

METLIFE'S ANNUAL EXPAT
EMPLOYEE BENEFIT TRENDS STUDY 2022

The Future of Globally-Mobile Work

Exploring evolving employee needs
in a transformed global landscape



Increasing employee interest in working abroad and higher benefits expectations provide employers with opportunities to differentiate their global mobility programs.

The pandemic accelerated the adoption of technology that makes working from anywhere more possible. As a result, organizations and employees are redefining their approach to international work assignments and reimagining globally-mobile work experiences.

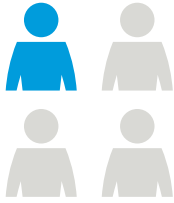
With the globally-mobile work landscape continuing to transform, employee preferences and expectations are shifting as increasing numbers of workers, especially younger employees, express interest in working abroad and actively pursue globally-mobile roles. Yet, this increased engagement in globally-mobile roles comes at

a critical point in workforce development among employee populations shaken by the pandemic, where concerns around holistic health are heightened, causing these employees to turn to their employers for support.

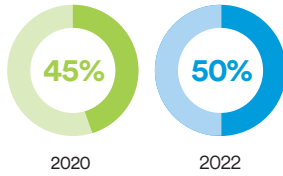
Forward-looking employers have an opportunity to respond to the evolving interest and expectations by expanding their spectrum of globally-mobile roles, adapting employee experiences and optimizing benefits strategies to fit the workforce of the future. When they do, employers are well-positioned to positively impact their recruiting and retention objectives and win the war for talent.

Employee interest in working abroad is on the rise, especially among younger employees.

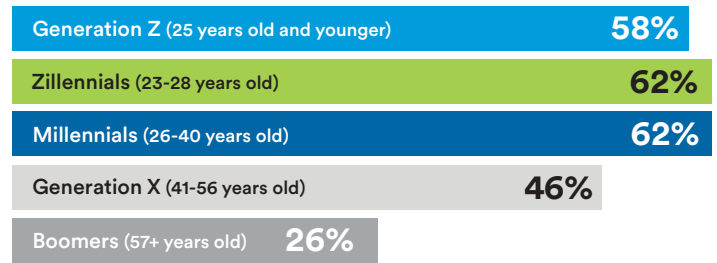
1 in 4 U.S. employees says their interest in working abroad has increased over the past three years.



Half of the workforce now expresses interest in globally-mobile work.



Interest in globally-mobile work by generation



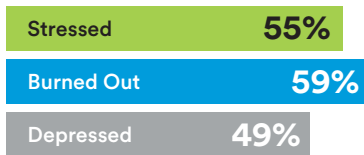
▶ With Zillennials projected to represent 75% of the workforce by 2025, interest in working abroad is projected to grow!¹

Heightened concerns about holistic health are driving increased employee expectations from employers.

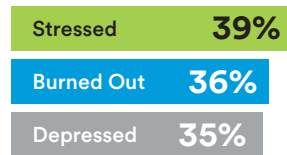
Concerned About	Current assignees	Total employees
Physical health	73%	52%
Mental health	82%	52%
Financial health	83%	55%
Social health	74%	48%

There is an employer-employee disconnect about employee experience that must be resolved.

Current assignees report feeling:

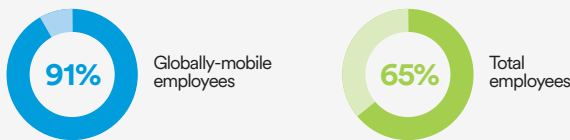


Employer perceptions about how current assignees feel:

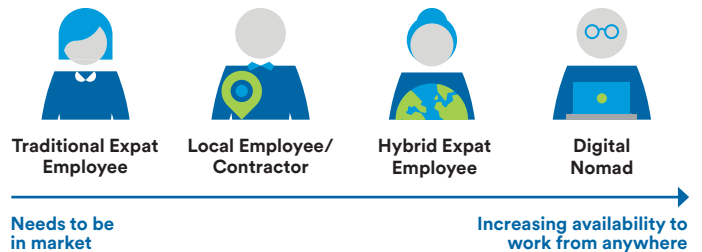


The DEI factor

Globally-mobile employees are much more likely to expect their employer to take action to promote diversity, equity and inclusion (DEI).

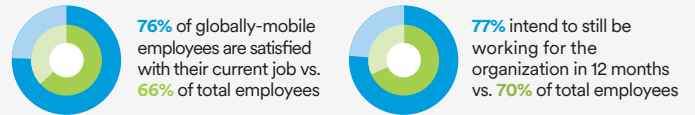


Broadening the definition of globally-mobile roles:



Globally-mobile work assignments create new opportunities for companies to stand out when competing to attract and retain top talent.

Globally-mobile work assignments strengthen the employee-to-employer relationship.



Benefits can increase employee retention strategy and serve as differentiators in the war for talent.

82% of globally-mobile employees say an expat benefits package including medical, dental, vision and life insurance is a must-have or nice-to-have

63% of employees currently on assignment are interested in benefits that their employer doesn't offer

Top "must-have" benefits among current assignees:

- Legal services (67%)
- Vision care insurance or discount program (54%)
- Critical illness insurance (55%)
- Flexible spending account (FSA) (53%)
- Home insurance (55%)
- Unpaid leave (50%)

¹Deloitte, *Big demands and high expectations, The Deloitte Millennial Survey*, January 2014.

MetLife's 20th Annual U.S. Employee Benefit Trends Study was conducted in November 2021 and consists of two distinct studies fielded by Rainmakers CSI – a global strategy, insight and planning consultancy.

The employer survey includes 2,737 interviews with benefits decision-makers and influencers at companies with at least two employees. The survey includes 1,507 decision-makers with responsibility for expatriate benefits.

The employee survey consists of 2,982 interviews with full-time employees, ages 21 and over, at companies with at least two employees. The survey includes 1,011 globally-mobile employees.

Visit [metlife.com/ebtsexpat](https://www.metlife.com/ebtsexpat) to download the full report.

