Self-Initiated Expatriation and Migration in the Management Literature: Present Theorizations and Future Research Directions

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Structured Abstract:

- **Purpose** - This paper offers a critical review of how self-initiated expatriation (SIE) is theorized compared to migration in the management literature and indicates avenues for future research on SIE.
- **Design/methodology/approach** – A systematic review has been conducted using the ISI Web of Knowledge database as well as ABI/INFORM in order to include key journals in the management field.
- **Findings** – Despite the importance of present theorizations on SIE, we show that the literature presents a narrow focus on the most privileged of self-initiated expatriates and presents some important knowledge gaps. In order to fill these gaps, we propose a research map for future research on SIE. Our map includes four key dimensions. These are: 1) diversity-informed research on SIE; 2) context specific and multilevel understanding of SIE; 3) reflexive approaches to SIE; 4) triangulated methods to studying SIE.
- **Research limitations/implications** – By proposing a research map with theoretical and methodological implications, this paper increases our understanding of SIE. It offers a guide for future research on SIEs.
- **Practical implications** – Research on self-initiated expatriation needs to be more inclusive and critical in term of studying the diverse human resources in our contemporary societies.
- **Originality/value** – The paper indicates how research on self-initiated expatriation can become more developed in terms of its theorizations. Furthermore, it proposes a research map for future studies on SIE that is reflexive, relational, diversity-informed, and methodologically-triangulated.

Keywords: Self-Initiated Expatriation, Migration, International Careers, Diversity

Article Classification: General Review

Introduction

While still a relatively under-researched expatriation category in management studies, theories on self-initiated expatriation (SIE) have been bourgeoning and published in leading specialized (e.g. *Career Development International* and *International Journal of Human Resource Management*) and general (e.g. *Academy of Management Journal* and *British*

Journal of Management) management academic journals. The interest in this topic comes with the recognition by academic scholars, business, and policy-makers that SIEs are valuable international human resources that benefit organizations and economies (Dickmann and Baruch, 2011). In this regard, the UN Department of Economic and Social Affairs' Population Division (2011) estimates that in 2010 there were 214 million individuals who were undertaking an international mobility. This represents an increase of 58 million since 1990 and about 3.1 per cent of the total world population. This same report explains that for the period of 2010-2050, the number of individuals moving from developing to more developed regions is expected to be 96 million. Among these individuals, self-initiated expatriates (SIEs) will continue to represent important international human resources for organizations for various reasons. For example, SIEs might have a good understanding of local and international markets, languages, and cultures. They would cost less than traditional corporate expatriates in terms of travel and living costs, salaries, and taxation among other financial issues. All these reasons make it important for companies to understand the nature and management of SIEs.

Despite the growing interest in SIE (e.g. Al Ariss, 2010; Cerdin and Le Pargneux, 2010; Crowley-Henry, 2012; Richardson, 2009), it remains unclear how it is theorized in management studies compared to other forms of mobility. This paper fills this important knowledge gap by positioning key present theories and future directions for management research on SIE. By doing so, we respond to an important call in this special issue regarding moving towards a more theoretically-grounded understanding of SIE.

For the purpose of this paper, we define SIE as denoting internationally mobile individuals, who have moved through their own agency (rather than through an organizationally-assigned expatriation) to another country for an indeterminable duration. Inkson *et al.* (1997) are credited with initiating discussion on the previously un-explored

category of 'self initiated foreign work experience' (SFE), which Suutari and Brewster (2000) developed further in comparing SFEs with organization assigned expatriates. The nomenclature (SFE) has since converged to the widely accepted 'SIE' category of international assignee. Nonetheless, the heterogeneity within the SIE category continues to amass attention (Suutari and Brewster, 2000; Al Ariss and Syed, 2011). This paper focuses on SIE theorizations in order to enable a more critical and multi-perspective development of SIE research and knowledge.

Our paper is divided into three parts. In the first part, we introduce the methodology of our review. In the second part, we address the question: How is self-initiated expatriation theorized in the management literature? We answer this question by revealing key problematic facets of the management theorizations on SIE compared to migration. The third part focuses on explaining where future research needs to go with respect to what has been done on SIE to date. We respond to this question by proposing a research map that helps researchers meet the challenges of studying SIE. Our paper offers a unique contribution to the management literature on SIE by offering much needed clarity regarding what we know and where research needs to go in the future.

Methodology

To provide a review of the management literature, we conducted a series of searches using the ISI Web of Knowledge database, which includes all journals having an impact factor and listed in the Social Science Citation Index. This is important as it allows understanding how self-initiated expatriation is conceptualized in management journals that are recognized to have an impact in the management field. Using the keywords of 'self-initiated expatriation', 'self-directed travel', 'self-initiated foreign experience' and 'migration' we searched for peer-reviewed journal articles and reviews. The initial research returned 260

articles in social science fields. We then limited the coverage only to articles in the field of management and to journals whose aim and scope had a managerial approach. We chose English as the articles' language and searched for papers available without limiting the date of publication. This reduced the number of studies to 96 articles. Furthermore, using ABI/INFORM complete database, we undertook an additional search in journals (identified in Appendix 1 under the title 'Other') that are recognized as important in our field and that were not found in our initial search. The journals that were included and the frequency of their articles on the topic of self-initiated expatriation are listed in Appendix 1 at the end of the paper. In total, we read 110 articles, excluded those that did not link to the topic of self-initiated expatriation, and identified common thematic issues among the remaining ones.

The theorization of self-initiated expatriation in the management literature

The term 'SIE' is used in the management literature to refer to individuals undertaking an international career experience on their own initiative. Nevertheless, there is an ambiguity in the literature regarding the connection between SIE and migration. In order to elucidate this ambiguity, we attempt to explain how both terms are employed. We delve into the management literature in order to answer two important questions: 1) How are SIEs portrayed compared to migrants? and, 2) What do we know about SIEs compared to migrants? In this section, we answer these two questions bringing therefore a much needed clarity to how SIE is theorized in the literature.

How are SIEs portrayed compared to migrants in the management literature?

Our literature review shows that research on SIEs focus on the most privileged expatriates. Table 1 summarizes the key characteristics and profiles of SIEs in contemporary management academic publications. We focus on the contextual aspects such as the nature of

the economic system in home/host countries as well as the way ethnicity both impacts upon career choices and outcomes of SIEs. First, the literature focuses on SIEs who come from developed countries including Western European states (Crowley-Henry, 2012), USA (Vance, 2005), Australia (Tharenou, 2010), and New Zealand (Thorn, 2009). With few exceptions (e.g. Agullo and Egawa, 2009; Al Ariss and Syed, 2011), when expatriates come from less-developed countries they are most frequently labeled as 'migrants' or 'immigrants'. No rational theoretical or methodological foundation is given to explain such terminology. Instead, this terminological distinction comes to replicate and support a stereotyped image of migrants who are less advantaged in terms of their originating country and ethnic origins. The literature positions 'migrants' in stark contrast to SIEs from developed countries. SIEs therefore emerge as agentially more internationally mobile and, as such, benefit from the privilege of 'self-initiating' their international mobility.

Such characteristics are linked to structural and individual patterns. At the structural level, undertaking a SIE is described in the context of agreements between countries (often the most developed economies) that facilitate international mobility. For example, this includes UK and Australia, Canada and France, mobility and work in the EU for European citizens. Indeed one of most important rights for EU citizens is their freedom to move and work across the EU member states (Eures, 2012, Eurofound, 2012). This freedom is extended to students and professors through the EU Erasmus programme (European Commission Education & Training, 2012) and to academic researchers via the Marie Curie research mobility programme (European Commission Research, 2012). At the individual level, SIEs are often portrayed to freely choose where to go and when to return back to their home countries. For example, in a recent study, Tharenou and Caulfield (2010) explain why and how professionals who self-initiate their expatriation repatriate. The authors conducted a longitudinal study on 546 Australians. Results show that participants were more likely to

repatriate when it was easy to do so, rather than because of undesirable outcomes. Similarly, Doherty *et al.*'s (2011) recent study reconfirms the individual choice aspect (including the choice on the destination and duration of the stay) for SIEs. Richardson and Mallon's (2005) study on British academic SIEs shows the relevance of the individuals' motivations with regards to moving to and returning from an international work experience. Their study finds that both agency and structure themes influence the SIE's motivation.

Second, self-initiated expatriation discusses the international experience of individuals in managerial positions (Biemann and Andresen, 2010). These are described as being endowed with various types of capitals that include education, professional experiences and networks (Cao *et al.,* 2012). They enjoy great opportunities and choices when they undertake international mobility, and gain a successful career experience as a result. On the contrary, whenever the discussion uses the term 'migrant', the emphasis is on work/employment (rather than careers) that often occur under harsh conditions of under-employment and even unemployment. Here again, as opposed to migrants, the literature suggests that career choices and outcomes for SIEs are boundaryless. In such settings, national and international contexts seem of little importance; it is the ability of SIEs to cross boundaries that is emphasized. Rather globalization is frequently presented as the new way to understand careers in our contemporary world. Surprisingly, unlike SIEs, most discussions on migration are loaded with structural (e.g. institutional and organizational) barriers and the internationally mobile migrant seems only to encounter boundaries. Such boundaries include limited possibilities to cross geographies; and, even when spatial boundaries are crossed, further boundaries exist in terms of obtaining work permits and finding jobs. Table 1 provides some key sources to support our discussion.

<insert Table 1 here>

In contrast to the case of SIE, management studies use the term migrant when discussing the work experiences of unskilled individuals, having less educated backgrounds, and originating from less-developed countries. This narrow focus in the management-related literature might be linked to the fact that other journals such as *Migration Letters, International Migration, International Migration Review, and The Journal of Ethnic and Migration Studies* have targeted their research with more in-depth analysis of the topic of migration. For example, Bell *et al.* (2010) focus on the discrimination, exploitation, and abuse of low-skilled Hispanics who have come to the USA.

Discussions of migration in management studies have two key methodological features that influence the themes that are discussed. On the one hand, quantitative studies focus on macro-contextual issues such as economic benefits of migration for the labor markets, statistics regarding educational and professional attainments, unemployment, disability, self-employment, brain drain/gain among other topics. On the other hand, qualitative studies focus on the professional experiences of migrants in the context of the management of ethnic diversity. For example, drawing on qualitative in-depth interviews with ethnic minority and majority individuals, Kamenou (2008) shows that ethnic minority women often had to deal with additional cultural, community or religious demands in finding work-life balance. In another on the experiences of Bangladeshi, Caribbean and Pakistani women working in the public sector in the UK, Healy *et al.* (2011) examine how inequalities are produced and reproduced in the context of workplace. In these same studies, context and history are presented as essential to understand the experiences of migrants. For instance, in a qualitative study on Turkish-Cypriots in the UK, Inal and Özkan (2011) argue that the life and career trajectory of migrants from ethnic minorities is marked by their history of ethnicity and migration. International experience emerges as characterized by dual processes of break with

tradition and later return to tradition. During this process, migrants' identities are tested and usually reaffirmed, such as in the case of Turkish Cypriots who rediscovered their Turkish Cypriotness.

<insert Table 2 here>

What do we know about SIEs compared to migrants from management studies?

SIE research draws, in a balanced way, on both qualitative and quantitative methods in order to explore a large variety of topics. These topics include: reasons for undertaking an expatriation, career capital, career strategies of SIEs, career outcomes and successes, repatriation, among other key issues that are indicated in Table 3. Nevertheless, very few studies employed mixed methods building on multiple data sources. We present a brief sketch of some important themes in this literature.

The reasons behind self-initiated expatriation are related to financial, personal, family, search for adventure and career advancement issues (Inkson and Myers, 2003; Carr *et al.*, 2005). The agentic ability to improve one's lifestyle and quality of living is considered an SIE motivation, rather than a forced move for economic reasons (Crowley-Henry, 2010). Learning about different cultural settings and establishing new international contacts are indicated to be important motives (Myers and Pringle, 2005). Besides, the desire for new life journeys and discovering different ways of living are among the reported reasons for SIE (Richardson and McKenna, 2003). It is frequent that researchers compare SIE and expatriates that are sent by their companies (Suutari and Brewster, 2000; Cerdin and Pargneux, 2010; Doherty *et al.*, 2011). Both SIEs and corporate expatriates are found to engage in pursuit of personal and professional developments, with their individual agency underlined.

The literature focuses on highly educated and skilled individuals. SIEs are therefore presented as possessing career capital. The concept of career capital offers a connection between three forms of knowledge that are assumed to be essential for the career development of SIEs. These are: knowing-why, knowing-how, and knowing-whom competencies (DeFillipi and Arthur, 1996). Knowing-why is related to personal motivations to pursue a selected career path (Inkson and Arthur, 2001). For example, in the case of SIEs, this is linked to what motivates their decisions on whether and where to go (Carr *et al.*, 2005). The knowing-how competencies are often presented in a similar manner to classical human capital meanings. These consist of individuals' knowledge, for example, education, skills, and work experience of SIEs. Finally, knowing-whom competencies are linked to relational and professional networks such as meeting people helpful to career advancement. Networks provide opportunities for using and developing human capital.

Linked to the discussion above, the literature suggests that SIEs accumulate and use career capital to accomplish career success. In the context of SIE, subjective success is mainly discussed. Subjective success for SIEs is connected to their feelings of job satisfaction, and work-life balance such as through greater involvement with family life. It is common that SIEs prefer work-life balance more than power, prestige, money, and vertical advancement in their careers (Inkson, 2008). This acknowledgement of potentially reduced power and access up the hierarchy is emphasized for female SIEs (Crowley-Henry and Weir, 2007; Tharenou, 2010).

<insert Table 3 here>

Management research on migration draws essentially on quantitative methods. Unlike SIEs, migrants are portrayed as being discriminated against in their professional experiences,

they are unemployed or underemployed, do not enjoy full career choices, and emphasis is made on their demographics such as their level of education.

Research concludes that host countries' organizations and institutions benefit when migrants' human capital is properly used (Salaff *et al.*, 2002). Studies recognize that the career experiences of skilled individuals travelling on their own initiative and working in host countries remain largely under-researched (Collings *et al.*, 2007). For example, immigrant women are filling increasingly skilled jobs (Bach, 2007). Nevertheless, skilled immigration is an area where women's career experiences remains, up to a certain point, hidden.

The literature discusses downward career mobility for skilled migrants. This occurs when skilled migrants make a career step back by taking jobs that under-use their educational level and skills (Al Ariss and Özbilgin, 2010). Furthermore, studies are bourgeoning regarding the role of the state and organizations in regulating labor migration and shaping the experiences of migrants in the source and host countries. This is discussed mainly in journals on industrial relations. Bach (2007) argues that studies focus mainly on the general behavior of migrants (e.g. integration, brain drain, brain again) while neglecting the role of the state and organizations in the migration process.

<insert Table 4 here>

Having reviewed the management literature, so far we have addressed two key issues: first, how SIEs are portrayed compared to migrants; and second, the state-of-the art knowledge about SIEs compared to migrants. Building on our findings, the next section discusses what can be learned from the management literature on both migration and SIE that offers research opportunities to studies on SIEs.

A research map for future studies on self-initiated expatriation

Our review demonstrates four important issues that are lacking in the existing research on SIE. In this section, we present these knowledge gaps and propose a map for future direction on SIE research. These gaps are: 1) focus is on the most privileged individuals in terms of their ethnicity, education, and professional positioning. Our research map calls for diversity-informed research on SIE; 2) SIE research lacks contextualization. For example, there are several key topics that need further exploration, including understanding the national contexts of the home and host countries of self-initiated expatriates, establishing a deeper comprehension of the relation between self-initiated expatriation and migration policies in the host country, taking into account the history of migration and migration groups in the host countries and its relation with self-initiated expatriation, and exploring transnational links of SIEs with their home countries. We suggest that SIE studies need to be more context specific and emphasize the multilevel nature of expatriation; 3) More broadly, the SIE scholarship often employs the term 'SIE' and 'migrant' without fully questioning their meanings and the implications of their use. This leads to enhancing an image of the expatriate who is full of agency, able to make free career choices, while enforcing an image of migrants as 'second-class expatriates' who are subject to exclusion and structural barriers. We call for more reflexive approaches on SIE that question and critique the central assumptions of this area; 4) Few SIE studies employ both qualitative and quantitative methods and use multiple data sources. Our map builds on the utility of triangulated approaches that enhance our knowledge of this topic. Figure 1 highlights the four dimensions of our research map.

<insert Figure 1 here>

Research on SIE informed by diversity in the workplace

SIE is an area where career experiences remain largely confined to privileged individuals undertaking expatriation. This can be explained by the fact that researchers in this area come from these same privileged groups. Thus, it is important to include the less privileged, in terms of their skills, sex, ethnicity, and physical disabilities, who also constitute an important facet of international mobility. While recent literature suggests that females and males self-initiate their expatriation in about equal numbers (e.g. Tharenou, 2010, p. 75); nevertheless, the focus is on white women SIEs from developed countries, with less attention given to the intersection of ethnicity and gender relations for ethnic minority women. Gendered and ethnic relations are increasingly found in people's every day work and life activities and thus influence career choices and outcomes of female ethnic minority SIEs (Bourne and Özbilgin, 2008). The influence of gender, for instance, leads to unequal representation of women in science, technology, and engineering professions across the world (Bourne and Özbilgin, 2008). We argue that gender and diversity need more attention in SIE research. In addressing 'second class SIEs' within the current confines of the SIE category (such as female or minority-group SIEs), which is in itself heterogeneous, we can build on linkages and commonalities between migrants and SIEs, and thereby deepen our knowledge of international mobility.

Relational and contextual understanding of SIE

There are increasing calls for linking the individual, organizational, and macro-contextual levels in SIE studies rather than opposing them or focusing on just one level. It is important to consider the role of both structures (such as governmental institutions, NGOs, and organizations) and individuals in shaping the work and life choices and outcomes of SIEs. For example, at the macro-contextual level, it would be interesting to investigate further the 'unspoken' motives of institutions in managing the different forms of labor migration. It

would be also interesting to investigate the extent to which institutions provide support for organizations in terms of employment of self-initiated expatriates; the pull factors. At the organizational level, Inkson (2008) suggests that the relation linking employees to their organizations should be understood in terms of partnership leading to mutual benefits. This applies to future research on SIE that could balance between the individual choices and organizational needs in terms of human resource management. At the individual level, the subjective experiences of SIEs allow to understand their career trajectories, throughout time, in order to gain a better understanding of their international professional experiences.

Al Ariss *et al.* (2012) argue that by recognizing the contextual nature of careers, scholars can gain a more nuanced understanding of international careers in their relevant geographical, historical, institutional and organizational settings. The same authors propose a multilevel approach (Table 6) to studying careers of migrants that we also call to adopt in research on SIE. If their model is applied to SIE, the micro-individual level would refer to the subjective work-life experiences of SIEs. The meso-organizational level would take into account how organizations shape the careers of SIE. The macro-contextual level would consider the role of institutional interventions, as well as social, political, and economic factors that can limit or enable the careers of SIEs.

<insert Table 5 here>

Reflexive-approaches in studying SIE

Research design in management publications, including on self-initiated expatriation, is often "represented as a fait accompli" (Johnson *et al.*, 1999: 1234) that is unquestioned with regards to the matters that influenced it. In line with researchers who call for reflexive research (Johnson, *et al.*, 1999; Swan, 2008), we call for more reflexivity in future studies on

SIEs. The lack of reflexivity in management studies might be linked to the fact that publishing traditions, because of positivist assumptions, are against discussing research ambiguities. Another reason is that researchers might find it difficult to present research ambiguities in a reasonable manner (Johnson *et al.*, 1999). Because "the difficulties, practicalities, and methods of doing" (Mauthner and Doucet, 2003: 143) reflexivity are absent in published work on SIE, researchers appear to have neutral-value on choices of research design, analysis, and findings and terminology.

Reflexivity allows overcoming apparent neutrality in social sciences by questioning the way in which the process of research is carried out (Hardy *et al.*, 2001). This takes place when researchers explain that their research on SIE "comes from a particular standpoint" (Swan, 2008: 395). Reflexivity also occurs by recognizing that individuals, including the researchers, impose a vision of reality that corresponds to their point of view (Bourdieu, 2001: 172). Al Ariss (2012) suggests that there are two key conditions for reflexivity: one is related to the researcher and the other to research participants. In the context of SIE, first, reflexivity requires that SIE researchers demonstrate their awareness throughout the research process of their own personal experiences and assumptions, which influence their understanding of the phenomena under investigation (Easterby-Smith, 2008). For example, researchers could recognize that they have implicit/explicit beliefs about their choice of the group of SIE that is researched, the importance of the research questions, their understanding of the data, among other issues. In this paper, for example, our position comes from our particular interest and understanding of diversity and equality in management studies, including how SIEs and migrants are considered in the literature. This position has shaped our research and review here, in how we question assumptions and propose a more critical and fundamental reflection on, and unpacking of, why migrants and SIEs are actually more similar than different.

Second, reflexivity in research on SIE also supposes recognizing the subjectivist

nature of the experiences research participants rather than taking these as a complete objective

truth. This requires questioning participants' presuppositions, and how these can influence the

research design, data collection and analysis, as well as research conclusions. For instance,

one can be reflective when doing qualitative interviews with policy-makers on the topic of

labor migration policies. In this particular case, the importance of questioning institutional

discourses has been described as follows:

> The trick of dealing with the hierarchy of credibility is simple enough: doubt
>
> everything anyone in power tells you. Institutions always put their best foot forward in
>
> public. The people who run them, being responsible for their activities and reputations,
>
> always lie a little bit, smoothing over rough spots, hiding troubles, denying the
>
> existence of problems. What they say may be true, but social organization gives them
>
> reasons to lie. A well-socialized participant in society may believe them, but a well-
>
> socialized social scientist will suspect the worst and look for it (Becker, 1998: 91).

In sum, being reflexive in SIE research means to recognize that full objectivity

remains unattainable as hidden motives and values, for both the researcher and the research

participants, will always be present to influence the research process (Al Ariss, 2012).

Documenting such issues, albeit in concise explanations in publications on SIE, makes it

possible to report the conditions under which research is undertaken and therefore enhance the

quality of future SIE studies.

Triangulation in research methods

Triangulation in SIE research consists of using more than one method and source of

data in the study of international mobility. Examining information collected by different

methods leads to reducing the impact of potential single-method biases by improving

accuracy (McEvoy and Richards, 2006) and thus increasing researchers' understanding of reality (Creswell, 2003). In view of that, mixed quantitative and qualitative methods can be one way of diversifying data sources on SIE.

In this regard, while quantitative methods are useful in confirming theory that leads to general conclusions (Howard and Borland, 2001), and in giving indications such as what percentage of individuals undertaking expatriation think or behave in a certain way, they do not allow the researcher to delve into the details of the experiences of individuals. Here, qualitative methods can highlight the qualities of processes that are not experimentally examined in terms of quantity (Denzin and Lincoln, 2005). Using qualitative in-depth interviews in research on SIE allows revealing detailed data about individuals' career experiences which lead, therefore, to building theory. In line with this, reporting field notes can also be of great help. While recording qualitative interviewees allows capturing elements such as tone and the discourse of participants, brief notes can be taken concerning observational issues that could not be obtained from the interview process, such as participants' work environments, outside interactions, and facial expressions. This allows situating the accounts of the research participants and helps thus to provide better analysis and explanation. In addition, document analysis of labor migration policies can be helpful to understand the career choices available for SIEs.

Conclusions

While there is an increasing interest in understanding SIE, a comprehensive framework for theorizing and researching this area is lacking in management studies. This paper addresses this gap in that it presents a critical review of management literature to date on SIE and migration. From a systematic review of the existing management literature in this area, it pushes the boundaries of the research on SIE by synthetizing its key debates, comparing it to migration, and proposing a more relational and inclusive model for future studies. Rather than postulating a narrow focus on SIE, the paper argues that the theoretical weaknesses concerning this topic could be better addressed through a research agenda that is more inclusive in nature.

Specifically, the paper contributes to career and management studies on SIE by setting out a research framework that has four important dimensions. These dimensions are: 1) diversity-informed; 2) context-specific; 3) reflexive, and 4) methodologically triangulation-sensitive. We suggest that, in order to better understand the SIE group, including their experiences, motivations, and implications for organizations, a more comprehensive research framework is required. Therefore, our review and framework engages with a more diverse analysis of SIE from different theorizations and from different research approaches.

A deeper understanding of SIE for management scholars, would ultimately, in turn, lead to better inclusive practices across the organizational and national spectrums for accommodating individuals on international mobility. The benefits of these meso-organizational and macro-national contributions would also enhance the micro-individual experience of SIEs.

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Appendix 1- Frequency of articles by journal

Journal	Number of articles
INTERNATIONAL JOURNAL OF MANPOWER	13
INTERNATIONAL JOURNAL OF HUMAN RESOURCE MANAGEMENT	11
ORGANIZATION SCIENCE	8
AFRICAN JOURNAL OF BUSINESS MANAGEMENT	6
MANAGEMENT SCIENCE	5
ACADEMY OF MANAGEMENT JOURNAL ; ADMINISTRATIVE SCIENCE QUARTERLY ; HUMAN RELATIONS ;	4
CAREER DEVELOPMENT INTERNATIONAL ; HARVARD BUSINESS REVIEW ;	3
ADVANCES IN STRATEGIC MANAGEMENT A RESEARCH ANNUAL ; BALTIC JOURNAL OF MANAGEMENT ; CALIFORNIA MANAGEMENT REVIEW ; JOURNAL OF MANAGEMENT STUDIES ; JOURNAL OF ORGANIZATIONAL CHANGE MANAGEMENT ; SCANDINAVIAN JOURNAL OF MANAGEMENT ; REVIEW OF INDUSTRIAL ORGANIZATION ; STRATEGIC MANAGEMENT JOURNAL	2
ACADEMY OF MANAGEMENT PERSPECTIVES ; ADVANCES IN STRATEGIC MANAGEMENT ; ASIA PACIFIC JOURNAL OF MANAGEMENT ; BRITISH JOURNAL OF MANAGEMENT ; CROSS CULTURAL MANAGEMENT AN INTERNATIONAL JOURNAL ; EUROPEAN JOURNAL OF WORK AND ORGANIZATIONAL PSYCHOLOGY ; GENDER WORK AND ORGANIZATION ; GEOGRAPHY AND STRATEGY ; GROUP ORGANIZATION MANAGEMENT ; HUMAN RESOURCE MANAGEMENT ; HUMAN RESOURCE MANAGEMENT JOURNAL ; HUMAN RESOURCE MANAGEMENT REVIEW ; JOURNAL OF INTERNATIONAL MANAGEMENT ; JOURNAL OF MANAGERIAL PSYCHOLOGY ; JOURNAL OF OCCUPATIONAL AND ORGANIZATIONAL PSYCHOLOGY ; MANAGEMENT DECISION ; PERSONNEL REVIEW ; SLOAN MANAGEMENT REVIEW ; SOUTH AFRICAN JOURNAL OF ECONOMIC AND MANAGEMENT SCIENCES	1
OTHER*	16

*These journals include: Employee Relations, Equality, Diversity, and Inclusion, Journal of Management Development, Qualitative Research in Organizations and Management, Gender in Management, European Management Review, Journal of Business Ethics, and International Journal of Cross Cultural Management, Management International Review, and International Journal of Management.

Table 1- Who SIEs are in the management literature?

Characteristics	Profiles of Self-Initiated Expatriates
Country of origin	Western Europe and USA (Crowley-Henry, 2012 ; Vance, 2005), France (Cerdin and Pargneux, 2010), Finland (Jokinen *et al.*, 2008), United Kingdom (Richardson, 2006), Germany, Australia (Tharenou and Caulfield, 2010), New Zealand (Thorn, 2009), Lebanon (Al Ariss and Syed, 2011), India (Agullo and Egawa, 2009) and other regions from in cross-country studies (Bergh and Plessis, 2012)
Gender	Men and women represented in the samples with an interest in understanding gender impact on expatriate experiences (Myers and Pringle, 2005; Tharenou, 2010; Selmer and Lauring, 2011a; Berry and Bell, 2011)
Education and skills	Most of the studies focus on highly educated and qualified individuals (Suutari and Brewster, 2000). They are described to be endowed with a career capital: know-how, social capital, and motivations (Cao, Hirschi, and Deller, 2012).
Job positions	Top managers, executives, middle managers (Biemann and Andresen, 2010)
Organizations	Multinationals and medium size companies
Period of international mobility	Varies between short (few months) to longer terms (several years) and permanent (Al Ariss, 2010)
Destination countries	Japan, France, Italy, Saudi Arabia, United Arab Emirates among other countries
Description of context	Focus on globalization with little attention given to national, regional, and local contexts. Focus on the agency of SIEs and their ability to act (Doherty *et al.*, 2011)

Table 2- Who migrants are in the management literature?

Characteristics	Profiles of Migrants
Country of origin	Ethnic minorities from various Asian (e.g. India) and African (e.g. Zimbabwe, Nigeria) countries, Arab countries and Middle East (e.g. Lebanon, Morocco, Turkey), Mexico, Eastern Europe (e.g. Moldavia and Romania), Madagascar(Ramboarison-Lalao *et al.*, 2012)
Gender	Men represented in the samples/participants more than women
Education and skills	Unskilled and less educated. Those studies which do focus on qualified migrants do so in the context of either unemployment or under-employment
Job positions	Workers, self-employed individuals
Organizations	Medium and small size companies, self-employment
Period of international mobility	Longer terms (several years) and permanent
Destination countries	Western Europe, USA, Australia, New Zealand, Canada
Description of context	Focus on challenges, lack of work rights, discrimination, macro-context issues of labor mobility Focus on constraints imposed by structures (government agencies, labor markets, business sectors) and less on agency of migrants and their ability to act Less focus on career experiences and greater emphasis on unemployment issues

Table 3- What does management research tell us about SIEs?

#	Themes on SIE
1	International career behaviors (Agullo and Egawa, 2009)
2	Career strategies in self-initiating expatriation (Al Ariss and Syed, 2011)
3	Adjustment of self-initiated expatriates/repatriates to their countries (Begley *et al.*, 2008)
4	How SEs and AEs differ with respect to their reasons for working internationally (Doherty *et al.*, 2011) and regarding their career capitals (Jokinen *et al.*, 2008), career aspirations and orientations, and in what way their individual career strategies differ (Biemann and Andresen, 2010)
5	The relationship of job satisfaction and turnover intentions: cross-cultural training, protege experience, peer support, and the cultural clusters of the home and host countries (Bozionelos, 2009)
6	Boundaryless career experiences of SIEs and the careers of their spouses (Eby, 2001)
7	Opportunities HRM can play in supporting the adjustment of self-initiated expatriates to the new organization and culture (Howe-Walsh and Schyns, 2010)
8	Demographic profiles (e.g. marital status, gender) of self-initiated expatriates (Selmer, and Lauring, 2011a; Selmer and Lauring, 2011b).
9	Reasons to expatriate/repatriate explained by push/pull factors (Thorn, 2009; Tharenou and Caulfield, 2010); career outcomes for SIE (Selmer and Lauring, 2010a,b)
10	Careers of SIE women: what causes women to self-initiate expatriation? Women's proactivity to redress the disadvantage they face in managerial career advancement. SIE Women's repatriation and career outcomes (Tharenou, 2010) Gender differences in terms of reasons to expatriate (Thorn, 2009)
11	Career patterns of SIEs from specific groups such as academics (Richardson, 2009), nurses (Bozionelos, 2010) and other professionals (Thorn, 2009)

Table 4- What does management research tell us about migrants?

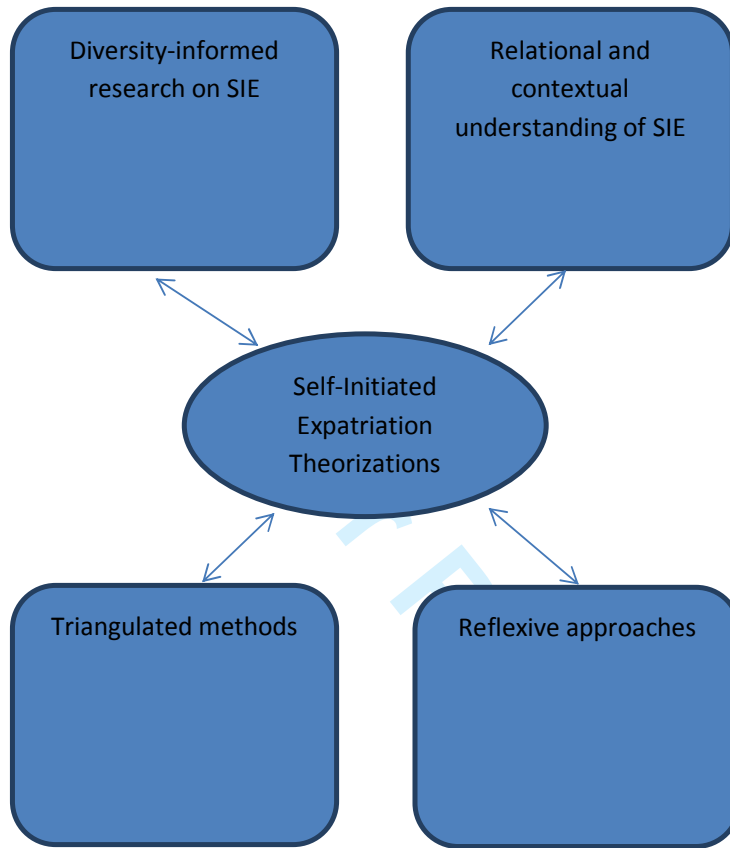| #	Themes on migrants
1	Strategies to relocate from home to host countries and strategies to advance their careers in the host countries (Al Ariss and Syed, 2011)
2	How ethnic linkages/networks affect the location choice of migrants (Bauer *et al.*, 2009)
3	The international employment experiences of female migrants and the challenges they face in a foreign country (Bodolica, Spraggon, 2008)
4	Job non-satisfaction of academics in their home countries and their international migration to other countries (Chimanikire *et al.*, 2007).
5	Migrants' entrepreneurship (Harney, 2006); How the probability of self-employment for migrants changes with time / comparisons between the different migrant ethnic groups in term of self-employment (Clark and Drinkwater, 2009)
6	Migrant workers' rights (Deacon *et al.*, 2011)
7	Integration of migrants within the host countries' workforce and the future that migrant workers see for themselves discussed from a human resource perspective (Devine *et al.* 2007)
8	Research on how public labor migration policies support refugees from their arrival into their employment in host countries (Diedrich, Styhre, 2008) Link between national diversity policies and migration (Healy, Oikelome, 2007)
9	Geographical mobility among unemployment benefit recipients, including migrants (e.g. in Australia) (Dockery, 2000)
10	The link between migration on the gendering of service work (Dyer *et al.*, 2010)
11	Brain drain issues (Gaiduk *et al.*, 2009)
12	The link between migration and professional sports (Madichie, 2009)
13	Intermarriage, language, and economic assimilation of migrants (Meng, Meurs, 2009)
14	Immigrants with disabilities: analysis of their social and demographic features, such as regional distribution by country of origin, level of education or degree of integration into working life, exclusion patterns (Meseguer-Santamaria *et al.*, 2010)
15	Barriers in findings jobs for skilled professional migrants in countries such as Canada (Salaff *et al.*, 2002) Language deficit affecting the labor market experiences of migrants (e.g. migrant women in Australia) (Syed, Murray, 2009)
16	Identity of migrants in the context of host countries' organizations (Siebers, 2009)
17	How different aspects of migrant pre-migration characteristics (human capital and motivation to migrate) and post-migration behavior (social integration and career self-management) predict migrants' post-migration career success (Tharmaseelan *et al.*, 2010)

Table 5- Key Levels and Future Research Themes on SIEs (Source: adapted from Al Ariss *et al.*, 2012)

Broad levels	Specific Themes
Macro-context	Regional and national legislation/policies/guidelines on the employment and work of SIEs, country(ies) of origin/destination(s), discriminatory and anti-discriminatory policies, diversity policies, unemployment settings, formal policies of recognition of education and skills of SIEs
Organizational level	Human resource management strategies for SIEs, discrimination practices against SIEs, diversity strategies/practices for accommodating SIEs, underemployment of SIEs in organizations, human resource development strategies
Individual level	Agency of SIE from minority groups, work-life experiences of SIEs from minority groups, strategies of leaving a country for another one, strategies to overcome structural barriers in the destination country, experiences of SIEs in terms of their ethnicity/religion/sex/age/physical abilities among other characteristics, link between experiences in the home/destination countries

Figure 1- Research Map for Future Studies on Self-Initiated Expatriation

Diversity-informed research on SIE

Relational and contextual understanding of SIE

Self-Initiated Expatriation Theorizations

Triangulated methods

Reflexive approaches