

The Future of Working Abroad

An Expat Insider 2021 Report



Beyond the Pandemic: Expats Envisioning the Future of Working Abroad

Our general *Expat Insider 2021* report from May was called “The Year of Uncertainty”. The title referred to the feelings expressed by many of our survey respondents, who have been living and working in a foreign country during a global health crisis. In nearly two years of living with COVID-19, all of us have had plenty of time to wrestle with those feelings and adapt to the “new normal”.

One specific aspect of everyday life has been affected, transformed even, by the pandemic. In this report, we would like to highlight this aspect, along with other aspects related to the future of working abroad. In many people’s working life, especially among employees in knowledge-intensive white-collar industries, COVID-19 has acted as the catalyst speeding up a pre-pandemic trend: the rise of remote work. An analysis by global management consulting firm McKinsey & Company even called this development a “structural shift” set in motion by a virus “breaking through cultural and technological barriers”.

We have actually participated in this kind of transformation first-hand when we took the decision last year to turn InterNations into a remote-first organization. Our team members, previously based in our Munich and Porto offices, are now able to work from anywhere within Germany and Portugal. We are also exploring our options with regard to employing people who are not based in either of these countries.

This development in our very own company also sparked our curiosity as to whether and how expats might benefit from similar policies in the workplace. This is how the idea for this report was born. But we are not only interested in seeing how widespread and how accepted remote work is among expats and whether this trend could be partly due to the pandemic; we also wanted to think beyond the “year of uncertainty”, ahead to the post-pandemic future of work.



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Therefore, we set about finding out what expats especially appreciate about their current job and what they want their ideal work environment to be like. We were particularly curious to discover how prevalent certain values are in the business culture of various expat destinations. These values — such as autonomy, creativity, freedom, self-fulfillment, etc. — are part of the concept of New Work, a phrase coined to describe the new way of working in a globalized and digitized world. This concept also very much matters to us personally: before founding InterNations in 2007, we both sought freedom and self-fulfillment in our international careers; then, running and building a business proved to us again and again how important autonomy and creativity are to entrepreneurship.

So, we were wondering how expats view — and *live* — the concept of New Work. Do they experience the

business culture of their respective host country as more innovative or more restrictive in this regard? And what about their own values? Do they set store by the more traditional aspects of what constitutes a “good” job and a “successful” career, such as company benefits or status? Or do they attach more importance to factors such as greater flexibility, interesting tasks, room for personal growth, and the option to work from home?

Let’s take a break from all the COVID-19 news together and take a look instead at how expats describe their international career and envision the future of working abroad.

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Short Methodology & Executive Summary

The report “The Future of Working Abroad” is based on data from the *Expatriate Insider 2021* survey by InterNations. The survey was conducted online — responses not being limited to members of the global InterNations community — and ran from 7 January to 31 January 2021. In total, 12,420 expats representing 174 nationalities and living in 186 countries or territories participated; the general *Expatriate Insider* report and an overall country ranking based on their responses were published in May 2021.

This report, however, uses mainly data sets from expats who are currently doing any kind of paid work abroad. Responses from retirees, stay-at-home parents, volunteers, etc. were not taken into account for the most part. Around the world, 8,313 survey respondents match this definition of “working expats”. They are spread across 175 destinations and represent 166 different nationalities. There are 18 nationalities with more than 100 respondents each, from Australians to US American expats working abroad. These nationality groups are portrayed in the individual profiles featured in this report, following the global chapter, which provides an overview of the results, regardless of nationality.

In the survey questionnaire, all respondents, regardless of their employment status, were also asked to provide some information about themselves (e.g., nationality, age, gender,

education) 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 individual factors (e.g., local career opportunities) were then bundled into three subcategories (e.g., Career Prospects & Satisfaction), and their mean values were used to draw up a topical index for working abroad.

The Working Abroad Index compares the various destinations with regard to the respondents’ satisfaction with their working life. It is not only part of the overall *Expatriate Insider 2021* country ranking, but it is also referenced throughout this report. In 2021, the top 5 destinations for working abroad are Taiwan, New Zealand, Czechia, China, and Denmark.

Moreover, the respondents currently working abroad answered some additional questions in order to describe their working life, such as their field of work, their employment status, their average working hours, and what they especially appreciate about their job. These questions provide some insights into the status quo of working abroad, but the survey was also aimed at finding out more about how COVID-19 has been transforming the workplace — especially the rise of remote work — and how expats envision their ideal work environment.

Lastly, the questionnaire also included two more work-related rating questions. These questions cover the topic of “New Work”, the new way of working in the global and digital age, with values such as freedom, autonomy, creativity, and self-fulfillment being considered increasingly important.

Respondents were asked to rate how important such values are in the business culture of their host country and how their current country of residence compares to their home country in this regard. The country averages from the first question were then used to compare the respective importance of New Work in various expat destinations.

For a country to be featured in the New Work ranking (which is not featured in the more general Working Abroad Index), a sample size of at least 50 survey participants was necessary. This requirement was met by 55 destinations. Among them, New Work is extremely important in the business culture of the USA, the UAE, Finland, Estonia, and the Netherlands; however, it plays a very minor role in countries such as Japan, Egypt, South Korea, Turkey, and India.

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The Future of Working Abroad



Average Age
43.1 years old

Gender Split*
46% female 53% male

Relationship Status
61% in a relationship 39% single

Employment Status
82% work full time 18% work part time

Top Industries

- 12% education (incl. language education)
- 11% IT
- 8% finance

Reasons for Moving Abroad

- 47% job-related reason**
- 10% to live in my partner's home country / for love
- 8% to go to school or university

Gross Yearly Income

- 23% less than 25,000 USD
- 53% 25,000–100,000 USD
- 23% more than 100,000 USD

Level of Education

- 47% postgraduate / master's degree (or similar)
- 33% bachelor's degree (or similar)
- 8% PhD (or similar)
- 6% commercial / technical / vocational training
- 5% high school graduate (or similar)
- 1% no degree at all

Top 3 Things Most Liked about the Current Job

- 32% opportunity to work remotely / from home
- 32% good work-life balance
- 29% flexible working hours

Top 3 Things Most Important for a Dream Job***

- 54% good compensation and/or benefits
- 49% good work-life balance
- 29% creative/interesting tasks

Remote Work

- 78% are able to work remotely
- 22% cannot work remotely
- 22% want the opportunity to work remotely / from home in their dream job
- 65% of expats who can work remotely like it

* Respondents also had the option to self-describe — so the total may not always add up to 100%.
 ** 17% found a job on their own, 15% were recruited internationally, 13% were sent by their employer, 2% to start their own business
 *** Note: This includes working expats and expats looking for a job.

Working Abroad: Present Facts & Future Trends

Expats around the world talk about their career and their working conditions. They also provide insights into how new working arrangements (e.g., remote work) are changing their working life and what they would like to see in their ideal work environment.

Who's Working Abroad?

Expats working abroad are on average 43.1 years old, and the gender ratio is a fairly even split between male (53%) and female (46%) expats. Overall, they are well educated, with four in five either holding a postgraduate degree / master's degree (47%) or a bachelor's degree (33%). Another 8% have a PhD, followed by 6% with qualifications from commercial/technical/vocational training. Just 5% have only graduated high school, and 1% have no degree at all.

Close to half the working expats (47%) state that their career was also their most important reason for relocating to another country: they either found a job on their own (17%), were recruited internationally (15%), or were sent by their employer (13%). Just 2% moved abroad to start their own business.

When it comes to their current employment situation, 30% are in a senior/specialist position, followed by lower/middle management (17%) and top managers/executives (13%).

More than one in ten (11%) are self-employed / a freelancer, 9% are teachers/professors, and 7% each either work in entry-level jobs or have their own business.

Common Fields & Income Ranges

The most common fields expats work in are education (12%), IT (11%), and finance (8%). Other frequently mentioned fields of work include manufacturing & engineering (7%), healthcare (6%), and advertising, marketing & communication (5%). About one-third of working expats (33%) have a gross yearly income ranging from 50,000 to 100,000 USD. Four in nine (44%) make 50,000 USD or less, while 23% make more than 100,000 USD.

Work-Life Balance & Career Options

While the vast majority of expats works full time (82%), the share has slightly decreased by four percentage points since 2015 (86%). The changes in the way they work become even clearer when it comes to expats' working hours. In 2015, the

average number of working hours per week — for full-time and part-time workers combined — was 42 hours; in 2021 it is just 39.9 hours. This seems to have a positive impact on personal satisfaction: 70% of working expats are happy with their working hours in 2021 (vs. 64% in 2015), and 68% rate their work-life balance positively (vs. 63% in 2015).

While the satisfaction with working hours and work-life balance has slightly increased since 2015, expats are less happy with their local career opportunities: less than half the working expats (49%) are satisfied with this factor in 2021, compared to 60% in 2015. On the other hand, expats rate their job security better now, with 67% saying they are happy with this factor (vs. 60% in 2015). Overall, 73% are happy with their job in general, which is five percentage points more than in 2015 (68%).

Where Is the Concept of New Work Considered Most Important?

Close to three in five working expats (58%) say that factors like autonomy, freedom, creativity, personal development,

Working Abroad: Present Facts & Future Trends

and self-fulfillment are important in the business culture of their host country. These values are closely related to the concept of New Work, which describes the new way of working in the global and digital age.

The top 10 countries where expats rate the importance of New Work in the local business culture the highest are the USA, the UAE, Finland, Estonia, the Netherlands, Bahrain, Australia, Canada, New Zealand, and Sweden. For example, 74% of working expats in the USA say that New Work plays an important role in the local business culture.

When asked to compare the importance of New Work in their home country and their current country of residence, 49% of working expats say that New Work is more important in the business culture of their host country than in their home country. Working expats from Mexico (74%), the Philippines (65%), Turkey (61%), India (60%), and Italy (59%) see the biggest difference in importance as compared to their home country.

In fact, their home countries do not rank particularly well when it comes to the importance of New Work in the local business culture, as rated by expats living there. Mexico is the best out of these five countries, landing on 33rd place out of 55. It is followed by the Philippines (40th), while Italy (49th), India (51st), and Turkey (52nd) even end up among the bottom 10 worldwide.

Overall, Japan (55th out of 55), Egypt, South Korea, Turkey, India, Kuwait, Italy, Spain, France, and China (46th) are the ten destinations where expats rate the concept of New Work as

relatively unimportant in the business culture. For example, 40% of expats in Japan say that New Work is not important in the local business world, compared to 18% globally.

Is Remote Work on the Rise?

One aspect of New Work is already an everyday occurrence for many working expats: close to four in five (78%) are able to work remotely in 2021. However, while 62% say that they can work remotely, 16% add that they *can* work remotely but usually *prefer not to*. Another 16% are unable to work remotely due to the nature of their job, and just 6% cannot work remotely because their employer does not allow it. Overall, 65% enjoy working remotely: more than a quarter (28%) even like it *very much*, while just 3% do not like it *at all*.

Close to two in five working expats (39%) work fully remotely, while the second-biggest share (18%) works remotely for more than 15 days per month. This figure is followed by two to five days (14%), one day or less (12%), six to ten days (10%), and 11 to 15 days (8%).

The COVID-19 pandemic has had a clear impact on the world of work, with working-from-home job ads on the rise and employers introducing hybrid working plans.¹ Expat employees have also seen an effect on their remote work policies: nearly three in ten (28%) are now able to work remotely more often than before, while another 20% say that remote work has been newly introduced and is here to stay for them. Only for around one-quarter (26%) have their employer's remote work policies not changed in the

long run, while another 26% do not know yet what their employer will decide in the post-pandemic future.

Current Values vs. Future Careers

When asked what they like best about their current job, working expats most frequently mention the opportunity to work remotely / from home (32%), a good work-life balance (32%), and flexible working hours (29%).

“Unfortunately, what working expats enjoy about the job they have is not necessarily what they envision for their future career. Businesses all around the world will have to offer other aspects that are related to the concept of New Work, such as having creative tasks. But this is not everything expats ask for,” says Malte Zeeck, InterNations Founder and Co-CEO. *“Despite a growing desire for self-fulfillment and personal development, hard factors such as a good salary remain extremely important for expats in a business context.”*

In fact, the top 3 aspects that would be especially important to expats in an ideal work environment are a good compensation and/or good benefits (54%), a good work-life balance (49%), and creative/interesting tasks (29%). At the moment, just 28% are happy with their compensation and/or benefits, and only 21% benefit from having creative/interesting tasks at work.

¹ BBC. Working from home job adverts rise. 11 Aug 2021. <https://www.bbc.com/news/business-58160245>

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

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



The Future of Working Abroad



Average Age
47.4 years old

Gender Split
48% female 52% male

Relationship Status
67% in a relationship 33% single

Employment Status
84% work full time 16% work part time

Top Industries

- 17% education (incl. language education)
- 9% finance
- 7% manufacturing & engineering



Reasons for Moving Abroad

- 46% job-related reason*
- 16% to live in my partner's home country / for love
- 6% looking for an adventure / a personal challenge



Gross Yearly Income

- 15% less than 25,000 USD
- 49% 25,000–100,000 USD
- 36% more than 100,000 USD



Level of Education

- 39% bachelor's degree (or similar)
- 34% postgraduate / master's degree (or similar)
- 13% commercial / technical / vocational training
- 7% PhD (or similar)
- 6% high school graduate (or similar)
- 1% no degree at all



Top 3 Things Most Liked about the Current Job

- 37% good work-life balance
- 37% opportunity to work remotely / from home
- 27% flexible working hours



Top 3 Things Most Important for a Dream Job**

- 57% good work-life balance
- 52% good compensation and/or benefits
- 31% creative/interesting tasks



Remote Work

- 76% are able to work remotely
- 24% cannot work remotely
- 16% want the opportunity to work remotely / from home in their dream job
- 67% of expats who can work remotely like it

* 14% found a job on their own, 13% were sent by their employer, 13% were recruited internationally, 5% to start their own business
 ** Note: This includes working expats and expats looking for a job.

Australian Expats Dream of Creative and Flexible Jobs

A good work-life balance is very important to Australians working abroad – even more important than a good compensation. The typical Australian expat is older than the global average and more likely to have qualifications from commercial/technical/vocational training as their highest level of education.

Why do Australians move abroad? According to the *Expatriate Insider 2021* survey by InterNations, 46% of Australians working abroad name their career as the most important reason for relocating overseas. Most of them found a job on their own (14%), were recruited internationally, or sent by their employer (13% each). Another 5% moved abroad to start their own business, which is more than twice the global average among expats working abroad (2%). Aside from work-related reasons, an above-average share of Australians working abroad (16%) originally relocated because they wanted to live in their partner's home country / for love (vs. 10% globally).

The Typical Australian Working Abroad

On average, Australian expats working abroad are 47.4 years old, which is significantly older than the global average among working expats (43.1 years). The gender ratio is split more or less evenly between male (52%) and female (48%) expats, and Australians working overseas are more likely to be in a committed relationship than the

global average (67% vs. 61% globally). The majority works full time (84%) and spends an average of 40.6 hours per week at work.

Most Australians working abroad have a job in the field of education (17%), followed by finance (9%) and manufacturing & engineering (7%). About three in ten (29%) work in a senior/specialist position, with another 14% being top managers/executives.

Interestingly, 13% say that their highest academic or professional qualifications come from commercial/technical/vocational training, which is more than twice the global average (6%). Close to two in five (39%) have a bachelor's degree (vs. 33% globally), while just 34% hold a master's or other kind of postgraduate degree (vs. 47% globally).

A Good Work-Life Balance Is Everything for Australian Expats

When asked what would be most important for them in

an ideal work environment, Australians most frequently mention a good work-life balance (57%). Globally, the most-cited aspect is a good compensation and/or good benefits (54%), while just 49% of working expats choose a good work-life balance. For Australian expats, a good compensation and/or good benefits is only the second most important aspect of their dream job (52%).

Luckily, most of them already seem to have a good work-life balance, as this is the aspect that Australian expats enjoy the most about their current job (37%). Close to seven in ten (68%) rate their work-life balance positively.

However, just 23% of Australian expats cite a good compensation and/or good benefits among the aspects they like most about their current job. This is interesting as Australians are among the better-paid expats around the globe: 36% have a gross yearly income of 100,000 USD or more — globally, just 23% make as much.

Remote Work — Nice to Have but Not Necessary

A good work-life balance is on par with the opportunity to work remotely / from home, which is another aspect 37% of Australian expats appreciate about their current job. More than three-quarters of Australian expats (76%) are able to work remotely, and 67% actually enjoy doing so. Exactly two in five (40%) work fully remotely, and 23% work remotely for more than 15 days per month.

The COVID-19 pandemic has only had a minor impact on the remote work policies for Australian expats: just 13% say that remote work was newly introduced by their employer and is here to stay, compared to 20% globally. However, 31% are now able to work remotely more often than in pre-pandemic times (vs. 28% globally).

In an ideal work environment, remote work is not that important for Australians working overseas, though: just 16% find this aspect especially important when imagining their dream job, compared to 22% of expats globally.

The Australian Dream Job Is Creative, Flexible, and Reflects Their Values

Aside from a good work-life balance and a good compensation and/or good benefits, 31% of Australian expats say that creative/interesting tasks are especially important for their dream job (vs. 29% globally). This factor is followed by flexible working hours (30% vs. 28% globally)

and corporate culture/values (20% vs. 15% globally). All three aspects, but especially the latter, are more important to Australian expats than to the global average.

Unfortunately, these aspects of their ideal work environment are not yet reflected in their current career: while 27% of Australian expats say they enjoy the flexible working hours in their current job, just 21% single out creative/interesting tasks. And just about one in ten (11%) name the corporate culture/values among the aspects they like best about their current job.

“The values that are important to Australian expats are closely related to the concept of New Work, which describes the new way of working in the global and digital age,” says InterNations Founder and Co-CEO Malte Zeeck. “As they do not seem to find these aspects in their current career abroad, it will be interesting to see how this will impact their professional future. If Australian expats cannot find those kinds of job in their current host countries, they might choose different destinations or simply move back home.”

Australians Are Unlikely to Find Their Dream Job in Their Host Countries

In fact, 33% of Australians working overseas say that New Work is less important in the business culture of their host country than in Australia. Globally, just 23% say this about their current country of residence.

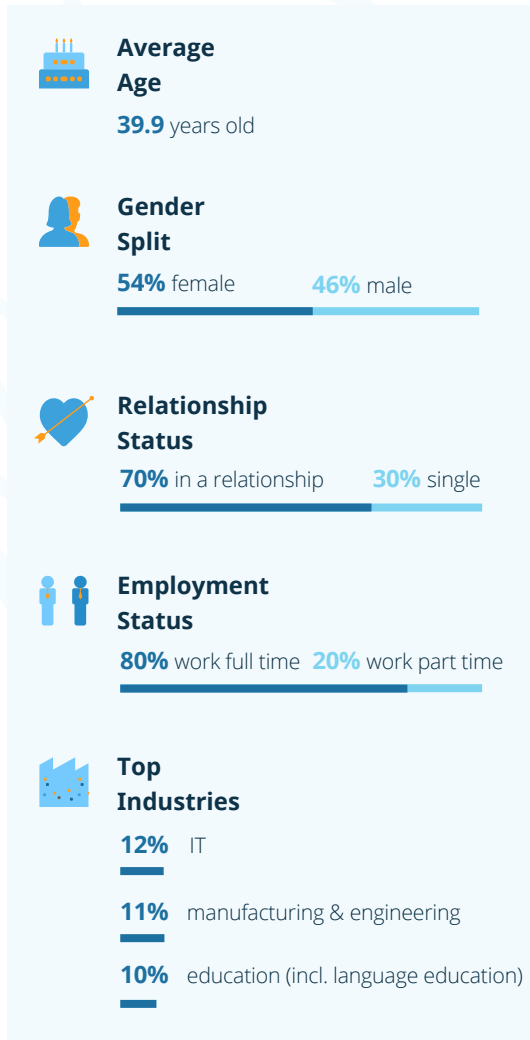
This is no surprise when looking at the most common

destinations where Australians working abroad live: this list includes Germany, the USA, the UK, China, as well as Japan and Singapore.

When these — and 49 other countries — are compared according to how important New Work is in the local business culture, only the USA (1st out of 55) ranks ahead of Australia (7th). In fact, close to three-quarters of the expats working in Australia (74%) think that New Work plays an important role in the business culture of their host country. Globally, just 58% of working expats would say the same about their current country of residence.

While Singapore (14th) and the UK (15th) at least make it into the top 20 worldwide, Germany only comes in 35th place. China (46th), however, lands in the bottom 10, and Japan is voted the worst out of 55 destinations when it comes to the importance of New Work. In fact, 40% of expats in Japan say that New Work is not important in the country's business culture, compared to 18% globally.

The Future of Working Abroad



Reasons for Moving Abroad

- 40% job-related reason*
- 13% to live in my partner's home country / for love
- 12% better quality of life



Gross Yearly Income

- 24% less than 25,000 USD
- 56% 25,000–100,000 USD
- 20% more than 100,000 USD



Level of Education

- 63% postgraduate / master's degree (or similar)
- 26% bachelor's degree (or similar)
- 8% PhD (or similar)
- 3% commercial / technical / vocational training
- 1% high school graduate (or similar)
- 0% no degree at all



Top 3 Things Most Liked about the Current Job

- 39% good work-life balance
- 37% opportunity to work remotely / from home
- 32% flexible working hours



Top 3 Things Most Important for a Dream Job**

- 57% good work-life balance
- 52% good compensation and/or benefits
- 28% opportunity to work remotely / from home



Remote Work

- 82% are able to work remotely
- 18% cannot work remotely
- 28% want the opportunity to work remotely / from home in their dream job
- 72% of expats who can work remotely like it

* 15% were sent by their employer, 13% were recruited internationally, 11% found a job on their own, 1% to start their own business
 ** Note: This includes working expats and expats looking for a job.

Brazilian Expats Enjoy Working Remotely

Brazilians working abroad are younger than average, more likely to be women, and cherish their work-life balance. They tend to work in countries with great local career opportunities and more modern working arrangements.

Why do Brazilians move abroad? According to the *Expatriate 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 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 degree (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).

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.

Brazilian Expats Enjoy Working Remotely

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 *Expatriate 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

Brazilian Expats Enjoy Working Remotely

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.

The Future of Working Abroad



Average Age
50 years old

Gender Split
44% female 56% male

Relationship Status
65% in a relationship 35% single

Employment Status
78% work full time 22% work part time

Top Industries
22% education (incl. language education)
8% IT
8% finance

Reasons for Moving Abroad
43% job-related reason*
12% to live in my partner's home country / for love
7% better quality of life

Gross Yearly Income
19% less than 25,000 USD
51% 25,000–100,000 USD
31% more than 100,000 USD

Level of Education
37% postgraduate / master's degree (or similar)
35% bachelor's degree (or similar)
10% commercial / technical / vocational training
9% high school graduate (or similar)
5% PhD (or similar)
4% no degree at all

Top 3 Things Most Liked about the Current Job
37% good work-life balance
35% opportunity to work remotely / from home
28% flexible working hours

Top 3 Things Most Important for a Dream Job**
56% good work-life balance
49% good compensation and/or benefits
31% flexible working hours

Remote Work
77% are able to work remotely
23% cannot work remotely
25% want the opportunity to work remotely / from home in their dream job
66% of expats who can work remotely like it

* 18% found a job on their own, 14% were recruited internationally, 9% were sent by their employer, 2% to start their own business
** Note: This includes working expats and expats looking for a job.

A Good Work-Life Balance Is Everything to British Expats

British expats working abroad are older than average, have higher incomes, and plan to stay abroad forever. While they appreciate having a good compensation and/or good benefits, maintaining a good work-life balance is even more important to them.

Why do British nationals move abroad? According to the *Expats Insider 2021* survey by InterNations, 43% of British expats working abroad relocated for their career. While this is the biggest share among the various reasons cited by British respondents, it is still slightly smaller than the global average (47%). Close to one in five (18%) found a job on their own, 14% were recruited internationally, and 9% were sent by their employer. Just 2% moved abroad to start their own business.

Aside from work-related reasons, an above-average share of British expats working abroad originally relocated for their partner's job or education (6% vs. 4% globally), to live in their partner's home country / for love (12% vs. 10% globally), or simply because they enjoy living abroad (5% vs. 3% globally). However, it is rather uncommon among British expats to move abroad to go to school or university (1% vs. 8% globally).

The Typical British Expat Working Abroad Is Older and Planning to Stay

British expats working abroad are on average 50 years old,

which is much older than the global average (43.1 years). They are more likely to be men (56%) than women (44%), while another 1% of respondents from the UK prefer to self-describe their gender identity. Close to two-thirds (65%) are in a committed relationship (vs. 61% globally).

British expats working overseas are in it for the long run, with 33% having lived abroad for more than ten years, nine percentage points more than the global average (24%). More than two in five (42%) could see themselves staying abroad possibly forever, compared to just 30% of working expats worldwide.

British Expats Work in Education or as Freelancers

The majority of British expats (78%) works full time (vs. 82% globally). More than one in five (22%) work in the field of education, compared to 12% globally, which makes it by far the most common field of work among British expats. This might be related to English native speakers being much

sought after: the share of Canadian (22%) and US American (25%) expats working in education is also considerably higher than the global average. Other common fields of work among British expats are IT and finance (8% each).

What is more, the share of British expats who are either self-employed/freelancers (18% vs. 11% globally) or running their own business (12% vs. 7% globally) is also bigger than the global average. Another 16% are top managers / executives (vs. 13% globally), while 24% work in a senior/ specialist position (vs. 30% globally). Just 11% have a job in lower/middle management (vs. 17% globally).

Comparably Low Level of Formal Education – But High Incomes

The level of formal education among British nationals working abroad is lower than the global average: 4% have no degree at all (vs. 1% globally), and another 9% cite the equivalent to a high school degree as their highest academic qualification (vs. 5% globally). While 35% of British expats

A Good Work-Life Balance Is Everything to British Expats

working abroad hold a bachelor's degree (vs. 33% globally), the shares of those with a postgraduate/master's degree (37% vs. 47% globally) or a PhD (5% vs. 8% globally) are again below the global average.

This does not seem to affect their income, though: more than three in ten British expats (31%) have a gross yearly income of at least 100,000 USD, compared to 23% globally. Another 31% make between 50,000 and 100,000 USD per year (vs. 33% globally), and just 38% have an income of up to 50,000 USD (vs. 44% globally).

A Good Work-Life Balance, but Missing Career Opportunities

Exactly three in four British expats (75%) are satisfied with their job in general (vs. 73% globally). They are particularly happy with their work-life balance (72% vs. 68% globally) and their working hours (73% vs. 70% globally). In fact, the average working week among the British respondents (37.9 hours) is two hours shorter than the global average (39.9 hours).

However, just 61% of British expats rate the state of the local economy in their current country of residence positively (vs. 65% globally). And fewer than two in five (37%) are happy with the local career opportunities, which is twelve percentage points below the global average (49%).

This might be related to the most common destinations that British expats move to: Germany, Spain, the Netherlands,

Switzerland, and the USA. Only the USA (2nd) and Germany (8th) rank ahead of the UK (10th) when expats evaluate their local career opportunities in the *Expatriate Insider 2021* survey. The Netherlands (17th), Switzerland (25th), and Spain (44th) follow further down in the ranking. For example, 60% of expats working *in* the UK are happy with their career opportunities, compared to 69% in the USA and 36% in Spain.

British Expats Enjoy Their Work-Life Balance Now ...

When asked what they like best about their current job, 37% of British expats mention the good work-life balance, which makes this the most frequently cited aspect. It is followed by the opportunity to work remotely / from home (35%) and flexible working hours (28%).

More than three-quarters of British expats (77%) are able to work remotely (vs. 78% globally), and 66% of those who can work remotely actually like doing so (vs. 65% globally). More than two in five (42%) even work fully remotely (vs. 39% globally), and 19% work remotely for more than 15 days per month (vs. 18% globally). When they imagine their dream job, the opportunity to work remotely / from home is important for 25% of British expats. This is slightly above the global average (22%), but still far from the most frequently cited factor.

... and Consider It Highly Relevant for Their Future Career

So, what *do* British expats find important in their ideal

work environment? The most frequently mentioned aspect is a good work-life balance (56%), followed by a good compensation and/or good benefits (49%). Globally, it is the other way around since expats worldwide consider a good compensation and/or good benefits (54%) more important than a good work-life balance (49%). More than three in ten British expats (31% each) also mention flexible working hours and creative/interesting tasks to be relevant for their dream job and future career.

"A good work-life balance is most important to British expats now and will remain relevant in the future," says Malte Zeeck, InterNations Founder and Co-CEO. "Interestingly, other aspects that are closely related to a modern way of working, such as room for personal development, general career development, and the employer's corporate culture, are not that important to British expats describing their ideal work environment. This is quite interesting since they come from a business culture where such values do seem to play an important role."

In fact, just 19% of British expats consider room for personal development/growth important when imagining their dream job (vs. 22% globally). The shares are also below average for general career development (14% vs. 20% globally) and the employer's corporate culture/values (12% vs. 15% globally).

The Concept of New Work Is More Common in the UK than Abroad

As British expats do not rate the above-mentioned aspects highly, they might not mind that they do not (yet) play a big

A Good Work-Life Balance Is Everything to British Expats

role in their most common destinations. In fact, only 35% of British expats say that factors like autonomy, freedom, creativity, personal development, and self-fulfillment are more important in the business culture of their current country of residence than at home in the UK. These values are closely related to the concept of New Work, which describes the new way of working in the global and digital age. On a global scale, 49% of expats say the same about their host country.

The UK ranks 15th out of 55 countries when it comes to expats comparing the importance of New Work in the local business culture. Among the most common destinations where British expats work, the USA (1st) and the Netherlands (5th) rank ahead, while Switzerland (23rd) and Germany (35th) fall behind. Spain (48th) even lands among the ten destinations worldwide where New Work is *least* important in the local business culture. For example, 66% of expats working *in* the UK agree that New Work is important there, compared to 74% in the USA and 49% in Spain.

The Future of Working Abroad



Average Age
47.2 years old

Gender Split
55% female 45% male

Relationship Status
63% in a relationship 37% single

Employment Status
84% work full time 16% work part time

Top Industries
22% education (incl. language education)
9% IT
8% advertising, marketing & communication

Reasons for Moving Abroad
45% job-related reason*
13% to live in my partner's home country / for love
8% for my partner's job or education

Gross Yearly Income
10% less than 25,000 USD
57% 25,000–100,000 USD
33% more than 100,000 USD

Level of Education
45% postgraduate / master's degree (or similar)
37% bachelor's degree (or similar)
8% PhD (or similar)
5% commercial / technical / vocational training
3% no degree at all
2% high school graduate (or similar)

Top 3 Things Most Liked about the Current Job
35% good compensation and/or benefits
34% opportunity to work remotely / from home
32% flexible working hours

Top 3 Things Most Important for a Dream Job**
59% good compensation and/or benefits
49% good work-life balance
30% respectively: flexible working hours; creative/interesting tasks

Remote Work
75% are able to work remotely
25% cannot work remotely
24% want the opportunity to work remotely / from home in their dream job
66% of expats who can work remotely like it

* 16% were recruited internationally, 15% found a job on their own, 11% were sent by their employer, 3% to start their own business
** Note: This includes working expats and expats looking for a job.

Canadian Expats Are among the Better-Paid Expats Globally

Canadians working abroad are older than average, more likely to be female, and often work in education. While they usually earn a good salary, their working conditions abroad are seen as less agreeable and less modern compared to Canada.

Why do Canadians move abroad? According to the *Expat Insider 2021* survey by InterNations, 45% of Canadians working abroad name their career as the most important reason for relocating to another country. Most of the Canadian expats were recruited internationally (16%), found a job on their own (15%), or were sent by their employer (11%). Just 3% moved abroad to start their own business. Aside from work-related reasons, an above-average share of Canadians working abroad (13%) originally relocated because they wanted to live in their partner's home country / for love (vs. 10% globally).

Canadians Working Abroad Are Older and More Likely to Be Female ...

On average, Canadian expats working abroad are 47.2 years old, which is considerably older than the global average (43.1 years). More than half (55%) are female (vs. 46% globally), while just 45% are male (vs. 53% globally). While some of the basic demographics are different, Canadians are fairly similar to the average expat in terms of their working life:

84% work full time (vs. 82% globally), and the average working hours among all survey respondents amount to 39.5 hours per week at work (vs. 39.9 hours globally).

... and Often Work in the Field of Education

More than one in five Canadian expats (22%) work in the field of education, which is ten percentage points more than the global average (12%). This might be related to English native speakers being much sought after: the share of British (22%) and US American (25%) expats working in education is also considerably higher than the global average. Other fields of work Canadian expats frequently mention are IT (9%) and advertising, marketing & communication (8%).

The high share of (language) teachers might also explain the lower share of Canadian expats in a senior/specialist position (21% vs. 30% globally). On the other hand, 15% are top managers / executives (vs. 13% globally). Lastly, a

slightly above-average share say they are self-employed / freelancers (13% vs. 11% globally).

Working Conditions Abroad Are Not So Great for Canadians

Canadians are generally happy with their working life abroad: close to three-quarters (74%) are satisfied with their job in general, about the same as the global average (73%). However, a closer look at some individual factors reveals that the latter do not match the global average. Canadian expats report below-average levels of satisfaction with their working hours (66% happy vs. 70% globally), their work-life balance (66% vs. 68% globally), their local career opportunities (44% vs. 49% globally), and the state of the local economy (58% vs. 65% globally) in their respective host country.

This can be explained by looking at the most common expat destinations where Canadians work: This list features the USA (7%) and Germany (6%), followed by the Netherlands, Spain, and Qatar (4% each). Among expats living in these

Canadian Expats Are among the Better-Paid Expats Globally

countries, Germany (6th) is the only country that ranks ahead of Canada (12th) in the *Expatriate Insider 2021* survey's Working Abroad Index. The Netherlands (13th) comes close behind, followed by Qatar (19th), and the USA (26th). However, Spain (51st) even ends up among the bottom 10 destinations worldwide.

They Especially Miss the Modern Way of Working

More than a quarter of the Canadian respondents working abroad (27%) say that factors like autonomy, freedom, creativity, personal development, and self-fulfillment are *not* important in the host country's business culture. These values are closely related to the concept of New Work, which describes the new way of working in the global and digital age. On a global scale, just 18% of working expats say that this concept is not important in their current country of residence.

This perceived lack of a modern approach to work becomes even clearer when the respondents compare their host country to Canada: 40% say that New Work plays a less important role in the business culture of their host country than back home in Canada. Nearly one in five (18%) even say that it is *far less* important than back home, which is more than twice the global average (8%).

Canada Is Leading the Way When It Comes to a Modern Way of Working

In fact, just two out of the most common destinations for

Canadians working abroad rank ahead of Canada when it comes to the importance of New Work in the local business culture: The USA (1st), the Netherlands (5th), and Canada (8th) all rank among the top 10 out of 55 countries worldwide. While Qatar (18th) and Germany (35th) land mid-field, Spain (48th) even ends up in the global bottom 10 again.

For example, just 32% of expats living *in* Spain say that New Work plays a more important role in the local business culture than in their home country. This is below the global share (49%), while 68% of expats *in* Canada say that this way of working is more important there than in their home country.

"The answers of both Canadians abroad and expats living in Canada show that Canada is leading the way when it comes to a modern way of working," says Malte Zeeck, InterNations Founder and Co-CEO. *"It is hardly a surprise then that Canadian expats are not always satisfied with their working conditions abroad."*

Canadians Enjoy Generous Remunerations and Remote Work

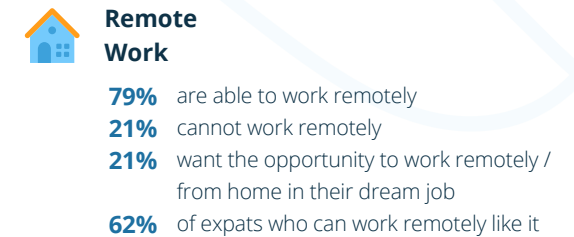
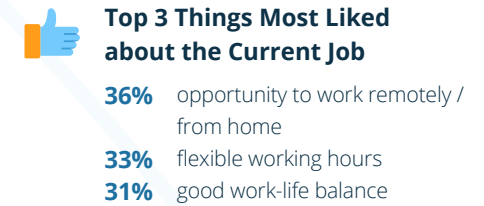
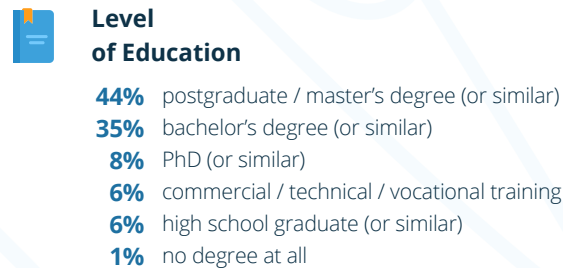
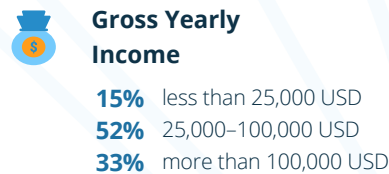
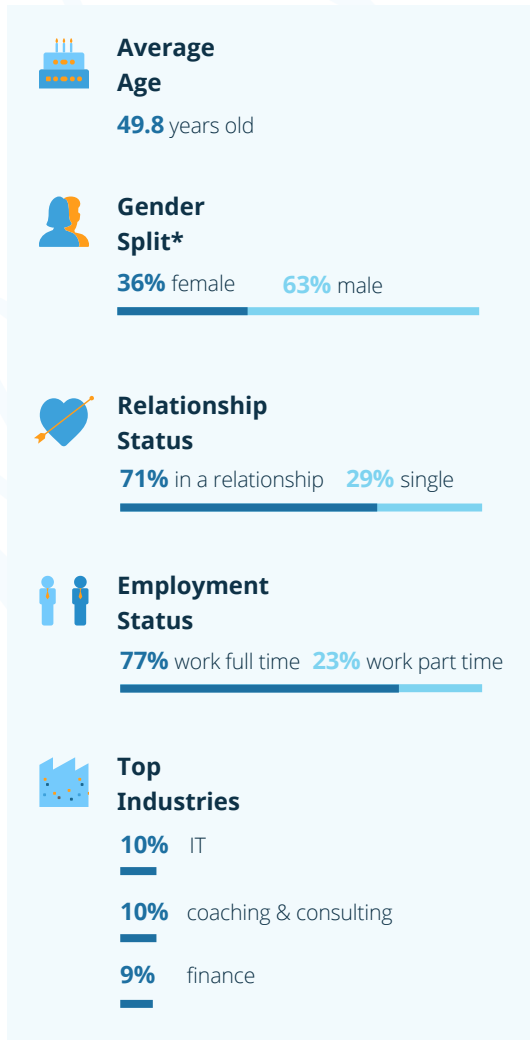
When asked what they like most about their current job, 35% of Canadians cite the good compensation and/or good benefits. In fact, Canadians feature among the better-paid expats around the globe: more than half (55%) have a gross yearly income ranging from 50,000 to 150,000 USD (vs. 45% globally), and 17% even make more than 150,000 USD annually (vs. 11% globally).

Another aspect they like about their current job, which is mentioned nearly as frequently, is the opportunity to work remotely (34%). Exactly three in four Canadian expats (75%) are able to work remotely (vs. 78% globally), and 66% of them like doing so (vs. 65% globally). They tend to work remotely more often than the average expat: 21% work remotely for more than 15 days per month (vs. 18% globally), and 44% even work fully remotely (vs. 39% globally).

The COVID-19 pandemic has not had much of an impact regarding remote work for Canadian expats. More than three in ten (31%) say that their employer's remote work policy has not changed in the long run (vs. 26% globally). And just 19% each are now able to work remotely more often than before (vs. 28% globally) or say that remote work was newly introduced and is now here to stay for them (vs. 20% globally).

A good compensation and/or benefits (59%) is also the aspect that Canadian expats mention most often when asked to imagine an ideal work environment. Additionally, about half (49%) want a good work-life balance in their dream job, and 30% each wish for creative/interesting tasks and flexible working hours.

The Future of Working Abroad



* Respondents also had the option to self-describe — so the total may not always add up to 100%.

** 18% found a job on their own, 17% were sent by their employer, 11% were recruited internationally, 2% to start their own business

*** Note: This includes working expats and expats looking for a job.

Dutch Expats Leave a Modern Business Culture Behind

Dutch nationals working abroad are older, more likely to be men, and earn more money than the global average among working expats. While they are very satisfied with their working life abroad, they usually leave a modern business culture behind when relocating.

Why do Dutch nationals move abroad? According to the *Expatriate Insider 2021* survey by InterNations, close to half the Dutch respondents working abroad (48%) relocated for their career: 18% of them found a job on their own, 17% were sent by their employer, and 11% were recruited internationally. Just 2% moved abroad to start their own business.

Aside from work-related reasons, an above-average share of Dutch nationals working abroad originally relocated for their partner's job or education (9% vs. 4% globally) or because they wanted to live in their partner's home country / for love (14% vs. 10% globally).

Older than Average and More Likely to Be Men

Dutch expats working abroad are on average 49.8 years old, which is significantly older than the global average (43.1 years). Additionally, a larger-than-average share of them are men (63% vs. 53% globally) and in a committed relationship (71% vs. 61% globally).

When it comes to their level of education, 44% of Dutch expats working abroad have a postgraduate/master's degree, which is just slightly below the global average of 47%. Another 35% have a bachelor's degree (vs. 33% globally), while 8% hold a PhD (vs. 8% globally).

They Often Work in IT or Consulting and Like Being Their Own Boss

The most common fields that Dutch expats work in are IT (10%) and coaching & consulting (10%). While IT is also very popular among working expats worldwide (11%), just 3% of expats globally work in the field of coaching & consulting. On the other hand, Dutch expats are underrepresented in the fields of education (6% vs. 12% globally) and healthcare (3% vs. 6% globally).

More than a quarter of Dutch expats working abroad (26%) are in a senior/specialist position, which is a smaller proportion than the global average (30%). However, 17% are top managers and executives (vs. 13% globally). And while

just 2% moved abroad to *start* their own business, more than one in ten Dutch expats (11%) run their own business *now* (vs. 7% globally). Another 17% are self-employed / freelancers, which is also a considerably higher percentage than the global average (11%).

Dutch Expats Are in It for the Long Run and Earn More Money

About a third of Dutch nationals working abroad (33%) have lived in their current country of residence for more than ten years — nine percentage points more than the global average (24%). And they are planning to stay: close to two in five Dutch expats (37%) see themselves staying there possibly forever, while this is only the case for 30% of working expats globally.

Maybe their above-average incomes play a role in this decision: more than two in five Dutch respondents (43%) have a gross yearly income ranging from 50,000 to 100,000 USD (vs. 33% globally). About one in three (33%) even make 100,000 USD or more per year, which is ten percentage

Dutch Expats Leave a Modern Business Culture Behind

points above the global average (23%). On the other hand, just 25% earn 50,000 USD or less, compared to 44% globally.

This is the case even though Dutch expats are more likely to work part time than expats worldwide: close to one-quarter (23%) work part time (vs. 18% globally), while 77% work full time (vs. 82% globally). However, the average working hours among all Dutch respondents working abroad (full-time and part-time workers combined) are still slightly longer than the global average (40.3 hours vs. 39.9 hours per week globally).

Dutch Expats Leave an Excellent Working Life Behind

More than four in five Dutch expats (81%) are generally satisfied with their job abroad, while globally just 73% of working expats feel this way. They also have slightly above-average levels of satisfaction with their work-life balance (71% vs. 68% globally) and their working hours (72% vs. 70% globally). While they are also happy with their job security (69% vs. 67% globally), just 46% of Dutch expats working abroad rate the local career opportunities positively (vs. 49% globally). And just about three in five (61%) are happy with the state of the local economy in their respective host country (vs. 65% globally).

Looking at the top 5 most common destinations among Dutch nationals working abroad yields quite interesting results: They are Germany, the USA, Switzerland, France, and Portugal. Aside from Germany (6th), all destinations rank behind the Netherlands (13th) in the Working Abroad Index

of the *Expats Insider 2021* survey. Switzerland comes 18th, followed by France (21st), the USA (26th), and Portugal (36th).

In fact, it seems like Dutch expats leave quite an excellent working life behind when moving abroad: Expats living *in* the Netherlands are more satisfied with all factors concerning their working life than Dutch nationals working abroad. Close to four in five expats working *in* the Netherlands (79%) are happy with their working hours, and 78% rate their work-life balance positively. Additionally, 57% of expats working in the Netherlands are satisfied with the local career opportunities, 87% rate the state of the local economy positively, and 76% are happy with their job security.

New Work Is Important in the Netherlands — What about Abroad?

What is more, many Dutch expats also leave modern approaches to work behind when moving abroad. In fact, close to half the Dutch expats (48%) find that factors like autonomy, freedom, creativity, personal development, and self-fulfillment are *less* important in the business culture of their current country of residence than in the Netherlands. These values are closely related to the concept of New Work, which describes the new way of working in the global and digital age. Globally, just 23% say that these factors are *less* important in their current host country than back home.

When it comes to expats comparing the importance of New Work in the local business culture, the Netherlands ranks 5th

out of 55 countries. More than three-quarters of expats in the Netherlands (76%) say that New Work is important there. Out of the most common destinations among Dutch expats, only the USA (1st) ranks ahead of the Netherlands (5th) in this regard. Switzerland (23rd), Portugal (28th), Germany (35th), and France (47th) all perform worse. For example, just 45% of expats working in France say that New Work is important in the local business culture.

A Good Work-Life Balance Is More Important than a High Salary

Just how important modern concepts of work are for Dutch expats also becomes clear when they are asked what would be most important to them in their dream job. More than half (51%) mention a good work-life balance, which makes this factor the most frequently cited aspect among Dutch expats. Globally, expats consider a good compensation and/or good benefits the most important factor (54%). For Dutch expats, this is just their second priority (43%).

What is more, there are three aspects that are much more important to Dutch expats working abroad than to the global average: 37% of Dutch expats envision creative/interesting tasks in their ideal work environment, compared to 29% of expats globally. This factor is followed by independence and/or flat hierarchies (17% vs. 11% globally) and the employer's mission/vision (13% vs. 10% globally).

“While money is still an important factor for many people working abroad, Dutch expats show that the trend may be going slowly

Dutch Expats Leave a Modern Business Culture Behind

in another direction,” says Malte Zeeck, InterNations Founder and Co-CEO. “It seems they are looking for more than just a generous salary in their dream job: they want flexibility and a good work-life balance, as well as interesting and creative tasks. So, money alone might soon not be enough to win them over.”

What Dutch Expats Wish For – And What They Get

Unfortunately, what Dutch expats wish for is not necessarily what they get. When asked what they like best about their current job, a good work-life balance (31%) is the third most frequently mentioned factor. All the other aspects mentioned above do not make it into the top 3: creative/interesting tasks (28%), a good compensation and/or good benefits (25%),

and independence and/or flat hierarchies at work (21%). The employer’s mission/vision is even the *least* frequently mentioned aspect at 10% — this share is even smaller than the global average of 12%.

So, what are the two aspects that Dutch expats enjoy most about their current job? They particularly appreciate the opportunity to work remotely / from home (36%) and their flexible working hours (33%). In fact, the majority of Dutch expats (79%) has at least the option to work remotely, and 62% out of those who can work remotely actually enjoy doing so. This share is, however, slightly below the global average (65%). Remote work is also not that relevant to Dutch expats in their ideal work environment: just 21% name it as an important aspect of their dream job.

The Future of Working Abroad



Average Age
38.9 years old

Gender Split
72% female 28% male

Relationship Status
37% in a relationship 63% single

Employment Status
93% work full time 7% work part time

Top Industries

- 17% healthcare
- 10% education (incl. language education)
- 9% finance



Reasons for Moving Abroad

- 61% job-related reason*
- 10% financial reasons
- 5% to live in my partner's home country / for love



Gross Yearly Income

- 53% less than 25,000 USD
- 35% 25,000–100,000 USD
- 11% more than 100,000 USD



Level of Education

- 69% bachelor's degree (or similar)
- 16% postgraduate / master's degree (or similar)
- 9% commercial / technical / vocational training
- 4% high school graduate (or similar)
- 2% PhD (or similar)
- 0% no degree at all



Top 3 Things Most Liked about the Current Job

- 34% good compensation and/or benefits
- 34% good work-life balance
- 25% general career development



Top 3 Things Most Important for a Dream Job**

- 65% good compensation and/or benefits
- 60% good work-life balance
- 27% flexible working hours



Remote Work

- 59% are able to work remotely
- 41% cannot work remotely
- 14% want the opportunity to work remotely / from home in their dream job
- 54% of expats who can work remotely like it

* 28% found a job on their own, 25% were recruited internationally, 7% were sent by their employer, 1% to start their own business
 ** Note: This includes working expats and expats looking for a job.

Filipino Expats Are Younger than Average and Mostly Female

In many ways, such as age and gender ratio, Filipinos working abroad differ quite a bit from the global average. Their most common destinations are the UAE, Saudi Arabia, and Qatar, and they appreciate the good compensation, good work-life balance, and general career development in their current job.

Why do Filipinos move abroad? According to the *Expatriate Insider 2021* survey by InterNations, 61% of Filipinos working abroad name their career as the most important reason for relocating to another country. Globally, just 47% of working expats moved abroad for job-related reasons. Most of these Filipino expats found a job on their own (28%) or were recruited internationally (25%). Just 7% were sent abroad by their employer, and only 1% moved abroad to start their own business. Aside from work-related reasons, an above-average share of Filipinos working abroad (10%) simply moved abroad for financial reasons (vs. 2% globally).

The Typical Filipino Expat Working Abroad Is Actually Atypical

With an average age of 38.9 years, they are significantly younger than the average working expat (43.1 years old). While globally, the gender ratio among working expats is split more or less evenly (53% male and 46% female), Filipinos have a much higher share of women (72%) than men (28%). Additionally, a higher-than-average share (93%) works full

time (vs. 82% globally), and only 7% work part time, less than half the global average of 18%.

Continuing the trend of non-typical survey results, many Filipino expats work in the field of healthcare (17%), almost triple the global average for working expats (6%). This staggering figure is followed by 10% working in education and 9% working in finance, which is, however, fairly close to the global average (12% and 8%, respectively).

Mid-Level Degrees, Middle Management Positions

When it comes to their level of education, the *Expatriate Insider* survey shows that Filipino expats tend to hold mid-level degrees. In fact, 69% of Filipinos working abroad have a bachelor's degree (or similar), which is more than double the global average of 33%. On the other hand, the share of working Filipino expats with a postgraduate degree / master's degree (16%) is only about one-third of the global average (47%). Similarly, only 2% have a PhD, compared to 8% globally.

This tendency towards mid-level degrees seems to also be reflected in their current employment situation. The biggest share (29%) works in lower or middle management, which is significantly higher than the global average (17%). While 26% have a senior/specialist position (vs. 30% globally), a much lower-than-average share (6%) work as top managers or executives (vs. 13% globally). Lastly, just 3% are self-employed / freelancers, compared to 11% of working expats globally.

Filipinos Often Work in Destinations Lacking a Good Work-Life Balance

Working Filipinos frequently relocate to the Middle East, which is another fact that distinguishes them from the average *Expatriate Insider* respondent. In fact, their most common destination is the UAE, with 20% living and working there (vs. 4% globally). This destination is followed by Saudi Arabia (8% vs. 2% globally) and Qatar (6% vs. 2% globally).

According to expats living in these countries, none of them perform well in terms of working hours and work-life balance.

Filipino Expats Are Younger than Average and Mostly Female

Expats from the Philippines do not seem to be too bothered, though: around two-thirds are satisfied with their work-life balance (65% vs. 68% globally) and working hours (67% vs. 70% globally). These figures are barely lower than the worldwide average even though Filipino expats also work longer hours than the average expat: the average working hours among all Filipino expats amount to 43.1 hours a week, compared to 39.9 hours globally.

What Filipinos Working Abroad Like about Their Current Job

When Filipino expats are asked what they like best about their current job, the two aspects they mention most frequently are a good compensation and/or good benefits, as well as a good work-life balance (34% each). Overall, more than seven in ten Filipinos working abroad (71%) have a gross yearly income of 50,000 USD or less (vs. 44% globally). Only 11% earn more than 100,000 USD per year (vs. 23% globally). Another 25% cite their general career development as something they particularly appreciate. In fact, 47% are satisfied with the local career opportunities.

Working Remotely Is Uncommon for Filipino Expats

Fewer than three in five Filipinos working abroad (59%) are able to work remotely, which is 19 percentage points below the global average (78%): among them, 17% are able to work remotely but usually prefer *not to* (vs. 16% globally). In fact, just 16% of those who benefit from remote-work policies

work remotely for 15 days per month or more (vs. 18% globally) and 23% work fully remote (vs. 39% globally). On the other hand, 43% work remotely for up to five days a month (vs. 25% globally).

Filipino expats do not seem to mind that they cannot work remotely more frequently: out of those who are able to work remotely, just 54% actually like doing so (vs. 65% globally). However, only 7% actively *dislike* it (vs. 14% globally) — 39% are simply neutral when it comes to remote work (vs. 21% globally).

Lastly, about one-quarter (26%) also state that they cannot work remotely due to the nature of their job, compared to 16% globally who say so. This is most likely related to the fact that healthcare and education are the most common fields of work for Filipinos working abroad.

What Filipino Expats Working Abroad Wish For

When Filipino expats are asked to think about their future dream job, a good compensation and/or benefits (65%), as well as a good work-life balance (60%), are factors that remain highly relevant for them. About three in ten (27%) also consider flexible working hours to be quite important when imagining their dream job.

Interestingly, creative/interesting tasks, which constitute the third most frequently mentioned aspect globally (29%), do not seem to be so relevant to working expats from the Philippines. Just 12% consider this factor important. The

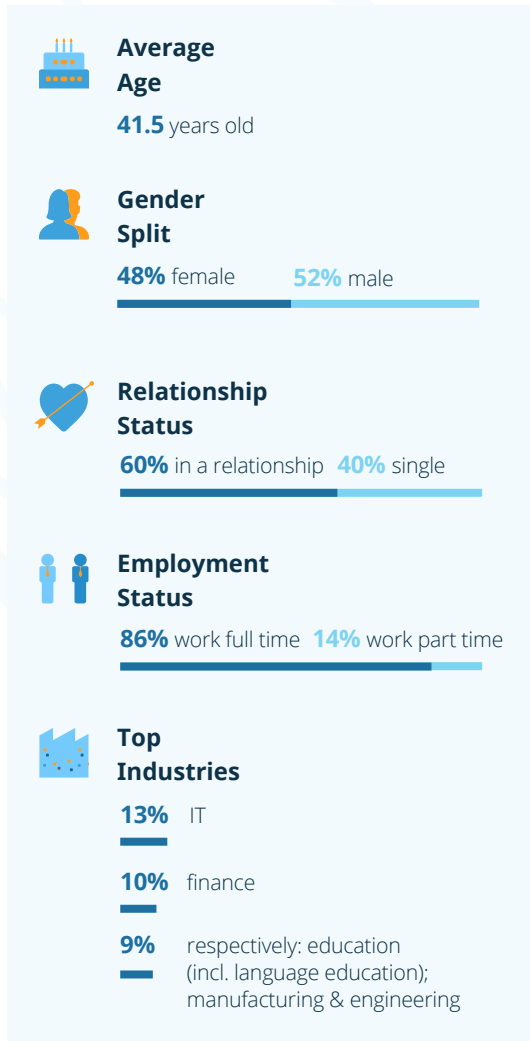
opportunity to work remotely is also a factor they do not seem to consider necessary for their dream job: just 14% of Filipinos working abroad find it important (vs. 22% globally).

“Filipino expats look for jobs that offer them a good compensation and a decent work-life balance,” says Malte Zeeck, InterNations Founder and Co-CEO. *“While more modern approaches to today’s working life, such as remote work and personal fulfillment through creative tasks, are important to many working expats today, this is not the case for those from the Philippines. This might be related to the relatively low importance of these aspects in their home country.”*

In fact, 65% of Filipinos working abroad say that factors like autonomy, freedom, creativity, personal development, and self-fulfillment are more important in the business culture of their host country than at home in the Philippines. These values are closely related to the concept of New Work, which describes the new way of working in the global and digital age. On a global scale, just 49% of expats say the same about their home country as compared to their host country.

According to expats, the Philippines only comes 40th out of 55 countries when they are asked to rate how much of a role the concept of New Work plays in the local business culture. Just 44% of expats in the Philippines say that this concept is important there (vs. 58% globally). The top 3 destinations where Filipino expats live and work all rank considerably better than that: Qatar (18th) and Saudi Arabia (19th) make it into the top 20, and the UAE even ranks 2nd out of 55 destinations worldwide.

The Future of Working Abroad



Reasons for Moving Abroad

- 56% job-related reason*
- 10% to live in my partner's home country / for love
- 6% looking for an adventure / a personal challenge



Gross Yearly Income

- 11% less than 25,000 USD
- 62% 25,000–100,000 USD
- 28% more than 100,000 USD



Level of Education

- 65% postgraduate / master's degree (or similar)
- 16% bachelor's degree (or similar)
- 11% PhD (or similar)
- 5% high school graduate (or similar)
- 2% commercial / technical / vocational training
- 1% no degree at all



Top 3 Things Most Liked about the Current Job

- 34% good work-life balance
- 28% good compensation and/or benefits
- 27% opportunity to work remotely / from home



Top 3 Things Most Important for a Dream Job**

- 47% good compensation and/or benefits
- 45% good work-life balance
- 34% creative/interesting tasks



Remote Work

- 80% are able to work remotely
- 20% cannot work remotely
- 19% want the opportunity to work remotely / from home in their dream job
- 60% of expats who can work remotely like it

* 20% found a job on their own, 16% were sent by their employer, 15% were recruited internationally, 5% to start their own business
 ** Note: This includes working expats and expats looking for a job.

French Expats Are Highly Educated and Career Driven

French expats are very satisfied with their career opportunities and the state of the local economy in their host countries. While a good compensation tops the list of factors considered most important in their dream job, French expats also want a good work-life balance and creative/interesting tasks.

Why do French nationals move abroad? According to the *Expat Insider 2021* survey by InterNations, 56% of French expats working abroad name their career as the most important reason for relocating to another country, nine percentage points more than the global average (47%). Most of these French expats found a job on their own (20%), followed by 16% who were sent by their employer, and 15% being recruited internationally. Another 5% moved abroad to start their own business, which is more than double the global average (2%).

The Typical French Expat Working Abroad

French nationals working abroad share some basic demographic data with working expats globally. Genders are split fairly evenly between female (48%) and male (52%), which is similar to the global average (46% female and 53% male). Most of them (60%) are in a committed relationship (vs. 61% globally), and 86% work full time (vs. 82% globally). However, French expats working abroad are slightly younger than the

global average (41.5 years old vs. 43.1 years globally).

As far as their education is concerned, they differ quite significantly from working expats globally. Nearly two in three (65%) hold a postgraduate or master's degree, which is 18 percentage points more than the global average (47%). Another 11% hold a PhD, compared to 8% globally.

High Incomes despite Average Positions

Perhaps due in part to their excellent level of education, French nationals working abroad also earn more than the typical working expat. Close to two in five (38%) have a gross yearly income of 50,000 to 100,000 USD per year, a share which is five percentage points higher than the global average (33%). Another 28% earn more than 100,000 USD per year (vs. 23% globally). On the other hand, just 35% earn 50,000 USD or less per year (vs. 44% globally).

The most common field of work among French expats

is IT (13%), followed by finance (10%), manufacturing & engineering, and (language) education (9% each for the latter two). Interestingly, despite their above-average level of education and incomes, French expats are not so different when it comes to their employment situation: close to one-third work in a senior/specialist position (32%), which is just two percentage points above the global average (30%). Another 13% are top managers / executives (vs. 13% globally), and 18% work in lower/middle management (vs. 17% globally).

A Great Economy and Local Career Opportunities Abroad

Exactly four in five French expats (80%) are satisfied with their job in general (vs. 73% globally). They are particularly satisfied with the local career opportunities (57% vs. 49% globally) and the state of the local economy (69% vs. 65% globally) in their current country of residence. These high levels of satisfaction are probably related to the most common destinations French expats move to: Switzerland, Germany, the United States, and the Netherlands. Among expats, these countries rank among

French Expats Are Highly Educated and Career Driven

the top 10 worldwide for local career opportunities (USA), the state of the local economy (Switzerland, the Netherlands), or even both (Germany).

Expats Enjoy the Good Compensation, Work-Life Balance, and Remote Work

When asked what they like best about their current jobs, French expats most frequently mention a good work-life balance (34%). In fact, 72% rate their work-life balance positively, compared to 68% globally. Interestingly, none of the four countries of residence that are most common among French respondents ranks particularly well for this factor. Expats living in the USA even vote the country 54th out of 59 countries for their (dis)satisfaction with their work-life balance.

Other than their work-life balance, French expats also appreciate the good compensation and/or good benefits (28%) and the opportunity to work remotely (27%) about their current job. Exactly four in five (80%) are able to work remotely, and 60% of them actually like doing so. The latter is, however, five percentage points below the global average (65%).

COVID-19 has led to changes regarding the remote-work policies for 57% of French expats: more than three in ten (32%) are now able to work remotely more often than before (vs. 28% globally), and 25% say that remote work was newly introduced and is here to stay (vs. 20% globally). When asked what would be most important to them in an

ideal work environment, French expats do not mention the opportunity to work remotely / from home among the top 5 aspects, though: just 19% find this important, compared to 22% globally.

A Good Compensation Is Great – But It Is Not Everything

When French expats imagine their dream job, 47% cite a good compensation and/or good benefits as particularly important. While this is the most frequently mentioned aspect, it is still less important to them than to the global average, where 54% name this factor. Also, the second most mentioned aspect, a good work-life balance, is not as relevant to French expats (45%) as to expats worldwide (49%).

Next on the list of priorities are creative/interesting tasks, which 34% of French expats see as an important aspect of their dream job — globally, just 29% of expats find this important. What is more, an above-average share of French expats consider general career development (22% vs. 20% globally), the corporate culture/values (18% vs. 15% globally), and an employer's mission/vision (13% vs. 10% globally) to be important.

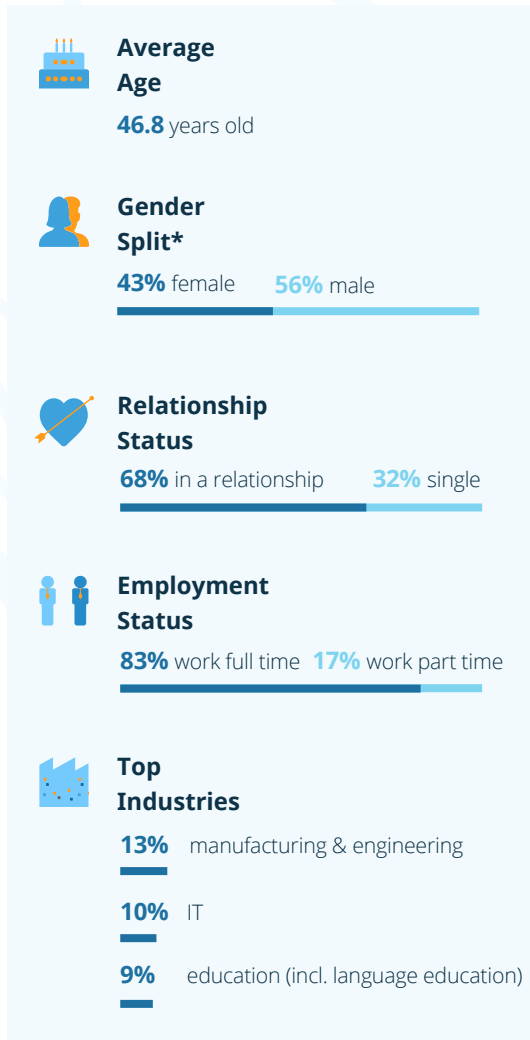
“While a good compensation definitely matters to French expats, it is not everything they look for in a job,” says Malte Zeeck, InterNations Founder and Co-CEO. “Looking at the other aspects French expats consider important in a dream job, many of them are related to the concept of New Work. This describes a new way of working in the global and digital age, where factors

like autonomy, freedom, creativity, personal development, and self-fulfillment play an important role.”

French Expats Live in Countries with a Modern Approach to Work

The four most common destinations for French nationals working abroad all rank ahead of France when it comes to expats comparing the importance of New Work in the local business culture. The USA (1st) and the Netherlands (5th) even rank in the top 10 countries worldwide, followed by Switzerland in 23rd place out of 55 countries. Germany just lands in 35th place, but it is still ahead of France (47th), which can be found among the bottom 10 destinations worldwide. For comparison: While 74% of expats in the USA say that New Work plays an important role in the local business culture, just 45% of expats in France agree.

The Future of Working Abroad



Reasons for Moving Abroad

- 52% job-related reason**
- 11% to live in my partner's home country / for love
- 6% to go to school or university



Gross Yearly Income

- 10% less than 25,000 USD
- 51% 25,000–100,000 USD
- 39% more than 100,000 USD



Level of Education

- 48% postgraduate / master's degree (or similar)
- 24% bachelor's degree (or similar)
- 16% PhD (or similar)
- 7% commercial / technical / vocational training
- 4% high school graduate (or similar)
- 1% no degree at all



Top 3 Things Most Liked about the Current Job

- 36% creative/interesting tasks
- 33% opportunity to work remotely / from home
- 29% flexible working hours



Top 3 Things Most Important for a Dream Job***

- 50% good compensation and/or benefits
- 48% good work-life balance
- 42% creative/interesting tasks



Remote Work

- 84% are able to work remotely
- 16% cannot work remotely
- 19% want the opportunity to work remotely / from home in their dream job
- 68% of expats who can work remotely like it

* Respondents also had the option to self-describe — so the total may not always add up to 100%.

** 21% were sent by their employer, 17% found a job on their own, 11% were recruited internationally, 3% to start their own business.

*** Note: This includes working expats and expats looking for a job.

Remote Work Is Nice but Not Important for German Expats

Having creative/interesting tasks, the opportunity to work remotely, and flexible working hours is what German expats enjoy most about their current career. However, when they are asked to imagine their dream job, a good compensation and/or good benefits and a good work-life balance are more important to them.

Why do Germans move abroad? According to the *Expatriate Insider 2021* survey by InterNations, 52% of Germans working abroad name their career as the most important reason for relocating to another country. Foreign assignments are far more common among Germans than among the global average: 21% of German expats were sent abroad by their employer, compared to 13% globally. Moreover, 17% found a job on their own, 11% were recruited internationally, and 3% moved abroad to start their own business.

German Expats Work Long Hours and Make Good Money

The majority of German expats works full time (83%), and they spend a bit more time at work than the average expat: the average working hours among all working respondents from Germany amount to 41.4 hours per week, compared to 39.9 hours per week globally. This might explain why just 65% are satisfied with their working hours, which is somewhat below the global average (70%). However, around two-thirds

(67%) say they are happy with their work-life balance, about the same as the global average of 68%.

However, the long hours seem to pay off: Close to two in five Germans working abroad (39%) make 100,000 USD or more per year, compared to just 23% of expats worldwide. The share of German expats with an income of more than 250,000 USD annually (7%) is even more than twice the global average (3%). On the other hand, just around a quarter (26%) earn 50,000 USD or less, compared to 44% globally.

What German Expats Like about Their Current Job

Considering these numbers, it might be a surprise that a good compensation and/or good benefits is just the fourth-most-cited aspect that German expats like about their current job. Close to three in ten (29%) say they particularly appreciate this factor. What they enjoy just as much or even more is having creative/interesting tasks (36%), the

opportunity to work remotely / from home (33%), and flexible working hours (29%).

These factors are all closely related to the concept of New Work. Interestingly, just about half the Germans working abroad (53%) say that New Work is an important part of the business culture in their host country. And only two in five (40%) think that the concept of New Work is more important in their host country than in Germany's business culture — globally, 49% have moved to a country where New Work plays a more important role than in their respective home country.

German Expats Live the Concept of New Work Abroad

This might be related to the most common destinations where German expats work: the USA, Switzerland, and China. While the USA is voted first worldwide as far as the importance of New Work in the local business culture is concerned, Switzerland lands in a mediocre 23rd place out of 55 countries in this regard. China, however, even ranks among

Remote Work Is Nice but Not Important for German Expats

the worst destinations when it comes to the importance of New Work (46th). Germany ranks 35th.

“Although German expats do not only move to countries where New Work plays an important role, they still seem to land in jobs that enable them to live and work according to these values,” says Malte Zeeck, InterNations Founder and Co-CEO. *“Seeing that they enjoy having creative tasks, the opportunity to work remotely, and flexible working hours, it seems like German expats find fulfillment in their jobs abroad. And taking the above-average incomes into consideration, their careers abroad seem to offer German expats everything they could wish for.”*

Working Remotely Is a Nice-to-Have, Not a Must-Have for Their Dream Job

With remote work being one of the factors German expats like most about their current job, 84% are able to work remotely / from home (vs. 78% globally). The COVID-19 pandemic has had an impact for more than half the German expats in this regard: 32% are now able to work remotely more often than before, and 21% say that remote work was newly introduced by their employer and is now here to stay.

Still, the share of those working remotely for more than 15 days per month (16%) or even fully remotely (37%) is just a little lower than the global average (18% and 39%, respectively). *“Germans working abroad seem to enjoy a mix of working remotely and going to the office as many spend less than half the month in a remote setting,”* says Malte Zeeck. In fact, around one-quarter (24%) work remotely for 6 to 15 days a

month, which is considerably more than the global average (18% globally).

Working remotely is also not among the most important aspects that German expats mention when asked about their dream job. In fact, a good compensation and/or benefits (50%), a good work-life balance (48%), and creative/interesting tasks (42%) are more important to German expats as far as their ideal work environment is concerned. These factors are followed by flexible working hours (27%), while just 19% cite the opportunity to work remotely / from home.

Germans Working Abroad Are Older and More Likely to Have a PhD

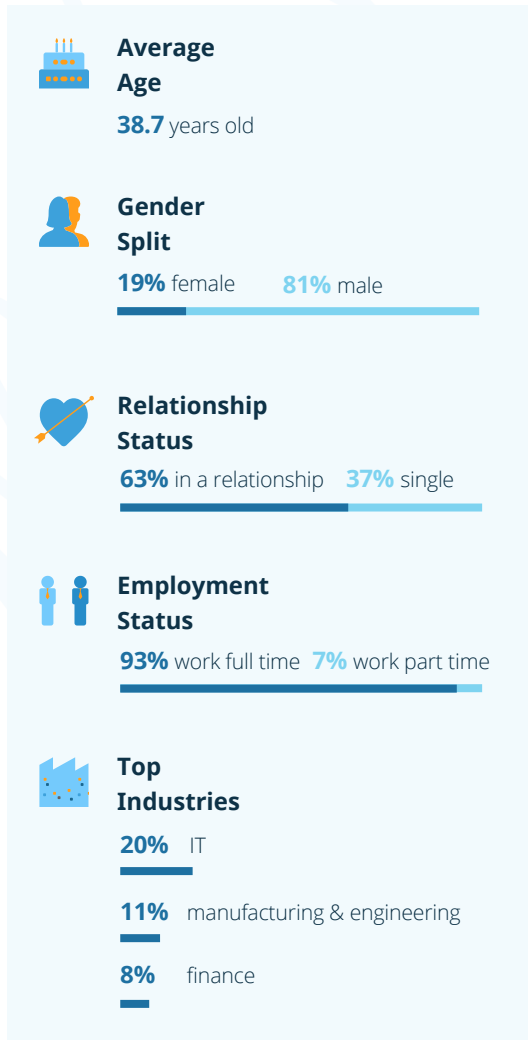
Germans living and working abroad are on average 46.8 years old, which is considerably older than the average working expat (43.1 years). German men (56%) tend to work abroad slightly more often than women from Germany (43%). Overall, German expats working abroad are highly educated: close to half (48%) hold a postgraduate degree / master's degree, and 16% even have a PhD, which is twice the global average (8%).

Despite their education level, the share of German expats working in a senior/specialist position (27% vs. 30% globally) and who are top managers / executives (15% vs. 13% globally) is not that different from the respective global average. Another 21% work in lower/middle management (vs. 17% globally), while just 3% hold an entry-level job (vs. 7% globally). Moreover, close to a quarter are either self-employed /

freelancers (12%) or have their own business (11%), compared to a global average of 11% and 7%, respectively.

The top 3 fields German expats work in are manufacturing & engineering (13%), IT (10%), and education (9%). Other frequently mentioned fields of work include coaching & consulting, healthcare, and finance (6% each).

The Future of Working Abroad



Reasons for Moving Abroad

- 59% job-related reason*
- 11% to go to school or university
- 7% better quality of life



Gross Yearly Income

- 31% less than 25,000 USD
- 51% 25,000–100,000 USD
- 18% more than 100,000 USD



Level of Education

- 54% postgraduate / master's degree (or similar)
- 35% bachelor's degree (or similar)
- 6% PhD (or similar)
- 3% commercial / technical / vocational training
- 2% high school graduate (or similar)
- 0% no degree at all



Top 3 Things Most Liked about the Current Job

- 38% good work-life balance
- 26% good compensation and/or benefits
- 25% flexible working hours



Top 3 Things Most Important for a Dream Job**

- 59% good compensation and/or benefits
- 49% good work-life balance
- 26% room for personal development/growth



Remote Work

- 71% are able to work remotely
- 29% cannot work remotely
- 11% want the opportunity to work remotely / from home in their dream job
- 53% of expats who can work remotely like it

* 23% found a job on their own, 19% were recruited internationally, 14% were sent by their employer, 3% to start their own business
 ** Note: This includes working expats and expats looking for a job.

Indian Expats Are Young and Highly Educated IT Experts

Indian expats are happier with their working hours and live in countries where new concepts of work play a more important role than back home in India. However, though many expats worldwide look for the option to work remotely in their dream job, this aspect is not as important to Indian expats.

Why do Indians move abroad? According to the *Expats Insider 2021* survey by InterNations, 59% of Indians working abroad relocated for their career — a much higher share than the global average (47%). Close to one-quarter (23%) found a job on their own, 19% were recruited internationally, and 14% were sent by their employer. Just 3% moved abroad to start their own business, which is still a slightly higher share than the global average (2%).

Aside from work-related reasons, an above-average share of Indians working abroad (11%) originally relocated to go to school or university in their current country of residence (vs. 8% globally). On the other hand, it is rather uncommon among Indian expats to move for love / in order to live in their partner's home country (3% vs. 10% globally).

The Typical Indian Expat Is a Well-Educated Young Man

Indian expats working abroad are on average 38.7 years old, which is about four years younger than the global average

of 43.1 years. The gender split among them is very uneven: 81% are men (vs. 53% globally), while just 19% are women (vs. 46% globally). What is more, they are also more likely to work full time (93%) than the global average (82%).

Indians working abroad are well educated: close to nine in ten either have a bachelor's degree (35% vs. 33% globally) or a postgraduate/master's degree (54% vs. 47% globally). Another 6% hold a PhD as their highest level of education, which is, however, a slightly smaller share than the global average (8%).

They Work in IT and Are Unlikely to Be Business Owners

More than three in ten Indian expats (31%) work in a senior and/or specialist position (vs. 30% globally), and 21% are top managers / executives (vs. 13% globally). However, about one-quarter (26%) work in lower or middle management (vs. 17% globally). While the share of Indians who moved abroad to *start* their own business is slightly above the global average,

they are unlikely to *have* their own business now. Just 4% say so (vs. 7% globally), and only another 4% are self-employed / freelancers, compared to 11% worldwide.

The top field of work among Indian expats is IT (20% vs. 11% globally). They are also overrepresented in their second most common field, which is manufacturing & engineering (11% vs. 7% globally). Another 8% work in finance (vs. 8% globally). On the other hand, Indian expats are underrepresented in the field of education (6%), which is the most frequently mentioned field of work among expats worldwide (12%).

Indians Enjoy Better Working Hours and a Better Work-Life Balance Abroad

Three-quarters of Indians working abroad (75%) are satisfied with their job in general, which is a slightly higher share than the global average (73%). They are particularly happy with their working hours (75% vs. 70% globally) and their work-life balance (71% vs. 68% globally).

Indian Expats Are Young and Highly Educated IT Experts

Interestingly, though, the average working hours per week among all Indian expats (43.8 hours) are actually longer than the global average (39.9 hours). Maybe the comparison with their home country plays a role here: in fact, just 51% of expats working *in* India are happy with their working hours — while 34% rate them negatively (vs. 15% globally).

Good Career Opportunities in India but a Better State of the Economy Abroad

However, only 63% of Indians working abroad are satisfied with their job security, compared to 67% globally. And while they rate the state of the local economy in their current country of residence slightly better than average (68% happy vs. 65% globally), just 47% are happy with their local career opportunities (vs. 49% globally). Meanwhile, only 54% of working expats *in* India rate the state of the local economy positively, but an above-average share (51%) is happy with the local career opportunities there.

This might all be related to the interesting mix of countries Indian expats move to. The top 5 most common destinations are the UAE, Germany, Oman, Singapore, and Qatar, which all rank very differently in the Working Abroad Index of the *Expats Insider 2021* survey. Germany, for example, comes 6th out of 59 destinations, and expats living in Germany value their career opportunities, the job security, and the state of the local economy; Oman, however, lands in 49th place. Expats living there are particularly unhappy with the local career opportunities, the job security, and their job in general.

Remote Work Is Not Important to Indians Working Abroad

The top 5 things that Indian expats like best about their current job are the work-life balance (38%), a good compensation and/or good benefits (26%), flexible working hours (25%), the opportunity to work remotely / from home (23%), and their general career development (20%). The most significant difference between Indians working abroad and the global average is that remote work does not seem to be that important to them — globally, 32% of working expats appreciate this factor.

Close to three in ten Indians working abroad (29%) are currently unable to work remotely, compared to 22% globally. What is more, out of those who *can* work remotely, just 53% enjoy doing so. This is twelve percentage points below the global average (65%). When asked about the most important aspects of their ideal work environment, just 11% of Indians working abroad consider the opportunity to work remotely / from home important, which is only half the global average (22%).

What Indian Expats Wish For in Their Dream Job

So, what *do* Indian expats consider important when imagining their dream job? The top 5 aspects they mention most frequently are a good compensation and/or good benefits (59%), a good work-life balance (49%), room for personal development/growth (26%), general career development

(24%), and flexible working hours (22%).

Among the other aspects mentioned, their employer's corporate culture/values (21% vs. 15% globally) and an attractive workspace (14% vs. 9% globally) are more important to Indian expats than to expats worldwide. *"It makes sense that an attractive work space is important to Indian expats since they do not seem to enjoy working remotely as much as the average expat,"* says Malte Zeeck, InterNations Founder and Co-CEO. *"Even though they do not enjoy this particular aspect of a modern work environment, they still move to destinations where modern approaches to work tend to play a more important role than in their home country."*

In fact, 60% of Indian expats say that factors like autonomy, freedom, creativity, personal development, and self-fulfillment are more important in the business culture of their host country than back home in India. These values are closely related to the concept of New Work, which describes the new way of working in the global and digital age. On a global scale, just 49% of expats say the same about their host country.

New Work Is Not Important in India Yet

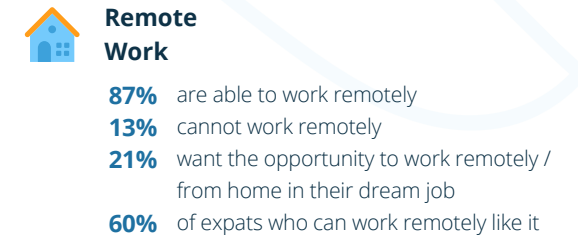
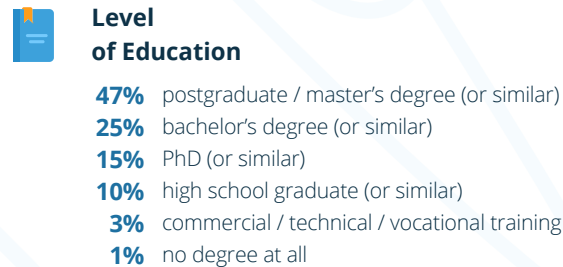
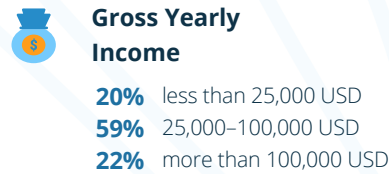
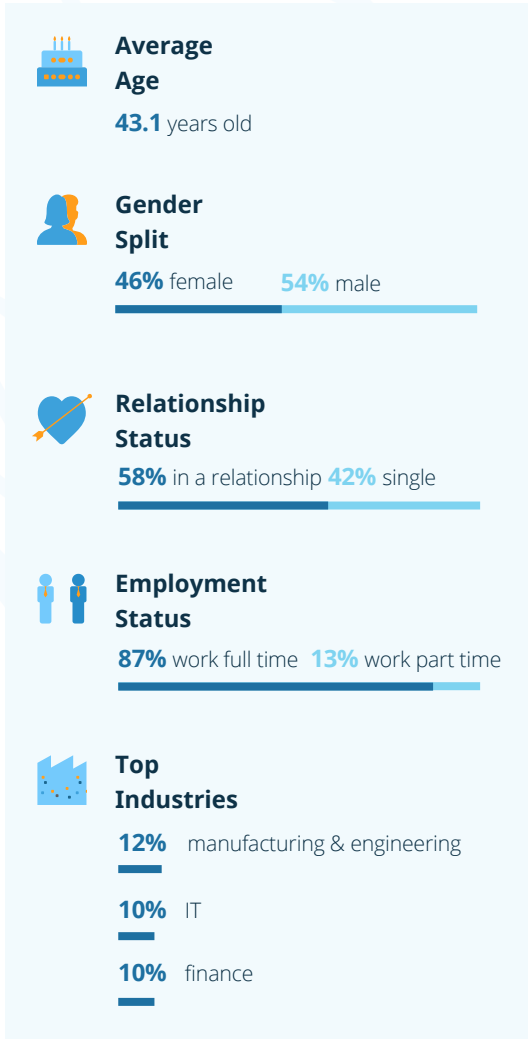
When it comes to expats comparing the importance of New Work in the local business culture, India lands indeed among the bottom 5 destinations worldwide (51st out of 55). All common destinations where Indian expats work perform better in this regard: The UAE (2nd) is even one of the leading countries worldwide, followed by Singapore (14th), Oman

Indian Expats Are Young and Highly Educated IT Experts

(17th), and Qatar (18th) in the top 20. Even Germany, which only lands in 35th place, still ranks far ahead of India.

It is hardly a surprise then that nearly seven in ten Indian expats (69%) find that New Work plays an important role in the business culture of their current country of residence (vs. 58% globally). For example, 71% of all expats working in the UAE say that New Work is an important part of their destination's business culture, while just 39% of expats in India agree.

The Future of Working Abroad



* 22% were recruited internationally, 21% found a job on their own, 15% were sent by their employer, 2% to start their own business
 ** Note: This includes working expats and expats looking for a job.

Italian Expats Move to Countries with a More Modern Approach to Work

The most common destinations for Italians working abroad are Germany, Switzerland, the United Kingdom, the USA, and the Netherlands. In general, Italians move to countries with better career opportunities and a less traditional business culture.

Why do Italians move abroad? According to the *Expatriate Insider 2021* survey by InterNations, 60% of Italians working abroad name their career as the most important reason for moving. This is 13 percentage points more than the global average among working expats (47%). Most of the Italian expats were recruited internationally (22%), found a job on their own (21%), or were sent by their employer (15%). Just 2% moved abroad to start their own business.

The Typical Italian Expat Working Abroad

Italian expats working abroad are on average 43.1 years old, and the gender ratio is split quite evenly between male (54%) and female (46%) expats. A slightly higher-than-average share work full time (87% vs. 82% globally), while about one in eight (13%) work part time (vs. 18% globally). On average, they also work slightly longer hours (40.6 hours per week vs. 39.9 hours per week globally).

Most Italians working abroad make a living in the field of

manufacturing & engineering (12%), followed by IT and finance (10% each). Other fields of work they frequently mention are education (8%) and healthcare (7%).

Varying Levels of Education

When it comes to the level of education, the *Expatriate Insider* survey shows an interesting split: The majority of Italian expats working abroad is highly educated. In fact, 47% have a postgraduate degree / master's degree, which is on par with the global average (47%), and 15% even hold a PhD or similar. The latter is about twice the global average (8%). However, the share of those whose highest level of education is just a high school degree is also twice as high as the global average (10% vs. 5% globally).

This difference is also reflected in their current employment situation. Many Italian expats work in a senior/specialist position (36% vs. 30% globally) or as top managers/executives (14% vs. 13% globally). But there's also an above-average share working in lower/middle

management (19% vs. 17% globally) or in entry-level jobs (10% vs. 7% globally). Generally, Italians abroad do not tend to have their own business (4% vs. 7% globally) or be self-employed / freelancers (6% vs. 11% globally).

Italians Working Abroad Appreciate Their Career Opportunities ...

Italians working abroad are very satisfied with their career opportunities (57% vs. 49% globally) and the state of the local economy in their respective host country (72% vs. 65% globally). This stands in stark contrast to their home country: 43% of expats living *in* Italy are unhappy with the local economy (vs. 17% globally) and 51% rate the local career opportunities negatively (vs. 29% globally).

In fact, the most common destinations for Italians working abroad are Germany, Switzerland, the United Kingdom, the USA, and the Netherlands. All countries rank among the top 10 worldwide for either the local career opportunities (UK, USA), or the state of the local economy

(Switzerland, the Netherlands), or even both (Germany). *"I like the opportunities for employment and education,"* says an expat woman who moved from Italy to Hamburg (Germany) because she found a job there.

... Remote Work, a Good Compensation, and a Good Work-Life Balance

When asked what they like most about their current job, most working Italian expats cite the opportunity to work remotely / from home (36%). In fact, 87% are able to work remotely. COVID-19 seems to have played a role here, with close to half (48%) saying that their employer's policy regarding remote work changed permanently due to COVID-19 (i.e., the changes will apply even after the pandemic). Nearly three in ten (28%) are now able to work remotely more often than before COVID-19, and 20% state that remote work was newly introduced and is here to stay. Interestingly, while a large share points out that working remotely is what they like best about their current job, only a below-average share of 60% state that they like remote work in general (vs. 65% globally).

Other than that, Italian expats enjoy the good compensation and/or good benefits (35%) and their good work-life balance (33%). Regarding the latter, close to seven in ten (68%) are happy with their work-life balance abroad, which is the same as the global average (68%). The gross yearly income of Italian expats working abroad is similar to the global average, too: 39% make more than 75,000 USD per year (vs. 38% globally), while 61% earn less than that (vs. 62% globally).

What Italian Expats Working Abroad Wish For

With regard to the future, a good compensation and/or good benefits (55%), as well as a good work-life balance (48%), are factors that remain relevant for Italian expats working abroad. However, many also name creative/interesting tasks (31%), flexible working hours (25%), career development (24%), and room for personal development/growth (21%) when imagining their dream job.

"These are all factors that have become more and more relevant in the public discussion about the future of work," says Malte Zeeck, InterNations Founder and Co-CEO. *"It seems like Italians are not only moving to countries with better career opportunities but also to destinations with a more modern approach to work."*

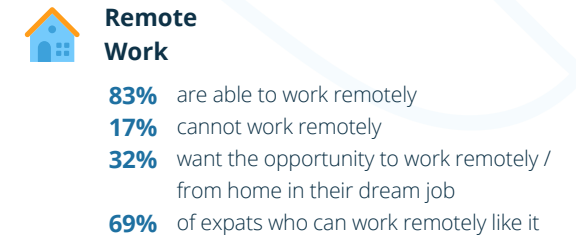
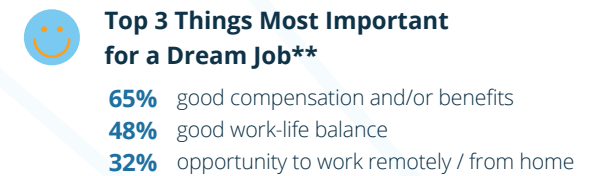
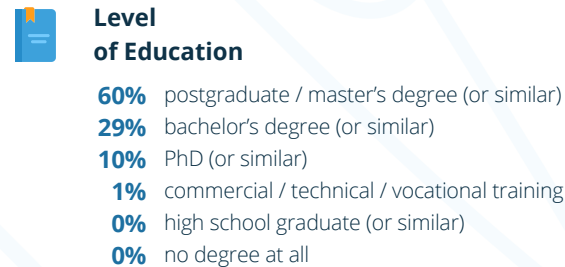
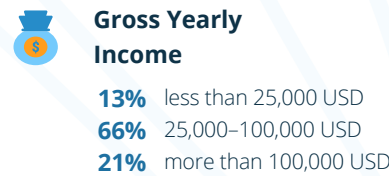
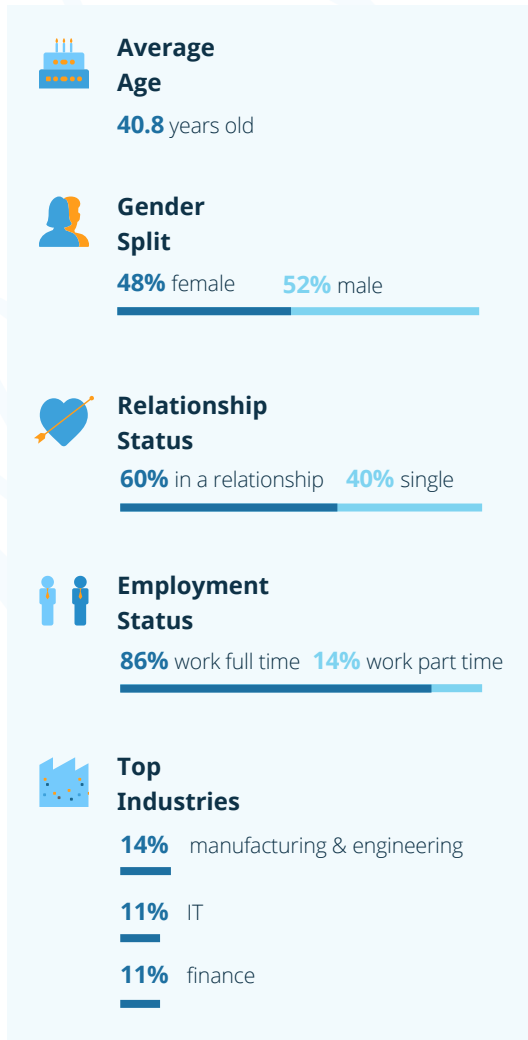
In fact, 59% of Italian expats say that factors like autonomy, freedom, creativity, personal development, and self-fulfillment are more important in the business culture of the country they now live in than in Italy. These values are closely related to the concept of New Work, which describes the new way of working in the global and digital age. On a global scale, just 49% of expats say the same about their host country.

The Concept of New Work Is Not Important in Italy

Italy only comes 49th out of 55 countries in the ranking

that compares how much of a role the concept of New Works plays in the local business culture. The USA and the Netherlands, two of the most common destinations for Italians working abroad, however, rank first and fifth worldwide. While the UK (15th), Switzerland (23rd), and Germany (35th) do not make it into the top 10, they still rank considerably higher than Italy.

The Future of Working Abroad



* 19% were recruited internationally, 18% were sent by their employer, 11% found a job on their own, 1% to start their own business
** Note: This includes working expats and expats looking for a job.

Working from Home Is Common and Popular among Mexicans Working Abroad

Mexicans working abroad are highly educated and enjoy having the opportunity to work from home. The most common destinations they move to are the USA, Germany, and Canada.

Why do Mexicans move abroad? According to the *Expatriate Insider 2021* survey by InterNations, 48% of Mexicans working abroad name their career as the most important reason for relocating to another country. Most Mexicans working abroad were recruited internationally (19%), were sent by their employer (18%), or found a job on their own (11%). Just 1% moved abroad to start their own business. Aside from work-related reasons, an above-average share of Mexicans working abroad (12%) originally relocated to go to school or university in their current country of residence (vs. 8% globally).

The Typical Mexican Working Abroad

On average, Mexican expats working abroad are 40.8 years old, more than two years younger than the global average (43.1 years). Among Mexicans working in another country, the gender ratio is split quite evenly between male (52%) and female (48%) expats. A slightly higher-than-average share work full time (86% vs. 82% globally), while only 14% work part time (vs. 18% globally).

Most Mexican survey respondents work in the field of manufacturing & engineering (14%), followed by IT and finance (11% each). These fields are also very popular with working expats globally, all three of them belonging to the top 5 most popular fields worldwide. Interestingly, however, the share of Mexican expats working in education (5%) is seven percentage points below the global average (12%).

Mexican Expats Are Well Educated and Hold High-Ranking Positions

When it comes to their level of education, the *Expatriate Insider* survey shows that Mexican expats are highly educated. In fact, 60% of Mexicans working abroad have a postgraduate degree / master's degree, which is significantly higher than the global average of 47%. What is more, one in ten (10%) has a PhD, which is also above the global average (8%). Another 29% hold a bachelor's degree (vs. 33% globally), and 1% of them have qualifications from commercial/technical/vocational training (vs. 6% globally). Not a single Mexican respondent says that they have only graduated high school

(vs. 5% globally) or that they hold no degree at all (vs. 1% globally).

Mexicans working abroad also hold high-ranking positions when it comes to their current employment situation. A large share of Mexican expats (37%) work in a senior/specialist position, compared to 30% globally. Another 12% say they are top managers or work in an executive position, which is about the same as the global average of 13%.

Mexicans Working Abroad Are Very Satisfied with Their Jobs

Mexican expats have above-average levels of satisfaction with all the factors related to their current employment situation: Three-quarters (75%) rate their working hours positively (vs. 70% globally), and 70% are happy with their work-life balance (vs. 68% globally). This result is quite interesting as the average working hours among all Mexicans working abroad (full-time and part-time workers combined) are actually longer than the global average (41 hours vs. 39.9 hours globally).

Working from Home Is Common and Popular among Mexicans Working Abroad

The difference is even bigger when it comes to local career opportunities (55% happy vs. 49% globally), job security (74% vs. 67% globally), and the state of the local economy. Over four in five Mexican expats working abroad (82%) are satisfied with the latter in their respective host country, 17 percentage points more than the global average (65%).

Their high level of satisfaction with these factors is easy to understand when their most common destinations are taken into account. Mexicans frequently live and work abroad in the USA, Germany, and Canada. All countries rank in the top 10 worldwide for local career opportunities in the Working Abroad Index of the *Expatriate Insider 2021* survey, and Germany also lands in seventh place for the state of its local economy.

A Good Compensation Is More Important than a Good Work-Life Balance

As Mexicans abroad rate their work-life balance and working hours so positively, it may hardly come as a surprise that these two factors are among the top 5 aspects they like best about their current job. However, there are two factors they appreciate even more.

When asked what they like best about their current job, over two in five Mexican expats (42%) appreciate the good compensation and/or good benefits. This is 14 percentage points more than the global average among all working expats (28%). In fact, only 29% of Mexicans working abroad

make less than 50,000 USD a year, while 44% worldwide belong to this income bracket. Close to half the Mexicans working abroad (49%) make 50,000 to 100,000 USD (vs. 33% globally), and 17% even have a gross annual income ranging from 100,000 to 150,000 USD (vs. 12% globally). Only when it comes to the higher six-figure incomes are Mexicans not overrepresented anymore: just 4% make 150,000 USD or more per year, compared to 11% of working expats worldwide.

They Do Not Want to Do without Working Remotely

The other factor that Mexicans regard as a highlight of their current job is the opportunity to work remotely / from home, with 39% citing it as one of the aspects they like best. Luckily for them, over four in five (83%) have the opportunity to do so, and 69% of these like remote work. The share of those who say that they *can* work remotely but usually prefer not to (11%) is also below the global average (16%).

Overall, remote work policies seem to have been affected by COVID-19, as over half the Mexicans working abroad (53%) say that their employer's policy regarding remote work has changed due to the pandemic (i.e., the changes will apply afterwards too). Nearly one in five (19%) say that remote work was newly introduced and is here to stay for them, while another 34% are now able to work remotely more often than before the pandemic.

What Mexican Expats Working Abroad Wish For

When it comes to their ideal work environment, a good compensation and/or good benefits remain most relevant for Mexicans working abroad. Close to two-thirds (65%) cite this as the most important aspect of their dream job, compared to 54% of expats worldwide. Apart from this, they also list a good work-life balance (48%), the opportunity to work remotely (32%), general career development (27%), flexible working hours (25%), and creative/interesting tasks (24%).

"Mexicans working abroad seem to have a very good idea of what is important to them in a potential future career, and they are already close to their ideal," says Malte Zeeck, InterNations Founder and Co-CEO. "The top 3 aspects they appreciate about their job now and those they wish for in the future are fairly similar, with a good compensation on top of the list in both scenarios. While they also place considerable importance on general career development in their future career path, we can also see that they are not quite willing to sacrifice their personal life for this. Other factors, such as a good work-life balance, working remotely, and flexible working hours, are also very important to them."

In fact, 74% of Mexicans working abroad say that factors like autonomy, freedom, creativity, personal development, and self-fulfillment are *more important* in the business culture of the country they are now living in, compared to Mexico. These values are closely related to the concept of New Work, which describes the new way of working in the global and

Working from Home Is Common and Popular among Mexicans Working Abroad

digital age. On a global scale, just 49% of expats would say the same about their host country. Overall, 68% of Mexicans working abroad believe that New Work is important in the local business culture of their host country.

In fact, two of the three most common destinations for Mexican expats rank among the top 10 of countries where the concept of New Work plays a major role in the local business culture: The US comes first worldwide, followed by Canada (8th). Only Germany does not perform so well in this regard (35th), even ranking slightly behind Mexico itself (33rd).

The Future of Working Abroad



Average Age
43 years old

Gender Split*
32% female 67% male

Relationship Status
65% in a relationship 35% single

Employment Status
91% work full time 9% work part time

Top Industries

- 10% IT
- 9% construction
- 9% healthcare

Reasons for Moving Abroad

- 63% job-related reason**
- 9% looking for an adventure / a personal challenge
- 6% better quality of life

Gross Yearly Income

- 17% less than 25,000 USD
- 56% 25,000–100,000 USD
- 27% more than 100,000 USD

Level of Education

- 43% postgraduate / master's degree (or similar)
- 25% bachelor's degree (or similar)
- 15% high school graduate (or similar)
- 8% commercial / technical / vocational training
- 8% PhD (or similar)
- 2% no degree at all

Top 3 Things Most Liked about the Current Job

- 35% good compensation and/or benefits
- 32% good work-life balance
- 27% flexible working hours

Top 3 Things Most Important for a Dream Job***

- 63% good compensation and/or benefits
- 53% good work-life balance
- 28% general career development

Remote Work

- 72% are able to work remotely
- 28% cannot work remotely
- 19% want the opportunity to work remotely / from home in their dream job
- 61% of expats who can work remotely like it

* Respondents also had the option to self-describe — so the total may not always add up to 100%.
 ** 25% were recruited internationally, 22% were sent by their employer, 15% found a job on their own, 2% to start their own business
 *** Note: This includes working expats and expats looking for a job.

A Good Income and Work-Life Balance Are Important to Portuguese Expats

Portuguese working abroad are most likely to work in the fields of IT, construction, and healthcare. They particularly value the high job security and local career opportunities in their host countries. Having a secure job, a decent income, and a healthy work-life balance is the dream for many Portuguese expats working abroad.

Why do Portuguese nationals move abroad? According to the *Expat Insider 2021* survey by InterNations, 63% of Portuguese expats working abroad name their career as the most important reason for relocating to another country. This is 16 percentage points more than the global average: 47% of expats worldwide moved abroad for work-related reasons. Most of the Portuguese survey respondents who work abroad were recruited internationally (25%), which is also a substantially higher share than the global average (15%). This is followed by 22% being sent by their employer (vs. 13% globally) and 15% who found a job on their own (vs. 17% globally). Just 2% moved abroad to start their own business.

The Typical Portuguese Expat Working Abroad

The average Portuguese expat working abroad is 43 years old. While globally, the gender ratio among working expats is split more or less evenly (53% male and 46% female), there is a much higher share of male (67%) rather than

female (32%) expats from Portugal. More than nine in ten (91%) work full time, while this is just the case for 82% of working expats worldwide.

The most common fields of work among Portuguese expats are IT (10%) and the construction industry (9%). The latter is quite uncommon among expats globally — just 3% work in this field. Additionally, nearly one in ten Portuguese respondents working abroad (9%) have a job in healthcare, which is also more than the global average (6%). On the other hand, Portuguese expats are underrepresented in the field of education: just 5% work in this sector (vs. 12% globally).

A Sharp Divide in the Levels of Education

The biggest share of Portuguese nationals working abroad (43%) has a postgraduate degree / master's degree, which is slightly less than the global average (47%). Another quarter (25%) cites a bachelor's degree as their highest level of education (vs. 33% globally). While the share of those holding

a PhD is the same as the global average (8% each), the share of Portuguese expats working abroad with a high school diploma only is three times as high (15% vs. 5% globally).

Nevertheless, 37% work in a senior or specialist position (vs. 30% globally), and 17% are top managers / executives (vs. 13% globally). However, more than one in five (21%) also work in lower/middle management (vs. 17% globally). Lastly, Portuguese expats are less likely to have their own business (4% vs. 7% globally) or to be self-employed / freelancers (8% vs. 11% globally).

High Job Security and Good Career Opportunities Compared to Home

More than three-quarters of Portuguese expats (77%) are satisfied with their job in general. They even express above-average satisfaction with many factors related to their working life, especially when it comes to job security (78% vs. 67% globally) and the local career opportunities (60% vs. 49% globally).

A Good Income and Work-Life Balance Are Important to Portuguese Expats

The high satisfaction level can be explained with the most common destinations for Portuguese nationals working abroad: the United Kingdom, Switzerland, Spain, the Netherlands, and Germany. Aside from Spain, all destinations rank ahead of Portugal in the Working Abroad Index of the *Expatriate Insider 2021* survey. Expats in these countries also rate the local career opportunities and their job security much better than in Portugal.

A Good Compensation, a Decent Work-Life Balance, and Flexible Hours

When asked what they like most about their current job, 35% of Portuguese expats cite the good compensation and/or good benefits. Exactly three in ten (30%) have a gross yearly income between 50,000 and 100,000 USD. More than a quarter (27%) make more than 100,000 USD per year (vs. 23% globally), while 43% make less than 50,000 USD (vs. 44% globally).

The second most frequently mentioned factor which they appreciate about their current job is a good work-life balance (32%), followed by flexible working hours (27%). In fact, about three out of four (74%) are happy with their working hours (vs. 70% globally), and 75% rate their work-life balance positively (vs. 68% globally). They view these factors favorably even though the average working hours per week for all Portuguese respondents working abroad (42.2 hours) are higher than the global average (39.9 hours).

Remote Work Is Not That Important to Portuguese Expats

Interestingly, just 24% of Portuguese respondents working abroad rank the opportunity to work remotely / from home as one of the best aspects of their current job. On a global scale, 32% of working expats choose this option. On the one hand, this could be related to the fact that just 61% of Portuguese expats who are currently able to work remotely actually like doing so, which is lower than the share among all expats worldwide (65%).

On the other hand, the share of Portuguese expats who are able to work remotely in the first place (72%) is also lower than the global average (78%). Globally, 62% of expats say that they *can* work remotely, but this is the case for just 55% of Portuguese expats. Another 16% can work remotely but usually *prefer not to*, which is on par with the global average (16%), and 21% are unable to work remotely due to the nature of their job (vs. 16% globally). The latter result is probably related to Portuguese respondents being overrepresented in sectors such as healthcare and construction.

The COVID-19 pandemic has had some impact on the remote-work policies for Portuguese expats, though: One-third (33%) is now able to work remotely more often than before COVID-19, compared to 28% globally. However, quite a few Portuguese expats might not really care about these changes since the opportunity to work remotely / from home

is not important to them in an ideal work environment. When asked about their dream job, just 19% said that this aspect would be highly relevant for them.

The Dream Job Wish List for Portuguese Expats

What really matters to Portuguese expats is a good compensation and/or good benefits: more than three in five (63%) mention this factor as an important aspect in an ideal work environment, nine percentage points more than the global average (54%). Additionally, the prospect of a good work-life balance (53% vs. 49% globally) and general career development opportunities (28% vs. 20% globally) are more important to Portuguese expats than to the global average.

“Having a secure job and a good income, while maintaining a healthy work-life balance, seems to be the dream for many Portuguese expats working abroad,” says Malte Zeeck, InterNations Founder and Co-CEO. *“They value these traditional aspects of what is considered a ‘good’ job more than more modern ones such as having creative tasks, flexible working hours, and room for personal growth.”*

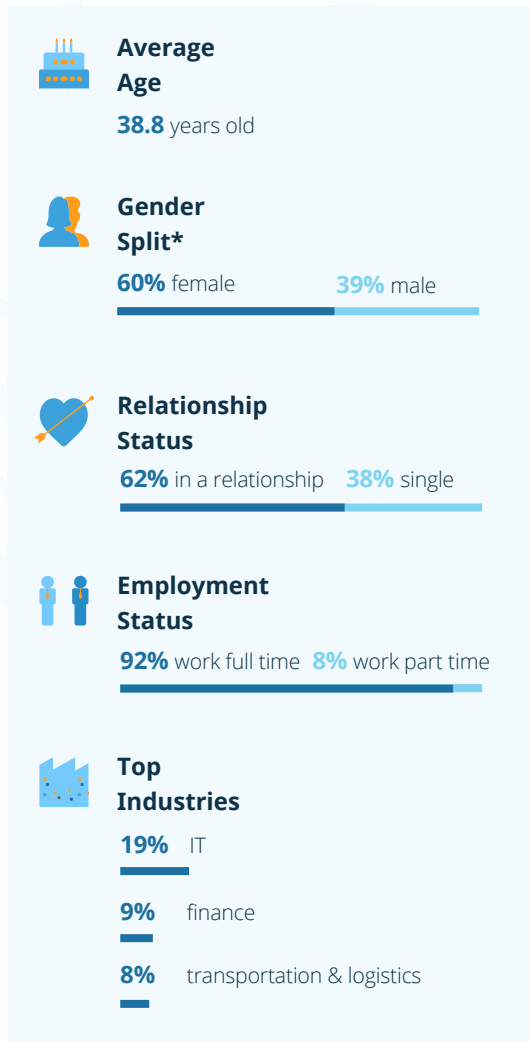
In fact, just 24% of Portuguese expats working abroad cite creative/interesting tasks as important when imagining their dream job, compared to 29% globally. Moreover, flexible working hours (22% vs. 28% globally) and room for personal development / growth (20% vs. 22% globally) matter somewhat less to them than to the average working expats.

Modern Ways of Working Are Important in the Countries They Now Live In

Interestingly, Portuguese expats tend to work in countries where factors like autonomy, freedom, creativity, personal development, and self-fulfillment do play an important role in the local business culture. These values are closely related to the concept of New Work, which describes the new way of working in the global and digital age. The UK and Switzerland, which are the two most common destinations for Portuguese expats working abroad, both rank ahead of Portugal with regard to expats comparing the importance of New Work in the local business culture.

The UK comes 15th out of 55 countries and Switzerland ranks 23rd, while Portugal lands in 28th place. The Netherlands, which is the third most common destination for Portuguese nationals working abroad, even ranks among the top 10 countries worldwide (5th). On the other hand, expats find that these values are even less important in Germany (35th) and Spain (48th) than in Portugal. Overall, 53% of Portuguese expats working abroad say that the factors related to New Work are more important in the business culture of the country they now live in than back home Portugal. On a global scale, just 49% of expats say the same about their respective host and home countries.

The Future of Working Abroad



Reasons for Moving Abroad

- 43% job-related reason**
- 12% to live in my partner's home country / for love
- 10% better quality of life



Gross Yearly Income

- 22% less than 25,000 USD
- 62% 25,000–100,000 USD
- 16% more than 100,000 USD



Level of Education

- 47% postgraduate / master's degree (or similar)
- 34% bachelor's degree (or similar)
- 9% PhD (or similar)
- 8% high school graduate (or similar)
- 3% commercial / technical / vocational training
- 0% no degree at all



Top 3 Things Most Liked about the Current Job

- 35% good compensation and/or benefits
- 35% opportunity to work remotely / from home
- 32% flexible working hours



Top 3 Things Most Important for a Dream Job***

- 55% good compensation and/or benefits
- 50% good work-life balance
- 30% flexible working hours



Remote Work

- 75% are able to work remotely
- 25% cannot work remotely
- 18% want the opportunity to work remotely / from home in their dream job
- 68% of expats who can work remotely like it

* Respondents also had the option to self-describe — so the total may not always add up to 100%.

** 20% were recruited internationally, 16% found a job on their own, 8% were sent by their employer, 0% to start their own business

*** Note: This includes working expats and expats looking for a job.

Romanians Working Abroad Enjoy Working Remotely

The typical Romanian expat working abroad is younger than average, more likely to be female, and tends to work in IT. They like the opportunity to work from home and the good compensation best about their current job.

Why do Romanians move abroad? According to the *Expatriate Insider 2021* survey by InterNations, 43% of Romanians working abroad name their career as the most important reason for relocating to another country. This is a slightly lower share than the global average among working expats, 47% of whom moved abroad for job-related reasons.

Most Romanians working abroad were recruited internationally (20%), followed by 16% who found a job on their own, and 8% who were sent abroad by their employer. Not a single survey respondent from Romania moved abroad to start their own business.

Aside from work-related reasons, an above-average share of Romanian expats working abroad mainly moved to another country because they wanted to live in their partner's home country / for love (12% vs. 10% globally) or because they were looking for a better quality of life (10% vs. 6% globally).

The Typical Romanian Working Abroad Is Young, Female, and Works in IT

The typical Romanian expat working abroad differs quite a bit from the average working expat. First, they are only 38.8 years old, which is much younger than the average expat (43.1 years). In addition, three out of five Romanian expats working abroad (60%) are female, compared to just 46% globally. Close to two in five (39%) are male (vs. 53% globally), while up to 1% prefer to self-describe their gender identity. More than nine in ten Romanian expats (92%) work full time, ten percentage points more than the global average (82%).

The most common field that Romanian expats work in is IT (19% vs. 11% globally). Other common fields of work include finance (9%) and transportation & logistics (8%), as well as healthcare, manufacturing & engineering, and education (7% each). While the share of Romanian expats working in transportation & logistics is twice the global average (8% vs. 4% globally), they are underrepresented in the field of education, though (7% vs. 12% globally).

Romanian Expats Excel in Senior/ Specialist Positions

While the demographics are quite unique, the level of education among Romanians working abroad is similar to the global average. In fact, the share of Romanians holding a postgraduate degree / master's degree (or similar) is the same as the global average (47%). The shares are also similar for those who cite a bachelor's as their highest academic degree (34% vs. 33% globally) and for those with a PhD (9% vs. 8% globally). A share of 8% only graduated high school, compared to 5% globally.

Despite education levels similar to the global average, Romanian expats excel in senior positions. Over two in five (44%) work in a senior or specialist position, which is 14 percentage points above the global average (30%). However, just 8% are top managers / executives (vs. 13% globally). Another 20% work in lower or middle management (vs. 17% globally).

Romanians Working Abroad Enjoy Working Remotely

Entrepreneurship seems to be uncommon for working Romanians abroad: only 2% have their own business (vs. 7% globally), while 8% are self-employed / freelancers (vs. 11% globally).

Low Job Satisfaction, High Levels of Happiness with Local Economy

Overall, Romanian expats are not so happy with their working life: just 66% are satisfied with their job in general (vs. 73% globally), while 17% rate this factor negatively (vs. 13% globally). Actually, 7% even say that they are *not satisfied with their job at all*, compared to just 3% globally.

A closer look at the individual factors shows that Romanians working abroad are mainly unhappy with their work-life balance. Just 62% are happy with this factor (vs. 68% globally), while 20% are unhappy (vs. 16% globally). What is more, they only report average or *slightly* higher-than-average satisfaction with their career opportunities (50% vs. 49% globally), their working hours (71% vs. 70% globally), and their job security (70% vs. 67% globally).

However, close to three-quarters (74%) rate the state of the local economy in their host country positively — globally just 65% say this about their current country of residence. This is hardly a surprise, considering that the two most common destinations Romanian expats work in are Germany and the Netherlands. Both countries are voted among the top 10 worldwide for the state of their local economy in the Working Abroad Index of the *Expats Insider 2021* survey.

The third most common destination, the UK, does not perform so well in this regard. However, landing in 35th place out of 59 countries, it still ranks far ahead of Romania, which ends up among the bottom 10 worldwide (52nd).

Romanian Expats Enjoy Working Remotely and Good Salaries

When describing what they like best about their current jobs, over one in three (35.2%) cite the opportunity to work remotely / from home (vs. 32% globally). In fact, three in four (75%) are currently able to work from home, and 68% report that they enjoy it. Only 11% say that they are able to work remotely but usually prefer *not to*, compared to 16% globally. However, when asked about their dream job, the opportunity to work remotely / from home is not that important to Romanian expats: just 18% cite it among the most relevant factors for an ideal work environment (vs. 22% globally).

The gap between the most and the second most frequently mentioned aspect is less than a percentage point: 34.6% of Romanian expats cite a good compensation and/or good benefits as a highlight of their current job. In fact, 71% have a gross yearly income of up to 75,000 USD (vs. 62% globally), and 16% make more than 100,000 USD per year (vs. 23% globally).

The Dream Job Wish List for Romanian Expats

When envisioning their future dream job, a good compensation and/or benefits is most important to

Romanian expats (55%). This is followed by a good work-life balance (50%), flexible working hours and general career development (30% each), as well as room for personal development / growth (28%) and creative/interesting tasks (25%).

“Currently, Romanian expats might not be able to find these kinds of jobs in their most common destinations,” says InterNations Founder and Co-CEO Malte Zeeck. *“However, they are currently also unlikely to find them back home.”*

In fact, just 56% of Romanians working abroad say that factors like autonomy, freedom, creativity, personal development, and self-fulfillment are important in the business culture of their current country of residence. These values are closely related to the concept of New Work, which describes the new way of working in the global and digital age. On a global scale, 58% say that this concept and associated values play an important role in their host country.

However, 53% of Romanian expats also say that these aspects are at least more important than in Romania. In fact, the three most common destinations where Romanian expats work do rank ahead of Romania when it comes to expats comparing the importance of New Work in the local business culture. The Netherlands ranks best (5th out of 55 countries), followed by the UK (15th) and Germany (35th), while Romania lands in 43rd place.

The Future of Working Abroad



Average Age
38 years old

Gender Split
73% female 27% male

Relationship Status
66% in a relationship 34% single

Employment Status
83% work full time 17% work part time

Top Industries
23% IT
12% education (incl. language education)
8% finance



Reasons for Moving Abroad

- 34% job-related reason*
- 16% to go to school or university
- 10% to live in my partner's home country / for love



Gross Yearly Income

- 32% less than 25,000 USD
- 51% 25,000–100,000 USD
- 17% more than 100,000 USD



Level of Education

- 63% postgraduate / master's degree (or similar)
- 22% bachelor's degree (or similar)
- 9% PhD (or similar)
- 3% high school graduate (or similar)
- 2% commercial / technical / vocational training
- 0% no degree at all



Top 3 Things Most Liked about the Current Job

- 36% opportunity to work remotely / from home
- 34% good work-life balance
- 31% respectively: flexible working hours; creative/interesting tasks



Top 3 Things Most Important for a Dream Job**

- 59% good compensation and/or benefits
- 50% good work-life balance
- 41% creative/interesting tasks



Remote Work

- 86% are able to work remotely
- 14% cannot work remotely
- 24% want the opportunity to work remotely / from home in their dream job
- 70% of expats who can work remotely like it

* 13% found a job on their own, 13% were sent by their employer, 6% were recruited internationally, 2% to start their own business
 ** Note: This includes working expats and expats looking for a job.

Many Russian Expats Work Fully Remotely

Russian expats working abroad are younger than the global average, more likely to be female, and often work in the field of IT. The large majority is able to work remotely, and they are more likely to work fully remotely than expats worldwide.

Why do Russians move abroad? According to the *Expatriate Insider 2021* survey by InterNations, 34% of Russians working abroad name their career as the most important reason for relocating to another country. While this is the most cited reason among Russian expats, this share is considerably smaller than the global average of working expats citing job-related reasons for their move (47%).

Most of the Russian expats were sent abroad by their employer or found a job on their own (13% each). Just 6% were recruited internationally, compared to 15% globally, and 2% moved abroad to start their own business. Aside from work-related reasons, an above-average share of Russian expats working abroad (16%) mainly relocated because they wanted to go to school or university in their current country of residence (vs. 8% globally).

The Typical Russian Expat Working Abroad

The typical Russian expat working abroad differs quite a

bit from the average working expat worldwide. They are on average 38 years old, which is much younger than the global average of 43.1 years. In addition to that, close to three-quarters (73%) are female, while globally just 46% of working expats are women. They are also slightly more likely to be in a committed relationship (66%) than the average respondent working abroad (61%). However, 83% work full time, which is more or less the same as the worldwide average (82%).

Close to one-quarter of Russian expats (23%) work in the field of IT, compared to 11% of expats globally. IT as the most common field of work among Russians working abroad is followed by education (12%) and finance (8%).

Well Educated and Working in Senior Positions

Overall, Russians working abroad are highly educated. Nearly two in three (63%) hold a postgraduate/master's degree, 16 percentage points more than the global average

(47%). Another 9% have a PhD (vs. 8% globally). Just 22% say that a bachelor's degree is their highest level of formal education, compared to 33% globally.

Perhaps due to this high level of education, nearly two in five (37%) work in a senior or specialist position, seven percentage points higher than the global average (30%). However, they are underrepresented among top managers / executives (8% vs. 13% globally), while nearly one in five (19%) work in lower/middle management (vs. 17% globally).

Lastly, Russian expats seem to like being their own boss: 14% are self-employed / freelancers (vs. 11% globally), and another 7% have their own business, which is on par with the global average (7%).

Russians Working Abroad Enjoy Shorter Working Hours ...

Russian expats are quite happy with their job: 73% rate

Many Russian Expats Work Fully Remotely

their overall job satisfaction positively, which is the same as the global average (73%). They are even happier than expats globally with the state of the local economy in their respective destination (68% vs. 65% globally) and their personal working hours (74% vs. 70% globally). In fact, the average working hours amount to 38.8 hours per week among Russian expats, which is over an hour less than the global average (39.9 hours).

This is interesting when looking at Russian expats' most frequent destinations: These are Germany and the United States, followed by the Netherlands, Spain, and Finland. According to *all* expats living there, Finland is the only country that performs well for both the local state of the economy (12th) and working hours (10th). Germany and the Netherlands at least make it into the top 10 worldwide for the state of the local economy, while they rank in the top 20 for working hours. The USA and Spain, however, show a mediocre to poor performance for both factors. A Russian expat living in Granada, Spain, even says that the *"lack of job opportunities"* is what she dislikes most about life in Spain.

... and Work Remotely More Often than Other Expats

When asked what they like most about their current jobs, 36% of Russian expats cite the opportunity to work remotely / from home. In fact, 86% of them are able to work remotely, compared to 78% globally. The majority also enjoys remote work (70%) — 34% even like it *very much*.

More than seven in ten (72%) state that they *can* work remotely, while 14% can work remotely but usually prefer *not to*. Just 8% are unable to work remotely due to the nature of their job — which is only half the share of expats worldwide (16%). Knowing that many Russian expats work in IT, this hardly comes as a surprise.

Half the Russian expats who are able to work remotely (50%) even work fully remotely, which is eleven percentage points more than the global average (39%). Another 20% work remotely for more than 15 days per month (vs. 18% globally), whereas just 18% work remotely for up to five days per month (vs. 25% globally).

The COVID-19 pandemic has had an impact on the remote work policies for 47% of Russians working abroad: 33% are now able to work remotely more often than before (vs. 28% globally), but only 14% say that remote work was newly introduced and is here to stay for them (vs. 20% globally). Remote work is an aspect that Russian expats do not want to miss out on: when asked about their dream job, 24% say that the opportunity to work remotely / from home is important to them.

A Good Compensation Tops the Dream Job Wish List

There are, however, a few aspects that are even more important for Russian expats when they imagine an ideal work environment: the most popular answer option is a good compensation and/or benefits (59%), which is also

the most important aspect for expats worldwide (54%).

This factor is followed by a good work-life balance (50%), creative/interesting tasks (41%), and flexible working hours (25%). The opportunity to work remotely / from home comes 5th in the ranking of the most important aspects for Russian expats.

"While a good compensation is the most important aspect for Russians working abroad, it is not everything they are looking for in a job," says Malte Zeeck, InterNations Founder and Co-CEO. *"Many aspects they mention — especially the importance of creative and challenging tasks — are closely related to the concept of New Work, which describes a new way of working in the global and digital age. Factors that are important in this concept are, for example, autonomy, freedom, creativity, personal development, and self-fulfillment. Looking at the most common destinations where Russian expats work, they might be able to find jobs fulfilling these criteria there!"*

Russian Expats May Find Modern Approaches to Work Abroad

In fact, three out of the five most common destinations for Russians working abroad rank in the top 5 worldwide when it comes to expats comparing the importance of New Work in the local business culture. The USA tops the list (1st), followed by Finland (3rd), and the Netherlands (5th). For example, 74% of expats living and working in the USA say that New Work plays an important role in the local business culture.

Many Russian Expats Work Fully Remotely

Just 50% of expats say this about Russia, ranking the country 31st out of 55 destinations for this factor. In fact, 55% of Russians working abroad believe that the concept of New Work is more important in their current country of residence than back home.

However, Germany and Spain, which are also popular among Russian expats, rank even worse here: Germany lands in 35th place, and Spain even ends up among the bottom 10 destinations worldwide (48th). More than one-quarter of expats in Spain (26%) say that New Work is *not* important in local business.

The Future of Working Abroad



Average Age
43.6 years old

Gender Split
56% female 44% male

Relationship Status
59% in a relationship 41% single

Employment Status
84% work full time 16% work part time

Top Industries
21% education (incl. language education)
10% finance
8% healthcare



Reasons for Moving Abroad

- 44% job-related reason*
- 9% political, religious, or safety reasons
- 9% better quality of life



Gross Yearly Income

- 23% less than 25,000 USD
- 59% 25,000–100,000 USD
- 18% more than 100,000 USD



Level of Education

- 37% bachelor's degree (or similar)
- 36% postgraduate / master's degree (or similar)
- 13% commercial / technical / vocational training
- 10% high school graduate (or similar)
- 3% PhD (or similar)
- 2% no degree at all



Top 3 Things Most Liked about the Current Job

- 33% good compensation and/or benefits
- 32% opportunity to work remotely / from home
- 30% respectively: good work-life balance; flexible working hours



Top 3 Things Most Important for a Dream Job**

- 57% good compensation and/or benefits
- 48% good work-life balance
- 33% flexible working hours



Remote Work

- 69% are able to work remotely
- 31% cannot work remotely
- 24% want the opportunity to work remotely / from home in their dream job
- 69% of expats who can work remotely like it

* 19% found a job on their own, 16% were recruited internationally, 8% were sent by their employer, 1% to start their own business
 ** Note: This includes working expats and expats looking for a job.

South African Expats Are Very Likely to Work in Education

South African expats are very satisfied with the state of the local economy in their host countries. Next to a good compensation and a good work-life balance, flexible working hours are most important to them when it comes to their dream job.

Why do South Africans move abroad? According to the *Expatriate Insider 2021* survey by InterNations, 44% of South Africans working abroad name their career as the most important reason for relocating to another country. Most of them found a job on their own (19%) or were recruited internationally (16%). Just 8% were sent abroad by their employer, which is a smaller share than the global average among expats working abroad (13%), and only 1% moved abroad to start their own business. Aside from work-related reasons, an above-average share of South Africans working abroad originally relocated for political, religious, or safety reasons (9% vs. 2% globally) or because they were looking for a better quality of life (9% vs. 6% globally).

The Typical South African Expat Working Abroad

On average, South African expats working abroad are 43.6 years old, and more than half are female (56%). This is ten percentage points more than the global average, where 46% of working expats are women. Similar to the global average,

84% of South African expats work full time (vs. 82% globally). When it comes to education, South African expats have a lower level of formal education than the average expat working abroad. Just 36% of South Africans have a postgraduate/master's degree (vs. 47% globally), and only 3% hold a PhD (vs. 8% globally). However, close to two in five (37%) have a bachelor's degree, compared to 33% globally. Lastly, an above-average share each says that they have either completed commercial/technical/vocational training (13% vs. 6% globally) or graduated from high school (10% vs. 5% globally) as their highest level of academic or professional qualifications. One in fifty (2%) also has no degree at all, compared to 1% globally.

South African Expats Are Educators, Not Executives

This lower level of formal qualifications could be a contributing factor as to why South African expats are less likely to work in senior positions. Just one-quarter (25%) works in a senior or specialist role (vs. 30% globally), and only 9% are top

managers / executives (vs. 13% globally). However, another reason might be the very high share of South African expats being teachers/professors: close to one in five (19%) describe their current employment situation that way (vs. 9% globally).

In fact, 21% state they work in the field of education, which is nine percentage points more than the global average (12%) and by far the most common field of work among South Africans. It is followed by 10% working in finance and another 8% in healthcare. While globally many expats also work in IT (11%), this is just the case for 6% of expats from South Africa.

South African Expats Are Happy with the State of the Local Economy Abroad

More than two-thirds of South African expats (67%) are satisfied with their job in general, which is, however, six percentage points below the global average (73%). It looks like they are mainly dissatisfied with their job security (63%

South African Expats Are Very Likely to Work in Education

happy vs. 67% globally) and their working hours (67% happy vs. 70% globally).

On the other hand, 49% of expats from South Africa rate their local career opportunities positively, which is the same as the global average (49%). And they are even happier than the average expat with their work-life balance (70% happy vs. 68% globally) and the state of the local economy in their current country of residence (70% happy vs. 65% globally).

In fact, several out of the top 5 most common destinations for South Africans working abroad rank among the top 10 worldwide for the state of the local economy: Switzerland comes 4th, followed by Germany (7th) and the Netherlands (10th). Australia still lands in a good 14th place, while the UK only comes 35th. However, this is still far ahead of South Africa, whose state of the local economy is voted the worst in the world by expats living there (59th out of 59).

A Good Compensation: A Highlight Now, an Important Factor in the Future

When asked what they like best about their current job, the top response given by South Africans working abroad is a good compensation and/or good benefits (33%). The share of South African expats citing this aspect is even five percentage points higher than the global average (28%).

In fact, more than half the South African expats working abroad (51%) have a gross yearly income ranging from 50,000 to 150,000 USD (vs. 45% globally). While another 44% make

up to 50,000 USD per year, which is on par with the global average (44%), only 5% make 150,000 USD or more. This is a considerably smaller share than the global average (11%).

A good compensation and/or good benefits is also the most frequently mentioned aspect when South African expats are asked to imagine their dream job: close to three in five (57%) name this factor, which is slightly above the global average (54%).

Working Remotely Is Not So Common among South Africans

More than three in ten South African expats (32%) also name the opportunity to work remotely / from home as a highlight of their current job, making it the second most cited aspect. In fact, 69% of those who can work remotely actually like doing so (vs. 65% globally). However, South African expats are a lot less likely to be able to work remotely than expats worldwide: close to seven in ten (69%) say that they can work remotely, compared to 78% globally. More than one in five (21%) are unable to work remotely due to the nature of their job (vs. 16% globally), and 10% cannot work remotely because their employer does not allow it (vs. 6% globally).

The COVID-19 pandemic has had an impact on the remote work policies for some South African expats, though: 20% say that remote work was newly introduced and is here to stay, and another 27% are able to work remotely more often than before COVID-19. However, 31% also share that

their remote work policy has not changed in the long run, while this is just the case for 26% of expats worldwide. Considering that many South African expats work in the field of education, this might not be much of a surprise.

When they are asked to imagine their dream job, the opportunity to work remotely / from home is also not particularly important for South African expats. Not even a quarter (24%) name this aspect.

Personal Growth Is More Important than General Career Development

So, what is important to South Africans working abroad when they envision their professional future? The top aspect (a good compensation and/or good benefits) is followed by a good work-life balance (48%) and flexible working hours (33%).

Interestingly, while 25% of South Africans want to have some room for personal development / growth in their dream job, just 15% find their general career development important. Globally, 20% of expats worldwide name their general career development as an important aspect, while 22% find room for personal development / growth important.

“When it comes to the future of working abroad, it is clear that South African expats are not willing to sacrifice their personal life for their career,” says Malte Zeeck, InterNations Founder and Co-CEO. “Together with other factors like autonomy, freedom, creativity, and self-fulfillment, the wish for personal growth is closely related to the concept of New Work. This concept describes

South African Expats Are Very Likely to Work in Education

a new way of working in the global and digital age.”

South African Expats Find Modern Approaches to Work Abroad

More than half the South African expats working abroad (54%) say that the concept of New Work is more important in the business culture of the country they now live in than in South Africa. On a global scale, just 49% of expats say the same when comparing their respective host and home countries.

In fact, four out of the five most common destinations for South Africans working abroad rank ahead of South Africa when it comes to expats comparing the importance of New Work in the local business culture. The Netherlands (5th) and Australia (7th) even land among the top 10 worldwide, followed by the United Kingdom (15th) and Switzerland (23rd). South Africa then lands in 32nd place, while Germany comes 35th.

For example, 76% of expats living in the Netherlands say that New Work is important in the local business culture, while just 53% of expats in South Africa agree.

The Future of Working Abroad



Average Age
41.3 years old

Gender Split*
50% female 49% male

Relationship Status
60% in a relationship 40% single

Employment Status
89% work full time 11% work part time

Top Industries

- 13% manufacturing & engineering
- 9% education (incl. language education)
- 9% IT



Reasons for Moving Abroad

- 52% job-related reason**
- 9% to live in my partner's home country / for love
- 9% looking for an adventure / a personal challenge



Gross Yearly Income

- 21% less than 25,000 USD
- 57% 25,000–100,000 USD
- 21% more than 100,000 USD



Level of Education

- 57% postgraduate / master's degree (or similar)
- 27% bachelor's degree (or similar)
- 10% PhD (or similar)
- 4% commercial / technical / vocational training
- 3% high school graduate (or similar)
- 1% no degree at all



Top 3 Things Most Liked about the Current Job

- 33% good work-life balance
- 28% flexible working hours
- 27% opportunity to work remotely / from home



Top 3 Things Most Important for a Dream Job***

- 63% good work-life balance
- 54% good compensation and/or benefits
- 29% creative/interesting tasks



Remote Work

- 79% are able to work remotely
- 21% cannot work remotely
- 20% want the opportunity to work remotely / from home in their dream job
- 62% of expats who can work remotely like it

* Respondents also had the option to self-describe — so the total may not always add up to 100%.
 ** 17% found a job on their own, 17% were sent by their employer, 17% were recruited internationally, 1% to start their own business
 *** Note: This includes working expats and expats looking for a job.

Working Abroad Pays Off for Spanish Expats

Manufacturing and engineering, education, and IT are the most common fields of work for Spanish expats. They are highly satisfied with their job and well paid, too. However, a good work-life balance is even more important to them than a good compensation.

Why do Spaniards move abroad? According to the *Expatriate Insider 2021* survey by InterNations, 52% of Spanish expats working abroad name their career as the most important reason for relocating to another country. Globally, just 47% of working expats moved abroad for job-related reasons. An equal share of Spanish expats found a job on their own, were sent by their employer, or were recruited internationally (17% each). However, just 1% moved abroad to start their own business. Aside from work-related reasons, an above-average share of Spaniards working abroad (9%) originally relocated because they were looking for an adventure / a personal challenge (vs. 6% globally).

The Typical Spanish Expat Working Abroad

The average Spanish expat working abroad is slightly younger than the average worldwide (41.3 years old vs. 43.1 years old globally), as well as slightly more likely to be female (50%) than the global average (46%). Close to half (49%) are

men, while 1% of respondents from Spain prefer to self-describe their gender identity.

The share of Spanish expats working full-time (89%) is seven percentage points higher than the global average (82%). Manufacturing & engineering (13%) is the most common field that Spanish expats work in, at nearly double the global average (7%). Another 9% each work in IT or in education.

Highly Educated and Well Paid

Overall, Spaniards working abroad are very highly educated: close to three in five hold a postgraduate/master's degree (57%), which is ten percentage points more than the global average (47%). Another 10% have a PhD (vs. 8% globally), while just 27% cite a bachelor's degree as their highest level of education (vs. 33% globally).

They are not only well educated, but they are also well paid: more than half the Spanish expats working abroad (53%) have a gross yearly income ranging from 50,000 to

150,000 USD, which is eight percentage points more than the global average (45%). More than one in ten (11%) even make 150,000 USD or more per year, which is on par with the global average (11%), while just 36% make 50,000 USD or less (vs. 44% globally).

Spanish Expats Are Extremely Happy with the Local Career Opportunities ...

Nearly four in five Spanish expats (79%) are satisfied with their job in general, which is six percentage points more than the global average (73%). They are also happier than average with their job security (72% vs. 67% globally) and the state of the local economy in their host countries (71% vs. 65% globally). However, the difference is the biggest when it comes to the local career opportunities: close to two-thirds of Spanish expats (64%) rate this aspect positively, while just 49% of expats worldwide feel the same.

This can be easily explained by looking at the most common destinations for Spanish expats working abroad:

Germany, the Netherlands, the United Kingdom, the USA, and Switzerland. For expats, they rank among the top 10 countries for either local career opportunities (UK, USA) or the state of the local economy (the Netherlands, Switzerland). A Spanish expat working in Amsterdam mentions the “*career opportunities and economic stability*” as her favorite aspect of life in the Netherlands. Germany, the most common destination for Spaniards working abroad, even makes it into the top 10 for local career opportunities (8th), the state of the local economy (7th), and job security (6th).

... but a Good Work-Life Balance Is Everything for Them

When Spanish expats are asked what they like best about their current job, a good work-life balance is the aspect they mention most frequently (33%). Just as well, since more than three in five Spanish expats (63%) also name a good work-life balance as an important aspect when imagining their dream job — globally just 49% of expats find this relevant for their future career.

In fact, as of now, Spanish expats express just an average level of satisfaction with their work-life balance (69% vs. 68% globally) and even rate their working hours worse than the global average (65% vs. 70% globally).

A good compensation and/or benefits, the second most frequently cited aspect among Spanish expats, is important to 54% of them — a difference of nine percentage points compared to a good work-life balance. Globally, expats

consider a good compensation (54%) more important than a good work-life balance (49%) when imagining their ideal work environment.

Remote Work Is Nice but Not Necessary in the Future

Other aspects Spanish expats enjoy about their current job are flexible working hours (28%) and the opportunity to work remotely / from home (27%). Close to four in five (79%) are able to work remotely: while 59% simply say that they can work remotely (vs. 62% globally), one in five Spanish expats (20%) is able to work remotely but usually prefers *not to* (vs. 16% globally).

COVID-19 has had an impact on the remote work policies for more than half the Spanish expats (53%): 28% say that remote work was newly introduced and is here to stay, and 25% are now able to work remotely more often than before. Only 20% report that their employer's remote work policy has not changed in the long run, which is below the global average (26%).

Overall, 62% of Spanish expats who can work remotely also enjoying doing so, which is just below the global average (65%). The opportunity to work remotely / from home is not that important to them in their ideal work environment, though: only 20% name this aspect when imagining their dream job. Aside from the above-mentioned good work-life balance (63%) and good compensation (54%), they find creative/interesting tasks (29%), flexible working hours (28%), and room for personal development / growth (22%) more important.

Spaniards Are Far More Likely to Find Modern Work Concepts Abroad

“Spaniards working abroad have quite a modern view of their working life,” says Malte Zeeck, InterNations Founder and Co-CEO. “Above all, they value a good work-life balance, but they also attach great importance to factors such as creative tasks and room for personal development. These aspects are closely related to the concept of New Work, which describes the new way of working in the global and digital age. Factors like autonomy, freedom, creativity, personal development, and self-fulfillment are especially important.”

Spanish expats are far more likely to find such modern approaches to work abroad than at home. When it comes to expats comparing the importance of New Work in the local business culture, Spain ranks 48th out of 55 countries worldwide. All top 5 destinations that Spanish expats frequently work in perform better than that: the USA (1st) and the Netherlands (5th) even land among the top 10, followed by the UK (15th), Switzerland (23rd), and Germany (35th).

In fact, 55% of Spanish expats working abroad say that New Work plays a more important role in the business culture of their host country than in Spain. On a global scale, just 49% of expats say the same about their host country compared to their home country. And while 74% of expats in the USA, for example, find that New Work is important in the local business culture, just 49% of expats in Spain agree with this statement. This is nine percentage points below the global average (58%).

The Future of Working Abroad



Average Age
38.5 years old

Gender Split
35% female 65% male

Relationship Status
68% in a relationship 32% single

Employment Status
88% work full time 12% work part time

Top Industries

- 14% IT
- 13% manufacturing & engineering
- 10% finance

Reasons for Moving Abroad

- 56% job-related reason*
- 12% to go to school or university
- 4% respectively: to live in my partner's home; better quality of life; looking for an adventure

Gross Yearly Income

- 18% less than 25,000 USD
- 62% 25,000–100,000 USD
- 20% more than 100,000 USD

Level of Education

- 46% postgraduate / master's degree (or similar)
- 43% bachelor's degree (or similar)
- 11% PhD (or similar)
- 1% high school graduate (or similar)
- 0% commercial / technical / vocational training
- 0% no degree at all

Top 3 Things Most Liked about the Current Job

- 38% good work-life balance
- 34% opportunity to work remotely / from home
- 26% good compensation and/or benefits

Top 3 Things Most Important for a Dream Job**

- 52% good compensation and/or benefits
- 49% good work-life balance
- 25% respectively: creative/interesting tasks; flexible working hours; general career development

Remote Work

- 83% are able to work remotely
- 17% cannot work remotely
- 21% want the opportunity to work remotely / from home in their dream job
- 66% of expats who can work remotely like it

* 20% found a job on their own, 17% were sent by their employer, 17% were recruited internationally, 2% to start their own business
 ** Note: This includes working expats and expats looking for a job.

A Good Compensation and Benefits Are Most Important to Turkish Expats

Turkish expats working abroad are younger than average, have not lived abroad that long, and usually have a university degree. They are very satisfied with all factors related to their working life, but they consider a good compensation and/or good benefits most important in a future work environment.

Why do Turks move abroad? According to the *Expatriate Insider 2021* survey by InterNations, 56% of Turkish expats working abroad name their career as the most important reason for relocating to another country. Globally, just 47% of working expats moved abroad for job-related reasons. Most of the Turkish respondents found a job on their own (20%), followed by 17% each who were either sent by their employer or recruited internationally. Just 2% moved abroad to start their own business. Aside from work-related reasons, an above-average share of Turks working abroad (12%) originally relocated to go to school or university in their current country of residence (vs. 8% globally).

Turkish Expats Are Young and New to Working Abroad

On average, Turkish expats working abroad are 38.5 years old, which is a lot younger than the global average (43.1 years). While globally, the gender ratio among working expats is quite evenly split (53% male and 46% female), Turkish men

(65%) tend to work abroad more often than women from Turkey (35%). What is more, close to seven in ten expats from Turkey (68%) are in a committed relationship, which is seven percentage points more than the global average (61%).

Maybe related to their relatively young age, many Turkish survey participants were new to expat life: more than two in five (41%) have only lived abroad for two to three years (vs. 26% globally), and 15% relocated just six to twelve months ago (vs. 10% globally). On the other hand, close to a quarter of expats worldwide (24%) have lived abroad for more than ten years, which is the case for just 9% of Turkish expats.

Excellent Qualifications and Positions

Nearly all Turkish expats working abroad (99%) graduated from college or university, compared to 88% worldwide: 43% have a bachelor's degree (vs. 33% globally), 46% have a postgraduate/master's degree (vs. 47% globally), and 11% even hold a PhD (vs. 8% globally).

The high level of education is also reflected in their current employment situation: An above-average share of Turkish expats work in senior or specialist positions (36% vs. 30% globally) or are top managers / executives (15% vs. 13% globally). On the other hand, 25% also work in lower/middle management (vs. 17% globally). Self-employment / freelancing is not very popular among Turks working abroad, with just 4% describing their current employment situation in these terms (vs. 11% globally).

Close to nine in ten Turkish expats (88%) work full time, which is also a higher share than the global average (82%). When it comes to the most common fields of work, IT (14%), manufacturing & engineering (13%), and finance (10%) are most frequently mentioned. While Turkish expats are actually overrepresented in the field of manufacturing & engineering (13% vs. 7% globally), only 4% work in education (incl. language education). Globally, this is the most common field among working expats (12%).

Turks Work in Destinations with Excellent Work Environments

More than seven in ten Turkish expats (72%) are satisfied with their job in general, which is about the same as the global average (73%). However, a closer look at individual factors shows that Turkish expats rate all of them a lot better than expats worldwide: the difference is the biggest in terms of satisfaction with their work-life-balance (75% happy vs. 68% globally), job security (73% happy vs. 67% globally), and working hours (75% happy vs. 70% globally). More than half (52%) are also satisfied with their local career opportunities (vs. 49% globally), and 68% rate the state of the local economy in their current country of residence positively (vs. 65% globally).

In fact, the top 3 most common destinations for Turkish expats working abroad (Germany, the Netherlands, the USA) all perform well in the Working Abroad Index of the *Expat Insider 2021* survey. Germany ranks 6th out of 59 countries, followed by the Netherlands (13th), and the USA (26th). Expats in these countries are particularly happy with their local career opportunities (USA, Germany), their job security (Germany), and the state of the local economy (the Netherlands, Germany).

On the other hand, expats living *in* Turkey rate the country the worst worldwide to work in (59th out of 59). For example, 42% of expats working in Turkey are unhappy with the local career opportunities (vs. 29% globally), and 47% rate the state of the local economy negatively (vs. 17% globally).

Turkish Expats Enjoy Their Work-Life Balance ...

When asked what they like most about their current job, a good work-life balance (38%) is the top response among Turkish expats. *"The pace of life is peaceful and the balance between work and family life is good,"* says a Turkish expat working in Amsterdam, the Netherlands.

The second most frequently mentioned aspect is the opportunity to work remotely / from home (34%). More than four in five (83%) are able to work remotely, and 66% of those who can do so like remote work. More than two in five (43%) even work fully remotely, compared to 39% of expats globally. The COVID-19 pandemic has had an impact on the remote work policies for about half the Turkish expats: 28% are now able to work remotely more often than before, and 21% say that remote work was newly introduced and is here to stay.

... And Wish for a Good Compensation in Their Ideal Work Environment

While a good compensation and/or good benefits is only the third most frequently mentioned aspect that Turkish expats like about their current job, it is on top of their list when it comes to imagining their dream job. More than half (52%) say that this aspect would be especially important to them in an ideal work environment. In fact, this is also the most important factor among expats worldwide (54% mention this).

At the moment, Turkish expats are mainly represented in the medium-income bracket: 44% have a gross yearly income ranging from 50,000 to 100,000 USD, compared to 33% globally. A below-average share each makes either less than 50,000 USD (36% vs. 44% globally) or more than 100,000 USD (20% vs. 23% globally).

Other than that, Turkish expats frequently mention a good work-life balance as an important aspect of their dream job. This factor is followed by creative/interesting tasks, flexible working hours, and general career development (25% each).

The Concept of New Work Might Be New to Many Turkish Expats

More than three in five Turkish expats working abroad (61%) say that factors like autonomy, freedom, creativity, personal development, and self-fulfillment are *more important* in the business culture of their host country than in Turkey. These values are closely related to the concept of New Work, which describes the new way of working in the global and digital age. On a global scale, just 49% of expats say the same about the comparison with their host country.

In fact, Turkey ranks among the bottom 5 destinations in the world (52nd out of 55) when expats compare the importance of New Work in the local business culture. More than one-third of expats working *in* Turkey (34%) say that New Work is *not* important in the local business culture (vs. 18% globally) — 13% even say that it is *not important at all*, compared to 5% globally.

A Good Compensation and Benefits Are Most Important to Turkish Expats

“New Work might be a concept that is new to many Turkish expats as it does not seem to play an important role in their home country,” says Malte Zeeck, InterNations Founder and Co-CEO. “Maybe this is why their opinion about the importance of New Work in their host countries differs so much from the global average.”

In fact, just about half the Turkish expats (51%) find that New Work plays an important role in the business culture of the country they currently live in. Globally, 58% say this about their current country of residence. This is interesting as two out of the most common destinations Turkish expats live in rank among the top 10 destinations in the world where expats see a high importance of the concept of New Work. The USA tops this list (1st), followed by the Netherlands (5th), while Germany ranks mid-field (35th). For example, 74% of expats living in the USA find that New Work plays an important role there.

The Future of Working Abroad



Average Age
47.8 years old

Gender Split
52% female 48% male

Relationship Status
62% in a relationship 38% single

Employment Status
71% work full time 29% work part time

Top Industries

- 25% education (incl. language education)
- 8% IT
- 7% advertising, marketing & communication



Reasons for Moving Abroad

- 36% job-related reason*
- 16% to live in my partner's home country / for love
- 8% looking for an adventure / a personal challenge



Gross Yearly Income

- 20% less than 25,000 USD
- 52% 25,000–100,000 USD
- 27% more than 100,000 USD



Level of Education

- 44% postgraduate / master's degree (or similar)
- 41% bachelor's degree (or similar)
- 9% PhD (or similar)
- 3% commercial / technical / vocational training
- 3% high school graduate (or similar)
- 0% no degree at all



Top 3 Things Most Liked about the Current Job

- 42% opportunity to work remotely / from home
- 32% good work-life balance
- 32% flexible working hours



Top 3 Things Most Important for a Dream Job**

- 54% good compensation and/or benefits
- 47% good work-life balance
- 31% creative/interesting tasks



Remote Work

- 78% are able to work remotely
- 22% cannot work remotely
- 30% want the opportunity to work remotely / from home in their dream job
- 72% of expats who can work remotely like it

* 14% found a job on their own, 11% were sent by their employer, 9% were recruited internationally, 2% to start their own business
 ** Note: This includes working expats and expats looking for a job.

US Expats Leave the Concept of New Work Behind

US American expats are older than average, more likely to work part time, and often self-employed or working in the field of education. While the concept of New Work is important in the US, US American expats move to countries where it does not play a big role.

Why do US Americans move abroad? According to the *Expats Insider 2021* survey by InterNations, 36% of US Americans working abroad name their career as the most important reason for relocating to another country. While this is the most frequently mentioned reason among US Americans, it is a considerably smaller share than the global average of expats moving for job-related reasons (47%). Most of the US American expats found a job on their own (14%), followed by 11% being sent by their employer and 9% being recruited internationally. Only 2% moved abroad to start their own business.

Aside from work-related reasons, an above-average share of US Americans working abroad originally relocated because they wanted to live in their partner's home country / for love (16% vs. 10% globally), because they were looking for an adventure / a personal challenge (8% vs. 6% globally), for their partner's job or education (6% vs. 4% globally), or because they simply enjoy living abroad (5% vs. 3% globally).

US American Expats Are Older and Well Educated

The typical US American working abroad has some interesting characteristics. On average, they are 47.8 years old, which is more than four years older than the average age among working expats (43.1 years globally). More than half the US American expats working abroad (52%) are female, while the majority of working expats worldwide is male (53%). This is just the case for 48% of US American expats, though. (The remaining 1% prefer to self-describe their gender identity.)

Overall, they are well educated: over nine in ten have a bachelor's degree (41%), a postgraduate/master's degree (44%), or a PhD (9%). Just 3% cite a high school diploma as their highest level of formal education, which is half the global average (6%). Similarly to the below-average share of US American expats moving abroad for their career, only 71% of them say that they work full time. This is eleven percentage points below the global average (82%).

They Tend to Work in Education or Run Their Own Business

Exactly one US American expat in four works in the field of education (25%), which is 13 percentage points more than the global average (12%). This might be related to English native speakers being much sought after: the share of British and Canadian expats working in education is also considerably higher than the global average (22% each). Other fields of work US American expats frequently mention are IT (8%) and advertising, marketing & communication (7%).

The high share of (language) teachers might also explain the lower share of US American expats in a senior/specialist position (21% vs. 30% globally). One in ten each is a top manager/executive (10% vs. 13% globally) or works in lower/middle management (10% vs. 17% globally).

US American expats seem to like being their own boss: More than one in five (21%) say they are self-employed or a freelancer, compared to just 11% of expats worldwide. And

US Expats Leave the Concept of New Work Behind

while just 2% moved abroad to *start* their own business, 10% of US American expats *have* their own business now (vs. 7% globally).

Great Work-Life Balance but Mediocre Career Opportunities

Close to three-quarters of US American expats (74%) are satisfied with their job in general, which is about the same as the global average (73%). A look at the individual factors involved shows that some are rated very well, while others score below average.

On the one hand, nearly three in four (74%) rate their work-life balance positively, which is six percentage points above the global average (68%). They are also very happy with their job security (71% vs. 67% globally) and their working hours (73% vs. 70% globally). In fact, both full-time and part-time workers spend about three hours less at work than the global average (36.7 hours per week vs. 39.9 hours globally).

On the other hand, just 45% of US American expats rate their local career opportunities positively, compared to 49% globally. And while close to two-thirds of expats worldwide (65%) are satisfied with the state of the local economy in their host country, just 61% of US Americans working abroad would say the same about their current country of residence.

An Interesting Mix of Expat Destinations

The most common destinations among US American expats

working abroad are a quite interesting mix: Germany, Italy, Mexico, China, and Japan. China (4th) and Germany (6th) rank among the top 10 destinations worldwide in the Working Abroad Index of the *Expat Insider 2021* survey. Expats living in these countries are particularly satisfied with the local career opportunities, their job security, and the state of the local economy.

However, Italy (58th) and Japan (50th) land among the ten worst destinations for working abroad. While Italy ranks very poorly across the board, expats in Japan are particularly unhappy with their working hours and work-life balance. Lastly, Mexico (22nd) ranks mid-field with average to good results: expats living there are particularly happy with their work-life balance and enjoy their job overall.

US Americans Leave Modern Ways of Working Far Behind

More than two in five US American expats working abroad (41%) say that factors like autonomy, freedom, creativity, personal development, and self-fulfillment are *less* important in the business culture of their current country of residence than in the US. These values are closely related to the concept of New Work, which describes the new way of working in the global and digital age. Aside from Dutch expats, 48% of whom say this about their home country compared to their host country, this is the biggest share among all nationalities featured in the survey. On a global scale, just 23% of expats say the same about their host country.

“The most common destinations for US American expats are really interesting,” says Malte Zeeck, InterNations Founder and Co-CEO. “You might assume that people would move to countries with a work culture that is similar to their home country. When it comes to countries with more modern ways of working, the UAE, Finland, Estonia, or the Netherlands would have been a more obvious choice for US Americans.”

In fact, these four countries rank among the top 5 destinations when it comes to expats comparing the importance of New Work in the local business culture. The number one country in this list, however, is the US itself: 74% of expats living in the US find that New Work plays an important role in the local business culture. Globally, just 58% of expats say this about their host country.

Among the most common destinations for US American expats, Mexico (33rd out of 55) and Germany (35th) rank at least mid-field as far as the importance of New Work in the local business culture is concerned. China (46th) and Italy (49th) end up among the bottom 10 destinations, and Japan (55th) is even voted the worst country in this regard. Just 32% of expats working in Japan say that New Work is important in Japanese business culture.

US American Expats Love Working Remotely ...

So, what do US American expats enjoy about their job abroad? The most frequently mentioned aspect that they

US Expats Leave the Concept of New Work Behind

like best about their current job is the opportunity to work remotely / from home (42%). Close to four in five (78%) are currently able to work remotely, which is the same as the global average (78%). However, US American expats enjoy it much more (72% like it vs. 65% globally)! Close to two in five (39%) even like it *very much*, compared to 28% globally.

US American expats also work remotely much more frequently: close to half (48%) work fully remote, compared to 39% globally. Another 20% work remotely for more than 15 days per month (vs. 18%), while just 16% work remotely for up to five days a month (vs. 25% globally). The COVID-19 pandemic does not seem to have had much of an impact on their remote work policies: just 15% of US American expats say that remote work was newly introduced and will remain a part of their job, while this is the case for 20% of expats globally.

... But a Good Compensation Is on Top of Their Dream Job Wish List

Other commonly mentioned aspects that US Americans like about their current job abroad are a good work-life balance (32%), flexible working hours (32%), and a good compensation and/or good benefits (29%).

While the latter is just the fourth most frequently mentioned aspect that US American expats appreciate *now*, it is on top of the list when imagining their dream job. More than half (54%) say that a good compensation and/or good benefits would be especially important to them in an ideal work environment. This is the same as the global average (54%).

Other aspects often mentioned by US American expats are a good work-life balance (47%), creative/interesting tasks (31%), the opportunity to work remotely / from home (30%), and flexible working hours (29%).

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