 3. Methods

To identify city characteristics that influence digital nomads' decisions to stay in a given location beyond the generally accepted three-month period, a qualitative approach was used (Creswell, 2013). A semi-structured interview method allows participants to be asked the same questions while also facilitating deeper responses through the use of clarifying questions (Kvale, 2010). In qualitative research, the research sample does not have to meet the requirements of statistical representativeness. Researchers indicate that the minimum number of respondents participating in interviews should be at least 10 or 15 (Atran, Medin, Ross, 2005, p. 753; Mason, 2010, p. 13).

Respondents were recruited through social media platforms, Instagram and Facebook. Digital nomads were invited to participate in the study, which included information about its purpose and nature. The invitation was sent to approximately 100 potential participants. The response rate was approximately 35%. Of those who expressed interest in participating, 13 digital nomads were ultimately excluded from the sample, as their maximum length of stay in a single city was two to three months. Ultimately, 20 digital nomads who had spent more than three months in a given destination participated in the study, which was considered the lower limit for qualifying as slowmadism. Each participant was asked questions about the characteristics of the location that led them to an extended stay. Twenty respondents participated in the study, including 14 men and 6 women, one of whom was a couple traveling together on the same nomadic trip. Additionally, 2 participants indicated more than one place where they stayed for a period exceeding three months during a single travel cycle.

According to the methodology of conducting research interviews, the criterion for terminating the research process is achieving theoretical saturation (Konecki, 2000). Data saturation occurs when new data collection begins and further interviews fail to yield significant new information (Okólska, 2020). In the case of this study, conducted among digital nomads, theoretical saturation was reached after the twentieth interview, at which point the respondent strongly emphasized the importance of the community.

During the analysis of the collected research material, the complex statements made by digital nomads were first condensed into shorter sentences that conveyed the entire meaning of the message. Next, keywords were extracted from each statement, which referred to the characteristics of the place, thereby indicating its unique features. Ultimately, this allowed us to identify the most frequently occurring characteristics of destinations for extended stays by digital nomads. A total of 9 location characteristics were identified, which occurred at least twice and were found to be determinants of extended stays in a given location. These characteristics were then assigned to specific categories, creating 3 factors: economic, environmental, and social/cultural. The study was conducted in the fall of 2025. All respondents were actively leading a nomadic lifestyle at the time of participation, i.e., working remotely while traveling.

#### **4. Results**

Among the twenty digital nomads surveyed, each respondent described the city in which they chose to spend an extended stay (Table 1). Analysis of their responses indicates that for the vast majority of participants (18), this was the only place where they stayed for longer than 3 months during leading a mobile, nomadic lifestyle. 2 individuals declared that they had stayed in the city for more than three months at least twice.

In-depth interviews revealed that the typical stay of digital nomads in a single location is relatively short (1-3 months), and extended stays are usually exceptional. The longest recorded case involved respondent 12, who spent 5 years in one country, traveling between cities and villages in the Lubuskie Voivodeship, spending most of that time in Zielona Góra. This was the longest trip recorded. The shortest extended stay, however, was 4 months. In one case, this involved someone who was still in a given city at the time of the study and was considering extending their stay. Respondents' statements indicate that staying in one place for an extended period was often associated with positive emotions and a sense of belonging due to the city's energy. Digital nomads described these locations as spaces conducive to slowmadism, a lifestyle combining mobility with longer, more reflective stays. Most such trips ranged from 4 to 8 months.

**Table 1.**  
*Cities and reasons visited by digital nomads in slow mode*

	Sex	City	Why - features of the place **	Time
1	M*	Siem Reap	There are no crowds in popular spots for digital nomads. Most people are retired. There are good restaurants, friendly locals, The river is within walking distance, and there are plenty of cafes.	12 months
2	F*	Chiang Mai	Culture, northern Thai food, nice community, everything you need if you need it, healthcare, visas for digital nomads.	11 months
3	M	Hanoi	The food is good, life is peaceful, I enjoy the nightlife, and I've made many good friends here. The climate can be unfavorable, but you can avoid the cold by moving to the other side of Vietnam.	3 years breaks for other trips
4	M	Chiang Mai	Cheap, convenient, fun, lots of places to discover	4 months
5	M	Da nang	I felt very productive here thanks to the beaches and the suitable coworking conditions and atmosphere of the place.	12 months
6	M	Varna	I keep going back there, it's a really good, cheap place to stay.	13 months
7	M	Hanoi	It wasn't a perfect place, but it met all my goals in life at the time: the ability to work remotely, good prices, and an atmosphere.	36 months
8	M	Montevideo	The city has everything I need, and the time zone is between the USA and Europe, very nice and friendly people.	10 months
9	F	Tibilisji	Good prices and short-term rental options compared to other places, mild winters.	6 months
10	C*	Tirana	We fell in love with this country and its culture, its also affordable.	7 months
11	M	Bali	This place is economic, fun, relaxing and safe place.	4 months
12	M	Lubuskie v.	Whole region has delicious food, low prices and is very safe.	5 years
13	M	Bali	Legally, it is friendly to digital nomads, has a great culture and friendly people, and is also a cheap place to stay with delicious food and great weather.	4 months
14	F	Bali Meksyk	I chose both places because of the easy visa procedures. Later, I discovered a community I didn't want to leave.	6 months 10 months
15	M	Sydney	I've found the perfect work-life balance here. The pay is very good, so it's worth saving for future travel.	11 months
16	M	Madryt	History, architecture, I can teach English here in the meantime, there are many students willing.	24 months
17	M	Asuncion	I love this place, the strong economy, the wonderful people, and the incredible tax benefits. In South America, a digital nomad's stay can be extended to up to six months. I can live here for 1500 euros, which is very favorable price.	4 months with extension possibility
18	M	Bangkok	Warm climate, nice people, very polite and sweet, lgbt friendly, Bangkok is big and has literally everything.	8 months
19	F	Kuala Lumpur Belgrad	I was able to learn and do many new things, like attending Latin American nights, expat meetups, and film groups, which allowed me to truly connect with people over the long term. It's all about connecting and building connections with people. There are certain characteristics I consider when choosing a city: affordability, community, and excellent digital infrastructure. Here I learned to dance tango in Belgrade, which meant attending the same school and meeting friends and a small dance community there.	12 months 4 months
20	F	Rome	My length of stay depends on how I feel in a given city. The longer stay, however, stemmed from me trying to stay long enough to truly experience the local culture and energy, which was wonderful.	8 months

\*M: male, F: female, C: couple. \*\* Nomads' statements reduced to the essentials.

Source: own elaboration based on research.

Digital nomads' responses regarding their reasons for staying longer in a given destination were coded. Respondents' complex narratives were first reduced to simple sentences and then to keywords representing specific features and attributes of the destination (table 2).

**Table 2.***The most frequently mentioned city features by digital nomads*

	<b>Feature</b>	<b>Occurrences</b>
1.	Affordable prices	9
2.	Friendly people/hospitable local community	9
3.	Local culture and atmosphere of the place	5
4.	Good food	4
5.	Working conditions /digital infrastructure	4
7.	Simple visa procedures	3
8.	Development/learning opportunities/additional activities	3
9.	Safety	2

Source: own elaboration based on research.

The analysis revealed that nearly every second respondent (9 nomads) emphasized the importance of friendly locals and a welcoming local community, which enabled building relationships and a sense of belonging. Economic factors, such as affordable prices and a favorable cost-to-quality ratio, were equally frequently cited. This can be defined as the overall economic accessibility of a given location. These two groups of social and economic factors are the most important determinants of a longer stay among the digital nomads surveyed. 5 interviews included references to the city's culture and atmosphere, which are significant factors in attracting and extending their stay. Good regional cuisine and suitable working conditions, including developed digital infrastructure and the availability of coworking spaces, were also important factors for 20% of respondents. 3 respondents also cited favorable visa regulations for digital nomads and a sense of productivity and opportunities for personal development in the location. 2 respondents, however, emphasized the importance of security as a prerequisite for extending their stay in a given location.

In relation to the locations where the surveyed digital nomads decided to stay longer in the slowmadism mode, their geographical distribution was analyzed, covering both the country and the continent (Table 3).

**Table 3.***Cities visited by digital nomads in slow mode*

<b>Continent</b>	<b>Country</b>	<b>City/location</b>	<b>Number of indications</b>	<b>Percentage of the total</b>
Asia	1. Thailand	Chiang Mai (2), Bangkok	3	54,5%
	2. Indonesia	Bali	3	
	3. Vietnam	Hanoi (2), Da Nang	3	
	4. Georgia	Tbilisi	1	
	5. Cambodia	Siem Reap	1	
	6. Malaysia	Kuala Lumpur	1	
Europe	1. Albania	Tirana	1	27,3%
	2. Poland	Zielona Góra/Lubelskie v.	1	
	3. Spain	Madrid	1	
	4. Bulgaria	Varna	1	
	5. Serbia	Belgrade	1	
	6. Italy	Rome	1	

Cont. table 3.

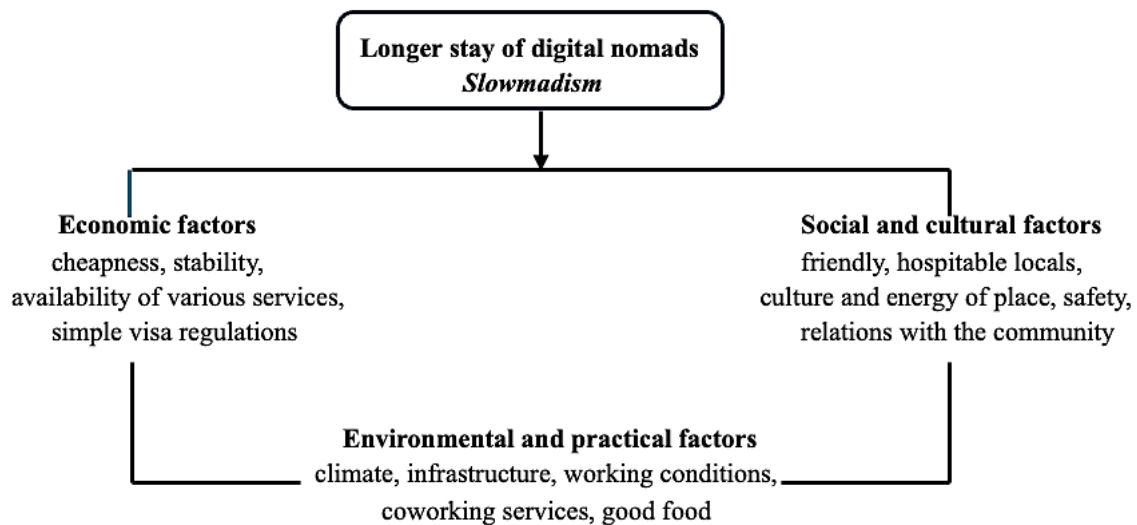
South America	1. Uruguay	Montevideo	1	9,1%
	2. Paraguay	Asuncion	1	
North America	1. Mexico	Mexico City	1	4,5%
Australia	2. Australia	Sydney	1	4,5%

Source: own elaboration based on research.

The results indicate that digital nomads choose Asia as the main continent for more extended stays. Over half of the respondents declared that their longest stay was in an Asian city. Thailand, Indonesia, and Vietnam were among the most frequently mentioned countries, confirming the continued attractiveness of the Southeast Asian region for this group of mobile workers. Bali was the most popular destination (3 responses), followed by Chiang Mai, Thailand (2 responses), and Hanoi, Vietnam (2 responses).

The second most frequently chosen region was Europe, selected by 6 respondents. Unlike Asia, there were no duplicates of the same countries, which may indicate greater diversity of choices within the European continent.

Based on interviews with digital nomads, three main factors influencing the decision to extend their stay in a given location, beyond the typical mobility period of this group, were identified (Fig. 1).



**Figure 1.** Factors influencing slowmadism.

Source: own elaboration based on research.

These factors can be classified as economic, socio-cultural, and environmental-practical. The study results indicate that economic factors (including affordable living costs) and socio-cultural factors (such as a friendly local community and the opportunity to build relationships) strongly influence the decision to stay longer.

## 5. Discussion

So far, there has been no research in the scientific literature examining the factors that influence digital nomads to stay longer than the typical duration in a destination. However, some of the factors identified by respondents in this paper align with location attributes recognized in earlier studies as crucial for attracting traditional digital nomads. The study confirmed previous findings by other authors, indicating that digital nomads are more likely to choose locations that provide favorable conditions for remote work, including fast and stable internet access and coworking infrastructure (Orel, 2021; Lhakard, 2022). This result aligns with the concept of digital work. The duration of stay does not influence the necessity for access to a reliable internet connection in order to perform work duties.

Among cultural factors, significant importance was attributed to the location's atmosphere, local culture, and regional cuisine, strengthening emotional connections with a given space. Furthermore, respondents emphasized the importance of simple visa and administrative procedures, facilitating longer stays in the destination country. Researchers in academic studies have emphasized the significance of visa policies for digital nomads, enabling them to travel frequently and freely. To attract groups of digital nomads, some destinations provide specially tailored visas for mobile workers (Chevtaeva, Denizci-Guillet, 2021). This study shows that having a straightforward visa policy along with the option to extend stays are essential conditions for facilitating slowmadism.

Referring to the concept of slow tourism, the main research topic of the phenomenon was travel motivations and the external and internal factors influencing the desire for slow exploration (Dickinson, Lumsdon, Robbins, 2011). Based on the conducted research, one element influencing both slow tourism and slowmadism is a cultural factor that involves engaging with the lives of local residents (Klarin et al., 2023). Some digital nomads expressed a strong desire to connect with the local community and immerse themselves in the daily routines of its members. This is consistent with the general knowledge about the factors influencing the success of a destination, understood as an area capable of attracting and retaining selected groups of recipients, where the support of the local community is essential (Bornhorst, Brent Ritchie, Sheehan, 2010). Residents are the primary group of co-creators of the city's image, presenting the authenticity and uniqueness of a given place (Casais, Monteiro, 2019).

## 6. Conclusions

Based on the study, several important conclusions can be drawn regarding the factors influencing digital nomads' decisions to extend their stay in a given location. First, one of the most frequently cited reasons is the competitive cost of living. Digital nomads choose cities that allow them to enjoy good living and professional conditions while maintaining relatively low expenses.

Secondly, the friendliness and kindness of residents and the community's openness, which facilitates establishing relationships and building networks, proved equally important. This means that digital nomads are not only looking for places offering attractive working conditions in exotic surroundings, but also for a social anchor. Nomads desire to participate in local life, events, and activities that give them a sense of belonging to a community.

Based on the results, practical implications can be formulated for local authorities and municipal institutions striving to increase the attractiveness of their cities to digital nomads. Primarily, ensuring competitive short-term rental prices and flexible accommodation options is necessary, enabling stays without needing long-term contracts. It is also advisable to support entrepreneurs operating coworking spaces, which provide an important base for remote work. In terms of marketing communications, it is recommended that the city's image be shaped as a place with reasonable living costs, openness, and cultural friendliness. Achieving this goal requires collaboration with local social organizations, which can help build awareness of the benefits of digital nomads for local development. Another important direction for city authorities is strengthening local identity and culture, which form the basis of a city's unique image. Organizing and promoting local events can serve a dual purpose: on the one hand, it strengthens the ties and identity of residents, and on the other, it facilitates contact with local culture and community integration for visitors, including digital nomads.

This study makes a valuable contribution to the knowledge of a new, evolving form of digital nomadism: slowmadism. The constantly growing number of digital nomads and their presence in destinations impacts many aspects of the functioning of territorial units, local economies, and the lives of residents. Therefore, it is crucial to monitor this phenomenon and conduct research regarding this evolving trend. The results presented in this paper may be important for urban planners, sociologists, private businesses as co-creators of urban offerings, and, above all, local city authorities.

The most significant limitation of the study is the remote nature of the interviews, which could have impacted both the researcher's interpretation of the data and the credibility and authenticity of the respondents' statements. It should be emphasized, however, that researching an international group of digital nomads is a demanding undertaking, often dependent on membership in local communities and nomadic groups operating in specific cities.

As a direction for further research on the slowmadism phenomenon, the need to expand analyses to include a quantitative component that would enable estimation of the scale of extended stays by digital nomads and determine the percentage of them who declare a willingness to revisit a similar experience. This would allow for capturing the dynamics and directions of the evolution of the slowmadism trend globally.

## References

1. Atran, S., Medin, D., Ross, N. (2005). The cultural mind: Environmental decision making and cultural modeling within and across populations. *Psychological Review*, Vol. 112, No. 4, pp. 744-776.
2. Balaban, E., Keller, K. (2024). A systematic literature review of slow tourism, *Hungarian Geographical Bulletin*, Vol. 73, No. 3, pp. 303-323. DOI: 10.15201/hungeobull.73.3.6
3. Baptista, C.M. (2024). *Between work and leisure: The digital nomads' profile and drivers to choose Ericeira* (Master's thesis). Portugal: ISCTE–Instituto Universitário de Lisboa.
4. Basu, M. (2024). Tech-driven horizons: Pioneering sustainable tourism for environmental resilience and SDGs triumph. In: P. Singh, S. Daga, K. Yadav, A. Jain (Eds.), *The need for sustainable tourism in an era of global climate change: Pathway to a greener future* (pp. 215-247). Emerald Publishing Limited.
5. Bonneau, C., Aroles, J. (2021). Digital Nomads: A new form of leisure class? In: J. Aroles, F.-X. de Vaujany, K. Dale (Eds.), *Experiencing the new world of work* (pp. 157-177). Cambridge University Press.
6. Bornhorst, T., Brent Ritchie, J.R., Sheehan, L. (2010). Determinants of tourism success for DMOs and destinations: an empirical examination of stakeholders' perspectives. *Tourism Management*, Vol. 31, No. 5, pp. 572-589.
7. Casais, B., Monteiro, P. (2019). Residents' involvement in city brand co-creation and their perceptions of city brand identity: a case study in Porto. *Place Branding and Public Diplomacy*, Vol. 15, No. 4, pp. 229-237.
8. Chevtaeva, E., Denizci-Guillet, B. (2021). Digital nomads' lifestyles and coworkation. *Journal of Destination Marketing & Management*, Vol. 21 (July) 100633.
9. Cook, D. (2020). The freedom trap: Digital nomads and the use of disciplining practices to manage work/leisure boundaries. *Information Technology & Tourism*, Vol. 22, pp. 355-390.
10. Cook, D. (2023). What is a digital nomad? Definition and taxonomy in the era of mainstream remote work. *World Leisure Journal*, Vol. 65, No. 2, pp. 256-275.
11. Creswell, J.W. (2013). *Projektowanie badań naukowych. Metody jakościowe, ilościowe i mieszane*. Kraków: Wydawnictwo Uniwersytetu Jagiellońskiego.

12. Dickinson, J.E., Lumsdon, L.M., Robbins, D. (2011). Slow travel: Issues for tourism and climate change. *Journal of Sustainable Tourism, Vol. 19, No. 3*, pp. 281-300.
13. Ehn, K., Jorge, A., Marques-Pita, M. (2022). Digital nomads and the Covid-19 pandemic: Narratives about relocation in a time of lockdowns and reduced mobility. *Social Media + Society, Vol. 8, No. 1*, pp. 1-11, doi: <https://doi.org/10.1177/20563051221084958>
14. Ersöz, B. (2024). Removing the boundaries of flexibility: A critical evaluation on digital nomadism. *Sosyal Bilimler Araştırmaları Dergisi, Vol. 19, No. 2*, pp. 241-252, doi: <https://doi.org/10.48145/gopsbad.1540618>
15. Gosik, B., Żelazna-Jochim, D. (2018). Tworzenie pozytywnego wizerunku miejsca będącego elementem strategii marketingowej miasta – na przykładzie Tomaszowa Mazowieckiego. *Zeszyty Naukowe WSH Zarządzanie, Vol. 3*, pp. 331-342.
16. Hannonen, O. (2020). In search of a digital nomad: Defining the phenomenon. *Information Technology & Tourism, Vol. 22*, pp. 335-353, doi: 10.1007/s40558-020-00177-z
17. Johnson, P. (2022). Are digital nomads harming the world? *XOLO Blog*. Retrieved from: <https://blog.xolo.io/are-digital-nomads-harming-the-world>, 05.10.2025.
18. Klarin, A., Park, E., Xiao, Q., Kim, S. (2023). Time to transform the way we travel?: A conceptual framework for slow tourism and travel research. *Tourism Management Perspectives, Vol. 46*, 101100.
19. Konecki, K. (2000). *Studia z metodologii badań jakościowych. Teoria ugruntowana*. Warszawa: PWN.
20. Kumar, N. (2025). 49 digital nomad statistics 2025 – salary data & facts. *DemandSage*. Retrieved from: <https://www.demandsage.com/digital-nomads-statistics>, 02.10.2025.
21. Kvale, S. (2010). *Prowadzenie wywiadów*. PWN.
22. Lhakard, P. (2022). Destination city for digital nomad's in Thailand: A case study of digital nomad community in Chiang Mai. *Journal of Humanities and Social Sciences Studies, Vol. 4, No. 1*, pp. 178-188, doi: 10.32996/jhsss.2022.4.1.18
23. Makimoto, T., Manners, D. (1997). *Digital nomad*. Chichester: Wiley.
24. Mason, M. (2010). Sample size and saturation in PhD studies using qualitative interviews. *Forum: Qualitative Social Research, Vol. 11, No. 3*, pp. 1-19, doi: <https://doi.org/10.17169/fqs-11.3.1428>
25. Okólska, K. (2020). Teoretyczne nasycenie w badaniach wykorzystujących procedury metodologii teorii ugruntowanej – z doświadczeń młodego badacza. *Parezja. Forum Młodych Pedagogów Przy Komitecie Nauk Pedagogicznych PAN, Vol. 14, No. 2*, pp. 83-91.
26. Orel, M. (2021). Life is better in flip flops: Digital nomads and their transformational travels to Thailand. *International Journal of Culture Tourism and Hospitality Research, Vol. 15, No. 1*, pp. 3-9.

27. Poulaki, I., Mavragani, E., Kaziani, A., Chatzimichali, E. (2023). Digital Nomads: Advances in Hospitality and Destination Attractiveness. *Tourism and Hospitality, Vol. 4, No. 3*, pp. 483-498, doi: <https://doi.org/10.3390/tourhosp4030030>
28. Reichenberger, I. (2018). Digital nomads: A quest for holistic freedom in work and leisure. *Annals of Leisure Research, Vol. 21, No. 3*, pp. 364-380.
29. Serdane, Z., Maccarrone-Eaglen, A. and Sharifi, S. (2020). Conceptualising slow tourism: A perspective from Latvia. *Tourism Recreation Research, Vol. 45, No. 3*, pp. 337-350, doi: <https://doi.org/10.1080/02508281.2020.1726614>
30. Sztuk, A. (2023). Cities' attractiveness factors from the perspective of digital nomads. *Scientific Papers of Silesian University of Technology: Organization and Management Series, Vol. 174*, pp. 323-336, doi: <http://dx.doi.org/10.29119/1641-3466.2023.174.23>
31. Sztuk, A. (2025). The feminine dimension of digital nomadism: A qualitative analysis of nomadic women's experiences. *Economics of the 21st Century, Vol. 28*, pp. 30-39.
32. Tagliaferri, C. (2023). 45+ exciting statistics about digital nomads in 2023. *Think Remote*. Retrieved from: <https://thinkremote.com/digital-nomad-statistics/>, 12.10.2025.
33. Valls, J.-F., Mota, L., Vieira, S.C.F., Santos, R. (2019). Opportunities for Slow Tourism in Madeira. *Sustainability, Vol. 11, No. 17*, 4534, doi: <https://doi.org/10.3390/su11174534>
34. Wang, B., Schlagwein, D., Cecez-Kecmanovic, D., Cahalane, M. (2018). Digital work and high-tech wanderers: Three theoretical framings and a research agenda for digital nomadism. *Proceedings of the Australian Conference on Information Systems*. Sydney, Australia, doi: <https://doi.org/10.5130/acis2018.bl>