## COVID-19 Workforce Resilience

### Assignee Challenges During COVID-19

**Organisations with overseas assignees that returned staff to their home country during COVID**

- **11%** Sent all assignees home
- **22%** Sent most assignees home
- **44%** Sent a few assignees home
- **23%** All assignees stayed overseas

**Plan to deploy remote workforces when borders open**

- **35%** Unsure, will be a case-by-case decision
- **31%** Yes, but we’re not in a hurry
- **30%** Yes, as soon as we can
- **3%** No, we have managed without remote workers

**Plans to redeploy overseas assignments compared to pre-COVID positions**

- **64%** The same or more assignees than before
- **18%** 25% less assignees
- **15%** 50% less assignees
- **2%** 75% less assignees

**Biggest challenges in managing remote workforces during COVID-19**

- **56%** Having enough information to make an informed decision
- **41%** Getting assignees home
- **40%** Knowing the medical and security situation in their assigned country location
- **36%** Being confident on ability to provide medical and security support if they stayed
- **35%** Providing mental wellbeing support to assignees and their families
- **28%** Understanding the tax/legal implications of staying longer than intended
- **28%** Educating the assignee on the risks associated with the pandemic
- **21%** Understanding the tax/legal implications of bringing them home early

This COVID-19 study is an International SOS poll conducted among 86 people in Asia Pacific, mainly executives working in HR, HSE, Travel, Risk, Security, Finance and General Management from business industries such as Education, Engineering and Construction, NGO, Business Services, Oil and Gas, Mining, Government, High Tech & Food Industries. Research was conducted online from 27-29 July 2020.