Key data from the Permits Foundation International Dual Careers Survey Report 2022

Survey data is available on the Permits Foundation website resources page

On accompanying talent
- **76%** of partner respondents were female (85% in 2008)
- **88%** of partner respondents held a bachelor's degree or higher
- **53%** of partners were not in employment in the host country, **84%** of those not employed wanted to be

On the link with attraction and retention
- **26%** of partner respondents were considering leaving the host country due to work access restrictions
- in **44%** of organisations, employees had **returned home early** from an international assignment in the past 3 years due to concerns about the partner's employment.

On health and integration
- **56%** of partner respondents said that not working had negatively impacted their mental health
- **67%** of partners cited the need for a dual-income as important or very important

On virtual working
- **60%** of global mobility professional respondents had been asked by international employees about the right of their partner to work virtually
- **30%** of partner respondents said they would like to work remotely for an employer based in another country

On the importance of partner support
- **61%** of global mobility professionals said that dual career and partner issues were becoming more important to their organisation
- Only **20%** of partner respondents had been given an opportunity to communicate their employment and career concerns with their partner's organisation

On DE&I
- **94%** of global mobility professionals said that family members should be authorised to work in the host country directly upon recognition of their dependant status
- For most HR professionals, the definition of family members should be broad, covering married and non-married partners and (for half of respondents) working age children
- **22%** of HR respondents said that the importance of supporting dual careers in the global workplace did not feature at all in their organisation's DE&I materials, **28%** did not know

On priority countries
- **US, China and India** topped the list of countries where organisations would like to see legislative change to facilitate partner work access.