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PAPER PRESENTATION

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**Self-initiated expatriation: Why is it crucial to understand this trend in terms of geographic job mobility?**

Workshop: Organizational network and employee issues

Type of paper Conceptual

Abstract:

Globalization has led to call into question the usefulness and viability of conventional expatriation (Dowling, Schuler & Welch, 1994). Traditional expatriation represents a significant cost (Selmer, 2001). Also, in a context of talent war, self-initiated expatriation (SIE) appears as an interesting trend that would benefit to countries looking for talents should we speak from an international perspective or from a European approach. This expatriation is less unequal from a gender point of view as the traditional expatriation (Suutari & Brewster, 2000). If more than drawing the context and the background picture of the need for talents, this paper highlights the growing importance of Self-Initiated Expatriates (SIEs), it also proposes a literature review of the concept itself as well as of the profiles and motivations of these mobile workers. Based on this theoretical background, our study aims at proposing an analysis of the potential European basin of SIEs.