

Trends in Global Mobility from a Benefits point of view: Relocation and on assignment



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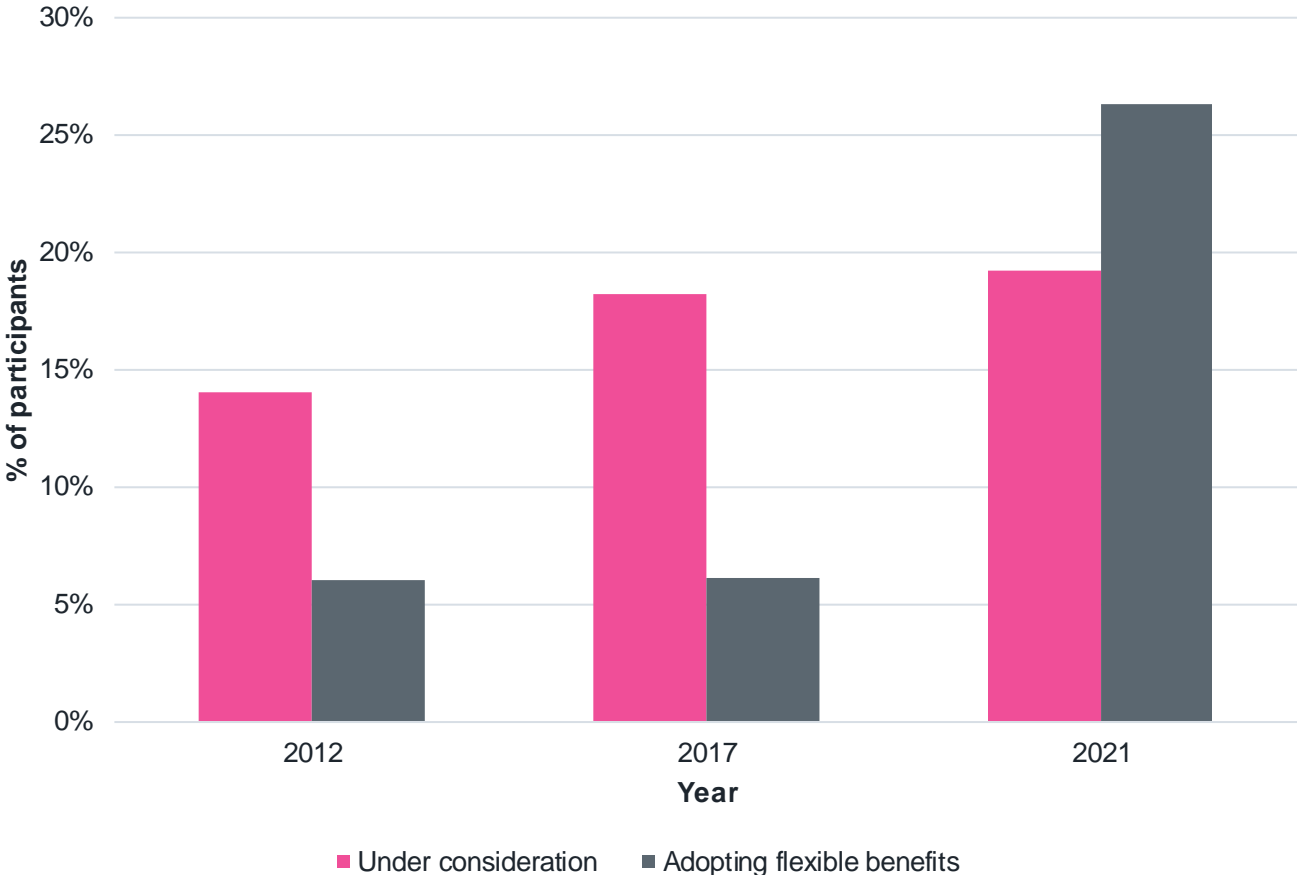
Typical
Assignment
benefits – What
do most
companies
provide?

What do they
least provide?



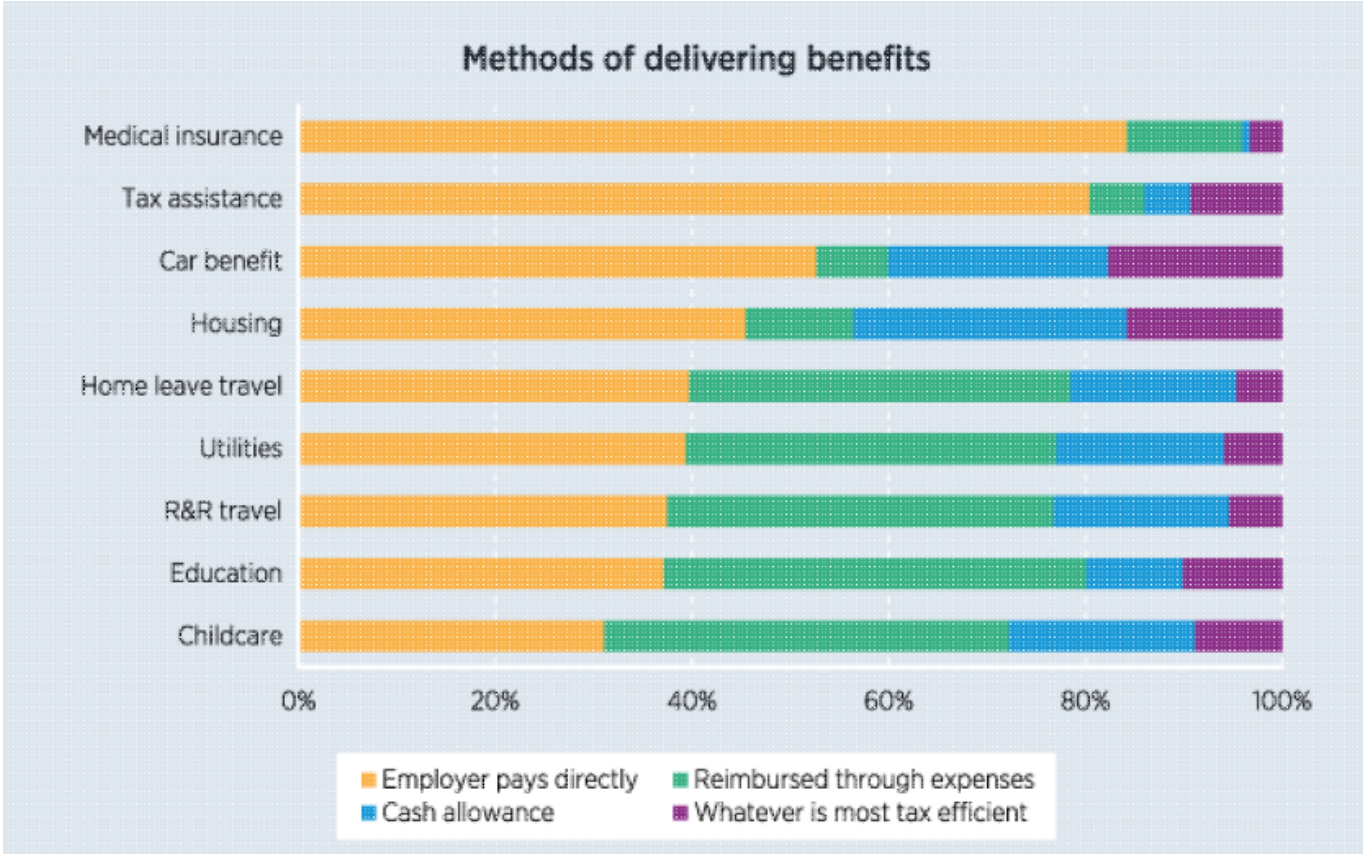
Flexible benefits

Proportion of companies using them



Source: ECA's Benefits for International Assignments surveys 2012-21

Delivery of Benefits



Flexible on
assignment
benefits

Which are core
and which can be
flexed?

Core

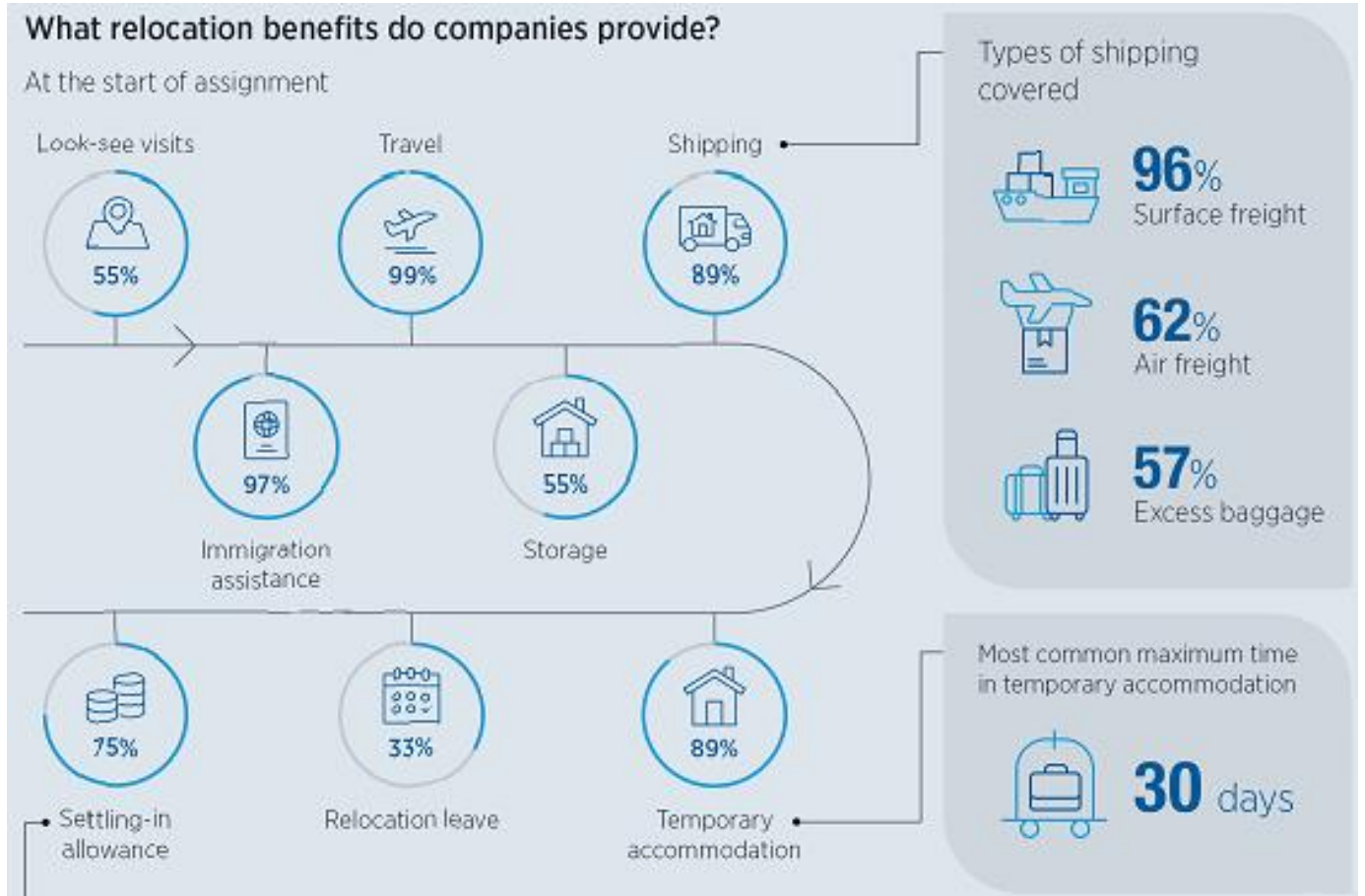
Medical
Tax assistance
Home leave
Host country housing
Host country transport

Flexible delivery

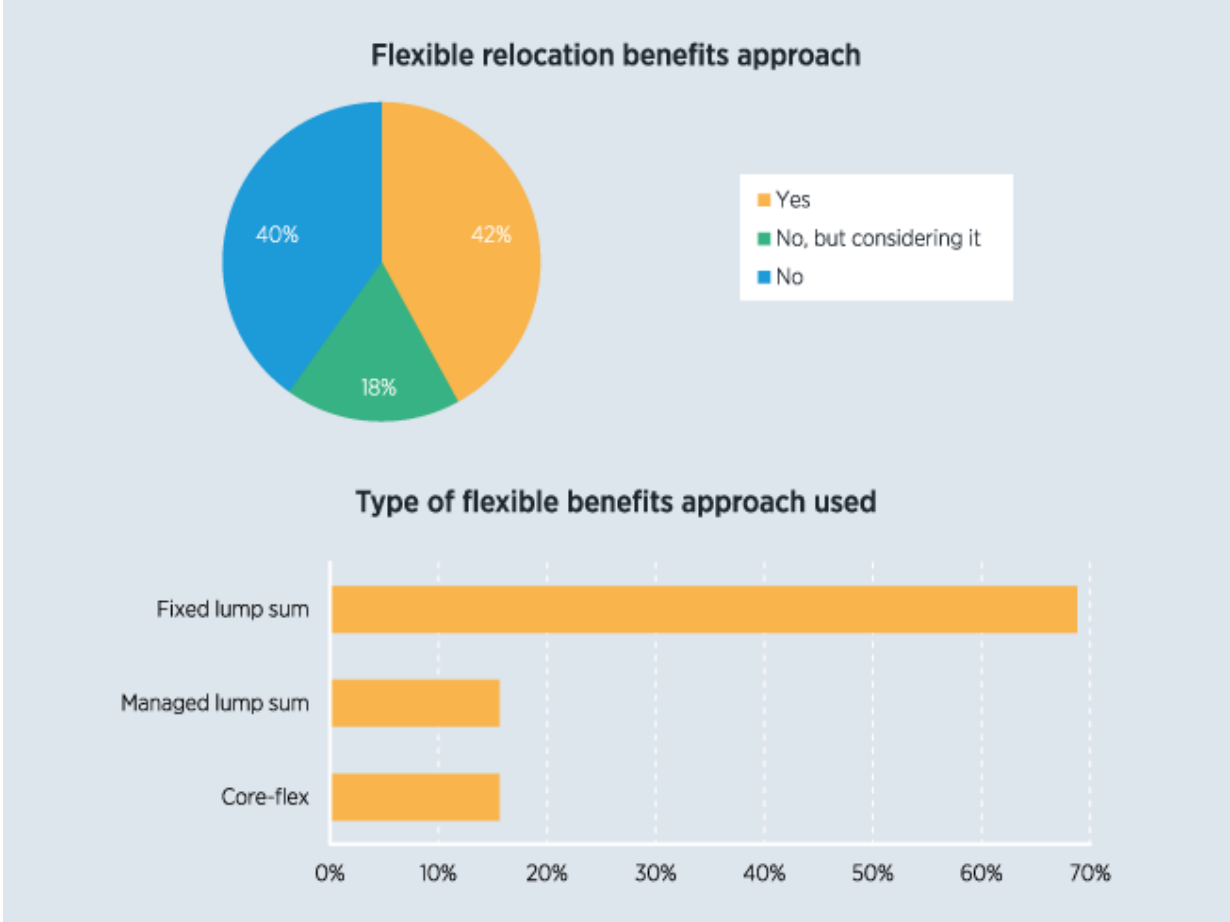
Language training
Education
Cultural training
Partner support
Home leave

Relocation Benefits Survey

420 participating companies in 35 HQ countries



Relocation benefits - Delivery



Flexible Relocation benefits

Which are core and which can be flexed?

Core

Shipping

Temporary accommodation

Housing services

Immigration services

Flexible delivery

Storage

Settling-in and clothing allowances

Orientation and briefing services

Look-see visits

Conclusion

On assignment and relocation benefits essential despite cost pressures

More use of furnished accommodation (less shipping cost, less carbon footprint)

Increase of flexible policies to: Reduce administration costs, empowered the employee and improve EX

Look out for:

Administration passed to the employee, potential wrong choices = impact on duty of care, legal and compliance

More difficult to keep track of unless use of AMS systems or fixed lump sum budgets