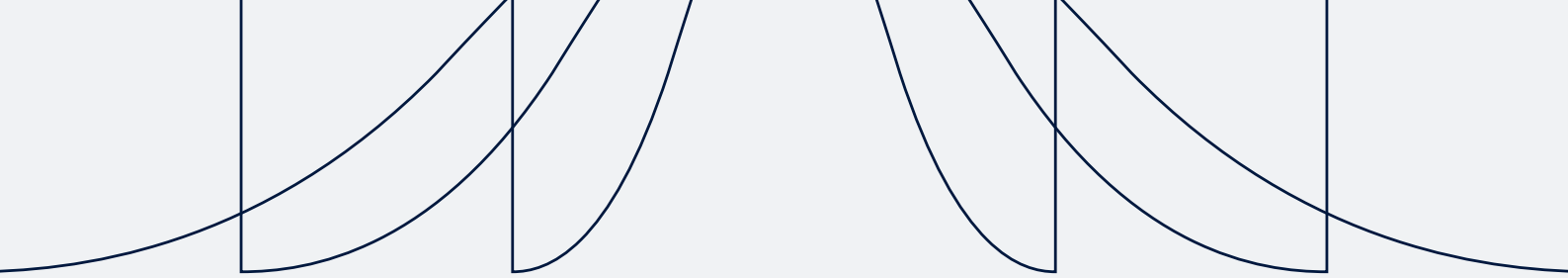




# 2024 Global Workforce Report

Employers and employees agree:  
Flexibility is everything



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# Employers and employees agree: Flexibility is everything

The 2024 Global Workforce Report unveils a dynamic landscape where technology, economic shifts, and a craving for flexibility are reshaping how businesses structure their teams. As we navigate a future of work marked by remote setups, hybrid roles, and a surge in contractor use, grasping these changes is crucial for steering future innovation and strategic planning of globally distributed teams.

## Global workforce expansion drives growth

This research reveals that 73% of surveyed companies have seen their workforce numbers swell over the past year, with notable growth in the UK (80.6%), USA (72.3%), and Germany (85.6%). This uptick is not just in permanent roles: there's a significant shift toward flexible employment, with 34% of companies increasing their use of contractors and freelancers, particularly in the USA and France.



Global workforces are growing quickly. It's not just people's desire for flexibility driving this growth, though. Companies are increasingly reaping the benefits of expanding their hiring options.



**JOB VAN DER VOORT**

CEO and Co-founder at Remote



## The rising use of contractors and freelancers globally

There's a burgeoning reliance on gig economy workers, reflecting a pivot from traditional employment norms. In the USA, 35% of companies now hire freelancers, closely echoed by France at 34.7%. This trend is poised to intensify as businesses seek adaptable workforce solutions that can easily adjust to project demands, economic shifts, and tech advancements.

This evolving model necessitates robust systems to manage a diverse and distributed workforce, blending traditional and contingent workers. The agility offered by freelancers enables companies to access a global talent pool, fostering innovation through a wider array of skills.

## Remote and hybrid work models as standard (and evolving)

Initially a pandemic necessity, remote and hybrid work models have cemented their place in the corporate world. Over 70% of companies have embraced or broadened their remote work policies. In the USA and Europe, this shift is transforming office dynamics, prompting a reduction in physical office spaces and heightened investment in digital tools to sustain remote efficiency.



## Gender inclusivity for globally distributed teams

The data also shows a shift toward greater gender diversity, with **women now making up 39.6% of the global workforce**. This shift is not just a nod to equality but a strategic move, as diverse teams bring varied perspectives and innovative thinking that can propel a company forward.

## What you'll learn from this report



### **Effective global expansion strategies**

This report is packed with insights showing how 73% of companies have successfully grown their global workforces. It offers practical advice on how to navigate the complexities of international hiring and tap into diverse talent pools effectively.



### **The growing importance of freelancers**

More and more companies are seeing the value of freelancers and contractors. In the USA, 35% of firms now rely on these flexible workers, and in France, the figure is nearly as high at 34.7%. This shift is helping businesses stay agile and adapt quickly to changing project demands.



### **Optimizing remote and hybrid work models**

It's official — over 70% of companies have embraced remote and hybrid work models as the new norm. This section of the report will show hiring professionals how to refine these models, cut down on office space, and invest in the right tech to support their remote teams.



### **Tackling AI challenges in hiring**

As AI continues to transform hiring, this report sheds light on the rise of AI-generated resumes. It offers strategies to help hiring professionals manage their screening processes more effectively and ensure they're selecting genuinely qualified candidates in a digital-first hiring environment.



### **Designing competitive, flexible benefit packages**

Want to keep your team happy and productive? This report provides valuable insights into flexible work benefits like adjustable hours, remote work options, and "work from anywhere" policies. Learn how to craft benefit packages that not only attract but also retain top talent, boosting productivity and engagement along the way.



### **Leveraging specialized tools for global compliance**

Understanding the importance of Employers of Record (EORs) and recruitment partners is crucial for navigating the legal and compliance hurdles of international hiring. This report will help professionals grasp how these tools can facilitate smoother expansion efforts and compliance across borders.

## About the study and survey scope

**Remote surveyed 4,126 Business/HR leaders** (director level and above) with decision-making responsibility for recruitment of staff across the UK, USA, Germany, France, Netherlands, Spain, Australia, Sweden, South Korea, and Japan to collect the data analyzed in this report.



# Key findings

## GROWTH AND GLOBALIZATION

### Major global workforce expansion is taking place across multiple regions and industries at a variety of employee levels

Most of those surveyed (87.33%) filled roles outside their local area 31 to 40% of the time within the last year.

**71%**

of all business/HR leaders surveyed (with decision-making responsibility for recruitment of staff across multiple regions) said their workforce had increased globally within the last year.

Most employers with growing global workforces operate a hybrid or remote work policy, though in-office roles are still prominent (almost 70% of those surveyed).

**ALMOST**

**71%**

of employers asked said they were expanding their global workforce with a mainly remote working style for employees.

**ALMOST**

**25%**

of employers asked said they were expanding their global workforce with a hybrid working set up for employees.

Led by technology, HR, IT and telecoms, and finance sectors (followed by healthcare, manufacturing, and utilities, plus travel and transport) globally distributed teams are growing in popularity across many industries.





Employers are expanding their global workforces with talent from the Netherlands most often, followed by Sweden, Germany and the UK (in that order).

ALMOST

89%

of those with recruiting decision-making powers said they had expanded their global workforce in the **Netherlands** within the last year.

JUST OVER

86%

of those with recruiting decision-making powers said they had expanded their global workforce in **Sweden** within the last year.

ALMOST

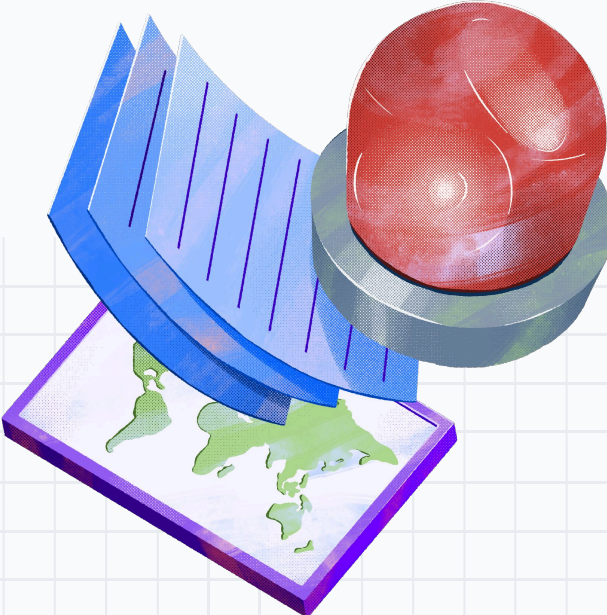
86%

of those with recruiting decision-making powers said they had expanded their global workforce in **Germany** within the last year.

JUST OVER

81%

of those with recruiting decision-making powers said they had expanded their global workforce in the **UK** within the last year.



Almost 81% of those surveyed were confident about filling roles for their globally distributed teams, with most of them hiring for senior and executive-level positions.



## Flexible benefits are becoming more comprehensive and versatile, with asynchronous work part of some offerings

Flexible hours, remote work, and part-time work options (in that order) are the most frequently offered flexibility benefits for employees, plus “work from anywhere” policies, and boosted support initiatives for new parents.

JUST OVER **60%**

of hiring leaders surveyed said their company offers **flexible working hours** as an employee benefit.

ALMOST **49%**

of hiring leaders surveyed said their company offers **remote work** as an employee benefit.

ALMOST **33%**

of hiring leaders surveyed said their company offers **part-time work options** as an employee benefit.

ALMOST **28%**

of hiring leaders surveyed said their company offered a **“work from anywhere”** policy (a flexible location policy) as an employee benefit.

JUST OVER **26%**

of hiring leaders surveyed said their company offered enhanced **flexibility and support for new parents** (such as extended parental leave, ramp-up policies, flexible scheduling, job sharing, or child care stipends) as an employee benefit.

JUST OVER **20%**

of hiring leaders surveyed said their company offers **compressed workweeks** as an employee benefit.

JUST OVER **18%**

of hiring leaders surveyed said their company offers **unlimited paid time off** as an employee benefit.

JUST OVER **16%**

of hiring leaders surveyed said their company offers sabbaticals as an employee benefit.

**16%**

of hiring leaders surveyed said their company offered **asynchronous (async) work** as an employee benefit. **Async work** is a working style that focuses on independent work, without having to interact with colleagues in real time, favoring digital collaboration tools and documentation over live, synchronous meetings, where autonomy over your own schedule is key.

ALMOST **11%**

of hiring leaders surveyed said their company offers **visa sponsorship** as an employee benefit.



**Maria Johnson**

Product Manager 

Async work



**Farhana Chopra**

Product Designer 

## Employers attribute increased wellbeing, productivity and quality of candidates when hiring to offering enhanced work flexibility

Hiring leaders note enhanced work-life balance, productivity levels, employee engagement, reduced absenteeism, and a higher quality and quantity of candidates as the top positive impacts of offering increased work flexibility. Some also noted positive impacts on employee retention (22-24%).

JUST OVER **40%**

of hiring leaders surveyed say their company's flexibility initiatives have resulted in **enhanced work-life balance** for employees.

ALMOST **37%**

of hiring leaders surveyed say their company's flexibility initiatives have resulted in **higher productivity levels** for employees.

ALMOST **34%**

of hiring leaders surveyed say their company's flexibility initiatives have resulted in **increased employee engagement**.

ALMOST **32%**

of hiring leaders surveyed say their company's flexibility initiatives have resulted in reduced absences among employees.

ALMOST **26.5%**

of hiring leaders surveyed say their company's flexibility initiatives have resulted in a **higher quality of job candidates** when hiring.

JUST OVER

26%

of hiring leaders surveyed say their company's flexibility initiatives have resulted in a **higher quantity of job candidates** when hiring.

JUST OVER

24%

of hiring leaders surveyed say their company's flexibility initiatives have resulted in **higher offer acceptance rates** during the hiring process.

ALMOST

24%

of hiring leaders surveyed say their company's flexibility initiatives have resulted in **improved eNPS (employee satisfaction and loyalty)**.

ALMOST

23%

of hiring leaders surveyed say their company's flexibility initiatives have resulted in a **reduction in the loss of valuable employees**.



## As global workforces rise at speed, employers face challenges with AI-generated resumes as applications for open roles soar

Notably, most hiring leaders surveyed believe AI-generated resumes are increasing the number of unsuitable candidates, which they feel is a serious issue for their company.

JUST OVER

65%

of business or HR leaders who make global hiring decisions surveyed said they believed AI-generated resumes are leading to an **increase in under-qualified candidates.**

ALMOST

74%

of that 65% said this was a **significant** issue for their company.

“

Artificial intelligence makes it easy for more people to create applications that look good on paper, even if the candidates are not necessarily qualified for the roles to which they apply. This is creating several challenges for already overworked HR teams.



**BARBARA MATTHEWS**

Chief People Officer at Remote





# Key trends impacting global team hiring

## CANDIDATE COMPETITION GOES GLOBAL

### Has the global talent pool made it harder for local candidates to compete for jobs?

Many of hiring leaders say the global talent pool has increased competition for local candidates. Others say it's balanced opportunities.



Companies continue to say their biggest hiring challenge is finding candidates with the right skills. Those expanding their hiring efforts to multiple countries have an easier time finding the people they need thanks to more diverse candidate pools.



**BARBARA MATTHEWS**

Chief People Officer at Remote





ALMOST

37,5%

of hiring leaders surveyed answered **"yes, increased competition"**.

ALMOST

31,5%

of hiring leaders surveyed answered **"no, it has balanced opportunities"**.

ALMOST

24%

of hiring leaders surveyed answered **"only in specific industries"**.

#### GLOBAL HIRING ABILITY

## How confident are you in your company's ability to hire the right talent in the next 12 months, if at all?

Most hiring leaders are confident they can hire the right people within the next year, while just over 21% were neutral on this, and just over 6% weren't confident they'd be able to.

ALMOST 73%

of hiring leaders surveyed said they were either **"very"** or **"somewhat"** **confident** in their ability to hire the right talent in the next 12 months.



Mario Gonzalez  
Marketing Manager

ONBOARDING  Step 1 of 3

- Adding and inviting new hire
- Self-enrollment
- Activating new hire

## HIRING IN NEW PLACES

How confident are you in your company's ability to hire in a new geographic area (that you haven't hired in before), if at all?

The majority of hiring leaders are confident in their team's ability to hire in a new location too, with almost 28% "very" confident.

JUST OVER **66%**

of hiring leaders surveyed said they were either **"very" or "somewhat" confident** in their ability to hire in a new geographic area for the first time.

ALMOST **25%**

of hiring leaders surveyed said they were either **"neutral"** on their ability to hire in a new geographic area for the first time.

JUST OVER **9%**

of hiring leaders surveyed were either **"not very confident" or "not at all confident"** in their ability to hire in a new geographic area for the first time.

## In your opinion, what percentage of job listings on major free job boards are fraudulent or spam?

**According to CNBC** (referring to a **Resume Builder survey** from May 2024), four in 10 companies say they've posted fake job listings within the last year. Of the hiring leaders Remote surveyed, 34% of them said they think 21-30% of job listings on free job boards are fraudulent or spam, which echoes Resume Builder's findings.

JUST UNDER

34%

of hiring leaders surveyed think **21-30%** of role listings on free job boards are fraudulent or spam.

ALMOST

24%

of hiring leaders surveyed think **10-20%** of role listings on free job boards are fraudulent or spam.

ALMOST

21%

of hiring leaders surveyed think **less than 10%** of role listings on free job boards are fraudulent or spam.

JUST OVER

17%

of hiring leaders surveyed think **41-50%** of role listings on free job boards are fraudulent or spam.

## What is your company's average success rate in hiring from free job boards?

With the most popular job boards such as LinkedIn and Indeed having free listing options, the utilization of free job boards during hiring processes is common, and often the preferred option for advertisement of roles. When we asked hiring leaders what their hiring success rate was with free job boards, almost 30% said it fell between 21-30%.

ALMOST

30%

of hiring leaders surveyed revealed they had a **21-30% success rate** when estimating how many successful hires they made, out of every 1000 applications received from free job boards.

JUST UNDER

25%

of hiring leaders surveyed revealed they had an **11-20% success rate** when estimating how many successful hires they made, out of every 1000 applications received from free job boards.

ALMOST

22%

of hiring leaders surveyed revealed they had a **less than 10% success rate** when estimating how many successful hires they made, out of every 1000 applications received from free job boards.

JUST OVER

15%

of hiring leaders surveyed revealed they had a **31-40% success rate** when estimating how many successful hires they made, out of every 1000 applications received from free job boards.

## How many employees or independent contractors, if any, do you plan to hire in the next 12 months?

The majority of hiring leaders surveyed aren't planning to hire any independent contractors or freelancers (almost 59.5%) in the next year, though hiring temporary workers may be a decision that's taken up with less forward planning, or as and when heavier workloads or new projects arise.

- Close to a third (28%) are planning to hire between 11-20 full-time employees, while around 20% are planning to hire the same number of part-time employees.
- The data here suggests that global team expansion is still majorly focused on increasing the number of permanent employees when hiring in small numbers (one to five), or larger numbers (more than 50) – but this starts to balance out around the six to 10 mark, and more so around the 11-20 mark.

### FULL TIME EMPLOYEES

ALMOST **19%**

of hiring leaders surveyed are planning to hire between **one to five full time employees** within the next year.

JUST OVER **15%**

of hiring leaders surveyed are planning to hire between **six to 10 full time employees** within the next year.

JUST OVER **28%**

of hiring leaders surveyed are planning to hire between **11 to 20 full time employees** within the next year.

JUST OVER **9%**

of hiring leaders surveyed are planning to hire between more than 50 full time employees within the next year.

## PART TIME EMPLOYEES

ALMOST **18%**

of hiring leaders surveyed are planning to hire between **one to five part time employees** within the next year.

ALMOST **15%**

of hiring leaders surveyed are planning to hire between **six to 10 part time employees** within the next year.

JUST OVER **20%**

of hiring leaders surveyed are planning to hire between **11 to 20 part time employees** within the next year.

JUST OVER **3%**

of hiring leaders surveyed are planning to hire between more than **50 part time employees** within the next year.

JUST OVER **27%**

of hiring leaders surveyed **aren't planning to hire any part time employees** within the next year, which was the most common response for this category.

## CONTRACTORS OR FREELANCERS

ALMOST **9%**

of hiring leaders surveyed are planning to hire between **one to five freelancers or independent contractors** within the next year.

ALMOST **13%**

of hiring leaders surveyed are planning to hire between **six to 10 freelancers** or independent contractors within the next year.

JUST OVER **20%**

of hiring leaders surveyed are planning to hire between **11 to 20 freelancers or independent contractors** within the next year.

JUST OVER **2%**

of hiring leaders surveyed are planning to hire between **more than 50 freelancers** or independent contractors within the next year.

ALMOST **59.5%**

of hiring leaders surveyed **aren't planning to hire any freelancers or independent contractors** within the next year, which was the majority response for those asked.



# Actionable insights for hiring managers

SECURING TOP TALENT

## It's (almost) unanimous: Flexibility means everything

Just over 98% of them said that flexibility was important to candidates they'd made job offers to, when deciding whether to accept. This points toward the quality of flexibility benefits offered being a major driving factor in how employers appeal to the best talent.

JUST OVER **44%**

of hiring leaders surveyed said it was **"very important"** when asked how important flexibility options were to candidates when considering their job offers.

ALMOST **26%**

of hiring leaders surveyed said it was **"extremely important"** when asked how important flexibility options were to candidates when considering their job offers.

JUST OVER **23%**

of hiring leaders surveyed said it was **"moderately important"** when asked how important flexibility options were to candidates when considering their job offers.



JUST OVER **4,99%**

of hiring leaders surveyed said it was **“slightly important”** when asked how important flexibility options were to candidates when considering their job offers.

JUST UNDER **2%**

of hiring leaders surveyed said it was **“not important”** when asked how important flexibility options were to candidates when considering their job offers.

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Lower unemployment rates create employee-driven job markets. Employers today are losing good candidates and even existing stars to other opportunities where they can enjoy greater flexibility.



**BARBARA MATTHEWS**

Chief People Officer at Remote



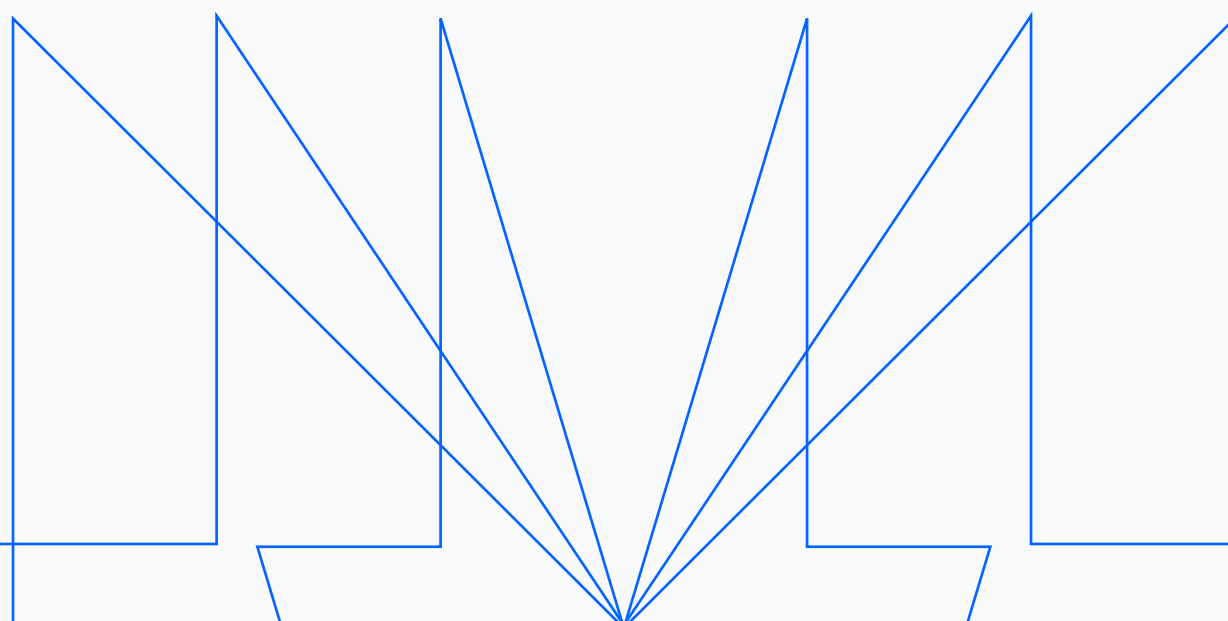
JUST OVER **73%**

of hiring leaders asked said they had **lost employees to other companies that offered more flexibility, within the last six months.**

## Employers are starting to align with their employees on flexibility, with the benefits most frequently offered utilized the most often

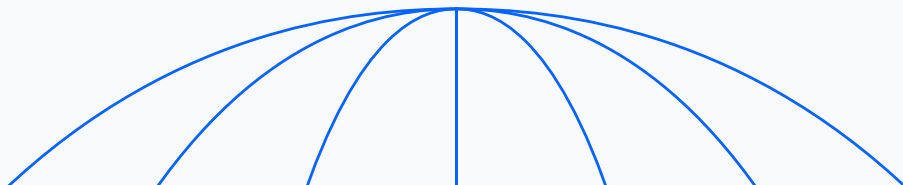
The most popular benefits offered are mostly aligned with frequency of employee uptake.

- For example, just over 60% of employers offer flexible working hours, and just over 47% of employees utilize this specific benefit, which is the highest rate of uptake across all flexibility benefits hiring leaders told us they offered.
- Uptake of some flexibility benefits offered may be impacted by external factors, because they require more thorough, carefully planned decision-making, like relocation via visa sponsorship (just above 5%), or taking a sabbatical (just over 7%), that is typically linked to the length of time you've been at a company.



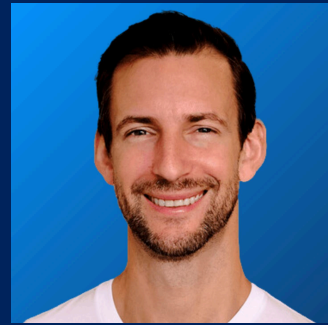
STAFF USE RATE	BENEFIT OFFERED	% COMPANIES OFFERING
JUST OVER <b>47%</b>	<b>Flexible working hours policy</b>	JUST OVER <b>60%</b>
JUST OVER <b>34%</b>	<b>Remote work benefit</b>	JUST OVER <b>49%</b>
ALMOST <b>16%</b>	<b>Part time work options</b>	ALMOST <b>33%</b>
ALMOST <b>16%</b>	<b>Part time work options</b>	ALMOST <b>33%</b>
ALMOST <b>17%</b>	<b>“Work from anywhere” (flexible location policy) benefit</b>	ALMOST <b>28%</b>

ALMOST <b>14.5%</b>	<b>Enhanced flexibility and support for new parents</b>	JUST OVER <b>26%</b>
ALMOST <b>12%</b>	<b>Compressed workweek initiative</b>	JUST OVER <b>20%</b>
ALMOST <b>10,5%</b>	<b>Unlimited paid time off (PTO) policy</b>	JUST OVER <b>18%</b>
JUST OVER <b>7%</b>	<b>Sabbaticals benefit</b>	JUST OVER <b>16%</b>
JUST OVER <b>9%</b>	<b>Async work flexibility</b>	<b>16%</b>
OVER <b>5%</b>	<b>Visa sponsorship options</b>	ALMOST <b>11%</b>



“

We polled our community of remote workers, receiving responses from individuals in 174 roles, including tech, project management, sales, marketing, customer service, operations, finance, HR, leadership, and more, across 32 countries on six continents, to understand their most valued work flexibility options.



**Unsurprisingly, 70% prioritized the ability to work from anywhere.**

**However, 28% valued output-focused work – where success is measured by results** rather than hours worked – even more than the flexibility to work from anywhere, signaling a shift. This approach, a byproduct of a remote work environment, is becoming more common as it moves away from micromanagement, which is essential for success in remote settings.

**Interestingly, only 2% ranked unlimited paid time off as their top preference.**

This suggests that, in a modern remote work environment, flexibility and control over day-to-day work arrangements are more highly valued than traditional perks like PTO.

These trends were consistent across all parameters – including roles, countries, and gender – with no statistically significant differences observed.

**WOUTER DELBAERE**

CEO and Co-founder

Pro5.ai

## The positive impact of remote work policies is undeniable



### **Increased employee satisfaction (40.31%)**

Topping the list, remote work has significantly boosted employee satisfaction. It seems that having more control over their work environment and schedule really makes a difference for many people.



### **Improved work-life balance (39.80%)**

Hot on the heels of satisfaction is work-life balance. It's clear that the ability to work from home helps employees juggle their professional and personal lives more effectively.



### **Improved business performance (30.82%)**

It turns out, working remotely doesn't just feel better; it actually leads to better business outcomes, with nearly a third of companies noting improved performance.



### **Reduced overhead costs (30.59%)**

With fewer people in the office, companies are spending less on things like office space and utilities, which adds up to significant financial savings.



### **Access to an expanded talent pool (23.69)**

Remote work means you're not limited to hiring who's nearby. This has opened up opportunities for companies to find the best talent, no matter where they're located.



### **Other benefits**

Reduced employee turnover (26.47%): This likely stems from the increased satisfaction and flexibility that remote work offers.



### **Contributing to DEI goals (17.61%)**

Remote work has made it easier for companies to meet their diversity, equity, and inclusion targets by broadening their hiring horizons.



### **Reduced talent costs (22.82%)**

Not only are companies saving on office costs, but they're also seeing reductions in the expenses associated with hiring and salaries.



### **Minimal negative impact**

Interestingly, only 2.27% of those asked felt that their organization hadn't reaped any benefits from remote work, suggesting that the shift has been overwhelmingly positive.

## **The feedback is clear: remote work models bring a host of benefits, from happier and more productive employees to better business outcomes and reduced costs.**

Remote work isn't just a nice benefit to offer, but a pivotal strategy point for continued global workforce expansion success.

### EMPLOYERS OF RECORD (EOR)

## **Most employers who have faced compliance issues (hiring internationally) weren't utilizing an EOR but using their own entity**

Beyond compliance issues, some companies are engaging in complicated, taxing processes to open their own entities abroad, when it's not necessary.

- International labor and compliance laws are ever-changing, so struggling to stay up to date with these — plus outdated perceptions of how EORs price their services — throw up barriers and risks for companies hiring globally. But these barriers are avoidable, and the risks greatly minimized with a modern, switched-on EOR partner.

ALMOST **35%**

of companies asked **say they've faced compliance challenges in another country**, to do with hiring an employment (such as lawsuits, penalties related to classification, payroll, benefits, and other similar challenges).

ALMOST **57%**

of those who've experienced compliance challenges in another country **weren't using an EOR at the time.**

“

This research highlights many of the benefits of using an EOR — like faster, more reliable, more compliant international hiring, with substantially lower upfront investments.

Facing compliance challenges when hiring in other countries is not an edge case. **More than one in three** businesses with global employees have faced issues, and those without partners who have expertise in these regions often find themselves struggling.



**JOB VAN DER VOORT**

CEO and Co-founder at Remote







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# Global workforce trends by location

## Key regional insights

01

### **Global remote work trends:**

- The data highlights a growing trend toward remote work, particularly in countries like the USA and Germany, where significant portions of the workforce engage in remote work either full-time or part-time.
- While the UK and Germany show more balanced remote work trends across various categories (rarely, sometimes, often), the USA stands out with a higher percentage of employees consistently working remotely.

02

### **Workforce flexibility:**

- The distribution of workforce flexibility, as seen in the "sometimes" and "often" remote work categories, suggests that hybrid work models are becoming more prevalent across multiple countries. This shift is particularly evident in the USA, UK, and Germany.

03

### **Gender parity:**

- The relatively balanced gender distribution in most countries suggests ongoing progress towards gender parity in the workforce. However, certain countries, like the USA and Germany, still exhibit a slight male dominance in the workforce.
- The non-binary representation remains minimal, indicating a potential area for further inclusivity efforts.



## THE NETHERLANDS

was the region hiring leaders were most likely to say their global workforce expansion was happening in (88.74%), followed by Sweden (86.4%), Germany (85.63%), the UK (80.6%), France (79.04%) and Spain (77.49%), in that order.

## Breaking down remote work findings by location



### UK

Shows a balanced distribution between employees who "sometimes" work remotely (35.4%) and those who "often" work remotely (24.6%). The percentage of employees who "always" work remotely is relatively lower.



### USA

Displays a higher proportion of employees who "always" work remotely (11.3%) compared to other countries. There is also significant representation in the "sometimes" and "often" categories.



### Germany

Reflects a moderate distribution of remote work, with a notable portion of employees working remotely "sometimes" (31.7%) and "rarely" (15.4%).



### France

Tends to have fewer employees working remotely full-time compared to other countries, with a larger portion falling under the "sometimes" and "often" categories.

## Breaking down gender distribution in the workforce by location

### Representation for men vs women

Across all countries, there is a balanced distribution between male and female employees in the workforce. However, in some regions like the USA, male employees slightly outnumber female employees.

### Representation for non-binary people

The percentage of non-binary individuals in the workforce is very low across the countries covered in the dataset. Most countries report a figure close to 0%, with the USA showing a small figure of 0.6%.

## What countries lead on remote work and diverse global workforces (by gender)?

The data by location highlights the evolving nature of remote work, and workforce dynamics on a global scale. Countries like the USA lead in remote work adoption, while others like the UK and Germany maintain a more balanced approach.

Plus, gender parity continues to improve, though further work is needed for better inclusivity, especially for non-binary workers.





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# Looking to the future of managing global teams

The insights below reflect workforce dynamics, challenges, and opportunities encountered within the last six months (at the time hiring leaders were surveyed), when managing a global workforce.

## Increased demand for flexible work options

**A significant 65.7% of organizations have seen a spike in requests for flexible work arrangements.** About 31.8% of these requests come in occasionally, while 23.9% are more frequent. It's clear that the trend towards hybrid and flexible work models is catching on globally, with only 16.3% of organizations never encountering such demands.

## Challenges in managing remote teams

**Over half of the respondents (51.2%) find managing remote teams tricky at times.** The challenges range from maintaining productivity to fostering collaboration among team members who are miles apart. Only 22.3% have never run into issues with remote team management, highlighting the complexities involved.

## Difficulties in maintaining company culture

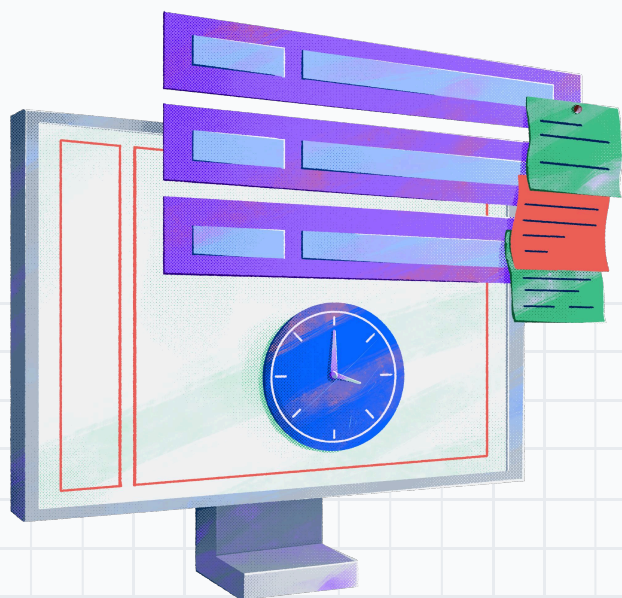
**About 31.2% of organizations often struggle to keep their company culture alive among distributed teams.** This shows how tough it can be to build a unified culture when everyone's not in the same space. Interestingly, 26.8% have never had such problems—maintaining a healthy company culture is absolutely possible with an all or mostly remote workforce.

## Compliance issues with international labor laws

**Navigating international labor laws is a major headache for 43.1% of organizations**, especially as they expand globally. The legal landscape can be tricky, and staying compliant is crucial but challenging, as evidenced by the fact that only 35.2% have never faced these issues.

## Increased costs from remote technology implementation

**Setting up for remote work isn't cheap. Over half of the organizations (53.6%) report increased costs** associated with implementing remote work technologies. This reflects the significant investment needed to support a remote-friendly setup, despite the long-term savings on office space.



## Reduced office space due to remote and hybrid work

**Thanks to successful remote or hybrid work models, 27.3% of organizations have managed to cut down on office space**, which likely helps in reducing overhead costs.

## Successful hiring of international employees

The global talent pool is vast, and 25.3% of organizations often find success in hiring internationally. This trend toward global talent sourcing is growing, with only 24.1% never experiencing success in this area.

## Loss of employees to companies offering more flexibility

Flexibility is key in retaining employees. About 27.9% of organizations rarely lose employees to competitors who offer more flexible working conditions, but 25.5% say it happens sometimes. This points out the importance of flexible work options in employee retention strategies.

## Enhanced employee productivity from flexible work conditions

Flexible work conditions seem to boost productivity for 45.4% of organizations, with 32.2% observing this often. It's a clear indicator that when employees can manage their own schedules, they tend to perform better.

## Job seekers overstating qualifications

A common issue in recruitment is candidates overstating their qualifications—31.9% of organizations encounter this sometimes, and 19.9% often. It's a reminder of the challenges in verifying the true capabilities of candidates.

## Receiving AI-generated resumes with false information

As AI technology becomes more common, so does the challenge of AI-generated resumes that include false information. About 25.3% of organizations sometimes face this issue, with 17.3% encountering it often.

[View Resumes ↗](#)



Andrew Railey  
**Marketing Manager**  
Remote · Ireland · Full-time



Gabriela Mendes  
**Marketing Assistant**  
Remote · Brazil · Full-time

## Applicant overwhelm and unqualified candidates

It's a frequent problem: **27.9% of organizations sometimes receive too many applications from unqualified candidates**, making it tough to sift through and find the right fits.

## Encountering 'fake' candidates or difficulty verifying identities

Verifying the identities of remote candidates is tricky for many, with **24.6% sometimes facing this issue**. It's a growing concern in the digital age of hiring.

## Ghosting by candidates

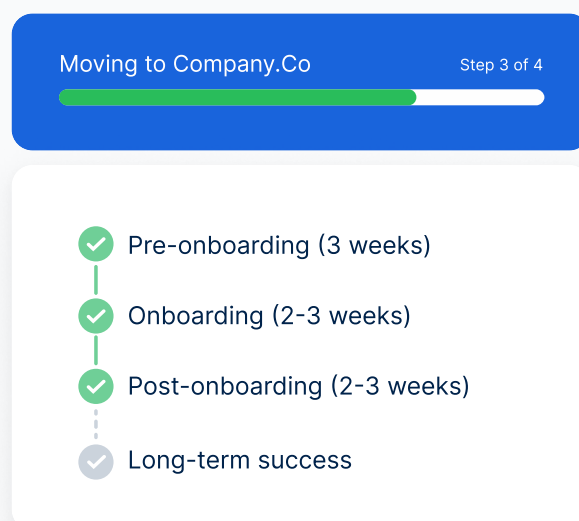
**Ghosting, where candidates accept job offers but fail to show up, is experienced by 25.0% of organizations sometimes**. This trend highlights the challenges of securing committed candidates in a competitive job market.

## Challenges in assessing cultural fit for remote candidates

**Finding candidates who fit the company culture remotely is tough for 27.3% of organizations sometimes**. It's crucial for maintaining team harmony and organizational values.

## Early attrition of new hires

**Early attrition is a concern, with 45.1% of organizations facing this issue where new hires leave within the first three months**. It emphasizes the importance of effective onboarding and support for new employees.





The data on the scenarios most commonly and recently faced by hiring leads speaks to the evolving challenges (and trends) in global workforce management. It offers a snapshot of what companies worldwide are experiencing as they adapt to more flexible, distributed ways of work.



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## What's next for global teams and work flexibility?

The data reflects the complexities of managing a global, flexible workforce in a rapidly evolving work environment. Business and HR leaders are facing a range of challenges, from managing remote teams and maintaining company culture to addressing compliance issues and verifying candidates.

- Flexible work options are becoming more prevalent, and organizations are increasingly realizing the productivity benefits of such models. However, retaining talent, ensuring candidate authenticity, and dealing with technology costs remain ongoing concerns. As organizations continue to expand globally, they will need to adapt their strategies to navigate these challenges effectively while embracing the benefits of a more flexible and distributed workforce.

Remote's 2024 global workforce report paints a picture of a rapidly evolving employment environment where flexibility, diversity, and digital integration are at the forefront, driving companies toward a more adaptive, inclusive, and innovative future.





The widespread shift to remote and hybrid work models pinpoints a fundamental transformation in work dynamics. Employees now expect flexibility in their working conditions, compelling companies to enhance their digital infrastructure — from communication systems to cybersecurity — to support these new models.

**The future of global workforce expansion is slowly being reshaped by more innovative approaches like async work too, that aren't especially popular yet, but have potential.**

With the continued rise of remote and hybrid work models, there's a clear need for a workforce that's not only skilled but also globally distributed. To navigate this shift smoothly, companies are turning to specialized tools and partnerships.

- Specialized job boards are key, allowing businesses to tap into global talent pools with specific expertise. Recruitment partners bring invaluable local insights, pinpointing candidates who excel in async and flexible work environments.
- Employers of Record (EORs) are essential for handling the complex legal, payroll, and compliance challenges that come with hiring internationally, ensuring that businesses can expand effortlessly and stay compliant across different regions.

**With the continued rise of remote and hybrid work models, there's a clear need for a workforce** that's not only skilled but also globally distributed. To navigate this shift smoothly, companies are turning to specialized tools and partnerships.

And with employees increasingly expecting evolved working environments (and companies realizing they must adapt) the world will continue to change in new and exciting ways.



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