SIRVA®
Worldwide Relocation & Moving

Managing Your Remote Workforce

The COVID-19 pandemic has resulted in global changes to virtually every aspect of how we work, forcing companies to reconsider what their future workforce will look like – and how to move forward with a new model as circumstances dictate. **But what will that new model be?**

What is Remote Work?

Remote work can be defined as a situation in which an employee is working from home or some other location outside of the office.

Proximity to the Office
Employees that live close to the office building, but are working from home.

Local Presence
Employees that work from homes within the same state or elsewhere in the same country.

Residence in Other Countries
Remote workers that are based in various countries throughout the world.

Benefits of a Remote Workforce

During the pandemic, both companies and employees discovered a variety of benefits that can come with establishing and managing a remote workforce.

Benefits for Employees

Increased Productivity

Work/Life Balance & Flexibility

Cost Savings

Connection to the Organization

Benefits for the Business

Possible Competitive Advantage

Retention Rate

Expansion of Talent Pool

Employee Productivity

Reduction of Overhead Costs

Loyalty to the Company

Realization of Efficiencies

Other General Benefits

Diversity & inclusion Initiatives

Environmental/Green Initiatives

Supplier Network Scope of Work

Expansion of Scope of Mobility

Challenges with a Remote Workforce

Though a remote workforce can offer a wealth of benefits, it also comes with challenges that can increase in complexity as the scope of remote working expands.

Job Function
- Suitable job for a virtual environment
- Skills to perform remotely
- Time difference factors

Technology
- Virtual technology tool support
- Network reliability
- Data security and protection

Compliance
- Possible tax liabilities
- Immigration requirements
- Employment laws: Minimum Wage, Social Security, Pension, etc.
- Permanent Establishment (PE) issues

Internal Structure
- Internal support functions/capabilities
- Reporting lines
- Cost responsibilities
- Internal or external compliance resources

Cultural Impact
- Internal dynamics in a remote environment
- Corporate culture
- Maintaining employee engagement
- Perception of remote work in the organization

Other Considerations
- Travel arrangements/frequency
- Expenses & allowances
- Employee tracking
- Expanded duty-of-care

Establishing a Remote Workforce

The pandemic has certainly disrupted the global business market, but it's also proven that your employees are your best assets – reliable, innovative, agile, and resourceful.

THE CONVERSATION AROUND WORKFORCE MANAGEMENT HAS CHANGED.

Ultimately, workforce management approaches will vary from company to company, but the intent should always be the same: to successfully **adapt to workforce changes in ways that value employees while managing complexities.**

For more information and to learn more, visit **www.SIRVA.com** to download our **Managing Your Remote Workforce** white paper.