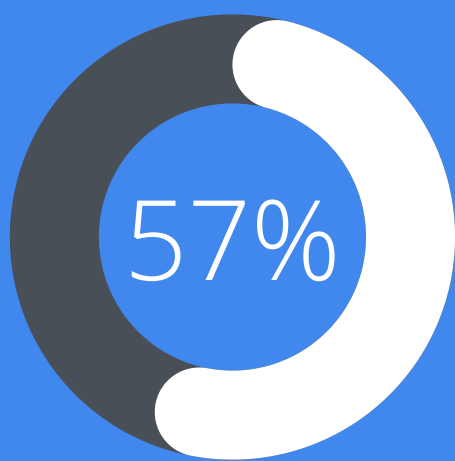
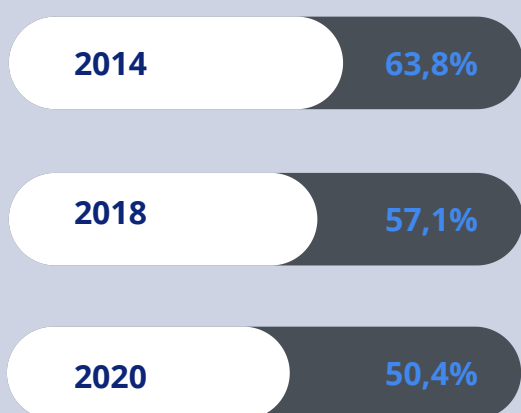


GLOBAL TALENT MOBILITY AND WORK PREFERENCES

The latest trends

MORE THAN 50% IS WILLING TO WORK ABROAD

The willingness to move to a foreign country for work has declined by 13%, a drop rooted in nationalistic immigration policies, the pandemic and its travel restrictions, and the rise of remote work.



57% OF PEOPLE ARE WILLING TO WORK FOR A FOREIGN COMPANY BUT STAYING IN ONE'S HOME COUNTRY

THE POPULARITY OF A DESTINATION IMPACTED BY ITS PANDEMIC RESPONSE

TOP COUNTRIES



1. **Canada** +1
2. **US** -1
3. **Australia** +1
4. **Germany** -2

TOP CITIES

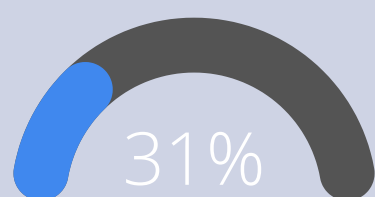


1. **London** 0
2. **Amsterdam** +3
3. **Dubai** +3
4. **Berlin** -1

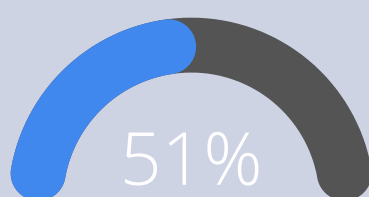
The number after the destination indicates the difference with its ranking in 2018

PEOPLE EXPECT TO WORK REMOTELY AFTER THE PANDEMIC

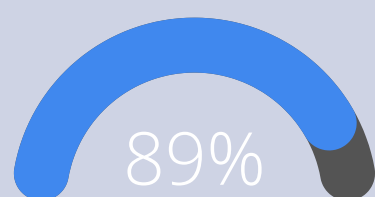
Fully or partially remote work



% **before** COVID-19



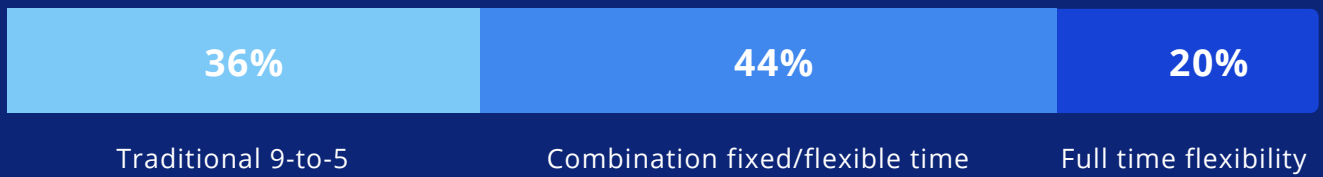
% **during** COVID-19



% preference **after** COVID-19

A DESIRE FOR WORK TIME FLEXIBILITY

Do you want fixed or flexible working hours?



PAY, AS A WORK BENEFIT, BECAME MORE IMPORTANT

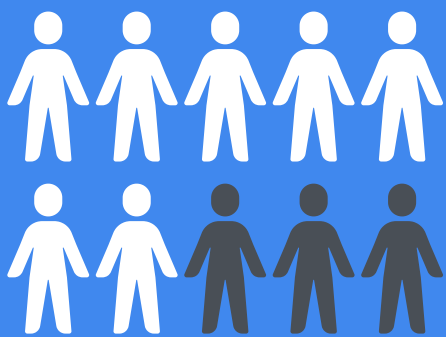


What do people value at work?

1. Good relationships with colleagues 0
2. Good relationship with superior +1
3. Good work-life balance -1
4. Financial compensation +4

The number after the benefit indicates the difference with its ranking in 2018

PEOPLE QUESTION THE ENVIRONMENTAL COMMITMENT OF A COMPANY



70% of people say that the issue of **environmental responsibility** became more important over the last year

A GREATER FOCUS ON SOCIAL ISSUES

51% would exclude companies that don't match their beliefs in diversity and inclusion



METHODOLOGY

The **Boston Consulting Group** and **The Network** (together with its affiliate StepStone) conducted a global workforce survey between October and early December of 2020.



209 000 respondents



190 countries

The **40-question survey** made it possible to analyze workers' attitudes. You can read all the details in the 3 reports:

[Decoding Global Talent, Onsite and Virtual](#)

[Decoding Global Ways of Working](#)

[Decoding Global Reskilling and Career Paths](#)