

# 2023 Alternative International Assignments (AIA) Survey

Get the report for comprehensive, in-depth and actionable insights!

Short-term assignments | Permanent transfers/one-way moves and internationally hired foreigners

Mercer Alternative International Assignments (AIA) survey was first conducted in 2013 in response to growing diversification of international assignment types. Since then, what we called “alternative” assignments types, such as short-term assignments, commuters, or one-way transfers have matured in their roles for meeting global staffing needs and some have grown almost as prevalent as the “traditional” long-term assignments. Nevertheless, we are retaining the “Alternative” name to keep reference to the previous editions.

**The 2023 AIA survey reports are available.**



## 2023 Survey scope

Our 2023 AIA survey edition uncovers the latest market trends in managing short-term international assignments, permanent transfers/one way moves and internationally hired foreigners. The study also explores how the relative policies and practices have evolved since the last survey edition in 2021.



### The 2023 AIA survey edition consists of two questionnaires focusing on:

Short-term assignments	Permanent moves/one-way transfers and internationally hired foreigners
<ul style="list-style-type: none"> <li>• Trends and demographics</li> <li>• Policy framework</li> <li>• Compensation approach</li> <li>• Cost-of-living/daily living costs</li> <li>• Tax</li> <li>• Housing and utilities</li> <li>• Mobility and hardship premiums</li> <li>• Education and childcare</li> <li>• Transportation</li> <li>• Travel and home leave</li> <li>• Additional support</li> <li>• Benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Trends and management</li> <li>• Compensation approach</li> <li>• “Plus” allowances, benefits in kind and relocation support — eligibility, delivery, tax and recurrence</li> <li>• Benefits</li> </ul>

### Participant profile:

 <p>Over 200 companies with 1/4 with a workforce of 50,000 or over employees</p>	 <p>Over 260 companies with 1/5 with a workforce of 50,000 or over employees</p>
 <p>15 industries represented</p>	 <p>15 industries represented</p>
 <p>More than three-quarters of participants belong to global headquarters</p>	 <p>Close to three-quarters of participants belong to global headquarters</p>

### Short-Term Assignments

### Permanent Moves/One-Way Transfers and Internationally Hired Foreigners

## Selected findings:

### Short-term assignments report

- Numbers are increasing again post pandemic: Nearly half of the participants reported an **increase in the number of STAs during the last two years** (2021–2022), and more than half **expect further growth** in the next two years (2023–2024)
- **Cost containment** resurged as the **foremost concern** for managing STAs, after having dropped to the sixth position in the previous survey
- Just above a **third of the surveyed companies have accompanied (non-single) STAs**, while half do not, and 14% stated that such arrangements would not be deemed the company's responsibility.
- Nearly **60%** of the surveyed companies allow family members to visit short-term assignees at the assignment location in lieu of a home leave trip, and one-third allow short-term assignees to **spend their home leave in a different location** than their home country.

### Permanent moves/one-way transfers and internationally hired foreigners report

- Most participants apply the **same approach or policy to one-way transfers and internationally hired foreigners** even though internationally hired foreigners are less often managed by the global mobility team.
- The **most frequent reason** for employers to **relocate employees internationally permanently** remains **providing career opportunities** for employees. Of the surveyed companies, 71% rated this as 3 or 4 on a scale from 1: Not a reason to 4: A key reason.
- Similar to the previous edition, **tax filing, tax and social security briefing assistance, language training, and cross-cultural training** remain the most common "plus" allowances or benefits provided to permanently transferred employees, provided by more than half of respondents. The fifth most prevalent benefit in the current edition is **a lump sum, moving up from eighth in the 2021 survey**.
- Most survey respondents indicated that they provide the **same allowances/benefits (62%) and relocation support items (71%)** to internationally hired foreigners as to one-way transfers.



#### Get the reports

**Full reports are available now.**

As a participant, you can get the report with a **66% discount** off the non-participant rate.



#### Access to custom cuts

Select your peer group from the participant list and get a custom cut of the survey results. As a survey participant, you can also get a comparison of your company's positioning against the peer cut of your choice. [Contact us](#) for more information.



#### Participation remains open

You can still participate in the survey to receive a 66% discount off the report price and access participant-only benchmarking solutions! [Click here to start the survey.](#)

#### Contact us:

For more information, please mail us at: [online.surveys@mercer.com](mailto:online.surveys@mercer.com)

Or visit our [website](#) to learn more.