

Types and Challenges of Expatriation

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INTRODUCTION

Based on the Latin etymological root (*expatria*, outside of the mother land), expatriation comprises all individuals residing temporarily or permanently in a country other than the one in which they were born (González & Oliveira, 2011). However, the management literature clearly differentiates terms as expatriate and immigrant, in which the former is associated with individual sent abroad by the firms they work for, and the latter with individuals that left their countries, normally for socio-economic conditions (González & Oliveira, 2011).

The thriving economic globalization process has led to a clear increase in the number of migrants, expatriates and mobile employees, which has led the academic community to focusing on the expatriation phenomenon, especially in the process of adaptation of those expatriates to the countries of destination (Black & Mendenhall, 1991; González & Oliveira, 2011; Shaffer, Harrison, & Gilley, 1999; Wang, 2002).

Expatriation has been studied based on the interest of many multinationals in sending their managers/executives abroad, since qualified and skilled expatriates are major intangible assets to their companies when it comes to compete in the global market. (Black & Mendenhall, 1991; Shaffer, Harrison, & Gilley, 1999; Wang, 2002; Bonache, Brewster, Suutari, & Cerdin, 2018; Tahir, 2018). However, expatriation has also been studied from the point of view of small and medium-sized enterprises, although with less intensity (Ribau, Moreira, & Raposo, 2018). From the managerial point of view, the expatriate lives temporarily in a foreign country. Expatriation is the act of transferring an executive, eventually his/her family and children, to another subsidiary of the company, located in a different country and culture (Bonache et al., 2018).

When internationalizing a company, expatriation works as a way to solve the problems of lack of professionals with technical and managerial skills. Expatriates are also of added value to the company in the implementation of new projects.

When one experiences times of crisis, the tendency is to seek a better life in another country, yet expatriates tend to do it in ways different from what the ordinary migrants do. They are more adventurous, fearless, and willing to take more risks, bearing in mind that expatriation is seen initially as a temporary experience, something enriching and less like a necessity. Expatriates' performance is a multidimensional

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construction that encompasses the dimensions of cross-cultural adaptation and requires success of the international mandate, i.e. achieving the goals proposed, managing local employees, leading the foreign affiliate, scanning the economic environment and appropriately dealing with important international counterparts.

With the globalization process, expatriation has been growing and tends to be seen as an important step in the development of an international professional career. As a worldwide phenomenon, expatriation is guided by a constantly dynamic working relationship between employer and employee (Jokinen, Brewster, & Suutari, 2008).

Although there is extant research on expatriates, it addresses career-based and business-based expatriation as “*business expatriates, defined as, legally working individuals who reside temporarily in a country of which they are not a citizen in order to accomplish a career-related goal, being relocated abroad either by an organization, by self-initiation or directly employed within the host-country*” (Selmer et al., 2018, p. 136).

The expatriation process ends with repatriation and means that the international assignee returns to his/her home country with family members with whom he/she had expatriated in first place. Regarding this final phase of expatriation, that can be alone a very complicated process, there are already many studies trying not only to understand its complexity but also seeking improved strategies to solve difficulties that the repatriates may face (Chiang, Van Esch, Birtch, & Shaffer, 2018).

In this chapter expatriation is scrutinized in depth in its several dimensions, due to the complexity of the concept and bearing in mind the singularity of the different terms and concepts. This chapter also addresses the impact they might have in the economy and other variables such as gender, social class, or country of origin. This chapter focuses on differentiating five major realities: migration; assigned expatriates (AEs); self-initiated expatriates (SIEs); lifestyle expatriates; and expatpreneurs. The former focuses on survival, whereas the latter are more related to personal realization. Clearly, the expatpreneurs concept combines expatriation with entrepreneurship.

This chapter is divided in six different sections. After this introduction, that comprises the first section, the research method is laid down in the second section. The literature review is presented in section three and covers several types of expatriation. The discussion and conclusions are addressed in section four. Finally, section five presents the future research direction.

RESEARCH METHOD

In order to prepare this chapter a research was carried out in the SCOPUS database. Eight articles were analyzed taking into account differences in approaches of the expatriates. The objective was not to analyze in depth the articles, nor the variables / constructs that compose them, but to explore the most important different perspectives embracing the terms covering expatriation. As such, as referred to in the introduction section it was decided to embrace the analysis of five peculiar but complementary approaches: migration; assigned expatriates (AEs); self-initiated expatriates (SIEs); lifestyle expatriates; and expatpreneurs.

Expats profiles are presented and explained according to the reasons of their expatriation and behaviors taken abroad. The main reasons that motivate leaving the country of origin determine the enrolment in the new country with positive interaction and sharing of common interests, stimulating cooperation and good performance, as well as diminishing situations of bias and stress. The inverse also happens.

In order to analyze the findings regarding expats, the eight articles were analyzed, their information compiled and crossed-over, and subsequently their differences discussed.

LITERATURE REVIEW

The concept of expatriation encompasses other associated concepts, taking into account the role of the expatriate. Although there are several typologies associated to expatriation (Guttormsen, 2018), one can claim that there are two large expatriate groups (Selmer et al., 2017): self-initiated expatriates (SIE) and company assigned expatriates (AEs). AEs are expatriated through the organizations they represent and for which they will perform a particular function outside their country of origin. According to Selmer et al. (2012, p.1286), SIEs *“initiate and usually finance their own expatriation and are not transferred by organizations; they relocate to a country of their choice to pursue cultural, personal, and career development experiences, often with no definite time frame in mind.”* As referred by Selmer et al. (2017) and Tharenou (2013), the introduction of SIE research was very important in understanding the different roles of expatriates, which includes those who go abroad primarily for the perceived value of international work experience, and those who seek a long-term personal and professional development. Selmer and Luring (2012) analyze the work outcomes and the reasons for expatriation by SIEs. This study is based on a category proposed by Richardson and McKenna (2002), where they categorize people for the reasons that lead them to leave the country by themselves and not by a company. This typology is divided into four categories: the Refugee; the Mercenary; the Explorer; and the Architect.

The refugee is normally associated to people that leave the country because they want to escape their routine. The refugee is simply motivated by changes related to her/his life. Secondly, the mercenary is a person who is motivated by financial incentives, i.e. for opportunities to make more money than in his/her home country. Thirdly, the explorers are people who expatriate by the sense of adventure and the curiosity to know new places and cultures. Finally, the architects are individuals looking to develop their careers seeking better career opportunities (Richardson & McKenna, 2002; Selmer & Luring, 2012).

To ascertain the relationship between these categories and work outcomes, Selmer and Luring (2012) divided the results in three variants: work performance, work effectiveness and job satisfaction – and applied a questionnaire to academics in 34 universities in Nordic countries and in the Netherlands. The results of this study showed that all individuals, regardless of the category, perceived their performance as valid and considered themselves to be effective in their work, which they were satisfied with. According to the reasons for expatriation, the Explorers and Architects had a higher score, which infers that Explorers have a better job satisfaction and that Architects look for a higher job performance and superior effectiveness (Selmer & Luring, 2012).

Although there are many more studies on AEs than about SIEs, Jokinen, Brewster, and Suutari (2008), under the premise that SIEs are a significant number when compared with the number of AEs, intended to contribute to greater information about SIEs. So, the authors conducted a study in order to compare the performance of the two groups, considering three variables relevant to the analysis of the employment status as an individual and as an expatriate: knowing-how, knowing-why, and knowing-whom. Taking into account those variables, they drew up the questionnaire, which was directed only to Finns on a range from minimal qualifications up to masters' level in economics and management. The sample consists of 222 surveys considered valid for analysis.

The knowing-how sets essentially the skills and knowledge of the work performed. Jokinen et al. (2008) consider that work experiences on an international level reinforce the knowledge already acquired

in the country of origin and allow the acquisition of new skills that stimulate the confidence of the individuals, since in an international environment the expatriates felt a greater demand on themselves. The results obtained with the questionnaire are in line with these assumptions, since there is no great difference between the two groups. However, those results do not reveal an increase in the business knowledge as originally expected.

When discussing the knowing-why variable, i.e. the reasons for the performance of the various tasks that are related to self-confidence and motivation towards a particular career path, both groups had positive and very similar results. These skills are seen as essential for a good performance of the individual in her/his tasks. About the international work experience, individuals believe to be stimulating their skills, increasing their self-confidence and their value as professionals, being seen as a future investment. The knowing-whom is connected to social and professional relationships, both inside and outside the company, i.e., to the individuals network of contacts. With international experience, there is an expansion of this network, especially for expatriates through companies with which they are related, with a multiplicity of types of more or less formal relations. This premise was also clear in this study, in which it is noted that, although most claim their social skills increased, there are differences between SIEs and AEs in the connoisseurship of the organization, being naturally lower for the SIEs. By definition, as SIEs have no previous connections with the company where they are working for, they are expected to experience lower mobility.

In terms of career progression, AEs show higher values than SIE, which can be justified by the fact that the expatriation of the AEs is due to promotions in their careers, while the SIEs start their expatriation on a significantly lower level when compared with AEs. In this group, and for the variables analyzed, public sector workers showed significantly lower values of development when compared with those who performed functions in the private sector. Thus, the main conclusions of the study are clear: the performance of a professional activity outside of the country of origin improves the general professional skills of the individual, for both groups of expatriates. The individuals are not dependent on the employer as they and can autonomously create their experiences and be successful within them (Jokinen et al., 2008).

Related with the concept of expatriates, it is the concept of expatpreneurs as “*being defined as an individual temporarily living abroad who initiates an international new venture (self-employment) opportunity in the host country*” (Selmer, McNulty, Luring, & Vance, 2017, p. 137). This notion of expatpreneurs evolved recently to be considered a subtype of expatriates on its own (SIEs), although this simplification could impoverish both the debate on the subject and on the general knowledge of this specific subtype. The growing importance given to entrepreneurship as the engine of local economic development cannot be ignored as well as the growing immigrant and entrepreneur population, substantially more efficient than the resident population in terms of success at undertaking new businesses. As such, it becomes relevant to analyze with greater attention this subtype.

Without disregarding migratory fluxes and economic and institutional general circumstances, Selmer et al. (2017) present several important individual factors in the analysis of this subtype of expatriates, educational level, gender, marital status, position, time in current job in host location, time the expatriate and time in host location.

The authors also distinguish expatpreneurs from expatriates who leave their country seeking better living conditions. As such expatpreneurs tend to move to a new country and there establish themselves as citizens. Expatpreneurs define themselves as expats on their own account because they only intend to stay temporarily in the host country since they invest in their career and feel free to take up any better proposal. They are portrayed as people gifted with the capability to recognize the potential of the host country and are particularly keen on taking risks. On the other hand, the capability to be involved in

social and relational engagement with people in the host country emphasizes this phenomenon. Expatpreneurs may have initially started their path as AEs or SIEs but when facing new opportunities and possibilities in terms of network contacts, they embrace a new challenge. They are also characterized as having better market assessment skills, which allows them to embrace advantageous opportunities in the host country (Selmer et al., 2017).

To find the key factors that could define the differences between expatpreneurs and the other self-initiated expatriates, Selmer et al. (2017) sent a survey to several expatriates living on China, Hong Kong, and Singapore. Based on 268 answers SIEs and 57 from expatpreneurs, the results showed that, when compared to SIEs, expatpreneurs were older, had longer experience as expatriates and had higher corporate positions, which highlights the importance of time and experience for individuals to self-develop and self-employ themselves. Aware of these differences, it became clear the need to differentiate the multiple expatriates' profiles, not only to understand but also to better apply the several procedures when hiring and managing expatriates with clear consequences for corporate human resources management policies (Selmer et al., 2017).

Following a different perspective, Vance et al. (2016) analyze the shared and unshared features among SIEs distinguishing expatriates and migrants in specific scenarios, in the European Union. It is important to refer to the visible goal to have a different citizenship and its relation with migration, especially in the European Union, where there are incentives for the freedom of movement of European citizens in European space. Expatriation tends to be seen as more temporary compared to migration, as expatriation is normally sought after by those seeking personal and professional development who want to achieve specific goals and adventure in a certain period of time of their lives. Specifically, the SIEs seek for international professional experience and the development of leadership competences. As a result, the organizations they are part of tend to be more positive and the host countries benefit largely from the knowledge and know how transfer, providing a sustainable growth and development of the economy where SIEs are settled. This phenomenon tends to increase stimulated by the current technological advances, by a more globalized world, by the free movement of people and goods and by the encouragement of foreign direct investment (Vance et al., 2016).

Eisenberg et al. (2015) presents the case of Poland, an Eastern European country with a specific social, economic, and political reality that only recently became a member of the European Union. They analyze the case of expatriates in Poland. Eisenberg et al. (2015) starts by highlighting the fact that as an Eastern European country, with all its defining traits, its integration on the EU led to an inevitable change in the national economy, which is now considered a market-based economy. Considering the Polish economic framework and its differences to the EU economy, it became a necessity to change and adapt the management style of Polish managers. Since the Polish management leadership style was very autocratic, the Western Europe expatriates were fundamental to Poland to adjust and be successful before this new social, economic and political reality. Eisenberg et al. (2015) analyze how Western expatriates have taken part of the changing paradigm at the economic scenario and how this was perceived by the Polish workers (Eisenberg et al., 2015).

To understand the effects of these expatriates in Poland, a survey was applied to a sample of Polish workers led by Western European expatriates. Some interviews were afterwards carried out to a sample of these expatriates. The results show that the Western Europe leaders were perceived as more honest, more able to motivate and inspire, more capable to communicate, relate and more tolerant, when compared to the general Polish leaders, who were described as more authoritarian, evasive, egocentric, and more oriented to administrative labor. The respondents also perceive the Western leadership and management style as being three times more efficient, although the adjustment takes time and the gen-

eral Polish workers still felt they work better with Polish leaders, with its authoritarian performance, which is typical from countries that were under the soviet influence. The ones with working experience with foreigner leaders felt more open and prepared to work with them. The foreign managers were encouraged to adapt their leadership style, actions, and decisions to the host country as a way to prevent cultural crash, however without disregarding the necessary and desired change. Analyzing the role of expatriates in Poland, one can argue that their work was crucial to bring Poland closer to the European Union. Nowadays it is possible to see a balance between the Polish leadership profile and the Western leadership style as more people oriented. The merge of those different leadership approaches leads to more global and open organizations, which is very important in the current globalized world.

Expatriation is a complex phenomenon that not always reaches the intended goals. Therefore, many companies may face some problems with their expatriate employees, as some of them quit their jobs, while other underperform, way below from original expectations, and in some cases they are recalled back home or resign, which in fact also signifies losses of Million Dollars to the firms for each unsuccessful expatriation. Thereby, the selection procedure and preparation must be carefully considered as well as the adjustment process, which must be also seen as multidimensional concept involving several variables (Tahir, 2018). Considering these situations, Nunes, Felix, and Prates (2017) analyzed how cross-cultural adaptation and cultural intelligence could promote a positive expatriate performance. For that they analyzed a sample of 217 expatriates from different nationalities living in Brazil.

Based on the contact theory, Nunes et al. (2017) argue that the closer the interpersonal relationships of the individuals, the greater will be their level of happiness. Although the proximity of personal relationships is more typical of individuals with similar characteristics, one can infer that this factor has relevance among expatriates and interferes in their performance, since their level of happiness is directly proportional to the level of general performance of the individual, as well as their self-evaluation. Positive interactions and sharing of interests encourage cooperation and good performance and decrease situations of prejudice and stress. The reverse is also valid: negative experiences regarding personal relationships negatively affect the cognitive performance of the individual. For interactions to be successful, it is necessary for the individual to self-regulate and adapt his/her emotional intelligence. In this regard, and taking into consideration the universe of expatriates, the interpersonal relationships that expatriates develop in the host country influence their degree and ability to adapt to the requirements of the new culture.

In this sense, cross-cultural adaptation is seen as an important antecedent in the performance of the expatriates' tasks and presupposes a positive impact in the quality of the integration of the expatriate in their host country and, consequently, in the performance of the task performed (Agha-Alikhani, 2018). This concept is associated with cultural intelligence, a multidimensional construct that links cognitive, meta-cognitive, motivational and behavioral dimensions, i.e. the ability of the individual to interact satisfactorily in different cultural contexts. Cultural intelligence is understood as a capability to successfully adapt to non-familiar cultures and to be successful in situations characterized by cultural diversity. As such, it is expected from an individual with a high level of cultural intelligence to have a better capability to relate with different cultures, while cross-cultural adaptation is the degree of comfort towards situations of greater or lesser degree of difficulty with which the individual is confronted in the host country. Cross-cultural adaptation can be divided in general, labor, and interactive adaptation (Nunes et. al., 2017).

Although the research results show a correlation between cultural intelligence and cross-cultural adaptation, no correlation was found between cultural intelligence and the expatriates' performance, but the correlation between cross-cultural adaptation and the expatriates' performance was found to be significant. As such, it is possible to infer that individuals with high cultural intelligence do not neces-

sarily have a satisfactory performance. This will only happen if the cultural intelligence leads to a better cross-cultural adaptation, which will effectively contribute to a better performance.

Relating to the concept of expatpreneurs, Stone and Stubbs (2007) studied the relation between “lifestyle migration” and entrepreneurship in rural areas of France and Spain. They begin by explaining entrepreneurship associated with migration aiming to study the connection between lifestyle migration, entrepreneurship, and the specificity of the location in order to put forward a conceptual framework relating these three concepts. However, this study focuses on the self-employed, within entrepreneurship.

Stone and Stubbs (2007) conducted a field study about entrepreneurship within the expatriates’ community in four rural locations in France and Spain. To do this, they did interviews, combining with open and closed questions, as well as observation techniques to gather information about processes, attitudes, and interactions. The results indicate that almost all the interviewees chose the residential and migration location based on the climate and scenery, having often been visited them in previous vacations. Few of the interviewees migrated with ideas and business plans to begin their start-ups. Furthermore, even a smaller number of the interviewees stated that they would go to the chosen location because it was a good opportunity for a business (Stone & Stubbs, 2007).

Different levels of qualifications and education were found between the two countries. In France, most of the expatriates had higher education and some of them had tertiary education. Likewise, half of the expatriates in France had experience working abroad before the expatriation decision, with half of the interviewees having experience as entrepreneurs. On the contrary, in Spain, most of them did not have qualifications and skills (Stone & Stubbs, 2007).

The greatest contrast was the ability to speak the local language. In France, all expatriates self-evaluated themselves as fluent (Stone & Stubbs, 2007), while in Spain the expatriates showed difficulties with the language. This situation can be explained by the difference between the level of education and the previous experience working abroad (Stone & Stubbs, 2007).

The study also looked at which motivations made the expatriates want to build their own start-ups. The most common reason was that a start-up was a way to continue with their lifestyles and that they did not want to work for others or have the same kind of job that they had before the expatriation. Few of the interviewees chose the location to where they were going based on business opportunities, meaning that the ideas about start-ups were only advanced after the interviewees reallocated themselves and engaged in the following solutions: a way to have funds to continue their lifestyles; as an idea of fun; as a challenge; or to have something to do (Stone & Stubbs, 2007).

It is important to mention that business was a very positive to revive the rural areas of France and Spain, where there was a positive local impact for employment, but also the sharing of culture because of these start-ups.

One can conclude that self-employment can be considered a result of migration, even if expatriates did not have the idea of starting a business, since they could spot the business opportunities in the areas where they were and, regardless of the reasons that have led them to grab these opportunities and to create their own businesses, it is always seen as positive point because it can lead to the best use and revival of those rural areas and bring benefits both to the people living there and to the expatriates.

When analyzed following a gender-based perspective, expatriation seeks to find an explanation to understand what leads women to follow a SIE-perspective and not a company-assigned perspective. Apparently this occurs as most of the companies do not select women for their expatriate roles, contrary to what happens with men. Based on this gender discrimination, women end up opting for SIE roles. In addition to this, according to Tharenou (2010, p. 75) there are also “(...) *disadvantage, gender bias, and inequality of opportunity*.” These reasons lead women to leave their country and seek better work-

ing conditions and better opportunities for developing their careers, which they often do not get in their home country. On the other hand, there are situations where women want to flee oppressive cultures and societies and seek freedom. Socially accepted gender roles often prevent women from seeking employment abroad and have to relocate. In this context, expatriation is best seen for single and childless women (Tharenou, 2010).

Complementarily, Tharenou (2010) points out that expatriation may not always bring positive outcomes, since the same treatment that women suffer in the country of origin may also be felt in the host (or relocation) country. In her article, she points out that some studies on the subject indicate that women who go abroad benefit from career development. However, when they are about to return to their home country they do not receive as many benefits as men do. Tharenou (2010) concludes that for women to be able to secure the best conditions and job opportunities and to benefit their careers they must be proactive in finding options and career opportunities and that, despite expatriation, SIE can be a response to some careers, although it is not a solution to the unfair treatment women are subjected to.

DISCUSSION AND CONCLUSION

Expatriation is not a fully delineated phenomenon. Its definition has undergone constant mutations over time. As the world changes, so expatriation does, as it adapts to new challenges and evolves. If the definition initially encompassed only individuals leaving their country, the profile of expatriates has been changing over time showing distinctions between groups of individuals as well as differences within the same groups.

Self-initiated expatriates and company assigned expatriates are the two largest groups and within these, mainly within the SIEs group, we have several sub-types, such as expatpreneurs, refugees, mercenaries, explorers, and architects, according to the concepts outlined in the literature review. This clearly indicates that this type of expatriation can be seen differently.

Expatpreneurs, by their characteristics, were the sub-type on which this work was most related. One can conclude that its definition is more or less constant in all the articles analyzed on the subject, although there may not be a line that completely separates them from the profile of an immigrant. It is probably the most complex sub-type because of the broad perspectives in which expatpreneurs can be studied. This is related to its recent development and to its specificity in the global world in which we live today, which creates new specificities and challenges to the global labor market.

In general, the concept of expatriate reports positive consequences for expatriates and the communities where they live, as well as for the development of the areas where they live, showing the complexity of the effects they can bring to all those involved in this process. It was possible to realize that the cognitive, psychological and sociological processes have an effect on the success or failure of the expatriate, both professionally and personally.

Expatriation brings some light to certain phenomena regarding cultural and gender discrimination perspectives. In fact, this is particularly true in the case of the AEs, where women, on one hand, for cultural reasons are discouraged to embrace expatriation, which leads them to embrace expatriation at their own risk and, on the other hand, to feel difficulties when they return to their country of origin, encountering many more obstacles than men do during the expatriation and repatriation processes.

Lifestyle expatriation involves a different perspective of expatriation, as the creation of their start-ups was the main motivation of those expatriates. One particular aspect is that those expatriates decided to start-up their businesses after choosing the places they wanted to live in, but based on the type of em-

ployment before expatriation. Moreover, the place they relocated to was decided based on the business opportunity they had in mind previous to their relocation. The business ideas were based on the way they could figure out to generate their funds to continue their lifestyle, the idea of lifestyle they had in mind as well as the challenge they wanted to face.

There is no doubt that expatriation is not a simple phenomenon confined to the classical view of immigration, or only associated with the multinational companies that sent their employees/managers abroad. With the ongoing globalization process, expatriation developed new contours that traditionally were not envisaged. Nowadays, it involves more entrepreneurial, cultural, knowledge-based and gender-based contours based on global situations, which address challenges around the globe.

Expatriation is moderately normal in the EU, based on policies that promote free movement of citizens and labor market liberalization. This reality is not present in all countries. However, the resilience of human beings and their instinct for survival allow them to overcome great adversities and continue to seek comfort and happiness, which can happen through expatriation, both as AEs and SIEs, often giving rise to new phenomena as we have seen in the literature review. Today's expats will make all the difference in tomorrow's future as they contribute to multicultural wealth while having a positive impact on the economy, often changing paradigms and opening doors to new experiences.

FUTURE RESEARCH DIRECTIONS

Based on the different typologies presented throughout the chapter, it would be interesting to analyze the extent to which the expatriation process made expatpreneurs more entrepreneurial and how they perceive business opportunities in their expatriation processes. It will be important to analyze whether these opportunities are developed before or after expatriation and to what extent the expatriation experience has served to make the expatpreneur business more global. It would also be important to explore whether there are some differences between male and female expatpreneurs and, if there were, how they understand the evolution of the business and the expatpreneurs over time.

In order to complement the knowledge about AEs, it would be interesting to understand to what extent the career of these expatriates is influenced by the cultural diversity of the countries where they have been expatriated to over time. On the other hand, it would be interesting to analyze to what extent the expatriate cultural intelligence evolves over time regarding international assignments in homogenous or heterogeneous countries. Moreover, it would be of added value to understand if female expatriates are given the same opportunities to pursue an international career *vis-à-vis* male expatriates, and how those assignments influence their families.

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KEY TERMS AND DEFINITIONS

Company-Assigned Expatriates: Individuals expatriated through the organizations they represent and for which they will perform a particular function outside their country of origin. Normally, their assignments are clearly defined in terms of managerial tasks to be performed abroad and time horizon of the assignment.

Expatri-Preneurs: An individual temporarily living abroad who initiates an international new venture, based on a self-employment opportunity in a host country.

Expatriate: A person who lives outside her/his native country.

Immigrant: A person who comes to a country to take up permanent residence.

Lifestyle Migration: This concept involves melting migration (as individuals who move from one country to another, seeking better living conditions) with Lifestyle (a 'free choice' to pursue a particular way of living through migration). It normally involves identity-making projects of individuals who approach migration as a form of consumption in contrast to the typically production-orientated migration flows.

Repatriation: It is normally the inverse process of expatriation. It corresponds to the first job of an individual/manager after returning from an international assignment, that normally does not last more than two years.

Self-initiated Expatriate: Is an individual who initiates and usually finances her/his own expatriation and are not transferred by organizations. It is an individual who relocates to a country of his/her choice to pursue cultural, personal, and career development experiences, often with no definite time frame in mind.