



# Applying Global Relocation Policies to the Local Market

HR Conference: “Bringing Expats to Russia”

7 October 2008

# Global Mobility in EY - Overview

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- 1) Mobility is on the list of Global Priorities for the current fiscal year
- 2) Last fiscal year (July 07 – June 08) - 2,000 international assignments worldwide (excluding permanent transfers and domestic mobility)
- 3) Number of inbounds into CIS has increased by over 250% since 2005
- 4) Number of outbounds from CIS has increased by over 150%
- 5) Domestic mobility within CIS – over 50 moves per year
- 6) Foreign nationals joining CIS offices on a local basis – over 50 people per year

# Our main objectives are...

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## *For the People:*

Valuable professional and personal experience

Pleasant, efficient and transparent relocation process

Fair and consistent policy application

Building mobility culture

## *For the Business:*

“Right people at the right time at the right place”

Cost and time efficient relocation process

Fair and consistent policy application

Flexible exception management process

# Russian market “specialties”:

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- 1) Hardship location
- 2) Negative stereotypes about the country
- 3) Poor infrastructure and quality of service
- 4) Lack of destination services providers
- 5) Market instability
- 6) Language issues
- 7) Confidentiality issues

# Standard expatriate support:

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## ***Pre-departure:***

Business Effectiveness and Risk Management training

Cultural Awareness Orientation (GlobeSmart)

Look-see Visits

Language Training

## ***On-assignment:***

Destination services

Language Training

Host Office Orientation

Informal “buddy” program