

DATA REPORT

The State of Geo-Flexible Work 2026

What 380 human-reviewed listings, 73 country profiles, 80 city cost sheets and 19 visa programmes say about working from wherever you want to be.

WHAT'S INSIDE

- Remote is not one thing: how listings really score
- Where seasonal and sponsored work clusters
- Pay transparency by category
- What each track hires for
- The cost of living where the work is
- Visa programmes in one view
- What it means for seekers and employers

Edition Q3 2026

enroutejobs.com/publications

About this report

Every number in this report comes from EnRoute Jobs' own data as of 2026-09-12: the active listings on the board (each read by a person before it went live, each scored for location freedom), the country and city guides EnRoute maintains, and the visa programmes in its database. It is a snapshot of one board, not a census of the world; its value is that the listings are categorised and scored in a way general boards do not attempt, so questions like "how remote is remote" can be answered with counts rather than impressions.

The report is written for both sides of the board. Seekers will find where the roles and the affordable months are. Employers will find what the competition for candidates looks like, and where a clearly stated listing stands out.

KEY FIGURES

- 380 active listings
- 128 countries with listings
- 37% of scored remote listings let you live anywhere or nearly
- 35% are tied to one country
- 34% disclose pay



The board by category



EnRoute Jobs, 2026-09-12

01

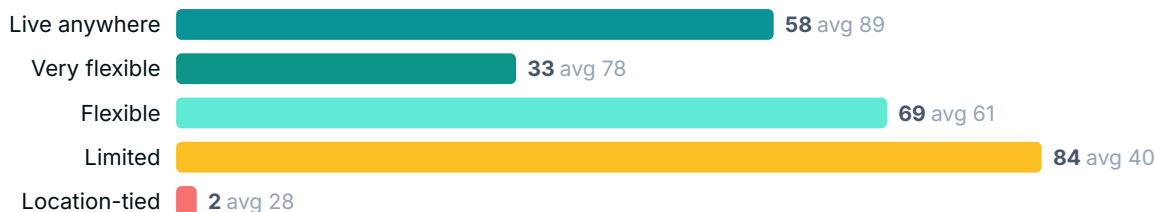
Remote is not one thing

How remote listings actually score for location freedom.

Every remote listing on EnRoute is scored on four factors: where you can live (45 points), when you must be online (25), whether you must be an employee in a specific country (20), and how often you must show up in person (10). A score is published only when at least two factors are evidenced and at least 40 points of weight are covered. The result is a distribution, not a label.

Remote listings by Geo-Flex badge

246 scored listings on the location-freedom track; 5 not yet scored for lack of evidence



EnRoute Jobs, 2026-09-12

37%

LIVE ANYWHERE OR VERY FLEXIBLE

Roughly two in five scored remote roles let the person choose a country, and most of those are async or nearly so.

28%

FLEXIBLE

A region or a short list of countries, usually with some overlap hours.

35%

LIMITED OR LOCATION-TIED

Remote within one country, typically with fixed hours. The largest single group, and the one general boards call "remote" without distinction.

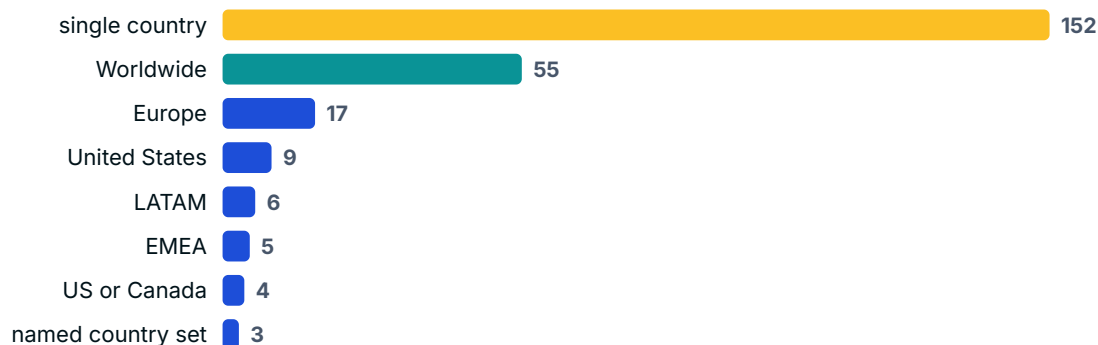
CONFIDENCE

The average evidence coverage behind a scored remote listing is 70%; seasonal listings, which tend to state housing, dates and hours explicitly, reach 95%. The gap is the employer's to close: the timezone and presence factors are the ones most often left unstated in remote listings.

Where remote roles let you be

Stated hiring reach of remote listings

From the country field and employer policy. "Single country" aggregates every listing naming exactly one country.

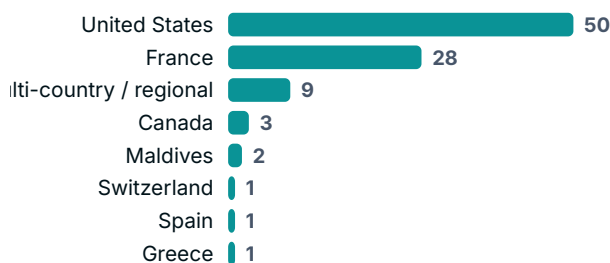


EnRoute Jobs, 2026-09-12

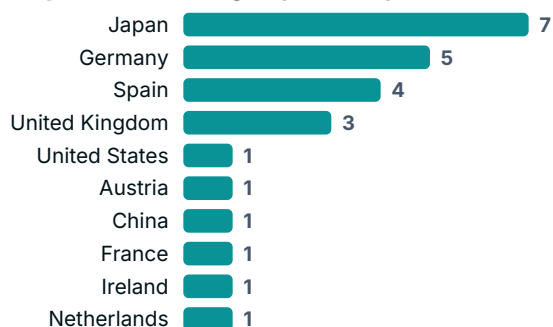
Only 22% of remote listings say "worldwide". The majority name one country, which is the payroll reality for most employers: they can employ people where they have an entity. The listings that hire regionally or globally are disproportionately the ones using contractors or an employer of record, and they say so.

Seasonal listings by country

US aggregated from resort towns listed by state



Visa-sponsored listings by country



Seasonal supply is concentrated where the season is an industry: the French Alps (tour operators posting early and in volume) and the American West (resorts, national parks, Alaska). Sponsored supply follows shortage: Japan and Germany for engineering, Spain and the UK for tech and specialist roles. Both patterns match what the underlying visa systems make easy.

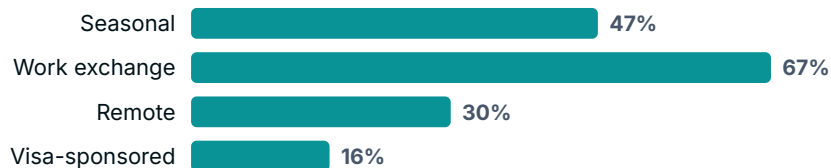
The mobility and relocation tracks

TRACK	BADGE	LISTINGS	AVG SCORE	READ AS
Mobility (seasonal)	Traveller-friendly	80	66	Housing, dates and hours stated; a visa route exists
Mobility (seasonal)	Some support	20	52	Some of the above missing
Mobility (exchange)	Very traveller-friendly	3	87	Room, board, hours and stay all stated
Relocation (sponsored)	Strong relocation	21	97	Confirmed sponsorship plus a package

Sponsored listings that publish a score average 97: employers who state sponsorship on EnRoute tend to state it fully, with relocation help attached. The 4 without a score are the ones that said "sponsorship available" and little else.

03 Pay transparency

Share of listings disclosing pay, by category



EnRoute Jobs, 2026-09-12. Work exchange counted where a stipend is stated.

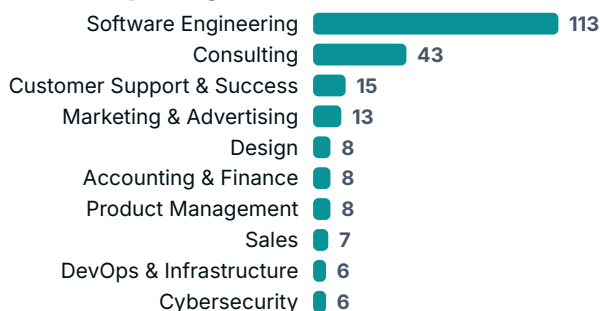
Seasonal employers state pay almost half the time, because an hourly rate with housing is the offer. Remote employers state it 30% of the time, and sponsored roles, where a salary threshold is a legal condition of the visa, disclose least of all. EnRoute shows a market estimate on every listing that does not disclose, drawn from occupational wage data, so the seeker is never left with nothing; but an estimate is a poorer signal than a stated range, and listings with a range convert better on every board that has measured it.

FOR EMPLOYERS

If your role has a visa salary threshold, you already know the floor. Publish the range. The candidates who need sponsorship are checking the threshold anyway; a stated number tells them you have too.

04 What each track hires for

Remote: top categories



Seasonal: top categories



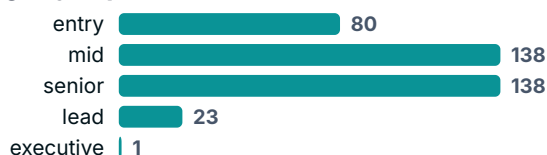
Visa-sponsored: categories



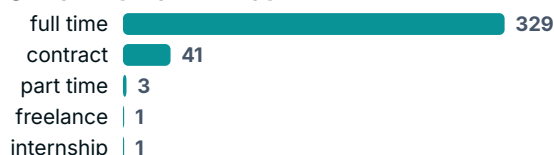
Software engineering is the spine of both the remote and the sponsored boards, which is the global picture too: it is the occupation most employers can pay across borders and most immigration systems fast-track. Seasonal work is hospitality, food and beverage, outdoor and adventure, and the consulting-labelled tour-operator roles that bundle several of those. The categories tell a seeker which track their skills map to, and tell an employer where the competition for candidates is thickest.

Experience and employment type

Listings by experience level



Listings by employment type



Entry-level roles are 21% of the board, most of them seasonal. Contract employment is 11%, nearly all remote, and is the mechanism behind most "worldwide" listings.

05

The cost of living where the work is

From EnRoute's city and country guides.

\$2,600

MEDIAN NOMAD-TIER
MONTH
across 80 cities

\$1,100

CHEAPEST
Batumi

\$5,200

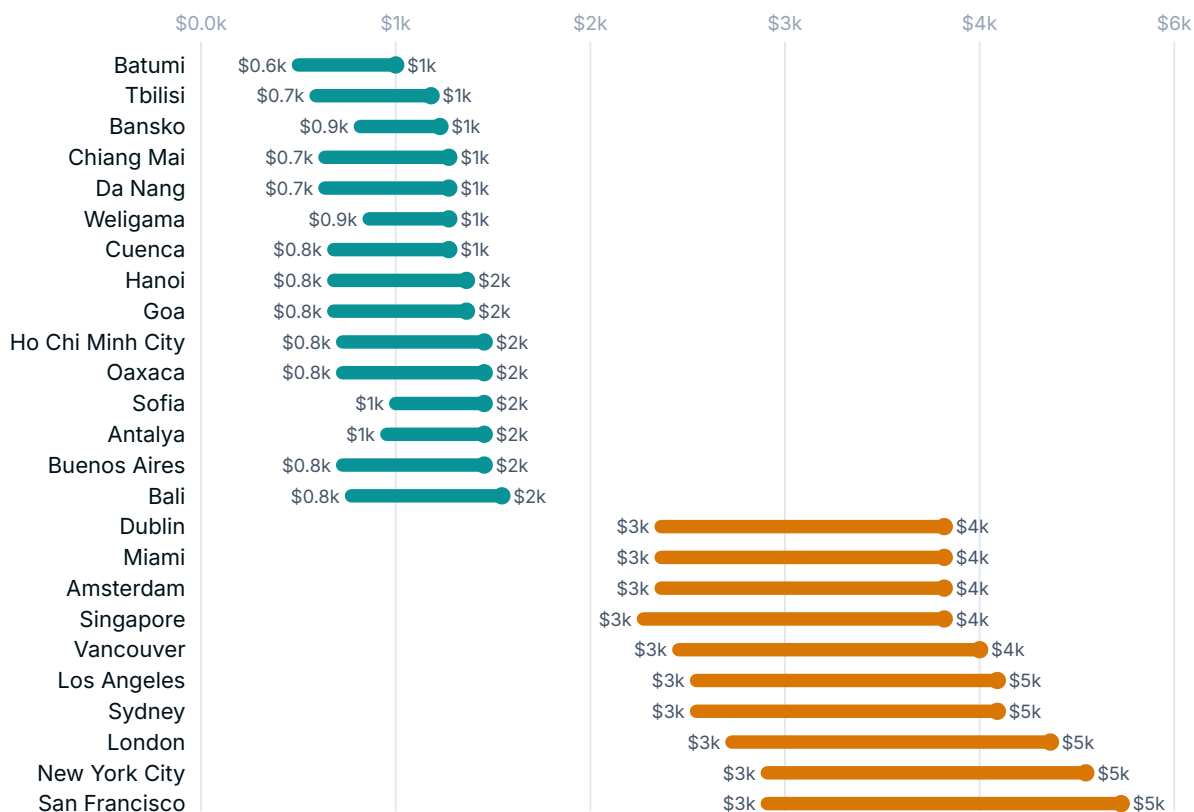
MOST EXPENSIVE
San Francisco

11

CITIES UNDER \$2K,
SAFE, CONNECTED

Nomad-tier monthly cost, USD: the cheapest 15 and dearest 10 cities

Bar: budget to nomad tier. One person, one month.



EnRoute Jobs city guides, 2026-09-12

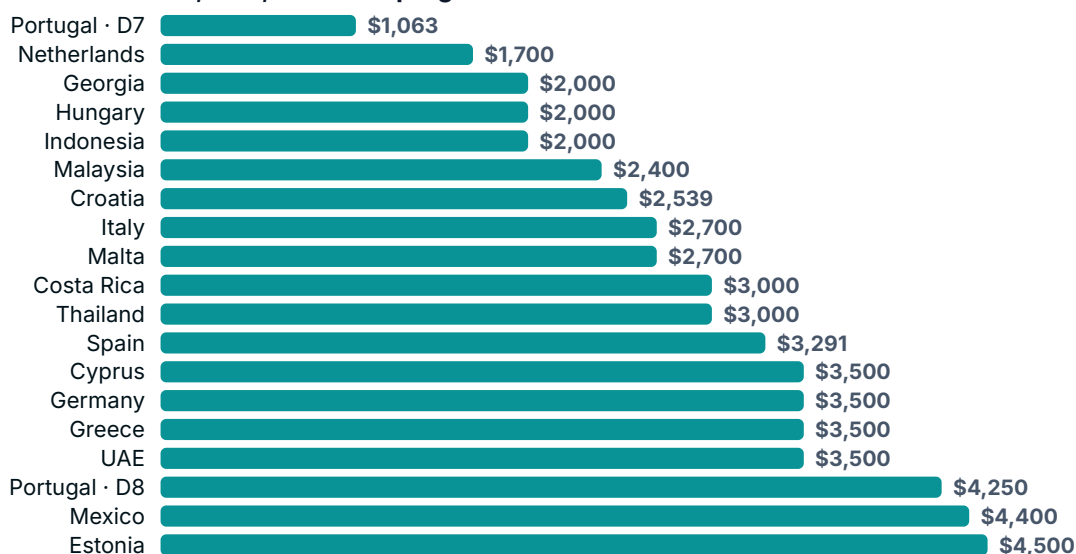
The gap between the cheapest and dearest cities in the database is nearly five to one at the same standard of living. For a seeker, that is the arithmetic behind location freedom: a "worldwide" listing paying a single rate is worth almost five times as much in Batumi as in San Francisco. For an employer paying location-adjusted bands, it is the reason candidates ask where the band boundaries fall.

Countries with nomad visas are not the cheap ones, or the expensive ones

43 of the 73 countries in EnRoute's guides offer a dedicated remote-work visa. They span the whole cost range, from Georgia and Colombia at the bottom to Iceland and the UAE at the top; a nomad visa is a policy choice, not a price bracket.

06 Visa programmes in one view

Monthly income threshold, USD, for the 19 programmes in EnRoute's database



EnRoute Jobs, 2026-09-12

The average threshold is \$2,923 a month, gross, from sources outside the country. 13 of the 19 programmes renew; none permit taking a local job, which is what the visa-sponsored category exists for. Fees run from nothing to \$300 and bear no relation to programme quality; processing runs from a week to five months and is the number to plan around. The full comparison, with cost of living set against each threshold, is in The Digital Nomad Visa Comparison Chart in this library.

For job seekers

- Filter by score, not by the word "remote". 35% of scored remote roles are tied to one country; the badge tells you which in one glance.
- Seasonal work is the most transparent category on the board: dates, housing and pay are usually stated. Plan a year from it.
- Sponsored roles cluster in a handful of countries and in engineering. If that is you, target those; if not, the sponsored path runs through shortage lists, which the Visa-Sponsored Job Playbook explains.
- A single-rate worldwide role is worth several times more in a cheap city than in an expensive one. The Cost of Living Atlas turns that into a budget.

For employers

- Most remote listings compete in the "Limited" group. A listing that states regional reach and an overlap policy stands out immediately, and the score makes it visible in search.
- Pay is disclosed on a minority of remote and sponsored listings. Disclosing it is the cheapest differentiation on the board.
- Timezone and presence are the factors most often left blank. They are two fields on the posting form and they raise confidence, and the badge, without changing the job.
- Seasonal employers who post in the hiring window get the candidates with housing and visas sorted. The Seasonal Staffing Planner works the calendar backwards.

A job is not "remote". It lets you live in some set of places, at some set of hours, under some legal arrangement, with some amount of showing up. This report is what that looks like when you count it.

Method and caveats

Listing counts are active listings on EnRoute Jobs on 2026-09-12, curated and employer-posted, across all categories. Geo-Flex scores are computed by EnRoute's scoring model from employer policy fields, eligibility fields, structured listing data and description text, in that order of precedence; a score is published only with at least two evidenced factors and 40 points of evidenced weight. Country and city cost figures are from EnRoute's published guides, in USD, for one person, and are national or city averages. Visa data is from EnRoute's programme database, verified against official sources at the date shown; thresholds set in local currency move with exchange rates. This is a snapshot of one board and should be read as such.

EnRoute Jobs

The work is out there. So is the world.

Remote roles, visa-sponsored positions, seasonal contracts and work exchange, every listing read by a person before it goes live. Free for job seekers.

BROWSE JOBS

enroutejobs.com/jobs

AI CAREER TOOLS

enroutejobs.com/tools

FOR EMPLOYERS

enroutejobs.com/employers

MORE FROM THE LIBRARY

- The Geo-Flex Score Field Guide
- The Cost of Living Atlas
- The Digital Nomad Visa Comparison Chart
- The Seasonal Jobs Hiring Calendar
- The Geo-Flexible Hiring Playbook

All at enroutejobs.com/publications

Published by EnRoute Jobs, LLC. This document is general information, not legal, tax or immigration advice. Visa rules, income thresholds, fees and costs change; the figures here were current when this edition was prepared and should be confirmed with the relevant authority before you act on them.

You may print and share this document freely for personal or internal company use, unchanged and with attribution. It may not be resold.