

EY People Advisory Services 2023 Asia-Pacific International Remote Work Survey

Executive summary

February 2023



Introduction to the 2023 IRW Survey

Throughout 2022, International Remote Work (IRW) arrangements were embedded into many organisations' long-term workforce strategies to attract and retain key talent. We recently completed the second annual IRW survey, seeking to understand and gain insight into how organisations are approaching IRW across Asia-Pacific.

This executive summary provides valuable insights from our survey into why organisations are implementing IRW programmes and if their position toward IRW has changed. We also highlight how organisations are managing their programmes, as well what they see the future holding for IRW within their organisation. We look forward to sharing more detailed survey results in further publications.

What is IRW?

IRW encompasses arrangements where employees work remotely or virtually from another country, different from where their role is formally based and typically without a business reason or requirement.

Key personas of IRW

Organisations are managing IRW under the following key personas:

Short-term remote workers

Permanent or long-term remote workers

Virtual assignments

New virtual hires

Commuters

Business travellers

Survey participant demographics

97

Participating organisations

14

Industries represented

12

Countries across Asia-Pacific represented

18

Headquarter countries represented

Does your organisation support IRW? (by region)

Organisation region	Yes - we support IRW	We are considering IRW	No - we do not support IRW
ASEAN	67%	0%	33%
China & Hong Kong	60%	40%	0%
Japan	0%	50%	50%
Oceania	81%	10%	9%
All Asia-Pacific	74%	12%	13%

Key survey trends - IRW volumes

Over 10,000

IRW requests have been received by participating organisations in total in the last 12 months

85%

of organisations anticipate these IRW numbers will either increase or stay the same

42%

of organisations expecting volumes to increase anticipate this rise to be by 50% or more

Approaches to IRW

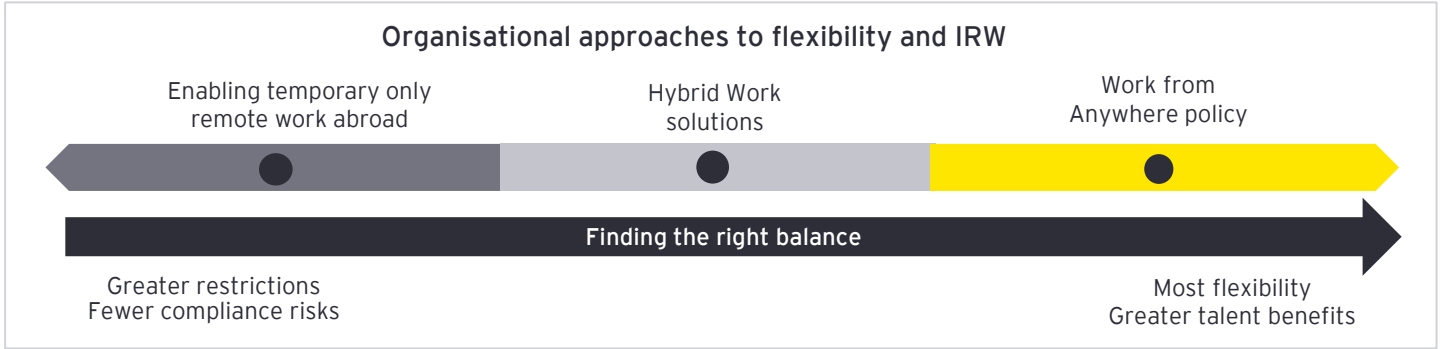
For many organisations, IRW arrangements were initially facilitated to address challenges imposed by the COVID-19 pandemic. Over the past 12 months, this position has evolved, with IRW increasingly becoming a standard part of flexible work policies.

It's clear through the survey results that organisations continue to navigate the complexities of establishing a structured framework across policy, process and compliance, and are beginning to assess how technology can play a critical role in supporting the success of their programme.



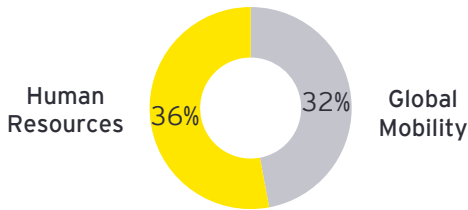
of organisations have reassessed how they manage IRW over the last 12 months.

The majority of these respondents stated they have now **implemented a formal policy**

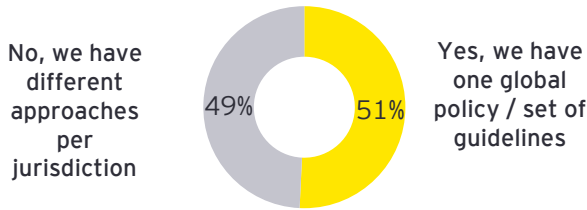


Governance and administration

Which team owns the IRW programme within your organisation? (Top 2 responses)

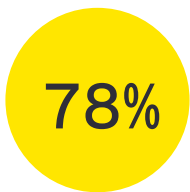


Does your IRW policy apply globally across the organisation?



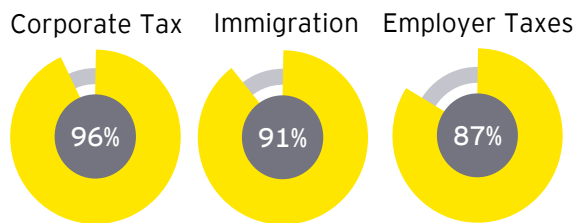
The most common maximum time period permitted for an IRW arrangement is **between 28 days and 3 months.**

Assessing risks

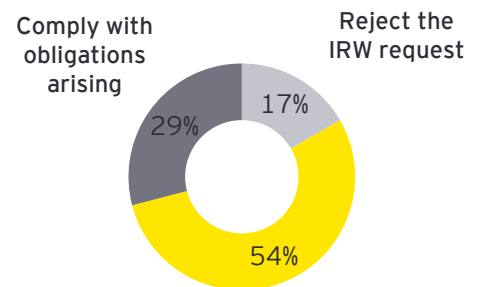


of organisations **perform a risk assessment** before approving an IRW arrangement

Of those organisations conducting an IRW risk assessment, what are the top three risks being considered?



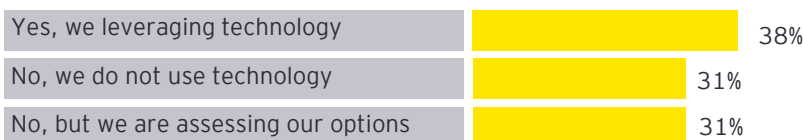
How does your organisation approach compliance issues identified?



Adopt a practical approach within agreed organisational risk thresholds

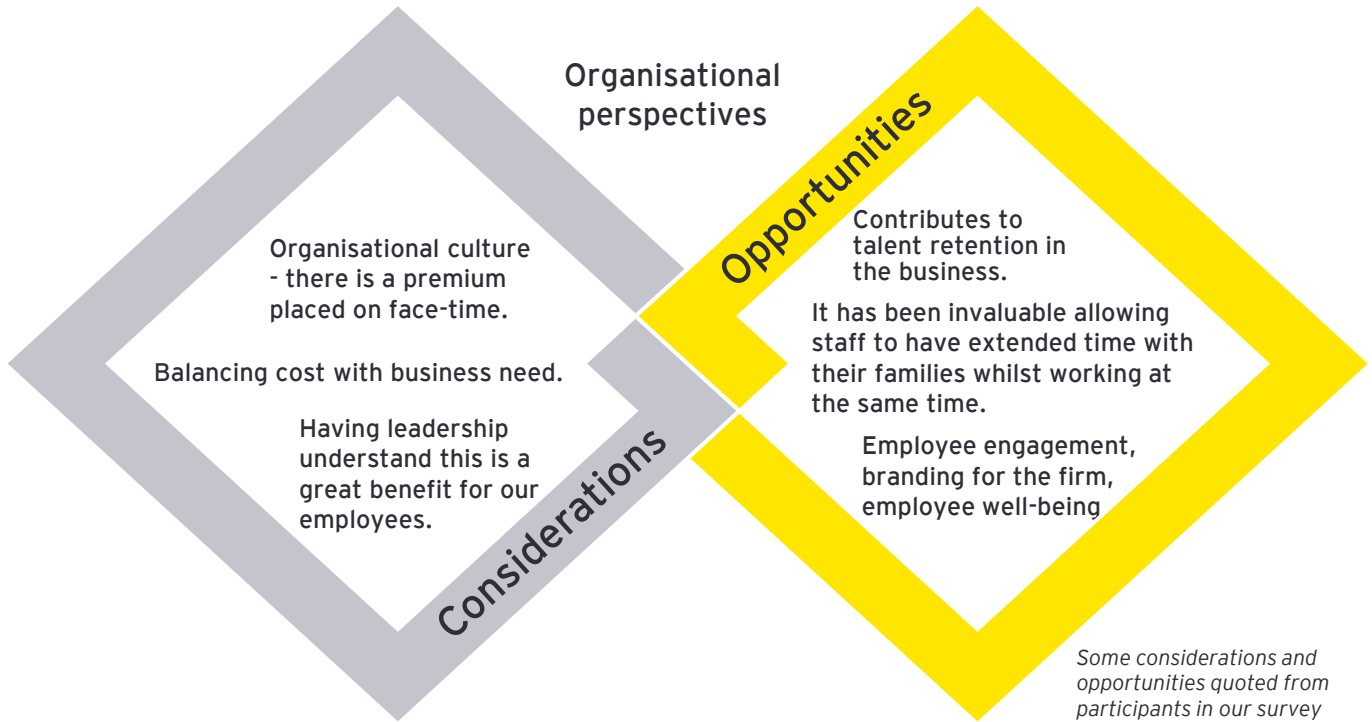
Leveraging technology

Are you leveraging technology to support the administration of your IRW programme?



IRW and the strategic talent agenda

With the aim of meeting employee expectations for increased flexibility at its core, IRW is one EVP component that many organisations are utilising in the current environment to help retain and attract the best talent. Many leading organisations are also turning to IRW as an option to broaden their talent pools or address key skills shortages. It's clear that IRW can play a critical role in the global competition for talent.



Immigration trends

41%

of respondents support **Digital Nomad Visas** within their IRW programme.

There are now at least 30 countries with valid nomad style visas globally, and this number is growing.

30%

of organisations are conducting **immigration assessments** to validate employee's right to work in the IRW location, either internally or through an external provider.

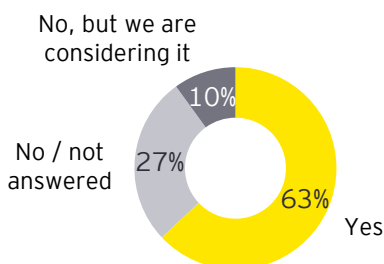


Domestic remote working

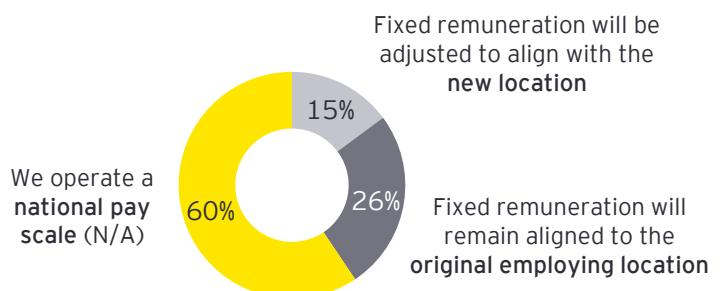
Domestic remote work refers to arrangements allowing employees to work from a different city or state (within the same country) that is not their primary employment location, typically without a business reason or requirement.

Whilst approaches to IRW have been the main focus for many organisations, the rise in employee demand for domestic remote work is another area we have seen accelerated by the dramatic shift in employee expectations around flexibility.

Does your organisation support domestic remote working?

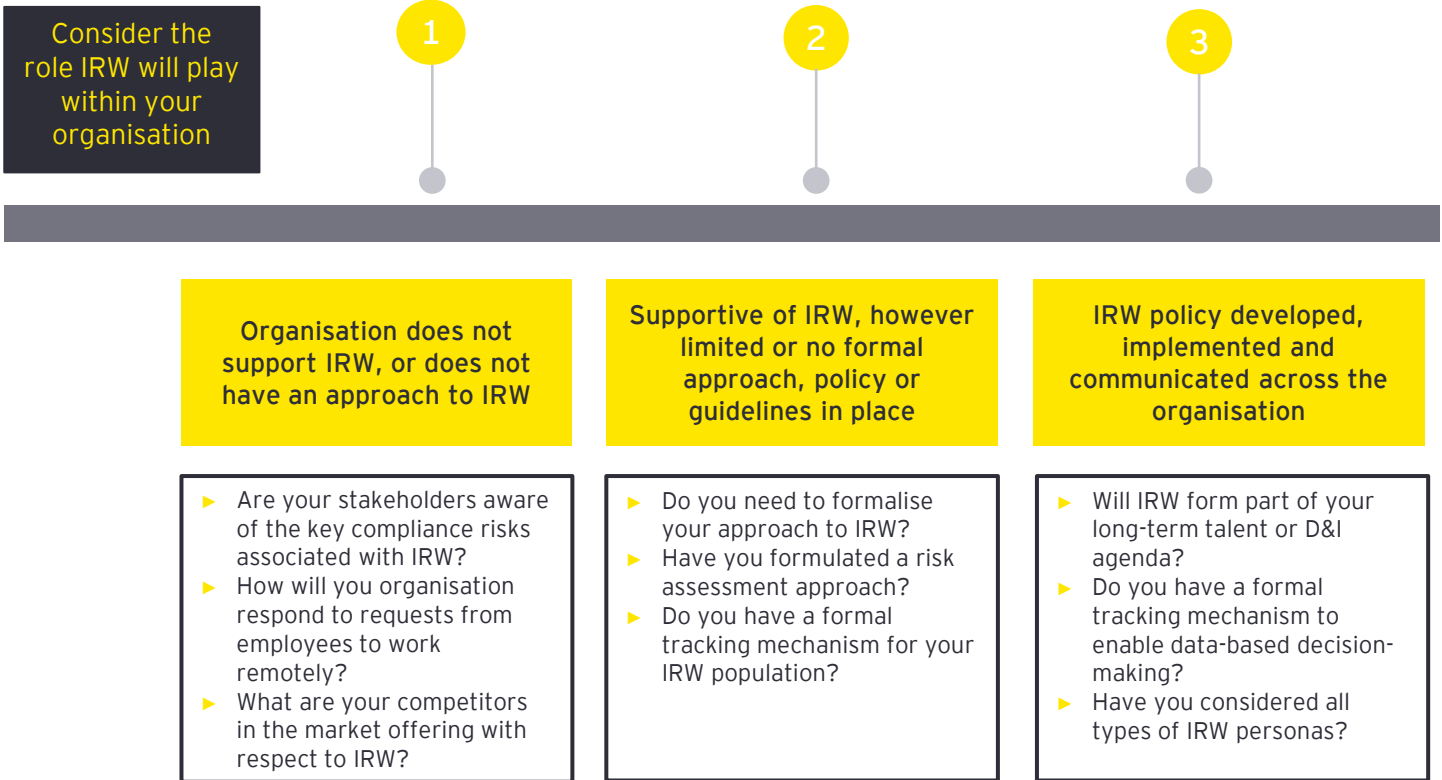


For organisations allowing employees to undertake long-term or permanent domestic remote work - what is your approach to employee remuneration?



Consider your approach

We have outlined below some key considerations and/or opportunities to explore for all organisations on their IRW journey. Where would your organisation's approach to IRW fall on the continuum?



What's next?

We will be delving deeper into the results from the IRW survey and will shortly be releasing a detailed report incorporating key trends, insights and observations. We will also be taking a closer look at domestic remote working approaches.

Please contact your EY advisor if you have any queries on our IRW survey or need support with your own IRW approach.

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