

Host-based approaches for international assignments

Local and local-plus compensation

Trends – Practices – Benchmarking



All the benchmarking data you need on multinational companies' host-based compensation and benefits approaches for international assignments of limited duration (1-5 years).



What insights do you receive?

General trends

- Program management trends
- Demographic trends

Host-based (local and local-plus) trends

- Trends, management and eligibility
- Base pay
- "Plus" allowances and benefits
- Relocation assistance
- Short-term and long-term incentives
- Contract and employment conditions
- Benefits



How this report helps you:

- See whether multinational companies use host-based approaches and differentiate them by geography and assignment type or purpose.
- Gain a deeper understanding of the drivers, benefits and challenges of local and local-plus programs.



What's new in 2022?

The survey focuses on host-based approaches for international assignments of limited duration only (1-5 years) to ensure relevant and actionable insights into the growing trend.



170 companies, the majority (80%) with **5,000+** total employees worldwide

13 industries represented



Almost **75%** participants belong to global headquarters



Pricing

Participants:
USD 500

Non-participants:
USD 1,500



Participation remains open!

You can still participate in the survey to receive a 66% discount off the full report price and access participant-only benchmarking solutions.



Custom benchmarking

Select your peer group from the participant list and get a custom cut report for unique, targeted insights.

Survey participants can also compare their company positioning against the peer cut of their choice.

Do you have flexible mobility policies?

The new edition of our Flexible International Mobility Policies Survey is now open!

Top 3 factors driving the use of host-based approaches:

- Pay philosophy (local equity)
- Cost effectiveness
- Simpler administration

Half of respondents expect long-term assignments on a **host-based** approach to increase within the next two years, compared to just 21% expecting an increase in those on a **home-based** approach.

Among the companies that differentiate host-based policies for self- and company-initiated moves, nearly **2/3** only use a pure local approach for the former, and both local and local-plus for the latter.

Top 3 "plus" benefits provided to assignees on host-based pay are:

- Medical benefit
- Tax briefing assistance
- Tax filing assistance