



the great balancing act:

optimizing the employee experience while controlling costs



volume



driven by:

- 1 talent not available locally (56%)
- 2 company growth (52%)
- 3 expansion into different markets (48%)

relo activity anticipated for 2024



key global mobility priorities

- 1 improve in-house mobility processes and optimization (50%)
- 2 improve the employee experience (45%)
- 3 a more flexible approach to mobility (e.g., core/flex, tiered policy) (36%)

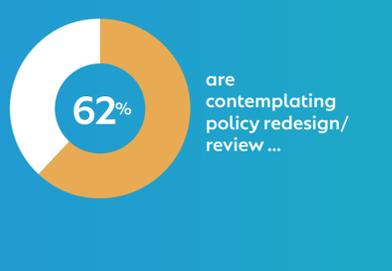
key global mobility challenges

- 1 rising mobility costs (45%)
- 2 meeting relocating employee expectations (e.g., accommodating personal or unique requests) (35%)
- 3 achieving a more flexible approach to mobility AND tax and compliance (both 29%)

most challenging locations



policy redesign



why?

- employee experience (67%)
- flexibility (64%)
- cost considerations (58%)

flex mobility



who chooses flex benefits?



why?

- changing employee expectations (65%)
- changing employee needs (60%)
- budget constraints/macro-economic environment pressures (54%)

assignment compensation services



tax gross-ups



relo costs

- 82% global mobility budgets increased or stayed the same last year
- 57% budget approval challenges expected in 2024
- 50% focus on global mobility cost control increased



areas where investment is required

- improved software for tracking/compliance (41%)
- enhanced candidate selection/readiness process (35%)
- enhanced recruitment resources to attract talent (30%)

DEI mobility journey



remote work

- 57% have a remote workforce
- 79% offer no company-sponsored benefits

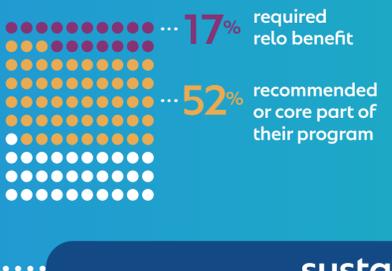
who owns the remote work policy?



mobility tech



cross-cultural training



language training



sustainability

- 20% sustainability is a reason for policy review or redesign in 2024
- 62% don't have a sustainability strategy within their mobility program

repatriation



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