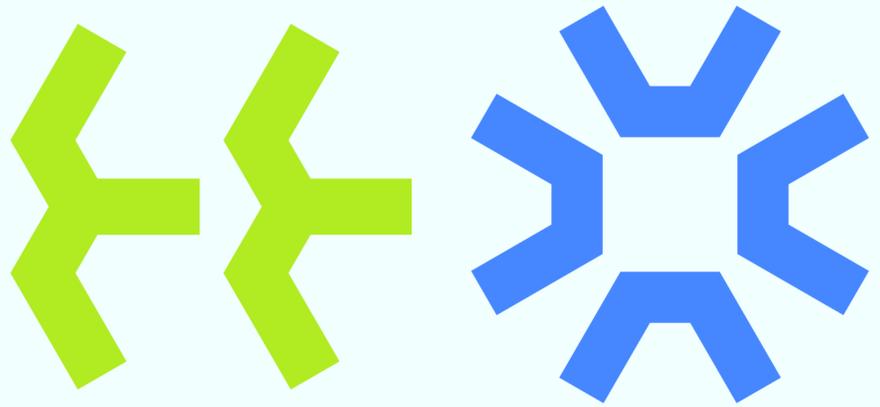


Methodology & data sources



About the index

The Global Remote Work Index assesses 66 countries on their potential to qualify as a remote work destination. The index is comprised of 4 dimensions which focus on Cyber Security, Economic and Social Conditions, Digital and Physical Infrastructure, as well as Covid-19 Response and Handling, thus helping you to plan your next workcation.

The Index puts emphasis on safety and reliability of both the physical and digital environment and pays special attention to cyber security.

Our definition of quality and safe remote work

1. **It is safe.** Safe remote work destination has adequate infrastructure, response, and legal capacities for protecting remote workers, their data, privacy, and online work from cybercrimes.
2. **It is an economically and socially attractive country to be in.** An attractive country for remote work should be safe from crime, an interesting destination to explore and an affordable place where it is easy to communicate and navigate.
3. **It is easy to be there digitally and physically.** Internet accessibility and quality must be ideal in order to be able to work worry-free. Also, the country has to offer good general infrastructure for traveling, living, and enjoying life in a new place.
4. **It is a COVID safe destination.** Nobody can give a 100% guarantee, but the overall vaccination rate and the pandemic response of local governments should be adequate for ensuring the safety of remote work experience.

To assess the quality of safe remote work

We defined 4 Index dimensions, the each of which combines various detailed attributes that help to assess the attractiveness of remote work.

1. Cyber security (infrastructure, response, and legal measures)
2. Economic and social conditions (safety, tourism attractiveness, English proficiency, cost of living, healthcare)
3. Digital and physical infrastructure (Internet quality, affordability, e-infrastructure, e-government, physical infrastructure, co-working spaces)
4. COVID response (vaccination and response rates)

Selection process

The selection of index dimensions and attributes had been conducted stepwise.

1. Index dimensions were defined based on inductively reasoning on the experience of those who would want to work abroad and what aspects (dimensions) would be most relevant to them when going abroad. This allowed to create a theoretical framework guiding all subsequent choices.
2. To assess the quality of safe remote work, 4 index dimensions were identified and each of them combined various detailed attributes that help to assess the attractiveness of remote work in any country.
3. Based on the chosen dimensions and theoretical framework, initial directions for attribute selection were set and search for relevant and reliable data sources was conducted. That allowed to further define and select attributes for each dimension.

Overall, the creation of this index was first guided by reasoning about the experience and relevant aspects of working abroad and then by data availability. Moreover, attributes have been selected so that these would be as far as possible conceptually dissimilar and would capture different aspects of each dimension - that way we avoided double counting.

Dimension and attribution selection rationale

Key dimension coverage

It was important to cover and evaluate dimensions that would account for both employers' and employees' perspectives - cyber safety, economic and social conditions, digital and physical infrastructure, and COVID response. All four dimensions consist of attributes which allow comparing countries based on a wide spectrum of themes, e.g., economic and social attractiveness of countries is measured as a combination of safety, tourism attractiveness, English proficiency level, cost of living and healthcare access indexes.

Uniqueness

A combination of dimensions that accounts for both A) infrastructure needed for quality work (covering cyber-safety, digital and physical infrastructure aspects), and B) location attractiveness, provide a unique snapshot that is not available elsewhere.

Selection of data sources

Sources for the index were selected based on three criteria:

1. **Reliability** - The selected data should come from reliable sources such as from the UN, World Economic Forum, The Economist, Oxford Insights, etc., or from already published indices.
2. **Recency** - The selected data should be not outdated. We consequently used data from 2022 and 2021 where possible.
3. **Completeness** - The selected data should cover as many countries as possible, as this would determine the ultimate size of the index.

Dimension and attribute discussion

Cybersecurity

The dimension of cyber security measures the strength of the key infrastructure, cybercrime threat response and the legal measures across the countries. The overall weight of the dimension is **0.3**.

To compare the **infrastructure capacity**, we used a country's technical, organizational, and capacity development scores from the Global Security Index. Each attribute is weighted at **0.33**.

- Global Cybersecurity Index, 4th edition. (2021) International Telecommunication Union (ITU). <https://www.itu.int/en/ITU-D/Cybersecurity/Pages/GCI/GCiv4-Report-Launch.aspx>

To compare **cybercrime threat response**, we used the Incidents and Crisis Management indicators from the National Cyber Security Index. Each attribute is weighted at **0.33**.

- National Cyber Security Index (NCSI). e-Governance Academy Foundation. (2021). <https://Ncsi.ega.ee>

To compare the **existing legal measures** among the countries, we used the Baseline cybersecurity indicators data from the National Cybersecurity Index. Each attribute's weight is **0.33**.

Covid-19 conditions & handling

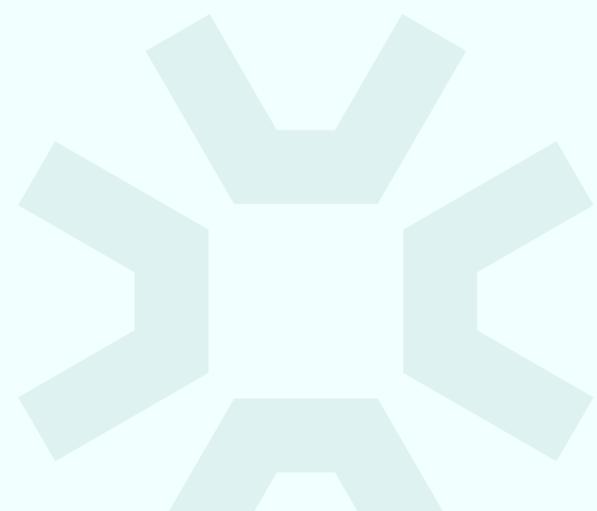
To measure a country's preparedness and response in dealing with the COVID-19 pandemic, we combined the vaccination rate level value and the Global health security index score which evaluates a country's preparedness to deal with epidemics and pandemics. The overall weight of the dimension is **0.1**.

The **vaccination rate** was indexed according to the vaccination rate data as of 2022 02 04, dividing a country's vaccination rate by the highest possible value. Weighted at **1**.

- Coronavirus (Covid-19) vaccinations. Our World in data (2022) <https://ourworldindata.org/covid-vaccinations>

Prevention, detection and reporting, as well as responding capacities were indexed based on the Global Health Security Index. Each attribute is weighted at **0.33**.

- Global Health Security Index. Nuclear Threat Initiative, Johns Hopkins Center for Health Security, Economist Impact (2021) <https://www.ghsindex.org>
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Digital & physical infrastructure

The dimension of the Digital and physical infrastructure measures the overall infrastructure needed for quality remote work in a country. The overall weight of the dimension is **0.3**.

The **Internet affordability** sub-dimension combines the mobile and broadband affordability ranks. Internet affordability was calculated by measuring the length of time a person has to work to afford the cheapest mobile or broadband internet access in a country. Mobile and broadband internet affordability is weighted at **0.5 each**, and the overall internet affordability sub-dimension is weighted at **0.2**.

- Worldwide mobile data pricing. Cable.co.uk (2021) <https://www.cable.co.uk/mobiles/worldwide-data-pricing/>
 - The price of fixed-line broadband in 211 countries. Cable.co.uk <https://www.cable.co.uk/broadband/pricing/worldwide-comparison/#resources>
 - Average monthly salary net (after tax). Numbeo.com (2021) https://www.numbeo.com/cost-of-living/prices_by_country.jsp?displayCurrency=USD&itemId=105
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The sub-dimension of **Internet quality** combines the mobile and broadband quality indexes. The sub-dimension is weighted at **0.2**. To assess the mobile quality index, we used the **Digital Quality of Life Index 2021**, which takes an average mean of the monthly download speed from April 2020 to 2021 in each country and divides it by the highest global average. The attribute is weighted at **0.5**.

- Digital quality of life index. Surfshark (2021) https://docs.google.com/spreadsheets/d/130m_Pxk4ifG5G-CYQRUwvZ--d0YHxQi43OZpPDP5OOM/edit#gid=536669091

Broadband quality was also assessed using the Digital Quality of Life Index 2021, where it was calculated as the mean average speed divided by the largest speed globally. The attribute is weighted at **0.5**.

The sub-dimension of **e-Infrastructure** combines a country's ICT adoption index with the overall internet availability in the country. The attributes are weighted at **0.5 each**, while the weight of the sub-dimension is **0.2**.

- The inclusive internet index. The Economist (2021). <https://theinclusiveinternet.eiu.com/explore/countries/performance?category=availability>
 - Global competitiveness report. World Economic Forum (2019) <https://www.weforum.org/reports/how-to-end-a-decade-of-lost-productivity-growth/in-full/competitiveness-rankings>
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The **e-Government** sub-dimension combines values of the Online Service Index from the United Nation's E-Government Development Index, which measures a government's online presence, and the AI Readiness Index, which measures the readiness of national governments to implement AI in the delivery of public services. Both attributes are weighted at **0.5 each**, while the sub-dimension is at **0.2**.

- Online Service Index. United Nations (20XX) <https://publicadministration.un.org/egovkb/Data-Center>
 - AI readiness index. Oxford Insights (2020) <https://www.oxfordinsights.com/government-ai-readiness-index-2020>
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The Physical Infrastructure Index value was taken from the World Economic Forum's Countries Competitiveness ranking, Quality of Overall Infrastructure dimension. Weight – **0.2**.

- Global competitiveness report. World Economic Forum (2019) <https://www.weforum.org/reports/how-to-end-a-decade-of-lost-productivity-growth/in-full/competitiveness-rankings>
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Economic and social conditions

The dimension of Economic and Social Conditions measures a country's general attractiveness indicators including public safety, tourism attractiveness, English level proficiency, affordability, and the overall healthcare accessibility to help assess social and economic factors which impact day-to-day living. The overall weight of the dimension is **0.3**.

The Safety Index was used to compare the **overall safety** of each country. The value of the Safety Index is weighted at **0.2**.

- Safety index. Numbeo.com (2022) https://www.numbeo.com/crime/rankings_by_country.jsp?title=2022&displayColumn=1

The Tourism Attractiveness Index was used for comparing **tourism attractiveness**. We used the World Economic Forum's Travel & Tourism Competitiveness Report values (weighted at **0.2**).

- The Travel & Tourism Competitiveness Report. (2019) https://www3.weforum.org/docs/WEF_TTCR_2019.pdf

The **English proficiency level** was included in the overall index to compare the ease of communication in each country. For this, we used the EF English Proficiency Index 2021.

English-speaking countries received the maximum score, and so did countries like Israel, where English is a de facto official language in education and governance.

Slovenia's English proficiency level was taken from the EF English Proficiency Index 2018. This sub-dimension is also weighted at **0.2**.

- EF English proficiency index. Education First (2021) <https://www.ef.com/wwen/epi/>
- EF English proficiency index. Education First (2018) <https://www.ef.com/assetscdn/WIBlwq6RdJvcD9bc8RMd/cefcom-epi-site/reports/2018/ef-epi-2018-english.pdf>

The **Cost of living** level was included in the overall index, we used Numbeo Cost of living index, which was reversed to benefit the most affordable countries and weighted at **0.2**.

- Cost of living index. Numbeo.com (2022) https://www.numbeo.com/costofliving/rankings_by_country.jsptitle=2022&displayColumn=0

Healthcare sub-dimension combines the values of Government spending on health and education and Universal health coverage (UHC) index of service coverage in countries. Both values were weighted at 0.5 and overall sub-dimension weighted at **0.2**.

- The Decade of Action for the Sustainable Development Goals. Sustainable Development Report 2021. Sachs et al. (2021) Cambridge: Cambridge University Press. <https://dashboards.sdgindex.org/downloads>