

Accelerating workforce agility and resilience



A survey has been published by Aon on how companies are rethinking their human capital strategies in response to the humanitarian and economic impacts of the Covid-19 pandemic. Completed in August from responses from 2,004 human-resources leaders and

professionals globally, the main findings were:

- *Making remote working better a priority.* As more companies announce plans to expand or extend remote working arrangements for employees, they are also providing new tools and programmes to improve the productivity and wellbeing of their remote workforce.
- *Supporting workforce resilience is a work in progress.* Helping employees address acute challenges related to the pandemic remains an ongoing and evolving challenge for companies.
- *Diversity and inclusion are viewed as key to improving workforce agility.* The ability to attract and retain diverse employees and create an inclusive culture ranked near the top of 10 factors surveyed.

On a global basis, 42% of respondents said their companies have already enhanced or are actively considering enhancing, allowances and reimbursement policies for remote employees in response to the pandemic. This includes covering cell phone, internet and home-office expenses but in most cases these enhancements are being provided on a temporary basis. The results from Europe can be found [here](#).