

In the current global mobility environment, organisations need to find new and innovative ways to stay connected while constantly reviewing and re-prioritising objectives to maintain a focus on employee safety and well-being—all without losing sight of their strategic goals.

From establishing revised communication protocols to reviewing policy entitlements and evaluating relocation planning through a new lens, an agile and flexible approach is essential.

In our first of multiple planned pulse surveys, Cartus shares details from more than 50 respondents around actions that our clients have taken or are considering with regard to their global mobility policies and programmes.

## COMMUNICATION

At a time when the world is in crisis and teams are working remotely, the need for effective communication is greater than ever:



**78%**

of organisations have increased communications to daily or bi-weekly to monitor the evolving situation and keep key stakeholders updated.

## RELOCATION PLANNING

Are organisations' global international assignments currently on hold?



**76%**

of organisations have put assignment planning on hold for at least 30 days.

Are organisations forecasting a long-term reduction in overall relocation volume?



**63%**

do not currently anticipate a permanent reduction in volume, although moves are on hold due to travel bans.

Have organisations seen an increase in employees declining the option of future assignments due to fear of relocating internationally at this time?



**88%**

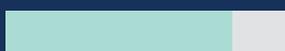
say no, this has not yet proven to be the case.



Are organisations evacuating their assignees from host locations?

**80%**

of organisations have not evacuated assignees



However:

**7%**

of assignees have chosen to self-evacuate



Have organisations postponed intra-country moves (excluding U.S. domestic transfers)?



**92%**

of organisations have not put intra-country relocations on hold, though some countries are currently experiencing internal lock-downs, which are causing delays.

Countries from which assignees have been evacuated: South Korea, China, Italy

## RELOCATION ALLOWANCES



## INTERNSHIP PROGRAMMES

Most organisations are not cancelling their internship programmes at this time. However:



**98%** are building strategies to leverage technology to support intern training and on-boarding.

## SUMMARY

As the COVID-19 crisis continues to evolve, circumstances are changing in cities and countries around the world on a daily basis, and Cartus continues to work with our clients to analyse these changes, assess risk, and provide proactive support and guidance.

As a global organisation ourselves with clients across all industry sectors in every region, Cartus is well placed to support you in navigating these challenging times. If you have any questions, or if you would like further information, please reach out to your Cartus representative or email us at [cartussolutions@cartus.com](mailto:cartussolutions@cartus.com).

Visit the Cartus COVID-19 Content Hub at [www.cartus.com/coronavirus](http://www.cartus.com/coronavirus) for additional information and resources to help you navigate the current global mobility landscape.