

WORK FROM ANYWHERE

Insights into the new way of working after the
Covid-19 lockdowns

An analysis by Taylor Wessing's international
Employment, Pensions & Mobility team

2022



Work from anywhere

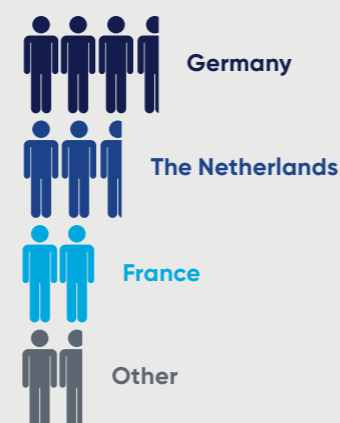
An interesting take on the new way of working

In September 2022, Taylor Wessing's international Employment, Pensions & Mobility team conducted a survey about "the new way of working" as a result of the Covid-19 measures.

Over 100 respondents gave us insights into topics such as the major shifts in work place, the impact on organisation culture and productivity and the main challenges employees face.

The data we gathered came from over 10 different jurisdictions, of which Germany, The Netherlands and France were the top contributors. Tech, manufacturing and retail were the largest sectors to contribute.

We are delighted to present you the results of our survey in this leaflet and hope it will give you inspiration to establish the way of working that suits your business best.



Lessons to learn

3 legal tips from our experts

- 1 Make sure all employees' **home offices are compliant with local laws** and furnished in accordance with the specific requirements.
- 2 Establish a legal basis for working from home such as a **home working agreement** with employees. Make sure to respect rights of works councils or other employee representatives to be involved.
- 3 Make sure to make clear **employment arrangements** if employees work abroad for a certain period of time. Make sure that such arrangements respect both the employment agreement, as well as any social security, tax and immigration rules.

Contact 

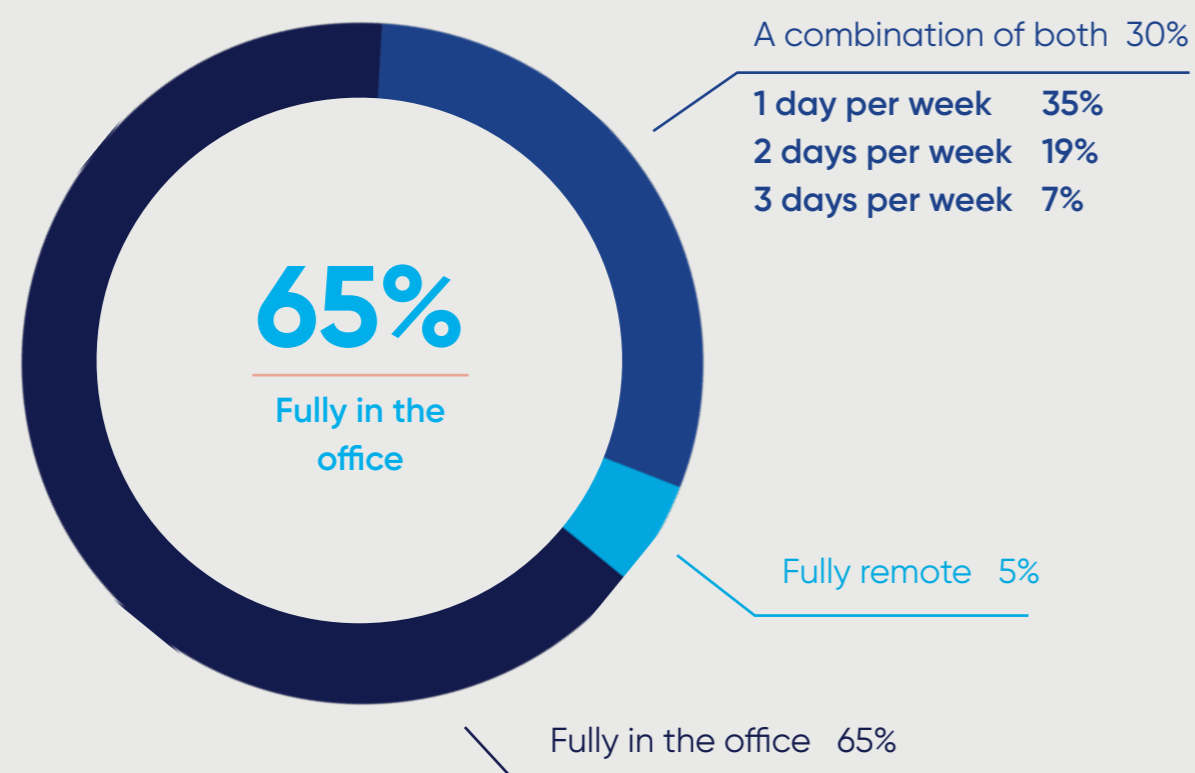
Get in touch with one of our experts if you have any questions regarding working remotely or setting up terms for your business. We make adapting your business to the future way of working easy and accessible for all your employees.

Place of work

Our survey shows a clear shift in the regular place of work. Whereas pre-covid, 65% of respondents worked fully in the office, that number is now down to a mere 4%. 85% of respondents prefer a combination of the office and at home, with the average numbers of days in which we work from home having been increased as well. For most of us, two days at home works best.

Will we ever return to the office fully? For now, it does not seem likely. Many employees, as well as employers, highlight the benefits of a combination of increased focus, higher productivity, less travel time etc.

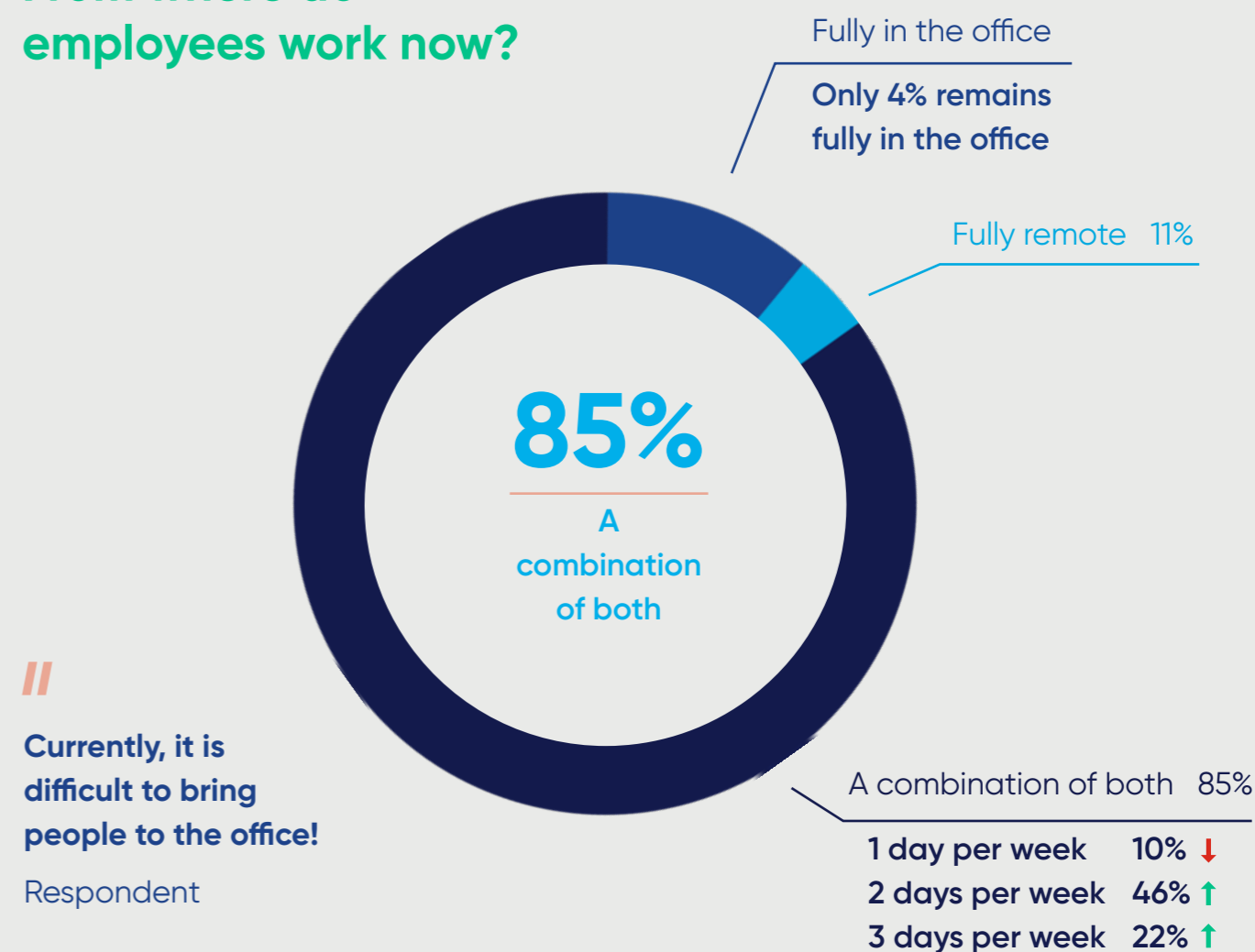
From where did the majority of your employees work pre-covid?



Working from home

In order to facilitate employees working from home responsibly, it is of the utmost importance to make sure employees have a duly furnished home office, and the employer and employee have made clear arrangements in a home working agreement or in an agreement with an employee representative body, where applicable. This is important in order to avoid any employee claims or liabilities for the company.

From where do employees work now?



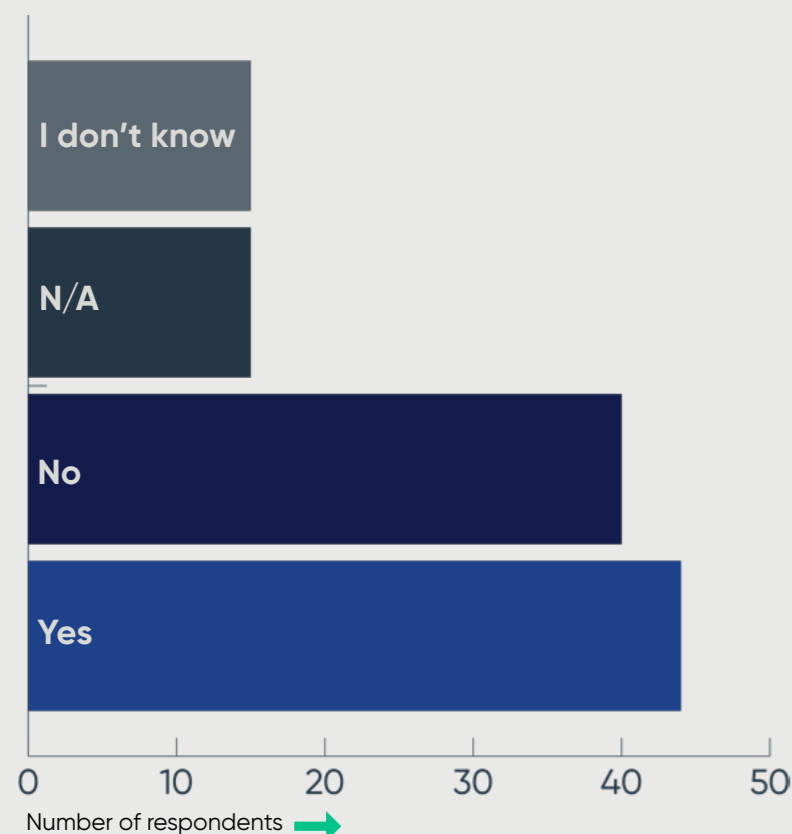
Working overseas

Does the shift in place of work also extend to allowing employees to work internationally or overseas, for example at their vacation home or in their home country? According to our survey, that's not so evident. Many respondents report that there are no clear guidelines or procedures within their company to facilitate this. On the other hand, from a recruitment perspective this is something employers often consider to offer.

The lack of legislation and/or clear tax consequences are mentioned as a reason to not allow overseas working arrangements. This is an issue we see in our legal practice too, as well as situations where employers did allow employee to work internationally, but without making clear arrangements on a return date and other relevant terms, creating discussions and/or disputes as a result.

In order to prevent such issues, it is essential to make clear working arrangements and to make sure you comply with the relevant immigration laws. Our team has extensive experience in making such arrangements as well as providing advice on immigration law.

Do you allow your employees to work internationally or overseas?



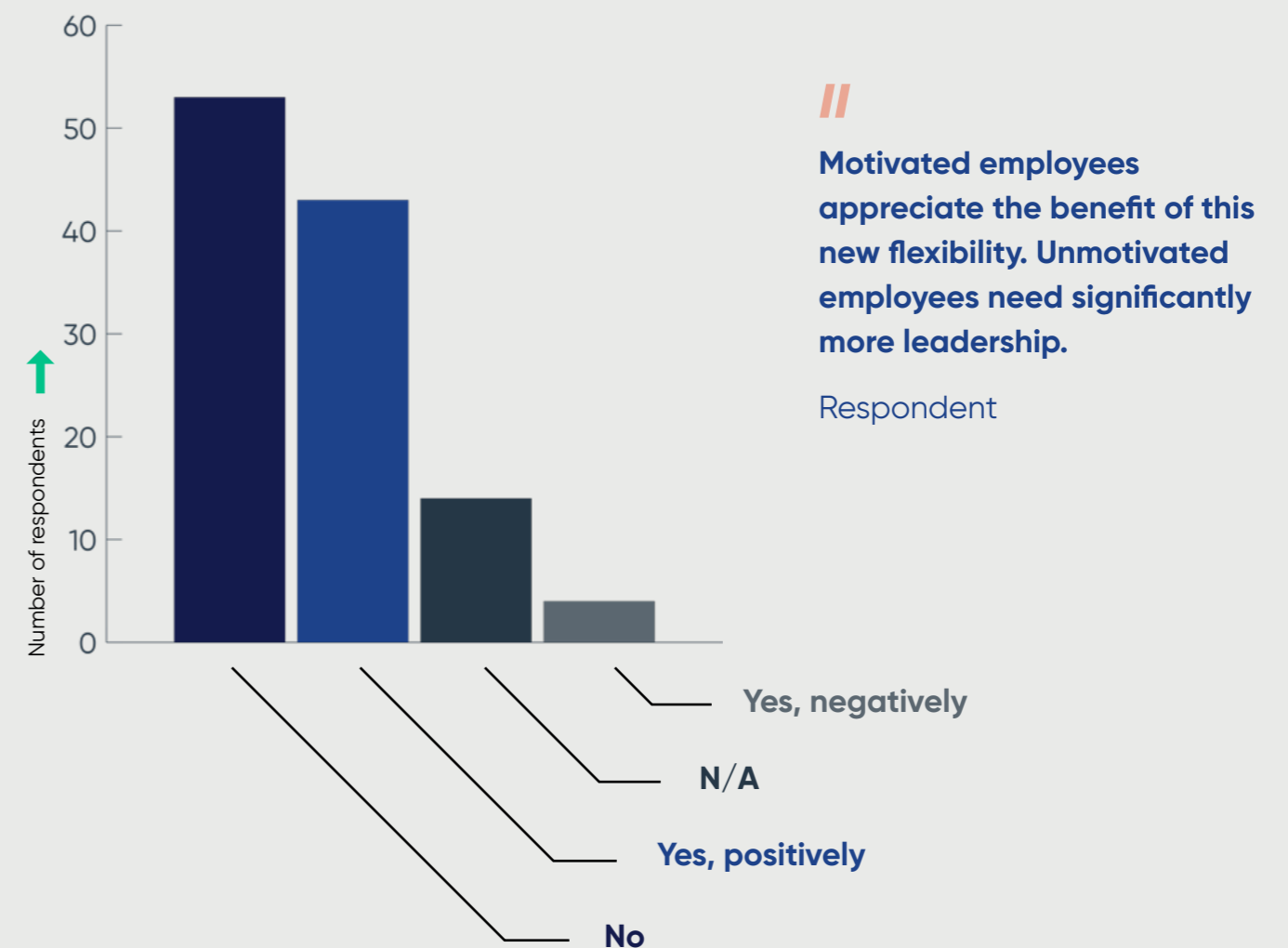
// **The free choice of working remotely has become a huge recruitment asset.**
Respondent

Impact on productivity

Lower productivity was one of the main concerns for employers at the start of the Covid-19 lockdowns. However, many companies and their employees showed tremendous resilience, proving that productivity could remain equally high, or even higher, when working from home.

In fact, 84% of respondents report no (46%) or even a positive (38%) impact on productivity. Only 4% of the respondents state that it has impacted productivity negatively.

Does this new way of working influence productivity?

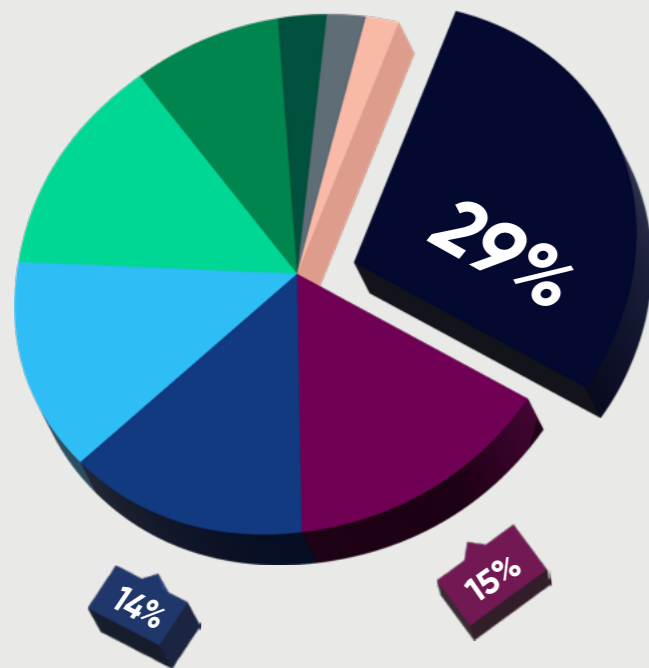


// **Motivated employees appreciate the benefit of this new flexibility. Unmotivated employees need significantly more leadership.**
Respondent

Challenges

Of course, no major change comes without a challenge. Maintaining connectivity and/or team spirit has been the number one challenge across countries and in most industries, except for tech. The top areas of challenges differ slightly per country. The top challenge for Germany is supervision and management, for the Netherlands it's work culture and for France it's junior staff training.

Which areas pose a challenge for your employees when working remotely?



We are already noticing that the employees who work remotely feel partially excluded.

Respondent



We must encourage our employees to be vigilant about their personal / professional life balance.

Respondent

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