

Mobile workforce: Know your blind spots!



Go hybrid and win the talent war

- The majority of firms surveyed have a flexible working policy governing where employees may work. Few plan to reverse this trend.
- Hybrid working settings are here to stay: it is the new basic minimum in talent attraction.



To-do list - clear policies are a must

- A majority of the survey participants have laid out clear rules and policies for remote work and some of them monitor closely where their employees are working.



The purpose of office space in the balance

- Respondents were adamant on the office concept: Office space will decrease and employee perception of the purpose of being in the office will continue to change. The real estate strategy of a firm hangs currently in the balance.



Flexibility vs employer risks

- Firms surveyed shared deep concern surrounding loss of Company Culture with a fragmented workforce. Tax compliance, costs and digital infrastructure are also creating further complexity. Firms also see cyber-attacks as a risk to business and operational stability.



A very Swiss issue: Cross-border employees risks

- With remote working comes social security and tax issues when employees work across borders.
- Almost half of the firms surveyed admitted they have not fully addressed this.



Digital culture

- Invest in digital solution adoption such as apps across the various employees generations as key enabler to ensure hybrid working is part of the company culture in the future

Top survey trends:

- **40%** remote office preferences **60%**
- **55%** need for office space will decrease
- **53%** desk sharing will replace the dedicated office
- **75%** employees' expectations regarding office space will change
- **39%** employers have implemented formal policies to address the hybrid model office/home
- **46%** do not plan to modify the global package of employees



Recommendations

- ✓ Formalize your flex work policy
- ✓ Make sure your regulation is up to date and you pay attention to upcoming changes
- ✓ Analyze your exposure to cyber-risk
- ✓ Future-proof your office concept to maximize value
- ✓ Seek new ways to energize your corporate culture
- ✓ Analyze your employer exposure such as permanent establishments

Survey method:

- Geography: Swiss wide
- Profile: CHRO, Head of Tax, CFO
- Total respondents: 108 via online survey
- Survey time: May – August 2022