

The issues faced by companies relocating employees to, from, and within India can be substantial and are changing. For this reason, Cartus conducted a short pulse survey of practices among major companies active in India to explore the factors that determine how mobility policies and benefit levels are built.

Workforce of 900 million by 2020*
65% population below age 35**

* Fortune online 10/30/17

** The HinduBusinessLine.com 9/19/2017

WHAT TRENDS IN ASSIGNMENT TYPES DO COMPANIES SEE INCREASING FOR INDIA?



69%
 Extended Business Travelers



49%
 Short-term assignments



45% say long-term assignments will increase

WHAT TRENDS DO COMPANIES SEE INCREASING FOR INDIA?



46% Moves from non-headquarters to India



44% Intra-India moves



43% Moves from headquarters to India

WHAT ARE THE EXPECTED MOST FREQUENT DESTINATIONS IN INDIA?



- 1) Bengaluru
- 2) Hyderabad
- 3) Mumbai
- 4) Pune
- 5) Chennai
- 6) New Delhi

WHAT ARE THE MAIN REASONS ORGANIZATIONS SEND EMPLOYEES TO INDIA?



58% Transfer of skills and knowledge

50% Project work

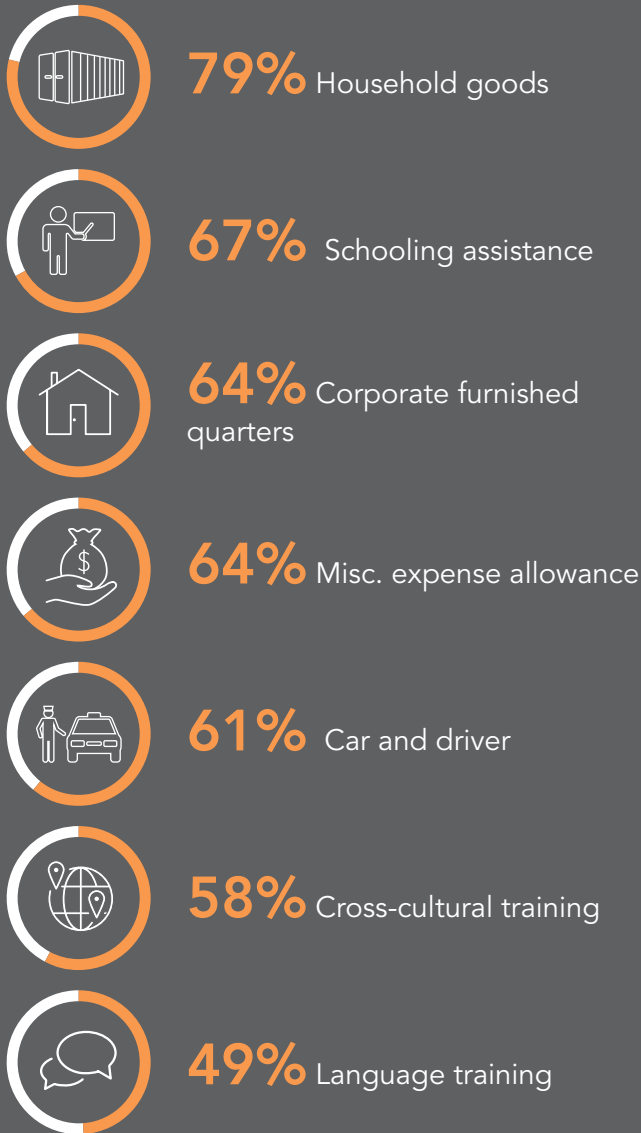
1/3 of respondents said to develop global leadership and for start-up operations

WHAT IS THE MAIN CONCERN FOR COMPANIES MOVING EMPLOYEES TO INDIA?

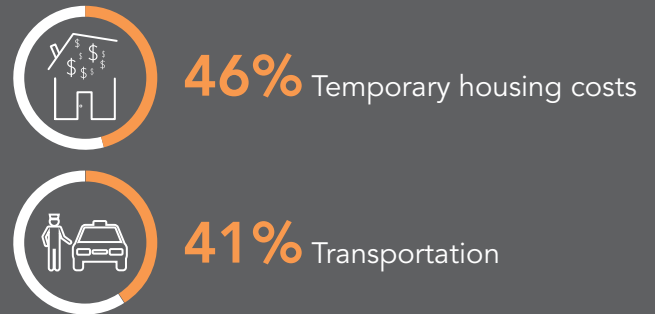


1/2 indicate recruiting and retention are the top concern

WHAT ARE THE MOST COMMON BENEFITS OFFERED FOR EMPLOYEES GOING INTO INDIA?



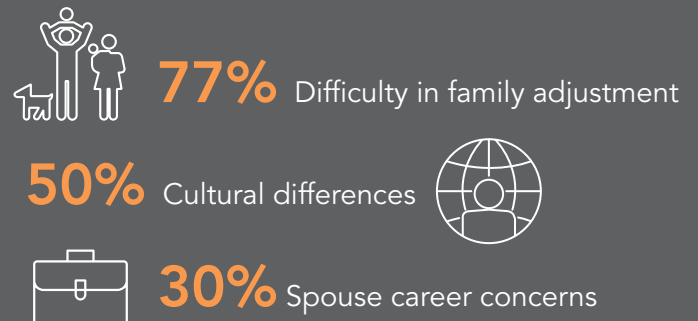
WHAT ARE THE MAIN EXCEPTION REQUESTS FOR ASSIGNEES GOING INTO INDIA?



INDIA is the world's fastest-growing economy fueled by a surging consumer middle class. The population is expected to reach **1.396 BILLION** by 2025, surpassing China.*

* Times of India 12/30/2010

WHAT ARE THE MAIN CHALLENGES FOR ASSIGNEES IN INDIA?



SUMMARY

Through surveying many global multinational companies that do business in India, we have uncovered patterns and issues that provide a better understanding of the dynamics of business in India, and to the further development of best practices to support your efforts in this complex market.

Cartus has extensive experience in India, managing thousands of moves in the many years we have operated in the country. If you have any questions about moving employees to, within, or out of India, please contact your Cartus representative, or email us at trustedguidance@cartus.com.