



PERMITS
foundation

International Survey

of Expatriate Spouses and Partners

Employment, Work Permits
and International Mobility

Final Report

With thanks to

IRC | Industrial Relations
Counselors, Inc.

For sponsoring the survey

And to **ORC Worldwide** for providing
web hosting tools and analysis of data.
ORC Worldwide is now Mercer.

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About the survey

This survey examined the views of 3300 expatriate spouses and partners of 120 nationalities, who were at the time accompanying international employees working in 117 host countries for over 200 employers in both the private and public sector. It provides evidence that a lack of spouse or partner employment opportunities adversely affects global mobility of highly skilled international employees.

A few focused and simple improvements on the part of employers and governments can make a triple win for families, employers and the countries in which they work.

The survey was designed by Permits Foundation. ORC Worldwide provided internet-based survey tools and detailed analysis of the results, with sponsorship from Industrial Relations Counselors Inc. Permits Foundation sent the survey Internet link to spouses and partners via its sponsor organisations and other network contacts. The survey was conducted in autumn 2008.

Acknowledgements

Permits Foundation wishes to thank Industrial Relations Counselors (IRC) for sponsoring the survey and ORC Worldwide for providing web hosting tools and analysis of data.

We are also grateful to our sponsors <http://www.permitsfoundation.com/sponsors.htm> and other employers who distributed the survey to 'their' expatriate partners. Many other individuals, network groups and service providers helped along the way including Yvonne McNulty, Jo Parfitt, Shell Global Outpost Services, Schlumberger Spouse Association, Partnerjob.com, Global Connection, Focus, Net Expat, Impact Group, REA, Expatwomen.com, ACIP, NFTC, GMAC and Magellan Network. Finally we wish to thank all the spouses and partners who took the time to reply to the survey.

Note about the data

In the data tables that display survey results, the term "N" refers to the number of respondents that answered each question.

Introduction

Research over many years has shown that expatriates' concern for their spouses'/partners' employment is one of the main reasons they turn down international assignments. Spouses/partners frequently face a range of challenges if they want to work in the host country, including obtaining working permits and visas, gaining employment in their chosen field, and operating in a different language and culture.

The immigration status of spouses/partners in the host country is often determined under the terms of the work permit granted to the expatriate whom they accompany, and in many countries, the spouse's/partner's status does not allow employment.

Although survey research has extensively investigated the dual career and working spouse/partner aspects of international mobility, this has generally been conducted from the perspective of the employing organisation, most usually from the human resources (HR) function. This survey differs in that it gathered input from spouses/partners directly. Its key purpose was to examine:

- The the extent to which spouses/partners are employed before expatriation, compared with their aspirations to work and success in getting employment during an assignment.
- the extent to which the possibility to work affects attitudes to an international assignment.
- whether countries that allow spouses/partners to work are more attractive destinations than countries that do not allow them to work.

The survey's results provide evidence that employment options in the host location are very important to spouses/partners both in determining success in their current careers as well as in gauging their willingness to accompany the expatriate on an international assignment. As such, the survey results are of particular relevance to a range of stakeholders, including:

- Host country governments – to help them to develop work permit policies that enhance the attractiveness of their country to inward investment.
- Employers of international staff – to demonstrate the importance of work permit and other support for spouses and partners.
- Families considering an international assignment – to help them to understand the challenges spouses and partners are likely to face.

Key Findings

The following key findings emerged from the results of the 2008 International Survey of Expatriate Spouses and Partners:

- 1. Employment and career issues are very important to accompanying spouses and partners.** The results demonstrate that employment and career issues are of particular importance to male spouses and partners, university graduates, those who are unmarried, those below the age of 35 and those who have undertaken only one assignment as an accompanying spouse/partner. A majority (69%) of spouses and partners said their own employment or career was important in the decision to relocate.
- 2. Countries that enable spouses/partners to work are considered as attractive destinations by 96% of respondents.** Countries with work permit restrictions are less attractive and 58% of spouses and partners indicated that they would be unlikely to relocate to a country where it was difficult to get a work permit. Work authorisation for spouses and partners should allow both employment and self-employment.
- 3. Twenty-two percent of spouses/partners reported that the expatriate employee had turned down at least one assignment because of concerns about the accompanying spouse's or partner's career or employment** and 7% had terminated an assignment early for the same reason. For employers, these assignment refusals and early terminations imply lost potential and financial cost.
- 4. Almost 90% of spouses/partners were working prior to accompanying the expatriate on the assignment** whereas this fell to only 35% in the host location.
- 5. Three-quarters of spouses/partners who are not working in the host location wish to do so.** One of the key obstacles to spouse/partner employment is the requirement to have a job offer with a specific employer in order to apply for a work permit.
- 6. Employment is reported as having a positive effect on adjustment, family relationships and health and well-being by a large majority of working spouses and partners.** A significant proportion of spouses and partners who do not work say that not working has a negative impact on these aspects of their lives.
- 7. Employed spouses and partners also report that working has a positive impact on willingness to complete and to extend the current assignment, or to go on a new assignment.** A significant proportion of non-working spouses and partners say that not working impacts negatively on these aspects.
- 8. Around 80% of spouses/partners would welcome information and support services** to help them find employment or other development activities in the host country. Few received this support.

As more women, younger people, not married and more highly qualified people embark on international assignments, their accompanying partners have new and different demands from previous generations of expatriates. If accompanying spouses and partners cannot work, employers are likely to experience even greater difficulties with their mobility programmes.

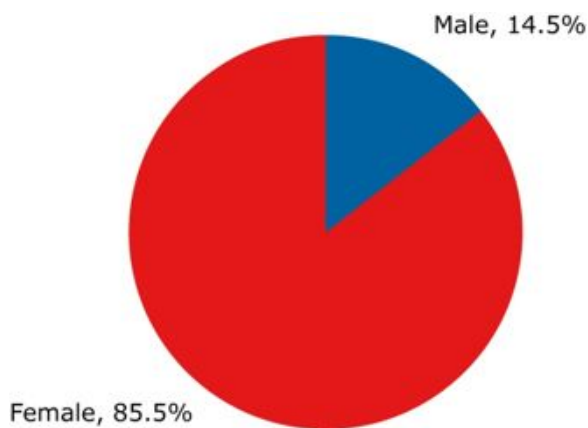
This leads to wasted talent, not only for employers in respect of their own workers if they refuse to relocate, but also for host countries where the accompanying spouse/partner could otherwise contribute to the local economy by engaging in meaningful and skilled employment thus adding value to the local economy.

Section 1: Respondent Profile

Gender, marital status and age

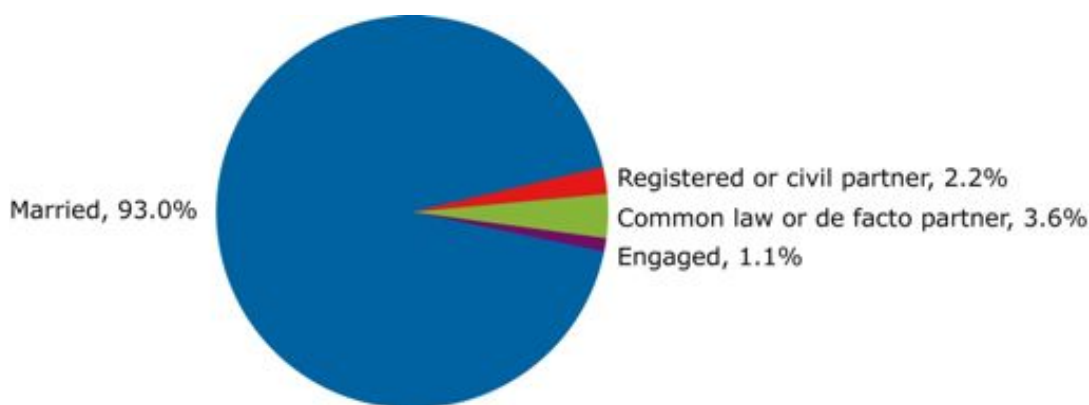
The research was carried out in the form of a web-based survey of 29 questions which attracted responses from 3,305 individuals who are spouses or partners of expatriates currently on an international assignment. The majority of respondents (85.4%) are women although male spouses/partners make up a significant minority (14.6%). This reflects the gender distribution of expatriates, quoted in the 2008 ORC Dual Careers Survey (87% male; 13% female).

Chart 1: Gender of accompanying spouses/partners



The majority of respondents (93%) are married. Of the remaining 7% who are unmarried partners: 2% are registered partners or in civil partnerships; 4% view themselves as being in common-law partnerships; while 1% are engaged to be married.

Chart 2: Marital status

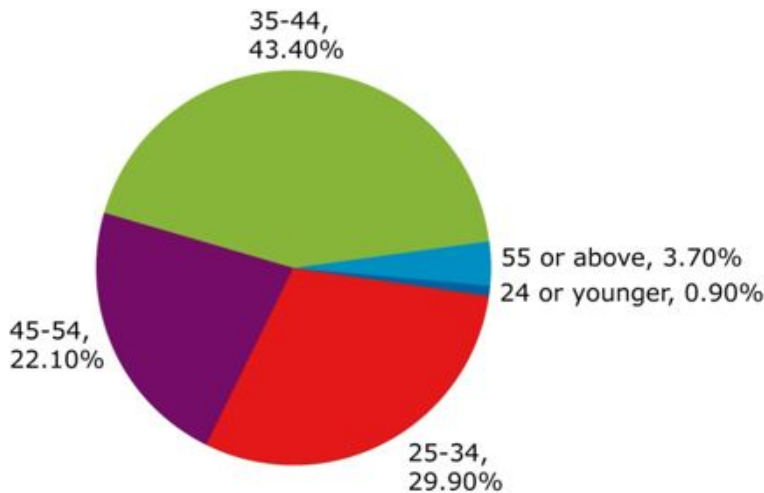


It is notable that a lower proportion of male respondents are married (87%) compared with 94% of the women. Accompanying men are more likely to be common law/de facto partners (7%) or registered/civil partners (5%).

Approximately three-quarters of respondents (73%) are aged between 25 and 44. Slightly more than one-quarter (26%) are aged over 45; only 1% are aged 24 or younger, as shown in Chart 3. The younger generations have grown up in years in which equality is taken as a

right and it is expected that spouses/partners will forge their own careers, in contrast to the older generation where a greater emphasis on the male breadwinner model predominated – women took up paid work but childrearing tended to take precedence over career concerns. These broad generalisations clearly mask individual choices and preferences but nevertheless the expatriate spouse/partner profile typified in this survey suggests that career concerns are likely to be of considerable significance.

Chart 3: Age profile of accompanying spouses/partners



There is a slightly higher proportion of accompanying male spouses/partners aged 35 to 44 (48%) and amongst those over age 55 (6%). The age profile of the accompanying female spouses/partners, however, reflects the total.

Qualifications and languages spoken

Survey respondents are highly qualified with the vast majority (82%) holding university qualifications. For 36% a bachelor’s degree is their highest qualification; 40% hold a master’s degree or postgraduate diploma and 6% hold a doctorate level/PhD qualification. Only 18% report that their highest qualification is a secondary/high school or vocational college diploma. In addition, the majority (79%) speak two or more languages. The findings also show that more than one-third (34%) speak two languages, 29% speak three and 16% speak four or more.

Chart 4: Highest qualifications held

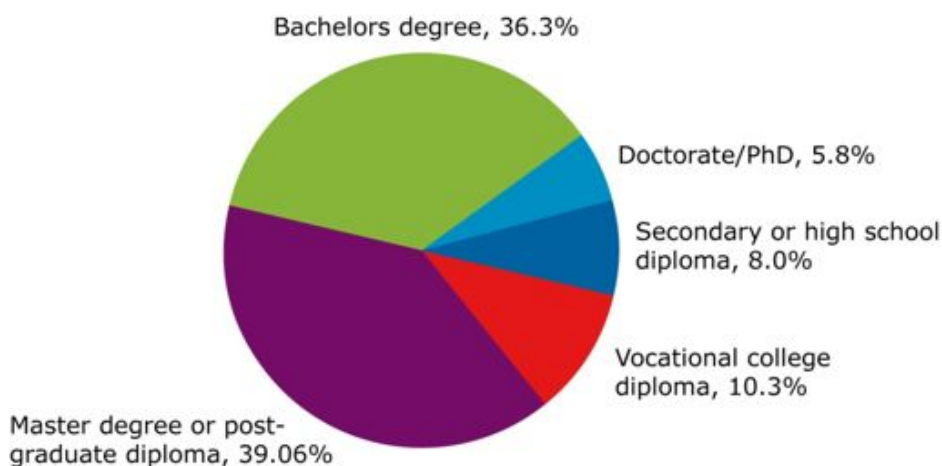
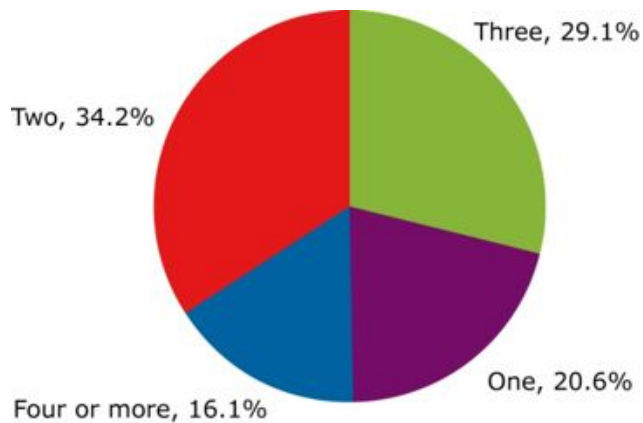


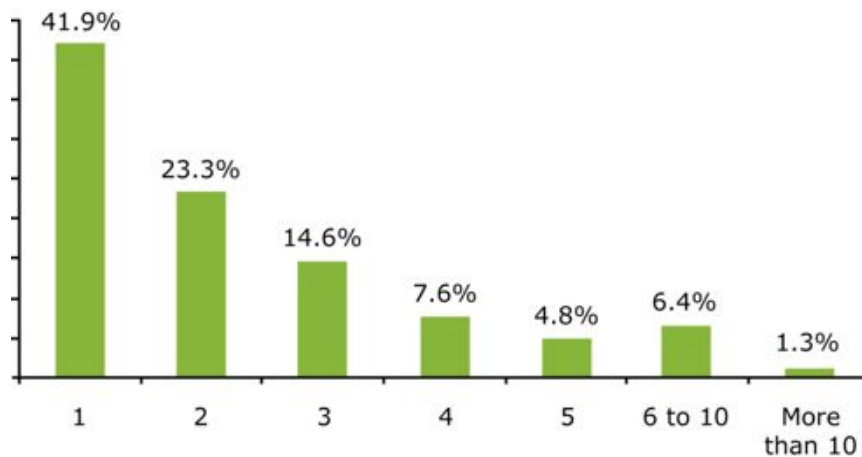
Chart 5: Number of languages spoken

Male accompanying spouses/partners are even more highly qualified than female accompanying spouses/partners – 86% have a bachelor’s degree or higher qualification compared with 81% of women. However, women speak more languages – 80% of the women speak two or more languages whereas only 75% of the men do so.

Respondents represented 122 nationalities. The top 10 countries of nationality, which accounted for 61% of the respondents, are the United Kingdom, the Netherlands, the United States, France, Australia, Germany, India, Canada, Malaysia and Nigeria.

Assignment experience and current location

While 42% of the respondents have accompanied their spouse/partner on only one international assignment, the majority (58%) are seasoned accompanying spouses/partners. Twenty-three percent have carried out two assignments in an accompanying role while just over one-third (35%) have accompanied their spouses/partners three or more times on assignments abroad. Forty-four respondents (1.3%) report that they have accompanied their spouses/partners on more than 10 international assignments.

Chart 6: Number of assignments undertaken

There are some distinct differences in the profiles of men and women in respect of the number of assignments they have undertaken as an accompanying spouse/partner. Overall, women are far more likely to have undertaken multiple assignments in an accompanying role than men. The data indicates that whereas 55% of men have accompanied for only one assignment (compared with 40% of women), 45% have undertaken multiple assignments (compared with 60% of the women). There is a relatively high proportion of serial relocations amongst the women respondents – 22% have undertaken four or more assignments as the accompanying spouse/partner, compared with only 11% of the men.

Respondents are currently located in one of 117 host countries. The most common locations are:

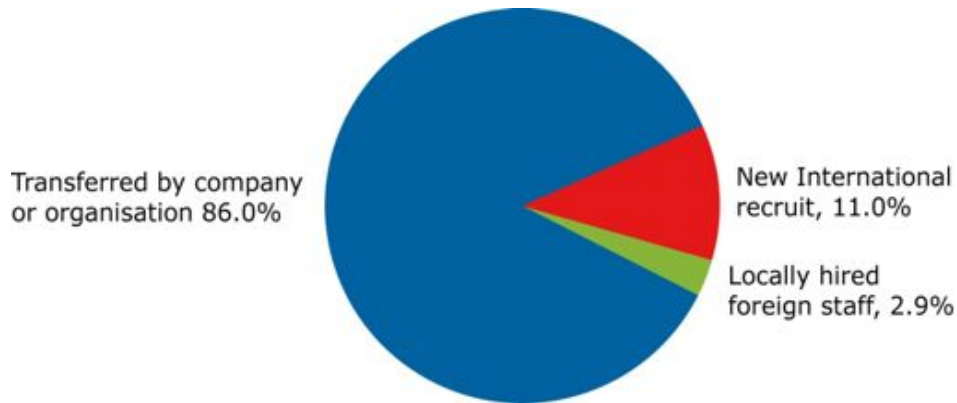
Country	No. of respondents
United States	325
Netherlands	281
United Kingdom	256
Malaysia	200
China	125
Russia	117
Singapore	111
Qatar	100
United Arab Emirates	100
India	96
Nigeria	94
France	91
Oman	80
Canada	78
Norway	68
Mexico	64
Brazil	61
Italy	61
Indonesia	59
Brunei	49
South Africa	47
Australia	46
Germany	45
Japan	38
Saudi Arabia	30
Egypt	29
Switzerland	28
Libya	27
Angola	25
Belgium	25

Expatriate employers and types of assignment

Respondents are accompanying employees working in more than 200 public and private sector organizations listed in Appendix 2.

The majority of assignments (86%) represent transfers of existing personnel by their current employers; only 11% are new recruits transferred abroad, and 3% represent locally hired foreign staff.

Chart 7: Employment status of expatriate assignee



Section 2: The Effect of Spouse/Partner Employment in the Relocation Decision

Factors affecting the decision to expatriate

The survey explored the importance of employment or career to the respondents when making their decision to relocate abroad. More than two-thirds (69%) of the respondents report that their employment or career was important or very important in the decision to accept the current assignment. There is a distinct gender difference in respect of this issue. While 83% of men state that their employment or career was important or very important in making the decision, this compares with 67% of women.

“It is important to have the choice to work. Even if we decide to focus on my spouse’s career, it is very important for us not to neglect my own career.”

The importance accorded to survey respondent’s own employment/career in the decision to relocate in an accompanying role varies with the level of qualification. Almost three-quarters (73%) of respondents who hold graduate level or above qualifications state that their job/career was an important or very important factor in their decision to relocate. This compares with only 54% of those with high school or vocational qualifications. Not surprisingly the importance of employment or career is greater for the younger respondents – 80% those aged under 34 report their job/career being important or very important to them in their relocation decision, compared with 70% of the 34 to 45 year age group, 56% of the 45 to 54 year age group and 53% of those aged 55 or above. These findings are in keeping with the trend within younger generations for both partners to work. Those who are not married place greater emphasis on the importance of their employment/career than those who are married – 81% versus 69% respectively. These findings reflect economic dependency being common within marriage and a potential clearer divide between breadwinner and homemaker roles.

“Both my partner and I have invested a lot in our education and career and either one of us can be offered an international job. We would only accept if we were fairly sure that both of us could work. As an absolute minimum we would need to know that whichever of us is “accompanying” could get a work permit. Then we would trust in our ability to compete for a job.”

It is also notable that accompanying spouses/partners who have undertaken only one assignment place greater emphasis on the importance of their job and career than those who have undertaken two or more assignments. Three-quarters (76%) of accompanying spouses/partners who have undertaken only one assignment report that their job/career was an important or very important factor affecting their decision to relocate, compared with 64% of those who have undertaken two or more assignments. This suggests that as spouses/partners undertake more assignments they are less focused on maintaining a career or working role within the partnership.

Respondents were asked to rank on a scale of 1 to 10 (with 1 being the most important) a series of factors relating to their decision to undertake the expatriate assignment as an accompanying spouse/partner. The expatriate’s employment or career opportunities clearly emerge as the most crucial issue in the assignment decision-making process, perhaps not surprising for respondents accompanying a population largely comprised of intra-corporate transferees. The second most important factor was the expatriate employee’s income. The accompanying spouse/partner’s own employment or career opportunities ranked similarly to children’s education, total family income, standard of living and opportunity to experience another culture.

Chart 8: Importance of factors influencing the decision to take an expatriate assignment (average of ratings, 1 = most important, 10 = least important)

Factor	Average Rating
Expatriate's employment or career opportunities	2
Expatriate's income	4
Children's education	5
Total family income	5
Opportunity to experience another culture	5
Employment or career opportunities for spouse/partner	5
Standard of living and local services	5
Opportunity to travel	6
Other	6
Being close to family relatives	8

Other factors noted by respondents as important in the decision to relocate include quality of life, climatic conditions, safety and security issues, prioritising marriage, starting a family and being able to take pets along on the assignment.

Male spouse/partners are more concerned about their own employment or career opportunities than the women are (recording 4 versus 5 respectively).

Their own employment or career opportunities are of greater importance to the graduates than to those with a high school or vocational diploma (scoring 5 versus 6 respectively).

Assignment refusals

Despite the observation that the assigned expatriate employee's job or career is the most important factor in the decision to relocate, the importance of the spouses'/partners' careers is in no doubt. This is reinforced by 22% of respondents who report that their spouses/partners (the expatriate employee) had declined one or more international job offers because of concerns about the employment or career of the respondent; 16% had done so once, and 4% had done so twice. One percent said their own career concerns had taken precedence over the expatriate's international assignment opportunities at least three times, while a further 1% report this happening four times or more. In these instances, it is likely that dual career couples either need to make trade-offs about which party has the lead career at any one time, or share opportunities between partners in order to gain expatriate experience.

Male respondents report a higher assignment turn-down rate than female respondents. Amongst male spouses/partners, 20% say that one international job offer/assignment was declined because of concerns about their own employment or career, with 10% saying two more assignments had been declined, whereas for female respondents the corresponding percentages are 15% and 6% respectively. As more women take up assignments in their own right, it appears that employers are likely to face an increase in assignment refusals as these chosen female assignees put their husband's or partner's careers ahead of their own. As competition for talent increases, employers relying on greater diversity to fill their expatriate positions may face difficulties. It is also notable that those under 34 years of age are more likely to decline an assignment due to their spouse's/partner's employment or career. While 18% of this group said their spouse/partner had turned down an assignment once for this reason and 4% said that this had happened twice, the corresponding picture for

those aged 35 to 44 is 16% and 5%, and for the 45+ age group, it is 11% and 4% respectively.

Married expatriates are less likely to refuse an assignment due to their spouse's/partner's employment or career (20% report refusals once or twice for this reason) than employees who are not married (the corresponding figure being 27%).

The proportion of graduates who have turned down an assignment either once or twice due to their spouse's/partner's employment/career currently stands at 22%. This is double the refusal rate for those with a high school or vocational diploma. As more young people are encouraged by governmental action to stay on at school and move into university education so the rate of refusals to undertake international mobility due to spouse/partner employment reasons is likely to increase.

Early return

Having relocated abroad as an accompanying spouse/partner, few (7%) of the respondents report that the assignment ended early as a result of their own career or employment issues. Only 6% reported that one assignment had ended early for these reasons. Only 1% report this happening twice and six respondents (0.2%) say it had happened three times. The vast majority (93%) report no early returns on the grounds of their own career/employment.

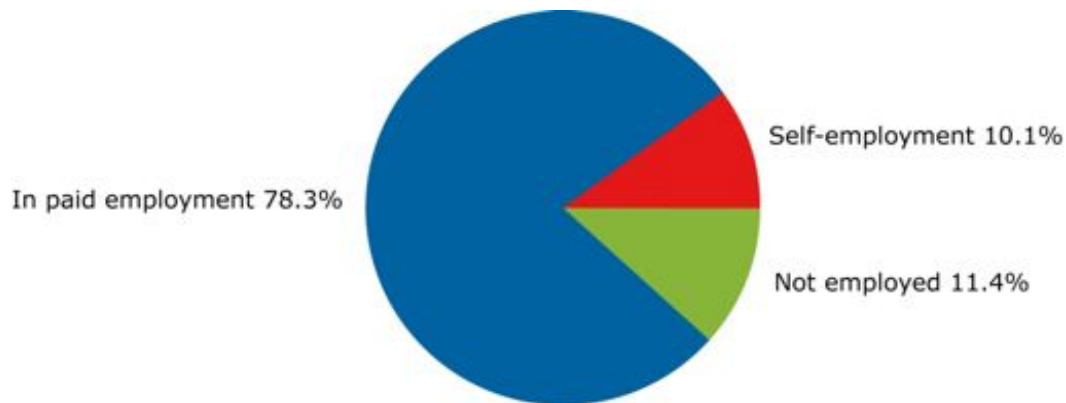
Eight percent of graduates report early returns linked to their own career issues compared with 4% of those with a high school or vocational diploma. However, there is no difference in respect of early returns related to gender or marital status.

For employers, early returns are very expensive and potentially damaging to business relationships. Although the average for early return due to spouse/partner career issues is not high overall, the expatriate profile of the future is likely to include more women and a generation that has grown up with career expectations. This suggests greater potential problems related to careers for accompanying spouses/partners (especially if they are becoming more highly qualified themselves) creating higher volumes of early returns.

Taken together, the combination of assignment refusals (22%) and early returns (7%) is a cause for concern and employers should be prepared for a possible increase in the risk of premature returns. Moreover, it is possible that the results of this survey represent the tip of the iceberg because this survey questioned only those who are currently on assignment. It did not question those who were considering an assignment, those who had recently returned home or others in base country who had declined one or more assignments.

Employment prior to expatriation

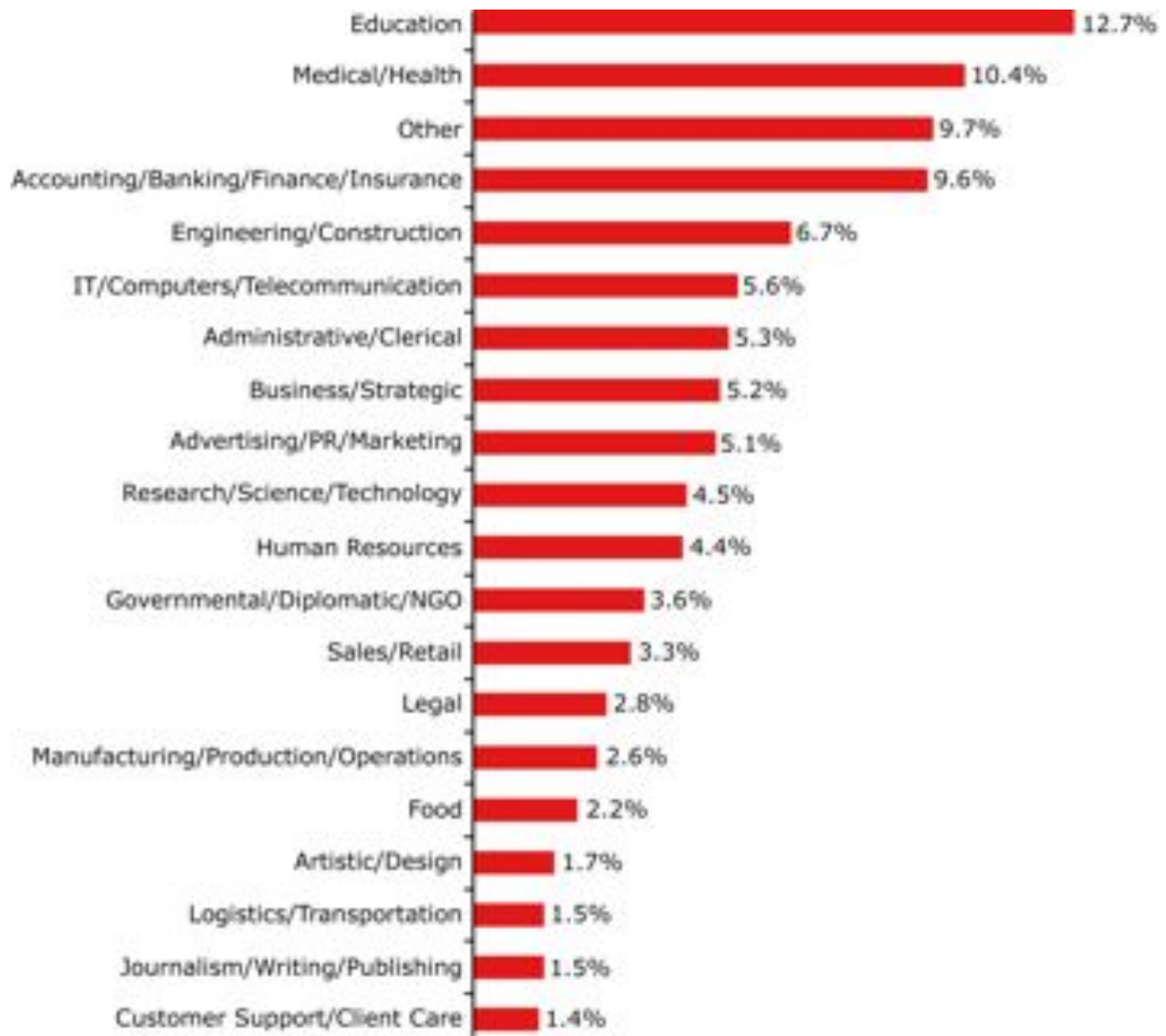
The majority of the spouses/partners surveyed were in employment prior to accompanying the expatriate on an international assignment: 79% were in paid employment and 10% were self-employed. Only 11% report not being in employment prior to expatriation.

Chart 9: Employment status prior to expatriation

A greater proportion of men report being self-employed than women: 14% versus 10% respectively. A greater proportion of those under age 44 than those aged 45 and over report being employed: 81% versus 72% respectively. A higher percentage of graduates are in employment (80%) than those with high school or vocational diploma (71%). The latter favour self-employment (13%) to a greater extent than their graduate counterparts (10%). Thirteen percent of those over age 45 report being self-employed – this compares with only 9% of the younger age group.

The range of occupational fields in which the respondents were employed prior to expatriation was broad as demonstrated in the chart on the following page. However two occupational groupings stand out: education (representing 13% of the spouses/partners) and medical/health (representing 10%). The spectrum of occupational groups represented within the 'other' category stretched from farming to film making.

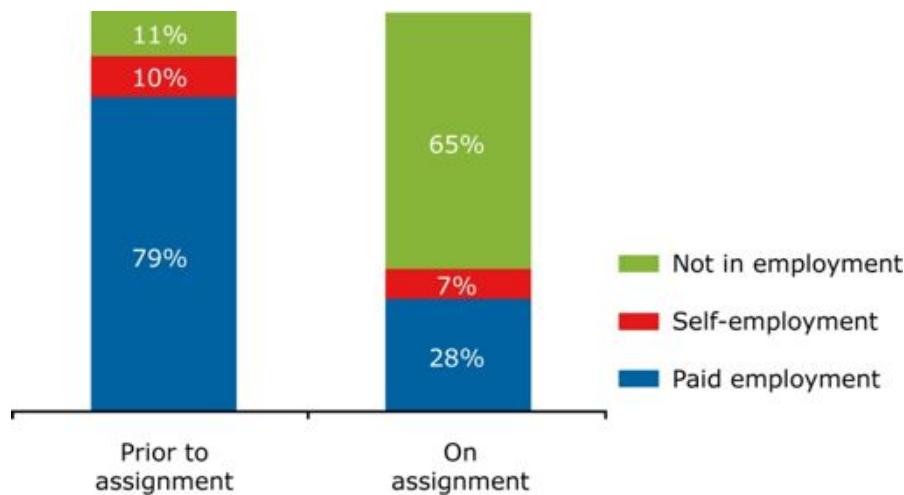
Chart 10: Occupational field prior to expatriation



Employment and employment aspirations while on assignment

As Chart 11 below shows, once on assignment, spouse/partner employment drops significantly from a pre-assignment level of 89% to just 35%, including 28% in paid employment and 7% self-employed.

Chart 11: Comparison between spouse employment status before and during the assignment



Two-thirds (65%) of the respondents report being neither in employment nor self-employment. Yet, of the 65% who are not working, 84% say that they want to work. The majority (67%) would like to be employed and 25% would like to be self-employed.

Nearly 20% of spouses and partners in the survey would be happy to be self-employed, generating their own work via clients in or outside the host country or via internet-enabled teleworking. Countries should take this into account in their regulations and allow spouses and partners to be self-employed as well as employed.

There are significant differences between men and women in this regard. Of those who are not working currently, 76% of the men and 66% of the women want to be employed while 29% and 16% respectively want to be self-employed. Only 11% of the men do not want to work compared with 27% of the women. There are also differences in terms of attitudes to work in relation to age. While 92% of the younger age groups (aged 34 or under) want to work (either in employment or self-employment), 87% of those between 35 and 44 and only 69% of those aged 45 or older want to do so. A greater proportion of graduate respondents (88%) demonstrate a desire to work compared to 69% of those with a high school or vocational diploma. There is a particularly sharp difference in work orientation related to marital status – only 9% of those who are unmarried do not want to work, whereas 26% of married respondents do not wish to do so.

Amongst those in employment in the host location, three-quarters report working in their own preferred field or profession while the remaining quarter indicate that they have taken up employment in another field/profession. In terms of the job held in the assignment location, 40% report that it is at a lower level than that held prior to relocation, 41% report it being at the same level with only 20% indicating that their role abroad is at a higher level than that held at home. Two-thirds of the respondents however, are either satisfied or very satisfied with their current employment/job, with the remaining one third feeling dissatisfied.

Gender appears to affect the data significantly. While 46% of the accompanying male spouses/partners are currently in employment and 10% are self-employed in the assignment location, only 25% of the women are in employment and only 7% are self-employed. The men are also, in the majority, working in their chosen field or profession (82% report this)

while for the women less than three-quarters (71%) are working in their preferred field. In relation to the level of job held abroad, 29% of the men say that it is at a higher level than they held at home (compared with only 17% of the women); similar proportions report their job being at a comparable level (43% of men; 40% of women) while only 28% of men say that it is at a lower level. Some 43% of women report being at a lower level than the positions that they held prior to relocation.

The data show that 76% of the working men are satisfied or very satisfied with their jobs, but despite the difficulties mentioned above, 79% of the working women are satisfied, or very satisfied with their current situation.

There is also a significant difference between the employment situations of married partners and those who are not married. While only 35% of the married respondents are in employment or self-employment, over half (56%) of the unmarried accompanying partners are working. This might be partly explained by the fact that in many jurisdictions unmarried partners are not recognised for entry visa purposes (other than as short stay tourists) and thus to accompany their expatriated partner they may have to seek work and obtain a visa in their own right to remain legitimately in-country. A greater proportion of the non-married partners have gained higher level positions than the spouses (28% versus 19%). A higher proportion of non-married partners also express high job satisfaction (72%) compared with their married counterparts (68%).

With respect to age, 37% of the younger spouses/partners (aged 44 or under) are currently in work (either employment or self-employment) compared with 35% of the 35- to 44-year-olds and 30% of those aged 45 or more. There is no significant difference between the age groups in relation to working within their chosen field or in terms of their job satisfaction. However, the accompanying spouses/partners under age 34 appear to have been more successful in terms of landing higher or equal level positions to those held at home. While 24% of the younger group report gaining a position at a higher level than they held at home and 42% report it being of equivalent level, the corresponding percentages are 19% and 42% for the 35- to 44-year-olds and 14% and 36% for those aged 45 or over 45.

Perhaps unsurprisingly, a higher proportion of the graduate spouses/partners are in employment or self-employment (38%) and in their preferred field or profession (75%) than the high school or vocational diploma holders (23% and 57% respectively). A slightly lower proportion of the graduates (39%) are in a job at a lower level than high school or vocational diploma holders (44%). There is little difference in their job satisfaction.

A lower proportion of the accompanying spouses/partners who have been on multiple assignments (33%) are in employment or self-employment compared with those who have undertaken only one assignment (38%). Those who have been on multiple assignments are also less likely to be in their chosen field or profession (73%) and more likely to be at a lower level in their current job (46%) than those who have been on one assignment (77% and 43% respectively). Despite these findings, respondents express equal satisfaction with their current position/job.

“Even volunteer work is difficult to secure. I offered my services to a large creative business for the holiday period and after saying that they would welcome my assistance, they phoned to say they had reconsidered their decision. As I did not have a work permit, they could not risk getting into trouble with the authorities. So this creative opportunity that I was so looking forward to, did not materialise.”

“There is a lack of understanding of the value of small business, which would be ideal work for many women. The licensing/permits procedure is very difficult and expensive to navigate.”

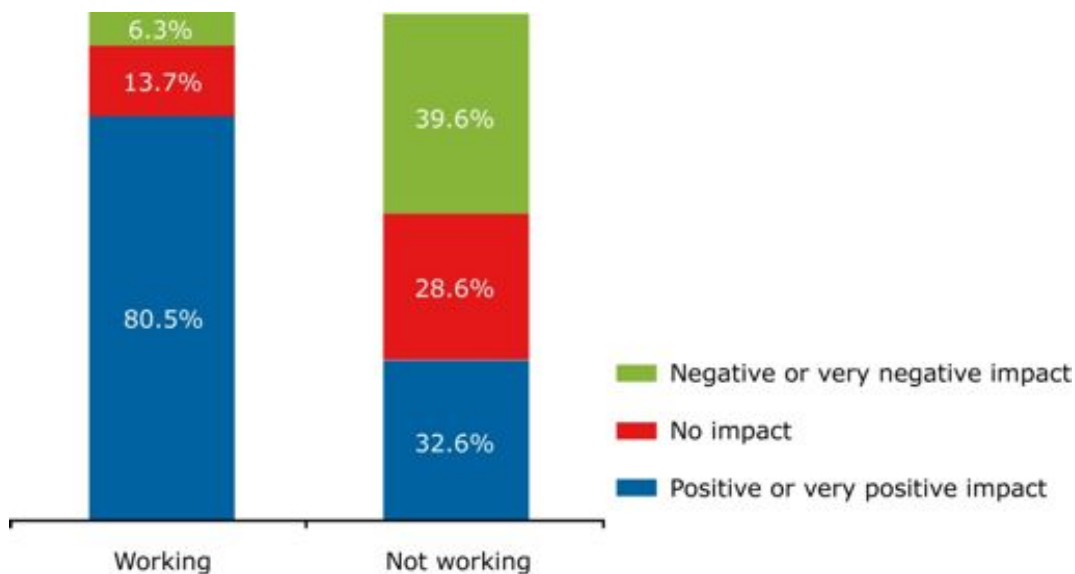
Section 3: Impact of Spouse/Partner Employment on Assignment Success and Future Intentions

Adjustment

There is a clear difference in adjustment and positive feelings about the assignment linked to being in employment or self-employment. Eighty-one percent of accompanying spouses/partners who are or have been in employment in the assignment location report that this has had a positive or very positive effect on their adjustment in the host location or to expatriate life. This compares with 32% of those who have not been in employment or self-employment reporting positive feelings. Thirty-nine percent of those who have not been working in the host location believe that this has had a negative or very negative effect on their adjustment compared with only 6% of those who have been working.

Spouse/partner adjustment is well researched within academic literature and it is well known that the failure of the spouse/partner to adjust is one of the major reasons behind expatriate failure. This data clearly indicates the importance of employment in spouse/partner adjustment.

Chart 12: The impact of spouse/partner employment on adjustment to location and expatriate life



“I am definitely much happier when I am also working. It is the sense of self that makes life feel more balanced. I am a better wife, a better mother and a better person when I am juggling taking care of my family and working. The extra money earned is the icing on the cake....and makes a difference in our savings, loans and investments.”

Being able to work in the host location, while still important, has slightly less significance for respondents aged 45 or over with 73% reporting a positive or very positive impact on adjustment. Likewise, only 66% of those with a high school or vocational diploma also report positive or very positive impact of working on adjustment.

Family relationships

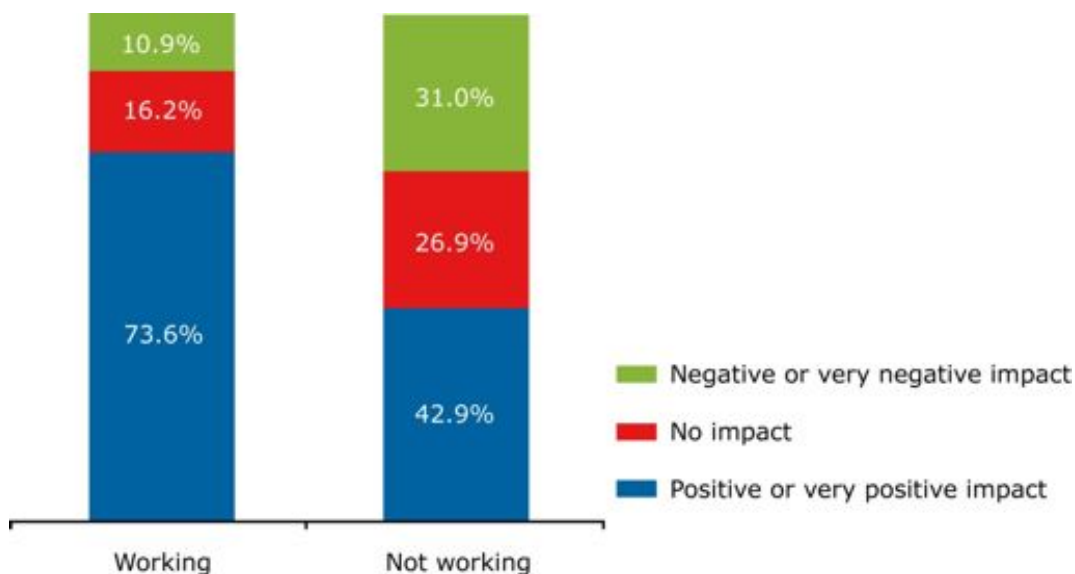
There is also a clear difference in positive family relationships (with spouse/partners and children) linked to being in employment or self-employment. Seventy-four percent of accompanying spouses who are or have been in employment in the assignment location report that this has had a positive or very positive effect on their family relationships. This compares with 43% of those who have not been in employment or self-employment reporting a positive impact of not working on relationships. Again, a significant proportion (31%) of those who have not been working in the host location believe that this has had a negative or very negative effect on their family relationships, compared with only 11% of those who have been working.

“I have been an expatriate for more than eight years. Being able to work and contribute is vital for me. Not having a job generates a lot of stress for me and therefore for my family. Not only for economic reasons, is it absolutely much more than that.”

“It puts a tremendous strain on a marriage when one career is “more important” and that carries over to the employee’s job performance when the home life is unhappy.”

Family relationships are known to influence assignment success and early return rates. Unhappy families cause unhappy expatriates with consequent loss of productivity and performance. The data clearly confirms the importance of spouse/partner employment to family relationships in the host location.

Chart 13: The impact of spouse/partner employment on family relationships



Being able to work in the host location has less significance in this regard for male respondents with 67% reporting a positive or very positive effect on family relationships. Similarly, only 66% of those who are aged 45 or over and 65% of the non-graduates report a positive or very positive impact on relationships.

Health and well-being

Finally, there is once again a clear difference in the health and well-being of the accompanying spouse/partner linked to being in employment or self-employment. Sixty-eight percent of accompanying spouses/partners who are or have been in employment in the assignment location report that this has had a positive or very positive effect on their health

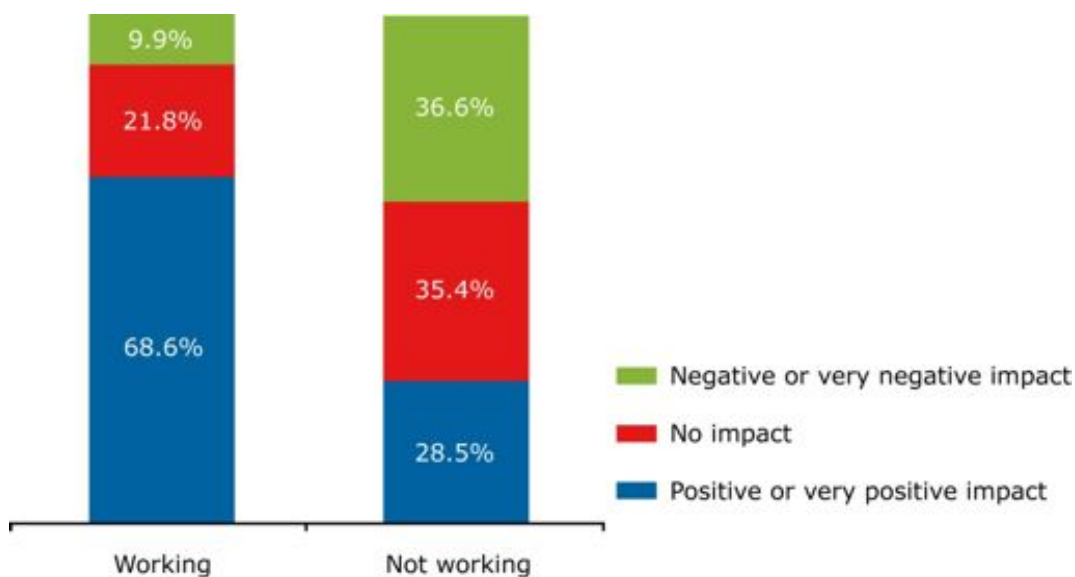
and well-being. This compares with 28% of those who reported a positive impact of not being employed. Thirty-seven percent of those who have not been working in the host location believe that this has had a negative or very negative effect on their health and well-being, compared with only 10% of those who have been working.

“I decided to follow my husband...to keep our family balance and I hoped to share my personal expertise in the host country. Now I now feel guilty ... because I cannot make my expertise available to local people and I cannot continue to grow in my own development.”

“There is serious depression, insecurity, loneliness, boredom, and a feeling like no one understands - it takes the help of others who have been through it.....No one prepares the employed spouse how to deal with or understand the misery of the unemployed spouse, which doesn't help.”

Spouse/partner health and well-being are known to influence the expatriate’s assignment success. If spouse/partner health and well-being is a cause for concern, the expatriate is more likely to terminate the assignment early. This data clearly demonstrates the importance of spouse/partner employment to health and well-being while in an accompanying role abroad.

Chart 14: The impact of spouse/partner employment on their health and well-being



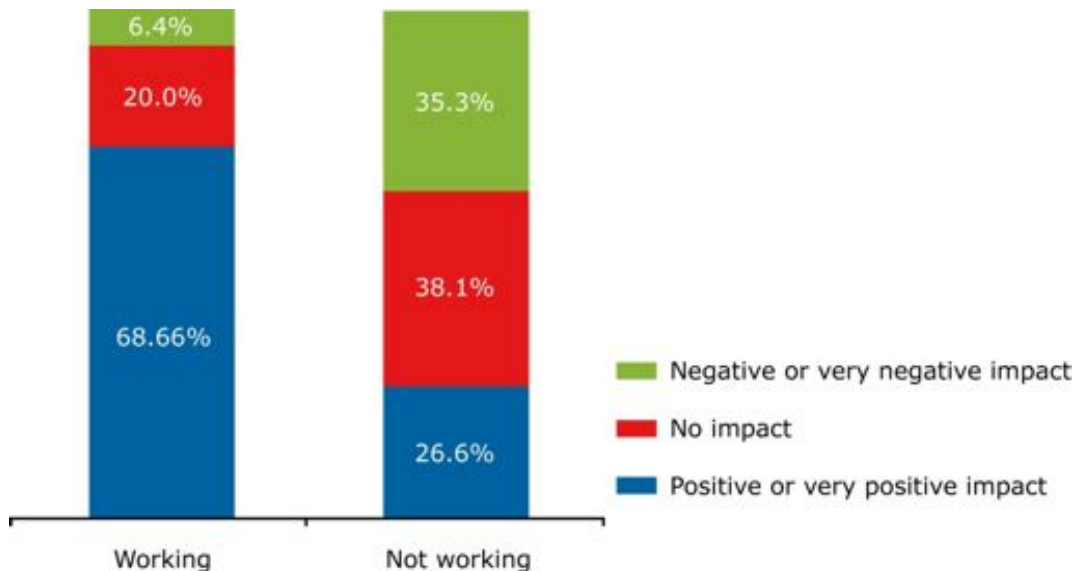
In respect of differences between groups of respondents, 60% of men, non-graduates and those who are unmarried report a positive impact on their health and well-being through being in employment or self-employment.

Willingness to complete the current assignment

As can be seen from Chart 15, spouse/partner employment has a very clear impact on willingness to stay in the current assignment for its full duration. Three-quarters of respondents (74%) who are working report that employment/self-employment has a positive or very positive impact on willingness to remain in the host country throughout the completion of the assignment. Only one-fifth state that it has no impact and very few (6%) report a negative impact. The picture for those who are not working also presents a sharp division – more than one-third (35%) report a negative or very negative impact on willingness to remain in the host country throughout the completion of the assignment, compared with 27% who present a positive/very positive impact.

“It would increase the willingness of spouse to travel along with the partners to an assignment, and my experience around me has shown that a lot of spouses are unhappy as they do not have the ability to work and would therefore like to leave earlier than planned.”

Chart 15: The impact of spouse/partner employment on willingness to complete the current assignment



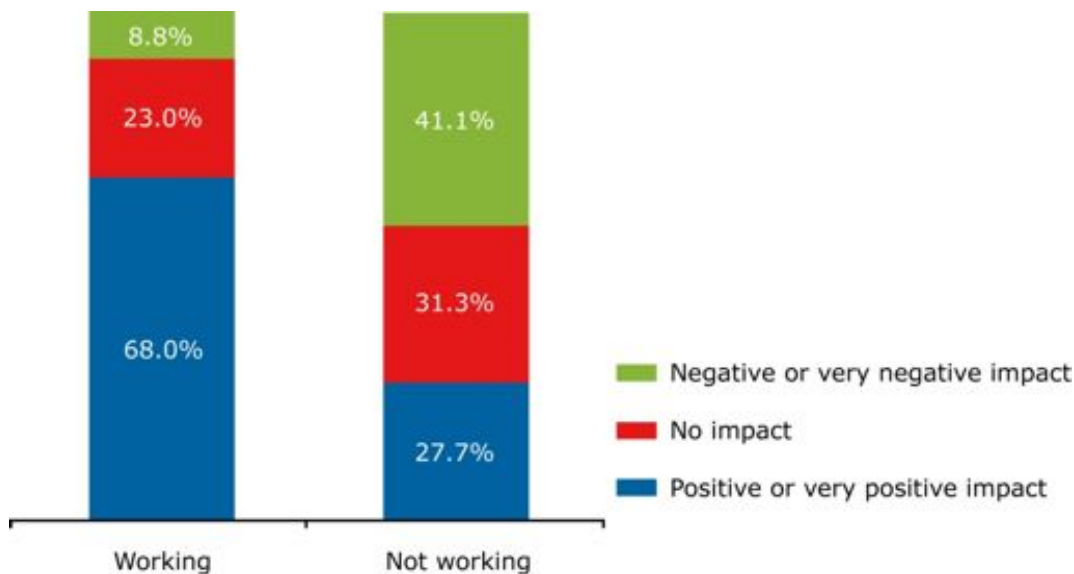
Marital status and to a lesser degree age appear to be critical factors. A far greater proportion of non-married (59%) than married (34%) respondents who are not working state that spouse/partner employment has a negative/very negative impact on willingness to complete the assignment. In respect of age, 44% of younger respondents (aged 34 or under) who are not working, compared with 36% of those aged 35 to 44 and 28% of those aged 45 or over state that spouse/partner employment has a negative/very negative impact on willingness to complete the assignment. This data potentially reflects a higher likelihood among the young and single accompanying partners to leave early.

“I found a full-time job with a permanent contract, which wasn't easy, it took me a year. I seriously considered to go back home if the situation of being unemployed had lasted longer. I really missed help from the company.”

Willingness to extend the current assignment

Employment and self-employment opportunities also influence willingness to extend the current assignment if offered the opportunity to do so. Some 68% of those who are working report that employment/self-employment has a positive or very positive impact on willingness to extend. Only 23% state that it has no impact and very few (9%) report a negative impact. For those who are not working, some 41% report that not working has a negative or very negative impact on willingness to extend.

Chart 16: The impact of spouse/partner employment on willingness to extend the current assignment



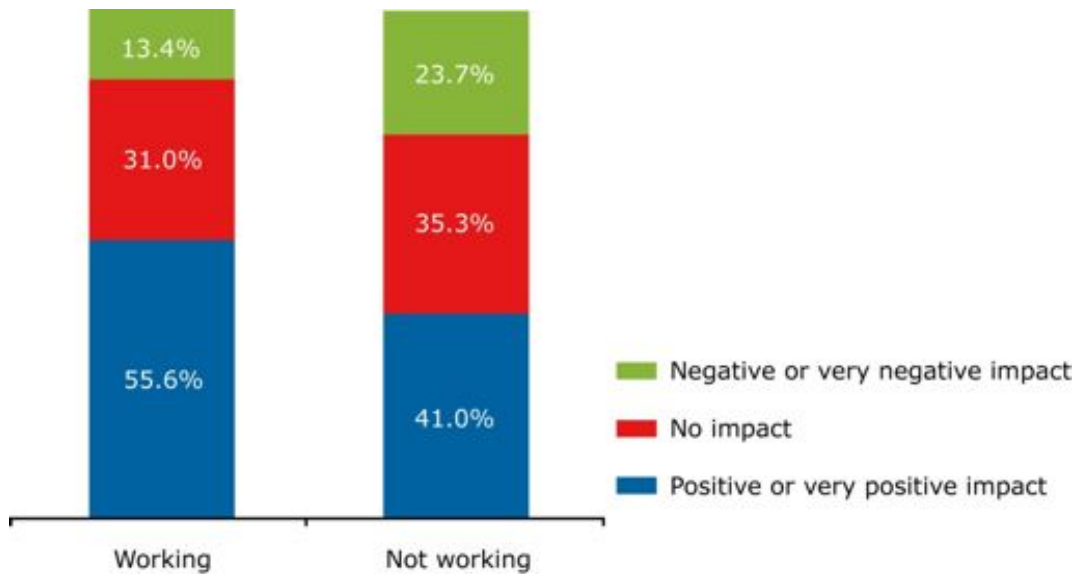
Of the spouses/partners who are not working, 45% of the men (compared with 40% of the women); half of those under age 35 (compared with 41% of those aged 35 to 44 and 32% of those over 45); 68% of the non-married (compared with 40% of the married); and 43% of the graduates (compared with 32% of the non-graduates) report that this has a negative or very negative impact on their willingness to extend their assignments. This data indicates that although these groups might hold on and complete the current assignment (although this is less likely in the case of the young and single mentioned above), they are certainly not keen to stay any longer than they have to if they are unemployed. Employers' requests to extend assignments are therefore unlikely to be well received where the spouse/partner is not able to work.

“Facilitating the accompanying spouse/partner’s career continuity would increase the family unit satisfaction and therefore the employee satisfaction, which in turn affects their willingness to stay for the whole assignment or even an extended period.”

Willingness to undertake another assignment

As regards willingness to take up another posting, the opportunity to engage in employment/self-employment is again of importance. However, only just over half (56%) of respondents who are working report that employment/self-employment has a positive or very positive impact on their willingness to relocate again. Thirty-one percent say it has no impact while 13% report it having a negative or very negative impact. Of those who are not working in their current posting, 41% report that not working has a positive or very positive impact on their willingness to relocate again, 35% report no impact while 24% state it having a negative or very negative impact. This is shown in Chart 17.

Chart 17: The impact of spouse/partner employment on willingness to undertake another assignment



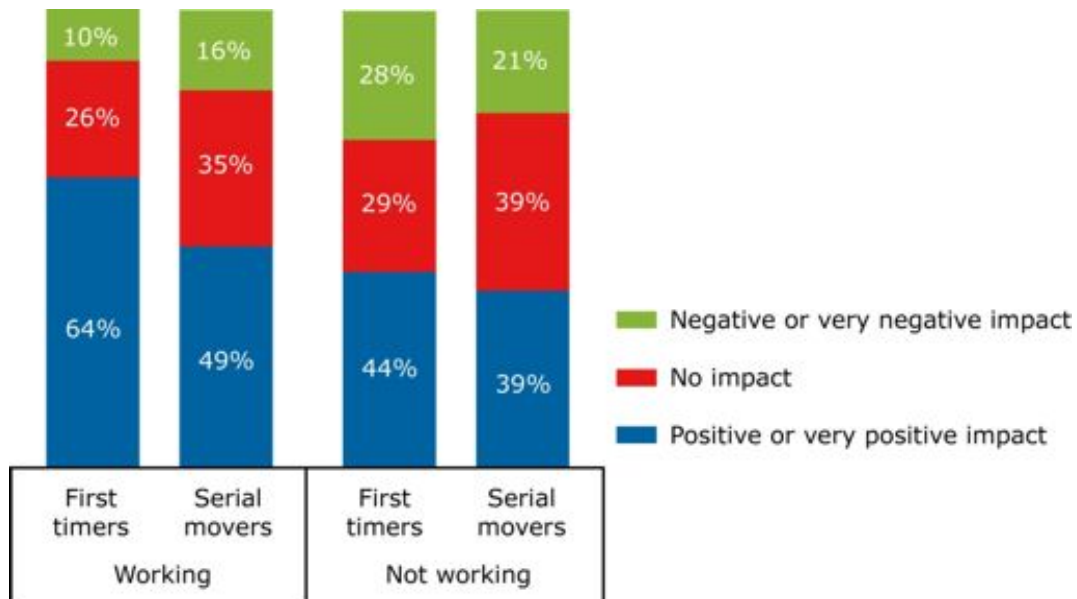
“The implications of not working on my health (especially mental health) are so vast that I will never consider to relocate to such a country. I was unemployed for 1 year when I came here... and that was the most miserable year in my entire life. I will not repeat that, and my husband stands by my decision.”

“I don’t want to give up my career development any more.... Therefore, I won’t go anywhere I can’t find a job as I can get one at my home country easily.”

“As it is important to me, we would make the decision to relocate also dependent on working and career opportunities for me.”

Although there is little difference between first-time movers and serial movers in respect of assignment completion and extension regardless of whether they are in employment or not, serial movers differ significantly from the first-timers in respect of future assignment intentions as can be seen in Chart 18. Of those who are currently working, 64% of the first-timers compared with 49% of the serial movers report a positive or very positive impact of this on future relocation intentions. Of those who are not in work, 44% of the first-timers and 39% of the serials report a positive impact of not working on future mobility intentions.

Chart 18: The impact of spouse/partner employment on first-time and serial mover accompanying spouses' and partners' willingness to undertake another assignment

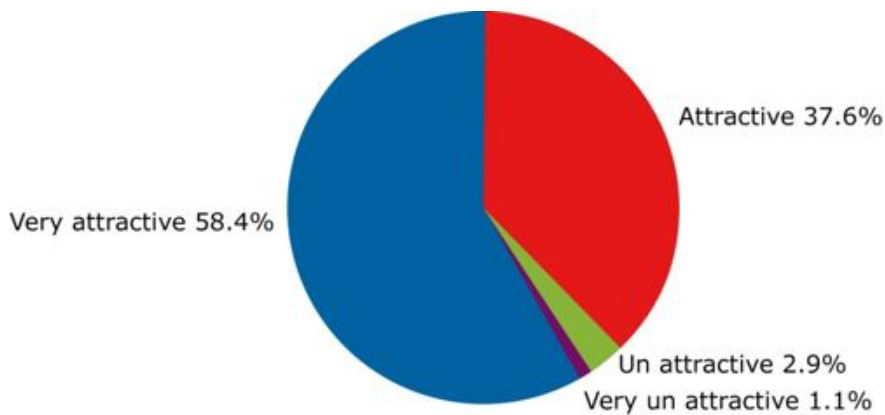


Potentially this may be explained through the frequent movers being more used to international mobility as accompanying spouses/partners – they may become more resigned to the associated employment outcomes whether these are positive or negative. This is supported by a greater proportion of the married respondents who are not currently in employment (41%) than the unmarried (29%) reporting a positive/very positive impact on their willingness to go on another assignment. To research this in context it is necessary to consider whether the next location provides potential work opportunities.

Section 4: Work permits and their impact on future intentions to relocate

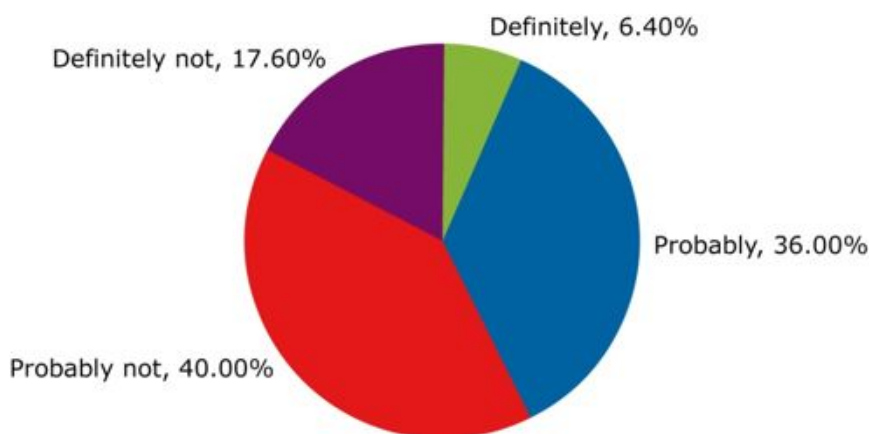
As Chart 19 highlights, locations where the spouse/partner can work easily present themselves as being highly attractive. Almost all of the respondents (96%) report this.

Chart 19: The impact of employment prospects on potential destinations for future relocations



When asked whether they would relocate to a country where it is difficult for a spouse/partner to get a work permit, almost 60% said they would be unlikely to relocate; 40% say that they would probably not go and 18% state that they would definitely not go. Only 6% say that they would definitely go and 36% report that they would probably undertake the assignment.

Chart 20: The impact of work permit barriers on potential destinations for future relocations



Of the “undecided” respondents, as might be expected: the men are less likely to move than the women (43% versus 39% state “probably not” respectively); the non-married respondents are less likely to move than the married (49% versus 40% state “probably not” respectively); respondents under 35 and in the 35- to 44-year-old age bracket are less likely to move than those over 45 (45%, 40% and 34% state “probably not” respectively); the graduates are less likely to move than those with a high school or vocational diploma (43% versus 27% state “probably not” respectively); and those who are first-time assignees are

less likely to move than those who are serial movers (43% versus 38% state “probably not” respectively).

When asked for their reasons, those who are willing to move to a country where it is difficult for a spouse or partner to get a work permit give reasons such as the importance of the transferred spouse’s career, retirement or planning to start or look after a family. Some examples include:

“My spouse’s career comes first.”

“Now that I am retired ... it does not matter if I can work or not. When I was working, I would refuse to move to a country where I could not work.”

“I choose not to work.... I choose to be a stay at home mother instead. I have found many volunteer opportunities which give me the satisfaction of keeping busy no matter where I live. The income is not important.”

“If we are able to start a family I will not wish to work during my child’s early years.”

For those who will not or probably not move if it is difficult to get a work permit, the reasons given include: the importance of having one’s own career; needing the income from a second employment; wanting the social connection that comes with being employed; and/or that their career comes first next time. Some examples include:

“I have spent long periods of not being able to work and felt very dejected, depressed, missing a focus during that time. Especially once my children had moved back home for further education, I found it difficult to enjoy life without a meaningful occupation.”

“We cannot afford for me not to work as I cannot afford a lengthy career gap as we will return to the UK and I will need a job there. As I was a senior exec on £100K + plus benefits, financially we cannot afford for me to not to work as I have always been the main breadwinner. Our decision to come this time was based on us having 2 very young kids and me doing an MBA while on post, but this is a one-off as I can’t continue studying!”

“I agreed to this location where I cannot work as I am on maternity leave with our daughter. However she is now old enough I would like to be working in my trained profession. I will only relocate to our next posting if I can work and obtain a work permit as my career is important to me.”

“Getting a work permit is the most important thing. It is easier to find a job than to get approval to work”

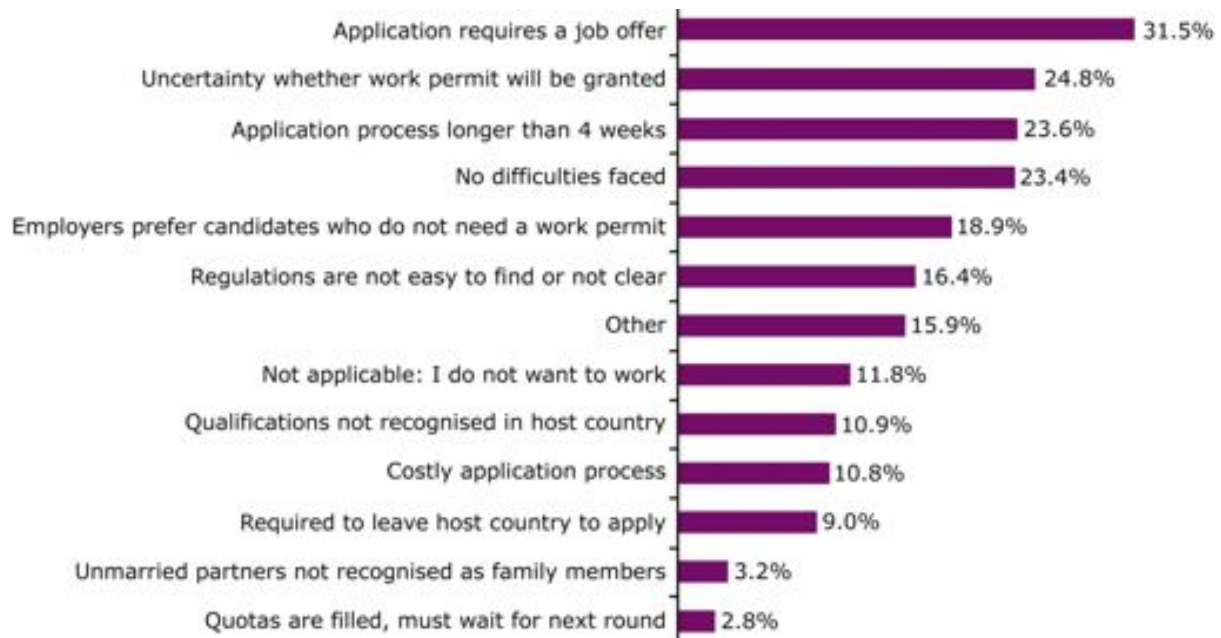
“Now that I am back in the workforce and have resumed my career, it would be psychologically very difficult to take another break. It would be very hard for me to go to a new location where I couldn’t work. It is very important to me to be a person in my own right - to have an existence outside of my “Company Wife” role, and to be using my brain again! It has made an incredible difference to how my children see me (a mother, a wife, and now a professional) and to their expectations of what they, as women, will be able to do with their own lives. My daughter’s comment to me (“I didn’t realise girls could work too Mum”) was a huge wake-up call. Our wonderfully tolerant, versatile expat children shouldn’t have their world view limited in this way”.

Work authorisation in the current location

Respondents report a variety of work authorisation status in the current host country. In summary, 47% have work authorisation with 37% being authorised to work for any employer, 8% being authorised to work only for their current employer and 2% having self-employment work authorisation. Some 40% have no work authorisation at all, while 14% report that they do not know.

Respondents faced a range of problems in attempting to gain work authorisation as summarised in Chart 21.

Chart 21: Difficulties faced with respect to gaining work authorisation/permit



One of the key problems in respect of gaining work authorisation relates to the requirement to have a job offer with a specific employer. This issue is highlighted by 32% of the survey respondents (32%). When relocating abroad, the time involved in preparation and moving does not facilitate the spouse's/partner's job search and the possibility of obtaining a work permit prior to the move. This issue is reflected in the two other most frequently cited concerns: uncertainty as to whether a work permit will be granted (25%) and the lengthy nature of the work permit application process (24%).

"Getting a work permit is the most important thing. It is easier to find a job than to get approval to work."

The fact that local employers prefer to hire people who do not require a permit is also a major barrier to gaining employment while on assignment (as 19% of the respondents highlight). Difficulty to find information or understand work permit and visa regimes is also raised as an inhibiting factor by 16% of the survey respondents. Bearing in mind the respondents are highly educated, this indicates a significant degree of impenetrability. Indeed, there is little difference in the responses from the graduates and the non-graduates in this regard.

"Permits for spouses should be flexible enough to allow new ways of working. I'm a self-employed consultant, working from home on short contracts for clients outside the host country. I am not sure if this is officially allowed."

A higher proportion of male respondents than females expressed difficulties with the work authorisation process (in respect of job offers, local employer preferences, length of the process, uncertainty, cost and so on). The exceptions concerned problems of recognition of qualifications and understanding the work permit regulations where a greater proportion of the women than men expressed difficulties.

Interestingly, a greater proportion of younger respondents (aged 44 and under) faced difficulties with the work authorisation process compared to their older counterparts. Similarly a greater proportion of the graduates expressed difficulties across the spectrum of

issues surveyed than those with a high school or vocational diploma. There is no clear reason behind this. Partners who are not married experienced greater difficulty in obtaining work authorization than spouses, with 28% reporting that they were not recognised as a family member (a key problem for this group of respondents compared with only 1% reporting this who were married).

Other responses listed comprised a wide range of issues. For example, the special nature of rules applying to diplomatic spouses is highlighted:

“Spouses on Diplomatic visas are not allowed to work, getting a work visa requires giving up diplomatic protection.....Allow people to hold both a diplomatic visa as well as a work permit.”

“As a diplomatic spouse I can only work in diplomatic missions.”

Some of the issues faced in obtaining work authorisation include:

“Do not understand the logic/reason why middle aged, healthy career profession(al) man is not allowed to work.”

“Letter of no objection (needed) from husband!”

Besides issues concerned with work permit acquisition, a wide range of other concerns and barriers precluding the respondents from obtaining employment are cited. These include language difficulties and qualifications being unrecognised or insufficient in the host location.

“When in a non English speaking country, it is near impossible to find work. In France the employers will demand FLUENT French not just conversational French.”

“I worked as a lawyer, and the law is completely different here.”

In certain locations safety and security issues prevent spouses and partners from working. For example:

“It is difficult to find job opportunities related to the safety issues in Nigeria.”

Some of the other issues mentioned include local employers being unwilling to employ people whom they know will move on when their spouse/partner leaves the country:

“Companies were not that keen to employ someone on a temporary residents permit, they do prefer Permanent Residents or Citizens. Also the fact that you are only here for 4 years can sometimes be off putting....”

“Employers prefer a candidate who will/could work for longer years than my husband’s assignment term.”

In addition, having gaps in employment in résumés also makes accompanying spouses/partners who have been on several assignments unattractive to employers:

“Due to earlier postings where I could not work I have a gap in my CV.”

Section 5: Company support

Respondents were asked to indicate the items of support they thought would help them to manage their career or employment upon relocation, and to comment upon whether the level of support that they received in relation to these issues was adequate. As can be seen in Chart 22, information on local opportunities (including paid and unpaid work, self employment and study), network contacts or vacancies, job search advice or guidance and the certainty of being granted work permit were cited as being helpful by more than three-quarters of the respondents. Yet fewer than 18% of respondents suggest that they received adequate support in these areas. This would suggest that the forms of support that spouses and partners would find the most useful are not commonly provided.

Other forms of support that more than 60% of respondents find most helpful include career counselling, advice on tax and pension implications, employment in their partner’s organisation, and education or training allowances. Encouragingly, 25% say the support they receive in the form of education or training allowances is adequate, but barely 13% say the support received is sufficient for the other items.

A smaller majority (54-59%) rated as helpful support on resume preparation, interviewing skills and self-employment or business start up advice. The perception that the provision is adequate for these items is similarly low.

Chart 22: Items rated as helpful in managing a career upon relocation, and those items actually received



Section 6: Additional comments

Feedback to employers

Asked what they would say to employers if they had the chance to raise spouse/partner employment issues, respondents reinforced their frustrations with not being able to work, and in particular the personal and financial consequences. Many spouses/partners want better recognition of the difficulties and more proactive support. Requests for advice on job searches and training opportunities were also common.

A significant number of respondents commented that they would like their partners' employers to consider them for local opportunities. Many point out that employers may be overlooking talent that is readily available to them.

"There is a wealth of highly skilled expat partners out there who could add to your company at many levels."

"The days of "trailing spouses" are coming to end. Most spouses are unwilling to give up worthwhile careers to live in unattractive places. You could have untapped resources in many countries but no time is ever spent on asking spouses for cv's etc to see if any skills that are required are readily available. Many spouses have moved many times and would be experts in handling assignment and reassignment issues. Always remember you have an opportunity to get "two for one!"

"Opportunity for employment with my partners company was a great start in getting familiar with the location, and the company recognised and valued my skills".

Another issue raised was that employers do not support spouses/partners with information about their entitlement to a work permit or in regard to finding work. Respondents suggested that the lack of support has repercussions that employers may not be aware of: domestic issues can build up as the spouse/partner becomes dissatisfied or feels neglected such that it affects the employee's performance and hence that of the company.

"If I am not feeling well in the host country, concerning social and professional issues, my wife will definitely quit the job and return with me. We set that as a pre condition for leaving. My well-being has been profoundly and constantly challenged since we came here. The job search for partners should be a matter of the employer, too, in terms of commitment, resource allocation and most of all genuine and direct concern and support."

"I wish they would acknowledge that helping a partner who wants to work to gain employment easily would have a positive impact on their employee who needs to focus on their new assignment without worrying whether their partner is happy and fulfilled."

"Employees with happy partners have far less stress and are able to contribute more to their own jobs. You should definitely make sure your employees' partners get all the help they need to find employment if you want to maximize the return on your investment in the ex-patriate on foreign assignment."

"It's really important for me to be legally allowed to work. I would not want to do anything to jeopardize the position of my partner, his company or myself. "

"Supporting partner employment is part of supporting your own staff."

Feedback to governments

Just as spouses and partners would like more information from employers, they also want host governments to provide better and clearer information about local employment prospects and authorisation to work. They also wanted certainty that they would be authorised to work. All too often, respondents say they have found out about their inability to work in the host location after the assignment has been accepted.

Spouses and partners point out that governments stand to benefit significantly where they facilitate the employment of accompanying spouses and partners:

- Spouses and partners are often highly qualified and their employment could bring benefits to the host country's economy, particularly in countries where there may be shortages in the skills they bring.
- Specialised knowledge, skills and experience that the accompanying spouse or partner has can be passed on to local employees.
- Where spouses and partners can take employment, they will also contribute to the host country's economy through the income taxes they will pay and greater discretionary income to spend locally.

"A working spouse pays taxes and contributes to the local economy, why on earth would a spouse not be allowed a permit? It's a win-win situation for everyone!"

"Utilize the skills of those who could teach and add to the knowledge of your professionals. In other assignments I saw physicians and nurses turned away who could have done so much, even as volunteers."

"Expatriate spouses are the most under-utilised talent in any foreign country."

"If I work, I will make best use of my skills, pay income tax and have more income to spend locally."

". . . a working spouse can contribute a great deal to the society, bringing diversity and new ideas. And that indeed there is no long term obligation that the authorities would need to consider."

The speed at which the permits are issued to accompanying spouses and partners is often extremely slow and respondents report considerable difficulties with complex immigration processes. These delays can be a deterrent to both the assignee and the accompanying spouse or partner and may make the difference between the assignee and their family moving to the country or turning down the assignment.

"The process is very very long even when the husband has his own work permit (with all the papers already filled for him and the family, it should be very quick to get the work permit for the spouse)"

"Amount of time taken to get permit is of utmost importance as it's easy to lose opportunities if it takes too long".

A number of respondents point to the value of granting spouses and partners entitlement to work under the work permits of their employed partners, in the way that countries such as Canada, The Netherlands, Hong Kong and the United Kingdom currently do.

"Spouse of an expatriate should automatically receive a work permit that allows him/her to work anywhere as long as the expatriate maintains his immigration status."

"Our current location, The Netherlands, was a great choice because it was clear from the start that the work permit was not a problem. We are both working here, contributing to the economy."

Transferable qualifications

Some survey respondents with good degrees from recognised universities have encountered difficulties in getting their qualifications recognised in their host destinations, with some being advised that they will be required to gain locally-recognised qualifications in order to take employment in their fields. There were many requests for special consideration of such circumstances.

“Improve work permit process. Not recognizing overseas qualifications (which are sometimes significantly better) is frustrating and sometimes humiliating.”

“. . . accompanying spouses often are highly skilled and employable. Their stays in the host country are generally long enough to be of potential benefit to the country. There are thousands of wasted opportunities. The regulations concerning transfers of skills from one country's qualifications to another is another source of missed opportunity as many (particularly older and therefore more experienced) people cannot face retraining or re-sitting exams for the host country's qualification.”

Feedback to the Permits Foundation

Asked if they had any feedback for the Permits Foundation, respondents were very supportive of the initiative and overwhelmingly grateful for the opportunity to air their views about their situation. Many were looking forward to seeing the results.

At the same time, there were suggestions for broadening the scope of the survey through expatriate clubs such as the Federation of American Women's Clubs Overseas (FAWCO), and requests for the Permits Foundation to promote international validation or recognition of professional qualifications to facilitate employment in the host countries.

“I lived twice in The USA. The first time spouses were not allowed to get a work visa. The second time (2001) your organisation had contributed to implementation of a law early that year that allowed spouses of expatriate employees to obtain a work visa (L1 and L2). This created many opportunities for the spouses. I benefited from it as well. I think you are doing a great job. I hope you will have success in more countries”

“We appreciated the opportunity to give our inputs on to improve life/work conditions for expatriates and spouses-partners on international assignments. We thank you very much for your efforts on trying to find better conditions for all of us.”

Conclusions

This survey is the first large-scale piece of research that has been conducted to seek opinions from spouses and partners who have accompanied an international assignee on a transfer abroad. The response to it has been overwhelming with over 3,000 questionnaires being completed on-line. The sheer volume of responses from individuals whose spouses/partners are employed by a wide range of private and public sector organisations based across the world in 117 countries, demonstrates the huge scale of interest in this issue.

The profile of the accompanying spouses and partners indicates that they are highly qualified individuals, the majority of whom held or hold employment or self-employment in jobs and careers that are of significance to them. The age profile of accompanying spouses and partners is getting younger. Employees born in the 1960s and 1970s comprise a significant proportion of the expatriate workforce; they are accompanied by spouses and partners who have grown up in a generation that is used to having both partners employed and pursuing their own careers, seeing equal opportunities as a right. Employees born in the 1980s and 1990s are not only used to both partners working but to a greater extent sees equality of opportunity as a given. The stay-at-home mothers of the baby boomer generation are a minority. Added to this, the gender profile of expatriation is changing – as more women take up expatriate roles in their own right, so a greater proportion of men are accompanying them on assignment – the days of women assignees forsaking marriage/partners and family for their international careers are long gone.

This presents a number of significant problems for employers who, in the current economic climate require their highly skilled employees to be internationally mobile in order to meet their strategic objectives and to win in competition with others. Spouses and partners, in the main, want to work while on assignment. They may not necessarily expect promotion to a higher-level role while working abroad but their job satisfaction, adjustment, relationships with family and health and well-being are all clearly tied to being in employment. Although some have used the career break while abroad to raise families, undertake further qualifications and pursue other personal objectives, the majority do not wish to remain unemployed. Their future intentions to undertake further international mobility are demonstrably linked to the opportunity to work. Indeed, the survey shows that men, those who are unmarried, younger generations and those who hold graduate qualifications are the least likely to be mobile as an accompanying partner if they are unable to take up employment due to work permit restrictions. In terms of demographics, all of these groups are increasing.

It is well known in business and academic spheres that spouse/partner issues can make or break the success of an assignment. Employers therefore should not shy away from addressing them. True to this imperative, the survey asked the respondents if they could speak directly to employers about spouse and partner employment issues, what they would want to say or recommend. Many thousands of comments and suggestions were received.

The range of issues covered was wide but these can be classified into key areas for consideration. The issues raised primarily concern working arrangements for spouses/partners. Firstly, the respondents welcome any efforts by employers to help them obtain work permits and visas and urge that lobbying to improve work permit/work authorisation status be given greater attention. Great emphasis is placed not only on the losses to individuals who are unable to work but also on the loss of talent to companies and countries when highly educated spouses cannot take up employment. Some of the quotations given here illustrate this effectively.

“Expatriate trailing spouses are the most under-utilised talent in any foreign country.”

“It is a shame that talented individuals cannot work due to legal regulation even when there is a need for qualified workers.”

“Please give information up front about work visas and how to obtain them.”

“Recommend that there is part of the support process that deals with partner employment.”

“A job is very important for a spouse to get a social life in foreign countries. Employers should help the spouse find a job.”

“Although many trailing spouses do not want to work, I find that the ones who want to work are not taken seriously. We are treated as the lesser half. It seems such a waste that highly educated trailing spouses are not given more assistance on finding jobs.”

The respondents also note that greater communication with spouses and partners is needed – they urge employers not to ignore them but to involve them to a greater extent in the international relocation process. Respondents also say that they require greater preparation and training to help them adjust to and cope with the foreign location – particularly if they are unable to take up employment there. Although employees are typically subject to career planning processes, the accompanying spouses and partners feel that they too require support in this area.

Spouses/partners are also cognisant of the effect that they have on the success of the assignment. The importance of employer action in respect of paying attention to this is encapsulated in this final – and very fitting – comment.

“In my experience most employers prefer to ignore spousal employment issues. However from my personal observation how well a spouse settles is key in determining how an employee will perform. If spousal employment is important to that couple, then companies ignore it at their peril.”

Appendix 1 - Question-by-question responses

Appendix 1a - All data

Bio Data

1. What is your gender?

14.6%	Male
85.4	Female
3282	= N

2. What is your Host Country?

Host Country	# of respondents
United States	325
Netherlands	281
United Kingdom	256
Malaysia	200
China	125
Russia	117
Singapore	111
Qatar	100
United Arab Emirates	100
India	96
Nigeria	94
France	91
Oman	80
Canada	78
Norway	68
Mexico	64
Brazil	61
Italy	61
Indonesia	59
Brunei	49
South Africa	47
Australia	46
Germany	45

Host Country	# of respondents
Japan	38
Saudi Arabia	30
Egypt	29
Switzerland	28
Libya	27
Angola	25
Belgium	25
Colombia	24
Tanzania	23
Kenya	22
Thailand	19
Romania	18
Cameroon	16
Gabon	16
Venezuela	16
Peru	15
Cambodia	14
Austria	13
Philippines	12
Spain	12
Bahrain	11
Panama	11
Trinidad and Tobago	11
Argentina	10
Denmark	10
Kazakhstan	10
Sweden	10
Syria	10
Turkey	9
Chile	8
Ecuador	8
Ireland	8
Jordan	8
Poland	8
Vietnam	8
Hong Kong	7
Korea (South)	7

Host Country	# of respondents
Kuwait	7
Azerbaijan	6
Bangladesh	6
Hungary	6
Czech Republic	5
Ethiopia	5
Fiji	5
Netherlands Antilles	5
Tunisia	5
Pakistan	4
Puerto Rico	4
Taiwan	4
Ukraine	4
Barbados	3
Democratic Rep. of Congo	3
Ghana	3
Honduras	3
Iran	3
Luxembourg	3
New Zealand	3
Albania	2
Aruba	2
Bolivia	2
Bulgaria	2
Cote d'Ivoire	2
Cuba	2
Latvia	2
Portugal	2
Republic of Congo	2
Serbia and Montenegro	2
Slovakia	2
Sri Lanka	2
Suriname	2
Uganda	2
Armenia	1
Benin	1

Host Country	# of respondents
Bosnia and Herzegovina	1
Burkina Faso	1
Burundi	1
Costa Rica	1
Dominican Republic	1
Equatorial Guinea	1
Finland	1
French Guiana	1
Greece	1
Jamaica	1
Mali	1
Morocco	1
Myanmar (Burma)	1
Nepal	1
Nicaragua	1
Senegal	1
Sierra Leone	1
Slovenia	1
Sudan	1
Turkmenistan	1
Uruguay	1
N =	3268

3. What is your nationality?

Nationality	# of respondents
United Kingdom	572
Netherlands	450
United States	301
France	158
Australia	132
Germany	123
India	123
Canada	113
Malaysia	92
Nigeria	78
Venezuela	69

Nationality	# of respondents
Brazil	62
Colombia	54
Argentina	47
Belgium	46
Mexico	45
New Zealand	43
Italy	39
Philippines	39
Russia	38
China	36
Indonesia	35
South Africa	33
Egypt	28
Spain	26
Singapore	24
Norway	22
Thailand	20
Ecuador	19
Denmark	18
Turkey	18
Ireland	17
Sweden	17
Pakistan	16
Poland	15
Trinidad and Tobago	15
Cameroon	14
Japan	13
Romania	13
Switzerland	13
Algeria	12
Peru	11
Bolivia	10
Kenya	10
Lebanon	10
Austria	9
Chile	9
Iran	9

Nationality	# of respondents
Kazakhstan	8
Syria	7
Hungary	6
Portugal	6
Senegal	6
Tunisia	6
Zimbabwe	6
Brunei	5
Finland	5
Slovakia	5
Costa Rica	4
Cote d'Ivoire	4
Ghana	4
Greece	4
Korea (South)	4
Myanmar (Burma)	4
Oman	4
Serbia and Montenegro	4
Jordan	3
Morocco	3
Taiwan	3
Turkmenistan	3
Uganda	3
Uruguay	3
Vietnam	3
Zambia	3
Angola	2
Azerbaijan	2
Bangladesh	2
Croatia	2
Czech Republic	2
Dominican Republic	2
Georgia	2
Guatemala	2
Honduras	2
Hong Kong	2
Libya	2

Nationality	# of respondents
Lithuania	2
Madagascar	2
Malawi	2
Nicaragua	2
Panama	2
Sri Lanka	2
United Arab Emirates	2
Andorra	1
Armenia	1
Bahamas	1
Bahrain	1
Barbados	1
Belarus	1
Belize	1
Botswana	1
Bulgaria	1
Cuba	1
Ethiopia	1
Gabon	1
Iceland	1
Israel	1
Kosovo	1
Latvia	1
Lesotho	1
Macedonia	1
Mali	1
Malta	1
Mauritius	1
Moldova	1
Netherlands Antilles	1
Paraguay	1
Republic of Congo	1
Rwanda	1
Sudan	1
Tanzania	1
Ukraine	1
Uzbekistan	1

Nationality	# of respondents
N =	3298

4. What is your age?

0.9%	24 or younger
29.7	25-34
43.5	35-44
22.0	45-54
4.0	55 or above
3286	= N

5. What is your highest equivalent qualification?

7.9%	Secondary or high school diploma
10.3	Vocational college diploma
36.3	Bachelors degree
39.6	Masters degree or post-graduate diploma
5.9	Doctorate / PhD
3298	= N

6. How many languages do you speak?

20.6%	1
34.2	2
29.1	3
16.1	4 or more
3300	= N

7. What is your marital status?

93.1%	Married
2.2	Registered or civil partner
3.6	Common law or de facto partner
1.1	Engaged
3299	= N

8. On how many assignments have you accompanied as spouse or partner?

41.9%	1
23.3	2
14.6	3
7.6	4
4.8	5
6.4	6 to 10
1.3	More than 10
3273	= N

9. On this current assignment, in which company is your partner employed?

See Appendix 2.

10. At the start of this current assignment, was your spouse or partner:

86.0%	Transferred by his/her company or organisation
11.0	A new international recruit
2.9	Locally hired foreign staff
3232	= N

Impact of Partner Employment and Other Factors on Mobility

11. Were you in paid employment or self-employment before becoming an accompanying expatriate spouse or partner?

78.5%	Yes, I was in paid employment
10.1	Yes, I was self-employed
11.4	No
3288	= N

If "Yes", in which occupational field?

9.6%	Accounting/Banking/Finance/Insurance/Real Estate
5.3	Administrative/Clerical
5.1	Advertising/PR/Marketing
1.7	Artistic/Design
5.2	Business/Strategic Management/Consulting
1.4	Customer Support/Client Care
12.7	Education
6.7	Engineering/Construction
2.2	Food Services/Hospitality/Tourism/Leisure
3.6	Governmental/Diplomatic/NGO
4.4	Human Resources
5.6	IT/Computers/Software/Telecommunications
1.5	Journalism/Writing/Publishing
2.8	Legal
1.5	Logistics/Transportation
2.6	Manufacturing/Production/Operations
10.4	Medical/Health
4.5	Research/Science/Technology
3.3	Sales/Retail
9.7	Other
2940	= N

12. How important was your employment or career in the decision to accept the current assignment?

26.8%	Very important
42.5	Important
25.2	Unimportant
5.4	Very unimportant
3229	= N

- 13. In making the decision to take an expatriate posting, please rank the following factors in order of importance. (Ranking 1 through 9 or 10, with 1 being the most important, using each number only once.)** Please note, not all respondents ranked each of the following factors, explaining the duplication of some ranking numbers in the average. In no cases were numbers reused.

Average	N	
2	2766	Employment or career opportunities for my partner
5	2627	Employment or career opportunities for myself
4	2631	Income of my partner
5	2606	Total family income
5	2542	Children's education
6	2681	Opportunity to travel
5	2722	Opportunity to experience another culture
5	2619	Standard of living and local services
8	2437	Being close to family relatives
6	372	Other

- 14. Has your spouse or partner ever declined an international job offer or assignment because of concerns about your employment or career?**

15.5%	Yes, once
4.4	Yes, twice
1.1	Yes, three times
0.7	Yes, four times or more
78.2	No
3277	= N

- 15. Has your spouse or partner ever terminated an assignment early because of concerns about your employment or career?**

6.4%	Yes, once
0.8	Yes, twice
0.2	Yes, three times
0.0	Yes, four times or more
92.7	No
3275	= N

16a. Are you currently in paid employment or self-employment?

28.3%	Yes, I am in employment
7.0	Yes, I am self-employed
64.7	No
3288	= N

b. If "No" to 16a, do you want to be employed during this assignment? (Please select all that apply.)

67.0%	Yes, I want to be employed
16.6	Yes, I want to be self-employed
25.4	No
2128	= N

c. If "Yes" to 16a, please indicate if your job is:

73.0%	In your preferred field or profession
27.0	In another field or profession
1161	= N

17. How do you view your current job level in relation to the position you held prior to relocating?

19.6 %	It is a higher level than the position I held before relocating
40.7	It is a similar level to the position I held before relocating
39.8	It is a lower level than the position I held before relocating
1161	= N

18. To what extent are you satisfied with your current employment/job?

19.6%	Very satisfied
58.6	Satisfied
18.4	Unsatisfied
3.4	Very unsatisfied
1161	= N

Challenges and Solutions

19. To what extent does your visa/permit status authorise you to work in your current host country (even if you choose not to work)?

36.6%	I am authorised to work for any employer
8.3	I am authorised to work for my current employer only
1.6	I am authorised to work as self-employed
39.9	I am NOT authorised to work without a separate permit
13.6	I do not know
3264	= N

20. What difficulties do/did you face with respect to work authorisation/permit? Please select all that apply.)

31.5%	Work permit application requires a job offer (i.e. restricted to a specific employer)
18.9	Employers prefer a candidate who does not require a work permit
3.2	As an unmarried partner I am/was not recognised as a family member
23.6	Lengthy work permit application process (longer than 4 weeks)
24.8	Uncertainty whether work permit will be granted
9.0	Required to leave host country to apply for a work permit
10.8	Costly work permit application process
2.8	Work permit quotas are filled, must wait for next round
10.9	Qualifications not recognised in host country
16.4	Don't understand the work permit regulations (not easy to find or not clearly written)
15.9	Other
23.4	No difficulties faced
11.8	Not applicable, I do not want to work
3126	= N

21. If you are or have been employed or self-employed in your current location, to what extent has it had an impact on the following aspects?

a. Your adjustment to the location or to expatriate life in general

29.6%	Very positive impact
50.5	Positive impact
13.7	No impact
5.4	Negative impact
0.9	Very negative impact
1624	= N

b. Family relationships (partner, children)

23.8%	Very positive impact
49.4	Positive impact
16.0	No impact
9.5	Negative impact
1.4	Very negative impact
1627	= N

c. Your health or well-being

25.3%	Very positive impact
43.1	Positive impact
21.7	No impact
8.7	Negative impact
1.1	Very negative impact
1619	= N

d. Your willingness to stay in this assignment for its expected duration

32.2%	Very positive impact
41.3	Positive impact
20.0	No impact
5.4	Negative impact
1.0	Very negative impact
1616	= N

e. Your willingness to extend this assignment if offered the opportunity

29.0%	Very positive impact
39.1	Positive impact
23.0	No impact
6.7	Negative impact
2.2	Very negative impact
1614	= N

f. Your willingness to go on another assignment

19.4%	Very positive impact
36.2	Positive impact
31.0	No impact
11.5	Negative impact
1.9	Very negative impact
1614	= N

22. If you are not employed or self-employed in your current location, to what extent has it had an impact on the following aspects?

a. Your adjustment to the location or to expatriate life in general

6.2%	Very positive impact
26.1	Positive impact
28.4	No impact
32.0	Negative impact
7.3	Very negative impact
2222	= N

b. Family relationships (partner, children)

12.6%	Very positive impact
30.0	Positive impact
26.7	No impact
26.3	Negative impact
4.5	Very negative impact
2221	= N

c. Your health or well-being

7.1%	Very positive impact
21.3	Positive impact
35.2	No impact
30.7	Negative impact
5.6	Very negative impact
2215	= N

d. Your willingness to stay in this assignment for its expected duration

7.1%	Very positive impact
19.5	Positive impact
38.1	No impact
26.7	Negative impact
8.5	Very negative impact
2204	= N

e. Your willingness to extend this assignment if offered the opportunity

7.8%	Very positive impact
19.9	Positive impact
31.3	No impact
27.8	Negative impact
13.2	Very negative impact
2207	= N

f. Your willingness to go on another assignment

11.1%	Very positive impact
29.9	Positive impact
35.3	No impact
17.9	Negative impact
5.8	Very negative impact
2207	= N

23. With regard to countries that allow spouses and partners to work easily, how do you view these countries as a potential destination for future relocations?

58.4%	Very attractive
37.6	Attractive
2.9	Unattractive
1.1	Very unattractive
3236	= N

24. In the future would you relocate to a country where it is difficult for a spouse or partner to get a work permit?

6.4%	Definitely
36.0	Probably
40.0	Probably not
17.6	Definitely not
3249	= N

25. When considering how to manage your career or employment upon relocation, for each of the following, please indicate in column 1 all the items you feel would help and in column 2 all items for which you received adequate support.

	Total N for Question	Total N for Row	Item would help		Received adequate support	
			Percentage Answering row	Percentage answering question	Percentage answering row	Percentage answering question
Career counseling (clarifying skills / aspirations)	3164	2524	88.0%	70.2%	16.7%	13.3%
Information on local opportunities (including paid and unpaid work, self employment and study)	3164	2947	91.3%	85.0%	13.5%	12.5%
CV / résumé preparation and improvement	3164	2304	81.3%	59.2%	24.6%	17.9%
Interview skills training	3164	2112	82.6%	55.2%	21.5%	14.4%
Certainty that a work permit will be granted (or not required)	3164	2755	86.3%	75.1%	20.4%	17.8%
Job search advice or guidance	3164	2644	90.8%	75.9%	12.6%	10.6%
Network contacts or vacancies	3164	2728	91.3%	78.7%	12.8%	11.0%
Employment in partner's organization	3164	2320	88.4%	64.8%	15.4%	11.3%
Self-employment or business start-up advice	3164	1957	87.9%	54.4%	13.9%	8.6%
Education or training allowance/reimbursement	3164	2579	79.5%	64.8%	30.9%	25.2%
Language training	3164	2655	76.4%	64.1%	36.0%	30.2%
Advice on tax and pensions implications	3164	2480	87.4%	68.5%	16.9%	13.2%
Other, please specify:	3164	255	56.1%	4.5%	15.3%	1.2%

Appendix 1b – Additional Analysis by gender

Bio Data

1. What is your gender?

<i>Male</i>	<i>Female</i>	
100%	0.0%	Male
0.0	100	Female
479	2,803	= N

4. What is your age?

<i>Male</i>	<i>Female</i>	
0.4%	1%	24 or younger
27.7	30.1	25-34
47.7	42.7	35-44
18.5	22.6	45-54
5.7	3.6	55 or above
476	2,792	= N

5. What is your highest equivalent qualification?

<i>Male</i>	<i>Female</i>	
5.8%	8.3%	Secondary or high school diploma
8.1	10.6	Vocational college diploma
35.1	36.6	Bachelors degree
43.6	39.0	Masters degree or post-graduate diploma
7.3	5.6	Doctorate / PhD
479	2,801	= N

6. How many languages do you speak?

<i>Male</i>	<i>Female</i>	
24.8%	19.9%	1
35.7	33.7	2
25.5	29.8	3
14.0	16.5	4 or more
479	2,803	= N

7. What is your marital status?

<i>Male</i>	<i>Female</i>	
87.5%	94%	Married
4.6	1.8	Registered or civil partner
6.7	3.1	Common law or de facto partner
1.3	1.1	Engaged
479	2,802	= N

8. On how many assignments have you accompanied as spouse or partner?

<i>Male</i>	<i>Female</i>	
54.5%	39.8%	1
24.7	23.0	2
10.1	15.4	3
5.2	8.1	4
2.7	5.2	5
2.1	7.1	6 to 10
0.6	1.5	More than 10
477	2,780	= N

10. At the start of this current assignment, was your spouse or partner:

<i>Male</i>	<i>Female</i>	
79.2%	87.1%	Transferred by his/her company or organisation
14.9	10.4	A new international recruit
5.9	2.4	Locally hired foreign staff
437	2,778	= N

Impact of Partner Employment and Other Factors on Mobility

11. Were you in paid employment or self-employment before becoming an accompanying expatriate spouse or partner?

<i>Male</i>	<i>Female</i>	
79.2%	78.3%	Yes, I was in paid employment
13.2	9.6	Yes, I was self-employed
7.5	12.1	No
477	2,793	= N

If "Yes", in which occupational field?

<i>Male</i>	<i>Female</i>	
9.2%	9.7%	Accounting/Banking/Finance/Insurance/Real Estate
0.4	6.2	Administrative/Clerical
2.5	5.6	Advertising/PR/Marketing
2.7	1.6	Artistic/Design
7.0	4.9	Business/Strategic Management/Consulting
0.7	1.5	Customer Support/Client Care
5.8	13.9	Education
15.7	5.1	Engineering/Construction
2.2	2.1	Food Services/Hospitality/Tourism/Leisure
2.9	3.8	Governmental/Diplomatic/NGO
0.7	5.1	Human Resources
11.5	4.6	IT/Computers/Software/Telecommunications
1.3	1.5	Journalism/Writing/Publishing
1.3	3.0	Legal
1.8	1.4	Logistics/Transportation
6.7	1.9	Manufacturing/Production/Operations
4.5	11.5	Medical/Health
4.5	4.6	Research/Science/Technology
2.7	3.5	Sales/Retail
15.7	8.6	Other
445	2,478	= N

12. How important was your employment or career in the decision to accept the current assignment?

<i>Male</i>	<i>Female</i>	
41.4%	24.3%	Very important
41.4	42.6	Important
13.1	27.4	Unimportant
4.2	5.7	Very unimportant
474	2,740	= N

- 13. In making the decision to take an expatriate posting, please rank the following factors in order of importance. (Ranking 1 through 9 or 10, with 1 being the most important, using each number only once.)** Please note, not all respondents ranked each of the following factors, explaining the duplication of some ranking numbers in the average. In no cases were numbers reused.

<i>Male</i>		<i>Female</i>		
Average	N	Average	N	
2	385	2	2369	Employment or career opportunities for my partner
4	382	5	2237	Employment or career opportunities for myself
5	361	4	2259	Income of my partner
4	375	5	2222	Total family income
6	342	5	2191	Children's education
6	368	6	2303	Opportunity to travel
5	380	5	2331	Opportunity to experience another culture
6	364	5	2246	Standard of living and local services
7	337	8	2092	Being close to family relatives
6	41	6	329	Other

- 14. Has your spouse or partner ever declined an international job offer or assignment because of concerns about your employment or career?**

<i>Male</i>	<i>Female</i>	
19.5%	14.8%	Yes, once
7.5	3.9	Yes, twice
1.7	1.0	Yes, three times
0.8	0.7	Yes, four times or more
70.4	79.6	No
477	2,783	= N

- 15. Has your spouse or partner ever terminated an assignment early because of concerns about your employment or career?**

<i>Male</i>	<i>Female</i>	
9.7%	5.8%	Yes, once
1.7	0.6	Yes, twice
0.6	0.1	Yes, three times
0	0	Yes, four times or more
88.0	93.5	No
475	2,783	= N

16a. Are you currently in paid employment or self-employment?

<i>Male</i>	<i>Female</i>	
46.3%	25.2%	Yes, I am in employment
9.5	6.6	Yes, I am self-employed
44.2	68.2	No
475	2,795	= N

b. If "No" to 16a, do you want to be employed during this assignment? (Please select all that apply.)

<i>Male</i>	<i>Female</i>	
76.2%	66.0%	Yes, I want to be employed
27.1	15.5	Yes, I want to be self-employed
11.4	26.8	No
210	1,907	= N

c. If "Yes" to 16a, please indicate if your job is:

<i>Male</i>	<i>Female</i>	
81.5%	70.5%	In your preferred field or profession
18.5	29.5	In another field or profession
265	889	= N

17. How do you view your current job level in relation to the position you held prior to relocating?

<i>Male</i>	<i>Female</i>	
29.1%	16.9%	It is a higher level than the position I held before relocating
42.6	39.9	It is a similar level to the position I held before relocating
28.3	43.2	It is a lower level than the position I held before relocating
265	889	= N

18. To what extent are you satisfied with your current employment/job?

<i>Male</i>	<i>Female</i>	
22.6%	18.8%	Very satisfied
53.2	60.0	Satisfied
19.2	18.2	Unsatisfied
4.9	3.0	Very unsatisfied

265	889	= N
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Challenges and Solutions

19. To what extent does your visa/permit status authorise you to work in your current host country (even if you choose not to work)?

Male	Female	
38.3%	36.3%	I am authorised to work for any employer
18.1	6.6	I am authorised to work for my current employer only
2.3	1.5	I am authorised to work as self-employed
33.1	41	I am NOT authorised to work without a separate permit
8.2	14.6	I do not know
475	2,771	= N

20. What difficulties do/did you face with respect to work authorisation/permit? Please select all that apply.)

Male	Female	
37.5%	30.5%	Work permit application requires a job offer (i.e. restricted to a specific employer)
22.7	18.2	Employers prefer a candidate who does not require a work permit
5.0	2.9	As an unmarried partner I am/was not recognised as a family member
29.4	22.7	Lengthy work permit application process (longer than 4 weeks)
28.5	24.2	Uncertainty whether work permit will be granted
12.2	8.5	Required to leave host country to apply for a work permit
13.1	10.5	Costly work permit application process
3.5	2.6	Work permit quotas are filled, must wait for next round
9.8	11.2	Qualifications not recognised in host country
15.9	16.5	Don't understand the work permit regulations (not easy to find or not clearly written)
16.3	15.8	Other
28.8	22.5	No difficulties faced
3.1	13.2	Not applicable, I do not want to work
459	2,650	= N

21. If you are or have been employed or self-employed in your current location, to what extent has it had an impact on the following aspects?

a. Your adjustment to the location or to expatriate life in general

<i>Male</i>	<i>Female</i>	
26.3%	30.7%	Very positive impact
50.5	50.3	Positive impact
15.8	13.2	No impact
6.5	5.0	Negative impact
0.9	0.8	Very negative impact
323	1,291	= N

b. Family relationships (partner, children)

<i>Male</i>	<i>Female</i>	
21.7%	24.4%	Very positive impact
45.3	50.3	Positive impact
16.1	15.9	No impact
14.6	8.3	Negative impact
2.2	1.1	Very negative impact
322	1,295	= N

c. Your health or well-being

<i>Male</i>	<i>Female</i>	
20.9%	26.6%	Very positive impact
39.3	43.9	Positive impact
28.3	20.2	No impact
10.9	8.2	Negative impact
0.6	1.2	Very negative impact
321	1,288	= N

d. Your willingness to stay in this assignment for its expected duration

<i>Male</i>	<i>Female</i>	
27.2%	33.5%	Very positive impact
42.2	41.1	Positive impact
21.6	19.8	No impact
7.2	5.0	Negative impact
1.9	0.7	Very negative impact
320	1,286	= N

e. Your willingness to extend this assignment if offered the opportunity

<i>Male</i>	<i>Female</i>	
24.1%	30.3%	Very positive impact
40.6	38.6	Positive impact
24.4	22.9	No impact
7.5	6.5	Negative impact
3.4	1.8	Very negative impact
320	1,284	= N

f. Your willingness to go on another assignment

<i>Male</i>	<i>Female</i>	
22.6%	18.7%	Very positive impact
39.0	35.5	Positive impact
28.9	31.5	No impact
8.8	12.3	Negative impact
0.6	2.1	Very negative impact
318	1,286	= N

22. If you are not employed or self-employed in your current location, to what extent has it had an impact on the following aspects?

a. Your adjustment to the location or to expatriate life in general

<i>Male</i>	<i>Female</i>	
2.8%	6.7%	Very positive impact
24.4	26.3	Positive impact
27.2	28.4	No impact
32.4	32.0	Negative impact
13.2	6.6	Very negative impact
250	1,964	= N

b. Family relationships (partner, children)

<i>Male</i>	<i>Female</i>	
6.9%	13.3%	Very positive impact
27.1	30.4	Positive impact
26.7	26.7	No impact
32.8	25.4	Negative impact
6.5	4.2	Very negative impact
247	1,966	= N

c. Your health or well-being

<i>Male</i>	<i>Female</i>	
4.8%	7.4%	Very positive impact
18.0	2.7	Positive impact
35.6	35.2	No impact
32.4	30.5	Negative impact
9.2	5.2	Very negative impact
250	1,957	= N

d. Your willingness to stay in this assignment for its expected duration

<i>Male</i>	<i>Female</i>	
4.5%	7.5%	Very positive impact
14.6	20.2	Positive impact
36.0	38.3	No impact
30.8	26.2	Negative impact
14.2	7.9	Very negative impact
247	1,949	= N

e. Your willingness to extend this assignment if offered the opportunity

<i>Male</i>	<i>Female</i>	
5.6%	8.1%	Very positive impact
20.4	19.9	Positive impact
24.8	32.1	No impact
28.4	27.7	Negative impact
20.8	12.3	Very negative impact
250	1,949	= N

f. Your willingness to go on another assignment

<i>Male</i>	<i>Female</i>	
6.0%	11.9%	Very positive impact
26.3	30.3	Positive impact
30.7	35.8	No impact
24.3	17.1	Negative impact
12.7	4.9	Very negative impact
251	1,948	= N

23. With regard to countries that allow spouses and partners to work easily, how do you view these countries as a potential destination for future relocations?

<i>Male</i>	<i>Female</i>	
62.8%	57.7%	Very attractive
31.5	38.7	Attractive
4.2	2.7	Unattractive
1.5	1.0	Very unattractive
473	2,747	= N

24. In the future would you relocate to a country where it is difficult for a spouse or partner to get a work permit?

<i>Male</i>	<i>Female</i>	
4.9%	6.7%	Definitely
27.3	37.6	Probably
42.5	39.5	Probably not
25.4	16.2	Definitely not
473	2,760	= N

Appendix 1c – Additional Analysis by age

Bio Data

1. What is your gender?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
13.4%	16.0%	13.6%	Male
86.6	84.0	86.4	Female
1,002	1,148	848	= N

4. What is your age?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
2.9%	0.0%	0.0%	24 or younger
97.1	0.0	0.0	25-34
0.0	100	0.0	35-44
0.0	0.0	84.8	45-54
0.0	0.0	15.2	55 or above
1,004	1,428	854	= N

5. What is your highest equivalent qualification?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
6.3%	6.5%	12.1%	Secondary or high school diploma
6.0	9.7	16.3	Vocational college diploma
39.8	34.7	34.7	Bachelors degree
43.8	42.4	30.0	Masters degree or post-graduate diploma
4.1	6.6	6.8	Doctorate / PhD
1,004	1,428	852	= N

6. How many languages do you speak?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
15.8%	19.0%	28.8%	1
39.6	34.2	27.4	2
29.8	30.9	25.5	3
14.7	15.8	18.3	4 or more
1,004	1,428	854	= N

7. What is your marital status?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
86.4%	95.2%	97.2%	Married
4.5	1.4	0.9	Registered or civil partner
6.2	2.9	1.9	Common law or de facto partner
3.0	0.5	0	Engaged
1,004	1,428	853	= N

8. On how many assignments have you accompanied as spouse or partner?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
59.8%	38.3%	27.1%	1
24.1	25.1	19.1	2
9.4	18.2	14.9	3
2.9	8.0	12.2	4
2.0	4.7	8.4	5
1.6	5.1	14.2	6 to 10
0.1	0.6	4.0	More than 10
995	1,421	844	= N

10. At the start of this current assignment, was your spouse or partner:

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
84.5%	86.4%	87.4%	Transferred by his/her company or organisation
11.8	10.6	10.7	A new international recruit
3.8	3.0	1.9	Locally hired foreign staff
986	1,397	835	= N

Impact of Partner Employment and Other Factors on Mobility

11. Were you in paid employment or self-employment before becoming an accompanying expatriate spouse or partner?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
81.5%	80.5%	71.8%	Yes, I was in paid employment
7.5	9.9	13.3	Yes, I was self-employed
11.0	9.6	14.9	No
1,000	1,423	850	= N

If "Yes", in which occupational field?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
11.5%	9.3%	8.2%	Accounting/Banking/Finance/Insurance/Real Estate
4.2	5.2	6.6	Administrative/Clerical
7.4	5.1	2.2	Advertising/PR/Marketing
1.3	1.9	2.0	Artistic/Design
4.6	6.4	3.8	Business/Strategic Management/Consulting
1.9	1.2	1.0	Customer Support/Client Care
8.2	11.1	21.2	Education
8.2	7.0	4.4	Engineering/Construction
1.7	2.5	2.5	Food Services/Hospitality/Tourism/Leisure
4.0	3.5	3.4	Governmental/Diplomatic/NGO
4.6	5.2	2.9	Human Resources
6.7	5.6	4.4	IT/Computers/Software/Telecommunications
2.0	1.0	1.8	Journalism/Writing/Publishing
2.9	3.2	2.0	Legal
1.8	1.7	0.5	Logistics/Transportation
2.6	2.7	2.6	Manufacturing/Production/Operations
8.8	9.7	13.7	Medical/Health
5.9	4.2	3.4	Research/Science/Technology
3.7	3.2	2.9	Sales/Retail
8.0	10.3	10.7	Other
897	1,297	732	= N

12. How important was your employment or career in the decision to accept the current assignment?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
34.2%	26.0%	19.3%	Very important
45.9	44.0	36.1	Important
16.2	25.5	35.5	Unimportant
3.7	4.4	9.1	Very unimportant
985	1,398	831	= N

13. In making the decision to take an expatriate posting, please rank the following factors in order of importance. (Ranking 1 through 9 or 10, with 1 being the most important, using each number only once.) Please note, not all respondents ranked

each of the following factors, explaining the duplication of some ranking numbers in the average and median. In no cases were numbers reused.

<i>34 or younger</i>		<i>35-44</i>		<i>45 or older</i>		
Average	N	Average	N	Average	N	
2	844	2	1204	2	705	Employment or career opportunities for my partner
5	830	5	1152	6	633	Employment or career opportunities for myself
4	810	4	1143	4	666	Income of my partner
5	85	5	1136	5	642	Total family income
6	778	4	1115	5	639	Children's education
6	827	6	1169	5	674	Opportunity to travel
5	828	5	1182	5	699	Opportunity to experience another culture
5	821	5	1139	6	648	Standard of living and local services
7	770	8	1073	7	583	Being close to family relatives
7	115	6	162	6	93	Other

14. Has your spouse or partner ever declined an international job offer or assignment because of concerns about your employment or career?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
18.1%	16.3%	11.3%	Yes, once
3.8	5.4	3.5	Yes, twice
1.0	1.1	1.2	Yes, three times
0.6	0.8	0.8	Yes, four times or more
76.5	76.4	83.1	No
997	1,417	848	= N

15. Has your spouse or partner ever terminated an assignment early because of concerns about your employment or career?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
8.3%	6.3%	4.4%	Yes, once
0.8	0.9	0.5	Yes, twice
0.1	0.3	0.1	Yes, three times
0.0	0.0	0.0	Yes, four times or more
90.8	92.5	95.0	No
996	1,417	847	= N

16a. Are you currently in paid employment or self-employment?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
33.8%	28.3%	21.7%	Yes, I am in employment
5.6	7.1	8.3	Yes, I am self-employed
60.6	64.6	69.9	No
999	1,423	851	= N

b. If "No" to 16a, do you want to be employed during this assignment? (Please select all that apply.)

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
77.4%	67.9%	54.6%	Yes, I want to be employed
14.9	19.2	14.3	Yes, I want to be self-employed
17.4	23.4	37.0	No
605	920	595	= N

c. If "Yes" to 16a, please indicate if your job is:

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
74.6%	71.6%	73.8%	In your preferred field or profession
25.4	28.4	26.2	In another field or profession
394	504	256	= N

17. How do you view your current job level in relation to the position you held prior to relocating?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
23.9%	18.8%	14.8%	It is a higher level than the position I held before relocating
42.1	41.9	35.5	It is a similar level to the position I held before relocating
34.0	39.3	49.6	It is a lower level than the position I held before relocating
394	504	256	= N

18. To what extent are you satisfied with your current employment/job?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
19.5%	19.4%	19.9%	Very satisfied
56.9	60.1	59.0	Satisfied
20.3	16.9	18.4	Unsatisfied
3.3	3.6	2.7	Very unsatisfied
394	504	256	= N

Challenges and Solutions

19. To what extent does your visa/permit status authorise you to work in your current host country (even if you choose not to work)?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
37.5%	37.5%	34.0%	I am authorised to work for any employer
9.8	8.8	5.7	I am authorised to work for my current employer only
1.2	1.6	2.1	I am authorised to work as self-employed
38.7	38.9	42.7	I am NOT authorised to work without a separate permit
12.7	13.1	15.5	I do not know
991	1,415	845	= N

**20. What difficulties do/did you face with respect to work authorisation/permit?
Please select all that apply.)**

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
36.4%	30.9%	26.3%	Work permit application requires a job offer (i.e. restricted to a specific employer)
26.4	17.0	12.9	Employers prefer a candidate who does not require a work permit
6.8	2.1	0.8	As an unmarried partner I am/was not recognised as a family member
29.3	22.1	19.3	Lengthy work permit application process (longer than 4 weeks)
25.6	25.7	22.0	Uncertainty whether work permit will be granted
11.2	9.2	5.9	Required to leave host country to apply for a work permit
14.6	10.1	7.4	Costly work permit application process
4.4	1.7	2.8	Work permit quotas are filled, must wait for next round
12.4	10.3	10.1	Qualifications not recognised in host country
19.7	15.2	14.4	Don't understand the work permit regulations (not easy to find or not clearly written)
13.9	16.1	17.4	Other
22.7	24.9	21.7	No difficulties faced
6.8	10.8	19.8	Not applicable, I do not want to work
968	1,351	792	= N

21. If you are or have been employed or self-employed in your current location, to what extent has it had an impact on the following aspects?

a. Your adjustment to the location or to expatriate life in general

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
31.4%	29.7%	26.4%	Very positive impact
50.8	52.7	46.6	Positive impact
12.4	11.6	19.3	No impact
4.7	5.2	6.5	Negative impact
0.8	0.8	1.1	Very negative impact
532	717	367	= N

b. Family relationships (partner, children)

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
27.2%	24.7%	17.5%	Very positive impact
48.3	50.8	47.7	Positive impact
15.3	13.4	22.4	No impact
7.9	9.6	11.3	Negative impact
1.3	1.5	1.1	Very negative impact
530	718	371	= N

c. Your health or well-being

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
27.6%	25.8%	20.7%	Very positive impact
40.7	44.1	45.1	Positive impact
21.1	20.9	24.7	No impact
10.1	7.8	8.2	Negative impact
0.6	1.4	1.4	Very negative impact
526	717	368	= N

d. Your willingness to stay in this assignment for its expected duration

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
34.5%	33.1%	27.2%	Very positive impact
42.2	42.3	38.4	Positive impact
15.6	18.5	28.9	No impact
6.5	5.0	4.9	Negative impact
1.1	1.1	0.5	Very negative impact
524	717	367	= N

e. Your willingness to extend this assignment if offered the opportunity

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
30.4%	30.4%	24.2%	Very positive impact
38.6	41.0	36.1	Positive impact
20.3	20.0	32.9	No impact

7.6	6.7	5.4	Negative impact
3.0	1.8	1.4	Very negative impact
526	714	368	= N

f. Your willingness to go on another assignment

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
21.9%	19.9%	15.0%	Very positive impact
40.4	35.8	30.8	Positive impact
26.7	29.1	41.1	No impact
9.7	12.9	11.4	Negative impact
1.3	2.4	1.6	Very negative impact
525	715	367	= N

22. If you are not employed or self-employed in your current location, to what extent has it had an impact on the following aspects?

a. Your adjustment to the location or to expatriate life in general

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
6.7%	5.6%	6.5%	Very positive impact
24.5	28.2	24.5	Positive impact
22.7	29.8	32.4	No impact
36.7	29.6	30.6	Negative impact
9.4	6.8	5.9	Very negative impact
638	964	611	= N

b. Family relationships (partner, children)

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
12.4%	14.8%	9.4%	Very positive impact
28.4	31.3	29.7	Positive impact
22.3	25.0	33.8	No impact
31.2	24.2	24.5	Negative impact
5.8	4.7	2.6	Very negative impact
638	965	609	= N

c. Your health or well-being

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
7.1%	7.4%	6.6%	Very positive impact
20.8	22.8	19.7	Positive impact
31.5	34.3	40.6	No impact
33.4	29.7	29.4	Negative impact
7.2	5.8	3.6	Very negative impact
635	964	608	= N

d. Your willingness to stay in this assignment for its expected duration

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
7.9%	6.0%	8.1%	Very positive impact
19.8	19.4	19.8	Positive impact
28.2	40.8	44.3	No impact
32.0	25.6	22.6	Negative impact
12.2	8.3	5.3	Very negative impact
632	956	607	= N

e. Your willingness to extend this assignment if offered the opportunity

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
9.6%	6.6%	7.8%	Very positive impact
18.8	19.7	21.4	Positive impact
21.9	32.9	38.6	No impact
30.6	28.3	23.8	Negative impact
19.1	12.4	8.4	Very negative impact
638	956	604	= N

f. Your willingness to go on another assignment

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
14.3%	10.5%	8.8%	Very positive impact
30.0	30.0	29.5	Positive impact
28.4	35.7	41.8	No impact
19.6	18.4	15.4	Negative impact
7.7	5.4	4.5	Very negative impact
637	958	603	= N

23. With regard to countries that allow spouses and partners to work easily, how do you view these countries as a potential destination for future relocations?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
68.4%	59.9%	43.8%	Very attractive
26.7	36.8	52.2	Attractive
3.0	2.5	3.4	Unattractive
1.9	0.8	0.6	Very unattractive
986	1,404	831	= N

24. In the future would you relocate to a country where it is difficult for a spouse or partner to get a work permit?

<i>34 or younger</i>	<i>35-44</i>	<i>45 or older</i>	
4.4%	5.7%	10.1%	Definitely
28.7	36.5	44.0	Probably
45.2	39.7	33.8	Probably not
21.7	18.2	12.0	Definitely not
993	1,410	831	= N

Appendix 1d – Additional analysis by highest qualification

Bio Data

1. What is your gender?

<i>Degree</i>	<i>High school or vocational diploma</i>	
15.4%	11.2%	Male
84.6	88.8	Female
2,684	596	= N

4. What is your age?

<i>Degree</i>	<i>High school or vocational diploma</i>	
0.7%	1.8%	24 or younger
32.1	18.8	25-34
44.5	38.9	35-44
19.5	33.3	45-54
3.2	7.2	55 or above
2,687	597	= N

5. What is your highest equivalent qualification?

<i>Degree</i>	<i>High school or vocational diploma</i>	
0.0%	43.5%	Secondary or high school diploma
0.0	56.5	Vocational college diploma
44.4	0.0	Bachelors degree
48.4	0.0	Masters degree or post-graduate diploma
7.2	0.0	Doctorate / PhD
2,696	602	= N

6. How many languages do you speak?

<i>Degree</i>	<i>High school or vocational diploma</i>	
17.5%	34.4%	1
34.6	32.4	2
30.8	21.6	3
17.1	11.6	4 or more
2,696	602	= N

7. What is your marital status?

<i>Degree</i>	<i>High school or vocational diploma</i>	
93.1%	93.0%	Married
2.2	2.5	Registered or civil partner
3.6	3.8	Common law or de facto partner
1.2	0.7	Engaged
2,695	602	= N

8. On how many assignments have you accompanied as spouse or partner?

<i>Degree</i>	<i>High school or vocational diploma</i>	
43.1%	36.9%	1
23.5	22.0	2
14.6	14.6	3
7.1	10.0	4
4.5	6.4	5
6.0	7.8	6 to 10
1.1	2.4	More than 10
2,680	591	= N

10. At the start of this current assignment, was your spouse or partner:

<i>Degree</i>	<i>High school or vocational diploma</i>	
86.1%	85.9%	Transferred by his/her company or organisation
10.8	12.2	A new international recruit
3.2	1.9	Locally hired foreign staff
2,640	590	= N

Impact of Partner Employment and Other Factors on Mobility
11. Were you in paid employment or self-employment before becoming an accompanying expatriate spouse or partner?

<i>Degree</i>	<i>High school or vocational diploma</i>	
80.2%	71.1%	Yes, I was in paid employment
9.5	12.8	Yes, I was self-employed
10.3	16.3	No
2,689	596	= N

If "Yes", in which occupational field?

<i>Degree</i>	<i>High school or vocational diploma</i>	
9.8%	9.0%	Accounting/Banking/Finance/Insurance/Real Estate
3.1	16.2	Administrative/Clerical
5.6	2.6	Advertising/PR/Marketing
1.6	2.6	Artistic/Design
5.8	2.4	Business/Strategic Management/Consulting
1.1	2.8	Customer Support/Client Care
13.4	9.6	Education
7.5	3.0	Engineering/Construction
1.4	6.4	Food Services/Hospitality/Tourism/Leisure
3.9	2.4	Governmental/Diplomatic/NGO
4.6	3.2	Human Resources
6.2	3.0	IT/Computers/Software/Telecommunications
1.5	1.6	Journalism/Writing/Publishing
3.2	0.8	Legal
1.4	1.6	Logistics/Transportation
2.4	3.6	Manufacturing/Production/Operations
9.9	12.6	Medical/Health
5.3	1.0	Research/Science/Technology
2.5	7.6	Sales/Retail
10.0	8.2	Other
2,437	501	= N

12. How important was your employment or career in the decision to accept the current assignment?

<i>Degree</i>	<i>High school or vocational diploma</i>	
29.5%	14.4%	Very important
43.1	39.9	Important
22.7	36.8	Unimportant
4.7	8.9	Very unimportant
2,651	576	= N

13. In making the decision to take an expatriate posting, please rank the following factors in order of importance. (Ranking 1 through 9 or 10, with 1 being the most important, using each number only once.) Please note, not all respondents ranked each of the following factors, explaining the duplication of some ranking numbers in the average and median. In no cases were numbers reused.

<i>Degree</i>		<i>High school or vocational diploma</i>		
Average	N	Average	N	
2	2271	2	493	Employment or career opportunities for my partner
5	2167	6	458	Employment or career opportunities for myself
4	2155	4	474	Income of my partner
5	2145	5	459	Total family income
5	2086	5	454	Children's education
6	2195	6	484	Opportunity to travel
5	2233	5	487	Opportunity to experience another culture
5	2150	5	467	Standard of living and local services
8	2003	7	432	Being close to family relatives
6	307	7	65	Other

14. Has your spouse or partner ever declined an international job offer or assignment because of concerns about your employment or career?

<i>Degree</i>	<i>High school or vocational diploma</i>	
17.3%	7.3%	Yes, once
4.9	2.4	Yes, twice
1.3	0.2	Yes, three times
0.8	0.5	Yes, four times or more
75.7	89.7	No
2,682	592	= N

15. Has your spouse or partner ever terminated an assignment early because of concerns about your employment or career?

<i>Degree</i>	<i>High school or vocational diploma</i>	
7.0%	3.5%	Yes, once
0.8	0.5	Yes, twice
0.2	0	Yes, three times
0	0	Yes, four times or more
91.9	95.9	No
2,680	592	= N

16a. Are you currently in paid employment or self-employment?

<i>Degree</i>	<i>High school or vocational diploma</i>	
30.8%	16.8%	Yes, I am in employment
7.2	6.4	Yes, I am self-employed
62.0	76.8	No
2,689	596	= N

b. If "No" to 16a, do you want to be employed during this assignment? (Please select all that apply.)

<i>Degree</i>	<i>High school or vocational diploma</i>	
70.4%	54.8%	Yes, I want to be employed
17.3	14.2	Yes, I want to be self-employed
21.7	38.4	No
1,668	458	= N

c. If "Yes" to 16a, please indicate if your job is:

<i>Degree</i>	<i>High school or vocational diploma</i>	
75.1%	57.2%	In your preferred field or profession
24.9	42.8	In another field or profession
1,022	138	= N

17. How do you view your current job level in relation to the position you held prior to relocating?

<i>Degree</i>	<i>High school or vocational diploma</i>	
19.7%	18.8%	It is a higher level than the position I held before relocating
41.0	37.7	It is a similar level to the position I held before relocating
39.3	43.5	It is a lower level than the position I held before relocating
1,022	138	= N

18. To what extent are you satisfied with your current employment/job?

<i>Degree</i>	<i>High school or vocational diploma</i>	
19.4%	21.0%	Very satisfied
58.5	58.7	Satisfied
18.4	18.8	Unsatisfied
3.7	1.4	Very unsatisfied
1,022	138	= N

Challenges and Solutions

19. To what extent does your visa/permit status authorise you to work in your current host country (even if you choose not to work)?

<i>Degree</i>	<i>High school or vocational diploma</i>	
38.6%	27.7%	I am authorised to work for any employer
9.1	4.4	I am authorised to work for my current employer only
1.6	1.7	I am authorised to work as self-employed
38.5	45.9	I am NOT authorised to work without a separate permit
12.2	20.3	I do not know
2,670	591	= N

20. What difficulties do/did you face with respect to work authorisation/permit? Please select all that apply.)

<i>Degree</i>	<i>High school or vocational diploma</i>	
33.7%	21.4%	Work permit application requires a job offer (i.e. restricted to a specific employer)
20.1	13.8	Employers prefer a candidate who does not require a work permit
3.5	2.0	As an unmarried partner I am/was not recognised as a family member
25.3	15.9	Lengthy work permit application process (longer than 4 weeks)
25.6	20.9	Uncertainty whether work permit will be granted
9.6	6.1	Required to leave host country to apply for a work permit
11.1	9.5	Costly work permit application process
3.0	2.1	Work permit quotas are filled, must wait for next round
11.1	10.2	Qualifications not recognised in host country
16.3	17	Don't understand the work permit regulations (not easy to find or not clearly written)
16.2	14.5	Other
24.7	17.9	No difficulties faced
9.2	23.2	Not applicable, I do not want to work
2,563	560	= N

21. If you are or have been employed or self-employed in your current location, to what extent has it had an impact on the following aspects?

a. Your adjustment to the location or to expatriate life in general

<i>Degree</i>	<i>High school or vocational diploma</i>	
30.4%	25.0%	Very positive impact
52.0	41.8	Positive impact
11.4	27.2	No impact
5.6	3.9	Negative impact
0.6	2.2	Very negative impact
1,391	232	= N

b. Family relationships (partner, children)

<i>Degree</i>	<i>High school or vocational diploma</i>	
24.4%	20.2%	Very positive impact
50.1	45.2	Positive impact
14.4	25.7	No impact
9.9	7.0	Negative impact
1.2	2.2	Very negative impact
1,396	230	= N

c. Your health or well-being

<i>Degree</i>	<i>High school or vocational diploma</i>	
25.7%	23.0%	Very positive impact
44.0	37.4	Positive impact
20.3	30.4	No impact
8.9	7.4	Negative impact
1.0	1.7	Very negative impact
1,388	230	= N

d. Your willingness to stay in this assignment for its expected duration

<i>Degree</i>	<i>High school or vocational diploma</i>	
33.2%	26.3%	Very positive impact
42.0	37.3	Positive impact
18.3	30.3	No impact
5.6	4.4	Negative impact
0.9	1.8	Very negative impact
1,387	228	= N

e. Your willingness to extend this assignment if offered the opportunity

<i>Degree</i>	<i>High school or vocational diploma</i>	
29.6%	25.8%	Very positive impact
39.9	34.1	Positive impact
21.5	32.8	No impact
6.9	5.7	Negative impact
2.2	1.7	Very negative impact
1,384	229	= N

f. Your willingness to go on another assignment

<i>Degree</i>	<i>High school or vocational diploma</i>	
19.3%	20.3%	Very positive impact
36.9	32.2	Positive impact
29.9	37.4	No impact
12.2	7.5	Negative impact
1.7	2.6	Very negative impact
1,386	227	= N

22. If you are not employed or self-employed in your current location, to what extent has it had an impact on the following aspects?

a. Your adjustment to the location or to expatriate life in general

<i>Degree</i>	<i>High school or vocational diploma</i>	
6.3%	5.9%	Very positive impact
25.9	26.9	Positive impact
26.3	36.4	No impact
33.7	25.4	Negative impact
7.8	5.4	Very negative impact
1,760	461	= N

b. Family relationships (partner, children)

<i>Degree</i>	<i>High school or vocational diploma</i>	
12.6%	12.6%	Very positive impact
30.3	29.0	Positive impact
24.6	34.2	No impact
27.6	21.2	Negative impact
4.8	3.0	Very negative impact
1,758	462	= N

c. Your health or well-being

<i>Degree</i>	<i>High school or vocational diploma</i>	
7.0%	7.6%	Very positive impact
21.5	20.7	Positive impact
33.4	41.9	No impact
31.8	26.8	Negative impact
6.3	3.0	Very negative impact
1,751	463	= N

d. Your willingness to stay in this assignment for its expected duration

<i>Degree</i>	<i>High school or vocational diploma</i>	
6.9%	8.1%	Very positive impact
19.5	19.5	Positive impact
36.1	45.5	No impact
28.1	21.7	Negative impact
9.4	5.3	Very negative impact
1,746	457	= N

e. Your willingness to extend this assignment if offered the opportunity

<i>Degree</i>	<i>High school or vocational diploma</i>	
7.6%	8.5%	Very positive impact
19.3	22.1	Positive impact
29.6	37.6	No impact
28.9	23.6	Negative impact
14.5	8.3	Very negative impact
1,748	458	= N

f. Your willingness to go on another assignment

<i>Degree</i>	<i>High school or vocational diploma</i>	
11.1%	11.3%	Very positive impact
30.0	29.6	Positive impact
34.1	39.6	No impact
18.6	15.4	Negative impact
6.2	4.1	Very negative impact
1,746	460	= N

23. With regard to countries that allow spouses and partners to work easily, how do you view these countries as a potential destination for future relocations?

<i>Degree</i>	<i>High school or vocational diploma</i>	
60.8%	47.4%	Very attractive
35.4	47.9	Attractive
2.7	3.5	Unattractive
1.1	1.2	Very unattractive
2,657	576	= N

24. In the future would you relocate to a country where it is difficult for a spouse or partner to get a work permit?

<i>Degree</i>	<i>High school or vocational diploma</i>	
5.4%	11.2%	Definitely
32.8	51.1	Probably
42.7	27.3	Probably not
19.2	10.4	Definitely not
2,667	579	= N

Appendix 1e – Additional Analysis by marital status

Bio Data

1. What is your gender?

<i>Married</i>	<i>Not married</i>	
13.7%	26.3%	Male
86.3	73.7	Female
3,053	228	= N

4. What is your age?

<i>Married</i>	<i>Not married</i>	
0.8%	2.6%	24 or younger
27.6	57.2	25-34
44.5	29.7	35-44
23.0	9.2	45-54
4.2	1.3	55 or above
3,056	229	= N

5. What is your highest equivalent qualification?

<i>Married</i>	<i>Not married</i>	
8.0%	7.9%	Secondary or high school diploma
10.3	10.5	Vocational college diploma
36.6	32.3	Bachelors degree
39.3	43.7	Masters degree or post-graduate diploma
5.8	5.7	Doctorate / PhD
3,068	229	= N

6. How many languages do you speak?

<i>Married</i>	<i>Not married</i>	
20.7%	19.7%	1
34.3	33.2	2
29.1	29.7	3
16.0	17.5	4 or more
3,070	229	= N

7. What is your marital status?

<i>Married</i>	<i>Not married</i>	
100%	0.0%	Married
0.0	31.9	Registered or civil partner
0.0	52.0	Common law or de facto partner
0.0	16.2	Engaged
3,070	229	= N

8. On how many assignments have you accompanied as spouse or partner?

<i>Married</i>	<i>Not married</i>	
39.4%	77.2%	1
23.7	18.3	2
15.6	1.8	3
8.0	1.8	4
5.2	0.4	5
6.9	0.0	6 to 10
1.4	0.4	More than 10
3,048	224	= N

10. At the start of this current assignment, was your spouse or partner:

<i>Married</i>	<i>Not married</i>	
86.3%	83.1%	Transferred by his/her company or organisation
10.9	12.4	A new international recruit
2.8	4.4	Locally hired foreign staff
3,006	225	= N

Impact of Partner Employment and Other Factors on Mobility

11. Were you in paid employment or self-employment before becoming an accompanying expatriate spouse or partner?

<i>Married</i>	<i>Not married</i>	
78.1%	84.7%	Yes, I was in paid employment
10.3	7.0	Yes, I was self-employed
11.6	8.3	No
3,057	229	= N

If "Yes", in which occupational field?

<i>Married</i>	<i>Not married</i>	
9.6%	10.0%	Accounting/Banking/Finance/Insurance/Real Estate
5.5	2.4	Administrative/Clerical
4.9	8.1	Advertising/PR/Marketing
1.8	1.0	Artistic/Design
5.0	8.1	Business/Strategic Management/Consulting
1.4	1.0	Customer Support/Client Care
12.9	10.0	Education
7.0	2.9	Engineering/Construction
2.2	2.4	Food Services/Hospitality/Tourism/Leisure
3.5	5.7	Governmental/Diplomatic/NGO
4.3	5.2	Human Resources
5.5	7.6	IT/Computers/Software/Telecommunications
1.4	3.3	Journalism/Writing/Publishing
2.9	1.4	Legal
1.4	1.9	Logistics/Transportation
2.7	1.9	Manufacturing/Production/Operations
10.6	8.1	Medical/Health
4.5	4.3	Research/Science/Technology
3.3	3.8	Sales/Retail
9.6	11.0	Other
2,728	210	= N

12. How important was your employment or career in the decision to accept the current assignment?

<i>Married</i>	<i>Not married</i>	
26.0%	38.0%	Very important
42.5	43.2	Important
26.1	14.4	Unimportant
5.5	4.4	Very unimportant
2,998	229	= N

13. In making the decision to take an expatriate posting, please rank the following factors in order of importance. (Ranking 1 through 9 or 10, with 1 being the most important, using each number only once.) Please note, not all respondents ranked each of the following factors, explaining the duplication of some ranking numbers in the average and median. In no cases were numbers reused.

<i>Married</i>		<i>Not married</i>		
Average	N	Average	N	
2	2561	2	204	Employment or career opportunities for my partner
5	2428	4	198	Employment or career opportunities for myself
4	2435	6	195	Income of my partner
5	2416	5	189	Total family income
5	2372	7	169	Children's education
6	2483	5	197	Opportunity to travel
5	2521	5	200	Opportunity to experience another culture
5	2429	6	189	Standard of living and local services
8	2262	7	174	Being close to family relatives
6	338	6	34	Other

14. Has your spouse or partner ever declined an international job offer or assignment because of concerns about your employment or career?

<i>Married</i>	<i>Not married</i>	
15.1%	20.6%	Yes, once
4.3	6.1	Yes, twice
1.0	2.2	Yes, three times
0.8	0.4	Yes, four times or more
78.8	70.6	No
3,047	228	= N

15. Has your spouse or partner ever terminated an assignment early because of concerns about your employment or career?

<i>Married</i>	<i>Not married</i>	
6.3%	7.0%	Yes, once
0.8	0.0	Yes, twice
0.2	0.0	Yes, three times
0.0	0.0	Yes, four times or more
92.7	93.0	No
3,045	228	= N

16a. Are you currently in paid employment or self-employment?

<i>Married</i>	<i>Not married</i>	
27.0%	45.0%	Yes, I am in employment
6.7	10.9	Yes, I am self-employed
66.3	44.1	No
3,057	229	= N

b. If "No" to 16a, do you want to be employed during this assignment? (Please select all that apply.)

<i>Married</i>	<i>Not married</i>	
66.3%	80.2%	Yes, I want to be employed
16.3	23.8	Yes, I want to be self-employed
26.2	8.9	No
2,027	101	= N

c. If "Yes" to 16a, please indicate if your job is:

<i>Married</i>	<i>Not married</i>	
72.6%	77.3%	In your preferred field or profession
27.4	22.7	In another field or profession
1,031	128	= N

17. How do you view your current job level in relation to the position you held prior to relocating?

<i>Married</i>	<i>Not married</i>	
18.5%	28.1%	It is a higher level than the position I held before relocating
40.5	41.4	It is a similar level to the position I held before relocating
40.9	30.5	It is a lower level than the position I held before relocating
1,031	128	= N

18. To what extent are you satisfied with your current employment/job?

<i>Married</i>	<i>Not married</i>	
18.6%	27.3%	Very satisfied
59.0	54.7	Satisfied
18.8	15.6	Unsatisfied
3.6	2.3	Very unsatisfied
1,031	128	= N

Challenges and Solutions

19. To what extent does your visa/permit status authorise you to work in your current host country (even if you choose not to work)?

<i>Married</i>	<i>Not married</i>	
36.2%	41.7%	I am authorised to work for any employer
7.9	13.2	I am authorised to work for my current employer only
1.6	1.3	I am authorised to work as self-employed
40.6	30.3	I am NOT authorised to work without a separate permit
13.6	13.6	I do not know
3,034	228	= N

**20. What difficulties do/did you face with respect to work authorisation/permit?
Please select all that apply.)**

<i>Married</i>	<i>Not married</i>	
31.1%	36.2%	Work permit application requires a job offer (i.e. restricted to a specific employer)
18.7	21.7	Employers prefer a candidate who does not require a work permit
1.4	27.6	As an unmarried partner I am/was not recognised as a family member
24.2	15.8	Lengthy work permit application process (longer than 4 weeks)
24.8	24.0	Uncertainty whether work permit will be granted
8.9	10.4	Required to leave host country to apply for a work permit
10.9	10.0	Costly work permit application process
2.8	2.7	Work permit quotas are filled, must wait for next round
11.1	9.0	Qualifications not recognised in host country
16.5	15.8	Don't understand the work permit regulations (not easy to find or not clearly written)
16.1	13.6	Other
22.7	32.1	No difficulties faced
12.6	1.4	Not applicable, I do not want to work
2,903	221	= N

21. If you are or have been employed or self-employed in your current location, to what extent has it had an impact on the following aspects?

a. Your adjustment to the location or to expatriate life in general

<i>Married</i>	<i>Not married</i>	
29.3%	32.4%	Very positive impact
51.1	45.3	Positive impact
13.4	16.2	No impact
5.3	6.1	Negative impact
0.9	0.0	Very negative impact
1,474	148	= N

b. Family relationships (partner, children)

<i>Married</i>	<i>Not married</i>	
23.7%	24.5%	Very positive impact
49.7	46.3	Positive impact
15.5	20.4	No impact
9.6	8.2	Negative impact
1.4	0.7	Very negative impact
1,478	147	= N

c. Your health or well-being

<i>Married</i>	<i>Not married</i>	
25.7%	21.6%	Very positive impact
43.6	38.5	Positive impact
21.2	27.0	No impact
8.3	12.8	Negative impact
1.2	0.0	Very negative impact
1,469	148	= N

d. Your willingness to stay in this assignment for its expected duration

<i>Married</i>	<i>Not married</i>	
32.0%	34.5%	Very positive impact
41.4	40.5	Positive impact
20.0	20.3	No impact
5.6	4.1	Negative impact
1.0	0.7	Very negative impact
1,466	148	= N

e. Your willingness to extend this assignment if offered the opportunity

<i>Married</i>	<i>Not married</i>	
29.0%	29.1%	Very positive impact
39.4	35.8	Positive impact
22.7	27.0	No impact
6.7	6.8	Negative impact
2.3	1.4	Very negative impact
1,464	148	= N

f. Your willingness to go on another assignment

<i>Married</i>	<i>Not married</i>	
18.3%	30.4%	Very positive impact
36.5	33.1	Positive impact
31.3	28.4	No impact
11.9	8.1	Negative impact
2.0	0.0	Very negative impact
1,464	148	= N

22. If you are not employed or self-employed in your current location, to what extent has it had an impact on the following aspects?

a. Your adjustment to the location or to expatriate life in general

<i>Married</i>	<i>Not married</i>	
6.4%	2.9%	Very positive impact
26.6	16.5	Positive impact
28.7	21.4	No impact
31.3	44.7	Negative impact
7.0	14.6	Very negative impact
2,119	103	= N

b. Family relationships (partner, children)

<i>Married</i>	<i>Not married</i>	
12.9%	5.8%	Very positive impact
30.8	12.6	Positive impact
26.7	25.2	No impact
25.2	48.5	Negative impact
4.3	7.8	Very negative impact
2,118	103	= N

c. Your health or well-being

<i>Married</i>	<i>Not married</i>	
7.2%	4.9%	Very positive impact
21.8	10.7	Positive impact
35.5	30.1	No impact
30.1	44.7	Negative impact
5.4	9.7	Very negative impact
2,112	103	= N

d. Your willingness to stay in this assignment for its expected duration

<i>Married</i>	<i>Not married</i>	
7.3%	2.9%	Very positive impact
19.8	14.6	Positive impact
38.8	23.3	No impact
25.9	43.7	Negative impact
8.2	15.5	Very negative impact
2,101	103	= N

e. Your willingness to extend this assignment if offered the opportunity

<i>Married</i>	<i>Not married</i>	
8.0%	2.9%	Very positive impact
20.3	10.7	Positive impact
31.9	18.4	No impact
27.2	40.8	Negative impact
12.5	27.2	Very negative impact
2,104	103	= N

f. Your willingness to go on another assignment

<i>Married</i>	<i>Not married</i>	
11.4%	6.7%	Very positive impact
30.2	22.1	Positive impact
35.5	29.8	No impact
17.3	30.8	Negative impact
5.6	10.6	Very negative impact
2,103	104	= N

23. With regard to countries that allow spouses and partners to work easily, how do you view these countries as a potential destination for future relocations?

<i>Married</i>	<i>Not married</i>	
57.7%	68.6%	Very attractive
38.3	27.9	Attractive
2.8	3.5	Unattractive
1.2	0.0	Very unattractive
3,004	229	= N

24. In the future would you relocate to a country where it is difficult for a spouse or partner to get a work permit?

<i>Married</i>	<i>Not married</i>	
6.6%	3.5%	Definitely
37.0	23.2	Probably
39.3	48.7	Probably not
17.1	24.6	Definitely not
3,018	228	= N

Appendix 1f – Additional Analysis by number of assignments

Bio Data

1. What is your gender?

<i>1 assignment</i>	<i>2 or more</i>	
19.0%	11.5%	Male
81.0	88.5	Female
1,366	1,891	= N

4. What is your age?

<i>1 assignment</i>	<i>2 or more</i>	
1.5%	0.4%	24 or younger
42.0	20.7	25-34
39.8	46.4	35-44
14.6	27.2	45-54
21.0	5.3	55 or above
1,368	1,892	= N

5. What is your highest equivalent qualification?

<i>1 assignment</i>	<i>2 or more</i>	
7.4%	8.2%	Secondary or high school diploma
8.5	11.4	Vocational college diploma
36.3	36.3	Bachelors degree
42.4	37.8	Masters degree or post-graduate diploma
5.5	6.2	Doctorate / PhD
1,373	1,898	= N

6. How many languages do you speak?

<i>1 assignment</i>	<i>2 or more</i>	
22.1%	19.4%	1
36.8	32.3	2
27.3	30.5	3

13.8	17.8	4 or more
1,373	1,900	= N

7. What is your marital status?

<i>1 assignment</i>	<i>2 or more</i>	
87.4%	97.3%	Married
4.3	0.7	Registered or civil partner
6.1	1.6	Common law or de facto partner
2.2	0.4	Engaged
1,373	1,899	= N

8. On how many assignments have you accompanied as spouse or partner?

<i>1 assignment</i>	<i>2 or more</i>	
100.0%	0.0%	1
0.0	40.1	2
0.0	25.2	3
0.0	13.1	4
0.0	8.3	5
0.0	11	6 to 10
0.0	2.3	More than 10
1,373	1,900	= N

9. On this current assignment, in which company is your partner employed?

See Appendix 2

10. At the start of this current assignment, was your spouse or partner:

<i>1 assignment</i>	<i>2 or more</i>	
81.3%	89.6%	Transferred by his/her company or organisation
15.3	7.9	A new international recruit
3.4	2.5	Locally hired foreign staff
1,344	1,868	= N

Impact of Partner Employment and Other Factors on Mobility

11. Were you in paid employment or self-employment before becoming an accompanying expatriate spouse or partner?

<i>1 assignment</i>	<i>2 or more</i>	
76.5%	79.9%	Yes, I was in paid employment
12.0	8.8	Yes, I was self-employed
11.5	11.3	No
1,368	1,895	= N

If "Yes", in which occupational field?

<i>1 assignment</i>	<i>2 or more</i>	
11.2%	8.6%	Accounting/Banking/Finance/Insurance/Real Estate
3.9	6.4	Administrative/Clerical
5.6	4.7	Advertising/PR/Marketing
1.4	2.0	Artistic/Design
6.3	4.5	Business/Strategic Management/Consulting
1.1	1.5	Customer Support/Client Care
10.0	14.7	Education
6.4	6.9	Engineering/Construction
2.1	2.3	Food Services/Hospitality/Tourism/Leisure
3.3	3.9	Governmental/Diplomatic/NGO
4.5	4.3	Human Resources
6.4	5.0	IT/Computers/Software/Telecommunications
1.9	1.2	Journalism/Writing/Publishing
2.8	2.8	Legal
1.7	1.2	Logistics/Transportation
3.1	2.3	Manufacturing/Production/Operations
10.2	10.7	Medical/Health
3.6	5.2	Research/Science/Technology
3.8	2.9	Sales/Retail
10.7	8.9	Other
1,225	1,694	= N

12. How important was your employment or career in the decision to accept the current assignment?

<i>1 assignment</i>	<i>2 or more</i>	
32.8%	22.4%	Very important
43.6	42.0	Important
19.4	29.3	Unimportant
4.2	6.3	Very unimportant
1,345	1,862	= N

13. In making the decision to take an expatriate posting, please rank the following factors in order of importance. (Ranking 1 through 9 or 10, with 1 being the most important, using each number only once.) Please note, not all respondents ranked each of the following factors, explaining the duplication of some ranking numbers in the average and median. In no cases were numbers reused.

<i>1 assignment</i>		<i>2 or more</i>		
Average	N	Average	N	
2	1148	2	1600	Employment or career opportunities for my partner
5	1097	6	1511	Employment or career opportunities for myself
4	1085	4	1529	Income of my partner
5	1086	5	1502	Total family income
6	1032	4	1492	Children's education
6	1121	6	1551	Opportunity to travel
5	1128	5	1575	Opportunity to experience another culture
6	1072	5	1529	Standard of living and local services
7	1005	8	1417	Being close to family relatives
6	174	6	225	Other

14. Has your spouse or partner ever declined an international job offer or assignment because of concerns about your employment or career?

<i>1 assignment</i>	<i>2 or more</i>	
17.3%	14.3%	Yes, once
4.6	4.3	Yes, twice
1.1	1.1	Yes, three times
1.0	0.6	Yes, four times or more
76.0	79.7	No
1,361	1,891	= N

15. Has your spouse or partner ever terminated an assignment early because of concerns about your employment or career?

<i>1 assignment</i>	<i>2 or more</i>	
5.1%	7.4%	Yes, once
0.4	1.0	Yes, twice
0.1	0.3	Yes, three times
0.0	0.0	Yes, four times or more
94.4	91.4	No
1,363	1,887	= N

16a. Are you currently in paid employment or self-employment?

<i>1 assignment</i>	<i>2 or more</i>	
31.1%	26.2%	Yes, I am in employment
6.8	7.2	Yes, I am self-employed
62.1	66.6	No
1,367	1,895	= N

b. If "No" to 16a, do you want to be employed during this assignment? (Please select all that apply.)

<i>1 assignment</i>	<i>2 or more</i>	
70.6%	64.3%	Yes, I want to be employed
17.2	16.4	Yes, I want to be self-employed
22.0	27.8	No
850	1,262	= N

c. If "Yes" to 16a, please indicate if your job is:

<i>1 assignment</i>	<i>2 or more</i>	
76.4%	69.8%	In your preferred field or profession
23.6	30.2	In another field or profession
518	633	= N

17. How do you view your current job level in relation to the position you held prior to relocating?

<i>1 assignment</i>	<i>2 or more</i>	
21.0%	18.6%	It is a higher level than the position I held before relocating
41.9	38.7	It is a similar level to the position I held before relocating
37.1	42.7	It is a lower level than the position I held before relocating
518	633	= N

18. To what extent are you satisfied with your current employment/job?

<i>1 assignment</i>	<i>2 or more</i>	
21.0%	18.2%	Very satisfied
55.8	60.7	Satisfied
19.5	17.9	Unsatisfied
3.7	3.3	Very unsatisfied
518	633	= N

Challenges and Solutions

19. To what extent does your visa/permit status authorise you to work in your current host country (even if you choose not to work)?

<i>1 assignment</i>	<i>2 or more</i>	
37.6%	36.0%	I am authorised to work for any employer
9.5	7.4	I am authorised to work for my current employer only
1.5	1.7	I am authorised to work as self-employed
38.2	41.1	I am NOT authorised to work without a separate permit
13.1	13.8	I do not know
1,360	1,880	= N

**20. What difficulties do/did you face with respect to work authorisation/permit?
Please select all that apply.)**

<i>1 assignment</i>	<i>2 or more</i>	
33.3%	30.3%	Work permit application requires a job offer (i.e. restricted to a specific employer)
19.9	18.3	Employers prefer a candidate who does not require a work permit
4.6	2.3	As an unmarried partner I am/was not recognised as a family member
23.7	23.8	Lengthy work permit application process (longer than 4 weeks)
23.1	26.2	Uncertainty whether work permit will be granted
8.3	9.6	Required to leave host country to apply for a work permit
10.5	11.1	Costly work permit application process
2.4	3.1	Work permit quotas are filled, must wait for next round
9.9	11.8	Qualifications not recognised in host country
16.0	16.8	Don't understand the work permit regulations (not easy to find or not clearly written)
15.0	16.5	Other
25.4	21.9	No difficulties faced
9.6	13.3	Not applicable, I do not want to work
1,309	1,793	= N

21. If you are or have been employed or self-employed in your current location, to what extent has it had an impact on the following aspects?

a. Your adjustment to the location or to expatriate life in general

<i>1 assignment</i>	<i>2 or more</i>	
30.0%	29.5%	Very positive impact
50.9	50.5	Positive impact
12.8	13.8	No impact
5.1	5.5	Negative impact
1.1	0.7	Very negative impact
701	911	= N

b. Family relationships (partner, children)

<i>1 assignment</i>	<i>2 or more</i>	
25.4%	22.5%	Very positive impact
49.1	49.7	Positive impact
15.1	16.6	No impact
9.1	9.7	Negative impact
1.3	1.4	Very negative impact
701	914	= N

c. Your health or well-being

<i>1 assignment</i>	<i>2 or more</i>	
23.6%	26.7%	Very positive impact
42.4	43.7	Positive impact
23.0	20.6	No impact
9.9	7.9	Negative impact
1.1	1.1	Very negative impact
700	908	= N

d. Your willingness to stay in this assignment for its expected duration

<i>1 assignment</i>	<i>2 or more</i>	
33.8%	31.0%	Very positive impact
41.8	41.1	Positive impact
17.3	22.0	No impact
6.2	5.0	Negative impact
1.0	1.0	Very negative impact
699	906	= N

e. Your willingness to extend this assignment if offered the opportunity

<i>1 assignment</i>	<i>2 or more</i>	
29.9%	28.3%	Very positive impact
38.9	39.2	Positive impact
20.7	24.8	No impact
8.0	5.8	Negative impact
2.4	2.0	Very negative impact
699	904	= N

f. Your willingness to go on another assignment

<i>1 assignment</i>	<i>2 or more</i>	
22.5%	17.0%	Very positive impact
41.5	32.1	Positive impact
26.1	34.8	No impact
8.3	14.0	Negative impact
1.6	2.1	Very negative impact
698	906	= N

22. If you are not employed or self-employed in your current location, to what extent has it had an impact on the following aspects?

a. Your adjustment to the location or to expatriate life in general

<i>1 assignment</i>	<i>2 or more</i>	
8.5%	4.6%	Very positive impact
27.2	25.6	Positive impact
22.1	32.4	No impact
33.5	31.0	Negative impact
8.7	6.5	Very negative impact
890	1,318	= N

b. Family relationships (partner, children)

<i>1 assignment</i>	<i>2 or more</i>	
14.7%	11.0%	Very positive impact
29.6	30.4	Positive impact

24.6	28.1	No impact
26.8	25.9	Negative impact
4.3	4.6	Very negative impact
891	1,316	= N

c. Your health or well-being

<i>1 assignment</i>	<i>2 or more</i>	
9.4%	5.4%	Very positive impact
22.4	20.7	Positive impact
32.4	37.0	No impact
30.1	31.3	Negative impact
5.7	5.6	Very negative impact
890	1,311	= N

d. Your willingness to stay in this assignment for its expected duration

<i>1 assignment</i>	<i>2 or more</i>	
10.3%	5.0%	Very positive impact
21.1	18.4	Positive impact
34.2	40.9	No impact
23.8	28.5	Negative impact
10.5	7.3	Very negative impact
885	1,307	= N

e. Your willingness to extend this assignment if offered the opportunity

<i>1 assignment</i>	<i>2 or more</i>	
10.5%	5.8%	Very positive impact
21.9	18.6	Positive impact
26.5	34.5	No impact
25.9	29.0	Negative impact
15.2	12.1	Very negative impact
884	1,310	= N

f. Your willingness to go on another assignment

<i>1 assignment</i>	<i>2 or more</i>	
13.3%	9.6%	Very positive impact
30.2	29.6	Positive impact
28.9	39.4	No impact
19.3	17.1	Negative impact
8.2	4.2	Very negative impact
886	1,308	= N

23. With regard to countries that allow spouses and partners to work easily, how do you view these countries as a potential destination for future relocations?

<i>1 assignment</i>	<i>2 or more</i>	
62.4%	55.4%	Very attractive
33.4	40.8	Attractive
3.0	2.8	Unattractive
1.2	1.0	Very unattractive
1,347	1,864	= N

24. In the future would you relocate to a country where it is difficult for a spouse or partner to get a work permit?

<i>1 assignment</i>	<i>2 or more</i>	
4.6%	7.6%	Definitely
31.8	39.1	Probably
42.3	38.3	Probably not
21.2	14.9	Definitely not
1,351	1,873	= N

Appendix 2 - Organisations that employ the survey participants' partners

The following companies employed the expatriate staff whose partners took part in the survey

A.P. Møller – Mærsk	Development, Royal	European Union/
ABN AMRO	Navy and Royal Air	Commission
ABS	Force	Evonik Degussa
Abu Dhabi Company for	British United Provident	Corporation
Onshore Oil Operations	Association	Exxon
(ADCO)	BSN Medical	Ferrovial
Abu Dhabi Gas Industries	BT Group	Flanders Institute of
(GASCO)	Canadian Department of	Biotechnology
AES Sonel	Foreign Affairs and	Fluor
AFP	International Trade	Fonterra
AGIP	Capgemini	Food Solutions
AHOLD	Capita Group	Foothills Hospital
Air France/ KLM	Carbone Lorraine	Fortis Bank
Akzo Nobel	Carlson Hospitality	Foster Wheeler
Al Furat Petroleum	Cepco	French Government
Company (AFPC)	CGIAR	FRS
Alcoa	Chanel	Future Electronics
Alltech	CHC Global	GE
Anadrill	Chilean Embassy	Gemalto
Aramco	CIMMYT International	German Television
ARENCO	CIRAD	GlaxoSmithKline
AREVA	Cisco Systems	Goldman Sachs
ASML	CMA CGM	Groupe SEB
AstraZeneca	CMOC	GSF
Aviva	CRI-Criterion Catalysts	Gulf Leighton
Bantrel	Datamonitor	H&M
Belgian Embassy	Decon for AES/SONEL	H&P Drilling
Ben & Jerry's	Delhaize	Health Dialog
Betafence	Dell	Heineken
BG Group	Deloitte	Hess
BHP	Delphi Electronics	Hilton
Bioersity International	DHL	HSBC
Brunei LNG	Dolphin Energy Dragon	Huntsman Corp
BMW	Oil	IBM
Bosch Corporation	DSM	International Fund for
Bose Corporation	DSPR Consulting	Agricultural
Bowleven	Dutch Government	Development
BP	Dynacast China	IITA
British Airways	ECCC	International Monetary
British Council	El Corte Ingles	Fund (IMF)
British Government,	Electronic Arts	InBev
including embassies,	Ericsson	ING Group
high commissions,	Ethyl Corporation	Ingersoll-Rand
Department for	European Patent Office	Institute Maritime College
International	European Space Agency	Oman

Interbeton	Nokia Siemens Networks	Sagem
International Crops	North West Shelf Liaison	Schlumberger
Research Institute for	Company	Scott Wilson
the Semi-Arid Tropics	Norwegian Government	SeismicCity
(ICRISAT)	Novo Nordisk	Servier International
International Livestock	Novozymes	Shell Group
Research Institute	Nufarm	Skretting
International Paint	Nutreco	Solvay
International Red Cross	Organisation de l'aviation	Sophia Com
International Water	Civile Internationale	Staples
Management Institute	(OACI/ICAO).	StatoilHydro
Interquimec	Occidental	Tasweeq
Intervet	Ogden Cap Hotels	Tata Steel
International Organisation	Olam International	Technip
for Migration	On Air	Terratek
Ipsos	Organon Schering-	The Sultanate of Oman
JP Morgan	Plough	Tidewater Marine
Kawneer Company	PepsiCo	International
KPMG	Petro Alliance	TOTAL
KPOC	PetroChina	UniCredit
LeasePlan Corporation	Petronas	Unilever
India	Petroregional del Lago	United Nations
Leroy Merlin	(PERLA)	US Government, incl.
Lohmann	Philips	Department of State
MAN Ferrostaal	PON Equipment	and Department of
Marbo	Proton Berhad	Defence
Medilink	Qatargas	Valeo
Metito	Quadrem	Vestas
Mont Kiara International	Quintiq	VINCI
School	Rabobank Group	Walter P Moore
NATO	Randstad Holding	Woodside Petroleum
NetApp	Research Council UK	World Bank
New Forests	Real estate development	World Health
Next	company	Organisation, incl PAHO
New Zealand Embassy	Rheinmetall Defence	- OPS/OMS
Nigeria LNG	Rolls-Royce	
Nike	Royal Friesland Foods	

Appendix 3

About Permits Foundation

Permits Foundation supports international mobility by promoting open work authorisation for expatriate spouses and partners worldwide. Set up in 2001, the foundation encourages governments to relax work permits regulations that make it difficult for partners of expatriate staff to work in many countries.

Currently, more than 30 countries allow spouses and, in some cases, partners and family members to work. These countries have recognized that it helps them to attract skilled employees who make a positive contribution to the economy and also creates an attractive climate for investment. Permits Foundation argues that this small, but important concession represents a “triple win” for host countries, employers and families.

More than 40 international companies and public sector organizations sponsor Permits Foundation which operates on a not-for profit basis. For more information, see www.permitsfoundation.com.

About ORC Worldwide

ORC Worldwide (ORC) is a global consulting firm that delivers specialist human resources management expertise and information to clients. Across the world in all industry sectors, ORC partners with clients to develop innovative human resources solutions that help achieve business goals and satisfy employees’ needs.

With extensive experience in the commercial, not-for-profit and non-governmental arenas, ORC helps its clients with the complexities of managing, compensating and motivating workforces at both global and local levels.

ORC has grown significantly since inception in the 1920s and now has offices in Chicago, Dallas, Dubai, London, Los Angeles, Melbourne, Munich, New York, Paris, Sacramento, San Francisco, Singapore, Tokyo, Washington, DC, and Wellington.

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