

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

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

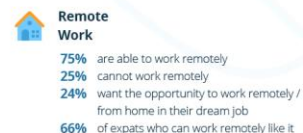
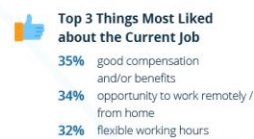
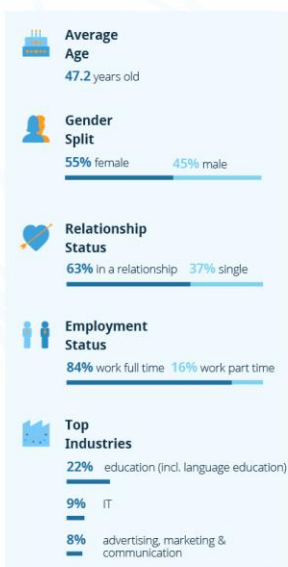
- *Canadians working abroad are older than average, more likely to be female, and often work in education.*
- *The working conditions abroad are seen as below average and not very modern compared to Canada.*
- *Canadian expats are among the better-paid expats globally.*

Munich, 14 September 2021 — Why do Canadians move abroad? According to the *Expatriate 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).

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

Canadian Expats

### The Future of Working Abroad



\* 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.

## 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 work in the field of education (22%), which is 10 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 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."*

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

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

## 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.

### **About the Future of Working Abroad Report**

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

In the *Expatriate Insider 2021* questionnaire, all respondents, regardless of employment status, were asked to provide information about themselves and to rate various aspects of life abroad on a scale of one to seven. The rating process emphasized their personal satisfaction with these factors; the average ratings of six such factors were bundled into three subcategories, and their mean values were used to draw up a topical index for working abroad. The Working Abroad Index is not only part of the overall country ranking, but it also gets referenced in this report. In 2021, the top 5 destinations for working abroad — out of 59 countries in this index — are Taiwan, New Zealand, Czechia, China, and Denmark.

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

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

### **About InterNations**

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

InterNations is part of the NEW WORK SE, a group of brands that offer products and services for a better working life.

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

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