



International Organisation of Employers
Organisation Internationale des Employeurs
Organización Internacional de Empleadores
The Global Voice of Business



Global Forum on
MIGRATION & DEVELOPMENT
GFMD Bangladesh 2016
Business Mechanism



GFMD

Marrakech, Morocco

Stephen Cryne, President and CEO

Canadian Employee Relocation Council

December 7, 2018



Leadership for Workforce Mobility

FORTUNE



23%

founded by
children of
immigrants

18%

founded by
immigrants

41% "NEW AMERICAN" COMPANIES

Fortune 500 companies founded by immigrants
or children of immigrants

What CEO's Think

20th CEO Survey

**People make things
really click**

77%

of CEOs
worry that
skills
shortages
could impair
their
company's
growth



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Philosophy in Canada

“Canada is in a unique position now to leverage what some are calling our immigration advantage. And as can be seen in the global environment, there are more and more countries that are closing their doors to people, they're closing their doors to talent, to skills...

We welcome the innovation, the innovative perspectives, the entrepreneurial spirits, and the unique skill sets of skilled newcomers.”

Immigration, Refugees and Citizenship Canada, Minister Hussen November 1, 2017

BUT WILL THEY MOVE:
LIKELIHOOD TO CONSIDER
MOVING FOR A NEW JOB IN
ANOTHER COUNTRY



CERC Global Mobility Poll



OF EMPLOYEES
WOULD BE 'VERY
LIKELY' TO
TEMPORARILY
RELOCATE FOR UP
TO 2 YEARS AND
TAKE A FULL-TIME
JOB IN ANOTHER
COUNTRY WITH A
10% PAY INCREASE.

DOWN FROM **25% IN 2012**

**TWICE AS MANY EMPLOYEES COULD
BE CONVINCED TO RELOCATE IF THE
INCENTIVE PACKAGE FROM THEIR
EMPLOYER WAS RIGHT**

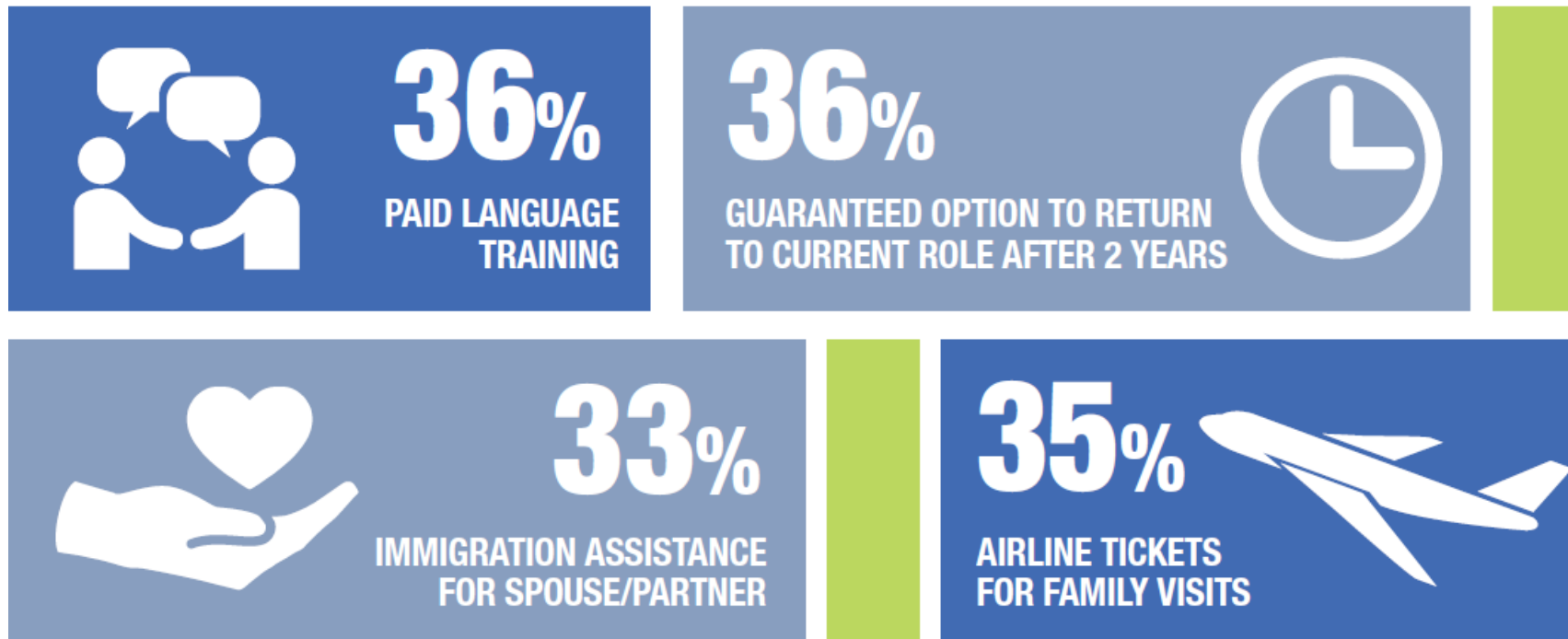
37% 

**OR PROVIDES SUPPORT FOR THEIR
SPOUSE TO GET A JOB**

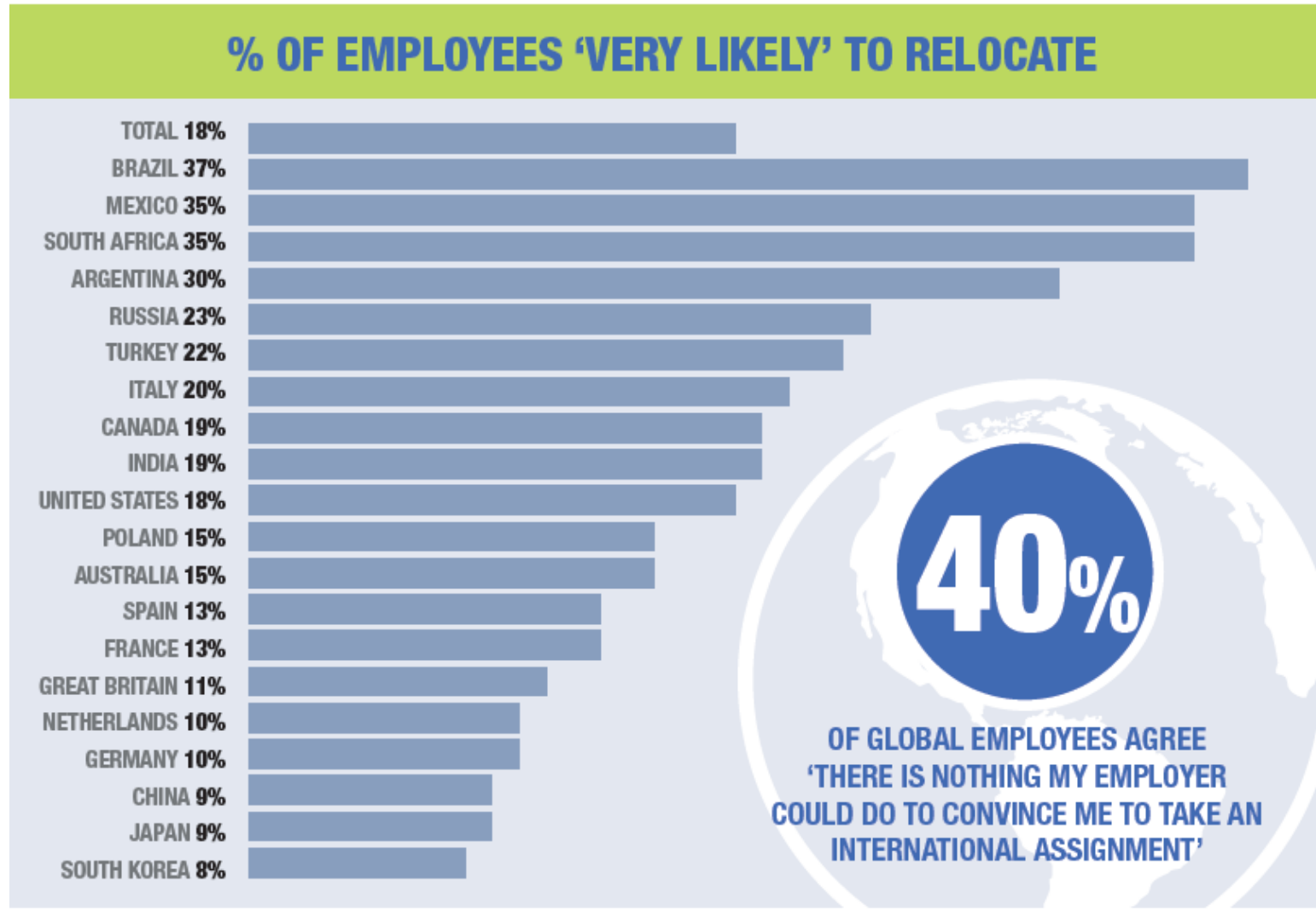
 **36%**

CERC Global Mobility Poll

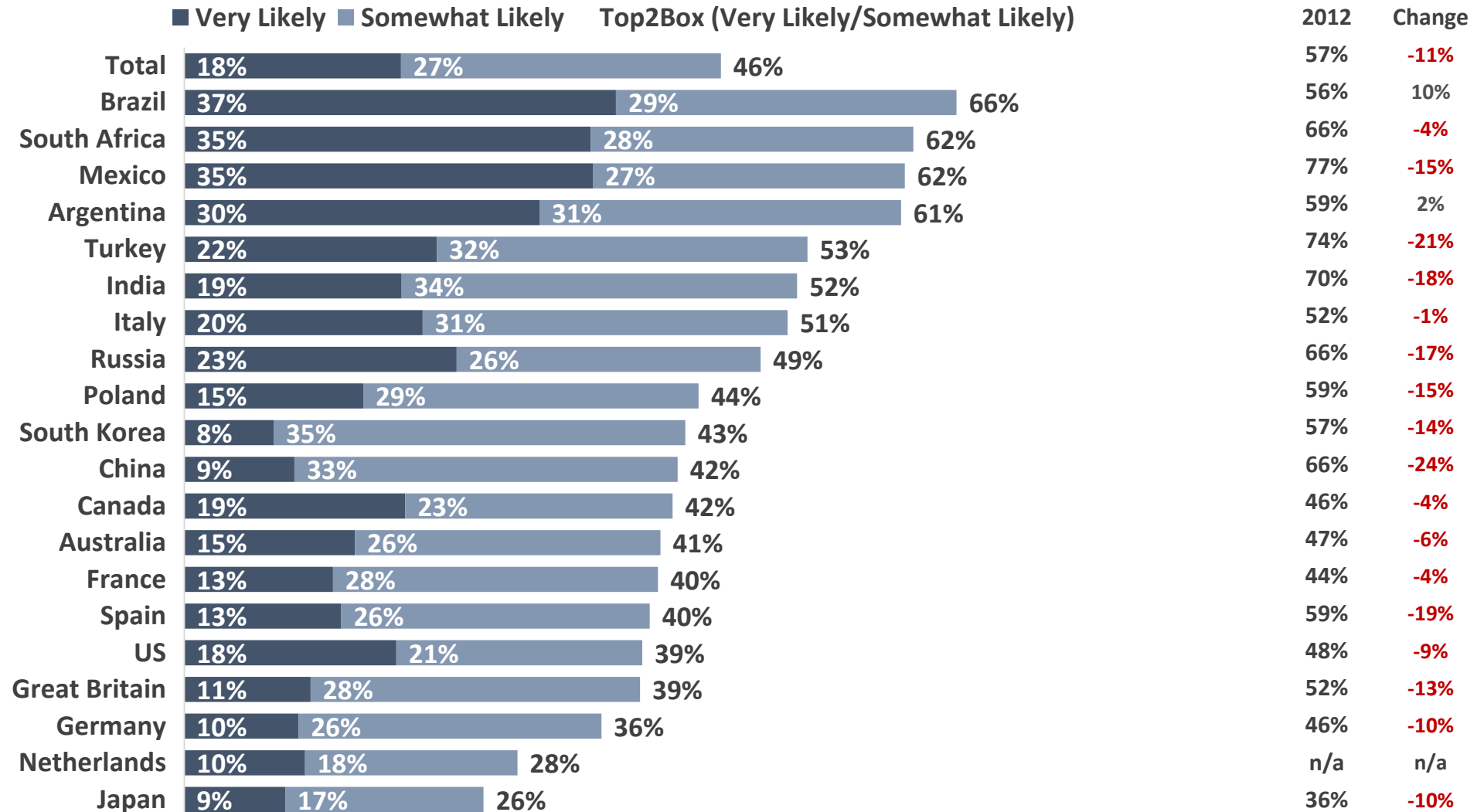
KEY INCENTIVES TO MOTIVATE AN EMPLOYEE TO ACCEPT A RELOCATION:



CERC Global Mobility Poll



Likelihood To Move To Another Country

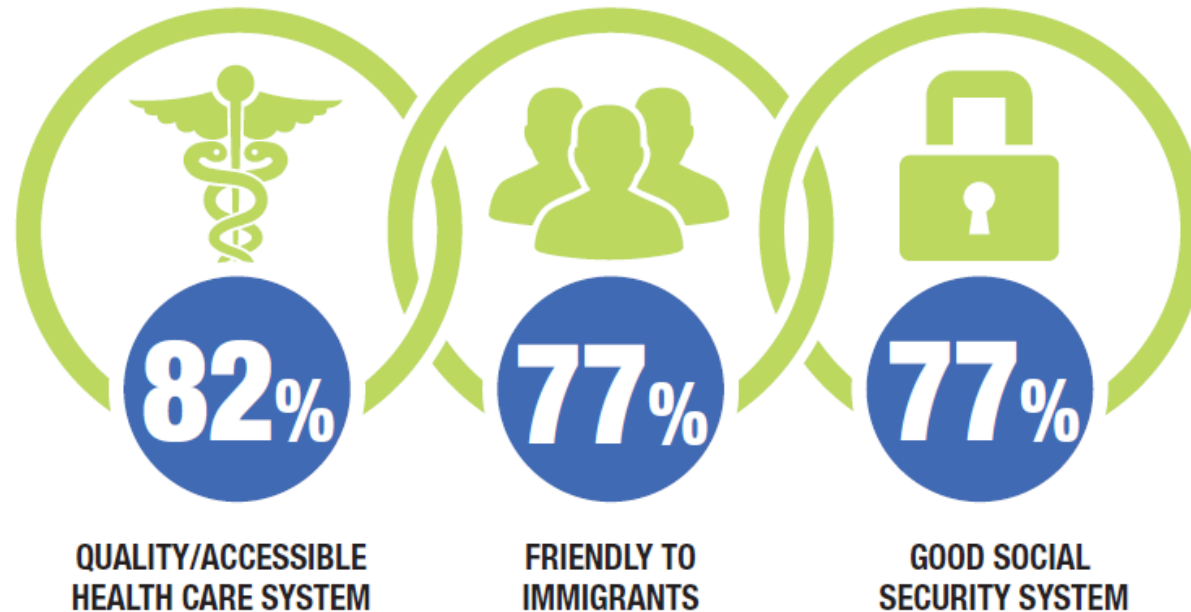


- FL2a_3. How likely would you be to consider moving for a new job in another country if you could have a minimum 10% increase in your pay and all your moving expenses covered if you had... To temporary relocate for up to 2 years. Base: All Respondents (n=10,091)
- *Note the question changed since 2012.*

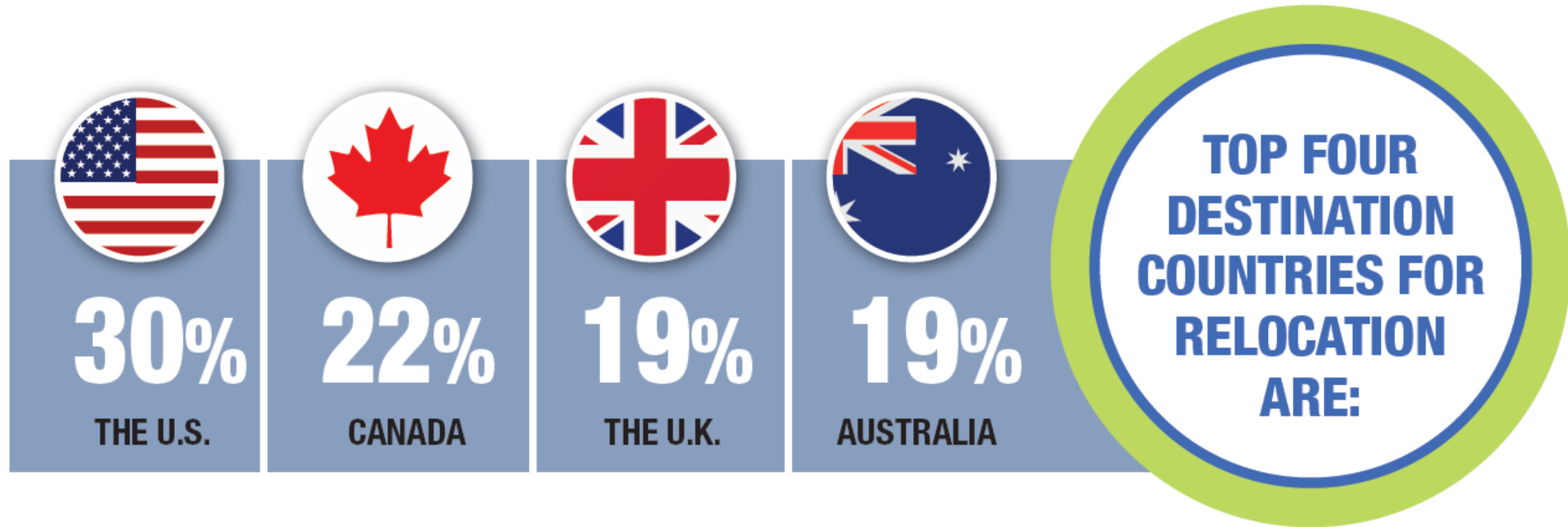
TOP DESTINATION COUNTRIES

CERC Global Mobility Poll

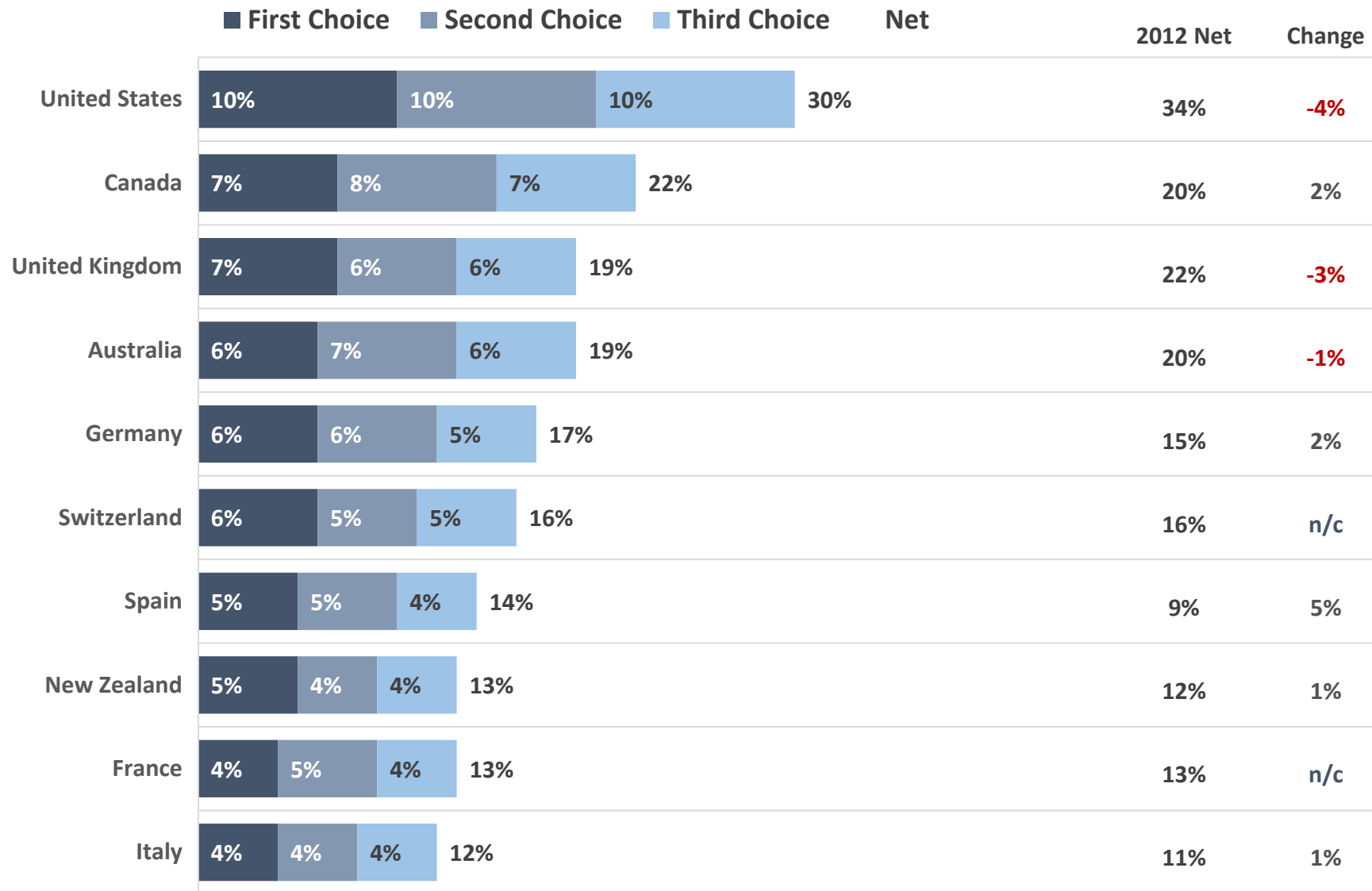
GLOBAL EMPLOYEES PLACE HIGH VALUE ON THE KIND OF COUNTRY THEY WOULD MOVE TO:



CERC Global Mobility Poll



Top Countries To Relocate – Total



- FL3. Still assuming you had a full-time job opportunity abroad, which country would you most want to relocate to?
Base: All Respondents 2017 (n=10,091); All Respondents 2012 (n=12,827)

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