



DECLINING RELOCATION vs ACCEPTING RELOCATION

6 out of 10 firms

SAW EMPLOYEES DECLINE RELOCATION LAST YEAR.
26% of companies surveyed said declining relocation increased from 2017.

TOP THREE REASONS WHY EMPLOYEES DECLINED RELOCATION IN 2018

For the past six years, **family issues/ties** has taken the top spot among reasons for declined relocations, while **spouse/partner employment** has held second place.

58%

of Employees Declined Relocation due to **Family Issues or Ties**.

53%

of Employees Declined Relocation due to **Spouse's or Partner's Employment**.

23%

of Employees Declined Relocation due to **Housing or Mortgage Concerns**.

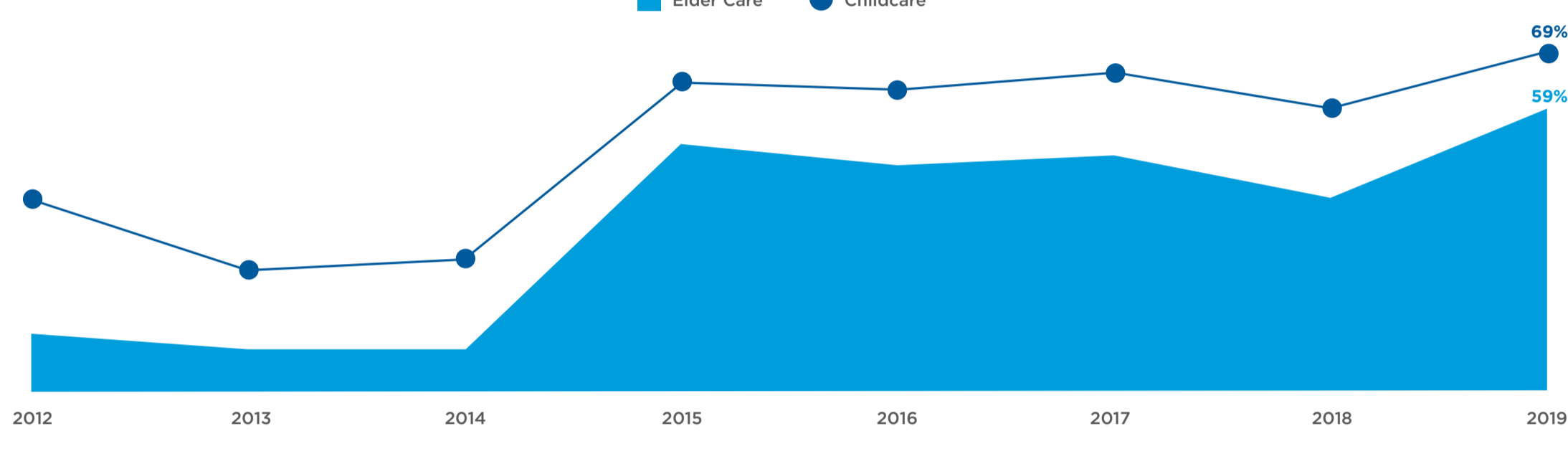
Relocating for a job comes with what-ifs and reluctance.

There are so many factors to consider when thinking about relocating for work. Every employee has different obstacles and challenges, which is why **greater flexibility in relocation programs** has become the norm within companies.

What if an employee is taking care of a parent or a child?

An estimated **one in ten relocations** last year involved an employee in a caregiving role; **two in every five** involved an employee with children.

CAREGIVING ASSISTANCE OFFERED OVER TIME



60% of companies

OFFER DISABILITY-CAREGIVING ASSISTANCE.

What if their spouse or partner doesn't want to move?

Underscoring a key challenge of dual-income households with family commitments, for the fifth year in a row **roughly six in ten firms** indicate **spousal/partner employment** "almost always" or "frequently" affects relocations.

SPOUSE AND PARTNER EMPLOYMENT ASSISTANCE

69%

International Firms offer Spouse/Partner Employment Assistance

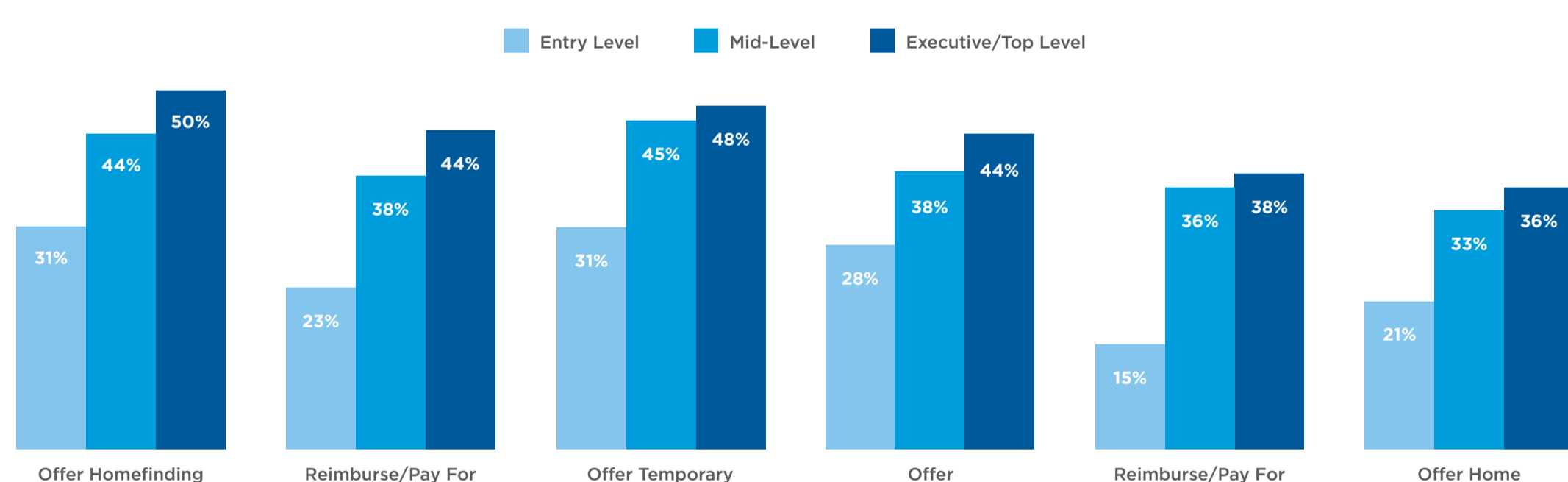
61%

Overall Firms offer Spouse/Partner Employment Assistance

What if they just bought a house?

Generally, homeowner assistance for specific items is **more likely for mid-level and executive/top level relocations** than for entry-level positions.

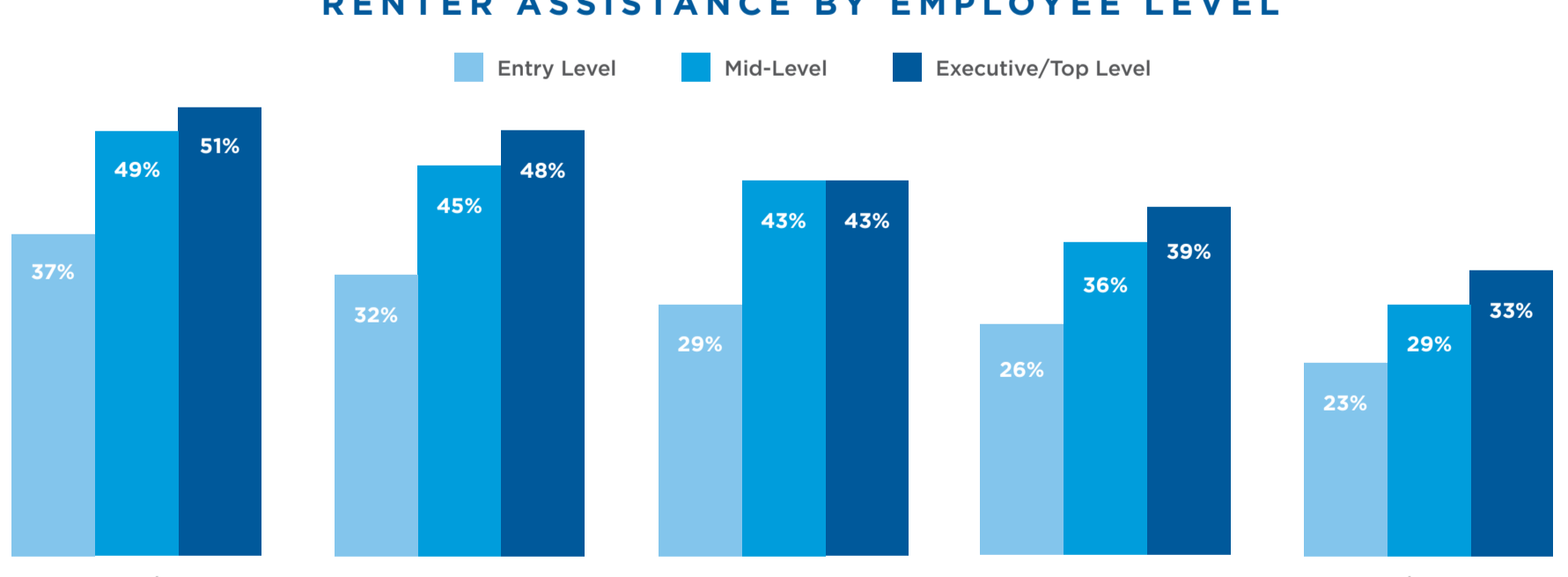
HOMEOWNER ASSISTANCE BY EMPLOYEE LEVEL



Or maybe they just signed a new lease.

The top five categories are more apt to be offered for **mid-level and executive moves at large firms** than they are at smaller firms.

RENTER ASSISTANCE BY EMPLOYEE LEVEL



With factors like these, companies are responding with incentives.

TOP THREE INCENTIVES OFFERED BY COMPANIES IN 2018

63%

Overall Firms Offer Sign-On Bonuses

49%

Overall Firms Offer Temporary Housing Benefits

49%

Overall Firms Offer COLAs in New Location

9 out of 10 firms

REPORT INCENTIVES WORKED ALMOST ALWAYS OR FREQUENTLY.

Overall, it appears the majority of firms are trying to ensure that **employees who relocate get the support they need to transition successfully**.



To see full survey results:
atlasvanlines.com/corporate-relocation/survey