

## Expat Insider 2021 Survey: The Future of Working Abroad

Brazilian expats talk about their career abroad and how they envision their future working life.

- *Brazilians working abroad are younger than average, more likely to be women, and cherish their work-life balance.*
- *They enjoy working remotely and find it important to have this opportunity in their future working life.*
- *Many Brazilian expats work in countries with more career opportunities and where new working arrangements are more prominent than in Brazil.*

Munich, 14 September 2021 — Why do Brazilians move abroad? According to the *Expat Insider 2021* survey by InterNations, 40% of Brazilian expats working abroad relocated to another country for their career. While this is the most frequently cited reason among Brazilians working abroad, this share is still smaller than the global average (47%). Most Brazilian expats were sent abroad by their employer (15%), followed by 13% that were recruited internationally and 11% who found a job on their own. Just 1% moved abroad to start their own business.

Aside from work-related reasons, an above-average share of Brazilians working abroad originally relocated for their partner's job or education (7% vs. 4% globally), because they wanted to live in their partner's home country / for love (13% vs. 10% globally) or because they were looking for a better quality of life (12% vs. 6% globally).

The key focus of this year's *Expat Insider* survey, conducted by [InterNations](https://www.internations.org), the world's largest expat community with more than 4 million members, is the future of working abroad. Expats all around the world shared what it is really like to work abroad and described their working conditions. They also provided insights into how new working arrangements (e.g., remote work) are changing their working life and what they would like to see in the future.

### The Typical Brazilian Working Abroad Is Young and in a Relationship

Brazilians working abroad are on average 39.9 years old, which is a few years younger than the global average (43.1 years). The gender split among Brazilian expats also deviates from the global trend: More than half (54%) are women and just 46% are men, while it is the other way round worldwide: 46% are women and over half are men (53%) — the global shares do not add up to 100% because some survey participants chose to self-describe their gender identity. What is more, 70% of Brazilians working abroad are in a committed relationship, which is nine percentage points more than the global average (61%).

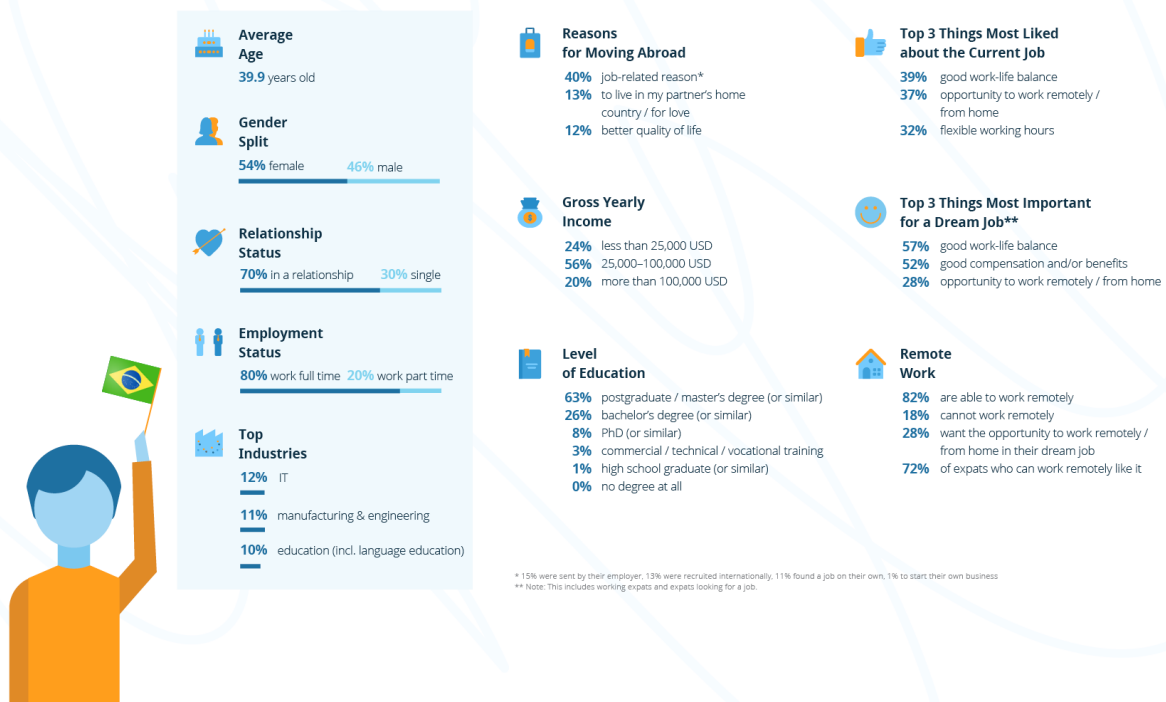
### Highly Educated with Long-Term Plans

The typical level of education among Brazilian expats working abroad is quite high: more than three in five (63%) have a postgraduate / master's degree (vs. 47% globally), another 26% hold a bachelor's degree (vs. 33% globally), and 8% cite a PhD as their highest academic level of education (vs. 8% globally). While for 5% of working expats worldwide the highest level of formal education is a high school graduate (or similar), this applies to only 1% of Brazilians working abroad, and the share of those with no degree at all is at 0% (vs. 1% globally).

While many Brazilians working abroad have not spent a large amount of time in their current host country, they plan on staying abroad longer than the global average: more than half (54%) have been living in their current country of residence for up to three years (vs. 42% globally), while 15% have been there for ten years or more (vs. 24% globally). However, close to one in three Brazilians working abroad (32%) can imagine staying abroad possibly forever (vs. 30% globally), and 24% plan on staying in their current destination for more than five years (vs. 22% globally).

Brazilian Expats

## The Future of Working Abroad



### Slightly Lower Incomes Compared to the Global Average

The majority of Brazilians abroad (80%) works full time (vs. 82% globally). The top 3 fields they work in are IT (12%), manufacturing and engineering (11%), and education (10%). Education and IT are also among the top fields globally. However, another 8% of expats worldwide work in finance, while this is just the case for 4% of expats from Brazil.

About three in ten Brazilians working abroad (29%) are in a senior and/or specialist position, followed by lower or middle management (15%) and top managers / executives (13%). The same share (13%) is self-employed / working as a freelancer, which is just slightly above the global average (11%). Exactly half the Brazilian expats (50%) earn up to 50,000 USD a year, compared to 44% globally. While 30% have a gross yearly income ranging from 50,000 to 100,000 USD (vs. 33% globally), 20% make more than 100,000 USD per year (vs. 23% globally).

### Better Working Hours and More Career Opportunities Abroad

Just about two-thirds of Brazilians working abroad (66%) are satisfied with their job in general, which is a noticeably smaller share than the global average (73%). Interestingly, a closer look at some individual factors reveals that Brazilian expats rate them quite well. Close to seven in ten (69%) are

happy with their job security (vs. 67% globally), and 73% are satisfied with their working hours (vs. 70% globally). In fact, the average working week among the Brazilian respondents (37.9 hours a week) is two hours shorter than the global average (39.9 hours per week).

The biggest difference occurs with regard to the local career opportunities: 56% of Brazilian expats rate these positively in their respective country of residence, compared to 49% globally. On the one hand, this might be due to the destinations where Brazilian expats most commonly work: The USA, the Netherlands, and Germany all rank well for their local career opportunities in the *Expat Insider 2021* survey. The USA (2nd) and Germany (8th) even land among the top 10 worldwide, followed by the Netherlands in 17th place.

On the other hand, the different ratings for local career options might also be related to the situation Brazilians know from back home: just 41% of expats working *in* Brazil rate the local career opportunities positively, with the country ranking 40th out of 59 destinations worldwide. The level of satisfaction in Brazil is also lower than average for expats' job security (54% happy vs. 67% globally) and working hours (66% happy vs. 70% globally).

### **What Brazilians Like about Their Current Job...**

The top 3 things Brazilian expats working abroad like best about their current job are a good work-life balance (39%), the opportunity to work remotely / from home (37%), and flexible working hours (32%). In fact, 67% of Brazilians rate their work-life balance positively, which is about the same as the global average (68%).

More than seven in ten of those who can work from home (72%) say they like working remotely (vs. 65% globally) — 33% even like it *very much*, compared to 28% globally. This is probably a good thing since 45% of Brazilian expats work fully remotely (vs. 39% globally), and another 20% work remotely for more than 15 days per month (vs. 18% globally).

### **...and What They Wish for in the Future**

The opportunity to work remotely / from home also makes it into the top 3 aspects Brazilian expats find important when imagining their dream job. Close to three in ten (28%) cite this aspect, compared to 22% globally.

However, two aspects are even more important to Brazilians working abroad when it comes to their ideal work environment, and here they also see things differently from the average expat: the most important aspect is a good work-life balance (55%), followed by a good compensation and/or good benefits (52%). Globally, it is the other way round: a good compensation and/or good benefits (54%) first, followed by a good work-life balance (49%).

There are two more aspects that are more relevant for Brazilian expats than for the average expat working abroad when they are asked to imagine their dream job: 27% of Brazilians wish to have room for personal development/growth (vs. 22% globally), and 22% find the employer's corporate culture/values important (vs. 15% globally).

*"While a good compensation and good benefits are often important factors for expats when they describe their ideal work environment, Brazilians working abroad put more emphasis on their work-life balance and flexible working conditions,"* says Malte Zeeck, InterNations Founder and Co-CEO. *"They also rank other factors more highly, such as personal development and companies with a corporate culture that they can*

identify with. These are aspects that are closely related to the concept of New Work, which describes the new way of working in the global and digital age.”

When it comes to expats comparing the importance of New Work in the local business culture, Brazil lands in 39th place out of 55 destinations worldwide. Germany (35th) only ranks slightly further ahead, but the Netherlands (5th) and the USA (1st) are among the best-rated countries worldwide in this regard. For example, 58% of expats in Brazil find that New Work plays an important role in the local business culture, which is the same as the global average (58%). But 74% of expats say the same about the business culture in the USA.

## Country Ranking: The Importance of New Work in the Local Business Culture

1	USA	20	Greece	39	Brazil
2	UAE	21	Czechia	40	Philippines
3	Finland	22	Poland	41	Indonesia
4	Estonia	23	Switzerland	42	Chile
5	Netherlands	24	Luxembourg	43	Romania
6	Bahrain	25	Malta	44	Thailand
7	Australia	26	Kenya	45	Cyprus
8	Canada	27	Taiwan	46	China
9	New Zealand	28	Portugal	47	France
10	Sweden	29	Hungary	48	Spain
11	Ireland	30	Colombia	49	Italy
12	Norway	31	Russia	50	Kuwait
13	Denmark	32	South Africa	51	India
14	Singapore	33	Mexico	52	Turkey
15	United Kingdom	34	Austria	53	South Korea
16	Malaysia	35	Germany	54	Egypt
17	Oman	36	Vietnam	55	Japan
18	Qatar	37	Hong Kong		
19	Saudi Arabia	38	Belgium		

### About the Future of Working Abroad Report

This report is based on data from the *Expatriate Insider 2021* survey by InterNations. In total, 12,420 expats participated; the general *Expatriate Insider* report and an overall country ranking were published in May 2021. However, the report “The Future of Working Abroad” uses mainly data sets from expats currently doing any kind of paid work: 8,313 survey respondents — living in 175 destinations and representing 166 nationalities — match this definition of working expats.

In the *Expatriate Insider 2021* questionnaire, all respondents, regardless of employment status, were asked to provide information about themselves and to rate various aspects of life abroad on a scale of one to seven. The rating process emphasized their personal satisfaction with these factors; the average ratings of six such factors were bundled into three subcategories, and their mean values were used to draw up a topical index for working abroad. The Working Abroad Index is not only part of the overall

country ranking, but it also gets referenced in this report. In 2021, the top 5 destinations for working abroad — out of 59 countries in this index — are Taiwan, New Zealand, Czechia, China, and Denmark.

Moreover, working expats answered some additional questions to describe their working life. Some of these questions explore how COVID-19 has been transforming the workplace and how expats envision their ideal work environment. Lastly, the survey included two more rating questions for working expats. They cover the topic of New Work, the new way of working in the global and digital age. Participants were asked to rate how important this concept is in the business culture of their host country and how the latter compares to their home country. The country averages from the first question were used to compare the importance of New Work in various expat destinations.

For a country to be featured in the New Work ranking, a sample size of at least 50 respondents was necessary. This requirement was met by 55 destinations. New Work is extremely important in the business culture of the USA, the UAE, Finland, Estonia, and the Netherlands.

### **About InterNations**

With around 4.2 million members in 420 cities around the world, [InterNations](#) is the largest global community and a source of information for people who live and work abroad. InterNations offers global and local networking and socializing, both online and face to face. At around 6,000 events and activities per month, expatriates have the opportunity to meet other global minds. Online services include discussion forums and helpful articles with personal expat experiences, tips, and information about life abroad. Membership is by approval only to ensure we remain a community of trust. InterNations is part of the NEW WORK SE, a group of brands that offer products and services for a better working life.

Find more information about InterNations on our [press page](#), [in our company blog](#), or in our [magazine](#).

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