

OpinionWay survey for MSH - International mobility policies

AFTER TWO YEARS OF COVID-19, CORPORATE INTERNATIONAL MOBILITY IS ON THE RISE AGAIN, BUT WITH A DIFFERENCE

Paris, November 2, 2022 - MSH, a subsidiary of the DIOT-SIACI Group and a world leader in international employee benefits, has partnered with OpinionWay for its annual survey on international mobility. Faced with new challenges in 2022, companies are regaining confidence and expanding their international mobility policies for their employees.

Based on a sample of almost 100 corporate clients, including many multinationals based in France and Europe, this study provides an unprecedented assessment of corporate international mobility in 2022 and offers new insights into the "post-pandemic" landscape.

More than 2/3 of companies are increasing or maintaining the number of internationally mobile employees

While the economic context in 2022 has stabilized or even improved for many of the companies surveyed (86% reported stable or increasing turnover), the economic situation has had a positive impact on international mobility. **The proportion of companies having increased their population of mobile employees has risen by 25 points in one year (with 28% of companies reporting that they have increased their expatriate population).** This shift contrasts with last year when only 3% of companies expanded their workforce.

In total, **67% of the companies reported that they have maintained or increased the number of internationally mobile employees in 2022.** As for the duration of employee mobility, this has remained stable overall within companies compared to 2021 (88% of companies have maintained or increased the average duration of international mobility).

The HR issues of "talent wars" and "new ways of working" are replacing COVID-19 in the preoccupations of companies

With two consecutive years of COVID-19 being the focus of companies' attention, **the challenge of the pandemic now comes in at only 5th place in their preoccupations.** (46%).

HR decision-makers are now focusing their attention on **the issue of recruitment and attraction to attract or retain talent (63%)** and on thinking around the **changes to be made to working arrangements (56%),** following the pandemic that we have lived through and its impact on working life.

Other more worrying issues, such as **the uncertainty of the economic situation** (51%), **energy sobriety** (48%), **rising energy prices** (43%) and **the geopolitical context** (40%), are also at the heart of companies' preoccupations.

Overall, **almost 40% of the companies** believe that **these new challenges have had or will have a significant impact** on their international mobility policy: **in 2022 (62%) or during 2023 (38%)**.

International mobility is on the rise again and is also undergoing profound transformations

Faced with this new context that is being imposed on companies, international mobility needs to adapt and undergo profound changes.

As a result, more and more organizations are developing new practices such as **shorter but more frequent international stays** for 39% of respondents, **rotational mobility**, sending employees to a site abroad on a regular rotation basis (37%) or **commuting**, allowing employees to go home on weekends (33%).

International remote working is a reality for 2/3 of the companies that have already introduced it (in particular "by force of circumstance" during the COVID-19 period). And 48% of them want to develop it further. Among these, 15% have already made arrangements to formalize their international teleworking policies.

*"After two years of being consumed by the pandemic, companies are expressing a strong appetite for international growth and development. Focused on the talent war and the creation of new ways of working in the future, HR decision makers are focusing on the transformation of their international mobility policies. More than ever, MSH is by their side to support them at this time of sweeping changes", stressed **Frédéric Grand, Managing Director of MSH.***

ABOUT MSH

MSH, a subsidiary of Diot-Siaci, is a world leader in the design and management of international health and life & disability insurance solutions for internationally mobile persons. Its services are designed for employees of multinationals, micro-businesses, SMEs, employees of international organizations, individual expatriates and local high-net-worth individuals in need of international insurance coverage. With a decentralized structure, 5 regional head offices in Toronto, Paris, Tunis, Dubai and Shanghai and 21 locations worldwide, MSH provides 24/7 support to its 2,000 corporate clients and more than 500,000 insured members in almost 200 countries.

www.msh-intl.com

ABOUT DIOT-SIACI

DIOT-SIACI is a leading multi-specialist insurance consulting and brokerage group in France with a presence in more than 40 countries. It designs and develops customized solutions for its clients, including large and mid-cap companies, SMEs/SMIs, and professionals, in both personal insurance and property and liability insurance. DIOT-SIACI has a stable, family-owned shareholding base which means it can support its clients over the long term and across the entire value chain in Property & Casualty, Marine & Cargo, Professional Liability, Employee Benefits and Consulting, and International Mobility. The Group operates with almost 5,000 employees and generated revenue of close to €730 million in 2021.

To find out more www.info.diot-siaci.com

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