GLOBAL MOBILITY POLICY BENCHMARKING
GLOBAL MOBILITY POLICY BENCHMARKING

HOW DO YOUR POLICIES MEASURE UP?

Can you prove that your strategy for rewarding and managing international assignees is working?

Are your policies fair compared to what your competitors are doing?

Answer these questions, using the unparalleled data from our:

• Worldwide Survey of International Assignments Policies and Practices (WIAPP)
• Benefits Survey for Internationally Mobile Employees
• Alternative International Assignments Policies and Practices Survey (AIA)
• International Business Traveler Survey (IBT)
• Local Plus Survey
• Rotator Assignments Survey
• Mobility Organization/Transformation Survey
• Mobility Metrics and Analytics Survey

WHY BENCHMARK?

Validate your company’s competitive position:
• Identify possible improvements and cost savings opportunities
• Align global mobility policy framework with overall business objectives
• Define policy changes necessary to remain competitive
• Build a business case for policy changes
• Facilitate exception management
• Help managers understand current practices and evolving market trends
• Attract and retain the right workforce
• Learn about innovative ideas for managing and changing mobile workforce
• Evaluate cost impact of policy development or changes

WHY MERCER?

DATA

Industry’s largest and most comprehensive database of global mobility policies and practices for multiple assignment types

1000+ Participants globally

50+ Years of history

30+ International assignment program elements

7+ Assignment types

INTELLECTUAL CAPITAL

Mercer’s consultants have a unique knowledge of current and evolving markets and can provide customized comments and observations for your situations, including transition management.

CLEAR, CONCISE SUMMARY REPORTS

Can highlight non-competitive policies and recommend changes.
Make sure you are not missing out on cost savings and valuable competitive advantages – review and compare your policies. We will provide you with custom benchmarking consulting and assess your mobility program using an array of precise policy benchmarking tools.

**Off-the-shelf report**
Executive summary and question-by-question aggregated survey results published after data collection deadline

**Custom cut with/without company positioning**
Question-by-question aggregated survey results tables for one or more custom cut(s)

**Comprehensive review**
- Review of all policy elements
- At/below/above market analysis
- Mercer observations and recommendations
- Survey results for 3 peer groups against your company’s response

**Desktop review**
- Review of selected policy elements
- At/below/above market analysis
- Mercer observations and recommendations
WORLDWIDE SURVEY OF INTERNATIONAL ASSIGNMENT POLICIES AND PRACTICES (WIAPP)

The industry’s largest and most comprehensive survey database on global mobility policies and practices.

WHAT DOES THE SURVEY COVER?

TRENDS AND METRICS
• Current trends in program demographics (numbers, length, type, main home/host locations, gender, nationality, age)
• Assignment drivers and barriers
• Policy management (segmentation, trends)
• Program management, administration and staffing (centralization, outsourcing, tools, approval processes, exceptions, ROI, cost projections)
• Metrics (actual current demographic numbers)

POLICIES AND PRACTICES FOR LONG-TERM ASSIGNMENTS
• Remuneration approaches, pay delivery
• Tax and social security approach
• Cost-of-living/Goods & services allowances
• Mobility incentives
• Hardship & danger pay
• Security and emergency evacuation
• Rest & recreation leave
• Housing and utilities
• Education
• Transportation
• Travel policy and home leave
• Spouse and family support
• Pre-assignment support
• Relocation assistance
• Repatriation
• Localization
• Compliance

WHICH DELIVERABLES ARE AVAILABLE?
• Custom cut with/without company positioning
• Consulting report: Comprehensive/Desktop review
• Trends and Metrics Report, Long-Term Assignments Policies and Practices Report

Learn more about this survey: https://mobilityexchange.mercer.com/international-assignments-survey
BENEFITS SURVEY FOR INTERNATIONALLY MOBILE EMPLOYEES

The survey explores how multinational employers are designing and financing their expat benefits programs for international assignees.

WHAT DOES THE SURVEY COVER?

GENERAL POLICIES AND TRENDS
- Demographics
- Benefits program policy and administration
- Benefits program drivers and barriers
- Social security and tax assistance
- Spouse/dependents coverage
- Benefits plans future arrangements
- Localization
- Metrics (actual current demographic numbers)

POLICIES AND PRACTICES RELATED TO PROVISION OF SPECIFIC BENEFITS
- Retirement benefits
- Medical benefits
- Life, disability, and other associated benefits

WHICH DELIVERABLES ARE AVAILABLE?
- Custom cut with/without company positioning
- Consulting report
- Benefits Survey for Internationally Mobile Employees All-respondent report

Learn more about this survey: https://mobilityexchange.mercer.com/expatriate-benefits-survey
ALTERNATIVE INTERNATIONAL ASSIGNMENTS
POLICIES AND PRACTICES SURVEY (AIA)

The survey offers an in-depth look into policies and practices governing alternative types of international assignments such as permanent transfers, short-term assignments, commuters and talent development assignments.

WHAT DOES THE SURVEY COVER?

PERMANENT MOVES/ONE-WAY TRANSFERS

- Trends
- Compensation approach
- Allowances/Benefits in kind and relocation support, including flexible benefits/lump sums
- Benefits

INTERNATIONAL COMMUTERS

- Trends
- Compensation approach
- Cost-of-Living/Goods & Services (G&S) Allowance
- Tax
- Housing
- Mobility/Hardship premium
- Education
- Transportation
- Travel policy
- Other support
- Flexible benefits and lump sum
- Benefits

SHORT-TERM ASSIGNMENTS

- Trends
- Compensation approach
- Cost-of-Living/Goods & Services (G&S) Allowance
- Tax
- Housing
- Mobility/Hardship premium
- Education
- Transportation
- Travel and home leave
- Other support
- Flexible benefits and lump sum
- Benefits

TALENT DEVELOPMENT ASSIGNMENTS

- Trends
- Compensation approach
- Cost-of-Living/Goods & Services (G&S) Allowance
- Tax
- Housing
- Mobility/Hardship premium
- Education
- Transportation
- Travel and home leave
- Other support
- Flexible benefits and lump sum
- Benefits

WHICH DELIVERABLES ARE AVAILABLE?

- Custom cut with/without company positioning per each assignment type
- Consulting report per each assignment type
- Alternative international assignment policies and practices
  All-respondent report, per assignment type

Learn more about this survey:
https://mobilityexchange.mercer.com/alternative-assignments-survey
INTERNATIONAL BUSINESS TRAVELERS SURVEY

The survey is a deep-dive into trends, policies and practices for international business travelers.

WHAT DOES THE SURVEY COVER?

- Tracking
- Trends
- Policy and administration
- Daily Living Costs
- Tax and social security
- Accommodation
- Hardship and incentive premiums
- Other Support
- Travel Policy and Insurance

WHICH DELIVERABLES ARE AVAILABLE?

- Custom cut with/without company positioning
- Consulting report
- International Business Travelers Survey All-respondent Report

Learn more about this survey: https://mobilityexchange.mercer.com/international-business-travelers-survey
ROTATOR ASSIGNMENTS SURVEY

The survey is exploring policies and practices for rotational assignments.

WHAT DOES THE SURVEY COVER?

- Program demographics
- Work schedules
- Base compensation
- Allowances
  - Assignment incentive (Mobility/Foreign service premium)
  - Hardship/location premium
  - Remote site allowance
  - Hazard/danger pay
- Per diems or company payment to cover meals and incidentals
- Rotational bonus
- Miscellaneous allowance
- Additional allowances/premium
- Benefits
- Vacation and home trips
- Housing and transportation
- Taxes

WHICH DELIVERABLES ARE AVAILABLE?

- Custom cut with/without company positioning
- Consulting report
- Rotator Assignments Survey All-respondent Report

Learn more about this survey: https://mobilityexchange.mercer.com/rotator-assignments-survey
LOCAL PLUS POLICIES AND PRACTICES SURVEY

The survey covers global and/or regional Local Plus policies and practices, whether for permanent/one-way transfers, locally or internationally hired foreigners, localized expatriates, or international assignments of a limited (but predetermined) duration.

WHAT DOES THE SURVEY COVER?

- Trends and management
- Compensation approach
- The “Plus” allowances and Benefits in kind
- Relocation support items for assignees on a Local Plus approach
- Relocation support items for assignees on a pure local approach
- Short-term and Long-term incentives
- Contract, employment conditions and benefits

WHICH DELIVERABLES ARE AVAILABLE?

- Custom cut with/without company positioning
- Consulting report
- Local Plus Policies and Practices Survey All-respondent Report
- Location-specific Policies and Practices reports for selected locations

Learn more about this survey: https://mobilityexchange.mercer.com/local-plus-location-specific-surveys
**MOBILITY ORGANIZATION/TRANSFORMATION SURVEY**

The Mobility Organization and Transformation Survey can help you benchmark your mobility function's organization and management against that of your peers by providing an in-depth review of the services responsible for the mobile workforce management and information on how they are structured and operated.

**WHAT DOES THE SURVEY COVER?**

- Mobility function's organization/resourcing
- Staffing
- Reporting
- Centralization/decentralization
- Mobility suppliers/insourcing and outsourcing/automation,
- Mobility transformation/optimization, planned changes

**WHICH DELIVERABLES ARE AVAILABLE?**

- Custom cut with/without company positioning
- Consulting report
- Mobility Organization/Transformation Survey All-respondent Report

Learn more about this survey:
The Mobility Metrics and Analytics Survey examines where companies are in their mobility metrics and analytics journey and explores how they are maintaining, developing and using insights to manage their global mobility programs.

**WHAT DOES THE SURVEY COVER?**

- Whether global mobility metrics and analytics are used
- What metrics-analytics are captured and used for decision-making
- What tools are used for data gathering, analysis and reporting
- Who is responsible for metrics and analytics production
- Availability of the relevant skillset to produce metrics and analytics
- Relevance of mobility analytics
- Obstacles to introduce/develop mobility metrics and analytics

**WHICH DELIVERABLES ARE AVAILABLE?**

- Custom cut with/without company positioning
- Consulting report
- Mobility Metrics and Analytics Survey All-respondent Report

Learn more about this survey:
Moving talent in the age of connectivity

Contact your local Mercer consultant or the Analytical Solutions Team to discuss the options

© 2019 Mercer LLC. All rights reserved