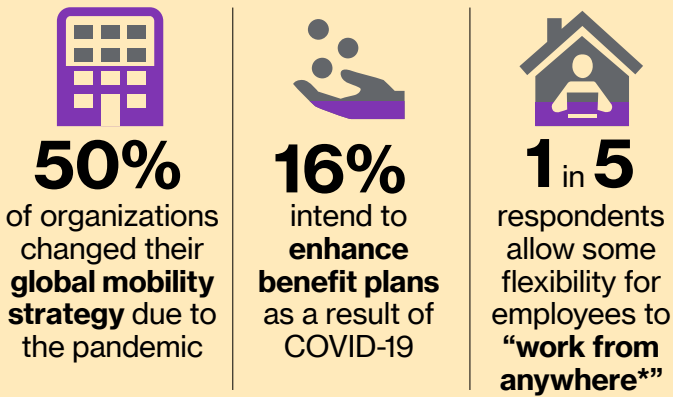


Employers renew benefit strategies for their globally mobile workforce



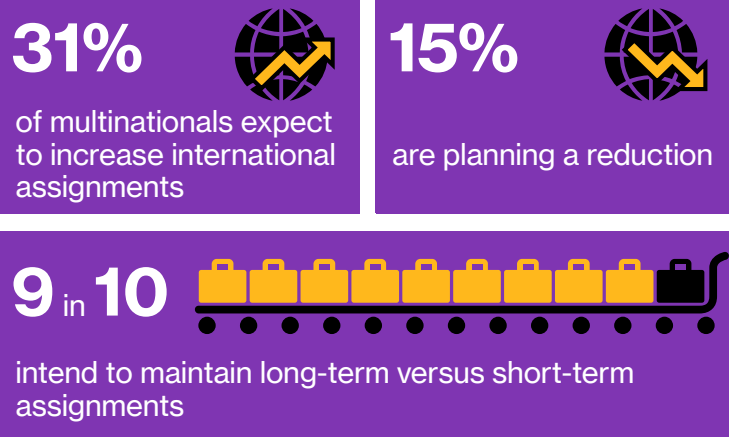
Key findings from the 2021 Internationally Mobile Employee (IME) Benefits Design Survey

Emerging trends from the pandemic have forced employers to rethink their global mobility strategy



*The term “work from anywhere” may reference in-country or global travel and can require creative benefit solutions to support employees’ health and risk.

International assignments are making a comeback despite the pandemic



Wellbeing continues to be a critical aspect of international health plans

	2019	2021
Offer a global employee assistance program (EAP)	53%	71%
Align international assignee wellbeing program with a wider corporate initiative	43%	50%

47% recognize need to expand services (e.g. telehealth and EAP) to fill gaps as a result of the pandemic, and more recently due to impacts of political conflict

Actions to optimize international health and risk programs

- 1 Review** health and wellbeing programs, to ensure there are no gaps in access and covered services.
- 2 Align** IME programs with wider business objectives, particularly if adopting a “work from anywhere” policy or making other changes to your global mobility strategy.
- 3 Conduct** a compliance review of your current programs.
- 4 Harmonize** your International Health Plans under one umbrella for economies of scale, streamlined administration and a stronger position on compliance.
- 5 Reduce** gaps in risk coverages and consider a centralized approach to provide equitable benefits on a global scale.

About the survey: The 2021 Internationally Mobile Employee Benefits Design Survey was conducted online in June and July 2021. A total of 107 multinationals across 33 industries in 15 countries participated.

Copyright © 2022 Willis Towers Watson. All rights reserved.

wtwco.com

