

BENCHMARK STUDY WORK LOCATION FLEXIBILITY

Sirva's Work Location Flexibility Benchmark Study compared the current and evolving practices of 17 global organizations, providing insights and trends on how they are approaching and adapting to new global workforce models. The study focused on **International Temporary Remote Work, Permanent Remote Work, and Hybrid Remote Work** models, and how regulatory challenges and role definitions are critical to the administration of remote work programs.

Travel Coverage



93%

will not cover travel costs if the employee has relocated outside of a reasonable commutable distance of the work location



20%

offer travel reimbursement or an allowance based on special approved situations or deferred relocations

International Temporary Remote Work

Temporary remote work that crosses international borders can be complex, and organizations need to evaluate risks to ensure employees are compliant.

76% have international temporary remote activity
Of those, 77% have an active population and a formal program or guidelines in place

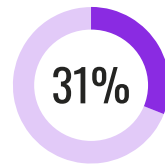
Top Drivers

Attract and retain talent – 70%

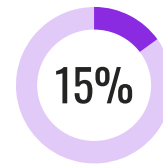
Provide employee flexibility – 50%

Duration & Frequency Parameters

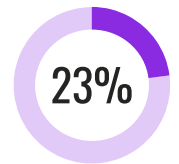
For respondents that have active international temporary remote workers, responses to maximum durations (often contingent upon the request, location, role, and tax and immigration circumstances) include:



Not defined/
case-by-case



30 Days



60 Days

Compliance & Limitations

Organizations realize the international complexities of temporary remote working arrangements, and most are unwilling to assume the cost and the risk. Organizations with formalized programs have employee requirements and a “vetting” process in place for authorization and international requests.

59% have a formalized approach to international temporary remote work

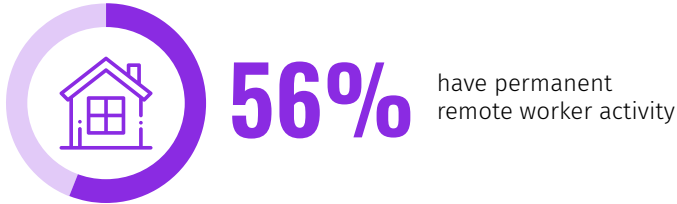
Of those, all:

- Have a vetting process that includes legal, tax, and immigration
- Require a legal presence in the location being requested
- Require the employee has the “right to work” in the particular location and must comply with any tax regulations
- Say the employee is responsible for any costs incurred to meet these obligations



Permanent Remote Work

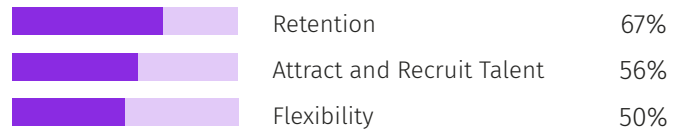
Permanent remote work opportunities have become a key benefit for employees, and full-time remote work is still something many organizations are weighing.



Top Areas of Support for Remote Workers

Travel to office for approved remote work	100%
Case-by-case/negotiations of benefits	44%
Allowance/stipend/reimbursement for home office	22%
Fixed one-time sum or reimbursement	22%

Top 3 Drivers of Permanent Remote Work



Anticipated Changes

Companies that indicated they have fully remote work opportunities anticipate changes in the next 6- to 24-months to include further:

- Exploration of global opportunities within their organization
- Internal discussion around defining fully remote work
- Development of formal guidelines for a more consistent program

Hybrid Work

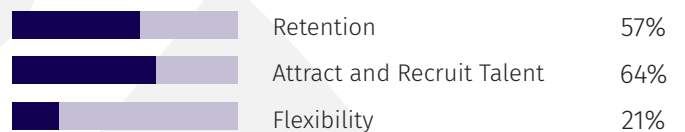
A hybrid work model provides for employee flexibility while still allowing for in-office interaction and collaboration valued by many organizations.



Top Areas of Support for Remote Workers

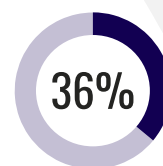
Allowance/stipend/reimbursement for home office	21%
Fixed one-time sum or reimbursement	14%

Top 3 Drivers of Hybrid Program

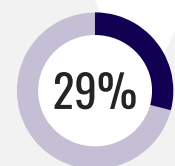


Other drivers include: health/wellness, development, DEIB, global growth, and business need

Duration/Frequency of Office vs. Remote Work Determined by



Manager



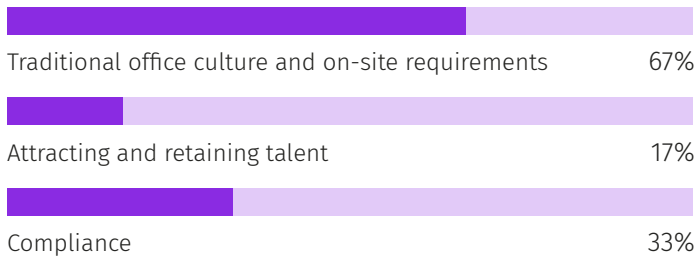
Business unit or work group/team



Global Recruiting

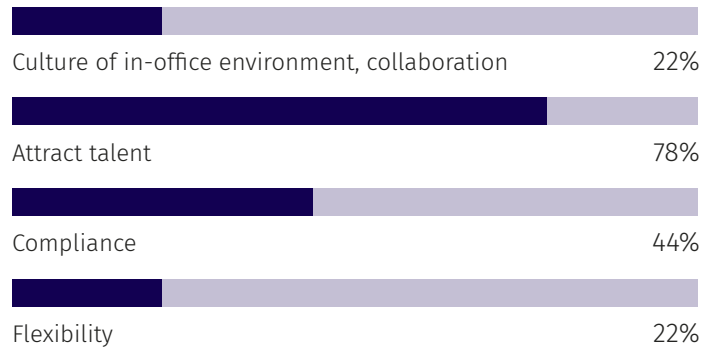
Of organizations **without remote work options, 40% do not have global recruiting**, nor do they typically support remote working arrangements globally

Main Drivers of this Approach



Of organizations **with remote work options, 60% indicate that they have a global recruiting approach in place** for specific roles/talent or on a regional or case-by-case basis for special talent needs.

Main Drivers of this Approach



Summary

Establishing a remote work approach, either temporarily or permanently, can offer benefits to employees and organizations, but it also comes with a set of challenges that can increase in complexity as the scope and definition of remote work expands. Careful planning is key when developing a framework for a remote worker population.

Workforce management approaches will vary from company to company, but it is important to design and document a program with clear and comprehensive guidelines and a focus on location-specific compliance issues.

For more information on trends in remote work, and how we can help you ensure you have a remote work model that works for your organization, please contact Sirva Global Advisory Services at globaladvisoryservices@sirva.com.