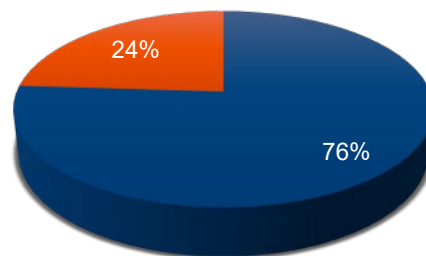


Spousal / Partner and Family Support

This benchmark report provides an analysis of spousal and family support benefits offered as part of international long-term assignment programs across a range of industries. The objective is to understand how organizations support accompanying spouses/partners and families, with a focus on career continuity, cultural adjustment, and personal well-being.

Most organizations provide spousal or partner career support as part of their mobility programs, reflecting a broad commitment to addressing dual-career challenges during long-term international assignments.

- Support is delivered through a range of financial or service-based models, often tied to job search or professional development.
- A growing number of programs also incorporate family integration elements, such as childcare, education support, or cultural training, with 40% offer a family wellness/integration allowance.
- These services are typically provided by specialized career or integration vendors, separate from traditional Destination Service Providers (DSPs), and are designed to enhance family well-being and adjustment during the assignment.



■ Spousal / Partner Assistance ■ Family Transitional Support

Spousal / Partner Career Support

The most frequently included support elements are:

- Resume / CV development and interview preparation
- Career coaching and job search planning
- Networking and employment referral assistance
- Professional development and continued education
- Work permit or visa support (as applicable)

Family and Adjustment Support

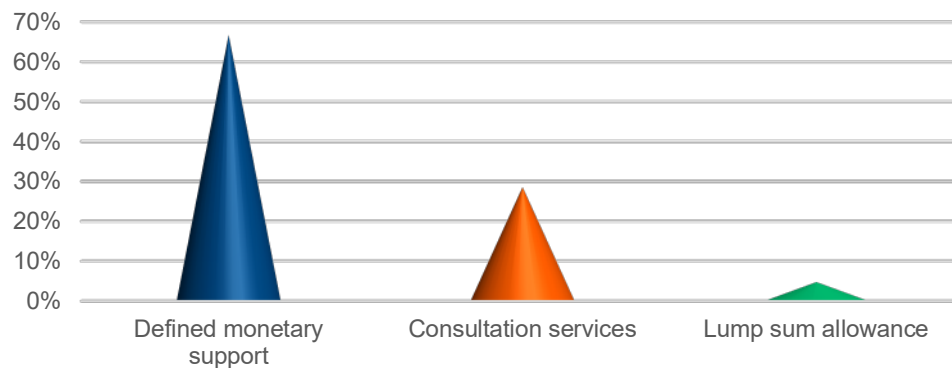
A subset of companies extend benefits to the broader family unit, including:

- Childcare reimbursement or dependent support services
- Tutoring or academic transition services for children
- Cultural orientation and language training
- Access to local community clubs or activities
- One-time travel assistance for settling-in support

How Support is Delivered

Organizations vary widely in how they operationalize these benefits.

- **Defined Monetary Support:** Around two-thirds (67%) of the companies offer assistance with a set financial cap, typically between USD 1,500 and USD 5,000. This is provided either as reimbursement for eligible expenses or through vendor-delivered services within an internal spending limit.
- **Consultation-Only Support:** Some organizations (29%) provide career support solely through services like resume help, job search coaching, and networking advice, without any financial aid.
- **Lump Sum Allowance:** A small share (5%) provides a direct cash payment to help offset spousal income loss.



Evolving Practices: While some companies still rely on traditional reimbursement models, others are moving toward more proactive, service-based delivery.

Eligibility and Program Conditions

- To qualify for career-related support, approximately 10% of programs require accompanying spouses or partners to demonstrate prior employment or professional activity in the home country.
- Nearly one-third of organizations (29%) offer spousal or partner career support as a flexible or optional component within a broader mobility package, rather than as a standard inclusion.