

Beat: Lifestyle

## **MANY COMPANIES CONSIDER AFRICA THE MOST CHALLENGING CONTINENT**

### **FOR INTERNATIONAL JOB TRANSFER**

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**USPA NEWS** - Many companies consider Africa the most challenging Continent for International Job Transfers; the new Report from Cartus Offers specific tips on relocating to key countries. It details the best practices that Human Resources Managers need to know about Africa's unique challenges...

Many companies consider Africa the most challenging Continent for International Job Transfers; the new Report from Cartus Offers specific tips on relocating to key countries. It details the best practices that Human Resources Managers need to know about Africa's unique challenges.

Consisting of more than 50 individual countries with well over 1,000 native languages, Africa demands anything but a one-size-fits-all approach when it comes to multinational firms relocating employees, according to a new report from Cartus Corporation, a leading provider of global relocation services.

Cartus' report, 'Best Practices for Effective Relocation to Africa: Guide for Mobility Managers,' delves into the challenges that human resources (HR) professionals and international assignees face in what has previously been named the most challenging region for managing relocation programs.

Cartus includes information on the types of policies and practices needed to ensure that business needs are met, as well as tips for assignees and their families to ensure a successful relocation.

'The biggest mistake is to approach Africa as though it is one place rather than 54 separate countries, each with its own identity, culture, economy, and level of political stability,' said Ian Payne, Executive Vice President and Managing Director, EMEA and APAC for Cartus.

#### - Housing

International assignees are often alarmed at the level of security required for expatriate living. In some African countries, houses may be in a secure compound, especially useful for families with children. Good-quality home rentals can be relatively expensive by world standards.

#### - Security

A key consideration in many countries in Africa is security, and the key, according to Cartus experts, is to be sure that international assignees are "prepared, not scared." Assignees should be given full and comprehensive security briefings before the assignment begins, as well as realistic but non-alarmist information about potential dangers.

#### - Relationship building

It is essential for international assignees to take the time to build relationships with their African colleagues while also remaining mindful of local cultures and attitudes toward age, race, and gender.

Family and kinship are typically prioritized and may even come before business. However, the giving and receiving of hospitality and welcome are important everywhere, and Africa is no exception. Sensitivity to local customs is imperative for successful relationships with colleagues.

#### - School considerations

Available places in desirable schools may often result in assignees and/or their children needing to commute long distances. This is why it is recommended that international assignees secure the school placement before they select their housing.

- Roads

Road challenges vary, depending on the location; local roads may be poorly maintained and lack signage and proper lighting. Many locations are heavily congested during peak hours.

- Preparation is key

A formal candidate assessment program will be an effective tool to help employers determine the most appropriate employee for an assignment to an African country—one of the most diverse continents in the world. A great many cultures are represented and candidates need to be aware and respectful of differences.

Source : Cartus

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