Top Three Challenges

Cost Control, Compliance, and Compensation Issues

**TOP THREE CHALLENGES** for Relocation Managers

1. **Cost Control**
   - 78% Controlling relocation/assignment costs
   - 99% said that cost control was the same or a larger concern this year versus last, and outweighs family issues by more than 5:1

2. **Compliance**
   - 62% Complying with laws and regulations
   - 63% said they were experiencing longer visa wait times

3. **Compensation**
   - 44% Compensation, allowances, and payroll
   - 51% said they were impacted by currency fluctuations

**Other Challenges**

**International Schools**
- 77% Lack of available spaces in desirable schools

**Housing**
- 64% High costs
- 52% Quality different than expectations
### Talent Management

**HOW ARE COMPANIES ACHIEVING VALUE FROM ASSIGNMENTS?**

- 53% Looking at succession planning & repatriation earlier
- 48% Adopting a formal leadership approval process

**ASSIGNMENT IMPACT ON CAREER POSITIVE?**

<table>
<thead>
<tr>
<th>Strongly Agreed</th>
<th>Agreed Somewhat</th>
<th>Neutral</th>
<th>Disagreed</th>
</tr>
</thead>
<tbody>
<tr>
<td>36%</td>
<td>45%</td>
<td>15%</td>
<td>4%</td>
</tr>
</tbody>
</table>

**EMERGING MOVE TYPES**

- 58% Employee-initiated assignments
- 37% Permanent transfers with repatriation
- 46% Expat lite
- 25% Talent swaps

### Increases in Relocation Volume

- **North America**
  - Largest increase in relocation volume
  - 48% Down five percentage points year over year

- **Europe**
  - 42% Up seven percentage points year over year

- **Middle East**
  - 27% Up eight percentage points year over year

### Importance to Business Goals

- **North America**
  - 49% Down two percentage points year over year

- **Europe**
  - 44% Up nine percentage points year over year

- **Greater China**
  - 34% Down seven percentage points year over year

For more information, request a full copy of Cartus’ Trends in Global Relocation: 2015 Biggest Challenges Survey or email trustedguidance@cartus.com.