

# The GLOMO Project's NEWSLETTER

Issue 6, May 2022

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## Looking back on a four year-long journey (and beyond)

### A message from GLOMO ESRs

Welcome to the GLOMO May 2022 newsletter, where we reflect upon past milestones and look ahead at what's next in store for global mobility research in Europe and beyond.

Those who have followed GLOMO since its inception will know that the project is drawing nearer to a close. The GLOMO project kicked off in January 2018. So much has happened since then, including a global pandemic that significantly halted cross-border movements.

This posed great challenges for the GLOMO network. To us, mobility was not just a research subject; it was also something that we promoted and relied on to collaborate, learn and connect with one another.

When it was launched, GLOMO had the

ambitious goal of providing an updated, comprehensive and interdisciplinary perspective on global mobility and migration in the European Union.

On top of building a network of experienced scholars, universities, and corporate partners, GLOMO set out to train a new generation of researchers in order to strengthen and diversify the future of its research agenda. Hence, 15 early-stage researchers (ESRs) were appointed to work in seven research facilities and one multinational company in Europe.

In the years that would follow, training events, conferences, and secondments would come to form the backbone of the project. Most of these events had to be rescheduled or put on hold because of COVID, and they eventually took place online, rather than on site.

The pandemic was challenging for everyone involved, but it also accelerated our learning and creativity. Three new ESRs joined the project in 2020-2021, relocating to Germany and Finland from Ireland, Vietnam, and Spain. In addition, eight ESRs took off on their own and produced an insightful autoethnography outside of the project, reflecting on their experiences of (im)mobility. Finally, the COVID impasse also allowed us to get a taste of virtual mobility, which is increasingly relevant.

GLOMO is expected to end by August 2022; and slowly, but surely, momentum has started building up once again. As of late, several ESR articles have been accepted in highly-ranked journals (see Section 3). Perhaps most notably, ESR 10, Ivan Olav Vulchanov, was the first in our cohort to successfully defend his doctoral thesis.

The final GLOMO conference has just taken place in Bamberg (Germany). For some of

us, this was the first time we could meet our colleagues in person. Others had not seen each other face-to-face for two years.

Still, this is far from the end. The ideas, friendships and areas of inquiry that were born out of GLOMO will far outlive the project itself. So, we wanted to thank you. So many experts, top-tier academics, corporate mentors, and administrative geniuses have supported us along this path. Whichever direction our careers will take us, we hope that this is only the beginning.

If you are learning about the project just now, that also applies to you. In sum, don't be a stranger!

Best wishes,

**ESR 6 Inés Escobar-Borrueal**  
**On behalf of the GLOMO ESRs**  
**University of Vaasa, Finland**



## The 2nd International Conference on Self-Initiated Expatriation

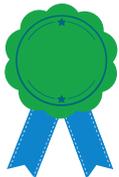
11 and 12 April 2022, Bamberg

Following the 1st Conference on Self-Initiated Expatriation (TBS Education, Toulouse, 2015), the **2nd International Conference on Self-Initiated Expatriation** finally took place at the University of Bamberg, close to the Old Town's gorgeous UNESCO World Heritage sites.

This time, GLOMO brought together participants from multiple disciplines to converge on key global mobility topics, such as the careers of migrants, self-initiated and assigned expatriates, and the value that they bring to companies, host-country economies and societies.



A total of **32 papers** were presented during the conference, which was held in a hybrid format and distributed in highly topical parallel sessions, chaired by **some of the most accomplished scholars in the field of global mobility**. Six research tracks were included on day one: Intercultural competencies of SIEs; Career self-management by SIEs; Equality, diversity and inclusion; Employability of expatriates; Career capitals of expatriates; and Career resources of expatriates. On day two, the themes were Career environments of SIEs/migrants; Career capitals of SIEs/migrants; and Impacts of the COVID-19 pandemic on SIEs/migrants.



The **Best Conference Paper Award** was handed to **Luisa Pinto and Beatriz Domingues'** for their submission 'Does international work experience enhance the perceived career capital and employability of global business workers as they re-enter the domestic labor market?'

The **Best PhD Paper Award** was awarded to authors **Monique Raupp (ESR 11), Michael Dickmann, Emma Parry, and Vesa Sutari**, for 'Welcome to our country! "Am I?" - Understanding expatriation to hostile environments from a person-environment fit perspective'.

Outstanding plenary sessions were led by **Mila Lazarova & Hugh Gunz** (How We (Should) Research SIEs' Careers), **Frédéric Docquier** (Brain Drain and Brain Gain in Migration), and **Herbert Brücker** (Consequences of the war in Ukraine on Self-Initiated and Forced Migration and the Subsequent Labour Market Integration).

The **key research results of GLOMO** were summarized in a dedicated plenary session coordinated by Manh Ha Luong (ESR 14), which featured presentations by all **15 GLOMO ESRs**. Another great plenary session with **Eleni Apospori and Maike Andresen** was devoted to best practices in **EU Project Management**.



**Mila Lazarova**  
Simon Fraser  
University



**Hugh Gunz**  
University of Toronto  
Mississauga



**Frédéric Docquier**  
Luxembourg Institute  
of Socio-Economic  
Research



**Herbert Brücker**  
Institute for  
Employment Research  
(IAB)

During the conference, there was also room for creativity, thanks to **George Simons'** workshop on using **haikus** as a means of poetic and effective (research) communication.

We also learned about international workforce management in the unique context of symphonic orchestras, thanks to a fascinating session led by **Marcus Rudolf Axt**, Chief Executive of the **Bamberg Symphonic Orchestra**.

Finally, there was an interactive workshop about **future trends in SEI research**, organized by ESRs Manh Ha Luong and Anh Ngoc Nguyen.



# Highlights and recent publications

## Publications and activities by GLOMO ESRs



A paper by **Anh Ngoc Nguyen (ESR 9)** and **Maike Andresen** received the extraordinary honor of being one of just four finalists nominated for the Academy of Management's **IM Division Best Paper in OB/HRM/OT Award** during the Academy's Annual Meeting in 2021.



In '**Many places to call home: Empirical evidence of embedding types and their relationships with personal initiative, intent to stay in host country and intent to stay in organization**', the authors reveal four previously 'hidden' job-embeddedness patterns in the migrant worker population: transnational embedders, going native by private life, going native by work life, and heart at home.

The international transfer of individual career capital: exploring and developing a model of the underlying factors

Emilija Oleškevičiūtė, Michael Dickmann, Maike Andresen, Emma Parry

Journal of Global Mobility

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21 March 2022



Taking Stock of Expatriates' Career Success after International Assignments: A Review and Future Research Agenda

Rodrigo Mello, Vesa Suutari, Michael Dickmann

Human Resource Management Review

[Read More](#)

22 April 2022

Work and non-work-related antecedents of expatriates' well-being: A meta-analysis

Tania Biswas, Liisa Mäkelä, Maike Andresen

Human Resource Management Review

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29 December 2021



Dr. Ivan Olav Vulchanov (ESR 10) defended his Ph.D. Thesis at Copenhagen Business School on **29 March 2022**.

On his thesis, titled '**The role of English as an organizational language in international workplaces**', Ivan investigates the legitimation and the ideological foundations of using English as an organizational language. He also assesses the role of English proficiency in inter-employee evaluations.

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