



YOUR REGULAR
EXPAT ACADEMY
ROUND-UP

The EAR

Hello!

The Expat Academy Round-Up ("EAR") gives you a handy summary of all that we've heard through our members and events this week.

A Challenging Summer

Check out this very useful article by Sterling Lexicon

[How Global Mobility Can Avert a Summer of Discontent](#)



Issue 47: June 2022

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Intro

This update gives you real-time intel on what's occurring this week in super-charged Global Mobility circles. Its purpose is to help inform your decision making on technical issues. Consign it to the bottom of your briefcase and you're already out of date.

This Week

No events this week – thank fff...riday for that! At least for our stress levels. But the work never stops, and our ears have been close to the ground listening for the rumblings of Global Mobility, or the stampede of remote working conversations.

A Different Consideration for Remote Working

Like many of you, I've not always been just 'Global Mobility' – I've dabbled in some general HR too, and I am therefore still a member of the CIPD to ensure I don't waste the thousands I spent on the qualification! I got an interesting email from them this week titled "["reducing pay for remote workers – is it ethical?"](#)", and I wondered how unwise a company would be to attempt that in the current 'war for talent'! It turns out 4% of organisations (7% in the public sector) have reduced pay or benefits for employees who are predominantly working from home, and 13% plan to follow a similar path. CAUTION if you even fancy considering this though; it goes deeper than my initial reaction. The CIPD editor, Kristian Adams, points out that you could be walking right into ethical and legal risks whereby "it could [indirectly discriminate](#) against people with disabilities or long-term health conditions, in addition to those with caring responsibilities, who are more likely to be women and older workers. Organisations will also run the risk of widening existing pay gaps and restrict the talent pool that employers can tap into".

EAR for Yourself

Come and boost your technical knowledge through one of our events:

7 July – [APAC Network Virtual Huddle](#)

12 July – [MyGMPD Event: Positive Intelligence: Strengthen your Mental Fitness](#)

19 July – [Virtual Global Heads Network Meeting](#)

14 Sep – [MyGMPD Event: Focus on Mastering Your Energy, Not Mastering Productivity](#)

26 Sep – [Expat Academy 2022 Annual Conference!](#)



Box-Ticking Sustainability

This week's example is a company who have **banned the use of business class flights** due to the idea that economy class creates lower emissions because it maximises the number of passengers that each flight can carry. For long haul flights, carbon emissions per passenger per kilometre travelled are about **three times higher for business class**, according to the Department for Business, Energy, and Industrial Strategy (BEIS). However, the company in question didn't implement this policy fully; **their most senior executives are still allowed to fly business class**... So, what's the company's message on their commitment to sustainability?

Russia and Ukraine

Vialto gave us some great info this week: as a result of the war, the EU Commission had advised member states to implement additional security checks on visa applications made by Russian nationals. This is a recommendation only, and therefore there are notable differences in approach towards Russian national visa applicants within the bloc, where once there was greater uniformity. Hungary, as an example, has historically had closer ties to Russia and is not likely to adopt further significant restrictions on Russian national visa applicants. In contrast, the Baltic and Nordic countries as well as Poland support more robust approaches towards Russia, in large part due to their proximity to Russia and Ukraine respectively. Those of you who've been tackling **EU Posted Workers** will recognise such 'recommendations' resulting in EU countries just doing what they want! See the full article [here](#).

APAC Huddle Preview

Next Thursday, 7th July, is the day of our virtual APAC Huddle and we are very excited about the [agenda](#)! You could call the following a sneak preview, but it's actually no surprise: when asking attendees what they would ideally like to discuss in the Huddle sessions, the top three themes are **remote work** (shock horror), **policy development**, and **the role of GM / the value of GM / GM setup**. As I say, no surprises. However, it's always fascinating hearing the discussions each time because there is always a nuance, always a great new example, and – applicable to this event – a regional consideration.

Author



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Benchmarking

HELP! Your community needs you! Click [here](#) to see if you have the answers to help with our latest benchmarking questions.

Our benchmarking service is a fantastic benefit of being a member of the Expat Academy; it's community-run with the help of experts where necessary. But it will work even better if everyone toggles their notifications on! Without this toggled on, you won't see the current trends of what others are looking at and you won't be helping one of your industry colleagues. Don't forget it works both ways when you need help! 😊

As a little extra incentive, all members with their benchmarking notifications switched on by 15th July will be entered into a prize draw where the winner can either receive a £100 voucher or choose to donate this amount to a charity of their choice.

One question published this week was asking what other companies offer in the areas of **cultural training, language training and spousal assistance**. All members that participated have some form of cultural, language, and/or spousal assistance in place (with the exception of one who doesn't offer spousal assistance). The level and delivery method of the support items varies greatly, however. The key is to ensure it is targeted to the needs of the relocating family, and that its benefits are adequately promoted because a family's inability to settle into a host location is the biggest reason for assignments to fail.

Two online options would be Living Abroad and Country Navigator. Dialogue, Aperian Global, BDO, and Learnlight are all mentioned by companies below, and our **Trusted Suppliers** for Cross Cultural Training (IMPACT Group, RW-3, and NetExpat) can be found [here](#).

One additional thing to consider on this topic is the **DE&I** aspect. We've spoken about this recently; the modern family and whether 'spousal support' could be broadened to include a wider scope of dependants who may be accompanying that assignment, which in turn widens the scope of applicants who aren't put off by restrictive policy wording.