Relocate GLOBAL

Think GLOBAL PEOPLE

Barrier or facilitator to global mobility

If dual careers are not going to present a barrier to assignee mobility, organisations will need to think through how by giving relevant support to one partner, this can facilitate the mobility of the other.

By so doing both partners are able to pursue what they consider to be the most appropriate, worthwhile and beneficial career choices.

EMPLOYMENT CO-ORDINATION STRATEGIES

Organisations can build links with other employers in the host country destination and seek to employ the spouses/partners of assignees being transferred by others in their network. Reciprocal support by organisations to employ transferred dual career partners can aid talent attraction and retention.

If the two partners co-work (employed by the same employer), organisations can explore whether there may be opportunities available locally for the partner. If the assignee's sending organisation does not already employ the partner, it may be possible for the receiving subsidiary to employ the accompanying spouse/partner directly or as a contractor.

CAREER CO-ORDINATION STRATEGIES

Dual career spouses/partners should be involved in discussions about the international transfer to determine whether the accompanying individual wishes to continue working in a similar career capacity, undertake a change of career direction or potentially take a career break. Career counselling can be especially helpful in this regard. Self-employment might also be a possibility for a dual career partner during the assignment period.

If the two individuals are employed by different employers in the home country, each partner may wish to seek an assignment in the same host location with support from their respective organisations. If only one partner is offered a role abroad with relocation support, the other partner might self-initiate their relocation to gain employment locally or volunteer for an assignment if their organisation has vacancies locally.

Depending on the situation and family circumstances, some couples use the period of an assignment for one partner to take a career break to raise a family.

SINGLE STATUS ASSIGNMENT TYPES

Organisations might wish to consider the type of assignment offered. Single status assignments, such as commuter arrangements, rotational assignments and short-term assignments may be appropriate. This means that the dual career partner remains in the home country and can continue their career uninterrupted.

REMOTE WORK/WORKING FROM ANYWHERE

Post-Covid it is not unusual for individuals to work from home for part of the time (hybrid working), be employed as remote workers (on a full-time remote work contract) or work from anywhere such as in a third country (not the home or host location in the case of expatriation). Dual career spouses/partners may be able to work from anywhere or in a remote capacity.

ORGANISATIONAL POLICY IMPLICATIONS

Support will be needed with compliance issues, especially in relation to obtaining relevant work visas and managing any tax implications. These can flow from local or expatriate employment and remote/third country location working.

Career counselling, language and cultural support, CV/résumé preparation, updating of qualifications and interview training are all valuable interventions that can facilitate dual careers. Financial support can assist those setting up in self-employment.

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