Female expatriates in the French speaking part of Switzerland:

A focus on adjustment and work-life experiences

Thesis
presented to the Faculty of Economics and Social Sciences
at the University of Fribourg (Switzerland)

by

Xavier Salamin
From Sierre (VS)

in fulfillment of the requirements for the degree of
Doctor of Economics and Social Sciences

Accepted by the Faculty of Economics and Social Sciences
on December 14, 2015, at the proposal of

Prof. Eric Davoine, University of Fribourg (1st advisor)
Prof. Olivier Furrer, University of Fribourg (2nd advisor)

Fribourg (Switzerland), 2016

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Swiss National Centre of Competence in Research

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The Faculty of Economics and Social Sciences of the University of Fribourg (Switzerland) does not intend either to approve or disapprove the opinions expressed in a thesis: they must be considered as the author's own (decision of the Faculty Council of 23 January 1990).

Preface and acknowledgments

This doctoral thesis is the result of a rich and stimulating journey, involving interactions and exchanges with people and institutions in different parts of the globe who have valuably contributed, in several ways, to the development of this work. My experience in the academic field started at the Chair of Human Resources and Organization (HRO) during the final months of my Master's studies (in the year 2011), where I had the opportunity to work in Prof. Davoine's team on several research projects. Particularly, I could work on a first study on dual-career expatriate couples and gender roles in a specific expatriation context: the diplomatic and consular field. This article, co-authored with Prof. Eric Davoine, Dr. Claudio Ravasi and Christel Cudré-Mauroux, has been published in 2013 in the *Journal of Global Mobility* (it however does not constitute one of the three articles of the PhD thesis). Through this first experience, I could get familiarized with the topic of female expatriates and I had the opportunity to start a PhD thesis on this topic supervised by Prof. Eric Davoine.

During the initial period of my thesis, I also had the opportunity to get involved as a SNF doctoral researcher in the activities of the research group IP206 of the *Swiss National Center of Competence in Research Lives - Overcoming vulnerability: Life course perspectives (NCCR LIVES)*, to which the Prof. Eric Davoine and other members of the Chair HRO were affiliated. The IP206, led by Prof. Nicky Le Feuvre, is composed of an interdisciplinary group of researchers and aims at investigating issues related to vulnerability and gendered aspects of the life course in both the professional and private spheres. I would like to thank the *NCCR LIVES* and all members of the IP206, in particular Prof. Nicky Le Feuvre and Dr. Doris Hanappi, for our enriching collaboration and their support during this thesis. The *NCCR LIVES* also gave me the opportunity to co-organize an international research seminar on the topic of international mobility and migration, with the participation of experts such as Prof. Akram Al Ariss who provided me with valuable inputs for my research. I would also like to thank the experts who participated to the doctoral events organized within the *NCCR LIVES*, as well as the Professors who took part to the doctoral seminars organized by the Department of Management of the University of Fribourg and those who participated to our doctoral seminars within the Chair HRO for their relevant advices and suggestions.

My research was also developed in the context of an enriching research dynamic at the Chair HRO led by Prof. Eric Davoine who initiated several research projects in this field. One major project was a survey study on expatriates and their partners in the French speaking part of

Switzerland organized with International Link and the International Dual Career Network (IDCN). IDCN is a network developed by multinational companies in Switzerland, which aims at supporting dual career couples and expatriate partners in their work and life experiences in this region. Twelve multinational companies of the IDCN agreed to participate and forwarded the survey. We could also present and discuss our results during a meeting with HR representatives of participating companies, who could provide relevant complementary information helpful to better understand our findings. I would like to thank these HR representatives and all survey participants, as well as International link and more particularly Ms. Laetitia Tierny who strongly supported us in this study. This comprehensive field study brought the database for two journal articles: one about the comparison of male and female expatriate adjustment in the Swiss context, which constitutes the second article of this thesis, published in the *Journal of Global Mobility* (co-authored with Prof. Eric Davoine); and another one investigating the impact of host-country language proficiency and company support practices on expatriate adjustment, which has been published in the *International Journal of Human Resource Management* (co-authored with Dr. Claudio Ravasi and Prof. Eric Davoine). This last paper however does not constitute one of the three articles of this thesis. Finally a last paper from this survey has been published as a *SES Working Paper* and focuses more precisely on the cross-cultural adjustment patterns of female- and male-led expatriate couples (co-authored again with Dr. Claudio Ravasi and Prof. Eric Davoine); and is not included in this thesis.

After this first survey experience, I have undertaken a qualitative research by myself involving interviews with single and childless female expatriates living and working in the French speaking part of Switzerland. A major challenge was to find interview participants, since the study focused on a specific part of the expatriate population. Here also, the organization International Link agreed to support the research and advertised the study on their website, which provided more visibility to it and significantly helped me in the search for participants. I would like to particularly thank Ms. Elodie Gysler-Buchheim and Ms. Laurine Chiarini for their help. A further challenge in this study was related to the data collection process, which required a gender balanced team of interviewers due to the specific sample of single and childless female expatriates under consideration. In this respect, I would like to thank Ms. Melina Huter, Ms. Lorenza Vassalli and Ms. Michela Andreazzi who significantly helped me both in finding participants and in the data collection stage by taking part in the interviews. This study has

finally resulted in a publication in the *LIVES Working Papers*, which is the third article of this thesis.

I had the opportunity to regularly present my work at the *European Academy of Management (EURAM) conference*, within the *Expatriate Management Track* led by Prof. Jan Selmer, Prof. Vesa Suutari and Prof. Jean-Luc Cerdin. From 2012 to 2015, I could actively participate to this community on these occasions as an author and as a discussant. Moreover, I could serve as a reviewer for the *EURAM Conference*, for the *EUROMED Conference*, for a chapter in the book *Work and Family Interface in the International Career Context* edited by Prof. Liisa Mäkelä and Prof. Vesa Suutari; and for journals like the *International Journal of Human Resource Management*, the *European Journal of International Management*, and finally of course, for the *Journal of Global Mobility*. The two first articles of this PhD have been published in the *Journal of Global Mobility*, a newly created journal of the expatriate research community led by Prof. Jan Selmer. The first article of this thesis was awarded as a *Highly Commended Paper published in 2014* by the editorial team of the *Journal of Global Mobility* for the *Emerald Literati Network Awards for Excellence*. In addition, the third article – examining specific work-life issues of single and childless female expatriates – was nominated as the *second prize (first runner-up)* of the *JGM Best Paper Award* at the *Expatriate Management Track* of the *EURAM conference* in 2015 in Warsaw. I would like to thank the members of the expatriate research community for their support, and more particularly Prof. Jan Selmer and Dr. Yvonne McNulty for their recognition and interest in my research, and Prof. Jean-Luc Cerdin and Dr. David Guttormsen for our valuable exchanges.

A further research community in which I regularly participated is that of the *French speaking Association of International Management (Atlas-AFMI).* Indeed, I had the opportunity to attend, in 2013 and 2014, the doctoral colloquiums of the annual conferences of this association, where I presented my first and second articles of this thesis. Each time, relevant discussions and feedback followed the presentation, providing me with stimulating and enriching perspectives to pursue my research. In 2014, as I presented my second article of this thesis, I received the award of the best doctoral project of this conference, a recognition that I was strongly honored to obtain. In 2015, the paper co-authored with Dr. Claudio Ravasi and Prof. Eric Davoine on female- and male-led expatriate couples and their adjustment was nominated among the 4 best papers of the conference. I enjoyed taking part to these conferences in the last years and I would like to particularly thank the conference committees.

The last step in my doctoral path has been the *Doc.Mobility* grant obtained by the *Swiss National Science Foundation* for a research stay of 6 months (from March 2015 to August 2015) at the University of Passau in Germany. More precisely, I had the chance to integrate the Chair of Intercultural Communication led by Prof. Christoph Barmeyer, which offered several synergies. Indeed, Prof. Christoph Barmeyer and his team members have also performed qualitative research on expatriate management over the past years and could provide relevant feedback and inputs on my research. Moreover, it also represented an opportunity to finish a joint article with Prof. Eric Davoine and Prof. Christoph Barmeyer, on French-German differences in managerial role perceptions. In addition, this experience enabled me to discover the functioning of another academic institution in another country, and to have exchanges with local students as I presented my research in several courses and seminars of Prof. Christoph Barmeyer and his team. Overall, I strongly enjoyed the interactions and exchanges with Prof. Christoph Barmeyer and his team members – Dr. Martina Maletzki, Mr. Sebastian Öttl, Mr. Andreas Landes and Ms. Barbara Agha-Alikhani - who warmly welcomed me in their team and supported me in various aspects of my stay in Passau. I thank them very much as well for their very relevant inputs about my doctoral research, for instance following my presentation at the doctoral seminar of the Chair of Intercultural Communication.

Finally, I would like to thank all those who supported me throughout this journey and made it feasible – or more fun. First of all, I would like to thank Ms. Melina Huter for her strong support, patience and advices at all stages of this work. Her presence, her interest and her enthusiasm have been highly precious in this experience. Moreover, I would like to thank my family, and more particularly my parents and my sister for their encouragements and support in my whole academic path up until this PhD. I am highly grateful to them for making this experience feasible. I would like to strongly thank Prof. Eric Davoine for giving me the opportunity to discover the academic world, for integrating me in his HRO team, and for accepting to supervise my research and thus enabling me to perform a PhD. I am highly grateful for his ongoing support, his guidance and his trust throughout my doctoral path. I thank also my colleagues from the HRO team who I have worked with – Dr. Claudio Ravasi, Mr. Bertrand Audrin, Ms. Nathalie Mancini-Vonlanthen, and Dr. Oliver Schröter - for our fruitful collaboration and exchanges. It was a pleasure to share moments at work with them and, of course, during our needed coffee breaks. I would like to particularly thank Dr. Claudio Ravasi for his precious advices and guidance at various stages of this PhD. To conclude this long list of acknowledgments, I would like to thank Prof. Olivier Furrer who accepted to be the second

advisor of my doctoral thesis, as well as Prof. Markus Gmür and Prof. Nicky Le Feuvre who agreed to be part of the thesis jury.

As this section emphasized, this PhD was not only the opportunity to conduct comprehensive research in a field that I find fascinating. Maybe above all, it involved encounters with many people around the world, shared experiences and thoughts, the development of relationships and networks. It included many new and challenging situations which made it and strong learning experience and an unprecedented opportunity for personal and professional development. These are probably the first elements that I will remember from this thesis, and I am grateful to all of those who were part of this journey.

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I. Introductory chapter: presenting the field, objectives and methods of the research

This thesis focuses on women's international mobility and investigates particular aspects of their expatriate experiences in the Swiss context and more precisely in the French speaking part of Switzerland. Women represent today about 20% of the total expatriate population, according to recent reports (Brookfield 2015; Cartus 2014). This constitutes a considerable progress in comparison to earlier years of expatriation programs, where women were almost inexistent in expatriate ranks (i.e. men represented 97% of the total expatriate population in the 1980s; Adler 1984). Mirroring this phenomenon, the focus of expatriate research has thus traditionally been on male expatriate experiences. In earlier research on expatriation, women's role in the expatriation context mostly remained limited to that of the "trailing spouse" of the male expatriate (Dallalfar and Movahedi 1996). The first studies on female expatriates – initially predominantly addressing their under-representation on foreign assignments – were published in the 1970s and 1980s, with a continuous increase of research on women's participation on international assignments over time. Nevertheless, despite this growing academic interest, more research is needed to better understand various facets of their experiences and better support them in the different phases of their expatriate assignments. As further explained in this chapter, research conducted within the framework of the thesis first led to the identification of clear gaps in current literature on female expatriates, and then addressed some of those gaps. More precisely, this thesis is constituted of three research articles: the first one is a systematic review of the literature on female expatriates, which examined the evolution of the field over time and enabled to identify gaps in current research and formulate directions for future studies. The second and third articles address two of these gaps related to crucial aspects of international assignments, which have been found to involve particular issues for women: expatriate adjustment and work-life interface. The second article compares the cross-cultural adjustment of female and male expatriates in the French speaking part of Switzerland. The third article focuses on the work-life experiences of single and childless female expatriates in the French speaking part of Switzerland, a largely overlooked population in work-life research in the international context.

This initial chapter aims at providing a general overview of the thesis. It first discusses the field of research on female expatriates by locating it in both expatriate research and women in

management research. It then presents the objectives of the thesis and details those of each particular research project. Similarly, the methods used in this thesis are described and the relevance of each methodological design is discussed. Finally, a summary of the articles of this thesis is provided and directions for future research are formulated.

1. Research on female expatriates: at the crossroad of different fields

At the end of the 70s, Thal and Cateora, who count among the first authors to have published on female expatriates, were discussing upcoming opportunities for professional women at that time and rightly asserted that "it is inevitable that these two trends – the internationalization of business and the increasing numbers of women in management – will soon intersect." (Thal and Cateora 1979, p.22). Their observation has been confirmed over time, given the significant increase of women in the expatriate population. As stated by these authors, women's participation on international assignments can be understood as strongly rooted in two major developments that occurred over the past decades (see Figure 1). First, the internationalization of business activities and the need for multinational companies to rely on expatriates e.g. to coordinate their activities and develop global managers. A field of research on expatriation and global mobility has been growing and particularly intensifying since the 1990s and the 2000s. The second development relates to women's entry in the workforce and in managerial positions in the domestic context. Issues related to women in organizations and in management has also attracted significant research interest. As an illustration, the position of research on female expatriates - at the crossroad of these both research fields – is also highlighted by the list of journals identified in the systematic literature review (first article): the two academic journals with the highest number of published articles on female expatriates (up until October 2012, see Table A in Appendix p.68) are *The International Journal of Human Resource Management* (28 articles), and *Women in Management Review* (14 articles). In the next sections, both fields of expatriation and women in management research are briefly reviewed.

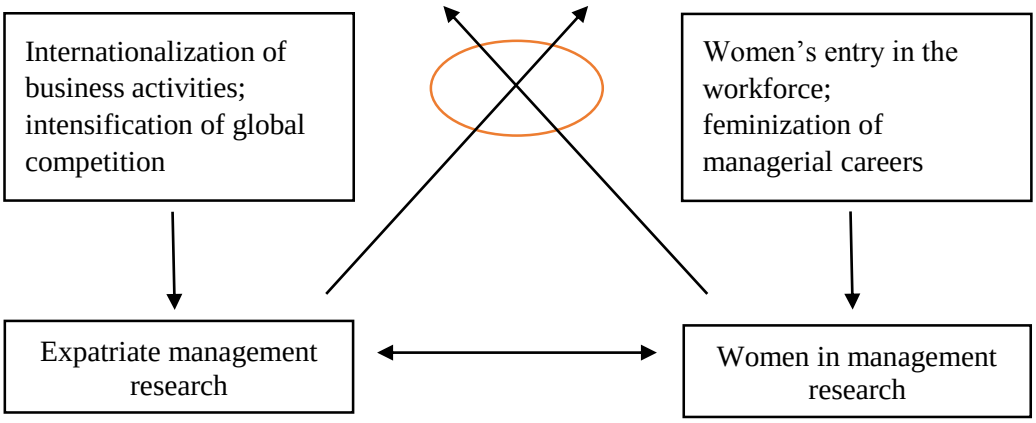

Figure 1: Research on female expatriates at the crossroad of expatriate management research and women in management research.

1.1. Research on expatriation and global mobility

According to Festing et al. (2013), the field of *International Human Resource Management* is characterized by 3 broad approaches: the first one is that of cross-cultural management (e.g. investigating human behavior in organizations from an intercultural perspective); the second one is anchored in comparative industrial relations and Human Resource Management (HRM) (e.g. describe and compare HRM systems in different countries); and a third one focuses on aspects of HRM in multinational companies, to which expatriate management belongs (p.161). This specific field of research on expatriates has emerged in the 1960s and 1970s, and especially intensified in the 1990s and 2000s (Dabic et al. 2015). A community of scholars has been internationally growing and the research field is structuring to a significant extent, as exemplified by the fact that Expatriate Management has now become a standing track at the *EURAM conference*. Another illustration of the structuring of the field is the establishment by a group of prominent authors of the *Journal of Global Mobility*, a specialized academic journal for expatriate management and global mobility research.

Expatriate research mainly followed the expatriation cycle (Bonache et al. 2001; Mesmer-Magnus and Viswesvaran 2008; Harvey and Moeller 2009), with studies predominantly addressing issues of selection and preparation; expatriate adjustment, performance, compensation, and work-life interface abroad; and finally repatriation and career issues. The focus of attention was long on *traditional* assigned expatriates, i.e. individuals who are sent by their organizations in a foreign subsidiary to fulfill organizational goals or complete time-based tasks (i.e. control of foreign subsidiary, knowledge transfer, etc.) for a duration ranging from 1

to 5 years (Shaffer et al. 2012; Tharenou 2013). However, in recent years, *alternative forms of international assignments* have been on the rise (Mercer 2014). These include – to give an overview - self-initiated expatriation, short-term expatriation, commuter assignments, frequent flyers and international business travels, "flexpatriation", or inpatriation (Bonache et al. 2010; Suutari et al. 2013; Meyskens et al. 2009; Mayerhofer et al. 2004; Reiche 2011). These represent a wide range of options for multinational companies to manage their international workforce and skills according to the requirements of each situation, without necessarily undertaking a costly long-term expatriation. Recent figures show that while traditional international assignees represent about 1% of the global workforce, mobile employees encompassing such alternative forms of international assignments represent between 7% and 8% of the global workforce (PWC 2012). Several factors account for the increasing popularity of these alternative forms of international assignments within organizations such as the shortage of international assignees for instance due to a decreasing attractiveness of long-term international assignments, or high pressures to reduce costs within multinational companies (Collings et al. 2007; Bonache et al. 2007).

Among these alternative forms of international assignments, one of them especially – self-initiated expatriation – has increasingly been the focus of studies over the past years (Vaiman et al. 2015; Doherty 2013). This population is also of particular significance in this thesis since both fieldworks (second and third articles) include self-initiated expatriates in their samples. The term *self-initiated expatriates* refers to individuals who initiate their international work experience themselves, with little or no corporate support, for a duration that is not necessarily defined (Howe-Walsh and Shyns 2010; Suutari and Brewster 2000). While organization-assigned expatriation is typically associated with the traditional career perspective, where the responsibility for career management lies in the company and where career progression occurs in the same company, self-initiated expatriation has been typically linked with the "boundaryless" career perspective (Carr et al. 2005; Inkson et al. 1997). In this perspective, individuals rather than organizations are responsible for managing their own careers (Sullivan 1999). Careers of self-initiated expatriates thus cross various types of boundaries, such as organizational and national boundaries (Baruch and Reis 2015). International work experience might for instance be a valuable mean to develop key competencies and enhance its employability in the global context (Jokinen et al. 2008; Myers and Pringle 2005). This increased interest for the study of self-initiated expatriates also resulted in attempts to offer a more precise definition of its concept and to better position the (self-initiated) expatriate

population especially in relation to migrants (see e.g. Al Ariss 2010; Andresen et al. 2014; Cerdin and Selmer 2014).

Finally, along with alternative forms of international assignments, recent developments in the field of expatriation include important changes in the expatiate population. Two significant changes over the past decades are the increased participation of female expatriates and the rise in dual-career expatriate couples (Davoine et al. 2013). As women are increasingly engaging in professional careers in the domestic context, they are less willing to subordinate their careers to those of their partners than in the past (Altman and Shortland 2008). Dual-career couples are increasing in the general population and this situation appears to be particularly challenging in the international context. Indeed, it is often very difficult for the partner to pursue a career abroad, which can thus lead to increased stress in the couple. The issue of coordinating both careers becomes crucial, and can imply a potential change of career abroad or a change in family arrangement (e.g. with one partner staying in the home-country, commuting, etc.) (Känsälä et al. 2014; Ravasi et al. 2015). Also related to this first trend, women's increased participation in international assignments represents a further notable development in the expatriate population, and research has been increasingly addressing the experiences of women in the different stages of the expatriate cycle.

1.2. Research on women in management

As women's workforce participation considerably increased over the past decades and they progressively entered managerial positions, a body of research examining issues related to women in organizations and management has been developing. Indeed, since its earlier years in the 1970s and 1980s (Powell 2000), a field of study has been establishing, reflected for instance by the existence of several specialized academic journals such as *Women in Management Review*, *Gender, Work and Organization*, or *Equal Opportunities International*. Opportunities to disseminate this research have also strongly expanded, as many business schools now offer education coursework on issues related to women in business and management (Bilimoria and Piderit 2007). Initiatives are also taken at state levels to stimulate research into this area. In Switzerland for example, the *National Research Program "Gender and Equality" (NRP 60)* aims at investigating gender equality policy and measures in Switzerland as well as examining the reasons for ongoing inequalities between men and women in different life spheres. Research conducted within the *NCCR LIVES* aims as well at

comprehensively examining gendered aspects of the life course and the vulnerability factors associated with these trajectories.

The necessity to promote fair working conditions and equal access for men and women at all levels of organizations is first an ethical consideration. Equality between men and women – in all life spheres including employment and occupation – represents a fundamental human right (ILO 2007). In addition, considering the variety of talent and skills available in the job market contributes to ensure that positions are filled with the strongest individuals and might be a significant competitive factor in a context characterized by a global shortage of available managerial talents (Burke et al. 2008). Most recent reports show that some progress has been made towards this goal. In the majority of countries for which data from International Labor Office (ILO) was available on that issue over the past decade (104 countries over the world), the proportion of women in management increased from the years 2000 to 2012. In 23 countries, including Switzerland, this share increased of 7 percent or more during this period. In 2012, the proportion of women in management was for instance of 33.2% in Switzerland, 39.4% in France and 31.1% in Germany (ILO 2015). Authors emphasize several factors positively contributing to women's progression, such as the increasing industrialization of economies around the world, a growth of the service sector which opens up positions for women, political and legal initiatives or changing attitudes towards working women (Davidson and Burke 2011). Notably also, women have been increasingly pursuing relevant higher education and even represent the majority of graduates globally (ILO 2015; OFS 2008).

While these represent encouraging figures, the situation at higher management levels in organizations remains quite different and far less favorable for women. The proportion of women considerably decreases as one goes up in the corporate hierarchy (McKinsey 2013). For example, in 2014, women held 20.3% of board positions in Europe and 11.6% globally. In Switzerland, women held 13.9% of board seats that year, compared with 16.6% in Germany and 28.5% in France (Vinnicombe et al. 2015). In addition to this vertical segregation, authors emphasize a horizontal segregation, with women being concentrated in jobs and functions of the organizations that do not offer the best perspectives of progression within organizations (Broadbridge and Fielden 2015; Lyness and Terrazas 2006). Pay gap remains significant, with women internationally continuing to have lower salaries than men for comparable work (OFS 2014). Research on women and management has widely emphasized the persistence of a "glass ceiling", which refers to a set of overt and covert barriers preventing women's access to higher hierarchical levels and/or to better valued and more promising functional areas within

organizations (Weyer 2007; Powell 2011; Oakley 2000; Barretto et al. 2009). These barriers include biased organizational practices and norms as well as the persistence of gender-based stereotypes (see e.g. Laufer 2004; Schein 2007; Guillaume and Pochic 2007; Michailidis et al. 2012).

Today then, while some progress is being made, much can still be done to improve equality between women and men at work. Factors deemed necessary within organizations to promote women's access to management include, among others, high top management commitment, enforcement of anti-discrimination and equal opportunity policies, recognition of women's competence as leaders, or the encouragement of male employees' engagement in family spheres (Weyer 2007; Blanchard et al. 2009; ILO 2015; Lee-Gosselin et Ann 2012). Moreover, with the growing internationalization of business activities and the increasing relevance of international experience for career development, enabling fair access for women on international assignments and providing them sufficient support has become an issue of significant importance for women's advancement to senior positions (Van der Boon 2003). Indeed, stimulated by the strengthening internationalization, the demand for expatriates is growing in multinational companies, as exemplified by the fact that a recent report predicted the average number of mobile employees in large organizations to further grow of 50% by 2020 (PWC 2012). Among the various relevant objectives of expatriation for companies, it has recently been reported that building international management experience/career development represents one of the two most important organizational objectives for sending employees abroad (along with filling a managerial skills gap, see Brookfield 2015). These figures reflect that international experience gained through such assignments might be of strong relevance for employees' careers within multinational companies, as it can enable to develop relevant skills and abilities valued for professional advancement in a global context (Jokinen et al. 2008; Magnusson and Boggs 2006). In this context, issues surrounding women's international work experiences has become a focus of attention for research on women in management. In the next section, we address the research objectives and methods of this thesis.

2. Research objectives and methods

In this section, the research objectives of the thesis are first discussed, presenting the general objectives of the thesis as well as those of each sub-project. Second, the methods used in the thesis to address these objectives are described.

2.1. Research objectives of the thesis

The thesis focuses on the international mobility of female expatriates and aims at investigating their particular experiences in the French speaking part of Switzerland. As women are progressively entering expatriate positions, more research is needed to understand particular aspects of their experiences abroad. Past research emphasized that experiences of female expatriates are greatly influenced by the host-country cultural context and host-country cultural norms towards them (Shortland 2014; Hutchings and Michailova 2014). Considering a single host-location thus appears to be crucial to better account for such contextual influences in research. In this respect, the French speaking part of Switzerland (especially the Geneva Lake region) represents a highly relevant context of investigation, given the strong proportion of multinational companies that are established there, which attract a high number of expatriates (see comprehensive descriptions of the context in second and third papers).

Having this overall objective in mind, the first step was to perform a comprehensive and systematic review of the field of research on female expatriates (first article of the thesis). **The aim of this paper was to examine the development of the field over time in order to have a clear understanding of where it stands today. Another major aim of this study was to identify relevant gaps in current research in order to provide directions for future studies.** This first article represents already in itself a clear contribution to research by proposing an original and consistent way of reviewing, structuring and discussing the field until most recent years. Based on this literature review, two identified gaps in current research were addressed in the second and third articles of the thesis (see figure 2 below). The first gap relates to the cross-cultural adjustment of female expatriates in a single host location, with previous studies predominantly having a strong Asian focus leading to a lack of understanding of their cross-cultural adjustment patterns in Western locations. The second gap relates to the work-life issues of single and childless female expatriates, a population that has been strongly overlooked in studies on women's work-life experiences in the expatriation context, despite the fact that they represent a non-negligible proportion among female expatriates.

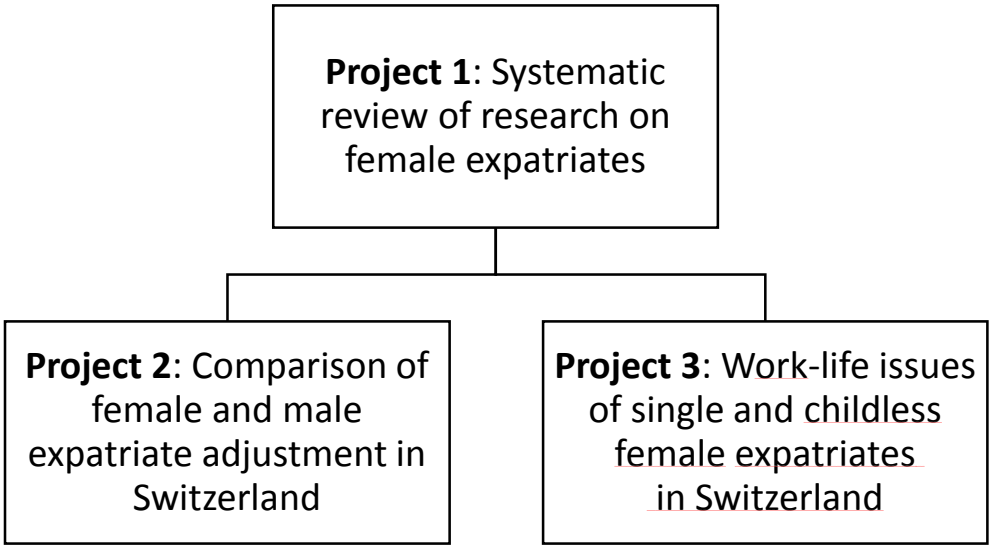

Figure 2: Overview of the projects of the thesis.

The concepts under investigation in the second and third articles, i.e. cross-cultural adjustment and work-life interface, represent two crucial aspects of expatriate experiences. Expatriates' cross-cultural adjustment has been a major focus of research in the field of expatriation given its relevance for individuals and companies (Takeuchi 2010; Hechanova et al. 2003). Adjustment difficulties might for example lead to negative consequences such as expatriates' withdrawal intentions from the international assignments and might more broadly be a critical factor in determining success and failure of international assignments (Davies et al. 2015; Takeuchi 2010). Since earlier years of research on female expatriates, studies emphasized stereotypical perceptions within companies about women's abilities to adjust abroad (e.g. Antal and Izraeli 1993), and such biased assumptions have been negatively impacting their participation on foreign assignments up until today. Empirical research – mainly performed in Asian host-country contexts – has shown that women can adjust well abroad, but calls for comparative studies between female and male expatriates in single and non-Asian host locations had not been answered yet. **The aim of the second article of the thesis is thus to address this gap by comparing the adjustment of female and male expatriates in the French speaking part of Switzerland, on the basis of a survey using classical instruments of expatriate research.**

Work-life interface refers to the interaction between an individual's private and professional life domains. Work-life issues have been identified as a key challenge for international assignees, which are likely to face increased interference between both life spheres as a result

of the relocation (Mäkelä and Suutari 2011; Schütter and Boerner 2013). Research has shown that work-life interface might considerably impact expatriates' experiences as it can affect, among others, their satisfaction at work, their professional performance, or their satisfaction with family and personal relationships (Wurtz and Suutari 2015). Studies found that work-life issues might be strongly exacerbated for women on international assignments, due to additional challenges in the private and the professional spheres. However these studies focus mainly on the interaction between family and work spheres, where family is typically understood has having a partner and/or children. Thus, the work-life experiences of those women who do not fit this criteria, i.e. single and childless expatriate women, have remained largely unexplored up until today. **The aim of the third article of the thesis is to address this gap by investigating – adopting a qualitative exploratory approach - the specific work-life issues of single and childless women in the French speaking part of Switzerland.**

2.2. Research methods of the thesis

Different kinds of methods have been used in this thesis according to the phenomenon under investigation, ranging from a quantitative replication study (second article) to an exploratory qualitative study (third article), and including an original literature review using textual statistics and correspondence analysis (first article).

In the first article, the aim was to review all existing research on female expatriates from its early beginnings to most recent years. In contrast to previous literature reviews in this field (e.g. Altman and Shortland 2008; Shortland and Altman 2011) which typically performed a thematic analysis of their data, we proposed to explore the field using textual statistics and correspondence analysis, an original approach in the field of expatriation to conduct a literature review. Correspondence analysis (Greenacre 1984; Benzécri 1992) is indeed a multivariate technique that has been adopted for the exploration of textual data by Lebart and colleagues (1994; 2010). This approach has for instance recently been used by Spini et al. (2013) to perform a literature review in life course research. In our study, a comprehensive search of articles was initially performed (keyword search, screening of references in relevant articles), which led to the identification of 151 articles published in English and with abstracts. Data from all article abstracts constituted our textual database, on the basis of which textual statistics and correspondence analysis were performed. In addition each article had been coded according to 5 year categories (corresponding to their publication year), which enabled us to examine the

development of the field over time. Some methodological challenges could be mentioned here, to which particular attention had to be given. First, the inclusion and exclusion criteria for the articles had to be clearly defined. It was for example particularly important to underline why not all studies which had female expatriates in their samples could be included in our review. Indeed, our literature review considered those articles which focused on the particular situation of women on international assignments and thus had a clear contribution for research on female expatriates. In contrast, some articles on expatriation include women in their samples, without emphasizing or discussing their specific experiences at all. These articles were thus not relevant in the context of our study. Second, although this literature review aimed at being comprehensive, not all articles could be considered in our analysis. Indeed, only articles with abstracts could be included, since subsequent textual statistics and correspondence analysis were performed on the basis of the textual data of the abstracts. One way to overcome this challenge was the careful reading of all contributions in order to have a global overview of the field beyond only articles with abstracts. This enabled us to confirm that the developments identified by our analysis applied to the whole field and that no significant trend was overlooked. Overall, our structure of the research field over time, revealed with this method, appeared to be consistent with previous qualitative reviews of the field, and offered as well a refined understanding of most recent trends.

The second article is a quantitative replication study. While replication studies are greatly needed (e.g. to examine whether particular results hold in different contexts), and various calls for more of them in managerial sciences have been performed, it seems that their numbers have not been growing (Evanschitzky et al. 2007). Tsang and Kwan (1999) were already stressing a tension in the business research disciplines: there is on the one hand a recognition of the need of replication studies for purposes of verification and generalizability, but such studies might be perceived as lacking novelty and creativity. In the field of research on female expatriates, replication studies remain scarce, and Menzies (2012) emphasized a fragmentation of the research field due to the fact that similar studies have not been performed across countries. Paradoxically then, a significant originality of this study lies in the fact that it is, precisely, a replication study. We replicated Selmer and Leung's (2003) study performed in the Hong Kong host-location, and we compared the cross-cultural adjustment of female and male expatriates living and working in the French speaking part of Switzerland. The data collected comes from a broader survey study on foreign employees and their partners in the French speaking part of Switzerland (performed with Eric Davoine and Claudio Ravasi). Data collection appeared to be

a challenging step in this study. This can be explained by the specificity of the sample, as expatriates represent a particular population, often also very mobile during their foreign assignment, and who might be involved in a very intense work and life transition abroad. To overcome this challenge, we could beneficiate from the support of International Link and the IDCN, who helped us finding potential participants and diffusing our questionnaire. Overall, 12 multinational companies agreed to participate to the study and sent our questionnaire to their expatriate employees. In addition, International Link forwarded our questionnaire to a database of expatriates working in multinational companies in the French speaking part of Switzerland. After several reminders, we were able to collect 152 valid and usable questionnaires. Several classical instruments in expatriate research were included in our broad survey, such as items on relocation practices developed by Cerdin (1999) and Suutari and Brewster (2001), as well as the 14-item scale developed by Black (1988) and Black and Stephens (1989) to measure expatriate cross-cultural adjustment; and the 9 item-scale developed by Black and Stephens (1989) to measure partner cross-cultural adjustment. These items – and especially those related to company support – have been comprehensively discussed with company representatives, and new items have been added in order to more fully reflect the set of practices offered today by multinational companies. We have comprehensively examined issues surrounding company support practices and partner adjustment in further papers, which are not part of this thesis (i.e. Ravasi et al. 2013; 2015). This current study relied on the 14-item scale of expatriate cross-cultural adjustment developed by Black (1988) and Black and Stephens (1989), which measures three adjustment dimensions (interaction, work and general). This conceptualization remains today the most widespread operationalized model of expatriate cross-cultural adjustment (although a very recent and comprehensive alternative might be promising for future investigations, see Hippler et al. 2014). In addition, the use of this scale appeared to be relevant in our replication study, as it is the same one as that used by Selmer and Leung (2003). To test our previously developed hypotheses (three hypotheses, i.e. one according to each adjustment dimension), a multivariate analysis of covariance (MANCOVA) and subsequent analyses of covariance (ANCOVAs) were performed.

In contrast to the second article which was a quantitative replication study, the third one is an exploratory qualitative study. Exploratory studies are needed when very little is known about the phenomenon under investigation in the field of research (Tharenou et al. 2007), which was the case in this project given the lack of studies previously focusing on the work-life interface of single and childless (female) expatriates. As the aim of the study was to investigate single

and childless women's perceptions of their work-life experiences (e.g. involving conflicts and enrichments between private and work spheres) in the French speaking part of Switzerland, a qualitative research design was adopted. Such design indeed enables to examine a phenomenon embedded in its social context and aims at understanding and interpreting it in terms of the meanings people bring to it (Denzin and Lincoln 2005, Marschan-Piekkari and Welch 2004). Finding potential participants represented a significant challenge in this research, for several reasons. First, the study targeted a very specific sample of expatriates, as it focused on women who were single and childless and who were working and living in the French speaking part of Switzerland. In addition, a further challenge – as a male researcher – was related to the advertisement of the study. Hence, this stage was performed in collaboration with female researchers who helped me to advertise the study for instance on expatriate blogs. In addition, the organization International Link also agreed to advertise the study on their website, constituting a relevant support to find participants. Overall, we were able to find 20 participants all fitting the inclusion criteria. The next challenging step was related to the data collection, which has been systematically performed by a gender balanced team of researchers – constituted of myself and another female researcher. As interviews dealt with specific aspects of women's experiences abroad, this diversity appeared to be beneficial and strengthened the quality of the interactions and of the subsequent data collected. In addition, this configuration systematically enabled to exchange on the interviews and cross perspectives. Semi-structured face-to-face interviews were performed with the 20 participants, on the basis of an interview guideline addressing following topics of interest in this study: introduction and career path, work-life interface in their experience in Switzerland, perceived work-life issues for single female expatriates, future perspectives and conclusion. These questions were inspired by the literature on work-life interface in the expatriation context, female expatriates, work-life interface of singles in the domestic context as well as on singleness studies. These topics have all been addressed in the first sections of the article. Interviews lasted between 40 and 90 minutes, have been audio recorded and transcribed. This data was then analyzed using the computer assisted data analysis software MAXQDA 10 and performing a thematic analysis method for qualitative data (King 2004). Table 1 below provides an overview of the types of study, data collection and data analysis performed in this thesis.

Study	Type of study	Data collection method	Data analysis method
1. Systematic literature review on women and international assignments	Quantitative (mostly)	Literature search (abstracts)	Textual statistics and correspondence analysis
2. Comparison of male and female expatriate adjustment	Replication study, quantitative	Survey	MANCOVA and ANCOVAs
3. Work-life issues of single and childless female expatriates	Exploratory study, qualitative	Interview	Thematic analysis

Table 1: Overview of research methods of the thesis.

Overall, the variety of methods used in this thesis – guided by the objectives of each study – emphasizes the various potential ways to contribute to the development of research on female expatriates (and more broadly international mobility research). In addition to the literature review - which constitutes a strong methodological contribution to research by offering an original analysis, representation and interpretation of the field – experiences of female expatriates in the French speaking part of Switzerland have been investigated by very different methodological approaches. The quantitative study on adjustment replicated a previous study design to examine whether its results would hold in the French speaking part of Switzerland, and thus enabled to assess and discuss its generalizability to another context. With the expansion of multinational companies in increasingly diverse locations (PWC 2010; Cartus 2014), and given the especially significant influence of host location cultural context on women's experiences, such studies might represent relevant perspectives for future research in the field. The third article focused on a population that had been strongly overlooked in research on work-life interface on international assignments, thus calling for an exploratory qualitative study to identify and understand issues faced by single and childless female expatriates. This study contributed to raise awareness about work-life issues faced by this population among researchers and practitioners, and can serve as a basis for further (qualitative and quantitative) research on this topic. Here also, it has been noted that expatriate population has become

increasingly diverse (beyond the traditional male expatriate with female accompanying partner and children), including not only female-led expatriations and single individuals, but also e.g. multigenerational families, families with special needs children, single parent families, etc. (see McNulty 2015 for a review). Little is known in research about most of these "non-traditional expatriates" (and in some cases even nothing is known) and in-depth exploratory studies are needed to start better understanding their experiences. Expatriate experiences are multifaceted and involve various personal, organizational and broader contextual dimensions, which calls for the need of a diversity of research designs and perspectives to apprehend them.

3. Summary of articles of the thesis and future research

In this section, the three articles of this thesis are first summarized and my contribution in each of the co-authored article is clarified (first and second articles). Second, suggestions for future studies, based on the fieldwork of this thesis, are formulated.

3.1. 1st article: A systematic literature review on women in expatriation

In this first article, co-authored with Doris Hanappi and published in the *Journal of Global Mobility*, the aim was to examine the development of research on women and international assignments over time. Since its emergence in the 1970s, this field of study has been increasingly attracting academic interest, and research on female expatriates has been considerably growing over the past decades and especially in more recent years. In this context, the need to systematically review the field in order to understand its evolution and current state, to identify gaps in existing literature and suggest future research directions is high. The research questions are thus the following: *How did research on female expatriates evolve over time in terms of topics examined? What are the main gaps in current research and how future research could address them?* With our study, we complemented previous literature reviews – which typically performed thematic analyses of the field – by applying textual statistics and correspondence analysis to reveal the existing semantic structure of the field. Our review also provided a more recent picture of the field of research and considered research on female expatriates evolving in various organizational contexts, expanding upon some of the previous reviews focusing on corporate assigned expatriates.

We obtain a graphical representation showing the different developmental stages of research on female expatriates over time. A key finding was the shift of research from a strong focus on the business environment in the home country in initial years, to progressively predominantly addressing individual-level issues with a host-country orientation in more recent years. This development also went along with an increasing diversification of home and host countries considered in studies over time, contrasting with the strong North American focus of initial studies.

Based on this analysis of the field, some clear gaps could be identified in current literature and nine key directions for future research were formulated. These include, for example, the lack of studies on repatriate women despite the fact that repatriation has been widely acknowledged as a very critical stage; the need for more studies on expatriate dual-career couples and examinations of female- and male-led expatriations; while starting to focus as well on experiences of single women who have been strongly overlooked. The need to pursue the diversification of expatriation contexts under investigation has also been stressed. This latter direction also includes the necessity to pay attention to particular issues investigated only very specific contexts (e.g. studies on women's adjustment mainly performed in Asian host-country contexts). Overall, this work represents an original way to perform a literature review in the expatriate and more broadly management field.

This work results from the complementary collaboration that we had with Doris Hanappi. Indeed, having developed an expertise in the use of this method in other research fields, she acted as the point of reference regarding the methodological aspects of this study. My personal contribution, as the first author, was first the deep knowledge of the field of research on female expatriates, with the comprehensive search and identification of relevant articles. Moreover, guided by our analysis, I have strongly contributed to the writing up of the study, as well as to the revision work and the answers to the reviewers. At the same time, I would like to underline that this study strongly benefitted from my co-author's constructive comments and suggestions in the interpretation phase and from her contribution in writing and revising some parts of the article.

3.2. 2nd article: A comparison of female and male expatriate adjustment in the French speaking part of Switzerland

The second article is co-authored with Eric Davoine and was also published in the *Journal of Global Mobility*. It compares the adjustment of female and male expatriates in the French speaking part of Switzerland. The issue of women's adjustment abroad has been a focus of interest since the earlier years of research in the field. As studies were investigating reasons for women's underrepresentation on international assignments, stereotypical assumptions within multinational companies about women's ability to adjust abroad was identified as one of the most important factors negatively influencing their participation. More recently also, similar lack of trust within corporate headquarters related to women's ability to evolve and perform abroad could be identified.

Hence, empirical research is still needed to better understand women's adjustment experiences in various contexts. Precisely, it has been acknowledged that host-country context can have an especially influential role on women's adjustment (e.g. depending on its cultural norms towards women, etc.). In this respect, it appears to be fundamental to consider a single host-location when examining women's expatriate adjustment, in order to better account for such contextual influences. However, up until today, only one study has compared the adjustment of female and male expatriates in a single host-location: that of Selmer and Leung (2003) in Hong Kong. The call of the latter authors for further studies in other single and preferably non-Asian locations had not been answered yet. Hence, this survey study addresses this gap by replicating their study design and comparing female and male expatriate adjustment in the French speaking part of Switzerland. The research questions addressed in this study are the following: *How do female expatriates adjust in this location in comparison to their male counterparts? More precisely, are there any significant differences between men and women in terms of adjustment levels? How do these results stand in comparison to those of Selmer and Leung (2003)?*

Our results show that female expatriates have higher levels of work and interaction adjustment, while no differences in terms of general adjustment could be observed. Some particular features of the Swiss environment as well as differences in gender roles constitute relevant factors in the interpretation of these results. Overall, these findings in a Western context are similar to those found by Selmer and Leung (2003) in an Asian context. Contradicting some ongoing stereotypical assumptions within companies, our study provides further empirical evidence that

women can achieve higher or at least similar adjustment levels abroad than their male counterparts.

This article has been elaborated in collaboration with Eric Davoine, who is the second co-author. Eric Davoine's contribution was related to the design of the questionnaire as well as to the field work, as he guided our joint efforts to collect the data (with Claudio Ravasi). After having contributed to a first article based on this fieldwork (Ravasi et al. 2015), I initiated a second paper, as a first author, including the identification of the research gap, the statistical data analyses and a major role in the writing-up of the study. I was also mainly responsible for dealing with the review process. Eric Davoine's advices and contribution at several points of the study and during the revision process were highly valuable.

3.3. 3rd article: Examining specific work-life issues of single and childless female expatriates in the French speaking part of Switzerland

The third article, for which I am the sole author and which has been published in the *LIVES Working Papers*, focuses on the work-life issues of single and childless female expatriates. Work-life balance has been identified as a key challenge in expatriation, as both private and professional spheres are impacted by the relocation. Especially for women, work and private life issues can be particularly exacerbated abroad. Up until today, the focus of work-life research in the expatriation context has been on expatriates relocating with a partner and/or a family. While this academic interest appears to be justified (e.g. challenges related to family issues abroad, dual-career couples, etc.), single expatriates nevertheless represent about 30% of the total expatriate population, and their work-life experiences remain largely unexplored. This is especially relevant for female expatriates, since recent reports and empirical research show that they are more often single and have less often children than their male counterparts. In the domestic context, studies on the work-life interface emphasize significant issues faced by single and childless individuals. In addition, a field of singleness studies in social sciences is growing, emphasizing and discussing various aspects surrounding the single status (e.g. definition, social acceptance, etc.).

This qualitative exploratory study thus relies on different research fields (research on female expatriates, work-life research, singleness studies) and aims at investigating the specific work-life experiences of single and childless female expatriates in the French speaking part of Switzerland. The following research questions are thus addressed is this paper: *How does their*

single and childless status influence their work-life interface? More precisely, what are the specific work-life issues experienced by single and childless women? Results reveal different types of particular work-life issues faced by the single and childless female expatriates of the sample. These relate to different elements such as the influence of particular features of the Swiss context, the relationship between the single status and workload, individual and social pressures related to the single status at the work, feelings of exclusion and isolation, safety issues for women abroad, as well as issues related to independence and freedom. In addition, as social support can buffer work-life conflicts and enhance enrichments, an analysis of their perceived support network has been performed. Overall, this study reveals a range of significant negative and positive work-life interferences for single and childless women in an international context. It calls for a stronger consideration of this population and their particular work-life experiences in the international context.

3.4. Directions for future research

As mentioned above, the first article of this thesis already discusses various directions for future research, such as for example a need for more studies on repatriate women both from individual and organizational perspectives or the necessity to investigate more strongly issues related to female- and male-led expatriate couples. It also emphasized the lack of current knowledge on women's experiences in alternative forms of international assignments, which represents a promising area for future research given the increasing relevance of these forms of global work within multinational companies (see first article for more directions for future research identified in the literature review).

In this section, however, I would like to emphasize how future studies could extend the field research undertaken in this thesis – and more particularly what areas I would be particularly interested to investigate in the future. Regarding the second article – the quantitative study on female and male expatriate adjustment – it could be strongly beneficial to consider as well other actors involved in the relocation, such as partners. Investigating the link between career coordination strategies of dual-career couples (whether it implies a break in the career of one partner or it involves compromises so that both careers remain possible abroad) and expatriate cross-cultural adjustment might be a relevant area for future research, especially since studies suggest that women tend to more often adopt egalitarian career coordination strategies than men (see Känsälä et al. 2014). The opportunity to pursue a career in the host-country could facilitate

adjustment of male partners, who in turn, can be a significant source of support for female expatriates (Harris 2004; Linehan 2000). In order to more comprehensively understand these issues both from the perspectives of the expatriates and their partners, a qualitative research design might be relevant.

Regarding the third paper, it investigated specific work-life issues of single and childless female expatriates. This exploratory qualitative study relies on a limited sample of 20 participants. Future qualitative or quantitative studies could extend this research by considering a larger sample size, in order to see if these findings remain similar. An area that would deserve comprehensive future investigation concerns the strategies adopted by these women to manage their work-life interface. Past research has emphasized several strategies with respect to one's role participation (e.g. Mäkelä and Suutari 2011; Stahl and Caligiuri 2005; Woodward 2007; Allen et al. 2014). These can include, among others, changing one's responsibility (e.g. rescheduling), problem reappraisal (emphasizing the positive out of a difficult situation), or role boundary management (the extent to which life domains are kept physically and psychologically separate, i.e. segmented, or integrated). As previous work-life research in the international context focused on expatriates with a family, there is also a lack of research emphasizing coping strategies of single and childless individuals in the international context. Moreover, including single and childless male expatriates could be relevant in order to compare their experiences and emphasize similarities and differences between female and male expatriates.

The next sections include the three articles of this thesis, which appear in the form that has been accepted for publication in their respective journals. The first article constitutes the literature review on female expatriates. The second and third articles then address gaps identified in this review of research. More precisely, the second article is the survey study comparing the adjustment of female and male expatriates in the French speaking part of Switzerland. Finally, the last article of this thesis is the qualitative study on work-life experiences of single and childless female expatriates in the French speaking part of Switzerland.

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II. Women and international assignments: A systematic literature review exploring textual data by correspondence analysis[1]

Abstract

***Purpose**: Research on female expatriates has been substantially growing over the last decades and particularly in more recent years. Complementing previous thematic analyses of the literature, this paper applies textual statistics and correspondence analysis to reveal the existing semantic structure of the field of research on female expatriates.*

***Design/methodology/approach:** Using correspondence analysis, we explore textual data from the abstracts of 151 identified journal articles published in English since 1975. We obtain a graphical representation showing the various developmental stages of research on female expatriates.*

***Findings:** We find that research follows a home-host country orientation and advances from an organizational focus toward individual-level studies. We identify various directions for future research and especially a strong need for more multilevel approaches to study men's and women's expatriate experiences and trajectories in various contexts.*

***Research limitations/implications:** Only articles with abstracts entered our analysis, which in turn was dependent on the content and quality of these abstracts. This limitation has been addressed by thoroughly reading each article considered.*

***Originality/value:** This review adopts an original method in research on (female) expatriates and more broadly management research. It enabled us to map out the development of key research themes over time. Based on this analysis, gaps in current research could be identified and clear directions for future research were formulated.*

***Keywords**: female expatriates, literature review, women, gender, international assignments, correspondence analysis*

[1] Salamin, X. and Hanappi, D. 2014. "Women and international assignments: A systematic literature review exploring textual data by correspondence analysis", *Journal of Global Mobility*, Vol.2, No.3, pp.343-374.

Introduction

With the intensification of global competition, expatriate management has turned into a critical factor for the success of multinational companies (Harvey and Moeller 2009). Among other essential functions fulfilled by expatriate management (Dowling et al. 2008), the creation and development of a pool of global managers represent a strong competitive advantage in increasingly globalized markets and are a key human resource priority in many multinational organizations (Dickmann and Harris 2005; Cartus 2012). Whereas international assignments may not necessarily enhance assignees' careers (Stahl et al. 2002; Brewster and Suutari 2005), they may be crucial to reach higher management positions within many multinational organizations (Altman and Baruch 2013; Cao et al. 2012; Vance 2005; Magnusson and Boggs 2006).

In the light of demographic shifts, the demand for expatriates is growing and even accelerating in multinational companies (Cartus 2012), which face increasing difficulties in finding suitable employees willing to relocate (Baruch et al. 2013; Collings et al. 2007). It is thus crucial for multinational companies to consider all available talents beyond their traditional male candidate pools (Cole and McNulty 2011; Selmer and Leung 2003a), especially since female talent pools have been shown to provide various potentials other than those of their male counterparts (Tung 2004; Guthrie et al. 2003). Some past studies for instance emphasized that female expatriates might adopt a more relational leadership style that is particularly well-suited for doing business and managing in an international context (Jelinek and Adler 1988; Van der Boon 2003). However, although the numbers of female expatriates significantly increased over time —from 3% of the worldwide expatriate population in the 1980s (Adler 1984a), to 10–14% at the end of the 1990s (Mathur-Helm 2002; Windham/NFTC 1997), and reaching 16–20% in recent years (Brookfield 2012)—they remain strongly underrepresented today in comparison to men. Women thus represent a valuable and relatively untapped source of human capital for multinational companies (Tharenou 2010; Insch et al. 2008). Yet these companies still often fail to consider and understand women's particular experiences and trajectories and to design the unique attraction and support measures these non-traditional expatriates require (Cole and McNulty 2011; Linehan 2002a; Selmer and Leung 2003d; Cole 2012).

We adopt a broad definition of an expatriate in order not to restrict our analysis to traditional corporate-assigned expatriates, but to integrate other developments and alternative forms of expatriation. Thus, our definition of expatriates includes employees who are sent abroad by

their company, usually for a limited duration (e.g. Bonache and Noethen 2014; Cerdin and Brewster 2014), as well as individuals who initiate and undertake their international work experiences themselves, with little or no organizational support, for a limited or undefined duration (Andresen et al. 2012; Al Ariss 2010; Cao et al. 2012; Suutari and Brewster 2000).

Expatriate research has long relied almost exclusively on male expatriate samples (Linehan and Walsh 1999a; Kollinger 2005). In earlier research, the role of women in the expatriation context was limited, at best, to that of "trailing spouse" (McNulty 2012; Altman and Shortland 2001). While the very first studies on female expatriates were published in the 1970s (i.e. Taylor et al. 1975; Thal and Cateora 1979), research on women international assignees noticeably emerged as a significant field of study in the 1980s; the challenge for women who reached managerial positions—and thus passed the "glass ceiling"—was to cope with the "glass border", a new barrier restricting women's access to international careers (Mandelker 1994; Linehan and Walsh 1999c). Since then, research on female expatriates has grown, and our knowledge about women's experiences in the different stages of the expatriation cycle has increased considerably over time (e.g. Taylor et al. 2002; Hutchings et al. 2012a).

Following on from the globalization and feminization of managerial positions (Collings 2014; Billing 2013), this paper addresses a key aspect of interest to organizational theory and practice: women's entry to, and experiences on, international assignments. Our study aims at complementing and extending previous noteworthy thematic analyses on the topic (e.g. Kollinger and Linehan 2008; Altman and Shortland 2008; Shortland and Altman 2011; Menzies 2012), which adopt, among others, King's (2004) template analysis method. No studies have yet explored quantitatively how research on this topic has evolved over time. We analyze 151 scientific journal abstracts published between 1975–2012 in the expatriate literature by applying correspondence analysis (Lebart et al. 2010) and present a visualization of the semantic structure of the scientific production in this field. This approach allows us to display the semantic structure without prior interpretative analysis, providing maybe the most generic evidence of the structuring of the field. We also obtain the location of research on female expatriates' experiences in various contexts, thus expanding upon noteworthy literature reviews focusing on the corporate setting (see Shortland and Altman 2011).

We contribute with our quantitative literature review to expatriate research by identifying key tendencies, such as the emergence and development of research on female expatriates over time along different stages of employee expatriation, a gradual shift towards host environment issues, a recent development of critical perspectives drawing on more micro-level research; and

the inclusion of cross-disciplinary perspectives on societal change (e.g. labor migration and older women workers). Important gaps in the existing literature are identified and directions for future research are suggested.

In the following sections, we describe our method and present the results. We then offer our interpretation and finally outline potential future research directions.

1. Method

We examine how identified themes in research on female expatriates are systematically interrelated with different stages of development of the research field. We do this by using correspondence analysis (Greenacre 1984; Benzécri 1992)—a multivariate technique employed in the field of sociology (Bourdieu 1979) and used for the exploration of textual data by Lebart and colleagues (1994, 2010). In contrast to the principal component analysis that is used for data representing continuous measurements, correspondence analysis accepts nominal-, ordinal-, and interval-level data. This makes correspondence analysis particularly suitable for textual analysis and, in particular, for the analysis of short texts of high content density. We thus depart from qualitative thematic analysis methods adopted in more classical literature reviews (which typically require scholars to draw on a limited number of illustrative examples and list, code and group inherent themes) and instead rely almost exclusively on a quantitative procedure. This analysis accounts for the simultaneous contribution of content (i.e. themes) and time to structure the research field. Hence, rather than matching themes to time as they emerge (as in, e.g. thematic analysis), 'time' in our analysis plays an active role. Moreover, instead of requiring the creation of rather rigid boundaries (e.g. in tables), the visualization or topography that results from the analysis enables showing each element of interest positioned with respect to all the others and offers a nuanced understanding of the structure of this research field.

The data covers abstracts of articles focusing on women's participation in international assignments published in English. More precisely, several categories of articles are included: first, studies with samples composed of women only (i.e. potential expatriates such as employees, expatriates[2], repatriates) and no men (e.g. Taylor and Napier 1996a,b; Mäkelä et al. 2011b; Tzeng 2006); second, studies including men and women (potential expatriates such as employees or students, expatriates, repatriates) in their samples, typically discussing differences

[2] Studies focusing on non-working women abroad (e.g. female "trailing spouses") were excluded, consistent with our definition of an expatriate presented above (i.e. involving individuals with employment).

between men and women (e.g. Selmer and Leung 2003a; Myers and Pringle 2005; Connerley et al. 2008), or examining gender as a moderator or interaction variable (e.g. Selmer and Lauring 2011; Bozionelos 2009). Our data thus include empirical studies examining both "within group" differences (samples of women only) and "between group" differences (samples of men and women)[3]. In addition, some contributions include exclusively other actors in their samples (e.g. HR managers, company representatives, host-country nationals), but focus on issues related to women's participation in international assignments (e.g. stereotypical assumptions, support practices offered to male and female expatriates) and thus have been included in our data (e.g. Kollinger 2005; Varma et al. 2006; Domsch and Lichtenberger 1992). Finally, some theoretical and conceptual articles focusing on issues related to women on international assignments have been included (e.g. Caligiuri and Lazarova 2002; Harris 2004; Tharenou 2010). Overall, consistent with previous literature reviews (e.g. Shortland and Altman 2011), we included studies that focused on the particular situation of women on international assignments, which thus had a clear contribution for research on female expatriates[4].

Articles from both academic, specialized, and practitioner journals were considered. We initially performed an intensive keyword search and extracted articles from the following databases: *Google Scholar, Business Source Complete, EconLit, Emerald Fulltext, Wiley Online Library, Ingentaconnect, International Bibliography of the Social Sciences (IBSS), Francis (INIST-CNRS), Sage Journals Online, ScienceDirect,* and *JSTOR*. Main search keys had been agreed upon by both authors, in consultation with experts in the expatriate field. The list of keywords applied in our article search is shown in Table 1 below[5].

[3] In some cases, some other actors are included in these samples, such as HR managers, or supervisors, but this does not modify the meaning of this categorization.

[4] For example, studies taking gender solely as a control variable (i.e. without focusing on and further discussing the impact of gender) were not considered in this paper.

[5] For each row, a term from the first column was combined with terms from the second and/or third column(s) (depending on the rows) using the "AND" operator. Depending on the database used, terms were mainly searched in the "whole text", "abstract", and "keywords" fields.

Terms 1	Terms 2	Terms 3
women; female; sex; gender	-	expatriate; international assignment; international mobility; relocation; international manager; global assignment; expatriate management; international career; flexpatriate assignment; commuter assignment; frequent flyers
women; female; sex; gender	self-initiated; self-directed; short-term	expatriate; international assignment; international mobility
male; gender	spouse; partner	expatriate; international assignment
Dual career	-	expatriates ; expatriate couples; international couples; international

Table 1: Overview of keywords applied in article search.

In order to reach the maximum coverage of relevant contributions, the search and extraction of articles went far beyond the mere keyword search. For example, each article was carefully read, and the references of each article screened to identify other potentially relevant papers to consider. Overall, this comprehensive search (up to October 2012) resulted in a list of 158 relevant articles, out of which approximately 60% were identified by keyword search and 40% by screening of references. Since our correspondence analysis explores textual data from the article abstracts which gave us a larger diversity of salient terms compared to analyses of article titles only (see next paragraph), a few papers had to be eliminated because they did not include abstracts[6]. This led to a set of 151 articles[7] published in 63 journals in the research disciplines of management, business, human resources, organizational behavior, cross-cultural management, career, gender, and migration (see Table A in the appendix).

The data from the 151 article abstracts was then entered into our textual analysis, performed with the SPAD software (Morineau and Aluja-Banet 1998), which generated a comprehensive vocabulary and repeated segments of words, on the basis of which the subsequent correspondence analysis was performed. Moreover, each article was coded by year categories (see Table 2 below). Indeed, this variable was chosen as the main criteria to plot against the original content from the abstracts because it appeared to be the most useful in identifying

[6] We note that due to this restriction of eligible articles our interpretation of results is confined to those articles having English abstracts, which represent the majority of the relevant literature in the field. See also limitations.
[7] These articles are marked with an asterisk * preceding their reference in the bibliography section.

emerging trends and directions for further research (in contrast to some more "descriptive" variables such as journals).

Year category	N (articles)
1975-1994	22
1995-1999	25
2000-2004	49
2005-2009	31
2010-2012	24
	151

Table 2: Overview of year categories

The first year category (1975–1994) represents the earlier years and reflects a rather slow initial development of the field until the mid-90s (22 articles over 20 years). Given the increase of articles published since that period, 5-year period categories appeared to be the best adapted to examine the evolution of the field, providing enough data per category to perform valid analyses and offering enough flexibility to capture the various developments over time. The last category, with the three remaining years (2010–2012), enables the identification of the most recent research trends. In the next section, we present, interpret and discuss the results of the correspondence analysis.

2. Results, interpretation and discussion

We explore key research themes and how these are associated with the different periods of time. The salient themes constitute the active row variables; the five different year categories presented in Table 2 above form the columns of a contingency table. This contingency table was input to our correspondence analysis. We opted for running the analysis with words rather than with word segments in order to capture the largest possible vocabulary. In total, 315 salient themes (i.e. words) entered our analysis. More specifically, our analysis examines the number of times each year category (column) coincides with particular themes (which corresponds to the value 1 for the nominal variable). It should be emphasized here that correspondence analysis, like similar methods such as principal component analysis and multidimensional scaling, neither generates nor requires any notion of causality between variables, instead allowing us to represent the extent to which different year categories "correspond" to different salient themes and the frequency of appearance of these themes in scientific abstracts. To allow

for interpretation of the results, Figure 1 offers a graphical representation of the first two axes and the location of year categories and selected research themes (words) in this two-dimensional space. Moreover, to help with the interpretation, selected word segments have been added as supplementary variables; these do not actively construct the axes but aid interpretation (see the boxed elements in Figure 1).

The literature on women on international assignments is closely linked with that of international management development, women in organizations, and career research (see Figure 1). Key issues in international development include expatriate selection, organizational support, and performance (e.g. Harris 2002; Adler 1994; Linehan and Scullion 2001c). Literature regarding women in international management has focused on prejudice, gender discrimination, exclusion, diversity, and policy (including the work–family nexus; e.g. Smith and Still 1996; Harris 1993; Shortland 2009). In career research, dual careers, career success, and career development have been key themes (Selmer and Leung 2002; Traavik and Richardsen 2010; Van den Bergh and Du Plessis 2012) (see also Shortland and Altman 2008).

The overall structure of the graphical representation suggests an interpretation of the field along two main dimensions (i.e. axes in Figure 1). We find that the development of research on female expatriates is well expressed on the first axis on a continuum from a more macro level to a micro perspective. This is exemplified first by a focus on business environment, industries, and companies—as expressed by salient terms such as ***"company"***—when expatriate research started in the 1970s (the left end of our axis)[8]; and second by a strong focus on the individual level in recent years, with salient terms such as ***"identity"*** (at the right end of our continuum/axis). The second dimension spreads between *home*-country issues (on the upper end of the continuum), such as the ***"willingness"*** to undertake an international assignment, and *host*-country issues (at the lower-end), such as ***"adjustment"*** to the new environment. We describe and discuss these key developments of research on female expatriates over time below.

2.1. 1975–1994: The early years: A focus on the business environment in the home country

In the early years of research on female expatriates, studies focused on certain home countries and ***industries*** where the expatriate program started, often based on the interest of the

[8] Terms such as "company" or "identity" in bold refer to the terms represented in the two-dimensional display generated by correspondence analysis (see Figure 1).

government and the economy (e.g. Taylor et al. 1975; Taylor et al. 1981). Authors predominantly addressed the issue of women's numerical representation as expatriates ("***percentage***") (e.g. Adler 1984a; Thal and Cateora 1979; Harris and Harris 1988), consistent with Kollinger and Linehan's (2008) observations. During that time, the existing literature focused on the ***business environment***, especially in the ***home country***, which has been previously identified as one of the major causes of women's low representation in international assignments. Indeed, research comprehensively examined ***overt and covert barriers*** predominantly coming from the home-country business environments. Negative attitudes and a lack of experience of placing women in higher managerial positions were considered to be the key reasons for women's ***exclusion*** from international assignments (e.g. Kirk and Maddox 1988; Domsch and Lichtenberger 1992; Dawson et al. 1987). Adler (1984b,c; 1987) identified three common "***myths***" related to women's participation in international assignments (1987, p.176): first, that women do not want international careers; second, that companies are hesitant to send women overseas; and third, that foreigners' prejudices against women would render them ineffective in the host country. Importantly, Adler could only find evidence to support the second myth in terms of biased ***assumptions*** of home country ***male managers*** and decision-makers about women's abilities to succeed on assignments (e.g. **"*expatriate failure*"**). Issues related to ***foreigners' prejudice*** towards women, ***spouses,*** and ***dual careers*** were typically perceived by corporate headquarters to be insurmountable for women abroad and were often mentioned as main reasons not to offer them an international assignment (e.g. Jelinek and Adler 1988; Harris 1993; Berthoin Antal and Izraeli 1993). The transformation of the economy from a manufacturing to a service economy further increased the proportion and hence the visibility of women at all levels of the organization (Windham/NFTC 1997). Nevertheless, the wage gap remained, and as our findings show, motivated a vital discourse regarding the ***compensation*** gap between men and women in international management positions (Egan and Bendick 1994). On the other hand, some encouraging factors are identified, such as the rise in the proportion of women with relevant ***qualifications*** for international management positions **(**e.g. business education, managerial level) in the labor market (e.g. Adler 1994; Izraeli and Zeira 1993), as well as increasing legal protection for women (and more broadly minorities also) in the workplace both in the domestic and international context (e.g. the ***Civil Rights Act*** of 1991 in the U.S.A., which aimed at extending equal employment opportunity protection to U.S. expatriates working for U.S. companies abroad, see Feltes et al. 1993).

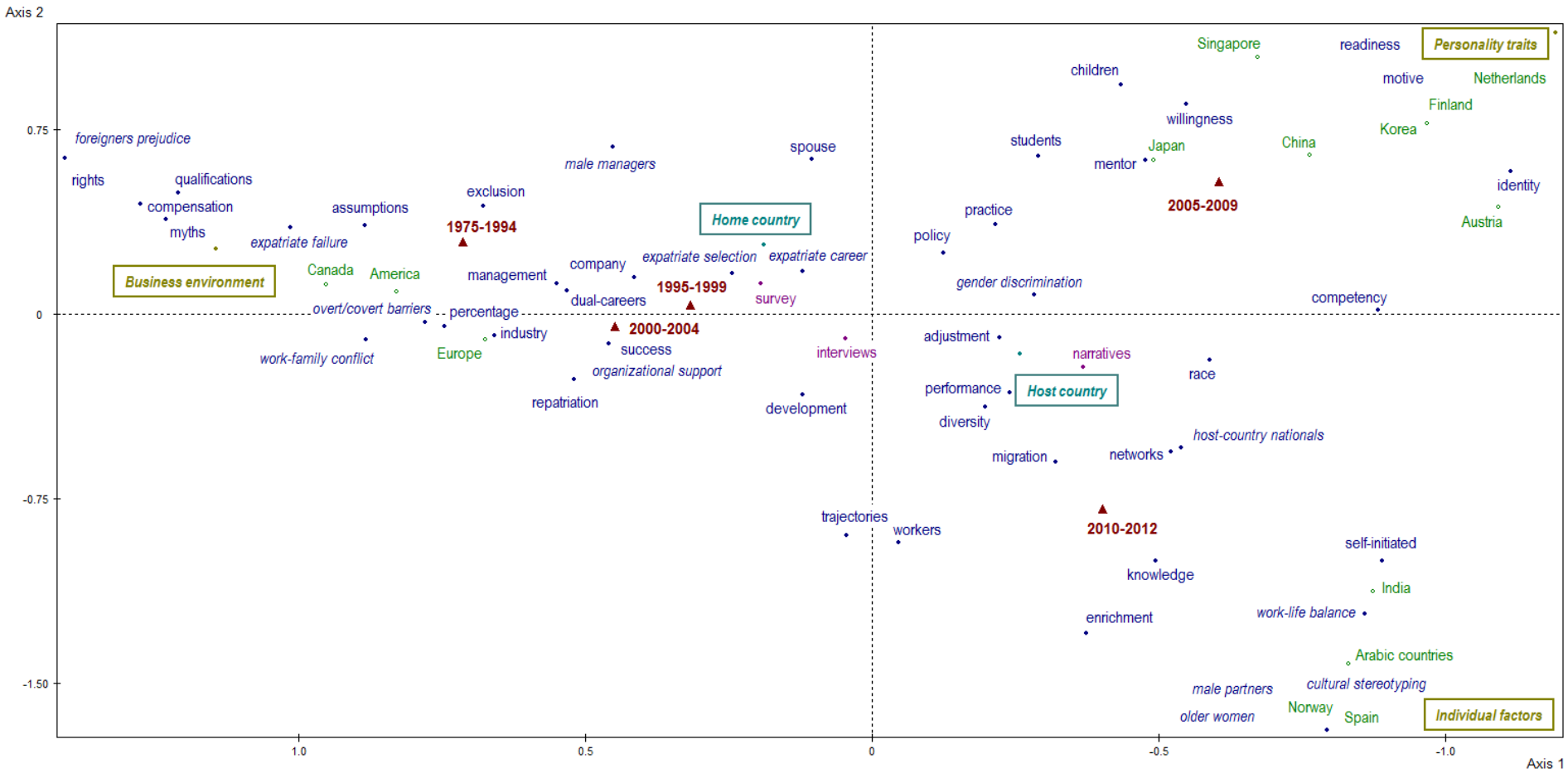

Figure 1: Two-dimensional display generated by correspondence analysis of year categories (active column variables) and themes (active row variables).

Notes: The boxed elements correspond to isolated terms representing the main dimensions of both axes. Year categories appear in red. Terms relating to key research themes appear in blue; terms relating to home and host locations appear in green; and terms relating to methods appear in purple.

2.2. 1995–2004: A decade of growth and transition

The period from 1995–2004 can be considered a decade of growth and transition in the literature on women and international assignments. It is characterized by a major expansion of organizational-level studies and, in some cases, more individual-level studies in the home and especially in the host country. This gradual shift is illustrated by the horizontal rightward shift of this year category in Figure 1 which contributes to validating previous literature reviews for this specific time period (e.g. Shortland and Altman 2008).

a) Organizational-level studies in the home country

The mid-1990s showed the first major consequences of the ongoing globalization for companies and international businesses. Cross-cultural competencies and the experiences gained from an international assignment became a key challenge in career development, requiring men and women to undertake expatriation (Gregersen et al. 1998). It explains why (the term) ***careers*** is so closely associated to this time period in our graph.

Women's participation in international assignments was often blocked by ***companies'*** discriminatory ***policies*** and ***practices***. Selection procedures were typically designed to support male international careers (e.g. Harris 1995; Smith and Still 1996; Ruhe and Allen 1997; Linehan 2002a; Paik and Vance 2002). It is thus not surprising that a growing number of scientific papers address the issue of ***expatriate selection*** during this period. Authors highlighted an often informal and even "irrational" selection process for international assignments (Brewster and Scullion 1997; Mendenhall and Macomber 1997, quoted in Anderson 2005, p.569). The predominant use of informal selection processes was emphasized by studies on female expatriates as representing a gender bias in recruitment that restricted women's access to expatriate positions (e.g. Harris 2001, 2002; Stroh et al. 2000; Varma et al. 2001; Linehan 2001a). It is interesting to note that the positions of ***"policy"*** and ***"practices"*** on the graph (at the crossroad of organizational and individual dimensions on the continuum) reflect that these elements have also been investigated in relation to men and women's willingness to expatriate (Hill and Tillery 1992).

b) Expatriate experiences: towards organizational and more individual-level studies

As more individuals were pursuing expatriate careers, their experiences abroad progressively became a strong focus of interest for expatriate research in general, which developed following the expatriate cycle: selection and pre-departure; adjustment, support, and performance during an assignment; and repatriation and career management post-assignment (see Bonache et al. 2001; Brewster and Scullion 1997; Reiche and Harzing 2011). Our analysis highlights that research on female expatriates also followed this tendency, consistent with Taylor et al. (2002) who observed a trend towards more studies examining women's experiences in different host-country contexts during this period. Women entered international assignments in larger numbers (10–14% of the expatriate population at the end of the 90s compared to 3% in earlier years), nevertheless their experience differed substantially from that of their male counterparts, notably with poorer ***organizational support*** abroad in comparison to their male counterparts (in the lower left quadrant of Figure 1). Organizations also tend to value male expatriate careers more than those of females (Selmer and Leung 2002; Linehan and Scullion 2001b; Selmer and Leung 2003d). Moreover, a closely positioned term in Figure 1 is "***success",*** which mostly relates in the articles we reviewed to expatriate ***success*** that is biased toward male expatriates (Linehan and Walsh 1999c; Mathur-Helm 2002; Tung 2004; Taylor and Napier 1996a). Our observations are in line here with Altman and Shortland (2008) who emphasized the "campaigning" phase of research during this period; that is, a rather "challenging" and "protesting" discourse of researchers showing that women are at least as suited for international assignments as men, and maybe even more than men, despite clearly identified discriminatory practices.

Progressively, a trend toward including more individual-level examinations emerged, particularly dealing, at that time, with issues of development, adjustment, and performance. The issue of ***"development"*** has been investigated at several levels, depending on the focus of analysis. It has first been examined as "career development practices" provided by companies to male and female expatriates (i.e. corporate support as mentioned above; Selmer and Leung 2003d; Linehan and Scullion 2001c). It has also been considered in relation to assignments as "developmental" experiences (Tung 1998; Myers and Pringle 2005), with findings suggesting that female expatriates, who may stay abroad longer and return to similar employment upon return, may accumulate more career capital than men during their assignments abroad (Myers and Pringle 2005).

The rather central position of ***"adjustment"*** in Figure 1 (though logically positioned on the host-country side and at a more individual level) reflects that it is influenced by a broad range of factors such as home- and host-country cultures, organizational and work environments, and personal characteristics (Black 1988; Black and Gregersen 1991; Florkowski and Fogel 1999; Caligiuri et al. 1999; Aycan 1997; Schaffer et al. 1999). Studies investigating female expatriates' adjustment identified company as well as social support as crucial influencing factors (Caligiuri et al. 1999; Caligiuri and Lazarova 2002). Comparative studies, overall, found that women adjust better or at least as well as men (e.g. Selmer and Leung 2003a; Haslberger 2010), though some findings suggested a weaker adjustment in host countries with lower female workforce participation (Caligiuri and Tung 1999). The issue of ***performance***, strongly interrelated to that of adjustment and success (Lazarova and Thomas 2012; Kraimer et al. 2001; Caligiuri 1997), is also increasingly investigated (e.g. Caligiuri and Cascio 1998; Taylor and Napier 1996b). Women are found to self-report lower performance than their male counterparts, even when men and women's job performance does not significantly differ when rated by a third person (e.g. ***host-country national*** colleague or supervisor, see Sinangil and Ones 2003; Connerley et al. 2008). This reflects the existence of a self-induced barrier for women on international assignments wherein Fischlmayr (2002) found evidence of women's lack of confidence and underestimation as representing additional obstacles.

2.3. 2005-2009: An important shift back to the home country—at the individual level

As the literature's documentation of women's inflow into the international arena continued, companies seemed to have more difficulty finding competent candidates for international assignments who were motivated to relocate (PwC 2007). The lack of candidates could be explained by low perceived benefits of an assignment towards career progression or by demographic developments such as the rise of dual-career couples (Hofbauer and Fischlmayr 2004; GMAC 2006). Thus, during this period, individuals' willingness to relocate became a stronger focus of interest for companies and researchers (Wagner and Westaby 2009; Hippler 2009), including women as an untapped source of available talent (e.g. Tung 2004; Insch et al. 2008) and women's ***willingness*** to relocate (including related issues such as "***readiness"***). Research also found that gender stereotypes and linear "male" career models (see Linehan and Scullion 2008) may have led to perceived blocked opportunities for women, thereby negatively

affecting their willingness to relocate (Chusmir and Frontczak 1990). Moreover, origin and destination factors (e.g. cultural distance, level of development in the host country) appeared to impact men's and women's willingness differently (Lowe et al. 1999; Dupuis et al. 2008). A key issue also associated women's willingness to relocate with their ability to cope with work and family demands, i.e. juggling work and family life (e.g. Ackers 2004; Tharenou 2008; Shortland and Cummins 2007). Overall, while it remains unclear whether women are as willing as men to relocate (see, for example, Wang and Bu (2004) and Van der Velde et al. (2005) for conflicting findings), women in dual-career couples seem to take family issues into account more strongly (e.g. ***children*** and ***spouse***) (Dupuis et al. 2008), leading them to refuse an assignment more often than men (Tharenou 2008; Ackers 2004).

2.4. 2010–2012: Examining individual-level issues in the host country

In the aftermath of the financial crises of 2008, there is evidence of a continuous rise in women in international assignments reaching 16–20% by 2012 (Brookfield 2012). Recent research (e.g. Van den Bergh and Du Plessis 2012; Mayerhofer et al. 2011), however, reflects the profound social and economic changes of post-industrial societies. During this period, research on female expatriates began to increasingly draw on cross-disciplinary perspectives to do justice to recent and major developments occurring beyond the corporate world, such as labor-market flexibilization, migration, population ageing, and changing families (Johnson-Hanks et al. 2011; Hanappi 2012). This research reflects the pressure towards increasing flexibility at various levels (contractual, geographical, temporal) that are required in the professional environment as a result of economic downturns and strengthening globalization (ILO 2012; Dobbs et al. 2012), as well as the constraints these changes bring to individuals' work and family lives (Kalleberg 2009; Szydlik 2008). The latter is expressed by the salience of the terms ***"self-initiated", "migration",*** and ***"work–life balance"*** with these studies focusing more on the individual level in the ***host country***. Consistent with broader research on self-initiated expatriates (Doherty 2013; Andresen et al. 2012), research on female expatriates increasingly focused on women who were leading their own careers and undertaking their international career moves themselves (e.g. Stalker and Mavin 2011; Crowley-Henry and Weir 2007; Selmer and Lauring 2010). The full responsibility for success and failure therefore shifted to individual women acting as agents of their own lives rather than expecting their careers to be advanced by organizations (Spini et al. 2013). This is consistent with Tharenou's (2010) contention that women may self-initiate their expatriation to circumvent organizational barriers. It should be

noted however, that, as in the broader expatriate field (e.g. Al Ariss 2010), a distinction between ***self-initiated expatriate*** and ***migrant*** women is not always clearly made (see Berry and Bell (2012) for a discussion).

In line with these developments, studies during this period began to consider the experiences of women evolving outside corporate boundaries, such as international ***"workers"*** (e.g. Bozionelos (2009) study of nurses, and Selmer and Lauring (2011) study on academics). Acknowledging a lack of studies addressing international experiences of older workers—especially ***older women***—Myers (2011) emphasized the importance of taking life and career stages into account when examining key issues such as motivation to undertake an international assignment and international assignment outcomes. Findings suggest that older women tend to perceive their international experience as an opportunity to refocus and search for more purposeful lives. In the nonprofit sector, mostly in North America, recent concerns about an aging workforce have stimulated initiatives and programs to promote late careers, including those of expatriate women (see e.g. Encore 2014).

The growing number of female expatriates motivates studies to more precisely understand women's ***trajectories*** in the expatriation context (see the lower right quadrant of Figure 1). For instance, Ackers (2004) focused on women's international career trajectories in the scientific field. It should however be noted that longitudinal data and analyses remain almost nonexistent, with the exception of Forster's (1999) and Tharenou's (2008) study. A last study examining trajectories of female expatriates is that of Hutchings et al. (2012a), who examined women's traditional and new trajectories in international careers. The authors examine whether alternative forms of global work (e.g. short-term assignments, frequent flyers or flexpatriate assignments and virtual assignments) enable women to pursue global development opportunities differently. This examination is paralleled by a growing literature in the broader field of research on expatriation on other forms of international work (e.g. Baruch et al. 2013; Shaffer et al. 2012; Bonache et al. 2010; Dickmann and Baruch 2011) and by a slow emergence of studies considering the potential impact on women's experiences (Mayerhofer et al. 2004; 2011; Meyskens et al. 2009).

Female expatriates' work–life balance issues are also increasingly addressed during this period (e.g. Fischlmayr and Kollinger 2010), going beyond the traditional view that focuses exclusively on ***conflicts*** between private and professional lives (see in earlier years) and including ***enrichments*** for women between both life spheres (such as spouse and family support, and attractiveness of new location; see Mäkelä et al. 2011b). Another recent

development involves the challenges faced by the growing number of dual-career expatriate couples (Permits Foundation 2009; Morley et al. 2006), in a time where women appear to be less inclined to give their career prospects lower priority than those of their male partners (Altman and Shortland 2008). Hence, the ***male partner*** issue has seen increased interest among researchers and companies (Cole 2012; Selmer and Leung 2003e), along with studies acknowledging the complexity of spousal role dimensions and the positive influence the spouse can have on expatriate's private and professional lives (Mäkelä et al. 2011a; Lauring and Selmer 2010).

Moreover, researchers seem to increasingly recognize the need to include other dimensions of analysis in addition to gender, such as ***race*** (e.g. Berry and Bell 2012; Tung 2008) or ***cultural stereotyping*** (Hutchings et al. 2012b). This may reflect a trend toward a positioning of research within the broader ***diversity*** literature, obvious in Shortland's (2009) addressing of the "gender diversity" issue in expatriation.

Finally, illustrating the strong host-country focus of recent research, studies increasingly take ***host-country nationals*** into account, a trend also emphasized by Menzies (2012). This tendency to consider more strongly the role of host-country nationals has been highlighted in broader expatriate research as well (e.g. Varma et al. 2011; Takeuchi 2010). Arman and Aycan (2013, p. 2929) identify three lines of research concerning host-country nationals in the expatriation process: 1) the differences between host-country nationals and expatriates; (2) their role in the cross-cultural adjustment and performance of expatriates; and, (3) their attitudes toward expatriates. A study of female expatriates belongs to this first line of research, as it compared the career success of local women with that of female expatriates in Norway (Traavik and Richardsen 2010), showing that host-country women achieved higher career success overall, although female expatriates' motivation, as well as their levels of education and language skills, potentially enabled them to overcome their liability. Although earlier research on female expatriates had widely debated the second and third lines of research (e.g. foreigners' prejudice against female expatriates, impact of host-country nationals' attitudes on women's performance and adjustment; Stroh et al. 2000; Selmer and Leung 2003a; Caligiuri and Lazarova 2002), studies adopting host-country nationals' points of view to investigate these issues long remained non-existent (besides the noteworthy exception of Izraeli et al. 1980). There have however been some studies recently that increasingly deal with the third line of research through examining actual host-country nationals' perceptions of female expatriates or their categorization of the latter as in-group or out-group members which guides their behaviors towards female

expatriates (e.g. Tung and Haq 2012; Varma et al. 2006; 2009). Lastly, we could not identify any studies adopting the perspectives of host-country nationals and examining their influence on expatriate adjustment or performance. At best, they are involved only in the evaluation of female expatriates' ***performance*** (e.g. as supervisors, colleagues, see Shen and Jiang 2011; Sinangil and Ones 2003; also see previous sections).

2.5. The development of the field over time: summary and complementary observations

Our review of the literature over time is consistent with previous noteworthy reviews addressing the historical development of the field (e.g. Altman and Shortland 2008; Kollinger and Linehan 2008). We build on these reviews first, by revealing and discussing more recent developments in the field up till 2012, and second, by identifying and emphasizing a structuration of the field along macro and micro levels with a differentiated focus on home and host countries. Specifically, we found that early research (from 1975 to 1994) had a strong North American focus (e.g. expatriates from the US), whereas more recent studies have focused on Europe (e.g. Linehan and Walsh 2001; Kollinger 2005; Selmer and Lauring 2011), Asia (e.g. Hutchings et al. 2008; Peltokorpi 2008; Cole 2012), the Middle East (e.g. Harrison and Michailova 2012; Hutchings et al. 2012b; Bozionelos 2009), and have started to include African countries such as South Africa (Mathur-Helm 2002).

In addition, theories being used to investigate issues related to women's participation on international assignments did not explicitly emerge in our graphical representations, because they were frequently omitted in the abstracts. We observed that most research on female expatriates appears to be practice-driven and lacks clear theoretical foundations (see Shortland and Altman 2011; Kollinger and Linehan 2008 for similar commentaries). Nevertheless, based on our review and consistent with Shortland (2009), several types of theories used to address women's experiences in the expatriation context appear to be 'typical' including gender roles (e.g. dealing with influences of women's role stereotypes on their ***willingness*** and choices to relocate, influence on ***work–life balance issues***, see Tharenou 2008; Harris 2004); cross-cultural adjustment (e.g. comparing ***adjustment*** of male and female expatriates, see Selmer and Leung 2003a; Caligiuri et al. 1999); social and societal norms (e.g. women perceived as secondary breadwinners, impact on ***selection*** practices, see Cole 2012; Harris 2002); human capital and career capital (e.g. impact of human capital on ***willingness*** to relocate, career capital

development through international assignment, see Van der Velde et al. 2005; Tharenou 2010; Myers and Pringle 2005); or identity theory (e.g. female expatriates characterized by several ***identities*** (e.g. woman, foreigner, manager) on which they draw to be ***successful***; identity challenges during expatriation, see Janssens et al. 2006; Van den Bergh and Du Plessis 2012). In addition, the theory of self-categorization (Hogg and Terry 2000) used in Varma et al.'s (2006) study to investigate ***host-country nationals***' categorization of female expatriates could be especially relevant given the increasing host-country focus of research in the period from 2010 to the present day. In the next section, we present directions for further research.

3. Directions for further research

Based on our empirical analyses and an in-depth reading of each article considered in this review, we identify research gaps and formulate nine key directions for further research on female expatriates.

First, while several studies have taken a home and/or host-countries focus, very few have comprehensively investigated the impact of specific industry sectors or organizations (for rare exceptions see Mayrhofer and Scullion (2002) and Shortland (2011)). Moreover, the different levels of analysis (i.e. macro/meso/micro) remain largely disconnected from each other, thus ignoring interrelationships and the way they potentially interact. A noteworthy exception examining various levels of analysis is Hartl (2004), which looks at expatriate career transitions of women and conceptualizes expatriate career as being influenced by a complex set of sociocultural, economic, organizational, and individual factors. As this latter study illustrates, case studies may be particularly suitable to contextualize and connect different levels of analysis (Yin 2009; Ghauri 2004). This need to better connect different levels of analysis is consistent with others' recommendations in the field of research on (female) expatriates (Shortland and Altman 2011; Al Ariss et al. 2012). Furthermore, the framework proposed by Menzies (2012) on the different levels of influence on women's participation on international assignments appears to provide a relevant starting point to analyze and more strongly integrate these different levels of analysis.

Summary 1*: Different levels of analysis often remain largely disconnected from each other, and there is a need to integrate them better in future research.*

Second, women's repatriation has been investigated by only one (qualitative) field study (Linehan and Scullion 2002 a,b,c), hence more research is needed that examines women's repatriation experiences. Studies could, for example, investigate gender differences in repatriation adjustment and related influence factors. Moreover, career patterns of male and female repatriates in the home country could be investigated and compared in order to identify potential gender specificities in a context where the challenges for returning employees have been widely emphasized (e.g. difficulties in finding a re-entry position, the new position often does not meet expectations: see Jassawalla and Sashittal 2009). Examining the organizational perspective would further enable an examination of how organizations support male and female repatriates.

Summary 2: *More research is needed on repatriate women, both from individual and organizational perspectives.*

Third, several studies deal with the topic of dual-career couples and expatriate partners from a gender perspective. However, more is needed to examine differences between female-led and male-led expatriation in terms of satisfaction, adjustment, and the work–life interface of both partners and other family members such as children. An important step would be to more systematically include partners (and other family members) in study samples (e.g. Cole 2012; Davoine et al. 2013).

Summary 3: *The rise in the proportion of female-led expatriate couples calls for more research to understand their specific assignment experiences.*

Fourth, the experiences of single female expatriates has been largely overlooked (for notable exceptions, see Linehan and Walsh 2000; Ben-Ari and Yong 2000; Thang et al. 2002), reflected by the fact that no terms related to single female expatriates emerged from our analysis. This is surprising given that, traditionally, a significant proportion of women sent abroad were, in fact, single (e.g. Adler 1987; Westwood and Leung 1994; Forster 1999). In a time when more studies, especially in social sciences, are acknowledging various issues faced by single individuals in the domestic context (e.g. work–life balance, stigmatization, see Byrne 2009; Engler 2011), it may be relevant to address the considerable challenges single women face on international assignments (e.g. loneliness, stigmatization, safety concerns among them).

Summary 4: *Single women relocating abroad have rarely been the focus of studies. Hence, further research is needed to examine their particular situations and experiences.*

Fifth, only one empirical study (Selmer and Leung 2003c) has examined and compared differences in personal characteristics between male and female expatriates (i.e. age, hierarchical position, marital status, previous expatriate assignments, time as an expatriate, tenure with parent corporation). Significantly, Selmer and Leung found that women were younger than men, occupied lower hierarchical positions, and were less often married. Future studies could perform similar analyses and include additional personal characteristics such as presence and/or number of children, language skills, educational level, or personality traits, which, in line with other research (e.g. Nicholson and Imaizumi 1993; Takeuchi 2010; Black et al. 1991; Bhaskar-Shrinivas et al. 2005; Selmer 2006), could influence several facets of the expatriate experience as well as expatriation outcomes (Olsen and Martins 2009). Cole and McNulty (2011), for example, analyzed the relationship between self-transcendence values of male and female expatriates and cross-cultural adjustment, whereas Selmer and Lauring (2013) examined the link between several personal characteristics and various outcomes such as work adjustment, work performance, or work effectiveness.

Summary 5*: More research is needed on male and female expatriates' personal characteristics. Their potential relationships with expatriation outcomes could also be examined.*

Sixth, it appears timely to consider female individuals' life and career stages and trajectories in the analysis of their international assignment experiences, as initiated by Myers (2011) and Hutchings et al. (2012a). Indeed, many of the issues already highlighted (e.g. willingness, adjustment, work–life balance, repatriation), among others, could be more comprehensively understood by considering the importance that an international assignment has in an individual's broader life and career trajectories. This may be especially relevant since men's and women's life and career trajectories may strongly differ (Sullivan and Mainiero 2007). Examining this topic would thus enable the contextualization of this 'life phase' with respect to previous life events and next anticipated stages, and thus deepen understanding of the meaning of an international assignment for individuals and how it is perceived and experienced, for which longitudinal studies would be ideal.

***Summary 6**: Research could more strongly take individuals' life courses into account when examining various assignment issues and experiences (willingness, adjustment, etc.).*

Seventh, alternative forms of international assignments are becoming increasingly frequent (Bonache et al. 2010; Cartus 2012; Baruch et al. 2013), however, studies examining the uptake of these assignments by women are rare (i.e. Mayerhofer et al. 2004; 2011; Meyskens et al. 2009; Hutchings et al. 2012a), despite that alternative forms of international work may provide women with the necessary flexibility to adapt to their careers and work–life circumstances and may enable them to pursue global careers differently (Hutchings et al. 2012a). More exploratory work is needed to better understand the impact of these alternative forms of international assignments on women's international career success.

***Summary 7**: More studies addressing women's experiences in alternative forms of international assignments and international work examining their impact on women's international careers are needed.*

Eighth, more research is needed on women's involvement in non-corporate expatriation, e.g. in academia, diplomatic corps, and non-profit institutions, among others. Additionally, studies on women being sent to more diverse regions of the world would be insightful (Brookfield 2012). For example, the issue of female expatriate adjustment has been examined mainly in Asian host-country contexts (e.g. Taylor and Napier 1996a,b; Selmer and Leung 2003a, 2007; Volkmar and Westbrook 2005), calling for studies in other (single) host-country contexts and/or emerging markets.

***Summary 8**: Research is needed that investigates various expatriation contexts in terms of organizational and home and host countries.*

Lastly, a research axis that has gained increasing importance is the examination of host-country nationals, particularly in light of previous research suggesting that female expatriates' experiences may strongly vary depending on host-country nationals' attitudes toward them (Adler 1987; Caligiuri and Tung 1999). As emphasized in the discussion above, their perspectives have up until today never been included while examining female expatriate adjustment or performance, despite their influential roles (see e.g. Takeuchi 2010). Moreover, the two other lines of research mentioned above (comparison of host-country nationals and

female expatriates, and their attitudes towards female expatriates) have just started to be addressed, and much more research is needed on these topics.

> ***Summary 9****: More exploratory qualitative or mixed-methods studies should be performed in this early stage of research on that topic in order to gain a more in-depth understanding of these related issues.*

Based on our empirical analyses and our knowledge of the field, these nine key directions formulated and summarized may serve to orient future research in the field and contribute to address identified gaps in previous research. In this respect, as already emphasized by previous authors (e.g. Shortland and Altman 2011), future studies should pay particular attention to methodological issues (adequate sample sizes, sampling procedures, etc.) in order to enhance the validity of the findings in the field. Moreover, the research field would benefit from anchoring the examination of these issues more deeply and systematically in well-founded theoretical bases (Kollinger and Linehan 2008).

Conclusion

Overall, the contribution of this review article is that, in order to take a step forward on studies of female expatriates, we first took a step back to review the field. We have presented probably the most generic and unconventional literature review on women and international assignments, offering a visualization of the evolution of the research field to scholars in expatriate research and beyond. Mapping out the semantic structure of research on female expatriates prior to any coding or assignment of meaning, we discovered many similarities to previous literature reviews (e.g. Altman and Shortland 2008), but also revealed the key dimensions along which most development in this field takes place. Major defining dimensions are the micro and macro divide and the home/host country focus. While earlier research had a stronger focus on the business environment and organizational level in the home country (as exemplified by studies predominantly dealing with women's underrepresentation on international assignments at this period, e.g. Adler 1984a; Harris and Harris 1988), our visualization of the field made explicit a gradual shift towards the examination of host environment issues along with a development of critical perspectives drawing on more micro-level research (as illustrated, among others, by the examination of self-initiated female expatriates' learning experiences in a specific host country

context or by the study of host country nationals' categorization of female expatriates; Stalker and Mavin 2011; Varma et al. 2006; 2009).

Several limitations of our review are acknowledged. First, our analysis is limited to articles published in English and may therefore exclude relevant contributions in other languages. Second, despite our efforts, the search for articles may not have been exhaustive which may have subsequently excluded other articles from our analysis. To overcome this problem, we nonetheless performed a comprehensive search far beyond the initial key-word search. Third, correspondence analysis has been performed on the basis of textual data from abstracts, which has two implications: first, some articles without abstracts could not be considered; and second, the analysis and results are limited to and dependent on the content of the abstracts.

Finally, it is vital to see how women in international assignments are embedded in the larger societal context, such as the labor market system, family arrangements, and constantly transforming societies (e.g. aging, ideational changes). It indeed appears crucial for multinational companies to pay attention to these factors in order design support practices that are tailored to women's career and life paths. Scholars in expatriate research adopting multilevel, multi-method, or longitudinal approaches will thus gain from orienting their research towards the expatriate experience of men and women in various familial, organizational, and national settings.

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Appendix

Journal	N (articles)
The International Journal of Human Resource Management	28
Women in Management Review	14
Career Development International	7
Journal of World Business	7
Journal of Management Development	5
Journal of Business Ethics	5
Human Resource Management	5
Cross Cultural Management: An International Journal	5
Thunderbird International Business Review	4
Journal of Managerial Psychology	3
Gender in Management: An International Journal	3
California Management Review	2
European Journal of International Management	2
The International Executive	2
Asia Pacific Journal of Human Resources	2
Academy of Management Proceedings	2
Journal of European Industrial Training	2
British Journal of Management	2
Gender, Work & Organization	2
SAM Advanced Management Journal	2
Geoforum	2
International Journal of Cross Cultural Management	2
International Journal of Intercultural Relations	2
International Studies of Management and Organization	2
The Academy of Management Executive	1
MIT Sloan Management Review	1
Journal of Organizational Change Management	1
Human Resource Planning	1
Personnel	1
International Journal of Business and Management	1
Journal of Occupational and Organizational Psychology	1
Business Forum	1
Equal Opportunities International	1
Organizational Behavior and Human Decision Processes	1
International Journal of Business and Globalisation	1
Review of Public Personnel Administration	1
International Journal of Management Practice	1
Human Resource Management Review	1
European Business Review	1
Journal of Organizational Behavior	1
International Review of Women and Leadership	1
Journal of Vocational Behavior	1
Business Horizons	1
Human Resource Development International	1
Management International Review	1
European Management Review	1
Organization	1
Journal of Education for Business	1
Organizational Dynamics	1
Columbia Journal of World Business	1
Personnel Review	1
Journal of International Business Studies	1
Global Business and Organizational Excellence	1
Journal of International Management	1
Applied Psychology	1
American Business Review	1
EBS Review	1
Women's Studies International Forum	1
Equality, Diversity and Inclusion: An International Journal	1
International Journal of Management	1
Women's Studies Journal	1
International Journal of Manpower	1
International Migration	1
Total	**151**

Table A: List of journals and related number of articles.

III. International adjustment of female vs male business expatriates. A replication study in Switzerland[10]

Abstract

Purpose: *Reasons for women's underrepresentation in international assignments include stereotypical assumptions within organizations about their ability to adjust abroad and more broadly a lack of trust from the corporate headquarters. Female expatriates' adjustment may strongly vary depending on the host country and on host-country nationals' attitudes towards them. Yet up until today, very few studies have examined female expatriate adjustment in a single and non-Asian host country. This present study aims at addressing this gap by comparing the cross-cultural adjustment of male and female expatriates in Switzerland.*

Design/methodology/approach: *This study replicates Selmer and Leung's (2003a) study design in order to compare the adjustment of male and female expatriates working in multinational companies in the French speaking part of Switzerland. Based on 152 valid questionnaires collected, we performed a multivariate analysis of covariance (MANCOVA) and further analyses of covariance (ANCOVA) to compare male and female expatriate adjustment.*

Findings: *We find that female expatriates have significantly higher interaction and work adjustment levels than their male counterparts, while no significant differences between men and women were observed in terms of general adjustment. These findings in a European context are consistent with those of Selmer and Leung in an Asian context.*

Originality/value: *Very few studies to date have examined the adjustment of female expatriates in a Western host-country context, despite the fact that host-country cultural norms might strongly influence women's experiences. Our research brings new empirical evidence about cross-cultural adjustment of female and male expatriates in a Western location. Contrary to persistent stereotypical assumptions, results emphasize again that women are able to adjust better or at least as well as their male counterparts.*

Keywords: *Female expatriates; male expatriates; cross-cultural adjustment; gender expatriation; Switzerland.*

[10] Salamin, X. and Davoine, E. (2015), "International adjustment of female vs. male business expatriates. A replication study in Switzerland", *Journal of Global Mobility*, Vol.3, No.2, pp.183-212.

Introduction

Attracting, developing and retaining a pool of globally mobile professionals have become key human resource management priorities for many multinational companies in order to compete in the global business arena (Cartus 2014; Dickmann and Harris 2005; PWC 2010). While traditionally, expatriates were essentially men relocating with a trailing spouse – reflecting the male breadwinner model of gender relations – the proportion of female expatriates has significantly increased over the past decades (Smith and Still 1996; McNulty 2014). Women indeed represent today about 20% of the total expatriate population (Brookfield 2014). Hence, along with contemporary developments such as changes in women's aspirations and the rise in dual-career couples (Moreno Mínguez 2005; Crompton and Lyonette 2006; Känsälä et al. 2014, Harvey et al. 2009a), female-led relocations are becoming more and more common, bringing with them a range of specific issues for women and their families (e.g. potential challenges in the work and non-work contexts, issues related to male partners, etc.; see e.g. Insch et al. 2008; Cole 2012).

In research on female expatriates, the issue of women's adjustment abroad has been the focus of much attention since the very first contributions. Indeed, as earlier literature predominantly investigated reasons for women's scarcity on international assignments (Altman and Shortland 2008; Salamin and Hanappi 2014), the stereotypical corporate perceptions of women's inability to adjust abroad have been identified as one of the most important factors negatively impacting their participation (Thal and Cateora 1979; Antal and Izraeli 1993). Hence, managers within multinational companies appeared to be less likely to select women for international assignments, fearing that they would not be accepted by foreign country executives, colleagues, clients, etc. and that such cultural biases would render them ineffective (Dawson et al. 1987). More recently also, studies highlighted a similar lack of trust of corporate headquarters related to women's ability to evolve and perform successfully abroad (Vance and Paik 2001; Connerley et al. 2008), contradicting a range of studies showing that they can be successful on international assignments (Tung 2004; Taylor and Napier 1996a,b; Mathur-Helm 2002; Linehan and Walsh 1999b). In the expatriate research literature a unique definition of expatriation success or failure does not exist. Aycan and Kanungo (1997) suggest that expatriation is successful if expatriates: (1) stay in the assignment until the end of the term, (2) adjust to living conditions in the host country and (3) perform well professionally. Adjustment, which has been defined as an individual's degree of comfort, familiarity and ease with several aspects of a new cultural environment (Black and Stephens 1989), is thus considered to play a central role in the

expatriate experience, for organization-assigned expatriates as well as for so-called self-initiated expatriates (e.g. Froese and Peltokorpi 2013).

It has been acknowledged that the context of international assignments may play an especially influential role in the adjustment of female expatriates (Caligiuri and Lazarova 2002). Indeed, depending on the host-country cultural norms towards women, they may face considerable additional challenges abroad in their work and non-work environments (e.g. Hutchings et al. 2012; Tzeng 2006; Taylor and Napier 2001). Hence, it appears to be fundamental for studies dealing with female expatriate adjustment to consider a single host-country context to understand these challenges. However, up until today, only one gender comparative study on expatriate adjustment has been performed in a single host-country context (i.e. Hong Kong, Selmer and Leung 2003a), and the call of the latter authors for further studies in single and non-Asian host-country contexts has remained unanswered up until today. To address this gap, this paper replicates Selmer and Leung (2003a)'s study design and examines the adjustment of male and female expatriates in a specific European host country environment: the Geneva lake region in Switzerland where many multinational companies have settled their European headquarters. Our sample involves both organization-assigned and self-initiated expatriates working in these multinational companies. In addition, personal characteristics of male and female expatriates of our sample are particularly discussed, following the call of several authors for a more systematic report and consideration of this issue (e.g. Selmer and Leung 2003c; Shortland and Altman 2011). In the next sections, we first explain the concept of cross-cultural adjustment and address specificities of female expatriate adjustment. The Swiss host-country context and the Geneva lake region are then described, before developing our hypotheses about the adjustment in this specific environment. The method of the study is then explained, and the findings are presented and discussed. We conclude by addressing limitations and main implications of the study.

1. The concept of cross-cultural adjustment

Cross-cultural adjustment can be defined as the degree of a person's psychological comfort and familiarity with various aspects of the foreign environment (Black and Mendenhall 1990; Caligiuri et al. 1998). Adjustment involves reduction of uncertainty associated with evolving in a new environment (Black 1988), and the ability to "fit-in" or to negotiate interactive aspects of the host-culture (Ward et al. 1998, p.279). The most influential theoretical model of expatriate cross-cultural adjustment is the one proposed by Black et al. (1991). An important

contribution of the model is the distinction between anticipatory adjustment (i.e. pre-assignment) and in-country adjustment (i.e. in the host-country) (Black and Gregersen 1991; Black et al. 1991), supporting the idea that accurate expectations shaped in the home-country facilitates in-country adjustment (Caligiuri et al. 2001; Mahajan and De Silva 2012, Takeuchi et al. 2002). Anticipatory adjustment has been found to be influenced by several factors such as previous international experience and training, and in-country adjustment is affected by various individual, organizational and non-work factors (Bhaskar-Shrinivas et al. 2005; Hechanova et al. 2003). For instance, partner and family adjustment abroad has been widely identified as a critical factor related to expatriate adjustment (Takeuchi 2010). Moreover, while earlier contributions examined expatriate adjustment as a unitary construct (e.g. Gullahorn and Gullahorn 1963), Black et al (1991) proposed a multidimensional conceptualization including general, work and interaction adjustment, which has been clearly operationalized and widely used and validated (Bhaskar-Shrinivas et al. 2005; Hechanova et al. 2003; Shaffer et al. 1999; Harrison et al. 2004). *General adjustment* refers to the comfort associated with various aspects of the host-cultural environments such as living conditions, food, or health care; *interaction adjustment* refers to the comfort associated with socializing with host-country nationals, both inside and outside of work; and *work adjustment* refers to the comfort associated with the work requirements and tasks on assignment. Despite the fact that their conceptualization has been criticized for methodological reasons (e.g. lack of inductive-exploratory approach, concerns about arbitrariness and the validity of some items, see Haslberger et al. 2013; Hippler 2006), this model remains, today, the most widespread operationalized model to examine expatriate cross-cultural adjustment, which allows replications and comparisons of results in different environments. This instrument has also been used to compare the cross-cultural adjustment levels of organization-assigned and self-initiated expatriates (e.g. Froese and Peltokorpi 2013; Peltokorpi and Froese 2009).

2. Male and female expatriate adjustment: overview of past research

Much progress has been made in understanding women's experiences and adjustment abroad as well as some crucial factors influencing their adjustment. As shown in tables below, two types of empirical studies on female expatriates' adjustment can be distinguished: studies comparing adjustment of male and female expatriates (Table A in appendix) and studies dealing

exclusively with adjustment of female expatriates and often examining influence factors (Table B in appendix).

It has been widely recognized that family and company support appear to be particularly crucial to female expatriates' successful adjustment abroad (Caligiuri et al. 1999), in a context where precisely pressures from both family and work spheres may be exacerbated, especially for women (Fischlmayr and Kollinger 2010; McNulty 2014), potentially negatively impacting their cross-cultural adjustment (Harris 2004a). Findings of the previous gender comparative studies on this topic suggest that women *can* adjust as well as men. However, a closer look at their results shows that no clear consensus exists about women's levels of adjustment in comparison to those of men: some studies report no significant gender differences (Cole and McNulty 2011; Mérignac 2009), some others find that women may be better adjusted on some dimensions, especially those related to interactions or relationships with host-country nationals (Selmer and Leung 2003a; Haslberger 2010), and further studies suggest that women may have weaker adjustment levels depending on the countries of assignment (Caligiuri and Tung 1999). Indeed, as suggested by the latter study, depending on cultural values and gender norms in vigor in the host-country, adjusting to the foreign environment may represent considerably different challenges for men and women (Caligiuri and Cascio 1998), with women potentially facing additional barriers and various forms of discrimination in the work and non-work contexts (Insch et al. 2008). Female expatriates' experiences and thus adjustment may strongly vary depending on the location, its cultural values and on host-country nationals' attitudes towards them (Adler 1987; Owen et al. 2007). Consequently, given these observations, it may be fundamental for studies dealing with female expatriates' adjustment to focus on a single host-location in order to better control for such cultural influences and be able to account for them (Selmer and Leung 2003a, p.1118; Stroh et al. 2000a, p.106).

Studies focusing exclusively on female expatriates (Table B in appendix) have usually been conducted in a single host-country, however they do not offer much diversity, since they have all been performed in Japan, Hong-Kong and the United Arab Emirates. For gender comparative studies (Table A in appendix), we can observe that only one of them focus on a single host-location: Hong Kong (Selmer and Leung 2003a).). Haslberger (2010) was the first to replicate the study of Selmer and Leung and compared the adjustment of male and female expatriates residing in several host-locations. Other gender comparative studies also include male and female expatriates evolving in various host-countries. Overall, our review suggests that we might have some more precise indication about how women adjust in Asian countries

and in the Middle East, but this does not mean that similar outcomes will be observed in Western cultures. Indeed, for example, male and female expatriates originating from Western countries, who are likely to represent a significant proportion of the expatriate population (and the majority of expatriates in our sample) may not expect a strong cultural distance in Western host-countries, which may lead to unforeseen difficulties. Tung (2004) for instance emphasizes that those female expatriates in her study that reported the strongest perceived barriers abroad were American female expatriates in the UK. The author suggests that they may have expected a high similarity between both countries and did not anticipate existing cultural differences enough. This is consistent with other recent research showing evidence that adjustment may not be easier in more culturally similar countries (Selmer 2006). On the other hand, previous research found that expatriates had more adjustment difficulties in culturally distant countries than in more culturally similar ones (Parker and Mc Evoy 1993).

Overall, Selmer and Leung (2003a, p.1127)'s call for gender comparative studies on expatriate adjustment in a single, and preferably non-Asian host-country does not seem to have been answered yet. This current study aims at addressing this gap, through comparing adjustment of male and female expatriates working in multinational companies in the Geneva lake region in the French speaking part of Switzerland. In the next section, we discuss some main features of the Swiss economic and socio-cultural environment and compare men and women's situations with respect to some key indicators. We also describe in particular the context of the Geneva lake region.

3. The Swiss host-country context and the Geneva lake region

3.1. The Swiss socio-cultural and economic environment

The Swiss economy has been very early characterized by a high degree of internationalization since the scarcity of natural resources and the small domestic market pushed Swiss companies to adopt an international orientation (Bairoch 1990). In 2009, foreign multinationals in Switzerland (many of them acting as headquarters for the European region) employed over 246'000 people and Swiss companies employed 2.6 million people abroad (UNCTAD 2011), which highlights the considerable extent to which the business environment in Switzerland is internationalized. The Swiss environment thus reflects on the one hand a strong international dimension and orientation; but also, on the other hand, a strong cultural embeddedness and identification at several levels: national, regional (related to the 3 German, French or Italian

speaking regions) and cantonal (26 cantonal states). Indeed, strong cultural differences may be observed from one "canton" to another, but despite this diversity and strong cantonal identities, the sense of national belonging remains strong and numerous symbols and values structure the cultural framework at the national level (Chevrier 2009). Switzerland has the particularity of being a small and multilingual European country, which has preferred to remain outside the European Union to protect its autonomy and has always been careful about risks of influence and interference from its French and German neighbors. Moreover, its stable economic success, its highly qualified workforce and high salary levels represent a strong cultural specificity and contribute to reinforce a strong sense of national pride (Schröter 2013; Ravasi et al. 2015).

Indeed, income and employment related factors appear to be very favorable in Switzerland in international comparison, although marked differences persist between men and women in several areas (WEF-G 2012). In a recent study, the country is the second in the OECD with the highest household financial wealth, only behind USA, and has the highest labor force participation rate of all countries considered (i.e. 83%, population aged 15-64) (OECD-BLI 2013). Although a strong inequality remains between men (88.8%) and women (77.2%), women's labor force participation rate appears to be remarkably high in international comparison (OECD 2013). This point could however be nuanced, given that a very high proportion of women are working part-time (58.5% against 13.8% of men in 2012; OFS 2013), a status that promotes, on the one hand, higher labor force participations, but may, on the other hand, be accompanied by job insecurity, a lack of social welfare provision (e.g. pension funds) or less possibilities to pursue vocational training (OFS 2008b; OECD 2010). Recent estimates show that about 10% of board seats in Switzerland are held by women, a proportion that appears to be lower than many other countries such as France (18.3%), UK (17.3%) or Germany (14.1%), but higher than e.g. Italy (8.2%) (Catalyst 2013). Furthermore, while Switzerland is ranked among the countries with the highest wage levels internationally (ILO, 2013), again, significant disparities remain between men and women's pay, with women earning 17.8% less than men in 2010 (Eurostat 2013). The Swiss gender pay gap appears to be rather high compared to other countries in Europe (e.g. EU-27 average is 16,2%, France 15.6%, Belgium 10.2%), though lower than e.g. Germany (22.3%), Slovakia (19.6%) or the UK (19.5%). Hence, while the Swiss economic environment might be highly attractive, some inequalities between men and women remain significant, reflecting that traditional stereotypes concerning women and men's place in the professional and family life remain particularly present (CEDAW 2009). On the other hand, it should be noted that, in international comparison, the Swiss situation improves

more quickly than most other countries towards more gender equality. Much progress has indeed been made over the past decade and especially in most recent years, with women continuing to show gains in education attainment, economic participation and political empowerment (WEF-G 2012).

3.2. The Geneva lake region

The Geneva lake region is a metropolis located in the French speaking part of Switzerland. In 2010, it represented 14.9% of the total Swiss permanent population (i.e. 1,170,996 inhabitants), out of which 34% (i.e. about 400,000) were foreigners, a rate that is much higher than the Swiss average of 22 % (VD-GE 2012). The Geneva lake metropolis provides many job opportunities by hosting various headquarters and subsidiaries of multinational companies, international organizations and financial companies, contributing to attract a high proportion of highly skilled foreign workers (Steiner and Wanner 2011; Naville et al. 2007). The strong majority of the job market in the region is concentrated in the tertiary sector, with a particular accent on high value added activities (VD-GE 2012). Both the states of Vaud and of Geneva agreed to work together to support the economic competiveness of the metropolis as well as to maintain its high quality of living (ML 2013). Geneva, the main city in the Geneva lake region, is the second city worldwide (behind Zurich) with the highest salary levels and among the four where the highest purchasing power has been observed (Höfert and Kalt 2012). In a recent survey aiming at determining the cities with the best quality of living worldwide, three Swiss cities are ranked among the top ten – Zurich (2nd), Geneva (8th) and Bern (10th) - emphasizing the high quality of life in Switzerland and especially in its agglomerations (Mercer 2012). The Geneva lake metropolis also hosts some internationally recognized higher education and research institutions such as, among others, the Swiss Federal Institutes of Technology in Lausanne or the universities of Lausanne and Geneva (e.g. Times-HE 2013; ARWU 2013). In the next section, we develop our hypotheses on male and female expatriate adjustment, taking the three adjustment dimensions into account.

4. Development of hypotheses

4.1. General adjustment

Female expatriates may face a more stressful life in the host country than male expatriates, due to additional difficulties in balancing work and private spheres (Schütter and Boerner 2013; Shortland and Cummins 2007). Indeed, traditional norms about women's care and domestic responsibilities remain significant in many Western countries (Hobson and Fahlén 2009; Acker 2012) and a strong inequality between men's and women's time spent on domestic work still exists (Gwozdz and Sousa-Poza 2010 p.184). Even in dual earner couples, women usually continue to have the primary responsibility for childcare and household tasks (Eby et al. 2005), a fact that is widely observed also in Switzerland (OFS, 2008a, p.71-72). It has been underlined that inequalities in the distribution of family responsibilities result in gender variations in family involvement (Hanappi and Bernardi 2010). Family involvement refers to the importance that an individual gives to the family and the extent of psychological investment in the family. Thus, family involvement shapes internal pressure to invest energy and time in the family domain to satisfy family role demands (Parasuraman and Simmers 2001, p.555), with a typically greater investment in that domain for women. Hence, male and female expatriates may have been typically socialized to this model in their home countries and may reproduce it in Switzerland, consistent with local gender norms.

In addition, it has been emphasized that transitions involving careers, employment and family roles are less easily experienced by male expatriate partners who often suffer more deeply the alterations of their identity that result from these changes (Harvey and Wiese 1998; Punnett et al. 1992; Davoine et al. 2013; Anderson 2001). Moreover, while Switzerland can be considered as a safe country in international comparison (WEF 2013), women may face some forms of discrimination or harassment to a stronger degree than men, inside and outside the workplace (Insch et al. 2008). In Switzerland, such situations may arise in more covert ways (see e.g. CEDAW 2009) and women may not be as prepared to face them as in countries where they are much more overt.

On the other hand, it has also been emphasized that being a woman can be an advantage in general day-to-day activities. For example, some women interviewed by Taylor and Napier (2001) perceived as a clear advantage that local men may be more willing to be helpful to women, especially foreign ones. Moreover, Haslberger (2010) suggests that women tend to have more realistic expectations regarding relocation than men, who may underestimate some

challenges. This seems to be consistent with Harrison and Michailova (2012), who stress that female expatriates evolving in the United Arab Emirates context faced several adjustment challenges, however they had expected them and it was just a matter for them of getting used to their new environment. Given these mixed elements, we do not expect any clear gender differences in general adjustment:

Hypothesis 1*: Male and female expatriates have similar levels of general adjustment (i.e. no significant differences can be observed).*

4.2. Interaction adjustment

Several authors emphasized the fundamental role of social support, including among others the interactions with host-nationals, in female expatriates' experiences and adjustment abroad (e.g. Caligiuri and Lazarova 2002; Van den Bergh and Du Plessis 2012). Precisely, women are also often perceived to possess superior interpersonal skills, potentially enabling them to create such interactions and establish these needed relationships. Female expatriates interviewed by Napier and Taylor (2002) viewed themselves as good listeners, interested in people, and constantly tried to find ways to interact with them positively; hence they thought that adjusting to a different culture might be easier for them than for some of their male expatriate counterparts (p. 844). Indeed, in line with these elements, while characteristics or values typically associated with men are e.g. independence, control, competition, rationality; it has been noted that women tend to be more people/relationship oriented, with a focus on values such as interdependence, cooperation or receptivity (Rosener 1990; Marshall 1993; Adler 1979; for a discussion see Billing and Alvesson 2000). As a result, it has been emphasized that these superior interpersonal skills provide them a competitive advantage on international assignments (Harris 2004b; Hofbauer and Fischlmayr 2004). Consistent with these elements, Cole and McNulty (2011) found that female expatriates exhibit a higher level of self-transcendence (related to values such as e.g. equality, broadmindedness, cooperation, loyalty) than their male counterparts, which was found to especially facilitate higher levels of interactional adjustment.

Moreover, referring to Berry and Kalin (1995)'s modes of interaction (acculturation) between minorities and mainstream cultures, Tung (2004) found that more men than women tended to live in separate expatriate compounds and adopt a "separation" mode. On the other hand, women tended to adopt more often an integration or assimilation mode, even in culturally distant or less developed countries. Integration and assimilation modes have been identified as

being the most conductive to interactions with local people abroad (Tung 1998). Precisely, frequency of interaction with host-nationals has been found to be strongly and positively correlated with interaction adjustment (Hechanova et al. 2003, p.221). Tung suggests that this behavior may be related to their situations and experiences faced as minorities in management in their home countries, which gave them a stronger mental constitution to cope with isolation in living and working (Tung 2004, p.249). Given these elements, we expect a higher interaction adjustment for female expatriates:

Hypothesis 2*: Female expatriates' interaction adjustment is significantly higher than that of their male counterparts.*

4.3. Work adjustment

Taken-for-granted stereotypical assumptions that associate successful management with typically male characteristics are still well anchored today in organizations and more broadly in society (Schein et al. 1996; Shortland 2009, Vance et al. 2006; Oakley 2000), and negatively impact women's experiences both in the domestic and international contexts. Past research emphasized several organizational barriers that women may face abroad (Harris 1995; Izraeli and Zeira 1993), such as the lack of mentors for female expatriates, (Linehan and Walsh 1999a; Harvey et al. 2009b); or their exclusion from corporate networks ("old-**boy**" networks) (Linehan and Scullion 2001; Shortland 2011), which might provide useful information and advices to female expatriates, facilitate their socialization on-the job, making them feel that their presence is valued in the host unit and improve their self-confidence. Support from co-workers – which appears to be especially critical for women abroad (Taylor and Napier 1996a,b) - has been identified by Bhaskar-Shrinivas et al. (2005, p.268) as being positively related to work adjustment. Furthermore, Koveshnikov et al. (2014) suggest that, while emotions might be used as a functional tool in managerial work (e.g. showing "appropriate emotions", employing emotional control), women might appear to be "too feminine" when showing emotions as managers, while it might be beneficial for a male manager (showing that he ca master as well "soft" or "feminine" management skills in his function). The authors stress that this might slow down the adjustment process for women compared to their male counterparts. Moreover, while the fundamental necessity of providing sufficient position power to female expatriates has been often recognized (Caligiuri and Cascio 1998; Tzeng 2006), several studies suggest that female expatriates are more likely to be assigned in lower and more

junior management positions than their male counterparts (Selmer and Leung 2003c; Domsch and Lichtenberger 1992; Caligiuri et al. 1999), or in less prestigious and visible functions (Hofbauer and Fischlmayr 2004). Hence, this headquarters' lack of confidence may be perceived by colleagues in the host-country and undermine female expatriates' authority, potentially leading to problems in adjusting to the work abroad.

On the other hand, several advantages for female expatriates have been identified in previous research, such as their strong visibility and the fact that they may be seen as extremely competent since they have been selected for the international assignment (Hearn et al. 2008; Altman and Shortland 2001), an argument that may still hold today given women's position as minorities in organizations, and especially female expatriates. Moreover, some authors emphasize a typically interactive and relational leadership style adopted by women, which appears to be particularly well suited for business in an international and cross cultural context (Van der Boon 2003; Izraeli and Zeira 1993; Jelinek and Adler 1988). It has also been suggested that gender norms applying to local women do not apply to female expatriates (Adler and Izraeli 1995; Westwood and Leung 1994), although this could not always be confirmed (e.g. Harrison and Michailova 2012). Given these mixed elements, we do not expect any clear gender differences in work adjustment.

Hypothesis 3: *Male and female expatriates have similar levels of work adjustment (i.e. no significant differences can be observed).*

5. Method

5.1. Sample

The data for this study come from a survey study on expatriate employees living in the Geneva lake metropolis and working in multinational companies located in this region. About 12 multinational companies agreed to participate to the study and they either forwarded the link to the online version of the survey or directly sent the paper version to their expatriate employees. In addition, the organization International Link, which is affiliated to the Chamber of Commerce of the state of Vaud agreed to send the link to our questionnaire to an extended database of expatriates working in multinational companies in the Geneva lake region. The use of several intermediaries to collect the data contributed to reduce sampling bias. Finally we received 152 complete and usable questionnaires.

Average age of participants of our study is 38.38 years old (SD=8.11), they had spent 2.01 years on current assignment (SD=2.07) and 6.67 years as an expatriate (SD=6.19). Out of the 152 participants, two thirds (N=101) of them are males. While the vast majority is married or living with a partner, half of them has no children. Overall, expatriates in our study come from more than thirty countries and nationalities of participants are distributed as follows: French (20.3%), German (13.8%), Italian (11.1%), British (6.5%), US (5.2%), Japanese (5.2%) and other nationalities (37.9%).

Female expatriates were on average 36.6 years old (SD=8.397), had worked for 2.1 years on current assignment (SD=2.15) and had spent 6.61 years as an expatriate (SD=6.19). The majority of them were married (70%), however only about 30% of women in our sample had children. Finally, about 20% of the female expatriates held a senior management position. A bit less than half of women (46%) were self-initiated expatriates.

Average age of male expatriates, 39 years old (SD=7.86) was higher than that of their female counterparts. They had spent about the same time on current assignment, 1.96 years (SD=2.03) and a similar time abroad, 6.69 years (SD=6.23) as female expatriates. One third of men had initiated their expatriation themselves and were not assigned by their home-companies. The overwhelming majority of male expatriates were married (89%), and most of them also had children (61%). Finally, about one third of men held a senior management position (31%). A summary of male and female expatriates' demographic characteristics can be found in Table 1 below.

Personal characteristics	***Whole sample (N=152)***	***Male expatriates (N=101)***	***Female expatriates (N=51)***
Age (years)	38	39.25	36.67
Marital status (% married)	82.9%	89.1%	70.6%
Presence of children	50.7%	61.4%	29.4%
Number of children	1.06	1.31	0.57
Senior/Executive position	28.3%	31.7%	21.6%
Organization-assigned/Self-initiated expatriates (%OA)	61.8%	66.3%	52.9%
Total time as an expatriate (years)	6.67	6.69	6.61
Time spent on current assignment (years)	2.01	1.96	2.11

Table 1: Expatriates' demographic characteristics.

In addition, preliminary results were later presented to and discussed with twelve HR representatives of the multinational companies who took part to our study and who were in charge of the international mobility of their employees. Their insights regarding for instance the context of international mobility and specific mobility issues in Switzerland (e.g. discussing the strong presence of expatriate communities, issues related to childcare) enabled us to have a more comprehensive understanding of the research issue.

5.2. Control variables and differences in personal characteristics

Several control variables were first considered in the present study, given their potential influence on male and female expatriates' cross-cultural adjustment. First, it has been found that age may have an impact on expatriate adjustment (e.g. Nicholson and Imaizumi 1993), and that women might be younger than men (e.g. Selmer and Leung 2003c, Forster 1999). Also, reciprocal influences appear to exist between expatriate and family adjustment (see Takeuchi 2010), thus marital status and number of children represent two relevant control variables. We have chosen to retain the number of children rather than simply the presence of children. Indeed, in his study, Maume (2006) shows that the number of children has no effect on the count of men's work restrictions (e.g. reducing work hours, refusing to travel, etc.); however, each additional child increases the count of women's work restrictions by almost thirty percent. Hence, it seems that the number of children may have a considerable impact on women's work-life interface. We thus decided to retain the number of children instead of the presence of children as a potential covariate to more precisely account for the impact of children. Peltokorpi and Froese (2009) suggest that self-initiated expatriates may be better adjusted than organization-assigned expatriates on two out of the three dimensions (general and interaction adjustment), hence we have selected this variable as a potential control variable. Moreover, since cross-cultural adjustment is a process over time (Black et al. 1991), time spent on current assignment also appears to be a relevant control variable. Previous international experience (i.e. time spent as an expatriate) has also been suggested to be a factor influencing cross-cultural adjustment (Andreason 2003). Finally, an expatriate's hierarchical level at work may also have an effect on expatriate adjustment (Shaffer et al. 1999), and women have been found to occupy lower hierarchical levels than men (Selmer and Leung 2003c).

As in similar previous studies comparing adjustment between two groups (e.g. Selmer and Leung 2003a; Peltokorpi and Froese 2009), only the variables with significant differences between both groups have been kept. Analyses of variances (ANOVAs) revealed significant

differences between male and female expatriates in terms of marital status ($F=8.551$, $p<0.005$), and number of children ($F=13.322$, $p<0.001$). No significant differences were found between male and female expatriates in terms of age, type of expatriation (organization-assigned / self-initiated expatriates), time spent on current assignment, previous international experience and hierarchical level. Hence, marital status and number of children have been used as covariates in the gender comparative analysis of expatriate adjustment.

In line with past research, these results show that women in our sample are less often married and have less (often) children. Home-country managers may be tempted to more frequently select single (and often younger) female candidates in order to avoid spousal and family issues (Cole 2012; Linehan and Walsh 1999b). On the other hand, past research has also shown that women's interest to relocate may be higher when they are young, single and childless (Ackers 2004; Tharenou 2008). However, it should be underlined that a majority of both male and female expatriates in our sample appear to be married (though women significantly less frequently), an element that is consistent with recent relocation trends and the rise in expatriate dual career couples (Cartus 2014; Andreason 2008).

Moreover, the fact that no significant difference could be observed with respect to age and to hierarchical levels contradicts previous empirical evidence (see Selmer and Leung 2003c; Forster 1999). A hypothesis could be that this finding reflects a tendency of organizations (see Brookfield 2012) to send younger employees abroad (with a marked increase of assignees between 20-29 years old) and thus at earlier career stages, potentially reducing to some extent the gap between men and women. Nevertheless, though not significant in our sample, the tendency observed in Table 1 suggests that women may further occupy lower hierarchical levels abroad, consistent with previous authors highlighting the existence of a glass ceiling for women in domestic and international assignments (Hutchings et al. 2008; Linehan and Scullion 2004). Finally, women appear to often self-initiate their international assignments, which could be interpreted, according to Tharenou (2010), as a mean to circumvent organizational barriers and discriminatory selection practices.

5.3. Instrument

We used the 14-item scale developed by Black (1988) and Black and Stephens (1989) to measure the three dimensions of expatriate cross-cultural adjustment. Respondents were asked to evaluate on a 7-point Likert scale (from 1, "not at all adjusted" to 7, "completely adjusted")

how well they were adjusted to several aspects of their lives in Switzerland (general environment and conditions of life, interaction with host-country nationals, work). Confirmatory factor analysis using SPSS Statistics 20 revealed the three-factor solution. Reliability of each resulting dimension was acceptable (Nunnally 1978): general adjustment (*alpha=0.84*), interaction adjustment (*alpha=0.95*) and work adjustment (*alpha=0.80*).

6. Results

Table 2 shows the descriptive statistics and correlations for all dependent variables. Expatriates were overall well adapted to their work and to their general life environment in Switzerland, with on average levels above 5 (on a scale ranging from 1 to 7). Comparatively, though around the mid-level point, their adjustment to interacting with host-country nationals is lower. This result suggests that interactions with locals may represent a significant challenge for expatriates in Switzerland, and may be more difficult to master than challenges related to work and general life environments.

Variable	*Mean*	*SD*	*1*	*2*	*3*
1.Work adjustment	5.48	1.23	1		
2.General adjustment	5.01	1.10	.415**	1	
3.Interaction adjustment	4.13	1.67	.416**	.410**	1
****. Correlation is significant at the 0.01 level.**					

Table 2: Means, standard deviations and correlations among the variables.

Our three hypotheses related to differences between male and female expatriates in the three dimensions of expatriate adjustment were tested using a 3x2 multivariate analysis of covariance (MANCOVA) with marital status and number of children as covariates (see Table 3). MANCOVA revealed a weak, though non negligible, multivariate effect suggesting significant differences between male and female expatriates' cross-cultural adjustment ($F=2.471$, $p=0.066$). Further analyses of covariance (ANCOVA) revealed that female expatriates had significantly higher levels of interaction adjustment than their male counterparts ($F=5.859$, $p<0.05$) as well as of work adjustment ($F=4.574$, $p<0.05$). On the other hand, no significant differences could be identified in terms of general adjustment. Overall, H1 predicting similar

general adjustment levels between male and female expatriates is supported (no significant differences). H2 predicting a higher interaction adjustment for female expatriates is also supported, while H3 predicting similar work adjustment levels between male and female expatriates is not supported. These results are discussed in the next section.

	Male expatriates (n=101) Mean (SD)	Female expatriates (n=51) Mean (SD)	Multivariate effect	F-Ratios
			2.471 *	
Work adjustment	5.36 (1.35)	5.70 (0.93)		**4.574 ****
General adjustment	4.95 (1.01)	5.14 (1.26)		1.761
Interaction adjustment	3.90 (1.68)	4.59 (1.57)		**5.859 ****

Note: *p< 0.1; ** p< 0.05

Table 3: MANCOVA and ANCOVA for the three adjustment dimensions by expatriate gender.

7. Discussion

Controlling for significant differences in background variables discussed above, confirming our hypothesis 1, we did not find any gender differences in general adjustment, a result that is consistent with some previous comparative studies (Selmer and Leung 2003a; Haslberger 2010). Past research found that female expatriates may face stronger difficulties in balancing private and professional life than male expatriates, not only because they are more strongly involved in domestic activities, but also due to the fact that challenges in the different life spheres may be strongly exacerbated for women abroad (e.g. feelings of isolation among others due to the exclusion from male networks, new work roles with increased pressure along with less corporate support than men, challenges associated with the relocation of male partners, etc.; see Rusconi 2002; Fischlmayr and Kollinger 2010; Linehan and Walsh 2000; Harris 2004b; Selmer and Leung 2003d). At the same time, while some progress still remains to be done with respect to gender equality, Switzerland is a country where the proportion of mothers in paid work is among the highest in OECD (although mainly part-time) and where children report among the highest life satisfaction in international comparison (OECD 2011; OFS 2012a). Several solutions exist and are widespread to help balance professional and private

spheres, such as relying on household help or external support for childcare, although some challenges remain with respect to the latter due to the lack of offer and the high prices (OFS 2008a). Hence, female expatriates may have perceived some aspects of the Swiss environment as comparatively rather supportive for women's personal and professional development. In their study, Mäkelä et al. (2011) identified not only conflicts for female expatriates abroad, but also considerable enrichments between private and professional spheres, such as better salaries, good quality housing, greater personal development, the chance to travel and discover other countries or the opportunity to pursue different hobbies (e.g. hiking in Switzerland). Moreover, Switzerland is a very internationalized country hosting a high number of foreign employees (UNCTAD 2011). Various expatriate networks – with several among them dedicated to female expatriates – have developed and are well established in the Geneva lake region, which may be a considerable source of social support impacting men and women's cross-cultural adjustment at various levels (Caligiuri and Lazarova 2002; Johnson et al. 2003). In addition, our findings may suggest that women, despite the additional constraints they may face abroad, are better prepared for their relocation than men (Dallalfar and Movahedi 1996) and are able to develop realistic expectations about general life in the host-country (Haslberger 2010).

Consistent with previous findings (Selmer and Leung 2003a; Haslberger 2010), we found that women were better adjusted to interacting with host-nationals than men, which also confirms our hypothesis 2. Past research suggested that women may more strongly seek to integrate the host-society than men, obviously contributing to foster interactions with host-country nationals (Tung 2004). Moreover, they may also more successfully interact with local people in Switzerland, due to their observed superior interpersonal and people-oriented abilities (Billing and Alvesson 2000). Furthermore, women's higher interaction adjustment may also be partly explained by the openness of the Swiss working environment to women. Indeed, Caligiuri and Tung (1999), using a unidimensional measure of adjustment, found that female expatriates tend to report lower adjustment than men in countries with lower workforce participation of women. Mérignac (2009) extended these findings by showing that women's labor participation rate in the host country was significantly and strongly correlated with female expatriates' interaction adjustment. In Switzerland, as explained in section 3.1. above, women's workforce participation rate is very high in international comparison, and is higher than in most of expatriates' home countries in the current study (e.g. France, Germany, UK, US). Hence, female expatriates in Switzerland may evolve in an environment that is comparatively rather open to women in this respect, potentially positively impacting their interaction adjustment.

Contrary to our expectations (H3), women reported higher levels of work adjustment than their male counterparts, a result that could be understood in the light of previous empirical studies emphasizing that female expatriates can be highly successful in their job on international assignments (Westwood and Leung 1994; Sinangil and Ones 2003; Mathur-Helm 2002). First, our study involved expatriates all working in multinational companies based in Switzerland. Depending on the organizations and their home countries, companies do not all transfer their practices and corporate cultures to the same extent. Hence, some expatriates may evolve in working environments that are not significantly different than the ones in their home countries (see e.g. Harrison and Michailova 2012), thus considerably minimizing work adjustment challenges for both male and female expatriates. Moreover, it has often been stressed that women can benefit from several advantages as expatriates, such as a strong visibility, very high perception of competence and an interpersonal leadership style very well suited to managing in an international context (Altman and Shortland 2001; Jelinek and Adler 1988). On the other hand, women are also likely to face more barriers at work in the host country than their male counterparts (e.g. stereotypical assumptions, difficulty to work long working hours, etc.; see Linehan and Scullion 2008; Shortland and Cummins 2007), which could negatively impact their experiences at work. However, this might not necessarily lead to lower work adjustment for women. Indeed, although often exacerbated abroad, many of these barriers may not be new to female expatriates, since they may already have faced them in their home country and could thus be well prepared for dealing with them abroad (Mérignac 2009). Going a step further, Janssens et al. (2006) argue that, instead of being systematically presented as "powerlessly caught in a penalizing structural context" (p.133), female expatriates should much more be viewed as active agents, able to produce empowering identities that purposively contribute to their success in the workplace.

8. Limitations

Some limitations of this study should be acknowledged. First, self-reports were used to collect the data, which has been argued to potentially lead to common method bias, such as inflation of relationships between variables (Podsakoff and Todor 1985; Organ and Ryan 1995). However, some body of literature suggests that assumptions related to common method variance with self-reports are overstated and represent an oversimplification of the reality (Spector 2006). We followed several steps in order to reduce likelihood of common method

bias by using self-reports (Podsakoff et al. 2003; Conway and Lance 2010). First, a clear rationale for using self-reports has been followed. Indeed, self-reports appear to be the most relevant method to collect data in this study, given that cross-cultural adjustment involves highly personal issues such as psychological comfort and familiarity with foreign environment. Thus, the people concerned with adjustment are the best suited to adequately answer such questions. Second, item reliabilities for the three adjustment dimensions were very high, as presented and discussed in the methodological part. This was expected, since we used the widely operationalized 14-item scale developed by Black (1988) and Black and Stephens (1989) to measure expatriate cross-cultural adjustment. Third, we proactively followed some steps aiming at reducing common method bias. For instance, we clearly emphasized that respondents' anonymity will be guaranteed. Also, items were assigned in random order, and we stressed that there were no "right" or "wrong" answers. A second limitation refers to the cross-sectional design of the study. Indeed, while cross-cultural adjustment is a process over time (Black and Mendenhall 1991; Bhaskar-Shrinivas et al. 2005), our study only deals with adjustment levels of participants at a given point in time. Further studies could consider adopting a longitudinal design to address this weakness. Finally, a last limitation relates to the operationalization of cross-cultural adjustment used in this study. It is indeed recognized that the environmental features requiring adjustment may be numerous, and go beyond the 14 item-scale proposed by Black et al. (1991)'s model and their three domains of adjustment (see Hippler 2006 for a review). Hence, the validity of their conceptualization has been criticized for methodological reasons (e.g. lack of inductive-exploratory approach, concerns about arbitrariness and the validity of some items). However, despite these weaknesses, this model remains, today, the most widespread operationalized model to examine expatriate cross-cultural adjustment.

Conclusions and implications of the study

Our study has several theoretical implications. In a time where workforce is increasingly composed of women with families and men who also take care of domestic and family responsibilities (e.g. OFS 2012a,b; Polach 2003), our analysis of personal characteristics of male and female expatriates in our sample suggests that still today, women with partner and/or family might be less often recruited for expatriate positions than men in the same situations. While this might, on the one hand, reflect a bias against women in expatriate selection (e.g.

Stroh et al. 2000b; Harris 2002; Connerley et al. 2008), women with family responsibilities have been found to be less inclined to engage in international assignment than their male counterparts (Tharenou 2008). It seems that perceived difficulties in balancing family and work spheres abroad might still represent a crucial barrier to expatriation for women (e.g. Linehan and Walsh 2000).

A further barrier emphasized in the literature is the perceptions by some home-country managers that female expatriates may not be able to adjust to the host-country culture and would thus be less successful abroad than their male counterparts (e.g. Paik and Vance 2002; Vance et al. 2006; Kollinger and Linehan 2008). Investigating cross-cultural adjustment differences between male and female expatriates in a single – Western – host-country (and controlling for the impact of relevant background variables mentioned above), our results are consistent with those of Selmer and Leung (2003a) in the Hong-Kong host-location, showing that women adjust better than men on two of the three dimensions of adjustment (interaction with host-country nationals and work). Hence, despite the fact that women face more barriers than men on international assignments in both work and non-work contexts (Insch et al. 2008), and while host-country environment has been found to considerably influence female expatriates' experiences (e.g. Taylor and Napier 2001), this result appears to hold in very different host-country contexts. Research should further investigate adjustment differences between male and female expatriates in other single host-locations (e.g. other European countries, South America, Africa) to check if findings remain similar. While several explanations have been discussed in this study (e.g. greater interpersonal skills, they tend to live less often in separate expatriate compounds, etc.), further, preferably qualitative research is needed to more comprehensively address and interpret these findings. For example, it may be necessary to include other factors in order to better understand male and female expatriate adjustment, such as the actors involved in the expatriation process (i.e. the family) and the context in which relocation takes place for them. An interesting hypothesis may be that, precisely because expatriation is more disruptive in female-led relocations (e.g. issues related to careers of male partners, departure from gender norms, etc.), the assignment is much better prepared by both partners, both physically and mentally (Ravasi et al. 2013). Furthermore, Känsälä et al. (2014)'s study on career coordination strategies among dual career couples suggest that men adopt more often a hierarchical coordination strategy (typically involving a break in the career of the expatriate partner, even when they were equally important in the home country), while women adopt more often an egalitarian coordination strategy (both careers are considered equally important, involving for

instance compromise so that both careers remain possible abroad). Such configuration and the opportunity to pursue a career in the host-country might positively influence female expatriates' partner adjustment. In turn, male partners who are well-adjusted may be a significant source of psychological support to female expatriates (Harris 2004a; Linehan 2000). A further step could also be to examine the relationship between adjustment and its outcomes (e.g. satisfaction, work performance, etc.; see Pinto et al. 2012) and investigate how they may vary according to gender. For example, Caligiuri and Tung (1999) found that dissimilar adjustment levels between male and female expatriates did not lead to dissimilar outcomes in terms of supervisor-rated performance. Hence, examining such relationships may help understand women's experiences abroad to a considerable extent. Future studies could also more systematically address and discuss the issue of male and female expatriates' personal characteristics, in order to have a more precise picture of their profiles and how they evolve over time. For example, in our sample, no significant difference was found between men and women in terms of age and hierarchical position, contradicting previous empirical evidence. Further examination is needed to find out whether this finding reflects particularities of our sample or recent expatriation tendencies.

Regarding the practical implications, our findings provide evidence that companies that do not consider women to the same extent as men for international assignments are neglecting a highly valuable source of talents, who appear to adjust better than or at least as successfully as men to the host-country environment, in the work as well as the non-work contexts. This may be especially critical in a time when finding suitable employees willing to relocate represents a key challenge for many organizations (Baruch et al. 2013; Collings et al. 2007). Since female expatriates have been increasingly sent abroad over the past decades, it can be assumed that more and more companies have begun to take this issue seriously through maximizing their talent pools, yet much more can be done to support women at all expatriation stages (e.g. by reducing bias in the selection process through formal/open processes, providing more organizational support during the assignment, encouraging role models, etc. see Harris 2002; Selmer and Leung 2003d; Shortland 2014). Helping the other actors involved in the relocation also appears to be crucial, since support from well-adjusted partner and family has been found to be crucial in their adjustment abroad (Harris, 2004a). From the perspective of women also, the perception of favorable conditions and adequate organizational support for their expatriation may enhance their willingness to relocate, may they be single or married, may they have children or not.

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Appendix

Author(s)	*Year*	*Methodo-logy*	*Sample of expatriates (M/W)*	*Origins/ Nationalities /Home countries*	*Host location(s)*	*Main findings*
Caligiuri & Tung	1999	Survey	N=98 (80 m/ 18 w.) (72 supervisors)	American expatriates working in 1 large MNC	Subsidiaries of the MNC located in 25 host countries	Women report a lower cross-cultural adjustment than men in countries with lower percentage of women in the workforce. However, this did not impact their supervisor-rated performance.
Selmer & Leung	2003a	Survey	N=388 (309m. / 79 w.)	Various nationalities (majority Britain; minority from France, US, Sweden, the Netherland)	Hong Kong	Female expatriates have higher interaction and work adjustments than their male counterparts. No significant gender differences in general adjustment. On the other hand, male expatriates have significantly higher levels of psychological adjustment than women.
Mérignac	2009	Survey & Interviews	Quantitative study: N=263 (197m. / 66 w.) Qualitative study: interviews with 28 expatriates/ women managers pursuing international careers; and 11 HR managers.	Various nationalities	Expatriates working in 40 host-countries	No significant differences on the 3 adjustment dimensions. Interaction adjustment of female expatriates is strongly and significantly correlated with percentage of women in the workforce; general adjustment to a weaker extent.
Haslberger	2010	Survey	N=68 (40m. / 28w.)	Various nationalities (mainly from US and UK)	Expatriates residing in 22 countries (mainly in Germany, Spain and the US)	Women are overall better adjusted than men. Women are more cognitively and emotionally adapted to relationships, but not to daily interactions. Women feel better than men about local values, but did not differ from men in their confidence about knowledge of local values. Women have higher psychological adjustment than men. No significant differences between men and women regarding adjustment to general conditions.
Cole & McNulty	2011	Survey	N=68 (37m. / 31w.)	Various cultural origins	Several host-countries (Australia, Canada, in Southeast Asia, China)	No significant gender differences on the 3 adjustment dimensions were identified. Higher perceived expatriate-local difference in self-transcendence for women was identified, which was a negative predictor of work adjustment for female expatriates. In addition, a strong relationship between personal levels of the self-transcendence values and work and interaction adjustment was observed.

Table A: Overview of gender comparative studies dealing with expatriate cross-cultural adjustment.

Author(s)	*Year*	*Methodo-logy*	*Sample of female expatriates*	*Nationalities/ Home countries*	*Host location(s)*	*Issues addressed (related to adjustment)*
Taylor & Napier	1996a, b	Survey and Interviews	Quantitative : N=91 female expatriates Qualitative : N=18 female expatriates	Various home countries (USA, Canada, New Zealand, Switzerland, England, Philippines)	Japan	Discussing impact of factors inhibiting (e.g. role ambiguity) and facilitating (e.g. role discretion) female expatriates' adjustment, advantages and disadvantages for women abroad
Caligiuri, Joshi & Lazarova	1999	Interviews	N=38 female expatriates	All American	Various host-countries (14) in Europe, Australia and Asia	Examining factors predicting adjustment of female expatriates, based on Caligiuri & Cascio (1998)'s proposed model. Findings show that company support and family support are significantly related to female expatriates' cross-cultural adjustment.
Selmer & Leung	2003b	Survey	N=79 female expatriates	Various nationalities	Hong Kong	Examining the link between female expatriates' career intentions and their sociocultural adjustment in Hong-Kong. Findings suggest that the more determined women are to pursue an international career, the highest is their interaction adjustment.
Volkmar & Westbrook	2005	Survey	N=30 female expatriates	Various nationalities (US, Australia, Canada, UK, Switzerland, Germany, Ireland, Spain)	Japan	Replication of Napier & Taylor (1995), in terms of adjustment, job performance, and professional acceptance of Western women working in Japan. No statistically significant change is found in comparison to Napier & Taylor.
Selmer & Leung	2007	Survey	N=79 female expatriates	Various nationalities	Hong Kong	Examining which type of coping strategies are more often used by female expatriates and the impact of the latters on sociocultural adjustment. Problem focused coping strategies are more often used by female expatriates than symptom-focused ones. A negative relationship was found between symptom-focused strategies and socio-cultural adjustment.
Harrison & Michailova	2012	Survey and interviews	Quantitative: N=86 female expatriates Qualitative: N=26 female expatriates	Several nationalities (Australia, New Zealand, UK, US)	United Arab Emirates (UAE)	Investigating adjustment experiences of Western female expatriates working in the UAE. Contrary to expectations, they did not experience greater adjustment difficulties and were successful when conducting their assignments in UAE. Explanatory elements were, among others, prior international experience, accurate preparation and expectations, and multicultural work settings.

Table B: Overview of main studies dealing with female expatriates' cross-cultural adjustment (sample of female expatriates only, no gender comparison).[11]

[11] Some studies dealing more generally with female expatriates' « experiences » abroad have been excluded, such as Westwood and Leung (1994, with Hong Kong as host-location) or Napier and Taylor (2002, China, Japan and Turkey as host-countries). We have included Harrison and Michailova (2012) since they clearly dedicate a section to adjustment in UAE.

IV. Specific work-life issues of single and childless female expatriates. An exploratory study in the Swiss context[12]

Abstract

Work-life balance has been identified as a key challenge in expatriation, which impacts both private and professional spheres. Especially for women, work and private life issues have been found to be particularly exacerbated abroad. Up until today, research on work-life interface in the expatriation context has focused on expatriates relocating with a family. However, single expatriates represent a non-negligible proportion of the expatriate population and their work-life experiences remain largely unexplored. This is especially relevant for female expatriates, since reports and past research showed that they were more often single than their male counterparts and had less often children. In the domestic context, recent studies on work-life interface reveal significant issues that single and childless individuals face in balancing both life spheres. The aim of this qualitative exploratory study is to examine the specific work-life experiences of single and childless female expatriates that are working and living in the French speaking part of Switzerland.

Keywords: *female expatriates, single, work-life interface, gender, Switzerland.*

[12] Salamin, X. (2015), "Specific work-life issues of single and childless female expatriates. An exploratory study in the Swiss context.", *LIVES Working Papers*, No.42, DOI: 10.12682/lives.2296-1658.2015.42.

Introduction

Work-life balance issues have been identified as a key challenge in expatriation, which significantly impacts both private and professional spheres (Shortland and Cummins 2007). Since a majority of expatriates appear to have a family (partner and/or children), and since work and family issues – especially for women - appear to be exacerbated on international assignments (e.g. more responsibilities at work, challenges due to the relocation of the whole family, issues related to the male accompanying partner, etc. see Harris 2004a; Anderson 2001), the growing academic interest in examining the work-life interface of expatriates relocating with a family or a partner appears to be justified. However, single expatriates nevertheless represent about 30% of the total expatriate population according to recent relocation reports (Brookfield 2014; Cartus 2014), and their work-life experiences remain largely unexplored. This is especially relevant for female expatriates, since reports and past empirical research showed that they were more often single than their male counterparts and have less often children (e.g. Brookfield 2014; Salamin and Davoine 2015; Selmer and Leung 2003). While studies that dealt with the work-life interface of female expatriates emphasized various work-life issues faced by women abroad, their samples mainly include women in a partnership or with a family (e.g. Fischlmayr and Kollinger 2010; Mäkelä et al. 2011). Thus to date no studies comprehensively focused on the work-life experiences of single and childless female expatriates.

However, recent studies on work-life interface in the domestic context reveal significant challenges that single and childless individuals face in balancing both life spheres (Casper and Swanberg 2009; Hamilton et al. 2006). Research has initiated a shift from the examination of "work-family" to "work-life" interface in order to take various life spheres into account beyond work and immediate family (Keeney et al. 2013; Özbilgin et al. 2011). In social sciences, a field of "singleness studies" is developing (Byrne 2009), which emphasizes various aspects of the single status (e.g. its social meaning, the social acceptance of being single, etc.; DePaulo and Morris 2006; Reynolds 2008).

This qualitative exploratory study thus builds on different research streams (research on female expatriates, work-life research, singleness studies) in order to examine the specific work-life issues of single and childless female expatriates in the Swiss context. Our study advances research on work-life interface by focusing on the still under-researched single population (Özbilgin et al. 2011) and by investigating their experiences in an international context – where

work-life issues might be more pronounced. Work-life issues in the international context have been related to especially significant challenges for women, who may face additional obstacles in the work and non-work context (Insch et al. 2008; Schütter and Boerner 2013). It contributes at the same time to the field of research on female expatriates by complementing existing studies on work-life interface which focus on women relocating with a partner and/or family and by revealing work-life experiences of single and childless women abroad. Moreover, this study might help organizations to understand the experiences and needs of these non-traditional expatriates (McNulty 2014) and to design appropriate support measures. Research on female expatriates is briefly discussed in the first section, before addressing research on singleness (section 2). In the third section, we focus on research on work-life interface. The method is then described in section 4, results are presented and discussed in sections 5 and 6. Implications and limitations are emphasized in the conclusion.

1. Literature review on female expatriates

Our knowledge on women's experiences in the expatriation context considerably increased over time. Earlier studies emphasized discriminatory organizational context and biased assumptions of corporate managers, who were often perceiving women as unsuitable for international assignments (Dawson et al. 1987; Jelinek and Adler 1988). Empirical research, however, consistently contradicted such stereotypical assumptions, showing that women could be highly successful on international assignments (e.g. Tung 2004; Taylor and Napier 1996). As women might still today not be sufficiently considered as candidates for expatriation by their companies (Vance and Paik 2001; Connerley et al. 2008), they might initiate their international career move themselves in order to circumvent organizational barriers (Tharenou 2010). Studies have increasingly focused on women's self-initiated international mobility (e.g. Roos 2013; Berry and Bell 2012), showing that these foreign experiences enabled them to gain a significant amount of career capital (Myers and Pringle 2005; Stalker and Mavin 2011).

In most recent years, research on female expatriates is typically characterized by increasing individual-level examinations with a host-country focus, which includes for example the investigation of host-country national's perception of female expatriates, but also a growing interest in studying female expatriates' work-life interface (Salamin and Hanappi 2014). With the increasing emphasis on work-life issues as a key challenge in the expatriation context (Shortland and Cummins 2007), studies have begun to more comprehensively examine

women's interface between work and private life abroad (Mäkelä et al. 2011; Fischlmayr and Kollinger 2010, see discussion in section 3.3.). However, while single and childless women abroad may deal with their specific and significant work-life issues, no studies have comprehensively examined their experiences. Hence, with this paper, we contribute to address this research gap.

2. Research on singleness

Over the past decades, singlehood has increased in Western countries and it is expected to carry on in the future (Poortman and Liefbroer 2010). This trend has emerged in conjunction with other social and demographic developments such as shifting attitudes towards gender roles, women's increased educational attainments and engagement in professional opportunities, increasing acceptance of delayed marriages and high divorce rates (Koropeckyj-Cox 2005; Strong et al. 2011; Lesthaeghe 2010). Individualization has been emphasized as an important driver of change, which refers to the ways in which individuals, liberated from earlier conventions and constraints, aim at shaping their own trajectories and identities and reflecting on the sense of their relationships (Williams 2004).

While earlier research tended to present the single status as deviant, a field of study on singlehood has been developing over the past decades, investigating singlehood as a viable and acceptable social identity and as lifestyle option (Byrne 2009). Scholars in this research field, aiming at examining and challenging ready-made analytical categories, have first reflected on the complexity of defining "singleness". As stressed by Reynolds (2008) or Poortman and Liefbroer (2010), various definitions have been used in popular writings and research over time (e.g. referring to never-married and childless in some cases, or including widowed and divorced; or also referring to unmarried people with a partner, etc.). Researchers on singleness have emphasized legal/bureaucratic and social definitions (DePaulo and Morris 2005, 2006). In many countries including Switzerland, legally single individuals are adults who are not, and have never been, legally married (they refer to the official category "single" as opposed to other categories such as e.g. married, divorced, widowed, see OFS 2014)[13]. On the other hand, the social definition refers to individuals who are not in a serious, committed partnership. Although

[13] Nuances in legal/bureaucratic definitions can be observed in different countries, depending on the official taxonomy of marital status that is applied (see for example the discussion in DePaulo and Morris (2006) regarding the USA).

there are no precise criteria to define seriousness, it can include elements such as the length of time a couple has been together, whether they live together or the exclusivity of relationship.

According to Byrne and Carr (2005), singles might be caught today in a "cultural lag", meaning that cultural adjustments did not yet account for these rapid social changes described above. Indeed, in Western society, cultural norms valuing heterosexual committed and long-lasting relationships remain well anchored (Day et al. 2011; Zajicek and Koski 2003). Single individuals might thus be perceived as challenging this dominant couple culture (Maeda and Hecht 2012). Being single might be an even more problematic identity for women who might be subject to significant social pressure in a society that stresses importance of couplehood and motherhood (Jamieson and Simpson 2013; Gordon 2003). It might however be perceived as more or less acceptable at different life stages, and the extent of this social pressure might thus vary depending on age (Sharp and Ganong 2007). It has been shown that single and childless women in their mid-20s until mid-30s (related to the conventional timetable for marriage and child-bearing) are subject to intense pressure from friends, family, coworkers and more broadly society to marry and found a family (Sharp and Ganong 2011; Koeing et al. 2010; Byrne 2003).

On the positive side, studies show that singlehood might be associated with various benefits, such as high independence, freedom and self-fulfillment (DePaulo 2006; Koeing et al. 2010). Single individuals might not be attracted by what they could perceive as the "confines of married life" (Timonen and Doyle 2014, p.12); and particularly value their freedom to make choices regarding e.g. lifestyle, participation in social activities or professional engagement (e.g. Timonen and Doyle 2014; Baumbusch 2004; Trimberger 2005). While feelings of isolation and loneliness have been reported to be main challenges for singles (Gordon 2003), interpersonal relationships might be a crucial factor in positive experiences of singlehood.

3. Interface between work and private life

In this section, we first present theoretical and conceptual elements on work-life interface, and then review past research on the work-life interface of singles (in the domestic context) and on work-life issues of female expatriates.

3.1. Work-life interface: theoretical elements

Most work-life research has focused more specifically on the relationship between work and family domains, where family is understood as the presence of a partner and/or dependent children (Casper and Swanberg 2009, p.95). As a result, not only have other relevant life domains been typically ignored (Grawitch et al. 2011), but people who do not correspond to this definition, such as single individuals, have been largely excluded from work-life research (Özbilgin et al. 2011). Acknowledging this issue and the need to account for a diversity of non-work areas beyond family, researchers have more recently broadened their scope of investigation by including domains such as household management, friendships, leisure, religion, etc. (e.g. Keeney et al. 2013; Frone 2003; Sav et al. 2013). Moreover, their understanding of the family domain is also broader and includes e.g. time spent with parents or siblings.

Research has traditionally adopted a **conflict perspective** when examining work-life interface (Poelmans et al. 2005). It stresses that individuals have finite personal resources in terms of time, energy and attention, which are likely to be depleted when participating in multiple life roles. Managing the competing demands and expectations from multiple roles inevitably creates strain. Extending Greenhaus and Beutell's (1985) seminal definition of "work-family" conflict, Huffman et al. (2008) defined work non-work conflict as "a specific type of interrole conflict that occurs when work demands and pressures collide with the pressures and demands of one's personal life" (p.516-517). Moreover, research has widely acknowledged the bidirectionality of the conflict, i.e. work can interfere with non-work domains and the opposite (Schieman et al. 2009; Rotondo et al. 2003).

In contrast to the conflict approach described above, the **enrichment perspective** focuses on the potential benefits of combining multiple roles. While researchers have used different concepts to refer to these positive synergies (e.g. "facilitation, "enhancement"), it has been observed that "enrichment" appears to be the most inclusive one (McNall et al. 2010). Greenhaus and Powell (2006) define enrichment as "the extent to which experiences in one role improve the quality of life in another role" (p.73). Similar to work non-work conflict, enrichment has been found to be bidirectional (Peng et al. 2011). Moreover, enrichment has been recognized by past research as a distinct and independent construct from that of work non-work conflict (Demerouti et al. 2013; Rantanen et al. 2013). In this respect, both conflicts and enrichments can take place simultaneously.

Social support has been found to be essential in both buffering conflicts and enhancing enrichments. When individuals perceive high levels of social support, they are less likely to view their environment as stressful or threatening, which reduces subsequent conflict (Michel et al. 2011; Carlson and Perrewé 1999). Also, social support both in the work and non-work contexts generates feelings of care and value, i.e. positive affect that can be transferred across domains and enhance performance in other roles (Lu 2011; Siu et al. 2013; Wayne et al. 2006). Three broad types of social support are commonly referred to (Helgeson 2003): emotional (e.g. listening, caring sympathizing), instrumental (e.g. tangible and concrete assistance, external help with household chores) and informational (information and guidance).

3.2. Research on work-life interface and singles in the domestic context

In more recent years, some studies have started to investigate the work-life experiences of single workers in the domestic context. Casper and Swanberg (2009)'s noteworthy qualitative study on the work-life stress of single childfree adults identified a range of work-life issues encountered by this population. A major element, also emphasized by other studies (e.g. Young 1999; Innstrand et al. 2010), is the expectations in the workplace (e.g. from colleagues, supervisors) that singles might be able to work longer hours or to readily commit to additional work assignments. Another major issue underlined is singles' perception that their free-time was undervalued since they were not seen as having any family responsibilities outside work (Casper and DePaulo 2012). A further element underlined by Casper and Swanberg's study is related to the dominant norm at the workplace of being "married with children", which could lead to ostracism towards singles. These elements are in line with Casper et al. (2007)'s findings that singles might feel excluded from "family-friendly" organizational cultures that are shaped to support employees with (immediate) family. In addition, in a study on the work-life conflict of never-married women without children, Hamilton et al. (2006) observed that singles themselves might also tend to devote high energy and time in the work sphere, which could in turn lead to significant interferences with their private sphere.

3.3. Work-life interface of female expatriates

It has been widely acknowledged that international work experiences create additional work-life challenges for individuals, as the different life spheres are impacted by the relocation. In the private sphere, past research emphasized stress associated with the culture shock that might

be felt as a result of living in a new country (e.g. loss of familiar signs and cues for interpreting daily life, see e.g. Caligiuri and Lazarova 2005). Studies have also widely emphasized challenges related to spouse and children during the relocation (e.g. see Harris 2004b; Davoine et al. 2013). In the professional sphere, the new position in the host-country might be more challenging (e.g. increased responsibilities, see e.g. Mäkelä and Suutari 2011) and be more demanding in terms of working hours (Shortland and Cummins 2007).

Research has constantly shown that work and life issues are exacerbated for women in international assignments (e.g. Harris 2004a, Linehan and Walsh 2000). Women can indeed face additional challenges in the workplace such as enduring gender stereotypes and an organizational context biased towards male career success. In addition, women typically remain predominantly responsible for domestic tasks and childcare activities. Overall, work-life conflict has been found to be intensified for female expatriates compared to their male counterparts (Schütter and Boerner 2013). While most research focused on women's work-life conflicts, recent studies highlighted enrichments as well for women between different life spheres. These enrichments refer for example to positive feelings, skills or energy that are transferred from one life domain to another (see e.g. Mäkelä et al. 2011, Schütter and Boerner 2013).

While no studies comprehensively focused on the work-life interface of single female expatriates (nor more broadly on single expatriates regardless of gender), some studies including a minority of single female expatriates in their samples do briefly mention a few work-life issues of this population. For instance, some situations of long working hours contributing to a lack of time for leisure and friends were underlined (Mäkelä et al. 2011). Similarly, Fischlmayr and Kollinger (2010) emphasize situations of loneliness and isolation for single women abroad that can lead to lower self-esteem and lower motivation at work. Moreover, Linehan and Walsh (2000) mention social pressures from colleagues on unmarried female expatriates, who perceived them as an "oddity". On the other hand, in terms of enrichment, it has been reported that single female expatriates might perceive their personal life situation (and its high flexibility) as advancing their career development (Mäkelä et al. 2011; Linehan and Walsh 2000). Other studies, addressing more generally the experiences of single female expatriates (Ben-Ari and Yong 2000; Thang et al. 2002, both focusing on single Japanese women in Singapore) underlined some of these issues mentioned such as social pressures and exclusion, and emphasized for instance that that they might perceive their international experience as a mean for self-fulfillment and self-development.

4. Context and method of the study

4.1. The host-country context: French speaking part of Switzerland

The Swiss environment is characterized by strong cultural specificities and values at several levels: national, regional (related to the 4 German, French, Italian and Romansh speaking regions) and cantonal (26 cantonal states) (ChF 2014). At the same time, the Swiss economy reflects a high degree of internationalization. This international dimension is particularly strong in the French speaking Geneva Lake region, where many headquarters and subsidiaries of multinational companies are established (Naville et al. 2012). The population in this region is characterized by a high diversity (the proportion of foreigners in the resident population reached 35.1% in 2012, which is a much higher rate than the Swiss average of 23.3%) (VD-GE 2014). Among them, highly skilled professionals from various horizons are particularly attracted to this region by high standards of living and a job market concentrated in the tertiary sector (Höfert and Kalt 2012; Steiner and Wanner 2011; VD-GE 2014).

While the Swiss economic environment might be highly attractive, some inequalities between men and women remain significant, such as a wage gap of 17.9% in 2011, (slightly higher than the EU-28 average of 16.4%) or women's persistent difficulties to reach higher management positions (e.g. with 10% of board seats held by women) (Catalyst 2014; Eurostat 2014). These inequalities reflect that traditional stereotypes concerning women and men's place in the professional and family life remain particularly present (CEDAW 2009).

4.2. Method

This exploratory study adopts a qualitative, interpretative research approach, since it aimed at identifying and examining female expatriates' perceived work-life issues related to their single and childless status and the meaning they attributed to them (Marschan-Piekkari and Welch 2004). Since we wanted to take the diversity of such potential specific work-life experiences into account in the expatriation context, we allowed for the inclusion of different types of expatriates such as traditional corporate-assigned expatriates, as well as self-initiates expatriates (i.e. referred to as individuals who initiated their international work experiences themselves, with little or no corporate support, for duration that is not necessarily defined; Andresen et al. 2012; Cao et al. 2012). Several inclusion/exclusion criteria were considered in the constitution of the sample: 1) we included female expatriates who perceived themselves single according to

the *social* definition (i.e. they were not in a partnership) and were childless[14]; 2) these women had to be working and living in the French speaking part of Switzerland; 3) they had a time spent in Switzerland ranging from 5-6 months (in order to avoid additional initial stress due to relocation) until 8 years. While the duration of stay is usually limited for organization-assigned expatriates (e.g. 2 to 5 years), this is not necessarily the case for self-initiated expatriates. It has been suggested that scholars in expatriate research should designate the boundaries between temporary and permanent stays in their studies (Cerdin and Selmer 2014), since self-initiated expatriation typically implies a stronger dimension of temporariness in the period of stay (in contrast to conceptualizations of migration who might stay on a longer term, see Al Ariss 2010). Based on reported periods of stay of up to 8 years for self-initiated expatriates in past empirical studies (Cerdin and Selmer 2014), we have adopted the maximum threshold of 8 years of stay in Switzerland as an inclusion criteria in our study.

In total, our final sample is composed of 20 interviewees all fitting the criteria mentioned above. Participants were found through expatriate organizations (e.g. blogs, etc.) and with the help of the Chamber of Commerce of the State of Vaud, which advertised our study on their website. Table 1 below summarizes some demographic characteristics of our sample.

Regarding the type of expatriates, most of the study participants corresponded to the definition of self-initiated expatriates (75%), while 15% were assigned by their organizations. In addition, 2 interviewees could be classified in none of the above mentioned categories, since they had been contacted by the local organization to work for them. They thus corresponded to Andresen et al. (2014)'s additional category of "drawn expatriates" (employees who are approached and offered a contract by host-country organizations, and were not the initiator of their career moves). Regarding nationalities, the sample was very varied, including 16 different nationalities (2 British, 2 Hungarians, 2 Italians, 2 US, and one participant of each of the following nationalities: Australian, Brazilian, Canadian, Croatian, French, German, Greek, Lebanese, Polish, Portuguese, South African and Swedish). They were working in a range of industries: pharmaceutical, legal, banking/finance/insurance, medical and health, education, government and diplomacy, non-profit organizations and aviation industry; and were holding mainly specialist/expert and managerial positions.

[14] Women who were in a long-distance relationship or women having an immediate family (e.g. children and/or spouse) in their home-country, and relocated alone, were not included in the study.

Age	N	%	Level of education	N	%
21-25 years	1	5%	Bachelor	4	20%
26-30 years	2	10%	Master/graduate	12	60%
31-35 years	7	35%	PhD/ Post graduate	4	20%
36-40 years	5	25%			
41-45 years	2	10%			
46-50 years	3	15%			
Length in CH	**N**	**%**	**Type of expatriates**	**N**	**%**
½ -2 years	5	25%	Self-initiated	15	75%
3-4 years	6	30%	Organization-assigned	3	15%
5-6 years	8	40%	"Drawn"	2	10%
7-8 years	1	5%			

Table 1: Sample characteristics (N=20).

The data collection has been performed through semi-structured, face-to-face interviews with the 20 participants of the study, in English with 19 expatriates and in French with the French expatriate. Each interview has been performed by a team of 2 researchers: a male and a female interviewer, in order to have a balanced team in terms of gender. Consistent with Lim and Firkola (2000), we used the same interview guide with all interviewees. The main parts of the interview guide are the following: introduction and career path, work-life interface in their experience in Switzerland, perceived work-life issues for single female expatriates, future perspectives and conclusion. All interviews lasted between 40 and 90 minutes, have been audio recorded and transcribed. In the data analysis phase, we used the computer assisted data analysis software MAXQDA 10 and performed a thematic analysis for qualitative data following King (2004)'s template analysis method. This method suggests starting the analysis with pre-identified categories (e.g. from previous research on a similar topic), but allows flexible changes through the course of the analysis (King 2004, p.256). Hence we started the thematic analysis with categories referring to main themes emphasized in the theoretical part, and subsequently adapted the categories during the analysis process to take specificities of our data into account (e.g. Swiss context, international dimension in work-life issues of singles, etc.). Results of this analysis are presented in the next section.

5. Results

Swiss social norms and habits and work-life interface

In this section we address some particularities of the Swiss context regarding work-life balance that were observed by the participants, and how it impacted their work-life interface. Many participants perceived that the Swiss culture and context particularly valued a good work-life balance:

"Swiss citizens, I mean people who have grown up here, they really appreciate the work-life balance, their time off, the holidays." (P.7)

A feature of the Swiss environment (related to the above mentioned one) that has been constantly mentioned by the interviewees were the closing times of stores, which appeared to close earlier than what they were used to in their previous experiences. While this might appear to be a minor element, many single female expatriates explained the considerable repercussions that it had on their work-life interface, since they had nobody else, as singles, who could help them dealing with practical issues such as shopping:

"You create a routine because you have to find things that stay open on the weekends. […] For instance it destroys my weekends, because I can never finish my working day on time to go to the supermarket, so on Saturday it comes to me a very routine because I have to do the groceries for the week, and I don't like this." (P.15)

While this feature of the Swiss environment was negatively perceived by some interviewees, some others viewed it positively, as an opportunity to reach a good work-life balance:

"I think I have been forced with a few of the rules of Switzerland. So in the US everything is open all the time, you can do your grocery shopping at midnight, it doesn't matter, you can do your laundry at 2 in the morning, no one's going to care, whereas here there are certain times where you're not allowed to do things, so I think it kind of forced me to be much better about coming home early in order to get my laundry done, or going to the market before I go to work. I feel like I have much better balance here. And because I'm single, I don't have somebody else to do the shopping." (P.11)

Moreover, some interviewees noted that some other aspects of the practical organization of life in Switzerland might reflect a family (or couple) culture. They viewed this element as particularly obvious when appointments had to be made for practical issues related to their housing, where it was typically expected that one of the two partners, and especially the (stay-at-home) "wife", would be available during the working day. Hence, in addition to couple and family culture, an orientation towards traditional family and gender role repartition has also been underlined. Several single female expatriates have thus been confronted to this expectation that they were the "stay-at-home" wife:

"You get these letters from various organizations about, "We're coming on this day at eight o'clock in the morning to do your heating, or your balcony cleaning, or replacement of your stores, or doing your windows, or doing whatever", and you have to be there. And the letter is always addressed to Mr. and Mrs. .XY, which I think, "Okay, wait a minute". A few times I've listed a response in my broken French, "I'm sorry. I can't be here today because you gave me a one day notice. I have to work. Could you please come back. And by the way, there is no mister." (laugh). I hate to reinforce that, but it's a very interesting stereotype that my expat friends and I have noticed is that; a lot of our experiences here, especially as single women are that, it's assumed that you're the stay at home wife. […]So I think that's stressful for me, because now I have to figure out how to; either I work from home that day or I take a vacation day or something, depending on what's happening." (P.8)

Beyond the gendered expectation underlined by this interviewee, this illustration shows how such demands of availability in their private life directly interfere with their work life (need to take a day off, work from home) and the crucial importance of having enough flexibility granted by the organization.

Single status and workload: ambivalent relationships

Organizational perspective: work expectations and the value of private time

The feeling that a low value was associated by the organization to their private time emerged as an important and sensitive issue for several interviewees. Being single, and in addition an expatriate, could be interpreted as a signal within the work environment that they do not have the same responsibilities and commitments outside work than people with immediate families or even local single employees with extended families:

"The moment that you're single and expat, and that people perceive that you don't have the same responsibilities as they do, automatically this has repercussions on expectations at work. So I'm expected to be fine travelling over the week-end, I'm expected to be fine with working over the week-end. […] You know because I don't have elderly parents to take care of, there's the perception that I don't necessarily have any family commitments, so it's as if there is a ***hierarchy of commitments*** *in your private life that is given importance or preponderance at work. So first it's your immediate family if you have a spouse and children, these take priority. Then second in the hierarchy of importance, is if you have any family commitments. Third if you have some social commitments like friends, whatever. And I feel that if I was not an expat, if I had my own family here, as my parents, my sisters, or whoever like cousins that have marriages, that this would take prevalence over my social commitments that are non-family related." (P.19)*

As single expatriates would often stand at the last place on the "*hierarchy of commitments*", some perceive that they are those who are considered within their organizations as being the most flexible and e.g. able to travel (sometimes also during the weekend-end) or to take unexpected work assignments:

"If there are additional things that come up, no one will ever ask them because they know, so and so has to go pick up their kid at 5:30. So I can't ask him to stay back and do this piece of work because I know he can't, so I'll ask this person who I know has no life. It upsets me quite a lot because I've often said this in a team situation that, "Why is your life more important than mine?". And there is a perception that having children means that your

freedom is more important than my freedom. But then I also sometimes feel like, "Well, how can I ask my colleague who has a child he needs to go pick up to do the work, so that I can go and have dinner with my friend?".” (P.12)

This last quote emphasizes not only the potential high work expectations towards single expatriates, but also the dilemma that might underlie this situation, since they were all aware of the requirements and the strong needs for flexibility of people with families. At the same time, one interviewee underlined that, at her age (i.e. 35), founding a family was a project that required time and flexibility, which she did not perceive would be recognized as such by her organization:

“I know that I should think a bit more of creating opportunities to meet some potential man, […] Now, it's really a project that if I want to have children until the age of 40, which is not so far then I really have to accelerate. And it's hard because I can't tell my boss, "Listen, I'm looking for someone, so I want to go earlier because I want to go for a date or something." But if I would have a child I could say, "Yeah, I have to go because I have a child.". So it's a bit challenging.“ (P.17)

This example shows how her single status might influence work and flexibility expectations in the organization, which in turn, might have negative repercussions on her project to find a partner and found a family, thus reinforcing her single status. The fact that, despite strong flexibility requirements (see also last section), their own needs are not recognized enough by the organization can create frustrations:

“That's something that I've been trying to deal with myself, because that's the prejudice that I have myself. I think there should be... Not that they're wrong towards the people that have kids, but there should be enough flexibility for people who don't have kid.“ (P.13)

In the next section, we examine the relationship between workload and single status this time from the individual perspective.

Individual perspective: extent of investment in the work sphere

From the individual perspective, our analysis highlighted a potential tendency to have a strong investment in the work sphere. Several participants underlined that this was stimulated by the fact that, as single and childless women, no immediate family members expected them to come home at a certain time:

“When you’re single, there is nobody who’s waiting for you at home, so then it’s easier to stay at work, even 11, 12 or 13 hours, because there is no baby that is crying, or other dependents, so then you just continue.” (P.9)

The fact of staying longer at work would thus only affect their own lives. The following interviewee also relates her longer working times to feelings of loneliness (addressed in a

section below), emphasizing that being in the office with colleagues represented an opportunity to exchange and have social interactions that she would not have at home:

"Sometimes being at work is even better than being at home. So if I have to spend more time at work because maybe I'm finishing and doing extra hours, at the end, I'm doing them for my job, for my work. And I'm the only one that is making a sacrifice, but you know that there is nobody that is waiting for you. So if you come at home at five or if you come at seven or at eight, it's only your own choice. And sometimes you say, "Okay, if I'm in the office at the end, I'm with colleagues and maybe I will go for a coffee and maybe...". Yeah, I have a bit more of a social life than being at home at five and then watching TV." (P.1)

Hence, the high investment in the work sphere might also be exacerbated for expatriates due to weaker social ties in the host-country. Thinking back to her time in her home country, where she was socialized and had deep social networks and activities, the following participant confirms that these ties would prevent such high investment in the work sphere, and that she would give more value to her free time:

"I guess that if I had everything I used to have before coming to Europe, maybe I would fight for my time. Because I would have other things to do, things that I was used to and my family to visit. Kind of giving more importance to that than what I have here." (P.14)

Hence, while we mentioned earlier that a low value might be associated to their private time by the organization, in some cases, some interviewees themselves might devalue their private time in the host-country, contributing to a higher investment in the work sphere.

The positive side: enabler of great (international) career development

These elements from the organizational and individual perspective were, at the same time, emphasized as positive by some interviewees. In this view, the fact that organizations might assume that there are not constrained by family demands, and the fact that they might actually dedicate more time to some work assignments can contribute positively to their careers:

"I can actually get a deadline done because I can sacrifice my evenings and weekends, which actually if I do a good job, I get a promotion, or I get more money, or I get recognition, or all three." (P.18)

Another interviewee emphasized that as a single female expatriate, she was open to travel and be assigned by her company in various a locations, which she believed was an asset in her global career development:

"I guess the other thing would be that being so independent obviously helps and you can travel and if they want... If they say, "Oh, maybe at some point we'll be sending you to a different headquarter", you can say, "Yeah, of course". I think it helps to be flexible." (P.10)

This section thus addressed the relationship between single status and workload from the organizational and individual perspectives. Our analysis shows that this relationship might be ambivalent, that it is not necessarily assessed as negative by the participants and should thus be understood with nuance. In the next section we address the topic of individual and social pressures perceived towards the single status.

Individual and social pressures regarding the single status

Several interviewees especially between 30 and 40 years old, who wished to found a family, mentioned feeling stressed or under pressure because of their single status. This pressure was also reminded – or intensified – in the workplace, when seeing other female colleagues getting pregnant and going on maternity leave:

"And to be single, it's okay when you are 20 whatever, but sometimes it comes to a point when all your colleagues in the open space are getting pregnant in a row and staying home and then you ask yourself, "What did I do wrong? Why I'm not there?" […] So it's not easy." (P.17)

Hence, these situations, where colleagues are getting pregnant, may bring these women to think about their own personal situations. While these examples reflect individual pressure regarding the single status, i.e. stress coming from the interviewees themselves, external social pressure coming from the broader environment (in the work and non-work contexts) has been widely emphasized. This pressure appears to depend very much on the host-country cultural norms (e.g. it was perceived as much stronger in e.g. Arab or Latin American countries):

"I've always worked in Arab countries and also in Africa, in Latin America, families have strong....you know there's a very strong role for families. […] So in comparison with other places Switzerland is I would say, kind of mild." (P.19)

It has also been underlined that this pressure related to the single status might be highly gendered, i.e. applies differentially to single professional women than to single professional men, as illustrated by the following quote:

"Maybe if you are looking at a professional man in his 30s and compared with a professional woman in her 30s, you think, "Oh wow! That's great for him, he's an older bachelor, great, he must be doing really well at his job and focused on that," and if you look at a woman, maybe you think, "Why oh why? Why is she single?" More so than you do for men." (P.10)

In the next section, we address the issue of exclusion and loneliness in the experiences of single female expatriates abroad.

Feelings of exclusion and loneliness

Although feelings of exclusion were not dominant in the experiences of the interviewees, they have nevertheless been highlighted by several single female expatriates. As a consequence of the social pressure towards singles that we addressed above, some interviewees felt (indirectly or directly) excluded from some social networks (e.g. colleagues, friends), in which most people were married. The following quote illustrates how not conforming to the dominant couple culture and associated social pressure might lead to exclusion from informal events at work:

"All my female friends here in the office they are all married, and I am a bit scared because I am not in couple. So it seems also for them that I have to find a solution. I feel a bit this pressure say, "Okay, have you planned to meet somebody?". I say, "Okay, I'm not planning anything.". But I feel a bit that they have this kind of pressure, also because they are all younger than me and they're all married. Yeah, I think it's part of the culture. And if you are not in couple you are a bit excluded from all these activities, because sometimes they organize things only between couples. So it's not so easy... This I'm not the only one that is realizing it." (P.1)

It should however be noted that other interviewees did not feel this social exclusion at work at all, since they were e.g. working in team with other single people. However, as couple culture is rather the norm, it provides a relevant illustration of how such exclusion might occur. While the previous quotes focus on informal events, a few interviewees felt excluded from – or uncomfortable in - more formal organizational events that were targeted towards people with families:

"Last year, the company where I work now, they had an outing for the families, it was a circus. It was for the kids, I don't have kids! I'm not interested in going to circus. So I didn't go. Because I mean, what am I going to do watching clowns?" (P.16)

Besides these situations of exclusion, some interesting gender specificities in the building of relationships have been suggested, with men who might tend to bond easier and faster in small groups among them than women. The following interviewee perceives this rather slow development of relationships as isolating in her experience as single female expatriate:

"I've been really proactive in trying to meet people outside of work. But like I said, it's tough, I think, and it takes quite a long time, and I don't know... Females more than males, tend to take longer to form friendships. Guys, you meet them, you have fun, they say, "Oh come to the pub with my friends, next Friday." Women tend to do things on a one-to-one basis, until you've sort of assimilated a little bit, then maybe they invite you into their group. But, that process could take three months, it could take six months. So it's not an instant thing. And when you only see someone once a week, or once every two weeks, it takes quite a long time to build up that level of relationship with them, where they are someone you can depend on. So, it's quite isolating," (P.12).

Hence, feelings of loneliness and isolation might be part of their experience as single female expatriate in Switzerland. A further element contributing to these feelings and that was perceived by most interviewees as challenging in Switzerland was the difficulty to really

socialize and develop ties with local Swiss people. Indeed, in addition to language barriers (for those who could not interact in French), interviewees underlined that interacting with local Swiss was difficult and that trust had to be built over a long time in Switzerland:

"The Swiss they do not socialize that much, especially with people from outside Switzerland. That is my experience, you have to build the trust, for a long time." (P.7)

It should however be noted here that, while our interviewees faced several challenges related to issues of loneliness and exclusion, they typically reported a very proactive attitude in developing and maintaining their social network.

Safety issues

For most interviewees, safety was not an issue during their international assignments, mentioning that they felt very safe in Switzerland:

"No there is no problem. It's hyper safe, I don't feel in insecurity at all here, really." (P.20)

Some other single female expatriates mentioned that they knew what places to avoid and thus never faced any issues related to safety. Nevertheless, one interviewee underlined that, while she felt secure, safety was a topic of interest for single female expatriates within the expatriate community, and thus paid particular attention to it:

"I think the only other thing that's probably stressful really, is in the expat community there is the sense of, you have to be very careful, especially as a single woman walking home at night, or whatever. And it is not unsafe here, at all, it's not.[…] my single group of girlfriends, when we get together and we all go home at the end of the night; we have a thing where we all text each other to say we got home. Just for checking in. […] it's kind of odd I think, because again if you look around it's not unsafe here. It's definitely something that the girls in our group, the women in our group talk about more." (P.8)

Moreover, one interviewee spontaneously mentioned harassment and safety issues as an important work-life issue for international single women:

"I think in terms of interaction with work-life as well, as a single woman, you can easily be harassed at work, particularly if you travel a lot, by the assumption that you're an…easier person I would say. So that's one of the possible influences of the social status in the work-life." (P.19)

Finally, another interviewee underlined that relocating to a new place appears to be "terrifying" and considered the issue of safety very seriously:

"And as a woman, I think, going to a new place, it is a bit terrifying as far as safety goes. Here, I've had a few, little bit scary experiences, at night or on the streets. I don't know. So you do, you do get scared sometimes, but I think you get over that as time goes on." (P.10)

While safety issues were not a concern for most interviewees, our analysis nevertheless reveals that it might represent an important topic of preoccupation in the experiences of some single female expatriates and should thus not be neglected.

Independence and freedom

In order to overcome potential challenges and to nevertheless appreciate this experience as single female expatriate, interviewees underlined the necessity to be independent:

"In fact I am quite independent, so yes I appreciate to be close to my family, but I am not far at all, so it is not a problem." (P.20)

It has nevertheless been emphasized that independent should not be confounded with solitary (as it shown below with the issue of social networks). Moreover, for many expatriates, being single was perceived as a positive factor in their decision to relocate in Switzerland and in their international career development:

"The fact that I was single was probably the only way I could have done it. Because to move one person is quite quick, you know things were very quick and I was motivated to go but if I... So I suspected I couldn't have done that if I have not been single." (P.2)

The freedom provided by the single lifestyle was typically highly valued by the participants, who would give up this freedom only for a very good relationship, a relationship that is worth it:

"You know it would be nice to be in a relationship, but I need to have a really good partner, otherwise I don't want to compromise my freedom, my lifestyle for a partner that is not worth it. So I don't see being single as a burden, because I want a good quality of my lifestyle, and I don't want to compromise that." (P.9)

Moreover, the youngest interviewee mentioned that relocating as a single female expatriate was a mean to challenge herself and develop her autonomy and to go beyond the comfort of her lifestyle that she had in her home-country:

"Well, it's definitely challenging, going somewhere completely by yourself. But that's another one of the reasons why I came here, it was to challenge myself, and it's really terrifying at first, I think, going from living with either your significant other, which I did in the States or with girlfriends in a flat, and knowing everybody around you to knowing nobody." (P.10)

Hence, the single status might enable a range of positive and enriching experiences in the work and non-work contexts, particularly related to high independence and freedom.

Perceived support network

Social support is crucial in order to both reduce work-life conflicts and enhance enrichments. While we have underlined feelings of isolation and loneliness above, which have been found to be also part of interviewees' experiences, they also referred to a broad range of actors and types of support perceived by them (see Table 2). While these social support networks might be developed to a stronger or lesser extent according to each interviewee, it should be noted that a high proactivity in developing their social networks was rather recurrent. ***Emotional support*** could be often found from close friends and family members in the home country, with here a crucial role emphasized of technology to keep contact. Beyond family and friends in the home country, a variety of actors could also be relied upon for emotional support (encouragements, etc.), such as colleagues, friends (and family) in the host-country, members of the community (especially other single female expatriates, but not only), members of the religious community, roommates or external helpers (e.g. coach). A diversity of actors were also source of ***instrumental*** and ***informational*** support. Particularly, interviewees emphasized the flexibility provided by organizational practices (e.g. flextime) or by the understanding of the supervisor who allowed flexible schedules as a very important element. The contribution of external helpers (e.g. cleaning lady), enabling to free up time also appeared as a crucial instrumental support. In addition, informational (e.g. tips on local specificities) and instrumental support (e.g. do the shopping when injured or sick, help with paperwork in local language) provided by friends and colleagues in the host-country appeared to be very important, as well as the support provided by the network of peers in the expatriate community (e.g. ready-made briefings from other expatriates about specificities of the country). One interviewee even found a new job through contacts in the expatriate community. Some support was also perceived from state or non-profit organizations which provide information on the local environment and organize networking activities, e.g. in neighborhoods of the cities where they live. Other actors, such as doctors (e.g. information on the host-location) or roommates (this time related to the instrumental financial part) were also referred to as supportive.

What actor?	Description of the perceived support
Family and friends in the home-country	- Advices, encouragements, listening, etc. (importance of technology to maintain contact).
Friends and family in the host-country	- Support with practical and administrative tasks (e.g. help with paperwork in the local language, accurate information on host-country specificities); - Talking about problems, advices, balancing each other; - Support the expatriate when she is sick or injured (e.g. do the shopping for the expatriate, etc.) .
Colleagues / Supervisor	- Support with practical and administrative tasks (e.g. tips on local housing market, taxes) - Flexibility and trust provided by the supervisor; - Support in the work environment (e.g. explain the functioning of the organization, culture, etc.); - Closer relationships with some colleagues that enable to talk about non-work and personal concerns.
Organization (incl. relocation agency)	- Relocation package (financial support, help with the moving, administrative support); Company took care of tasks related to the relocation; - Flexibility given by the organization to manage time (practices and policies); - Formal and informal mentors at work, discuss personal issues as well; - Gym facilities (health).
Expat community	- Advices and emotional support (expats in the same situation (especially single female expatriates) and can understand each other; people who were already part of their global network and meet again in Switzerland; friends part of their global network that provide support from everywhere in the world); - Ready-made briefings about Switzerland by and for expats in the community, peer-support network; - Found a job through the expat network.
Cleaning lady	- Enables to free up time that is crucial to invest in other life domains; - Can eventually be there when there are deliveries, or repairs in the house.
Roommate	- Exchange together, advices, presence; - Financial dimension (sharing of costs).
State or non-profit organizations	- Help foreigners to understand and know the local environment (administrative support; sightseeing); - Networking activities organized.
External coach	- Advices, personal vision building, refocus.
Doctor	- Helps to improve the local language; - Information about Switzerland (practical, cultural, etc.).
Religious community	- Talk openly, encouragements.

Table 2: Actors and type of support provided as perceived by the interviewees.

6. Discussion

Results show that single and childless female expatriates might face considerable work-life issues, which imply both conflicts and enrichments. One of the major findings of our research is the high workload that might be faced by single and childless female expatriates, which can interfere with their private spheres. This high workload can be stimulated by expectations within the organizational environment that they do not have many responsibilities outside work (the perceived "*hierarchy of commitments*") and are thus able to take additional work. On the other hand, they might themselves engage more strongly in the work sphere (e.g. having no partner or children waiting for them at home). In turn, the possibility to develop social ties – and romantic relationships – appeared to be reduced in such situations, potentially leading to "vicious circle" reinforcing interferences between both spheres (see e.g. Xiao and Cooke 2012). While these findings are consistent with those of studies in the domestic context (Casper and Swanberg 2009; Hamilton et al. 2006), these work-life issues might be exacerbated in the expatriation context, due to less ties in the host environment and distance from extended family. Our study thus identified flexibility as a key requirement in the experiences of single female expatriates (and especially in the Swiss context, e.g. due to early closing hours of shops), who cannot rely on the support of a partner for practical tasks (e.g. shopping, repairs). Ten Brummelhuis and Van der Lippe (2010) also emphasized the particular relevance of flexibility at work for singles. According to the authors, this is consistent with the idea derived from enrichment theory that those who have fewer resources in the private sphere (such as a partner who could help with some tasks) benefit most from expanded support at work. However, our findings also highlight a paradox related to this flexibility: while it appears to be central for single female expatriates, organizations might, in some cases, particularly grant them low flexibility (perceiving them as being highly available), leading to strong conflicts between both spheres.

Individual and social pressures regarding the single status were also identified as an influence on single and childless female expatriates' work-life interface. First, some women who wished to found a family reassessed their personal situation when seeing colleagues on maternity leave. They were thus preoccupied with their personal life while physically present in their work life, experiencing psychological conflict between both spheres (Van Steenbergen et al. 2007). In addition to individual pressure, single and childless female expatriates might feel social pressure. The extent to which this pressure is perceived by individuals might depend on various factors such as age and life stage, socialization, personality, etc. (e.g. Koeing et al. 2010; Sharp

and Ganong 2011; Timonen and Doyle 2013). Nevertheless, in the workplace, this can lead to situations of exclusion both from formal and informal events. While this finding is again consistent with previous research in the domestic context (e.g. Casper et al. 2007, Casper and Swanberg 2009), such situations of exclusion and isolation might be even more problematic in the international context (distance from family, etc.) and might contribute to feelings of loneliness in the host-country (Fischlmayr and Kollinger 2010; Ben-Ari and Young 2000). Beyond language barriers faced by some participants, developing ties with locals in the Swiss context was furthermore perceived as challenging. This element appears to be consistent with Yanaprasart (2006) who underlines the "ambiguity of Swiss hospitality" (p.53), between the tradition of being a country of immigration and the rigidity of its social structures towards foreigners, leading to potential challenges in daily interactions between the latters and Swiss. Also, some gender dimension in the development of relationships has been stressed, suggesting that women might more strongly focus on close dyadic friendships and might be less inclined to bond in small groups than men. This observation is also in line with findings of some past research (Flood 2008; De Goede et al. 2009; Bank and Hansford 2000). Hence, these factors do not favor quick developments of social ties for single female expatiates in Switzerland.

At the same time, while situations of loneliness were part of experiences of single female expatriates, it would be wrong to portray them as overly lonely and isolated in their expatriation. Our analysis revealed that they were typically highly proactive in developing social ties with a broad range of actors in the host-country and were able to rely on a diversified network for emotional, instrumental and informational support (Helgeson 2003). Previous research underlined the importance of social support in the expatriation context (e.g. Shaffer et al. 2005; Kraimer et al. 2001) - which appeared to be particularly crucial for female expatriates (Caligiuri and Lazarova 2002) – commonly referring to family, friends, organization, colleagues, supervisors, host-nationals, and other expatriates as sources of support. It has been stressed that singles might be more active than people in partnership in seeking support in their network, and might have more sources of advice and affect (Ten Brummelhuis and Van der Lippe 2010). Our study highlights the need to consider the diversity of sources of social support that might be mobilized in the (single) expatriate experience, in line with recent works on work-life interface in the domestic context (e.g. Selvarajan et al. 2013; Griggs et al. 2013; Korabic and Warner 2013).

In addition, significant positive influences between work and life spheres have been identified, such as the possibility to invest strongly in their work, which was associated with additional

reward in terms of recognition and career development. Single female expatriates typically strongly valued their independence and freedom, which appeared to be core elements in their experiences both with respect to their everyday lifestyle (e.g. leisure, social activities, etc.) and to broader life and career choices. Regarding the latter, it has been for example underlined that being single and childless was a crucial factor enabling the expatriate experience, which might be perceived as much more difficult to realize for women with families (e.g. Tharenou 2008). Hence, this freedom related to the single status was perceived as an opportunity for international career development (Mäkelä et al. 2011). For some single female expatriates, this international work experience was also an occasion to challenge themselves in a new culture, far from family and friends. This experience was then thus perceived as an opportunity for self-development and self-fulfillment (DePaulo 2006; Thang et al. 2002; Ben-Ari and Yong 2000). While Switzerland was overall perceived to be a safe country (consistent with findings of recent global reports, see e.g. OECD-BLI 2013), leaving alone in a foreign country has been associated with safety issues, which might be a concern in the experiences of single female expatriates and should be considered seriously. At the same time, the peer-support network composed of other single female expatriates appeared to be potentially influential in order to deal with safety issues during their experience.

Conclusion and implications of the study

Some limitations are acknowledged in our exploratory study. First, the limited sample size should be underlined, which limits the generalizability of our findings. At the same time, the specific population under investigation and the strong inclusion criteria that have been applied in order to have a greater extent of homogeneity in our sample have made it more difficult to find potential participants. Another limitation might be related to the different types of expatriates included in our sample, as previous studies for instance emphasized specificities in the work-life interface of self-initiated expatriates (e.g. Mäkela and Suutari 2013). Further research could investigate the work-life issues of single expatriates in different contexts and locations. Moreover, larger-scale quantitative or qualitative studies could be performed, and could include male samples to further identify gender specific work-life issues. In addition, the examination of their coping strategies to address their work-life challenges appears as a promising area for future research.

Theoretical and practical implications could be formulated. First, regarding the theoretical implications, our study contributes to research on women in international assignments by exploring specific work-life issues of single and childless female expatriates. Our findings reveal significant negative and positive interferences between private and work spheres for single women in the international context. While work-life research in expatriation has predominantly focused on the interactions between work and (immediate) family, our study emphasizes the necessity to consider more strongly the particular work-life experiences of singles in the international context. The more systematic consideration of various life domains appears as strongly necessary (Özbilgin et al. 2011), an element that has been for instance illustrated in our examination of single female expatriates' support network, where a high diversity of actors from the home and host-countries have been identified. In addition, our study shows that work-life issues are exacerbated also for single and childless women in the international context. Our results suggest that traditional norms concerning women and men's place in the professional and family life, still anchored in many societies (e.g. EC 2012), might considerably affect single female expatriates' work-life interface as well. More generally, our findings emphasize the significant influence of the host-country cultural and institutional context on work-life experiences of single female expatriates.

Regarding the practical implications, our findings highlight the importance for multinational companies to design inclusive and supportive working cultures for all. This is reflected in the extent to which practices and policies are suited to various types of global employees, including non-traditional talent pools such as single and childless female expatriates (McNulty 2014; Casper and DePaulo 2012). Moreover, while formal and informal networking activities have been found to be a relevant support in female expatriate experiences (e.g. Shortland 2011), they might be strongly beneficial for single and childless female expatriates in contributing to the development of social ties in the host-country. A further element that appears to be crucial is the recognition within the international corporate environment of the value of single (female) expatriates' non-work time to the same extent as others, i.e. independently of where they stand on the perceived *"hierarchy of commitments"*. Finally, the need to grant this population enough flexibility, especially regarding working times and working arrangements must be acknowledged, as they do need sufficient flexibility to reach a balance between work and non-work spheres (e.g. Ten Brummelhuis and Van der Lippe 2010). While this study represents a first attempt to uncover work-life issues of single and childless women in the expatriate context,

both women and singles have often been overlooked in expatriate research, and much more remains to be known about various aspects of their experiences.

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Appendix

A. Study 1 : Correspondence analysis results

The statistical results of the correspondence analysis performed in study 1 (the literature review on female expatriates) are presented in Table A below.

These results first show that the two first axes enable to “explain” 73.75% of variance of the model (39.81% for the first axis and 33.94% for the second axis). These numbers are indicators of a high validity of the two-dimensional solution (see Lebart et al. 2010), on which we could base our interpretation. We nevertheless paid a particular attention to some important content on the third and fourth axes and included them in our interpretation. Moreover, the tables below provide detailed information which helped us in the selection of words to be displayed in our graphical representation. The words in the graphical representation have been selected by considering their relative weight (referring to the number of times a word appears in the abstracts in relation to all frequencies) and their contributions (referring to the extent to which a word contributes to the construction of each axis). In addition, words were selected according to their relevance for the field of research (thus inevitably including a dimension of interpretation which was carefully discussed by both researchers). It should be noted that the list of words below (i.e. 315 active words) have themselves been selected among above thousand words composing the initial textual database on the basis of their higher contributions.

```
SELECTION OF CASES AND VARIABLES
ACTIVE FREQUENCIES
     5 VARIABLES
-------------------------------------------------------------------------------------------------------------------------------
   1 . 1975-1994                                                    ( CONTINUOUS )
   2 . 1995-1999                                                    ( CONTINUOUS )
   3 . 2000-2004                                                    ( CONTINUOUS )
   4 . 2005-2009                                                    ( CONTINUOUS )
   5 . 2010-2012                                                    ( CONTINUOUS )
-------------------------------------------------------------------------------------------------------------------------------

HISTOGRAM OF THE FIRST   4 EIGENVALUES
+--------+------------+-------------+-------------+-------------------------------------------------------------------------
| NUMBER | EIGENVALUE | PERCENTAGE  |  CUMULATED  |
|
|        |            |             |  PERCENTAGE |
+--------+------------+-------------+-------------+-------------------------------------------------------------------------
|    1   |   0.2573   |     39.81   |     39.81   | ****************************************************************************
|
|    2   |   0.2194   |     33.94   |     73.75   | ********************************************************************
|
|    3   |   0.1159   |     17.93   |     91.68   | ************************************
|
|    4   |   0.0537   |      8.32   |    100.00   | *****************
|
+--------+------------+-------------+-------------+-------------------------------------------------------------------------
```

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

FREQUENCIES			COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDEN - SHORT LABEL	REL.WT	DISTO	1	2	3	4	0	1	2	3	4	0	1	2	3	4	0
m1 - 1975-1994	11.19	1.23	0.71	0.30	-0.80	0.07	0.00	22.1	4.5	61.1	1.2	0.0	0.41	0.07	0.51	0.00	0.00
m2 - 1995-1999	13.56	0.44	0.32	0.04	0.17	-0.56	0.00	5.3	0.1	3.3	77.8	0.0	0.23	0.00	0.06	0.70	0.00
m3 - 2000-2004	27.53	0.37	0.45	-0.05	0.36	0.20	0.00	21.5	0.3	30.3	20.4	0.0	0.54	0.01	0.34	0.11	0.00
m4 - 2005-2009	26.62	0.65	-0.61	0.54	0.01	0.04	0.00	37.9	34.9	0.0	0.6	0.0	0.56	0.44	0.00	0.00	0.00
m5 - 2010-2012	21.10	0.82	-0.40	-0.79	-0.17	0.01	0.00	13.3	60.3	5.3	0.1	0.0	0.20	0.77	0.04	0.00	0.00

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

CASES			COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDENTIFIER	REL.WT.	DISTO	1	2	3	4	0	1	2	3	4	0	1	2	3	4	0
ability	0.17	0.57	-0.19	0.54	0.48	0.10	0.00	0.0	0.2	0.3	0.0	0.0	0.06	0.52	0.40	0.02	0.00
academic	0.07	1.51	-0.23	-1.16	0.02	0.32	0.00	0.0	0.4	0.0	0.1	0.0	0.04	0.89	0.00	0.07	0.00
accept	0.35	0.64	-0.27	0.72	-0.05	-0.22	0.00	0.1	0.8	0.0	0.3	0.0	0.11	0.81	0.00	0.07	0.00
actors	0.11	1.59	-1.11	0.58	-0.07	0.13	0.00	0.5	0.2	0.0	0.0	0.0	0.78	0.21	0.00	0.01	0.00
additionally	0.07	1.51	-0.23	-1.16	0.02	0.32	0.00	0.0	0.4	0.0	0.1	0.0	0.04	0.89	0.00	0.07	0.00
adjustment	1.20	0.13	-0.22	-0.10	0.26	-0.04	0.00	0.2	0.1	0.7	0.0	0.0	0.38	0.07	0.53	0.01	0.00
adoption	0.02	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.3	0.0	0.0	0.0	0.17	0.76	0.07	0.00	0.00
adult	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
adventure	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
african-american	0.04	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.6	0.1	0.0	0.0	0.17	0.76	0.07	0.00	0.00
age	0.17	0.83	0.43	-0.48	0.59	0.25	0.00	0.1	0.2	0.5	0.2	0.0	0.22	0.28	0.42	0.08	0.00
alliances	0.04	7.94	1.41	0.63	-2.34	0.32	0.00	0.3	0.1	2.0	0.1	0.0	0.25	0.05	0.69	0.01	0.00
america	0.65	1.04	0.83	0.09	-0.55	0.21	0.00	1.7	0.0	1.7	0.6	0.0	0.66	0.01	0.29	0.04	0.00
analysis	0.70	0.17	-0.19	-0.36	-0.02	0.06	0.00	0.1	0.4	0.0	0.1	0.0	0.21	0.76	0.00	0.02	0.00
anglo-dutch	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
antecedents	0.02	2.63	0.88	-0.10	1.05	0.86	0.00	0.1	0.0	0.2	0.3	0.0	0.30	0.00	0.42	0.28	0.00
anti-discrimination	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
application	0.20	0.51	-0.40	0.49	-0.06	0.32	0.00	0.1	0.2	0.0	0.4	0.0	0.31	0.48	0.01	0.20	0.00
approach	0.65	0.53	-0.71	-0.10	-0.01	0.13	0.00	1.3	0.0	0.0	0.2	0.0	0.95	0.02	0.00	0.03	0.00
arabia	0.46	2.91	-0.83	-1.42	-0.45	0.06	0.00	1.2	4.2	0.8	0.0	0.0	0.24	0.69	0.07	0.00	0.00
area	0.39	0.44	0.47	0.12	0.36	0.28	0.00	0.3	0.0	0.4	0.6	0.0	0.51	0.03	0.29	0.17	0.00
asia	0.26	1.11	0.78	-0.03	-0.71	-0.04	0.00	0.6	0.0	1.1	0.0	0.0	0.54	0.00	0.45	0.00	0.00
assistance	0.11	1.00	-0.54	-0.81	-0.08	0.24	0.00	0.1	0.3	0.0	0.1	0.0	0.29	0.65	0.01	0.06	0.00
association	0.09	1.41	-1.09	0.44	-0.09	0.13	0.00	0.4	0.1	0.0	0.0	0.0	0.85	0.13	0.01	0.01	0.00
assumptions	0.20	1.53	0.88	0.36	-0.57	0.54	0.00	0.6	0.1	0.5	1.1	0.0	0.51	0.09	0.21	0.19	0.00
attitude	0.30	0.86	0.42	0.55	-0.57	-0.23	0.00	0.2	0.4	0.8	0.3	0.0	0.21	0.36	0.37	0.06	0.00
attract	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
austria	0.09	1.41	-1.09	0.44	-0.09	0.13	0.00	0.4	0.1	0.0	0.0	0.0	0.85	0.13	0.01	0.01	0.00
avoid	0.07	3.79	1.15	0.45	-1.39	-0.58	0.00	0.3	0.1	1.1	0.4	0.0	0.35	0.05	0.51	0.09	0.00
background	0.07	1.14	0.32	-0.63	0.53	0.59	0.00	0.0	0.1	0.2	0.4	0.0	0.09	0.35	0.25	0.31	0.00
balance	0.30	1.63	-0.78	-0.96	-0.31	-0.10	0.00	0.7	1.3	0.3	0.1	0.0	0.37	0.56	0.06	0.01	0.00
barriers	0.63	0.23	0.37	-0.27	0.06	0.09	0.00	0.3	0.2	0.0	0.1	0.0	0.61	0.33	0.02	0.04	0.00
bias	0.41	0.45	-0.13	0.48	0.13	0.43	0.00	0.0	0.4	0.1	1.4	0.0	0.04	0.52	0.04	0.40	0.00
break	0.09	1.67	-0.54	1.02	-0.55	0.19	0.00	0.1	0.4	0.2	0.1	0.0	0.18	0.62	0.18	0.02	0.00
canada	0.13	3.20	0.95	0.12	-1.47	0.37	0.00	0.5	0.0	2.4	0.3	0.0	0.28	0.00	0.67	0.04	0.00
candidate	0.20	1.34	-0.70	-0.88	-0.21	0.17	0.00	0.4	0.7	0.1	0.1	0.0	0.36	0.59	0.03	0.02	0.00
capital	0.07	2.76	-1.19	1.14	0.04	0.15	0.00	0.4	0.4	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
categorization	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
change	0.33	0.32	-0.18	0.43	0.21	0.22	0.00	0.0	0.3	0.1	0.3	0.0	0.10	0.60	0.14	0.16	0.00
characteristics	0.33	0.86	0.61	0.28	0.02	-0.64	0.00	0.5	0.1	0.0	2.5	0.0	0.43	0.09	0.00	0.48	0.00
children	0.28	1.30	-0.43	0.93	-0.43	0.25	0.00	0.2	1.1	0.5	0.3	0.0	0.14	0.67	0.14	0.05	0.00
china	0.37	1.01	-0.76	0.64	-0.08	0.04	0.00	0.8	0.7	0.0	0.0	0.0	0.58	0.41	0.01	0.00	0.00
choice	0.17	0.77	-0.62	0.48	0.23	0.32	0.00	0.3	0.2	0.1	0.3	0.0	0.51	0.30	0.07	0.13	0.00
circumstance	0.09	0.46	-0.57	0.12	0.16	0.30	0.00	0.1	0.0	0.0	0.2	0.0	0.71	0.03	0.05	0.20	0.00
civil	0.04	7.94	1.41	0.63	-2.34	0.32	0.00	0.3	0.1	2.0	0.1	0.0	0.25	0.05	0.69	0.01	0.00
class	0.04	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.6	0.1	0.0	0.0	0.17	0.76	0.07	0.00	0.00
clients	0.02	2.63	0.88	-0.10	1.05	0.86	0.00	0.1	0.0	0.2	0.3	0.0	0.30	0.00	0.42	0.28	0.00
climate	0.02	7.94	1.41	0.63	-2.34	0.32	0.00	0.2	0.0	1.0	0.0	0.0	0.25	0.05	0.69	0.01	0.00
climbing	0.02	2.63	0.88	-0.10	1.05	0.86	0.00	0.1	0.0	0.2	0.3	0.0	0.30	0.00	0.42	0.28	0.00
clubs	0.04	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.6	0.1	0.0	0.0	0.17	0.76	0.07	0.00	0.00
clusters	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
collection	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
community	0.13	1.25	0.05	-0.71	-0.47	-0.72	0.00	0.0	0.3	0.3	1.2	0.0	0.00	0.41	0.18	0.41	0.00
company	2.59	0.27	0.41	0.15	-0.28	-0.02	0.00	1.7	0.3	1.8	0.0	0.0	0.63	0.08	0.29	0.00	0.00
compare	0.52	0.33	0.14	-0.30	0.40	-0.24	0.00	0.0	0.2	0.7	0.6	0.0	0.06	0.28	0.48	0.18	0.00
compensation	0.17	4.25	1.28	0.45	-1.49	0.46	0.00	1.1	0.2	3.3	0.7	0.0	0.38	0.05	0.52	0.05	0.00
competency	0.24	0.81	-0.88	0.02	-0.11	-0.12	0.00	0.7	0.0	0.0	0.1	0.0	0.97	0.00	0.02	0.02	0.00
competition	0.24	1.31	0.60	0.46	-0.57	-0.65	0.00	0.3	0.2	0.7	1.9	0.0	0.28	0.16	0.25	0.32	0.00
complex	0.11	1.00	-0.31	0.83	-0.34	-0.32	0.00	0.0	0.3	0.1	0.2	0.0	0.10	0.68	0.12	0.10	0.00
complexity	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
complicated	0.02	7.94	1.41	0.63	-2.34	0.32	0.00	0.2	0.0	1.0	0.0	0.0	0.25	0.05	0.69	0.01	0.00
component	0.11	0.79	0.50	-0.39	0.63	0.05	0.00	0.1	0.1	0.4	0.0	0.0	0.31	0.19	0.50	0.00	0.00
comprehensive	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
conflict	0.20	0.70	-0.09	-0.67	0.25	0.42	0.00	0.0	0.4	0.1	0.7	0.0	0.01	0.64	0.09	0.26	0.00
constraints	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
contact	0.04	2.42	0.31	-0.53	-1.42	0.19	0.00	0.0	0.1	0.8	0.0	0.0	0.04	0.12	0.83	0.01	0.00
contract	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
cope	0.24	1.61	-0.84	0.93	0.17	-0.02	0.00	0.7	0.9	0.1	0.0	0.0	0.44	0.54	0.02	0.00	0.00
cosmopolitan	0.07	1.52	-0.93	-0.75	-0.32	0.09	0.00	0.2	0.2	0.1	0.0	0.0	0.56	0.36	0.07	0.00	0.00
cost	0.07	0.35	-0.37	-0.22	0.20	0.36	0.00	0.0	0.0	0.0	0.2	0.0	0.39	0.14	0.11	0.36	0.00
country	1.74	0.15	0.07	-0.18	0.09	-0.32	0.00	0.0	0.3	0.1	3.3	0.0	0.04	0.22	0.06	0.68	0.00
coworker	0.17	0.82	-0.83	0.28	0.03	0.22	0.00	0.5	0.1	0.0	0.2	0.0	0.85	0.10	0.00	0.06	0.00

CASES			COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDENTIFIER	REL.WT.	DISTO	1	2	3	4	0	1	2	3	4	0	1	2	3	4	0
definition	0.13	2.63	0.80	0.14	0.12	-1.40	0.00	0.3	0.0	0.0	4.8	0.0	0.24	0.01	0.01	0.75	0.00
department	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
deskilled	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
development	1.35	0.15	0.12	-0.33	0.16	-0.02	0.00	0.1	0.7	0.3	0.0	0.0	0.10	0.72	0.18	0.00	0.00

difference	1.65	0.08	0.02	-0.08	-0.16	-0.22	0.00	0.0	0.0	0.4	1.5	0.0	0.01	0.08	0.32	0.59	0.00
diplomatic	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
director	0.13	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.3	1.7	0.3	0.0	0.0	0.17	0.76	0.07	0.00	0.00
disadvantage	0.13	0.79	0.00	-0.87	0.18	-0.08	0.00	0.0	0.4	0.0	0.0	0.0	0.00	0.95	0.04	0.01	0.00
discourse	0.07	2.76	-1.19	1.14	0.04	0.15	0.00	0.4	0.4	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
distance	0.13	1.78	-0.28	0.61	0.27	-1.12	0.00	0.0	0.2	0.1	3.1	0.0	0.05	0.21	0.04	0.71	0.00
distinctive	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
diversity	0.30	0.22	-0.20	-0.38	0.20	-0.04	0.00	0.0	0.2	0.1	0.0	0.0	0.17	0.64	0.18	0.01	0.00
domestic	0.52	0.60	0.51	0.36	-0.45	-0.04	0.00	0.5	0.3	0.9	0.0	0.0	0.44	0.22	0.33	0.00	0.00
dominance	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
dual-career	0.46	1.09	0.53	0.09	0.29	-0.85	0.00	0.5	0.0	0.3	6.1	0.0	0.26	0.01	0.08	0.66	0.00
dual-earner	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
dutch	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
dynamic	0.02	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.3	0.0	0.0	0.0	0.17	0.76	0.07	0.00	0.00
east	0.22	2.91	-0.65	-1.51	-0.40	-0.19	0.00	0.4	2.3	0.3	0.1	0.0	0.15	0.79	0.05	0.01	0.00
economics	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
education	0.30	0.62	-0.69	-0.20	-0.29	0.17	0.00	0.6	0.1	0.2	0.2	0.0	0.76	0.06	0.13	0.05	0.00
effect	0.30	0.33	-0.41	-0.36	-0.18	0.04	0.00	0.2	0.2	0.1	0.0	0.0	0.50	0.39	0.10	0.01	0.00
elite	0.11	2.76	-1.19	1.14	0.04	0.15	0.00	0.6	0.6	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
emba	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
emerging	0.09	1.12	-0.99	-0.27	-0.23	0.10	0.00	0.3	0.0	0.0	0.0	0.0	0.88	0.07	0.05	0.01	0.00
empirical	0.43	0.42	0.39	-0.01	0.49	0.16	0.00	0.3	0.0	0.9	0.2	0.0	0.37	0.00	0.57	0.06	0.00
employment	0.24	0.95	-0.06	-0.95	0.15	0.13	0.00	0.0	1.0	0.0	0.1	0.0	0.00	0.96	0.03	0.02	0.00
empowering	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
enrichment	0.09	1.89	-0.37	-1.29	-0.11	0.26	0.00	0.0	0.7	0.0	0.1	0.0	0.07	0.88	0.01	0.03	0.00
entrepreneurs	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
entry	0.13	1.61	1.06	0.14	-0.08	0.68	0.00	0.6	0.0	0.0	1.1	0.0	0.70	0.01	0.00	0.29	0.00
equal	0.33	0.04	-0.14	0.07	0.10	-0.01	0.00	0.0	0.0	0.0	0.0	0.0	0.57	0.13	0.30	0.00	0.00
ethical	0.02	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.3	0.0	0.0	0.0	0.17	0.76	0.07	0.00	0.00
europe	0.89	1.44	0.67	-0.10	0.87	0.47	0.00	1.6	0.0	5.8	3.6	0.0	0.32	0.01	0.52	0.15	0.00
exclusion	0.11	1.16	0.68	0.44	-0.51	0.50	0.00	0.2	0.1	0.2	0.5	0.0	0.39	0.17	0.22	0.22	0.00
executive	1.72	0.68	0.52	0.15	0.57	0.25	0.00	1.8	0.2	4.8	1.9	0.0	0.39	0.03	0.48	0.09	0.00
expatriate	7.21	0.05	-0.11	-0.17	0.10	0.00	0.00	0.3	1.0	0.6	0.0	0.0	0.24	0.58	0.18	0.00	0.00
expectations	0.17	1.23	0.64	-0.28	0.79	0.35	0.00	0.3	0.1	0.9	0.4	0.0	0.33	0.06	0.50	0.10	0.00
extensive	0.17	1.90	0.85	-0.08	0.98	0.45	0.00	0.5	0.0	1.4	0.7	0.0	0.38	0.00	0.51	0.11	0.00
factor	0.83	0.03	-0.10	-0.11	0.02	-0.09	0.00	0.0	0.0	0.0	0.1	0.0	0.34	0.36	0.01	0.28	0.00
faculty	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
fair	0.07	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.2	0.8	0.1	0.0	0.0	0.17	0.76	0.07	0.00	0.00
family-domain	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
fast	0.07	3.38	1.23	0.39	-1.21	0.50	0.00	0.4	0.0	0.8	0.3	0.0	0.45	0.04	0.43	0.07	0.00
fault	0.04	0.85	-0.15	0.52	0.54	0.51	0.00	0.0	0.1	0.1	0.2	0.0	0.03	0.32	0.35	0.30	0.00
favorable	0.11	0.93	-0.36	0.64	0.44	0.44	0.00	0.1	0.2	0.2	0.4	0.0	0.14	0.45	0.21	0.20	0.00
fear	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
feelings	0.02	7.94	1.41	0.63	-2.34	0.32	0.00	0.2	0.0	1.0	0.0	0.0	0.25	0.05	0.69	0.01	0.00
finland	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
follow	0.20	1.01	-0.82	0.46	-0.34	0.15	0.00	0.5	0.2	0.2	0.1	0.0	0.66	0.21	0.12	0.02	0.00
foreign	1.28	0.34	0.34	0.27	-0.40	0.01	0.00	0.6	0.4	1.8	0.0	0.0	0.33	0.21	0.46	0.00	0.00
formal	0.20	1.01	-0.57	-0.67	-0.16	-0.47	0.00	0.2	0.4	0.0	0.8	0.0	0.32	0.44	0.02	0.22	0.00
formation	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
framework	0.22	0.51	-0.66	0.04	0.08	0.26	0.00	0.4	0.0	0.0	0.3	0.0	0.85	0.00	0.01	0.14	0.00
gender	2.00	0.07	-0.21	-0.13	0.10	0.01	0.00	0.3	0.2	0.2	0.0	0.0	0.61	0.25	0.15	0.00	0.00
generalise	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
germany	0.17	1.86	1.11	0.29	-0.71	0.18	0.00	0.8	0.1	0.8	0.1	0.0	0.66	0.04	0.27	0.02	0.00
goal	0.11	1.07	0.21	-0.74	0.43	0.54	0.00	0.0	0.3	0.2	0.6	0.0	0.04	0.51	0.17	0.27	0.00
governments	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
groupings	0.02	7.94	1.41	0.63	-2.34	0.32	0.00	0.2	0.0	1.0	0.0	0.0	0.25	0.05	0.69	0.01	0.00
growth	0.28	0.55	0.57	-0.03	0.46	-0.05	0.00	0.4	0.0	0.5	0.0	0.0	0.60	0.00	0.39	0.00	0.00
helpful	0.04	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.6	0.1	0.0	0.0	0.17	0.76	0.07	0.00	0.00
hermeneutic	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
hospital	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
hrm	0.09	1.41	-1.09	0.44	-0.09	0.13	0.00	0.4	0.1	0.0	0.0	0.0	0.85	0.13	0.01	0.01	0.00
hypothesis	0.09	1.57	-0.74	0.88	0.15	-0.49	0.00	0.2	0.3	0.0	0.4	0.0	0.35	0.49	0.02	0.15	0.00
ib	0.07	7.94	1.41	0.63	-2.34	0.32	0.00	0.5	0.1	3.1	0.1	0.0	0.25	0.05	0.69	0.01	0.00
identify	0.39	0.12	-0.19	0.23	-0.07	-0.15	0.00	0.1	0.1	0.0	0.2	0.0	0.31	0.45	0.04	0.20	0.00
identity	0.22	1.59	-1.11	0.58	-0.07	0.13	0.00	1.0	0.3	0.0	0.1	0.0	0.78	0.21	0.00	0.01	0.00
im	0.09	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.2	1.1	0.2	0.0	0.0	0.17	0.76	0.07	0.00	0.00
image	0.02	2.63	0.88	-0.10	1.05	0.86	0.00	0.1	0.0	0.2	0.3	0.0	0.30	0.00	0.42	0.28	0.00
imbalance	0.07	1.52	-0.93	-0.75	-0.32	0.09	0.00	0.2	0.2	0.1	0.0	0.0	0.56	0.36	0.07	0.00	0.00
inadequate	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
increase	0.91	0.28	0.47	-0.03	0.01	0.25	0.00	0.8	0.0	0.0	1.0	0.0	0.78	0.00	0.00	0.22	0.00

CASES			COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDENTIFIER	REL.WT.	DISTO	1	2	3	4	0	1	2	3	4	0	1	2	3	4	0
index	0.02	6.38	0.62	0.08	0.49	-2.40	0.00	0.0	0.0	0.0	2.3	0.0	0.06	0.00	0.04	0.90	0.00
india	0.33	2.18	-0.87	-1.12	-0.39	0.07	0.00	1.0	1.9	0.4	0.0	0.0	0.35	0.58	0.07	0.00	0.00
individual	0.46	0.36	-0.27	-0.52	0.11	-0.08	0.00	0.1	0.6	0.1	0.1	0.0	0.20	0.75	0.04	0.02	0.00
inductive	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
industry	0.54	0.58	0.66	-0.09	-0.23	0.29	0.00	0.9	0.0	0.3	0.9	0.0	0.75	0.01	0.09	0.15	0.00
informants	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
initiative	0.09	1.41	-1.09	0.44	-0.09	0.13	0.00	0.4	0.1	0.0	0.0	0.0	0.85	0.13	0.01	0.01	0.00
institutional	0.13	0.89	-0.52	0.32	0.10	-0.71	0.00	0.1	0.1	0.0	1.2	0.0	0.30	0.11	0.01	0.57	0.00
intentions	0.07	1.07	-0.50	0.73	0.38	0.39	0.00	0.1	0.2	0.1	0.2	0.0	0.23	0.49	0.13	0.14	0.00
international	6.48	0.17	0.37	0.05	0.15	0.00	0.00	3.5	0.1	1.3	0.0	0.0	0.84	0.02	0.14	0.00	0.00
interpretation	0.17	0.82	-0.83	0.28	0.03	0.22	0.00	0.5	0.1	0.0	0.2	0.0	0.85	0.10	0.00	0.06	0.00
intersections	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
intervention	0.11	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.3	1.4	0.2	0.0	0.0	0.17	0.76	0.07	0.00	0.00
interviews	0.78	0.03	0.05	-0.10	-0.09	0.06	0.00	0.0	0.0	0.1	0.1	0.0	0.08	0.40	0.35	0.17	0.00
intra-ethnic	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
investment	0.07	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.2	0.8	0.1	0.0	0.0	0.17	0.76	0.07	0.00	0.00
invisible	0.11	0.63	0.16	-0.70	0.32	-0.11	0.00	0.0	0.2	0.1	0.0	0.0	0.04	0.78	0.16	0.02	0.00
ipa	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
isomorphic	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
japan	0.33	0.72	-0.49	0.62	0.00	-0.31	0.00	0.3	0.6	0.0	0.6	0.0	0.33	0.54	0.00	0.13	0.00
journal	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
junior	0.09	1.57	-0.74	0.88	0.15	-0.49	0.00	0.2	0.3	0.0	0.4	0.0	0.35	0.49	0.02	0.15	0.00
knowledge	0.20	1.29	-0.49	-1.00	-0.16	-0.12	0.00	0.2	0.9	0.0	0.0	0.0	0.19	0.78	0.02	0.01	0.00
korea	0.24	1.58	-0.97	0.77	0.08	0.21	0.00	0.9	0.7	0.0	0.2	0.0	0.59	0.38	0.00	0.03	0.00
language	0.13	0.70	-0.65	-0.48	-0.06	0.22	0.00	0.2	0.1	0.0	0.1	0.0	0.60	0.33	0.01	0.07	0.00
learn	0.07	0.92	0.50	-0.39	-0.60	0.41	0.00	0.1	0.0	0.2	0.2	0.0	0.27	0.16	0.38	0.18	0.00
leave	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00

life	1.04	0.47	-0.52	-0.40	-0.14	0.11	0.00	1.1	0.8	0.2	0.2	0.0	0.58	0.35	0.04	0.03	0.00
literature	0.80	0.12	-0.25	-0.09	0.17	0.13	0.00	0.2	0.0	0.2	0.3	0.0	0.53	0.07	0.24	0.15	0.00
management	5.65	0.33	0.55	0.12	0.13	0.00	0.00	6.6	0.4	0.8	0.0	0.0	0.90	0.05	0.05	0.00	0.00
marital	0.07	1.51	-0.23	-1.16	0.02	0.32	0.00	0.0	0.4	0.0	0.1	0.0	0.04	0.89	0.00	0.07	0.00
marketplace	0.26	1.17	0.72	0.22	-0.71	-0.30	0.00	0.5	0.1	1.1	0.4	0.0	0.45	0.04	0.43	0.08	0.00
mba	0.39	1.75	-0.18	0.94	-0.88	0.22	0.00	0.1	1.6	2.6	0.3	0.0	0.02	0.51	0.45	0.03	0.00
men	1.35	0.03	-0.06	0.17	0.00	0.01	0.00	0.0	0.2	0.0	0.0	0.0	0.13	0.87	0.00	0.00	0.00
mentor	0.59	0.87	-0.48	0.62	0.25	-0.43	0.00	0.5	1.0	0.3	2.1	0.0	0.26	0.45	0.07	0.22	0.00
methodology	0.46	1.10	-1.02	-0.07	-0.19	0.11	0.00	1.9	0.0	0.1	0.1	0.0	0.95	0.00	0.03	0.01	0.00
metropolitan	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
migration	0.41	0.90	-0.32	-0.60	-0.02	-0.66	0.00	0.2	0.7	0.0	3.4	0.0	0.11	0.40	0.00	0.48	0.00
moderating	0.13	0.70	-0.65	-0.48	-0.06	0.22	0.00	0.2	0.1	0.0	0.1	0.0	0.60	0.33	0.01	0.07	0.00
modest	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
motivation	0.17	1.90	-0.89	-0.98	-0.36	0.08	0.00	0.5	0.8	0.2	0.0	0.0	0.42	0.51	0.07	0.00	0.00
motive	0.20	2.76	-1.19	1.14	0.04	0.15	0.00	1.1	1.2	0.0	0.1	0.0	0.52	0.47	0.00	0.01	0.00
move	0.54	0.55	0.57	-0.04	0.46	0.05	0.00	0.7	0.0	1.0	0.0	0.0	0.60	0.00	0.39	0.00	0.00
multi-dimensional	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
multinational	0.70	0.13	-0.06	0.23	-0.17	-0.20	0.00	0.0	0.2	0.2	0.5	0.0	0.03	0.41	0.24	0.33	0.00
myths	0.07	3.38	1.23	0.39	-1.21	0.50	0.00	0.4	0.0	0.8	0.3	0.0	0.45	0.04	0.43	0.07	0.00
narratives	0.07	0.35	-0.37	-0.22	0.20	0.36	0.00	0.0	0.0	0.0	0.2	0.0	0.39	0.14	0.11	0.36	0.00
need	0.50	0.29	0.31	-0.07	0.04	-0.43	0.00	0.2	0.0	0.0	1.7	0.0	0.33	0.02	0.01	0.65	0.00
negligible	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
neophytes	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
networks	0.48	0.65	-0.52	-0.56	0.00	0.26	0.00	0.5	0.7	0.0	0.6	0.0	0.42	0.48	0.00	0.11	0.00
norway	0.11	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.3	1.4	0.2	0.0	0.0	0.17	0.76	0.07	0.00	0.00
number	0.80	0.27	0.37	0.02	0.35	0.09	0.00	0.4	0.0	0.9	0.1	0.0	0.50	0.00	0.47	0.03	0.00
nurses	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
objective	0.04	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.6	0.1	0.0	0.0	0.17	0.76	0.07	0.00	0.00
obtain	0.11	1.12	0.88	0.11	0.15	-0.55	0.00	0.3	0.0	0.0	0.6	0.0	0.70	0.01	0.02	0.27	0.00
occupations	0.07	7.94	1.41	0.63	-2.34	0.32	0.00	0.5	0.1	3.1	0.1	0.0	0.25	0.05	0.69	0.01	0.00
open-mindedness	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
openness	0.04	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.6	0.1	0.0	0.0	0.17	0.76	0.07	0.00	0.00
orc	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
originality	0.39	1.20	-1.06	0.20	-0.14	0.12	0.00	1.7	0.1	0.1	0.1	0.0	0.94	0.03	0.02	0.01	0.00
outcome	0.17	0.64	0.19	-0.65	0.33	-0.26	0.00	0.0	0.3	0.2	0.2	0.0	0.06	0.67	0.17	0.10	0.00
paradigm	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
participation	0.50	0.30	0.04	0.10	-0.09	-0.53	0.00	0.0	0.0	0.0	2.6	0.0	0.01	0.03	0.03	0.93	0.00
patriarchal	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
percentage	0.30	0.81	0.75	-0.05	0.26	-0.44	0.00	0.7	0.0	0.2	1.1	0.0	0.68	0.00	0.08	0.23	0.00
perception	1.11	0.14	-0.35	0.11	-0.04	0.08	0.00	0.5	0.1	0.0	0.1	0.0	0.86	0.08	0.01	0.05	0.00
performance	0.63	0.21	-0.24	-0.32	0.18	-0.15	0.00	0.1	0.3	0.2	0.3	0.0	0.27	0.48	0.15	0.11	0.00
personnel	0.13	3.20	0.95	0.12	-1.47	0.37	0.00	0.5	0.0	2.4	0.3	0.0	0.28	0.00	0.67	0.04	0.00
picture	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
policy	0.48	0.27	-0.12	0.25	0.01	-0.44	0.00	0.0	0.1	0.0	1.8	0.0	0.06	0.23	0.00	0.72	0.00
positions	1.00	0.28	0.51	-0.06	0.14	-0.03	0.00	1.0	0.0	0.2	0.0	0.0	0.92	0.01	0.06	0.00	0.00
potential	0.26	0.61	-0.24	-0.55	-0.50	-0.02	0.00	0.1	0.4	0.6	0.0	0.0	0.09	0.50	0.41	0.00	0.00
power	0.15	0.90	-0.38	0.66	0.31	-0.47	0.00	0.1	0.3	0.1	0.6	0.0	0.16	0.48	0.11	0.25	0.00

CASES			COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDENTIFIER	REL.WT.	DISTO	1	2	3	4	0	1	2	3	4	0	1	2	3	4	0
practice	0.46	0.43	-0.22	0.37	0.15	-0.48	0.00	0.1	0.3	0.1	1.9	0.0	0.11	0.31	0.05	0.53	0.00
predict	0.33	0.45	-0.56	0.32	-0.10	-0.15	0.00	0.4	0.1	0.0	0.1	0.0	0.70	0.23	0.02	0.05	0.00
principle	0.02	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.3	0.0	0.0	0.0	0.17	0.76	0.07	0.00	0.00
priority	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
process	0.46	0.27	-0.10	0.17	0.17	-0.45	0.00	0.0	0.1	0.1	1.7	0.0	0.04	0.11	0.11	0.74	0.00
productive	0.07	1.49	-0.59	0.79	0.19	-0.70	0.00	0.1	0.2	0.0	0.6	0.0	0.23	0.42	0.02	0.33	0.00
proficiency	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
progression	0.35	0.94	0.56	0.10	0.78	-0.04	0.00	0.4	0.0	1.8	0.0	0.0	0.33	0.01	0.66	0.00	0.00
project	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
proposition	0.20	0.45	-0.60	-0.08	0.08	0.28	0.00	0.3	0.0	0.0	0.3	0.0	0.80	0.01	0.02	0.17	0.00
protean	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
protege	0.09	2.76	-1.19	1.14	0.04	0.15	0.00	0.5	0.5	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
psychological	0.11	0.93	-0.36	0.64	0.44	0.44	0.00	0.1	0.2	0.2	0.4	0.0	0.14	0.45	0.21	0.20	0.00
qualifications	0.09	4.49	1.21	0.49	-1.63	-0.36	0.00	0.5	0.1	2.0	0.2	0.0	0.33	0.05	0.59	0.03	0.00
qualitative	0.20	0.57	-0.64	0.24	0.14	0.29	0.00	0.3	0.0	0.0	0.3	0.0	0.72	0.10	0.04	0.14	0.00
quantitative	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
race	0.35	0.66	-0.59	-0.19	-0.05	-0.52	0.00	0.5	0.1	0.0	1.8	0.0	0.53	0.05	0.00	0.41	0.00
rates	0.46	0.58	-0.07	0.36	0.41	-0.53	0.00	0.0	0.3	0.6	2.4	0.0	0.01	0.22	0.28	0.49	0.00
rational	0.07	2.76	-1.19	1.14	0.04	0.15	0.00	0.4	0.4	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
readiness	0.11	2.76	-1.19	1.14	0.04	0.15	0.00	0.6	0.6	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
real-life	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
recognition	0.09	4.49	1.21	0.49	-1.63	-0.36	0.00	0.5	0.1	2.0	0.2	0.0	0.33	0.05	0.59	0.03	0.00
reference	0.09	2.13	-0.44	-1.25	-0.25	-0.56	0.00	0.1	0.6	0.0	0.5	0.0	0.09	0.73	0.03	0.15	0.00
region	0.15	0.47	-0.43	-0.43	0.10	0.31	0.00	0.1	0.1	0.0	0.3	0.0	0.39	0.39	0.02	0.21	0.00
regression	0.09	1.57	-0.74	0.88	0.15	-0.49	0.00	0.2	0.3	0.0	0.4	0.0	0.35	0.49	0.02	0.15	0.00
repatriation	0.59	0.89	0.52	-0.27	0.70	0.23	0.00	0.6	0.2	2.5	0.6	0.0	0.30	0.08	0.55	0.06	0.00
replicates	0.09	1.12	-0.99	-0.27	-0.23	0.10	0.00	0.3	0.0	0.0	0.0	0.0	0.88	0.07	0.05	0.01	0.00
report	0.41	0.34	0.23	-0.47	0.24	0.03	0.00	0.1	0.4	0.2	0.0	0.0	0.16	0.67	0.17	0.00	0.00
representation	0.15	1.65	-0.45	1.00	-0.64	0.20	0.00	0.1	0.7	0.5	0.1	0.0	0.12	0.60	0.25	0.02	0.00
reproductive	0.07	2.76	-1.19	1.14	0.04	0.15	0.00	0.4	0.4	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
resolution	0.02	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.3	0.0	0.0	0.0	0.17	0.76	0.07	0.00	0.00
retailing	0.04	7.94	1.41	0.63	-2.34	0.32	0.00	0.3	0.1	2.0	0.1	0.0	0.25	0.05	0.69	0.01	0.00
reverse	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
rich	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
rights	0.04	7.94	1.41	0.63	-2.34	0.32	0.00	0.3	0.1	2.0	0.1	0.0	0.25	0.05	0.69	0.01	0.00
salient	0.07	2.76	-1.19	1.14	0.04	0.15	0.00	0.4	0.4	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
satisfaction	0.43	0.74	0.44	0.32	0.29	0.60	0.00	0.3	0.2	0.3	2.9	0.0	0.26	0.14	0.11	0.49	0.00
scenario	0.09	1.09	0.04	-0.90	0.28	0.46	0.00	0.0	0.3	0.1	0.3	0.0	0.00	0.74	0.07	0.19	0.00
self-initiated	0.72	1.94	-0.89	-1.00	-0.37	0.08	0.00	2.2	3.3	0.8	0.1	0.0	0.41	0.52	0.07	0.00	0.00
self-reported	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
self-transcendence	0.22	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.5	2.8	0.5	0.0	0.0	0.17	0.76	0.07	0.00	0.00
separate	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
service	0.15	0.51	-0.04	0.46	0.54	0.09	0.00	0.0	0.1	0.4	0.0	0.0	0.00	0.41	0.57	0.02	0.00
sex-role	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
singapore	0.11	1.76	-0.67	1.04	-0.43	0.19	0.00	0.2	0.5	0.2	0.1	0.0	0.26	0.62	0.11	0.02	0.00
skills	0.39	1.52	1.01	0.14	-0.57	0.39	0.00	1.5	0.0	1.1	1.1	0.0	0.67	0.01	0.22	0.10	0.00
societal	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
southern	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
spain	0.02	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.3	0.0	0.0	0.0	0.17	0.76	0.07	0.00	0.00
specificity	0.15	0.88	-0.30	-0.73	-0.46	0.22	0.00	0.1	0.4	0.3	0.1	0.0	0.10	0.60	0.24	0.06	0.00

sponsorship	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
spouse	0.52	0.52	0.11	0.63	-0.31	-0.11	0.00	0.0	0.9	0.4	0.1	0.0	0.02	0.77	0.19	0.02	0.00
stability	0.11	1.78	-0.15	0.94	-0.91	0.22	0.00	0.0	0.4	0.8	0.1	0.0	0.01	0.49	0.46	0.03	0.00
start	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
state-driven	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
statistically	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
status	0.15	0.47	-0.43	-0.43	0.10	0.31	0.00	0.1	0.1	0.0	0.3	0.0	0.39	0.39	0.02	0.21	0.00
stereotypes	0.37	0.26	-0.47	0.16	-0.02	0.11	0.00	0.3	0.0	0.0	0.1	0.0	0.85	0.10	0.00	0.05	0.00
stories	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
strategy	0.54	0.34	-0.16	0.55	0.01	-0.10	0.00	0.1	0.7	0.0	0.1	0.0	0.08	0.90	0.00	0.03	0.00
students	0.59	0.58	-0.29	0.64	0.28	-0.04	0.00	0.2	1.1	0.4	0.0	0.0	0.14	0.72	0.14	0.00	0.00
subjective	0.07	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.2	0.8	0.1	0.0	0.0	0.17	0.76	0.07	0.00	0.00
subordinates	0.07	1.07	-0.50	0.73	0.38	0.39	0.00	0.1	0.2	0.1	0.2	0.0	0.23	0.49	0.13	0.14	0.00
success	1.22	0.32	0.46	-0.12	-0.05	-0.30	0.00	1.0	0.1	0.0	2.1	0.0	0.66	0.04	0.01	0.29	0.00
supervisors	0.22	0.77	-0.31	0.72	0.11	0.38	0.00	0.1	0.5	0.0	0.6	0.0	0.13	0.67	0.01	0.19	0.00
survey	1.00	0.08	0.19	0.12	-0.17	-0.03	0.00	0.1	0.1	0.3	0.0	0.0	0.45	0.18	0.36	0.01	0.00
symptom	0.07	2.76	-1.19	1.14	0.04	0.15	0.00	0.4	0.4	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
taiwan	0.07	1.66	-0.33	0.97	-0.75	0.21	0.00	0.0	0.3	0.3	0.1	0.0	0.06	0.57	0.34	0.03	0.00
talent	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
teach	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
technical	0.09	1.89	-0.37	-1.29	-0.11	0.26	0.00	0.0	0.7	0.0	0.1	0.0	0.07	0.88	0.01	0.03	0.00
technological	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
tool	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
traits	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00

CASES			COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDENTIFIER	REL.WT.	DISTO	1	2	3	4	0	1	2	3	4	0	1	2	3	4	0
trajectories	0.04	1.09	0.04	-0.90	0.28	0.46	0.00	0.0	0.2	0.0	0.2	0.0	0.00	0.74	0.07	0.19	0.00
transform	0.07	1.49	-0.59	0.79	0.19	-0.70	0.00	0.1	0.2	0.0	0.6	0.0	0.23	0.42	0.02	0.33	0.00
transnational	0.26	1.70	-0.94	0.87	-0.20	0.16	0.00	0.9	0.9	0.1	0.1	0.0	0.52	0.44	0.02	0.01	0.00
travel	0.15	1.24	-0.96	-0.48	-0.27	0.10	0.00	0.6	0.2	0.1	0.0	0.0	0.75	0.18	0.06	0.01	0.00
turnover	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
un-conventional	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
understanding	0.63	0.34	0.05	-0.41	0.37	0.18	0.00	0.0	0.5	0.8	0.4	0.0	0.01	0.49	0.41	0.09	0.00
unfair	0.04	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.6	0.1	0.0	0.0	0.17	0.76	0.07	0.00	0.00
unfavorable	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
united	0.20	0.79	0.20	-0.61	-0.51	-0.34	0.00	0.0	0.3	0.4	0.4	0.0	0.05	0.47	0.34	0.15	0.00
unwillingness	0.02	2.76	-1.19	1.14	0.04	0.15	0.00	0.1	0.1	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
valuable	0.07	1.20	-1.06	0.20	-0.14	0.12	0.00	0.3	0.0	0.0	0.0	0.0	0.94	0.03	0.02	0.01	0.00
value	0.65	0.37	-0.45	-0.33	0.03	-0.22	0.00	0.5	0.3	0.0	0.6	0.0	0.56	0.31	0.00	0.13	0.00
ventures	0.04	7.94	1.41	0.63	-2.34	0.32	0.00	0.3	0.1	2.0	0.1	0.0	0.25	0.05	0.69	0.01	0.00
white	0.04	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.1	0.6	0.1	0.0	0.0	0.17	0.76	0.07	0.00	0.00
willingness	0.72	1.04	-0.55	0.85	-0.03	-0.08	0.00	0.8	2.4	0.0	0.1	0.0	0.29	0.70	0.00	0.01	0.00
women	8.97	0.04	0.17	-0.08	-0.07	0.03	0.00	1.0	0.3	0.4	0.1	0.0	0.68	0.16	0.14	0.02	0.00
work-life	0.39	1.06	-0.60	-0.80	-0.12	0.21	0.00	0.6	1.1	0.0	0.3	0.0	0.34	0.60	0.01	0.04	0.00
work-related	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.2	0.3	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
workers	0.33	0.88	-0.05	-0.93	0.15	0.00	0.00	0.0	1.3	0.1	0.0	0.0	0.00	0.97	0.03	0.00	0.00
world	0.41	0.27	-0.26	0.43	-0.04	-0.13	0.00	0.1	0.3	0.0	0.1	0.0	0.26	0.67	0.00	0.06	0.00

SUPPLEMENTARY CASES (AXES 1 TO 4)

CASES			COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDENTIFIER	REL.WT.	DISTO	1	2	3	4	0	1	2	3	4	0	1	2	3	4	0
business environment	0.04	2.14	1.14	0.26	-0.64	0.59	0.00	0.0	0.0	0.0	0.0	0.0	0.61	0.03	0.19	0.16	0.00
overt/covert barriers	0.11	1.49	0.78	-0.03	0.83	-0.44	0.00	0.0	0.0	0.0	0.0	0.0	0.41	0.00	0.46	0.13	0.00
cultural stereotyping	0.04	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.0	0.0	0.0	0.0	0.0	0.17	0.76	0.07	0.00	0.00
expatriate career	0.93	0.53	0.12	0.17	0.60	0.36	0.00	0.0	0.0	0.0	0.0	0.0	0.03	0.06	0.67	0.25	0.00
expatriate failure	0.04	3.08	1.01	0.35	-0.92	-1.04	0.00	0.0	0.0	0.0	0.0	0.0	0.33	0.04	0.28	0.35	0.00
expatriate selection	0.37	0.10	0.24	0.16	-0.07	-0.07	0.00	0.0	0.0	0.0	0.0	0.0	0.62	0.28	0.04	0.05	0.00
foreigners prejudice	0.09	7.94	1.41	0.63	-2.34	0.32	0.00	0.0	0.0	0.0	0.0	0.0	0.25	0.05	0.69	0.01	0.00
gender discrimination	0.11	0.37	-0.28	0.08	0.34	0.42	0.00	0.0	0.0	0.0	0.0	0.0	0.21	0.02	0.30	0.47	0.00
home country	0.30	0.15	0.19	0.28	0.05	-0.17	0.00	0.0	0.0	0.0	0.0	0.0	0.24	0.54	0.02	0.20	0.00
host country	0.50	0.11	-0.26	-0.16	0.08	0.09	0.00	0.0	0.0	0.0	0.0	0.0	0.63	0.24	0.05	0.08	0.00
host-country nationals	0.09	0.88	-0.54	-0.54	-0.12	-0.53	0.00	0.0	0.0	0.0	0.0	0.0	0.33	0.33	0.02	0.32	0.00
individual factors	0.04	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.0	0.0	0.0	0.0	0.0	0.17	0.76	0.07	0.00	0.00
male managers	0.13	1.75	0.45	0.68	-0.98	0.35	0.00	0.0	0.0	0.0	0.0	0.0	0.12	0.26	0.55	0.07	0.00
male partners	0.09	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.0	0.0	0.0	0.0	0.0	0.17	0.76	0.07	0.00	0.00
older women	0.11	3.74	-0.79	-1.69	-0.50	0.05	0.00	0.0	0.0	0.0	0.0	0.0	0.17	0.76	0.07	0.00	0.00
organizational support	0.33	0.85	0.49	-0.21	0.70	0.27	0.00	0.0	0.0	0.0	0.0	0.0	0.28	0.05	0.58	0.09	0.00
personality traits	0.04	2.76	-1.19	1.14	0.04	0.15	0.00	0.0	0.0	0.0	0.0	0.0	0.52	0.47	0.00	0.01	0.00
work-family conflict	0.04	2.63	0.88	-0.10	1.05	0.86	0.00	0.0	0.0	0.0	0.0	0.0	0.30	0.00	0.42	0.28	0.00
work-life balance	0.26	2.40	-0.86	-1.22	-0.41	0.07	0.00	0.0	0.0	0.0	0.0	0.0	0.31	0.62	0.07	0.00	0.00

Table A: Correspondence analysis results

B. Study 2 : The questionnaire of the study

The full questionnaire used to collect the data for the second study (comparison of female and male expatriate adjustment) is presented below (Table B).

Expat survey – Switzerland – 2012

This survey is about your level of satisfaction with your relocation to Switzerland (decision, general adjustment, spouse adjustment, company support**). The University of Fribourg is firmly committed to maintaining the confidentiality of individual respondents' data obtained through this survey**. You will need approx. 20 minutes to complete it. The questionnaire has questions about your partner or spouse. It is important for the study that these questions be answered by the partner or spouse.

A. Expatriation decision

These questions deal with your decision to relocate to Switzerland. Please tick the appropriate boxes.

	Not at all				Completely
A.1. Are you generally satisfied with your relocation process in Switzerland?	☐1	☐2	☐3	☐4	☐5

To what extent did you consider the following 7 issues while making the decision about your current relocation?	Small extent				Large extent
A.2. Work content	☐1	☐2	☐3	☐4	☐5
A.3. Career development	☐1	☐2	☐3	☐4	☐5
A.4. Income level	☐1	☐2	☐3	☐4	☐5
A.5. Leisure time	☐1	☐2	☐3	☐4	☐5
A.6. Family	☐1	☐2	☐3	☐4	☐5
A.7. Friends/Relationships	☐1	☐2	☐3	☐4	☐5
A.8. Child education	☐1	☐2	☐3	☐4	☐5

Considering your initial expectations, do you think that your current relocation is satisfying in regards to the following 7 issues?	Not at all				Completely
A.9. Work content	☐1	☐2	☐3	☐4	☐5
A.10. Career development	☐1	☐2	☐3	☐4	☐5
A.11. Income level	☐1	☐2	☐3	☐4	☐5
A.12. Leisure time	☐1	☐2	☐3	☐4	☐5
A.13. Family	☐1	☐2	☐3	☐4	☐5
A.14. Friends/Relationships	☐1	☐2	☐3	☐4	☐5
A.15. Child education	☐1	☐2	☐3	☐4	☐5

Expectations (prior to departure)

These questions are related to your expectations prior to relocating to Switzerland. Please tick appropriate boxes.

Concerning the following 14 items, how realistic were the expectations you held before your departure about your relocation?	Not at all realistic						Completely realistic
B.1. Living conditions in general	☐1	☐2	☐3	☐4	☐5	☐6	☐7
B.2. Cost of living	☐1	☐2	☐3	☐4	☐5	☐6	☐7
B.3. Speaking with host nationals	☐1	☐2	☐3	☐4	☐5	☐6	☐7
B.4. Health care facilities	☐1	☐2	☐3	☐4	☐5	☐6	☐7
B.5. Shopping	☐1	☐2	☐3	☐4	☐5	☐6	☐7
B.6. Specific job responsibilities	☐1	☐2	☐3	☐4	☐5	☐6	☐7
B.7. Food	☐1	☐2	☐3	☐4	☐5	☐6	☐7
B.8. Supervisory responsibility	☐1	☐2	☐3	☐4	☐5	☐6	☐7
B.9. Interacting with host nationals outside of work	☐1	☐2	☐3	☐4	☐5	☐6	☐7
B.10. Entertainment and recreation facilities	☐1	☐2	☐3	☐4	☐5	☐6	☐7
B.11. Job performance standards and expectations	☐1	☐2	☐3	☐4	☐5	☐6	☐7
B.12. Interacting with host nationals on a day-to-day basis (in general)	☐1	☐2	☐3	☐4	☐5	☐6	☐7
B.13. Housing conditions	☐1	☐2	☐3	☐4	☐5	☐6	☐7
B.14. Socializing with host nationals	☐1	☐2	☐3	☐4	☐5	☐6	☐7

B. General adjustment (an individual's degree of comfort, familiarity and ease with several aspects of a new cultural environment)

These questions are related to your degree of adjustment in Switzerland. Please tick appropriate boxes.

Please indicate the degree to which you feel adjusted or not adjusted to the following aspects of life in Switzerland:	Not at all adjusted						Completely adjusted
C.1. Living conditions in general	☐1	☐2	☐3	☐4	☐5	☐6	☐7
C.2. Cost of living	☐1	☐2	☐3	☐4	☐5	☐6	☐7
C.3. Speaking with host nationals	☐1	☐2	☐3	☐4	☐5	☐6	☐7
C.4. Health care facilities	☐1	☐2	☐3	☐4	☐5	☐6	☐7
C.5. Shopping	☐1	☐2	☐3	☐4	☐5	☐6	☐7
C.6. Specific job responsibilities	☐1	☐2	☐3	☐4	☐5	☐6	☐7
C.7. Food	☐1	☐2	☐3	☐4	☐5	☐6	☐7
C.8. Supervisory responsibility	☐1	☐2	☐3	☐4	☐5	☐6	☐7
C.9. Interacting with host nationals outside of work	☐1	☐2	☐3	☐4	☐5	☐6	☐7
C.10. Entertainment and recreation facilities	☐1	☐2	☐3	☐4	☐5	☐6	☐7
C.11. Job performance standards and expectations	☐1	☐2	☐3	☐4	☐5	☐6	☐7
C.12. Interacting with host nationals on a day-to-day basis (in general)	☐1	☐2	☐3	☐4	☐5	☐6	☐7
C.13. Housing conditions	☐1	☐2	☐3	☐4	☐5	☐6	☐7
C.14. Socializing with host nationals	☐1	☐2	☐3	☐4	☐5	☐6	☐7

C. Spouse adjustment

These questions concern individuals who are married (or living with a partner) and who relocated together with their partner. If this is not applicable to you, you may skip section D. If it is applicable to you, please tick appropriate boxes.

D.1.	Was your partner working at the time of the decision to relocate?	☐ Yes	☐ No
D.2.	**If yes**: your total family income was:	☐ lower	☐ similar ☐ higher
D.3.	**If yes**: your social status was:	☐ lower	☐ similar ☐ higher
D.4.	Is your partner **currently** working?	☐ Yes	☐ No

To what extent…		Small extent						Large extent
D.5.	…did you take the decision to leave in consultation with you partner?	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.6.	…does your partner support you during your assignment abroad?	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.7.	…did your partner express work related concerns about the relocation decision?	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.8.	…did your partner express personal (non work related) concerns about the relocation decision?	☐1	☐2	☐3	☐4	☐5	☐6	☐7

D.9.	Was schooling of children an important issue in the decision to relocate?	☐ Yes ☐ No	☐ No children
D.10.	Would you consider having your children in a Swiss public school?	☐ No, we are moving too much and we need an international school system ☐ No, the level of the Swiss public schools is not high enough ☐ Yes, we could consider the option with a school coaching for children ☐ Yes, of course ☐ Other: …… ☐ I don't have any children.	

Please ask <u>your spouse/partner</u> to indicate the degree to which she/he feels adjusted or not adjusted to the following aspects of life in Switzerland:		Not at all adjusted						Completely adjusted
D.11.	Living conditions in general	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.12.	Socializing with host nationals	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.13.	Entertainment and recreation facilities	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.14.	Health care facilities	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.15.	Food	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.16.	Cost of living	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.17.	Interacting with host nationals on a day-to-day basis (in general)	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.18.	Shopping	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.19.	Housing conditions	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.20.	Work	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.21.	Personal income level	☐1	☐2	☐3	☐4	☐5	☐6	☐7
D.22.	Career development	☐1	☐2	☐3	☐4	☐5	☐6	☐7

D.23. **You or your spouse can add a comment regarding the relocation process:** ……
……
……
……

D.24.	**Who answered the questions on the partner's adjustment?**	☐ Your partner	☐ Yourself

D. Relocation support practices in your company

These questions are related to the relocation support practices offered by your company and to your degree of satisfaction with these practices. Please tick appropriate boxes.

Does your company provide support in the following areas?			
E.1. Housing (search, availability)	☐ Yes	☐ No	☐ Don't know
E.2. Dealing with administrative paperwork in the host country (e.g. immigration services)	☐ Yes	☐ No	☐ Don't know
E.3. Trips to discover Switzerland before the assignment	☐ Yes	☐ No	☐ Don't know
E.4. Training and information before departure	☐ Yes	☐ No	☐ Don't know
E.5. Schools for children (search)	☐ Yes	☐ No	☐ Don't know
E.6. Allowance for or payment of moving costs	☐ Yes	☐ No	☐ Don't know
E.7. Allowance for or payment of schooling costs	☐ Yes	☐ No	☐ Don't know
E.8. Allowance for or payment of housing costs	☐ Yes	☐ No	☐ Don't know
E.9. Allowance for or payment of language courses for you	☐ Yes	☐ No	☐ Don't know
E.10. Allowance for or payment of language courses for your partner/spouse	☐ Yes	☐ No	☐ Don't know
E.11. Allowances for other benefits	☐ Yes	☐ No	☐ Don't know
E.12. Tax support	☐ Yes	☐ No	☐ Don't know
E.13. Insurance support (household goods insurance, pension plan, health insurance)	☐ Yes	☐ No	☐ Don't know
E.14. Cross cultural training in the host country	☐ Yes	☐ No	☐ Don't know
E.15. Cross cultural training in the host country for the spouse/partner	☐ Yes	☐ No	☐ Don't know
E.16. Spouse career support	☐ Yes	☐ No	☐ Don't know

To what extent do you perceive company support as necessary in the following areas?	Small extent				Large extent
E.17. Housing (search, availability)	☐1	☐2	☐3	☐4	☐5
E.18. Dealing with administrative paperwork in the host country (e.g. immigration services)	☐1	☐2	☐3	☐4	☐5
E.19. Trips to discover Switzerland before the assignment	☐1	☐2	☐3	☐4	☐5
E.20. Training and information before departure	☐1	☐2	☐3	☐4	☐5
E.21. Schools for children (search)	☐1	☐2	☐3	☐4	☐5
E.22. Allowance for or payment of moving costs	☐1	☐2	☐3	☐4	☐5
E.23. Allowance for or payment of schooling costs	☐1	☐2	☐3	☐4	☐5
E.24. Allowance for or payment of housing costs	☐1	☐2	☐3	☐4	☐5
E.25. Allowance for or payment of language courses for you	☐1	☐2	☐3	☐4	☐5
E.26. Allowance for or payment of language courses for your partner/spouse	☐1	☐2	☐3	☐4	☐5
E.27. Allowances for other benefits	☐1	☐2	☐3	☐4	☐5
E.28. Tax support	☐1	☐2	☐3	☐4	☐5
E.29. Insurance support (household goods insurance, pension plan, health insurance)	☐1	☐2	☐3	☐4	☐5
E.30. Cross cultural training in the host country	☐1	☐2	☐3	☐4	☐5
E.31. Cross cultural training in the host country for the spouse/partner	☐1	☐2	☐3	☐4	☐5
E.32. Spouse career support	☐1	☐2	☐3	☐4	☐5

To what extent did you use company support in the following areas?	Small extent				Large extent
E.33. Housing (search, availability)	☐1	☐2	☐3	☐4	☐5

E.34.	Dealing with administrative paperwork in the host country (e.g. immigration services)	☐1	☐2	☐3	☐4	☐5
E.35.	Trips to discover Switzerland before the assignment	☐1	☐2	☐3	☐4	☐5
E.36.	Training and information before departure	☐1	☐2	☐3	☐4	☐5
E.37.	Schools for children (search)	☐1	☐2	☐3	☐4	☐5
E.38.	Allowance for or payment of moving costs	☐1	☐2	☐3	☐4	☐5
E.39.	Allowance for or payment of schooling costs	☐1	☐2	☐3	☐4	☐5
E.40.	Allowance for or payment of housing costs	☐1	☐2	☐3	☐4	☐5
E.41.	Allowance for or payment of language courses for you	☐1	☐2	☐3	☐4	☐5
E.42.	Allowance for or payment of language courses for your partner/spouse	☐1	☐2	☐3	☐4	☐5
E.43.	Allowances for other benefits	☐1	☐2	☐3	☐4	☐5
E.44.	Tax support	☐1	☐2	☐3	☐4	☐5
E.45.	Insurance support (household goods insurance, pension plan, health insurance)	☐1	☐2	☐3	☐4	☐5
E.46.	Cross cultural training in the host country	☐1	☐2	☐3	☐4	☐5
E.47.	Cross cultural training in the host country for the spouse/partner	☐1	☐2	☐3	☐4	☐5
E.48.	Spouse career support	☐1	☐2	☐3	☐4	☐5

E.49. **Do you have a comment on relocation support practices? :** .....
.....
.....

E. Career-related support practices in your company

These questions are related to the career-related support practices offered by your company and to your degree of satisfaction with these practices. Please tick appropriate boxes.

Please indicate whether the following practices are offered by your company:				
F.1.	**Pre-departure career development debriefings** (Pre-departure analysis and discussion on the impact of the expatriate assignment on professional goals and future career)	☐ Yes	☐ No	☐ Don't know
F.2.	**Succession planning** (a policy which requires employees to complete an expatriate assignment in order to proceed to high level positions in the organization)	☐ Yes	☐ No	☐ Don't know
F.3.	**Re-entry counseling** (Advice and support considering repatriation challenges)	☐ Yes	☐ No	☐ Don't know
F.4.	**Development rewards** (The constant use of a performance management system, which links the performance closely to rewards such as career advancement)	☐ Yes	☐ No	☐ Don't know
F.5.	**Employee debriefings** (Sessions in which a repatriate can present new skills gained during assignment and give general feedback to the home organization)	☐ Yes	☐ No	☐ Don't know
F.6.	**Career planning support** (Repatriates are helped to search for positions in which they can benefit from skills gained on their assignment (e.g. circulating updated resumes))	☐ Yes	☐ No	☐ Don't know
F.7.	**Family repatriation programs** (Programs which help the expatriate and the family to deal with the many adjustment problems faced on repatriation)	☐ Yes	☐ No	☐ Don't know
F.8.	**Home country mentoring** (a contact in my home country organization (e.g. mentor) with whom I can discuss various issues and who keeps me informed of any changes taking place in the home organization)	☐ Yes	☐ No	☐ Don't know

Please indicate the extent to which you perceive the following practices as necessary:		Small extent				Large extent
F.9.	**Pre-departure career development debriefings** (Pre-departure analysis and discussion on the impact of the expatriate assignment on professional goals and future career)	☐1	☐2	☐3	☐4	☐5
F.10.	**Succession planning** (a policy which requires employees to complete an expatriate assignment in order to proceed to high level positions in the organization)	☐1	☐2	☐3	☐4	☐5
F.11.	**Re-entry counseling** (Advice and support considering repatriation challenges)	☐1	☐2	☐3	☐4	☐5
F.12.	**Development rewards** (The constant use of a performance management system, which links the performance closely to rewards such as career advancement)	☐1	☐2	☐3	☐4	☐5

F.13. **Employee debriefings** (Sessions in which a repatriate can present new skills gained during assignment and give general feedback to the home organization)	☐1	☐2	☐3	☐4	☐5
F.14. **Career planning support** (Repatriates are helped to search for positions in which they can benefit from skills gained on their assignment (e.g. circulating updated resumes))	☐1	☐2	☐3	☐4	☐5
F.15. **Family repatriation programs** (Programs which help the expatriate and the family to deal with the many adjustment problems faced on repatriation)	☐1	☐2	☐3	☐4	☐5
F.16. **Home country mentoring** (a contact in my home country organization (e.g. mentor) with whom I can discuss various issues and who keeps me informed of any changes taking place in the home organization)	☐1	☐2	☐3	☐4	☐5

Please indicate the extent to which you have used the following practices:	Small extent				Large extent
F.17. **Pre-departure career development debriefings** (Pre-departure analysis and discussion on the impact of the expatriate assignment on professional goals and future career)	☐1	☐2	☐3	☐4	☐5
F.18. **Succession planning** (a policy which requires employees to complete an expatriate assignment in order to proceed to high level positions in the organization)	☐1	☐2	☐3	☐4	☐5
F.19. **Re-entry counseling** (Advice and support considering repatriation challenges)	☐1	☐2	☐3	☐4	☐5
F.20. **Development rewards** (The constant use of a performance management system, which links the performance closely to rewards such as career advancement)	☐1	☐2	☐3	☐4	☐5
F.21. **Employee debriefings** (Sessions in which a repatriate can present new skills gained during assignment and give general feedback to the home organization)	☐1	☐2	☐3	☐4	☐5
F.22. **Career planning support** (Repatriates are helped to search for positions in which they can benefit from skills gained on their assignment (e.g. circulating updated resumes))	☐1	☐2	☐3	☐4	☐5
F.23. **Family repatriation programs** (Programs which help the expatriate and the family to deal with the many adjustment problems faced on repatriation)	☐1	☐2	☐3	☐4	☐5
F.24. **Home country mentoring** (a contact in my home country organization (e.g. mentor) with whom I can discuss various issues and who keeps me informed of any changes taking place in the home organization)	☐1	☐2	☐3	☐4	☐5

F.25. **Do you have a comment on career-related support practices?**.....

.....

.....

F. Dual career support practices in your company

These questions are related to the dual career support practices offered by your company and to your degree of satisfaction with these practices. Please tick appropriate boxes.

Please indicate whether the following practices are offered by your company:			
G.1. If the spouse stays in the home country, the covering of costs related to visit and other contact costs	☐ Yes	☐ No	☐ Don't know
G.2. Help with work permits and other practical work-related arrangements	☐ Yes	☐ No	☐ Don't know
G.3. Help with arranging education possibilities and covering of the related costs	☐ Yes	☐ No	☐ Don't know
G.4. Arranged job within the organization or in other organization operating in the host country	☐ Yes	☐ No	☐ Don't know
G.5. The covering of costs related to trying to find a job in the host country	☐ Yes	☐ No	☐ Don't know
G.6. Compensation for the lost salary of the spouse	☐ Yes	☐ No	☐ Don't know
G.7. Spouse career and life counseling	☐ Yes	☐ No	☐ Don't know

Please indicate the extent to which you perceive the following practices as necessary:	Small extent				Large extent
G.8. If the spouse stays in the home country, the covering of costs related to visit and other contact costs	☐1	☐2	☐3	☐4	☐5
G.9. Help with work permits and other practical work-related arrangements	☐1	☐2	☐3	☐4	☐5
G.10. Help with arranging education possibilities and covering of the related costs	☐1	☐2	☐3	☐4	☐5
G.11. Arranged job within the organization or in other organization operating in the host country	☐1	☐2	☐3	☐4	☐5
G.12. The covering of costs related to trying to find a job in the host country	☐1	☐2	☐3	☐4	☐5
G.13. Compensation for the lost salary of the spouse	☐1	☐2	☐3	☐4	☐5
G.14. Spouse career and life counseling	☐1	☐2	☐3	☐4	☐5

Please indicate the extent to which you have used the following practices:	Small extent				Large extent
G.15. If the spouse stays in the home country, the covering of costs related to visit and other contact costs	☐1	☐2	☐3	☐4	☐5
G.16. Help with work permits and other practical work-related arrangements	☐1	☐2	☐3	☐4	☐5
G.17. Help with arranging education possibilities and covering of the related costs	☐1	☐2	☐3	☐4	☐5
G.18. Arranged job within the organization or in other organization operating in the host country	☐1	☐2	☐3	☐4	☐5
G.19. The covering of costs related to trying to find a job in the host country	☐1	☐2	☐3	☐4	☐5
G.20. Compensation for the lost salary of the spouse	☐1	☐2	☐3	☐4	☐5
G.21. Spouse career and life counseling	☐1	☐2	☐3	☐4	☐5

G.22. **Do you have a comment on dual career support practices? :** ……...
……
……

G. Demographic profile

The following questions are related to demographic issues and general information about yourself. Please tick appropriate boxes and complete accordingly.

H.1. Your gender	☐ Male ☐ Female
H.2. Your age	……years
H.3. Your nationality(ies) / Your home country(ies)	……/……
H.4. Is it your first international assignment? If not, how many have you had before this one?	☐ Yes ☐ No (How many? ….....)
H.5. Have you lived abroad for other reasons (e.g. student exchange program, etc.)	☐ No ☐ Yes (Reason……)
H.6. Please name the countries in which you have lived before living in Switzerland:	…… ……..
H.7. Which country did you find the hardest to adapt to?	..... ……..
H.8. How many years and months have you lived away from your home country, including the present?	…….. years and …….. months
H.9. Have you been sent on international assignment by the home-country organization in which you were working prior to assignment?	☐ Yes ☐ No
H.10. If not: what corresponds to your situation?	☐ I searched and found a job in Switzerland on my own, as I followed my spouse on his/her international assignment. ☐ I searched and found a job in Switzerland on my own, as I self-initiated my international assignment.
H.11. Do you have any additional comments?	…… ……
H.12. Please check one category below which best describes your global assignment:	☐ Technical Assignment: my company sent me on this assignment solely to do a technical job and return to a domestic position. Given the nature of this position, I could be successful on my global assignment with very few (if any) intercultural skills. ☐ Functional Assignment: For the most part, my company sent me on this assignment solely to do a specific job and return to a domestic position. Developing my cross-cultural skills was not a stated goal of my assignment. However, to do this global assignment successfully, I needed to be effective interculturally. ☐ Developmental Assignment: One of the primary purposes of my global assignment was for me to develop global competencies. This global assignment was part of a long-term career plan with my company. To be successful on this global assignment, I needed to be effective interculturally.

	☐ Strategic Assignment: This global assignment was an executive-level position. I was both filling a key position and developing global competencies as a part of my long term career plan with my company. For my career with my company, this "global experience" is critical.
H.13. What is the planned duration of your current assignment?	☐ Fixed-term contract: ..... years and ..... months ☐ Local contract without termination
H.14. How many years and months have you already spent on this assignment?	..... years and ..... months
H.15. What's the name of the company/organization you are working for?	.....
H.16. Current residence	☐ City (200'000 to 500'000 people) ☐ Small city (25'000 to 200'000 people) ☐ Town (less than 25'000 people) ☐ Village (less than 10'000 people) ☐ Small village (less than 1'000 people)
H.17. Had you visited Switzerland prior to your relocation?	☐ Yes ☐ No
H.18. How many children do you have?	..... child(ren)
H.19. If you have any, how old are your children?	.....y. .....y. .....y. .....y. .....y.
H.20. Your highest completed level of education?	☐ Elementary school ☐ Master/Graduate degree ☐ High school ☐ Post graduate ☐ Bachelor degree ☐ Other (please specify.....)
H.21. At the time of your arrival in Switzerland, were you able to speak/converse in the local language?	Not at all Completely ☐1 ☐2 ☐3 ☐4 ☐5
H.22. Today, are you able to speak/converse in the local language?	Not at all Completely ☐1 ☐2 ☐3 ☐4 ☐5
H.23. What is your marital status?	☐ Single ☐ Married (or living with a partner)
H.24. If you are married (or living with a partner), does your spouse/partner have a professional activity?	☐ Yes ☐ No

Table B: Questionnaire of the study

C. Study 3 : Interview guide and thematic analysis

The interview guide as well as the final list of themes and codes (final template) applied in the thematic analysis of the third study (examining the work-life issues of single and childless female expatriates) are provided in Tables C1 and C2 below.

C.1. Interview guide of the study

Themes	Main questions	Follow-up questions
CAREER PATH	1. What was your educational and professional experience before the relocation to Switzerland?	• What are the main stages in your career? • Did you have prior expatriate experiences? How many? How long?
	2. Today, in what industry do you work? What is your current position? Areas of responsibilities?	• Is it similar to your previous employment in the home country? Very different? In what aspects?
	3. Are you assigned in Switzerland by a company from your home country or did you relocate in Switzerland on your own?	• How did this unfold in both cases? • Even in the second case, did you find employment prior to the relocation? How did you find a job in Switzerland?
	4. For which reasons and purposes have you decided to relocate to Switzerland?	• Why Switzerland? • Did you move to Switzerland for professional or private reasons? • Is it part of a career development plan (company or own plan)?
	5. How long have you been in Switzerland? Is it a fixed term international experience? Do you have a fixed duration in mind or is it indeterminate?	• If fixed duration: would you like to stay longer in Switzerland? Why will you decide to come back home? • If undefined duration: what did influence your choice to stay for a long period of time in Switzerland?
	6. What factors did you take into account in your decision to leave? (career-related, personal?)	• Ex.: Family (parents), friends, job, career, others? • Was the fact of being single of particular importance? Would you consider a relocation if you have a partner, children?
PERCEPTIONS AND EXPERIENCES AS SINGLE FEMALE EXPATRIATES	7. How do you feel about your experience as single female expatriate in Switzerland?	• Do you perceive it as a positive experience so far? • What elements are the most positive? • Those that are the most challenging?
	8. Could you talk about your work-related and non-work related interactions here in Switzerland?	• Who do you interact with most often during this expatriation? (e.g. Friends, family colleagues, other single expatriates, etc.) • Do you belong to expatriates clubs? Local clubs? • How was it prior to the expatriation?

	9. In what kind of housing do you live?	• Alone in an apartment? Colocations? • Do you live next to other expatriates ("expatriate bubbles") or not?
WORK-LIFE BALANCE	10. Could you please give me your definition of "work-life balance"?	• What does it mean to have a balance between professional and private spheres?
	Prior expatriation	
	11. Could you describe a typical work day prior to the relocation?	
	12. Could you describe how you dealt with your time outside work before the relocation?	• What were your activities, hobbies? • Your responsibilities outside work?
	During expatriation	
	13. Private sphere to work life (conflicts) i) What are your main activities and responsibilities outside work? How does it differ compared to your home country? ii) What do you perceive as particularly stressful/uncomfortable in your non-work life here? iii) Do you perceive any negative influences coming from your private sphere on work life?	• E.g. can include also feelings of isolation, loneliness, and stigmatization? Safety for single women? • Does your single status play a particular role in this conflict? • To what extent do you think there would be differences for men?
	14. Work life to private sphere (conflicts) i) Could you describe a typical work day today? How does it differ compared to your home country? ii) What do you perceive as particularly stressful in your work life here? iii) Do you perceive or experience any negative influences from your work life on your private life?	• Have you ever had to give up a leisure activity because of an unexpected work constraint? How often has this happened to you? Can you provide an example? • Does your single status play a particular role in this conflict? • To what extent do you think there would be differences for men?
	15. Private sphere to work life (enrichments) i) Do you perceive any enriching influences from your private life to your work life?	• Ex.: Skills developed in the private domain transferred at work; Mood, etc. • Relationships in the private sphere that give a good mood, positive attitudes at work? Other?
	16. Work life to private sphere (enrichments) i) Do you perceive any enriching influences from your work life to your private life?	• Ex.: Transfer of attitude, skills or behavior (learned at work and applied in the non-work context, etc.) • Having access to different hobbies, etc. • Finding a relationship in the host-country? • Other?
	17. Overall, how do you perceive your interface private-professional spheres?	• Challenging? Rather smooth? • Is it more the work that interferes with private sphere? Or the opposite? • What would you like to change?

	18. What strategies do you use to balance private/professional spheres?	• What strategies do you use to reduce conflicts? In your private life? At work? • Ex.: have external household help, etc.
	19. What support do you have in dealing with these conflicts? To what extent would the support be different for single men? For married women?	• Ex.: organizational support? Supervisory support? Social support? Co-worker support? Other expatriates? Locals? Family support in the home country? • Ex. Did the organization support you in the relocation process and after? How? • Ex.: Does your supervisor support you? Advices, tolerance, language, etc.? • What kind of support? Practical? Advices?
	20. To what extent do you perceive the Swiss environment as favorable to reach a good balance between both spheres?	• Compared to the home country?
WLB AND SINGLE FEMALE EXPATS	21. What is your definition of being single?	
	22. What specificities do you see in the WL interface of single women**?**	• Compared to married women / women with children? • What aspects might be more challenging? Which ones easier? • Do you think that the support of partner / children might be important? • Compared to single men?
	23. What are the main differences between the experiences of single women in the domestic context and as expatriates?	
	24. It has been argued that in many societies there is a "persistent enthusiasm for couple culture" (marriage, motherhood, etc.). Do you feel this social pressure as single female expatriate in Switzerland? How? At work also?	• Compared to your home country? • Do you think that men feel this social pressure to the same extent? • Do you feel that stereotypes are associated with single women? (e.g. independent, ambitious, unable to have relationship, etc.)? If yes how do you deal with them?
	25. If you think at the organizational culture within your organization, to what extent would you rate it as "singles-friendly"?	
	(If yes at 24) 26. Do you think that as an expatriate, such pressures could be exacerbated?	• For example, do you feel it might be assumed that a single expatriate, you can even work more because you a far from your friends, family in the home country?
	27. Have you ever felt any kind of pressures from your home environment because of your single status? Which ones for example?	For example: pressure to get married, pressure to decrease work commitment, pressure to know someone?
CONCLUSION	28. To what extent do you feel adjusted in Switzerland?	• In the work and non-work contexts?

	29. Overall, what does this experience in Switzerland bring you so far?	• Career-related? Personal?
	30. Where do you see yourself in 5 years from now?	
	31. Are there any other topics that were not addressed and that you would like to talk about?	

Table C1: Interview guide of the study

C.2. Final list of themes and codes

Category	Sub-Category	Code	Explanation
Definition of "Work-life balance"	-	Def_WLB	Interviewees' personal definition and perception of the concept of "work-life balance".
Definition of "being single"	-	Def_single	Interviewees' personal definition of singleness.
Work-life conflicts	-	WLC	Negative interferences identified between non-work and work spheres and vis-versa.
Work-life enrichments	-	WLE	Positive interferences identified between non-work and work spheres and vis versa.
Higher work expectations and private time less valued (from org. point of view)	More work and travel expectations	Work_exp	Managers and team members expect the single female expatriate to be able to work longer hours, to travel a lot, to work on week-ends, to be interrupted during vacations (can be seen +/-).
	Less flexibility given by organization	Flex	E.g. harder to justify to leave before, to take a day off, cannot take vacations when desired.
	Non-work life less valued by org.	Priv_time	E.g. the private time of single and childless female expatriates is considered as less important because they don't have children or family to take care of.
Higher investment in the work sphere (from the ind. point of view)	Stay longer at work	Long_work.	Refers to the tendency to stay long hours at work (typically because "no one is waiting at home").
	Allows more work in the private sphere	Work_in_priv.	E.g.: as living alone, might more easily check emails at home, answer phone calls at night, which would not be done with a partner.
	Greater career development	Career_dev.	Being single and childless might be seen as an opportunity to focus on work, to have the possibility to work long hours, and to strengthen career development.
Feelings of isolation/ exclusion and loneliness	Feelings of isolation /exclusion from formal org. events	Form_events	For example, events perceived as often organized by the organization for children and families.
	Feelings of isolation / exclusion from informal events	Inform_events	E.g. diners are organized by colleagues in couples, where they are not invited or do not feel at ease.
	Feelings of loneliness	Lonely	Some female expatriates feel lonely during their experience in Switzerland.
Social norms and habits in Switzerland	Traditional gender norms, "couple culture"	Org_life	Perceived traditional gender norms in vigor; Perception of Swiss context as particularly organized around

			"traditional" family model (+ solutions: day off, housekeeper, flexible hours).
	Opening hours of stores	Open_hours	Stores perceived to close relatively early in CH, as single expatriates have to do everything themselves and cannot rely on a partner, must be well organized with work.
	Interaction with host-country nationals	Int_host	Elements related to how women perceived the nature and frequency of interactions with locals in the region (i.e. challenging, rare, etc.). This category includes as well the issues related to language in interactions with locals.
Social and internal pressures to found a family	Social pressures to get in a couple and found a family	Social_press.	Pressures from the social environment (work and non-work context) to be in a couple and found a family → Might be related to age (younger and older feel it lower than people 30-40/45).
	Internal pressures to get in a couple and found a family	Intern_press.	E.g. when colleagues go on maternity leave and the interviewee questions where she is in her life.
Social support	Different actors	Sup_(family; friends; etc.)	Interviewees identified a broad range of sources of support in their experience in CH : family; friends colleagues; organization; expat community; etc.
	Type of support	Sup_(type)	Support perceived by interviewees in their experiences in CH refers to different types: emotional, instrumental and informational.
	Absence of partner support	Abs_partner - support	Some interviewees stressed the difference with other expatriates in couple, in terms of various kinds of support that a spouse could provide. Single expatriates had to find other ways and be more autonomous.
Safety issues and harassment	-	Safety	The issue of safety or harassment might be a concern for single female expatriates.
Independence and freedom	Independence and freedom to make choices regarding their life and career, etc.;	Freedom	They can freely choose to live and work in one place or in another, to move, etc.; do not need to consider somebody else.
	Opportunity to challenge oneself	Challenge	International work experience as opportunity for self-development, develop autonomy, challenge oneself.

Table C2: List of codes and themes for thematic analysis

Overview of professional experience and scientific contributions

Education and professional experience

Birth date :	April 15, 1986, in Sion (VS)
Nationalities :	Swiss / USA
Language skills:	French: Mother tongue English: Proficient German: Goethe Zertifikat C1

Education

Since 01/2012		PhD student, Chair of Human Resources and Organization, **University of Fribourg, Switzerland** ; and member of the IP206 of the **NCCR LIVES**, SNF (PhD under the supervision of Prof. Eric Davoine)
09/2009 11/2011	**–**	Master of Arts in European Business *(Summa Cum Laude)* **University of Fribourg, Switzerland**
09/2009 09/2010	–	*Erasmus exchange* ***Technische Universität München (TUM), Munich, Germany***
10/2005 10/2008	**–**	Bachelor of Arts in social sciences (minors in management and economics), *(Magna Cum Laude)* **University of Fribourg, Switzerland**
08/2000 06/2005	**–**	Matura, major in mathematics: option physics – applied mathematics **Lycée-Collège of the Planta, Sion, Switzerland**

Academic professional experience

03/2015 08/2015	**–**	**SNF Visiting doctoral researcher (Doc.Mobility), Chair of Intercultural Communication, University of Passau, Germany** Lectures held in several courses of Prof. Barmeyer and his team on topics related to international mobility; Participation to the writing of a joint article on intercultural management (co-authored with Prof. Barmeyer and Prof. Davoine).
07/2013 02/2015	**–**	**Teaching and research assistant, Chair of Human Resources and Organization, University of Fribourg, Switzerland** Teaching activities: assistant responsible for the courses *Intercultural Management* ; *Théories et pratiques de l'organisation* (Master level); *Gestion des Ressources Humaines* (Bachelor level); Supervision of seminar, Bachelor and Master theses.
10/2013 12/2014	**–**	**External lecturer, Frankreich-Zentrum, Albert-Ludwigs-Universität Freiburg, Germany** Course on Intercultural Management (Master level, with Dr. Oliver Schröter). The course is repeated each year.

01/2012 – 06/2013 **SNF doctoral researcher (IP206, NCCR LIVES), Chair of Human Resources and Organization, University of Fribourg, Switzerland**
Teaching activities: responsible for the Research seminar *Gender and Careers* (Master level, with NCCR LIVES, with Claudio Ravasi), Supervision of Bachelor and Master theses related to my research areas.

10/2010 – 12/2011 **Undergraduate assistant, Chair of Human Resources and Organization, University of Fribourg, Switzerland**
Participation to several research projects on intercultural management and international mobility.

Non-academic professional experience

From 09/2015 **International Mobility Coordinator, Department of Human Resources, Audemars Piguet, Le Brassus, Switzerland**
Provide support to local HR department and to employees moving to or across the group entities; Management of relocation, and compensation and benefits issues.

02/2009 – 07/2009 **Internship program in Human Resources; Department of HR Business Partners, UBS, Geneva, Switzerland**
Assist the Business Partners' team in their daily activities; Participate to various projects related to workforce planning, talent management, and budget planning and controlling; Participate to various interviews (recruitment, follow-up, etc.).

08/2008 – 01/2009 **Internship program in Human Resources; Department of HR Young Talents, Credit Suisse, Geneva, Switzerland**
Participate in recruitment and development processes; Organize and animate internal and external events; Provide administrative support.

02/2007 – 06/2008 **Administrative employee (auxiliary, 15-20%), Department of Human Resources, Edipresse Publications SA, Lausanne, Switzerland**
Manage and coordinate unsolicited applications for the Swiss entities.

Awards and distinctions *(*refers to thesis articles)*

06/2015 *1st runner-up (2nd prize) of the *JGM Best Paper Award* of the track *Expatriate Management* at the 15th annual Conference of the *European Academy of Management (EURAM)*, 17-20 June 2015, Kozminski University, Varsaw. ***(3rd thesis article)***

05/2015 *Award of *Highly Commended Paper* published in 2014 in the *Journal of Global Mobility*, for the *Emerald Literati Network Awards for Excellence.* ***(1st thesis article)***

05/2015 Paper nominated among the 4 best papers of the conference (co-authored with Claudio Ravasi and Eric Davoine), *Atlas/AFMI*, *5th annual conference of the French speaking Association of International Management*, 12-14 May 2015, CFVG, Hanoï, Vietnam; selected for a special issue in the journal *Management International*.

05/2014 *Award of the best doctoral project, *Atlas/AFMI*, 4th annual conference of the *French speaking Association of International Management*, 19-21 May 2014, IAE (Aix-en-Provence)/Kedge Business school (Marseille), France.

Publications and Conferences

Academic research articles (peer-reviewed) *(*refers to thesis articles)*

* SALAMIN X., DAVOINE E. (2015), “International adjustment of female vs male business expatriates – a replication study in Switzerland", *Journal of Global Mobility*, Vol.3, No.2, pp.183-212. ***(2nd thesis article)***

RAVASI C., SALAMIN X., DAVOINE E. (2015), “Cross-cultural adjustment of skilled migrants in a multicultural and multilingual environment: an explorative study of foreign employees and their spouses in the Swiss context”, *The International Journal of Human Resource Management*, Vol.26, No.10, pp.1335-1359.

* SALAMIN X., HANAPPI D. (2014), "Women and international assignments: a systematic literature review exploring textual data by correspondence analysis", *Journal of Global Mobility*, Vol.2, No.3, pp.343-374. ***(1st thesis article)***

DAVOINE E., RAVASI C., SALAMIN X., CUDRE-MAUROUX C. (2013), "A “dramaturgical” analysis of spouse role enactment in expatriation: An exploratory gender comparative study in the diplomatic and consular field", *Journal of Global Mobility*, Vol.1, No.1, pp.92-112.

Working Papers *(*refers to thesis articles)*

* SALAMIN X. (2015), “Specific work-life issues of single and childless female expatriates. An exploratory study in the Swiss context.*”, LIVES Working Papers*, No.42, DOI: 10.12682/lives.2296-1658.2015.42. ***(3rd thesis article)***

RAVASI C., SALAMIN X., and DAVOINE E. (2013), “The challenge of dual career expatriate management in a specific host national environment: An exploratory study of expatriate and spouse adjustment in Switzerland based MNCs”, *Working Papers SES*, No.447, Faculty of Economics and Social Sciences, University of Fribourg (Switzerland).

Papers and presentations at academic conferences

SALAMIN X. (2015), “Specific work-life issues of single and childless female expatriates. An exploratory study in the Swiss context.”, 15th Annual Conference of the European Academy of Management (EURAM), 17-20 June 2015, Varsaw, Poland.

RAVASI C., SALAMIN X., DAVOINE E. (2015), “Male and female-led expatriate dual career couples: an exploratory study of cross-cultural adjustment in Switzerland based MNCs”, 5th annual conference of the French speaking Association of International Management (Atlas/AFMI), 12-14 May 2015, Hanoï, Vietnam.

SALAMIN X., DAVOINE E. (2014), “International adjustment of female vs male business expatriates – a replication study in Switzerland", 14th Annual Conference of the European Academy of Management (EURAM), 4-6 June 2014, Valencia, Spain.

SALAMIN X. (2014), "L’adaptation des hommes et des femmes expatriés", Doctoral colloquium, 4th annual conference of the French speaking Association of International Management (Atlas/AFMI) (Atlas/AFMI), 19-21 May 2014, IAE (Aix-en-Provence)/Kedge Business School (Marseille), France.

SALAMIN X., DAVOINE E., FOFANA M. (2013), "La culture d'entreprise de la maison-mère entre influences du pays d'origine et influences globales. Le cas d'une banque suisse internationale", 24th Conference of the French speaking Association of Human Resource Management (AGRH), 20-22 November 2013, Paris.

SALAMIN X. (2013), "Les femmes dans la mobilité internationale", Doctoral colloquium, 3rd annual conference of the French speaking Association of International Management (Atlas/AFMI), 8-9 July 2013, Montréal, Canada.

DAVOINE E., RAVASI C., SALAMIN X. (2013), "The challenge of dual career expatriate management in a specific host national environment: An exploratory study of expatriate and spouse adjustment in Switzerland based MNCs", 29th colloquium of the European Group for Organizational Studies (EGOS Colloquium), 4-6 July 2013, Montréal, Canada.

SALAMIN X., HANAPPI D. (2013), "Women and international assignments: A systematic literature review exploring textual data by correspondence analysis, 13th Annual Conference of the European Academy of Management (EURAM), 26-29 June 2013, Istanbul, Turkey.

SALAMIN X., DAVOINE E., FOFANA M. (2012), "Balancing "global culture" and "country-of-origin culture" within the headquarters of a Swiss global bank: the perspective of inpatriates from the US and the Middle-East", EIASM Workshop on New Analyses of Expatriation, 13-14 December 2012, Paris, France.

DAVOINE E., RAVASI C., SALAMIN X., CUDRE-MAUROUX C. (2012), "Using a "dramaturgical approach" of male and female spouse role enactment in expatriation: the case of the Swiss diplomatic and consular service", 12th Annual Conference of the European Academy of Management (EURAM), 6-8 June 2012, Rotterdam, Netherlands.

Professional journal articles

AUDRIN B., SALAMIN X., DAVOINE E. (2014), "Comment le Web 2.0 modifie les pratiques de travail", HR Today, Vol.4, pp.20-21.

AUDRIN B., SALAMIN X., DAVOINE E. (2014), "Web 2.0 en entreprise : quels dossiers prioritaires pour la fonction RH ?", Persorama, Vol.3/2014, pp.32-35.

Presentations at doctoral colloquiums and research seminars

SALAMIN X. (2015), "Female expatriates in the French speaking part of Switzerland. A focus on adjustment and work-life experiences", doctoral seminar, Chair of Intercultural Communication, 10 June 2015, University of Passau, Germany.

SALAMIN X. (2015), "Work-life interface of single and childless female expatriates – An exploratory qualitative study in the French Speaking part of Switzerland", Doctoriales LIVES, 12 February 2015, University of Geneva, Geneva.

SALAMIN X. (2014), "Male and female expatriate adjustment in a specific host country context: a comparative study in the French speaking part of Switzerland", Doctoriales LIVES, 13 February 2014, University of Lausanne, Lausanne.

SALAMIN X. (2014), "Women and international assignments: A systematic literature review exploring textual data by correspondence analysis", Workshop "Migrations, identities and contexts", IP6 (NNCR LIVES), 3 February 2014, University of Fribourg, Fribourg.

DAVOINE E., RAVASI C., SALAMIN X. (2013), "L'adaptation des cadres étrangers de multinationales et de leurs conjoints en Suisse – une perspective genre", Presentation in the monthly research seminar of the IP6 (NCCR LIVES), 19 March 2013, University of Lausanne, Lausanne.

SALAMIN X. (2013), "Women in expatriation: a content analysis of the literature", Doctoral seminar of the Department of Management, University of Fribourg, 1 March 2013, Morat.

SALAMIN X. (2013), “Les femmes dans la mobilité internationale : une revue systématique de la littérature au moyen de l’analyse des correspondances”, Joint doctoral seminar ESCP-Europe – University of Fribourg, 27 January 2013, ESCP Europe, Paris.

SALAMINX X. (2013), “Women on international assignments: a state of the art of research“, Doctoriales LIVES, 11-12 February 2013, University of Geneva, Geneva.

SALAMIN X. (2012), “Carrières internationales et genre: la mobilité internationale des femmes cadres“, Doctoral seminar of the Chair of Human Resources and Organization, 21 September 2012, University of Fribourg, Fribourg.

SALAMIN X. (2012), “Les femmes expatriées: revue de la littérature et perspectives de recherche futures“, Doctoral workshop: “Les parcours de vie à l’épreuve des mondes du travail“, 26 June 2012, IP6 (NCCR LIVES), University of Lausanne, Lausanne.

SALAMIN X. (2011), “Thematic analysis. Example of application of Template Analysis Method“, Doctoral seminar of the Chair of Human Resource and Organization, 21 October 2011, University of Fribourg, Fribourg.