

# A practical introduction to global mobility

## Glossary of global mobility terms

Term	Definition
Assignment ( <i>Secondment</i> )	Where an employee retains their employment of their home company and for a pre-defined period of time works for their organisation in another country.
Assignee ( <i>Expatriate / Secondee</i> )	An employee who leaves their home country to work for their organisation in a different country, for a fixed period of time.
Dependents	<p><i>Dependents:</i> An employee's spouse (partner) and any dependent children.</p> <p><i>Spouse / Partner:</i> Generally the legally married spouse - may also include long-term partner / common law partner. Accompanying provisions may be driven by host location legal requirements. Provision of home benefits may be driven by Home Company Spouse / partner definitions. Recognition of same sex partners will also be driven by Company policy and Host location legal requirements.</p> <p><i>Dependent children:</i> Unmarried children, generally up to the age of 18 (or 21 or 23 if still in full time education) and who live with the employee in the home country (e.g. not with a former partner) / still depend on the employee for financial support.</p> <p><i>Accompanying dependents:</i> An employee's spouse/partner and any dependent children who live with the employee in the home country, who will accompany the employee to the Host country.</p>
Family size	The employee plus their accompanying dependents living in the Host Location. This is one of the factors which will determine assignment benefits provided by the organisation.
Home company (Point of Origin)	The company where the Assignee was legally employed under local terms and conditions prior to commencing mobility with their organisation. Their expected return location. The Home company (Point of Origin) may differ from the Assignee's citizenship and/or home country.

Term	Definition
Home country ( <i>Home location</i> )	The country (and/or city) where the employee legally resided and worked prior to any assignment and the country he/she is expected to be repatriated to. The Home country (Location) may differ from the Employees citizenship.
Host company	The organisation in the Host Country, where the employee is assigned to work for the duration of the assignment / agreed period of time.
Host country ( <i>Host location</i> )	The country (and/or city) of assignment where the employee will work for the duration of the assignment.
Intercontinental	An assignment where the home and host locations are in different continents (e.g. UK to USA).
Intra-regional	As assignment where the host and home locations are within the same region (e.g. France to Germany).
Localisation	The process by which an assignment is finalised (after an agreed period of time) and the employee is transferred to the employment of the host company (relinquishing their home company terms and conditions).
Relocation	The agreed terms and conditions utilised to move the employee (and any accompanying family) to the new Host country.
Repatriation	The return to the home country at the end of the assignment.
Sequential assignment	When the employee is re-assigned on a subsequent international assignment, rather than returning to their home country.
Transfer ( <i>International transfer / Local move</i> )	Where an employee moves internationally from their original location (home country) to a new host location. Their home company employment will be terminated and they will be employed by their new company in the overseas location.
Unaccompanied assignment	The assignee undertakes the assignment, but their family remains in the home country for the duration of the assignment.