

# Flexible International Mobility Policies & Practices

2022 survey report:  
Trends – Practices – Benchmarking



Flexibility in global mobility policies can help you simplify processes, address the diverse needs of international employees and help overcome barriers to mobility.

Access the data and insights from almost 200 multinational companies to understand the current trends and practices related to introducing and managing flexible assignment packages, and benchmark your policies to ensure their efficiency and competitiveness.



**This report helps you find answers to these questions:**

- How and why do multinational companies introduce flexibility in their global mobility programs?
- What types of flexible provisions are most prevalent?
- How do companies assess efficiency and success of their flexible mobility policies?
- What are the main factors to consider when planning to introduce flexibility in your mobility program?



**What insights do you receive?**

- Mobility program trends and management
- Introducing flexibility: objectives, challenges, eligibility, responsibilities and program design
- Flexible items scope
- Cash out and lump sums
- Managing flexibility: pros and pitfalls, assessment and feedback, COVID-19 impact



Close to **200** companies, the majority (80%) with **5,000+** total employees worldwide



**13** industries represented



**70%** of participants belong to global headquarters

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# Key report highlights

1. The proportion of companies applying flexibility in their global mobility policies has **increased by 21 percentage points since 2019**.
2. The three **most common approaches** to flexible assignment packages:

	2022	2019
Lump sums	60%	43%
Cash out	34%	30%
Benefits swapping	32%	55%

3. **Improving the assignee experience** is the key reason for introducing flexibility in global mobility policies, according to 57% of respondents who consider it a very important expected benefit.
4. **Lack of technology infrastructure** to support flexible packages is the main challenge when introducing flexibility, according to 47% of companies.

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## What does it all mean for you?

Hear more from Mercer experts discussing the latest trends in flexible mobility policies during our **free webinar**.

[Learn more](#)



## 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.

Start the survey



## 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.

Contact us