



Mobility Outlook for Asia-Pacific March 2009

The following benchmarking results are based on a sampling of 30 HR and mobility professionals who attended Worldwide ERC®'s Global Workforce Summit: Focus on Asia Pacific held 4 – 5 March in Singapore.

Companies anticipate that the level of assistance they provide short-term international assignees will either increase or remain the same in the coming year. They are split however, on the level of coverage for long-term international assignments—while the largest group anticipates no change in the level of assistance, the remainder predicts either a reduction or an increase. Compared to three years ago, organizations are relocating fewer new hires to fill vacant positions. Companies project an increase in the number of localizations in the coming year and less resistance by employees to localize. Perceptions among respondents regarding changes in the status of Asia's talent shortage compared to three years ago are nearly equally divided—approximately one-third each believe it has either remained the same, lessened somewhat or increased somewhat.

1. Over the next year, do you anticipate the level of assistance you provide employees on traditional long-term international assignments in Asia generally will:	%
Significantly increase	–
Somewhat increase	24
Remain about the same	45
Somewhat decrease	28
Significantly decrease	3
Total	100
2. Over the next year, do you anticipate the level of assistance you provide employees on short-term international assignments in Asia generally will:	%
Significantly increase	10
Somewhat increase	40
Remain about the same	50
Somewhat decrease	–
Significantly decrease	–
Total	100
3. Do you anticipate that over the next year the incidence of expatriates localizing in Asia will:	%*
Significantly increase	21
Somewhat increase	62
Remain about the same	17
Somewhat decrease	–
Significantly decrease	–
Total	100

4. Do you anticipate in the coming year, generally less resistance among expatriates to localize?	%
Yes	76
No	24
Total	100
5. Compared to the last three years, is the incidence of hiring new employees and relocating them to fill vacant positions at your company:	%
Significantly increasing	–
Somewhat increasing	10
Remaining about the same	38
Somewhat decreasing	24
Significantly decreasing	28
Total	100
6. Compared to the last three years, has the talent shortage in Asia:	%
Lessened significantly	–
Lessened somewhat	33
Remained about the same	37
Increased somewhat	30
Increased significantly	–
Total	100