**17th Equality, Diversity & Inclusion Conference**

**Theme: Gender Equality Across the Gender Spectrum**

**Stream: Intersectionality in Expatriation/Migration Research**

**Stream Convener: Milena Tekeste**

**Submissions to the stream:**

Submissions to the conference may be in the form of long abstracts (up to 1500 words), developmental papers (3,000-5,000 words), as well as full papers (no length restrictions).

**Stream outline:**

Over the last two decades a substantial body of literature has explored expatriates’ choices and challenges (Przytula, 2023; Mello et al., 2023). Scholars explored factors contributing to successful expatriation (Davies et al., 2015; Lazarova, et al., 2010), as well as the individual outcomes such as retention or the desire to remain expats (Andresen, et al., 2015; Peltokorpi, et al., 2015).

Most studies of expatriates examine the typical elite, well-paid, well-protected, assigned expatriates (McNulty & Brewster, 2020). Some of this literature has investigated the challenges of expatriation, highlighting problems of adjustment (Banai, 2002; Haslberger et al., 2014), burnout (Bhanugopan & Fish, 2008), discrimination (Hutchings et al., 2013) and loneliness (Hack-Polay, 2020): The ‘dark side’ of expatriation (Bader et al., 2019). However, there is a developing literature examining those who are atypical and prone to workplace discrimination in their home country as well as the host country for example LGBTQ+ expatriates (McPhail et al., 2016), or women and minority expatriates (Hutchings, 2022). This area remains understudied and is in need of more attention (McNulty et al., 2019).In addition, despite the growing interest in SIE it remains unclear how it is theorized in management studies compared to other forms of mobility such as migration (Al Ariss & Crowley-Henry, 2013).

Hutchings (2022) acknowledges that the field of research within the SIE literature focuses on the ‘traditional’ expatriate providing limited advancement of our under sanding of the lived experiences of the non-traditional expatriate’. According to the management literature, non-traditional expatriates are female expatriates (including female breadwinner); single parent expatriates; lesbian, gay, bisexual and transgender (LGBT) expatriates; split family expatriates (where one partner, and perhaps also children, stay in one country while the other partner expatriates); expatriate families including children with disabilities or special needs and/or gifted children; expatriate families with children adopted overseas; multigenerational expatriate families (e.g. including grandparents or other relatives); and blended expatriate families (e.g. step children) (McNulty & Hutchings, 2016).

Beyond gender, sexuality and family status, race also plays a significant factor in the lived experiences of expatriates globally. In a research undertaken by Forsentlechner (2010) for example, white identified research expatriate participants highlighted how their racial categories provided them with advantage over the racial categories of their colleagues who either did not identify as white or are not perceived as white. In the research, one respondent explained that while there would likely be an equally qualified South Asian candidate who would do the same work for less money, his employers prefer *“having a white British face representing them.”* (Forstenlechner, 2010: 185). In this vain it is of interest to further explore the expatriation experiences of individuals with multiple intersecting identities across the globe.

In order to advance our understanding of expatriation research, we call for papers that explore the theoretical, conceptual, empirical and/or methodological advancement of both expatriation/ migration literature of the non-traditional/ atypical expatriate. In addition, this stream calls for participants to provide practical tools or practices for overcoming any challenges non-traditional expatriates face in their working and non-working lives. We therefore also encourage scholars and practitioners to submit proposals that focus on practical tools that can assist members of these communities and those who do work in this area.

This stream invites a broad range of perspectives and approaches to research on intersectionality and expatriation. **Papers are invited on a range of topics, including but not limited to:**

* Theorizing of migration and (self-initiated) expatriation
* The role of intersectionality in global mobility research
* The study of national context and expatriation experience
* The multiple directions of SIE mobility (for exampleGlobal South to Global South expatriation)
* Gender identity and sexuality and expatriation
* Visible and invisible expatriation experiences at work and in society
* The role of organizational practices (EDI, HR) in the expatriate adjustment
* Discrimination, stigma, and stereotypes
* Methodological issues and opportunities in conducting Expatriation research,

**Reference**

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