

What do you foresee for your sector of the industry and the supply chain?

- "A lot of the organizations are planning for when it becomes business as usual, with a focus on virtual assignments taking over for moves."
- "As tax consultants, we are concerned that as moves fall, and people continue working from home, it will raise tax implications."
- "We are seeing an increase in the number of PEO's offering their services but I advise caution as their services may not completely shield an organization from every kind of tax."
- "With companies realizing that working from home is feasible in many circumstances, they may not want to keep paying rent for downtown offices, even as business opens up."
- "Companies in the U.S. may continue to take a cautious approach to mobility as their case numbers spike."
- "Some think that in Q3-Q4 there will be an opening of the floodgates but I take a more cautious approach, I believe there will be more internal travel but much fewer international moves."
- "The number of virtual assignments is going off the charts, which is not great for service providers as there is no physical movement."
- "Organizations will have to undertake internal surveys to figure out where their employees are working from, as many are no longer at their assigned locations due to the pandemic."
- "We are looking at the manufacturing sector for possible growth, as the pandemic has highlighted a need for self-reliance in certain aspects."
- "Global mobility is going to be driven by the need for cost containment."

Most important learning from the last few months?

- "I tell my kids that in a few years we will be able to look back and say, 'Remember when this thing happened in 2020?'"
- "The one silver lining can be that the companies are going to be more focused on the duty of care, and the well-being of their employees."



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