

Chapter 6: Work and Daily Life after Repatriation

Here we will look into the question of how expatriates view their work and daily lives after repatriation.

1. Job Relative Concerns after Repatriation

Table 6-1 shows how expatriates responded when we asked them to list all the things they were concerned about when they considered their working life after repatriation. The item most commonly mentioned overall, cited by 53.1% of respondents, was “personal networks in the company have weakened.” Next came “dispatching company work style has become unfamiliar” at 32.6%. It is also worth noting that 31.9% of the expatriates had “no particular job relative concerns.”

By industry of the dispatching organization, the number of expatriates reporting “no particular job relative concerns” was 5 percentage points higher in non-manufacturing industries. We were unable to discern any differences based on the size of the company. By location of the headquarters of the dispatching organization, expatriates from North American companies were more likely than those from other regions to mention “personal networks in the company have weakened” and “technical skills or work abilities haven’t kept up with other colleagues.” On the other hand, expatriates at companies headquartered in Europe were more likely to cite “dispatching company work style has become unfamiliar” than expatriates from other regions. As many of 56.5% of expatriates working at companies headquartered in Asia reported “no particular job relative concerns.” There were no special characteristics based on the age of the respondent. Moreover, respondents cited an average of 1.7 areas of job relative concern after repatriating.

2. Concerns about Daily Life after Repatriation

Table 6-2 shows the results of asking the expatriates whether they had any concerns about daily life after repatriation. Nearly half, or 46.3%, reported that they had “no particular daily life concerns.”

There were no major differences by either industry or size of the dispatching organization. Yet by location of the headquarters of the dispatching organization, more expatriates from companies headquartered in Asia mentioned problems with daily life than expatriates from other regions, with 43.5% citing “education problems for [their] children.” In addition, 41.7% of expatriates from companies headquartered in Oceania mentioned that they had “lost touch with domestic news/affairs”. By age, younger expatriates in their 20s and older expatriates over

Table 6-1: Job relative concerns after repatriation (by industry and number of employees in dispatching organization, by location of headquarters of dispatching organization, by age, multiple choices possible)

	Skills and abilities haven't kept up with my colleagues	Overseas experience wasn't valuable	Promotions are delayed	Dispatching company work style has become unfamiliar	Personal networks have weakened	No longer in the loop for latest internal company news	Other	No particular concerns	N.A. (No Answer)	Total %	Actual number
Industry of the dispatching organization											
Manufacturing	18.3	18.3	20.4	32.4	55.6	22.5	7.7	28.9	1.4	100.0	142
Non-manufacturing	23.8	16.9	22.5	33.1	51.3	17.5	2.5	33.8	0.6	100.0	160
N.A.	20.0		20.0	20.0	40.0			60.0		100.0	5
Number of employees in dispatching organization											
Fewer than 500 employees	24.3	5.4	10.8	21.6	51.4	18.9	2.7	37.8		100.0	37
500–999 employees	14.3	14.3		42.9	71.4	35.7	7.1	21.4		100.0	14
1,000–4,999 employees	21.3	13.8	21.3	27.5	46.3	17.5	7.5	35.0	1.3	100.0	80
5,000–9,999 employees	23.7	13.2	23.7	39.5	57.9	15.8	5.3	15.8	2.6	100.0	38
10,000–19,999 employees	23.5	32.4	32.4	41.2	55.9	11.8	2.9	41.2		100.0	34
20,000 employees or more	20.7	24.1	27.6	36.8	57.5	24.1	4.6	26.4		100.0	87
N.A.	11.8	5.9	5.9	17.6	35.3	17.6		58.8	5.9	100.0	17
Location of the dispatching organization											
North America	28.3	21.7	23.9	29.3	64.1	23.9	6.5	27.2		100.0	92
Europe	19.1	16.2	23.1	38.2	54.3	17.3	4.0	29.5	1.7	100.0	173
Oceania	16.7			33.3	33.3	33.3		41.7		100.0	12
Asia	13.0	13.0	4.3	13.0	17.4	13.0	8.7	56.5		100.0	23
N.A.	14.3	28.6	42.9		28.6	14.3		57.1		100.0	7
Age											
20s	27.3	9.1		9.1	36.4	18.2	9.1	45.5		100.0	11
30–34	22.2	9.3	24.1	33.3	59.3	27.8	9.3	24.1		100.0	54
35–39	30.2	13.2	26.4	28.3	50.9	17.0	3.8	24.5	1.9	100.0	53
40–44	31.9	27.5	20.3	30.4	59.4	21.7	2.9	26.1		100.0	69
45–49	2.5	17.5	30.0	47.5	52.5	15.0	5.0	32.5		100.0	40
50–54	18.6	25.6	25.6	34.9	62.8	18.6	2.3	34.9		100.0	43
55 or older	8.3	8.3	5.6	30.6	30.6	13.9	5.6	58.3	2.8	100.0	36
N.A.									100.0	100.0	1
Total	21.2	17.3	21.5	32.6	53.1	19.5	4.9	31.9	1.0	100.0	307

Table 6-2: Concerns about daily life after repatriation (by industry and number of employees in dispatching organization, by location of headquarters of dispatching organization, by ages multiple choices possible)

	Education problems for children	Relatives and friends have become distant	Lost touch with domestic news/affairs	Disadvantages concerning asset formation	Health problems	Other	No particular concerns	N.A.	Total %	Actual number
Industry of the dispatching organization										
Manufacturing	18.3	26.8	19.0	15.5	2.1	2.8	47.2	1.4	100.0	142
Non-manufacturing	22.5	24.4	20.0	13.8	3.8	5.6	46.3	1.3	100.0	160
N.A.		40.0	20.0	20.0	20.0	20.0	20.0		100.0	5
Number of employees in dispatching organization										
Fewer than 500-employees	18.9	29.7	10.8	16.2	2.7	2.7	48.6		100.0	37
500-999 employees	21.4	28.6	28.6	21.4		7.1	35.7		100.0	14
1,000-4,999 employees	21.3	23.8	30.0	16.3	5.0	1.3	42.5	1.3	100.0	80
5,000-9,999 employees	15.8	15.8	10.5	13.2		7.9	47.4	5.3	100.0	38
10,000-19,999 employees	17.6	35.3	17.6	2.9		8.8	47.1		100.0	34
20,000 employees or more	25.3	25.3	18.4	18.4	5.7	4.6	46.0		100.0	87
N.A.	5.9	29.4	11.8	5.9		5.9	64.7	5.9	100.0	17
Location of the dispatching organization										
North America	15.2	25.0	19.6	16.3	4.3	5.4	44.6		100.0	92
Europe	19.1	27.2	20.2	15.6	1.7	4.0	49.1	2.3	100.0	173
Oceania	16.7	33.3	41.7	16.7			33.3		100.0	12
Asia	43.5	8.7	4.3	4.3	13.0	4.3	47.8		100.0	23
N.A.	42.9	42.9	14.3			14.3	14.3		100.0	7
Age										
20-29	9.1	27.3	27.3	9.1			63.6		100.0	11
30-34	9.3	22.2	27.8	14.8	1.9	3.7	48.1		100.0	54
35-39	26.4	30.2	18.9	17.0	1.9	5.7	35.8	1.9	100.0	53
40-44	40.6	27.5	13.0	15.9	5.8	4.3	34.8		100.0	69
45-49	25.0	22.5	20.0	10.0		15.0	42.5	2.5	100.0	40
50-54	4.7	32.6	25.6	16.3	7.0		60.5		100.0	43
55 or older	5.6	16.7	11.1	13.9	2.8		63.9	2.8	100.0	36
N.A.								100.0	100.0	1
Total	20.2	25.7	19.5	14.7	3.3	4.6	46.3	1.3	100.0	307

50 were most likely to say that they had “no particular daily life concerns”. In other words, the number of expatriates between the ages of 30 and 49 reporting “no particular daily life concerns” is falling.

On the average, respondents mentioned 2.3 areas of concern about daily life after repatriation. Based on this, we learned that particular expatriates faced more daily life concerns than professional concerns after repatriation.

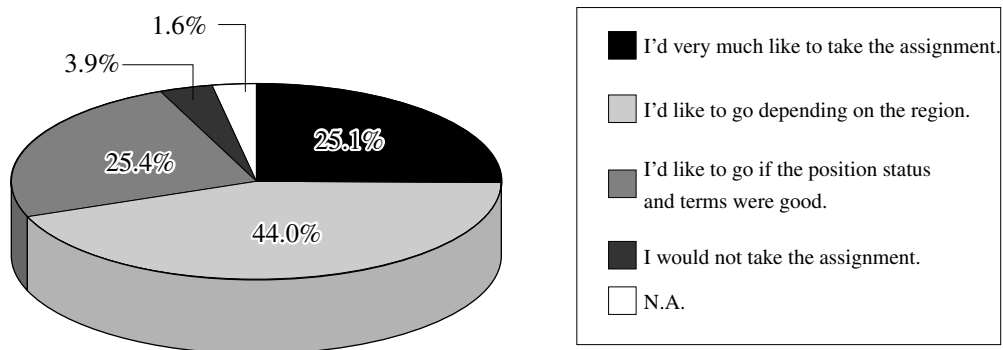


Figure 6-1: Desire to take another overseas assignment

3. Desire to Take Another Overseas Assignment

The Figure 6-1 below shows the results of our asking the respondents whether they would wish to take another overseas assignment after their repatriation. The most common response overall, with 44.0%, was “I’d like to go, depending on the assignment region.” However, as many as 25.1% of expatriates said that they would “very much like to take the assignment,” without attaching any conditions. Only 3.9% of the expatriates said that they “would not take the assignment.”

As Table 6-3 shows, by industry of the dispatching organization, expatriates in the manufacturing industries were 7 percentage points more likely than those in the non-manufacturing industries to say that they “would like to go, depending on the region.” By size of the dispatching organization, the number of expatriates saying that they would “very much like to take the assignment” without conditions tended to increase at larger companies. At the same time, the percentage points of expatriates who said that they would go “if the position status and terms were good” tended to decrease. In other words, expatriates at dispatching organizations with fewer numbers of employees cite “position status” and “terms” as conditions under which they would like to take the assignment.

By location of the headquarters of the dispatching organization, North America and Europe exhibited the same trends. However, in Asia, the most common response was “I’d very much like to take the assignment,” with 39.1% not attaching any conditions to another overseas assignment. We were unable to perceive any particular differences based on age. In other words, one would

Table 6-3: Desire to take Another Overseas Assignment (by industry and number of employees in dispatching organization, by location of headquarters of dispatching organization, by age)

	I'd very much like to take the assignment	I'd like to go depending on the assignment region	I'd like to go if the position status and terms were good	I would not take the assignment	N.A.	Total %	Actual number
Industry of the dispatching organization							
Manufacturing	23.9	47.2	23.2	3.5	2.1	100.0	142
Non-manufacturing	26.9	40.6	27.5	3.8	1.3	100.0	160
N.A.		60.0	20.0	20.0		100.0	5
Number of employees in the dispatching organization							
Fewer than 500 employees	21.6	43.2	32.4		2.7	100.0	37
500-999 employees	14.3	50.0	35.7			100.0	14
1,000-4,999 employees	20.0	46.3	26.3	6.3	1.3	100.0	80
5,000-9,999 employees	21.1	42.1	36.8			100.0	38
10,000-19,999 employees	20.6	58.8	17.6	2.9		100.0	34
20,000 employees or more	36.8	37.9	19.5	3.4	2.3	100.0	87
N.A.	23.5	35.3	17.6	17.6	5.9	100.0	17
Location of the dispatching organization							
North America	25.0	43.5	27.2	4.3		100.0	92
Europe	23.7	44.5	25.4	3.5	2.9	100.0	173
Oceania	25.0	58.3	16.7			100.0	12
Asia	39.1	26.1	26.1	8.7		100.0	23
N.A.	14.3	71.4	14.3			100.0	7
Age							
20s		72.7	27.3			100.0	11
30-34	22.2	46.3	27.8	3.7		100.0	54
35-39	22.6	52.8	22.6	1.9		100.0	53
40-44	29.0	43.5	20.3	4.3	2.9	100.0	69
45-49	30.0	35.0	35.0			100.0	40
50-54	23.3	44.2	25.6	7.0		100.0	43
55 or older	30.6	30.6	25.0	8.3	5.6	100.0	36
N.A.					100.0	100.0	1
Total	25.1	44.0	25.4	3.9	1.6	100.0	307

generally imagine that as people got older they would be more likely to attach conditions to overseas assignments or refuse to go, but we found no such tendency, at least not among these expatriates. The older the expatriate, however, the more likely he or she is to attach conditions concerning dispatch region.

4. Summary

The most commonly mentioned job relative concern after repatriation, cited by 53.1% of respondents, was “personal networks in the company have weakened.” The next, at 32.6%, was “dispatching company work style has become unfamiliar.”

In the area of concerns about daily life, 46.3% of the expatriates, or nearly half, said that they had “no particular daily life concerns.” In terms of the number of concerns cited, however, 2.3 areas of daily life concerns were cited in comparison with 1.7 areas of job-relative concerns. We therefore believe that particular expatriates are more concerned about their daily lives than about their jobs after repatriation.

Asked whether they would accept another overseas assignment, 44.0% attached conditions, saying that they would go “depending on the assignment region.” However, as many as 25.1% said that they would “very much like to go,” without attaching any conditions. Only 3.9% of expatriates said that they “would not take the assignment.”