# Career difficulties and strategies of female self-initiated expatriates and self-initiated expatriate couples in Switzerland

Doctoral Thesis

presented to the Faculty of Economics and Social Sciences

at the University of Fribourg (Switzerland)

by

**Nathalie Mancini-Vonlanthen**

From Alterswil (FR)

in fulfillment of the requirements for the degree of

Doctor of Economics and Social Sciences

Accepted by the Faculty of Economics and Social Sciences

on April 12, 2021, at the proposal of

Prof. Eric Davoine, University of Fribourg (1st advisor)

Prof. Markus Gmür, University of Fribourg (2nd advisor)

Fribourg (Switzerland), 2021

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LIVES
Swiss National Centre of Competence in Research

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## Preface and acknowledgments

This doctoral thesis started during a transition year as an accompanying partner of a self-initiated expatriate in the USA, during which I experienced the challenges of a long stay abroad. After returning to Switzerland, I officially started a PhD on the topic of expatriate couples under the supervision of Prof. Eric Davoine and funded by the Swiss National Centre of Competence in Research (NCCR) LIVES – Overcoming vulnerability: Life course perspectives. My most sincere gratitude therefore goes to Prof. Eric Davoine for giving me the opportunity to write a PhD-thesis on international mobile couples and families, a topic which I find fascinating in all its facets. He has always given me the flexibility required for a mother of two little children, for which I am also very grateful. I am also thankful for his confidence in my research and writing capabilities and his continuous support throughout the PhD-journey.

In the NCCR LIVES, I had the chance to be part of IP206, an interdisciplinary group of researchers led by Prof. Nicky Le Feuvre. In this context I could benefit from fruitful and interesting presentations, discussions and seminars. Therefore, I would like to thank the IP206 of NCCR LIVES for our enriching collaboration and for the many stimulating discussions related to the PhD-project. I would like to thank especially Prof. Nicky Le Feuvre for her support throughout the PhD-journey and for her help to write two manuscripts. I feel that if all women with little children had the same support and back-up I had, there would be much higher percentages of working-mothers in Switzerland. I would also like to mention the numerous doctoral workshops offered by the doctoral program of NCCR LIVES, thanks to which I was able to improve my methodological and theoretical competencies. In addition to that, in 2017, I received a 120%-salary grant for one year that helped me to finance the childcare for my daughter. In this regard, I would like to thank Prof. Nicky Le Feuvre and Dr. Sabine Kradolfer, who helped me formulating the grant proposal. The NCCR LIVES also gave me the opportunity to co-organize two international research seminars on the topic of expatriation and migration, in which various experts in the field like Prof. Akram Al Ariss, Prof. Laura Merla, Dr. Olivier Merignac and Prof. Yvonne Riaño participated. I would also like to thank Dr. Romina Angie Seminario Luna for her valuable help in co-organizing two seminars.

My research evolved in a dynamic research environment, where I could profit from the help and stimulus from other PhD-students working on a similar topic. My sincere gratitude goes to Dr. Claudio Ravasi, Dr. Xavier Salamin and Clelia Rossi for our exchanges on the topic of international mobility or migration. I particularly thank Dr. Xavier Salamin for always being very helpful and providing me with methodological and theoretical support for my first article. He showed me how to apply correspondence analyses to conduct an unusual literature review on a specific topic and revised the first draft of the manuscript. The final article “Spouses and families of expatriates: A systematic literature review by correspondence analysis based on semantic segments” was published as LIVES WORKING PAPER in April 2016 and was presented in a condensed form at the European Academy of Management (EURAM) conference in 2017. Furthermore, I would like to thank the anonymous reviewers of EURAM and the LIVES WORKING PAPER series, who provided helpful comments that notably improved the

paper, and the renowned scientists in the expatriate management track of EURAM showing interest in my research and asking questions after the presentation.

For my second article I could use some interviews made by Sophie Falk with which I was able to perform a secondary qualitative analysis. In this regard, I would like to thank Sophie Falk for providing us with all the rich audio data. This resulted in the second article, “French female expatriates facing a different work/care regime in neighboring Switzerland,” which was presented at two international conferences (EURAM 2017 and AGRH 2017). I thereby thank the anonymous reviewers of EURAM and AGRH for their useful comments and the track audience of EURAM and AGRH for their questions and encouraging comments.

For my third article I conducted interviews with highly-educated self-initiated couples with at least one of the spouses having a PhD and currently residing in Switzerland. I found that all the couples were experiencing a transition phase of high uncertainty during which they had to decide whether pursuing an academic career that implied further international mobility, or modifying their career plan and acquire skills to compete in the Swiss job market to attain residential stability. I would like to thank all the anonymous participants of the survey for letting me see their situation through their eyes. Through their open answers, I received rich qualitative data that was the base for my third and fourth articles. Furthermore, I would like to thank Prof. Eric Widmer who explained me conceptual frameworks of family and couple sociology to enhance the quality of the third article. The paper "Between Stability and Change: Employment-Seeking Strategies of Self-Initiated Expatriate Couples” was presented at the EURAM conference 2018 and is currently in preparation for submission to an international journal. I would also like to thank all people who helped me to find participants of the interviews, especially Dr. Gina Potarca, Dr. Chantal Camenisch Loretan, Dr. Claudio Ravasi, Dr. Anna Rohe, Dr. Sabine Kradolfer, Laila Pirovino, and Dr. Stefano Mancini. Furthermore, I would like to thank my recent colleagues Dr. Linda Mettler, Dr. Bertrand Audrin and Dr. Laura Massera for our conversations and discussions during coffee breaks and doctoral seminars of the Chair HRO. Their humor and jokes graced the last phases of my PhD-journey.

Finally, I would like to thank all those who supported me throughout these years and have made this PhD possible. If you start a PhD with little children, especially if one is often ill, this would not be possible without a good social support network. First of all, I would like to thank my husband Dr. Stefano Mancini for his priceless and encouragement in good and bad times of this PhD. His presence and enthusiasm were highly appreciated throughout the process. I thank my mother-in-law Silvana Pallotta for coming from Italy and living with us for 3 months after my second maternity leave. My sincere gratitude goes to my friend since kindergarten, Simone Brülhart, and my brother Michael Vonlanthen for the occasional help with babysitting, as well as to my sister-in-law Miriam Aebischer for proof-reading some chapters of this thesis. Moreover, I would like to thank my parents Beat and Rosemarie Vonlanthen for their belief in my capabilities and support throughout my academic path. Without their help in taking care of my children when daycare was no option any longer due to numerous stays in the children hospital, I would not have been able to continue the thesis. Contrarily to most expatriate couples that were the subject of the thesis (who live in a foreign country without grand-parents), I had loving grand-parents living close by. This PhD-thesis is therefore dedicated to my parents.

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# Introductory chapter

## 1. Host country and scientific context, study subject, and research background

### 1.1 Host-country context: Foreigners residing in Switzerland

In Europe, Switzerland has one of the highest proportions of foreigners residing and working in the country; only Luxembourg, Malta, Cyprus, and Iceland have a higher percentage (Eurostat, 2018). A steadily growing economy, a shortage of qualified workers in areas such as life sciences, engineering, and computer science, and high living standards have attracted many foreigners to pursue career opportunities in Switzerland (Wanner & Steiner, 2018; Salamin & Davoine, 2015). Since the 2002 bilateral agreement on the free movement of workers with the European Union and associate countries, the foreign population in Switzerland has increased consistently (FSO, 2018), reaching 25.3% of the total population of 8.6 million by the end of 2019 (FSO, 2020). Contrary to prior migration patterns (between 1960 and 1970, for example, when immigrants were mainly manual workers), mainly well-educated and highly skilled expatriates have entered the Swiss labor force in large numbers, the majority coming from other European countries (Becker et al., 2008; Vidal-Coso & Ortega-Rivera, 2017). Thus, Switzerland, like the city-state Luxembourg, is characterized by a very specific migration profile with a large number of highly qualified expatriates and well-developed international communities in larger cities (Langinier & Froehlicher, 2016). Participation in the free movement of people has increased the human capital in Switzerland; the proportion of immigrants who have completed tertiary education is higher than among the Swiss-born population (Liebig et al., 2012). International communities also seem to develop from "expat communities" to "highly skilled migrant communities," as many expatriates stay on a long-term basis and have received permanent residency (Ravasi et al., 2015: 1350). The largest groups of the "permanent foreign resident population" residing in Switzerland are Italians (14.9% of the foreign population), Germans (14.3%), Portuguese (12.5%), and French (6.2%) (FSO, 2018). German, French, and Italian expatriates are more likely to reside in cantons where their native language is an official language (FSO, 2018).

With the bilateral agreement, dual foreigners' rights came into play; EU/EFTA-citizens are granted the same employment and living rights as Swiss nationals, but restrictions for third-country nationals outside the EU have been maintained (Riaño et al., 2017). Therefore, the agreement on the free movement of workers in the EU has reached its political objective of prioritizing the immigration of nationals of other EU-states over the immigration of so-called third-country nationals (nationals of non-EU countries) (Abberger et al., 2015). Third-country nationals can only be employed in line with selective requirements and need cantonal and federal approval (cantonal immigration authorities and State Secretariat for Migration): they are admitted if no one can be recruited from the Swiss or EU labor market, they contribute to the general economic interest, they are "qualified employees" with higher education qualifications and professional experience, and relevant quotas have not yet been met (SEM, 2018).

In February 2014, the Swiss population narrowly accepted a political initiative for stricter immigration control, giving priority to people already residing in the country when filling

vacancies. The initiative was intended to end "mass immigration" to Switzerland and framed "foreigners" as the main cause of higher rates of unemployment among Swiss nationals, jam-packed highways and overcrowded trains, higher rent, and continued urbanization (Yeung, 2016). This ambiguous atmosphere (of depending on immigration due to skill shortage in some sectors and resentment of foreigners in some parts of the population) correspondingly manifests in recent satisfaction surveys among expatriates. Although Switzerland is well appreciated for its safety, high income, good quality of life, and public transportation, recent surveys (survey 2016, survey 2017) by the largest expatriates' network, InterNations, reveal that Switzerland has dropped rapidly in expatriates' satisfaction in recent years (InterNations, 2018). Expatriates perceive the local population as reserved and having negative attitudes toward expatriates; as a consequence expatriates have trouble making friends among the local population and difficulties settling in (InterNations, 2018). Thus, many expatriates do not feel welcome or well-integrated; every second expatriate's friend group consists mainly of other expatriates (InterNations, 2018; NZZ 2017). Furthermore, the availability and costs of childcare are problems, and the school system is not adjusted to dual-career couples (InterNations, 2018; Liebig et al., 2012). This makes family life difficult when both members of a couple aspire to work full-time, as many well-educated expatriate couples do (InterNations, 2018). Hence, the circumstances in Switzerland seem to require a study on career difficulties of self-initiated expatriate couples (especially of the female member of such a couple) in Switzerland, as social integration (not professional) and work-care arrangements are perceived as problematic by expatriate couples.

Furthermore, literature about expatriate families, dual-career couples, or highly skilled migrant families in Switzerland is scarce and divided according to the social categories of "expatriates" and "migrants" or "immigrants" (for a discussion of the scientific terms "highly skilled migrant" and "expatriate", see the next chapter). In addition to various scientific backgrounds and traditions (social vs. economic sciences), this distinction between immigrants may be a response to shifts in the legal and political framework in Switzerland from a three-circle immigration model (classifying immigrants according to their cultural distance/similarity to Switzerland) before 2002 to a discourse of preferred skills (Yeung, 2016; Riaño et al., 2017). This expatriate—the "highly skilled knowledge worker" valuable in a knowledge economy—possesses skills in demand and contributes to national economic competitiveness (Yeung, 2016). This dichotomy between favorable and unfavorable immigrants has contributed to an overlapping and changing discourse of social categories of "expatriates" and "migrants" (Yeung, 2016), thus enabling a "differential linguistic regimentation of expats and migrants" in Switzerland (Yeung, 2016: 742). The difference between the "migrant" who may be at social risk due to skill deficiency and non-integration into the national labor market and the well-educated, profitable, English-speaking "expatriate" is evident (Yeung, 2016). Moreover, the advantageous "expatriate" has changed from coming from a culturally similar country to being highly qualified and possessing desirable skills that are valuable in the Swiss labor market. Recent research has demonstrated that the social categories of spouse, international student, and humanitarian migrant may be artificial and do not match entirely with social realities, but immigrants rely on the support structures each migration channel and categorization offer (Sandoz, 2018). Immigrants also seem to be active agents who shape their categorizations to improve their opportunities (Sandoz, 2018). Having this host-country context and national

particularities in mind, the scientific discourse and definition of "expatriates" and "migrants" is discussed in the next chapter.

## 1.2 Scientific background: Definitions of self-initiated expatriates (SIE)

First, it is necessary to discuss and identify the research subjects of this thesis in a scientific context. As we have seen, the scientific definitions of the terms "expatriate" and "immigrant" or "migrant" are especially important in Switzerland, where the terms "expatriates" and "immigrants" overlap with various political definitions and may be instrumented by political parties according to their framing (Yeung, 2016). In general, knowledge about the international mobility of highly skilled employees comes from two main bodies of research: migration studies and management studies. These two bodies of research are based on long-term research traditions that proceeded in parallel and only rarely intersected with each other. Only recently did the two research streams start to merge in some articles (Rodriguez, 2019; Elo & Habti, 2019) and research has moved beyond the classification of "expatriates" and "migrants," referring more to "highly-skilled migration" (for example Weinar & Klekowski von Koppenfels, 2020). Hence, to clarify the scientific background, the following thesis is based on the international management literature, but uses and discusses literature on highly skilled migrants in a particular host country (Switzerland) to obtain a full picture of the context of study subjects.

Management studies, and particularly the branch of international human resources management, has traditionally focused on corporate expatriates (Dickmann & Baruch, 2011; Andresen et al., 2014; McNulty & Brewster, 2017). During the last decade of expatriate research, the notion of self-initiated expatriates emerged in management literature to distinguish expatriates who initiate and research their foreign work experience mainly by themselves, not being sent or sponsored by an organization (e.g., Suutari & Brewster, 2000; Peltokorpi & Froese, 2009; Doherty et al., 2011; Doherty, 2013). Hence, the concept of expatriation as an International Human Resources Management (IHRM) phenomenon has been expanded to encompass more self-determined and mobile individuals who initiate their foreign work experience on their own and migrate for the sake of professional progression (Dickmann & Baruch, 2011; Elo & Habti, 2019). Compared to corporate "assigned expatriates (AE),", they are not assigned to a specific host country on an expatriate contract and are usually hired on a less favorable local contract (Andresen et al., 2014). On the other hand, saving measures such as the increasing quantity of local contracts for priorly assigned expatriates and assigned expatriates starting their own businesses ("expat-preneurs") blur boundaries between assigned and self-initiated expatriates (SIE) (Ravasi et al., 2015; Selmer et al., 2018). The notion of "self-initiated expatriates" has been discussed in various conceptual articles in the IHRM literature. Possible conceptual confusion between "assigned expatriates", "self-initiated expatriates," and "highly qualified immigrants" or short form "migrants" has been scientifically addressed (Doherty et al., 2013; Cerdin & Selmer, 2014; Andresen et al., 2014). According to Cerdin & Selmer (2014), self-initiated expatriates are "expatriates who self-initiate their international relocation, with the intentions of regular employment and temporary stay, and with skilled/professional qualifications." In contrast to other groups, such as immigrants, self-initiated expatriates must fulfill these conceptual criteria at the same time (Cerdin & Selmer,

2014). Immigrants may conform to the first two and the last criteria but differ in the third criterion of a planned temporary stay, according to this definition. Although some authors use a similar differentiation, others criticize the distinction between "migrants" and "expatriates" by their intentions of a temporary stay (Al Ariss et al., 2012) or define expatriates as a subgroup of "migrants", perceiving the concept of migration as bound to "the geographical relocation across national borders and change in the dominant place of residence" and the concept of expatriation relating to "executing work abroad and legality of employment" (Andresen et al., 2014: 2303). In migration research, international relocation for work has been conceptually questioned, as multiple moves and diverse courses of international mobility have to be considered (Elo & Habti, 2019). Evidently, there is a notable lack of theoretical and construct clarity in expatriate and migration literature (for a discussion, see McNulty & Brewster, 2017). Various concepts coexist that contribute to diverse definitions, confusion, and inconsistency, leading in the worst cases to the incomparability of research results and conclusions (McNulty & Brewster, 2017). Some authors also circumvent this lack of conceptual clarity by not using definitions, basing the terms "expatriate" and "migrants" on implicit assumptions. If expatriate scholars define expatriates and various forms of expatriates differently, empirical studies may investigate different subjects or not represent the theoretical concepts they intend to represent (Cappelli, 2012). The use of the term "expatriate" in relation to a minority group of privileged individuals working for multinational companies (MNC) might also produce and reinforce "gender, race and class-based disparities in globalization processes" (Berry & Bell, 2012: 10). In this sense, clear conceptual constructs are important for the development of research, providing a scientific background and conceptual guideline for using and improving definitions (Podsakoff et al., 2016). A clear conceptual framework provides agreement on which subjects are studied, enhancing construct validity and the impact of research (McNulty & Brewster, 2017). Since expatriate research seems to suffer from a lack of conceptual clarity, McNulty & Brewster (2017: 46) introduced four boundary conditions for business expatriates in the IMHR literature, defining them as "legally working individuals who reside temporarily in a country of which they are not a citizen in order to accomplish a career-related goal, being relocated abroad either by an organization, by self-initiation or directly employed within the host-country."

The first boundary condition in which the concept will apply in relation to the IHRM literature is that an expatriate has to be organizationally employed. For SIEs, who are the focus of this thesis, this means the organization may be an MNE or a local organization but is not restricted to the management level (McNulty & Brewster, 2017). The second boundary condition is an intended temporary duration of stay (similar to the definition by Cerdin & Selmer, 2014). Hence, this condition applies to the intention to stay in a specific host country temporarily but is unrelated to the actual length of an expatriate's employment in the host country (McNulty & Brewster, 2017). In the case of SIEs, the temporary nature of the stay also applies when the employment duration is not officially predetermined (Haslberger & Vaiman, 2013), as may be the situation for many SIEs. The third boundary condition in the IMHR literature is whether an employee has citizenship in the host country, indicating their status as a citizen or non-citizen of the host country (McNulty & Brewster, 2017). This condition holds as well for permanent residents of a host country, eventually using their status to receive citizenship but working under expatriate status until they do so and require it (McNulty & Brewster, 2017). This condition may change within the European Union, but until it does, the fourth condition applies to

European expatriates in other EU states as well. The fourth condition is legal compliance of the organization and the expatriate having the legal right to stay in the host country, excluding organizations or individuals not adhering to the law of the country and clearly working illicitly (McNulty & Brewster, 2017).

Hajro et al. (2019) distinguished international skilled migrants (ISMs), SIEs and AEs according to six core dimensions: The first difference is the country of origin, with ISMs coming from developing countries while SIEs seem to come from already developed countries and move to economically attractive countries/cities (although the priorly discussed definitions and boundary conditions do not mention the country of origin or host country per se). On the other hand, AEs rather move from the headquarters in an economically advanced country to a subsidiary in an emerging country (Hajro et al., 2019). The second dimension corresponds to the definition of Cerdin & Selmer (2014) and McNulty & Brewster (2017), with SIEs and AEs having a limited time horizon in mind while undergoing international mobility, whereas ISMs move to settle down and live permanently in a host country (Hajro et al., 2019). In addition, as a third distinguishing dimension, ISMs might have varying levels of personal agency over the move (they might either freely choose to move or be forced to move due to war, unfavorable economic situation et cetera), while SIEs possess a high level of personal agency and are more motivated by career development and financial incentives (Hajro et al., 2019). AEs are characterized by a medium level of personal agency because they may either accept or decline an international assignment. According to Hajro et al. (2019), the fourth difference is the ascribed status and image of ISMs, SIEs and AEs. Although ISMs have completed a tertiary education, they are often stereotyped as being untrained/uneducated and holding lower status employment positions, thus often undergoing occupational downgrading (IOM, 2014; Föbker, 2019). On the contrary, articles on SIEs have focused on highly skilled and high-status individuals coming from economically fostering countries (Hajro et al., 2019). However, recent articles suggest that SIEs may also be subject to discrimination and skills downgrading (Hajro et al., 2019; Al Ariss & Özbilgin, 2010). AEs have in general an ascribed high status because they are employed by a sending company prior to the move due to managerial or technical competences (Cerdin & Selmer, 2014). AEs also receive, as a fifth distinguishing criterion, relocation and company support in the host country, whereas SIEs and ISMs do not receive any such support (Hajro et al., 2019; Tharenou, 2015). The last difference, according to Hajro et al. (2019), is the desired outcome and long-term objective of the international move: While ISMs move for permanent settlement, their long-term objective is full acculturation and integration in the host country. On the other hand, SIEs' aspired outcome lies more in career progression and personal fulfillment, and AEs are mostly studied under the aspect of determining their adjustment to the host country and expatriation outcomes (Hajro et al., 2019).

## 1.3 Study subject

### 1.3.1 Research trend: Female SIEs, dual-career SIE couples and their families in Switzerland

Contrary to the discussed political framing of a "migrant" who may be at risk for non-integration into the labor market and society, this thesis is focused on self-initiated expatriates

(corresponding to the concept introduced by McNulty & Brewster (2017)) and their spouses/partners in Switzerland. These couples are in transition periods and, although highly qualified and integrated into the labor market, experience a high amount of stress and uncertainty related to their career paths and private lives. In one hand, these are female self-initiated expatriates and their partners (dual-career couples) with small children, and on the other hand comprises self-initiated expatriate couples in the postdoctoral career phase. Hence, this thesis contests the prior framing of the "migrant" who may be at social risk due to skill deficiency and non-integration into the national labor market and the well-educated, successful "expatriate" (Yeung, 2016). It is focused on self-initiated expatriates who may be exposed to greater vulnerability due to international mobility and exposure to a different national context but belong to a rather privileged and highly skilled social population.

Since international mobility is often a perquisite for certain careers, such as in academia or management, couples on such career paths follow the normal career progression of their professional careers (Ackers, 2004; Mäkelä et al., 2011). Although they are at no immediate risk of poverty or violence, they may be exposed to a high level of stress and uncertainty during transition periods in their professional careers. Hence, the normativity of career linearity and cumulative stages become problematic in diverse life situations and contexts (Sabelis & Schilling, 2013). For example, expatriate academics experience high uncertainty in the decisive postdoctoral career phase, as these people may hold a succession of temporary contracts without any direct prospect of a permanent professorial position (Enders & Musselin, 2008; Oliver, 2012). On the other side, the postdoctoral career phase is central to further progression in an academic career (Toader & Dahinden, 2018). Similarly, female expatriates who initiated their work experience in Switzerland during recent years and have young children may not be able to follow the dominant linearity of management careers, which do not take into account the changing demands of modern life (Sabelis & Schilling, 2013). Female middle managers, for example, flout the dominant logic of the career, which judges people on their estimated productivity along the life course (Sabelis & Schilling, 2013). Thus, they may be assessed (often inappropriately) as not to be as productive when they have young children and/or not be able to demonstrate the ideal worker model of high professional commitment demonstrated by constant visibility, availability, and mobility (Herman et al., 2013). Indeed, research on women managers highlights the great impact of engrained socio-cultural norms and values on their progression to senior levels (Davidson & Burke, 2011).

Moreover, various life domains (work and private life) often interfere in the age range of 30-45, as many expatriates start forming families; this tendency may be more intensified by being in a foreign environment without intermediate family support and in-depth knowledge of the cultural context (Mäkelä & Suutari, 2011). Expatriate research demonstrates that internationally mobile couples and their employers still vastly underestimate the challenges of international mobility for families (Lazarova et al., 2015). Work/family or broader work/life conflicts still rank among the key challenges for expatriates, while self-initiated expatriates have higher family demands but more instrumental family support and better family-role adjustment than assigned expatriates (Shaffer et al., 2016). Next to work/life conflicts (which are often experienced as time-based conflicts) and life/work conflicts (perceived more often as energy- or strain-based conflicts), international couples may also experience mobility-based conflicts between the domains of work and private life (Mäkelä & Suutari, 2011; Schütter & Boerner,

2013). This means that expatriate families may face adjustment problems when dealing with a new living and working context, a different culture, dissimilar climate conditions, and unfamiliar daycare/school systems and social groups (Mäkelä & Suutari, 2011). Second, international mobility also disrupts life domains, producing ambiguity-based stress; third, the lack of access to family and friends in other parts of the world may create new work/life conflicts, such as estranged relationships with family and friends, or elder care issues (Mäkelä & Suutari, 2011). Concerning the outcome of conflicts across life domains of expatriates, work-life conflicts seem to be more related to expatriates' depression and anxiety, whereas life-work conflicts influence expatriates' health concerns (Grant-Vallone & Ensher, 2001).

Such time-, energy-, and mobility-based conflicts may be intensified due to a dual-career situation in an environment unfriendly to dual-career couples. As a matter of fact, dual-career couples in Switzerland working full-time with young children report more work/life conflicts and poorer perceptions of their physical health than in economically comparable countries such as Belgium, Sweden, Germany, and France (Fioretta & Rossier, 2018). Additionally, dual-career couples in Switzerland report more work/life conflicts, poorer perceptions of their physical health, and more financial problems than couples in which only one person works full-time (Fioretta & Rossier, 2018). Thus, expatriate dual-career couples may experience greater vulnerability due to the combination of vulnerable situations in their professional (by being in a transition phase and not yet fully established in their career) and private lives (being in a dual-career situation and in a foreign environment) without the support to counterbalance this vulnerability via configurations in their work/life arrangements (Fusulier et al., 2018). This may lead to one or both people not being able to pursue their chosen career trajectory or being exposed to so-called "new social risks", such as great difficulties reconciling work and family life or long-term unemployment (Bonoli, 2005). This incapability of following a career trajectory and a role shift to being an unemployed stay-at-home parent may produce in some cases a feeling of reduced self-esteem and identity issues (Kupka & Cathro, 2007; McNulty, 2012). Recent research on expatriate dual-career couples hence distinguishes between "stable career identities," "threatened career identities," "lost career identities," and "emerging new career identities" of AE and SIE partners undergoing long-term international mobility (Kanstrén, 2019).

In the following, the existing research on female or expatriate dual-career couples and highly skilled migrants in Switzerland is summarized. As mentioned, literature about expatriate families, dual-career couples, or highly skilled migrant families in Switzerland is divided according to the social categories of "expatriates" and "highly skilled migrants", often based on implicit assumptions about each category.

### 1.3.2 A research overview on expatriate dual-career couples and female expatriates in Switzerland

Research demonstrates that in the French-speaking region of Switzerland, female expatriates working for international organizations or companies (the majority having no children and being self-initiated expatriates) seem to exhibit better work and interaction adjustment than male expatriates (Salamin & Davoine, 2015). Hence, female expatriates seem to be slightly better at interacting with host-country nationals and adapting to different work environments in

this particular region of Switzerland. However, scores on interaction adjustment for expatriate couples are generally low; partners/spouses score the lowest (Ravasi et al., 2015). The support practices of "allowances or payment of a language course for the expatriate," "allowances or payment of a language course for the partner/spouse," "cross-cultural training in the host country," "cross-cultural training in the host country for the partner/spouse," and "spouse employment support" were positively correlated to the general adjustment of the partner/spouse but not the expatriate (Ravasi et al., 2015). Since the integration of foreign employees is an issue, MNCs have also started to extend support practices to foreign employees other than assigned expatriates (Aratnam, 2012). Fluency in the regional language (in this case, French) affects interaction adjustment positively, in general, but not work or general adjustment. This may be explained by the fact that all expatriates (assigned and self-initiated) in this study were working for MNCs (Ravasi et al., 2015). Fluency in the local language seems important for interacting with host-country nationals in everyday life and social integration but less in the work context of MNCs (Ravasi et al., 2015).

While a study exists on single female expatriates' work/life interface in Switzerland (Salamin, 2015), research on dual-career expatriate couples' or families' interfaces between work and private life is scarce. A study on families facing repeated international mobility and currently living in Switzerland reveals how those families reconstruct the same experience everywhere by increasing their network but focusing on the nuclear family (Levitan, 2019). Another study comes to a similar conclusion (Tissot, 2016): if a further international move is anticipated, expatriate couples develop mobile-oriented household strategies characterized by high motility (often through the help of relocation agencies and international schools). On the other side, for expatriate couples aspiring to stay as long as possible in Switzerland, more locally oriented household strategies were applied (Tissot, 2016). The author also concludes that such household strategies are, in general, highly gender-specific in Switzerland, with the majority of expatriate couples following the traditional model of a working male expatriate and a non-working female spouse (Tissot, 2016). Additionally, Cangià (2017) describes how two expatriate spouses embodying a traditional model in Switzerland experience ambiguity between their expected emotions of excitement and need for connections in a privileged form of mobility and their personal feelings of immobility, work stagnation, uncertainty about the future, and resulting distress. Cangià et al. (2018: 27) further analyzes boundary work of three cases of mobile professionals and their families in Switzerland, framing this work as "a process of self-identification and categorization in a specific space and moment, and as the understanding of personal and family transformation across time." Often, mobile professionals make a distinction between "those who move" and "those who stay" by choosing to interact more with an international community living the same mobile lifestyle (Cangià et al., 2018).

### 1.3.3 A research overview on highly skilled migrants in Switzerland

Research on highly skilled young migrants (from South Europe) in Switzerland highlights that they perceive their situations as transitory, often accepting jobs involving temporary qualification and skill mismatches with the expectation of gaining better positions in the future (Landolt & Thieme, 2018). IT professionals with degrees in IT/computer science and engineering seem to have the least problems securing appropriate positions, often having better

employment situations than in their home countries (Gropas & Bartolini, 2016). Some studies have revealed that highly skilled female migrants sometimes have trouble making use of their foreign educational and professional attainments as well as establishing and maintaining themselves in the Swiss labor market (Riaño & Baghdadi, 2007; Riaño; 2011; Seminario, 2017; Cangià, 2019). In particular, highly skilled women with young children seem to be disadvantaged, as they often do not find employment in alignment with their education (Pecoraro, 2011; Liebig et al., 2012). The risk of overqualification and mismatch increases for migrant women with children under the age of six, holding a B-permit, or coming from a developing country (Pecoraro, 2011). Furthermore, this situation seems to be accentuated when a couple breaks apart, as being a single mother and a migrant in Switzerland increases the probability of being completely out of the labor market and unemployed or, contrariwise, working full-time (Milewski et al., 2018). On the other hand, disadvantages for highly skilled women with young children may also increase if they are married to a Swiss citizen, as through the intersection of conservative gender roles, age, and ethnicity, the male Swiss partners' careers receive more weight and priority (Riaño et al., 2015). A study on transnational feminine and masculine identities of highly skilled Peruvians reveals various and contradictory tendencies (Seminario, 2017). Women may opt out and concentrate on their female caretaker roles as well as volunteering/hobbies, or they may outperform men in the labor market and reach high professional status in Switzerland (Seminario, 2017). Men seem to base their identities on the success or failure of accessing the Swiss labor market and on their partnerships; they may be more involved in caregiving than their partners if they experience trouble in career advancement and the partner has the better, more stable position (Seminario, 2017).

A study of mobile academic couples in Switzerland drew a similar conclusion. Although traditional gender roles may be reproduced in mobility (especially for families with children), family arrangements and caregiving responsibilities become more diversified (Schaer et al., 2017; Toader & Dahinden, 2018). Gender configurations are more varied with atypical arrangements; nonetheless, international mobile couples struggle with structural constraints and deeply rooted gender roles (Schaer et al., 2017). Therefore, in some cases, international mobility may hinder men's careers as well, due to limitations of family organization and fewer career opportunities in the foreign context (Toader & Dahinden, 2018). Cangià (2019) concludes that mobile male and female professionals' partners often experience precarious and unpredictable working conditions in Switzerland at a high emotional cost. They often feel insecure and uncertain about the future and express a lack of self-confidence and high anxiety about finding a job while feeling privileged about being in Switzerland (in a rather favorable economic situation) as an accompanying partner. Because of this ambiguity and feeling unwanted in the economic market in Switzerland, they start to search for employment abroad or consider leaving even before finding a new position (Cangià, 2019). Real and existing career opportunities in home countries seem to be the main reason for highly skilled immigrants living in Switzerland (in this case, from Germany) to return to their home countries (Steiner, 2019). Concerning re-migration, labor market opportunities and considerations seem to have the greater impact than family considerations (Steiner, 2019).

## 2. Synthesis and scientific contribution of the thesis

The focus of this thesis lies in self-initiated expatriates, their spouses/partners in Switzerland, and their perceived career difficulties during transition periods. It consists of four scientific articles: The first is a literature review, and the second, third, and fourth articles describe empirical research of various subgroups of self-initiated expatriates in Switzerland. The first article is, therefore, a conceptual article, and subsequent papers are qualitative and mixed-method analyses. Primarily, the first article offers a scientific historical review on the topic of spouses and families of expatriates and proposes a new structure according to two axes. The second, third and fourth articles study specific self-initiated female expatriates and self-initiated expatriate couples in Switzerland during transition periods.

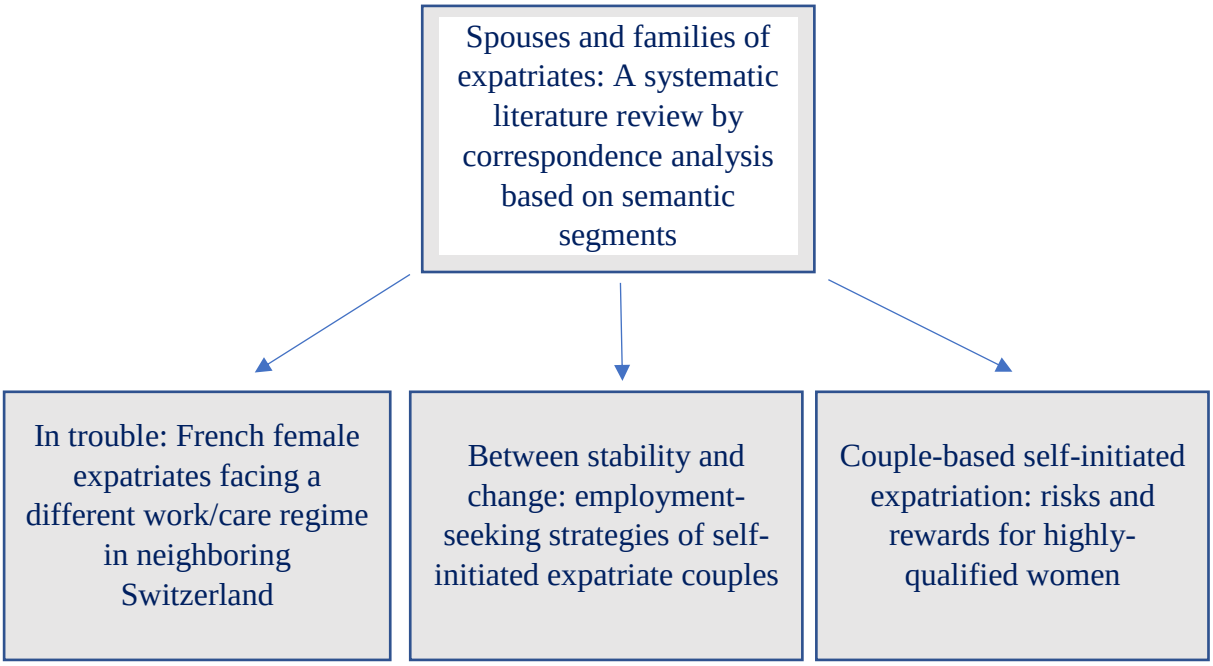


*Figure 1: Composition of thesis*

### 2.1 First article: Literature review on spouses and families of expatriates

In the first article, the scientific literature about expatriates and their spouses is analyzed, positioning the theme of self-initiated expatriates and their partners/spouses and dual-career couples in existing global expatriate literature. The article provides a visual overview of key topics related to the research topic in various time periods from 1966 until the end of 2014. It identifies tendencies of research in the last decades and the development and expansion of the literature on spouses and families of expatriates. Divergent to other literature reviews about expatriates in general (McEvoy & Buller, 2013; Dabic et al., 2015), expatriate families (Forster, 1992; Andreason, 2008; Takeuchi, 2010) or about female expatriates (Kollinger & Linehan, 2008; Altman & Shortland, 2008; Salamin & Hanappi, 2014), the display of the most central issues proposes a new structuring of the research according to two key axes. On the one hand, the research is oriented toward host-country issues such as work-family interfaces or cross-

cultural adjustment in different expatriation contexts; on the other hand, it has seen a nonlinear evolution from expatriate-centered to dual-career/family-centered studies over the years. While articles in the early years emphasized on the expatriate manager and his spouse (with the exception of the year category 1995-1999), the focus shifts to dual-career couples and expatriate families seen as an entity in later years (illustrated by topics such as dual-career exploration and expatriate family adjustment). Other developments such as the trend towards qualitative studies, which try to understand the expatriate experiences in-depth and with all its facets, and a trend towards very specific expatriate, spouse or children samples as self-initiated expatriates, third culture kids or specific nationalities can be identified through the graphical display of the correspondence analysis.

In addition, based on the graphical display of the semantic structuring of the field (e.g., the relation of research themes to historical periods of the research field, their position in respect to the horizontal and vertical axis, or the identification of recent trends) as well as in-depth readings of the entire articles, open research questions can be identified. Therefore, this article contributes to the existing literature on spouses and families of expatriates by providing a visual display of past research and emphasizing open research questions that can be addressed to complement the literature in the future. Graph 2 summarizes the identified directions for future research along the two axes. The open research questions are summarized and explained in detail in the first article.

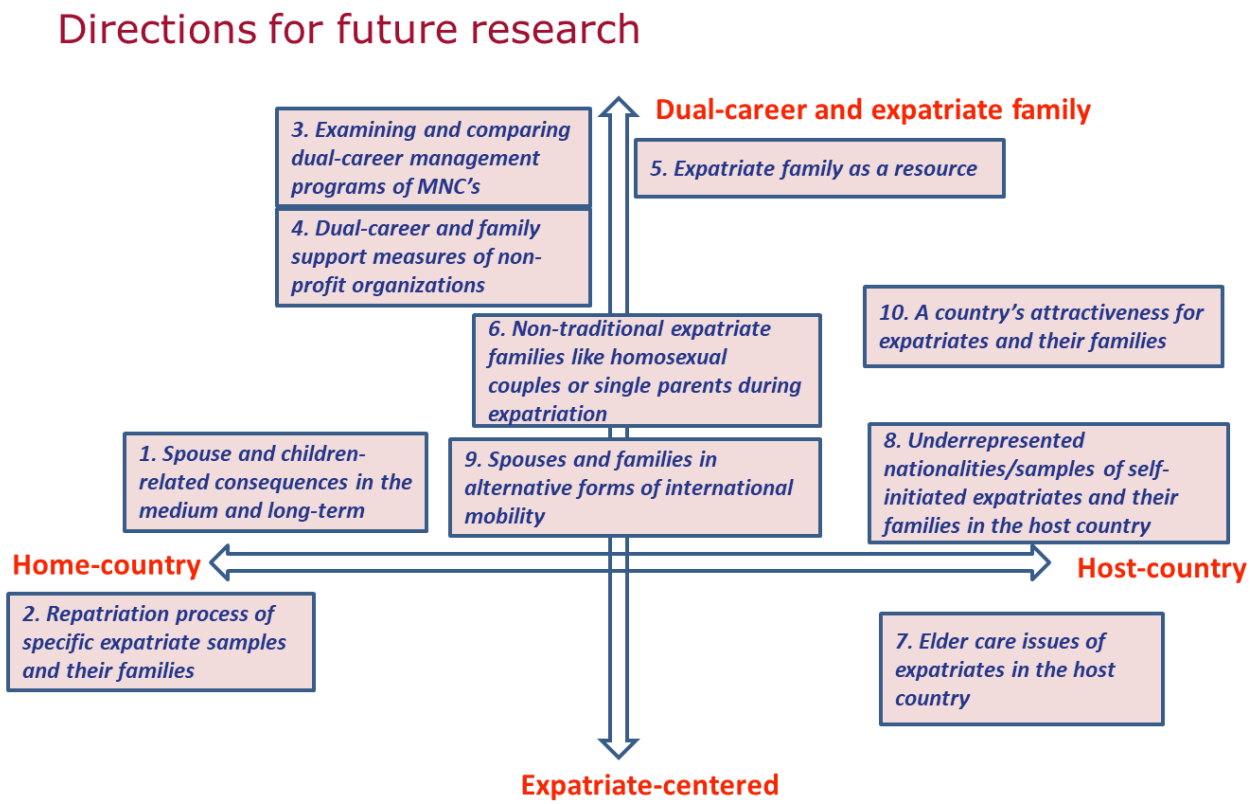


*Figure 2: Directions for future research*

## 2.2 Second article: Empirical article about an underrepresented nationality of self-initiated expatriate couples in the host country

Following the identified trends over the last decade of research described in the first article, one of the research questions relates to the characteristics and problems of underrepresented nationalities of self-initiated expatriate couples/family samples in the host country. Certain nationalities of expatriates, spouses, or children (like Americans or Japanese expatriates, for example) have been studied by various authors, but other nationalities and professions are underrepresented. In combination with the trend of articles about self-initiated expatriates (Andresen et al., 2015), it is important to know more **about specific self-initiated expatriates in the host country.** In the case of this thesis, the host-country context is Switzerland, as described in the introductory chapter.

The second article centers on a specific group of French female expatriates and their partners with young children facing a new work-care regime in Switzerland but speaking the same language as host-country nationals. It is a secondary qualitative analysis of interviews with successful female managers in the French-speaking region of Switzerland. Unexpectedly, a high percentage of successful female managers in the sample were French. French female expatriates in Switzerland have been studied rarely in recent years[1]. There is a lack of research on French self-initiated female expatriates working in the French-speaking region of Switzerland, although the proportion of French citizens living and working in the cantons of Vaud, Geneva, Fribourg, Jura, Neuchâtel, and Valais is high (FSO: Foreign Population, 2018). Switzerland hosts the most French citizens living outside their home country (Biacabe & Robert, 2014). Furthermore, other than some pioneer studies (Adler, 1987; 1994; Tung, 2004), there is no in-depth study specifically examining the experience of female expatriates facing a different work-care regime but speaking the same language.

Therefore, the article contributes to the literature by presenting a study of the scientifically underrepresented nationality of French female self-initiated expatriates working in a neighboring (and assumed to be similar) country but facing unexpected difficulties due to a different work-care regime. As illustrated in the second article, the dynamic setting of a work/care regime comprises a work/care culture (the dominant social values and norms), work/care institutions (specific institutions such as childcare provision, school schedules et cetera) and the work/care comportment and preferences of people living in a given regime (at a specific point in time) (Pocock, 2005).

The article contributes to the understanding of female expatriation to a neighboring country where the same language is spoken but inherent expectations about motherhood and childcare differ from their country of origin. The experiences of female French expatriates illustrate the ways in which two neighboring, but linguistically similar Western countries differ extensively in their culturally constructed work/care regimes and how it might affect female expatriates negatively (Bullough et al., 2017; Le Feuvre, 2015). The persistence of a traditional setting in Switzerland, where raising children is seen as a private matter and lies within the responsibility of families, particularly mothers, who are considered to be the main caregivers (Henning et al., 2012; Riaño et al., 2015), influences successful French female managers coming from a country that has historically promoted a dual-career model and working full-time. However, not only

[1] The last study by Patchareerat Yanaprasart is from 2006 (L'expatrié: un acteur social de la mobilité international: cadres entre Suisse et la France).

cultural but also institutional characteristics such as long working hours in full-time positions, high childcare costs and school schedules (Bataille et al., 2017; Henning et al., 2012) create difficulties for female expatriates and their male spouses who wish to adopt a different behavior and are accustomed to the provision of flexible parental leave schemes and a wide range of childcare infrastructures. Furthermore, the article expands the theoretical base of female expatriation studies by showing how speaking the same language makes it harder for expatriates to position themselves as a "third gender" in the way that Adler (1987, 1994) or Tung (2004) observed among Western expatriates in Asia or the Middle East and thus to deviate from the societal work/care norms and values of the host country. It shows that female expatriates coming from a neighboring country with the same linguistic heritage may not be seen as "foreigners" and receive less latitude for deviant behavior, because they are assumed to know the cultural norms of the host country (Selmer, 2007). Expanding Selmer's (2007) assumption, host country nationals may not only unconsciously be more tolerant of expatriates from distant countries, but also towards expatriates who communicate solely in English and are seen as "true expatriates." English-speaking expatriates may be stereotyped as living in an "expat bubble" and may receive more latitude for deviant behavior than expatriates speaking the same language. Furthermore, it contributes to the expatriate literature on cultural distance and expatriates' cross-cultural adjustment by illustrating that small differences between neighboring countries and those assumed to be similar might be underestimated and tend to cause distress for female expatriates (Tung, 2004). The predisposition to ignore small cultural and institutional differences in gender regimes between two cultures or countries that are similar seems to hold true despite the geographical and linguistic proximity between countries.

## 2.3 Third article: Empirical article about an underrepresented sample of self-initiated expatriate couples in the host country

In alignment with the identified trend of examining underrepresented specific samples of self-initiated expatriate couples/families in the host country, the third study examines self-initiated expatriate couples in the postdoctoral career phase residing in Switzerland. The researcher explores how self-initiated dual-career couples who are residing in a host country during the postdoctoral career phase coordinate their employment-seeking strategies to find two suitable positions in a given geographical area, identifying the critical issues and difficulties related to their mutually defined job search strategies in a transition phase of high insecurity. All study participants were between 30 and 44 years old, and all were involved in stable relationships (married and/or living together) in which at least one member of the couple held a PhD and worked at a university or company based in Switzerland. Most participants had already undergone multiple international moves, and many were in Switzerland for the second time. The article contains an analysis of how those international and cosmopolitan couples vary between stability and change, identifying employment-seeking behavior according to their preferences and professional constellation in a crucial career phase.

All participants were highly qualified via tertiary university education (with the majority having degrees in natural science, computer science, or engineering). The article improves the understanding of how self-initiated expatriate couples intend to use employment-seeking strategies in the postdoctoral career period to secure two positions in or outside a specific host

country. Although inner coordination patterns (based on career importance) within dual-career couples have been examined and discussed primarily (for example, Hardill & Wheatley, 2010; Rusconi & Solga, 2008; Känsälä et al., 2015), the importance of the constellation of certain characteristics (e.g., professional field, sector of the economy and career stage) on the chances of securing employment and enabling two careers simultaneously during international mobility has been neglected (Rusconi & Solga, 2008). Hence, the main contribution of the article is the illustration of various strategies according to geographical area, decisive moving conditions, ideal chronology of job finding, and prioritization of careers depending on whether one, both, or neither member intends to reach the second-stage and higher levels of an academic career in the form of an entry professorship. In line with other studies (Känsälä et al., 2015; Kierner & Suutari, 2017), this article illustrates the need for dual-career couples to plan and coordinate their international career moves actively but extends prior findings by illustrating exactly how dual-career couples intend to do so. It is not enough to derive employment-seeking strategies solely from inner coordination patterns (hierarchical, egalitarian and loose) in determining which employment is secured first and which later (Känsälä et al., 2015). Rather, couples seem to weight their employment opportunities in a global job market strategically against each other to decide who should search first and who second. Additionally, it demonstrates, on the one hand, the need for dual-career couples to plan their moves in parallel and have the agency to shape their careers. On the other hand, the article describes the simultaneous impact of environmental and relational limitations. It illustrates how self-initiated couples waver between stability and change and how, in some cases, a couple/family searches for stability (Rusconi & Solga, 2007) over the pursuit of a career that demands international mobility.

## 2.4 Fourth article: Empirical article on career trajectories and medium-term career outcomes of female partners of self-initiated expatriate couples

Regarding the identified trend of studying spouse- and children-related consequences of expatriation in the long term, the fourth article examines medium-term career outcomes of female members of dual-career self-initiated expatriate couples. As formulated in the first article as a direction for future research, the long-lasting effects (in terms of psychological, professional, or family impacts) of expatriation on spouses and children may be best addressed by studies on the life courses of expatriates and their families. In this study, the professional impact on the female partner of a dual-career couple is examined, and career trajectories of self-initiated couples residing in Switzerland are analyzed retrospectively with the help of life history calendars[2]. In the first analytical section, we have investigated whether the female partner of each couple was the main initiator of self-initiated expatriation (as opposed to a trailing spouse) and contrasted the career outcomes of highly qualified female self-initiated expatriates to Switzerland. Crucial transitions when one career stagnates, accelerates, or changes direction are assessed, and corresponding statements of respondents through qualitative interviews of both members of the couple are identified. In the second subsection, we distinguish the same couples because of their (shared or not) commitment to a dual-career-couple model of gender relations. This provides a typology of gendered career outcomes for

[2] The interviews and life history calendars have confidentially been transmitted in an anonymous form to the members of the PhD jury.

female self-initiated expatriates to Switzerland with the four ideal aspects of career acceleration, career continuation, career reorientation, and career exit/re-entry attempts.

The fourth article contributes to existing literature by introducing a life course study approach to retrospectively research the most important career transitions and the roles of various gender arrangements within the household that have impacted the current medium-term career outcomes of the female partners of expatriate couples. Contrary to a boundaryless career approach in which career development is mainly influenced by individual skills and job performance, we use a holistic longitudinal approach by incorporating insights from relational dynamics, career stage, and decision-making perspectives on career transitions and trajectories (Crowley-Henry, 2012; Sullivan & Al Ariss, 2019). Our study demonstrates how long-term relationships—especially their inherent gender arrangements—and career decision-making may have positive or negative impacts on female self-initiated expatriates' career progression. We thus introduce a shared commitment to egalitarian gender arrangements within households as a resource that might buffer career risks for female members of SIE couples in an environment that is unfriendly to those not conforming to traditional gender roles', such as Switzerland (Henning et al., 2012; Riaño et al., 2015; Le Feuvre, 2015). When commitment to a dual-career partnership model isn't strong enough or shared by both partners, it becomes extremely difficult for women to pursue a career of their own in a foreign country. Becoming financially dependent on their partner, may push highly skilled expatriate women into undesired gender roles. The SIE situation may thus, in some cases, strengthen traditional gender roles. The inability to negotiate a dual-career couple arrangement can prove to be highly frustrating for the highly skilled SIE women.

We confirm the need to move beyond a binary distinction between "hierarchical" and "egalitarian" partnerships in international mobility studies (Känsälä et al., 2015), insisting on the interplay of societal gender norms and couple-level gender arrangements as they affect the career outcomes of female members of internationally mobile couples. Classifying couples in two categories seems to simplify the issue as there is a lot of grey area in-between those categories since the commitment to egalitarian gender arrangements might be aspired but not fully shared (or not being able to put in practice due to structural factors in the local environment).

## 3. Methodical overview and contribution

Various methodical designs have been applied in this thesis. To analyze specific self-initiated expatriates and their spouses/partners in Switzerland during transition periods quantitatively and qualitatively, a variety of methodical approaches have been used to examine the topic from various angles. Graph 3 illustrates the diverse methodical designs that have been applied in the four articles. In the following, the methodical designs and contributions of each article are explained in detail.

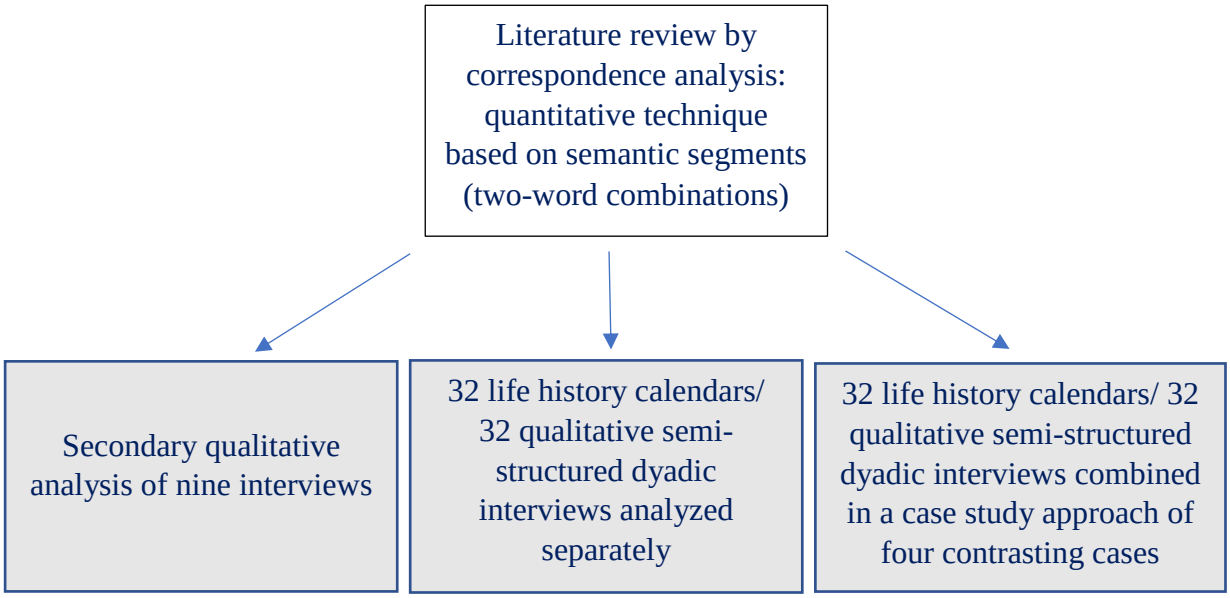


*Figure 3: Overview of methodical approaches used in the articles*

### 3.1 First article: Literature review by correspondence analysis

In the first article correspondence analysis is used, which is a multivariate statistical method mainly used in the social sciences to evaluate textual data in the form of numerical frequencies (Greenacre, 1993). Correspondence analysis works best with short texts of high density. Hence, the database for the first article consists of 132 abstracts (as short texts of high density) of articles focusing on spouses and families before, during, and after expatriation and were published between 1966 and the end of 2014. It extends and complements the semantic structure (based on single words) of the literature on female expatriates by Salamin and Hanappi (2014), as it relies on the same merely quantitative procedure but is based on semantic segments (two-word combinations) and covers a longer time span. Frequent two-word segments were chosen to better comprehend the meaning of the theme through the combination of two words rather than using separated single words (Hanappi et al., 2015). The literature review also updates and completes qualitative thematic analyses of academic literature done on spouses and families of expatriates (Forster, 1992; Andreason, 2008; Haslberger and Brewster, 2008; Takeuchi, 2010) and female expatriates (Kollinger & Linehan, 2008; Altman & Shortland, 2008; Shortland & Altman, 2011), who frequently experience dual-career issues (Vance & McNulty, 2014). Contrary to other literature reviews about expatriates in general (McEvoy & Buller, 2013; Dabic et al., 2015), the analysis focuses on spouses and families of expatriates and integrated articles

that contained a title and/or keyword expressing expatriation to a foreign country, as well as a title and/or keyword specifying an emphasis on spouses and families. For example, Dabic et al. (2015) integrated only articles with a title/keyword specifically related to "expatriate" (including "expatriates" or "expatriation"), not taking into account synonyms such as "international assignment" or "international mobility" and most importantly a title/keyword on "spouse" or "family." Journals from other research fields were not excluded in our study, whereas Dabic et al. (2015) excluded articles not related to "management," "business," or "economics" themes.

Instead of identifying, structuring, and building bridges between related central issues through an interpretive analysis, as in classical literature reviews (Creswell, 2003), correspondence analysis is almost entirely based on a quantitative technique of computing a lexical table of the most-repeated words and segments in a time period or in relation to a methodological approach. To conduct a literature review, correspondence analysis (through the software SPAD 8) examines which central research themes are systematically related to which periods in the research field and which themes are systematically related to which methodological approaches (Lebart & Mirkin, 1993). It allows the graphical display of all points of interest to be reduced to a two-dimensional graph (figures 1 and 2 in the first article) that indicates the importance and position of each of the points in relation to all others and with respect to a well-defined horizontal and vertical axis (Lebart et al., 2010). In the article, the graphical display is then discussed in combination with historical developments on the topic. Subsequently, these themes are positioned in relation to each other after trend topics are identified according their emergences.

In the second part of the paper, after having identified key tendencies of research during the last four decades, the identification of research gaps and possible main tendencies for the future is completed. Based on the probable continuation of recent trends, gaps, or differentiation of topics, open research questions are formulated and described. Hence, correspondence analysis allows the identification of trends and future directions for research based on the graphical display of the semantic structure of the field. It is an innovative approach to review existing literature on a topic based on a quantitative procedure and to identify current and future tendencies based on recent trends and gaps in the literature.

## 3.2 Second article: Secondary qualitative analysis

The second article is a secondary qualitative analysis of 17 interviews originally conducted by Sophie Falk to identify barriers to and facilitators of female careers in management and engineering in the French-speaking region of Switzerland (Falk, 2011). After thoroughly examining the sample, we noticed that two thirds of the participants were of French nationality and thus self-initiated expatriates. Because most of the participants with young children remarked on the great challenges that they were facing in the Swiss system, Eric Davoine, Nicky Le Feuvre and I decided to focus our research on the difficulties the French women have with facing a different work-care regime in a neighboring country. I thus reanalyzed the interviews using a hybrid approach of deductive and inductive coding based on Pocock's (2005) theory of a work regime. A secondary analysis of existing qualitative data allows us to answer a research question that is different from the original research purpose (Notz, 2005). A re-use of in-depth,

contextualized qualitative data offers the unique possibility to analyze data from a different angle and, in this case, re-use data to investigate a different contextual theme of the study. It is, thus, a re-analysis, providing insights into the work-care issues of French female middle managers in French-speaking parts of Switzerland (cantons of Geneva, Vaud, Neuchâtel, and Fribourg). The contextualized qualitative interviews shed light on a theme addressed by most female mangers with young children when talking about their career trajectories. This enables an examination of a subgroup of self-initiated female expatriates and their partners who speak the same language but are exposed to different societal work/care norms and values in the host country. To analyze the experience of expatriation to a neighboring country, the final sample is restricted to French managers who had been living in Switzerland for longer than one year (to be sure that they had enough experience of the Swiss work/care regime) and less than 9 years (to exclude those who had been living for a very long time in the host country). The final sub-sample consists of nine women, of whom eight were self-initiated expatriates, and one was sent from the headquarters of a French firm to its Swiss subsidiary for an undefined duration. Although the sample size is rather small and allows only limited generalizations, the interviews provide rich descriptions to identify communalities and discern patterns (Guest et al., 2006). In the interviews, the topic of work-care arrangements was not central, but the female managers described barriers to and facilitators of their careers in Switzerland in detail. The interview segments referring to how French female expatriates experience the Swiss gender order and work-care arrangements were of particular interest. A hybrid approach of deductive and inductive coding was chosen to re-analyze the semi-structured interviews. In a first step, a codebook was defined based on the theoretical context of the gender order and work/care regime described by Pocock (2005). This codebook consisted of two pillars of work-care regimes (work/care culture and work/care institutions) and enabled us to code statements and assign them deductively to each component of a work/care regime. Statements were identified that centered on participants' experiences with the work/care culture and institutions of the host country. Secondly, a thematic inductive analysis of the statements was performed to identify recurrent themes and issues in each category. Frequent themes in each category were identified, and statements were grouped together to serve as analytical categories. This resulted in categories of perceived differences in work/care norms and work/care institutions, which are summarized in table 2 of the second article.

To conclude, this article highlights which aspects of the Swiss work/care regime are perceived as very different by French female expatriates coming from a neighboring country. Through a unique secondary qualitative analysis approach, the article contributes to the understanding of female expatriation to a neighboring, similar country.

## 3.3 Third and fourth articles: Mixed-method approach using life history calendars and interviews

The third and fourth articles use a mixed-method approach and combine life course data collected through NCCR LIVES history calendars (Morselli et al., 2012; Morselli et al. 2013) with semi-structured interviews with each member of the couple about their careers and private lives. It enables us to obtain (1) quantitative standardized life course data about careers and migration trajectories and (2) qualitative data about the subjective experience of careers, family

decisions, and their implications for each member of the couple. Calendars containing standardized data and audio-recorded interviews can be analyzed separately (as in the third article) or in combination with case studies, as we did for the fourth article (Barbeiro & Spini, 2015).

The operationalization of the combination of life calendars and audio-recorded interviews differ to a great extent according to the population (Gomensoro & Burgos, 2017). Contrary to prior NCCR LIVES migration studies, in which life calendars and interviews were combined to study first-generation Portuguese immigrants (Barbeiro & Spini, 2015), children of Albanian-speaking immigrants (Gomensoro & Burgos, 2017), and Peruvian men and women living in Switzerland (Seminario, 2017; Seminario & Le Feuvre, 2019), the fulfillment of LIVES calendars in this study could be self-administered in a two-step procedure, as most self-initiated expatriate couples are familiar with tables. One of the advantages of a two-step procedure compared to a one-step procedure (calendars filled in at the same time, so-called "calendar-using device" applied, for example, by Barbeiro & Spini, 2015) is the self-administration of the LIVES history calendars in English due to a very well-educated social group. Moreover, most participants were short on time, and face-to-face interviews with both members of a self-initiated expatriate couple were hard to schedule. Therefore, in a first step, self-initiated expatriate couples (with at least one member holding a PhD) filled out English versions of the LIVES calendar. LIVES calendars were filled out independently, occasionally with additional advice or questions exchanged by email between the researcher and participants. The filling in of the calendars and end form varied; hence, it was not done by the researcher as in a one-step procedure when filling in a calendar with the participant during an interview is the objective. It should thereby be added that LIVES calendars were originally designed and tested within NCCR LIVES to be self-administered and sent by mail in a quantitative procedure for larger populations (specifically as part of the Swiss Household Panel to examine life trajectories) (Morselli et al., 2013). Prior assessments of the distributed LIVES calendars demonstrated good performance in terms of internal coherence and completeness and showed that they were equivalent to life history calendars filled in during interviews (Morselli et al., 2013).

In a second step, expatriates participated in semi-structured interviews for 1 to 1.5 hours (consecutively but separately) about their trajectories and life stories (specifically about their decisions to come to Switzerland, their career coordination strategies, and stressors they faced) with the help of an interview guide. Contrary to other studies (Seminario, 2017; Seminario & Le Feuvre, 2019), in which biographical interviews of longer duration were chosen, this study uses semi-structured interviews due to the already mentioned time limits of participants and the research purpose. To keep participants from influencing each other during interviews, they were held separately (in the absence of partners/spouses) with anonymity ensured (also vis-à-vis the partner/spouse). Semi-structured interviews vary immensely according to the purpose of research, the form of data collection, and the coding method for the analysis (Fylon, 2005; Saunders et al., 2016). Complex research questions generally require less structure, whereas the intentional use of coding frames requires more (Elliott & Timulak, 2005). The main characteristics of all semi-structured interviews are the use of an interview guide with a list of questions and topics to be addressed (Cohen & Crabtree, 2006; Sekaran & Bougie, 2013). In general, the interviewer follows the interview guide with open-ended questions listed in a certain order, but the addressing of questions or topics can vary according to the course of the

conversation and may, therefore, be divergent from one interview to the other (Saunders et al., 2016).

Another advantage of this two-step procedure is the opportunity to adapt interview questions to the characteristics of the couples. Since characteristics and major dates in the life courses of couples are known in advance of the interviews, redundant and inappropriate questions (for example, regarding childcare if the couple does not have children) can be removed from the interview guide. The interviewer is better prepared and knows the life courses of participants. He/she can also tailor initial questions precisely to a couples' situation to ensure a good start to the interviews and build up trust. The interviewer can ask more questions emphasizing the couples' transition points, such as successive international relocations, the birth of a child, or important career decisions. Hence, prepared semi-structured interviews based on an already-known life trajectory allow an interviewer to get answers to a large number of questions and obtain in-depth information related to specific predefined topics (Saunders et al., 2016). Compared to filling in a calendar at the same time during an interview ('calendar-using device'), the calendar does not influence the narration of events in a two-step procedure; questions can be formulated according to their importance instead of the chronological order of events. This also holds true for the participants, as they might narrate events they consider important more intensively without the calendar in front of them as opposed to filling out the calendar during the interview as the prime objective (Bell, 2005). This implies that interviewees might focus more on the emotional than the factual and chronological aspects of events or relationships. This also facilitates raising difficult subjects or further questions during interviews—or not having to raise them at all because interviewees recount the issues by themselves over the course of the discussion (Bell, 2005).

In general, it can be said that the combination of the LIVES calendar and semi-structured interviews with couples some days later offers a unique and innovative way to map and compare two inter-related career and life trajectories (standardized LIVES calendars) and understand underlying processes and individual agency in career coordination within a couple (qualitative interview data). Whereas couples were considered units in the third article (since couples synchronically gave answers about their intentions and employment-seeking strategies to secure two positions in the same geographical area), the interviews and perspectives of a couple were compared to each other in the fourth article to determine the main initiator of the self-expatriation and their (shared or not) commitment to a dual-career-couple model of gender relations (Sekaran & Bougie, 2013). In the third article, LIVES calendars and interview data were used separately after receiving all demographic and background data about the couple through the calendars (professional trajectory, prior international moves, and current employment status) and analyzing the interviews separately through a thematic analysis to determine frequently cited reasons regarding participants' motivations for staying/moving and when following or leaving an academic career track. The fourth article used LIVES calendars and interview data combined in a case study approach to analyze four of the most contrasting examples of women's career outcomes and looks at their life and career trajectories in relation to those of their partners.

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# 1st article: Spouses and families of expatriates: A systematic literature review by correspondence analysis based on semantic segments

**Abstract:** *Spouses and families of expatriates have been identified as a major issue in expatriation, and the literature thereon has augmented in recent years. Applying correspondence analysis, this article aims to provide a systematic visualization of the development of the research topic and reveals key tendencies of research over time. By using correspondence analysis software, a textual analysis of abstracts from 132 academic journals in English that focus on the couple/family before, during and after expatriation is performed. Through the semantic structuring of the topic, the development of the research along two major axes can be demonstrated: the evolution from home-country to host-country issues and the nonlinear shift from an expatriate-centered perspective to a dual-career and expatriate-family perspective. Based on the historical advancements of the field, key trends for future research are anticipated and identified. Among other trends, studies on the long-term impact of expatriation, studies on non-traditional families and partners/families of specific self-initiated expatriates are discussed.*

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## Introduction

Against the background of the agreement on free movement of workers in the European Union and a globalized workforce, the transfer or the self-decided relocation of highly skilled employees across borders has augmented drastically in the European Union and around the world. The international demand for talents remains strong, and well-educated expatriates are moving between nations and contributing to the global economy (Beaverstock, 2005). When a highly skilled employee pursues a career opportunity abroad, the spouse or partner and children (if there are any) of the expatriate are also affected by the relocation across borders.
In fact, spouses and partners of expatriates have been identified as a major issue in expatriation (e.g., Black & Stephens, 1989; De Cieri et al., 1991; Punnett, 1997; Harvey, 1998; Shaffer & Harrison, 2001). The adjustment and well-being of spouses and expatriate managers are highly correlated, and children tend to imitate their parents (Black & Stephens, 1989; Black & Gregersen, 1991a). While expatriates have the continuity of a work structure and children have the daily routine of school, spouses often resign from their previous employment and leave their support structure behind (Adler & Gundersen, 2007). They are frequently more immersed in

the foreign environment and organize the daily life of the expatriate family in a culturally diverse setting (Andreason, 2008) while eventually trying to pursue a career on their own. Expatriate scholars agree that the spouse has the most difficult role of any family member during an expatriation but has a crucial impact on all other family members and hence the performance of the expatriate (e.g., Black & Stephens, 1989; Harvey, 1995; Shaffer & Harrison, 2001; Takeuchi et al., 2002; Brown, 2008). If an expatriate is unable to perform according to the expectations of the organization he or she works for (underperformance or premature return), it can be costly and problematic for the organization (Harzing & Christensen, 2004). Traditionally, the expatriation phenomenon has been gendered − with a male expatriate and an accompanying female spouse − but the numbers of accompanying male spouses and dual-career couples in expatriation have slowly increased over the last thirty years, increasing the prevalence of career issues (Harvey & Wiese, 1998b; Andreason, 2008; Altman & Shortland, 2008).

Based on the importance of the spouse and the whole expatriate family for the performance of the expatriate and hence the international organization, this literature review focuses on spouses and families of expatriates. The article aims at revealing the private side of an expatriate career: its impact on the family and vice versa. It extends and complements the semantic structure (based on single words) of the literature on female expatriates by Salamin and Hanappi (2014), as it relies on the same merely quantitative procedure but is based on semantic segments (two-word combinations) and covers a longer time span. It also updates and completes qualitative thematic analyses of academic literature done on spouses and families of expatriates (Forster, 1992; Andreason, 2008; Haslberger and Brewster, 2008; Takeuchi, 2010) and female expatriates (Kollinger & Linehan, 2008; Altman & Shortland, 2008; Shortland & Altman, 2011), who frequently experience dual-career issues (Vance & McNulty, 2014). No previous study has quantitatively and qualitatively examined how research specifically on spouses and families of expatriates has transformed over time. The article therefore provides a semantic structure of the past scientific literature and offers a new alignment of the research topic along two central axes.

To include a wide range of articles, the review comprises literature about expatriates sent by a company to undertake an international assignment, as well as literature about self-initiated expatriates who undertake international work by their own volition without the sponsorship of an organization (Doherty et al., 2011) and alternative forms of assignments (e.g., short-term assignments, international rotational assignments). In line with the definition of self-initiated expatriates by Cerdin and Selmer (2014: 1281), self-initiated expatriates can be further distinguished along four main criteria as "expatriates who self-initiate their international relocation, with regular employment (intentions) and intentions of temporary stay, and with skilled/professional qualifications." Those four conceptual criteria have to be fulfilled at the same time (Cerdin & Selmer, 2014). According to this definition, self-initiated expatriates and immigrants can be viewed to represent two distinct conceptual notions. Although immigrants may conform to the first two and the last criteria, they differ according to the third criterion of a planned temporary period of stay (Cerdin & Selmer, 2014). Self-initiated expatriates start their foreign employment with the intention to repatriate in the future and are living and working temporarily – typically for 2 to 5 years – in the host country (Guzzo, 1997; Cerdin & Selmer, 2014). The temporary nature of the stay applies as well when the employment duration is not

officially pre-determined (as in the case of many self-initiated expatriates) (Haslberger & Vaiman, 2013). This third criterion, intention to stay temporarily, allows expatriates and immigrants to be considered two exclusive groups at a certain moment in time as intentions are not permanent by definition (Klekowski von Koppenfels, 2014; Carling & Pettersen, 2014)[3].

I therefore focus exclusively on literature about different forms of expatriation with the intention of repatriation to the home country and map the semantic structure of academic work about spouses and families of (sent and self-initiated) expatriates over the last fifty years. The applied statistical method approach of correspondence analysis (through the software SPAD) allows analyzing 132 abstracts of articles published in academic journals in English from the year 1966 until the end of 2014 and provides a visual overview of key topics related to the research field in different time periods. By so doing, I identify prevalent tendencies of research over the decades and according to 5-year periods, and demonstrate the development and expansion of the literature on spouses and families of expatriates.

Based on this historical evolution, I identify research gaps in the past and anticipate the continuing of current and potential tendencies in the future. Therefore, this article contributes to the existing literature on spouses and families of expatriates by emphasizing open research questions that can be addressed to complement the literature in the future.

# 1. Research Design

## 1.1 Database

The database consists of abstracts − as short texts of high density − of articles with a main focus on spouses and families before, during and after expatriation that were published until the end of 2014. To determine specific criteria for inclusion, the articles had to contain a title and/or keyword expressing expatriation to a foreign country (left column of table 1) as well as a title and/or keyword specifying an emphasis on spouses and families (right column of table 1). Titles and keywords are the most salient features of an article, as they indicate the main topic of the article through a very limited number of words. Synonyms for “expatriation,” “spouse” and “family” were determined before initiating and extended during the keyword research. Furthermore, only academic articles in English were considered because the semantic structure can only be displayed in a single language and the parallel translation would invalidate the computation of the lexical tables in the correspondence analysis.

| **Title and/or keywords indicating expatriation** | **Title and/or keywords indicating a focus on spouses and families** |
|---|---|

[3] A self-initiated expatriate may change his intentions at a later date and become an immigrant (e.g., Al Ariss, 2010; Dorsch et al., 2012; Klekowski von Koppenfels, 2014). “Return intentions” are therefore a subjective criterion (Cerdin & Selmer, 2014) that is challenging to apply because intentions do not predict future behavior in a perfect and consistent manner (Carling & Pettersen, 2014). But “return intentions” are a preceding and necessary decisive factor for future behavior and are significant for reasons intrinsic to themselves (Carling & Pettersen, 2014). They imply underlying attitudes to the expatriation or migration experience and can influence behavior other than repatriation itself, such as efforts to make friendships, property assets and qualifications (Carling & Pettersen, 2014), or − specifically for accompanying spouses –employment seeking and child-rearing.

| | |
|---|---|
| Expatriate, expatriation, repatriate, repatriation, international assignment, global assignment, overseas assignment, employment in foreign countries, international relocation, relocation overseas, international career, global career, transnational career, mobile career, global talent, international mobility, international transfer, international manager, cross-cultural adjustment, intercultural adjustment, international adjustment, international HRM, global HRM, etc. | Dual-career, couple, family, familial, spouse, spousal, marital, partner, wife, husband, intimate relationships, child, children, mother, father, parents, teenager, adolescents, kids, work-family conflict, work-life conflict, work-family balance, work-life balance, work-family enrichment, etc. |

*Table 1: Graphical illustration of criteria for inclusion*

The initial keyword research in several databases, including Business Source Complete, Google Scholar, EconLit, Francis and Sage Journals Online, with various combinations of expressions of the left and right columns of table 1 and the additional screening of references resulted in 186 articles. Each article was carefully read and the references screened for more relevant articles. Various articles had to be eliminated for different reasons: (1) 42 articles did not correspond entirely to the specific inclusion criteria because they mentioned spouses and families of expatriates only in the abstract as a control variable among others, but not in the title or keywords. It was therefore determined that the article's main emphasis was not on spouses and families of expatriates, and according to the exigency of the defined inclusion criteria, the articles were excluded. (2) Three articles, mainly older ones, did not have a complete and functional abstract and could therefore technically not be used in the database. (3) Nine articles were published in practitioner journals or a journal that was not peer-reviewed. I decided therefore to include just articles from academic journals and excluded articles from specialized and practitioner journals due to the high rate of recurrence and unpredictability of the quality of the journal. Through the extensive keyword research and screening of references, I attained **132 valuable peer-reviewed articles from academic journals in English.** They were published in 68 different journals from the year 1966 until the end of 2014 in various disciplines such as human resource management, international management, sociology, psychology, and gender studies.

| Year Category | No. of articles |
|---|---|
| **1966-1994** | **17** |
| **1995-1999** | **18** |
| **2000-2004** | **25** |
| **2005-2009** | **28** |
| **2010-2014** | **44** |
| **Total** | **132** |

*Table 2: Number of articles per year category*

Table 2 indicates the distribution of the 132 articles per year category, starting with a broader category (1966-1994) due to a wider dispersion of articles and slow beginning during the early years. The variable year category is used to determine which themes are related to which period of time and to illustrate the historical evolution of the topic (the year 1966 indicates the first article on the topic). After the year 1995 and against the background of accelerating globalization, a steady growth in the number of published articles about spouses and families of expatriates is notable, which was taken into account through the implementation of 5-year groupings. The 5-year periods during these booms serve to illustrate the main scientific correspondences and to filter gradations of discourse more accurately (Altman and Shortland, 2008). Secondly, table 3 illustrates the distribution of all empirical articles (N=106) according to their applied methodological approach. The variable of methodological approach is used to examine which themes are studied with which methodological designs. Of the initial 132 articles, 26 were theoretical contributions without an empirical research design and had to be excluded to conduct the second correspondence analysis (leading to a total of 106 for the second computation).

| Methodological Approach | No. of articles |
|---|---|
| **Quantitative Approach** | **60** |
| **Qualitative Approach** | **33** |
| **Mixed Methods** | **13** |
| **Total** | **106** |

*Table 3: Number of articles per methodological approach*

## 1.2 Method

I analyze which central research themes are systematically related with which periods in the research field and which themes are systematically related with which methodological approach by using correspondence analysis (Lebart & Mirkin, 1993). Correspondence analysis is a multivariate statistical method used mainly in the social sciences that evaluates textual data in the form of numerical frequencies (Greenacre, 1993). This merely statistical technique allows a simple graphical display of the semantic structure and the evolution of a certain research field by classifying words and repeated segments of short texts of high density (Salamin & Hanappi, 2014; Hanappi et al., 2015). Instead of identifying, structuring and building bridges between related central issues through an interpretive analysis as is completed in classical literature reviews (Creswell, 2003), correspondence analysis is almost entirely based on a quantitative technique of computing a lexical table of the most-repeated words and segments in a time period or in relation to a methodological approach. It allows the graphical display of all points of interest to be reduced to a two-dimensional graph that indicates the importance and position of each of the points in relation to all others and with respect to a well-defined horizontal and vertical axis (Lebart et al., 2010).

To perform the correspondence analysis, an Excel sheet containing the data from the 132 articles was entered into the textual analysis program SPAD 8. With the content from the abstracts, SPAD created a comprehensive vocabulary of frequent words and segments (Hanappi et al., 2015). This content from the abstracts was plotted against the variables of year category

(categories 1966-1994, 1995-1999, 2000-2004, 2005-2009, 2010-2014; see table 2) and methodological approach (quantitative, qualitative or mixed methods; see table 3). Frequent two-word segments were chosen to better comprehend the meaning of the theme through the combination of two words rather than using separated single words (Hanappi et al., 2015). In the contingency table, the semantic segments (two-word combinations) of the abstracts represent the rows of the table, and the six different year categories or the three different methodological approaches represent the columns of a contingency table.

The chi-squared statistic applied in SPAD 8 calculates the discrepancy between the observed frequencies in the contingency table and the expected frequencies in case the column profiles are homogenous (Greenacre, 1993). The position of the semantic segments reveals how distant the column profiles are from their average profile – and therefore indicates time periods in which the use of a specific word segment is above average (figure 1) or specific word segments that are studied with a certain methodological approach more frequently than the average (figure 2). Initially, the profiles are situated in a space of five dimensions, but SPAD identifies a subspace of two dimensions as an approximation of their higher-dimensional positions (Greenacre, 1993). The dimensionality reduction is indispensable because the visualization would otherwise not be possible. Two-dimensional calculations allow a comprehensive view of the segments' profiles and their dispersion relative to two principal axes. The axes indicate two continuums over time that allow the structuring of the development of research on spouses and families of expatriates.

For the first variable, year category, SPAD identified 161 segments that contributed significantly to the construction of the two-dimensional semantic structure of the research field. To reduce the number of segments furthermore, I filtered the segments statistically (70% of items were selected on the basis of an exclusive selection) to have two-word combinations of the research field summarized and represented in one graph[4]. For the second variable, methodological approach, SPAD identified 258 segments that contributed significantly to the construction of the graphic. Similar to the first analysis, the number of two-word segments was reduced additionally (30% of items were selected on the basis of an exclusive selection) to have a representative and displayable number of segments for each value of the variable.

These distributions around each value of the variables of year category and methodological approach will be interpreted and discussed based on the in-depth reading of the articles considered in the review in the next chapter.

## 2. Results and interpretation

Figure 1 displays the two-dimensional positions of the key segments (two-word combinations) along two principal axes and illustrates the development of research on spouses and families of expatriates over time. Based on the scattering of the segments, I interpreted the first axis as an evolution from a more **home-country viewpoint** ("home country," "United States," and

[4] The inclusion of all 161 segments graphically was not possible (for lack of space and illegibility of the semantic segments in the graph). The filtering of 70% (about 112 segments) for figure 1 and 30% for figure 2 (about 77 segments) of the most important segments was chosen to incorporate sufficient segments in the graph to illustrate precisely the distribution of semantic segments according the variables (20-25 segments per variable value on average) and to be able to graphically display them.

"American multinational" company on the left end of the axis) to a **host-country viewpoint** ("host-country characteristics" and "host company" on the right end of the axis) and to a variety of nationalities of expatriates. The main corresponding expressions "home country" and "host-country characteristics" are underlined in figure 1. The second axis is seen as a continuum from a more **expatriate-centered perspective** ("overseas executive" and "managers in" on the lower end) to a **dual-career and expatriate-family perspective** ("dual-career exploration," "dual-career couple," "expatriate family," "as family" on the upper end). Whereas the subject of study is mainly an expatriate manager and his spouse on the lower end of the graph, the focus shifts to dual-career couples or expatriate families considered as a unit on the upper end of the display. The principal corresponding segments "overseas executive" and "dual-career exploration" are also underlined in figure 1.

Figure 2 illustrates which relevant two-word expressions are examined recurrently with which methodological approach. Given the distribution of the semantic segments, I interpreted the first axis as a continuum from a **quantitative approach** ("survey results") to a **qualitative approach** ("interview data") and the second axis as a continuum from a **mixed approach** to a **single method approach** (see figure 2). Key issues such as "work-life balance," "spouse role," "gender differences" and "family adjustment" are distributed around the qualitative methodological approach. Themes such as "dual-career couple," "repatriation adjustment" and "organizational support" among others are scattered around the quantitative methodological approach in the right upper angle (Figure 2). Themes studied mostly with a mixed method approach are "spouse adjustment," "decision process," "expatriate candidates" and "expatriate turnover." This graphical display will be discussed in combination with the historical developments of figure 1, and these themes will be positioned in relation to each other after having identified trend topics according their emergences.

It can be said that the visualization of the most central topics of the literature specifies similarities and intersections with research fields such as "international management," "career planning," "work-life balance" and "cross-cultural adjustment" (see figure 1). As the graph indicates, a main redundancy of "international management" and the expatriate literature is the issue "expatriate turnover" and prevention of the "failure of" an expatriation through adequate "selection criteria," "training programs" and "organizational support" (e.g., Harvey, 1985; Black & Stephens, 1989; Fukuda & Chu, 1994; Shaffer & Harrison, 1998; McNulty, 2012).
Key topics of "career planning" on the other hand are "dual-career exploration" (Harvey, 1996a; Harvey, 1997; Handler & Lane, 1997; Riusala & Suutari, 2000; Hardill, 2004), the timing of an international assignment during a career (Harvey et al., 2009a; Konopaske et al., 2009; Känsälä et al., 2014) and the possibilities and constraints of global career mobility in general (Forster, 1992; Dupuis et al. 2008; Cole, 2011; Roos, 2013). The research field "work-life balance" is considered through explicit themes such as "work-life balance," "work-family conflict" and "work-family interface" in an international setting (e.g., Shaffer et al., 2001; Shortland & Cummins, 2007; Lazarova et al., 2010; Schütter & Boerner, 2013) with a particular emphasis on female expatriates (e.g., Linehan & Walsh, 2000; Fischlmayr & Kollinger, 2010; Mäkelä et al., 2011a). Finally, topics like "culture shock," "behavior adjustment," and "family adjustment" highlight the intersection with the literature on "cross-cultural adjustment" and reveal cultural adjustment issues of the expatriate, the expatriate's spouse or their children in

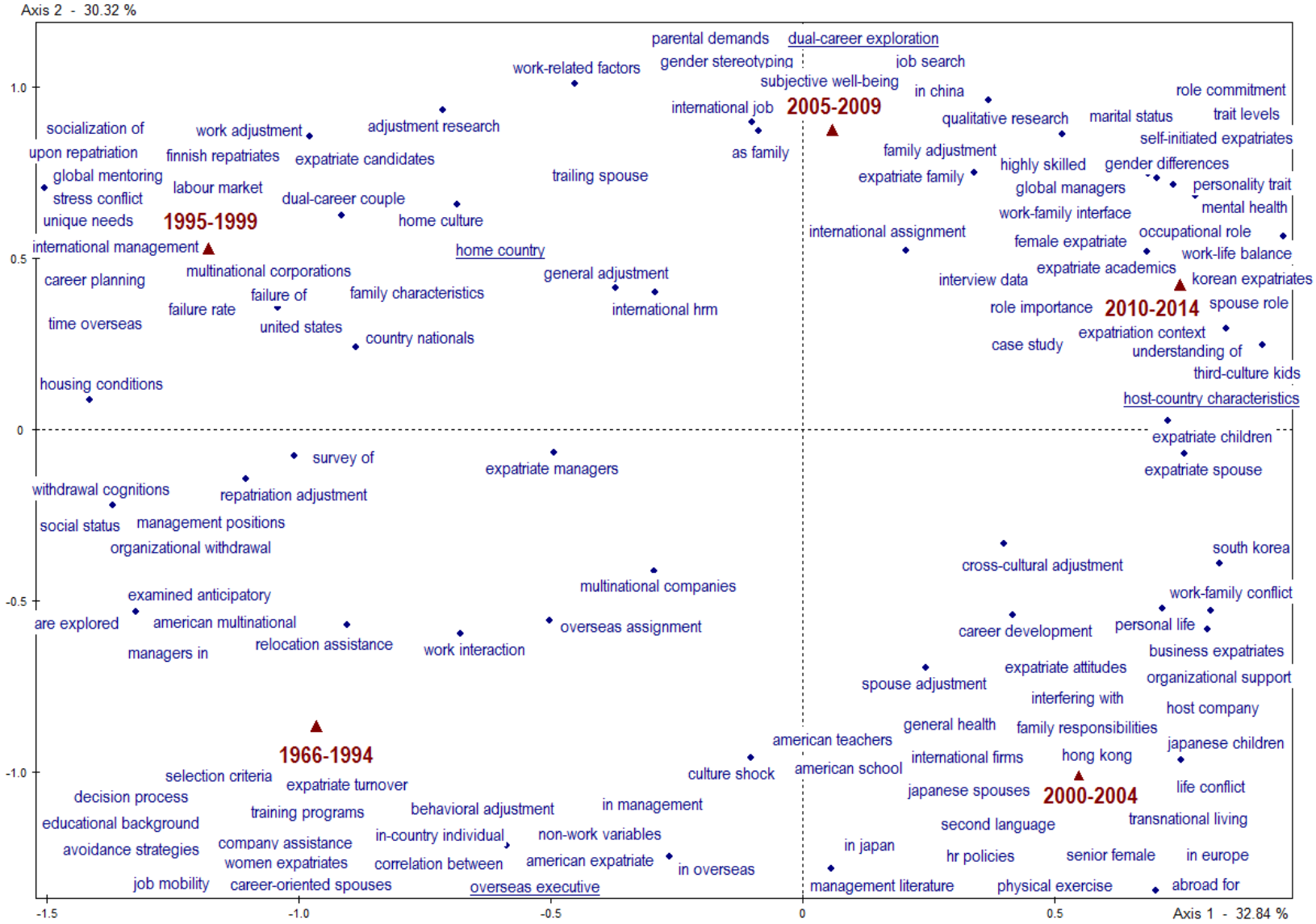


*Figure 1: Two-dimensional visualization of key themes in the literature on expatriates' spouses and families over time.*

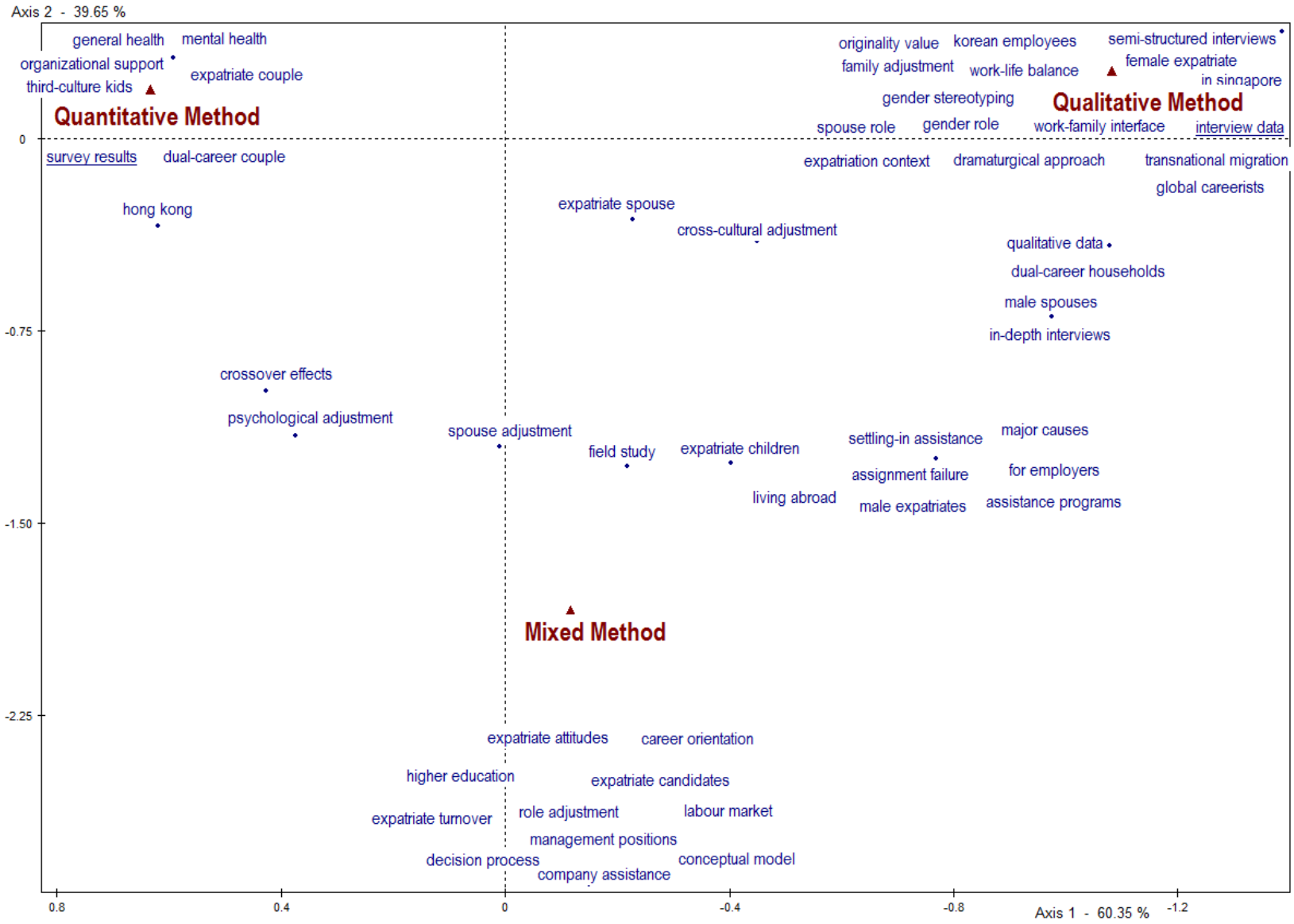


*Figure 2: Two-dimensional display of key themes related to methodological approach.*

the host country or back in the home country (Black & Gregersen, 1991a; Takeuchi et al., 2002; Palthe, 2004; Van Der Zee et al., 2007; Rosenbusch & Cseh, 2012). According to figure 1, these key topics can be attributed to different year categories (according to their position in the graph) and illustrate the semantic structure of research about spouses and families of expatriates over time. The five time periods will be interpreted and discussed in chronological order in the following section.

## 2.1 Year category 1966-1994: A focus on recruitment, selection and training issues of overseas executives in the home country

The years 1966-1994 correspond to the early years of the research field and represent the primary development of the field. Consistent with other authors on expatriate issues (Taylor et al., 2002; Altman & Shortland, 2008; Salamin & Hanappi, 2014), those years can be described as formative years during which the topic of expatriates' spouses was introduced and the research agenda initiated. During this time, most studies had a quantitative methodological approach based on a survey (indicated by the segment "survey of" in figure 1). The emphasis lies on an American executive and his wife sent on an overseas assignment by an American multinational company (indicated by terms like "overseas executive," "American expatriate," "American multinational," "in overseas" and "overseas assignment"). This demonstrates the importance of the United States of America as home country and managers of American multinational companies as the prime study subject of articles (Negandhi, 1966; Howard, 1974; Harvey, 1985; Black & Stephens, 1989; Black & Gregersen, 1991a; Forster, 1992; Punnett et al., 1992) and justifies the position on the lower left side of the graph (home-country viewpoint and expatriate-centered perspective). The research on expatriates' spouses thus started in the United States with the spouse and the family seen as the entourage of a manager transferred to a foreign country.

The articles emphasize recruitment and selection in the home country; the focus lies on a manager and his educational and socioeconomic background who is preliminarily examined for an assignment through an assessment process (indicated by the terms "educational background" and "examined anticipatory" in the graph) (Negandhi, 1966; Howard, 1974; Harvey, 1985; Fukuda & Chu, 1994). The manager's suitability for an expatriation is assessed, including whether he is sufficiently mobile (has adequate "job mobility") and whether his family situation or other "non-work variables" (if he has for example a "career-oriented spouse") are adequate. In general, it can be said that authors attempt to determine and improve recruitment selection criteria for expatriates to prevent the failure of an expatriation and to reduce expatriate turnover (indicated by terms like "selection criteria" and "expatriate turnover"). The expatriate's spouse is identified as an important factor in the success or failure of his expatriation for overseas assignments. Some articles discuss the influence of the spouse on the expatriates' adjustment and intent to stay (Black & Stephens, 1989; Black & Gregersen, 1991a; De Cieri et al., 1991) as well as the impact of spouse's career orientation on the expatriate (Stephens & Black, 1991). The authors conclude that spouses who are unable to adjust to the foreign environment negatively influence the adjustment of expatriates and are the main reason for premature returns to the home country (Harvey, 1985; Black & Stephens, 1989; Fukuda & Chu, 1994). Interestingly, spouses are seen as mainly female, and only one study specifically emphasizes future challenges for "women expatriates" and their male spouses in the upcoming decades

(Punnett et al., 1992). In this time period, “training programs” and “relocation assistance” for the expatriate and the spouse evolve as possible solutions to reduce “culture shock” and “withdrawal cognitions” of expatriates and their entourages, which then minimize ensuing “organizational withdrawal” and “expatriate turnover” (Black & Gregersen, 1991a; Kilgore & Shorrock, 1991; De Cieri et al., 1991; Fukuda & Chu, 1994) “Company assistance” before and during expatriation is specified as an important predictor of psychological adjustment of spouses during an assignment (De Cieri et al., 1991). Only one study examines the effect on organizational and other variables on repatriation adjustment of American managers and their spouses once they return home to the United States (Black & Gregersen, 1991b).

## 2.2 Year category 1995-2000: The evolution of the dual-career expatriation dilemma

The year category 1995-2000 is positioned on the slightly upper left side of the graph. Similar to the previous year category, recruitment and selection processes in the home country remain a strong focus during this time. The terms “home country,” “United States,” “home culture” and “time overseas” indicate a home-country standpoint of articles, though this is combined with a shift toward a dual-career perspective (indicated by the segments “dual-career couple” and “family characteristics”). The emphasis lies on a growing number of dual-earner and dual-career couples in the United States and around the world (Blossfeld & Drobnic, 2001), where both partners are employed and equally committed to their professional careers (Harvey, 1995). The expatriation of such a dual-career couple is seen as a dilemma (Harvey, 1996a; Harvey, 1996b), as that one partner may be reluctant to resign from his or her previous employment and give up his or her own career. Hence, authors address the willingness of dual-career couples to relocate to a foreign country and the difficulties for international human resource managers (“international HRM”) to find “expatriate candidates” to fill vacancies in fast-growing subsidiaries overseas (Harvey, 1995; Harris, 1995; Harvey, 1996a; Punnett, 1997; Harvey, 1998). If a dual-career couple expatriates nevertheless, the spouse who accompanies the expatriate (referred to as the “trailing spouse”) strives to continue his or her career in the host country. If the continuation of the career is not possible, the amount of stress a couple experiences during expatriation increases, resulting in a higher probability of dissatisfaction and “failure of” expatriation (Harvey, 1998; Shaffer & Harrison, 1998). Dual-career couples are therefore defined as one of the contributing factors to a high expatriate “failure rate” (Harvey, 1995; Harvey, 1996a; Harvey, 1996b; Harvey, 1998; Shaffer & Harrison, 1998). Authors analyze diverse aspects of the dual-career dilemma; e.g., the difference between the expatriate and the trailing spouse, between male- and female-led dual-career couples and between attitudes prior to expatriation and “upon repatriation” (Harvey, 1997). Some authors (Harris, 1995; Harvey, 1996b; Handler & Lane, 1997; Punnett, 1997) criticize the practices in place within international companies, suggesting that companies do not provide adequate policies for managing dual-career couples and “career planning” in general and female-led dual-career couples with male trailing spouses in particular (Harris, 1995; Punnett, 1997; Harvey & Wiese, 1998b; Hardill & MacDonald, 1998). Hence, women managers are frequently excluded or marginalized in the international “labour market” due to outdated corporate policies such as host-country cultural restrictions or concerns surrounding dual-career couples (Harris, 1995;

Hardill & MacDonald, 1998). Authors mention outdated as well as ambiguous and informal selection processes as the main barriers to greater diversity in global assignments and recommend transparent and formal position-specific criteria in assessments (Harris, 1995; Altman & Shortland, 2008). In accordance with Altman and Shortland (2008), a strong discriminatory discourse of certain types of expatriates – especially female-led dual-career couples with male trailing spouses – is notable with a tendency to campaign for more diversity in international assignments. A "global mentoring" program emerges as a possible solution to assist in the "socialization of" different dual-career couples during an expatriation (Harvey & Wiese, 1998a). Authors argue that a mentoring program can consider the unique needs of expatriates and the complex process of expatriation better than company assistance alone (Harvey & Wiese, 1998a; Harvey & Buckley, 1998; Harvey et al., 1999).
Gregersen and Stroh (1997) published one of the first studies to use a non-U.S. sample – Finnish expatriates returning to Finland – to assess cross-cultural differences and adjustment during repatriation in a European country and compare them with prior results (Black & Gregersen, 1991b) of an American sample (indicated by the term "Finnish repatriates" and "repatriation adjustment"). Authors start therefore to expand the literature on "general adjustment" of expatriates and their spouses to nationalities other than Americans (see also Taylor et al. (2002) for a similar observation on female expatriates).

## 2.3 Year category 2000-2004: Business expatriates in a globalized world

The period of 2000-2004 illustrates the continuing globalization of "international firms" expressed by a central evolution to more studies with non-U.S. samples and/or specific host countries in Europe or in Asia (indicated by the terms "in Europe," "in Japan," and in "Hong Kong"). The concentration on locations such as Hong Kong, Japan and Europe in the "management literature" reveals the importance of these locations for the growing world economy. On the other hand, the lower right side of the graph indicates a shift back to a more expatriate-centered perspective of articles; authors write about expatriates and their spouses instead of dual-career couples or families seen as an entity (indicated by the terms "business expatriates" and "spouse adjustment"). In light of the discussion and the rejection of the concept of expatriate failure (Harzing, 1995; Forster, 1997), expatriate scholars approach general human resource issues in an international setting to examine issues regarding performance management of expatriates (Harzing & Christensen, 2004). The emphasis of articles therefore lies primarily on "business expatriates" (term change) and their "personal life" in the host country–and the interfering of the expatriation with it (indicated by the terms "interfering with," "life conflict," "work-family conflict," "general health," "physical exercise" and "transnational living"). Several authors (Shaffer & Joplin, 2001; Shaffer et al., 2001; Grant-Vallone & Ensher, 2001) examine forms of "work-family conflict" or "personal life" conflict and their impact on the expatriate's withdrawal cognitions (Shaffer et al., 2001), job performance (Shaffer & Joplin, 2001), or mental well-being of expatriates (Grant-Vallone & Ensher, 2001). In this regard, the mediating effect of the company (indicated by the mutated terms "corporate support" and "organizational support") on well-being and personal conflicts of expatriates during an assignment is discussed (Grant-Vallone & Ensher, 2001) – as is the impact of "HR policies" on work-family issues of "senior female" expatriates due to the rising proportion of female

expatriates in international assignments (Linehan & Walsh, 2000; Moore, 2002; Harcar & Harcar, 2004).

The "cross-cultural adjustment" to the "host country characteristics" emerges as an important issue (indicated by terms like "cross-cultural adjustment" to the "host company" and the "host country characteristics"). For example, articles examine the cross-cultural adjustment of "Japanese spouses" in the Silicon Valley (Simeon & Fujiu, 2000); of Japanese expatriates and their spouses in a variety of countries (Takeuchi et al., 2002); of Chinese mainland business expatriates in Hong Kong (Selmer et al., 2000); of Western male spouses in Hong Kong (Selmer & Leung, 2003); of American expatriates in Japan, the Netherlands, and South Korea (Palthe, 2004); of American spouses in Germany (Mohr & Klein, 2004); and generally of spouses in a variety of countries (Shaffer & Harrison, 2001; Copeland & Norell, 2002; Ali et al., 2003). Some authors (Selmer et al. 2000; Palthe, 2004; Mohr & Klein, 2004) use three facets of cross-cultural adjustment (work, interaction and general adjustment) developed by Black and Stephens (1989), whereas others conceptualize their own models of spouse adjustment to the host country (Shaffer & Harrison, 2001). Thus, more articles use the outcomes of the theory building of the previous phases or contribute with a modified conceptualization to the advancement of the theoretical bases of cross-cultural adjustment (Taylor et al., 2002). "American schools" and "American teachers" arise as issues for expatriates in the United States (e.g., "Japanese children") and for American expatriates with "family responsibilities" in foreign countries (Simeon & Fujiu, 2000; Miyamoto & Kuhlman, 2001; Mohr & Klein, 2004). What it means to grow up overseas is another topic that becomes prevalent through the "second language" attrition of expatriate children (Sider, 2004) and the divergent characteristics and attitudes of third-culture kids (individuals who lived as adolescents in a foreign country for a longer time) in comparison to native adolescents (Selmer & Lam, 2004; Lam & Selmer, 2004).

## 2.4 Year category 2005-2009: Dual-career exploration in the home and host country

The year category 2005-2009 reveals a major shift back to a dual-career and expatriate-family perspective (indicated by the segments "dual-career exploration," "expatriate family" and "as family") combined with a slight reorientation to the home country. Home-country and host-country issues are roughly balanced in number. Key home-country issues include family and gender differences in international "job search" behavior (Tharenou, 2008) as well as in willingness to accept an "international job" opportunity (Tharenou, 2008; Konopaske et al., 2005; Konopaske et al., 2009; Dupuis et al., 2008), the influence of the repatriation adjustment on willingness to accept a future "global assignment" (Larson, 2006) and strategic "dual-career exploration" for couples (Harvey et al., 2009a; Harvey et al., 2009b). In line with general and scientific discussions of male and female differences in organizational contexts and the majority of female expatriates' being single and childless, the trend topic "gender differences" arrives in the expatriate literature (Taylor et al., 2002; Altman & Shortland, 2008). Hence, the issues "gender differences" and "gender stereotyping" of expatriates are examined in relation to the home country (Tharenou, 2008; Tzeng, 2006), highlighting the fact that the expatriation interests of women with family continue to be least realized in expatriation (Tharenou, 2008), a phenomenon also referred as the "expatriate glass ceiling" (Insch et al., 2008). To enlarge the

poll of eligible international talents, the improvement of "dual-career exploration" for both female and male expatriates in international companies is indispensable, according to expatriate scholars (Tharenou, 2008). Harvey et al. (2009a) conclude that international companies have adapted insufficiently to the predicted changing recruitment environment and proposes strategic time periods – according to family and career life-cycles of expatriates – to dual-career couples and human resource managers.

Host-country issues are represented by topics such as "family adjustment" (Shah & Lund, 2007; Haslberger & Brewster, 2008), the correlation of work-home interferences with the "subjective well-being" of expatriate couples (Van Der Zee et al., 2005; Shortland et al., 2007), the dominant stressors for expatriate couples (Brown, 2008), and the influence of "parental demands" and culture novelty on the adjustment of expatriates and their spouses (Takeuchi et al., 2007). These topics illustrate an expansion and differentiation in the field of cross-cultural adjustment of expatriates: from "spouse adjustment" (year category 2000-04) to "family adjustment" (year category 2005-09). Alongside the economic development of China, the adjustment of expatriates and their families "in China" receives more attention. Among other topics, articles study psychological workplace strain of Western expatriates in China (Takeuchi et al., 2005) and expatriate families living in China with adopted Chinese children (Heimsoth & Laser, 2008).

During the years 2005-2009, the evolutions of new subthemes in the literature such as "self-initiated expatriates" (Richardson, 2006; Altman & Shortland, 2008; Peltokorpi & Froese, 2009) and short-term international assignments (Starr & Currie, 2009; Konopaske et al., 2009; Starr, 2009) are notable, indicating a trend to more flexible and self-determined arrangements in expatriation. An increased importance of different forms of international working experiences is distinguished (Tung, 1998), highlighted also by the frequently and differently used terms "international" and "global" in this time period (Figure 1, e.g., "international job," "international assignment"). The year 2005 also ushers in a new phase of qualitative studies, which were scarce during the prior time periods (indicated by the term "qualitative research"). Research designs change from predominantly quantitative studies to qualitative study designs on the basis of semi-structured or in-depth interviews.

## 2.5 Year category 2010-2014: The continuing of trends

The trend toward qualitative studies continues in recent years (indicated by the segment "interview data"). The position of the year category on the upper right end of the axis reveals a focus on host-country issues combined with a rather dual-career and family perspective. The emphasis on host-country issues could be interpreted as a rising significance of host-country characteristics as primary drivers for expatriation (Doherty et al., 2011) and the intention to understand the expatriate experience and the "expatriation context" entirely (indicated also by the expression "understanding of"). The majority of articles focus on dual-career and expatriate family issues on a personal and individual level in the host country, except for a few articles that discuss "global managers" (Cappellen & Janssens, 2010) and the influence of the spouse on expatriate adjustment (Takeuchi, 2010; Van Erp et al., 2011a; Van Erp et al., 2014) and the expatriate career (Lauring & Selmer, 2010). Dual-career topics include the implementation of a global dual-career mentoring program (Harvey et al., 2010), how dual-career expatriates view

the "spouse role" (Mäkelä et al., 2011a), the influence of different types of support (e.g., practical, professional and social support) on the adjustment of the trailing spouse (Cole, 2011; Cole & Nesbeth, 2014; McNulty, 2012) and strategies for career coordination among dual-career couples (Känsälä, 2014). Similar to the previous periods and given the accelerating tendency of employees to weight family concerns and work-life balance more strongly during their career (Mainiero & Sullivan, 2006), issues like "work-life balance" and "work-life interface" continue to be predominant (Fischlmayr & Kollinger, 2010; Mäkelä & Suutari, 2011; Schütter & Boerner, 2013; Lee & Kartika, 2014). Such articles (see Van der Zee et al. (2005) or Rosenbusch & Cseh (2012) for an exception) use work-family theory rather generally as a theoretical foundation, however, without revealing the specific reciprocal mechanism of effects between the expatriate and family members (Takeuchi, 2010). Among other topics, authors examine work-family conflicts of long-term global careerists (Mäkelä & Suutari, 2011), the influence of work-family conflicts on expatriate work role and family role performance (Lazarova et al., 2010; Shih et al., 2010) and "gender differences" in work-life balance (Fischlmayr & Kollinger, 2010; Mäkelä et al., 2011b). It can thereby be noted that the trend topic "gender differences" encompasses the home country (year period 2005-2009) to the host country. In addition to the negative sides of work-life balance, the positive sides (e.g., work-family enrichment) also start to be explored (Mäkelä et al., 2011b; Schütter & Boerner, 2013). In general, it can be observed that authors use very specific expatriate samples (indicated by the segments "female expatriates," "self-initiated expatriates," "Korean expatriates" and "expatriate academics") and explore their characteristics and problems (e.g., illustrated by expressions such as "personality trait," "mental health" and "role importance"). Self-initiated expatriates (Selmer & Lauring, 2011a; Selmer & Lauring, 2011b; Lauring et al., 2014; Cerdin & Selmer, 2014; Froese, 2012; Froese & Peltokorpi, 2013) and "third-culture kids" (Selmer & Lauring, 2014; Bonebright, 2010; Tarique & Weisbord, 2013) continue to be developing themes – as well as particular "expatriate spouse" and "expatriate children" issues in the host country. Explicit issues related to the "spouse role" are the constructing of the "spouse role" (Mäkelä et al., 2011a; Davoine et al., 2013; Cho et al., 2013), the "role importance" of different sub-roles (e.g., "occupational," parental, marital or household roles) (Bikos & Kocheleva, 2013; Nukaga, 2012) and the gender role ideology and "role commitment" of spouses (Gupta et al., 2012a; Gupta et al., 2012b). Gupta et al. (2012b) for example, identified Indian spouses' perceived gender role ideology and their marital obligations as prime indicators for a successful adjustment, highlighting the fact that the cultural heritage of gender roles distinguishes spouses and their adjustment issues in the host country. Children's issues include the adjustment of teenagers (Weeks et al., 2010) and their higher education choices (Wilkins, 2013) as well as "mental health" problems of adolescents while being in the host country (Gonçalves & Farcas, 2014).

## 2.6 Historical development of the topic

The semantic structuring of the literature reveals key developments and tendencies of research over time. The changes in subjects of studies from transferred American executives and their wives (1966-94) to expatriate dual-career couples with a trailing spouse (1994-99) to business expatriates and their personal lives (2000-04) to new dual-career couples and expatriate families

(2005-09) and recently to specific expatriates, their spouses and their children (2010-14) have been identified in the last section. This evolution is combined with changing perspectives – from articles with a home-country perspective to articles with a host-country perspective. These findings go along with Andreason (2008) and Takeuchi (2010), who criticized the expatriate adjustment literature for initially being expatriate-centric and then shifting relatively recently to other stakeholders such as family members or host country nationals. Alongside these primary historical evolutions, other minor tendencies are notable: The graphical display of figure 1 discloses a shift from mainly quantitative studies in the beginning of the research field (1966-99) to more qualitative studies since the year category 2005-09. This tendency is also notable if we look at which topics are systematically related with which methodological approach (Figure 2). Recent key issues are distributed around the qualitative methodological approach. Themes that were important in older studies are scattered around the quantitative methodological approach or the mixed method approach, indicating a shift from quantitative as well as mixed method study designs to qualitative study designs during the last decade.

Other minor evolutions are a development from organizational issues (indicated by segments like "selection criteria," "expatriate turnover" and "failure rate") to specific personal issues of expatriates (illustrated by the terms "role importance," "marital status" and "personality trait"). This development is interconnected with the evolution from home-country to host-country issues, as in the beginning organizational issues in the host country and lately personal issues in the host country have been of primary importance (see figure 1). These findings conform with the results of Salamin and Hanappi (2014), who detected an evolution from the macro to the micro level combined with a shift from home to host country in the literature about female expatriates.

Besides trends in main topics of studies, figure 1 reveals additional modifications in vocabulary. Such term changes are (1) from "overseas executive" to "business expatriate" to "global manager"; (2) from "overseas assignment" to "global" or "international" assignment; (3) from "company assistance" and "relocation assistance" to "global mentoring" to "organizational support" or "corporate support" and (4) from "multinational corporations" and "multinational companies" to "international firms." These vocabulary developments can be interpreted as a homogenization of the research field and the evolution of the main and universal terms over the years, such as international assignment, organizational support, and dual-career couples or (sent) expatriates vs. self-initiated expatriates. They could also be interpreted as a reflection of underlying vocabulary changes in corporate policies in international companies.

## 3. Directions for further research

After having identified key tendencies of research during the last decades, the identification of research gaps and possible future main tendencies are envisaged. Based on the graphical display of the semantic structuring of the field (e.g., the relation of research themes to historical periods of the research field, their position in respect to the horizontal and vertical axis or the identification of recent trends) as well the in-depth readings of the entire articles including their limitations and propositions for future research directions, the following open research questions could be identified: First, while several studies have investigated recent, specific spousal- and child-related issues during expatriation, only a few have analyzed the impact and

consequences of an expatriation on the spouse and children in-depth. Topics such as marital satisfaction, divorce or family members' well-being and psychical outcomes have only been treated marginally by authors. Exceptions are Bikos et al. (2007) and Bikos and Kocheleva (2013), who used life role salience theory to investigate the extent to which certain life roles affect marital satisfaction, alcohol use, and mental health outcomes of female expatriate spouses. Additionally, Herleman et al. (2008) studied the relationship of stress with various outcomes among expatriate spouses. The long-lasting effect (in terms of psychological, professional or family impacts) of an expatriation on the spouse and the children is an issue that may be best addressed by longitudinal studies on the life courses of expatriates and their families, taking also into account the repatriation process and the situation afterwards. Topics like "third-culture kids" (e.g., Lam & Selmer, 2004; Bonebright, 2010; Selmer & Lauring, 2014) point in this direction and cause the investigation of the impact of expatriation on the perceptions and characteristics of people who have spent at least one of their formative years in a foreign country.

*More studies on spouse- and children-related consequences of an expatriation in the medium and long term are needed.*

Next, combined with the previously discussed need for studies on long-term impacts of an expatriation, studies about the repatriation process of the family and about adjustment problems of all family members returned home are rare. Since the studies of Black and Gregersen (1991b) and Gregersen and Stroh (1997), who revealed that variables like age, total time overseas, social status, and housing conditions are related to repatriation adjustment for expatriates and their spouses, authors have not principally focused on family themes during repatriation (likewise indicated by the segments "upon repatriation" and "repatriation adjustment" around the year categories 1995–1999 and 1966–1994 in figure 1). Some authors examine the repatriation process among other variables; for example, Starr and Currie (2009) studied family issues during and after a short-term international assignment, Larson (2006) examined how the repatriation process of an expatriate family is linked to willingness for future international assignments, and Cho et al. (2013) explored variables influencing Korean expatriates' and their spouses' perceptions of expatriation and repatriation. The negligence of the family's repatriation process in a globalized area—where expatriates may undertake several foreign assignments during their careers—is an important literature gap to be filled. In light of future career decisions of the expatriate and the spouse (Riusala & Suutari, 2000), the willingness for future international assignments (Larson, 2006) or for future education choices for expatriate children and teenagers (Cho et al., 2013; Wilkins, 2013; Nukaga, 2012), the repatriation adjustment of the entire family has to be studied in-depth from an individual and organizational viewpoint and in relation to inherent cultural values of the expatriates. As that Confucian values have an important influence on the perception of expatriation and repatriation of Korean expatriates (Cho et al., 2013), other cultural value system may have similar effects on the repatriation process of the individual expatriate and his or her family or the repatriation policies of companies. In line with the discovered trend toward very specific expatriate samples in the host country (see previous chapter), I therefore propose a shift toward very specific expatriate samples in the home country during and after the phase of repatriation when expatriates return.

*The repatriation process of specific expatriate samples and their families remains largely unexplored and deserves more studies at the individual and organizational level.*

Subsequently, continuing the commenced discussion about career arrangements after repatriation, career-related support practices (especially dual-career support) of organizations are in general of high interest before, during and after a foreign assignment (Riusala & Suutari, 2000). While there are several theoretical studies (Harvey and Buckley, 1998; Harvey et al., 2009b; Harvey et al., 2010; Hardill, 2004) and studies about the needs of expatriates for career-related services (Selmer & Leung, 2003; Cole, 2011; Cole & Nesbeth, 2014), articles that analyze and compare available dual-career support services of organizations are rare (see Handler & Lane, 1997; McNulty, 2012; Kupka & Cathro, 2007). During the initial periods of the research field, studies concluded that companies fail to provide effective dual-career management services (Handler & Lane, 1997; Riusala & Suutari, 2000; Selmer & Leung, 2003). It would therefore be necessary to examine dual-career services in recent times and to explore changes in organizational support practices; for example, as inter-company networking, job-seeking assistance in the host country and intra-company employment (Andreason, 2008).

*Updated studies examining and comparing dual-career management programs of multinational companies are needed.*

Then, in relation with the foregoing suggestion and extending in a direction proposed by Salamin & Hanappi (2014) about women's experiences in non-corporate expatriation, more research is needed about dual-career services and family support policies in international non-profit organizations such as foreign services, academic institutions, and humanitarian organizations. Such institutions are likewise affected by the general increase in dual-career partnerships and have to take into account the career of the spouse while sending employees abroad or hiring international staff (Davoine et al., 2013; Groeneveld, 2008). It would therefore be necessary to know more about the nature of provided services to expatriates and their families. A noteworthy exception is the case study of Wilkinson and Singh (2010) that provides insights into the measures taken by the U.S. State Department to reduce stress in the expatriate family during a foreign assignment. Each measure is discussed in light of its potential to ease uncertainty, raise control and minimize ambiguity.

*More studies about dual-career and family support measures of non-profit organizations such as foreign services, academic institutions or humanitarian organizations are needed.*

Next, highlighting a neglected aspect of the expatriate family seen as a unit, research about the family as a resource and coping mechanism of expatriate families is scarce (Haslberger & Brewster, 2008; Takeuchi, 2010). Except for Rosenbusch and Cseh (2012), who used family system theory as a theoretical foundation and detected that family flexibility (roles, rules, assertiveness and leadership) is related strongly to the cross-cultural adjustment of each member of the expatriate family, articles are rarely focused on the specific reciprocal positive and negative mechanism of effects in the expatriate family (Takeuchi et al., 2002; Van Der Zee et al., 2005 as exceptions). Next to the negative reciprocal impacts on the expatriate, spouse and children, the positive effects—the family as a resource—are also interesting. Recently,

some authors have used work-family enrichment to highlight some positive sides of work-family interfaces (Mäkelä et al., 2011b; Schütter & Boerner, 2013).

*Further research is needed about the expatriate family as a resource and coping mechanism of expatriate families during expatriation.*

Based on figure 1 and consistent with Gedro (2010) and McNulty (2014), it can be also stated that the experience of non-traditional expatriate families like homosexual couples or single parents before, during and after expatriation has been largely unnoticed. Just recently, Gedro et al. (2013) examined professional mobility and concerns for sexual minorities and McPhail et al. (2014) addressed opportunities, barriers and challenges for expatriation of lesbian and gay expatriates, but many aspects of the expatriation experiences of non-traditional couples remain unexplored. McNulty (2014) discusses the topic theoretically and includes a biographic example of each form of a non-traditional expatriate family (female breadwinners, single parents, split families, and lesbian partnerships). Other forms of non-traditional families, for example expatriate families with disabled children or families that adopt children while abroad (see Heimsoth & Laser, 2008), also deserve scientific attention (McNulty, 2014).

*Non-traditional expatriate families like homosexual couples or single parents rarely have been the emphasis of articles. More studies are therefore required to explore the experience of non-traditional families before, during and after expatriation.*

Congruent with the previous direction and against the background of an aging population, more studies are needed which extend expatriate family issues to elderly family members (McNulty, 2014). Given that many expatriates face multigenerational responsibilities, and extended family remaining in the home country influences the decision to expatriate (Richardson, 2006; Richardson & McKenna, 2006) and the work-life balance during an assignment (Fischlmayr & Kollinger, 2010), elder care concerns cannot be overlooked in the literature and in HR policies of organizations in coming years. With the growing number of elderly around the world, elder care concerns will be, in general, an important issue for employees, particularly those residing in a foreign country (Russell, 2008).

*With an aging population, elder care issues are becoming more important for expatriates. Hence, studies addressing and including extended family members, especially expatriates' multigenerational and elder care responsibilities, are required.*

Following the identified trends in the year category 2010-14, future research can analyze supplementary, specific expatriate family samples and explore their characteristics and problems. Certain nationalities of expatriates, spouses or children who are Americans (e.g., Black & Stephens, 1989; De Cieri et al., 1991; Shaffer et al., 1999), British (e.g., Selmer & Lam, 2004; Richardson & Mallon, 2005), Germans (Mohr & Klein, 2004; Kupka & Cathro, 2007), Japanese (Fukuda & Chu, 1994; Simeon & Fujiu, 2000; Takeuchi et al., 2002; Takeuchi et al., 2007), Koreans (Kim & Froese, 2012; Froese, 2012; Cho et al., 2013) or Indians (Gupta et al., 2012b; Gupta et al., 2012a; Roos, 2013) have been studied by various authors, hence other nationalities as well as comparative studies are underrepresented. In combination with the trend of articles about self-initiated expatriates (Andresen et al., 2015), it would be especially

interesting to know more about specific self-initiated expatriates from, and heading to, diverse countries and their family issues.

*Continuing the trend toward more specific expatriate samples in the host country, more research is needed about underrepresented nationalities of self-initiated expatriates and their families.*

In accordance with the previous research question, more research is needed not only about underrepresented samples of self-initiated expatriates, but also about the situations of spouses and families in alternative forms of international mobility. Alternative forms of international mobility include, among others, frequent flyers (frequent business travelers), short-term expatriates, cross-border commuters, international rotational expatriates and global virtual assignees (e.g., Collings et al., 2007; Starr, 2009; Baruch et al., 2013). In light of a rising proportion of employees in alternative forms of assignments and underdeveloped HR policies and processes handling these mobility challenges (Collings et al., 2007), the issue of spouses and families in such assignments is scientifically underrepresented. A few authors have started to examine the topic in detail—Starr and Currie (2009) and Copeland (2009) studied the role of family in a short-term assignment, Westman et al. (2008) and Mäkelä et al. (2011b; 2015) focused on work-family conflicts of frequent flyers and Baker and Ciuk (2015) compared work-family interfaces of frequent flyers and rotational assignees—but the issue still offers many unacknowledged facets.

*The situations of spouses and families in alternative forms of international mobility rarely have been the focus of studies. More studies are therefore required to explore their particular experiences and situations.*

Lastly, contrary to a host-country's attractiveness as a tourist destination (Tang & Rochananond, 1990), a host-country's ability to attract and retain self-initiated expatriates and their families rarely has been studied (e.g., Boyle, 2006; Richardson, 2009; Doherty et al., 2011). A country or a region must offer career opportunities for the expatriate as well as career and family-centered options for the spouse. Richardson (2009) detected that the choice to remain in a host-country among the highly skilled is frequently made by the spouse and not by the expatriate himself or herself. With an increasingly globalized labor market, the growing number of self-initiated expatriates (Richardson, 2006; Selmer & Lauring, 2010; Selmer & Lauring, 2011a) and an increasing importance of host-country characteristics as prime motives for expatriation among different demographic segments (e.g., Doherty et al., 2011; Kim & Froese, 2012; Lauring et al., 2014), it is important to examine and enhance a country's or region's attractiveness for expatriates and their families. Beside a spousal work-visa and family-friendly workplaces, well-kept public infrastructure like a good education system, parks and possible outdoor activities and high public safety are furthermore indispensable (Richardson, 2009).

*Research is needed about factors that shape a country's attractiveness for expatriates and their families in order to recruit and retain highly skilled, mobile professionals and their spouses.*

On the basis of the literature overview of past research topics and the comprehensive reading of the articles, these ten defined key tendencies may help to conduct future research to address

the revealed research gaps. In accordance with Shaffer et al. (2001), it can be said that research about expatriates and their families face inevitable compromises between sample size, the anonymity of respondents and the quality of additional data. It is therefore mandatory to be attentive to operational and methodological problems while conducting research on expatriate families in order to have adequate data available. As stated by other authors (Takeuchi, 2010; Salamin & Hanappi, 2014; Lee & Kartika, 2014), the development of a more comprehensive research model that integrate various components in multi-level approaches would help to evaluate the identified key issues more systematically and in relation to each other.

## 4. Conclusion

Contrary to traditional literature reviews done by a qualitative interpretive analysis, this literature reviews is based on a merely quantitative procedure, offering an unusual and comprehensible way of illustrating the evolution of the scientific research on spouses and families of expatriates over the years. Through the structuring of the past and the identifying of research gaps and trends, an outlook for future trend topics is possible. By viewing past developments, we can identify current tendencies and anticipate some future directions of the research topic (Furrer & Sollberger, 2007). Divergent to other literature reviews about expatriate families (Forster, 1992; Andreason, 2008; Takeuchi, 2010) or about female expatriates (Kollinger & Linehan, 2008; Altman & Shortland, 2008; Salamin & Hanappi, 2014), the display of the most central issues proposes a new structuring of the research according two key axes. On the one hand, the research is oriented toward host-country issues such as work-family interfaces or cross-cultural adjustment in different expatriation contexts; on the other hand, it has seen a nonlinear evolution from expatriate-centered to dual-career/family-centered studies over the years. While articles in the early years placed emphases on the expatriate manager and his spouse (with the exception of the year category 1995-1999), the focus shifts to dual-career couples and expatriate families seen as an entity in later years (illustrated by topics such as dual-career exploration and expatriate family adjustment). Other developments such as the trend towards qualitative studies, which try to understand the expatriate experiences in-depth and with all its facets, and a trend towards very specific expatriate, spouse or children samples as self-initiated expatriates, third culture kids or specific nationalities can be identified through the graphical display of the correspondence analysis.

There are several limitations of the study: First, only academic articles in English have been considered because the translation of abstracts would decrease the validity of the lexical tables created by correspondence analysis. Significant publications in academic journals in other languages could therefore not been integrated into the database. Second, although the keyword research was done systematically with various combinations of expressions by using different search engines and completed by the screening of article references for further articles, it may have nonetheless overlooked some relevant articles. Third, only articles with titles and/or keywords indicating expatriation were integrated, implying that articles involving solely immigrants were excluded due to the quantity of research.

To conclude, this literature review by correspondence analysis provides a systematic, although not exhaustive, overview and a unique graphical representation of research done about spouses and families of expatriates. It captures the essential themes of the literature and identifies

similarities and intersections with research fields like “international management,” “work-life balance” and “cross-cultural adjustment.” In addition, the formulated tendencies and research directions may serve as angles to complement existing literature and anticipate future tendencies of research.

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## 2nd article: In trouble: French female expatriates facing a different work/care regime in neighboring Switzerland

**Abstract**: *Many studies on expatriation assume that individuals who move to work in a more or less distant foreign country are confronted with linguistic and cultural challenges, requiring some degree of adaptation and adjustment. The aim of this paper is to examine the work and family experiences of female expatriates from France working in the French-speaking region of Switzerland. Despite their common linguistic heritage and assumed cultural proximity, France and neighboring Switzerland are characterized by quite contrasting gender and care regimes. We analyze the influence of these largely unexpected cultural differences on the work and family lives of female French expatriates.*

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## Introduction

Within the rising proportion of women occupying highly skilled, professional positions, an increasing proportion of them are also concerned about international mobility. This phenomenon is well-documented in the literature on female expatriates and highly skilled migrants seeking international experience and career opportunities abroad (Linehan & Walsh, 2000; Moore, 2002; Harcar & Harcar, 2004; Tharenou, 2008; Mäkelä et al., 2011)[6]. Neighboring countries are often a preferred choice among such workers, who assume cultural proximity and reduced language barriers (Selmer, 1999; Suutari & Brewster, 1999). Mastery of the language of the host country facilitates the search for a job vacancy and application procedures. Moreover, reduced geographical distance offers many advantages, both professionally (shorter travel time for job interviews, an established professional network etc.) and from a family perspective (simplified relationships between family members and friends in the home country).

An agreement on the free movement of workers in the European Union and associate countries, such as Switzerland, has increased the proportion of mobile employees pursuing career opportunities in neighboring countries (Scullion & Brett, 2001; Boswell & Geddes, 2011). Switzerland attracts thousands of foreign workers each year, the majority being of European origin (Steiner & Wanner, 2011). Since the bilateral agreement on free movement of workers signed in 2002, the foreign population in Switzerland has increased constantly and now exceeds two million (out of a total population of nearly 8.3 million) (FSO, 2016a). Contrary to prior migration patterns, well-educated and highly skilled expatriates from neighboring countries are now entering the Swiss

[6] There is an ongoing debate among scholars over definitions of highly skilled migrants and self-initiated expatriates (Cerdin & Selmer, 2014; Andresen et al., 2015; Crowley-Henry et al., 2016), indicating a merging of two previously separate fields of enquiry with different research traditions.

labor force in large numbers (Becker et al., 2008). A national shortage of qualified workers and limited language barriers in French-, German- or Italian-speaking regions act as pull factors for qualified workers from neighboring countries. Thus, Switzerland, similarly to Luxembourg, represents a specific migration profile, with a very high proportion of foreigners and well-developed international communities (Ravasi et al., 2015; Langinier & Froehlicher, 2016). Among the foreign population in Switzerland (those who have resided and worked in the country for longer than five years), the largest group is Italians (15.3%), closely followed by German (14.9%), Portuguese (13.1%) and French citizens (5.8%) (FSO, 2016b). The French-speaking cantons of Switzerland, distributed around Lake Geneva, represent a particularly attractive region for well-educated workers, providing many job opportunities in headquarters and subsidiaries of international corporations as well as high living standards (Steiner & Wanner, 2011; Salamin & Davoine, 2015).

The tendency towards neighboring or similar countries coincides with an increase in self-initiated expatriation and alternative assignments, which are particularly prominent among female expatriates (Andresen et al., 2015; Caligiuri & Bonache, 2016). Indeed, expatriate research demonstrates that self-initiated expatriates (those who initiate their international work without being transferred by a company) tend to move from peripheral countries to economically better-developed and prosperous countries, which offer better professional opportunities and perspectives (Peiperl et al., 2014). Authors have argued that the flexibility of self-initiated expatriation and alternative assignments might be favorable to female expatriates, who are more likely to be involved in dual-career partnerships and have to solve work and family issues (Hutchings & Michailova, 2017). Although there has been a tendency toward studying female self-initiated expatriates in depth, many facets remain unclear (Fischlmayr & Puchmüller, 2016; Khokher & Beauregard, 2014; Al Ariss & Özbilgin 2010; Lyness & Kropf, 2005). As mentioned by Hutchings and Michailova (2017), the literature on female expatriates facing divergent gender norms and gender stereotypes in a host country needs clarification and additional insights. While most studies focus on Western female expatriates (in a traditional assignment) in exotic and distant countries (such as in Asia, the Middle East etc.), there are only a few studies examining the impact of divergent gender norms on female expatriates in neighboring or similar countries (Tung, 2004). Comprehension of how women coming from neighboring, well-developed and (assumed) similar cultural backgrounds experience work–family issues differently is lacking (Harris, 2004). Historically, managers and many expatriate scholars have assumed that American and European gender norms apply universally with some variations, but studies over the past 20 years – comparing different nations or clusters of similar work–care regimes with each other – have revealed this is anything but correct (Bullough et al., 2017; Shockley et al., 2017). Neighboring countries can present very different work–life balance policies and diverse gender divisions of paid and unpaid work (Gornick & Meyers, 2003). Because gender norms and work–care regimes are culturally constructed and differ across national and even regional boundaries (Bullough et al., 2017), they influence female employees who cross borders of even neighboring countries. Female expatriates who have small children may particularly experience these differences in gender norms and work–care regimes (Harris, 2004).

Besides the literature on experiences of female expatriates exposed to dissimilar gender norms and gender stereotypes in a non-Western setting, the research stream on work–life balance and work–

family conflicts of female expatriates has seemed to develop in a way disassociated from their cultural setting. Research has focused on the difficulties that international mobility implies for female expatriates, often not taking into account the specific host environment (Mäkelä et al., 2014). Hence, we propose combining these two research streams and examining the experiences of female expatriates with children working in a neighboring country where the same language is spoken but normative expectations about motherhood and the provision of childcare facilities differ from those of the mothers' country of origin. In fact, how female self-initiated expatriates are accepted and adapt their work–family behavior regarding different gender roles even in neighboring countries is an important area for research (Hutchings & Michailova, 2017; Breidahl & Larsen, 2016). Such adaptation contributes to understanding of why neighboring countries also can be challenging for self-initiated female expatriates (Caligiuri et al., 2016), especially because self-initiated expatriates do not receive tailored support packages from their companies (on, for example, search for housing, school and day care for children, dealing with administrative paperwork etc.), as many transferred expatriates do. Self-initiated expatriates may face additional difficulties coping with the institutional and cultural environment of the host country to organize work–care arrangements.

To illustrate which work–care difficulties female self-initiated expatriates in neighboring countries may face, we take the case of highly successful French female expatriates working in the French-speaking area of Switzerland (cantons of Geneva, Vaud, Fribourg, Neuchatel, Valais and Jura). Although Switzerland and France are neighboring countries with the same linguistic heritage, they are characterized by contrasting gender regimes. Due to such differences, French female expatriates who have small children face considerable additional challenges in work and non-work domains in Switzerland compared to their male counterparts (Caligiuri & Lazarova, 2002; Herman et al., 2013; Salamin & Davoine, 2015). Although they are not required to master a different language, such women are nevertheless exposed to different norms and values and to unfamiliar institutional work–care arrangements.

Therefore, the article will first review the literature on female sent and self-initiated expatriates, then the literature on female expatriates experiencing different gender regimes and lastly the literature on work–family difficulties of female expatriates. With the help of a qualitative research design, we will then generate new insights into how French female expatriates experience the Swiss gender order and work–care arrangements. The insights provide information on which dominant work–care norms and work–care expectations the French participants perceive as explicitly different and unfamiliar in French-speaking Switzerland. The paper contributes to understanding of female expatriation to a neighboring country with the same spoken language as a woman's country of origin but different inherent expectations about motherhood and childcare. Hence, it highlights the impact of a different work–care regime on female expatriation to a neighboring country.

## 1. Female sent and self-initiated expatriates

With the increase of different forms of international mobility and scientific literature about it, there is some theoretical ambiguity and poor construct clarity notable in the expatriation and migration literature over whom to define as an "expatriate" (Andresen et al., 2015; McNulty & Brewster, 2017). Particularly, the distinction between self-initiated expatriates and migrants is often unclear and may lead to incomparability of scientific studies and confusion (see Cerdin & Selmer, 2014, Andresen et al., 2015 for a discussion). To undercut this problem, we refer hereby to the boundary condition of McNulty and Brewster (2017) for business expatriates as "*legally working individuals* who *reside temporarily in a country of which they are not* a *citizen in order to accomplish* a *career-related goal*, *being relocated abroad either by an organization*, *by self-initiation or directly employed within the host-country*."

As the 2016 Global Mobility Trends Survey indicates, the proportion of highly skilled female professionals compared to male professionals in traditional international assignments (i.e., relocated abroad by a company) remains at 25% (BGRS, 2016). Despite a continuing worldwide increase of women in the labor force and particularly in management positions, the number of women transferred abroad by their company abroad has shown at best a slow rise over the last three decades, if not stagnation (Varma & Russell, 2016; McNulty & Hutchings, 2016). The barriers identified by Adler (1984) three decades ago have hindered companies from sending women abroad; assumed prejudices against women managers in the host country, dual-career couples and the assumed unwillingness of women managers to accept foreign assignments have seemed to prevail to some extent (Vance & McNulty, 2014; Varma & Russell, 2016; Tharenou, 2010). Therefore, to undermine persistent obstacles to expatriate assignments, female professionals are more likely than their male colleagues to organize their foreign work experience independently (Vance & McNulty, 2014; Andresen et al., 2015). Such self-initiated expatriates undertake their foreign employment on a local contractual basis without the sponsorship of a company (Doherty et al., 2011). Indeed, studies have suggested that self-initiated expatriation provides another opportunity for women to gain valuable international work experience (Vance, 2005; Andresen et al., 2015). Hence, women work far more frequently as self-initiated expatriates abroad than as traditional expatriates (Andresen et al., 2015; Doherty et al., 2007; Thorn, 2009). This choice also allows women to gain international work experience at a younger age and not wait 10-15 years in the corporate pipeline to receive their first assignment opportunity abroad (Vance & McNulty, 2014). Indeed, on average, self-initiating expatriates tend to be younger or single and have fewer children than corporate expatriates (Suutari & Brewster, 2000; Biemann & Andresen, 2010; Cerdin & Le Pargneux, 2010). They are also likely to work at lower hierarchical levels in host countries than their assigned counterparts (Andresen et al., 2015). Family roles seem to be more important drivers of self-initiated expatriation for expatriates of mature age than for younger female expatriates. Older expatriates more often self-initiate expatriation out of marriage, union with a partner or entirely out of a partner's employment (Tharenou, 2010). Despite being career-oriented and striving to attain international work experience, female self-initiated expatriates in a dual-career relationship with or without children tend to make choices with respect to the situation and implications for family members (Tharenou, 2010). In general, researchers have shown that female expatriates in a dual-career partnership are more likely to adopt an egalitarian than a hierarchical career coordination strategy, choosing right from the beginning a country where both partners have

the potential to continue their careers (Känsälä et al., 2015). On the other hand, older female self-initiated expatriates seem more likely to expatriate out of "liberation from pressing mid-life issues" (Myers et al., 2017: 158). In summary, we can say that the reason to self-initiate expatriation and the choice of country are more likely to be influenced by the family life course among female than among male expatriates (Tharenou, 2008; Tzeng, 2006). Regarding capitalization on expatriation experiences, recent studies have suggested that alternative forms of gaining international work experience are altogether more favorable for the career trajectories of female expatriates (Shaffer et al., 2012; McNulty, 2014; Fischlmayr & Puchmüller, 2015), due to their limited access to corporate social networks (Linehan & Scullion, 2001). In the long term, on average, international work experience has a positive impact on the career success of female expatriates, regardless of it being gained through assignment or through self-initiated expatriation (Suutari et al., 2017; Tharenou, 2010).

Recent research has suggested that self-initiated expatriates have higher family demands but also higher family instrumental support and family role adjustment than assigned expatriates have (Shaffer et al., 2016). Self-initiated expatriate families also tend to develop stronger social ties within the host country than assigned expatriate families (Shaffer et al., 2016). Indeed, other studies have suggested that self-initiated expatriates interact more with local citizens and usually speak the local language better: Hence, they tend to be more immersed in the local culture than assigned expatriates, while receiving less support from their employers (Farcas & Gonçalves, 2016; Peltokorpi & Froese, 2009; Froese & Peltokorpi, 2013).

The literature on work–life balance or work–family difficulties of female expatriates has focused mainly on traditional expatriates relocated abroad by companies into different host countries – not taking into account the specific work–care environments of host countries (Fischlmayr & Kollinger, 2010; Mäkelä & Suutari, 2011; Mäkelä et al., 2011). Alternatively, it has emphasized the experiences of Western female expatriates facing completely different work–care environments in very distant and different host countries (e.g., in Asia), focusing entirely on the hardships these dissimilar environments entail for female expatriates (Varma et al., 2006). In the following section, we will illustrate these two research tendencies, starting with the research on Western female expatriates experiencing very different gender cultures in distant countries – such as in Asia or the Middle East – and continuing with the research on work–family difficulties of female expatriates.

## 1.1 Female expatriates experiencing a different gender culture

Many studies have emphasized the experiences of Western female expatriates facing different work–care environments in very distant and different host countries (e.g., in Asia), focusing entirely on the trials these dissimilar environments imply for female expatriates (Varma et al., 2006). For instance, Adler (1987, 1994) examined Western expatriates in Asia and highlighted that female expatriates, like their male counterparts, are perceived primarily as foreigners (*gaijin*) and not expected to conform to the dominant gender norms of the host country. The societal norms and values influencing the behavior of local women as "cultural bearers" do not apply to the behavior expected of foreign women (Adler, 1984, 1987). Adler refuted the idea that Western female expatriates cannot be successful in culturally divergent countries because of prejudices toward them. Westwood and Leung (1994) came to similar conclusions by examining expatriate female managers in Hong Kong. They confirmed that the distinctive gender role differentiation rules that

had prevailed in the local society did not apply to foreign female managers. In much the same vein, Tung (2004) described how the Japanese perceive foreign female expatriates as members of a "third gender" and ascribe them a different status and role than what they expect of Japanese women. This perception has also been demonstrated in Islamic countries, such as the United Arab Emirates (Stalker & Mavin, 2011; Harrison & Michailova, 2012) and Turkey (Taylor & Napier, 2001; Napier & Taylor, 2002), where Western women actively position themselves as "foreign" and "female" and occupy professional and social positions perceived as inappropriate for local women. Nonetheless, in countries where women are significantly underrepresented in managerial and professional positions (e.g., Japan, Mexico, Turkey), some female expatriates report initial challenges in gaining credibility (especially in middle-management positions, but less so in senior positions) as well as adjustment problems. Even in such cases, though, they are able to overcome these initial difficulties and successfully meet the expectations of their employing organizations (Tung, 2004; Napier & Taylor, 2002). Several studies have suggested that female expatriates actively establish credibility and produce successful professional identities when interacting with local men in the host country (Napier & Taylor, 2002; Janssen et al., 2006). A study by Tzeng (2006) highlighted that female expatriates experienced more gender stereotyping by males from the same ethnic background: Chinese-American female expatriates recounted being judged according to the gender norms of the host country, whereas Caucasian female expatriates were judged according their foreigner status but experienced gender stereotyping by other Caucasian expatriates.

Indeed, few studies have analyzed the experiences of Caucasian female expatriates working in neighboring or similar countries with the same linguistic and ethnic background. Tung (2004) indicated that American female expatriates reported the most difficulties with performing successfully in the United Kingdom – a country with the same linguistic heritage as the United States. The author attributed this surprising result to the expectation that, given the minor cultural distance between the two countries, the work and living environment for female expatriates would be about the same (Tung, 2004). Women seemed to underestimate minor but critical cultural difficulties before initiation of expatriation, as they actually influenced the adjustment and performance of expatriate women. In line with the "psychic distance paradox" (Tung, 2004: 247) − the predisposition to ignore small cultural differences between two similar cultures or countries − female professionals expatriating to countries perceived as culturally similar may be less psychologically prepared than those expatriating to dissimilar countries, and they may be surprised by having to confront differences in values and attitudes in the host country (Tung, 2004). Such professionals may also receive less specific expatriate training and not undergo selection and performance management practices, which mitigate the influence of cultural distance on premature return and maladjustment rates (Wang & Varma, 2019).

Authors have drawn similar findings concerning male managers from Hong Kong assigned to Beijing and Shanghai (Selmer & Shiu, 1999) and other male expatriate managers coming from Taiwan, Singapore or Malaysia who were also assigned to China (McEllister, 1998), resulting in adjustment problems and frustration. Finnish male expatriates assigned to west and east European countries also mentioned unexpected cultural differences and underestimated problems with adjusting to the nearby countries (Suutari & Brewster, 1999). Selmer (2002) compared the adjustment of Western expatriates and overseas Chinese expatriates in China and concluded that,

though exposed to greater cultural novelty, the Western expatriates were better adjusted, especially with regard to their work. Selmer (2007) also compared the adjustment of (mostly male) American expatriates in Canada and Germany and confirmed to a certain extent that it is more difficult to adjust to similar than to dissimilar countries. According to Selmer (2007), expatriates coming from a neighboring or similar country expect not to have to adapt their behavior in any way or may be unaware of minor cultural differences in the host country, thus leading them to behave in inappropriate ways there. Although such missteps constitute just small deviations from expected behavior, they may have significant implications for expatriates' success over time. On the other hand, host country nationals may be (unconsciously) more tolerant toward expatriates coming from a dissimilar cultural context than toward expatriates coming from a similar country: They assume that the latter should know appropriate social behaviors and etiquette, whereas they grant the former greater latitude for deviant behavior (Selmer, 2007). Therefore, these two mechanisms can lead to negative reactions toward expatriates coming from a similar country, producing frustration on both sides and hindering the adjustment and performance of the expatriates (Selmer, 2007).

## 1.2 General work/family conflicts of female expatriates

The two central spheres in an adult's life—work and private life—compete for limited amounts of time and energy, which may result in conflicting demands of the two domains (Greenhaus & Beutell, 1985; Grant-Vallone & Ensher, 2001). Greenhaus and Beutell (1986; 78) mention that work-life conflicts exist "when (a) time devoted to the requirements of one role makes it difficult to fulfill requirements of another; (b) strain from participation in one role makes it difficult to fulfill requirements of another; and (c) specific behaviors required by one role make it difficult to fulfill the requirements of another." Literature on male and female expatriates in various countries illustrates that work to private life conflict is generally experienced as a time-based conflict, whereas private life to work conflict is more experienced as an energy- or strain-based conflict (Schütter & Boerner, 2013). Next to time-based and strain-based work/life conflicts, expatriates also seem to experience mobility-based conflicts between the two domains (Mäkelä & Suutari, 2011). Regarding the outcome of conflicts, work-life conflicts seem to be more related to expatriates' depression and anxiety, whereas life-work conflicts relate to expatriates' health concerns (Grant-Vallone & Ensher, 2001). Different variables seem to have an impact on the perceived degree of conflict: the involvement of the person in one domain (e.g., career involvement, family role involvement) or a supportive culture in one domain, which affects the satisfaction experienced in this particular domain (Fischlmayr & Kollinger, 2010; Cinamon, 2006; Grant-Vallone & Ensher, 2001).

Studies based specifically on female expatriates handling the work-life interface show that experienced conflicts depend, on one side, on the expatriate experience cycle (Varma & Russel, 2016) and on the other side, on the life and career stages of female expatriates (Mäkelä et al., 2011). Although some stressors, such as an increase in work-related demands, longer working hours, and the cultural differences in an organization are generally related to expatriation (Mäkelä et al., 2011), the experience of tension between the two spheres increases for female expatriates when they have children (Fischlmayr & Puchmüller, 2016; Tzeng, 2006). Indeed, work hours influence work-family conflicts less than paternal care responsibilities and household chores (Shaffer & Joblin, 2001). Balancing a full-time job and family responsibilities is challenging for mothers of children

at any age, although women with older children report more satisfaction with their work/life interface than women with children under the age of 10 (Fischlmayr & Puchmüller, 2016; Craig & Sawrikar, 2009). Expatriation complicates the organization and balancing of work and family responsibilities because there are no parents, in-laws, relatives or close friends who could consistently help (e.g., Fischlmayr & Kollinger, 2014; Tzeng, 2006; Harris, 2004), with the exception of visiting grandparents or other close relatives. Female expatriates with children often substitute the unpaid care they received in their home countries with paid services in host countries (McNulty & Hutchings, 2016). They rely, therefore, more intensively on public and private childcare facilities, nannies and babysitters (Fischlmayr & Puchmüller, 2016). The organization of family affairs and care arrangements lies also, in an international context, more on women than men regardless of their careers or workloads (Mäkelä et al., 2011; Tzeng, 2006; Linehan & Walsh, 2000). Even if a male is following as an accompanying partner, research suggests that female expatriates take over more responsibilities at home and face a double burden (Känsälä et al., 2015). Clearly, this is in contrast to male expatriates, who often have a female spouse who acts as family affairs manager and takes over all domestic responsibilities in the host country (Tzeng, 2006).

For many years, expatriate literature has advised organizations to provide financial and practical assistance to alleviate some of female expatriates' care responsibilities (e.g. Schaffer & Joblin, 2001; Shortland & Cummins, 2007; Schütter & Boerner, 2013; McNulty & Hutchings, 2016). Moreover, family issues and a lack of organizational help are important reasons why expatriate families may return prematurely to their home countries (Cole & Nesbeth, 2014). The support for female expatriates transferred by their companies varies drastically among companies, with some providing more support services than others (e.g., Mäkelä et al., 2011; Selmer & Leung, 2003; Linehan & Walsh, 2000). Often, corporate support depends on the cultural distance of the host country from the home country, with practices implemented less rigorously when the assumed cultural distance is smaller (Wang & Varma, 2019). Self-initiated female expatriates who are hired on a local contract generally do not receive an expatriate compensation package and have to organize and finance care arrangements in the host country completely by themselves. Hence, they have to organize the work-family interface based on the local circumstances, as any other local employee with a family has (Fischlmayr & Puchmüller, 2016). They hereby fully experience a different education and day care system, as they mostly cannot rely on any corporate or institutional help. Indeed, the expatriate literature mentions the crucial importance of social support of host country nationals to the adjustment and performance of expatriates in general (Wang & Varman, 2019). Definitely, non-work social support also seems to play an important role in the decrease of work-family conflicts for expatriates (Caligiuri et al., 1998; Harris, 2004). In addition, self-initiated female expatriates may also experience different cultural values regarding male and female roles in society and the distribution of paid and unpaid work to a greater extent through organizing all care arrangement by themselves.

Although studies about expatriates' work-family conflicts often mention dealing with unfamiliar living and working environments as a stressor (e.g., Mäkelä & Suutari, 2011), such studies systematically neglect the specific environment of the host country and the nationality/origin of expatriates to focus on the consequences of international mobility per se (Mäkelä et al., 2014). Depending on the availability and affordability of childcare and domestic help, the experience of work/family difficulties may vary to a great extent (Adler, 1987). In addition, the nationality and

acquired work/care attitudes in the home country influence the perception of work-family conflicts in the host country (Shockley et al., 2017). Specifically, economic conditions and job opportunities in the home country lead to various perceptions of work-family conflicts in the host country—if it is hard to find a job and a family struggles, an international job in a booming economy is unlikely to be perceived as a source of conflict (Shockley et al., 2017). The opposite may be the case when leaving a booming or rich economy and expatriating to another rich country.

Therefore, we argue that it is necessary to integrate the general concept of gender and work/care regimes when studying work/family conflicts of self-initiated female expatriates, as the discrepancies between work/care regimes of the home and host countries may influence female expatriates to a great extent. Although individual lifestyle choices and attitudes are relevant factors regarding work/care activities and outcomes, particularly within couples with dependent children, Crompton and her colleagues (Crompton & Lyonette, 2005; Crompton et al., 2005) demonstrated that preferences and attitudes concerning the employment of mothers were not the principal factors influencing the actual household arrangements of work and care. Institutional and structural factors also have a crucial impact on actual choices concerning the allocation of paid work and unpaid domestic labor within couples.

In the same way, Pocock (2005) states that work/care engagements are influenced by social preferences and behavior but also by institutions and culture—a changing and dynamic setting that can be referred to as a work/care regime. Pocock (2005) mentions several factors that influence work/care regimes (see Figure 1). The underlying "gender order" refers to the historically changing structure of power relations between women and men (Connell, 1985). It is formed by historical behavior patterns but also influences current and future behavior (Pocock, 2005). In the same way, the gender order influences and is influenced by "the balance of forces between employers and employees" and the "role and nature of the state" (Pocock, 2005: 38).

As illustrated in Figure 1, the dynamic setting of a work/care regime consists of a work/care culture (the dominant values and norms), work/care institutions (specific institutions such as childcare provision, school schedules, parental leave policies, workplace policies, etc.) and the work/care behavior and preferences of people living in a given regime (at a specific point in time) (Pocock, 2005:38).

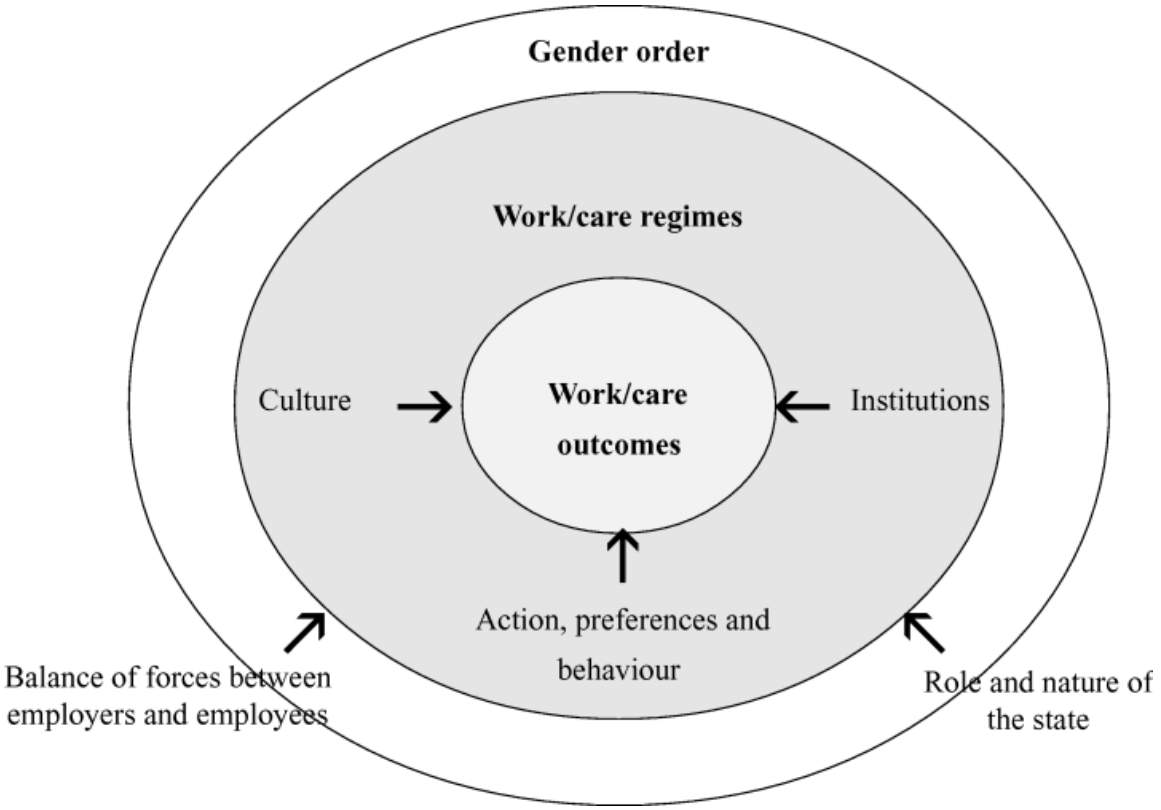


*Figure 1: Gender order and work/care regimes (Source: Pocock, 2005: 38)*

## 2. Research Design

The literature review makes evident that work/family issues of female expatriates in neighboring, similar countries are poorly explored and the influence of discrepancies in work/care regimes between booming economies deserves scientific attention. Therefore, this study adopts a qualitative research design to explore how female expatriates with young children coming from neighboring France experience and perceive the Swiss work/care regime, especially its work/care culture (the dominant values and norms) and work/care institutions (specific institutions).

### 2.1 Sample

As part of a wider study about facilitators and barriers to female careers in management and engineering in Switzerland (Falk, 2011), we interviewed female professionals working in executive functions in seven companies from a range of industries (energy, transport, construction, micro technology and food processing) in the French-speaking part of Switzerland (cantons of Geneva, Vaud and Neuchâtel). All of the companies or subsidiaries have between 250 and 1700 employees. On average, the female professionals supervise more than 20 employees. Table 1 summarizes the sociodemographic characteristics of the interviewees, including some indications about the professions and work-time arrangements of their spouse.

| Female executive | Nationality | In CH since | Canton | Profession (Education) | Children (Age) | Work quota | Work quota partner | Profession partner |
|---|---|---|---|---|---|---|---|---|
| **Violette (36)** | French | 6 years | Geneva | Exploitation Manager (Engineer) | One (7.5 months) | 100% | 100% | Risk manager in a bank |
| **Sybille (35)** | French | 2 years | Vaud | Construction Manager (Engineer) | Three (2, 5 and 8 years) | 100% | Now 100%, took one year off | Engineer |
| **Céline (27)** | French | 3 years | Geneva | Exploitation Manager (Engineer) | One (15 months) | 100% | 100% | Pharmacist |
| **Angèle (34)** | French | 7 years | Vaud | Application Group Manager (Engineer) | Two (1 and 3 years) | 80% | 100% | Consultant |
| **Claire (46)** | French | 2 years | Vaud | Manager of Railway System (Engineer) | One (10 years) | 100% | / | / |
| **Alice (36)** | French | 7 years | Vaud | Marketing Manager (Business studies) | One (1 year) | 100% | 100% | Manager |
| **Estelle (45)** | French | 6 years | Vaud | Formation Manager (Business studies) | One (5.5 years) | 80% | 100% | Scientist |
| **Louise (28)** | French | 5 years | Geneva | Operations Manager (Business studies) | No children | 100% | 100% | Not known |
| **Josephine (36)** | French | 8 years | Geneva | Communication Manager (Business studies) | One (5 years) | 100% | 100% | Banker (Private Bank) |
| **Mathilde (39)** | French/ Swiss | 20 years | Vaud | Formation Manager (Engineer) | No children | 100% | 100% | Not known |
| **Judith (63)** | French | 30 years | Vaud | Communication Manager (Public relations) | No children | 100% | 100% | Engineer |
| **Cornelia (53)** | Dutch | 16 years | Geneva | Strategy Manager (Law studies) | One (13 years) | 100% | 100% | Independent |
| **Alma (49)** | Spanish | 32 years | Neuchâtel | Human Resource Manager (No studies) | One (29 years) | 100% | 100% | Not known |
| **Emma (31)** | Swiss | Birth | Vaud | Manager of Security, Health | Pregnant | 100%, with | 100% | Computer Scientist |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | | and Environment (Engineer) | | baby 80% | | |
| **Pauline (49)** | Swiss | Birth | Vaud | Logistics Manager (Logistics) | No children | 100%, aims to reduce | 100% | Manager |
| **Sarah (34)** | Swiss | Birth | Geneva | Strategy Manager (Forensic Science) | Two (2 and 3.5 years) | 80% | 50% | Firefighter |
| **Fabienne (48)** | Swiss | Birth | Vaud | Manager of Service Systems (Engineer) | No children | 100% | 100% | Professor |

*Table 1: Initial sample of female professionals in executive functions in French-speaking Switzerland*

The initial contact was established with the human resource (HR) departments of seven companies who delivered the email addresses or organized the interviews with successful female professionals in their companies. Semi-structured face-to-face interviews were carried out with all participants about their lives and career trajectories and lasted for one to two hours. Additionally, where relevant, information about the professions and employment patterns of the spouse as well as the organization of work/care activities within the couple was collected. Originally, the interview guide was drafted around obstacles and facilitators of women's "successful" careers, but since the Swiss work/care regime was raised as an issue in almost all interviews, we focus on this particular topic in this article.

In order to analyze the experience of expatriation to a neighboring country, we restricted the final sample to those French managers who had been living in Switzerland for longer than one year (to be sure that they had enough experience of the Swiss work/care regime) and less than 9 years (to exclude those who had been living for a very long time in the host country), as is usual in similar studies (Cerdin & Selmer, 2014). The final sub-sample consists of nine women (highlighted with a red rectangle in Table 1), of whom eight were self-initiated expatriates (Doherty et al., 2011; Biemann & Andresen, 2010) and one who was sent from the headquarters of a French firm to its Swiss subsidiary for an undefined duration. Of the nine interviewees, five were working in engineering and four were in management (marketing, logistics, human resources or strategic planning). The age of participants ranged from 27 to 46 and all their children were under the age of 11 years at the time of the interview. One female expatriate (28 years) did not yet have children but was nevertheless included in the study because she intended to have a baby in the next 2-3 years and was well informed about Swiss work/care arrangements. All the participants grew up and studied in France and were hence socialized under the French work/care regime.

## 2.2 Method

A thematic analysis method was chosen to analyze the semi-structured interviews with female expatriates (Daly et al., 1997). We used a hybrid approach of deductive and inductive coding similar to that described by Fereday and Muir-Cochrane (2006), which allowed us first to define a codebook based on the theoretical context of the gender order and work/care regime described by Pocock (2005). This codebook consisted of two pillars of work/care regimes (work/care culture,

work/care institutions) and enabled us to code statements and assign them deductively to each component of a work/care regime. Secondly, a thematic inductive analysis of the statements in each category was performed to identify recurrent themes and issues in each category. As frequent themes in each category were identified, statements were grouped together and subsequently served as analytical categories until thematic saturation was achieved (Glaser & Strauss, 1967; Guest et al., 2006).

## 3. Findings

| | |
|---|---|
| **Work/care culture** (dominant values and norms / normative expectations) | • **Perceived differences in work/care norms:**<br>1.) Expectation of good motherhood as staying at home when the children are very young and working part-time once they reach school age<br>2.) Expectation of female managers being single and/or childless<br>3.) Expectations of male managers' exemption from family care duties |
| **Work/care institutions** (specific institutions) | • **Childcare institutions/schools:**<br>1.) Price and availability of childcare solutions<br>2.) Time constraints (due to day care or school schedules)<br>3.) Unfavorable tax system (joint taxation, child care deductions vary according to the canton)<br><br>• **Workplace:**<br>1.) Long official working hours<br>2.) Unsupportive HR department and corporate practices<br>3.) Lack of support from line managers and colleagues<br>4.) High gender pay gap |

*Table 2: Perceived differences in work/care norms and work/care institutions*

In this section, we will focus on how the French expatriates perceive and experience the Swiss work/care expectations and specific work/care institutions. First, it is important to note that the interviewees explicitly mentioned differences between the French and the Swiss work/care regimes. French female expatriates were frequently surprised at the extent of the differences between the two work/care cultures and institutions, despite their geographical and linguistic proximity. Women who had their children before they moved to Switzerland had made use of a range of full-time childcare solutions, including childminders and day nurseries, and had been supported in their choice of arrangements by their family and friends. In Switzerland, this was not the case. Not only did they lose access to childcare institutions, they also encountered unfamiliar and largely unexpected normative values regarding motherhood, as we will see in the following section. Due to the differences in work/care regimes, childcare was unanimously perceived as more demanding in Switzerland than in France. These demands did not only concern reaching work/care arrangements in an unfamiliar and unfavorable environment, but also the need to cope with the

dominant work/care norms and the work/care preferences in the wider Swiss society. Often, the interviewed expatriates were proud of succeeding in their expatriation, despite having encountered the challenges and additional demands of this particular gender order.

> *"The fact of having changed countries at the age of 44 with a little girl in tow, even if it is close; the culture here in Switzerland is completely different. In France, I was in my apartment, had a babysitter and my friends. Coming to Switzerland, I didn't know anybody and I am satisfied to have shown that I was able to make it work."* (Claire, 46, one child)
>
> *"Now, I work about 65 hours a week; in France, I worked even more. I limit myself to have more time for my children, because childcare here is more demanding than before. Our childminder leaves around 7 pm, so I try to be home around 7 pm to have time for the children."* (Sybille, 35, three children)

## 3.1 Work/care culture

In this section, we will summarize the female expatriates' experiences of the Swiss work/care culture. Which dominant work/care norms do the French participants perceive as explicitly different in French-speaking Switzerland? Which expectations regarding work/care behavior do they experience as completely unfamiliar or strange? According the female expatriates' statements, three main expectations can be seen as the most unfamiliar. First, the representation of what it means to be a "good mother"; second, the expectation that female managers will be single and/or childless; third, the belief that male managers are not required to undertake family care duties.

### 3.1.1. Divergent representations of being a "good mother"

The perceived norm to reduce work hours drastically and work at a very low part-time rate when children arrive seems to be challenging for French expatriates, as they were used to working full-time in France. Despite some changes in French family policy measures over time, interruptions in employment for family reasons and part-time employment are much less common than in Switzerland (Henning et al., 2012), particularly among highly-qualified women. Hence, uninterrupted employment is part of the "normal" career and life trajectory of mothers. The majority of our interviewees mentioned that the Swiss conception of "good motherhood," which implies mothers reducing their working time or stopping work entirely, is contrary to their own work-life balance expectations. They don't share the belief that an infant is best cared for by its mother, nor do they recognize that support for the stay-at-home mother model varies across Switzerland, with rural areas generally being more conservative than urban ones (Bühler & Meier Kruker, 2002; Riaño et al., 2015). As a result, they often have the impression that people in their companies think that they are "bad mothers" because they continue to pursue their careers and to work full-time, even when their children are very young. Compared to many Swiss citizens, French female expatriates don't believe that full-time day care is bad for the emotional development of an infant or toddler, as it is often argued in France that a child should be "socialized" (i.e., encouraged to mix with other children and adults) from an early age. In France, their family and close environment share and support the decision to return to work full-time and to make extensive use of a range of childcare facilities. In Switzerland, these French female expatriates represent an exception, as many of their female coworkers leave work or shift to part-time jobs on becoming mothers. Moreover, they are aware that the partners of their male colleagues have given up their

jobs after the end of their maternity leave, even if this is not seen as a permanent solution (Grunow & Veltkamp, 2016). Hence, remarks or questions about their intentions to return to work at the end of their statutory maternity leave make them somewhat uncomfortable. The following statements illustrate how the participants experienced this unfamiliar normative expectation of motherhood taking precedence over career:

> *"I know the people in my company think that I am a bad mother, because in the French-speaking part of Switzerland, women usually reduce their working hours when they have a child, but I have a model more like French women, who continue working full-time. In a masculine-dominated company like mine, there are many men whose wives stopped working when they had children. When I returned from my maternity leave, I spoke to many of them; the model is quite widespread in the company."* (Alice, 36, one child)

> *"When I got pregnant, I felt some discrimination. There were questions like 'Will you be coming back after the birth?' or 'Oh, you have a full-time nanny, but is this good for your daughter?' I heard such remarks more from women than from men. I think here in Switzerland, you hear that more often than in France. My female colleagues in France find it completely normal that I continue to work full-time, but in Switzerland, I belong to a minority. I am one of the only [in my department] who works full-time around me."* (Josephine, 36, one child)

Such explicit normative statements make the deviant behavior of French female expatriates more evident and may present a number of challenges. To be confronted with contradicting work/care attitudes and assumptions can also produce incomprehension and anger, as the following statement illustrates:

> *"I often meet young female engineers who tell me that they want to work two or three more years and then have children. It makes me furious every time. They often ask me how I organize everything and they are always surprised if I tell them that I have three children, since they think working as an engineer and having children is impossible."* (Sybille, 35, three children)

### 3.1.2. Expectation of female managers being single and/or childless

In line with the experience of being stereotyped as a "bad mother," some female expatriates feel isolated in their positions. As mothers in management positions with responsibilities, they feel like pioneers. Given that women in general are still largely underrepresented in management positions in Swiss companies (for example, only 13.9% of board seats were held by women in 2014, compared to 28.5% in neighboring France) (Egon Zehnder, 2016), female managers with children are a rare species in the Swiss context. Although there are other women in management positions in Switzerland, the majority are childless and therefore do not act as role models for juggling demanding management responsibilities with family duties. Therefore, French female expatriates in Switzerland tend to contradict the dominant professional ethos in which having children and a successful career are seen as mutually exclusive options. In such a context, they fear that decisions concerning their personal and family lives are closely scrutinized – and potentially negatively judged – by their hierarchical superiors:

*"I am really appreciated in my position right now. I would feel that I was disappointing the board of directors who have put trust in me, if I had a second child [....]. To be a woman is not a barrier because I am working in marketing where there are a lot of women, but there has never been any woman in my position, or in a similar position, with a child." (*Alice, 36, one child)

However, there are also signs that expectations about women's ability to combine a "dual role" of mother and manager are also evolving in the Swiss context:

*"At the beginning, I was 23 years old and the managers were on average 55 years old, and a lot of them had some old-fashioned opinions about women: that they should stay at home and take care of children, etc. But, during the last 3 years, there were some renewals and replacements at the directors' level and some new people with other experiences joined the company, which has been good for the company. So, there is some development taking place."* (Louise, 28, no children)

However, the changes are slow and piecemeal. Thus, Estelle confirms the expectation that female managers remain childless and adopt typically "masculine" management practices:

*"If I look at the women who belong to the board of directors, they are all very masculine. I wonder if you have to be masculine to receive a management job with responsibilities. If you demonstrate your emotional, feminine and soft side, you don't stand any chance of becoming a director. And there are all those barriers to family life... it's not easy."* (Estelle, 45, one child)

### 3.1.3 Expectations of male managers' exemption from family care duties

Along with the expectation that women managers remain single and childless, female French expatriates also recognize that male managers in Switzerland are largely exempt from family care duties. It is assumed that male managers have someone at home (usually their wives) who takes care of everything on the home front and frees them from domestic or family duties. This expectation can work to the detriment of female employees when they compete with their male counterparts, who are assumed to have more time and energy to invest in their careers. These expectations can also discourage female managers with family care duties from applying for a senior position, particularly if their predecessor did not have many family duties and was able to work very long hours:

*"I'm afraid that the director thinks that I don't work enough, that this [being a mother] isn't acceptable. My predecessor always worked 12 to 14 hours a day. But until now my boss hasn't said anything. I think he is satisfied with what I am doing. If he wasn't, I could arrange for a babysitter in the evenings, although I don't like doing that. And my mother could always come and help me out."* (Alice, 36, one child)

Beyond the expectation that male managers will not have family care duties, some of the female French expatriates observe that fathers who do invest more time at home are professionally and socially sanctioned. Contrary to mothers, who are expected to reduce their working hours and become the prime caregiver, Swiss fathers are expected to focus on their careers and at best to have

a secondary caregiver role (Valarino & Gauthier, 2016). Their domestic circumstances are considered irrelevant to their long-term job commitment. Therefore, a man who requests a reduction of his working hours to care for his children is perceived as lacking ambition and is sanctioned in much the same way as his female counterparts (Crompton & Birkelund, 2000). Although many young fathers in Switzerland aspire to be more involved in their children's lives, they cannot run the risk that their career progression might be hampered by merely expressing such aspirations (NZZ, 2015). The following statement illustrates this normative expectation toward the behavior of fathers:

> *"I think there are now equal opportunities for women, at least in certain departments like mine. So, you have to make your way, also with a certain work-life balance. Now, the battle should be for men nowadays, to allow them to work part-time. It is not so easy; I see it with my husband. You rarely see a man slow down their career to take care of the children. It is less well perceived socially."* (Angèle, 34, two children)

As we have seen in this section, the perceptions and experiences of an unfamiliar work/care culture with its inherent normative expectation can be a source of stress for female French expatriates. They no longer behave in accordance with the dominant social norms and do not share the same values as their Swiss peers. This sense of alienation might produce feelings of anger and disappointment, as some of the interview quotes suggest. It may even lead them to feeling marginalized and isolated in their roles as female managers.

## 3.2 Work/care institutions

In this section, the expatriates' experiences and perceptions of the work/care institution in Switzerland are explored and described. We will give an overview of the female expatriates' experiences of specific Swiss work/care institutions. Next, thematic analysis reveals (a) childcare institutions and the public education system and (b) expatriates' workplaces are the least familiar and most problematic institutions, respectively, for French expatriates living in French-speaking Switzerland.

Before recounting the expatriates' experiences, one has to consider that in France full-time childcare solutions are widespread and are relatively inexpensive, notably because they are subsidized by the state and/or associated with tax reductions. A wide variety of subsidized childcare services is available, and only one-third of children younger than 3 are entirely looked after by a parent (CNAF, 2015). In Switzerland, on the other hand, the availability of day care is limited and the cost is highly prohibitive (Bütler, 2010; Schwegler & Schultheiss, 2014). Major differences also exist in the availability of primary schools and in school schedules. In France, almost all children aged 3–5 attend school full time, although the rate of schooling for children younger than 3 has been falling in recent years, from 35% in 2001 to just 11% in 2015 (CNAF, 2015). In Switzerland, just 40% of children aged 1–4 use some form of institutionalized day care service or preschool arrangements, but only 5% of children are in institutionalized childcare for more than 30 hours a week (FSO, 2016b). France has introduced more public day schools where children stay the whole day, whereas in Switzerland public day schools even for older children (4–12 years old) are not the norm and the availability of extracurricular supervision varies according to location.

Differences obviously exist in childcare provision between urban and rural areas in Switzerland, with urban areas providing more childcare solutions, but this also varies according to the linguistic region. In the French- and Italian-speaking cantons, the provision of public childcare and day schools is marginally better than in the German-speaking cantons (Epple et al., 2015), but it still does not enable mothers of preschool- or school-age children to work full-time.

### 3.2.1. Price and availability of childcare

Thus, the cost and availability of childcare solutions is a major issue in Switzerland (Dutu, 2014; Ernst Stähli et al., 2009). Demand for public day care centers is high, and they all have very long waiting lists (especially for children under 2 years old). In most Swiss cities, applications are made as soon as the pregnancy is confirmed, but with no guarantee of an available place for the baby at the age of 3 or 4 months. Waiting lists for private childcare facilities are shorter, but they usually have a very high fixed price and are not subsidized by the local authorities. The prices for public day care centers are calculated on a sliding scale according to household income (with varying scales according to the cantons). Above a certain income threshold, the full cost falls on the parents (e.g., in the city of Geneva, the threshold is an annual income of 200,000 Swiss Francs, with different scales for people working in international and other organizations; in Fribourg, the threshold is 162,000 Swiss Francs).

Several female French expatriates mentioned problems finding publicly funded childcare facilities for their children and having to resort to private solutions:

> "*The corporate day care center only had a part-time place for my baby, so I had to find another day care center. We eventually found a private day care center in the city."* (Violette, 36, one child)

### 3.2.2 Time-constraints due to day care or school schedules

One of the common themes concerning work/care institutions in Switzerland was the time-constraints related to day care, preschool or primary school schedules. Female expatriates mentioned short day care, preschool or primary school schedules as problematic because they have less available time for work than their male colleagues. They often adapt their work schedules due to the school hours of their children. For instance, they start work very early in the morning to be able to pick their children up from day care or primary schools, which close early. Some also work from home on Wednesdays when most Swiss children have the day or afternoon off. Sometimes, these restricted day schedules increase the pressure to work more efficiently during the time spent in the office, which also contributes to their sense of stress and time pressure.

> *"Due to my time constraints, I work faster now. I am always going at 100%. My coworkers also have to be faster and more synthetic. I also eat while working or in the company's restaurant, but never longer than half an hour. I have to work very well. I know that I put myself under a lot of pressure due to my time constraints. Without a baby, I would work 12 hours a day, and would have more time for other people, but I probably wouldn't work as efficiently as I do now."* (Alice, 36, one child)

> *"It is a comfortable situation, but a little bit underestimated. I have to start working very early in the morning, and then the marathon starts in the afternoon. I have to leave in time*

*to pick up my son from school, do the groceries and take care of my son until he goes to bed. I always work from home on Wednesday when my son has the afternoon off."* (Estelle, 45, one child)

However, not all the French expatriates experienced the same degree of stress. For example, one of our interviewees seemed to be more relaxed about having to juggle with the hiatus between her working hours and school or nursery opening times. She stated that it was only a temporary problem, which would sort itself out as her children grew older. Moreover, she offered around-the-clock availability to her collaborators, who knew they could phone her at any time. Other interviewees mentioned using company-provided childcare on site or hiring a live-in nanny as strategies that enabled them to maintain long working hours, even with young children and a partner who also worked full-time, as was the case for all our married interviewees. By adopting flexible and personalized childcare solutions, they were able to return to work immediately after the 4-month statutory maternity leave in Switzerland (Ernst Stähli et al., 2009). Overall, these French expatriates tended to minimize the effects of childcare constraints on their ability to perform satisfactorily at work:

*"Before the birth of our son, I was often the last person to leave. Now I have to leave at 5-5:30 pm to bring my son home, because I am still breastfeeding. Once I finish breastfeeding, my partner will also be able pick him up from the day care center. The difference is just that I could stay longer before and now I can't, that's all. But I can be reached by phone if there are urgent problems or even return to work afterwards." (*Violette, 36, one child)

*"We have had a childminder since our daughter was 2 months old. Now that my daughter is a bit older, the childminder brings her home from school (at around 3:30 pm) and stays with her till 7:30 pm and once a week till 11 pm. Thanks to that arrangement, I came back early form my maternity leave (after 2 months) and told everybody that I couldn't stay at home, that I need to work."* (Josephine, 36, one child)

### 3.2.3 Unfavorable tax system

Another recurrent issue for French female expatriates is the unfavorable tax system for dual earner married couples in Switzerland. Due to the federalist system in Switzerland, welfare policies and tax systems differ between cantons (Epple et al., 2015). Since married couples are taxed jointly in Switzerland, on the basis of household rather than individual earnings, the second earner is penalized by unfavorable marginal tax rates often referred to as the "marriage penalty" (Dutu, 2014). Although there have been recent attempts to repeal the marriage penalty on a federal and cantonal level, persisting inequalities still discourage second earners from working full-time, since they gain no net profit from working longer than 50% part-time (Bütler, 2010; Dutu, 2014; NZZ, 2016). Contrary to France, there are only limited fiscal deductions for childcare costs and the rate of these vary according to the canton (NZZ, 2016).

### 3.2.4 Workplace: The effects of working long working hours

A common issue voiced by the French female expatriate managers is the culture of working long hours in Switzerland. The official working week in Switzerland is more than 42 hours, compared

to 35 hours in France. In both countries, managers and professionals' effective working time is much higher, with varying levels of compensation (overtime pay) or retribution (time off in lieu), according to the occupation and employer. All of our interviewees work beyond their official working hours and recognize that this was also the case when they were working in France. However, the point at which they fall into the "overtime" category is obviously higher in Switzerland. In addition to long and unsocial working hours, having an executive function usually implies that the female expatriates have travel obligations and have to answer emails in the evening or at weekends. They frequently work from home in the evening, after having put their children to bed. A few are on call in the evening or on weekends. The expatriates have to anticipate such constant workplace demands to avoid last-minute coordination problems (e.g., they need emergency babysitting solutions in case of last-minute schedule changes):

> *"Sometimes I also have to be on call and I have to be available 24/24, 7 days a week. If I have to leave home at short notice, I have to organize everything within 5 minutes. I have an emergency network consisting of my husband and my friends who also have small kids and a similar lifestyle." (*Céline, 27, one child)

> *"We sometimes have meetings late in the afternoon. The last time it was a meeting with clients and I had to leave at 5:20 pm to pick up my daughter from childcare. There were just guys in the meeting and they continued to talk and talk. It would be helpful if we didn't have meetings so late in the day, when I have to leave."* (Alice, 36, one child)

### 3.2.5 Unsupportive HR departments and corporate practices

Another common theme the French female expatriates identified is the importance of a supportive workplace environment. The interviewees perceived their workplaces as unsupportive regarding work and care demands, notably due to the frequency of early evening meetings or last-minute changes to meeting schedules, which put extra pressure on their struggle to balance work and family life. In addition, some female expatriates criticize the conservative attitudes of their HR departments:

> *"It would be nice if the human resource department in my company made more suggestions for woman managers with children. They're not really up-to-date. I think it would be necessary to invent or to create a new way of being a mother and a manager."* (Alice, 36, one child)

### 3.2.6 Lack of support from line managers and colleagues

Along with unsupportive corporate practices, another common workplace theme identified by the majority of female expatriates is the lack of supportive line managers or colleagues, which could ease the potential tensions between the two life spheres. Some women mention that on their arrival in Switzerland they struggled to gain recognition of their professional abilities and their commitment to working long hours or being mobile, especially if they had young children. However, over time, once they had demonstrated their professional expertise and commitment, the confidence of their line managers and colleagues often increased:

> *"Some people doubted that I could work full-time with three children at home, but not my line manager and the HR department. My line manager didn't question me any more than*

*other people. As long as you organize yourself and do your work, there are no problems."* (Sybille, 35, three children)

### 3.2.7 Pay gap

Three female expatriates reported being paid less than usual for the positions they hold, notably in comparison to male colleagues on the same hierarchical level. Moreover, they struggle to identify the exact reason for the pay gap. Some attribute it to their status as foreigners, some to being a woman or to their relatively young age (or even to a combination of factors). Although they are aware of the pay gap, they seem unwilling to confront the company about the discrepancy and ask for a pay rise. This reflects federal statistics in Switzerland, which confirm a persisting pay gap of 21.3% between women and men, of which 40.9% (or 678 Swiss Francs per month) can be attributed to discriminatory factors (FOGE, 2016).

"*I think I'm paid less than I would receive in other companies. When I started in this company, I had no idea how high the salaries are. Coming from France, I proposed a salary, which was too low. Now, I am more familiar with the salary levels in Switzerland, I know what is accurate and I think I am underpaid."* (Estelle, 45, one child)

*"I have the problem of being a woman and being quite young. I have problems making the distinction. For example, I am not even on the minimum salary of my wage bracket of managers at my hierarchical level. When I found that out, I felt like refusing the position; it's really hurtful."* (Céline, 27, one child)

## 4. Discussion and conclusion

This article focuses on the work-family difficulties faced by female expatriates from France, who are confronted with a different gender regime in neighboring Switzerland. The majority of the French female expatriates we interviewed perceived work–care issues as more challenging in Switzerland than they initially expected, and then in the French context. Different representations of what being a "good mother" entails in the Swiss context partially contradict the gender arrangements they had come to expect in France. As a result, as the only women managers with children in their immediate working environments, they often feel stereotyped as bad mothers and isolated in their companies or departments. The institutional setting in Switzerland compounds this feeling of "strangeness," since they are faced with limited childcare opportunities, high costs and problematic school schedules. For example, Swiss schools generally do not provide canteen services for their pupils and do not allow them to bring packed lunches to be eaten on their premises, something which is automatically available in France. However, the French female expatriates whose companies provide on-site childcare or who employ a childminder for preschool children face fewer difficulties than those with school-age offspring. However, in all cases, their career progression must be rapid enough to warrant the extremely high cost of outsourcing childcare and domestic services in the Swiss context.

The experiences of female French expatriates illustrate the ways in which two neighboring Western countries may differ extensively in their work/care regimes and how it might affect female expatriates negatively. The persistence of a traditional setting in Switzerland, where raising children is seen as a private matter and lies within the responsibility of families, particularly mothers who are considered to be the main caregivers (Henning et al., 2012; Riaño et al., 2015),

influences successful French female managers coming from a country that has historically promoted a dual-career model and working full-time. Whereas in Switzerland most women either withdraw from the labor market or reduce their working time drastically with the births of their first children, even when the couple expressed egalitarian values before the child was born (Bühlmann et al. 2010; Le Goff & Levy, 2016; Levy & Ernst, 2002), the full-employment rate of mothers is high in France. Part-time work is not being associated with motherhood per se, but more closely with labor market transitions (school to work on the one hand, work to retirement on the other hand.) Accustomed to the provision of flexible parental leave schemes and a wide range of childcare infrastructures, these female expatriates struggle with the limited availability of day care places – especially for children under 2 years old – and expensive full-time child care solutions (Henning et al., 2012). The persistence of a rather traditional distribution between paid work (to men) and unpaid care responsibilities (to women) in Switzerland creates difficulties for female expatriates and their male spouses who wish to adopt a different behavior.

Due to the geographical and linguistic proximity between their national origins and the host country, French female expatriates in Switzerland are unable to position themselves as a "third gender" in the way that Adler (1987, 1994) or Tung (2004) observed among Western expatriates in Asia or the Middle East. Rather, our findings suggest that they are expected to conform to Swiss societal norms and values. Because French female expatriates speak the same language as their host institutions, they are not seen as "foreigners" and are therefore not entitled to deviate from the local work/care culture and preferences. Expanding Selmer's (2007) assumption, host country nationals may not only unconsciously be more tolerant of expatriates from distant countries, but also towards expatriates who communicate solely in English and are seen as "true expatriates." English-speaking expatriates may be stereotyped as living in an "expat bubble" and may receive more latitude for deviant behavior than expatriates speaking the same language. French expatriates are assumed to interact frequently with host country nationals and therefore to be more integrated; they may be assumed to know the social norms and values through interacting in French.

Some evidence can also be demonstrated for the psychic distance paradox (Tung, 2004: 247), because the majority of the French female expatriate managers we interviewed did indeed mention unexpected cultural differences in Switzerland. The predisposition to ignore small cultural differences between two cultures or countries that are similar seems to hold true, even for neighboring countries. Even when there is geographical proximity, minor cultural differences seemed to be underestimated before expatriating and tended to cause distress for our female expatriates once they had established and lived their work/care arrangements in the host country. They may even perceive these work-family conflicts in Switzerland to a greater extent due to their acquired work/care attitudes in France, compared female expatriates coming from other home country settings with a similar childcare infrastructure or work/care regime as Switzerland (Shockley et al. 2017).

The experience of French female expatriates also highlights the importance of organizational factors; a supportive workplace helps to reduce tensions associated with differing social values or unfavorable institutional arrangements. Having a supportive line manager or HR department makes it easier for managers to adjust to the demands of a contrasting work/care regime. The interplay between organizational factors and career progression is obvious and mitigates the impact of the national context to some degree.

As its contribution, the article combines and integrates two research streams on female expatriates (i.e., female expatriates facing different gender norms in the host country and work-life conflicts of female expatriates) that developed in different directions. It introduces the concept of work/care regimes in expatriate research and enables a more holistic view of work-family difficulties in a particular institutional and cultural setting. It therefore enhances the understanding and the interplay between a national institutional framework, national gender representations and specific work-family issues of female expatriates navigating through this framework.

There are several limitations to this study. First, the experiences of French female expatriates cannot be compared directly to those of expatriates from a more distant country. Further studies should compare the experiences of French female expatriates with female professionals moving to Switzerland from a dissimilar and distant country. It would also be imaginable to study similar linguistic groups (e.g., French female expatriates in French-speaking Canada) to determine whether they are not seen as "foreigners" and have similar experiences. Work-life conflicts of German female expatriates in German-speaking Switzerland could be examined, although work/care regimes between Germany and Switzerland differ less than between France and Switzerland (Henning et al., 2012).

Second, the sample size is rather small. However, contrary to quantitative methods, our research design enables the researcher to perceive complex relationships in their overall context (Porter, 1991). The thematic analysis enabled examination of how female expatriates perceive and experience the work/care expectations and specific work/care institutions of the host country directly. Such holistic insights into work-family difficulties in a particular cultural setting are especially valuable in expatriate research, because expatriates are always in a specific context. As already mentioned, work-life conflicts cannot be considered in isolation of the national and institutional framework in which they take place, which is a circumstance that quantitative methods can take less account of (Porter, 1991).

Third, only two of our interviewees moved to Switzerland with their children; all other children were born in Switzerland. This may have influenced some of the experiences, as there are comparisons of work/care regimes drawn by recounting the experiences of friends or family members who stayed in France. Fourth, the female expatriates live and work in different cities and cantons in Switzerland. Since childcare provisions vary with the cantons (Giroud & Lucas, 2009), work/care institutions slightly differ among cantons in French speaking Switzerland as well. However, despite cantonal and educational variations, French-speaking and urban cantons in general have a more comparable distribution of paid and unpaid work between partners with a better institutional framework than in German-speaking or rural cantons (Gasser et al., 2014).

To conclude, this article contributes significantly to the understanding of female expatriation to a neighboring and linguistically similar country. It expands the theoretical base of female expatriation studies by showing how speaking the same language makes it harder for expatriates to adopt the position of the "foreigner" (Adler, 1987, 1994) and thus to deviate from the societal work/care norms and values of the host country. It shows that female expatriates from a neighboring country with the same linguistic heritage may receive less latitude for deviant behavior regarding work/care norms, because they are assumed to know the cultural norms of the host country (Selmer, 2007). Our findings also highlight the importance of the host country's work/care regime for the work-family experience and conflicts of female expatriates having small children.

Depending on the limited availability and affordability of childcare and domestic help (as in Switzerland), the experience of work/family conflicts may be more probable (Adler, 1987). Hence, work/family conflicts cannot be examined regardless of the host countries' contexts and attributed to international mobility per se. Researchers always have to take into account the specific work/care regimes of the home and host country.

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## 3rd article: Between Stability and Change: Employment-Seeking Strategies of Self-Initiated Expatriate Couples

**Abstract:** *This article explores the employment-seeking strategies of self-initiated expatriate couples in the postdoctoral career phase who are already residing in a foreign country. The article identifies three major strategies that self-initiated dual-career expatriate couples use to coordinate their employment seeking to find two positions in the same geographical region: academic specialist/global practitioner, double academic specialist and residing strategies. The article illustrates that self-initiated expatriate couples strategically adapt their employment-seeking behavior according their professional constellation to enhance the possibly of enabling both careers during international mobility. Depending on whether one member, both members or neither member of a couple intends to pursue an academic career, the strategies vary according geographical area, decisive moving condition, ideal chronology of job finding and temporary prioritization of careers. In some cases, the need for stability predominates over the pursuit of a career that demands international mobility. The analysis is based on 32 live-history calendars and semi-structured interviews with 16 self-initiated expatriate couples in which at least one partner had a doctoral degree and both partners were living in a specific host country.*

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The third article "Between Stability and Change: Employment-Seeking Strategies of Self-Initiated Expatriate Couples" was presented at the EURAM conference 2018 in Reykjavik.

## Introduction

Due to the changing demographics in international mobility (i.e., the majority of expatriates are now between 20 and 39 years old and either single or in dual-career couples) and the changing nature of international mobility (i.e., the increase of self-initiated expatriation and alternative assignments; Caligiuri & Bonache, 2016), the interplay of two careers and the resulting outcomes are prevalent issues for the younger generation of expatriates (Clarke, 2015; Van der Velde et al., 2017). These two major trends—international mobility and dual-career couples—are especially prominent in academia and have the potential to increase conflict between partners; they may therefore affect individuals' life satisfaction (Van Erp et al., 2011, Känsälä et al., 2015). It is therefore important to know how dual-career couples are affected by international mobility intent and how they successfully enable dual careers to reduce conflict and enhance life satisfaction for both members of the couple. Whereas couples in company-assigned expatriation have less flexibility in coordinating and adapting their employment-seeking behavior, self-initiated expatriates (SIEs) have more leeway in geography and timing, allowing them to choose the host country that best enables both partners' careers (Känsälä et al., 2015). Unlike assigned expatriates (AEs), SIEs do not have to follow corporate logic (with the timing and location predetermined by a company) and can choose employment-seeking strategies that are suitable to their situation and the nature of their profession. As a couple's two careers are often interdependent, researchers have

recommended that couples' careers be studied at the same time (Lesnard, 2008; Santos & Cabral-Cardoso, 2008; Känsälä et al., 2015). This is especially true when one or both members of a couple want to pursue an academic career, as international mobility is a prerequisite for an academic career, especially in small countries (Goastellec, 2017). Scholars have suggested that researchers' international mobility decisions and career trajectories should be studied using a "relational and life course approach" (Toader & Dahinden, 2018: 64), as the choice of whether to pursue or opt out of an academic career may depend on the partner's career and the gendered configurations within the couple (Bataille, 2016; Schaer et al., 2017; Toader & Dahinden, 2018). Pursuing an academic career implies a high level of uncertainty in the decisive postdoctoral career phase, as PhD holders may hold a succession of temporary contracts without any immediate prospect of a permanent position (Enders 2000; Oliver, 2012). Although inner coordination patterns (based on career importance) within dual-career couples have been examined and discussed primarily (for example, Hardill & Wheatley, 2010; Rusconi & Solga, 2008; Känsälä et al., 2015), the importance of the constellation of certain characteristics (e.g., professional field, sector of the economy and career stage) on the chances of securing employment and enabling two careers simultaneously during international mobility has been neglected (Rusconi & Solga, 2008).

Therefore, the author analyzes how self-initiated dual-career couples who are already residing in a host country coordinate their employment-seeking behavior according to their professional constellation and geographical preferences to find two suitable positions in the same geographical area. The study is focused on the couple level (as the unit of analysis) and uses a dyadic approach to reveal both the participants' intentions of staying in the host country (along with their openness to leaving) and their intentions of staying in academia or pursuing a career in industry. Each couple must resolve tension related to the choice of staying in academia versus staying in the host country; this resulted in patterns of employment-seeking strategies according to the couples' mutually defined priorities (pursuing an academic career or wanting to stay in the host country); the goal of these strategies was to lower stress and reduce conflict in the high-insecurity transition phase. SIE couples were demonstrated to agree in most cases, thanks to negotiations about strategies to resolve such tensions; they mentioned critical issues related to desired employment-seeking strategies, including timing, shifts in priorities and transfers to industry.

In the following section, we thematize the theoretical background of the study.

# 1. Theoretical background

## 1.1 Dual-career expatriate couples

Expatriate research studies of international mobility among dual-career couples form a long tradition (Harvey, 1996a; Harvey, 1996b). The term *dual-career couples* thereby refers to a couple in which both partners are employed and equally committed to their professional careers (Harvey, 1995).[7] For a long time, dual-career couples were defined as a contributing factor to expatriate dissatisfaction, as one partner may be frustrated by the stagnation of his/her career, particularly in

[7] Although widely used, this definition and terminology has contributed to methodological inconsistencies in expatriate research, as it defined the partner as having a career or job (for a discussion, see Hughes, 2013).

the many cases in which an employee in a traditional expatriate assignment (i.e., one sent by a company to a foreign country) returned early (Harvey, 1998; Shaffer & Harrison, 1998). In cases of company-assigned expatriation, the following partner typically resigns from his or her previous employment to accompany the expatriate on the assignment in the host country (Harvey, 1995). Members of an AE couple hence have been classified as *leaders*, those who are sent by a company, and *followers* (Hardill & McDonald, 1998); the partner who accompanies the expatriate has also been defined as the *trailing spouse* (Harvey, 1998). A partner's willingness to accompany an AE is thereby influenced by his or her own career's importance as well as the salience of the partner role—the importance given to this role (Van der Velde et al., 2017). When following partners place more value on their careers, they are less likely to accompany expatriates on assignments, but only when there is low partner-role salience. If partner-role salience is high, the followers may put their partners' interests over their own and follow regardless (Van der Velde et al., 2017). The trailing partners search for opportunities to continue their careers in the host country after arriving there; this may result in career continuation, career loss or career stagnation, depending on the host country's career opportunities, legal restrictions (e.g., rules preventing accompanying spouses from working) and dual-career company support (Handler & Lane, 1997; Punnett, 1997; Selmer & Leung, 2003; Cole, 2011; Cole et al., 2014). With a company assignment, a two-position job search is mostly done chronologically, with one partner searching for a suitable position after reaching the host country; the main exception is when a company helps the partners secure positions through intercompany networking or intracompany employment prior to the assignment (Andreason, 2008). Less is known about employment-seeking strategies that dual-career couples employ in self-initiated expatriation, an individualistic form of expatriation in which individuals move abroad of their own volition without the sponsorship of a company (Inkson et al., 1997, Doherty et al., 2011). This flexible and self-determined form of expatriation is used to realize career-related objectives (McNulty & Brewster, 2016), and it may be generally favorable for dual-career couples, who have more flexibility than other couples when choosing a geographical location where both members can live (Känsälä et al., 2015). Indeed, female expatriates, who consider dual-career issues more often when making international career decisions, tend to select self-expatriation over corporate assignments, as the former provides more freedom in choosing the timing and location of their expatriation to assess dual-career opportunities (Vance & McNulty, 2014, Andresen et al., 2015). Other studies (Suutari & Brewster, 2000, Biemann & Andresen, 2010; Cerdin & Le Pargneux, 2010, Peiperl et al., 2014) have concluded that SIEs are slightly younger than AEs and are more likely to be female and either single or accompanied by a spouse working abroad; AEs are older and more likely to be married and accompanied by a spouse who is not working abroad (Farcas & Gonçalves, 2016). Studies about SIEs' motivational drivers as a group have mentioned that host countries' location and reputation are more important for SIEs than AEs (Doherty et al., 2011). SIEs also tend to be more likely to move from peripheral countries to economically advanced ones, as the conditions in the latter group offer greater economic prospects and more job opportunities (Peiperl et al., 2014). In general, cultural opportunities, career motives, economics, relationships, quality of life and political environment are among the most important motivational factors for

SIEs, and relative importance is given to each factor based on the SIEs' life stage, gender and personal priorities (Thorn, 2009).
In summary, due to the higher probability that a SIE will be single or have a working spouse who places high importance on pursuing his or her career, it is essential to explore how self-initiated dual-career couples coordinate their employment-seeking behavior to enable two careers when they decide to move to another country. In some cases, SIE couples may stay in the host country (Tharenou & Caulfield, 2010; Cao et al., 2014), hence becoming migrants, according to Cerdin and Selmer (2014).

## 1.2 Coordination and employment-seeking behavior of expatriate couples

Dual-career couples undertaking one or more international moves have to make decisions about the coordination of their careers, which unavoidably requires compromise (Hardill & Wheatley, 2010). In general, coordination refers to how two individuals in committed relationships agree on working arrangements following negotiations according both partner's preferences (Van Gus & Kraaykamp, 2008). Such negotiations within a couple can take place explicitly through profound discussion or implicitly without speaking about it (Testenoire, 2001). The decision of in which country and city to seek new employment and a new place of residence affects both parties' careers deeply and is hence one of the most important decisions in international mobility for dual-career couples (Hardill & Wheatley, 2010). The geographical decision may involve conflicting interests and determine further household arrangements and power relations to a great extent if one partner has no opportunities to continue their career (Hardill & Wheatley, 2010; Ross, 2013). Indeed, sustainability and satisfaction with dual career coordination seems to be the highest if both partner's interests have been considered in the planning phase of a geographical relocation (Känsälä et al., 2015). As a geographical solution, many highly skilled couples seek employment in large metropolitan areas where the chance to find two suitable positions is higher than in smaller cities, so that neither person's career faces detrimental impact (Rusconi & Solga, 2008).
According to Harvey (1998) there are three models used frequently to analyze decisions in international dual-career relocations: 1) The neoclassical market model centers on the spouse maximizing family well-being and foregoing opportunities that are optimal from a personal calculation of utility maximization. The model assumes that each spouse's potential gain or loss are weighted equally in the computation of family well-being. 2) The relative resources and couples' decision-making model is alike the neoclassical model, but the spouse in command of the most resources is able to impose outcomes to further his/her own goals to the detriment of the partner's. 3) Lastly, the gender-role ideology and provider-role model centers on gender-role beliefs about household roles each member of a couple subscribes to and the effect of their beliefs on the process and the outcome of their decision-making.
In the first and second model, highly marketable skills and hence employment opportunities of partners may be a decisive factor in the decision of location for the maximization of family well-being or perceived as relative resource in the decision-making model. Indeed, empirical studies confirm the weight of human capital and employment opportunities of each partner for negotiation

between highly skilled couples (Eby, 2001; Roos, 2013). Human capital represented by highly marketable skills is a particularly important indicator to secure satisfying, well-paid employment after relocation for accompanying partners (Eby, 2001). In addition, the family power variable, related to the amount one member contributes to the family income, seems to be a highly relevant deciding factor (Eby, 2001).

Känsälä et al. (2015) related geographical decisions to general coordination and ascribed importance of careers between a couple. The authors identified three major career coordination strategies by which men and women in international mobility agree on working arrangements through negotiations within the couple: Hierarchical, egalitarian and loose coordination strategies. In a hierarchical coordination strategy, one career is prioritized over the other and the relationship itself, and the partner with the secondary career scales down or opts out to adjust to family needs. The career considered more important also often has a higher stake in the decision about where to move to (Känsälä et al., 2015). Women have been found to take on this role and follow gender roles more often (Rusconi & Solga, 2007). Contrarily, in an egalitarian strategy, both careers are equally prioritized and restrict each other to some extent, and a couple tends to select locations where both members of the couple have chances to further their careers (Rusconi et al., 2013). In a loose coordination strategy, individualistic career considerations predominate over relationship considerations and often result in long-distance relationships or commuter agreements (Känsälä et al., 2015). Male expatriates predominated among the group using a hierarchical strategy, and female expatriates predominated among the group using an egalitarian or loose strategy (Känsälä et al., 2015). Such inner career coordination strategies also seem to be dynamic, changing most often from hierarchical to egalitarian to balance both careers more equally and achieve better career satisfaction for both partners (Känsälä et al., 2015). It should be noted that the study does not consider the constellation of certain characteristics such as career phase, age difference, professional field or sector of the host economy (public or private) within the couple (Rusconi & Solga, 2008). Indeed, the professional constellation within a couple (and hence the self-initiated dual-career couple as unit of analysis) influences geographical and occupational possibilities related to international mobility (Rusconi & Solga, 2007; 2008). Reciprocally, available career opportunities to increase one's value in the job market influence the success of international careers and the inner negotiation patterns within highly skilled couples regarding their relative career importance and gender arrangements (Roos, 2013). Available geographical and occupational opportunities also affect the temporal dynamic of inner career coordination strategies; they may, as an example, enable two careers with a hierarchical inner coordination strategy (giving one career priority) for a longer time span (Rusconi & Solga, 2008). A study on accompanying partners' professional participation after moving confirms that the professional field of the accompanying partner might be of high importance, as mainly female partners working in an in-demand professional field (where labor shortage is expected) or with acquired cultural capital could continue their careers without a major break, despite one career receiving higher importance (Föbker, 2019).

## 1.3 Academic careers in Switzerland

In Switzerland, the number of graduate students has almost doubled since 1990 (Bataille et al., 2016). Furthermore, the extension of funding schemes provided by the Swiss National Foundation and other founding institutions has led to more people being in the postdoctoral career phase (Fassa & Kradolfer, 2013). These postdoctoral academics are hoping to one day apply for entry-level professorship and thus reach the second stage of their academic careers. This development has been accelerated by the general increase in fixed-term contracts and temporary employment for postdoctoral researchers (Enders & Musselin, 2008; Ylijoki, 2010; Murgia & Poggio, 2014).

On the other hand, the quantity of permanent positions has remained unchanged, with a slight decrease in the number of professorships (Bataille et al., 2016). The competition for available permanent positions and professorships is, therefore, high; competition is further increased because applicants apply from all over the world. For instance, 57% of scientists in Switzerland are foreigners (Kerr et al., 2017), and over 45% of full professorships in Switzerland are held by immigrants (Goastellec & Pekari, 2013). Foreign scientists are generally attracted by countries offering opportunities to improve one's future and good scientific infrastructure as well as qualified colleagues or research teams to work with (Franzoni et al., 2012).

Switzerland's immigration law was long based on a three-circle model classifying migrants' origin countries into three circles differentiated through the grade of cultural distance to Switzerland (Yeung, 2016). Through a bilateral agreement with the EU in 2002, a *dual foreigner right* came into effect, granting EU nationals the same employment and living rights as Swiss nationals but maintaining restrictions for third-country nationals outside the EU (Riaño et al., 2018). In the context of a changing discourse toward *skills* and an international competition for highly-skilled individuals (Yeung, 2016), Switzerland also relaxed restrictions for students coming from third countries in 2011 to facilitate the residency of non-EU-graduates of Swiss universities to increase its competitiveness and to retain the best talents (Riaño et al., 2018).

## 1.4 Brain drain, brain gain and talent flow

The phenomenon of brain drain refers to highly-skilled people leaving their country and staying in host countries; it has received much scientific attention during the last fifty years (Carrington, 1999; Iredale, 2001; Tung & Lazarova, 2006) and is closely related to the concepts of international students' mobility and self-initiated expatriation (Baruch et al., 2007). The term *brain drain* was initially used to refer to immigration by professionals with high levels of skill, qualification or competence to the United States in the 1950s (Robertson, 2005). Hence, this term is commonly used to refer to well-educated people who move from developing countries to developed countries and decide not to return, resulting in a loss of human capital for the home country (e.g., Beine et al., 2001; Altbach & Bassett, 2004; Ackers, 2005). The receiving countries, on the other hand, can attract such highly skilled students and professionals by offering better conditions for study and work; thus, they may profit from a brain gain, resulting in greater innovation, more patents and higher economic growth (Beine et al., 2001; Robertson, 2005; Tung & Lazarova, 2006). In the era of increased globalization, there have been significant changes in the economic environment,

scholars of expatriates (Inkson et al., 2004; Carr et al., 2005; De Cieri et al., 2009) argue that the brain drain/brain gain terminology should be replaced with the concept of talent flow to offer a fairer illustration of the motility patterns of highly skilled individuals. On a national level, the competition for such talent has increasingly encouraged countries and regions to define and implement strategies that will help them attract and retain highly skilled individuals (Findlay, 2006; D'Costa, 2008; Silvanto et al., 2015).

Baruch et al. (2007) studied international students' intentions to stay in host countries; they rated the perceptions of the labor market in the host country, the students' adjustment to the host countries and the students' family ties in the host and home countries as the most decisive factors. Tharenou and Caulfield (2010) developed a theoretical framework to explain why and how SIEs repatriate, referring to factors that pull toward and push away from the host country, factors that pull toward the home country and shocks experienced in the host country. Their results revealed that highly skilled individuals are more likely to repatriate when the host country's pull factors are week (especially when the embeddedness is weak), when the home country's pull factors are strong (regarding the facility and feasibility of returning) and when negative shocks occur on or off the job (Tharenou & Caulfield, 2010).

## 2. Methodology

The literature review makes evident that more attention should be paid to SIE dual-career couples' strategies according to their professional constellation for finding two positions in or outside the host country. Moreover, in expatriate research, the dyadic perspectives of both members of an expatriate couple are seldom considered (e.g., Bhaskar-Shrinivas et al., 2005; Van Erp et al., 2011; Cole & Nesbeth, 2014; Van der Velde et al., 2017). Therefore, this study adopts a dyadic qualitative research design to explore the perceived intentions associated with a specific employment-seeking strategy among very well-educated SIE couples (with at least one member of the couple being a PhD holder) in a specific host country (Switzerland).

### 2.1 Sample

The study uses 32 semi-structured interviews with 16 heterosexual SIE couples who initially came to Switzerland during the last 10 years to finish a master's thesis, complete graduate studies, obtain postdoctoral academic employment or utilize postdoctoral research grants. The interviews were held from June 2016 through September 2017 in various cities in Switzerland (Basel, Berne, Zurich, Fribourg, Geneva, Lausanne and Olten). All participants were between 30 and 44 years old, and all were involved in a stable relationship (married and/or living together) in which at least one member of the couple held a PhD and worked at a university or company based in Switzerland. Of the couples, 11 had children between the ages of 4 months and 7 years. The participants were identified through snowball sampling by initiating contact with people in the authors' extended social and professional network but excluding members of the same university department or regional research group.

| | Female partner | | | | | Male partner | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Nr.** | **Nationality (Region)** | **Age** | **Education** | **Professional situation** | **In CH since** | **Nationality (Region)** | **Age** | **Education** | **Professional situation** | **In CH since** | **Kids** |
| 1 | Southern America/ Southern Europe (double nationality) | 39 | Diploma in natural science | Housewife, starts masters | 2015 | Southern America/ Southern Europe (double nationality) | 43 | PhD in medicine | Permanent medical doctor/Researcher at university hospital | 2015 | One |
| 2 | Central America | 35 | Studies in natural science (not finished) | Housewife | 2009 | Western Europe | 38 | PhD natural science, post-docs in natural science | Permanent R&D in MNC | 2007 | Two |
| 3 | Middle East | 35 | PhD in computer science, postdocs in natural science | Fixed-term post-doctoral research grant | 2015 (second time)<br>2005-09 (first time) | Western Europe | 35 | Masters in Engineering | Start-up company at university (innovation grant) | 2014 (second time)<br>2006-14 (first time) | No |
| 4 | Southern Europe | 34 | PhD in natural science | Temporary project manager in scientific NGO | 2015 | Southern Europe | 34 | PhD in natural science, Bachelor in computer science | Fixed-term post-doctoral researcher at university | 2015 | No |
| 5 | Southern Europe | 33 | PhD in natural science | Permanent program manager in city office | 2010 | Eastern Europe | 32 | PhD in computational natural science | Permanent software engineer in company, on job search | 2008 | No |
| 6 | Asia | 37 | PhD in natural science | Fixed-term post-doctoral | 2011 | Western Europe | 33 | PhD in natural science, postdoc in | Fixed-term post-doctoral researcher in | 2009 | One |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | research grant, on job search | | | | natural science | research institution | | |
| 7 | Asia | 37 | Masters in humanities and natural science, unfinished PhD | Further education, on job search | 2016 (second time)<br>2010-2015 (first time) | Western Europe | 32 | PhD in natural science | Fixed-term R&D position in MNC | 2016 (second time)<br>2010-2015 (first time) | Two |
| 8 | Southern Europe | 30 | Masters in engineering | Temporary engineer in company, on job search | 2013 (second time)<br>2011 (first time) | Southern Europe | 33 | PhD in natural science | Permanent product manager in company | 2014 (second time)<br>2007-2013 | One |
| 9 | Eastern Europe | 37 | PhD in social sciences | Fixed-term post-doctoral research grant, on job search | 2013 (second time)<br>2008-09 (first time) | Southern Europe | 40 | PhD in engineering | Temporary staff at research institution | 2005 | One |
| 10 | Western Europe | 34 | Masters in business studies | PhD-student, on job search, lecturer at university of applied science | 2009 | Western Europe | 38 | PhD in engineering | Engineer R&D | 2014 (second time)<br>2000-2009 (first time) | No |
| 11 | Asia | 31 | PhD in computer science | Fixed-term post-doctoral researcher at university | 2015 | Asia | 30 | PhD in computer science | Fixed-term post-doctoral researcher | 2015 | One |
| 12 | Western Europe | 42 | PhD in humanities, masters in teaching | Fixed-term post-doctoral position | 2009 | Western Europe | 42 | Masters in mathematics | Fixed-term, IT-manager in research project at university | 2011 | One |
| 13 | Middle East | 34 | Masters | PhD-student | 2009 | Middle East | 38 | PhD in computer science | CEO of Swiss subsidiary of international company | 2009 | Three |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 14 | Western Europe | 44 | Masters in teaching | Bachelor-student secondary studies/ part-time teacher | 2010 | Western Europe | 38 | PhD in social sciences | Permanent lecturer position at university | 2010 | One |
| 15 | Southern Europe | 35 | PhD in natural science | Fixed-term post-doctoral situation, on job search | 2009 | Central America | 33 | PhD in natural science | Permanent R&D position in start-up company | 2009 | No |
| 16 | Northern America | 42 | PhD in natural science | Permanent associate professor | 2017 (second time)<br>2009-16 (first time) | Northern America | 37 | PhD in natural science | Fixed-term assistant professor | 2017 (second time)<br>2009-15 (first time) | Two |

*Table 1: Sample details / characteristics of participants*

The interviews lasted from 1 to 1.5 hours each; the interviews with each couple were held separately to distinguish (all other things being equal) the female and male perspectives. The sample is therefore split according to sex, resulting in two perceptions of each couple's experiences and intentions. Each couple shares a daily life, is exposed to the same private occurrences and is in some way professionally interconnected (Testenoire, 2001). To minimize the influence that one interview would have on the other, they were held consecutively but separately (in the absence of partners/spouses) and with anonymity ensured (including vis-à-vis the partners/spouses).
Table 1 summarizes the sociodemographic characteristics of the interviewed couples, including their education levels, professional situations, and years since moving to Switzerland (for the first, or in some cases, second time).

## 2.2 Method

The study uses a mixed-method approach to obtain 1) quantitative, standardized life course data about career and relationship trajectories and 2) qualitative data about subjective experiences of career and moving decisions for each member of each couple. As the first step, the couples filled out an English version of a life-history calendar containing the main data about the participants' lives (including trajectories for migration, education, career, relationship and family). These life-history calendars were designed and tested within the authors' research group. Afterward, in the second step, the participants were interviewed about their professional and private trajectories through semi-structured interviews with the help of an interview guide. Calendars that contain standardized data and audio-recorded interviews can be analyzed separately or in combination (for example, in case studies). As the participants' characteristics and the major dates of their life courses were known in advance of the interviews, the researchers could ask specific questions and emphasize certain turning points for each couple, including important career and moving decisions in the past and intentions regarding such decisions for the near future. Prepared semi-structured interviews based on already-known life trajectories allow for many questions to be answered and for in-depth information to be obtained on specific, predefined topics (Saunders et al., 2016). A thematic analysis method was chosen to analyze the semi-structured interviews (Daly et al., 1997). Frequently cited reasons regarding participants' intentions for staying in Switzerland or moving elsewhere and when following or leaving the academic career track were identified inductively using MAXQDA software. They were grouped according to first-order codes, and those codes were further grouped together based on second-order themes (issues that served as analytical categories) until thematic saturation was achieved (Glaser & Strauss, 1967; Guest et al., 2006). Hence, similar patterns of second-order themes that were mentioned in combination with each other were identified as aggregated dimensions (e.g., strategies of employment-seeking behavior).

## 3. Findings

This section focuses on the various strategies of self-initiated expatriates residing in Switzerland in the post-doctoral career phase. Three main strategies with some sub variations to boost both careers in or outside Switzerland were identified: **academic specialist/global practitioner, double academic specialist and residing strategies.** All couples belonged to one of the categories, with some couples seeming at the edge of switching when their job searches did not result in a successful acquisition of their preferred position within 1-3 years (for example, from academic specialist/global practitioner strategy to residing strategy or double academic specialist strategy to specialist/global practitioner strategy with one changing career.) Since the labor market in Switzerland is relatively small, permanent academic positions at universities are rare, and the probability of attaining a professorship is generally perceived as being very low in Switzerland.

> Or, as F3 (age 35) formulates it: *"I thought to apply for the assistant professorship here because it is the one I want, and then if I don't get it, then I'll look elsewhere and then apply for something else. But I mean, it is hard in the sense of—like this position, there were 152 people who applied for one job, so if you are looking at the probability, if everyone is equal, then you can forget it, right?"*

## 3.1 Academic specialist/global practitioner strategy

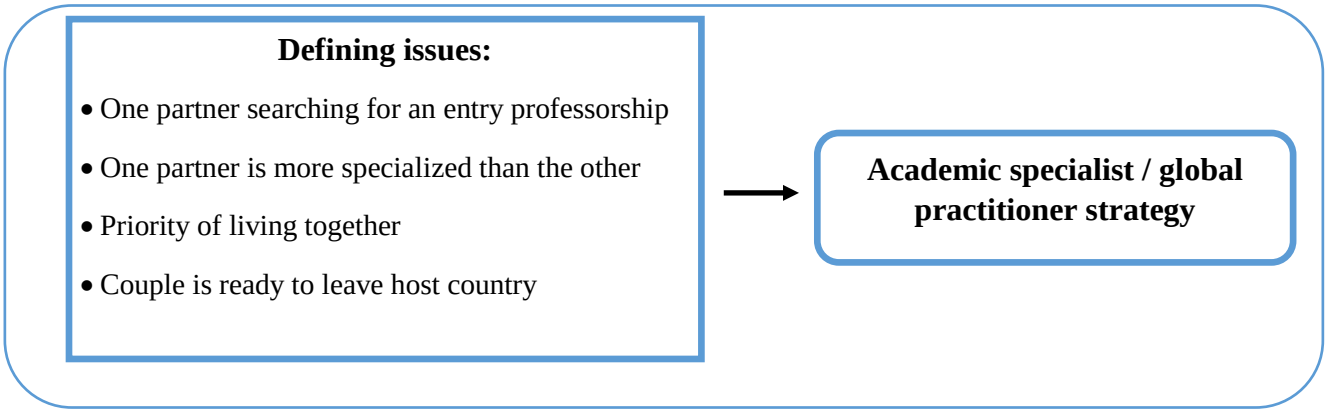


*Figure 1: Defining issues of an academic specialist/global practitioner strategy*

### 3.1.1 Overview of strategy

This strategy consists of looking for a position in defined geographical areas (for example, Europe or outside the USA) for the more specialized person and then for the more generic profession for the other partner. Participants who want to pursue academic careers see themselves as very specialized and geographically restricted. They mentioned that their partners would more easily find a position where they decided to settle than the other way around. They considered their partners' careers suitable in any geographical context, perceiving their partners as having careers that are universal and internationally transferable with more options and possibilities than they

have. Thus, consider a couple intended first to ensure a position for the one wanting to stay in academia and second to the global practitioner. It is thereby only a temporary priority to find one position before the other—to be able find two suitable positions in a chronological two-step approach by defining who searches first and who afterwards. Couples intended hereby not to give constantly more importance to one career over the other. In four cases, the more specialized person who wanted to stay in academia was the woman, and in two cases, the man (see table 2 for an overview of intentions of each member of the couple classified as pursuing this employment-seeking strategy). The professions of the male partners were software engineer, engineer, mathematician/software developer and R&D staff in a startup company with additional functions such as customer service and technical support. The professions of female partners were teacher and project manager in an NGO. All partners pursuing academic careers mentioned that it was easier to find a position for their partner than for themselves.

> As F9 (37) formulates it: *"Yeah, and the idea in our head was that because he is an engineer it is easier for him to find a job. We thought that ok, I find [one] first and then he looks for himself where I am. His skills are more applicable."*
>
> Or F3 (35): *"In general, I think, he is more flexible with his job because he is a software engineer, and now, he is doing a start-up company. If the start-up company starts to work, then maybe he won't want to leave because it would be difficult, but he is a very flexible person, or he is not stressed about finding a job."*
>
> M14 (38): *"She can also work when there are international schools and look for possibilities…or change and give language classes, which she already did in the country [where] she was before. So, she is more flexible than I am. I am more specialized."*

Less specialized partners also mentioned that they understand it is very difficult to find an entry professorship nowadays and that they would surely move if their partners found some sort of entry professorship elsewhere. All couples appeared to have discussed and agreed upon the employment-seeking strategy. Similar to their specialized partners, those not in academia considered their partners' careers to be more challenging and thus to offer fewer options. They regarded their partners' employment search as a deciding factor in where to go. They also seemed less stressed about finding employment in a different country than their specialized partners, who were seeking a very rare and highly sought-after position. In some cases, they were prepared to be flexible to avoid living in a long-distance relationship at any price, because they had already experienced such a situation before (as couple 9, couple 12, and couple 14 had). All professionally flexible partners admitted that the most important factor for the couple's future relocation was the place where the specialized partner would find a next position. Contrarily to their specialized partners, these participants were not on a job search at the moment of the interview.

> *M15 (33): "We have discussed it…we understand that it is very difficult to find what she is looking for, so if she has a good opportunity in academia elsewhere, we for sure consider this. And I would go with her if she finds something like an associate professorship elsewhere."*

*M12 (42): "My wife is looking for a job, and that is deciding, I would say. If she gets the professorship, I go there. And it does not matter if it is in Switzerland, Austria, Germany or wherever. I have to be flexible; otherwise, it would not be possible to stay together. I mean there are a lot of professors also living apart, with partners in the UK, Germany or wherever, but I will try to avoid that."*

*M9 (40): "In this moment…the moment is a bit difficult…we are a couple with a child. We absolutely don't want to live in different places."*

All the partners wanting to pursue an academic career were in some form of a postdoctoral work situation (postdoctoral grantee supported by the Swiss National Science Foundation or the EU-Commission, postdoctoral fixed-termed employee of a university or senior lecturer). They all fully want to pursue an academic career because they are highly involved and want to have at least a chance to pursue their dream research positions. They clearly expressed the wish to have permanent employment in academia and to be prepared to fully engage themselves to achieve their goals. All participants with this employment-seeking strategy also want to see some form of career evolution within 1-3 years and not stay at the postdoc level forever. Participants clearly mentioned having the objective to become a professor and that their career trajectory would have to develop further to reach a higher level. They often mentioned their passion for their research as a primary motif. In some cases, the participants also feel they have no other option than to pursue the academic career track after so many years spent in academia, not knowing precisely for what else they could apply.

*F9 (37): "I want to have a job in research. I mean, why should I go for something else? I don't know what to apply for, to begin with….like, for what should I apply for?"*

*F12 (42): "Actually, I don't have to be a professor, but I need a job, and the only long-term job in academia is a professorship. So, I try to become a professor, but it is not my goal to be a professor—just a researcher."*

Moreover, the specialized partners feel qualified for a faculty position due to their postdoc research and teaching experience, and they absolutely do not want to start postdoctoral employment over again. Thus, they said they will try as hard as they can to secure a faculty position for the next one to three years, and then, in the case of failure, they may reorient themselves toward alternative jobs. All the partners pursuing an academic career have the evident objective of stepping up in and seeing some form of progress and improvement in their academic careers. They feel it is important to publish in high-ranked journals to have the best chances to apply for faculty positions soon.

*F15 (35): "I think now I will do my last try, because now I also have enough experience and I have done quite some things: I am publishing and so on and have experience in teaching. And if it doesn't work out now, I don't think that I would do another postdoc. I will directly apply for some professorships, and if it doesn't work out…. maybe go to industry. But I would like to try because this is what I like doing."*

*M14 (38): "For the next two to three years, I don't think about it. I will think about improving my qualifications, my research, and in two to three years, my boss will be retired. And it is clear that*

*before my boss goes to retirement, I will not leave. […] Until now, it is fine. It is a very good position for my actual situation, but in two to three years it has to change."*

| Couple | Intention to stay in academia | | Intention to stay in host country | |
|---|---|---|---|---|
| **Nr.** | **Female** | **Male** | **Female** | **Male** |
| 3 | Yes (PhD) | No | Yes, but open to leave if necessary | Open to leave |
| 4 | Yes (PhD) | No (PhD) | Open to leave (home country preferred) | Open to leave (home country preferred) |
| 9 | Yes (PhD) | No (PhD) | Yes, but open to leave if necessary (excluding home country) | Yes, but open to leave if necessary (excluding home country) |
| 12 | Yes (PhD) | No | Open to leave | Open to leave (home country preferred) |
| 14 | No | Yes (PhD) | Open to leave (Specific city preferred) | Open to leave (Nordic countries preferred) |
| 15 | Yes (PhD) | No (PhD) | Yes, but open to leave if necessary (excluding home country) | Yes, but open to leave if necessary (excluding home country) |

*Table 2: Overview of intentions of couples having an academic specialist/global practitioner strategy*

### 3.1.2 Risks of this employment-seeking strategy

**Critical issues/risks**

- Right timing regarding partners' career/job contract
- Heavy stress experienced by the academic specialist to accelerate his/her career
- Permanent priority of one career over the other despite egalitarian attitudes of the couple

*Figure 2: Critical issues of an academic specialist/global practitioner strategy*

**Timing issues**

In this strategy, timing is of crucial significance. This implies that the more specialized partner has to find a preferred position before the other partner, or else the strategy fails. Thus, if both contracts

were to expire at the same time, this strategy could cause career or relationship problems. In fact, if the contracts of both partners terminated contemporaneously and the generalist partner found a favorable job in either the couple's host country or a different one, the more specialized partner would have less of a chance to pursue an academic career. The specialized person would have to restrict his or her job search to the geographical area where the generalist partner found a position—a situation that reduces available job opportunities to a great extent. Therefore, the partner pursuing an academic position could either need enormous luck to obtain a faculty position or have to reorient his or her professional ambitions. The partners could also consider a long-distance relationship or living apart while together, but this was not the intention for five of six interviewed couples pursuing this strategy (only couple 3 considered the possibility of long-distance commuting or living in different countries as an undesirable option). As M9 (40) formulated it,

> *"We would go definitely if she finds a professorship. Then, it is true…it does not matter where we go; it would be much easier for me to find a job then for her. Maybe there is something at the university, there is something in industry, there are different options that I could accept, but then timing is important. So, if I on the other side get a good job…the first who gets the good job, I think the other has to follow."*

Timing can be also very important when the generalist partner has a certain time frame for moving in mind. For example, Adam (couple 3) created a start-up company supported by an innovation grant and is currently developing the prototype of the company's future product. For him, timing seems to be the crucial point in future decisions. Although he can only consider relocating now to locations that would allow him to further work on developing the company's prototype, in two to five years, he will be more flexible in that regard.

> *M3 (35): "If she goes somewhere else, it depends where it is. I am not against living somewhere else for a while. So, it is hard if it is not concrete. I mean if tomorrow she would say we have to go to Dallas, then that would basically kill my project. So, then it would be a problem, but if it is in two years or in five years, maybe at another stage it would be welcome; then I would want to do something else."*

Problems may arise if the contracts of a couple with children terminate shortly, one after the other. Then the time can be very narrow to apply the employment-seeking strategy, and the specialized partner has less of a chance to find a suitable position. In this case, the ability to provide stability and security for children seems to supersede the strategy followed for the job search. Accordingly, the generalist/specialist strategy seems to be confined by the time frame that the couple perceives as affordable to live with the insecurity.

> *M9 (40): "You know also with a child….the responsibility to provide for the family…so you cannot really say let's see what happens for a long time. Under these circumstances, we need to have a certain security."*

**Heavy stress experienced by academic specialists to accelerate their careers**

Since this strategy is successful only if the specialized person gets a faculty position, academic specialists can experience heavy stress to improve their careers to the point that they can apply for an academic position. They sometimes feel they have a limited period in which to be able to reach their dream position in research. Because entry professorships are often given to applicants of a specific age range, the interviewed participants seemed concerned about running out of time. The stress of accelerating careers seems to be more intensely felt in the specialized partners pursuing an academic specialist/global practitioner strategy, due to the importance of timing. These partners need to seek their preferred positions first and to obtain them in a limited period of time (directly or unconsciously defined by each couple); this implies that they need a number of publications in high-ranked journals, proven teaching experience and the right international experiences to apply for entry positions within the right time frame.

> *F12 (42): "And I really felt with this funding: It has two years, and it is my last chance. If I want to be a researcher, I have to write a new habilitation now, best in these two years. [..] It was great to write the habilitation, but at the end, I was so busy. It was so much stress; in the end, it was very difficult."*

> *M14 (38): "It is very difficult to manage everything. So, it is very hard and I also take my vacation to work, to catch up with my research. But it is a lot of stress to do everything. To improve my qualifications, to replace my boss, to fulfill my family role…it is a lot of stress."*

Some of the participants pursuing an academic career seemed affected by the job search itself, as they had not been ensured an entry professorship position yet. Such people have experienced psychological difficulties for still having a short-term contract and being rejected for more stable positions.

> *F3 (35): "This phase of uncertainty and short-term contracts and having to move countries every few years—so that, for sure, is definitely effective on my stress levels, and then it also affects your perception of yourself and your confidence because you are always challenged and you always have to apply for things, and then you get rejected and then you feel 'I am not good enough for this career.'"*

**Prioritizing one career constantly over the other**

All of the couples pursuing this strategy mentioned the desire that both partners could pursue their preferred careers and have an egalitarian approach of giving no priority to one career over the other. This approach has sometimes seemed not completely feasible, and couples have experienced tension from enabling both careers in the same way while one partner was pursuing an academic career. Academic-specialized persons try to find compromises to the greatest extent, but sometimes they are not possible, and one career is put on hold and stagnates. All couples mentioned sharing housework tasks in an approximately egalitarian way (sometimes temporarily switching the main breadwinner role, as in the case of couple 12) and trying to enable both careers.

*F12 (42): "My husband had it the other way around. He was working full-time during the year when I was at home. And he was often, 'I want to be more with you. I want to spend more time with the child.' So we changed. It was perfect. (...) But for him I also see...he has so many abilities, and he says, 'It is not so important right now.' He did things where he was overqualified. It is not a challenge for him to be in IT-support. Actually, he is a developer, and he did not do this during the time he reduced to be more at home. It was just to have a job, but it was not fulfilling. Now it is a bit better. He did it for me, I think."*

## 3.2 Double academic specialist employment-seeking strategy

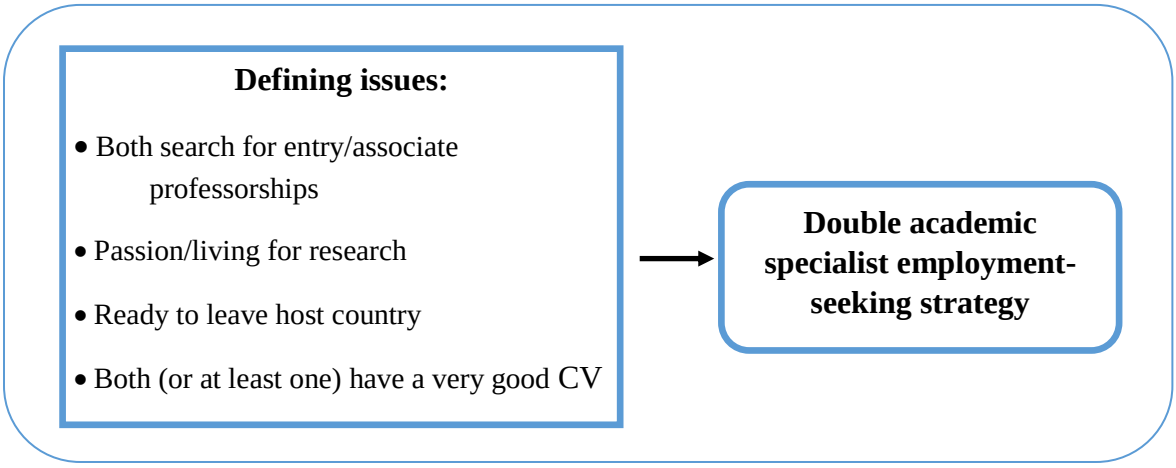


*Figure 3: Defining issues of a double academic specialist strategy*

### 3.2.1 Overview of strategy

In this strategy, both partners are highly specialized and want to pursue an academic career. They ideally try to find a position at the same time at the same place and therefore only move when both have obtained their preferred positions. In this case, timing plays a crucial role. The couple can pursue either a joint (dual) or an independent hiring strategy at the same university or in the same geographical area when several universities are located at a short distance. In the first case, they need to act more as a unit than as two separate people trying to secure desirable positions, whereas in the second case, they apply for two available positions independently. Three couples (couple 6, couple 11 and couple 16) have this strategy in mind but are at different stages of their careers and employment-seeking processes. Whereas couples 6 and 11 are both at the postdoc stage and have just started to pursue this strategy, couple 16 has already successfully applied the strategy twice (first for an assistant professorship and postdoc position, and recently for an assistant and associate professorship). Both partners of couple 16 are highly qualified in their fields and have envisioned pursuing an academic career since the beginning (see table 3 for an overview of intentions).

Couples in this situation plan for the better-qualified partner to apply for a position and to mention his or her two-body issue in the recruitment process. Hence, one member of a couple concretely applies for an entry professorship at a university and asks for an entry professorship for his or her

partner. The couple therefore uses a joint hiring strategy for the same university. The possibility of the joint strategy depends on two-body hiring policies and advice offices of universities and on whether the applying person is considered the top candidate for the position. Participants often mentioned that they bring up the two-body issue in the recruitment process and compare the offer with alternatives. For example, in his current job search process, M11 has been trying to negotiate an entry professorship for his partner, who is herself at the postdoc level but is less advanced with her research and has fewer publications than him (although she is slightly older).

> *M11 (30): "I have better publications than her. That is OK; that puts the influence more on me than her. For the recruitment program I am trying to apply to, they promised me that if I got a position, they will open a position for her as well. It would not be at the same level as mine."*

Sometimes one member of the couple has qualifications that enable him or her to obtain several positions, and the couple can then choose the best offer, as in the case of couple 16. Hence, a couple intends to move as a single unit, with one partner only accepting a position when the other has an adequate position as well. They apply in as many joint and independent hiring procedures for adequate positions in Europe and North America as possible (other regions were excluded in this case), so they may be able to compare offers and solve their two-body issue. This is only feasible when at least one partner has an exceptional academic CV with several publications and teaching experiences. Chances are thus higher for being able to obtain positions and negotiate something for the other partner.

> *F16 (42): "Our strategy was that I would try to get as many faculty positions as I could, and then my partner would be able to help me choose which one would best meet both of our needs. I searched very broadly in all different kinds of departments. […] We narrowed down three places that we were considering, one in the USA, one in Canada and one here. We visited the different places together and discussed and made a matrix and tried to figure out what was the best."*

One participating couple has desired to pursue the double academic specialist strategy, but they have been geographically more restricted, as one partner wants fully to stay in Europe, whereas the other prefers the USA but made a compromise to search in Europe first. Although both partners think that opportunities in the USA would be higher for them because of more two-body policies and recruitment offices in American than European universities, one member of the couple does not want to search in the USA because of the lack of social security. In general, the couple perceives the odds of finding two professorships at the same place in Switzerland and Europe as very low, and they have already switched their priorities from finding two jobs at the same place to finding one permanent position and then trying to accommodate for the other. They perceive the two-body strategy as very difficult to apply in their case realistically, even if it is theoretically the ideal employment-seeking strategy for a couple in their situation. So, they have switched from searching for two permanent positions at the same place to finding at least one permanent position and then finding a professional position for the other.

> F6 (37): "*First thing is we have to think about finding a job…we need something more stable. After that, we will see if we find two jobs…would be nice…like in the USA, for instance, they have the two-*

*body rule. It is not a two-body rule officially, but oftentimes, if someone gets a position, you can negotiate a second position somehow. But I think in many other places in Europe, it is not the case."*

| Couple | Intention to stay in academia | | Intention to stay in host country | |
|---|---|---|---|---|
| **Nr.** | **Female** | **Male** | **Female** | **Male** |
| 6 | Yes | Yes | Open to leave (USA, Europe) | Open to leave (Europe) |
| 11 | Yes | Yes | Open to leave (home city or Europe) | Open to leave (home city or Europe) |
| 16 | Yes | Yes | Open to leave (Europe, USA, Canada) | Open to leave (Europe, USA, Canada) |

*Table 3: Overview of intentions of couples having a double academic specialist strategy*

### 3.2.2 Risks of the double academic specialist employment-seeking strategy

**Critical issues/risks**

- Shift in focus to secure at least one permanent position when one/two are not considered top candidates
- Job search might be lengthy and intensive
- Long-distance relationship, long commutes

*Figure 4: Critical issues of a double academic specialist strategy*

#### Shift in focus on one permanent position

This strategy can be difficult to apply when, on account of there being no two-body policies at a university where one partner obtains a position but the other is not adequately qualified to apply, it is not possible to obtain two positions at the same place. It can also pose problems when both partners are equally qualified, but neither one is a top candidate. Thus, when one partner obtains a very good position and the other does not, a couple may decide to move regardless, because it would be too risky to decline the offer. As a result, the trailing partner has a reduced chance of continuing his or her career when the couple also considers living together at the same place as a priority. Consequently, the couple may surmise that it will be possible for just one member to pursue an academic career, and the other will have reduced opportunities.

*M6 (33): "I mean it is hard enough for one person to find a permanent job in academia, and it is both our dreams to do that, and we just hope that it works for at least one of us. I mean so far no one took a step back in our career, but it will probably happen very soon."*

This happens often when a couple switches from the objective of pursuing their dream careers to that of securing a permanent position for at least one member of the couple. The main objective thus becomes leaving an unstable and precarious situation and reducing uncertainty. The ideal employment-seeking strategy overlaps with the need to find at least one permanent position, which may bring more stability to the couple's professional circumstances. In such cases, when both are equally qualified, the right timing and luck will decide who will stay in academia and who will have to reconsider his or her career aspirations.

*F6 (37): "Ideally we can find two permanent positions at the same place that would be nicer…but I think the first thing is we find something a little more stable than just like-postdocs and postdocs. That is really just abandoning a situation and is just prolonging and delaying the inevitable. Right now, I think the first thing to do is to find a more permanent position, and then we will see. It is just like the apartments: first you take what you get, and then you look for something better if there is!"*

It may happen that one member can redefine his or her ambitions and give more importance to the career of his or her partner, even though they are in the same professional situation and career stage. When both partners are professionally at the same level but one is more qualified than the other (for instance, has better publications), the priority tends to fall toward the more qualified partner. In this case, gender roles ingrained in the couple seem to have an impact when the more qualified member is the male partner, as the female partner may perceive her partner's career as more important than hers and may thereby lower her expectations.

*F11 (31): "If both of us have a position before leaving, that would be perfect, but at least my husband should have one, because for me, I don't want to put so much efforts in my career. I am easy to satisfy."*

On the other hand, if the female partner is more qualified and professionally advanced, the male partner appears less inclined to the idea of giving away.

*F16 (42): "Luckily, we were not going for the same thing at the same time. We did not have to decide who is going to have the great career […] think if your partner is older and a male, you probably feel that his career is more important: that he is more important. So I think it helped us to balance things also in that respect."*

**Employment-seeking strategy is time-consuming and lengthy**

This strategy can be very exhausting due to the efforts and time required for the job research. In fact, the couple has to continuously search for very specific positions and estimate the prospects of both members for every application. In the case that the couple finds potentially interesting open academic positions, they have to produce all the required documents for the application. Then, if

they are both selected for an interview, they must both prepare themselves and go through the interview process, which consists of several talks and presentations. This strategy is very risky because if just one of the two partners fails, the whole process can result in an enormous waste of time.

> *F16 (42): "I would have to ask for letters or recommendations and all of these things. It is quite an investment. We were on the job market for two years."*

The couple also has to apply even if one member does not feel ready. Even if one partner were to focus on their research and publications, they would have to apply at the same institution/in the same area, since the other partner would be on the job market and they would need to secure two positions to be able to move together. Hence, this process can actually negatively affect both careers by taking time away from the partners' research projects.

> *F16 (42): "Well, I was not ready to be on the job market again. By that, I just mean that I had not produced much as a professor, because it takes some time to build your group, and then the publications start to come out. I felt very unready to be applying again for jobs. You want to have some productivity to show. It is a distraction from actually doing work when you are applying for jobs."*

**Long commuting or long-distance relationship**

Because the double academic specialist employment strategy may be lengthy and the two-body issue cannot be solved in a short period, couples have to make sacrifices in private life when neither partner is willing to step back career-wise. In some cases, the firm will of both partners to pursue their careers takes prominence over the will to live together in the same place. Although all of the couples pursuing this strategy put an emphasis on living together, they have considered a temporary long-distance relationship as a real option until they have solved their two-body issue (except for couple 11, in which the female partner considers her career less important).

> *M16 (37): "The year was hard for my wife, my family and for me. It is not like I had to do it, but I wanted to do it. And I think it helped me still. But it was very hard. I think it will be one of the things that you never really can let down…it is a year of my children's life that they did not see me much, my wife was more stressed about her work, [and] I did not see them. It was a great experience for me in some ways, but it is also probably the largest sacrifice I have ever made."*

Sometimes a couple finds two positions in the same geographical area, which entails long-distance commuting for one partner—a factor that can put the relationship under strain. As couple 6 previously pursued a double academic specialist strategy to obtain two postdoc positions in the same geographical area, they have already experienced long-distance commutes for one partner. They perceive the commuting as stressful for both of them and hope not to have to do it again.

> *M6 (33): "I think that the commuting business puts a lot of strain on our relationship. We have been doing this half-week commute for one and a half years now. And the time that we are together, all the*

*housework has to be done, and there is not much time for anything else. We did not make any friends here or go out much on the weekend."*

## 3.3 Residing employment-seeking strategy

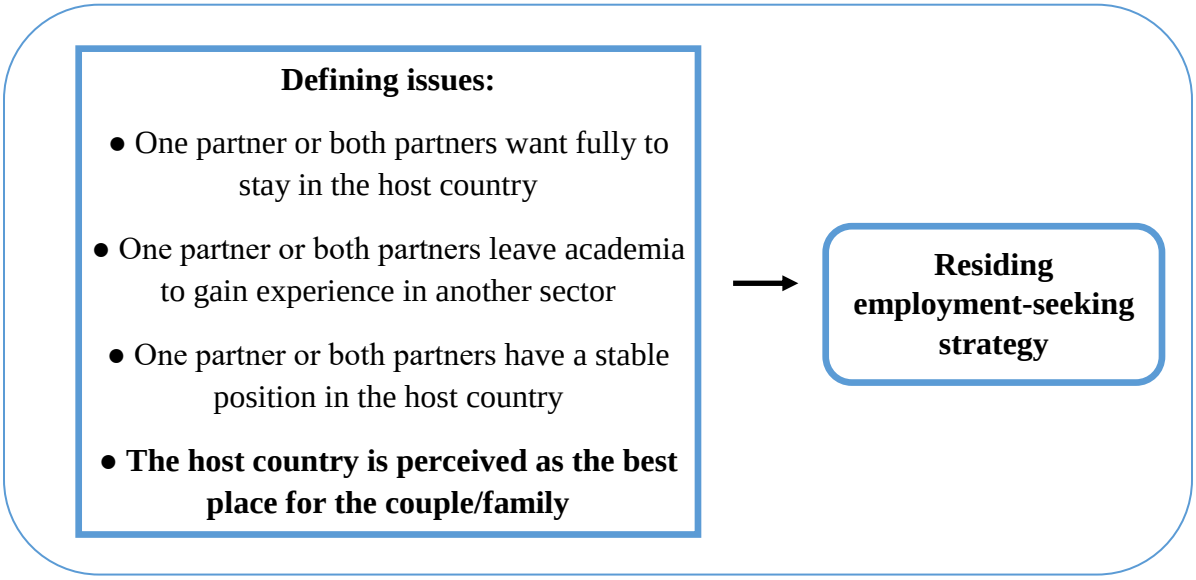


*Figure 5: Defining issues of residing employment-seeking strategy in host country*

### 3.3.1 Overview of strategy

Whether to pursue an academic career is in many cases concretely related to the prevailing will to remain in the host country, especially if that country is Switzerland, which provides a small job market for permanent academic positions. The residing strategy gives the priority to staying in Switzerland that in most cases means leaving the academic career trajectory. In this strategy, at least one member of the couple absolutely wants to stay in Switzerland and perceives an academic career as risky and not providing enough stability for a future in the host country (see Table 4 for an overview of intentions of couples pursuing a residing strategy). The couple values other factors as being more important than pursuing an academic career, such as environmental factors like the quality and quantity of professional opportunities for both members of the couple, the good public infrastructure, the political situation or the quality of life for the couple or the whole family in the host country. In most cases, the host country was perceived as being now the best place to live for the couple or the family. Therefore, couples adapt their employment-seeking strategy to the host-country job market to try to build their professional careers or in rare cases to be close to academia. Couples 1, 2, 5, 7, 8, 10 and 13 had a residing strategy in mind when talking about their professional and private objectives in the near future. At least one member of each couple was sure they wanted to stay in Switzerland, and their partners perceived the host country as a favorable place to live, although they were less sure and definite about staying.

All couples applying a residing employment-seeking strategy have in common that at least one partner absolutely wants to stay in Switzerland and perceives industry as being less risky and financially more rewarding than academia. They do not want to go abroad soon and prefer to stay in the actual host country for the next years. They have then abandoned the idea of pursuing the international academic trajectory and have opted for an industrial career in the host country.

M5 (32): "*First, I did not have a personal motivation to stay in academia, and secondly you are never offered a position in the university where you did you graduate studies, so you need to go abroad, find a postdoc, then another postdoc, or whatever, and then maybe one day you can come back, maybe not. I did not want to do that."*

M7 (32): "*I don't have the fire to do science any more. During the PhD, I learned the hard way that science is nowadays not about following your heart but about publishing. So, I decided to go to industry here in Switzerland. [….] Moreover, in academia you are always uncertain what the future is about. We realized that if we follow the industrial way, it will be more stable for us to stay here."*

*F13 (34): "I think I would like to do a postdoc but that is really tightly related to the question of where we want to be and if we want to stay here or leave. Because I think I would like to do a postdoc, but it is kind of a risk in our situation because if we leave, we are not sure if we can come back."*

In many cases, one or both members of the couple had already secured a stable, permanent position in the host country. If just one member of the couple already has a good position, couples often mention that the host country also offers many professional opportunities for the other member of the couple. All couples (except couple 2 where the female partner wants to stay home temporarily to care for little children) mentioned the importance that both partners should be able to pursue their careers as a factor for staying. In this regard, they have the feeling that Switzerland offers professional opportunities and good perspectives for both members of the couple.

F5 (33): *"I mean it depends also a lot on my boyfriend where we move. The plan is to stay together, and I know that Switzerland is good for both of our careers, because we both speak French and he speaks also a bit of German."*

F1 (39): "*I am very happy that we moved to Switzerland. Now, I have an opportunity to improve my career, to do a master and start. I am finally at a good place where I have chances for my career."*

F7 (37): "*It is almost a compromise to stay here. For raising children and working, I think the environment for women is better in other countries. […] But here, there are also industry jobs in my field, I can either find a job as a scientific associate or I can find a position in my field."*

Although couples often report on their good job situations and perspectives in the host country, other factors appeared to have played a role in the decision to stay in the host country. These include personal factors, such as a love for the country or the feeling that Switzerland is the best place to live for the couple or the family. Since most participants who pursue this job-searching strategy might easily compete in the global job market (having a PhD plus professional experience and being multilingual) and easily relocate elsewhere, their decision appears to be well thought-out.

M13 (38): "*We don't want to move right now; we still have some stuff to achieve here. My wife has to finish, and I would like to continue with the company for a few more years. [….]. So right now, if I could find any place that is better for my kids than Switzerland, maybe we would move but as of yet, I have not found any. Even if we were to go through a postdoc or something like that for my wife if she intends on staying in academia, I would try to come back.*"

M1 (43): "*It think this is an almost ideal place concerning work; not to work until complete exhaustion, to have your routine work plus the research, and live at a place with a university, where it is nice to live… almost in the countryside without being rural. And then the cordiality, the respect, the order, the school for my child, the general ambiance, it is an ideal place to live particularly if you have a family."*

| **Couple** | **Intention to stay in academia** | | **Intention to stay in host country** | |
|---|---|---|---|---|
| **Nr.** | **Female** | **Male** | **Female** | **Male** |
| 1 | No | Maybe (doing both currently) | Yes | Yes (till retirement) |
| 2 | No | No (PhD) | Yes (as long as children are in school) | Yes (till retirement) |
| 5 | No (PhD) | No (PhD) | Yes or home country | Yes |
| 7 | No (quit PhD) | No (PhD) | Yes or neighboring country | Yes |
| 8 | No | No (PhD) | Yes or home country | Yes |
| 10 | No (PhD) | No (PhD) | Maybe | Yes |
| 13 | Maybe | No (PhD) | Maybe | Yes |

*Table 4: Overview of intentions of couples pursuing a residing strategy*

### 3.3.2 Risks of the residing employment-seeking strategy

**Critical issues/risks**

- Difficult transfer from academia to industry
- Female partner cannot continue intended career because of host country environment
- One partner compromises by staying and but feels trapped

*Figure 6: Critical issues of a residing employment-seeking strategy*

Some participants reported that they found a very good position in industry although the job search was difficult and lengthy. They felt it was possible to find a good position in industry, but the transition from academia might be time-consuming and exhausting. Some mentioned they had written several applications and were unemployed for several months. Participants also perceived the job market for R&D positions in the industry as being competitive with many candidates of different nationalities (although there are more job vacancies and opportunities than in academia). They felt lucky to find a permanent position in a MNC where they can use the skills they acquired during their PhDs and postdocs.

M2 (38): "*Even in industry, it is hard to find a job where you really stay in the lab and do R&D. There is not a huge market out there. There are not a lot of positions in our area, and there is also huge competition. It is not so easy if you want to stay in that field and do stuff that you learnt to do, to be able to use the skills that you build up during all these years in academia. Since I got this job, this permanent position, I do what I have been doing before, [although it is] certainly different, but I am still in the lab. […] I was unemployed for seven months but I am actually lucky, if you see other people who have maybe a harder time to find a job in industry or to get out of academia."*

*M7 (32): "I wrote 70 application but, in the end, it was worth it because I got into a nice job into this MNC, and there the group is just perfect, the job is so interesting. I learn something new every day. Even though I wrote a lot of applications, I do not regret anything about that."*

**The female partner cannot pursue her career**

Despite taking into account the quantity and quality of professional opportunities for both careers and having the feeling that there are chances for both careers, some participants saw the environment as unfavorable for working mothers and dual-career couples with children. This was expressly mentioned by female and male partnership who had children. They criticized the environment as not dual-career friendly. Therefore, the actual opportunities for the female partners seemed to be reduced by the high costs of daycare and the non-acceptance of working full-time mothers. Most couples also mentioned the difficulty of not having any parents in the vicinity as they had to rely only on the two of them to organize their professional and family lives.

M13 (39): *"It is terrible here. Nothing is supporting women to work. From a financial point of view, sometimes it is better that one stays at home and takes care of the kids. (…) Somehow, it is accepted that just the men are working. I think they do not accept women with children who work, nor do they support it."*

M8 (33): *"I thought it is feasible to have two careers and kids, but the 15-month experience we had was an eye-opener. Adding a second baby on to top of what we have now, I would have no idea how to do that. Financially, time-wise. [...] And when you think about what is left, then you start to ask yourself if it is really worth breaking your neck for 42 hours and additional hours a week for 1000 SFr. on top of it a month. The answer is no, the answer will always be no. But I do not like this mindset to be honest."*

**Feeling trapped**

Some female participants (couples 2, 5, 8, 10 and 13) were less sure about staying in the host country than their male partners, although they also considered the host country to be the best place to live. They rationally value the environmental factors (e.g., standard of living, good public infrastructure, the political situation, and the countryside) as being better in the host country than in the home country or in a third country. Nevertheless, they still felt unable to leave since other factors received more weight than their intention of returning home or leaving to another country. They also think that recent political happenings have reduced the number of valuable alternatives to Switzerland since many other former immigration-friendly countries such as the US or UK are not perceived as being favorable anymore due to a current unstable political situation.

F13 (34): *"So, we are asking ourselves where we could go? Where could we keep our life style from here and allow our kids to grow up like this. Where could we go? For a long time, we thought of maybe going to England for a while … but now we do not want to go there anymore because they are crazy with the Brexit. […] In the essence of it, we want to go back but it is really difficult. This place here is like a honey trap maybe, and our kids, for the time being, they do not know anything else. We go to our home country a lot, but to them this here is home."*

## 4. Discussion and conclusion

This article improves the understanding of how self-initiated expatriate couples intend to use various employment-seeking strategies in a decisive career phase to secure two positions in or outside a specific host country in or outside academia. Depending on whether one member, both members, or neither member of each couple intends to reach the second-stage and higher levels of an academic career in the form of an entry professorship, the strategies vary according geographical area, decisive moving condition, ideal chronology of job finding, and temporary prioritization of careers. The characteristics of each employment-seeking strategy are summarized in Table 5.

| **Employment strategies** / **Main characteristics** | **Academic specialist / global practitioner strategy** | **Double academic specialist strategy** | **Residing strategy** |
|---|---|---|---|
| **Staying/leaving academia** | One member stays in academia | Both stay in academia | Both leave academia, or one stays and is geographically restricted |
| **Geographical area** | Worldwide (with defined restrictions) | Worldwide (with defined restrictions) | Current host country |
| **Decisive moving condition** | Academic specialist finds a good position | Both find a good position at the same place | One/two members find a permanent position in host country |

| | | | |
|---|---|---|---|
| **Ideal chronology of job finding** | One after the other | Both around the same time | Not important, but one partner needs to find a position after academia to be able to stay |
| **Prioritization of careers** | Temporally, not intended to have a constant priority on one career | No (when female member is equally or higher qualified) | Probable priority on male partners' careers due to host country environment |

*Table 5: Main characteristics of each employment-seeking strategy*

The main contribution of this article relates to the adaption of employment-seeking strategies according to the nature of careers and geographical preferences. Self-initiated dual-career expatriates seem to adapt their employment-seeking strategies not only according to their actual employment situations, but also according to the nature of their professions. If one is restricted in his or her job opportunities in the host country (as in the case of an academic career), one tends to time one's employment seeking (with couples searching one member after the other) to enhance the chances for the more specialized and restricted person. In the case of two specialized careers, couples may perform employment searches at the same time targeting the same locations and then compare alternatives to choose the best option. This strategic planning and variable succession seems to make the continuation of both careers more likely (without downscaling or putting one career on hold for a long time). It contrasts with the leader/follower model of an assigned expatriation, where the chronological order of the job search is given. Self-initiated couples may additionally use their flexibility to determine a decisive moving factor of one position or both positions already secured before actually relocating to another location. Since dual-career expatriate couples are concerned about the both of their career outcomes (Harvey, 1998; Van der Velde et al., 2017), self-expatriation allows the strategic consideration of their employment behavior according a professional constellation, an advantage that dual-career couples assigned expatriation do not have. However, dual-career couples assigned expatriation may actively self-manage their expatriation process within the corporate framework to some extent (Kierner & Suutari, 2017).

In line with other studies (Känsälä et al., 2015; Kierner & Suutari, 2017), this article illustrates the need for dual-career couples to plan and coordinate their international career moves actively but extends prior findings by illustrating exactly how dual-career couples intend to do so. It is not enough to derive employment-seeking strategies solely from inner coordination patterns (hierarchical, egalitarian and loose) in determining which employment is secured first and which later. Rather, couples seem to weigh their employment opportunities in a global job market strategically against each other to decide who should search first and who second. Self-initiated expatriate couples discuss their future employment-seeking behavior intensively with each other and define a suitable solution for the next self-initiated expatriation according to their professional

opportunities. By this means, it also demonstrates the importance of the professional constellation for the timing and temporal priority of one career. However, participants' statements reveal that an egalitarian approach of weighting both careers equally (Rusconi & Solga, 2007) is in many cases not completely realizable despite wishing to do so because some risks (e.g., timing, gender ideologies, and heavy stress) may interfere. However, a global practitioner (e.g., a software engineer) who has a variety of available geographical and occupational opportunities may be able to pursue his or her career for longer despite long-lasting priority shifts to his or her partners' career or temporarily rescaling back to accommodate family needs (Rusconi & Solga, 2008; Föbker, 2019).

Furthermore, the article exemplifies the need for a more detailed view of complex academic careers, which were for a long time perceived as the archetype of a boundaryless career (Dany et al., 2011). It demonstrates on one hand the need for dual-career career couples to plan their moves in parallel, to have the agency to shape their careers, but on the other hand, it shows the simultaneous effects of environmental and relational limitations. In some cases, a couple or family's search for stability has predominance over the pursuit of a career that demands international mobility. Some couples perceive an international academic career as risky and not providing enough financial and residential stability. Hence, the study illustrates how dual-career couples may decide to stay in a given host country and reorient their careers to the job market of the host market (e.g., from academic to industrial careers) to increase prospects of remaining and to achieve stability. In this sense, the perception of the labor market in the host market is positive for industrial careers (Baruch et al., 2007). The couples consider the host country to be the best place to live, thereby supporting the importance of a host country's pull factors for the probably repatriation or further expatriation of self-initiated expatriates (Tharenou & Caulfield, 2010). The intention of at least one member of a couple absolutely wanting to stay in the host country may lead both partners to leave the academic path altogether. The relational approach of this study therefore provides a complementary explanation aside from the domestic positions within a couple (Bataille et al., 2016; Toader & Dahindern, 2018) for why graduate students or postdocs may leave academia and turn to alternative sectors in Switzerland. A discourse towards skills and retaining highly skilled individuals in the host country (Switzerland) especially helps graduates of Swiss universities enter the private economy in Switzerland and facilitates in such a way the residency of self-initiated expatriates (Yeung, 2016; Riaño et al., 2017). Additionally, it is interesting to note that mostly male partners were certain about wanting to stay in the host country, and female members of the respective couple were less definitive about it (since they feared not being able to continue their careers while having children in Switzerland).

There are several limitations to this study. First, the article explores intention to stay in the host country and intention to stay in academia. Although criticized in the expatriate literature (Al Ariss et al., 2012), intention to stay is widely used as key variable to predict future behavior, leading to actual employment-seeking behavior and an international relocation (Tharenou & Caulfield, 2010). Intentions are therefore a necessary and preceding decisive factor for future behavior (Carling &

Pettersen, 2014), but they may be inconsistent. In addition, the named intentions expressed towards the female researcher in an interview situation may be more egalitarian and compliant (i.e., a social-desirability response) than actual behavior in the future. Nevertheless, because both partners of a couple were interviewed one after the other, and mentioned intentions coincided in most cases, individually compliant answers could be detected. Since most self-initiated couples gave corresponding answers, the issue was rather that there could be a social-desirability effect on the couple level (i.e., to present themselves more favorably as a couple).

Second, the sample size consists of 16 couples (32 interviews) and permits only limited generalizations. However, despite the small sample size, the interviews provide rich descriptions to identify combinations of similar issues to discern patterns of employment-seeking strategies (Guest et al., 2006). Further studies on this subject should therefore use larger samples to testify the strategies in detail. They should also integrate further occupational fields and industry sectors to examine systematically similarities and differences in their employment behavior during international mobility. Self-initiated couples with one member working in a similar restricted field as academia (e.g., diplomacy) may use comparable employment-seeking strategies but this evidence has to be examined systematically.

Third, the study uses couples as a unit, which may be questioned in general since it is composed of two individuals with their own career plans and intentions with variances in the degree of inherent partner/family considerations. Nevertheless, in accordance with other authors (Rusconi & Solga, 2008; Känsälä et al., 2015), there is a need to examine couples as a unit of analysis in international mobility as the importance of the constellation of certain characteristics within a couple has received just marginal attention. At least for academia, studies confirm that the constellation of characteristics within couples matters. For example, some employers are more willing to help a partner of a well-known scientist (Wolf-Wendel et al., 2003) or if the partner has a lower rank since it is cheaper and easier to accommodate for such an accompanying partner than one in a senior position (Solga & Rusconi, 2004; Rusconi & Solga, 2008). Alternatively, as a second example, there is evidence that women are not considered in academic hiring all together (since they cannot be asked to move) when their male partners already have a good and well-paid position elsewhere (Rivera, 2017).

To conclude, the article provides rich insights into aspired self-agency and planning of two careers in parallel in the decisive career phase in a small-sized host country. It illustrates how self-initiated couples actively choose between an academic career (which involves in most cases a relocation to another country) and residential stability in a very conscientious and reflective manner that can be identified as divergent strategies of employment-seeking behavior. Some self-initiated expatriate couples may forego the high uncertainty phase by choosing to stay in the host country and orientating their careers towards a permanent position in a sector other than academic all together. Hence, the search for residential stability may be in some cases the crucial constraint to an academic career.

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# 4th article: Couple-based self-initiated expatriation: Risks and rewards for highly qualified women

**Abstract:** *The article introduces a life-course approach to expatriate research by examining interrelated career trajectories of self-initiated expatriate couples in a longitudinal dyadic study design. It analyses retrospectively some of the career transitions and the domestic arrangements that influenced the medium-term career outcomes of highly skilled women who embarked on a form of a couple-based self-initiated expatriation to Switzerland during the last 10 years. On the basis of standardized life history calendars and semi-structured interviews with both members of the couple, we differentiate four types of medium-term career outcomes in relation both to being the main initiator of self-initiated expatriation (as opposed to being a "trailing spouse") and to a (shared or not) commitment to a "dual-career couple" ideal: career acceleration (with positive career transitions), career continuation (with neutral career transitions), career reorientation (with a turning point to another career trajectory) and career exit/re-entry (with negative career transitions).*

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The fourth article "Couple-based self-initiated expatriation: Risks and rewards for highly qualified women" was presented at a LIVES research seminary 2019 in Lausanne.

## Introduction

There have been enormous changes to the rate and pattern of international expatriation over the last 50 years (Caligiuri & Bonache, 2016). This can be seen through a sharp increase in the rate of so-called "self-initiated expatriation" (SIE)—as compared to employer-led foreign assignments (Andresen et al., 2015; Doherty et al., 2011; Thorn, 2009)—accompanied by shifts in the nationality of expatriates and their destination countries (Caligiuri & Bonache, 2016). Today's expatriates are also younger than in previous generations; they are more likely to be women, to be aged between 20 and 39 years, and to have dual-earner living arrangements (Vance & McNulty, 2014; Biemann & Andresen 2010; Cerdin & Le Pargneux, 2010). They are also likely to undergo several periods of international mobility, at different points in their course of life (Elo & Habti, 2019; Caligiuri & Bonache, 2016). Despite these changes, the career progression of internationally mobile women, either as expatriates or as accompanying spouses, has remained a topical issue (Rodriguez, 2019; McNulty & Moeller, 2018; Chen & Shaffer, 2018). From existing research, it is difficult to establish whether or not women reap the same benefits from SIE as their male counterparts. It is also difficult to establish the influence that women's domestic arrangements might have on their post-mobility career outcomes. Is SIE more favourable to women when they make the decisions about the timing and destination of their mobility than when their partner plays

a leading role? Do preliminary agreement and shared planning of the self-initiated mobility provide protection against the potential career penalty to the "trailing spouse", or do other factors play a role here? What influence does the maintenance of a shared egalitarian domestic arrangement have on the medium-term career outcomes of internationally mobile women who have children? International mobility often leads to an increase and intensification of domestic responsibilities, especially for the "trailing spouse" who takes care of family affairs (Meares, 2010). Nonetheless, even when taking the leading role in the expatriation and being the main breadwinner, female self-initiated expatriates may still take over family affairs and overstretch themselves to fulfil family responsibilities, which may damage their career progression (Mäkelä et al., 2011).

Against the background of little being known about career transitions of self-initiated expatriates (Sullivan & Al Aris, 2019), scholars have suggested that mobility decisions and career trajectories should be studied using a "relational and life course approach" (Toader & Dahinden, 2018: 64). Rather than seeing women's SIE as an illustration of an individually managed "boundaryless career" (Stahl et al., 2002; Makkonen, 2016; Wechtler, 2018), this article adopts a relational and longitudinal perspective to study the interdependent career transitions of dual-income couples undergoing international mobility. This requires a more holistic perspective that goes beyond the influence of individual skills and job performance on career development (Crowley-Henry, 2012; Sullivan & Al Ariss, 2019). The article answers research calls to study the complex processes of "couples' career decision-making over time" during international mobility (Van der Velde et al., 2017) and repeated research calls for longitudinal research on international careers and the consequences of global career choices (Shaffer et al, 2012; Dickmann et al., 2018).

In this paper, we analyse retrospectively career transitions and the medium-term career outcomes of women who have embarked on a form of SIE, whether as expatriates in their own right or as a result of the expatriation of a spouse. We focus on highly qualified foreign couples where both partners have settled in Switzerland within the past 10 years. On the basis of data collected using standardized life-history calendars and semi-structured, biographical interviews with both members of each couple, we examine the career trajectories of the female partners by drafting four types of medium-term career outcomes: career acceleration (with the female member holding a position on a higher level than before the SIE), career continuation (with the female member holding a professional position on the same level), career reorientation (with the female member changing career trajectory and undergoing retraining for another position) or career exit/re-entry (with the female member experiencing long-term unemployment and trying to re-enter her previous career trajectory). We further look retrospectively at the most important career transitions in the careers of the female partners and at the role of different gender arrangements within households, which had an impact on the career progression of the male and female partners and led to their current medium-term career outcomes.

We argue that internationally mobile women can mobilize the resource of a shared commitment to egalitarian gender arrangements within a household to overcome obstacles to their personal career progression under the circumstances of SIE. The shared commitment of belonging to a "dual-career couple" influences female expatriates positively to pursue their own careers and not just have part-time employment to earn money.

# 1. Theoretical background

## 1.1 Highly skilled female careers influenced by international mobility

Knowledge about the influence of international mobility on the career progression of highly skilled women comes from two main bodies of research: migration studies, on the one hand, and management studies, on the other. Here, we attempt to summarise the findings of these two research traditions. Management studies, and particularly the branch of international human resources management, has traditionally focused on corporate expatriates. It is only within the past 15 years that studies have been undertaken on different forms of SIE (Dickmann & Baruch, 2011; Andresen et al., 2014; McNulty & Brewster, 2016). This broadening of focus has led to a productive merging with migration studies, where highly skilled mobile workers have also recently appeared on the research agenda (Rodriguez, 2019; Elo & Habti, 2019).

### 1.1a Career outcomes of female highly skilled migrants

Migrants are usually defined as highly skilled when they have at least one tertiary educational qualification (Chaloff & Lemaître, 2009). Immigration policies frequently consider the "highly skilled" as individuals who can be employed in jobs characterized by an indigenous labour shortage, particularly in the science, technology, engineering and mathematics fields (Gonzáles & Vergés, 2013; Kofman, 2014; Seminario, 2018). In some countries, the highly skilled are defined as those earning above a certain threshold wage in the host country (Chaloff & Lemaître, 2009). Global competition for skills has encouraged local and national authorities to define and implement strategies to attract and retain highly qualified migrants (Findlay, 2006; D'Costa, 2008; Silvanto et al., 2015). Such policies frequently focus on occupations that directly contribute to the national economy or increase the competitiveness of the host country, as well as on occupations where a shortage of qualified labour is expected (Seminario, 2018). Male workers often dominate such sectors. Immigration policies may thus have a gendered effect, as definitions of skilled labour favour male-dominated occupations (Kofman, 2014; IOM, 2014). The focus of selective immigration policies on specific occupations has contributed to an underrepresentation of highly skilled women as principal applicants to these schemes in OECD countries (IOM, 2014). Furthermore, it has contributed to a lack of visibility of highly skilled women, who may only appear as the accompanying spouse of a skilled male migrant in the "brain drain/brain gain" debate (Kofman, 2000; Dumont et al., 2007; Kofman et al., 2015).

Despite the increase in the migration practices of highly skilled women in OECD countries, their career outcomes are rarely studied (IOM, 2014). Most accompanying partners of highly skilled migrants experience an interruption of their career trajectory due to the intensification of domestic tasks and the realities of the labour market (Meares, 2010; Föbker, 2019). Some accompanying partners may be vulnerable, as certain professional skills and cultural capital acquired in the origin country and hence their personal agency over their career trajectory may not be transferred to the host country, resulting in changes to agency and a renewed need to master their life and career trajectory (Wingens et. al., 2011). Recent study results have indicated that accompanying partners

might only able to remain on a stable career path when they work in a profession where a labour shortage is expected or when they have already acquired cultural capital in the host country (Föbker, 2019). Career interruption may include a period or several periods of unemployment, a switch to part-time employment, a shift away from old employment or a complete reorientation to a new career trajectory through retraining (Meares, 2010). Sometimes, international mobility leads also to withdrawal from paid work and a total shift from a career to a family orientation in one's life course (Gonzáles & Torrado, 2015).

Nevertheless, studies of female highly skilled migrants in science and technology careers, which comprise a field where a labour shortage is expected, have demonstrated that women may be able to develop mobility strategies to successfully pursue professional and personal goals during migration (Gonzáles & Verges, 2013; Roos, 2013). If they accompany a mobile partner, they do so on the condition that there are also opportunities to pursue their own careers in the destination country (Gonzáles & Verges, 2013). Roos (2013) concluded that highly skilled couples are constantly negotiating international careers, depending to a great extent on available career opportunities to increase one's value in the job market.

Job-seeking in the host country may be more complex for female highly skilled migrants than for their male counterparts, because they are assumed to have primary responsibility for the family (Ressia et al., 2017). If they do not find employment commensurate to their qualifications, they run the risk of occupational downgrading and downward social mobility (IOM, 2014; Föbker, 2019). However, some recent studies (e.g., Killian & Manohar, 2016) have suggested that this mechanism depends on the interplay of the labour market and immigration laws, education on employment transition norms and the degree of discrimination and racism in the labour market (Killian & Manohar, 2016). Highly skilled female migrants coming from non-Western countries may face more obstacles because of restrictive immigration laws, inflexible labour market regulations or discriminatory practices by employers (IOM, 2014). They are also more exposed to a lack of recognition of their foreign educational credentials and cultural capital (Ressia et al., 2017; Föbker, 2019).

### 1.1b Career outcomes of female self-initiated expatriates

Many scholars have argued that international experience, whether gained through a traditional company-assigned expatriation or through SIE, enhances career capital and has a positive impact on the long-term career success of expatriates (Suutari et al., 2018; Tharenou, 2010). Others have criticized this general assumption because it is not clear whether all types of expatriates benefit to the same extent (Dickmann et al., 2018). Recent studies have suggested that SIE or alternative practices such as frequent foreign travel have more favourable career outcomes for women than does assigned expatriation sponsored by a company (Shaffer et al., 2012; McNulty, 2014; Fischlmayr & Puchmüller, 2015). One reason mentioned is that female professionals tend to have limited access to corporate social networks when doing an assignment and afterwards (Linehan & Scullion, 2001). In addition, SIE as a flexible and self-determined form of expatriation provides more freedom to choose the timing and location of the mobility (Vance & McNulty, 2014; Andresen et al., 2015). Some scholars have suggested that women are more likely than men to

organize their international mobility without the sponsorship of a company (Vance & McNulty, 2014; Andresen et al., 2015) because they still face the barriers to expatriation identified by Adler (1984), which include assumed prejudices against women managers in the host country and women's assumed unwillingness, notably in dual-career couples, to accept foreign assignments. On average, self-initiating expatriates tend to be younger and more often single and to have fewer children than corporate expatriates (Suutari & Brewster, 2000; Biemann & Andresen, 2010; Cerdin & Le Pargneux, 2010). They also are more likely to work on lower hierarchical levels in the host country than their assigned counterparts (Andresen et al., 2015). It therefore appears that SIE allows women to gain international work experience at a younger age without having to wait in the corporate pipeline before receiving their first foreign assignment opportunity, precisely when they might be thinking of starting a family (Insch et al., 2008; Vance & McNulty, 2014).

Expatriate research has also suggested that younger female self-initiating expatriates seem to be as career-oriented and ambitious as their male counterparts (Thorn, 2009; Tharenou, 2010). However, gender norms also influence the international mobility decisions of male and female expatriates (Ganzáles & Torrado, 2015), who can also be driven by non-professional considerations such as the desire to join a partner located somewhere else in the world (Tharenou, 2010). The decision to undertake SIE and the choice of destination country are more likely for female than for male expatriates to be determined by family considerations (Tharenou, 2010; Tzeng, 2006). When they move with a spouse and make international career decisions, female expatriates tend to consider the career prospects of their partners and are more likely than male expatriates to adopt egalitarian career strategies (Känsälä et al., 2015). While career motives become more important for male expatriates as they age (with the importance of travel opportunities fading), research has suggested that career motives become less important for older women, whereas relationship motives gain importance for them (Thorn, 2009). A partner's willingness to accompany an expatriate is influenced by his or her own career plans as well as by what Van der Velde et al. (2017) have called the salience of his or her role as a spouse. When spouses are career-oriented, they are less likely to accompany expatriates on assignments, particularly if they attribute low salience to the spouse role (Van der Velde et al., 2017). However, if partner-role salience is high, spouses may place a partner's interests over their own and follow regardless (Van der Velde et al., 2017), leading to potential tensions at the destination. On arrival in the host country, accompanying spouses may look for new employment, as well as, depending on the host country's career opportunities, legal restrictions and company support for dual-income couples (Handler & Lane, 1997; Punnett, 1997; Selmer & Leung, 2003; Cole, 2011; Cole & Nesbeth, 2014). A recent study of highly skilled couples before, during and after expatriation suggested that accompanying partners are initially optimistic about their own employment opportunities abroad (Kiener, 2018). If these hopes do not materialize, the initial optimism may turn into disillusionment and lead the accompanying spouse to envisage repatriation as a strategy to pursue his or her former career in the home country (Kiener, 2018).

## 1.2 Life trajectories and career transitions

According to Wingens et al. (2011: 2), the life-course approach to migration fits particularly well for studying migrants' behaviour and "focuses on the dynamic interplay of societal structuring and institutional framing of migrants' life courses and the patterns of migrants' biographical mastering of transitions and coordinating life spheres". Although each life trajectory is different, the life-course approach can be defined as the "search for and explanation of systematic regularities in events of unique meaning" (Hagestad, 1991: 31). According to Wingens et al. (2011) and Elder (1985: 31f), the central analytical concepts to apply the life-course approach as empirical research are "transitions" and "trajectories", with transitions defined as "changes in state that are more or less abrupt". Some transitions or events may provoke a turning point when people perceive that their trajectory has changed (Wethington et al., 2003). Tomlinson et al. (2017) argued for a life-course approach to studying careers, considering key transition points that differ in significance and order.

Louis (1980: 330) defined career transition as "the period during which an individual is either changing roles (taking on a different objective role) or changing orientation to a role already held (altering subjective state)". According to Sullivan & Al Ariss (2019), five major theoretical perspectives on career transitions have evolved in the literature over the last four decades: career stage, decision-making, adjustment, relational and identity perspectives. The career stage perspective assumes that individuals move through different career stages along the life course (with varying career stage models used) and highlights "individual agency over structural factors" (Sullivan & Al Ariss, 2019: 5). The authors mentioned that future studies would be beneficial if structural factors would also be included. The second perspective, of decision-making, centres around influence factors in the decision-making of career transitions. The third perspective focuses on influence factors in the process of adjusting to a career transition and on personal and organizational measures to improve adjustment (Sullivan & Al Ariss, 2019). The relational perspective on career transitions assumes that "career transitions are socially embedded" (Sullivan & Al Ariss, 2019: 7). Recent research applying this perspective has explored "how relationships may have a negative impact on, or limit, career transitions" (Sullivan & Al Ariss, 2019: 8). The fifth perspective, of identity, examines how individual understanding of one's identity may provoke career transitions and vice versa (how career transitions may change one's identity). Although the theoretical perspectives seem to be independent of each other, they are in reality often interrelated (Sullivan & Al Ariss, 2019). Sullivan & Al Ariss (2019: 10) argued that studies should "use a holistic approach to study career transitions by incorporating insights from each of the five perspectives."

## 2. Methodology

To explore career transitions and medium-term career outcomes of self-initiated female expatriates, we chose to focus on a particular group of internationally mobile men and women: those who were involved in a stable heterosexual relationship at the time they were confronted with some form of SIE. To reduce the internal heterogeneity of our study population, we limited our study to highly

skilled couples in which at least one partner had a PhD and both partners moved to the same destination country (Switzerland) within the past 10 years. Both partners were considered "foreign nationals" with a B or C residence permit (SEM, 2019), excluding thereby foreigners married to a Swiss citizen. Inspired by life-course analysis (among others, Levy & Bühlmann, 2016; Findlay et al., 2015; Wingens et al., 2011), we looked at the career and migration trajectories of the female and male members of the couples. Despite the interconnected nature of partners' mobility practices being widely recognized (Testenoire, 2001), use of this kind of dyadic research method is still quite rare in expatriation or migration research (for exceptions, see Bhaskar-Shrinivas et al., 2005; Van Erp et al., 2011; Cole & Nesbeth, 2014; Van der Velde et al., 2017). We especially examined the career progression of the female members and their employment positions during SIE. Retrospectively, we identified "transitions" (Wingens et al., 2011; Elder, 1985) in the SIE trajectories of these couples that seemed to have had a direct influence on the employment experiences of the female member of the couples. Our aim was to identify further the conditions most likely to lead to positive career outcomes for both members of a couple, as well as conditions that result in negative career outcomes for the female members of couples that undergo SIE.

## 2.1 Sample

All 32 participants (16 heterosexual couples) were between 30 and 44 years old and were involved in a stable relationship (married and/or living together) in which at least one member of the couple held a PhD. Most of the couples studied had children, who ranged between the ages of four months and seven years. We carried out interviews between June 2016 and September 2017 in various cities in Switzerland and recruited the participants through snowball sampling techniques.

To minimize the mutual influence of the interviewees, the discussions with both members of a couple were organised consecutively but separately, and the usual confidentiality clause was extended to include the partner/spouse.

Table 1 summarizes the sociodemographic characteristics of all interviewees, including their partnership, educational, professional and expatriation histories.

*Table 1: Sample details / characteristics of participants*

| | **Female partner** | | | | | **Male partner** | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Nr.** | **Nationality (Region)** | **Age** | **Education** | **Professional situation** | **In CH since** | **Nationality (Region)** | **Age** | **Education** | **Professional situation** | **In CH since** | **Kids** |
| 1 | Southern America/ Southern Europe (double nationality) | 39 | Diploma in natural science | Housewife, starts masters | 2015 | Southern America/ Southern Europe (double nationality) | 43 | PhD in medicine | Permanent medical doctor/Researcher at university hospital | 2015 | One |
| 2 | Central America | 35 | Studies in natural science (not finished) | Housewife | 2009 | Western Europe | 38 | PhD natural science, post-docs in natural science | Permanent R&D in MNC | 2007 | Two |
| 3 | Middle East | 35 | PhD in computer science, postdocs in natural science | Fixed-term post-doctoral research grant | 2015 (second time)<br>2005-09 (first time) | Western Europe | 35 | Masters in Engineering | Start-up company at university (innovation grant) | 2014 (second time)<br>2006-14 (first time) | No |
| 4 | Southern Europe | 34 | PhD in natural science | Temporary project manager in scientific NGO | 2015 | Southern Europe | 34 | PhD in natural science, Bachelor in computer science | Fixed-term post-doctoral researcher at university | 2015 | No |
| 5 | Southern Europe | 33 | PhD in natural science | Permanent program manager in city office | 2010 | Eastern Europe | 32 | PhD in computational natural science | Permanent software engineer in company, on job search | 2008 | No |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 6 | Asia | 37 | PhD in natural science | Fixed-term post-doctoral research grant, on job search | 2011 | Western Europe | 33 | PhD in natural science, postdoc in natural science | Fixed-term post-doctoral researcher in research institution | 2009 | One |
| 7 | Asia | 37 | Masters in humanities and natural science, unfinished PhD | Further education, on job search | 2016 (second time)<br>2010-2015 (first time) | Western Europe | 32 | PhD in natural science | Fixed-term R&D position in MNC | 2016 (second time)<br>2010-2015 (first time) | Two |
| 8 | Southern Europe | 30 | Masters in engineering | Temporary engineer in company, on job search | 2013 (second time)<br>2011 (first time) | Southern Europe | 33 | PhD in natural science | Permanent product manager in company | 2014 (second time)<br>2007-2013 | One |
| 9 | Eastern Europe | 37 | PhD in social sciences | Fixed-term post-doctoral research grant, on job search | 2013 (second time)<br>2008-09 (first time) | Southern Europe | 40 | PhD in engineering | Temporary staff at research institution | 2005 | One |
| 10 | Western Europe | 34 | Masters in business studies | PhD-student, on job search, lecturer at university of applied science | 2009 | Western Europe | 38 | PhD in engineering | Engineer R&D | 2014 (second time)<br>2000-2009 (first time) | No |
| 11 | Asia | 31 | PhD in computer science | Fixed-term post-doctoral researcher at university | 2015 | Asia | 30 | PhD in computer science | Fixed-term post-doctoral researcher | 2015 | One |
| 12 | Western Europe | 42 | PhD in humanities, masters in teaching | Fixed-term post-doctoral position | 2009 | Western Europe | 42 | Masters in mathematics | Fixed-term, IT-manager in research project at university | 2011 | One |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 13 | Middle East | 34 | Masters | PhD-student | 2009 | Middle East | 38 | PhD in computer science | CEO of Swiss subsidiary of international company | 2009 | Three |
| 14 | Western Europe | 44 | Masters in teaching | Bachelor-student secondary studies/ part-time teacher | 2010 | Western Europe | 38 | PhD in social sciences | Permanent lecturer position at university | 2010 | One |
| 15 | Southern Europe | 35 | PhD in natural science | Fixed-term post-doctoral situation, on job search | 2009 | Central America | 33 | PhD in natural science | Permanent R&D position in start-up company | 2009 | No |
| 16 | Northern America | 42 | PhD in natural science | Permanent associate professor | 2017 (second time)<br>2009-16 (first time) | Northern America | 37 | PhD in natural science | Fixed-term assistant professor | 2017 (second time)<br>2009-15 (first time) | Two |

## 2.2 Method

The study uses a mixed-methods case study approach to obtain standardized life-course data about employment and relationship trajectories as well as interview data about decision-making processes and subjective evaluations of the motivations and career implications of the move to Switzerland by both members of each couple. Prior to the dyadic interviews, each interviewee was asked to fill out an English version of the LIVES life-history calendar, which covers major events in different life domains (education, employment, housing, relationships, health and family) from birth to the present day (Morselli et al., 2013). The participants were then interviewed about their professional and personal trajectories, with the help of a semi-structured interview guide.

The standardized life calendar and the audio-recorded data could be analyzed separately or in combination. In this situation, we chose a case study approach to combine the standardized life-course data and subjective experiences of the career and mobility trajectories of four couples. This methodical triangulation (the combination of multiple sources of evidence, e.g., male and female responses and different types of data, such as life-history calendars and semi-structured interviews) is an advantage of such a case study design. Furthermore, we applied a theory triangulation by examining the cases against the background of different theoretical views (in our case, management and migration studies) (Göthlich, 2003). Through the life calendars, the career trajectories of each partner could be mapped, and crucial career transitions such as job changes, redundancies or periods of unemployment could be compared with the corresponding events in the life-calendar of that individual's partner. Evidence of career acceleration, continuation, reorientation or exit/re-entry could be contextualised and interpreted through the interview data of both members of a couple. The combination of life-calendar and interview data enabled us to map and compare two interrelated trajectories and to identify some of the factors underpinning the differential female career outcomes of SIE episodes, both within and between couples.

## 3. Findings

In the first analytical subsection, we look at whether the female partner of each couple was the main initiator of SIE (as opposed to a trailing spouse) and contrast the career outcomes of highly qualified female self-initiated expatriates to Switzerland. In the second subsection, we distinguish the same couples on the basis of their (shared or not) commitment to a dual-career-couple model of gender relations. This provides the following typology of gendered career outcomes of female self-initiated expatriates to Switzerland, with the four ideal types of career acceleration, career continuation, career reorientation and career exit/re-entry.

We hereby define a career acceleration as being on a higher professional level than when one moved to Switzerland, with at least one positive transition to a higher professional role. A career continuation is defined as being on the same career level as when one moved to Switzerland for the last time. A career reorientation is defined as changing one's prior career path completely and aspiring to have a career in a different field at the moment of the interview (with a transition that has provoked a turning point in the career trajectory). Lastly, a career exit is defined as being unemployed for longer periods of time and aspiring to re-enter one's prior career trajectory

(experiencing a negative professional transition that resulted in long-term unemployment and a career exit).

*Table 2: The Gendered Career Outcomes of SIE to Switzerland by Highly Qualified Couples*

| **The 'self' in the self-initiated expatriation** | **Commitment to a "dual-career-couple" ideal** | |
|---|---|---|
| | **Strong / Shared** | **Weak / Unequal** |
| **Female** | **Career acceleration [Susan[** | **Career exit/re-entry [Laura]** |
| **Male** | **Career continuation [Alessia]** | **Career reorientation [Ewa]** |

## 3.1. Contrasting female career outcomes of highly qualified SIE to Switzerland

In a first step, of the 16 female interviewees, we take the four most contrasting examples of their career outcomes and look at their life trajectories in relation to their partner's career path. Although all of these female participants initially aspired to having a successful career rather than a simple job, their circumstances at the time of the interview vary greatly. In the following section, we will illustrate this diversity with examples from the interviews, paying particular attention to the influence of the self-initiated expatriation to Switzerland on the female career outcomes.

The first example is that of Susan, a 42-year-old associate professor, who is married to Jason (38), with two children.

### 1. Career acceleration as main initiator of SIE [Susan]

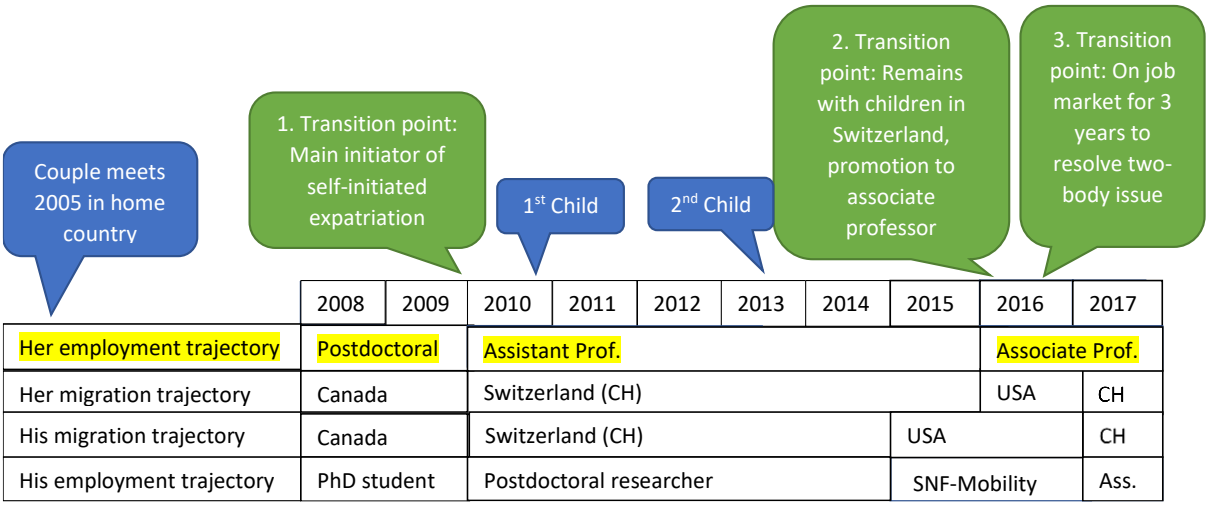


*Figure 1. Accelerated career path*[8]

[8] Names, nationalities and countries have been changed to anonymize interview data (Zolesio, 2011).

Jason and Susan met in 2005 in their home country. Being older than her partner, Susan was more advanced along the academic career at that time than Jason was. This, along with the fact that the couple always chose destinations that were compatible with career advancement for them both, seems to have had a positive effect on Susan's ability to maintain a continuous employment pattern and to have benefitted from the move to Switzerland to accelerate her own career, despite having had two children during that time.

While Jason was starting his PhD studies, Susan defended her PhD in her home country in 2004, and then applied for funding to spend four years as a postdoc in the same country but at two different universities. After they met, and at the age of 34 (when Jason just finished his PhD), she applied for several faculty positions around the world and received about eight offers of tenure-track professorships. She narrowed the possibilities down to three options: Switzerland, Canada and the US, and decided with her husband which option would best suit both their needs.

> "*My goal at the time was to get as many possibilities as possible because of the dual-career issue. Our strategy was that I would try to get as many faculty positions as I could, and then my partner would be able to help me choose which one would best meet both or our needs. I searched very broadly in all different kinds of departments."* [Susan, associate professor, 42 years]

The couple decided to take up the job offer in Switzerland, since Jason was able to secure a postdoc grant to continue his own research there. Since a tenure-track position was clearly the next logical step on Susan's career trajectory, and because this could be combined with a satisfactory location for Jason to be a postdoc, the decision to move together was straightforward. So, Susan's first career transition point was positive by obtaining a position on the next career level and being the main initiator for expatriation to Switzerland.

Despite a heavy workload and the time pressures for Susan on a tenure-track assistant professorship, the couple decided to start a family as soon as they arrived in CH. They had two children within three years, during which Susan took four months of maternity leave and family members came to babysit during the first year before the couple received a day-care spot. When their second child was aged two, Jason applied for a mobility grant to do a second postdoc, this time in the US. The couple were convinced that this would improve Jason's chances of staying on the academic career track. However, his move to the US took place precisely at the time when Susan was up for tenure. She thus stayed in Switzerland with the two young children, which she describes as being a very difficult time, with sole responsibility for the children and her tenure application to manage. In the end, she was awarded tenure, although she admits that the process did not go smoothly and that she received hurtful comments from the tenure committee. Hence, the second career transition point resulted in a positive outcome, although the transition itself was difficult for Susan.

> "*I was here with the two kids. This was very challenging. I was up for promotion at the time. This was a big sacrifice as well that we made so that he could do what he needed to do to get a position."* [Susan, associate professor, 42 years]
>
> *"The year in the USA was hard for my wife and my family and for me."* [Jason, assistant professor, 38]

Luckily, as a newly appointed associate professor, Susan was entitled to a 10-month sabbatical and she decided to spend that time in the US with her children, so as to be with Jason for the second year of his postdoc grant. She says that it would have been better for her own research to have spent her sabbatical elsewhere, but that she sacrificed that interest for herself and the children to be with Jason again.

During his postdoc in Switzerland and the US and during her sabbatical, Jason and Susan started applying for tenure-track academic positions (either a joint (dual) hiring strategy or an independent hiring strategy at the same universities), all over the world. Their search continued for three years, during which time she was also up for promotion in Switzerland. Despite Susan having an academic position in Switzerland, she had to apply for other jobs to solve their two-body issue with the idea that the couple would move together to wherever both could find a suitable job. She felt that this period of uncertainty was a distraction from her research, since she had to request references from her bosses and attend job interviews, even though she was not yet ready to move on.

> *"Even just applying for jobs is very disruptive to my career. Going and interviewing at different places. While he was living in the US, I was here with two children. I needed to go to the UK for an interview. Or. I needed to go back to the US for an interview, is extremely stressful. My productivity was very low.*" [Susan, associate professor, 42]

Eventually, Jason was offered a tenure-track professorship in Switzerland, in the town where the couple was already living. This was a great relief to Susan, who was eager to build up the momentum with her research group. She describes herself as ambitious, as someone who likes to push herself. She intends to apply for promotion to be a full professor in a few years' time. Nevertheless, this account of Susan's continuous employment, combined with motherhood, relatively egalitarian childcare practices and satisfactory career progression suggests that Jason's career prospects would ultimately have taken precedence over Susan's, had he not been able to find a job in the same location.

## 2. Career continuation as the 'trailing' partner [Alessia]

In the second example, Alessia also managed to maintain a continuous career trajectory, but this was not directly related to her SIE to Switzerland. Although she compromised significantly more in her mobility decisions than her partner did, she was selective in the moves she made, not always following her partner. This seems to have been conductive with her own career success.

Alessia came to Switzerland as an Erasmus student for her last year of undergraduate study and met her boyfriend, Tomaso (33), who was doing a PhD at the same university. After graduating back home, she started looking for jobs in Switzerland, but could not find anything suitable. Instead, she accepted a six-month internship in Spain and then a second one in the US. After her US internship, the company offered her a permanent contract with their Miami branch, but she refused the offer because Tomaso was still in Switzerland and didn't want to move to the US.

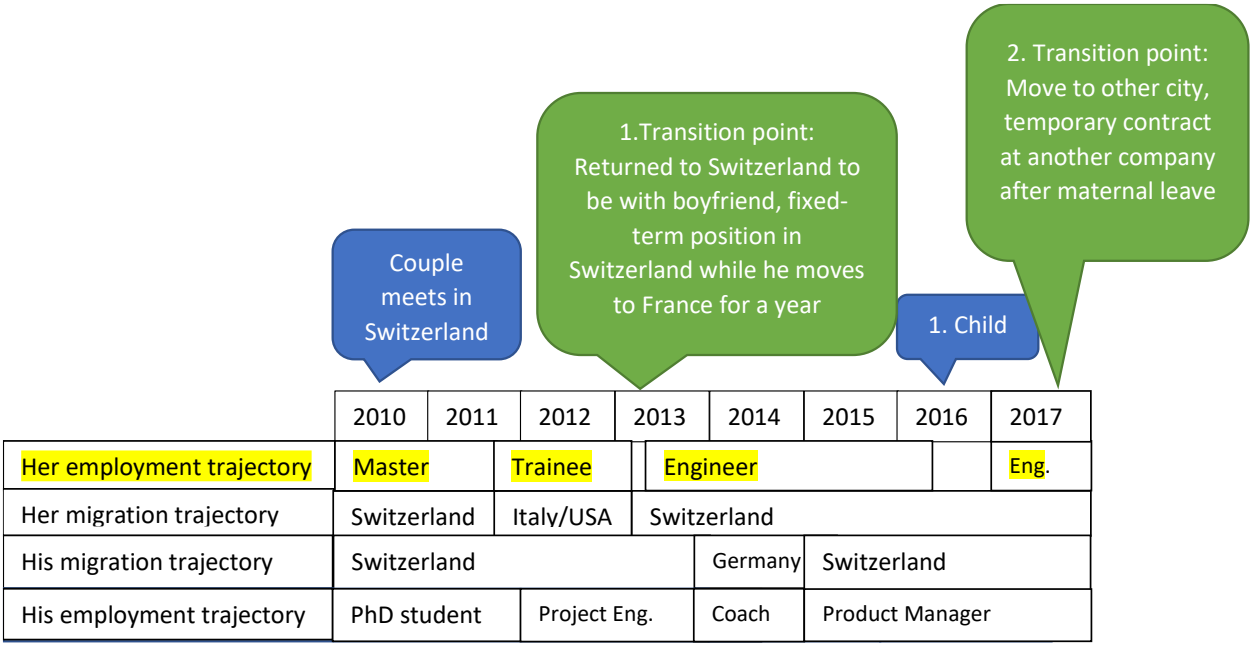


*Figure 2. Continuous career path*[9]

Therefore, with a sense of compromise, she moved back to Switzerland to be with Tomaso. From this, her second SIE to Switzerland was as the "trailing" partner, refusing employment proposals elsewhere. After just one month of searching, she was offered a job as an engineer in a well-known international company located more than one hour away from the city where Tomaso was living and working as a project engineer. The couple agreed that it would be better for Alessia to live near her new job during the week and for them to be together on weekends. After five months of living apart, Tomaso decided to apply for a new job in France.

> *"So, basically, when I just signed my contract, fixed-term contract, he told me that he had been invited to go to France for an interview. And I said….."no" (laughing). In the end, he got the job over there, so it was another complicated moment because I was back to Switzerland to be with him, and he was leaving for France, and I thought we had to find a solution, because I'd said no to Miami."* [Alessia, engineer, 30]

While Alessia felt that she had compromised her own career prospects by moving to Switzerland, she was unhappy that Tomaso had seized a career opportunity in another country without even consulting her. Faced with these geographically distant career opportunities, Alessia and Tomaso agreed to another 12-month period of living apart, whereby she remained in Switzerland, while he took up the job offer in France.

> "*Our agreement was 'OK you can go because it's a super experience and good opportunity, but just for one year'…Otherwise we would never find a place to live together."* [Alessia, engineer, 30]

While Alessia recounts reaching this solution through mutual agreement, Tomaso remembers this as a conflictual moment. He felt guilty about having put an interesting job offer before his

[9] Names, nationalities and countries have been changed to anonymize interview data (Zolesio, 2011).

relationship with Alessia, and before her career opportunities. However, he demonstrated his commitment to their relationship and to Alessia's career prospects by limiting the duration of this SIE period.

> "*So, I sent a CV to a company that I deeply value […] and I was offered a job there …[in] June I had the interview, August they told me it was fine, September I quit my job, left Switzerland, had a huge fight with Alessia because she had come back from Miami in the meantime and October I moved to France. I stayed there and worked there […] until end of November 2014. That's when I came back. It was planned like that, we told each other, basically if it doesn't work out the distance, if you [Alessia] don't want to move to France, I'll come back, so I did.*" [Tomaso, product manager, 33]

During the year in which the couple had a long-distance relationship, Alessia worked very long hours, since she was alone in Switzerland and had no social contacts. As a result of this career commitment, the company was very satisfied with her work and offered her a permanent contract. She remembers this as "not an easy year," because the job was stressful and she was not sure if Tomaso really would come back to Switzerland. Nevertheless, the transition had a positive career outcome, although she experienced it as being difficult.

After a year, and much to Alessia's relief, Tomaso kept his promise and applied for a job as a product manager back in Switzerland. The couple set up their home in a town located equidistance between their respective work places. However, at this point, they had decided to start a family and, not wanting to commute after the birth of the baby, Alessia turned down the offer of a permanent job at the end of her pregnancy in order to move back to the town where Tomaso was working.

> *"I worked until my eighth month [of pregnancy] and then I stopped because then we decided that since we love this city, we have all our friends here, the objective was to be back there."* [Alessia, engineer, 30]

Just one month after the end of her maternity leave, Alessia was offered a fixed-term contract in another multinational country close to the city where the couple lived. Although she experienced a second career transition, she could resolve it positively by working for a well-known company close by. As soon as the child was 6 months old, the couple hired a child-minder and Alessia returned to a full-time job. She tried to negotiate a part-time (80%) contract, but the company wasn't happy with that and she decided to take the full-time position. At the time of the interview, nine months later, she had just heard that the company was undergoing a temporary "freeze" on its budget and wouldn't be able to renew her contract, although they were eager to keep her on. She says that she now has another big company name on her CV, but is a bit concerned about the prospect of having to look for a new job. Her line manager has promised to write her an excellent reference. She now wants to find a part-time (80%) job as an engineer, since she feels that working full-time with a small child is too exhausting.

## 3. Career reorientation as the 'trailing' spouse [Ewa]

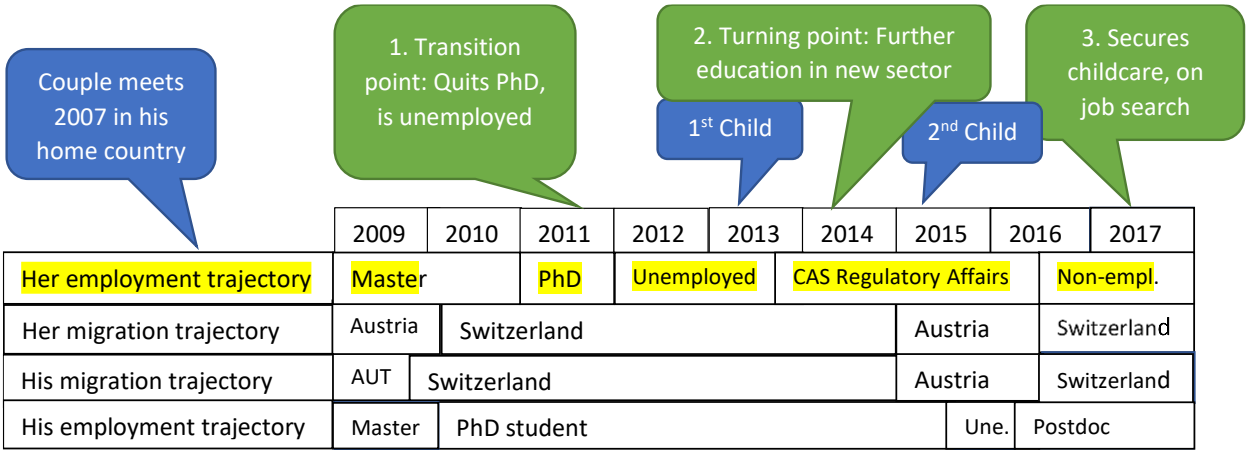


*Figure 3. Discontinuous / Reoriented career path*[10]

Ewa is an example of a discontinuous career trajectory from moving to Switzerland on the initiative of her husband. Ewa (37, two children, currently non-employed, but looking for a job in a new sector), who is originally from an Asian country, became acquainted with her future husband Chris (32, postdoc at a multinational company) at a European university where she did her second university degree in chemical biology (she already had a degree in translation). They married as soon as he graduated with his MA. In 2010, Chris started a PhD in Switzerland and Ewa moved there with him. She successfully completed her second master's degree at a university in the same city and received an offer to continue with the PhD program. She started the PhD in a chemistry lab but after a year, the couple decided to start a family and she resigned from her salaried PhD position, rather than simply taking maternity leave. At the time, she did not think it would be possible to have children while doing a PhD even though her supervisor would have supported her. She felt that it would be too much of a 'psychological burden' to have one or more children while doing a PhD. After she quit the PhD program, she worked for six months in a hospital-based research position organized by the unemployment office until the birth to her first child.

> "*At that time, I thought 'ok, family planning, quit the job, stay at home and have two kids and then go back.' But now I am several years older, more mature, and I think what I did was wrong. Yes, I am not very sure. Because if you look at jobs in the USA or in Canada, you do not have to write the age, I look young, but my age is 37. I am bit afraid if I have that on paper that the people will say 'you are so old, and stayed home for several years and you barely have any work experience.' That is why I think what I did right then was wrong. I should have stayed for two years in the work world and have children."* [Ewa, non-employed, 37]
>
> "*Her boss was perfect, I liked him very much, also the topic, but the group… there was this closed group. And it was really difficult for her during this time. I told her that she should*

[10] Names, nationalities and countries have been changed to anonymize interview data (Zolesio, 2011)

*stop, that it is not going to work out and after one year she stopped it. She made this kind of break…. thinking about what she wants in her life, what is important for her and me. And then we started to think really seriously about family life. Before that we were like caught in the treadmill of life, these academics are keeping you busy."* [Chris, postdoc at MNC, 32]

While having her children, Ewa was officially a full-time housewife, but she nevertheless took a further education program (CAS) to re-train as a manager in regulatory affairs, because she believed that it wouldn't be possible to combine a job in a research lab with a family due to the long hours spent doing experiments. Her transition to unemployment and housewife hence provoked a turning point in her career trajectory with a reorientation to another career field. To enable her to take the further education course, her father came to Switzerland for five months and took care of the children. In the meantime, her husband finished his PhD and was unemployed for seven months. They moved back to Austria until he found his current entry position as a postdoc in a multinational company (a position which usually leads to a permanent resource and development position, as he mentions) in another Swiss city. When they returned to Switzerland, she actively searched for a childcare solution for her younger child and sent her older child to stay with her mother-in-law for several months, so that Ewa could start looking for a job. She actually wanted to send her children to her parents, but Chris was strongly against it due to the long distance and they compromised by sending the older child to his mother, who is a stay-at-home mother of six children. Ewa says that she never intended to stay at home and that she is currently looking for a full-time job in industry.

"*A super family I already have. But for me… it's like….. oh, they always say you don't have to want it all, but I am perfectionist. I want to have it all. […] But I am happy and I am positively hoping to find a job and to get an apartment. Because in my home country, women have job experience for ten years, and they have a family, and their children are already ten to twelve years old. It is (laughing) different."* [Ewa, non-employed, 37]

Ewa seems to struggle with her husband's conservative attitude since at the time of the interview she regrets her decision to stay at home. She indicates that she absolutely wants to work and have a career. She thinks the Swiss environment and the attitudes of her husband's family had a negative influence on her decision. She mentions that the women in her husband's family stayed home when their children were young and, in some cases, returned to work when kids were older or remained at home.

*"I mean his family….the women in his family, after working for several years they have children and stay home, some of them go back to work, some of them stay at home. And I sent my older child to them, that is almost scandalous….you know. It is almost scandalous. But for me, I don't know. In my home country, it is more understandable that the woman wants to stay in the workforce and they want to achieve something. But here, I don't know (laughing)…"* [Ewa, non-employed, 37]

She feels judged by her husbands' family and thinks the Swiss environment doesn't enable mothers to have a career because the day-care is so expensive and the maternity leave so short. Ewa has just organized full-time day-care for her second child, but says that her child usually only attends

nursery school three to four days per week, due to sickness or fussiness. She mentions that she is pressured to stay home by her husband, his family and by a lot of women who do not work. But her parents support her desire to pick up her career. From this, she is hopeful in finding a position in the industry, preferably an entry-level position in an MNC otherwise in a middle-size or small company.

> "*My heritage is a big chance for my children but my husband is against it. That is why we plan that next year my mother will also go into complete retirement. Therefore, my parents will come over here, every three month, six months in total every year so they can teach my children my native language."* [Ewa, non-employed, 37]

## 4. Career exit/re-entry attempt as main initiator of SIE [Laura]

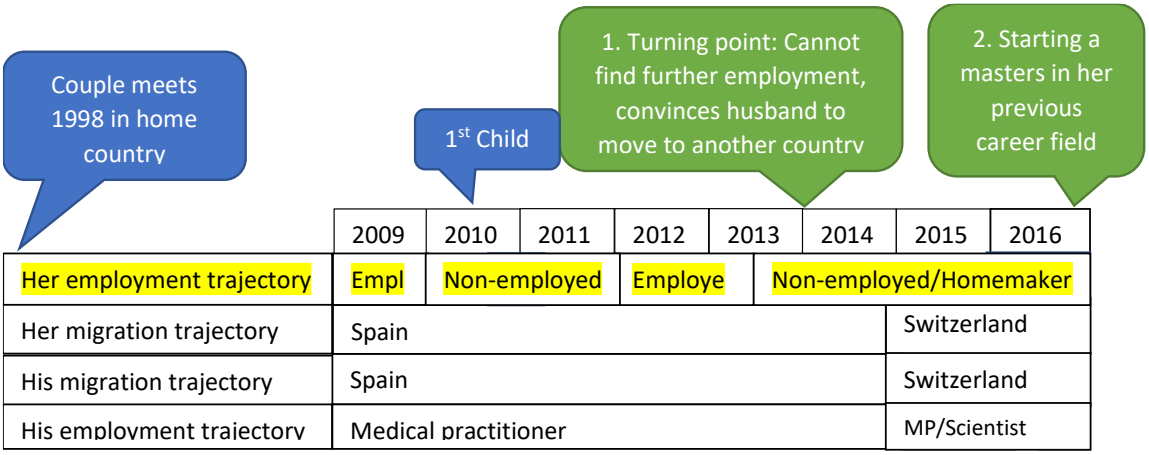


*Figure 4. Career stagnation*[11]

Laura and Roberto (both having a double nationality) met in their home country in South America in 1998 and married two years later during Laura's university studies in biochemistry when she was 23 years old. At this time, Roberto had completed his university studies and was working his first year as an assistant doctor. After training as a doctor and then as a specialist, Roberto went to work in a hospital in Spain in 2004, where Laura joined him a few months later in 2005. Unfortunately, it took four years for Laura to receive recognition for her qualifications and she was unable to work during that time.

> "*I have a degree in biochemistry, I did it in my home country, the length was five years. Then when I moved to Spain; the ministry of education recognized a bachelor degree. This recognition took four years. It takes a really long time. I presented all my documents in 2005 and I got the recognition in 2009. It was due to the bureaucracy in Spain. […] In the meanwhile, I worked as a babysitter, waitress, you know, everything."* [Laura, homemaker, 39]

[11] Names, nationalities and countries have been changed to anonymize interview data (Zolesio, 2011)

After having received the recognition of her studies in Spain, she was employed in a private laboratory for two years and one year at the university. In 2013, her contract was not renewed due to the financial crisis and public budget cuts for universities. She sought employment, but could not find any. She convinced her husband to move to another country and chose three countries where she thought both of them would have career opportunities. They decided to seek new employments in Switzerland. Roberto did not have to search for a long time, he could quickly secure a position in a university hospital in Switzerland.

> "*We lived in a tourist place and there was no industry in my field. It was very difficult in my profession to get work. [...] It was an uncomfortable situation for me, to live for the rest of my life in a place where I do not have a project to improve my career or simply to work."* [Laura, homemaker, 39]
>
> "*We started to do evaluations concerning work here in Switzerland for me and also concerning the university career of my wife. This was the main reason to come and additionally, the quality not the quantity of work in Spain has seen a decline during the crisis. I did not have the same quality of work anymore. Well, you could live fine and work a lot, me not my wife; my wife did not have the possibility of an occupational integration."* [Roberto, medical practitioner/scientist, 42]

At the time of the interview, the couple had been in Switzerland for 18 months, and due to her long career exit and not having adequate childcare, Laura remained at home. To improve her career chances, Laura has decided to undertake further education. She plans to register for a master's degree in the same field as her previous studies to re-enter in her initial career trajectory. This decision was motivated by the limited cost of undertaking an MA in Switzerland (apparently cheaper than in Spain) and by the fact that her child is now at primary school and no longer needs such extensive childcare.

> *"Definitively, I am very happy with the change. Now, I have an opportunity to improve my career. To do an MA and start... I'm finally in a good place where I have chances for my career."* [Laura, homemaker, 39]
>
> "*Since we know that she can start to study here, what is big news comparing all the other years […]. When she will finish her master's degree, everything makes me think that she will probably have a very good job and the professional satisfaction will replace the dissatisfaction of all the years she did not have the possibility to work. If it continues like that….."*. [Roberto, medical practitioner/scientist, 42]

## 3.2 Contrasting commitment to the "dual-career couple" ideal

In the second analytical sub-section, we distinguish the couples on the basis of their commitment (shared or not) to a "dual-career couple" model of gender relations. We take this notion to refer to an ideological model that can be contested and revised over time. Research on couples in the Swiss context has shown that a common ideological commitment to an egalitarian sharing of childcare and household tasks is not enough to guarantee both partners will continue working full-time after the birth of a first child. In fact, these couples are just as likely to end up in inegalitarian work–

family arrangements as couples who had no commitment to a gender-equal lifestyle before the birth of a child. Furthermore, there is rarely a return to the pre-birth arrangements as the child ages (Le Goff & Levy, 2016; Bühlmann et al., 2010; Levy & Ernst, 2002). Egalitarian beliefs prove difficult to put into practice in the Swiss context, due to a range of material / structural obstacles to shared parenting and career investment (Le Goff & Levy, 2016; Henning et al., 2012, Bühlmann et al., 2010). There are, however, cantonal and educational variations to this rule, with French-speaking and urban cantons having a more equal distribution of paid and unpaid work between partners (Gasser et al., 2014), and couples with more education tending to remain in more balanced gender arrangements after childbirth than less educated ones (Epple et al., 2015).

In our sample, all four couples are highly educated and live in a French-speaking city or urban canton with a similar range of childcare options. To determine the level of shared commitment to the dual-career couple model of gender relations, we analyse whether both partners share the idea of them both having a fulfilling career and agree to the measures that are necessary to achieve this aim. These can include accepting periods of non-cohabitation via a long-distance relationship; making a fair contribution to childcare on a daily basis, including organizing childcare solutions and to contributing to their cost; restricting one's own career ambitions; reducing own working hours, etc.

## Strong / shared commitment to a 'dual-career couple' ideal

## 1. Career acceleration [Susan]

In the case of Susan and Jason, there is a very strong shared commitment to each partner pursuing an academic career. They both agree that housework and childcare duties are shared equally between them. As soon as Jason was appointed to a professorship, the couple hired an au-pair for the first time. Prior to this, they had mainly used day-care centres and babysitters from time to time, especially when they both needed to attend conferences at the same time. Because she was older than Jason, Susan had a head-start on her career and took the lead in the first SIE move to Switzerland. However, as soon as Jason completed his PhD, he also needed to spend time abroad to enhance his chances of also having an academic career. This occurred during a very important period of Susan's own career progression (possible tenure), and so although Susan couldn't accompany him for the first year, she agreed to take care of the children alone and to use her sabbatical leave to reunite the family during Jason's second year in the US. In Susan's opinion, they have taken it in turn to promote their respective careers:

> *"I think that we have switched back and forth some. Or, we have tried to. Or, I have had this in mind. We have discussed it sometimes. 'Now, it is your turn. If you find something you really love, we will make it work.' We have always discussed and tried to make it so that each of us would have a chance at least if there was something that was just an amazing opportunity for one of us, I think." [Susan, associate professor, 42]*

For Jason, his practical involvement in the household chores has been as important as his commitment to helping Susan fulfil her career aspirations:

*"Our careers are equally important. She is older than me. We met when she was one stage already ahead of me in the process. It always felt to me like it has been equally important. […] We have a cleaning lady who comes once a week, but I would typically do the dishes. We share meals so before the week starts, we discuss what meals we want to make and then we each cook half of the meals or so. But if one of us is travelling then of course the other takes up the slack." [Jason, assistant professor, 38]*

## 2. Career continuation [Alessia]

Alessia and Tomaso also shared the idea of the dual-career couple model of gender relations, Alessia seems to be showing signs of a reduced level of career salience since the birth of her child. Like Susan, Alessia feels that she can count on Tomaso for all the daily chores and childcare tasks:

*"I am lucky because Tomaso is a really good father, he can do everything with the baby, he also cooks for everyone in the evening because he loves to cook and I don't, so he really does everything. So, I think that I'm very lucky compared to some of my friends, they come back and they have to do everything for the baby, for the husband, for the family."* [Alessia, engineer, 30]

Tomaso has also actively encouraged Alessia in her professional ambitions and is clearly committed to the dual-career model:

*"I would like to think that gender does not influence which career to prioritize. I like to think we are equal in this and I always try to push a bit in a way to consider yourself equal, consider yourself part of an equal team."* [*Tomaso, product manager, 33]*

Due to both partners feeling generally fatigue and task-overloaded, Alessia and Tomaso are looking for a way to improve their sense of work–life balance. For Alessia, the most attractive solution would be for her to reduce her working hours. She would like to work at 80% of a full-time position to have one day a week at home. Although she thinks it will be difficult to find a part-time job as an engineer, she intends to negotiate it in the next application process. According to Tomaso, Alessia was redefining her priorities at the time of the interview. She appeared to be increasingly attracted to the dominant Swiss gender model of reduced working hours for mothers of young children. Tomaso doesn't seem convinced that this is the right solution. As we have already seen, he would like them to similarly invest in their careers and maintain the financially comfortable lifestyle associated with two full-time jobs. He seems willing to outsource part of their household tasks to achieve this objective.

"*She likes to be close to the kid, she likes to spend much time as possible, she feels a bit the pain. I mean she's been very transparent about this, she's always wondering like what the hell we are doing, you know we see our kid two hours a day plus weekends, for what? For working, you know, getting the money, getting a house that is probably bigger than what we need, a luxury car that we don't need…why, why are we doing all this? She never said whether we start compromise but she's always feeling like we are doing something wrong."* [Tomaso, product manager, 33]

## Weak / unequal commitment to the ideal of being a 'dual-career couple'

### 3. Reorientation [Ewa]

In contrast to the first two cases, Ewa and Chris show no signs of a shared commitment to a dual-career couple model of gender relations. Although Chris tries to help out with chores around the house, he has very traditional views about his role as the primary breadwinner. Since joining a multinational company, he has consolidated the possibility of providing financially for his family. Ewa mainly uses financial – rather than moral – arguments to convince Chris of the potential advantages of adopting a dual-earner career model.

> *"Yes, that is totally clear. And I am also very thankful to my wife that I have the primary career. Because she always supported me… Again, very difficult topic (laughing), nowadays everybody talks about gender equality but if you ask me personally, there will never be any complete gender equality on this earth at any time of life."* [Chris, postdoc at MCN, 32]

> *"He said I can go to work but he did say sometimes 'oh why do you not stay at home; I can totally support you?' But I said 'ok, if you work alone, how can we support the children and how can we buy an apartment here or a house? It is not possible.'" [Ewa, non-employed, 37]*

In her home country, it is standard practice for grandparents to take a share of childcare duties in order for both parents to continue working. The long distance makes this a difficult solution for Ewa to adopt. However, as we have seen, the extended visits of Ewa's parents to Switzerland have been a precious resource, enabling her to achieve a career reconversion and to launch a new career in a sector where she expects the working time arrangements to be more compatible with the traditional gender values of her spouse. As such, grandparental support has in some ways compensated for the lack of shared commitment to a dual-career gender model within the family.

### 4. Career exit/re-entry [Laura]

In the case of Laura and Roberto, there has apparently been no external resource to enable Laura to pursue her own career, despite her obvious frustration at being forced into a full-time home-maker role. It was during the first phase of SIE (when Roberto accepted a job in Spain) that Laura lost the opportunity to continue with her own career, mainly due to restrictive migration rules. The decision to move to Switzerland appears to be at least partly motivated by the career opportunities of Laura, who plans to undertake further study to finally kickstart her career. Although Roberto claims to support Laura's career plans, he doesn't intend to make any practical adjustments to his own working patterns to accommodate this change to their lifestyle. Nor does he make any practical contribution to household chores or childcare. He recognises that mothers aren't encouraged to work in Switzerland and that the short school hours make it difficult to achieve any kind of work–life balance. In his eyes, it is up to women to negotiate flexible working hours to achieve any kind of career options.

*"I think he likes me being at home. You know if you have a family, every member of the family has a role. For example, it is necessary that my husband has his work, his part of life, his time and it is also necessary for me and my daughter. In our culture, there is machismo, very deep machismo. The women in the house, the men at work. And if you want to get out of that situation it is necessary that your partner is very flexible. I think it is an inconsistent assumption. For example, my husband says I want you to work but he never helps me in the house."* [Laura, homemaker, 39]

*"Well, probably we need a person who will help us. I don't know, a student, a service…. particularly concerning the school hours….it makes it difficult to organize the family and job here in Switzerland. We note that there is no stimulation for letting the woman work here in Switzerland. Everything is arranged [so] that the man can work but not the woman. […] If you have a flexible work schedule when you can control a bit your working hours….then yes. But for a normal job, it will be difficult. But well on the other side, I myself have not the possibility to work differently; I cannot reduce my working hours because my responsibility which I have now is for 100%, not for 20%. If the woman has no flexible working hours, I do not see an option…for the women."* [Roberto, medical practitioner/scientist, 42]

## 4. Conclusion

Although highly skilled expatriate couples often choose Switzerland as a place to live since they perceive it as a country that offers good career opportunities for both members of a couple, the career trajectories and outcomes for female SIE to Switzerland greatly vary. Our typology of gendered career outcomes of female self-initiated expatriates to Switzerland illustrates four ideal types of medium-term career outcomes: career acceleration, career continuation, career reorientation and career exit/re-entry. Whether the move to Switzerland was initiated with a career opportunity for the male or female partner, the medium-term career outcomes for the female members of SIE couples depend to a large extent on the degree of shared commitment to the dual-career couple model of gender relations that prevails within the household. If both partners do not invest – financially, practically, emotionally – in enabling the women to pursue her chosen career path, there is a high risk that the female's career will stagnate or be abandoned entirely (with female partners experiencing negative career transitions). Shared commitment to a dual-career model can be identified as a resource that internationally mobile, highly- qualified women can adapt to avoid or overcome the risks associated with expatriation, including when they are placed in a "trailing spouse" situation.

Likewise, even when the move to Switzerland was initiated by the women themselves, their ability to reap the benefits of their SIE largely depends on a consensus within the couple about the priority/importance of their career prospects, over and above those of the male spouse. This is particularly important in a country where the dominant gender norms often lead couples to compromise on their egalitarian values, particularly once they have children (Le Goff & Levy, 2016; Bühlmann et al., 2010).

When commitment to a dual-career partnership model isn't strong enough or shared by both partners, it becomes extremely difficult for women to pursue a career of their own in a foreign country. Becoming financially dependent on their partner may push highly skilled expatriate women into undesired gender roles. The SIE situation may thus, in some cases, strengthen traditional gender roles. The modified male breadwinner model dominant in the Swiss context (Henning et al., 2012) makes the country a risky destination for egalitarian couples. The inability to negotiate a dual-career couple arrangement can prove to be highly frustrating for highly skilled SIE women. In the absence of a strong and shared commitment to a dual-career model, women may either end up renouncing their careers for a given period of time, as in Laura's case, or may attempt to mobilise alternative resources, such as the support of grandparents for extended childcare duties, as in Ewa's case. However, neither of these solutions is sustainable in the long-run.

This article contributes to existing literature by introducing a life course study approach to research retrospectively the most important career transitions and the role of different gender arrangements within the household that have impacted the current medium-term career outcome of the female partners of an expatriate couple. We thus use a holistic longitudinal approach by incorporating insights from the relational dynamics, career stage and decision-making perspective on career transitions and trajectories. Our study demonstrates how long-term relationships especially their inherent gender arrangements and career decision-making may have a positive or a negative impact on the female self-initiated expatriates career progression. We thus introduce a shared commitment to egalitarian gender arrangements within the household as a resource which might buffer against the career risks for the female members of SIE couples in an unfriendly gender environment like Switzerland (Henning et al., 2012; Riaño et al., 2015). We argue that it is not enough to consider the employment status of both expatriate partners to determine whether they are in a "dual-career" configuration (Reynolds & Bennett, 1991; Karambayya & Reilly, 1992; Hughes, 2013). Our study has shown the necessity of analysing the gender distribution of childcare and household duties within the household and, more important, to gauge the degree of a shared moral commitment to a dual-career life-course by the members of the SIE couples. Moreover, our research has demonstrated that even when both partners share the dual-career ideal prior to the SIE, it may prove harder to put these values into practice depending on the destination countries. We thus confirm the need to move beyond a binary distinction between 'hierarchical' and 'egalitarian' partnerships in international mobility studies (Känsälä et al., 2015), by insisting on the interplay of societal gender norms and couple-level gender arrangements as they affect the career outcomes of the female members of internationally mobile couples. Classifying couples in two categories seems to simplify the issue as there is a lot of grey in-between those categories since the commitment to egalitarian gender arrangements might be aspired but not fully shared (or not being able to put in practice due to structural factors in the local environment). Our study demonstrates that some female expatriates aspire to live in a dual-career partnership, but struggle to negotiate their career importance in their partnerships and incongruent structural factors that have a tremendous impact on their career trajectories.

## 5. Limitations and future research

Indeed, the influence of local gender roles and structural environment on female expatriates' career trajectories and career transitions is an area that deserves more attention. In most cases, female self-induced expatriates who are hired in a local contract do not receive any expatriate compensation package and therefore have to organize and finance care arrangements in the host country completely by themselves. Hence, they have to negotiate and organize childcare and household duties based on the local circumstances as any other local employee with a family has to do (Fischlmayr & Puchmüller, 2016). Depending on existing material and structural obstacles to shared parenting and career investment in the host country (as in Switzerland), the negotiation and organization capacity of a dual-career couple arrangement may vary among countries, which is only marginally reflected in expatriate studies. Future studies should research and compare dual-career couples in other dual-career unfriendly environments and examine if the developed typology of gendered career outcomes of female self-initiated expatriates applies as well. Or, compare dual-career couples with a shared commitment to household egalitarian gender arrangements in different countries that have a variety of breadwinner models to examine the impact of local gender roles and structural environment of female expatriates' career trajectories.

Another aspect to consider in future studies is the long-term career outcome of female self-initiated expatriates: to examine SIE careers retrospectively over a longer time span. We analysed career trajectories and transitions over a time span of six to eight years by focusing on the move to Switzerland and subsequent years until the time of the interview. A medium-term career outcome of career reorientation and career exit/re-entry may be successful nevertheless over a longer time span and a continuous career may be put on hold later on (out of different reasons, such as another international move or a shift from a career to a family orientation of their life-course). The fatigue and reduced level of career salience Alessia experienced may point in this direction, but this can only be analysed retrospectively over a longer period of time. Indeed, the change of life role salience over the life-course and their influence on female SIE outcome would be another aspect to consider (Bikos et al., 2007; Bikos & Kocheleva, 2013).

There are some limitations to this study. First, the case study approach covers only four cases that represent different ideal types of medium-term career outcomes of female SIE to Switzerland. But whereas variance is uncomfortable in a quantitative approach (as outliers are deliberately eliminated or ignored), a qualitative case study approach offers the advantage of studying extreme cases, since they define the range within reality and relevant phenomena become most clearly evident in these cases (Göthlich, 2003). It also enables perceiving complex interconnections in their overall context (Porter, 1991), which is an important advantage when studying female career trajectories in a specific context. Our typology of four ideal types of female career trajectories well represents the range of career outcomes of the initial 16 female SIE to Switzerland. Secondly, some respondents could have given socially acceptable answers regarding the support and importance of their partner's career. Although the answers of corresponding partners verified to some extent their actual support, some couples might have given more positive responses than in reality (especially since the interviewer was also female). Third, the execution of such personal, dyadic interviews with two members of a couple and then recounting the trajectories might raise ethical concerns if

anonymity is not fully guaranteed. This is why we exchanged some of the biographical data (nationality, home countries, countries of intermediate stay except Switzerland) as it is done in ethnographic research (for example Bourgois, 2003) of the four case studies recounted in detail (Zolesio, 2011).

To conclude, this article offers a typology of four ideal types of medium-term career outcomes of female self-initiated expatriates to Switzerland, which reflects well the range of female career outcomes of the initial sample. It introduces a shared commitment to egalitarian gender arrangements within the household as a resource that might buffer against the career risks for the female members of SIE in a dual-career unfriendly environment like Switzerland.

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# APPENDIX

## *A. 1st article: List of integrated journals*[12]

| Journal | No. of articles |
|---|---|
| The International Journal of Human Resource Management | 19 |
| International Journal of Intercultural Relations | 6 |
| Journal of International Business Studies | 6 |
| Journal of Applied Psychology | 4 |
| Personnel Review | 4 |
| Cross Cultural Management: An international Journal | 3 |
| Human Resource Development International | 3 |
| Human Resource Management | 3 |
| Journal of Career Development | 3 |
| Journal of Global Mobility: The Home of Expatriate Management | 3 |
| Journal of Management | 3 |
| Personnel Psychology | 3 |
| Thunderbird International Business Review | 3 |
| Woman in Management Review | 3 |
| Academy of Management Proceedings | 2 |
| Anxiety, Stress & Coping: An International Journal | 2 |
| Career Development International | 2 |
| European Journal of Work and Organizational Psychology | 2 |
| Human Resource Management Review | 2 |
| Human Resource Planning | 2 |
| International Social Work | 2 |
| International Studies of Management & Organization | 2 |
| Journal of Managerial Psychology | 2 |
| Academy of Management Review | 1 |
| Asian Business and Management | 1 |
| British Journal of Management | 1 |
| California Management Review | 1 |
| Columbia Journal of World Business | 1 |
| Community, Work & Family | 1 |
| Comparative Technology Transfer and Society | 1 |
| Employee Relations | 1 |
| Expert Systems with Applications: An International Journal | 1 |
| Gender in Management: An International Journal | 1 |
| Gender, Work and Organization | 1 |
| Global Business and Organizational Excellence | 1 |

[12] For a list of all integrated articles, please take a look at the references of the first article. The sign (*) before the reference of an article, indicates which articles have been considered for the correspondence analysis (132 articles in total).

| | |
|---|---|
| Industrial and Commercial Training | 1 |
| Industrial Relations | 1 |
| International Business Review | 1 |
| International Dental Journal | 1 |
| International Journal of Clinical Neurosciences and Mental health | 1 |
| International Journal of Commerce & Management | 1 |
| International Journal of Management | 1 |
| International Journal of Research in Commerce and Management | 1 |
| International Journal of Selection and Assessment | 1 |
| International Sociology | 1 |
| Journal of Adolescence | 1 |
| Journal of Applied Social Psychology | 1 |
| Journal of Business Ethics | 1 |
| Journal of Management Development | 1 |
| Journal of Management Studies | 1 |
| Journal of Research in International Education | 1 |
| Journal of Transnational Management Development | 1 |
| Journal of World Business | 1 |
| Management International Review | 1 |
| Missiology: An International Review | 1 |
| Occupational Medicine | 1 |
| Organizational Behavior and Human Decision Processes | 1 |
| Personal Relationships | 1 |
| Personal Review | 1 |
| Population, Space and Place | 1 |
| Public Personnel Management | 1 |
| Research and Practice in Human Resource Management | 1 |
| Review of Public Personnel Administration | 1 |
| SAM Journal of advanced Management | 1 |
| Scandinavian Journal of Hospitality & Tourism | 1 |
| Team Performance Management | 1 |
| The Canadian journal of applied linguistics | 1 |
| The International Journal of Diversity in Organizations, Communities and Nations | 1 |
| The Journal of genetic psychology | 1 |
| The Qualitative Report | 1 |
| Women's Studies International Forum | 1 |
| **Total** | **132** |

The next two tables (B and C) present the statistical output and results of the correspondence analysis performed with the software SPAD8. For the first category, "year category," with five variables, the results indicate that the two first axes enable one to describe 63.15% of the variance of the model (32.84% for the first axis and 30.32% for the second axis). For the second category, "methodological approach," with three variables, the two first axes enable one to describe 100% of the variance of the model (60.35% for the first axis and 39.65% for the second axis). These percentages are indicators of the validity of the two-dimensional reduction to a graph that represents the original higher-dimensional construct (Lebart et al., 2010). Nevertheless, important words that contributed highly on the third and fourth axes were also included in the analysis and graph. For the year category, SPAD identified 161 segments that contributed significantly to the construction of the two-dimensional semantic structure of the research field and were most often repeated (in relation to all frequencies). To reduce the number of segments further, I filtered the segments statistically (70% of items were selected based on an exclusive selection) to obtain two-word combinations of the research field summarized and represented in one graph (figure 1 in the first article). For the second category, methodological approach, SPAD identified 258 segments that contributed significantly to the construction of the graphic. Similar to the first analysis, the number of two-word segments was reduced additionally (30% of items were selected based on an exclusive selection) to obtain a representative and displayable number of segments for each value of the variable (figure 2 in the first article).

## *B. 1st article: Final output SPAD for "year category" with five variables*

*SELECTION OF CASES AND VARIABLES*
*ACTIVE FREQUENCIES*
*5 VARIABLES*

| | |
|---|---|
| *1 . 1966-94* | *( CONTINUOUS )* |
| *2 . 1995-1999* | *( CONTINUOUS )* |
| *3 . 2000-2004* | *( CONTINUOUS )* |
| *4 . 2005-2009* | *( CONTINUOUS )* |
| *5 . 2010-2014* | *( CONTINUOUS )* |

*SIMPLE CORRESPONDENCE ANALYSIS*

*HISTOGRAM OF THE FIRST 4 EIGENVALUES*

| NUMBER | EIGENVALUE | PERCENTAGE | CUMULATED PERCENTAGE |
|---|---|---|---|
| 1 | 0.6133 | 32.84 | 32.84 |
| 2 | 0.5661 | 30.32 | 63.15 |
| 3 | 0.4073 | 21.81 | 84.96 |
| 4 | 0.2808 | 15.04 | 100.00 |

*Chi-2 TEST FOR AXIS CHOICE*
*(USING USUAL THRESHOLD, YOU CAN GO TO THE FIRST TEST-VALUE > 2.0)*

| NUMBER OF AXIS | STAT CHI2 | DEG. OF FREEDOM | PROB. X>CHI2 | TEST VALUE | |
|---|---|---|---|---|---|
| 1 | 1018.44 | 462 | 0.0000 | -13.85 | * |
| 2 | 558.73 | 306 | 0.0000 | -8.30 | * |

| 3 | 228.00 | 152 | 0.0001 | -3.83 |*|
| 4 | 0.00 | 0 | ===== | ===== | |

*COORDINATES, CONTRIBUTIONS OF FREQUENCIES ON AXES 1 TO 4*
*ACTIVE FREQUENCIES*

| FREQUENCIES | | | COORDINATES | | | | | CONTRIBUTIONS | | | | | SQUARED COSINES | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| IDEN – Short Label | REL.WT | DISTO | 1 | 2 | 3 | 4 | 0 | 1 | 2 | 3 | 4 | 0 | 1 | 2 | 3 | 4 | 0 |
| m1 - 1966-94 | 15.39 | 2.76 | -0.96 | -0.86 | -1.04 | 0.03 | 0.00 | 23.4 | 20.3 | 40.9 | 0.1 | 0.0 | 0.34 | 0.27 | 0.39 | 0.00 | 0.00 |
| m2 - 1995-1999 | 17.12 | 2.45 | -1.18 | 0.53 | 0.78 | -0.40 | 0.00 | 38.8 | 8.5 | 25.7 | 9.8 | 0.0 | 0.57 | 0.12 | 0.25 | 0.07 | 0.00 |
| m3 - 2000-2004 | 22.04 | 1.81 | 0.55 | -1.01 | 0.67 | 0.19 | 0.00 | 10.9 | 40.0 | 24.2 | 2.9 | 0.0 | 0.17 | 0.57 | 0.25 | 0.02 | 0.00 |
| m4 - 2005-2009 | 16.13 | 1.85 | 0.06 | 0.87 | -0.12 | 1.03 | 0.00 | 0.1 | 21.8 | 0.6 | 61.4 | 0.0 | 0.00 | 0.41 | 0.01 | 0.58 | 0.00 |
| m5 - 2010-2014 | 29.31 | 1.11 | 0.75 | 0.42 | -0.35 | -0.50 | 0.00 | 26.8 | 9.3 | 8.7 | 25.8 | 0.0 | 0.51 | 0.16 | 0.11 | 0.22 | 0.00 |

*COORDINATES, CONTRIBUTIONS AND SQUARED COSINES OF CASES*
*ACTIVE CASES (AXES 1 TO 4)*

| CASES | | | COORDINATES | | | | | CONTRIBUTIONS | | | | | SQUARED COSINES | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| IDENTIFIER | REL.WT. | DISTO | 1 | 2 | 3 | 4 | 0 | 1 | 2 | 3 | 4 | 0 | 1 | 2 | 3 | 4 | 0 |
| abroad for | 0.25 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.2 | 0.8 | 0.7 | 0.1 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| acceptance of | 0.25 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.2 | 0.8 | 0.7 | 0.1 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| adjustment research | 0.25 | 2.01 | -0.71 | 0.93 | 0.52 | 0.60 | 0.00 | 0.2 | 0.4 | 0.2 | 0.3 | 0.0 | 0.25 | 0.43 | 0.13 | 0.18 | 0.00 |
| american expatriate | 0.25 | 1.76 | -0.26 | -1.25 | -0.29 | 0.21 | 0.00 | 0.0 | 0.7 | 0.1 | 0.0 | 0.0 | 0.04 | 0.89 | 0.05 | 0.03 | 0.00 |
| american multinational | 0.37 | 2.54 | -1.32 | -0.53 | -0.68 | -0.21 | 0.00 | 1.1 | 0.2 | 0.4 | 0.1 | 0.0 | 0.69 | 0.11 | 0.18 | 0.02 | 0.00 |
| american school | 0.25 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.2 | 0.8 | 0.7 | 0.1 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| american teachers | 0.25 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.2 | 0.8 | 0.7 | 0.1 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| are explored | 0.37 | 2.54 | -1.32 | -0.53 | -0.68 | -0.21 | 0.00 | 1.1 | 0.2 | 0.4 | 0.1 | 0.0 | 0.69 | 0.11 | 0.18 | 0.02 | 0.00 |
| are working | 0.25 | 2.08 | -1.37 | -0.22 | -0.20 | -0.35 | 0.00 | 0.8 | 0.0 | 0.0 | 0.1 | 0.0 | 0.90 | 0.02 | 0.02 | 0.06 | 0.00 |
| as family | 0.49 | 1.13 | -0.10 | 0.90 | 0.08 | 0.55 | 0.00 | 0.0 | 0.7 | 0.0 | 0.5 | 0.0 | 0.01 | 0.72 | 0.01 | 0.27 | 0.00 |
| attitudes in | 0.25 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.2 | 0.8 | 0.7 | 0.1 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| avoidance strategies | 0.37 | 5.50 | -1.23 | -1.15 | -1.63 | 0.07 | 0.00 | 0.9 | 0.9 | 2.4 | 0.0 | 0.0 | 0.28 | 0.24 | 0.48 | 0.00 | 0.00 |
| behavioral adjustment | 0.25 | 5.50 | -1.23 | -1.15 | -1.63 | 0.07 | 0.00 | 0.6 | 0.6 | 1.6 | 0.0 | 0.0 | 0.28 | 0.24 | 0.48 | 0.00 | 0.00 |
| british parents | 0.25 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.2 | 0.8 | 0.7 | 0.1 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| business expatriates | 0.86 | 1.11 | 0.81 | -0.53 | 0.36 | -0.20 | 0.00 | 0.9 | 0.4 | 0.3 | 0.1 | 0.0 | 0.59 | 0.25 | 0.12 | 0.03 | 0.00 |
| career development | 0.62 | 0.53 | 0.42 | -0.54 | -0.13 | -0.22 | 0.00 | 0.2 | 0.3 | 0.0 | 0.1 | 0.0 | 0.33 | 0.55 | 0.03 | 0.09 | 0.00 |
| career planning | 0.25 | 4.84 | -1.51 | 0.71 | 1.23 | -0.76 | 0.00 | 0.9 | 0.2 | 0.9 | 0.5 | 0.0 | 0.47 | 0.10 | 0.31 | 0.12 | 0.00 |
| career-oriented spouses | 0.25 | 5.50 | -1.23 | -1.15 | -1.63 | 0.07 | 0.00 | 0.6 | 0.6 | 1.6 | 0.0 | 0.0 | 0.28 | 0.24 | 0.48 | 0.00 | 0.00 |
| case study | 0.49 | 1.31 | 0.74 | 0.71 | -0.46 | -0.22 | 0.00 | 0.4 | 0.4 | 0.3 | 0.1 | 0.0 | 0.42 | 0.39 | 0.16 | 0.04 | 0.00 |
| changes in | 0.74 | 2.39 | -0.59 | -1.21 | -0.74 | 0.16 | 0.00 | 0.4 | 1.9 | 1.0 | 0.1 | 0.0 | 0.14 | 0.62 | 0.23 | 0.01 | 0.00 |
| company assistance | 0.25 | 5.50 | -1.23 | -1.15 | -1.63 | 0.07 | 0.00 | 0.6 | 0.6 | 1.6 | 0.0 | 0.0 | 0.28 | 0.24 | 0.48 | 0.00 | 0.00 |
| compared with | 0.37 | 1.74 | 0.06 | -1.28 | 0.15 | 0.26 | 0.00 | 0.0 | 1.1 | 0.0 | 0.1 | 0.0 | 0.00 | 0.94 | 0.01 | 0.04 | 0.00 |
| complex process | 0.25 | 4.84 | -1.51 | 0.71 | 1.23 | -0.76 | 0.00 | 0.9 | 0.2 | 0.9 | 0.5 | 0.0 | 0.47 | 0.10 | 0.31 | 0.12 | 0.00 |
| concerned with | 0.49 | 1.76 | 0.77 | -0.87 | 0.65 | 0.04 | 0.00 | 0.5 | 0.7 | 0.5 | 0.0 | 0.0 | 0.33 | 0.43 | 0.24 | 0.00 | 0.00 |
| corporate support | 0.25 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.2 | 0.8 | 0.7 | 0.1 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| correlation between | 0.37 | 2.39 | -0.59 | -1.21 | -0.74 | 0.16 | 0.00 | 0.2 | 1.0 | 0.5 | 0.0 | 0.0 | 0.14 | 0.62 | 0.23 | 0.01 | 0.00 |
| country nationals | 0.74 | 1.06 | -0.89 | 0.24 | -0.20 | 0.42 | 0.00 | 0.9 | 0.1 | 0.1 | 0.5 | 0.0 | 0.74 | 0.05 | 0.04 | 0.17 | 0.00 |
| cross-cultural adjustment | 2.22 | 0.39 | 0.40 | -0.33 | 0.32 | -0.12 | 0.00 | 0.6 | 0.4 | 0.6 | 0.1 | 0.0 | 0.41 | 0.28 | 0.26 | 0.04 | 0.00 |
| culture novelty | 0.62 | 1.53 | -0.75 | 0.39 | 0.91 | 0.01 | 0.00 | 0.6 | 0.2 | 1.2 | 0.0 | 0.0 | 0.37 | 0.10 | 0.54 | 0.00 | 0.00 |
| culture shock | 0.99 | 1.14 | -0.10 | -0.96 | -0.11 | 0.45 | 0.00 | 0.0 | 1.6 | 0.0 | 0.7 | 0.0 | 0.01 | 0.80 | 0.01 | 0.18 | 0.00 |
| decision process | 0.25 | 5.50 | -1.23 | -1.15 | -1.63 | 0.07 | 0.00 | 0.6 | 0.6 | 1.6 | 0.0 | 0.0 | 0.28 | 0.24 | 0.48 | 0.00 | 0.00 |
| disruption of | 0.25 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.2 | 0.8 | 0.7 | 0.1 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| dual-career couple | 3.08 | 1.98 | -0.91 | 0.63 | 0.86 | -0.13 | 0.00 | 4.2 | 2.1 | 5.6 | 0.2 | 0.0 | 0.42 | 0.20 | 0.37 | 0.01 | 0.00 |
| dual-career exploration | 0.37 | 5.20 | 0.08 | 1.16 | -0.19 | 1.95 | 0.00 | 0.0 | 0.9 | 0.0 | 5.0 | 0.0 | 0.00 | 0.26 | 0.01 | 0.73 | 0.00 |
| education of | 0.25 | 5.50 | -1.23 | -1.15 | -1.63 | 0.07 | 0.00 | 0.6 | 0.6 | 1.6 | 0.0 | 0.0 | 0.28 | 0.24 | 0.48 | 0.00 | 0.00 |
| educational background | 0.25 | 5.50 | -1.23 | -1.15 | -1.63 | 0.07 | 0.00 | 0.6 | 0.6 | 1.6 | 0.0 | 0.0 | 0.28 | 0.24 | 0.48 | 0.00 | 0.00 |
| employed by | 0.25 | 2.01 | -0.71 | 0.93 | 0.52 | 0.60 | 0.00 | 0.2 | 0.4 | 0.2 | 0.3 | 0.0 | 0.25 | 0.43 | 0.13 | 0.18 | 0.00 |
| examined anticipatory | 0.37 | 2.54 | -1.32 | -0.53 | -0.68 | -0.21 | 0.00 | 1.1 | 0.2 | 0.4 | 0.1 | 0.0 | 0.69 | 0.11 | 0.18 | 0.02 | 0.00 |
| expatriate academics | 0.49 | 1.31 | 0.74 | 0.71 | -0.46 | -0.22 | 0.00 | 0.4 | 0.4 | 0.3 | 0.1 | 0.0 | 0.42 | 0.39 | 0.16 | 0.04 | 0.00 |
| expatriate attitudes | 0.25 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.2 | 0.8 | 0.7 | 0.1 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| expatriate candidates | 0.37 | 2.29 | -0.98 | 0.86 | 0.76 | 0.15 | 0.00 | 0.6 | 0.5 | 0.5 | 0.0 | 0.0 | 0.42 | 0.32 | 0.25 | 0.01 | 0.00 |
| expatriate children | 0.74 | 0.53 | 0.73 | 0.03 | 0.05 | -0.02 | 0.00 | 0.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.99 | 0.00 | 0.00 | 0.00 | 0.00 |
| expatriate family | 2.09 | 0.89 | 0.24 | 0.75 | -0.07 | 0.52 | 0.00 | 0.2 | 2.1 | 0.0 | 2.0 | 0.0 | 0.06 | 0.63 | 0.01 | 0.30 | 0.00 |
| expatriate managers | 1.60 | 0.52 | -0.49 | -0.07 | -0.21 | -0.47 | 0.00 | 0.6 | 0.0 | 0.2 | 1.3 | 0.0 | 0.47 | 0.01 | 0.09 | 0.43 | 0.00 |

| | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| *expatriate spouse* | *4.19* | *0.68* | *0.76* | *-0.07* | *-0.04* | *-0.32* | *0.00* | *3.9* | *0.0* | *0.0* | *1.5* | *0.0* | *0.84* | *0.01* | *0.00* | *0.15* | *0.00* |
| *expatriate turnover* | *0.25* | *5.50* | *-1.23* | *-1.15* | *-1.63* | *0.07* | *0.00* | *0.6* | *0.6* | *1.6* | *0.0* | *0.0* | *0.28* | *0.24* | *0.48* | *0.00* | *0.00* |
| *expatriation context* | *0.37* | *2.41* | *0.96* | *0.56* | *-0.55* | *-0.94* | *0.00* | *0.6* | *0.2* | *0.3* | *1.2* | *0.0* | *0.38* | *0.13* | *0.12* | *0.37* | *0.00* |
| *factors of* | *0.25* | *2.08* | *-1.37* | *-0.22* | *-0.20* | *-0.35* | *0.00* | *0.8* | *0.0* | *0.0* | *0.1* | *0.0* | *0.90* | *0.02* | *0.02* | *0.06* | *0.00* |
| *failure of* | *0.99* | *1.25* | *-1.04* | *0.36* | *0.16* | *0.13* | *0.00* | *1.7* | *0.2* | *0.1* | *0.1* | *0.0* | *0.87* | *0.10* | *0.02* | *0.01* | *0.00* |
| *failure rate* | *0.74* | *3.18* | *-1.14* | *0.36* | *1.20* | *-0.57* | *0.00* | *1.6* | *0.2* | *2.6* | *0.9* | *0.0* | *0.41* | *0.04* | *0.45* | *0.10* | *0.00* |
| *family adjustment* | *1.11* | *1.98* | *0.34* | *0.75* | *-0.13* | *1.13* | *0.00* | *0.2* | *1.1* | *0.0* | *5.1* | *0.0* | *0.06* | *0.28* | *0.01* | *0.65* | *0.00* |
| *family characteristics* | *0.62* | *1.53* | *-0.75* | *0.39* | *0.91* | *0.01* | *0.00* | *0.6* | *0.2* | *1.2* | *0.0* | *0.0* | *0.37* | *0.10* | *0.54* | *0.00* | *0.00* |
| *family responsibilities* | *0.25* | *3.54* | *0.70* | *-1.35* | *1.05* | *0.36* | *0.00* | *0.2* | *0.8* | *0.7* | *0.1* | *0.0* | *0.14* | *0.51* | *0.31* | *0.04* | *0.00* |
| *female expatriate* | *2.22* | *0.81* | *0.68* | *0.52* | *-0.27* | *0.01* | *0.00* | *1.7* | *1.1* | *0.4* | *0.0* | *0.0* | *0.58* | *0.33* | *0.09* | *0.00* | *0.00* |
| *finnish repatriates* | *0.25* | *4.84* | *-1.51* | *0.71* | *1.23* | *-0.76* | *0.00* | *0.9* | *0.2* | *0.9* | *0.5* | *0.0* | *0.47* | *0.10* | *0.31* | *0.12* | *0.00* |
| *for global* | *0.37* | *2.29* | *-0.98* | *0.86* | *0.76* | *0.15* | *0.00* | *0.6* | *0.5* | *0.5* | *0.0* | *0.0* | *0.42* | *0.32* | *0.25* | *0.01* | *0.00* |
| *gender differences* | *0.74* | *1.21* | *0.66* | *0.76* | *-0.43* | *0.02* | *0.00* | *0.5* | *0.8* | *0.3* | *0.0* | *0.0* | *0.37* | *0.48* | *0.15* | *0.00* | *0.00* |
| *gender stereotyping* | *0.37* | *5.20* | *0.08* | *1.16* | *-0.19* | *1.95* | *0.00* | *0.0* | *0.9* | *0.0* | *5.0* | *0.0* | *0.00* | *0.26* | *0.01* | *0.73* | *0.00* |
| *general adjustment* | *1.11* | *0.47* | *-0.37* | *0.41* | *-0.27* | *0.29* | *0.00* | *0.2* | *0.3* | *0.2* | *0.3* | *0.0* | *0.29* | *0.37* | *0.16* | *0.18* | *0.00* |
| *general health* | *0.74* | *3.54* | *0.70* | *-1.35* | *1.05* | *0.36* | *0.00* | *0.6* | *2.4* | *2.0* | *0.3* | *0.0* | *0.14* | *0.51* | *0.31* | *0.04* | *0.00* |
| *global managers* | *0.86* | *1.25* | *0.71* | *0.74* | *-0.44* | *-0.11* | *0.00* | *0.7* | *0.8* | *0.4* | *0.0* | *0.0* | *0.40* | *0.43* | *0.16* | *0.01* | *0.00* |
| *global mentoring* | *0.37* | *4.84* | *-1.51* | *0.71* | *1.23* | *-0.76* | *0.00* | *1.4* | *0.3* | *1.4* | *0.8* | *0.0* | *0.47* | *0.10* | *0.31* | *0.12* | *0.00* |
| *grades in* | *0.37* | *3.54* | *0.70* | *-1.35* | *1.05* | *0.36* | *0.00* | *0.3* | *1.2* | *1.0* | *0.2* | *0.0* | *0.14* | *0.51* | *0.31* | *0.04* | *0.00* |
| *higher education* | *0.49* | *2.41* | *0.96* | *0.56* | *-0.55* | *-0.94* | *0.00* | *0.7* | *0.3* | *0.4* | *1.5* | *0.0* | *0.38* | *0.13* | *0.12* | *0.37* | *0.00* |
| *highly skilled* | *0.62* | *1.22* | *0.60* | *0.80* | *-0.40* | *0.22* | *0.00* | *0.4* | *0.7* | *0.2* | *0.1* | *0.0* | *0.30* | *0.53* | *0.13* | *0.04* | *0.00* |
| *home country* | *0.99* | *0.97* | *-0.53* | *0.55* | *0.63* | *0.04* | *0.00* | *0.4* | *0.5* | *1.0* | *0.0* | *0.0* | *0.29* | *0.31* | *0.41* | *0.00* | *0.00* |
| *home culture* | *0.37* | *1.98* | *-0.69* | *0.66* | *0.64* | *-0.82* | *0.00* | *0.3* | *0.3* | *0.4* | *0.9* | *0.0* | *0.24* | *0.22* | *0.20* | *0.34* | *0.00* |
| *hong kong* | *1.23* | *1.42* | *0.56* | *-0.95* | *0.46* | *0.07* | *0.00* | *0.6* | *1.9* | *0.6* | *0.0* | *0.0* | *0.22* | *0.63* | *0.15* | *0.00* | *0.00* |
| *host company* | *0.25* | *3.54* | *0.70* | *-1.35* | *1.05* | *0.36* | *0.00* | *0.2* | *0.8* | *0.7* | *0.1* | *0.0* | *0.14* | *0.51* | *0.31* | *0.04* | *0.00* |
| *housing conditions* | *0.37* | *2.32* | *-1.41* | *0.09* | *0.27* | *-0.48* | *0.00* | *1.2* | *0.0* | *0.1* | *0.3* | *0.0* | *0.86* | *0.00* | *0.03* | *0.10* | *0.00* |
| *hr policies* | *0.25* | *3.54* | *0.70* | *-1.35* | *1.05* | *0.36* | *0.00* | *0.2* | *0.8* | *0.7* | *0.1* | *0.0* | *0.14* | *0.51* | *0.31* | *0.04* | *0.00* |
| *in atcks* | *0.37* | *2.41* | *0.96* | *0.56* | *-0.55* | *-0.94* | *0.00* | *0.6* | *0.2* | *0.3* | *1.2* | *0.0* | *0.38* | *0.13* | *0.12* | *0.37* | *0.00* |

| *CASES* | | | *COORDINATES* | | | | | *CONTRIBUTIONS* | | | | | *SQUARED COSINES* | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| *IDENTIFIER* | *REL.WT.* | *DISTO* | *1* | *2* | *3* | *4* | *0* | *1* | *2* | *3* | *4* | *0* | *1* | *2* | *3* | *4* | *0* |
| *in china* | *0.49* | *2.70* | *0.30* | *1.01* | *-0.28* | *1.23* | *0.00* | *0.1* | *0.9* | *0.1* | *2.6* | *0.0* | *0.03* | *0.38* | *0.03* | *0.56* | *0.00* |
| *in europe* | *0.25* | *3.54* | *0.70* | *-1.35* | *1.05* | *0.36* | *0.00* | *0.2* | *0.8* | *0.7* | *0.1* | *0.0* | *0.14* | *0.51* | *0.31* | *0.04* | *0.00* |
| *in foreign* | *0.25* | *1.76* | *-0.26* | *-1.25* | *-0.29* | *0.21* | *0.00* | *0.0* | *0.7* | *0.1* | *0.0* | *0.0* | *0.04* | *0.89* | *0.05* | *0.03* | *0.00* |
| *in japan* | *0.37* | *1.74* | *0.06* | *-1.28* | *0.15* | *0.26* | *0.00* | *0.0* | *1.1* | *0.0* | *0.1* | *0.0* | *0.00* | *0.94* | *0.01* | *0.04* | *0.00* |
| *in management* | *0.25* | *1.76* | *-0.26* | *-1.25* | *-0.29* | *0.21* | *0.00* | *0.0* | *0.7* | *0.1* | *0.0* | *0.0* | *0.04* | *0.89* | *0.05* | *0.03* | *0.00* |
| *in overseas* | *0.49* | *1.76* | *-0.26* | *-1.25* | *-0.29* | *0.21* | *0.00* | *0.1* | *1.4* | *0.1* | *0.1* | *0.0* | *0.04* | *0.89* | *0.05* | *0.03* | *0.00* |
| *in-country individual* | *0.25* | *5.50* | *-1.23* | *-1.15* | *-1.63* | *0.07* | *0.00* | *0.6* | *0.6* | *1.6* | *0.0* | *0.0* | *0.28* | *0.24* | *0.48* | *0.00* | *0.00* |
| *interacting with* | *0.37* | *2.32* | *-1.41* | *0.09* | *0.27* | *-0.48* | *0.00* | *1.2* | *0.0* | *0.1* | *0.3* | *0.0* | *0.86* | *0.00* | *0.03* | *0.10* | *0.00* |
| *interfering with* | *0.49* | *3.54* | *0.70* | *-1.35* | *1.05* | *0.36* | *0.00* | *0.4* | *1.6* | *1.3* | *0.2* | *0.0* | *0.14* | *0.51* | *0.31* | *0.04* | *0.00* |
| *international assignment* | *4.19* | *0.41* | *0.21* | *0.52* | *-0.13* | *0.28* | *0.00* | *0.3* | *2.0* | *0.2* | *1.1* | *0.0* | *0.10* | *0.67* | *0.04* | *0.19* | *0.00* |
| *international firms* | *0.25* | *3.54* | *0.70* | *-1.35* | *1.05* | *0.36* | *0.00* | *0.2* | *0.8* | *0.7* | *0.1* | *0.0* | *0.14* | *0.51* | *0.31* | *0.04* | *0.00* |
| *international hrm* | *2.22* | *0.37* | *-0.29* | *0.40* | *0.12* | *0.33* | *0.00* | *0.3* | *0.6* | *0.1* | *0.9* | *0.0* | *0.23* | *0.43* | *0.04* | *0.30* | *0.00* |
| *international job* | *0.99* | *3.85* | *-0.09* | *0.87* | *-0.37* | *1.72* | *0.00* | *0.0* | *1.3* | *0.3* | *10.3* | *0.0* | *0.00* | *0.20* | *0.03* | *0.76* | *0.00* |
| *international management* | *0.25* | *4.84* | *-1.51* | *0.71* | *1.23* | *-0.76* | *0.00* | *0.9* | *0.2* | *0.9* | *0.5* | *0.0* | *0.47* | *0.10* | *0.31* | *0.12* | *0.00* |
| *interview data* | *0.37* | *2.41* | *0.96* | *0.56* | *-0.55* | *-0.94* | *0.00* | *0.6* | *0.2* | *0.3* | *1.2* | *0.0* | *0.38* | *0.13* | *0.12* | *0.37* | *0.00* |
| *interviews with* | *1.60* | *0.64* | *0.50* | *0.47* | *-0.40* | *0.13* | *0.00* | *0.6* | *0.6* | *0.6* | *0.1* | *0.0* | *0.39* | *0.34* | *0.24* | *0.03* | *0.00* |
| *japanese children* | *0.62* | *2.04* | *0.75* | *-0.97* | *0.73* | *0.10* | *0.00* | *0.6* | *1.0* | *0.8* | *0.0* | *0.0* | *0.28* | *0.46* | *0.26* | *0.01* | *0.00* |
| *japanese firms* | *0.25* | *1.76* | *-0.26* | *-1.25* | *-0.29* | *0.21* | *0.00* | *0.0* | *0.7* | *0.1* | *0.0* | *0.0* | *0.04* | *0.89* | *0.05* | *0.03* | *0.00* |
| *japanese spouses* | *0.25* | *3.54* | *0.70* | *-1.35* | *1.05* | *0.36* | *0.00* | *0.2* | *0.8* | *0.7* | *0.1* | *0.0* | *0.14* | *0.51* | *0.31* | *0.04* | *0.00* |
| *job mobility* | *0.25* | *5.50* | *-1.23* | *-1.15* | *-1.63* | *0.07* | *0.00* | *0.6* | *0.6* | *1.6* | *0.0* | *0.0* | *0.28* | *0.24* | *0.48* | *0.00* | *0.00* |
| *job search* | *0.74* | *3.40* | *0.22* | *1.06* | *-0.25* | *1.47* | *0.00* | *0.1* | *1.5* | *0.1* | *5.7* | *0.0* | *0.01* | *0.33* | *0.02* | *0.64* | *0.00* |
| *labour market* | *0.37* | *4.84* | *-1.51* | *0.71* | *1.23* | *-0.76* | *0.00* | *1.4* | *0.3* | *1.4* | *0.8* | *0.0* | *0.47* | *0.10* | *0.31* | *0.12* | *0.00* |
| *life conflict* | *0.37* | *3.54* | *0.70* | *-1.35* | *1.05* | *0.36* | *0.00* | *0.3* | *1.2* | *1.0* | *0.2* | *0.0* | *0.14* | *0.51* | *0.31* | *0.04* | *0.00* |
| *management literature* | *0.37* | *1.74* | *0.06* | *-1.28* | *0.15* | *0.26* | *0.00* | *0.0* | *1.1* | *0.0* | *0.1* | *0.0* | *0.00* | *0.94* | *0.01* | *0.04* | *0.00* |
| *management positions* | *0.25* | *2.08* | *-1.37* | *-0.22* | *-0.20* | *-0.35* | *0.00* | *0.8* | *0.0* | *0.0* | *0.1* | *0.0* | *0.90* | *0.02* | *0.02* | *0.06* | *0.00* |
| *managers in* | *0.37* | *2.54* | *-1.32* | *-0.53* | *-0.68* | *-0.21* | *0.00* | *1.1* | *0.2* | *0.4* | *0.1* | *0.0* | *0.69* | *0.11* | *0.18* | *0.02* | *0.00* |
| *marital role* | *0.49* | *2.41* | *0.96* | *0.56* | *-0.55* | *-0.94* | *0.00* | *0.7* | *0.3* | *0.4* | *1.5* | *0.0* | *0.38* | *0.13* | *0.12* | *0.37* | *0.00* |
| *marital status* | *0.62* | *1.22* | *0.60* | *0.80* | *-0.40* | *0.22* | *0.00* | *0.4* | *0.7* | *0.2* | *0.1* | *0.0* | *0.30* | *0.53* | *0.13* | *0.04* | *0.00* |
| *mental health* | *0.86* | *1.63* | *0.83* | *0.65* | *-0.49* | *-0.53* | *0.00* | *1.0* | *0.6* | *0.5* | *0.8* | *0.0* | *0.42* | *0.26* | *0.15* | *0.17* | *0.00* |
| *multinational companies* | *0.86* | *1.75* | *-0.29* | *-0.41* | *-1.16* | *-0.36* | *0.00* | *0.1* | *0.3* | *2.9* | *0.4* | *0.0* | *0.05* | *0.10* | *0.78* | *0.08* | *0.00* |
| *multinational corporation* | *1.35* | *1.79* | *-1.17* | *0.45* | *0.45* | *-0.12* | *0.00* | *3.0* | *0.5* | *0.7* | *0.1* | *0.0* | *0.77* | *0.11* | *0.11* | *0.01* | *0.00* |
| *non-work variables* | *0.37* | *2.39* | *-0.59* | *-1.21* | *-0.74* | *0.16* | *0.00* | *0.2* | *1.0* | *0.5* | *0.0* | *0.0* | *0.14* | *0.62* | *0.23* | *0.01* | *0.00* |
| *obtained from* | *0.37* | *2.39* | *-0.59* | *-1.21* | *-0.74* | *0.16* | *0.00* | *0.2* | *1.0* | *0.5* | *0.0* | *0.0* | *0.14* | *0.62* | *0.23* | *0.01* | *0.00* |
| *occupational role* | *0.37* | *2.41* | *0.96* | *0.56* | *-0.55* | *-0.94* | *0.00* | *0.6* | *0.2* | *0.3* | *1.2* | *0.0* | *0.38* | *0.13* | *0.12* | *0.37* | *0.00* |
| *organizational policies* | *0.25* | *2.01* | *-0.71* | *0.93* | *0.52* | *0.60* | *0.00* | *0.2* | *0.4* | *0.2* | *0.3* | *0.0* | *0.25* | *0.43* | *0.13* | *0.18* | *0.00* |

| | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| organizational support | 1.23 | 1.18 | 0.80 | -0.58 | 0.41 | -0.16 | 0.00 | 1.3 | 0.7 | 0.5 | 0.1 | 0.0 | 0.55 | 0.29 | 0.14 | 0.02 | 0.00 |
| organizational withdrawal | 0.25 | 2.08 | -1.37 | -0.22 | -0.20 | -0.35 | 0.00 | 0.8 | 0.0 | 0.0 | 0.1 | 0.0 | 0.90 | 0.02 | 0.02 | 0.06 | 0.00 |
| originality value | 1.60 | 1.22 | 0.69 | 0.75 | -0.43 | -0.05 | 0.00 | 1.2 | 1.6 | 0.7 | 0.0 | 0.0 | 0.38 | 0.46 | 0.15 | 0.00 | 0.00 |
| over returning | 0.25 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.2 | 0.8 | 0.7 | 0.1 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| overseas assignment | 1.85 | 0.79 | -0.50 | -0.56 | -0.47 | 0.01 | 0.00 | 0.8 | 1.0 | 1.0 | 0.0 | 0.0 | 0.32 | 0.40 | 0.28 | 0.00 | 0.00 |
| overseas executive | 0.37 | 5.50 | -1.23 | -1.15 | -1.63 | 0.07 | 0.00 | 0.9 | 0.9 | 2.4 | 0.0 | 0.0 | 0.28 | 0.24 | 0.48 | 0.00 | 0.00 |
| parental demands | 0.37 | 5.20 | 0.08 | 1.16 | -0.19 | 1.95 | 0.00 | 0.0 | 0.9 | 0.0 | 5.0 | 0.0 | 0.00 | 0.26 | 0.01 | 0.73 | 0.00 |
| personal life | 1.23 | 1.00 | 0.72 | -0.52 | 0.45 | 0.13 | 0.00 | 1.0 | 0.6 | 0.6 | 0.1 | 0.0 | 0.51 | 0.27 | 0.20 | 0.02 | 0.00 |
| personality trait | 0.62 | 2.41 | 0.96 | 0.56 | -0.55 | -0.94 | 0.00 | 0.9 | 0.3 | 0.4 | 1.9 | 0.0 | 0.38 | 0.13 | 0.12 | 0.37 | 0.00 |
| physical exercise | 0.37 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.3 | 1.2 | 1.0 | 0.2 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| program in | 0.25 | 2.08 | -1.37 | -0.22 | -0.20 | -0.35 | 0.00 | 0.8 | 0.0 | 0.0 | 0.1 | 0.0 | 0.90 | 0.02 | 0.02 | 0.06 | 0.00 |
| qualitative research | 0.25 | 1.40 | 0.52 | 0.86 | -0.37 | 0.51 | 0.00 | 0.1 | 0.3 | 0.1 | 0.2 | 0.0 | 0.19 | 0.53 | 0.10 | 0.18 | 0.00 |
| qualitative study | 0.37 | 2.13 | 0.37 | 0.96 | -0.31 | 0.99 | 0.00 | 0.1 | 0.6 | 0.1 | 1.3 | 0.0 | 0.06 | 0.43 | 0.04 | 0.46 | 0.00 |
| relationship with | 1.23 | 1.78 | -0.43 | -1.04 | -0.72 | 0.05 | 0.00 | 0.4 | 2.3 | 1.6 | 0.0 | 0.0 | 0.11 | 0.60 | 0.29 | 0.00 | 0.00 |
| relocation assistance | 0.49 | 3.04 | -0.90 | -0.57 | -1.27 | 0.54 | 0.00 | 0.7 | 0.3 | 1.9 | 0.5 | 0.0 | 0.27 | 0.11 | 0.53 | 0.09 | 0.00 |
| relocation is | 0.49 | 3.02 | -1.30 | -0.68 | -0.92 | -0.14 | 0.00 | 1.4 | 0.4 | 1.0 | 0.0 | 0.0 | 0.56 | 0.16 | 0.28 | 0.01 | 0.00 |
| repatriation adjustment | 0.74 | 1.45 | -1.11 | -0.15 | -0.44 | 0.11 | 0.00 | 1.5 | 0.0 | 0.3 | 0.0 | 0.0 | 0.85 | 0.01 | 0.13 | 0.01 | 0.00 |
| role commitment | 0.37 | 2.41 | 0.96 | 0.56 | -0.55 | -0.94 | 0.00 | 0.6 | 0.2 | 0.3 | 1.2 | 0.0 | 0.38 | 0.13 | 0.12 | 0.37 | 0.00 |
| role expectations | 0.37 | 2.41 | 0.96 | 0.56 | -0.55 | -0.94 | 0.00 | 0.6 | 0.2 | 0.3 | 1.2 | 0.0 | 0.38 | 0.13 | 0.12 | 0.37 | 0.00 |
| role importance | 0.62 | 2.41 | 0.96 | 0.56 | -0.55 | -0.94 | 0.00 | 0.9 | 0.3 | 0.4 | 1.9 | 0.0 | 0.38 | 0.13 | 0.12 | 0.37 | 0.00 |
| second language | 0.25 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.2 | 0.8 | 0.7 | 0.1 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| selection criteria | 0.25 | 5.50 | -1.23 | -1.15 | -1.63 | 0.07 | 0.00 | 0.6 | 0.6 | 1.6 | 0.0 | 0.0 | 0.28 | 0.24 | 0.48 | 0.00 | 0.00 |
| senior female | 0.37 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.3 | 1.2 | 1.0 | 0.2 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| social status | 0.25 | 2.08 | -1.37 | -0.22 | -0.20 | -0.35 | 0.00 | 0.8 | 0.0 | 0.0 | 0.1 | 0.0 | 0.90 | 0.02 | 0.02 | 0.06 | 0.00 |
| socialization of | 0.25 | 4.84 | -1.51 | 0.71 | 1.23 | -0.76 | 0.00 | 0.9 | 0.2 | 0.9 | 0.5 | 0.0 | 0.47 | 0.10 | 0.31 | 0.12 | 0.00 |
| south korea | 0.25 | 0.99 | 0.83 | -0.39 | 0.25 | -0.29 | 0.00 | 0.3 | 0.1 | 0.0 | 0.1 | 0.0 | 0.70 | 0.16 | 0.06 | 0.08 | 0.00 |
| spouse adjustment | 2.34 | 0.56 | 0.25 | -0.69 | 0.07 | -0.10 | 0.00 | 0.2 | 2.0 | 0.0 | 0.1 | 0.0 | 0.11 | 0.86 | 0.01 | 0.02 | 0.00 |
| spouse role | 0.86 | 2.41 | 0.96 | 0.56 | -0.55 | -0.94 | 0.00 | 1.3 | 0.5 | 0.6 | 2.7 | 0.0 | 0.38 | 0.13 | 0.12 | 0.37 | 0.00 |
| stress conflict | 0.25 | 4.84 | -1.51 | 0.71 | 1.23 | -0.76 | 0.00 | 0.9 | 0.2 | 0.9 | 0.5 | 0.0 | 0.47 | 0.10 | 0.31 | 0.12 | 0.00 |
| subjective well-being | 0.74 | 3.40 | 0.22 | 1.06 | -0.25 | 1.47 | 0.00 | 0.1 | 1.5 | 0.1 | 5.7 | 0.0 | 0.01 | 0.33 | 0.02 | 0.64 | 0.00 |
| survey of | 0.62 | 1.54 | -1.01 | -0.08 | 0.62 | -0.37 | 0.00 | 1.0 | 0.0 | 0.6 | 0.3 | 0.0 | 0.66 | 0.00 | 0.25 | 0.09 | 0.00 |
| third-culture kids | 0.74 | 1.50 | 0.91 | 0.25 | -0.28 | -0.72 | 0.00 | 1.0 | 0.1 | 0.1 | 1.4 | 0.0 | 0.56 | 0.04 | 0.05 | 0.35 | 0.00 |
| time overseas | 0.62 | 3.00 | -1.45 | 0.33 | 0.65 | -0.59 | 0.00 | 2.1 | 0.1 | 0.6 | 0.8 | 0.0 | 0.70 | 0.04 | 0.14 | 0.12 | 0.00 |
| trailing spouse | 1.85 | 0.90 | -0.37 | 0.75 | 0.35 | -0.28 | 0.00 | 0.4 | 1.8 | 0.6 | 0.5 | 0.0 | 0.15 | 0.63 | 0.14 | 0.08 | 0.00 |
| training programs | 0.25 | 5.50 | -1.23 | -1.15 | -1.63 | 0.07 | 0.00 | 0.6 | 0.6 | 1.6 | 0.0 | 0.0 | 0.28 | 0.24 | 0.48 | 0.00 | 0.00 |
| trait levels | 0.37 | 2.41 | 0.96 | 0.56 | -0.55 | -0.94 | 0.00 | 0.6 | 0.2 | 0.3 | 1.2 | 0.0 | 0.38 | 0.13 | 0.12 | 0.37 | 0.00 |
| transnational living | 0.25 | 3.54 | 0.70 | -1.35 | 1.05 | 0.36 | 0.00 | 0.2 | 0.8 | 0.7 | 0.1 | 0.0 | 0.14 | 0.51 | 0.31 | 0.04 | 0.00 |
| understanding of | 1.48 | 1.09 | 0.84 | 0.30 | -0.25 | -0.48 | 0.00 | 1.7 | 0.2 | 0.2 | 1.2 | 0.0 | 0.65 | 0.08 | 0.06 | 0.21 | 0.00 |
| unique needs | 0.25 | 4.84 | -1.51 | 0.71 | 1.23 | -0.76 | 0.00 | 0.9 | 0.2 | 0.9 | 0.5 | 0.0 | 0.47 | 0.10 | 0.31 | 0.12 | 0.00 |

| CASES | | | COORDINATES | | | | | CONTRIBUTIONS | | | | | SQUARED COSINES | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| IDENTIFIER | REL.WT. | DISTO | 1 | 2 | 3 | 4 | 0 | 1 | 2 | 3 | 4 | 0 | 1 | 2 | 3 | 4 | 0 |
| united states | 0.62 | 1.50 | -0.96 | 0.31 | 0.30 | -0.63 | 0.00 | 0.9 | 0.1 | 0.1 | 0.9 | 0.0 | 0.61 | 0.06 | 0.06 | 0.26 | 0.00 |
| upon repatriation | 0.37 | 4.84 | -1.51 | 0.71 | 1.23 | -0.76 | 0.00 | 1.4 | 0.3 | 1.4 | 0.8 | 0.0 | 0.47 | 0.10 | 0.31 | 0.12 | 0.00 |
| withdrawal cognitions | 0.25 | 2.08 | -1.37 | -0.22 | -0.20 | -0.35 | 0.00 | 0.8 | 0.0 | 0.0 | 0.1 | 0.0 | 0.90 | 0.02 | 0.02 | 0.06 | 0.00 |
| women expatriates | 0.25 | 5.50 | -1.23 | -1.15 | -1.63 | 0.07 | 0.00 | 0.6 | 0.6 | 1.6 | 0.0 | 0.0 | 0.28 | 0.24 | 0.48 | 0.00 | 0.00 |
| work adjustment | 0.37 | 2.29 | -0.98 | 0.86 | 0.76 | 0.15 | 0.00 | 0.6 | 0.5 | 0.5 | 0.0 | 0.0 | 0.42 | 0.32 | 0.25 | 0.01 | 0.00 |
| work interaction | 0.37 | 0.87 | -0.68 | -0.60 | 0.21 | -0.11 | 0.00 | 0.3 | 0.2 | 0.0 | 0.0 | 0.0 | 0.53 | 0.41 | 0.05 | 0.01 | 0.00 |
| work-family conflict | 2.09 | 1.03 | 0.82 | -0.45 | 0.30 | -0.25 | 0.00 | 2.3 | 0.7 | 0.5 | 0.5 | 0.0 | 0.66 | 0.20 | 0.09 | 0.06 | 0.00 |
| work-family interface | 0.74 | 2.41 | 0.96 | 0.56 | -0.55 | -0.94 | 0.00 | 1.1 | 0.4 | 0.5 | 2.3 | 0.0 | 0.38 | 0.13 | 0.12 | 0.37 | 0.00 |
| work-life balance | 1.23 | 1.43 | 0.78 | 0.68 | -0.47 | -0.36 | 0.00 | 1.2 | 1.0 | 0.7 | 0.6 | 0.0 | 0.43 | 0.33 | 0.16 | 0.09 | 0.00 |
| work-related factors | 0.37 | 2.40 | -0.45 | 1.01 | 0.29 | 1.05 | 0.00 | 0.1 | 0.7 | 0.1 | 1.4 | 0.0 | 0.08 | 0.42 | 0.03 | 0.46 | 0.00 |

SUPPLEMENTARY CASES (AXES 1 TO 4)

| CASES | | | COORDINATES | | | | | CONTRIBUTIONS | | | | | SQUARED COSINES | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| IDENTIFIER | REL.WT. | DISTO | 1 | 2 | 3 | 4 | 0 | 1 | 2 | 3 | 4 | 0 | 1 | 2 | 3 | 4 | 0 |
| host-country characteris | 0.25 | 2.41 | 0.96 | 0.56 | -0.55 | -0.94 | 0.00 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.38 | 0.13 | 0.12 | 0.37 | 0.00 |
| indian spouses | 0.25 | 2.41 | 0.96 | 0.56 | -0.55 | -0.94 | 0.00 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.38 | 0.13 | 0.12 | 0.37 | 0.00 |
| korean expatriates | 0.25 | 2.41 | 0.96 | 0.56 | -0.55 | -0.94 | 0.00 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.38 | 0.13 | 0.12 | 0.37 | 0.00 |
| self-initiated expatriate | 0.25 | 2.41 | 0.96 | 0.56 | -0.55 | -0.94 | 0.00 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.38 | 0.13 | 0.12 | 0.37 | 0.00 |
| spouse attitudes | 0.25 | 5.20 | 0.08 | 1.16 | -0.19 | 1.95 | 0.00 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.00 | 0.26 | 0.01 | 0.73 | 0.00 |

## *C. 1st article: Final output SPAD for category "methodological approach" with three variables*

*SELECTION OF CASES AND VARIABLES*
*ACTIVE FREQUENCIES*
*3 VARIABLES*

| | |
|---|---|
| *1 . MM* | *( CONTINUOUS )* |
| *2 . Qual* | *( CONTINUOUS )* |
| *3 . Quant* | *( CONTINUOUS )* |

*SIMPLE CORRESPONDENCE ANALYSIS*

*HISTOGRAM OF THE FIRST 2 EIGENVALUES*

| NUMBER | EIGENVALUE | PERCENTAGE | CUMULATED PERCENTAGE |
|---|---|---|---|
| 1 | 0.6084 | 60.35 | 60.35 |
| 2 | 0.3997 | 39.65 | 100.00 |

*Chi-2 TEST FOR AXIS CHOICE*
*(USING USUAL THRESHOLD, YOU CAN GO TO THE FIRST TEST-VALUE > 2.0)*

| NUMBER OF AXIS | STAT CHI2 | DEG. OF FREEDOM | PROB. X>CHI2 | TEST VALUE | |
|---|---|---|---|---|---|
| 1 | 403.33 | 256 | 0.0000 | -5.59 | * |
| 2 | 0.00 | 0 | ===== | ===== | |

*COORDINATES, CONTRIBUTIONS OF FREQUENCIES ON AXES 1 TO 2*
*ACTIVE FREQUENCIES*

| FREQUENCIES | | | COORDINATES | | | | | CONTRIBUTIONS | | | | | SQUARED COSINES | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| IDEN – Short Label | REL.WT | DISTO | 1 | 2 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 |
| m1 - MM | 10.51 | 3.41 | -0.12 | -1.84 | 0.00 | 0.00 | 0.00 | 0.2 | 89.3 | 0.0 | 0.0 | 0.0 | 0.00 | 1.00 | 0.00 | 0.00 | 0.00 |
| m2 - Qual | 32.31 | 1.24 | -1.08 | 0.26 | 0.00 | 0.00 | 0.00 | 62.1 | 5.5 | 0.0 | 0.0 | 0.0 | 0.94 | 0.06 | 0.00 | 0.00 | 0.00 |
| m3 - Quant | 57.19 | 0.44 | 0.63 | 0.19 | 0.00 | 0.00 | 0.00 | 37.6 | 5.2 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |

*COORDINATES, CONTRIBUTIONS AND SQUARED COSINES OF CASES*
*AXES 1 TO 2*

| CASES | | | COORDINATES | | | | | CONTRIBUTIONS | | | | | SQUARED COSINES | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| IDENTIFIER | REL.WT. | DISTO | 1 | 2 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 |
| academics in | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| accompanying partners | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| adjustment issues | 0.59 | 0.23 | -0.45 | -0.18 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.86 | 0.14 | 0.00 | 0.00 | 0.00 |
| adjustment process | 0.40 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 1.3 | 0.2 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| adjustment research | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| adolescent adjustment | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| american expatriate | 0.20 | 1.82 | 0.33 | -1.31 | 0.00 | 0.00 | 0.00 | 0.0 | 0.8 | 0.0 | 0.0 | 0.0 | 0.06 | 0.94 | 0.00 | 0.00 | 0.00 |
| american multinational | 0.30 | 0.83 | 0.49 | -0.77 | 0.00 | 0.00 | 0.00 | 0.1 | 0.4 | 0.0 | 0.0 | 0.0 | 0.29 | 0.71 | 0.00 | 0.00 | 0.00 |
| american school | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| american teachers | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| anecdotal evidence | 0.10 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| are explored | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| assignment failure | 0.20 | 2.15 | -0.77 | -1.25 | 0.00 | 0.00 | 0.00 | 0.2 | 0.8 | 0.0 | 0.0 | 0.0 | 0.27 | 0.73 | 0.00 | 0.00 | 0.00 |
| assistance programs | 0.20 | 2.15 | -0.77 | -1.25 | 0.00 | 0.00 | 0.00 | 0.2 | 0.8 | 0.0 | 0.0 | 0.0 | 0.27 | 0.73 | 0.00 | 0.00 | 0.00 |
| avoidance behavior | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| avoidance strategies | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| behavioral adjustment | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |

| | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| *british parents* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *career development* | *0.40* | *0.21* | *-0.29* | *0.36* | *0.00* | *0.00* | *0.00* | *0.1* | *0.1* | *0.0* | *0.0* | *0.0* | *0.39* | *0.61* | *0.00* | *0.00* | *0.00* |
| *career family* | *0.10* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.1* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *career orientation* | *0.10* | *8.52* | *-0.15* | *-2.91* | *0.00* | *0.00* | *0.00* | *0.0* | *2.1* | *0.0* | *0.0* | *0.0* | *0.00* | *1.00* | *0.00* | *0.00* | *0.00* |
| *career planning* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *career theory* | *0.20* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *career-oriented spouses* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *case study* | *0.40* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *1.3* | *0.2* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *cohesive families* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *company assistance* | *0.20* | *8.52* | *-0.15* | *-2.91* | *0.00* | *0.00* | *0.00* | *0.0* | *4.2* | *0.0* | *0.0* | *0.0* | *0.00* | *1.00* | *0.00* | *0.00* | *0.00* |
| *complex process* | *0.10* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.1* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *conceptual model* | *0.10* | *8.52* | *-0.15* | *-2.91* | *0.00* | *0.00* | *0.00* | *0.0* | *2.1* | *0.0* | *0.0* | *0.0* | *0.00* | *1.00* | *0.00* | *0.00* | *0.00* |
| *coping strategies* | *0.50* | *0.39* | *-0.51* | *0.37* | *0.00* | *0.00* | *0.00* | *0.2* | *0.2* | *0.0* | *0.0* | *0.0* | *0.65* | *0.35* | *0.00* | *0.00* | *0.00* |
| *corporate support* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *country destinations* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *country nationals* | *0.40* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.4* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *cross-cultural adjustment* | *1.68* | *0.36* | *-0.45* | *-0.40* | *0.00* | *0.00* | *0.00* | *0.6* | *0.7* | *0.0* | *0.0* | *0.0* | *0.56* | *0.44* | *0.00* | *0.00* | *0.00* |
| *crossover effects* | *0.50* | *1.15* | *0.43* | *-0.99* | *0.00* | *0.00* | *0.00* | *0.1* | *1.2* | *0.0* | *0.0* | *0.0* | *0.16* | *0.84* | *0.00* | *0.00* | *0.00* |
| *cultural distance* | *0.20* | *1.82* | *0.33* | *-1.31* | *0.00* | *0.00* | *0.00* | *0.0* | *0.8* | *0.0* | *0.0* | *0.0* | *0.06* | *0.94* | *0.00* | *0.00* | *0.00* |
| *culture novelty* | *0.40* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.4* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *culture shock* | *0.59* | *0.48* | *0.65* | *-0.23* | *0.00* | *0.00* | *0.00* | *0.4* | *0.1* | *0.0* | *0.0* | *0.0* | *0.89* | *0.11* | *0.00* | *0.00* | *0.00* |
| *data analysis* | *0.20* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *data collected* | *0.59* | *0.58* | *0.12* | *-0.75* | *0.00* | *0.00* | *0.00* | *0.0* | *0.8* | *0.0* | *0.0* | *0.0* | *0.03* | *0.97* | *0.00* | *0.00* | *0.00* |
| *decision process* | *0.20* | *8.52* | *-0.15* | *-2.91* | *0.00* | *0.00* | *0.00* | *0.0* | *4.2* | *0.0* | *0.0* | *0.0* | *0.00* | *1.00* | *0.00* | *0.00* | *0.00* |
| *decision-making process* | *0.40* | *0.48* | *-0.53* | *-0.45* | *0.00* | *0.00* | *0.00* | *0.2* | *0.2* | *0.0* | *0.0* | *0.0* | *0.58* | *0.42* | *0.00* | *0.00* | *0.00* |
| *dental caries* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *distributive justice* | *0.30* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.3* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *dramaturgical approach* | *0.20* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *dual-career couple* | *1.49* | *0.57* | *0.75* | *0.09* | *0.00* | *0.00* | *0.00* | *1.4* | *0.0* | *0.0* | *0.0* | *0.0* | *0.99* | *0.01* | *0.00* | *0.00* | *0.00* |
| *dual-career expatriate* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *dual-career households* | *0.40* | *1.34* | *-1.08* | *-0.42* | *0.00* | *0.00* | *0.00* | *0.8* | *0.2* | *0.0* | *0.0* | *0.0* | *0.87* | *0.13* | *0.00* | *0.00* | *0.00* |
| *dual-career partnerships* | *0.10* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.1* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *dual-earner couples* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *economic level* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *economic situation* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *educational background* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *emotional stability* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *european countries* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *expatriate academics* | *0.40* | *0.18* | *0.26* | *0.33* | *0.00* | *0.00* | *0.00* | *0.0* | *0.1* | *0.0* | *0.0* | *0.0* | *0.39* | *0.61* | *0.00* | *0.00* | *0.00* |
| *expatriate adjustment* | *1.68* | *0.10* | *0.31* | *-0.06* | *0.00* | *0.00* | *0.00* | *0.3* | *0.0* | *0.0* | *0.0* | *0.0* | *0.97* | *0.03* | *0.00* | *0.00* | *0.00* |
| *expatriate assignment* | *0.89* | *0.07* | *-0.27* | *-0.01* | *0.00* | *0.00* | *0.00* | *0.1* | *0.0* | *0.0* | *0.0* | *0.0* | *1.00* | *0.00* | *0.00* | *0.00* | *0.00* |
| *expatriate attitudes* | *0.20* | *8.52* | *-0.15* | *-2.91* | *0.00* | *0.00* | *0.00* | *0.0* | *4.2* | *0.0* | *0.0* | *0.0* | *0.00* | *1.00* | *0.00* | *0.00* | *0.00* |
| *expatriate candidates* | *0.10* | *8.52* | *-0.15* | *-2.91* | *0.00* | *0.00* | *0.00* | *0.0* | *2.1* | *0.0* | *0.0* | *0.0* | *0.00* | *1.00* | *0.00* | *0.00* | *0.00* |
| *expatriate children* | *0.59* | *1.77* | *-0.40* | *-1.27* | *0.00* | *0.00* | *0.00* | *0.2* | *2.4* | *0.0* | *0.0* | *0.0* | *0.09* | *0.91* | *0.00* | *0.00* | *0.00* |
| *expatriate couple* | *0.69* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.8* | *0.2* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *expatriate experiences* | *0.10* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.1* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *expatriate failure* | *0.50* | *0.16* | *-0.26* | *-0.30* | *0.00* | *0.00* | *0.00* | *0.1* | *0.1* | *0.0* | *0.0* | *0.0* | *0.43* | *0.57* | *0.00* | *0.00* | *0.00* |
| *expatriate family* | *1.09* | *1.13* | *-0.99* | *0.39* | *0.00* | *0.00* | *0.00* | *1.7* | *0.4* | *0.0* | *0.0* | *0.0* | *0.86* | *0.14* | *0.00* | *0.00* | *0.00* |
| *expatriate managers* | *1.19* | *0.30* | *0.55* | *0.04* | *0.00* | *0.00* | *0.00* | *0.6* | *0.0* | *0.0* | *0.0* | *0.0* | *0.99* | *0.01* | *0.00* | *0.00* | *0.00* |
| *expatriate parents* | *0.10* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.3* | *0.0* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *expatriate performance* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *expatriate satisfaction* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *expatriate spouse* | *3.37* | *0.15* | *-0.23* | *-0.32* | *0.00* | *0.00* | *0.00* | *0.3* | *0.9* | *0.0* | *0.0* | *0.0* | *0.34* | *0.66* | *0.00* | *0.00* | *0.00* |
| *expatriate success* | *0.40* | *0.21* | *-0.29* | *0.36* | *0.00* | *0.00* | *0.00* | *0.1* | *0.1* | *0.0* | *0.0* | *0.0* | *0.39* | *0.61* | *0.00* | *0.00* | *0.00* |
| *expatriate turnover* | *0.20* | *8.52* | *-0.15* | *-2.91* | *0.00* | *0.00* | *0.00* | *0.0* | *4.2* | *0.0* | *0.0* | *0.0* | *0.00* | *1.00* | *0.00* | *0.00* | *0.00* |

| *CASES* | | | *COORDINATES* | | | | | *CONTRIBUTIONS* | | | | | *SQUARED COSINES* | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| *IDENTIFIER* | *REL.WT.* | *DISTO* | *1* | *2* | *0* | *0* | *0* | *1* | *2* | *0* | *0* | *0* | *1* | *2* | *0* | *0* | *0* |
| *expatriate women* | *0.20* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *expatriate work-family* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *expatriate workers* | *0.40* | *0.58* | *0.57* | *-0.50* | *0.00* | *0.00* | *0.00* | *0.2* | *0.3* | *0.0* | *0.0* | *0.0* | *0.56* | *0.44* | *0.00* | *0.00* | *0.00* |
| *expatriates adjustment* | *0.20* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *expatriation context* | *0.30* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.9* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *expatriation willingness* | *0.30* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.3* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *experience abroad* | *0.30* | *0.83* | *0.49* | *-0.77* | *0.00* | *0.00* | *0.00* | *0.1* | *0.4* | *0.0* | *0.0* | *0.0* | *0.29* | *0.71* | *0.00* | *0.00* | *0.00* |
| *exploratory research* | *0.20* | *1.82* | *0.33* | *-1.31* | *0.00* | *0.00* | *0.00* | *0.0* | *0.8* | *0.0* | *0.0* | *0.0* | *0.06* | *0.94* | *0.00* | *0.00* | *0.00* |

| | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| *exploratory study* | *0.30* | *0.57* | *-0.65* | *0.38* | *0.00* | *0.00* | *0.00* | *0.2* | *0.1* | *0.0* | *0.0* | *0.0* | *0.75* | *0.25* | *0.00* | *0.00* | *0.00* |
| *extended family* | *0.30* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.9* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *factor analysis* | *0.20* | *1.82* | *0.33* | *-1.31* | *0.00* | *0.00* | *0.00* | *0.0* | *0.8* | *0.0* | *0.0* | *0.0* | *0.06* | *0.94* | *0.00* | *0.00* | *0.00* |
| *failure of* | *0.59* | *0.58* | *0.12* | *-0.75* | *0.00* | *0.00* | *0.00* | *0.0* | *0.8* | *0.0* | *0.0* | *0.0* | *0.03* | *0.97* | *0.00* | *0.00* | *0.00* |
| *failure rate* | *0.30* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.3* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *family adjustment* | *0.69* | *0.72* | *-0.76* | *0.38* | *0.00* | *0.00* | *0.00* | *0.7* | *0.3* | *0.0* | *0.0* | *0.0* | *0.80* | *0.20* | *0.00* | *0.00* | *0.00* |
| *family characteristics* | *0.50* | *0.39* | *-0.51* | *0.37* | *0.00* | *0.00* | *0.00* | *0.2* | *0.2* | *0.0* | *0.0* | *0.0* | *0.65* | *0.35* | *0.00* | *0.00* | *0.00* |
| *family context* | *0.30* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.3* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *family flexibility* | *0.40* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *1.3* | *0.2* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *family life* | *0.40* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *1.3* | *0.2* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *family relocation* | *0.30* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.3* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *family support* | *0.40* | *0.85* | *-0.84* | *0.39* | *0.00* | *0.00* | *0.00* | *0.5* | *0.1* | *0.0* | *0.0* | *0.0* | *0.82* | *0.18* | *0.00* | *0.00* | *0.00* |
| *family systems* | *0.30* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.3* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *family-friendly policies* | *0.20* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *female expatriate* | *1.68* | *1.43* | *-1.13* | *0.40* | *0.00* | *0.00* | *0.00* | *3.5* | *0.7* | *0.0* | *0.0* | *0.0* | *0.89* | *0.11* | *0.00* | *0.00* | *0.00* |
| *female managers* | *0.10* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.3* | *0.0* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *female spouses* | *0.20* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *field study* | *0.40* | *1.68* | *-0.22* | *-1.28* | *0.00* | *0.00* | *0.00* | *0.0* | *1.6* | *0.0* | *0.0* | *0.0* | *0.03* | *0.97* | *0.00* | *0.00* | *0.00* |
| *find employment* | *0.30* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.3* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *finnish expatriates* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *for employers* | *0.20* | *2.15* | *-0.77* | *-1.25* | *0.00* | *0.00* | *0.00* | *0.2* | *0.8* | *0.0* | *0.0* | *0.0* | *0.27* | *0.73* | *0.00* | *0.00* | *0.00* |
| *foreign assignment* | *1.09* | *0.11* | *0.32* | *0.03* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.99* | *0.01* | *0.00* | *0.00* | *0.00* |
| *foreign country* | *0.40* | *0.18* | *0.26* | *0.33* | *0.00* | *0.00* | *0.00* | *0.0* | *0.1* | *0.0* | *0.0* | *0.0* | *0.39* | *0.61* | *0.00* | *0.00* | *0.00* |
| *foreign environment* | *0.10* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.1* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *formal education* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *gender differences* | *0.59* | *0.57* | *-0.65* | *0.38* | *0.00* | *0.00* | *0.00* | *0.4* | *0.2* | *0.0* | *0.0* | *0.0* | *0.75* | *0.25* | *0.00* | *0.00* | *0.00* |
| *gender role* | *0.20* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *gender stereotyping* | *0.30* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.9* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *general adjustment* | *0.89* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *1.0* | *0.2* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *general health* | *0.59* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *global assignment* | *1.49* | *0.11* | *0.31* | *0.11* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.89* | *0.11* | *0.00* | *0.00* | *0.00* |
| *global careerists* | *0.20* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *global managers* | *0.59* | *0.12* | *0.08* | *0.34* | *0.00* | *0.00* | *0.00* | *0.0* | *0.2* | *0.0* | *0.0* | *0.0* | *0.05* | *0.95* | *0.00* | *0.00* | *0.00* |
| *global mobility* | *0.10* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.1* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *greater value* | *0.30* | *0.57* | *-0.65* | *0.38* | *0.00* | *0.00* | *0.00* | *0.2* | *0.1* | *0.0* | *0.0* | *0.0* | *0.75* | *0.25* | *0.00* | *0.00* | *0.00* |
| *grounded theory* | *0.30* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.9* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *higher education* | *0.30* | *8.52* | *-0.15* | *-2.91* | *0.00* | *0.00* | *0.00* | *0.0* | *6.3* | *0.0* | *0.0* | *0.0* | *0.00* | *1.00* | *0.00* | *0.00* | *0.00* |
| *highly skilled* | *0.30* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.9* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *home care* | *0.30* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.3* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *home companies* | *0.20* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *home country* | *0.59* | *0.30* | *0.44* | *0.32* | *0.00* | *0.00* | *0.00* | *0.2* | *0.2* | *0.0* | *0.0* | *0.0* | *0.66* | *0.34* | *0.00* | *0.00* | *0.00* |
| *home culture* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *hong kong* | *0.99* | *0.50* | *0.62* | *-0.34* | *0.00* | *0.00* | *0.00* | *0.6* | *0.3* | *0.0* | *0.0* | *0.0* | *0.77* | *0.23* | *0.00* | *0.00* | *0.00* |
| *host company* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *host cultures* | *0.10* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.1* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *host-country characteris* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *housing conditions* | *0.30* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.3* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *hr professionals* | *0.50* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.5* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *in atcks* | *0.30* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.3* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *in china* | *0.40* | *0.21* | *-0.29* | *0.36* | *0.00* | *0.00* | *0.00* | *0.1* | *0.1* | *0.0* | *0.0* | *0.0* | *0.39* | *0.61* | *0.00* | *0.00* | *0.00* |
| *in europe* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *in germany* | *0.20* | *1.82* | *0.33* | *-1.31* | *0.00* | *0.00* | *0.00* | *0.0* | *0.8* | *0.0* | *0.0* | *0.0* | *0.06* | *0.94* | *0.00* | *0.00* | *0.00* |
| *in japan* | *0.30* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.3* | *0.1* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *in management* | *0.20* | *2.15* | *-0.77* | *-1.25* | *0.00* | *0.00* | *0.00* | *0.2* | *0.8* | *0.0* | *0.0* | *0.0* | *0.27* | *0.73* | *0.00* | *0.00* | *0.00* |
| *in overseas* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *in singapore* | *0.30* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.9* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *in-depth interviews* | *0.59* | *1.43* | *-0.97* | *-0.70* | *0.00* | *0.00* | *0.00* | *0.9* | *0.7* | *0.0* | *0.0* | *0.0* | *0.66* | *0.34* | *0.00* | *0.00* | *0.00* |
| *indian spouses* | *0.20* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *influential factors* | *0.20* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *interaction adjustment* | *0.30* | *0.83* | *0.49* | *-0.77* | *0.00* | *0.00* | *0.00* | *0.1* | *0.4* | *0.0* | *0.0* | *0.0* | *0.29* | *0.71* | *0.00* | *0.00* | *0.00* |
| *international assignment* | *2.78* | *0.12* | *-0.24* | *0.24* | *0.00* | *0.00* | *0.00* | *0.3* | *0.4* | *0.0* | *0.0* | *0.0* | *0.51* | *0.49* | *0.00* | *0.00* | *0.00* |
| *international career* | *0.10* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.3* | *0.0* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *international experience* | *0.79* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.9* | *0.2* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *international job* | *0.69* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.8* | *0.2* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |
| *international manager* | *0.20* | *2.10* | *-1.39* | *0.41* | *0.00* | *0.00* | *0.00* | *0.6* | *0.1* | *0.0* | *0.0* | *0.0* | *0.92* | *0.08* | *0.00* | *0.00* | *0.00* |
| *international relocation* | *0.20* | *0.75* | *0.81* | *0.30* | *0.00* | *0.00* | *0.00* | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *0.88* | *0.12* | *0.00* | *0.00* | *0.00* |

| CASES | | | COORDINATES | | | | | CONTRIBUTIONS | | | | | SQUARED COSINES | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| IDENTIFIER | REL.WT. | DISTO | 1 | 2 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 |
| international work | 0.40 | 0.21 | -0.29 | 0.36 | 0.00 | 0.00 | 0.00 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | 0.39 | 0.61 | 0.00 | 0.00 | 0.00 |
| interview data | 0.30 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.9 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| interviews with | 1.19 | 1.43 | -0.97 | -0.70 | 0.00 | 0.00 | 0.00 | 1.9 | 1.4 | 0.0 | 0.0 | 0.0 | 0.66 | 0.34 | 0.00 | 0.00 | 0.00 |
| inward investment | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| japanese children | 0.50 | 0.24 | 0.37 | 0.32 | 0.00 | 0.00 | 0.00 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | 0.57 | 0.43 | 0.00 | 0.00 | 0.00 |
| japanese firms | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| japanese spouses | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| job performance | 0.40 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.4 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| job satisfaction | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| job search | 0.59 | 0.48 | 0.65 | -0.23 | 0.00 | 0.00 | 0.00 | 0.4 | 0.1 | 0.0 | 0.0 | 0.0 | 0.89 | 0.11 | 0.00 | 0.00 | 0.00 |
| korean employees | 0.50 | 1.05 | -0.95 | 0.39 | 0.00 | 0.00 | 0.00 | 0.7 | 0.2 | 0.0 | 0.0 | 0.0 | 0.85 | 0.15 | 0.00 | 0.00 | 0.00 |
| korean expatriates | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| labour market | 0.30 | 8.52 | -0.15 | -2.91 | 0.00 | 0.00 | 0.00 | 0.0 | 6.3 | 0.0 | 0.0 | 0.0 | 0.00 | 1.00 | 0.00 | 0.00 | 0.00 |
| life conflict | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| life roles | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| living abroad | 0.20 | 2.15 | -0.77 | -1.25 | 0.00 | 0.00 | 0.00 | 0.2 | 0.8 | 0.0 | 0.0 | 0.0 | 0.27 | 0.73 | 0.00 | 0.00 | 0.00 |
| long hours | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| major causes | 0.20 | 2.15 | -0.77 | -1.25 | 0.00 | 0.00 | 0.00 | 0.2 | 0.8 | 0.0 | 0.0 | 0.0 | 0.27 | 0.73 | 0.00 | 0.00 | 0.00 |
| male expatriates | 0.20 | 2.15 | -0.77 | -1.25 | 0.00 | 0.00 | 0.00 | 0.2 | 0.8 | 0.0 | 0.0 | 0.0 | 0.27 | 0.73 | 0.00 | 0.00 | 0.00 |
| male partners | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| male spouses | 0.30 | 1.43 | -0.97 | -0.70 | 0.00 | 0.00 | 0.00 | 0.5 | 0.4 | 0.0 | 0.0 | 0.0 | 0.66 | 0.34 | 0.00 | 0.00 | 0.00 |
| management positions | 0.10 | 8.52 | -0.15 | -2.91 | 0.00 | 0.00 | 0.00 | 0.0 | 2.1 | 0.0 | 0.0 | 0.0 | 0.00 | 1.00 | 0.00 | 0.00 | 0.00 |
| marital role | 0.40 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.4 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| marital satisfaction | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| marital status | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| mental health | 0.69 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.8 | 0.2 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| migrant women | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| multinational companies | 0.50 | 0.16 | -0.26 | -0.30 | 0.00 | 0.00 | 0.00 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | 0.43 | 0.57 | 0.00 | 0.00 | 0.00 |
| non-work variables | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| occupational role | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| organizational commitment | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| organizational policies | 0.10 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| organizational support | 0.99 | 0.45 | 0.59 | 0.31 | 0.00 | 0.00 | 0.00 | 0.6 | 0.2 | 0.0 | 0.0 | 0.0 | 0.78 | 0.22 | 0.00 | 0.00 | 0.00 |
| organizational withdrawal | 0.20 | 1.82 | 0.33 | -1.31 | 0.00 | 0.00 | 0.00 | 0.0 | 0.8 | 0.0 | 0.0 | 0.0 | 0.06 | 0.94 | 0.00 | 0.00 | 0.00 |
| originality value | 0.99 | 0.67 | -0.73 | 0.38 | 0.00 | 0.00 | 0.00 | 0.9 | 0.4 | 0.0 | 0.0 | 0.0 | 0.79 | 0.21 | 0.00 | 0.00 | 0.00 |
| overseas assignment | 0.99 | 0.27 | 0.40 | -0.33 | 0.00 | 0.00 | 0.00 | 0.3 | 0.3 | 0.0 | 0.0 | 0.0 | 0.59 | 0.41 | 0.00 | 0.00 | 0.00 |
| overseas executive | 0.10 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| parental demands | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| parental role | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| personal conflict | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| personal life | 0.99 | 0.14 | 0.15 | 0.34 | 0.00 | 0.00 | 0.00 | 0.0 | 0.3 | 0.0 | 0.0 | 0.0 | 0.17 | 0.83 | 0.00 | 0.00 | 0.00 |
| personality trait | 0.50 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.5 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| personality variables | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| physical exercise | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| positive association | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| positive relationship | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| positively related | 0.40 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.4 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| practical implications | 0.69 | 0.33 | -0.44 | 0.37 | 0.00 | 0.00 | 0.00 | 0.2 | 0.2 | 0.0 | 0.0 | 0.0 | 0.60 | 0.40 | 0.00 | 0.00 | 0.00 |
| pre-departure training | 0.50 | 0.12 | -0.07 | 0.35 | 0.00 | 0.00 | 0.00 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | 0.04 | 0.96 | 0.00 | 0.00 | 0.00 |
| psychological adjustment | 1.09 | 1.49 | 0.37 | -1.16 | 0.00 | 0.00 | 0.00 | 0.3 | 3.7 | 0.0 | 0.0 | 0.0 | 0.09 | 0.91 | 0.00 | 0.00 | 0.00 |
| psychological distress | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| psychological outcomes | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| qualitative data | 0.40 | 1.34 | -1.08 | -0.42 | 0.00 | 0.00 | 0.00 | 0.8 | 0.2 | 0.0 | 0.0 | 0.0 | 0.87 | 0.13 | 0.00 | 0.00 | 0.00 |
| qualitative enquiry | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| qualitative study | 0.30 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.9 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| regression analyses | 0.20 | 1.82 | 0.33 | -1.31 | 0.00 | 0.00 | 0.00 | 0.0 | 0.8 | 0.0 | 0.0 | 0.0 | 0.06 | 0.94 | 0.00 | 0.00 | 0.00 |
| relocate internationally | 0.30 | 0.83 | 0.49 | -0.77 | 0.00 | 0.00 | 0.00 | 0.1 | 0.4 | 0.0 | 0.0 | 0.0 | 0.29 | 0.71 | 0.00 | 0.00 | 0.00 |
| relocation abroad | 0.20 | 0.21 | -0.29 | 0.36 | 0.00 | 0.00 | 0.00 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | 0.39 | 0.61 | 0.00 | 0.00 | 0.00 |
| repatriation adjustment | 0.59 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| research findings | 0.10 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| role adjustment | 0.10 | 8.52 | -0.15 | -2.91 | 0.00 | 0.00 | 0.00 | 0.0 | 2.1 | 0.0 | 0.0 | 0.0 | 0.00 | 1.00 | 0.00 | 0.00 | 0.00 |
| role commitment | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| role expectations | 0.30 | 0.57 | -0.65 | 0.38 | 0.00 | 0.00 | 0.00 | 0.2 | 0.1 | 0.0 | 0.0 | 0.0 | 0.75 | 0.25 | 0.00 | 0.00 | 0.00 |
| role importance | 0.50 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.5 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| sample size | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |

| selection criteria | 0.10 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| self-initiated expatriate | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| semi-structured interview | 0.30 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.9 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| senior female | 0.30 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.9 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| settling-in assistance | 0.20 | 2.15 | -0.77 | -1.25 | 0.00 | 0.00 | 0.00 | 0.2 | 0.8 | 0.0 | 0.0 | 0.0 | 0.27 | 0.73 | 0.00 | 0.00 | 0.00 |
| social capital | 0.40 | 0.21 | -0.29 | 0.36 | 0.00 | 0.00 | 0.00 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | 0.39 | 0.61 | 0.00 | 0.00 | 0.00 |
| social networks | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| social status | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| social support | 1.49 | 0.16 | 0.22 | 0.33 | 0.00 | 0.00 | 0.00 | 0.1 | 0.4 | 0.0 | 0.0 | 0.0 | 0.32 | 0.68 | 0.00 | 0.00 | 0.00 |

| CASES | | | COORDINATES | | | | | CONTRIBUTIONS | | | | | SQUARED COSINES | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| IDENTIFIER | REL.WT. | DISTO | 1 | 2 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 |
| sociocultural adjustment | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| spillover effects | 0.20 | 1.82 | 0.33 | -1.31 | 0.00 | 0.00 | 0.00 | 0.0 | 0.8 | 0.0 | 0.0 | 0.0 | 0.06 | 0.94 | 0.00 | 0.00 | 0.00 |
| spouse adjustment | 1.88 | 1.45 | 0.01 | -1.20 | 0.00 | 0.00 | 0.00 | 0.0 | 6.8 | 0.0 | 0.0 | 0.0 | 0.00 | 1.00 | 0.00 | 0.00 | 0.00 |
| spouse employment | 0.10 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| spouse role | 0.69 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 2.2 | 0.3 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| spouse willingness | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| stress conflict | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| subjective well-being | 0.59 | 0.30 | 0.44 | 0.32 | 0.00 | 0.00 | 0.00 | 0.2 | 0.2 | 0.0 | 0.0 | 0.0 | 0.66 | 0.34 | 0.00 | 0.00 | 0.00 |
| survey results | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| swedish women | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| theoretical perspectives | 0.10 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| theoretically grounded | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| third-culture kids | 0.59 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| time overseas | 0.50 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.5 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| trailing spouse | 0.79 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.9 | 0.2 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| trait levels | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| transnational career | 0.10 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| transnational living | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| transnational migration | 0.30 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.9 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| united states | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| upon repatriation | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| various factors | 0.20 | 1.82 | 0.33 | -1.31 | 0.00 | 0.00 | 0.00 | 0.0 | 0.8 | 0.0 | 0.0 | 0.0 | 0.06 | 0.94 | 0.00 | 0.00 | 0.00 |
| well-being of | 0.40 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.4 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| withdrawal cognitions | 0.20 | 1.82 | 0.33 | -1.31 | 0.00 | 0.00 | 0.00 | 0.0 | 0.8 | 0.0 | 0.0 | 0.0 | 0.06 | 0.94 | 0.00 | 0.00 | 0.00 |
| women expatriates | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| women's willingness | 0.20 | 1.82 | 0.33 | -1.31 | 0.00 | 0.00 | 0.00 | 0.0 | 0.8 | 0.0 | 0.0 | 0.0 | 0.06 | 0.94 | 0.00 | 0.00 | 0.00 |
| work conflict | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| work interaction | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| work outcomes | 0.20 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| work satisfaction | 0.40 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.4 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| work-family conflict | 1.49 | 0.12 | -0.07 | 0.35 | 0.00 | 0.00 | 0.00 | 0.0 | 0.4 | 0.0 | 0.0 | 0.0 | 0.04 | 0.96 | 0.00 | 0.00 | 0.00 |
| work-family enrichment | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| work-family interaction | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| work-family interface | 0.59 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 1.9 | 0.3 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| work-life balance | 0.99 | 1.05 | -0.95 | 0.39 | 0.00 | 0.00 | 0.00 | 1.5 | 0.4 | 0.0 | 0.0 | 0.0 | 0.85 | 0.15 | 0.00 | 0.00 | 0.00 |
| work-life conflicts | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |
| work-related factors | 0.30 | 0.75 | 0.81 | 0.30 | 0.00 | 0.00 | 0.00 | 0.3 | 0.1 | 0.0 | 0.0 | 0.0 | 0.88 | 0.12 | 0.00 | 0.00 | 0.00 |
| working life | 0.20 | 2.10 | -1.39 | 0.41 | 0.00 | 0.00 | 0.00 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 | 0.92 | 0.08 | 0.00 | 0.00 | 0.00 |

*D. 2nd article: Thematic inductive analysis of statements to identify recurrent themes in each category of a work/care regime*

| | **Statements** | **Final themes** |
|---|---|---|
| | **Claire (46, one child):** "The fact of having changed countries at the age of 44 with a little girl in tow, even if it is close; the culture here in Switzerland is completely different. In France, I was in my apartment, had a babysitter and my friends. Coming to Switzerland, I didn't know anybody and I am satisfied to have shown that I was able to make it work."<br><br>**Sybille (35, three children):** "Now, I work about 65 hours a week; in France, I worked even more. I limit myself to have more time for my children, because childcare here is more demanding than before. Our childminder leaves around 7 pm, so I try to be home around 7 pm to have time for the children." | **Explicit unexpected differences mentioned** |
| **work/care culture**<br><br>(dominant values and norms) | **Alice (36, one child):** "I know the people in my company think that I am a bad mother, because in the French-speaking part of Switzerland, **women usually reduce their working hours when they have a child**, but I have a model more like French women, who continue working full-time. In a masculine-dominated company like mine, there are many **men whose wives stopped working when they had children.** When I returned from my maternity leave, I spoke to many of them; the model is quite widespread in the company."<br><br>**Josephine, 36, one child**: "When I got pregnant, I felt some discrimination. There were questions like 'Will you be coming back after the birth?' or 'Oh, you have a full-time nanny, but is this good for your daughter?' I heard such remarks more from women than from men. I think here in Switzerland, you hear that more often than in France. My female colleagues in France find it completely normal that I continue to work full-time, but in Switzerland, I belong to a minority. **I am one of the only [in my department] who works full-time around me."**<br><br>**Sybille (35, three children):** "I often meet young female engineers who tell me **that they want to work two or three more years and then have children.** It makes me furious every time. They often ask me how I organize everything and they are always surprised if I tell them that I have three children, since they think | **1.) Expectation of good motherhood as staying at home when the children are very young and working part-time once they reach school age** |

| | | |
|---|---|---|
| | working as an engineer and having children is impossible." | |
| | "I am really appreciated in my position right now. I would feel that **I was disappointing the board** of directors who have put trust in me, if I had a second child [....] To be a woman is not a barrier because I am working in marketing where there are a lot of women, but there has never been any woman in my position, or in a similar position, with a child."<br><br>**Louise (28, no children):** "At the beginning, I was 23 years old and the managers were on average 55 years old, and a lot of them had some old-fashioned opinions about women: **that they should stay at home and take care of children, etc.** But, during the last 3 years, there were some renewals and replacements at the directors' level and some new people with other experiences joined the company, which has been good for the company. **So there is some development taking place.**"<br><br>**Anne B. (34, two children, French):** "5 years ago I had no problems to travel at the end of the world, to work at night and so on, but now I have other responsibilities and in 5 years I will probably have different ones. I think the demands according work-life balance **are really individual and also very time-based. "** | **2.) Expectation of female managers as being single and/or childless** |
| | **Estelle (45, one child):** "If I look at the women who belong to the board of directors, **they are all very masculine.** I wonder if you have to be masculine to receive a management job with responsibilities. If you demonstrate your emotional, feminine and soft side, you don't stand any chance of becoming a director. And there are all those barriers to family life... it's not easy."<br><br>**Alice (36, one child):** "I'm afraid **that the director thinks that I don't work enough, that this [being a mother] isn't acceptable.** My predecessor always worked 12 to 14 hours a day. But until now my boss hasn't said anything. I think he is satisfied with what I am doing. If he wasn't, I could arrange for a babysitter in the evenings, although I don't like doing that. And my mother could always come and help me out."<br><br>**Josephine (36, one child):** "**If I were a man,** I would have got the position as communication manager right away and the directors would not have hired an external manager first." | **3.) Expectations that male managers do not have any family care duties** |

| | | |
|---|---|---|
| | **Angèle (34, two children):** "I think there are now equal opportunities for women, at least in certain departments like mine. So you have to make your way, also with a certain work-life balance. Now, the battle should be for men nowadays, to allow them to work part-time. **It is not so easy; I see it with my husband.** You rarely see a man slow down their career to take care of the children. **It is less well perceived socially."**<br><br>**Sybille (35, 3 children).** "And since about 4 years I sometimes also see my male colleagues taking a day off if a child is sick what would have never happened before". | |
| **work/care institutions**<br><br>(specific institutions) | **Violette (36, one child):** "The corporate day care center only had a part-time place for my baby, so I had to find another day care center. We eventually found a private day care center in the city."<br><br>**Estelle (45, one child):** "Which childcare solutions did we chose? I like that expression. In fact, we did not have much choice. We had to take the first daycare center that had a free place." | **Childcare institutions/ schools**<br><br>1.) Price and availability of childcare |
| | **Alice (36, one child): "Due to my time constraints, I work faster now. I am always going at 100%.** My coworkers also have to be faster and more synthetic. I also eat while working or in the company's restaurant, but never longer than half an hour. I have to work very well. I know that I put myself under a lot of pressure due to my time constraints. Without a baby, I would work 12 hours a day, and would have more time for other people, but I probably wouldn't work as efficiently as I do now."<br><br>**Estelle (45, one child):** "It is a comfortable situation, but a little bit underestimated**. I have to start working very early in the morning, and then the marathon starts in the afternoon.** I have to leave in time to pick up my son from school, do the groceries and take care of my son until he goes to bed. I **always work from home on Wednesday** when my son has the afternoon off."<br><br>**Violette (36, one child):** "Before the birth of our son, I was often the last person to leave. **Now I have to leave at 5-5:30 pm to bring my son home, because I am still breastfeeding.** Once I finish breastfeeding, my partner will also be able pick him up from the day care center. The difference is just that I could stay longer before and now I can't, that's all. But I can be reached by phone if | 2.) Time constraints due to daycare or school schedules |

| | | |
|---|---|---|
| | there are urgent problems or even return to work afterwards."<br><br>**Josephine (36, one child):** "We have had a childminder since our daughter was 2 months old. Now that my daughter is a bit older, the childminder brings her home from school (at around 3:30 pm) and stays with her till 7:30 pm and once a week till 11 pm. Thanks to that arrangement, I came back early form my maternity leave (after 2 months) and told everybody that I couldn't stay at home, that I need to work." | |
| | **Céline (27, one child):** "**Sometimes I also have to be on call and I have to be available 24/24, 7 days a week.** If I have to leave home at short notice, I have to organize everything within 5 minutes. I have an emergency network consisting of my husband and my friends who also have small kids and a similar lifestyle."<br><br>**Alice (36, one child):** "**We sometimes have meetings late in the afternoon.** The last time it was a meeting with clients and I had to leave at 5:20 pm to pick up my daughter from childcare. There were just guys in the meeting and they continued to talk and talk. It would be helpful if we didn't have meetings so late in the day, when I have to leave."<br><br>**Céline (27, one child):** "At the moment, I'm very happy. Sometimes I leave a bit earlier on Thursdays and my husband and my son are waiting at home and we can make the most of the time together. **I think I take a lot upon myself; it is primarily me who sometimes suffers.** When I pick up my son after work, the whole evening is for him. And then there is all the rest to do as well. I get up at 5am to be in the office around 7am, so it's not so easy."<br><br>**Joséphine (36):** "I always thank my company for having given me that chance because I really like what I am doing, I love my team and I bloom completely so it does not disturb me to have **events in the evening or to answer e-mails or to work on a logo on the weekend.** For me this is a pleasure, not work."<br><br>**Alice (36, one child):** "It would be nice if the human resource department in my company **made more suggestions for woman managers with children.** They're not really up-to-date. I think it would be necessary to invent or to create a new way of being a mother and a manager." | **Workplace:**<br><br>1.) Long working hours<br><br>2.) Unsupportive RH departments and corporate practices |

| | | |
|---|---|---|
| | **Josephine (36, one child):** "I have more flexibility now that I am head of communications. If I have to take my daughter to school in the morning, I can do it. I can get myself organized, because **I don't have imposed schedules** as secretaries have, for example." | |
| | **Claire (46, one child):** "The other managing directors **thought that as single parent** I would not be mobile enough to become managing director."<br><br>**Sybille (35, three children):** "**Some people doubted that I could work full-time with three children at home**, but not my line manager and the HR department. My line manager didn't question me any more than other people. As long as you organize yourself and do your work, there are no problems." | 3.) Lack of support from line managers and colleagues |
| | **Estelle (45, one child): "I think I'm paid less than I would receive in other companies.** When I started in this company, I had no idea how high the salaries are. Coming from France, I proposed a salary, which was too low. Now, I am more familiar with the salary levels in Switzerland, I know what is accurate and I think I am underpaid."<br><br>**Céline (27, one child):** "I have the problem of being a woman and being quite young. I have problems making the distinction. For example, **I am not even on the minimum salary of my wage bracket of managers at my hierarchical level.** When I found that out, I felt like refusing the position; it's really hurtful." (Céline, 27, one child) | 4.) High gender pay gap |

## *F. 3rd/ 4th article: LIVES history calendar*


ID :

| 1. Age | 2. Residence | 3. Living with | 4. Couple's relationship | 5. Family | 6. Activities | 7. Health |
|---|---|---|---|---|---|---|
| Mention your birth year by using a point ● | Mention :<br>1.The **commune** and the **initials of the canton** where you lived at **birth** or the **country** if abroad<br>**2. Any move:**<br>a) commune and the initials of the canton<br>b) only the country if abroad<br>**3.** Mention the **type** of your **residence permit(s)** and obtaining the Swiss **nationality** (write "CH")<br>DOUBTS ? CHECK OUT THE GUIDE ! | For each of the following people, mark the beginning and the end of the cohabitation with a line | Mention:<br>**1.** The initial of the **first name** or a pseudonym of your partner(s) or spouse(s) and the **duration of the relationship**<br>**2.** Any changes in **civil status** (marriage, divorce, widowhood, etc.)<br>**3.** Death of a partner(s)<br>DOUBTS ? CHECK OUT THE GUIDE ! | Mention :<br>**1.** For each of your **sons** and **daughters**:<br>a) birth<br>b) adoption<br>c) death<br>**2.** For your **mother** and your **father**:<br>a) separation / divorce<br>b) death<br>**3.**For each of your **siblings**:<br>a) birth<br>b) adoption<br>c) death | Mention :<br>**1.** Your main and secondary **professional activity(ies)**.<br>Mark the beginning and the end of each employment using a line.<br>**2.** The **activity rate** and/or **changes** in the activity rate<br>**3.** If you were **self-employed** in one of your main or secondary activities<br>**Main activity(ies)**<br>**Profession(s)** practiced<br>Activity rate<br>Self-employed<br>Less than 50%<br>Part-time 50 - 89 %<br>Fulltime 90 - 100%<br>**Secondary activity(ies)**<br>**Profession(s)** practiced<br>Activity rate<br>Independent<br>Less than 50%<br>Part-time 50 - 89 %<br>Full-time 90 - 100%<br>**4. Other situations**<br>At home<br>Retirement<br>Unemployment<br>Welfare (IV/AI) | Please mention your health problems<br>Surgeries<br>Accidents, falls, serious bodily harm (fractures, burns, etc.)<br>Serious and/or chronic illnesses (chronic pains, migraine, diabetes, cancer, etc.)<br>Psychological problems/disorders (depression, burn-out, etc.) |

Year | Age | Residence permit | Your mother | Your father | Your sister(s) or brother(s) | Your half-brother(s) / sister(s) | Alone (without housemates, family ...) | Your partner / spouse | Your child / children | Other people of your kinship | Friend(s), housemate(s) | Other (institution, army, ...)

| Year | Age |
|---|---|
| 2013 | |
| 2012 | |
| 2011 | |
| 2010 | |
| 2009 | |
| 2008 | |
| 2007 | |
| 2006 | |
| 2005 | |
| 2004 | |
| 2003 | |
| 2002 | |
| 2001 | |
| 2000 | |
| 1999 | |
| 1998 | |
| 1997 | |

*E. 3rd/ 4th article: Interview guideline*

| Research question | Main questions | Follow-up questions |
|---|---|---|
| **Socio-demographic questions (to be answered separately with the life calendar and to be completed when necessary during the interview)** | Ag | |
| | Nationality | • Hometown (where did you grow up?) |
| | Gender | |
| | Family situation | • Married? If yes, since when?<br>• Children? Age of children? |
| | What is your professional qualification? Education? | • What and where did you study? |
| | Profession of parents? | (socio-cultural origin) |
| | Where does the extended family live? | • Where do your parents live?<br>• Where do your siblings live? |
| | Yearly family household budget | |
| | | |
| **Are the participants self-initiated expatriates according to the definition of Cerdin and Selmer[13] (2014)?** | **1. Self-initiation of expatriation?**<br>**Spouse/Expatriate**: How did you proceed with the decision to relocate to Switzerland? (transferred vs own initiative) | • Did you find a job prior to relocation? |
| | **2. Regular employment (intentions)?**<br>**Spouse/Expatriate**: Reasons for moving to Switzerland. Main reasons for or against expatriation. | • What factors did you take into account in your decision to relocate (career-related, personal)?<br>• Any prior expatriation experiences? |
| | **3. Intention of temporary stay?**<br>**Spouse/Expatriate:** How long have you been in Switzerland and how long do you intent to stay? | • Do you intend to return to your home country one day? |
| | **4. With skilled/professional qualifications?** | |

[13]According to this definition self-initiated expatriates are classified based on four main criteria as i) expatriates who self-initiate their international relocation, ii) with the intention of regular employment and iii) temporary stay, and iv) with skilled/professional qualifications». Those four conceptual criteria have to be fulfilled at the same time (Cerdin & Selmer, 2014).

| | | |
|---|---|---|
| | **Spouses/Expatriate**: Could you briefly mention the main steps in your career? | |
| Now, we would like to talk about how the expatriation influences your professional trajectory. | | |
| **How does expatriation influence the professional trajectories of self-initiated couples?** | **5. Spouse**: Have you worked before moving to Switzerland?<br>**5. Expatriate**: What job position did you have in your home country? | • If yes, have you worked part- or full-time? |
| | **6. Spouse**: Were you able to pursue your career in Switzerland?<br>**6. Expatriate**: What job position do you have now? In what industry/sector? | • How does expatriation influence your career?<br>• Type of contract (fixed-term or permanent contract)?<br>• Responsibilities? |
| | **7. Spouse/Expatriate**: Weekly/daily time workplan? | • Work schedule (day/night)? |
| | **8. Impact of the career on the partner**<br>**Spouse/Expatriate**: Do you think that expatriation helped you advance in your career? Are you satisfied with the progression of your career? | • Are your satisfied with your current position?<br>• Do you have now more responsibilities than prior to expatriation? |
| | **9. Impact of the career on the partner**<br>**Spouse/ Expatriate**: •Where do you see yourself in 5 years? | • Long-term career goals. In case that the spouse is not working: Do you plan to work again in the future? Do you regret having given up your employment? |
| Now, we would like to know about how you coordinate your career with your partner | | |
| **How do self-initiated expatriates plan the career coordination strategy with their partner (prioritization, impact of the career on the partner, partner's support for the career, family responsibility, impact of gender)?** | **10**. **Prioritization of careers?**<br>**Spouse/Expatriate:** Have you been able to coordinate your career with the career of your partner? | • Did you discuss and negotiate the internal career move based on both partners' preferences?<br>• Which partner found the new job position first? And who was looking for an opportunity afterwards? |

| | | |
|---|---|---|
| | **11. Prioritization of careers? Spouse/ Expatriate**: Do you think that the career of one partner has the first priority? | • Have you discussed which career to prioritize with your partner? |
| | **12. Spouse/ Expatriate**: Did your children influence your decision to expatriate in any way? | |
| | **13**. **Partner's support for the career? Spouse/ Expatriate**: How intensive do you support the career of your partner on a scale of 1 to 10? | • How do you support the career of your partner? |
| | **14**. **Partner's support for the career? Spouse/ Expatriate**: How intensive does your partner support your career on a scale of 1 to 10? | • How does your partner support your career? |
| | **15**. **Family responsibility Spouse/Expatriate:** How do you manage daily house work? How are the domestic duties distributed between you and your partner (90:10, 70:30, 50:50)? | • Did the organization of household tasks change since your arrival in Switzerland?<br>• Help of cleaning lady? |
| | **16. Family responsibility Spouse/Expatriate**: How do you share childcare in your family now? **How is childcare distributed between you and your partner (90:10, 70:30, 50:50)?** | • Did the organization of child care change since your arrival in Switzerland?<br>• Help of nanny, daycare, babysitters, and visiting family members? |
| | **17. Family responsibility Spouse/Expatriate**: How satisfied are you with the distribution of tasks on a scale of 1 to 10? | • How satisfied are you with the distribution of house work and child care between you and your partner? |
| | **18**. **Family responsibility Spouse/Expatriate**: Do you feel some sort of pressure to adapt to the Swiss norm (men | • Did you hear any disapproving remarks concerning your work/family configuration (in your |

| | | |
|---|---|---|
| | working fulltime, women working part-time) | personal circle, at work)? |
| | 19. **Impact of gender Spouse/Expatriate:** Do you think your gender has an impact on which career is prioritized? | |
| **Does the couple experience any work-family resp. family-work conflicts?** | 20. **Spouse (if working)/Expatriate** Do you experience or perceive any negative effects from your work life on your private life and vice versa? | • Does your job influence your family life in any negative way? (for example, long hours, travelling etcetera)<br>• Does your family life influence your work life in any negative way? |
| **Does the couple experience any work-family or. family-work enrichments?** | 21. **Spouse (if working)/Expatriate** Do you experience or perceive any positive effects from your work life on your private life and vice versa? | • Does your job influence your family life in any positive way?<br>• Does your family life influence your work life in any positive way? (Greater happiness, stress buffer etc.) |
| | | |
| **What difficulties/stressors do expatriates and their spouses face during a self-initiated expatriation?** | **22. Spouse/Expatriate**: Did you experience any problems during your transfer to and settlement in Switzerland? | • What difficulties or frustrations did you face during the expatriation (personal, family-wise, organizational)?<br>• If yes, what kind of problems and when did you experience them? |
| | **23. Spouse/Expatriate:** Are there any aspects of your expatriation which you consider as particularly stressful? | • If yes, why? |
| **How does the couple cope with and adapt to the experienced stressors? What are the resources mobilized?** | **24. Spouse/Expatriate:** How did you resolve that difficulty/ problem? (related to question Nr.21). | • How did you manage the situation?<br>• Did you find a solution to the problem? |

| | | |
|---|---|---|
| **Can we detect some outcomes?** | **25. Spouse/Expatriate**: Did you have people or organizations that helped you in dealing with these difficulties? | • Did you receive some support from your employer (university, company)<br>• Any other support (like expatriate associations, community organizations etcetera)? |
| | **27. Spouse/Expatriate:** How do you estimate your general well-being on a scale of 1 to 10? | • Do you feel happy?<br>• Do you miss anything here in Switzerland? |
| | **28. Spouse/Expatriate**: How do you estimate the general well-being of your partner on a scale of 1 to 10? | • Do you think that your partner is happy?<br>• Does your partner miss anything here in Switzerland? |
| | **29. Spouse/Expatriate:** How well do you estimate your health on a scale of 1 to 10? | • Do you feel some negative impacts of the expatriation on your health? |
| | **30. Spouse/Expatriate:** How well do you estimate the health of your spouse on a scale of 1 to 10? | • Do you feel some negative impacts of the expatriation on your spouse's health? |
| | **31. Spouse/Expatriate**: How well integrated into the Swiss society do you feel yourself? | • Do you have many friends with whom you interact frequently here in Switzerland?<br>• Also Swiss people? |
| | **32. Spouse/Expatriate**: On a scale of 1 to 10 how do you rate your professional and private environment? | • Are you satisfied with the chances your current environment provides? |
| | | |
| Final question: | **33. Spouse/Expatriate**: Would you like to add something to what already discussed? | |

## *G. 3rd article: Final list of codes, second-order concepts and aggregated dimensions*[14]

## 1. Aggregated dimension: Academic specialist/global practitioner employment-seeking strategy

**Defining Issues:**

| Codes and Concept | Second-order concept/themes |
|---|---|
| Objective of evolution in one's academic career (f3, f6, f9, m14, f15)<br>Better chance to become assistant or full professor in home country (m4, m11)<br>Wants to have the research position she is looking for (f9, f12, f15)<br>Wife/girlfriend is looking for a professorship (m3, m9, m12, m15) | **One partner searching for an entry professorship** |
| Easier to find a position for one partner than for the other (f3, m3, f9, m9, f12, f14, m14)<br>One partner is more flexible with the job; the other more specialized and restricted (f3, m3, f4, f9, f12, m12, f14, m14, f15)<br>Difficult job search for an academic position, deciding factor (f3, m12, m15, f15)<br>First one looks for employment and then the partner searches at the same place (f9, m9, f12, m15) | **One partner more restricted in his/her career and more specialist than the other** |
| No long-distance relationship. Couple does not want to live at different places (f3, f9, m9, m12, f12)<br>One member adapts to the other to be able to move together (f3, f4, f9, m12, f14, m15)<br>If she/he obtains a professorship, I would go with her/him (m9, m12, m15, f14) | **Priority of living together** |
| Both partners are not against living somewhere else (f3, m3, m4, m9, f14, m14)<br>Partner would preferably like to return (f4, m4, m12, f12)<br>Not feeling at home in Switzerland (f12, f14)<br>Would like to live in another European country (m9, f14, m14, m15) | **Couple is ready to leave host country** |

[14] For a list of all statements used in the analysis of the 3rd/4th articles, please take a look at the general appendix in the end of this thesis.

**Risks**

| Codes and Concept | Second-order concept/themes |
|---|---|
| Timing is important (f9, m9, m3)<br>Global practitioner has an unsecure employment contract (m3, f4, f15)<br>Academic specialist has to find professorship during next years, things could change (m9, m12) | **Right timing regarding partners' career/job contract** |
| Heavy stress experienced by the academic specialist, which the partner also feels (f3, f12, m12, f14, m14)<br>Constant challenges and rejections (f3, f9)<br>Last attempt to become a professor due to experience, publications and teaching experience (f9, f12, f15) | **Heavy stress experienced by the academic specialist to accelerate his/her career** |
| Global practitioner experiences occupational downgrading (f4, f12)<br>Global practitioner adjusts employment to accommodate family needs (m12, f14, m14**)**<br>My wife/husband temporarily has the primary career (m12, f14) | **Permanent priority of one career over the other despite egalitarian attitudes of the couple** |

## 2. Aggregated dimension: Academic specialist / academic specialist employment-seeking strategy

**Defining Issues**

| Codes and Concept | Second-order concept/themes |
|---|---|
| Employment for two in academia unavailable in Switzerland (m6)<br>Assistant professorship for partner in recruitment program negotiable in home country (m11)<br>No two-body programs at European universities (f6, m6)<br>Solve our two-body issue (f16, m16) | **Both search for entry/associate professorships** |
| Opportunities arise from being flexible and open (f6, m6, m16)<br>Passionate about doing research (f6, m6, m11, m16) | |

High engagement (f6, f11, m11, m16)
Personal sacrifices for doing research (f6, m16)

**Passion/living for research**

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Foreign experience necessary for academic career, SNF expectations (m6)
Both are open to leaving (m6, f6, f16, m16)
One partner wants to return to home country (f11, m11)
As a scientist, if you are not able to live abroad, then the opportunities will go to someone else (m16, f6)
One partner wants to stay in Europe (f6, m6, m11)

**Ready to leave host country**

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My CV is right/all necessary qualifications (f11, m11, f16)
Partner also has a very good CV (f6, f11, f16)
With a foreign PhD and postdoc, it is no problem to find a position as a professor at home (f11, m11)

**Both (or at least one) has a very good CV**

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**Risks**

**Codes and Concept** **Second-order concept/themes**

Prioritize one partner finding a permanent job in academia, and then arrange things for the other (f6, m6, f11)
The best/permanent contract wins (f6, m6, f11, m11)
Leave unstable situation and no longer be a postdoc (f6, m6)

**Shift in focus to secure at least one permanent position when one/two are not considered top candidates**

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Several job searches during the last years (m11, f16)
Long job searches (f11, m11, f16)
Looks for all kind of scientist positions (f6, f16)

**Job search might be lengthy and intensive**

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Long-distance relationship was very hard (f6, m11, f16, m16)
The commuting business puts a lot of strain on our relationship (f6, m6)

**Long-distance relationship, long commutes**

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## 3. Aggregated strategy: Residing strategy

**Defining Issues**

| **Codes and Concept** | **Second-order concept/themes** |
|---|---|
| Likes living here (m2, f2, f5, m5, m7, f9, f10, m10, f13)<br>Wants absolutely to stay (m2, m5, m7, m10, m13)<br>Husband (partner loves the country and does not want to return) (f7, f8, f10)<br>Providing children stability once they start school, difficulties anticipated (f1, f8, m8, f13)<br>Does not want to start everything over (f1)<br>Difficulties anticipated with moving with older children (f1, f8, f13) | **One/both partners want absolutely to stay in Switzerland** |
| No personal motivation for academia (m5, m7)<br>Academia is not stable enough to stay here (m2, m5, m7, f13)<br>Academia does not provide financial/emotional security (m2, m7, m10)<br>Wants to go to industry and acquire working experience (m2, m7)<br>Possibility to re-enter academia later on (university of applied science, extended programs) (m1, m7) | **Leaves academia to gain experience in another sector** |
| Better position here in terms of salary and responsibilities (m1, m8)<br>Good career prospects in current company (m8, m13)<br>Found rare permanent position in R&D in MNC (m2, m7)<br>Both are in a stable work situation (f5, f10, f13)<br>Created own start-up company after university (m3, m13) | **At least one is in a good current professional/ stable situation** |
| Reduction of work time possible (f1, f5, f7, f8, f14)<br>More free time for the family and further education (m1, f13, m13, f14)<br>Career opportunities for both (f1, f5, f7, f14)<br>Partner would be disadvantaged in home country (f5, m5, f15, m15)<br>Ideal place/nice life for the family (m1, m2, f13, m13)<br>More opportunities for children than elsewhere (f1, f2, f13)<br>Good public infrastructure (f1, m1, m2, f13)<br>Standard of living is good/you can live a decent life with your salary (m1, m2, m12, f13)<br>Stable political situation/safe country (f2, f7, f13) | **Switzerland is perceived as being the best place for couple/family** |

**Risks**

| Codes and Concept | Second-order concept/themes |
|---|---|
| Even in industry, it is hard to find a scientific job/companies careful about whom to hire (m2, m7)<br>Long unemployment, many applications required to go to industry (m2, f5, m7, m15)<br>Still unemployed, searching for a job in industry (f1, f7) | **Difficult transfer from academia to industry** |
| Women working is not supported in Switzerland (m1, m2, f7, m8, m13)<br>The environment for working women is better in other countries (m2, f7, m13)<br>We decided that she stays home temporarily while children are small (f2, m2, m7)<br>Scared to lose career if having children (f5, f8) | **The female partner cannot pursue her career** |
| This place is like a honey trap (f13, f2)<br>My partner wants more to stay here and I don't know yet…. (f5, f7, f8, f10) | **Feeling trapped** |

*H. 3rd article: All statements of "Academic specialist/global practitioner" - employment-seeking strategy*

| Codes and Concept | Statements |
|---|---|
| **Second-order concept: One partner searching for an entry professorship** | |
| **Objective of evolution in one's academic career (f3, f6, f9, m14, f15)** | F3 (35): *"I thought to apply for the assistant professorship here because it is the one I want, and then if I don't get it, then I'll look elsewhere and then apply for something else. But I mean, it is hard in the sense of—like this position, there were 152 people who applied for one job, so if you are looking at the probability, if everyone is equal, then you can forget it, right?"*<br>*F6 (37): "I would like to step up, to have a job as lecturer, assistant professor, scientist…..I love being in the lab and analyzing data….but those are never permanent positions."*<br>F9 (37): *"I see myself having a professorship, that is the ideal."*<br>*M14 (38): "For the next two to three years, I don't think about it. I will think about improving my qualifications, my research, and in two to three years, my boss will be retired. And it is clear that before my boss goes to retirement, I will not leave. […] Until now, it is fine. It is a very good position for my actual situation, but in two to three years it has to change."*<br>*F15 (35): "I think now I will do my last try, because now I also have enough experience and I have done quite some things: I am publishing and so on and have experience in teaching. And if it doesn't work out now, I don't think that I would do another postdoc. I will directly apply for some professorships, and if it doesn't work out…. maybe go to industry. But I would like to try because this is what I like doing."* |
| **Better chance to become assistant or full professor in home country (m4, m11)** | M4 (34): *"Well, if there is a recession, you know it is…. education, health and science. And they have cut a lot of science. In this sense to be a computational scientist is good because it is cheap."* |

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| | M11 (30): *"I am applying in my home country in a special recruitment program for professorships. It is an extremely good program, you get a professorship and decent grants, a high salary and an apartment for free."* |
| **Wants to have the research position she is looking for (f9, f12, f15)** | F9 (37): *"I want to have a job in research, I mean, why should I go for something else. I don't know what to apply for, to begin with….like for what should I apply for?"*<br>*F12 (42): "And perhaps it works or perhaps it doesn't. So, I will go back to school and teach, but I know I did everything I could."*<br>*F12 (42): "Actually, I don't have to be a professor, but I need a job, and the only long-term job in academia is a professorship. So, I try to become a professor, but it is not my goal to be a professor—just a researcher."*<br>F15 (35): *"Yes, I like doing research and I like also the environment at the university, I like also working with students….I am supervising master students and PhD-students also, and this is something I like….and teaching and so."* |
| **Wife/girlfriend is looking for a professorship (m3, m9, m12, m15)** | M3 (35): *"In the short term it would be problematic if she has to go. Then I also don't know if she would want to go and I don't know. I mean, we're not together that long, so I have never lived with an external constraint like that. So maybe there will be a point where it will be difficult to match our interests but for now that does not seem a problem."*<br>M9 (40): *"I don't think it would be a question, we would go definitely if she finds a professorship."*<br>*M12 (42): "My wife is looking for a job, and that is deciding, I would say. If she gets the professorship, I go there. And it does not matter if it is in Switzerland, Austria, Germany or wherever."*<br>M15 (33): *"We have discussed it…we understand that it is very difficult to find what she is looking for, so if she has a good opportunity in academia elsewhere, we for sure consider this. And I would go with her if she finds something like an associate professorship elsewhere."* |
| **One is a more restricted / specialist care than the other** | |

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| **Easier to find a position for one partner than for the other (f3, m3, f9, m9, f12, f14, m14)** | F3 (35): *"If the start-up company starts to work, then maybe he won't want to leave because it would be difficult, but he is a very flexible person, or he is not stressed about finding a job."*<br>M3 (35): *"I think that is mainly a geographical limitation. Unless I really want to be on a beach for a while, which is not a completely crazy thing, I once did like a travelling sabbatical for six months and it is really nice, so I wouldn't exclude that I want to do that again at some point. So that would be, that is obviously hard to match with someone else's job, so that might be difficult but in terms of professional career, I think I can find around Lausanne/Geneva, Berne, in this zone, I can find something interesting. I don't think that is a problem."*<br>*M3 (35): "If she goes somewhere else, it depends where it is. I am not against living somewhere else for a while."*<br>F9 (37): *"Yeah, and the idea in our head was that because he is an engineer it is easier for him to find a job. We thought that ok, I find [one] first and then he looks for himself where I am. His skills are more applicable."*<br>M9 (40): *"We would go definitely if she finds a professorship. Then, it is true…it does not matter where we go; it would be much easier for me to find a job then for her. Maybe there is something at the university, there is something in industry, there are different options that I could accept, but then timing is important. So, if I on the other side get a good job…the first who gets the good job, I think the other has to follow."*<br>F12 (42): "*And I noticed that I am also very glad to be with my son, but it is for me very important to have a job where I can do what I want to. And I think if I have a job, he will find a job everywhere. He has so many abilities."*<br>M14 (38): *"She can also work when there are international schools and look for possibilities…or change and give language classes, which she already did in the country [where] she was before. So, she is more flexible than I am. I am more specialized."*<br>F14 (44): *"There are schools everywhere, I can work wherever. I know that my boyfriend is attracted by the Nordic countries, and I could not say 'no' to go there. I don't know if I were able* |

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| | *to live there for a long time because of lack of sun (laughing).* |
| **One partner is more flexible with the job; the other more specialized and restricted (f3, m3, f4, f9, f12, m12, f14, m14, f15)** | F3 (35): *"In general, I think, he is more flexible with his job because he is a software engineer, and now, he is doing a start-up company."*<br>M3 (35): *"I think her job is more, her career is more limited in the sense that she….I am easier geographically then she is."*<br>F4 (34): *"Yes, I liked being self-employed. I could work whenever I wanted. I would try it once again. I need to have a more defined idea…it is something what I liked to try once again."*<br>F9 (37): *"His skills are more applicable."*<br>F12 (42): *"Perhaps, he is more flexible. He is a mathematician and informatics guy. He does IT. And he says 'the job is not the most important thing; the most important thing is to be with my son'."*<br>*M12 (42): "I mean it is always the question if you really need to work or you live with the money you have…..I mean. But I wanted to work, I did not want to stay at home. I could work, so was always looking for new projects. It was demanding to….it was kind of like freelancing. I mean, I had it better than freelancer, because I had months of contracts. […] When my son is away in daycare, those are my working days. And the other days are my days to take care of him."*<br>*F14 (44): "And additionally, the side of working for the state, to be an employee of the state….I don't like very much. I would prefer something where I could work more individually and independently, to be less in the system."*<br>M14 (38): *"So, she is more flexible than I am. I am more specialized."*<br>F15 (35): *"He has a position that is, quiet permanent…it is permanent but the company is a bit unstable at the moment, so…it's a startup company, so he doesn't really know about his future either, but he's a bit more flexible than me because he can work in different companies, and in different fields, while what I'm doing is a bit restricted.* |
| **Difficult job search for an academic position, deciding factor (f3, m12, m15, f15)** | *F3 (35): "But I mean, it is hard in the sense of—like this position, there were 152 people who applied for one job, so if you are looking at the* |

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| | *probability, if everyone is equal, then you can forget it, right?"*<br>*M12 (42): "Yeah, she has the primary career. If things are going bad and she is not able a professorship during the next years, things could change. That she is deciding to become a teacher once again."*<br>*M15 (33): "We have discussed it…we understand that it is very difficult to find what she is looking for, so if she has a good opportunity in Academia elsewhere, we for sure consider this."*<br>*F15 (35): "Yes, and it is always more difficult to find something in Academia, that is why. [….] I would like to continue working in Academia as a professor but it is a bit difficult so, we will see what happens. But this is one option that I have right now and I will try."* |
| **First one looks for employment and then the partner searches at the same place (f9, m9, f12, m15)** | F9 (37): *"We thought that ok, I find first and then he looks for himself where I am."*<br>M9 (40): *"Yeah, it depends on the job, of course if one of us finds a job and the other one doesn't have a job then we go…and especially if it is like a good job."*<br>F12 (42): *"And I think if I have a job, he will find a job everywhere."*<br>M15 (33): *"And I would go with her if she finds something like an associate professorship elsewhere."* |
| **Priority of living together** | |
| **No long-distance relationship anymore. Couple does not want to live at different places. (f3, f9, m9, m12, f12)** | *F3 (35): "Exactly, otherwise everyone is commuting or lives in different countries, so I hope that won't happen but so far it is not a problem."*<br>*F9 (37): "I was there for three years. About our relationship three years and three months have been at a distance. But we kind of forgot. I remember it and I think it is difficult and I will say to ourselves, we wouldn't do the distance again. We are not willing to."*<br>*M9 (40): "In this moment…the moment is a bit difficult…we are a couple with a child. We absolutely don't want to live in different places."*<br>*M12 (42): "I have to be flexible; otherwise, it would not be possible to stay together. I mean there are a lot of professors also living apart, with partners in the UK, Germany or wherever, but I will try to avoid that."*<br>*F12 (42): "I think it is no option that my son has to change every two years because I am moving from job to job. I have to decide, so my next job has to be for the long time. Otherwise we are not moving."* |

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| **One member adapts to the other to be able to move together (f3, f4, f9, m12, f14, m15)** | *F3 (35): "I don't know it yet and of course if the jobs that I've applied for don't work then maybe I have to move sooner and then I think he would also be happy to say okay, let's choose a country…"*<br>*F4 (34): "Now, after this experience of being self-employed it has given me strengths in other personal areas. Now, I see things as challenges. What is the worst thing that can happen…that I lose my job? Then I will look for another. Ok, I will manage. I did it once and I change country, so why not twice."*<br>*F9 (37): "Yes, we are both in a moment where both of us are finishing contracts, his contract is also finishing, next year. So, we are both open to leave, the other one follows and the best contract wins."*<br>*M12 (42): "I have to be flexible otherwise it would not be possible to stay together."*<br>*F14 (44): "So, it would be better to leave before that age. The thing is that my boyfriend and me we are not good at planning, we live in the moment, it is more feeling. We are more influenced by opportunities, by how things are going…. maybe a place we like very much. There is nothing determined.*<br>*M15 (33): "And I would go with her if she finds something like an associate professorship elsewhere."* |
| **If she/he obtains a professorship, I would go with her/him (m9, m12, m15, f14)** | *M9 (40): "I don't think it would be a question, we would go definitely if she finds a professorship."*<br>*M12 (42): "My wife is looking for a job and that is deciding I would say. If she gets the professorship, I go there.*<br>*F14 (44): "I would prefer to go in the south than the north. But I would accompany him of course, to have the experience, I am curious."*<br>*M15 (33): "And I would go with her if she finds something like an associate professorship elsewhere."* |
| **Couple is ready to leave host country** | |
| **Both partners are not against living somewhere else (f3, m3, m4, m9, f14, m14)** | *F3 (35): "We discussed it a little bit, I think that he was ready to leave Switzerland, like not right now but I think maybe before his job, that he has now, he wanted to leave and so he applied for jobs in other places but hose did not work out and so he stayed and I think maybe he would like more of an adventure."* |

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| | *M3 (35): "If she goes somewhere else, it depends where it is. I am not against living somewhere else for a while.*<br>*M4 (34): "Yeah, at some point everybody wants to return….to my home city especially. The thing is in what condition can you return? I would like to …..and I think in three years there will be chances, they are opening some….."*<br>*M9 (40): "But for the moment, let's say more or less we understand where the places where we both would go are and in ..these places the first to find something basically decides for both."*<br>*F14 (44): "It is more by occasions we take it. We say "why not". It would not dislike us to leave for a Nordic country or something like that."*<br>*M14 (38): "But I and my girlfriend are open to move and leave, but we know that we are not in the worst situation never mind."* |
| **Partner would preferably like to return (f4, m4, m12, f12)** | *F4 (34): "You never know what can happen. But the first intention is now to go back at some point."*<br>*M4 (34): "Well, it depends. I don't think she wants to be here for five years (laughing). […] No, she will start a job that she prefers. In the job she was till now she did not feel so welcome. So maybe, she will change her mind."*<br>*F12 (42): "I would like to go back. In Switzerland, I am always X and I am not….it is the last 10% of integration what is missing."*<br>*M12 (42): "Yeah, I would like to return, because…the job is fine, but the family is far away. We have friends here but the family is kind of too far away for me. But this kind of question is not really….it is just in the dream or wish department…".* |
| **Not feeling at home in Switzerland (f12, m12, f14)** | *F12 (42): "No, it is very….the people here are very friendly. But one point is the mother tongue here. I cannot speak dialect. That is perhaps a little problem. There are few things which are different. The stories you tell to your children. Every Swiss child knows certain stories or certain songs, I don't know them. There are differences between our cultures. And I think it is also my problem: I am not keen enough to make this difference zero. It is not hard for to live here. […] But the people in my country or just in the region where I am coming from, they are just a bit different."* |

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| | *M12 (42): "I mean I still don't speak Swiss German, and his is kind of always a reason to feel different and being treated different."*<br>*F14 (44): "When I was in X, I felt at home. When I went visiting my family in X, I returned after at home in X. You cannot explain that….the places are like the person. You cannot explain everything. Well, in Switzerland I never felt at home. I had to tell me 'you live in Switzerland'. When I return to X or the city where I grew up in X, I feel at home."* |
| **Would like to live in another European country (m9, f14, m14, m15)** | *M9 (40): "Our home countries are not really in this list. So, Switzerland, Germany, than Northern Europe, like for example, Netherlands, Belgium…..France I don't know. Maybe, but… […] I would not be so enthusiastic."*<br>*F14 (44): "I think at the moment we are attracted by the Nordic countries even if my heart stays in the city I was living before, and will probably always stay there (laughing). Maybe I will spend my retirement there (laughing). But I know that my boyfriend is not attracted to this country and I don't know if he had a lot of opportunities in his profession there."*<br>*M14 (38): "English-speaking countries would also be possible. The language is not really important. It could be I Germany, Denmark or in Spain. She could also apply in X to return there…"*<br>*M15 (33): "Yes, perhaps the UK, perhaps France, Germany….in Germany there are plenty of other options. Of course, there's a lot of competition, but one has to see."* |
| **Risks** | |
| **Right timing regarding partners' career/ job contract** | |
| **Timing is important (m3, f9, m9)** | *M3 (35): "If she goes somewhere else, it depends where it is. I am not against living somewhere else for a while. So, it is hard if it is not concrete. I mean if tomorrow she would say we have to go to Dallas, then that would basically kill my project. So, then it would be a problem, but if it is in two years or in five years, maybe at another stage it would be welcome; then I would want to do something else."*<br>*F9 (37): "We are both in a moment where both of us are finishing contracts, his contract is also finishing, next year."* |

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| | *M9 (40): "So, if I on the other side get a good job…the first who gets the good job, I think the other has to follow."* |
| **Global practitioner has an unsecure employment contract (m3, f4, f15)** | M3 (35): *"It is a bit shady. I mean, I have a salary now because we got these innovation funds, so it's fixed. It is till January; I think that I have a salary. So, my goal is, before January, to find a client or an investor or someone who pays my salary basically. [...] Well, these innovation funds, they're not infinite. They are not going to keep paying us. They are like a little booster in the beginning and then you need to make profit or find a commercial. So, I don't know."*<br>F4 (34): *"Actually, it is a contract for 6 months but I don't care. Because I mean I really, really wanted to work there…..I was obsessed of working for a nonprofit organization related to science."*<br>F15 (35): *"He has a position that is, quiet permanent…it is permanent but the company is a bit unstable at the moment, so…it's a startup company, so he doesn't really know about his future either, but he's a bit more flexible than me because he can work in different companies, and in different fields, while what I'm doing is a bit restricted."* |
| **Academic specialist has to find professorship during next years, things could change (m9, m12)** | *M9 (40): "You know also with a child….the responsibility to provide for the family…so you cannot really say let's see what happens for a long time. Under these circumstances, we need to have a certain security."*<br>*M12 (42): "If things are going bad and she is not able to find something during the next years, things could change. That she is deciding to become a teacher once again. And then maybe the model is switching, that I am working more and she is doing the teacher job less."* |
| **Specialist partner needs the qualification and ability to secure a good position** | |
| **Heavy stress experienced by the academic specialist, which the partner also feels (f3, f12, m12, f14, m14)** | *F3 (35): "No, traveling I don't think so much but maybe just the stress. Like if I have a deadline for a grant that I have to submit then the week before I am pretty stressed and then I am working at home and then he wants to do stuff at the weekend and I am like well, no I cannot, I really cannot, I have to work this weekend so obviously it takes the* |

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| | *evenings. So typically, I don't do that unless there's something like a deadline or a job interview or something like that where I have no choice."*<br>*F12 (42): "And I really felt with this funding: It has two years, and it is my last chance. If I want to be a researcher, I have to write a new habilitation now, best in these two years. [...] It was great to write the habilitation, but at the end, I was so busy. It was so much stress; in the end, it was very difficult."*<br>*M12 (42): "Sometimes you are also happy that you are two parents. And the part I did and she did was different than now. Much more I had to do. The evenings, bringing him to bed. And on the weekends, she said 'oh no, I have still too much to do, do what you want with him, I have to work'."*<br>*F14 (44): "It was heavy. What is heavy is to find yourself alone, with a child, and no family and no one to help with taking care of children, just to have the daycare and the day school or a hired babysitter, which we have to pay. I have the impression that we cross each other a lot but we don't do enough of things together. We profit if one looks to the child, the other is free to do what she/he wants. And then we exchange. And the work of my boyfriend is very time-consuming. We are both in professions, which we take at home."*<br>*M14 (38): "It is very difficult to manage everything. So, it is very hard and I also take my vacation to work, to catch up with my research. But it is a lot of stress to do everything. To improve my qualifications, to replace my boss, to fulfill my family role…it is a lot of stress."* |
| **Constant challenges and rejections (f3, f9)** | *F3 (35): "This phase of uncertainty and short-term contracts and having to move countries every few years—so that, for sure, is definitely effective on my stress levels, and then it also affects your perception of yourself and your confidence because you are always challenged and you always have to apply for things, and then you get rejected and then you feel 'I am not good enough for this career.'"*<br>*F9 (37): "I applied but I wasn't accepted. I applied in the UK. […] This year. I don't remember when the deadline was because I've been doing so many applications…"* |
| **Last attempt to become a professor due to experience, publications and teaching experience (f9, f12, f15)** | *F9 (37): "Like if I would want now to go back there, I think it would be very complicated, and I don't want to. So, no, so far I haven't thought. If I* |

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| | *hit the wall, then I will think. But until I hit the wall I will stay here in research."*<br>F12 (42): "*Yeah, I apply for professorships. […] And perhaps it works or perhaps it doesn't. So, I will go back to school and teach but I know I did everything I could.*<br>*F15 (35): "I think now I will do my last try, because now I also have enough experience and I have done quite some things, I am publishing and so on and have experience in teaching. And if it doesn't work out now, I don't think that I would do another postdoc; I will directly apply for some professorships and if it doesn't work out…. maybe go to industry. But I would like to try because this is what I like doing."* |
| **Permanent priority of one career over the other despite egalitarian attitudes of the couple** | |
| **Global practitioner experiences occupational downgrading (f4, f12)** | *F4 (34): "It took me a while to get a job in the French-speaking part and in October or November of last year, I moved here to Switzerland for this position at the university. It was a one-year contract, but it was split to 8 months in the beginning……because they invented that there is a law whatever what was absolutely false. So, in July I passed the 8 months and it was automatically extended to one more year, but I declined it now. I am not going to stay one more year."*<br>*F12 (42): "My husband had it the other way around. He was working full-time during the year when I was at home. And he was often, 'I want to be more with you. I want to spend more time with the child.' So we changed. It was perfect. […] But for him I also see...he has so many abilities, and he says, 'It is not so important right now.' He did things where he was overqualified. It is not a challenge for him to be in IT-support. Actually, he is a developer, and he did not do this during the time he reduced to be more at home. It was just to have a job, but it was not fulfilling. Now it is a bit better. He did it for me, I think."* |
| **Global practitioner adjusts employment to accommodate family needs (m12, f14, m14)** | *M12 (42): "Exactly, 60%. And that is going to change when my child is going to Kindergarten in September. And then it will be probably every morning and probably every full Monday and Tuesday or something like that."*<br>*F14 (44): "Well, I stopped working for one year when I had my daughter. For the first year, and afterwards I had the desire to do something else.* |

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| | *And then I restarted studying and during one year, I just studied. And then I restarted to do the replacements, and since one year I have a fixed-term position as primary teacher for 20%, what means for one entire day."*<br>*M14 (38): "Yes, but since this year she has a teacher employment of 20%, she works on Mondays. And it pays a little salary which was very welcome. It releases a bit the pressure of being the breadwinner."* |
| **My wife/husband temporarily has the primary career (m12, f14)** | *M12 (42): "If things are going bad and she is not able to find something during the next years, things could change. That she is deciding to become a teacher once again. And then maybe the model is switching, that I am working more and she is doing the teacher job less."*<br>*F14 (44): "Yes, because he gains the salary. He carries the family; he is the breadwinner. But he compromised a lot that I can also have my project of studying next to the family. Sometimes, we would like to say 'you gain the salary and I work only 20% and gain a bit and take care of our daughter, the household'. But then we say 'no' (laughing). That is not it. I'd like to do other things."* |

## *I. 3rd article: All statements of "Double academic specialist strategy"*

| Codes and Concept | Statements |
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| **Second-order concept: Both search for entry/associate professorships** | |
| **Employment for two in academia unavailable in Switzerland (m6)** | *M6 (33): "Yes, that is the crucial point because we have both postdocs and we both have to look for something more permanent, right? And that is of course tricky because ideally, we both want to stay in academia and I mean realistically, it is not possible to find two jobs in academia in the same place for both of us, especially not in Switzerland."* |
| **Assistant professorship for partner in recruitment program negotiable in home country (m11)** | *M11 (30): "I have better publications than her. That is OK; that puts the influence more on me than her. For the recruitment program I am trying to apply to, they promised me that if I got a position, they will open a position for her as well. It would not be at the same level as mine."* |
| **No two-body programs at European universities (f6, m6)** | F6 (37): "*First thing is we have to think about finding a job…we need something more stable.* |

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| | *After that, we will see if we find two jobs…would be nice…like in the USA, for instance, they have the two-body rule. It is not a two-body rule officially, but oftentimes, if someone gets a position, you can negotiate a second position somehow. But I think in many other places in Europe, it is not the case."*<br>*M6 (33): "Well, the other European countries don't have dual career agencies in the university neither. The thing is that for the Swiss National Fund, who provides a lot of funding for this career boosting whatever in more senior positions, they expect people to have gone abroad for a postdoc so I am extremely unlikely to see any more funding from the Swiss National Funds."* |
| **Solve our two-body issue (m6, f16, m16)** | *M6 (33): "So, my girlfriend is looking for a new job and it's inside or outside of Switzerland and if she finds something permanent, I will follow her and if I find something permanent first, she will follow me, that's the kind of agreement we have."*<br>*F16 (42): "Our strategy was that I would try to get as many faculty positions as I could, and then my partner would be able to help me choose which one would best meet both of our needs. I searched very broadly in all different kinds of departments."*<br>*M16 (37): "You know you hope that had to, to get there. But you just cannot think like that. You cannot add and subtract things of what you are doing. You just have to keep moving and try to enjoy what you are doing (laughing)."* |
| **Passion/living for research** | |
| **Opportunities arise from being flexible and open (f6, m6, m16)** | *F6 (37): "If somebody who proposes or suggests 'oh, there is a grant/proposal that might be good for you', then you know you just apply for it instead of saying 'Oh, I have already planned too far ahead, what are I am going to do', that is not the answer to do it. You have to jump on the opportunities as soon as they come."*<br>*M6 (33): "Yes. So, then what are the other alternatives to academia? That I haven't really thought about I yet so far I will just try to follow this path and then if it doesn't work out, I have to do something completely different and don't know if it is in the industry or not."*<br>*M16 (37): "There are opportunities that come out of being flexible and open as well as some uncertainty but we don't think about that at all, we just do what we do and enjoy it."* |

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| **Passioned about doing research (f6, m6, m11, m16)** | *F6 (37): "Yeah, to step up. I love being in the lab and analyzing data….but those are never permanent positions."*<br>*M6 (33): "Yes, I think if you try to stay in academia half-heartedly, you will not be going to succeed."*<br>*M11 (30): "Yes, I am working in a very dynamic group, my colleagues are nice, so we talk about research problems that are quite informative and they give me constructive comments….so that is quite nice."*<br>*M16 (37): "The people who continued are people who are exceedingly passioned about their work. What that means that they are willing to sacrifice a lot to do what they want to do, work-wise."* |
| **High engagement (f6, f11, m11, m16)** | *F6 (37): "So, like with some of the collaborations….I do it sometimes sitting on the couch my husband's parents' house, because then my son is playing with the grandparents and I can just sit then on Christmas eve 'email me' to my collaborators for more data or I have a question because they sent me something…."*<br>*F11 (31): "No, I was almost half finished, so I came here, every day I went to the computer room, I came here every day like normal work, so I wrote my thesis in the computer room. Before my daughter was born, I finished the first version of my thesis and it was nice for me. Three months later, when my daughter was born, I did my defense."*<br>*M11 (30): "Saturdays normally not. I often come on Sunday. On Saturdays, I need to buy stuff, shopping, and Sundays there are no shops open, so I come to university."*<br>*M16 (38): "Even when you are not working, your mind has to kind of working as well anyway….., not in a negative way. If I put down a book or something, I think about an experiment what is not related to the book. If you have this attitude, you will make it."* |
| **Personal sacrifices for doing research (f6, m16)** | *F6 (37): "Yeah, always insecure. And finally there is no more money left and then, so then I have to move on….but the problem is that the projects are still all in progress. This has been really badly labor-intensive project; it should go over 3 years to collect data.*<br>*F6 (37): "It is not over because my contract is over. And in a sense well you know….for me it is stressful but it is good that way I can maintain collaborations, research is what I want to do* |

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| | *anyway….so now, I just have to find a position that pays. But in the meantime, I keep collaborations that I can talk about, collaborations that keep my research work going…."*<br>*M16 (37): "At that level, there is a different attitude once you made it. The people you meet gave up a lot to do this….and they sometimes don't even realize it because they are so obsessed in what they do. Not anybody should be expected to feel like that about their work. You know. But I think, it is still a great training opportunity for other kinds of work. We just have to change perception about how the career trajectory goes….."*<br>*M16 (37): "So, I have also to measure my things. My wife and I, lived apart from each other 3.5 years since we met each other. […] There are a lot of examples or people who have to split for a little while. So, we did our share of this kind of stuff too."* |
| **Ready to leave host country** | |
| **Foreign experience necessary for academic career (m6)** | *M6 (33): "Well, the other European countries don't have dual career agencies in the university neither. The thing is that for the Swiss National Fund, who provides a lot of funding for this career boosting whatever in more senior positions, they expect people to have gone abroad for a postdoc so I am extremely unlikely to see any more funding from the Swiss National Funds."* |
| **Both are open to leaving (m6, f6, f16, m16)** | *M6 (33): "It was a good thing to come here for the PhD, now it would be a good thing to go elsewhere, if I want to stay in academia."*<br>*F6 (37): "Everywhere in Europe, I guess. Right now, I have so far an interview next month in France, I have another lab I am applying, I haven't gotten any responses yet in France. I am applying for two I the UK, one in Switzerland."*<br>*F16 (42): "We narrowed down three places that we were considering, one in the USA, one in Canada and one here. We visited the different places together and discussed and made a matrix and tried to figure out what was the best."*<br>*M16 (37): "Yes, but there is no decision actually. I am here to continue until things have to change. This is a mentality if you are writing about postdocs and scientists or academics, this the mentality you have. It is impossible to survive up here if you are rigid minded about how your future has to be."* |

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| **One partner wants to return to home country (f11, m11)** | *F11 (31): "Yes, at least for me, I want to go back to live in my home country with all my food. Everything. Maybe it is better for my child to live in Switzerland, in my home country education sources are not enough for everybody. I do not want to consider whether is good for my daughter or not, it is my life, so….for me it is where I will be happier. And, I will be happier in my home country."*<br>*M11 (30): "Yes, her wellbeing is lower than mine. Because she always wants to go back to our home country and she is taking care of the child that it is difficult. And if you spend all day with a kid, it is not easy."* |
| **As a scientist, if you are not able to live abroad, then the opportunities will go to someone else (m16, f6)** | *F6 (37): "Yeah, I know, it is not fun to move but we are very highly-qualified, you know what they call the highly-qualified tier, there's the job market is a bit spare."*<br>*M16 (37): "Well, I've just gotten used to it. Because we moved a lot, as you said. This is about mobility. As soon as I left my home city….it seems when I was 20 or something, I have not been back to living in my home city since then. So, it is been 17 years and I've not felt really integrated anywhere. It is a choice. It is like a monk goes to the mountain and lives by themselves. As a scientist if you are not able to do that, the opportunities will go to someone else."* |
| **One partner wants to stay in Europe (f6, m6, m11)** | *F6 (37): "He is the one who says he wants to stay in Europe. Because otherwise I have more contacts in X; for me it would be easier to apply to X. I spent years there….."*<br>*M6 (33): "So, my girlfriend is looking for a new job and it is inside or outside of Switzerland and if she finds something permanent, I will follow her and if I find something permanent first, she will follow me, that's the kind of agreement we have. Within Europe."*<br>*M11 (30): "My home town, because if I stay in another city, I'll still have the same pressure left from….as I live in Europe. It would change nothing. I have very limited holiday, so I can go back home I don't know….two weeks per year. Here, I can go back home more than 3 weeks per year what is more than I can go home if I am in another city. Either my hometown or Europe."* |
| **CV is right/all necessary qualifications (f11, m11, f16)** | *F11 (31): "So, I prepared my CV for one month and after that I planned to firstly go back to my home country for one or two months. After that* |

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| | *long vacation, I would come here and look for a job. At that moment, there was a guy who worked in my current group and he sent us a position. We were looking for postdoc and I saw the proposal and thought it was for me. So, I prepared, I wanted to try if it worked or not, and I applied and got the interview and one month later I got the reply. I was lucky, I didn't really start to search so, I got the proposal."*<br>M11 (30): *"Well, it is not good every year, but my collaborator in my home country, he pushes me every year to apply. It is difficult because it has some special rules. The first is three years after your PhD, you need to go through a special committee which select the very good candidates. They either accept candidates form 2 years after the PhD to the age of 40, but I am still in this exception period. I you want to apply; you need something more."*<br>F16 (42): *"Yes, the topic was right and I had a good CV and I think I was convincing about my research plan (laughs). We had a lot of options, so to speak. In terms of academic circuit, I did very well."* |
| **Partner also has a very good CV (f6, f11, f16)** | F6 (37): *"Yeah, I know, it is not fun to move but we are very highly-qualified, you know what they call the highly-qualified tier, there's the job market is a bit spare. […] And, we are two of these people together."*<br>F11 (30): *"My husband, because he has already received an invitation from a university from our city. But my husband thought he won't go because he thinks the salary is not good, maybe he will stay two or three years longer, he can ask for a higher salary. Because he did his PhD in a foreign country, but his nationality is X and he had a communication with that university in my home city and he has meetings and projects together and in that university here is a team leader who thought that my husband has good quality and he wants him to come back, working with him. Every year, he hopes that he comes back."*<br>F16 (38): *"He also has a very good CV. He wouldn't have a problem to find a postdoc position here. It helped that he also applied for a fellowship which he got, which funded his initial three or four years here. He had his own funding too."* |

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| **With a foreign PhD and postdoc, it is no problem to find a position as a professor at home (f11, m11)** | *M11 (30): "Yes, I am thinking in five years I will definitely get a permanent position somewhere, either in my home country as in Europe."*<br>*F11 (31): "And for me….as I said, in my home country people think going abroad is a good thing, so if you got a diploma in another European university, they will think it is good, and maybe, at least, we have the PhD. And as a PhD in my home country……it is easier for a PhD to find a job and with my foreign diploma, I don't think it would be a problem, just whether you are free or not.* |
| **Risks** | |
| **Shift in focus to secure at least one permanent position when one/two are not considered top candidates** | |
| **Prioritize one partner finding a permanent job in academia, and then arrange things for the other (f6, m6, f11)** | *F6 (37): "Ideally we can find two permanent positions at the same place that would be nicer…but I think the first thing is we find something a little more stable than just like-postdocs and postdocs. That is really just abandoning a situation and is just prolonging and delaying the inevitable. Right now, I think the first thing to do is to find a more permanent position, and then we will see. It is just like the apartments: first you take what you get, and then you look for something better if there is!"*<br>*M6 (33): "I mean it is hard enough for one person to find a permanent job in academia, and it is both our dreams to do that, and we just hope that it works for at least one of us. I mean so far no one took a step back in our career, but it will probably happen very soon."*<br>*F11 (31): "If both of us have a position before leaving, that would be perfect, but at least my husband should have one, because for me, I don't want to put so much efforts in my career. I am easy to satisfy."*<br>*F16 (42): "Luckily, we were not going for the same thing at the same time. We did not have to decide who is going to have the great career […] think if your partner is older and a male, you probably feel that his career is more important: that he is more important. So I think it helped us to balance things also in that respect."* |
| **The best/permanent contract wins (f6, m6, f11, m11)** | *F6 (37): "I guess right now the general agreement is that if one of us finds a permanent position. That is kind of the important part."* |

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| | *M6 (33): "So, my girlfriend is looking for a new job and it's inside or outside of Switzerland and if she finds something permanent, I will follow her and if I find something permanent first, she will follow me, that's the kind of agreement we have."*<br>*F11 (31): "When my husband thinks it is good for him to go back, I will go back with him and I look for a job. I don't want high-level things."*<br>*M11 (30): "I think I will return if she got a nice position in there but she doesn't want to apply even for."*<br>*"So, for publications I have better publications than her, much better. That is ok, that puts the influence on me not on her."* |
| **Leave unstable situation and no longer be a postdoc (f6, m6)** | *M6 (33): "Yes, that is the crucial point because we have both postdocs and we both have to look for something more permanent, right?"*<br>*"Yes, I mean for us, the big problem is this uncertainty, what comes after the postdocs, right. So, it's a big stressor for both of us."*<br>*F6 (37): "Yeah, to step up. I love being in the lab and analyzing data….but those are never permanent positions."*<br>*F6 (37): "Right now, I think the first thing to do is to find a more permanent position, and then we will see. It is just like the apartments: first you take what you get, and then you look for something better if there is!"* |
| **Job search might be lengthy and intensive** | |
| **Several job searches during the last years (m11, f16)** | *F16 (42): "Well, I was not ready to be on the job market again. By that, I just mean that I had not produced much as a professor, because it takes some time to build your group, and then the publications start to come out. I felt very unready to be applying again for jobs. You want to have some productivity to show. It is a distraction from actually doing work when you are applying for jobs."*<br>*M11 (30): "In the beginning in 2011, I tried to apply for a PhD position, I was looking for Switzerland, Germany, France et cetera…..I know university X and also speak the language, I have a couple of friends there, because I had some friends who went to this university with the exchange program, so this is a good university and I wanted to apply there. I tried but I didn't success. Then I stayed in country X for my PhD but I've always wanted to go to Switzerland. (…) For postdoc, I* |

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| | *tried the university X, university Y not really because I did not find any target that would have fit me…..but I didn't success, and then I also find this university and that's why I came here but I also tried UK, I got an offer but I didn't go because the salary was too low for a postdoc."* |
| **Long job searches (f11, m11, f16)** | *M11 (30): "Yes, I am thinking in five years I will definitely get a permanent position somewhere, either in my home country as in Europe."*<br>*F11 (31): "My husband, because he has already received an invitation form a university for our city. But my husband thought he won't go because he thinks salary is not so good, maybe he will stay two or three years longer, he can ask for a higher salary."*<br>*F16 (42): "I would have to ask for letters or recommendations and all of these things. It is quite an investment. We were on the job market for two years."* |
| **Looks for all kind of scientist positions (f6, f16)** | *F6 (37): "But yeah who knows….because I also look at scientist position, I also look at lecturer positions; I also looked at assistant professor positions…..I also applied for an R&D position in industry as well already…I like doing science (laughing)."*<br>*F16 (42): "Our strategy was that I would try to get as many faculty positions as I could, and then my partner would be able to help me choose which one would best meet both of our needs. I searched very broadly in all different kinds of departments. […] We narrowed down three places that we were considering, one in the USA, one in Canada and one here. We visited the different places together and discussed and made a matrix and tried to figure out what was the best."* |
| **Long-distance relationship, long commutes** | |
| **Long-distance relationship was very hard (f6, m11, f16, m16)** | F6 (37): *"Yeah, we met for 6 months and after that we did a long-distance relationship for about 3 years because I had to finish my PhD."*<br>M11 (30): *"Yeah, the first month was very frustrating, I would say (laughing). I lost four kilos. I couldn't sleep well because my wife was pregnant, so I need to solve everything immediately, check insurance, check hospitals and find an apartment. Those were the 3 most important things for me."*<br>F16 (42): *"Yes. They were very young at the time. It's a period where you don't really want to be away from them for very long. I know it was* |

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| | *difficult for my partner as well because he didn't get to see them during the precious time in their lives."*<br>*M16 (37): "The year was hard for my wife, my family and for me. It is not like I had to do it, but I wanted to do it. And I think it helped me still. But it was very hard. I think it will be one of the things that you never really can let down…it is a year of my children's life that they did not see me much, my wife was more stressed about her work, [and] I did not see them. It was a great experience for me in some ways, but it is also probably the largest sacrifice I have ever made."* |
| **The commuting business puts a lot of strain on our relationship (f6, m6)** | *M6 (33): "I think that the commuting business puts a lot of strain on our relationship. We have been doing this half-week commute for one and a half years now. And the time that we are together, all the housework has to be done, and there is not much time for anything else. We did not make any friends here or go out much on the weekend."*<br>*F6 (37): "No, there are times when I don't sleep a lot. So, then when I am commuting, I actually work on the train, so I might leave here at 8am, work on the train and arrive there at around 11am and go for lunch with my colleagues and then I work until 1 in the morning. So, I might go back to my apartment and work until 1 in the morning and then I get up at 7.30 because there is a 8.30am meeting usually on Thursdays…..you know (laughing)."*<br>*"Yeah, the commuting….a lot of times it is family time on skype. Because if I am there, then it is not easy."* |

## *J. 3rd article: All statements of "residing strategy"*

| Codes and Concept | Statements |
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| **Second-order concept: One/ both partners want absolutely to stay in Switzerland** | |
| **Likes living here (m2, f2, f5, m5, m7, f9, f10, m10, f13)** | *M2 (38): "I felt never lonely, I am very comfortable…. what is really comfortable is Switzerland that it is extremely liberal, one of the most liberal countries I have been to…..extremely tranquil, they don't bother others."*<br>*F2 (35): "Besides the language, I think it is a wonderful place to live. I like the security a lot, that feeling that you are completely secure. I like the way of thinking, the people are very individual, they are not interfering, they are not into what is* |

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| | *the neighbor doing, and it is very private. I like that very much."*<br>*F5 (33): "Yes, also for my partner, because now he works here, then maybe in three, four years we'll look for something else, but for the moment it is very nice here. We like it and we're happy here."*<br>*M5 (32): "Yes, but I am not looking in her home country. We talked about it and then….we don't have plans to move toX. It's clear that I have absolutely no intentions to move back to my home country. Actually, there would be opportunities but I like this international environment, I like to meet people with different back grounds and nationalities and stuff….."*<br>*M7 (32): "But I really feel about the economics, about the politics, Switzerland is in many cases a very good example which could show many other countries which are not developing so nicely a possibility how you organize and regulate many different things in a positive way."*<br>*F10 (34): "And it is long-distance, so that are not real these true friendships. I have some really good friends but if we would live in the same city I don't know if our friendship would improve because of that. I realized here I have friends, really good friends and a network. And I like Switzerland. I really like the politeness, I like the countryside (from where I am, the climate is less good and the country side is very boring, or I don't know it very well, let's say.)."*<br>*M10 (38): "I just take my heritage with me. And the same is what I do here. I cook the recipes of my grandma, I behave how I want. Before I thought, I have to integrate very deeply into the Swiss culture and take over very detail. But I realized I don't have to do this because I am a personality. A lot of people are the typical Swiss people. And I am just one of these people, I have not a passport, but I fit in very well. My little differences fit in very well."*<br>*F13 (34): "So, it is difficult right, because Switzerland is such a nice, protected, calm place. And actually, we like….so we lived in X at first, then in X and now we live in this small place, and like community life is so nice. So we are like where could we go where we could keep our life style from here. And like allow our kids to grow up like this, like 'where could we go'."* |
| **Wants absolutely to stay (m2, m5, m7, m10, m13)** | *M2 (38): "I don't know, it is such a long time ahead…I really don't know so many things can* |

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| | *happen. Of course I could imagine to live sometime later either in X or ….I don't know what is going to happen when I retire. But principally to me, now having family and kids […]. And make this long story very short, it is not only that, with children it is very nice, also like from also from her point of view it is very nice because Switzerland is very international, you have a lot of foreigners and integration is very good, let's say, there are no problems for foreigners…."*<br>*M5 (32): "No, I'm thinking in Switzerland. We have everything here now, friends….the family is far but….so I like it here."*<br>*M7 (32): "In five years, I am hopefully Swiss. Oh, hopefully I am Swiss. As I said, I fell in love with this country."*<br>*M10 (38): "But then I moved to my home country, It was pleasant but I didn't ….I felt very home in a sense all the things that I don't like that I did not realize while being abroad. It was time to….no, it was the right choice, Switzerland, actually I felt home when I was in Switzerland, those were very important years, I realized when you are 20, these years you get really formed. So, I decided to go back to Switzerland….."*<br>*M13 (38): "We don't want to move right now; we still have some stuff to achieve here. My wife has to finish, and I would like to continue with the company for a few more years. I guess we would like to stay in Switzerland".* |
| **Husband (partner loves the country and does not want to return (f7, f8, f10)** | *F7(37): "Yes, as I said, my husband is absolutely a Swiss fan. He likes the political system, he likes the food and the landscape here, everything. That is why we came back here."*<br>*"I like Switzerland also but I don't like the childcare system in Switzerland. As a mother of two (you probably know that)."*<br>*F8(30): "Yes, my boyfriend is more motivated to stay here, and me I don't know….I know that one day I don't want to leave them alone, they took care for myself of all their lives so I would like to be there."*<br>*F10(34): "So, I could imagine to go back but then we discussed the pro and con. My partner lived and worked in the home country then he was in England and then he went back to his home country and then he realized for himself that it is not his culture, as well from a political view to work there. I thought that was strange because I never experienced* |

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| | *something like that. So, we discussed that a lot. And then we discussed pros and cons concerning child care, social state aspects, welfare…."* |
| **Providing children stability once they start school, difficulties anticipated with moving with older children (f1, f8, m8, f13)** | *F1 (39): "It is very good; we think as a family we had the perfect timing; we did the move in the right time. My daughter was little and learned the language very quick. She learned it very fast and now she speaks it perfectly. When your children are teenagers then it can be very difficult, I assume, the process could not pass by so smoothly."*<br>*F8 (30): "I don't know because now we have the baby, so maybe the idea is, if we want to move it will be before he starts school, because then when he starts school it would be more complicated. He will start to have friends, to study French, so we don't know."*<br>*M8 (33): "Yes, that is a bit the thing. So our child in five years, even less than that, at four, he will go to school…..That is also why the personal life is the main driver. We need to figure out what we want to do because it wouldn't be fair to M. when he's half way through school, and he starts building relationships with kids and so on, maybe in a language that it's not the one we speak."*<br>*F13 (34): "We always say that we want to go back. But it is really a though question, our kids were born here. We don't really know how to be parents somewhere else. And then, they are starting school, they are like…. We want to go back but then like when we get to the practicality of it, we are like 'how?'. But so…actually every year that comes changes it a little bit. We will see."* |
| **Does not want to start everything over (f1)** | *F1 (39): "Permanently. You know when you are alone, it is easier to start everything again, this sense of adventure, but if you have a family it is difficult."* |
| **Second-order concept: Leaves academia to gain experience in another sector** | |
| **No personal motivation for academia (m5, m7)** | M5 (32): "*First, I did not have a personal motivation to stay in academia, and secondly you are never offered a position in the university where you did you graduate studies, so you need to go abroad, find a postdoc, then another postdoc, or whatever, and then maybe one day you can come back, maybe not. I did not want to do that."*<br>M7 (32): "*I don't have the fire to do science any more. During the PhD, I learned the hard way that science is nowadays not about following your heart but about publishing. So, I decided to go to industry here in Switzerland. [….] Moreover, in* |

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| | *academia you are always uncertain what the future is about. We realized that if we follow the industrial way, it will be more stable for us to stay here."* |
| **Academia is not stable enough to stay here (m2, m5, m7, f13)** | M2 (38): "*Even in industry, it is hard to find a job where you really stay in the lab and do R&D. There is not a huge market out there. There are not a lot of positions in our area, and there is also huge competition. It is not so easy if you want to stay in that field and do stuff that you learnt to do, to be able to use the skills that you build up during all these years in academia."*<br>M5 (32): "*First, I did not have a personal motivation to stay in academia, and secondly you are never offered a position in the university where you did you graduate studies, so you need to go abroad, find a postdoc, then another postdoc, or whatever, and then maybe one day you can come back, maybe not. I did not want to do that. This was also a point for industry, but then actually the reflection stopped very early because I realized that I wanted to do this."*<br>*M7 (32): "….moreover, in academia you are always uncertain what the future is about. We realized that if we follow the industrial way, it will be more stable for us to stay here."*<br>*F13 (34): "I think I would like to do a postdoc but that is really tightly related to the question of where we want to be and if we want to stay here or leave. Because I think I would like to do a postdoc, but it is kind of a risk in our situation because if we leave, we are not sure if we can come back."* |
| **Academia does not provide financial/emotional security (m2, m7, m10)** | *M2 (38): "It turns out that the project runs very well and we had a collaborating professor which eventually would be able to fund me for two more months and out of this two months became 20 but he could only provide me contracts of 1 or 2 months at a time and in total I got 9 or 10 contracts in this period within 20 months. Within 20 months, I got 9 contracts."*<br>*M7 (32): "Because I know also a guy, and it is a very sad story. He has also family. And he is like that, he like constantly in a temporary contract, continuously going 2 years here, 2 years there, 2 years there. And he is in a family and everything. How he is ever gonna start a real family, where he settles down, get to peace, bring his kids to school and fix a nice line and not be one year in this city and the next in this. No, that is not possible For at* |

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| | *least it is clear. There has to be a strict and sure decision in your heart and then you follow this decision."*<br>*M10 (38): "Yeah, but it doesn't pay off. It is….I don't know how it is in Switzerland, maybe you get a decent salary. I got an offer from Sweden for a postdoc and I asked them about pension funds, I was 35 at this time, and they were like "pension funds, no, but you don't pay that much taxes."* |
| **Wants to go to industry and acquire working experience (m2, m7)** | M2 (38): "*It is not so easy if you want to stay in that field and do stuff that you learnt to do, to be able to use the skills that you build up during all these years in academia. Since I got this job, this permanent position, I do what I have been doing before, [although it is] certainly different, but I am still in the lab. […] I can still do….still a lot into X, some X, some course now, it is also a new field to me what is really nice. I can still learn and get to know a new field, it is nice."*<br>M7 (32): *"Another thing is, I hope to accumulate a lot of industrial experience, also there, we talk about the future and talking about future for me is always speculation."* |
| **Possibility to re-enter academia later on (university of applied science, extended programs) (m1, m7)** | M7 (32): *"Because I told that I left academics because I had a bad feeling but still, I believe in science….so maybe there is a way that you can change the system. If possible but again this is highly philosophical when I collected all these experience – at an university of applied sciences, where you have students which take directly the industrial way. So, with this experience I fit better in there but I don't know yet."*<br>*M1 (43): "Yes, to do more research but also to be active. There are certain work activities which at a certain age I am proficient in it and which step by step I can leave aside….to stop doing night shifts for example, to stop doing specific works which could become heavy at age 50 and which I could compensate at bit with work at the university. For me that is great. It is work what I love to do."* |
| **Second-order concept: At least one is in a good current professional situation / stable situation** | |
| **Better position here in terms of salary and responsibilities (m1, m8)** | *M1 (43): "I am very optimistic….maybe 9 or 10. Maybe not 10 rather 9 because I am at arriving at my ideal work which I would to do 100% but I am on the way at arriving there….what means I am not yet there because I started only a bit more than a year ago and I am doing the recognition of one advanced diploma right now which are important* |

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| | *for arriving at the ideal stage….how I did it in X. But on the other side in X I did it in a very intensive way…..there were days when I finished very tired and stressed……especially if you work in a job which you like to do but you are not able to do it the way you want it to do. But here there are 2-3 things which enable you to work fine, to develop fine….at least in my field, I don't know how it is for other professionals….."*<br>*M8 (33): "It depends on whether she finds a job. It depends on whether we decide even to move back to X, to be closer to the grandfathers and grandmothers. Then it would also depend on what job we both could find there, because I know for a fact that is going to be quite tough for a person with my position to find something equivalent in X, in terms of salary and responsibilities."* |
| **Good career prospects in current company (m8, m13)** | *M8 (33): "Let's say standard scenario, no surprises, I would really like to stay here in this company because I believe it's growing and I believe it's got an incredible potential, I would like to be there five years from now, it's going to be ten times what it's now, in terms of people, in terms of potential, in terms of everything. So, in a higher position I would assume."*<br>*M13 (38): "And I hope we are still going to be useful and productive, the guys here. And we are also working on the team-building, that we are a very strong unit, that we don't have many turnarounds. Nobody was leaving the company since our merger. And we are growing, so this is important."* |
| **Found rare permanent position in R&D in MNC (m2, m7)** | M2 (38): "*Even in industry, it is hard to find a job where you really stay in the lab and do R&D. There is not a huge market out there. There are not a lot of positions in our area, and there is also huge competition. It is not so easy if you want to stay in that field and do stuff that you learnt to do, to be able to use the skills that you build up during all these years in academia. Since I got this job, this permanent position, I do what I have been doing before, [although it is] certainly different, but I am still in the lab.*<br>*M7 (32): "Also now, again the same thing, it took a very long time and I was a bit like depressed as well and thinking 'how is it possible, I was working so hard, doing such a good job and now it is somehow so difficult to get a foot into industry, how* |

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| | *is that possible. But later again, it worked out nicely, now I got into a nice job into X. And also, there the group is just perfect, the job is so interesting, I learn everyday something new."* |
| **Both are in a stable work situation (f5, f10, f13)** | *F5 (33): "I don't know yet so I don't put limits, but now I started working with a more stable contract this year so now I could say maybe for the next three or four years I'd like to stay here, because I started something so I would like to continue. […] I wouldn't mind to get back to X at some point but I don't know, I mean it also depends a lot on my partner because now the plan is also to stay with him."*<br>*F10 (34): "My partner has a good job and his situation is stable and I am very flexible looking for a new job. So, I think when we have these plans to live together, I am the flexible person who can adapt to him if possible. So, I will try that. And if it is not possible at all, we still can rethink of moving somewhere else."*<br>*F13 (38): "And for now we have like stable…maybe I don't have to think of my job as stable job, but having a two-year contract is kind of stable in my opinion. So, we both have like stable jobs, we are kind of local, in the sense that we don't have to commute so long."* |
| **Created own start-up company after university (m3, m13)** | *M3 (35): "….at the moment I am employed by X as a project engineer formally but the origin of that is that I was trying to start a company, a technology start-up and we obtained innovation fund which paid our position within X. So, we're basically developing the prototype for the product that we want to make with the company within the university. So, I am an entrepreneur but I am not an entrepreneur because I am employed by X still."*<br>*M13 (38): "And in 2015 we sold it to another company called "X" which was working in the same domain. This is an American company. And since then so it was 2015, about 2 years ago, we merged the two companies and now I am in charge of the Swiss division."* |
| **Second-order concept: Switzerland is perceived as being the best place for couple/family** | |
| **Reduction of work time possible (f1, f5, f7, f8, f14)** | *F1 (39): "And here, I have the opportunity to eat lunch together. Well, that is probably not possible when you work but here you can work 60% or 80% depending on the situation and the economic necessity."* |

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| | *F5 (33): "…so, here in Switzerland, the great thing is that you have very good salaries, I mean, in general the salaries are higher than in my home country and then they are adapted at what you do, and you can decide to spend a bit less and then to have a bit more free time. It's not an option in every country because yes, sometimes you need to work a hundred percent just to earn the minimum amount of money, but if I have the possibility, I'd like to go to eighty so I can do something the other day. […] that's my point, that I prefer to have a bit less money, but a bit more free time […] then, I have some hobbies that I'd like to cultivate a bit and then if you work a hundred percent it's difficult."*<br>*F7 (37): "Yes, because you have more flexibility and the more you get training in this job you can even take the work home……but you cannot take the lab work at home".*<br>*F8 (30): "Full-time it's too much because besides the baby, we have a house so you have to take care about food, you have to do groceries, clean the house, pay the bills every day, make the laundry, and we have laundry with the terms, with the specific days…..sometimes we find ourselves at midnight folding the clothes."*<br>*F14 (44): "But then in Switzerland with this percentages, you can really reduce your working time….so the father can reduce his time to 70% and at least in the teaching profession it is not badly perceived."* |
| **More free time for the family and further education (m1, f13, m13, f14)** | *M1 (43): "If everything stays the way it is now, I think I will stay till retirement. […] To have more free time for the family and to have a bit more time for further education ….to be able to educate and train other people and to have time for my own education, for other things."*<br>*F13 (34): "I am really happy and feel comfortable and I feel that I really found a place that works for me. To kind of like evolve professionally while at the same time being roughly the sort of mother I want to be."*<br>*M13 (38): "If I am deciding that I need to stay at home for whatever for half a day, I am doing it. I don't care. I am not asking anyone; I don't ask permission from anyone. This is ok. In this sense I have flexibility to be wherever to do whatever. And* |

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| | *this is quite good. It is allowing us to split the work, when my wife has a course or something like that."*<br>*F14 (44): "Yes, you can choose. Look, for me to work 20% next to my studies is very convenient."* |
| **Career opportunities for both (f1, f5, f7, f14)** | F1 (39): "*I am very happy that we moved to Switzerland. Now, I have an opportunity to improve my career, to do a master and start. I am finally at a good place where I have chances for my career."*<br>F5 (33): *"I mean it depends also a lot on my boyfriend where we move. The plan is to stay together, and I know that Switzerland is good for both of our careers, because we both speak French and he speaks also a bit of German. So it's good, and if we move to X then he could be in a big disadvantage because he doesn't speak the language very well, so for the moment, it's here, maybe in the future I don't say I want to die here but we'll see. But for the moment it is here."."*<br>*F7 (37): "Yes, that is why I was sitting in X for one year and I am still not sure what we will be doing. But for my husband's career and also perhaps for my career, we think the X area is very nice."*<br>*F14 (44): "Well, he came to Switzerland for his career and I came for him. Already for this I would say 10. But still, we have found an arrangement for me that I can do something and studying now."* |
| **Partner would be disadvantaged in home country (f5, m5, f15, m15)** | *F5 (33): "I know that Switzerland is good for both of us, because we both speak French and he also speaks German, so it's good, and if we move to X then he could be in a big disadvantage because he doesn't speak the language very well, so for the moment, it's here, maybe in the future I don't say I want to die here but we'll see. But for the moment it is here."*<br>*M5 (33): "I don't know. If there is some interesting job, yes, maybe yes. But I would need to learn the language better. If I move there, I could also learn the language faster, so….yes."*<br>*F15 (33): "There aren't and she would end up mostly teaching and being a professor in X means doing much more teaching and perhaps the facilities are not suitable for your research. There are few places, but you have to be very lucky to find those places. And, in general, I don't think it's a good opportunity for her."*<br>*M15 (33): "There aren't and she would end up mostly teaching and being a professor in my home country means doing much more teaching and* |

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| | *perhaps the facilities are not suitable for your research. There are few places, but you have to very lucky to find those places. And, in general, I don't think it's a good opportunity for her."* |
| **Ideal place/nice life for the family (m1, m2, f13, m13)** | M1 (43): "*It think this is an almost ideal place concerning work; not to work until complete exhaustion, to have your routine work plus the research, and live at a place with a university, where it is nice to live… almost in the countryside without being rural. And then the cordiality, the respect, the order, the school for my child, the general ambiance, it is an ideal place to live particularly if you have a family."*<br>*M2 (38): "And make this long story very short, it's not only that, with children it is very nice, also like from her point of view, it is very nice because Switzerland is very international……"*<br>*F13 (34): "So, it is difficult right, because Switzerland is such a nice, protected, calm place. And actually, we like….so we lived in X at first, then in X and now we live in this small place, and like community life is so nice. So, we are like where could we go where we could keep our life style from here. And like allow our kids to grow up like this, like 'where could we go'."*<br>*M13 (38): "So right now, if I could find any place that is better for my kids than Switzerland, maybe we would move but as of yet, I have not found any. Even if we were to go through a postdoc or something like that for my wife if she intends on staying in academia, I would try to come back.*" |
| **More opportunities for children than elsewhere (f1, f2, f13)** | *F1 (39): "And here, I feel very comfortable with the education. The public school has the same level like a private school in X. Switzerland is a country that offers a good infrastructure, the education is know all over the world. It was a surprise because when you live in X or X you think the education here will be very expensive for the people. You, it was a surprise."*<br>*F2 (35): "Yes, and they have more opportunities here than there. With the language and everything. The education here I think is better….."*<br>*F13 (34): "When you actually think about it, like where would your kids get a better education? Where would life become or where can we protect them more from this crazy world we live in? So, when you come to the actual practicalities of like how you want your life to look like. Maybe honey* |

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| | *trap it not a good description, but it is kind of like maybe how I feel about it."* |
| **Good public infrastructure (f1, m1, m2, f13)** | *F1(39): "Switzerland is a country that offers a good infrastructure, the education is known all over the world."*<br>*M1 (43): "The quality of life here is like in X, there are not many differences…..there are many things that are even better here than in X. For example, the public school is much better than in X…ok, it is true that here doesn't exist a public health system, you have to pay for everything, but well the health system is fine and to live normally, you can live here very well without problems….if you have work."*<br>*M2 (38): "…and infrastructure is also very nice and you can manage without a driver license but X doesn't have a driver license and being here in X is just ideal. We live in the city, we don't need a car, and it would actually just stand around because I move by bike and she just…..by public transportation you have 5 minutes into the city…..and three different supermarkets in walking distance and Kindergarten is 100 meters away….school is close…everything is so close…you feel like…and from that side it is also very nice for her, for all of us."*<br>*F13 (34): "But then traffic is so terrible in X. It is not like here. There is like traffic to go everywhere. And public transportation is really shitty. So, we try not to think about it very much. In the essence of it, we want to go back. But it is really difficult."* |
| **Standard of living is good/you can live a decent life with your salary (m1, m2, m12, f13)** | *M1 (43): "Yes, but the salaries are in proportion to livings costs, to what you need."*<br>*M2 (38): "…. especially if you work 100% you can make your living of what you earn….you don't have to go and ask for additional support or welfare."*<br>*M12 (42): "I mean it is always the question if you really need to work or you live with the money you have…I mean. But I wanted kind of to work, I did not want to stay at home."*<br>*F13 (34): "So, the fact that they bought it, actually it was not such a big deal that they bought it but that they got really good contracts for everyone….so they have like really nice work conditions and his office is now in X."* |
| **Stable political situation/safe country (f2, f7, f13)** | *F2 (35): "They safety also. We have more crime; it is not very dangerous but I don't have the trust like* |

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| | *I have here that I can leave my children to go to the kindergarten by themselves. I used to do that when I was young, but you cannot do that anymore in X."*<br>*F7 (32): "Yes, finally, after one year of forth and back…..because every country has its advantages and disadvantages…..it is also the political situation. We think that maybe Switzerland will be more stable. In X there are a lot of things going on…..last year….we are not very sure".*<br>*F13 (34): "So, it is difficult right, because Switzerland is such a nice, protected, calm place."* |
| **Risks** | |
| **Second-order concept: Difficult transfer from academia to industry** | |
| **Even in industry, it is hard to find a scientific job/companies careful about whom to hire (m2, m7)** | M2 (38): "*Even in industry, it is hard to find a job where you really stay in the lab and do R&D. There is not a huge market out there. There are not a lot of positions in our area, and there is also huge competition. It is not so easy if you want to stay in that field and do stuff that you learnt to do, to be able to use the skills that you build up during all these years in academia. Since I got this job, this permanent position, I do what I have been doing before, [although it is] certainly different, but I am still in the lab."*<br>M2 (38): "*Even in industry it is hard to find a job where you really stay in the lab and do R&D. There is not a huge market out there; there are not a lot of positions in our area. And there is also a huge competition. It is not so easy if you want to stay in that field, and do stuff that you learnt to do, to be able to use the skills that you build up during all these years in academia. Since I got this job now, this permanent position, I do what I have been doing before, certainly different but I am still in the lab.*<br>*M7 (32): "In Industry they are very careful who they hire. Because the thing is normally you have this trial period of 3 months, so and then after that the contract is fixed. But of course, during the 3 months it is very difficult to find out who you are especially if you have really no industrial experience. Who you are and what you can do and so on. That is why it is kind of an industrial trick to test you for two years."* |
| **Long unemployment, many applications required to go to industry (m2, f5, m7, m15)** | M2 (38): "*I was unemployed for seven months but I am actually lucky, if you see other people who have maybe a harder time to find a job in industry or to get out of academia."* |

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| | *F5 (33): "I finished in July 2014 my PhD and then I went into unemployment, and then until the end of 2014 basically, I was finishing some little works for the university, but I was not paid anymore so I was finishing a paper and then I was home, I was looking for a job. The I have learned from my friend that there was a possibility to do a stage through the BNF [….] Through this contact, I could work at the Canton X , here in X actually, for six months, so this was from January 2015 to July. I was not paid, so I was still doing the unemployment officially but I could work, so form it was good because I could have some practical experience. And then I could meet people because it's very important. And then from July to January 2016, I had basically to make it easy two temporary jobs, one was in an X office, where I worked one day a week for a specific project and then I had another temporary job at the X where I am now but at the moment I was just an external collaborator. And then from February 2016 they propose me to work a 100% and they employed me to start with a contract of one year and then during this period, I could be sort of upgraded, there was this possibility, so my boss had some money available and he could change my contract from temporary to permanent."*<br>*M7 (32): "I wrote 70 application but, in the end, it was worth it because I got into a nice job into this MNC, and there the group is just perfect, the job is so interesting. I learn something new every day. Even though I wrote a lot of applications, I do not regret anything about that."*<br>*M15 (33): "The 9 months of unemployment were stressful, mostly because of the lack of answers and later on, once I already had the job, then replies. And I was like 'I am not interested anymore, it's been six months since I send you that email, why now?'* |
| **Still unemployed, searching for a job in industry (f1, f7)** | *F1(39): "I don't know. I would like to work some percent. I have time and interest to work. My child is 6 years old now and is more independent now."*<br>*F7 (37): "Not in a big company in the first place, because it is really difficult to find as first position an entry position in this kind of field…..I would take in a smaller or medium size and then I will get some training and expertise and then after 2 or 3 years I think it won't be a big problem for me to* |

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| | *find a manager job in one of the big companies…..I hope (laughing).”* |
| **Second-order concept: The female partner cannot pursue her career** | |
| **Women working is not supported in Switzerland (m1, m2, f7, m8, m13)** | *M1 (43): “Yes, probably we will need a person who will help us…..I don’t know a student, a service….particularly concerning the school hours….it makes it difficult to organize the family and hob here in Switzerland. Everything is arranged that the man can work but not for the woman. What are you doing with your child at lunch time? Or Wednesdays? If you have a flexible work schedule when you can control a bit your working hours….yes….if you can work at home with a computer and a phone….yes. But for a normal job, it will be a bit difficult.”*<br>*F7 (37): “Not just not convenient, it also costs a lot. I don’t know….in Germany you don’t have to give so much. If you have two children and both are small, they have to go to the nursery; you have to give almost all your earnings back to the nursery. Or two thirds of your earnings, for me that is not fair.”*<br>*M2 (38): “And you always have to consider, if both want work 100% you need daycare and fulltime daycare is expensive, for two children especially….and then basically 100% daycare for two children eats up almost one basic salary and then you have to decide if it is worth to have your children in a daycare and just work for the daycare…”*<br>M8 (33): *“I thought it is feasible to have two careers and kids, but the 15-month experience we had was an eye-opener. Adding a second baby on to top of what we have now, I would have no idea how to do that. Financially, time-wise. [...] And when you think about what is left, then you start to ask yourself if it is really worth breaking your neck for 42 hours and additional hours a week for 1000 SFr. on top of it a month. The answer is no, the answer will always be no. But I do not like this mindset to be honest.”*<br>M13 (39): *“It is terrible here. Nothing is supporting women to work. From a financial point of view, sometimes it is better that one stays at home and takes care of the kids. […] Somehow, it is accepted that just the men are working. I think they do not accept women with children who work, nor do they support it.”* |
| **The environment for working women is better in other countries (m2, f7, m13)** | *M2 (38): “….and it is also Swiss policy, on other countries it is different, you have free daycare for* |

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| | *example, but on the other hand here the Kindergarten is completely free, and it is two years."*<br>F7 (37): "*It is almost a compromise to stay here. For raising children and working, I think the environment for women is better in other countries. […] But here, there are also industry jobs in my field, I can either find a job as a scientific associate or I can find a position in my field."*<br>*M13 (39): "In my home country, normally you both work, like the educated person. […] So, they have a daycare until 4. Normally we would work from 8 to 4. Also, we have much more support, from families like we have a lot of social support."* |
| **We decided that she stays home temporarily while children are small (f2, m2, m7)** | *F2 (35): "And when I got pregnant I said 'yes, it was very nice….I grew up with my cousins and so, but I always missed to have my mother close' and I wanted to have that for my children, just the first years until they go to Kindergarten. I always said I want to stay home. I always knew that I when I had children, I wanted to stay home for the first years."*<br>*M2 (38): "Of course, and then came the point when we said, let's focus on my career, you stay with the children during the week until they are a certain age and then maybe start to do other work, to do a 50%, 60%, 70%-job."*<br>*M7 (32): "Yes, that is totally clear. And I am also very thankful to my wife that I have the primary career. Because she always….again, very difficult topic (laughing), nowadays everybody talks about gender equality but if you ask me personally, there will never be any complete gender equality on this earth at any time point of life. Biology is stronger than any culture or any tradition or any ideology you have in humankind and it will be always be like that. […] And now the decision is on the women, what she wants to do with that, in my situation I am very thankful to my wife that she did this decision to put her career behind her biology. So, and for me I show only lots of respect to this kind of decision, because this decision is very difficult and hard."* |
| **Scared to lose career if having children (f5, f8)** | *F5 (33): "I am not saying 'no' forever, in this moment I don't really see how it could ….especially because actually a bit part of it is due to the fact that I know that when I was a kid my mother could bring me to my grandmother and I was spending there all day, and here I don't have* |

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| | *my parents, so if I have kids, then it means that you need to change a lot of things, the working, it's complicated. So, this is a big break to the of having kids, not the having the family close. […] So, I am a bit scared that if I have kids then I cannot have a career anymore…."*<br>*F8 (30): "Basically, you have to find the open position for a full-time, and then negotiate to have the part-time and that is really impossible. That is why I accepted a full-time, because I could not find any part-time. But now I told to the unemployment office that I want to be at 80% and they said 'ok', so I have the right not to accept a full-time job. Full-time, it's too much because besides the baby, we have a house so you have to take care about food, you have to do groceries, clean the house, pay the bills every day, make the laundry, and we have laundry with the terms, with the specific days….sometimes we find ourselves at midnight folding the clothes."* |
| **This place is like a honey trap (f13, f2)** | F13 (34): *"So, we are asking ourselves where we could go? Where could we keep our life style from here and allow our kids to grow up like this. Where could we go? For a long time, we thought of maybe going to England for a while … but now we do not want to go there anymore because they are crazy with the Brexit. […] In the essence of it, we want to go back but it is really difficult. This place here is like a honey trap maybe, and our kids, for the time being, they do not know anything else. We go to our home country a lot, but to them this here is home."*<br>*F2 (35): "I don't know. In the future, maybe in twenty years from now. When we are retired for example……and then to live the rest of our lives there. Something like that. But not now. […] Yes, and they have more opportunities here than there. With the language and everything. The education here I think is better….."* |
| **My partner wants more to stay here and I don't know yet… (f5, f7, f8, f10)** | *F5(33): "I know that Switzerland is good for both of us, because we both speak French and he also speaks German, so it's good, and if we move to X then he could be in a big disadvantage because he doesn't speak the language very well, so for the moment, it's here, maybe in the future I don't say I want to die here but we'll see. But for the moment it is here."*<br>*F7(37): "Yes, as I said, my husband is absolutely a Swiss fan. He likes the political system, he likes* |

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| | *the food and the landscape here, everything. That is why we came back here."*<br>*F7(37): "It is almost a compromise to stay here."*<br>*F8 (30): "Yes, my boyfriend is more motivated to stay here, and me I don't know….I know that one day I don't want to leave them alone, they took care for myself of all their lives so I would like to be there."*<br>*F10 (34): "My partner has a good job and his situation is stable and I am very flexible looking for a new job. So, I think when we have these plans to live together, I am the flexible person who can adapt to him if possible. So, I will try that. And if it is not possible at all, we still can rethink of moving somewhere else. But now, I try to find something here and if not, we can rediscuss it. But why should I say 'no, I go to X, I found a job' and then have a long-distance relationship again. Or X then looking for a job and doesn't finding anything. I don't think it makes sense."* |

## *L. 4th article: Transition points for each woman with statements*

| Transition points Susan | Female opinion | Male opinion |
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| 1. Move to Switzerland | • *In 2007, I applied for faculty positions and I applied in the US, in Canada, and in Europe and I had a lot of interviews. I was very fortunate to have about 14 or 15 interviews and one of them was here.*<br>• *My goal at the time was to get as many possibilities as possible because of the dual career issue. Our strategy was that I would try to get as many faculty positions as I could, and then my partner would be able to help me choose which one would best meet both of our needs. I searched very broadly in all different kinds of departments.*<br>• *In the end, I had maybe eight offers, something like that.*<br>• *I am trying to remember the timing on that. He also has a very good CV. He would not had a problem to find a postdoc position here. It helped that he also applied for a fellowship which he got, which funded his initial three or four years here. He had his own funding too.* | • *I was but we decided because she had other positions elsewhere and we decided to come here together.*<br>• *A number of reasons; we liked the quality of life here; we liked the fact that scientific funding is stronger. I had the opportunity to work with people who did very interesting research as a Postdoc, we got funding to work with multiple people to do my own research. Just a mixture of factors.*<br>• *I was looking at all the locations that she had offers as faculty position. I looked in all of those places for different possibilities for postdocs. That was one of the deciding factors of where we would go. Which opportunities I thought was best for me also.*<br>• *Right, then we also postponed for a year so I had time to render my fellowship application as well while I was still doing my Ph.D.*<br>• *So, we decided to come here and then I wrote a grant to work with people I had chosen to work with that gave me independent funding.* |
| 2. Remains with children in CH, promotion at the same time | • *Right. I was here with the two kids. This was very challenging. I was up for promotion at the time. This was a big sacrifice as well that we made so that he could do what he needed to do to get a position.*<br>• *I hired a couple of different helpers. There was a really great Danish woman who helped me for some months, but then she wanted to continue her education.*<br>• *Who will be available. I wanted somebody who would sometimes travel with us. When I would be away at a conference for a week, I didn't really want to go, leave the children here. I would the children to come* | • *It was pretty challenging, it was quite challenging, in some ways it was liberating. So being able to work whenever I wanted to, living close to work, I would just go to the lab. That was something I hadn't done for many years since the kids were born. So about five years before. But at the same time, it was very difficult for me especially for my wife for that period of time.*<br>• *She got tenure. It was a difficult year but she managed everything. We didn't hire any help. We had a cleaner come to our house once every week but other than that we had no nanny or anything like that.* |

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| | *with me. Then I would need somebody to take care of them. It was rather particular.*<br>• *They were very young at the time. It is a period where you don't really want to be away from them for very long. I know it was difficult for my partner as well because he didn't get to see them during the precious time in their lives.*<br>• *The most stressful was this period when I was on the job market, I was up for promotion at the same time. My promotion was not smooth and clean. This is extremely stressful.*<br>• *I'll preface it by saying that I'm the first woman who was ever promoted in my field at my university. I am one of two female professors in my field out of over 30. I probably was naive to think that it would go smoothly.* | • *The year was hard for my wife, my family and for me. It is not like I had to do it, but I wanted to do it. And I think it helped me still. But it was very hard. I think it will be one of the things that you never really can let down…it is a year of my children's life that they did not see me much, my wife was more stressed about her work, [and] I did not see them. It was a great experience for me in some ways, but it is also probably the largest sacrifice I have ever made.* |
| 3. Spends sabbatical year in the USA, on job market for 3 years. | • *In the process of trying to solve our two-body issue, we did a number of job searches. I was on the job market again even though I was not ready to be on the job market. But I needed to be on the job market so that we could move if he got a job somewhere then I don't have to try to…In fact, were on the job market for three years.*<br>• *Well, I was not ready to be on the job market again. By that, I just mean that I had not produced much as a professor, because it takes some time to build your group, and then the publications start to come out. I felt very unready to be applying again for jobs. You want to have some productivity to show. It is a distraction from actually doing work when you are applying for jobs.*<br>• *Even just applying for jobs is very disruptive to my career. Going and interviewing at different places. While he was living in the USA, I was here with two children. I needed to go to the UK for an interview. Or, I needed to go back to the US for an* | • *There are opportunities that come out of being flexible and open as well as some uncertainty but we don't think about that at all, we just do what we do and enjoy it. Especially with young children and there's no reason to think too far in advance otherwise you start to lose track of all the fantastic things that are happening right now.*<br>• *I went to the advanced postdoc mobility in the USA. During that period, I obtained that job here. Then I negotiated not a year but sometime less than that to go back to the USA with my wife and kids. My wife had just gotten tenure so we all went together for one year as a sabbatical year while they were working on my lab space and things like that.* |

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| | *interview, is extremely stressful. My productivity this year was very low. To say that we could just come back, and I could just keep my group going, building momentum. It was really, really nice.*<br>• *It was really a productivity gap during the period where we were interviewing and trying to figure this out.*<br>• *Yes, I could have gone elsewhere. It could have been more useful for me to go elsewhere maybe for my career, but it was clear that for the family we needed to be in one place* | |
| Shared commitment to egalitarian gender arrangements | • *It is pretty 50, 50 how we share tasks.*<br>• *I think that we have switched back and forth some. Or, we've tried to. Or, I have had this in mind. We have discussed it sometimes. 'Now, it's your turn. If you find something you really love, we'll make it work'. We've always discussed and tried to make it so that each of us would have a chance at least if there was something that was just an amazing opportunity for one of us, I think.*<br>• *I said the maximum because if there was ever an event that he needs to go to, I'll do everything I can to make sure he can do this. Of course, there is the day-so-day, which is to be at the top of your scientific productivity. You should work a lot more than probably either of us work, to be honest. It that respect, it is true that it can't be the maximum because we have a family (laughing) and with all of these things. It is not fully-career oriented but if there's anything that we think would be really good for his career, then I'm all for it, and I try to do everything to make it happen.* | • *It is probably 50, 50.*<br>• *We have a cleaning lady who comes once a week but dishes we- I typically would do the dishes. We would share meals so before the week starts, we discuss what meals you want to make and then we each cook. Half of the meals or so. But if one of us is travelling then of course the other takes up the slack.*<br>• *We share that responsibility. Recently, I've been doing a little more myself but primarily because I don't see them very much so at the end of the night, I like to spend time with them. We share that responsibility too.*<br>• *It is more of a question of how much she did support my family life in spite of her career. Not only because of that one year but she is an integral part or caring for the kids and caring for me. That's absolutely – it's not like she is a stay at home mum. […] She has her own conferences to attend and things like that. Of course, she can't do that. But absolutely, she supported my career.* |
| **Transition points Alessia** | **Female opinion** | **Male opinion** |

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| 1. Returned to Switzerland, and finds fixed-term position as an engineer. Boyfriend accepts position in Germany. | • *So, the other six months of 2012, I spent it in the USA. Cool. And they ask me to stay there, they offered me a contract, so it was a bit complicated because I loved to stay there, the job was really cool but my boyfriend was here, so we discussed a bit…..because he did not want move to the USA, so in the end I decided to go back to Europe because….Tomaso, but also because of my family, friends, and everything…..so I came back in December 2012, and I arrived again in Switzerland in January, after Christmas holidays and I was living with him and his housemates and I started again a work in Switzerland.*<br>• *Searching for work. I spent one month, it was Saint Valentine Day, I had my interview for a company, and they offered me a contract from the first of March.*<br>• *So basically, when I just signed my contract, fixed contract, he told me that he was asked to go to France for an interview. And I said…'no' (laughing). At the end, he got the job over there, so it was another complicated moment because I was back to Switzerland to stay with him, and he was leaving to France, and I thought we had to find a solution because I said not to the USA. So, we decided that, basically, he went to France just for one year, he didn't say it to his boss, but our agreement was 'Ok, you can go because it is a super experience and good occasion, but just for one year', otherwise we would never find a place so….I kept on doing my job and he was in France. Basically, every weekend I was moving to his city by plane.* | • *"So I sent a CV to a company that I deeply value […] and I was offered a job there …[in] June I had the interview, August they told me it was fine, September I quit my job, left Switzerland, had a huge fight with Alessia because she had come back from Miami in the meantime and October I moved to France. I stayed there and worked there […] until end of November 2014. That's when I came back. It was planned like that, we told each other, basically if it doesn't work out the distance, if you [Alessia] don't want to move to France, I'll come back, so I did."* |
| 2. Move to other city, temporary | • *When we moved, I was still working, but we found this apartment in May and I was seven months pregnant and I told my boss what we were* | • *She just dense this frustration out, especially now that she's about to finish her contract, she's asking herself why I don't stay at home, why I just don't give* |

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| contract at another company after maternal leave | *moving, so that I could not commute every day. So basically, I did home office at 60%, so three days home office and then I stopped. But the plan was after my maternity leave, I would have dismissed my job and I would find something else here. But of course, I could not say before because otherwise they would not pay my maternity leave so I told it at the end of my maternity leave. But I think that my boss already knew it because he told himself she is moving, then with the baby, it would be impossible to commute.*<br>• *I had four month paid maternity leave and then I had all my holidays that I didn't take during the year and then since I had a badge, I had a lot of extra hours that you can use as holidays, so, at the end, I had four months and then two months holidays. And then, I resigned in December, so from the first of January, I was in unemployment, I was just one month because then I found this job. I hoped to spend a bit more in unemployment, but I found it immediately, because I wanted to go back to work, honestly. I think that, by far, it was maybe the most beautiful period of my life because I was with my baby, I had a couple of friends that had a baby the same year, so we went out. I was really calm and after the year I just spent stressing, it was really….but then, I studied so I wanted to be back at work.*<br>• *Then the first of March I started here, but the thing is that I was looking for a part-time job, 80%, but they didn't accept, they wanted full-time. So, since it was a company that I really like and I wanted to start, I said 'Ok'. But the thing is also that my job now is a temporary job, because I'm replacing someone that is in maternity leave. But I really* | *it up for, why don't I find maybe a 60%, which puts forward the question we maintain or we don't maintain this life style with a forth of a salary less. How do we deal with that? So, you know, this is what she says….and clearly what's behind of that is the consideration that what we are doing here, is maybe not the way we should do it.*<br>• *It depends on whether she finds a job, it depends on whether we decide even to move back to our home country, to be closer to the grandfathers and grandmothers, then it would also depend on what job we both could find there, because I know for a fact that is going to be quite tough for a person with my position to find something equivalent there, in terms of salary and responsibilities.* |

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| | *wanted to go to this company, I said OK, let's do like that. Even for the company before, I started as internship for six months and then they gave me one-year contract and then permanent. So, I said myself, in big companies it is like that, you can start immediately. Just yesterday, they told me that they cannot prolong it…. because they don't have budget, they freezed everything.*<br>• *So, at the end, now I'm not sure it was the right choice to do, but at least I have worked and now I have another big name on my CV. The thing is that now I have to start looking for another job.* | |
| Shared commitment to egalitarian gender arrangements | • *He is pushing me a lot. […] Then it is me that says 'no, maybe not', but I think that all the things that I have done until now, I think that he helped me a lot. For example, for the USA, I did not want to go and he pushed me to go, then for the other company as well, then when I was on unemployment, the first month. He was like come on; you have to find a job. He is really good; he really motivates me. Then, of course, if I say him that I want to find a part-time position. It is also good for him because I can take care of house and baby, so he understands.*<br>• *Let's say that my boyfriend….all what concerns kitchen, like doing food or the washing machine, he always does that. Yesterday, he ironed all the evening, while I was sleeping […] for example, for cleaning, I use to do it, but because I am quite obsessive. I always check if it is clean. Tomaso is less obsessive; he can wait until two months before cleaning…. but for other things like cooking or laundry, washing machine for dishes, ironing, he does it without asking…. even he proposes himself to do it. Also, for the baby, he* | • *Yes, we never had a situation in where one of the two had to make sacrifices and, to be honest, I'm not willing to….I wouldn't be comfortable with here saying we are at the breaking point because the kid takes all time and we are going to have other kids, we want other kids, and I wouldn't like for her to consider herself the default person who would step down in the family. I belief in equality in this case, we never made compromises and she is starting to think about it and I don't like the idea. I prefer we consider each other equals. Let's see whose career is more important, not as male and female, but as a couple. In Switzerland it is much harder, because there is still a stronger……it's a strong patriarchal society, so the woman needs to stay at home, take care of the kids, and also from a financial point that's the better solution in terms of money. Which in the end what matters in the household…..*<br>• *It's mostly 50, 50, I am leaning more into the admin part, so I do a lot of the bureaucracy part because she usually doesn't have the head for it……I mean everybody got his own skills, I am very like OCD for this sand then I do quite a lot of cooking. She is more the obsesses* |

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| | *says, 'I can give him food and you put him to bed', sometimes he proposes to put him in bed or he proposes me you can go out and I can sleep with the baby. We do really half and half, I can really count on him. Just the real cleaning, like the bathroom, floor, the vacuuming for that I really have to ask him several times to do.* | *with cleaning person and then she does a lot of things for the baby in general. The baby part we share a lot, but in the house let's say she's more the one organizing things, cleaning stuff and where I'm the one cooking and mostly doing the admin. So, in terms of weight it is 50, 50.*<br>• *I would like to think gender has no influence. I like to think we are equal in this and I always try to push a bit in a way to consider herself equal, consider herself part of an equal team*<br>• *In this case I think it is not because for social reasons, it is more because of natural reasons: she like to be close to the kid, she likes to spend much time as possible, she feels a bit the pain. I mean she's been very transparent about this, she's always wondering like that the hell we are doing, you know we see our kid two hours a plus weekends, for what? For working, you know, getting the money, getting a house that is probably bigger than what we need, a luxury car that we don't need…..why are we doing all this? Whether...she never said whether we start compromise but she's always felling like we are doing something wrong.* |
| **Transition points Ewa** | **Female opinion** | **Male opinion** |
| 1.Quits PhD and is unemployed | • *Yes, after one year. I just quit. Because I don't think I can get pregnant in the lab and give birth…..and then to have another child during this time, no it is not very safe for me. But a lot of women are doing that, they have children during this time but for me it is a psychological burden.*<br>• *Ok, at that time I thought 'ok, family planning, quit the job, stay at home and have two kids and then go back'. But now I am several years older, more major, and I think what I did was wrong. Yes, I am not very sure. Because if you look at jobs in the* | • *The good thing was that she then came with me at the university, she could continue with her masters and finished that masters while I already started my PhD. That was really good. Then when she finished her masters, also again, she could find another position at the university and continue with her academic career, she started her PhD. But then, that was not so nice, I also did not know it that before, it turns out that the group she was working in, I have to say from the social aspect really not open. Because she was from X, and of course it was clear that she from X, I mean just from her appearance. The* |

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| | *USA or in Canada, you don't have to write the age, I look young right, but my age is 37. I am a bit afraid if I have that on the paper that the people will say 'you are so old, and stayed home for several years and you rarely have any industry experience'. That will be a hurdle in the beginning, I think. That is why I think what I did right then was wrong. I should have stayed for 2 years in the work world and then to have children. To be more sure that I can come back to the work world. Now, I have to…..I told my husband, I am a little bit afraid.*<br>• *For my career….I gave up a career really. Because my former professor actually said 'you can stay at my lab and have three kids, I support you fully and It will take you 5 years to finish your PhD. We need women professors here in Switzerland'. He is really, now, I can understand him what he means right now but not at that time; I was fully hormogenioused. My hormones told me I need to have children before I turn 35 (laughing).* | *boss was perfect, I liked him very much, also the topic, but the group….there was this closed group. And it was really difficult for her during this time. I told her she should stop that that is not gonna work out and after one year she stopped it. She made this kind of break….thinking about what she wants in her life, what is important for me. And then we started to hink about really seriously about family life. Before that we were like in a "Hamsterrad" in a circling sheel you know, these academics are keeping you busy.*<br>• *But then we had this break and we could think about this really serious question in life. And then she became pregnant and our kids came, our daughters.* |
| 2. Further education in another field | • *No, my father came to visit me twice last year because I got my second child. He came to help actually. Because I went to the university to take courses, the pharmaceutical courses and also the further education courses, it took time. He helped a lot. He came for five months to help us.*<br>• *Yes, that is how I managed to take the courses and to have the kids.* | • *And there she started at the university X, me I was writing my PhD, and also there she could continue but was focusing more on the regulatory affairs. So that she could get also there some further education and strength in that part. Previously, she was working a lot in organic laboratories and this is especially for women bodies, not so healthy. Because if you have kids and if you want more kids and family it is better to go for an office job. And so this is why she strengthen her CV on that part. The good thing, is now we moved to this place here, and here there are a lot of companies and she also realized when she stopped with the PhD that the industry is more suitable for her.* |

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| 3. Secures childcare, on job search | • *Yes, 80-100% job because for industry jobs in my field, direction….I can work as a scientific associate in a lab also, because I am a chemist by training, I did a lot of training in analytical chemistry, and either I can find a job as scientific associate or I can find a position in regulatory affairs….*<br>• *Yes, this would be two different career paths. But I would prefer the regulatory affairs.*<br>• *Because it is an office job, it is not a lab job. I can do the lab work, I got very good training in that, but I would prefer to do an office job.*<br>• *Yes, because you have more flexibility and the more you get training in this job you can even take the work home….but you cannot take the lab work at home.*<br>• *But the director of the institute where I did my further education. She said actually with my resume and my language abilities and also my communication skills, I am very good at this kind of positions. All I need is a chance, the first entry position in this field.*<br>• *An internship is the last chance that I get any practical training in this job, but I prefer to find a job in this field.*<br>• *Not in a big company in the first place, because it is really difficult to find a first position, an entry position in this kind of field….I would take in a smaller or medium size company and then I will get some training and expertise and then after 2 or 3 years I think, it won't be a big problem for me to find a manger job in one of the big companies….I hope (laughing).* | • *Then we realized if we follow the industrial way it will be more stable for us. And since here there are a lot of companies, which go into chemistry, pharmacy and biotech. That is why we think now, that if she strengthens her CV, she will also get a lot of opportunities to enter to enter the industrial way. And I don't know if possible, I will also help her from my side, since I have already a foot in industry and maybe I can help her and open some doors if I get some information and stuff like that. So, that we have again a good situation, where we both left the academics and we both entered the industry in the same city. That again that we can continue parallel to be together.* |
| Shared commitment to | • *He said I can go to work but he did say sometimes 'ohh why do not stay at home, I can totally support you'. But I said 'ok if you work alone, how can we support the children and how* | • *Yes, that is totally clear. And I am also very thankful to my wife that I have the primary career. Because she always….Again, very difficult topic (laughing), nowadays everybody talks* |

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| egalitarian gender arrangements | *can we buy an apartment here or a house? It is not possible'.*<br>• *Really, I think the European environment is really influencing…..I mean his family….the women in his family, after working for several years they have children and stay at home, some of them go back to work, some of them stay at home. And I sent my older daughter to them, that is almost scandalous. Bur for me…..I don't know. In my home country, it is more understandable that the woman wants to stay in the workforce and they want to achieve also something. But here I don't know…..(laughing)….let's talk about the emancipation of the women.*<br>• *Ohh, I love these questions….because my husband will think he does 50% of the household tasks. In reality it is around 10-20%. Really.* | *about gender equality but if you ask me personally, there will never be any complete gender equality on this earth at any time point of life. Biology is stronger than any culture or any tradition or any ideology you have in humankind and it will be always be like that. And it will always be like that, I belief. Just only because of this fact, I belief there will never be gender equality on this earth. And now the decision in on the women, what she wants to do with that, in my situation I am very thankful to my wife that she did this decision to put her career behind her biology. So, and for me I show only lots of respect to this kind of decision, because this decision is very difficult and hard. And so that is because*<br>• *And only if that comes together you can have this way, where of course in our case the primary career is on my side, because I don't have the possibility to get kids, but I have the possibility to have a financially strong background for my family. And this of course this is what I have to do and I will do that. And on the other hand, I will always be thankful to my wife that she gave me the two most beautiful children I have ever seen in my life and in addition supported me to continue with my career.*<br>• *No, I also admit….that is also…I am very happy that she is doing the housework tasks, because I know that not every woman would do that.* |
| **Transition points Laura** | **Female opinion** | **Male opinion** |
| 1. Cannot find further employment, convinces husband to | • *We came here because of the economical crises in X. There was no work for me in X. We lived in a touristic place and there is no biochemical industry. It is very difficult in my profession to get work. Probably in X or X, it would be easier, there are more job* | • *We started to do evaluations concerning work here in Switzerland for me and also concerning the university career of my wife. This was the main reason to come and additionally, the quality not the quantity of work in X has seen a decline during the crisis. I did not have the* |

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| move to another country | *opportunities. Mainly, we needed a change for the whole family. It was an uncomfortable situation for me, live for the rest of my life in a place where I do not have a project to improve my career or simply to work. To balance, we decided to take into consideration other option and Switzerland was our best option.*<br>• *Yeah, because the plan to move to a different country started two year before the concrete move. You know when you are a professional you need to present your documents. And the new country must recognize your title and diplomas. And everything takes money and time.*<br>• *When you live in a foreign country you develop a sixth sense to detect the consequences of the actual acts, and we decided to leave X and to choose a country where both have the opportunity to work. We chose 3 countries: Australia, Switzerland and Sweden. Sweden was the last choice because of the weather. Australia would have probably more easy because of the language.*<br>• *We started to send our documents and we started with Switzerland.*<br>• *Yes. For me professionally it was an uncomfortable time. I had no opportunity to work in my profession. In fact, I started with other activities, just to do something. Not just to be a wife just sitting at home for the rest of my life.* | *same quality of work anymore. Well, you could live fine and work a lot, me not my wife; my wife did not have the possibility of an occupational integration.*<br>• *We started to study the possibility to come to Switzerland in 2013 after I met a famous Spanish medical practitioner who was working in X and has a family in the same town where we lived in X and after having talked a lot with him, he convinced us that Switzerland would be a good option. And Laura started to look if she would have also a possibility to study or to work…..and we said 'ok, if there is a possibility we will take it…you or me'. Then it was me who had the first possibility. But we decided this in a few days.* |
| 2. Starting a masters in her previous career field | • *I don't work and I will start next September to do a Master Degree at the University X.*<br>• *And here, I feel very comfortable with the education. The public school has the same level like a private school in X. Switzerland is a country that offers a good infrastructure, the education is know all over the world. It was a surprise because when you live in X you think* | • *Since we know that she can start to study here, what is big news comparing all the other years …after she finished her career….. When she will finish her master's degree, everything makes me think that she will probably have a very good job and the professional satisfaction will replace the dissatisfaction of all the years she did not have the possibility to work. If it continues like that…..* |

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| | *the education here will be very expensive for the people. You know, it was a surprise. Also for example, my master I will start in September is cheaper than a master degree at the university in X. I pay just 800SFr. per term. In X, the price for a master is very high.* | |
| Shared commitment to egalitarian gender arrangements | • *I think he likes me being at home. You know if you have a family, every member of the family has a role. For example, it is necessary that my husband has his work, his part of life, his time and it is also necessary for me and my daughter. In our culture, there is machismo, very deep machismo. The women in the house, the men at work. And if you want to get out of that situation it is necessary that your partner is very flexible. I think it is an inconscient assumption. For example, my husband says 'I want you to work', but he never helps me in the house.* | • *Well, probably we need a person who will help us. I don't know, a student, a service…. particularly concerning the school hours….it makes it difficult to organize the family and job here in Switzerland. We note that there is no stimulation for letting the woman work here in Switzerland. Everything is arranged [so] that the man can work but not the woman. […] If you have a flexible work schedule when you can control a bit your working hours….then yes. But for a normal job, it will be difficult. But well on the other side, I myself have not the possibility to work differently; I cannot reduce my working hours because my responsibility which I have now is for 100%, not for 20%. If the woman has no flexible working hours, I do not see an option…for the women.* |

## Overview of professional experience

Nationality : Swiss

Family status : married, two children (born 2012, 2014)

### Education

2008-2010 Master of Arts in Management (HRM, Marketing, ICT, Finance), Fribourg

2003-2008 Licentiate/Master in Social Sciences (Communication as a major), Fribourg

2002-2003 Youth for understanding (YFU) exchange semester, Illinois USA

1998-2002 Swiss high school diploma with a focus on economy and law, Fribourg

### Academic professional experience

| | |
|---|---|
| Since 5/2018 | External doctoral researcher FNS, University of Fribourg, Institute of Human Resources and Organization / NCCR LIVES |
| 1/2014-4/2018 | Internal doctoral researcher FNS (80%), University of Fribourg, Institute of Human Resources and Organization / NCCR LIVES |
| 5-12/2013 | Scientific collaborator (60%), University of Fribourg, Institute of Human Resources and Organization / NCCR LIVES |
| 12/2008-6/2010 | Research & teaching support / webmaster (40%), University of Berne, Institute of Marketing and Innovation, Section Innovation |

### Non-academic professional experience

| | |
|---|---|
| Since 2/2019 | Marketing & communications coordinator (50%), Chubb Insurance (Switzerland) Limited, Zurich |
| 6/2010-12/2011 | Trainee / employed web publisher in web communications (100%), Federal office of sports BASPO, Magglingen |

| | |
|---|---|
| 8/2007-1/2008 | Internship in public relations (50%), freelance PR consultant, Fribourg |
| 7-10/2006 | Internship in corporate communications (100%), Euler Hermes Kredit-versicherungen, Hamburg |
| 2/2004-3/2005 | Teamleader Exchange (20%), AIESEC, Student organization, Fribourg |

**Non-academic professional training**

2012 Intensive Workshop in web design in US, University of Illinois

2010 Training in web publishing, BIT IT-Education

**Languages**

German (native speaker)

English (professional proficiency C1/C2)

French (professional proficiency C1/C2)

Italian (fluent professional proficiency C1, basic writing skills)

Spanish (basics)

## Overview of research / scientific contributions

### Working papers:

Mancini, N. (2016), "Spouses and families of expatriates: A systematic literature review by correspondence analysis based on semantic segments", LIVES Working Papers, 2016 (49), 1-44. doi:10.12682/lives.2296-1658.2016.49

### International conference articles / presentations:

Mancini N. (2018), "Job search strategies of self-initiated expatriate couples in the postdoctoral career phase", 18th Annual Conference of the European Academy of Management (EURAM), 19-22 June 2018, Reykjavik (Iceland).

Mancini N., Le Feuvre N., Davoine E. and S. Falk (2017), "In trouble : French female expatriates facing a different work / care regime in neighboring Switzerland", 28ème congrès de l'Association Francophone de Gestion des Ressources Humaines (AGRH), 11-13 octobre 2017, AIX-en-Provence.

Mancini N. (2017), "Key tendencies of research on spouses and families of expatriates over time", 17th Annual Conference of the European Academy of Management (EURAM), 21-24 June 2017, Glasgow (UK).

Mancini N., Le Feuvre N., Davoine E. and S. Falk (2017), "Female expatriates facing a different work / care regime in the host country: The case of French female expatriates in Switzerland", 17th Annual Conference of the European Academy of Management (EURAM), 21-24 June 2017, Glasgow (UK).

### Presentations LIVES international & national research days and seminars:

Mancini N. and N. Le Feuvre (2019), "Couple-based self-initiated expatriation: Risks and rewards for highly-qualified women", séminaire de recherche LIVES, 28 Mai 2019, Lausanne.

Mancini N., (2017), "Using life-history calendars and qualitative interviews to explore the career coordination strategies of highly-skilled expatriate couples", séminaire de recherche LIVES, 15 November 2017, Lausanne.

Mancini N. (2016), "Spouses and families of expatriates: A systematic literature review by correspondence analysis based on semantic segments". LIVES CCI-Workshop, 7 March 2016, Chavannes-de-Bogis.

Mancini N., (2015), "A systematic literature review by correspondence analysis about spouses and families of expatriates", Colloquium international LIVES IP 2016, 19 June 2015, Lausanne.

**Presentations Doctoriales LIVES:**

Mancini N., (2015), "Spouses of expatriates: Vulnerability factors during self-initiated expatriation", Doctoriales LIVES, February 2015, Geneva.

Mancini N., (2016), "Spouses and families of expatriates: A systematic literature review by correspondence analysis based on semantic segments", Doctoriales LIVES, February 2016, Lausanne.

Mancini N., (2018), "Job search strategies of self-initiated expatriate couples in the postdoctoral career phase", Doctoriales LIVES, February 2018, Lausanne.

**Methodical Workshop participated at:**

2017: 'Publishing qualitative research', organized by School of Management, Fribourg.

2016: 'Getting your paper written and published', organized by NCCR LIVES, Geneva.

2016: 'What is interpretative and biographical research and how do we assure quality?' NCCR LIVES, Lausanne.

2016: 'Data Management Workshop', organized by NCCC On the Move, Neuchatel.

2016: Workshop CCI4 on the 'Operationalization of the concept of vulnerability for empirical analysis', organized by NCCR LIVES, Rolle.

2015: Workshop 'Qualitative Secondary Data Analysis'. Fourth Swiss Methods Festival–Qualitative & Mixed Research Methods. Lausanne.

2015: 'Intégrer le genre dans les dispositifs de recherche qualitatifs et quantitatifs', organized by NCCR LIVES, Lausanne.