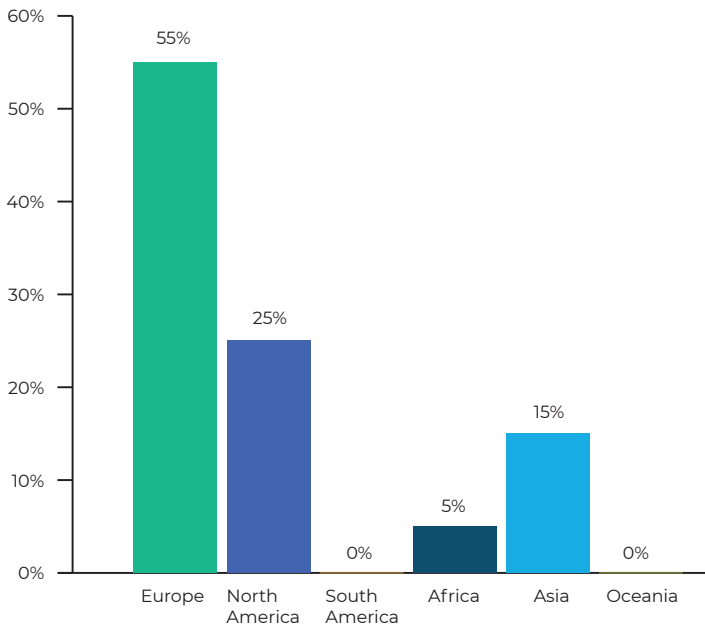


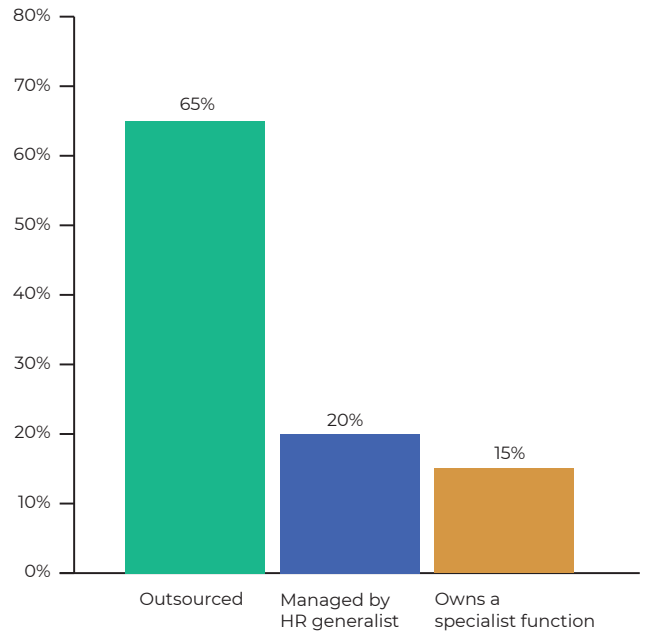
MOORE KINGSTON SMITH GLOBAL MOBILITY SURVEY

Summary of results

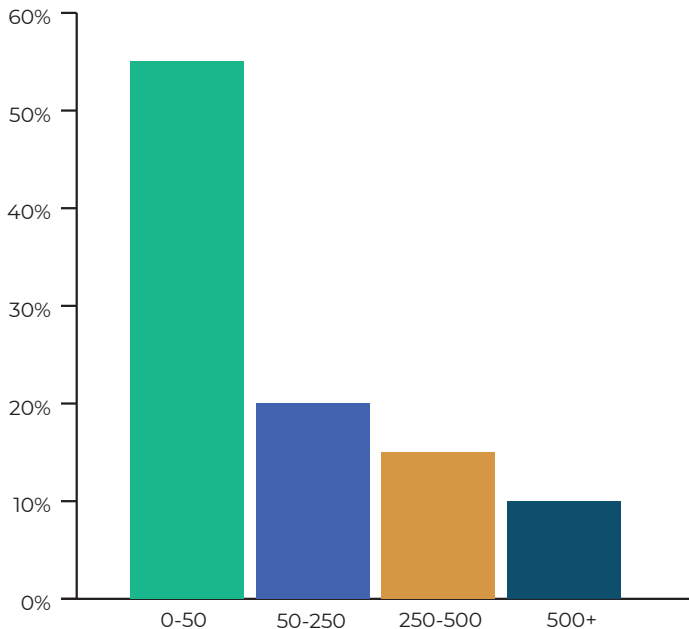
Which regions does your business operate in?



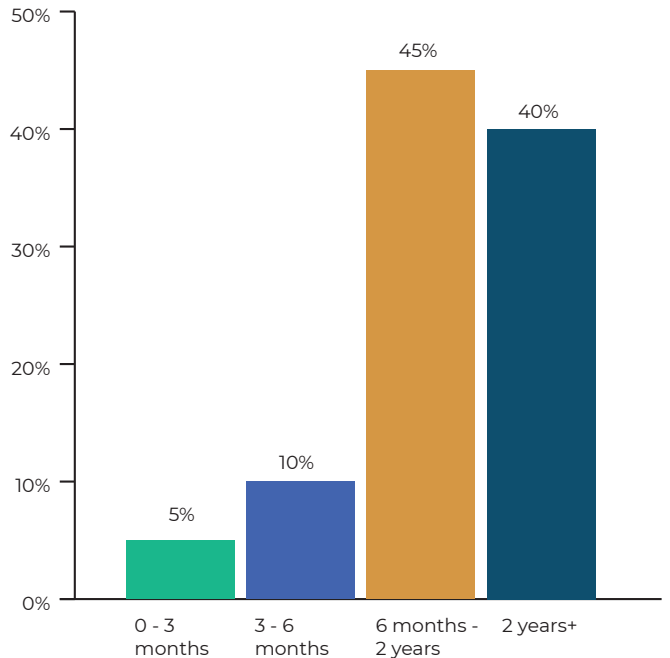
How is your business' global mobility function organised?



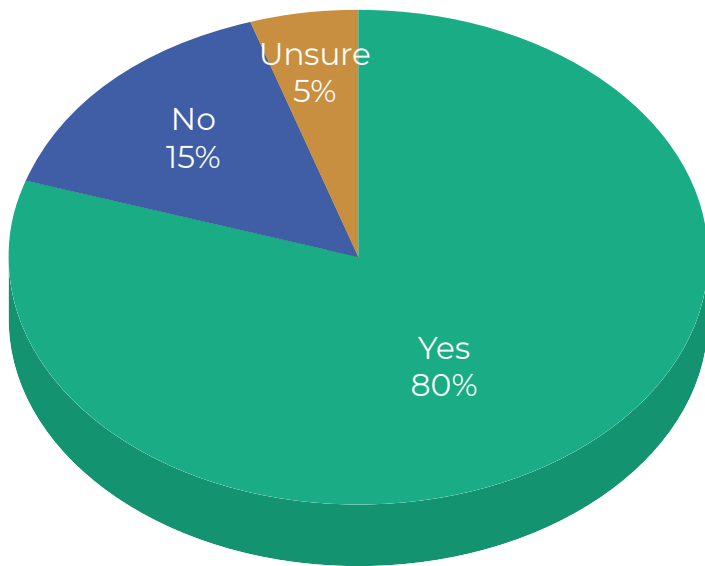
Approximately how many international assignments do you have 'live' at any given time?



How long are these typically?



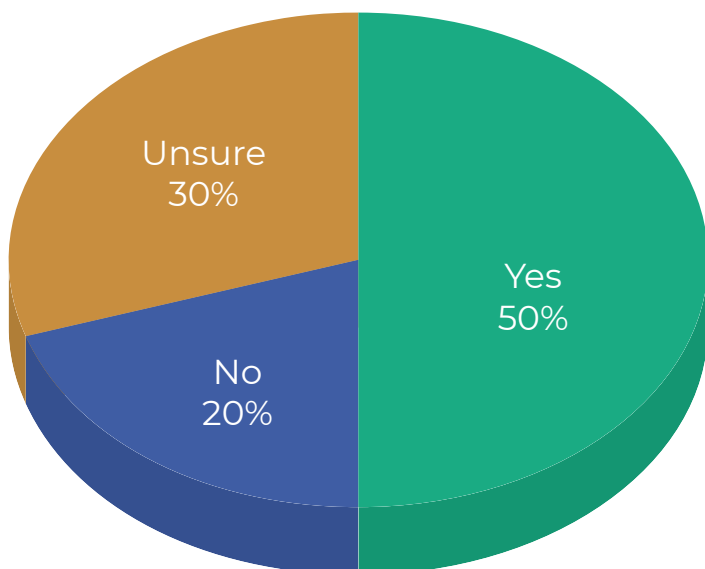
Do you think international working culture has changed, or will change as a result of Coronavirus?



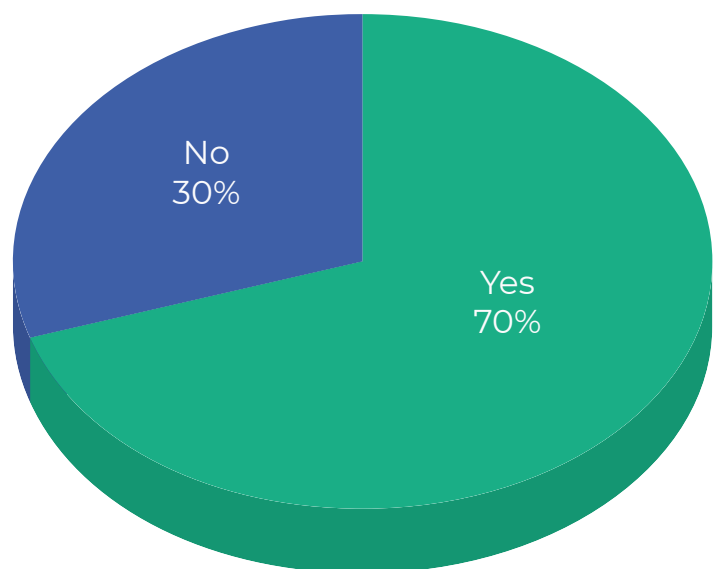
Common answers included:

- Increased remote working and less need to be in country
- More permanent moves than assignments
- A rise of virtual assignments
- Greater caution around redeployment

Do you think a phased return to work will influence planning for future international employment arrangements?



Have you seen new risk issues in relation to internationally mobile employees' physical and mental health?

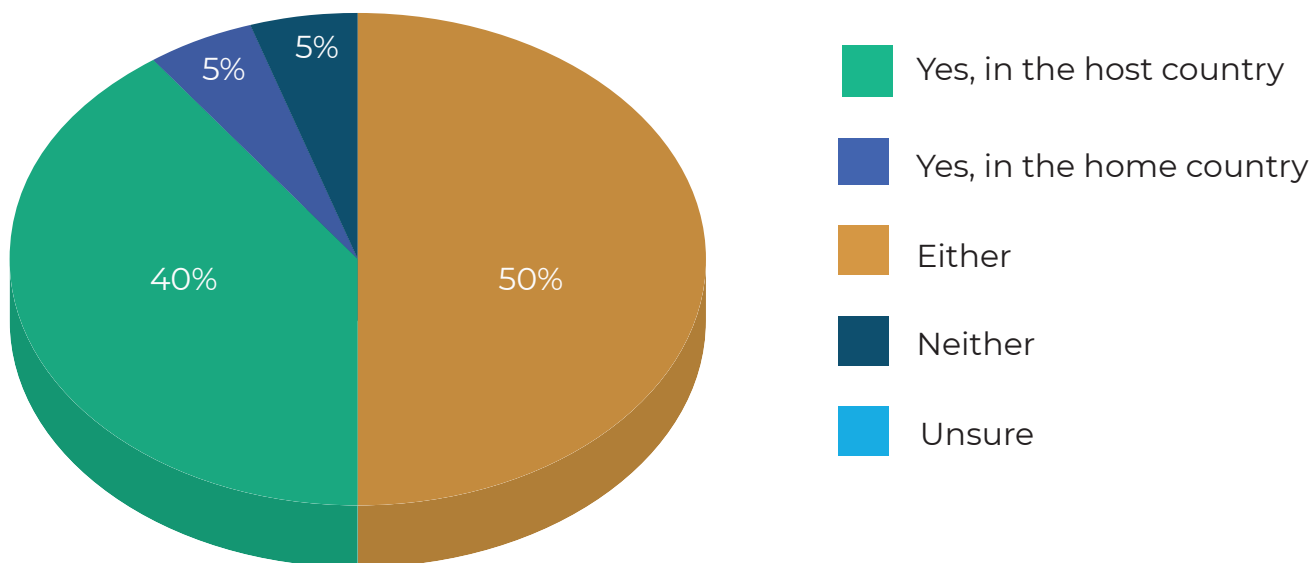


What do you consider are the key cross-border income tax and social security risks that have emerged?

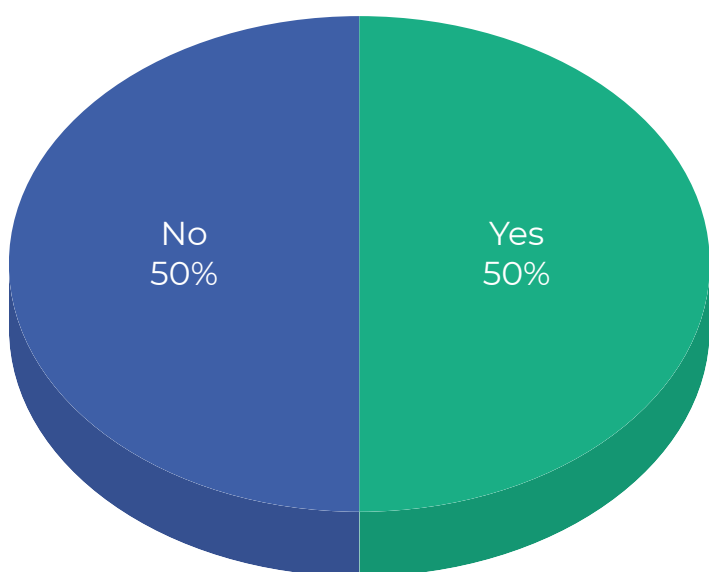
Common answers included:

- Employees working in countries they are not employed
- Delayed relocation and repatriation due to travel restrictions
- Double taxation
- Immigration restrictions

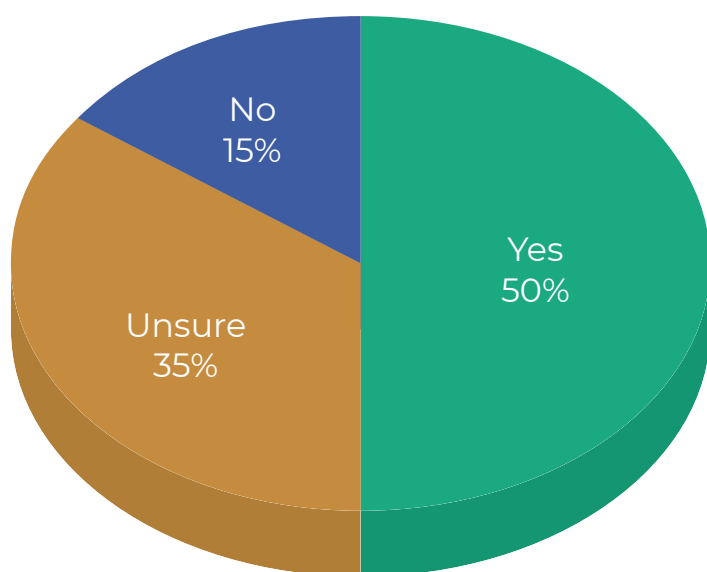
Will you continue to allow expat employees to work from home in the host country or stay in the home country and work from home?



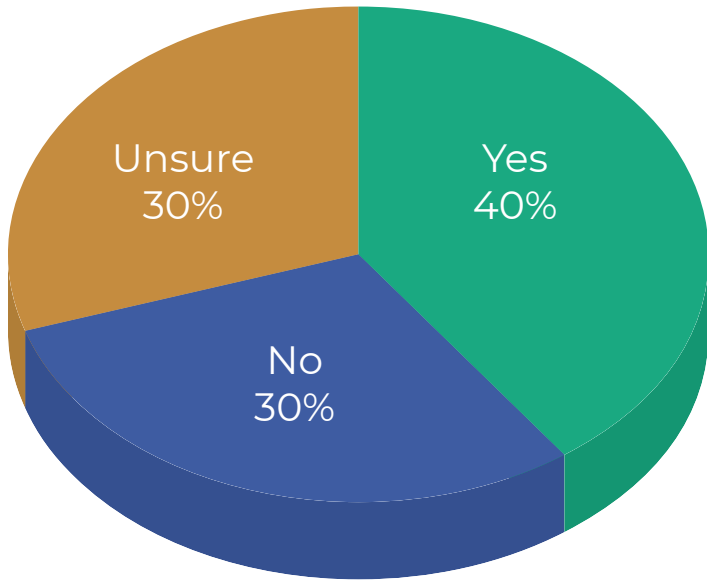
Have you reviewed standard international employment working practices in the light of Coronavirus?



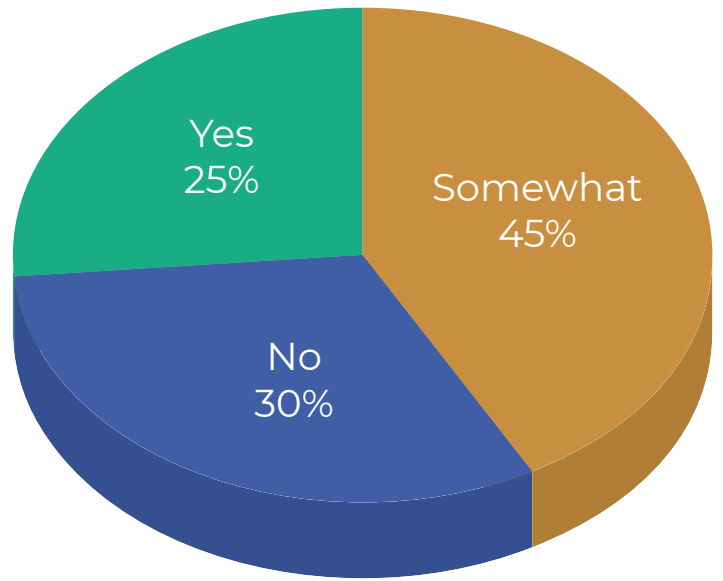
Will you reassess your EVP for cross-border deployments?



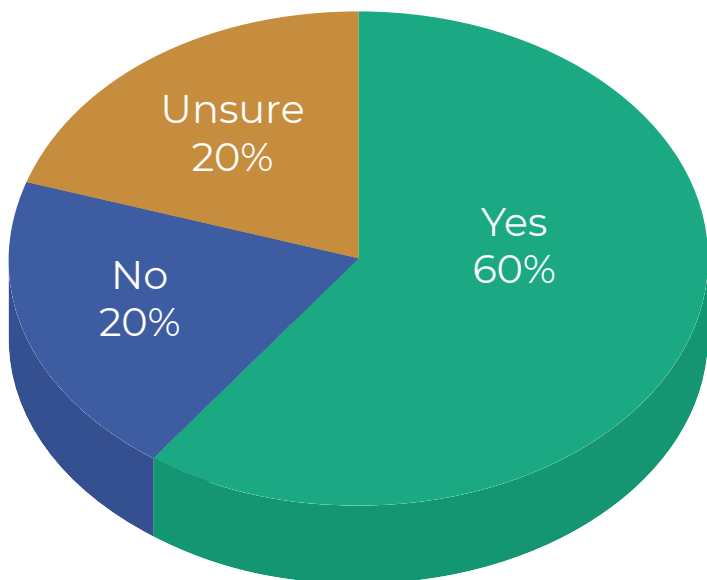
Will you change your approach to assignment business case assessment and alternatives?



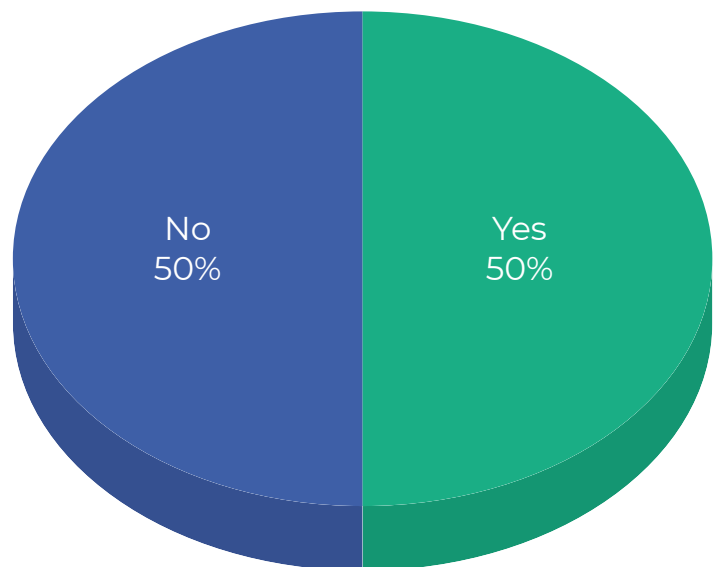
Have you considered what success will look like for international assignments over the next six months, 18 months, and three years?



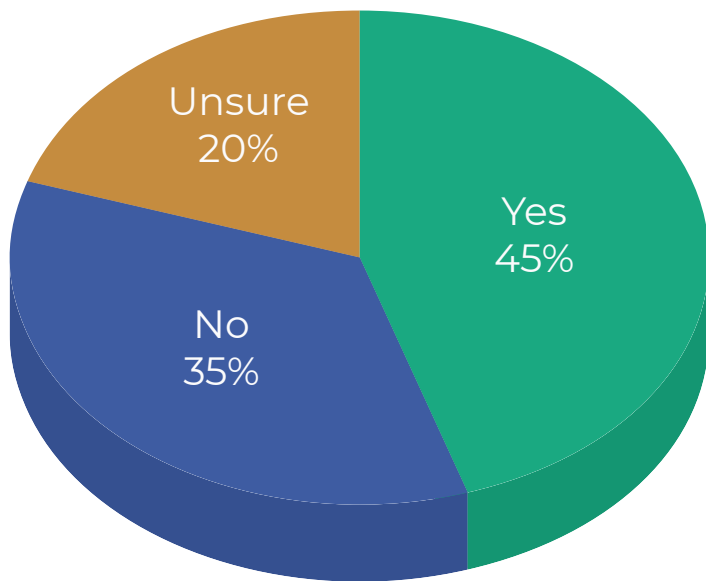
Would you consider a new mobility playbook and roadmap to ensure you are prepared for further uncertainty?



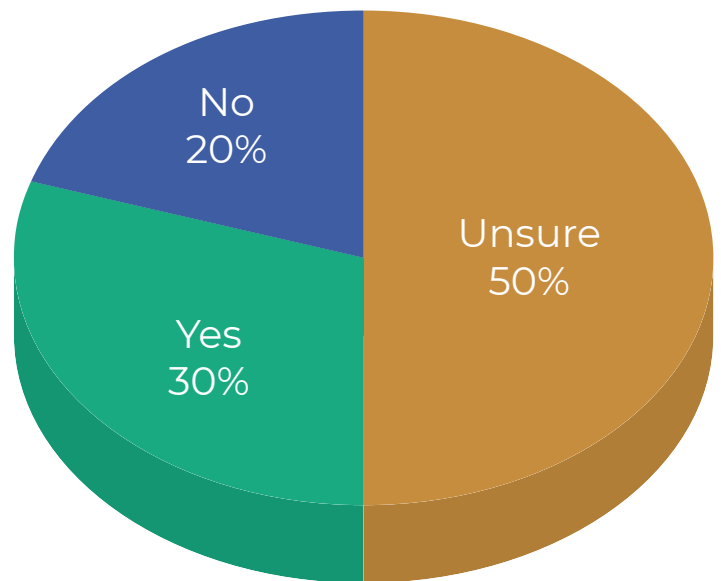
Do you struggle to stay on top on what is happening in your key locations in terms of all elements of global mobility?



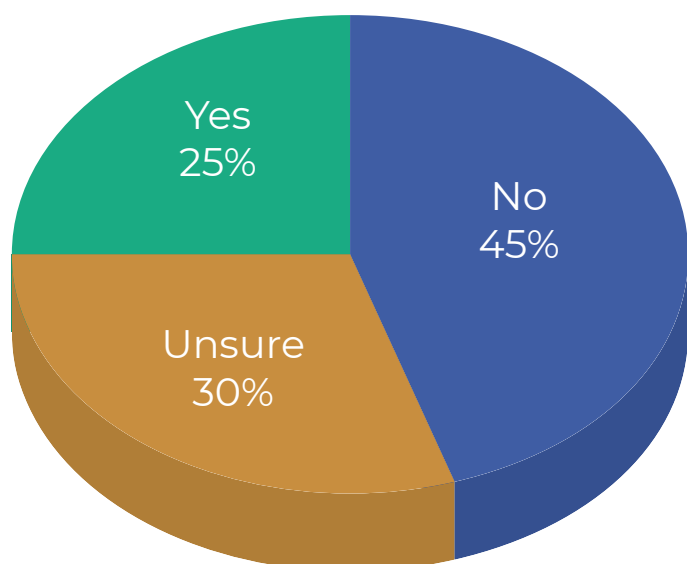
Do you intend to review your internal policies in light of Coronavirus experiences in your supply chain?



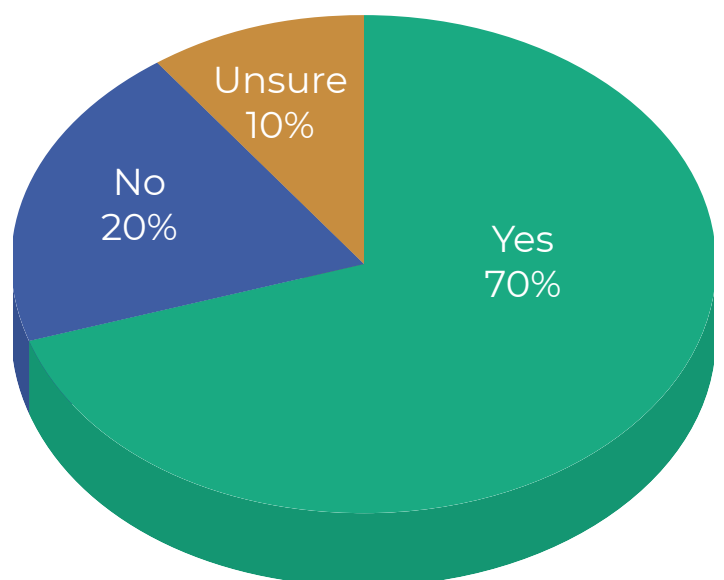
Will you consider reconfiguring your mobility governance arrangements?



Do you see the end of global mobility as a separate department and a closer integration with other departments such as talent mobility?



Do you still feel prepared for Brexit implications since the pandemic?



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Steve leads our Global Mobility service and brings a wealth of expertise and in-depth knowledge crafted over 25 years in global organisations.

From managing large international staff deployments to advising on international acquisitions, to supporting newly internationalising small and mid-sized businesses, Steve brings passion, insight and an impressive track record to managing cross-border work.

Our Global Mobility Services, which include managing the deployment of employees abroad as well as the inbound movement of staff, support business to develop operation strategies, manage and minimising risks and optimising costs.