

HEALTH WEALTH CAREER

2017 WORLDWIDE SURVEY OF INTERNATIONAL ASSIGNMENT POLICIES AND PRACTICES - TRENDS AND METRICS

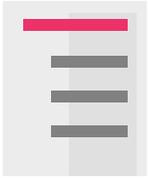
RESULTS AND POLICY
BENCHMARKING



MAKE TOMORROW, TODAY



2017 SURVEY OVERVIEW



Mercer's **Worldwide Survey of International Assignment Policies and Practices, Trends and Metrics (WIAPP)** is the most comprehensive and longest-running survey of critical global mobility program elements. With hundreds of multinational companies participating, the WIAPP has the largest participant base in the market. The survey covers trends in international assignment programs and policies and practices for traditional long-term assignments.

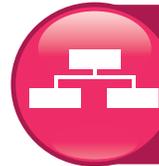
DATA ANALYZED

TRENDS AND METRICS

- Demographics
- Assignment drivers and barriers
- Policy management (segmentation, trends)
- Program management, administration and staffing
- Metrics

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



2/3 reviewed, are reviewing or will review further policy segmentation.



Diversification of assignments is expected to increase by **45%** of respondents.

PARTICIPATE:



You can still participate in the survey.

Participants:

- receive preferential pricing on survey reports
- can order a special custom cut of the survey results
- get access to policy benchmarking at special rates

To participate, visit <https://mobilityexchange.mercer.com/international-assignments-survey>.

GET THE RESULTS



Results from this most comprehensive survey in the industry will help you enhance your market positioning and lead to a more effective mobility program.

The WIAPP Trends and Metrics report includes an executive summary and results driven from the trends and metrics section of the survey.

An All-respondents report of policies and practices for long-term assignments as well as custom survey cuts are also available.

Order at <https://mobilityexchange.mercer.com/international-assignments-survey>.

POLICY BENCHMARKING



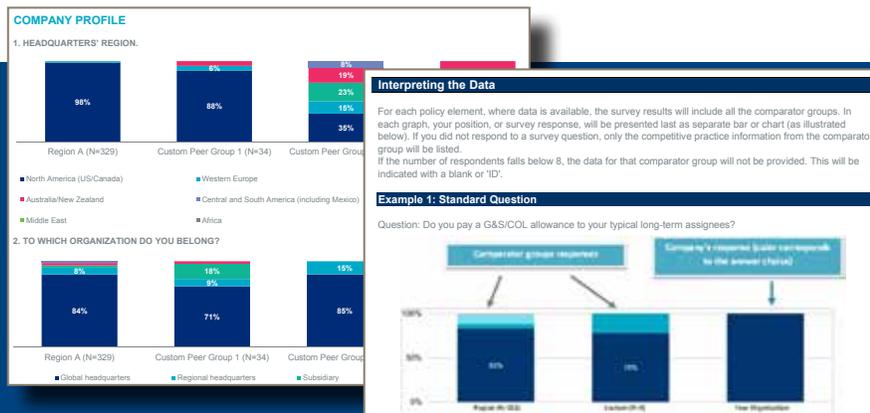
Whether a participant or not, we can use the unparalleled data from the WIAPP and other Mercer policies and practices surveys to provide you with custom benchmarking consulting. We will assess your mobility program using an array of precise policy benchmarking tools. Then we will give you a report that shows gaps in your group policy that could be costing you money or valuable competitive advantages.

Additional policies and practices surveys are also available. The Alternative International Assignments Survey offers an in-depth look into six alternative types of international assignments. The Local Plus Survey is also available and covers multinationals' Local Plus policies and practices globally for a variety of assignment types. Contact us for more information on either of these surveys.

WHY REVIEW YOUR POLICIES AND PRACTICES?

Validate your company's competitive position:

- Help managers understand current practices and evolving market trends
- Facilitate exception management
- Build a business case for policy changes
- Improve decision making
- Define policy changes necessary to remain competitive
- Align expatriate policy with overall business objectives
- Attract and retain the right workforce
- Calibrate your market position
- Identify possible improvements and cost savings
- Learn about innovative ideas for managing a changing mobile workforce



Visit <https://mobilityexchange.mercer.com/Benchmarking-Policies-Practices> or speak to a Mercer consultant for details.

Get details on benchmarking, buy a report, or participate in the survey at <https://mobilityexchange.mercer.com/international-assignments-survey>



For details on Mercer's Global Mobility offerings,
visit <https://mobilityexchange.mercer.com>.

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