



ARE YOUR EXPATRIATES ADEQUATELY PROTECTED? DO YOUR REGULATIONS NEED UPDATING?

What do your posted workers value most right now?

Do you know where they're located?

In the age of COVID-19, some companies have discovered that their global mobility policies are not designed for times of crisis. Two areas in particular have emerged as lacking when it comes to meeting the needs of posted workers. Companies need to look at:

- Improving their duty of care for employees
- Reviewing cost structures

Both issues are extremely important for the wellbeing of posted workers and for their willingness to move abroad.

In order to maintain business continuity and fill positions abroad with competent employees, it is extremely important to continue to offer home-based assignment packages to protect posted workers. These protect workers during crises such as COVID-19, enabling them to return to their home country if conditions in the host country deteriorate.

- ▶ To ensure successful long-term global mobility, companies have to balance various needs; priorities include protecting posted workers, safeguarding financial security, and keeping an eye on company costs.

What will change after COVID-19?

Posted workers will:

- Consider more carefully whether to accept a foreign assignment
- Have higher expectations of the employer in terms of safety/health coverage
- Demand more protection in times of crisis (pandemic, terrorism, natural disasters)

Companies will need to:

- Deal with increased demands
- Protect posted workers in times of crisis
- Review cost structures

Our recommendations

Check your posting and international work assignments now. Consider how to prepare for other potential crises.

Next steps:

- ▶ Analyse your expat population
- ▶ Adjust your global mobility policy/assignment contracts
- ▶ Create checklists
- ▶ Set up tracking and information systems
- ▶ Assess your protection and safety regulations

Contact our expert:



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