

# Paragon Pulse



August 2008

## Home Leave

### Staying connected from afar...

In an effort for international relocating assignees to maintain family ties and stay current with home business contacts and associates, many companies offer the Home Leave Benefit. This benefit is provided to expatriates and their dependent family members on a yearly basis for the duration of the assignment. Some companies provide this benefit to give the assignee and family members an "extra break" from the assignment and do not require a trip to the departure location. However, of the companies surveyed, 67% stated that the philosophy for offering the benefit was for continued connectivity to home business contacts and home community with the majority allowing up to 10 days leave.

By contrast, 42% of the companies surveyed, provided airfare from the point of origin, but allowed the end destination to be the assignee's choice.

In offering the Home Leave benefit, the relocating company's intent is to ensure a successful expatriation and subsequent repatriation. Maintaining ties with family, friends, and business associates during the home leave can assist in a smoother, less stressful transition.

While the original intent of the Home Leave Benefit may have been offered for continued home country support on a professional and personal level, it appears that the benefit may be evolving due to the advances in technology (teleconferencing, video conferencing, email) and extended family circumstances and other factors. Although the Home Leave Benefit may not be used for its intended purpose, assignees and their families may choose to take advantage of the offered time to explore different parts of the world within the region where they are on assignment or use their vacation time to reconnect with family and business associates.



### Survey Participation

August's Pulse data represents results from 13 corporate relocation professionals in the following industries:

Industrial Manufacturing	31%
Technology	15%
Healthcare / Pharma	15%
Consumer Products	8%
Retail	8%
Financial Services	8%
Other	15%

Survey completed by companies with transferees on international assignments.

**Final survey results are included in this document.**



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## Survey Results

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### Does your company's policy offer a provision for home leave?

Short-Term Assignment (defined as up to 1 year)	62%
Long-Term Assignment (defined as 1-5 years)	85%
No	15%

### What are the number of days allowed for home leave?

	Short-Term Assignment (defined as up to 1 year)	Long-Term Assignment (defined as 1-5 years)
5 days	25%	14%
7 days	50%	14%
10 days	25%	71%

### Is home leave deducted from vacation time?

Yes	75%
No	25%

### What options are available for home leave?

Point of Origin	67%
Lump Sum based upon airfare to point of origin, but can go to destination of their choice	42%
Family to visit in lieu of trip home	42%
Cash equivalent in lieu of trip	0%
Other, please specify	8%

### What is your company's philosophy for offering home leave?

Stay connected with home business contacts	67%
Stay connected with home community	67%
Provide break during assignment	42%
Other, please specify	8%

Questions or comments? Email us at [consultingservices@paragondri.com](mailto:consultingservices@paragondri.com) or visit the News section of our website at [www.paragonrri.com](http://www.paragonrri.com)

