

Globally Mobile

Have You Covered All Your People Risks?

Is your company expanding overseas or seeking international talent? Do you need support with understanding the potential risks of sending employees overseas, the financial impact of these risks and the reputational impact if things go wrong?



Risks and Challenges of Overseas Employment

Risks

- Medical needs while traveling
- Accidents, injury and death
- Natural disasters
- Pandemic outbreak
- Reputational and brand damage
- Kidnap and ransom
- Attacks and war

Challenges

- Employee safety and wellbeing
- Income protection
- Engaging talent
- Environmental impact
- Compliance
- Communication and governance
- Cost containment

Facts and Figures: People and Risk

Long Term Assignment

10,4%

2024 medical inflation is 10,4 percent (against 9,2 percent in 2023).

Business Travel

96%

96% of management executives travelled again versus 65% compared to prior year.

Remote Working

51%

Global mobility has been affected by talent shortages for 51% of the employers.

32%

For 32% of the employers, wellbeing during short term and long term assignments is a top concern.

44%

For 44% of the employers, traveling less is one of the main measures to comply with the company ESG policy.

56%

56% of the employers confirm that a clearly defined policy and guidelines are in place for remote work.

52%

For 52% of the employers, cost containment is top concern for business travel and international assignments.

40%

40% of the employers state that safety during business travel is a top concern and 74% of the employers state that a safe travel policy is in place.

50%

50% of the employers state that remote working is permitted.

Source: Aon IPM '23 Report and Global Medical Trend Rates Report 2024

Important Questions

Demographics

In how many countries are you located?

Strategy

What is your global mobility ambition and do you have a global mobility policy, instructions, tools, and insurance solutions and benefits aligned to that ambition?

Culture of Care

Is your global mobile staff well-instructed and equipped for safe and healthy trips and assignments aligned to your standards and values?

Compliance

Are your global programs compliant in all countries?

Communication

Are your colleagues well-informed about safe and healthy travel and equipped with adequate tooling and instructions?

International Mobility Procurement

Do you offer the best (insured) solutions, benefits and services?

Control

Do you know where your colleagues are located at any time?

Travel Risk Management

Is your global mobile staff aware of the procedures to follow in case of an incident or emergency? Are all relevant protocols in place for adequate follow-up? Do you intend to meet the ISO 31030 [travel risk management standard](#)?

Talent Attraction

Do you offer a clear and accessible policy and instructions for international remote working?



Measure Current Effectiveness

Take three minutes to get a free snapshot of how your globally mobile program is performing and if there are any gaps, concerns or areas of improvement you should be considering.

[Start Your Free Diagnostic >](#)

360-Degree Culture of Care

Consultancy Role

Data and Analytics

Access salary studies, benchmark compensation, monitor country profiles, market practices, trends and costs

Governance

Ensure compliance and control all over the world

Engagement and Communication

Cultural-linguistic adaptation, pre- and post-assignment services, wellbeing services, benefit statements

Retirement

Strategy and solutions for globally mobile people



Linking Partner Role

Moving and Relocation

Shipping services, assistance with temporary accommodations and furniture rental, immigration services, tenancy and utilities management

Social Security

Assessment of bilateral social security agreements

Permits

Coordination of permits and visas

Tax and Payroll

Support to help staff navigate questions about salary details and tax obligations

Broking Role

Safe Travel Assistance and Security

Global solutions for short-term assignments and travelers and international remote workers. Solutions for safety, risk and crisis situations, kidnap and ransom

Life and Disability

Death and disability solutions for short- and long-term assignments and international remote workers

Health and Wellbeing

Medical solutions (including wellbeing services) for short- and long-term assignments and international remote workers

Personal Insurances

Voluntary options to cover personal needs when in a host country, including international remote working coverage

International Maritime Crew

Medical and dental plans that meet the requirements of international legislation (MLC compliant) for your seafaring crew

Contact Us

Does your diagnostic assessment show potential risks and room for improvement in your current program? Aon can help you mitigate those risks with advice on how to get the most out of your program.

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