

The issues facing global companies, and Chinese nationals relocating from China, can be substantial and wide ranging. Cartus recently conducted a short pulse survey of practices among major companies with relocation activity out of China to explore the factors that determine how mobility policies and benefit levels are built, and how companies are adjusting to the changing needs of this group of employees. The Chinese population is increasingly living online and is extremely active on their mobile devices.

DID YOU KNOW?

HIGHEST NUMBER OF INTERNET USERS GLOBALLY

1.4 billion people in China and 73% are between 15-64 years old

By the end of 2017, **772 million** people had access to the internet in China

Number of mobile phone users equals **753 million** (2017)

OUTBOUND MOVES OF CHINESE NATIONALS ON THE RISE



51% say Chinese national outbound moves are increasing

ASSIGNMENT TYPE TRENDS FOR OUTBOUND CHINESE NATIONALS MATCH EVOLVING GLOBAL TRENDS

Long-term assignments are still important, but shorter-term assignments are increasing



41% Short-term assignments



35% Extended Business Travelers

MOST FREQUENT EXPECTED DESTINATIONS FOR MOVES OUT OF CHINA

- 1) United States
- 2) Hong Kong
- 3) Singapore
- 4) United Kingdom
- 5) Australia

MOST DIFFICULT DESTINATIONS TO SEND CHINESE NATIONALS

- 1) United States
- 2) India
- 3) Brazil
- 4) France
- 5) Russia

MAIN CHALLENGES FACING ORGANIZATIONS WHEN SENDING CHINESE NATIONALS ON ASSIGNMENT

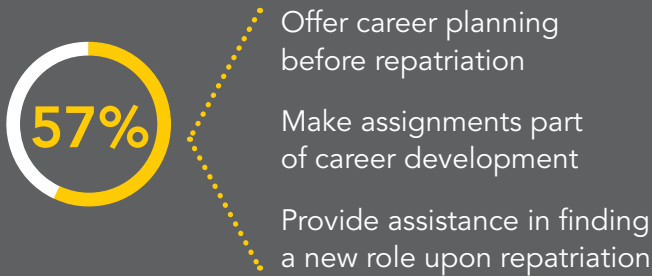
- 1) Immigration
- 2) Controlling costs
- 3) Educating decision makers on benefits/costs
- 4) Tax compliance
- 5) Family support & compensation approach (tied)



MAIN CHALLENGES FACING OUTBOUND CHINESE NATIONALS

- 1) Cultural differences
- 2) Immigration
- 3) Childcare/schooling
- 4) Spouse career concerns
- 5) Cost of living & family adjustment (tied)

COMPANIES ARE TAKING STEPS TO IMPROVE RETENTION OF REPATRIATING CHINESE NATIONALS



MOST COMMON BENEFITS OFFERED FOR OUTBOUND CHINESE NATIONALS

-  1) Immigration
-  2) Home finding
-  3) Household goods shipment
-  4) Temporary living
-  5) Cross-cultural training

POLICY SUPPORT OFFERED FOR OUTBOUND CHINESE NATIONALS



- 38%** Standardized global policy
- 25%** Core-flex policy
- 25%** Mixture of different types of support
- 8%** Lump sum
- 4%** Full suite of relocation services

DID YOU KNOW?

- 1 billion** active user accounts on WeChat
- 90%** of WeChat users are between the age of 18-36
- 900 million** check WeChat daily with **60%** opening the app more than 10 times a day
- 80%** follow official accounts*

* Cartus to launch official WeChat platform—June 2018

SUPPORT FOR FAMILIES THAT STAY BEHIND IN CHINA IS MIXED

-  **48%** Provide no additional assistance
-  **43%** Offer an allowance for frequent home leave

SUMMARY

As the trend toward a rising population of outbound Chinese nationals continues and the uses of mobile device apps like WeChat increase, we will keep you up to date on the changing assignment types and support that organizations are providing. Cartus has extensive experience in China, moving thousands of employees into, within, and out of China each year. If you have any questions, please contact your Cartus representative, or email us at trustedguidance@cartus.com. And be sure to visit us on WeChat!

Sources: statista.com 2018; businessofapps.com WeChat Stats by Artyom Dogtiev 5/4/2018