

exodus were education, healthcare, and hospitality. In 2021, a record 47 million people left their job. Even more - over 50.6 million - did so in 2022 (bls.gov). According to cnbc.com most did not leave the workforce altogether, but rather for new opportunities. This is seen in the fact that a record number of people, 77.2 million workers, were hired in 2022 (bls.gov).

Many people dream about traveling and living abroad. With advances in technology and the work from home experiences of the pandemic, global nomads, or glomads, have taken the leap to live the life of their dreams. They have moved and continue to work - either permanently or on a temporary basis - in a foreign country.

Employers with workers in other countries have a number of issues to consider, including local employment and tax regulations, cyber risk, workers compensation for job-related accidents, and health insurance. In addition, it is essential to have an emergency plan in place in case something, such as illness, accident, or political unrest does occur. Some countries have strict regulations for employee termination. There may be tax implications if an employee is considered



Some state workers' compensation policies do provide coverage for employees who are injured while working in other countries. However, they may not extend to those out of the country for extended periods, endemic diseases, or costs to evacuate or repatriate. Employees hired outside the United States would also not be covered. Foreign Voluntary Workers Compensation (FVWC) is available to cover work-related injuries sustained by employees in foreign countries and not covered by domestic policies.

Another important consideration for world travelers is health insurance. Purchasing international health insurance is especially important for those who plan to travel back and forth. Visas are required to travel to or work in some countries and having health insurance may be a prerequisite for getting a visa. Domestic health policies may cover foreign injuries or