

PwC launched a global survey to understand how companies are planning their remote work arrangement policies and adapt to the changing needs of their workforce.

The survey was open for one week from July 23 to August 3, 2020 and over 300 companies participated.



The Future of Remote Work | Highlights

Enabling remote work arrangements

51% of companies are already **set up or are in the process of enabling domestic and international remote work arrangements**, with 17% exploring how to make it possible. Only 19% do not anticipate adopting remote work as the new norm.

Top three priorities of enabling remote work arrangements are: **health and safety of their employees (70%)**, **enhancing the employee experience (65%)** and **attract/retain key talent (60%)**

Majority of companies are anticipating their remote workers to **have an access to an office**, with **45% not requiring employees to go into the office** and 21% anticipating a hybrid approach between remote work and office work days

Remote work arrangement policies



53% of companies currently have remote work arrangement policies, and more than **50% of companies with no policy anticipate that they will implement a remote work arrangement policy by the end of 2020**



Majority of companies are restricting roles and locations, with **more than 70% requiring the employee to have the right to work** in that location and location restriction based on entity presence



80% of companies are not making any salary adjustments during the remote work arrangement period

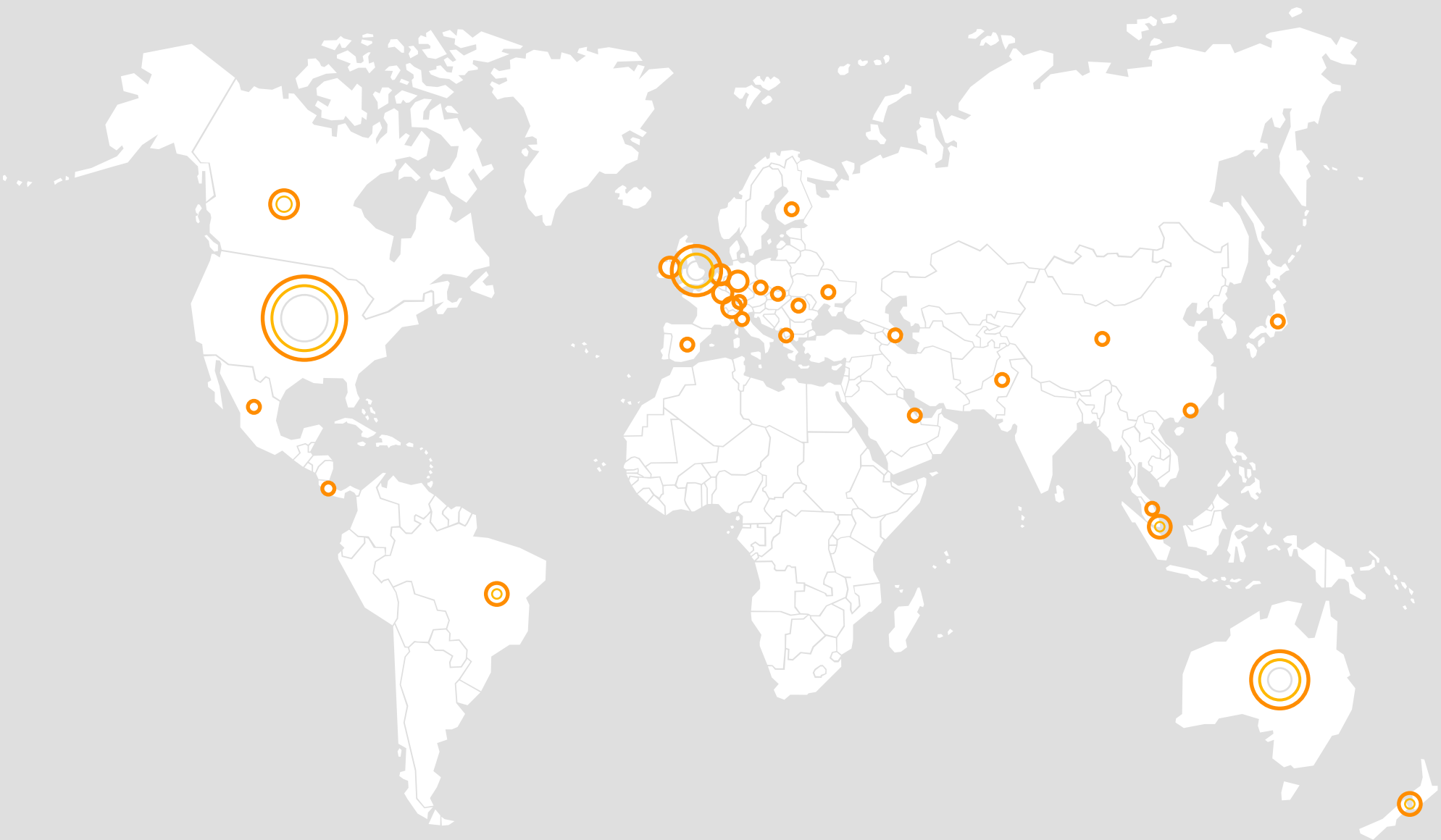


Over half of the respondents are **not providing any allowances, reimbursements or mobility support**, including tax support for a remote work arrangement



More than 60% of companies are **not adjusting for tax withholding or providing tax compliance support**; 32% of respondents anticipate to continue compensating their employees based on their home work location, regardless of where they physically work

Survey Demographics



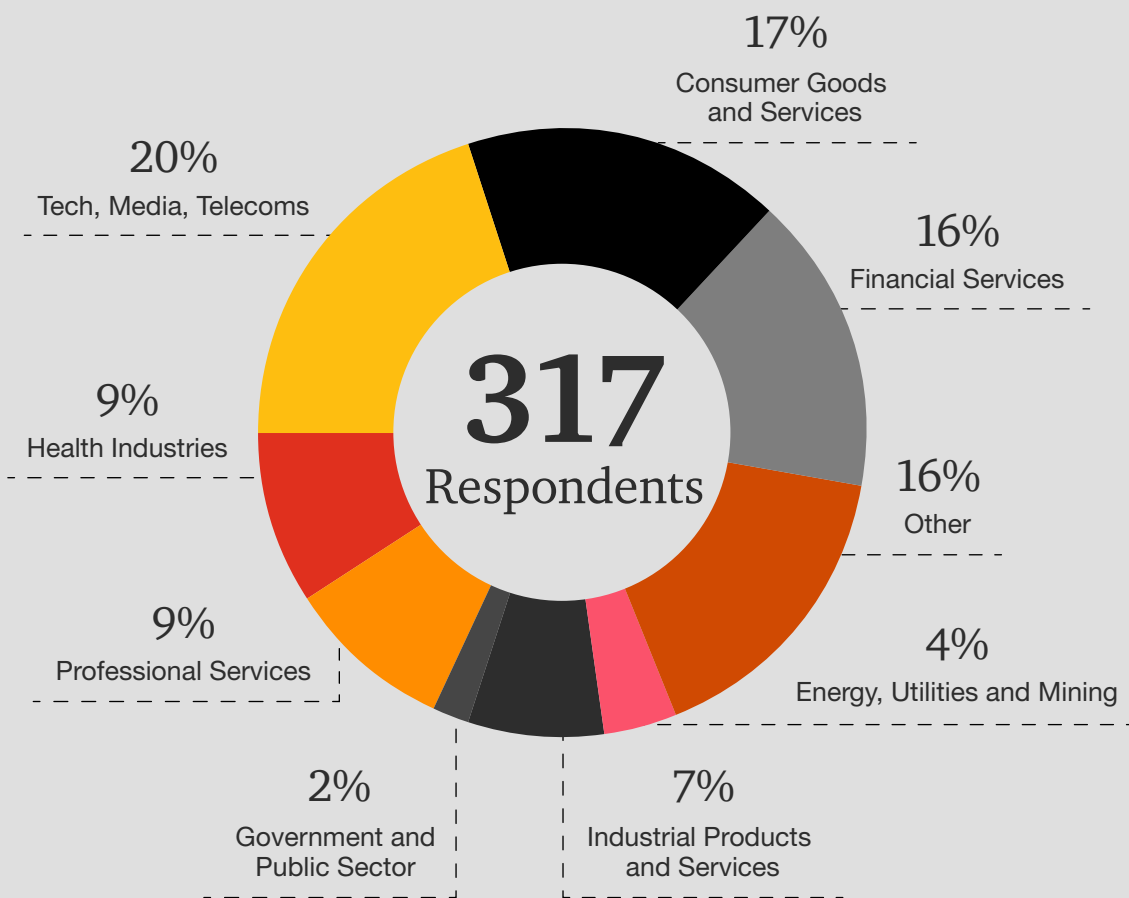
Survey Respondent Location

- Afghanistan
- Albania
- Australia
- Austria
- Azerbaijan
- Bahrain
- Belgium
- Brazil
- Canada
- China
- Costa Rica
- Finland
- Germany
- Hong Kong (S.A.R.)
- Hungary
- India
- Ireland
- Italy
- Japan
- Liechtenstein
- Malaysia
- Mexico
- Netherlands
- New Zealand
- Romania
- Singapore
- Spain
- Switzerland
- Ukraine
- United Kingdom
- United States of America

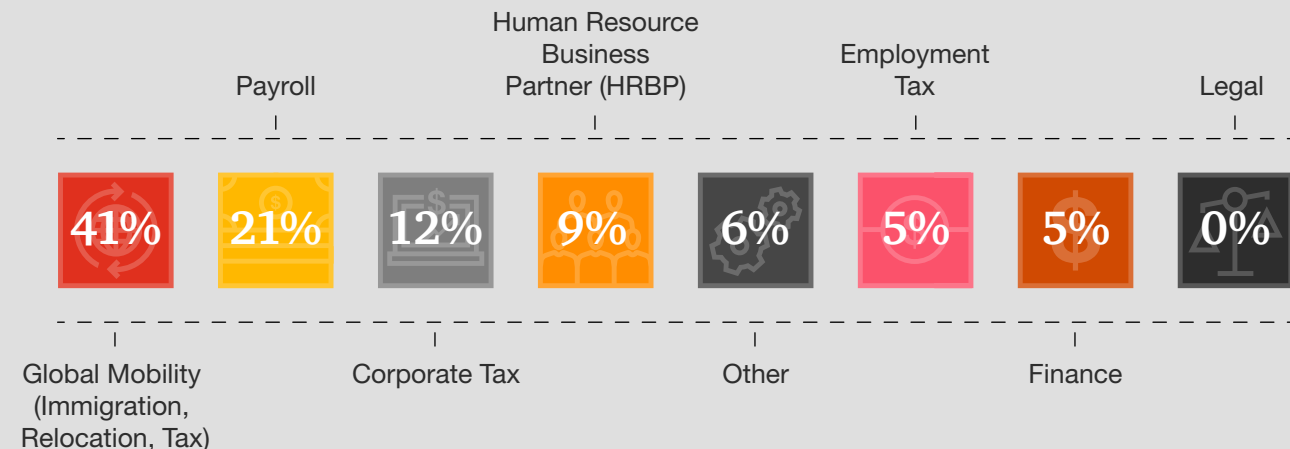
Survey Demographics



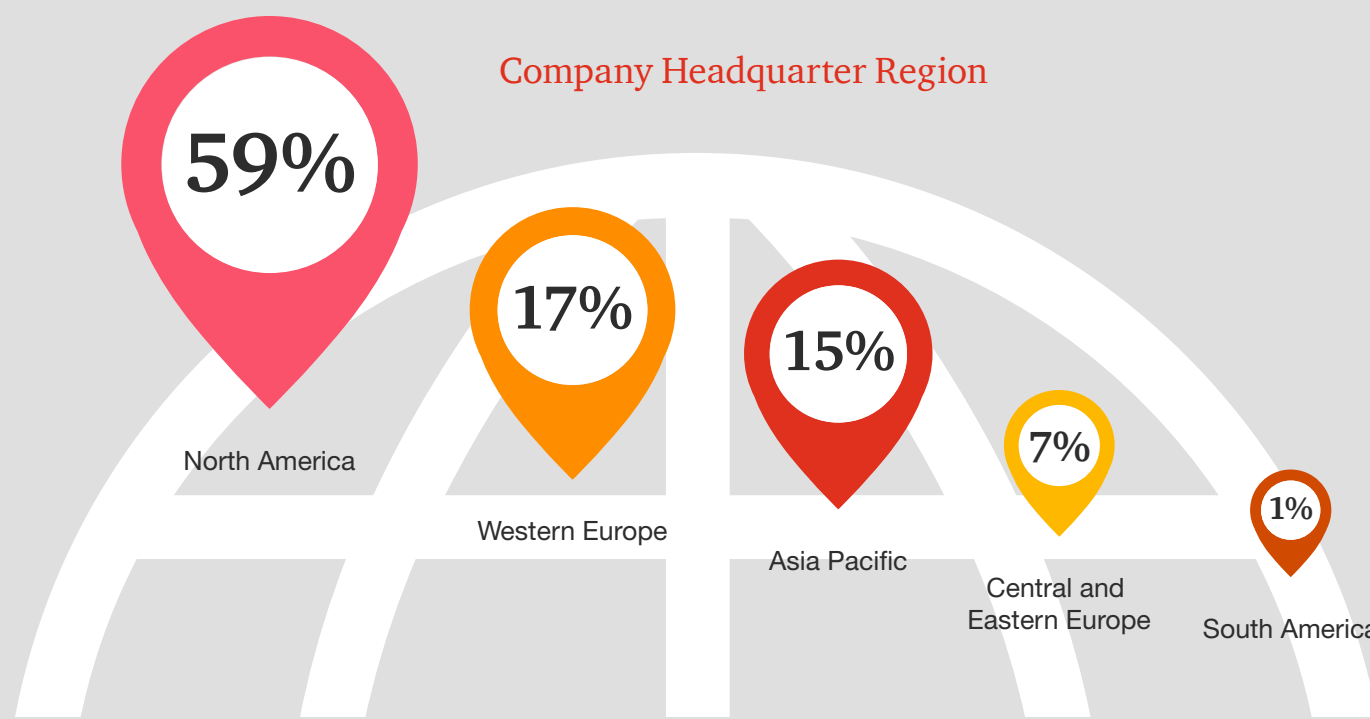
Industry Sector



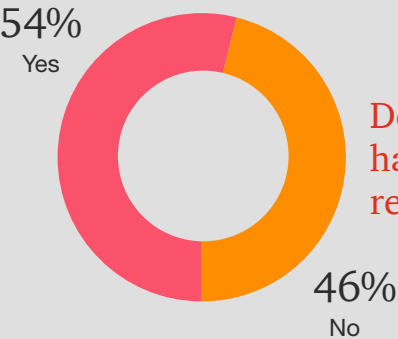
Respondent Role



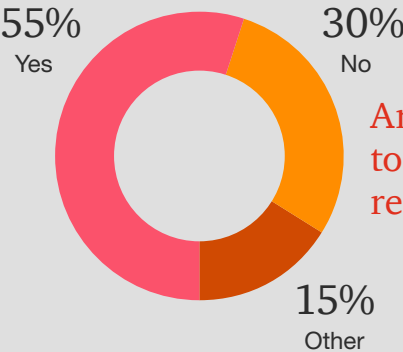
Company Headquarter Region



Definition of Remote Work



Does your organization have a policy for remote work?



Are you planning to implement a remote work policy?

Planning for remote work arrangements

55% of companies with no remote work policy anticipate to implement a remote work policy, while 15% are in the process of reviewing remote work arrangement options.



Organizations define remote work as “Employees working outside of their home office or work location...”



46%

without any cross border movement, i.e. work remotely within the same home office or work location only.



28%

with cross border movement within the same country (domestic) and/or another country (international).



17%

with cross border movement within the same country (domestic) only.



7%

once the employee moves out of their designated home work location tax jurisdiction.



2%

other



1%

once a certain radius threshold is met.

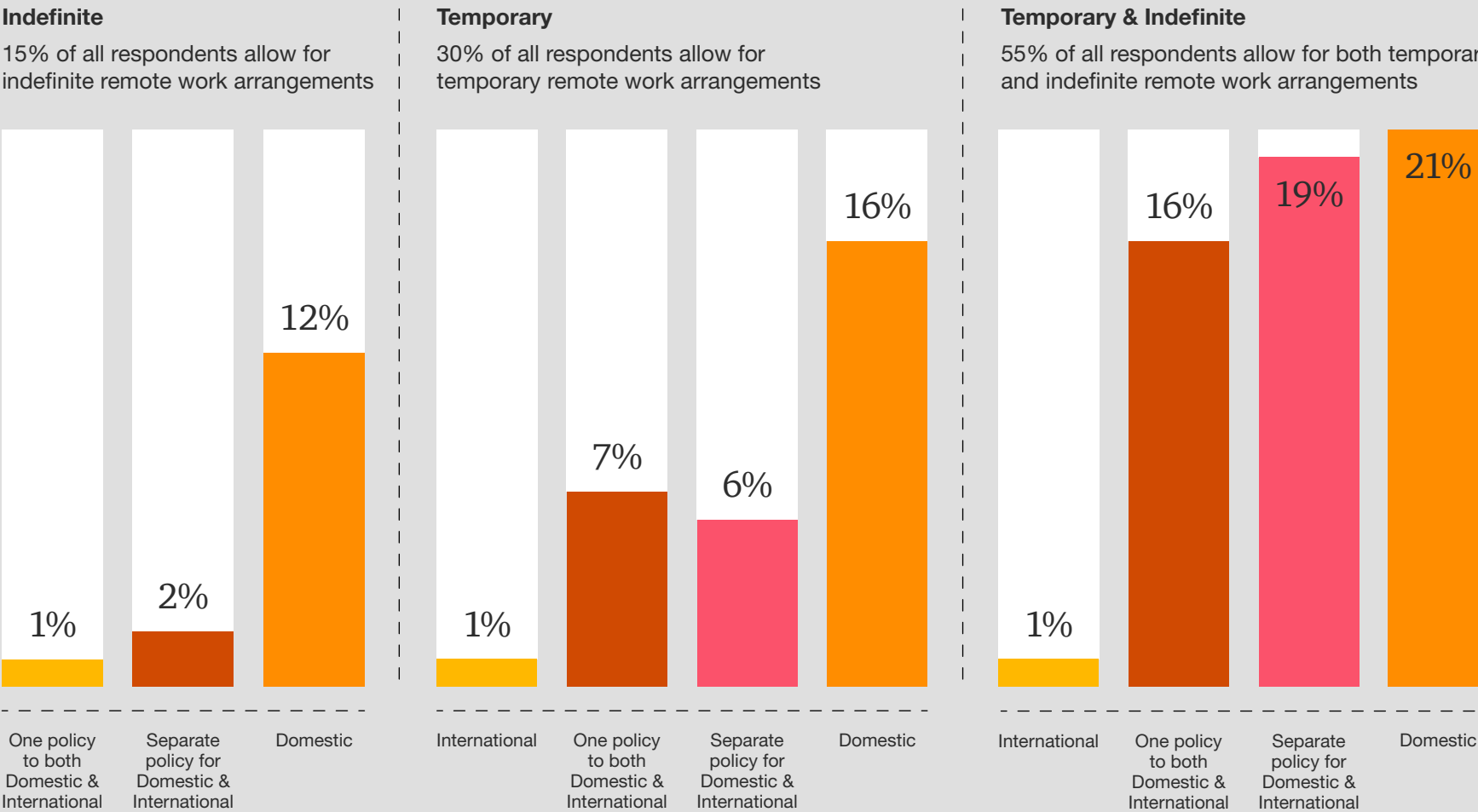
Organizations with Remote Work Policy

54% of the respondents have implemented a policy for remote work arrangements. This page represents organizations that have a remote work policy.

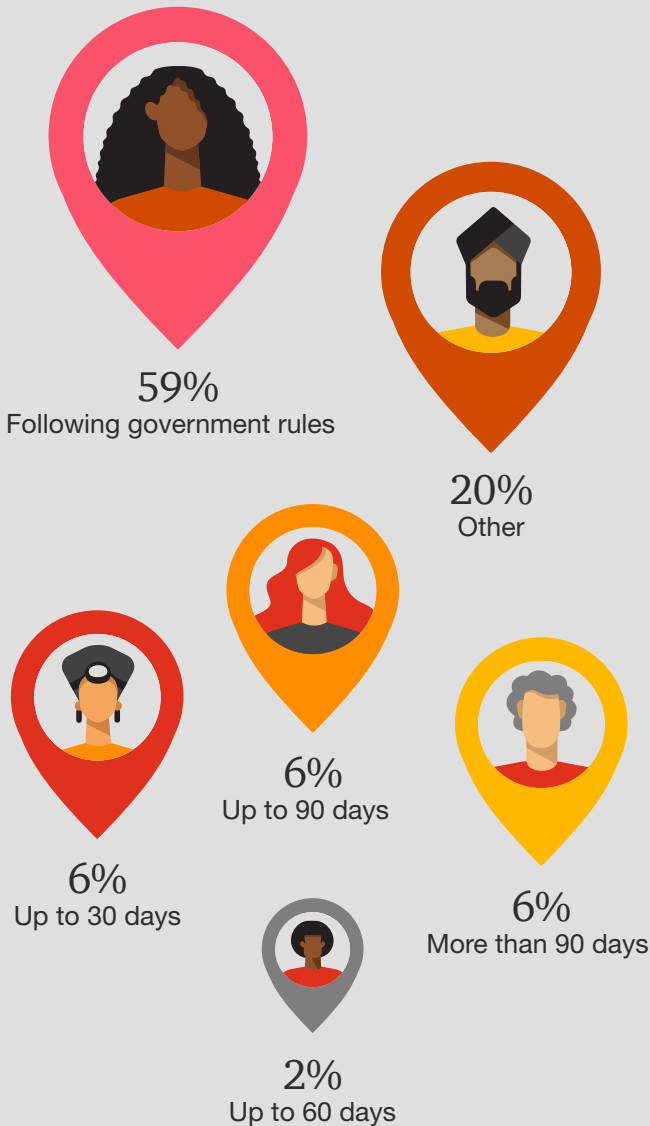


Organizations are following governing authority recommendations in determining the allowable duration for temporary remote work arrangements. 20% of organizations who have not defined the duration allowed for a temporary remote work arrangement are in the process of defining their return to work strategy and reviewing remote work arrangements on a case by case basis.

What is the maximum duration allowed for a temporary remote work arrangement?



What is your company's current remote work arrangement policy?

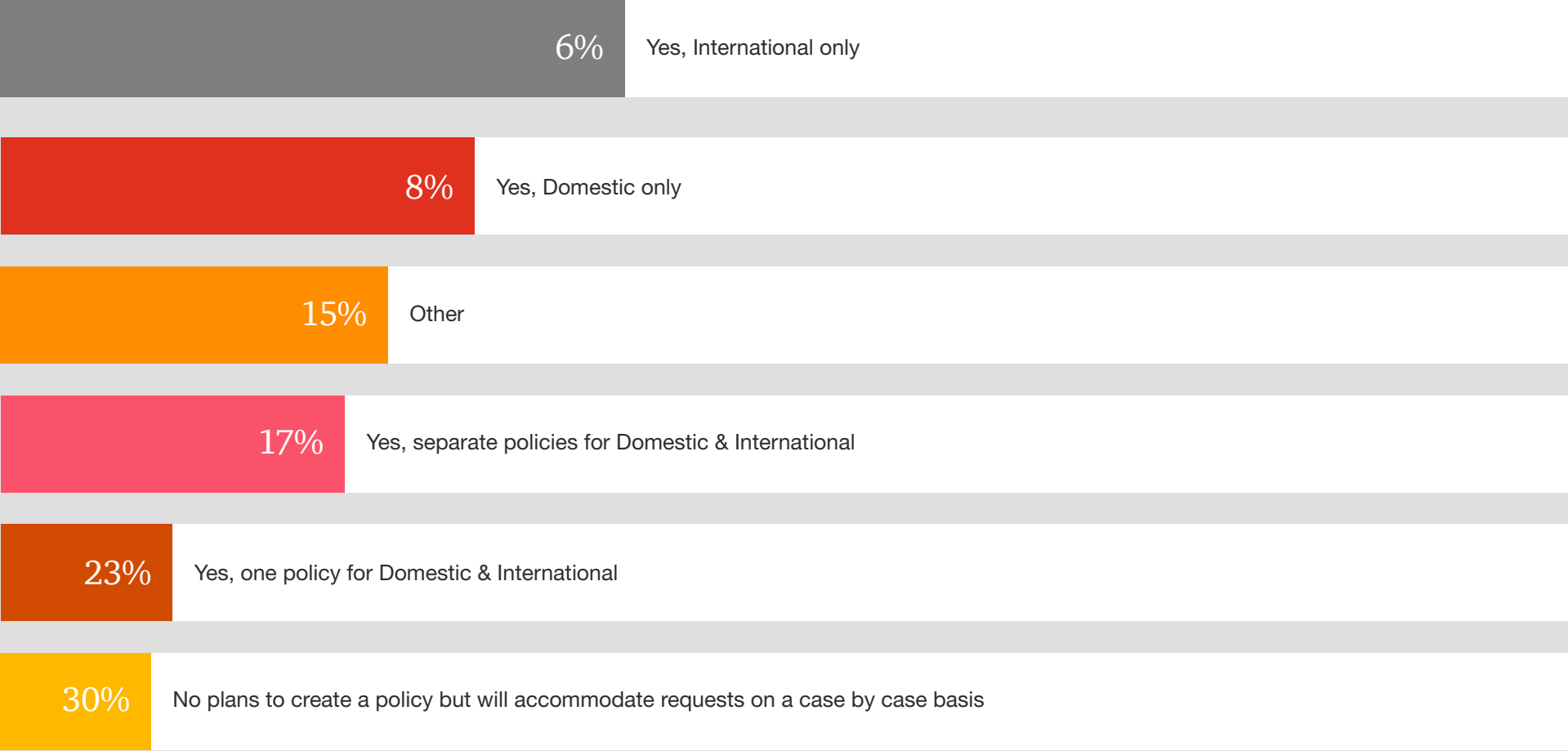


Organizations planning to implement Remote Work Policy

55% of the respondents that currently do not have a remote work policy are planning to implement one in the near future. This page represents the survey results of the organizations that are planning to have a policy for remote work arrangement.



Does your organization plan to have a remote work policy?



54% of companies are planning to implement a remote work arrangement policy:

6% for international remote work arrangements only

8% for domestic remote work arrangements only

17% with separate policies for domestic and international remote work arrangements

23% with one global policy for domestic and international remote work arrangements

30% of companies are not planning to create a policy but will accommodate requests on a case by case basis.

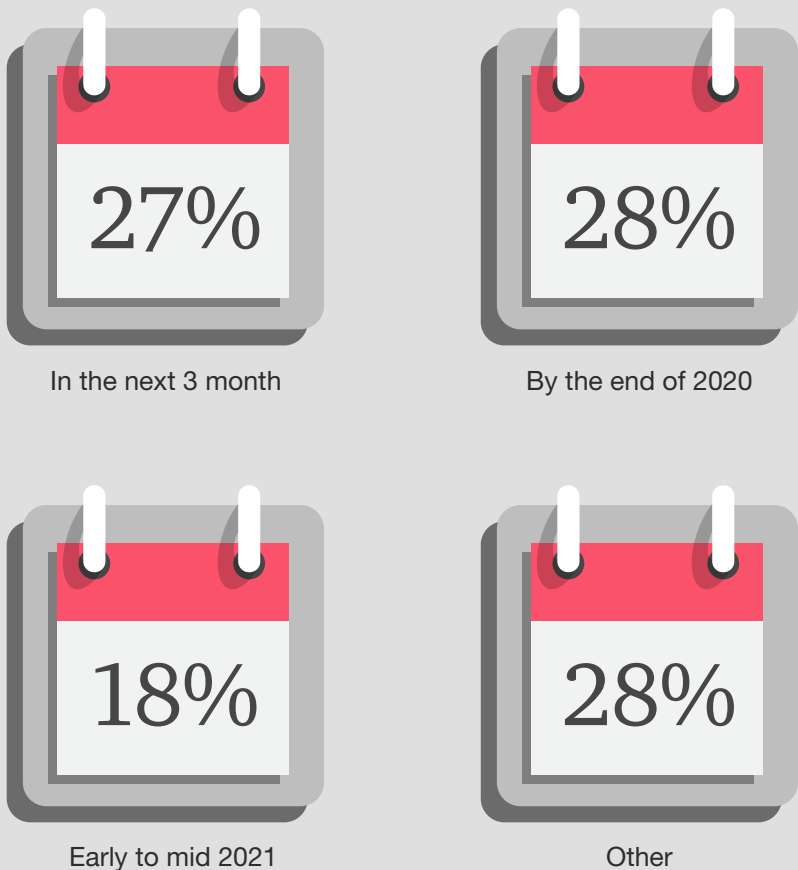
Majority of the 15% of companies that responded as “Other” note that creating a policy is still undetermined at this time.

Organizations planning to implement Remote Work Policy

55% of the respondents that currently do not have a remote work policy are planning to implement one in the near future. This page represents the survey results of the organizations that are planning to have a policy for remote work arrangement.



Timeline for implementing the remote work policy

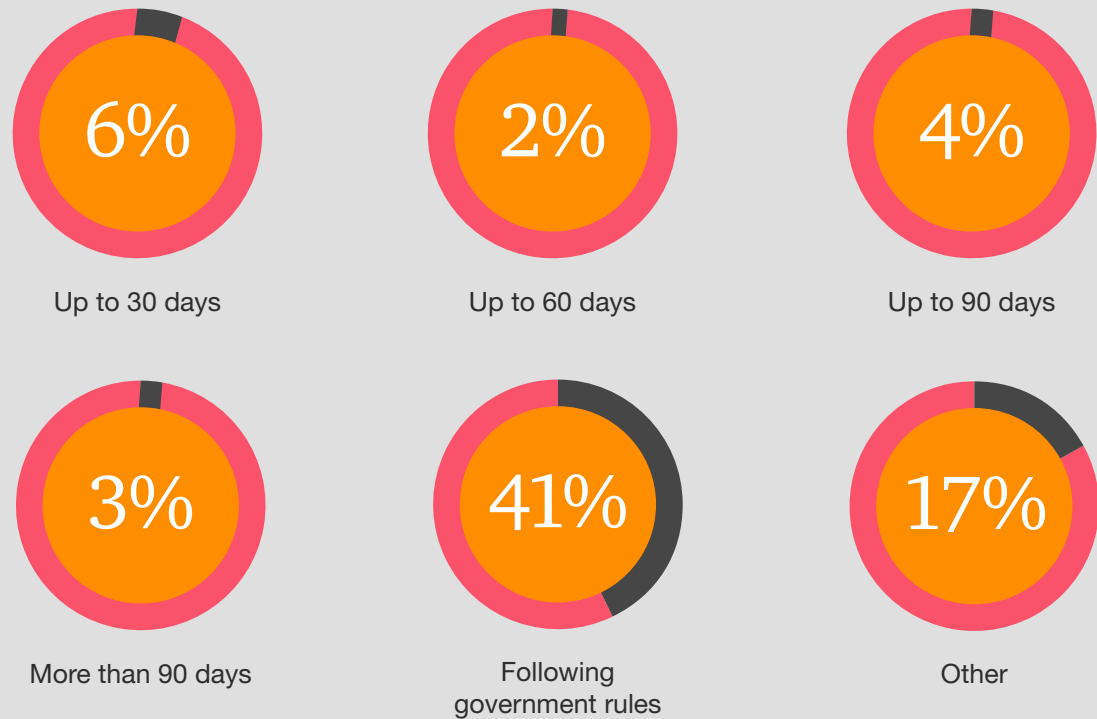


Majority of the companies that responded as “Other” note that implementing the remote work arrangement policy is still in discussion and undetermined.

What is the duration allowed for a temporary remote work arrangement?

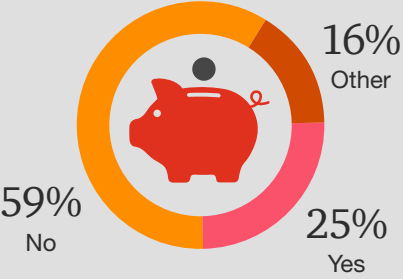


What is the anticipated duration for a temporary remote work arrangement that your organization would allow?

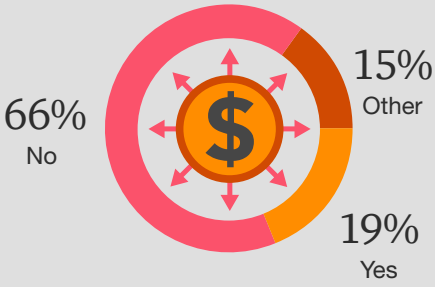


Remote Work Policy Specifics | Allowances and Benefits

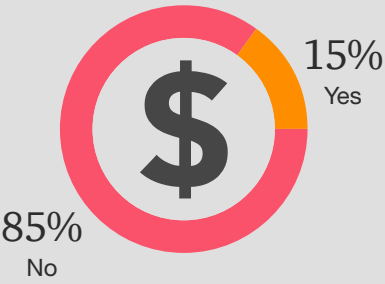
Do you adjust for tax withholding during remote work period?



Do you provide tax compliance services for the remote work period?



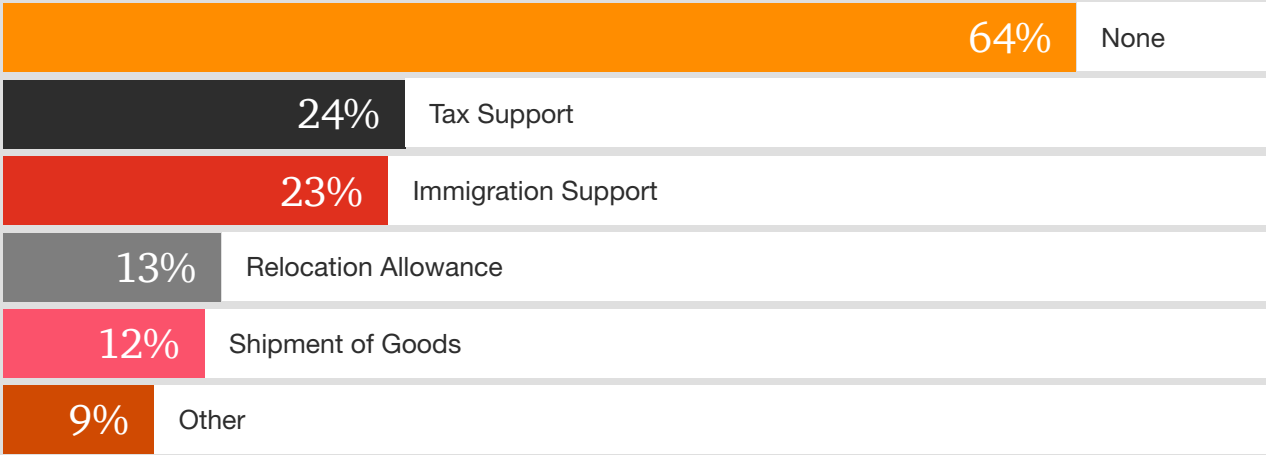
Do you make any salary adjustments for the remote work period?



What are the reimbursement allowances provided during remote work period?



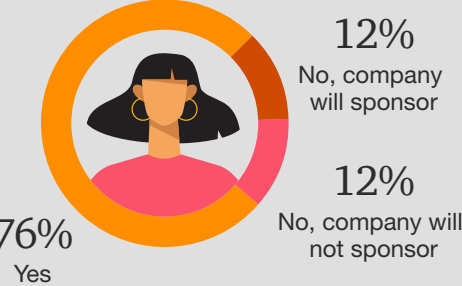
What mobility support do you provide in the new work location?



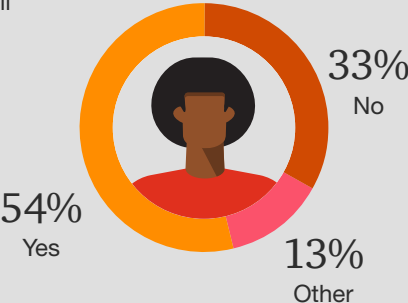
Remote Work Policy Specifics | Restrictions and Approvals



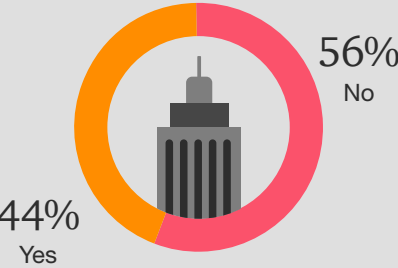
Does the employee already need to have the right to work in the location?



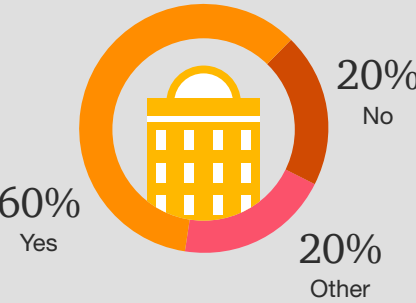
Are there any roles restricted for remote work arrangements?



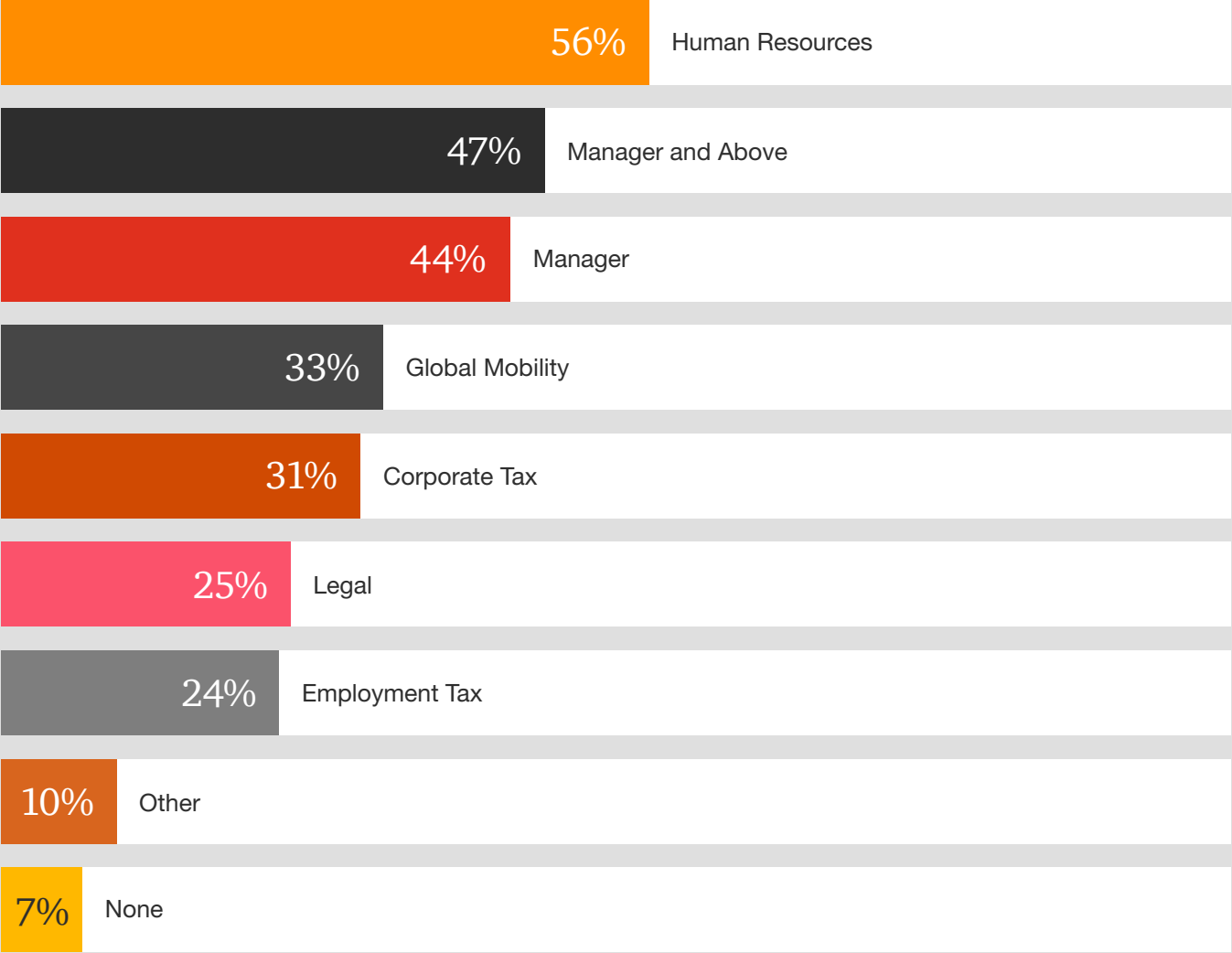
Are there any location restrictions?



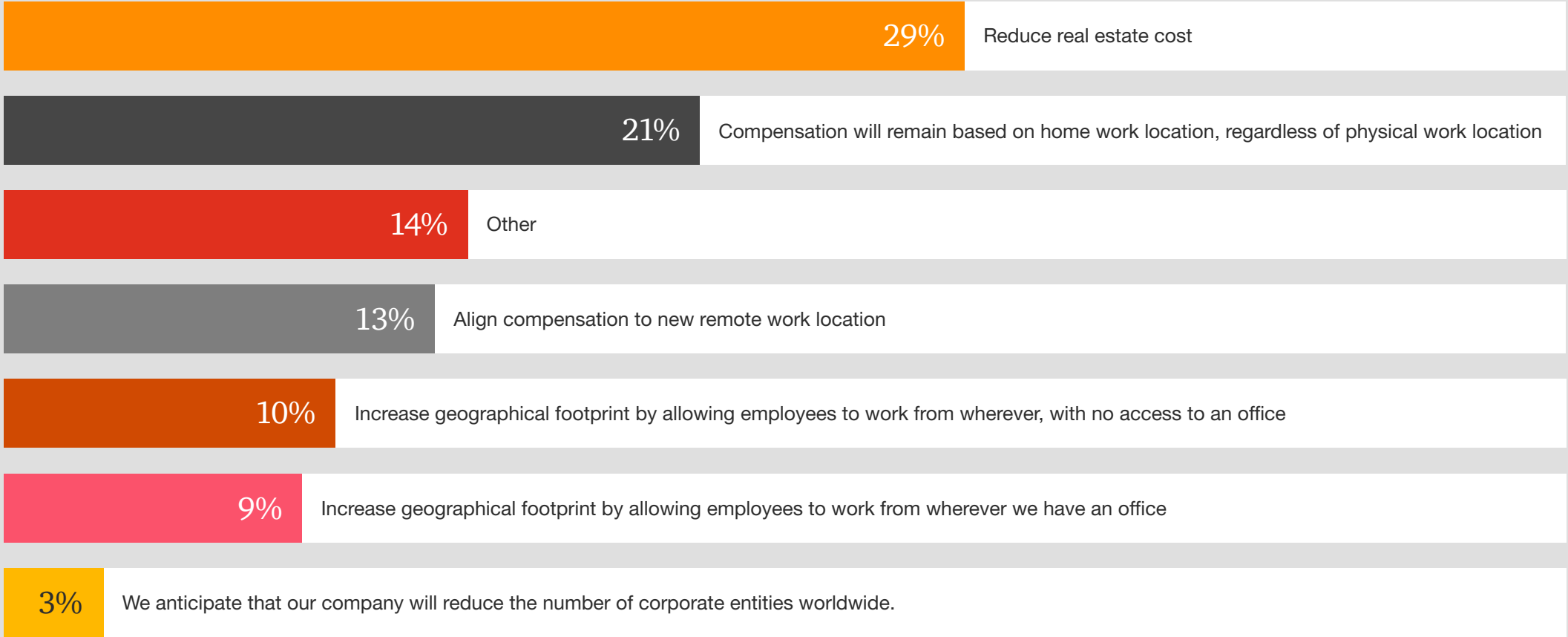
Are the location restrictions related to entity presence?



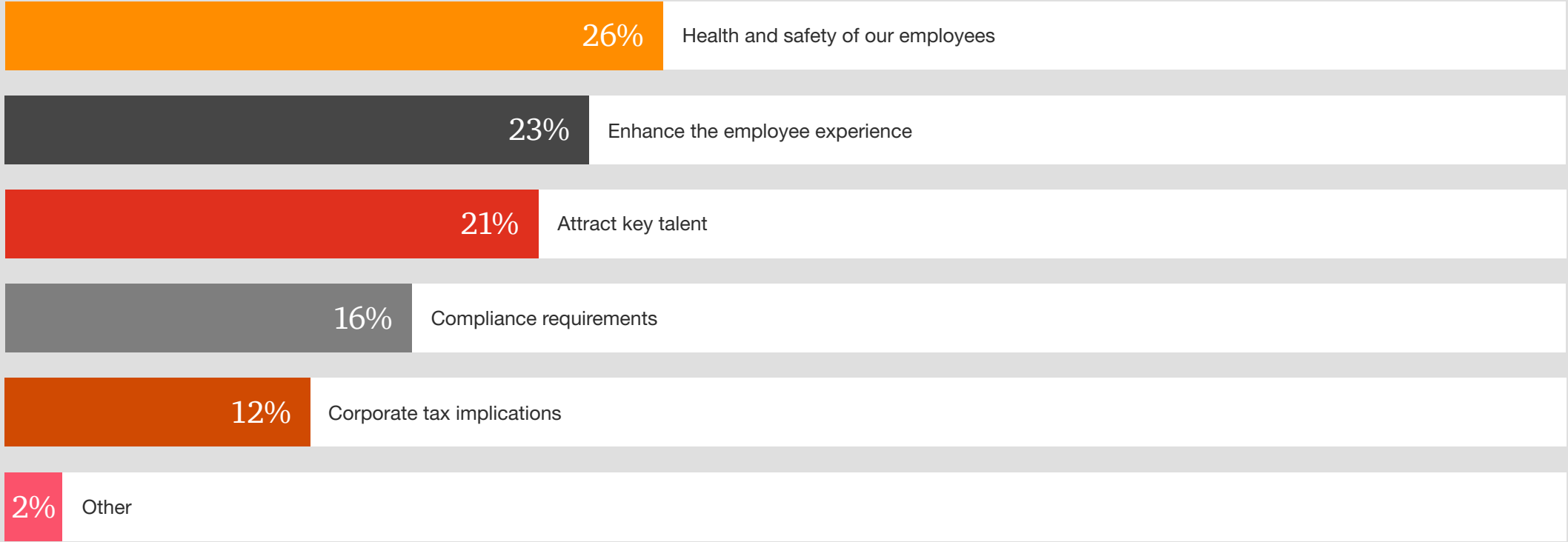
What are the approvals required in your organization for remote work arrangement?



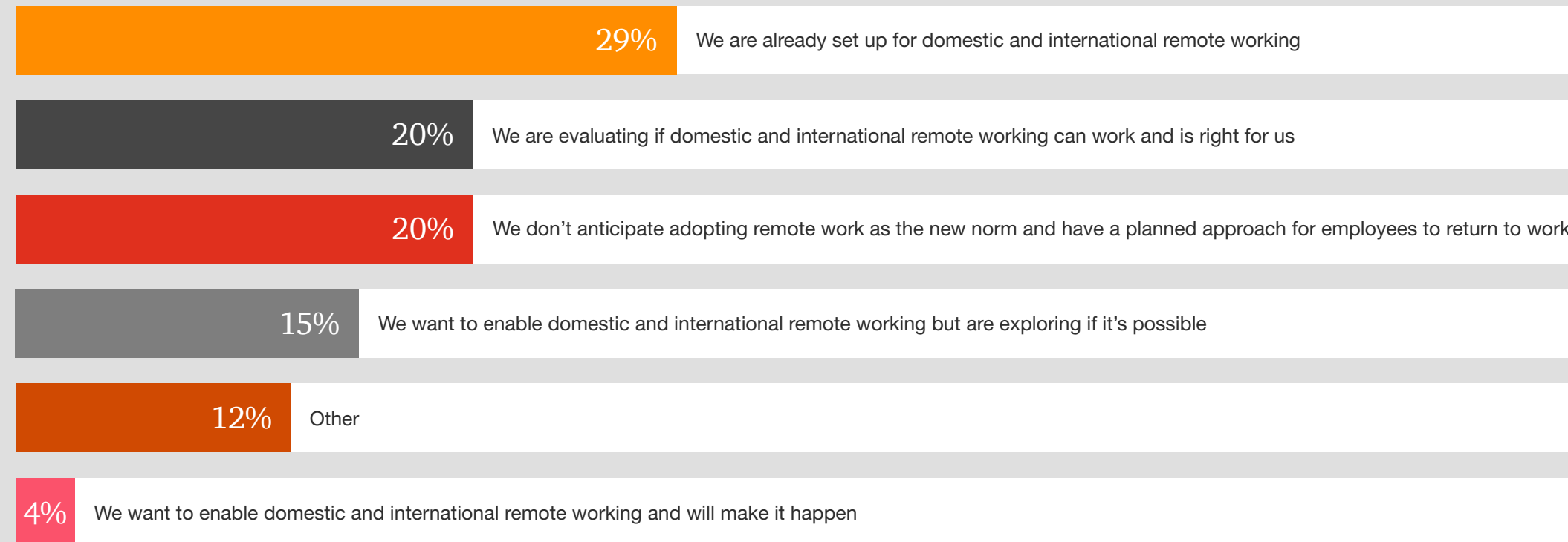
How does your company view remote work arrangements to change the structure of your company?



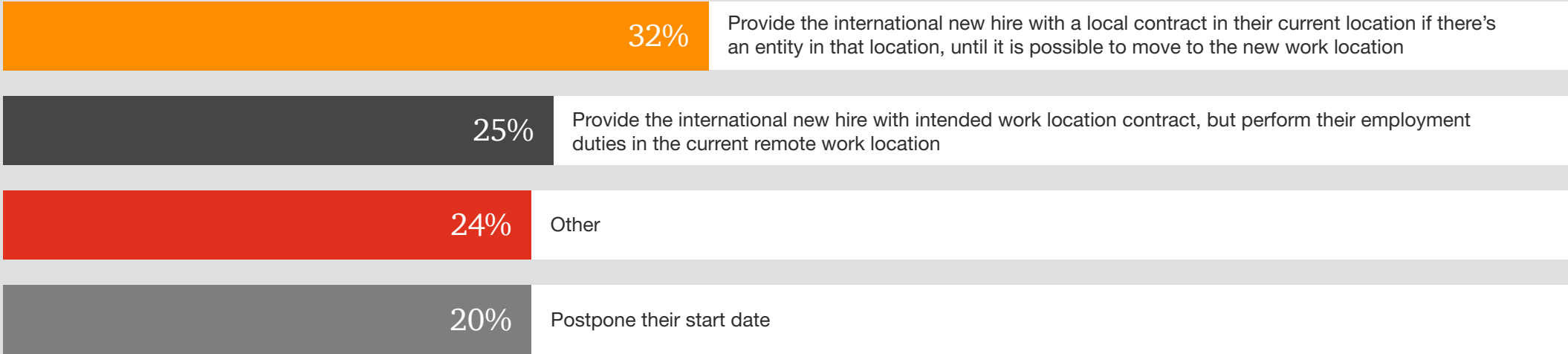
What are the primary key drivers to enable remote work arrangements?



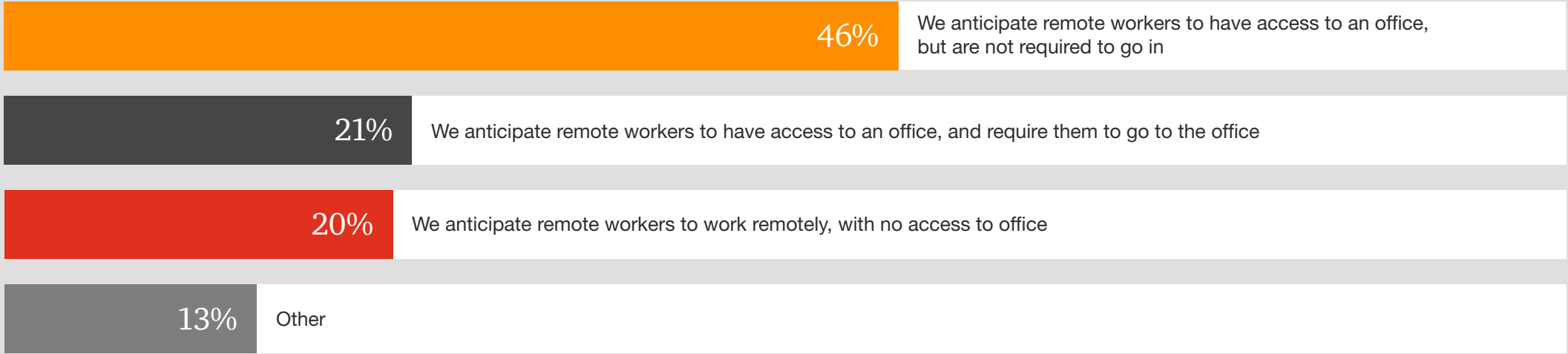
What are your company views on remote working?



What is your company’s approach to international new hires that are unable to move to their intended location?



How does your company envision the remote work arrangement to be structured?

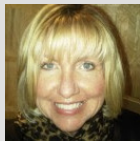


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