

Family support

Family issues can create barriers to mobility. They can also result in loss of employee productivity on assignment or cause a relocation to fail. Family support can help mitigate this.

THE NEED FOR FAMILY SUPPORT

Factors that should be taken into consideration include dual careers, children's education, finding appropriate housing, and family separation. Family members can experience unhappiness and stress.

DUAL CAREERS

When both partners work and one is offered relocation, this might mean that the other cannot continue with their career in the new location. This can result in refusal of the transfer if the couple's financial situation relies on two incomes and/or if career prospects are jeopardised.

In a dual career couples each partner pursues meaningful employment that provides career growth. So not being able to work not only affects current income but also influences future career prospects.

Help that supports career opportunities for accompanying partners is therefore a critical facilitator of mobility.

CHILDREN'S EDUCATION

Parents with children at critical stages of education (particularly in senior school years) frequently turn down relocation opportunities as they do not wish to jeopardise their children's educational prospects.

For those who do accept a relocation opportunity, the need to find suitable schools underpins any move. Help with finding an appropriate school and a gaining place at the chosen one is needed.

Relocating internationally presents considerable complexity as children need to settle into a new educational culture and schooling system. Educational support and assistance with the transition is critical to success.

HOME FINDING

Finding somewhere to live is stressful at the best of times but trying to find suitable housing in a new location or country where you are unaware of how the housing market operates is guaranteed to create stress for families. Support to find appropriate housing and to manage the rental or purchase formalities is critical to ensure a smooth relocation.

TEMPORARY LIVING

The temporary accommodation market can be a minefield for those who have no experience of finding somewhere suitable to live to bridge the gap between arrival in a new location and securing longer-term housing. Support is necessary to ensure families can function effectively and the employee can be productive straight away in their new employment.

BUILDING A SUPPORT COMMUNITY

Moving to a new country (or even within your home country) can lead to loneliness. Friends and extended family members have been left behind and new social groups must be developed.

Support to assist those on the move to build new friendships, access networks and join support groups helps considerably to ease loneliness and reduce stress.

FAMILY SEPARATION

If the family stays behind because they do not wish or cannot move, or if a single status assignment is offered, the employee may take up the new role solo.

Employees may commute long distances weekly or monthly to see family members while undertaking the new employment role alone.

Solo assignments or long distance commuting arrangements can be damaging to family relationships. Family separation causes stress. Family support is therefore needed if unaccompanied mobility is undertaken.

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