

Relocating in a changing world: 2024 Global Expat Survey



Go knowing



Like so much else in the world, relocation and expatriation has changed.

Driven by globalization, technology, the mobility and homogenization of culture, the demographic of expatriates has been transformed in recent decades.

The landscape has become far more diverse. In emerging economies, new industries and changing sectors - spurred by a perennial technological boom - have required new and different skills. The global expatriate community looks very different now, and is far-less dominated by west to east migration.

But it's not just the demography that's changed. The experiences of those relocating internationally has been - and continues to be - revolutionized, too.

In this report, we have set out to explore how a changing world is evolving the relocation experience.

What is driving international relocations? What are the main challenges? How has digitalization changed both the moving process and the ways in which relocators integrate? What role is sustainability having on international moves? And how are children impacted by the relocation experience?

Our comprehensive survey of 1,000 expatriates from around the globe explores all of these topics and themes. The data we have collected sheds light on the current landscape of global mobility, revealing the trends that are shaping the expat experience in 2024.

it aims to build a comprehensive understanding of the modern relocation experience. Not just in terms of the logistics, but the psychological challenges, and processes of acclimating to a new home.

One thing is for certain: the nature of relocation has changed radically in the past 20 years, and it's important for anyone involved in the process to understand what these changes are.

Summary and overview

We asked 1,000 global expatriates located in seven countries, who had relocated from 79 countries 33 questions about the modern-day relocation experience. From the results we obtained, we identified four key areas of interest.



1. The drivers and challenges of modern-day relocations:

- A better quality of life is the most commonly cited driver for relocating expatriates.
- Cultural adaptation is becoming harder, especially for those who have relocated multiple times.
- The cost of relocating, and moving one's belongings were the most challenging aspects of moving overseas.



2. The impact of digitalization:

- People are moving with less than they have before. This is partially driven by the decline of physical media.
- Cashless societies are causing challenges for expats. 40% cite mobile payments and banking apps as being the main technological difference from country-to-country. 70% said that they had found it difficult to adjust to technology ecosystems in destination countries.
- There are less “unknowns” before a move, with the internet empowering expatriates to research their destinations.



3. The role of sustainability:

- Moves are becoming more sustainable, with the use of recycled packing materials and electric vehicles now commonplace.
- Expatriates are concerned about the environmental impact of their move and are willing to take steps to minimize these, such as recycling or rehoming old belongings.



4. How do children adjust in the modern world?

- Children seemingly adjust significantly better than both their parents and children in the past. We speculate a more homogenized youth culture could be the reason.
- Expat moves have a potentially positive impact upon children's education and academic outcomes.

Methodology and demography: Who did we survey, and how?

In April and May 2024, we surveyed 1,000 expatriates from diverse backgrounds and geographical locations.

The sample included young Gen Z movers, through to older expatriates in more senior positions who have moved multiple times for work. However, the majority (74%) of our respondents were aged between 25 and 44.

For example, the UAE and Singapore had the fewest proportion of 18-24 year old expats, and higher proportions of more experienced expats.

The sex split saw a slight bias towards men (56%), which is in keeping with overall market trends showing men are both more likely to be offered as well as accept expatriates assignments.¹

Age of expatriates surveyed

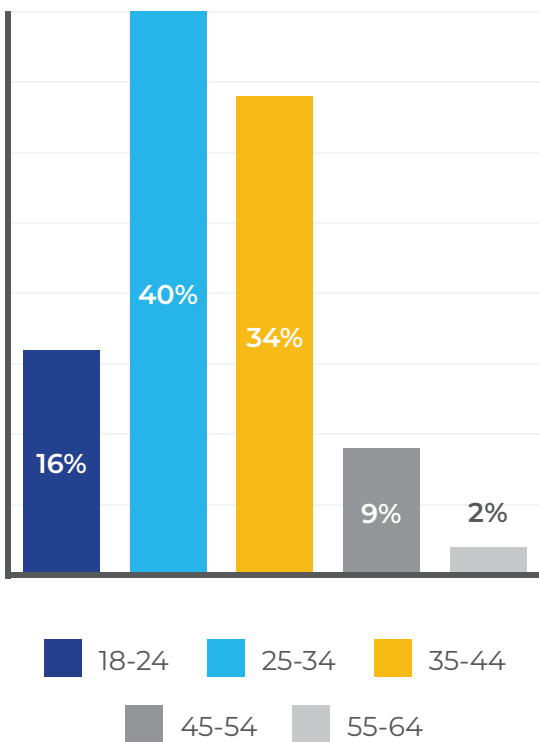


Fig 1.1

Expatriates surveyed resided in seven key destinations across three continents. These destinations also reflect the type of expatriate.

Close to half (49%) of all U.S. based expatriates were Owners/CEOs

Where the expats are based

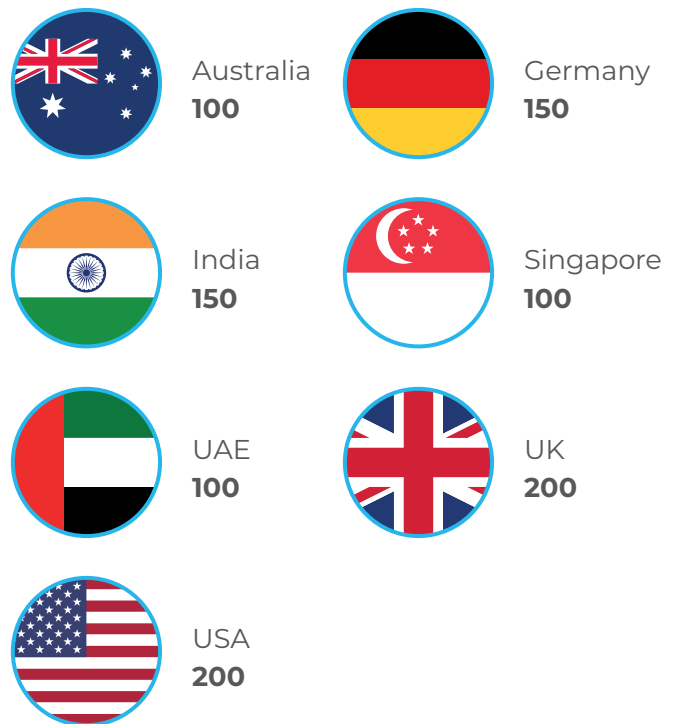


Fig 1.2

¹ Female Expatriate: The Motivations Behind Expatriate Acceptance, Challenges and Organizational Supports, University of Vaasa.

Sex/Gender

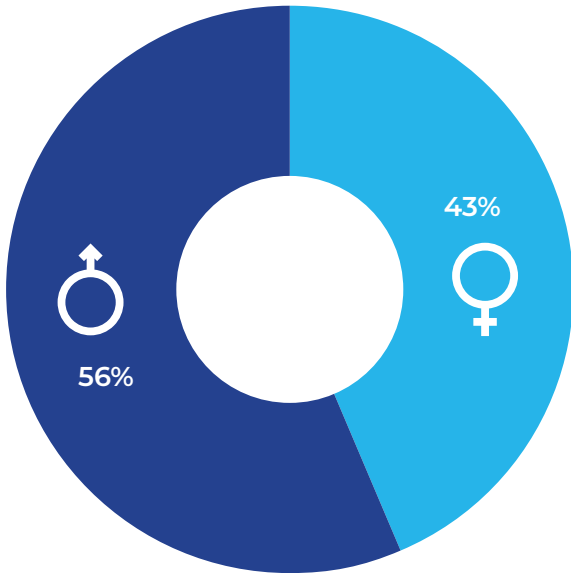


Fig 1.3

We also surveyed “serial expatriates”, i.e. people who have moved more than once, and in some cases more than six times. This provided interesting insight into how relocation has changed over the years.

The survey was conducted in English, so there is a bias towards English-speaking expatriates. In terms of origin, Western countries (Europe, North America, and Oceania) account for around 51% of all respondents, with 13% coming from Asia Pacific, 8% from South Asia and the remainder from other regions of the world.

Results are accurate to $\pm 3.1\%$ at 95% confidence limits assuming a result of 50% and were conducted in April and May 2024 using an email invitation and an online survey.

How many times have you moved overseas for work?

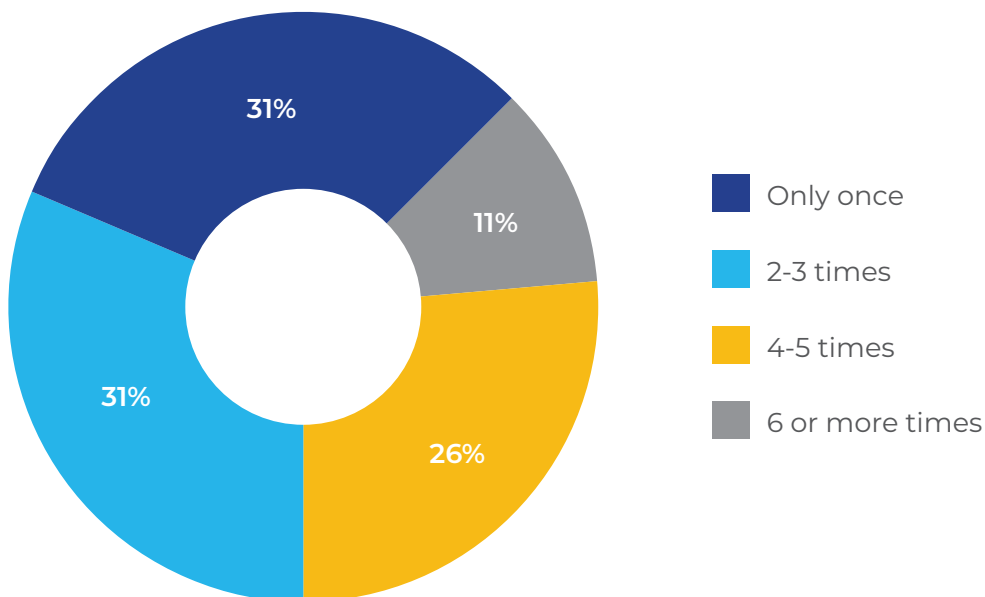


Fig 1.4



The relocation drivers and main challenges of expats today

Relocating can be frustrating. It's commonly said that moving, domestically or internationally, is one of the most stressful events one can undertake. This is backed by research on how moving home in general is an intensely stressful period in most people's lives².

Yet the prospects of relocation are still exciting – even as the world of work has become smaller, remote work has become more common and simpler through the use of Teams and Zoom. So, what is driving relocation in 2024, and what do expats say are the best things about relocating?

The drivers of relocation

We asked expats to select the three most attractive factors about relocating. Better quality of life, career and personal development and the opportunity to experience new cultures topped the poll.

There is evidently a sense that the grass can be greener, that there is potential for quality of life to be better abroad than it is at home. This is broad and could encompass multiple facets – it

will also depend on where the expat has moved from, but those who have relocated to UAE and Australia responded most favourably here.



To be 'seeking a better quality of life' will mean something quite different from one person to the next. If we look at the UAE, which has become a magnet for expats in the last 20 years, there is investment flowing into the country, it's easier to get permanent residency, it has famously low-levels of crime, there is no personal income tax, there's lots of sunshine, and it's geographical location and hub transport links are ideal. People considering relocation will look at these things and think: 'That could offer me and my family a better lifestyle.'



Sherry Liu,
Group Vice President,
Moving Services

² *Measuring the stress of moving home, University of Auckland, 2022.*

Best things about relocating

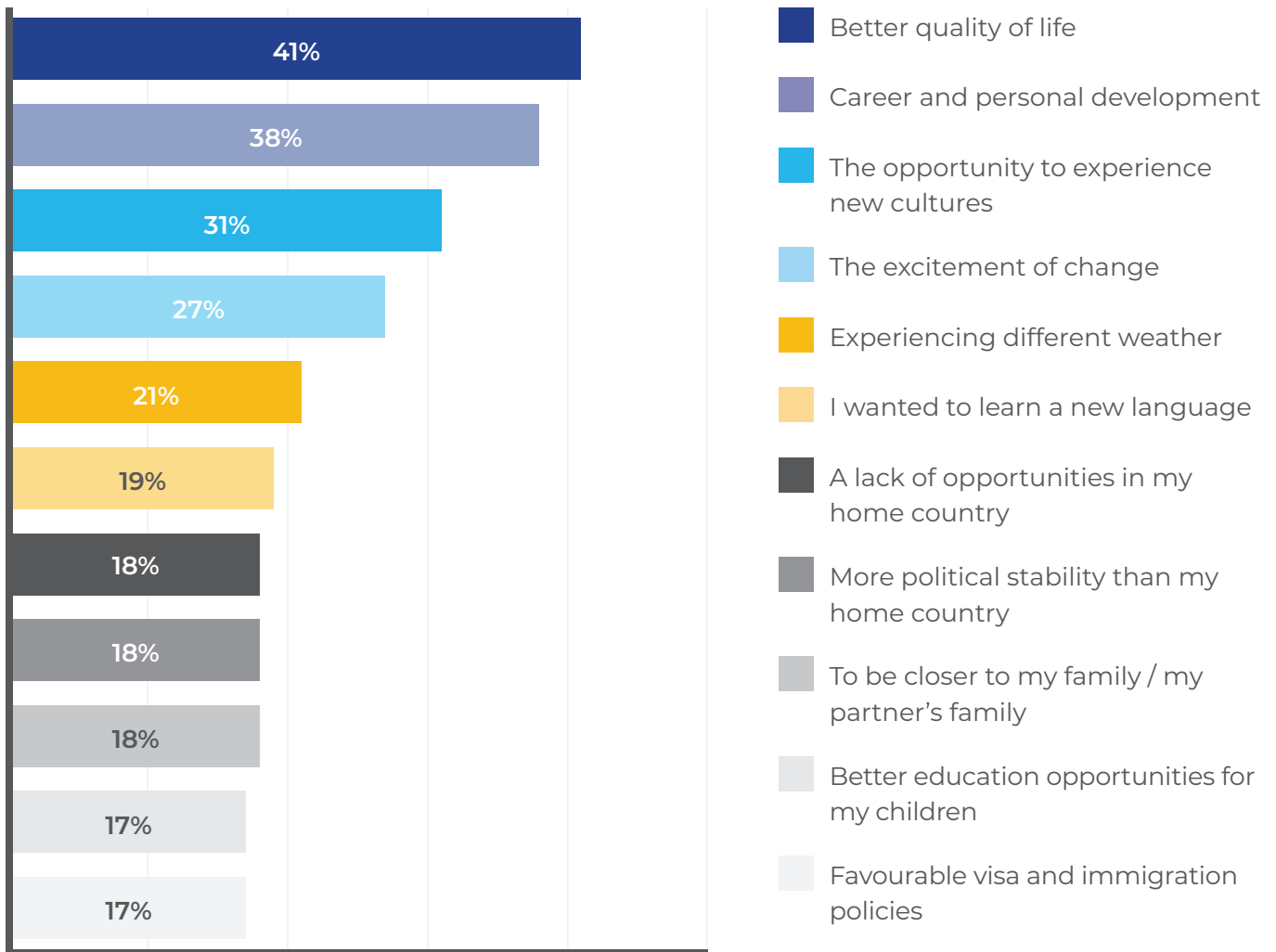


Fig 2.1

Relocation being seen as a catalyst for professional development was the second most popular reason. All of those we surveyed had moved for work and all were still working. We know that overseas expat assignments have a positive impact on their future careers.³

Despite the growth in remote working and conferencing (Teams, Zoom etc.), there is still a strong sense from expats that moving for

or with work brings value for employer and employee alike. Sixty-three per cent believe that their role as an expat has been a valuable investment for their organization, while seventeen per cent disagree.

Wanderlust and the desire to experience new cultures is also an important secondary driver. Almost half of those based in Singapore cited this willingness to experience new cultures as being a key driver for their relocation.

³ Taking stock of expatriates' career success after international assignments: A review and future research agenda, Rodrigo Mello, Vesa Suutari, Michael Dickman, Human Resource Management Review, 2023.

What challenges do today's expats face?

The two most challenging aspects of moving overseas were expenses (53%) and moving belongings (51%).

Expenses

Given the current economic environment, this isn't surprising. Expat relocation packages, like everything else, have been hit by rapid inflation over the past few years, even if the assignment itself offers long-term financial benefits. The cost of flights, accommodation, and currency fluctuations have all caused expense challenges, with conflict in Ukraine and the Middle East largely to blame. More than half of respondents who had moved before, reported that the relocation process has become more expensive. It should also be noted that this is part of a broader trend of expatriate packages becoming less lucrative over the past two decades.

Moving belongings

We wanted to understand just how challenging expats found moving their belongings. Shipping valued possessions halfway across a country can be daunting but moving internationally is even more stressful.

According to our research, 76% of expatriates moved anywhere from "half to most" of what they owned, but we are also seeing a trend among the customers we relocate of shipping less, which suggests the modern expat owns less, and certainly less furniture. Adding some authority to this, people in general are buying less "big ticket" items like furniture than they did two decades ago.⁴

How challenging did you find moving your belongings?

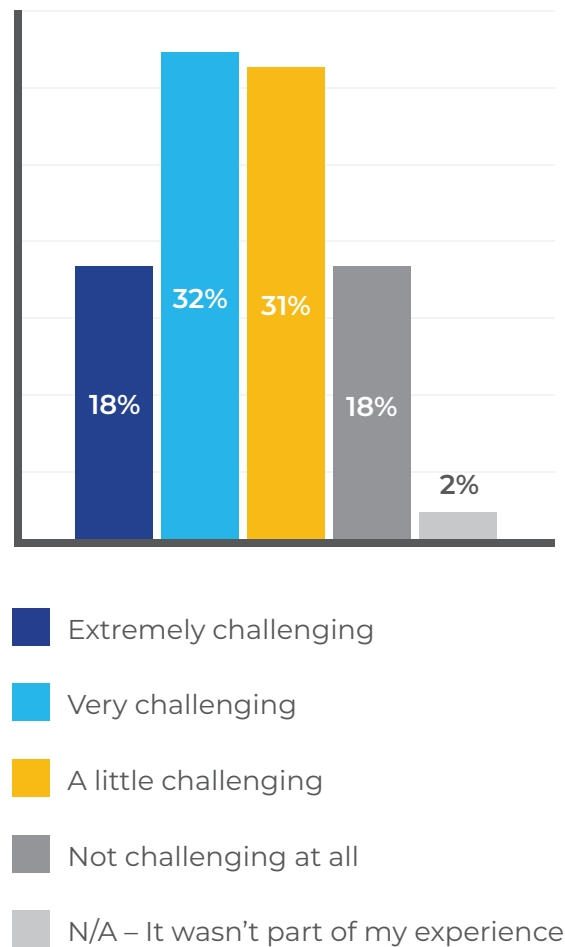


Fig 2.2

Cultural integration

Among the other big challenges expats reported was cultural adjustment and adaptation. Sixty-five per cent of respondents found adjusting to a new culture "extremely" or "very challenging". Of those who have moved more than once, nearly 60 per cent said that cultural differences have increased. This was a finding we were particular interested in.

⁴Furniture companies in a rut as fewer people buy big ticket items, CNN, Samantha Delouya, 2024.



Real learning can help with cultural integration - but Googling this stuff just won't cut it."



Sherry Liu,
Group Vice President,
Moving Services



The responses about ease of cultural acclimation vary considerably by country, with 77% of India-based and 68% of Singapore-based expats stating they found it challenging, compared to just 49% in Australia.

This could be because of different working practices in Singapore, such as the norm of long working days, while with India it could be day-to-day differences in culture and lifestyle.

Jo Danehl, Global Director – Global Skills, for Crown World Mobility, sister brand to Crown Relocations which manages corporate relocations and global mobility programs, suggests that where the expat is coming from will play heavily here, but she suggests: "India has a very complex cultural identity, impacted

in part by how diverse and populated it is. In both of these cases, the importance of relationships in business will surprise and challenge expats moving from Europe and North America."

As stated, our research indicated that adapting to new culture gets harder the more an expat relocates, and two-thirds of respondents also said that cultural differences around the world were increasing.

Jo noted: "Fatigue is a normal part of the assignment experience and can get worse with each assignment. It's the constant unfamiliarity of functioning in a culture that is not your own. It can be as simple as homesickness or cravings for foods from home right through to feeling your cultural values challenged because the way you have done things (either at home or in your prior host location) don't work. With successive assignments you are unpacking a lot more "luggage" each time."

Critically, she also highlights digital communication as a barrier to cultural adjustment: "Something that is making cultural adaptation harder is the growth of 'Digital Natives'; people much more accustomed to app-based communication.

As effective as the Internet can be in researching your new home and even finding new friends, building in-person relationships is essential. Given that digital communication is the norm, more organic communication might be becoming more difficult."

Perhaps it's not surprisingly then that that 56% of expats who have moved more than once reported that they found increased cultural differences this time around (compared with 17% who reported reduced cultural differences).

Francisco Schenone, European Operations Director at Crown Worldwide Group has relocated twice in his career; from Argentina to Spain, and then Spain to Italy and his narrative adds weight to these findings.

“I expected my second move, from Spain to Italy, to be easier,” he said. “But I’d actually undervalued the cultural differences between Spain and Italy. I had assumed that the culture of these two, Mediterranean, European countries would be the same. But that just wasn’t the case.”

Learning the language of a destination country was cited as being the most difficult cultural aspect to adapt to – especially in countries where English is spoken with less frequency, like Germany. This is followed by “pace of life” challenges; unsurprisingly Singapore-based expats report this as the most challenging (48%). Singapore is well known for long working hours.

Since your move, what cultural aspects do you find challenging? (Top 4)

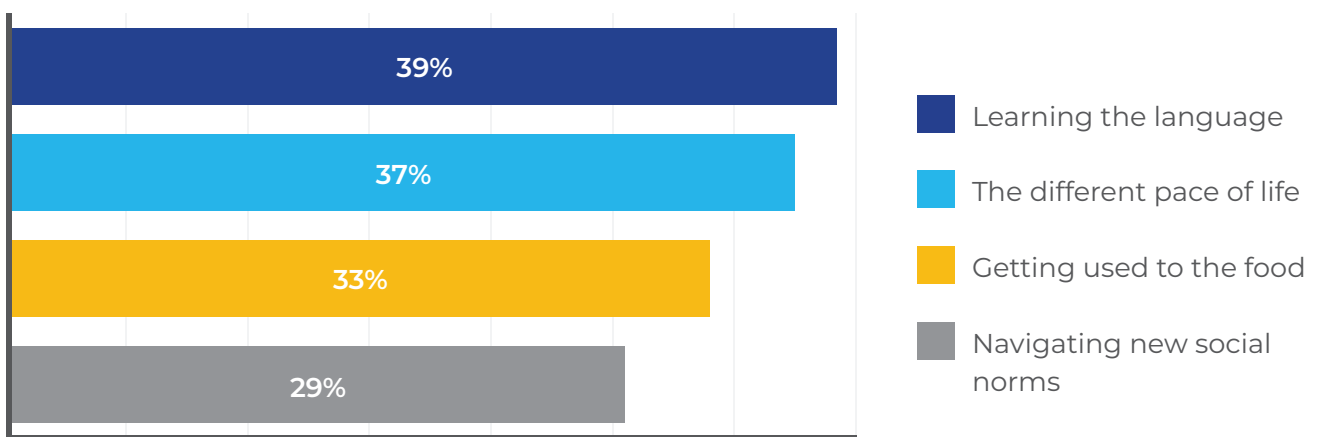


Fig 2.3

Technology

While technology provides opportunities for a better relocation experience, it also presents many challenges.



Seventy per cent of respondents found adjusting to a different technology ecosystem difficult.”

In our sample, India-based expats were the most likely to answer this way. This is likely due to things like India’s different significantly different app infrastructure and widespread cashlessness in certain parts. The introduction of the UPI (Unified Payments Infrastructure) system and demonetization means almost half of Indian consumers as of 2023 use this new digital payment system⁵.

⁵ Statista, 2023.

This is something western-based consumers might not be familiar with. In countries like China, WeChat, AliPay and other applications dominate the tech ecosystem and are essential to seamless day-to-day functioning there. Indeed, 40% of respondents cited mobile payments and banking as a key technological difference between locations. On the other end of the spectrum of digital societies, Germany was considered a challenging destination to relocate to, technologically speaking, perhaps because of its comparative lack of digital penetration.⁶

“The cashless society concept is becoming ever-more prevalent. This adds layers of challenge and complexity that didn’t exist before: self-service tills in grocery stores, online banking, demonetization in certain

countries. It means that expatriates need to plug into this once they’ve landed in their new location,” says Sherry. She adds: “But this works in both ways. Where cash payment is still central to the function of a local economy, if you are relocating from a country that has fully adopted digital payment tech, you need to become familiar again with cheques. In Hong Kong, up until quite recently, it has been quite surprising how frequently cheques are still used. But that, too, is changing - with digital payments becoming far more prevalent.

Family and children

Forty-eight per cent of respondents also answered that “convincing their family” was either “extremely or very challenging”. There are various reasons for this: the accompanying spouse or partner of an expatriate, often has a hard time adjusting to life in their new home. Unlike the expatriate themselves, they suffer even more from the dislocation to the life. Physical absence of friends and family, the lack of a job and more can contribute to feelings of isolation and loneliness.⁷

Jo Latimer, a regional adviser in the global skills team for Crown’s sister brand – Crown World Mobility, which manages corporate relocations – works closely with relocating partners. She said: “Think of it like a jigsaw puzzle; before you relocate, you’ve created a beautiful picture of yourself and your identity. When you relocate, all of those different parts are shaken up, put in a box, and sometimes pieces get lost en-route, and so you then don’t have the picture to follow, or you need to change and adapt it.



⁶Germany's Digital Dilemma, Lowy Institute, Hilman Palaon, 2023.

⁷The Expatriate's Spouse: An influential factor on international assignment success, University of Twente, 2011.

“That can mean going back to basics, soul-searching, and that can be quite overwhelming for people. Being in the right frame of mind to to reinvent yourself or learn more about yourself is so difficult. In these instances, coaching can be so useful to help with answering these central questions.”

When children are added into the mix, this can become even more difficult. Of the 55% of respondents who both had and moved with children, 46% of these found finding a school for said children “extremely or very challenging” for example.



Company assistance, support from families, and support from host country nationals, contacts with other expatriate partners, and time with old friends as well as new acquaintances were found to be essential to partners’ adjustment.”⁸

Have relocation services become better?

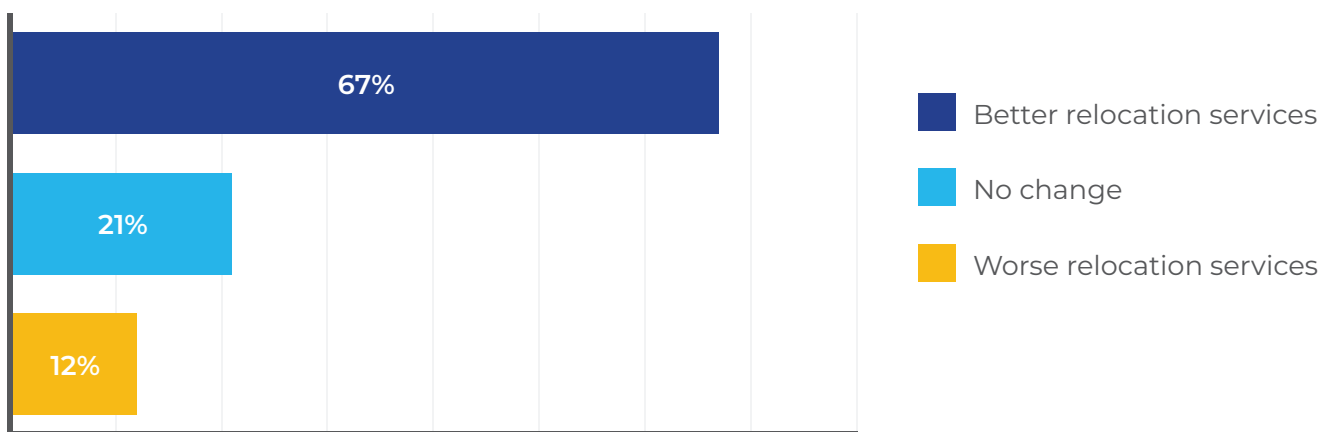


Fig 2.4

Many of the traditional relocation challenges remain challenging today: being away from friends and family, adjusting to a country where 10-hour (or more) working days are normal and so on. But among expatriates who

had moved more than once, there was strong agreement that relocation services have become better, with 64% stating that more resources were available and 67% feeling that relocation services had become better.

⁸ Expatriate Family Adjustment: An Overview of Empirical Evidence on Challenges and Resources, Front Psychol., Sterle et al., 2018



Relocation, Digitization & Technology

Technology provides both opportunities and problems for expatriates. Expatriates have peace of mind in knowing they can instantly research every aspect of life in their new home, that digital inventories of their belongings are being created and photographed before they're shipped, that maintaining relationships back home is easier than ever, or even manage financial affairs in their home country from their new one. In spite of all of this obvious net benefit, there are still some drawbacks however.

Cloud technology, streaming services – and owning less

Technology has also changed both what and *how much* we own and by extension what we need to move overseas. The decline in physical media, such as DVDs, Blu Rays, CDs, tapes and more for example, has contributed

to “digitization” of another kind: that of our media ceasing to be physically tangible and, for the sake of an expat, no longer needing to be moved overseas. If you want an example of this, some 450 million music CDs were sold in 2009, compared to just 37 million in 2023.⁹

As a relocations company we are certainly seeing people move less, but our survey has revealed that a large proportion of expats still move with most of what they own. Perhaps this explains, in part, why.

Modern streaming platforms are mostly region agnostic and you can just as easily log in to your Netflix account in Singapore as you can in the U.S. (with some changes to the catalog). Cloud-based technology may not be entirely borderless, but it certainly provides a sense of continuity.

⁹ Statista, 2009 and 2023.

The rise of technology pre-move

What was your main source of information when deciding to relocate?

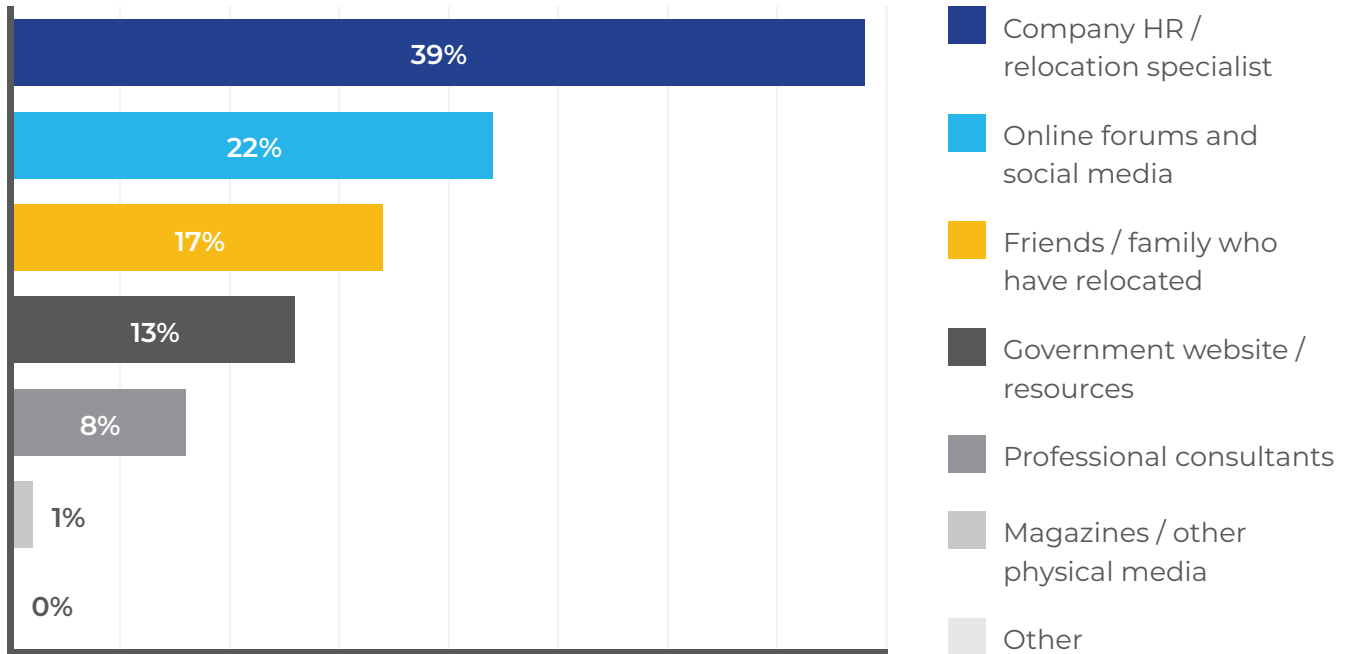


Fig 3.1

Discoverability of information is an important way in which technology has enhanced the relocation experience. The second most popular way for expats to gather information before making a choice were “Online forums and social media”, at 22%. In 2024, this could include a broad range of different online sources: from relocation company websites to bulletin and discussion boards such as Reddit, to visa guidance suites and many other sources.

But Sherry cautions against an overreliance on the internet: “While access to more information is a good thing, we would urge expats to also seek that first-hand experience and expertise as much as possible. It’s hard to build a sound understanding of culture via search engines or social media; visiting the destination, undertaking cultural training,

speaking to expats living in the country are all critical to laying the foundations for a successful relocation.” The same trends are born out when we asked respondents how technology had helped them research their new home.



How has technology impacted your ability to research your destination?

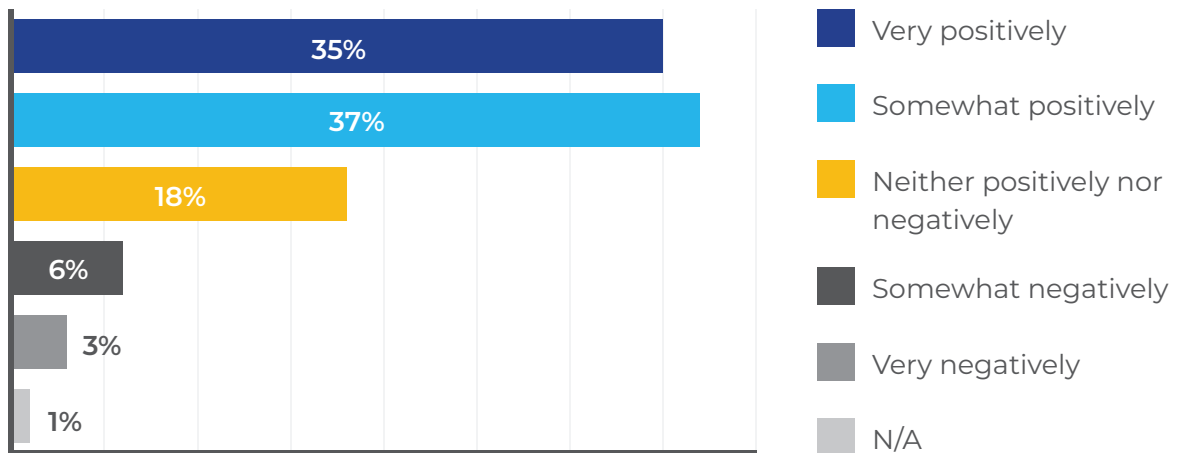


Fig 3.2

Technology permeates every aspect of the relocation process now. Even when it comes to securing a visa, technology has made inroads in trying to make previously paper-heavy processes more frictionless.

How has technology impacted your expat experience? Immigration and Visas

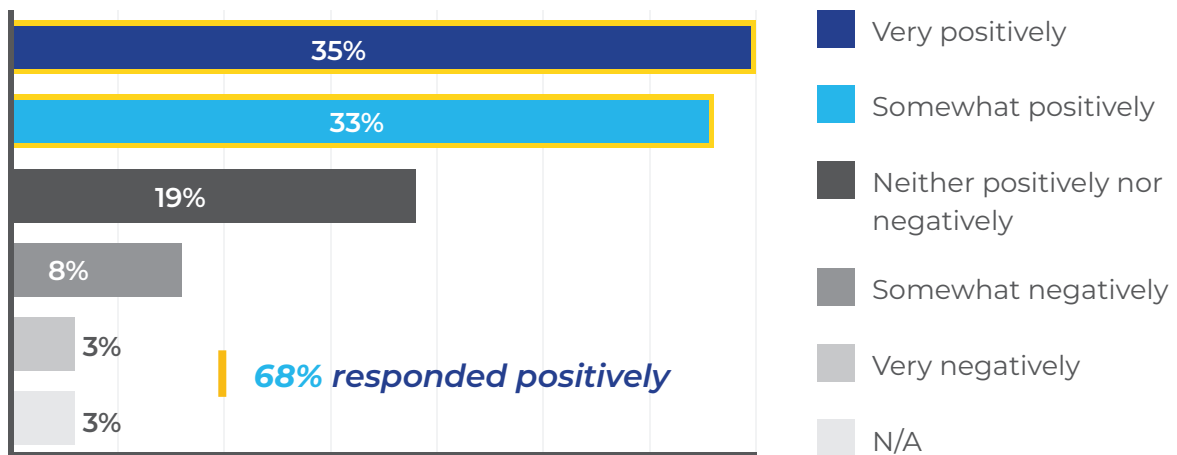


Fig 3.3

It shouldn't be a surprise that 68% of respondents stated that technology has had a positive impact on applying for visas or other immigration processes. Just last year (2023) the European Union announced plans to allow online applications for Schengen Visas, one of the most applied for visa types in the world.¹⁰ As a note, the global e-visa marketplace is expected to grow to US \$2.5bn in 2033, while it was valued at just \$900mn in 2023.¹¹

¹⁰ Council gives green light to the digitalisation of the visa procedure, Council of the EU, 2023.

¹¹ Global E-Visa Market Size, Spherical Insights, 2024.

Our expats who have moved six or more times are more likely (78%) to indicate technology had a positive impact on the relocation experience. This shows they see a clear difference between the experience when they first relocated and now.

As a relocation firm, seen this technological evolution internally. Consultations with a customer are often carried out virtually, meaning we can understand their volume requirements much quicker. Technology also allows many customers the ability to monitor their shipment, providing them with timeline forecasts.



Consider that when you'd travel, you could take your camera, CD player, wallet, iPod, batteries, and maybe even a portable radio! These days, all of that can be encompassed by a single small device. What we need to take with us has shrunk dramatically."



Emma Loveday,
Director of Customer Growth,
Crown Relocations

How has technology impacted organizing transport for your belongings?

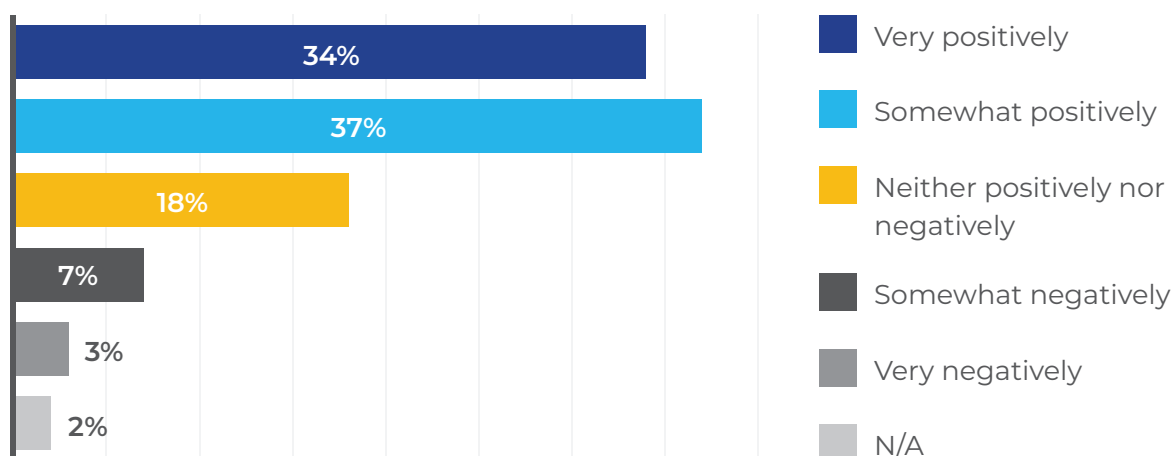


Fig 3.4

Many company-sponsored expatriates are now offered online cultural training courses. Even when the expat is looking for a residence in their new home, virtual home tours make finding a property much easier. Broken down by age, only 36% of 18–24-year-olds found technological acclimation “extremely or very difficult”, surprisingly 45+ year olds fared even better, with only 32% finding it similarly challenging.

Geopolitical bifurcation means that technology ecosystems are becoming more diverse, we wouldn't expect tech acclimation to become easier for expatriates. As mentioned in the introduction however, when looking at things on balance. Technology has made life staggeringly more simply for expatriates today compared to 20 years ago.



Are expatriate moves becoming more sustainable?

Our survey explored the extent to which expatriates are both conscious of sustainability as a concept and are embracing sustainable practices.

Air travel is, together with sea-freight, the biggest environmental impact of the world's 80,000,000 or so expatriate workers.¹² It is difficult to ascribe an exact figure to this, such as the average carbon footprint of an expatriate, but when you factor in everything from the packing materials to the flights and commercial shipping, the impact is large.

Our surveyed serial expatriates (moved several times) believe that moving has become more sustainable. This makes sense there has been an increased emphasis in both domestic and overseas moving on aspects like sustainable packing material and upgrading fleets to hybrid or electric trucks.

Has moving become more or less sustainable since your last move?

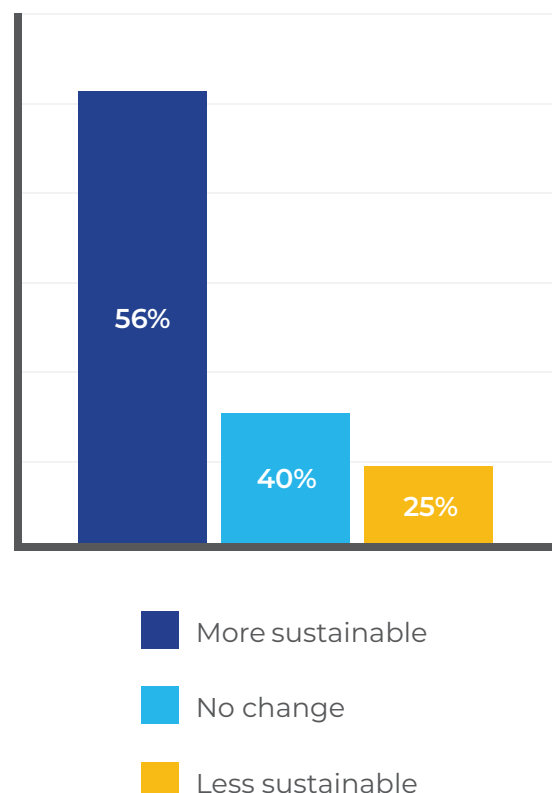


Fig 4.1

I would be willing to pay more for an environmentally friendly move

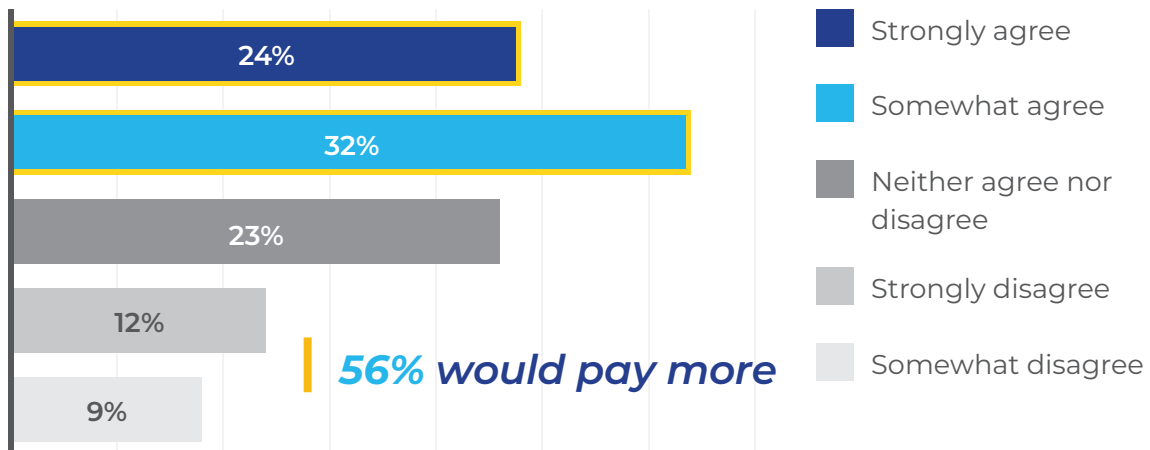


Fig 4.2

This is in keeping with recent consumer trends. PwC’s Voice of The Consumer Survey¹³ found that consumers in general, even in an era of higher inflation, were willing to pay around 10% more for sustainable products and services, and around 8 in 10 consumers were willing to pay more for sustainable products and services. Our findings suggest that expatriates, generally, are less willing to pay more for a more sustainable relocation. We are conscious here that stated preference versus revealed preference may play a role in skewing results towards answers that may seem socially more desirable. But it could also be that a current lack of sustainable options when it comes to relocation are suppressing that willingness.

Joy Lam, Crown’s Group ESG Director – who has moved internationally herself four times – said: “Relocating / living and moving to another country enriches one’s life, cultural and social benefits, contributing to a broader range of perspectives, this in itself fosters sustainability and drives greater social impact. It is cause for celebration.



“I’m pleased that our findings appear to show that a growing number of expatriates are conscious and concerned about the environmental impact of their relocation, too, which aligns with my own experience.

“Expats can and should push for transparency on how the negative environmental impacts of a move are being mitigated by the organizations involved in the process. The onus then falls on them to enhance trust by providing credible information, that breaks through the complexity. Standardized approached to sustainability reporting are helping this now.”

¹³Voice of the Consumer Survey 2024, PwC

When relocating overseas, I was concerned about my move's impacts on the environment

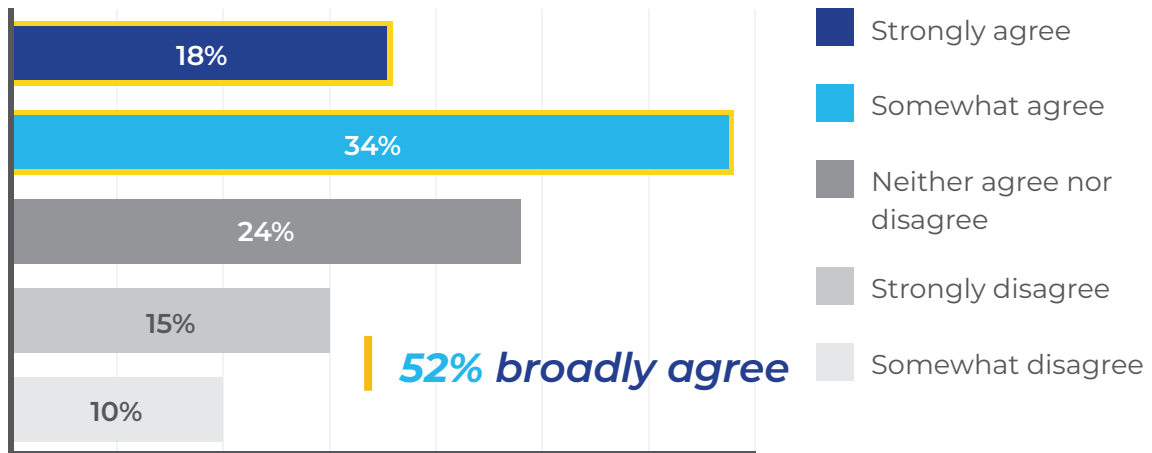


Fig 4.3



The above results tally with the those before. Among those who are concerned about environmental impact, there is willingness to pay more. India and Singapore-based expatriates were the most likely to show concern. Interestingly, when the results are broken down by age, the typical narrative of younger demographics being more likely to be environmentally conscious does not bear out. The age range most likely to answer “agree” to both of the above questions were 35-44 year olds, with 58% and 63% agreeing. 18-24 year olds by contrast only agreed at 42% and 43% respectively.

What steps did you take to minimize the impact of your move on the environment?

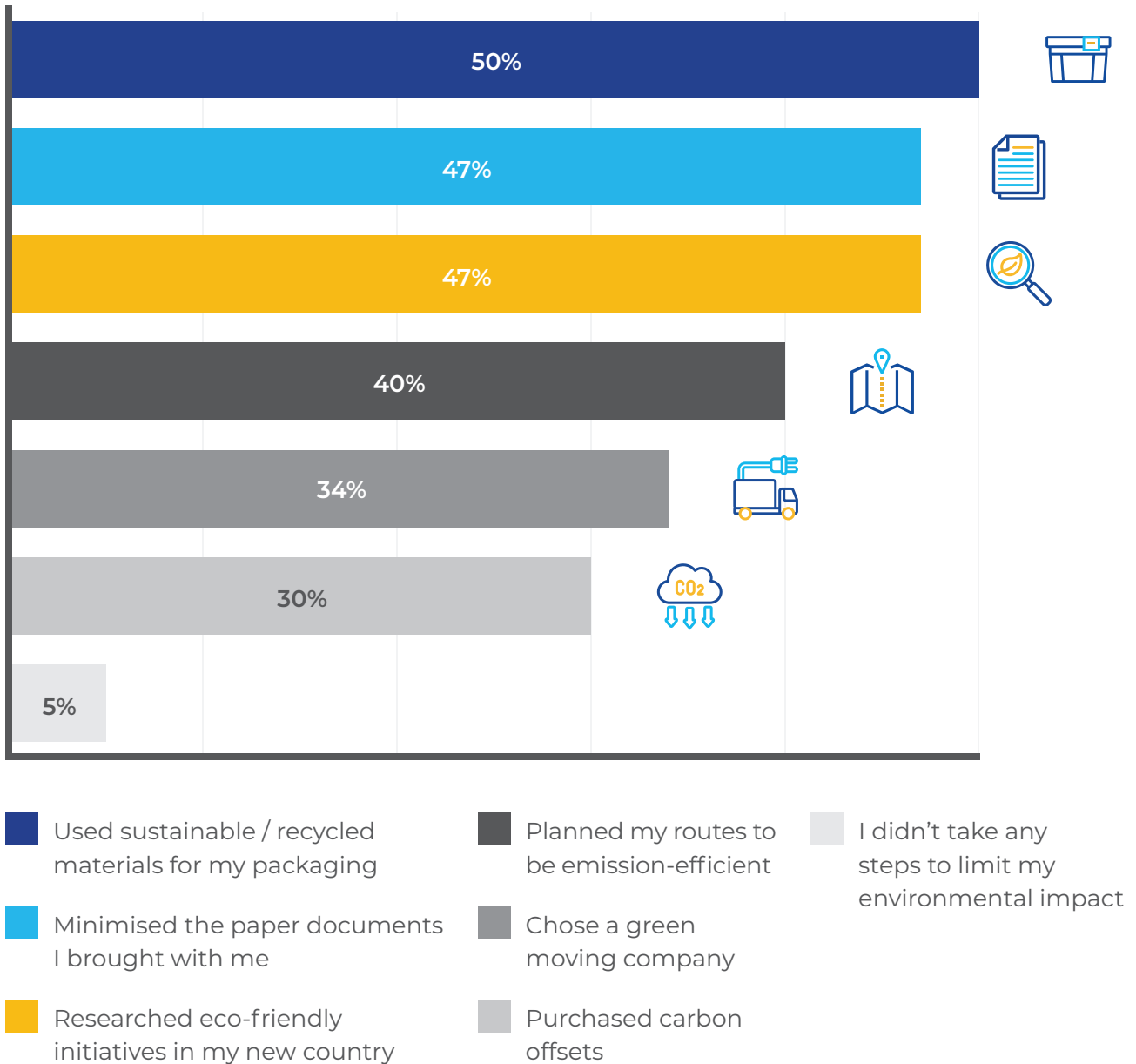


Fig 4.4

As would be expected, the simplest steps were the ones most likely to be taken. Using sustainable packing materials is a useful and easily accessible option for movers and is generally offered by most moving and relocation companies.

We also have some data on what respondents did with items they left behind at home. While the most popular option was to leave items with friends and family (54%), 31% responded that they recycled or rehomed at least some of their former belongings. Circular economies like this are key to ensuring moves are sustainable at both old home and new home.



Young expats: How do children adjust to their new lives overseas?

Of our sample, 56% had moved with their children (counted as someone under 18).



Generally speaking, children are very adaptable when moving to new countries. They will pick up languages and new social norms quicker than adults. Teenagers are typically more affected with social issues of “fitting in”, so finding the right schools and hobby groups are vital for settling in.”



Emma Loveday,
Director of Customer Growth,
Crown Relocations

We wanted to explore how expatriates navigated the opportunities and challenges that relocating with children can present.

Previous research has found that children can struggle to adjust, grappling with circumstances like an inability to make new friends, difficulty in adjusting to a completely different educational system (for example the international baccalaureate), homesickness and more.¹⁴ There is another school of thought that sees expatriate assignments as opportunities for children: to experience new cultures, gain access to higher quality schooling and achieve better outcomes than their peers “back home”.¹⁵

¹⁴ *The Expatriate Family: An International Perspective*, Journal of Managerial Psychology, A. Haslberger, 2008.

¹⁵ *Beyond conflict: The role of life-domain enrichment for expatriates*, The Intl. Journal of Human Resource Management, R. Kempen et al, 2015.

How did your child/children feel about relocating?

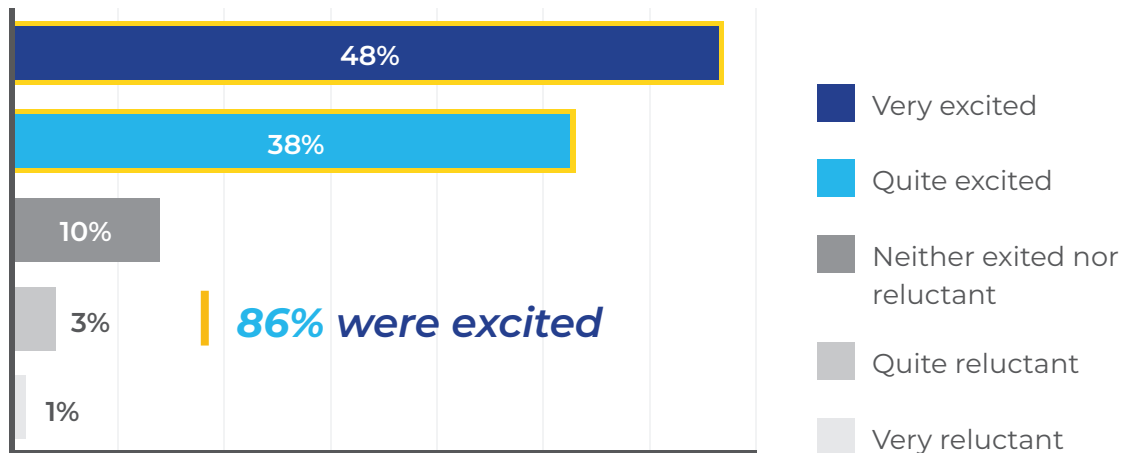


Fig 5.1

How well have your child/children adapted to their new environment?

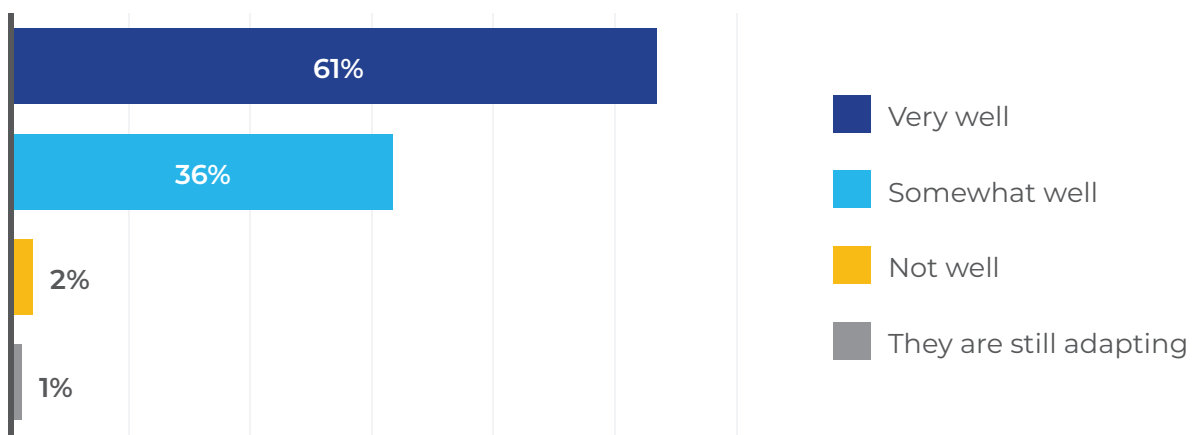


Fig 5.2

In our results, we saw almost uniformly positive responses on the topics of children acclimating, with the UAE and India receiving the highest share of “Very well” responses at 70% and 77% respectively.

It should be noted these answers are not self-reported but relayed by their parents. We have no data on how old they are, beyond that they are at school. Still, we believe the results generally show a picture of children acclimating well to their new surroundings. Speculatively, an increasingly homogenized youth culture, driven by global

apps such as TikTok, and the cross-border appeal of many social media personalities, could play a role in this.

“Generally speaking, children are very adaptable when moving to new countries,” explains Emma Loveday, Director of Customer Growth at Crown Relocations. “They will pick up languages and new social norms quicker than adults. Teenagers are typically more affected with social issues of ‘fitting in’, so finding the right schools and hobby groups are vital for settling in.”

What impact did the relocation have on your child/children's education?

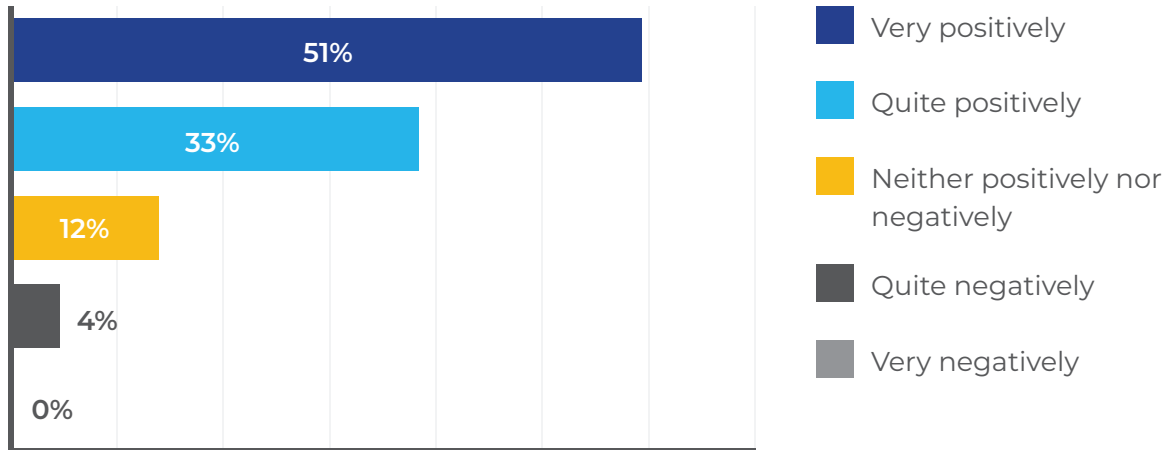


Fig 5.3

Parents also report their children's education was impacted positively by the move. Some studies on "third culture kids" show that they generally tend to have better academic attainment, particularly when it comes to university entry, than their single-culture peers.¹⁶

When broken down geographically, expatriates based in India, the UAE and Singapore were most likely to answer "Very positively" at 76%, 54% and 61% respectively. India's major cities and the UAE are well represented when it comes to well-established international schools, as is Singapore.



Lucie Cilkova, a Senior Regional Advisor, in Crown World Mobility's Global Skills team, explains: "We see lots of parents taking care of the basics first when it comes to helping their children adapt. Most parents want to be more cautious and in control of where their kids are, because it's important to slowly build that routine, and once you have it you can build your network and that's what leads to that growth."

The question of how young children are adapting to a new era of expat life is still an open one. It will be at least a decade before we understand the generational differences between them and the children of expats who came before. We feel these results show that the more positive school of thought towards children's expat life experiences is being born out in these results. Gen A and younger Gen Z children are potentially more flexible and open when it comes to different formative cultural experiences, or as already mentioned, youth culture is more similar across borders than it once was.

¹⁶ U.S. third culture kids' identity and college success, *Intl. Journal of Intercultural Relations*, Sarah R. Williams, 2023.

Conclusion

This survey has examined how a changing world is impacting relocation, looking at four key areas where there is a story that shows the ways in which expat life is evolving.

It has explored the key drivers for relocation, the biggest challenges faced by modern-day expats, the role of technology and digitalization, the impact of sustainability on the relocation process, and the adjustment of children to moving abroad.

Modern expats are moving for a better quality of life and to enhance their careers, but they face challenges with cost, cultural integration, and technological variation from one country to the next; the latter two challenges being reflective of two huge geopolitical challenges that countries the world over is grappling.

It is clear that cultural acclimation, especially for adults, remains difficult. The expense of relocation has risen for both the expat and, if they're moving with a company, the organization behind them.

Technology while offering innumerable advantages that outweigh the negatives, poses many challenges, especially in a world that threatens to bifurcate along geopolitical lines. It would not be an exaggeration to say that it has revolutionized both how international relocations work as well as how expats navigate their new homes.

Sustainability, a topic covered by every industry and sector for the past decade, is equally hot in the the world of relocations and expats. Consciousness has clearly risen, as have efforts to bring more circular approaches where possible, but realistically the question about whether an expat executive would truly forego a business class seat for an economy one is still pertinent. It poses questions, too, about whether there are yet enough options available for expats to reduce the carbon footprint of their moves.

Finally, the children of expats end on a note of optimism. How children will fare is always a primary concern for parents. But reports of their acclimation and adaptability might bode well generationally, and, in spite of parental biases, we might be seeing a world where children can grow up emotionally healthily in any city or town with sufficient resources and care.

In short, the modern expat needs to be as resilient and open-minded as ever, ready to learn and able to absorb information, especially when it comes to adopting new technology - for their relocation to be truly successful.

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