

2023 Worldwide Survey of International Assignment Policies and Practices

Access benchmarking data on strategic mobility management and long-term assignment policies and practices



The latest results from our Worldwide International Assignment Policies and Practices survey (WIAPP), conducted during February and March 2023, help you uncover the current trends in global mobility programs and long-term assignment management.

What's inside?

The 2023 WIAPP reports gather data from:

 ~ **480 organizations**

across the globe

 **13 industries**

across the globe

 ~ **75% participants**

belonging to global headquarters

The 2023 WIAPP - Strategic mobility management report covers:

- What drives global talent mobility
- Where mobility management fits within organizations and how it relates to talent management
- The organization and responsibilities of the mobility function
- Demographic trends
- International assignment policy framework trends

The 2023 WIAPP - Long-term assignments (LTA) report covers:

- LTA trends and demographics, policy frameworks and program administration
- Remuneration approaches
- Tax, social security and compliance
- Allowances and benefits including cost of living (COL) / goods and services (G&S), housing, education, transportation and more
- Hardship / quality of living (QOL) premiums and rest-and-recreation leave
- Security and emergency evacuation measures
- Pre-assignment support and relocation assistance
- Repatriation and localization



Key report highlights

Only 4% of organizations view their global mobility program as **fully aligned** to their global talent strategy.

Enhancing employee experience is one of the highest priorities for global mobility for the next two years.

High costs remain one of the **main barriers** to international mobility, followed by **family-related issues**.

The proportion of **female assignees** remains unchanged from 2020, with women accounting for **one-fifth** of all long-term assignees.

Close to three quarters of respondents have reviewed, are reviewing or plan to review their **policy flexibility**, or consider introducing flexibility in their **long-term assignment** policies.

Three quarters of organizations **do not track long-term assignment failure**, most commonly due to lack of a process in place.

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Order the reports

You can now [purchase](#) the full reports online! If you have participated in the survey, you can order the data with a 66% discount off the non-participant rate.



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Select your peer group from the participant list and order a custom cut of the results. Survey participants can also compare their company positioning against the peer cut of their choice. [Contact us](#) for more information.



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