

**Australians living and working in Asia:
Report for the Securing Australia's Future
Asia Literacy: Language and Beyond project**

June 2014

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EXECUTIVE SUMMARY

Recent years have witnessed a significant increase in the number of Australians living and working in Asia. With the expectation of increasing global mobility, there has emerged a need to better understand the motivations and experiences of Australians relocating overseas to further align policies and practices to the emerging realities of Australia-Asia relations.

The *Survey of Australians living and working in Asia* was commissioned by the Expert Working Group for the *Asia Literacy: Language and Beyond* project under the ACOLA Securing Australia's Future program. The project was led by Professor Fazal Rizvi of the University of Melbourne. In total, 333 survey responses were received, including 228 respondents (68.47 per cent) residing in Asia (primarily China including Hong Kong, Singapore, Japan, Thailand, Indonesia, Malaysia and Vietnam). A majority of survey respondents were aged over 45 years, male, highly educated and employed as a professional, researcher or manager in highly paid positions. This report provides an indicative and illustrative account of Australians living and working in Asia.

An estimated 760,000 – 860,000 Australians live and work overseas; an additional 265,000 are overseas on a short-term basis as “visiting citizens”. Australia's expatriates have been characterized as skilled, highly qualified, relatively young, highly paid professionals – ‘some of Australia's most employable citizens’.¹ They represent Australia's contribution to global “brain circulation”. The number is growing due to improving communication and transport technologies and the expansion of transnational organisations. While Australian expatriates are concentrated in Western Europe, the United Kingdom, Ireland and North America, a large number are based in Asia. However, estimating the number of Australian expatriates living in Asia is problematic, due in part to the differing methodologies and objectives associated with such data collection exercises. For example, while the Southern Cross Group estimated that some 122,434 Australian expatriates were living in Asia in 2001, the United Nations estimated that the number totaled some 84,231 in 2013. However, in both calculations, the population was concentrated in Hong Kong, Indonesia, Singapore, Japan, China and Thailand.

This report builds on the research literature regarding motivations (for individuals, organisations and home-countries), preparation (pre-departure and in-country, cross cultural/intercultural and language training), the experience, and expatriate-oriented policies such as global community engagement initiatives, dual/multiple citizenship, expatriate parliamentary representation, and expatriate voting rights.

The survey revealed a range of motivations for Australians living and working in Asia. The majority of respondents indicated that they relocated to Asia for career-related motivations, and a large proportion was seeking to experience a different culture. A low proportion of respondents were motivated by financial considerations, contradicting the popular perception that international relocation is largely driven by economic reasons. The findings indicate that while financial considerations remain relevant in many cases because of declining opportunities in Australia, relocation was also driven by a range of cultural, moral and political reasons.

The social experience is an important element of expatriate life, with respondents socializing with locals, expatriates and expatriate groups. Australians relocating to Asia have acquired new knowledge and skills, and worked with people from diverse backgrounds. The majority of respondents were employed with Australian government and non-government organisations, and transnational organisations, primarily in the education, training or research industry. Living and working in Asia has enabled Australians to enhance their global networks and realize opportunities for the improved practice of public diplomacy.

¹ Fullilove and Flutter, 2004, p. 14.

Expatriates report missing their family and friends, and Australia's wide spaces and fresh air. However, communication technology has helped expatriate Australians remain connected to Australia, with respondents maintaining regular communication with family and friends in Australia. Expatriates remain up to date with current affairs in Australia, regularly accessing online news sources and news outlets. The benefits of these connections are apparent both when Australians are overseas, and when they arrive home. Mechanisms ought to be developed to maximize the opportunities arising from these connections.

Preparation for living and working in Asia was uneven. There was a diversity of views as to how this preparation was best undertaken, from self-directed pre-departure preparation, to language programs, to those who believed this was best done by "living it". Few respondents participated in orientation provided by Australian government or non-government organisations. Respondents consulted books, websites, colleagues, friends and neighbours, and sourced information about their current Asian country of residency through prior visits to the country, friends and colleagues and higher studies and research. Few respondents nominated their employing organisations as a source of knowledge. Many respondents had previous exposure to living and working in an international environment, with the majority having lived and worked in an Asian country before. The vast majority reported that their experience would have been greatly enhanced by greater proficiency in an Asian language. There appear to be opportunities for organisations and education systems to expand efforts to prepare Australians for global mobility.

The vast majority of respondents looked forward to experiencing another country and its cultures, consistent with the emergence of globally mobile individuals interested in immersion in new cultures. However, Australians relocating with families have experienced a range of unexpected and difficult challenges, especially spouses who move for their partners (frequently referred to as "trailing spouses" in the literature). They would like programs that better help them relocate and become involved in local communities and employment. Respondents also reported challenges regarding bureaucratic hurdles, and language and workplace communication.

The survey did not reveal any distinctive pattern regarding perceptions of Australia. While many respondents regarded themselves as an ambassador for Australia, they reported that Australia is still regarded by many as a mainly "white" country. In any program of public diplomacy, attempts to overcome this are clearly needed. For Australians living and working in Asia there is an intense recognition of the emerging importance of Asia as the centre of global processes and opportunities. Many respondents felt that it was inadequately recognised in Australia that Australia's future lies in the Asian region. Programs of public diplomacy therefore demand not only communication through people to people links between Asia and Australia, but also opportunities for Australians who have lived in Asia to communicate their understanding to their fellow Australians.

This survey has major implications for thinking about both Asian literacy and public diplomacy. In relation to Asian literacy, the vast majority of respondents agreed that Australians needed a better understanding of changes taking place in Asia. The findings confirm the importance of Australia's education system through Asian literacy programs, Asian language training and intercultural development in positioning young Australians to maximize their opportunities for global mobility, and educate young Australians to live and work in Asia's thriving region.

In relation to public diplomacy, the findings suggest that Australians living and working in Asia are playing a major role in defining the place of Australia in the Asian region, and forging better understandings of their fellow Australians of the opportunities and imperatives for Australia in the Asian century.

INTRODUCTION

Recent years have witnessed a significant increase in the number of Australians living and working in Asia, now estimated at over 150,000. With the expectation of increasing global mobility, there has emerged a need to better understand their motivations and experiences to better align policies and practices to the emerging realities of Australia-Asia relations.

Australian governments and business organisations have, for some time now, promoted the idea of “Asia literacy”, along with a range of other measures to better prepare Australians for working with, and in, Asian countries. The new Australian curriculum, for example, lists Asia literacy as one of three cross curriculum priorities as it ‘provides students with the skills to communicate and engage with the peoples of Asia so they can effectively live, work and learn in the region’.²

The *Survey of Australians living and working in Asia* was commissioned by the Expert Working Group (EWG) for the *Securing Australia’s Future – Asia Literacy: Language and Beyond* project. The *Asia Literacy: Language and Beyond* project is hoping to make a critical contribution to an understanding of the depth of Australia’s linguistic and inter-cultural competence which will be a determining factor in the future success of developments in innovation, science and technology, research capacity, international mobility, trade relations and economic competitiveness.

The *Survey of Australians living and working in Asia* was designed to capture the experiences of Australians living and working in Asia. The survey forms one element of broader initiatives aimed at strengthening Asia-Australia relations and increasing Australia’s prospects in Asia by improving the way Australia’s education system fosters Asia literacy.

Australians living and working in Asia: Report for the Securing Australia’s Future Asia Literacy: Language and Beyond project provides an account of some of the reasons Australians decide to live and work in Asia; the challenges they face and the opportunities they enjoy; the extent to which they remain in touch with Australia; their perceptions about how well they feel prepared to take advantage of their experiences in Asia; and, more specifically, their views about their Asia-related education back in Australia.

METHODOLOGY

The *Survey of Australians living and working in Asia* was developed by the Expert Working Group for the *Asia Literacy: Language and Beyond* project. The project, administered by the *Asia Literacy: Language and Beyond* secretariat under the ACOLA Securing Australia’s Future program, was led by Professor Fazal Rizvi, University of Melbourne.

The survey was developed using SurveyMonkey, and included 68 items (multiple choice and open ended questions, and questions using a 7-point Likert scale). The survey was administered over the internet using SurveyMonkey.

Respondents were recruited by invitation. The Expert Working Group provided preliminary suggestions regarding contacts for Asian-based³ Australian individuals and organisations, and Australian-based organisations with Asian-based memberships. In addition, the *Asia Literacy: Language and Beyond* secretariat conducted desk research to identify additional organisations

² ACARA, 2013, n.p.

³ For the purposes of the *Survey of Australians living and working in Asia* survey, the researchers were particularly interested in securing responses from people living and working in China (including Hong Kong and Macau), Japan, Singapore, South Korea, India, Indonesia, Malaysia, Thailand and Vietnam.

and their contact details (organisation internet page, email and where possible Linked-in profile).

The secretariat constructed a project-specific profile in Linked-in. Organisations were welcomed (via email and Linked-in wall postings) to invite their membership or colleagues to complete the *Survey of Australians living and working in Asia*. Organisations that agreed to disseminate the survey generally embedded the SurveyMonkey URL on their organisational website, newsletter or Facebook page, or sent individual invitations. 21 groups connected to the project-specific Linked-in profile. In addition to invitations directly posted to Linked-in walls, a number of membership-based organisations agreed to disseminate an invitation to participate the survey electronically. This included the Australian Council of Learned Academies (ACOLA), CSIRO, the Australia Asia Business Council, the Australian and New Zealand Chamber of Commerce in Japan, the Australian Football League (AFL-Asia), ADVANCE, Australia China Alumni Association, Monash University Student Association and the China Australia Youth Association. A small number of businesses with operations in the Asia Pacific region were invited to distribute the survey, however no responses were received.

In addition, the *Asia Literacy: Language and Beyond* secretariat searched Linked-in for potential individual respondents (keywords: “Australian expats”, “Asia-Australia”, “Australia-[Asian country]”, and Australian company names), and invited these individuals via Linked-in email to connect to the project-specific Linked-in profile, and complete the survey. 323 individuals accepted Linked-in invitations to connect. Survey invitees were informed that their responses were confidential, and would be de-identified and aggregated for the purposes of analysis and reporting.

In total, 333 survey responses were received. All respondents were self selected, had access to the internet for the purpose of completing the survey, and responded electronically via SurveyMonkey. The majority of respondents (228; 68.47 per cent) were residing in Asia at the time they completed the survey. A large number of respondents (102; 30.63 per cent) were residing in Australia at the time they completed the survey, suggesting that the survey sample included a large proportion of people *residing* in Australia who regardless identified as “living and working in Asia”. Accordingly, the response rate for questions specifically related to those living in Asia is much lower than the total (333), approximately equivalent to the number of respondents residing in Asia (that is, approximately 228).

The survey results are indicative and illustrative only. The methodology adopted does not involve a statistically representative sample of Australians living and working in Asia. The findings are limited by the extent of the sample organisations invited and agreeing to disseminate the survey invitation and reach of the Linked-in invitational page. The survey results are intended to illustrate the experiences of some Australians living and working in Asia, to inform the Expert Working Group deliberations. The range of respondents differs from demographics regarding Australian expatriates in two major respects; firstly in terms of the apparent under-representation of teaching professionals; and secondly in terms of the over-representation of postgraduate qualified respondents. The high number of respondents *not* currently residing in Asia suggests that the sample includes a number of *internationally mobile* respondents who self-selected to complete a survey of Australians living and working in Asia.

LITERATURE

Quantifying and characterizing Australian expatriates overseas

Estimates of the total number of Australians resident overseas range from 759,849 (2002-2003)⁴ to 858,886 (December, 2001),⁵ including both Australian-born persons, and former settlers returning home, or elsewhere. In addition to these Australians resident overseas, there are approximately 265,000 “visiting citizens” overseas on a short-term basis.⁶ ADVANCE states that:

Foreign-born residents have made up approximately half of all Australian permanent departures since 1998/99 with the largest groups originating from New Zealand, the United Kingdom, China, Hong Kong (SARS) and Vietnam. Most of these individuals called Australia home for five years or more and then left to return to their country of birth.⁷

On an annual basis, approximately 82,000⁸ Australian citizens depart Australia with the intention of staying away at least 12 months or more over a 16 month period. This number is projected to increase to 89,600 by 2018.⁹ While a slightly lower number of Australian citizens arrive home than depart each year,¹⁰ overall there is a net increase in the number of persons arriving in Australia (that is, some 220,000), where all categories of temporary, permanent and other arrivals/departures are taken into consideration.¹¹

In response to concerns regarding potential “brain drain”, Hugo et al. (2003) suggest that Australia is *not* experiencing this phenomenon:

Significant attention has been given to emigration to Australia-born persons and its brain drain impacts. However, *Australia is not experiencing a net brain drain ... On balance, we are experiencing an overall net brain gain and a substantial “brain circulation”* (authors’ emphasis).¹²

Australians relocating overseas have been characterized as skilled and highly qualified, with more than two thirds working in occupations classified as professionals, para-professionals, managers or administration prior to their departure.¹³ Many expatriates (men more so than women) are highly paid:

Incomes above A\$200 000 per year were over-represented in the US and Canada (29.6 per cent), as well as in Asia (24.4 per cent). Thirty per cent of males earned in excess of A\$200 000 annually, compared with only 10 per cent of females. By contrast, over one-third of females earned less than A\$50,000 compared with 13 per cent of males.¹⁴

Passenger card data (2010/2011) reveals that those Australians intending to depart

⁴ Department of Foreign Affairs and Trade (DFAT) submission to the Senate Legal and Constitutional References Committee (*Submission 646*, pp. 5-6), cited in Senate Legal and Constitutional References Committee, 2005.

⁵ Hugo, Rudd and Harris, 2003, based on data from the Department of Foreign Affairs and Trade (DFAT).

⁶ Hugo, Rudd and Harris, 2003, p. 10.

⁷ Advance (n.d).

⁸ Department of Immigration and Border Protection, 2014. Note: Net Overseas Migration (NOM) data are obtained from passenger exit/entry records and Commonwealth government department of immigration systems.

⁹ Department of Immigration and Border Protection, 2014.

¹⁰ 76,600 – projected June, 2014 rising to an estimated 79,000 in June, 2018 (Department of Immigration and Border Protection, 2014, p. 8).

¹¹ Net overseas migration (NOM) also includes others arriving/departing temporarily (students, subclass 457, working holiday makers, visitors, other temporary entrants); permanently (skilled, family, humanitarian, other permanent visas), New Zealand citizens and all other visa holders. Totals are: 222,400 – projected June, 2014 and an estimated 219,000 in June, 2018 (Department of Immigration and Border Protection, 2014, p. 9).

¹² Hugo, Rudd and Harris, 2003, p. 12.

¹³ Hugo, Rudd and Harris, 2003, p. 11.

¹⁴ Hugo, Rudd and Harris, 2003, p. 11.

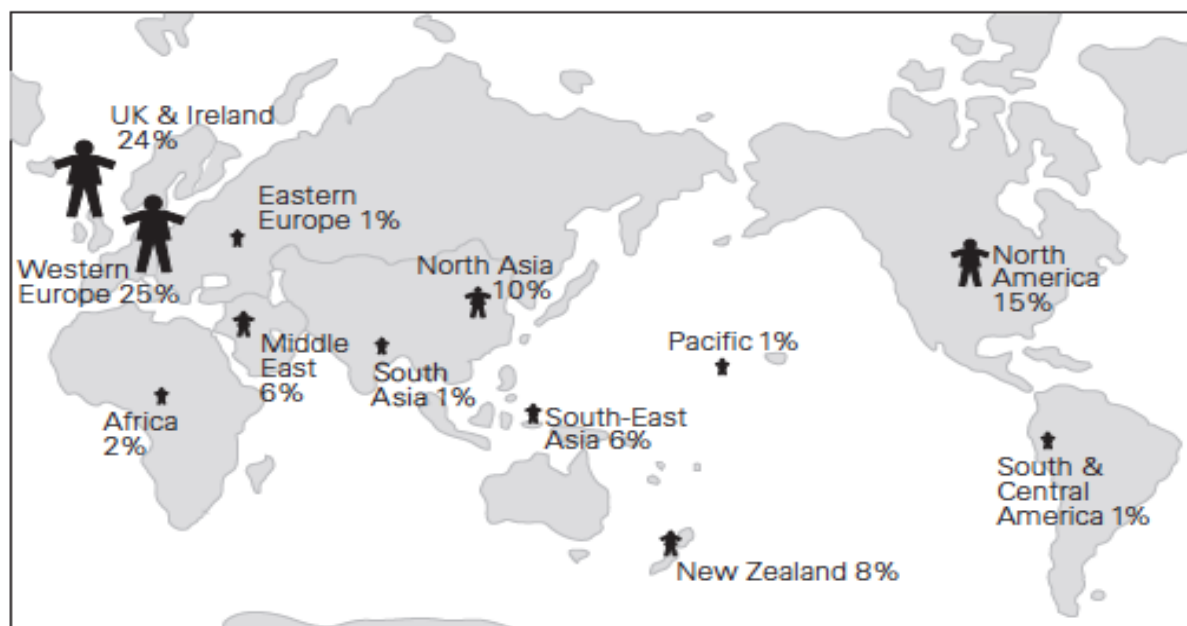
permanently held positions prior their departure predominantly as professionals (42.34 per cent) or managers (21 per cent), with a low proportion holding technician and trade positions (7.3 per cent).¹⁵ Hugo et al., (2003) found that a very large proportion (42 per cent) hold a postgraduate qualification.¹⁶ Fullilove and Flutter (2004) suggest that ‘The diaspora is comprised of some of Australia’s most employable citizens’.¹⁷

Australians relocating overseas may also be characterized as younger than the Australian resident population, with a similar proportion of men and women:

The age profile of Australian residents departing for a period of 12 months or more in 2005 differed from that of the overall Australian population. Most noticeable was the peak in the 25–29 years and the 30–34 years age-groups. One-third (34%) of all departures were of people aged in these groups yet people aged 25–34 years made up only 14% of the Australian resident population. Overall, the numbers of males and females departing was fairly even, with 102 Australian resident males departing for every 100 females in 2005.¹⁸

The number of Australians relocating overseas has been increasing steadily since the 1990s,¹⁹ in large part due to improving communication and transport technologies, and the growth of transnational organisations. Western Europe, the United Kingdom and Ireland, and North America are the most popular destinations. Approximately 10 per cent of Australian expatriates are based in North Asia, six per cent in South-East Asia, and a further one per cent in South Asia (refer Figure 1).²⁰

Figure 1: Location of Australian expatriates overseas



Source: Fullilove and Flutter, 2004, adapted from Department of Foreign Affairs and Trade figures (2004).

Estimating the number of Australian expatriates living in Asia is problematic. For example, the Southern Cross Group²¹ estimated that some 122,434 Australian expatriates were living in Asia in 2001, whereas the United Nations estimated that the number totaled some 84,231 in 2013

¹⁵ Advance (n.d).
¹⁶ Hugo, Rudd and Harris, 2003.
¹⁷ Fullilove and Flutter, 2004, p. 14.
¹⁸ Australian Bureau of Statistics, 2006.
¹⁹ Hugo, Rudd and Harris, 2003.
²⁰ Fullilove and Flutter, 2004.
²¹ The Southern Cross Group, 2001.

(refer Table 1). A comparison of the data, by country, suggests differences in the methodology adopted (for example, range of countries), and there may also be differences in the definitions applied (for example, definitions of 'resident', 'Australian expatriate' and 'migrant'). The calculations may also not take into consideration the increasingly multiple spatial living arrangements of those living intermittently abroad. As such, it is difficult to determine whether there has been a decline during this period, and if so, the likely explanations of this.

Table 1: Estimate of the number of Australians living in Asia (2001 and 2013)

COUNTRY	2001*	2013**
	Source: Southern Cross Group	Source: United Nations
China, Hong Kong Special Administrative Region	46,000	8,982
Indonesia	12,000	9,476
Singapore	12,000	9,267
Japan	10,651	13,365
China	8,761	8,362
Taiwan	3,000	
Thailand	7,000	1,215
Philippines	6,000	4,018
Malaysia	4,700	5,215
Vietnam	3,950	205
Cambodia	1,500	119
Republic of Korea	1,272	5,381
Brunei Darussalam	924	934
India	800	677
Sri Lanka	800	400
Timor-Leste	700	555
Bangladesh	600	4,123
Pakistan	535	
Lao People's Democratic Republic	400	17
Nepal	290	
Burma	200	
Macau	200	
Other countries	90	
Mongolia	30	25
Maldives	20	92
Democratic People's Republic of Korea	8	195
Afghanistan	3	
Bhutan		28
Turkey		4,350
Cyprus		3,508
Israel		3,324
Jordan		218
	122,434	84,231

Source:

* Adapted from The Southern Cross Group *Estimates of Australian Citizens Living Overseas* developed from data provided by the Department of Foreign Affairs and Trade.

** United Nations, Department of Economic and Social Affairs (2013). Trends in International Migrant Stock: Migrants by Destination and Origin (United Nations database, POP/DB/MIG/Stock/Rev.2013)

The number of Australians relocating to Asia is increasing:

In recent years, numbers of Australians emigrating to Asia have increased by more than 50 per cent. Moreover, it is not just the fast-developing, labour-short economies of Japan, South Korea, Taiwan, Hong Kong and Singapore that have been attracting expatriates. Other Asian countries, such as Indonesia and Malaysia, are attracting skills needed for their fast-developing economies which are

presently characterised by mismatches between the training and education systems and the skilled labour demands of rapidly restructuring economies.²²

Steady growth has been recorded in almost all major Asian destinations, with the notable exception of Indonesia resulting from the Asian financial crisis (1997-98) (refer Table 2).

Table 2: Permanent and long-term departures of Australian-born Australian residents to major Asian destinations 1998-2002

Year	Indonesia	Thailand	China	Malaysia	Singapore	Hong Kong	Japan	Vietnam
1997-98	2 050	1 066	1 365	1 630	3 271	7 210	2 246	594
1998-99	1 575	1 433	1 898	1 502	3 893	8 421	2 653	820
1999-2000	1 642	1 513	2 363	1 447	4 230	4 847	3 015	805
2000-01	1 807	1 626	2 519	1 382	5 363	6 859	3 645	978
2001-02	1 806	1 714	2 970	1 503	5 753	8 011	3 744	1 121

Source: DIMIA Movements Data Base, reported in Hugo, Rudd and Harris, 2003, p. 31.

Motivations and benefits

A variety of factors motivate an expatriate's²³ decision to live and work overseas. Key extrinsic motivating factors relate to better employment conditions overseas²⁴, including increased remuneration,²⁵ overall financial gains,²⁶ tenure or promotion,²⁷ and career advancement.²⁸ Remuneration is broadly considered to include 'base salary, the quality of accommodation and payment for children's education (if applicable)'.²⁹ In addition, lifestyle considerations motivate some people to relocate overseas.³⁰

Despite the prominence of remuneration as an extrinsic motivator for many to relocate overseas, intrinsic factors ('opportunity to live in another country; ... personal and family development; increased knowledge of the company; learned new occupational skills; and assisted career development')^{31,32} are of even greater importance for many:

the repatriates were more concerned with the long-term career opportunity and its perceived international focus and professional development opportunity than the type and/or amount of compensation and perquisites that might be available.³³

Attraction to a particular assignment can be a motivator,³⁴ as can the abstract concept of relocating overseas: 'people may be attracted to the idea of an overseas appointment for no

²² Hugo, Rudd and Harris, 2003, p. 11.

²³ Expatriate has been defined by Tan (cited in Chang, 1995, p. 141) as 'a highly skilled individual who by his [sic] qualifications is employed by a foreign country or sent by his employers from his home to perform certain specialized functions on a contract of at least six months'. This report adopts the broad definition employed in the Senate Legal and Constitutional References Committee report *They still call Australia home: Inquiry into Australian expatriates* (2005): 'any Australian citizen or other person with an historic physical link to Australia who is residing overseas. The duration of time the person has spent overseas is not regarded as relevant' (p. 5).

²⁴ Hugo, Rudd and Harris, 2003.

²⁵ Clegge and Gray, 2002.

²⁶ Despotovic, Hutchings and McPhail, 2014.

²⁷ Fish and Wood, 1996a.

²⁸ Miller and Cheng, 1976.

²⁹ Clegge and Gray, 2002, p. 615.

³⁰ Clegge and Gray, 2002.

³¹ Fish and Wood, 1996a.

³² Fish and Wood (1996a) suggest that intrinsic factors may be more prominent than extrinsic factors (p. 39).

³³ Fish and Wood, 1996a, p. 41.

³⁴ Miller and Cheng, 1976.

other reason than the “romance” or indeed “status” associated’.³⁵ Academics may be motivated by the opportunity to work with overseas research institutions, particularly those with ‘superior infrastructure support’.³⁶ International travel (independently, or with employment or study) motivates a number of Australians.³⁷ Opportunities for increased autonomy³⁸ are also important. For a number of Australians, the opportunity to ‘experience life in the birthplace of a parent, or to connect with their family history’ motivates overseas travel and relocation.³⁹ Motivations for self-initiated expatriates may differ from those auspiced by a transnational organisation, with self-initiated expatriates relocating to Asia frequently influenced by personal, intrinsic motivators such as a desire to travel, learn languages and benefit their family.⁴⁰

Mitigating considerations relate to the location in question, consequential career prospects and trajectories, potential family disruption, and implications for ongoing employment with the employing organisation.⁴¹

For organisations, there are a variety of forces motivating employment practices involving the relocation of staff internationally:⁴²

Multinational enterprises use expatriates as formal and informal control mechanisms. As well as executing a formal control function by instilling and/or overseeing rules, regulations, reporting systems, budgets and structure within the organization, expatriates serve an informal control function by facilitating exchange of knowledge, work practices, values and goals between the parent firm and subsidiary (Harzing 2001).⁴³

Such controls ‘ensure head office-subsiary consistency in terms of strategy, managerial practices and operational policies’.⁴⁴ In addition, expatriates provide a strategically important two-way knowledge transfer: “general knowledge” to the subsidiary, and “market-specific knowledge” back to corporate headquarters’.⁴⁵

For home-countries, expatriates provide benefits in terms of bilateral trade and investment, technology transfer, and capital formation.⁴⁶ The Joint Standing Committee on Migration’s *Inquiry into Migration and Multiculturalism in Australia* found that:

... diaspora communities have the potential to play a significant role in Australia’s international relationship with other countries and regions. They project a positive image of Australia as a tolerant, liberal and multicultural society through their informal networks across the world. More specifically, diaspora communities have the potential to contribute to Australia’s international relationships by: establishing and facilitating international trade, investment and commercial opportunities between Australia and their home countries; and strengthening Australia’s bilateral relationships with other states and regions.⁴⁷

Indeed the Global Commission on International Migration suggests that ‘Countries of origin can gain considerable advantage by harnessing the talents and resources of diaspora populations,

³⁵ Fish and Wood, 1996a.

³⁶ Senate Legal and Constitutional References Committee, 2005, p. 7.

³⁷ Senate Legal and Constitutional References Committee, 2005, p. 7.

³⁸ Torbiorn, 1985.

³⁹ Senate Legal and Constitutional References Committee, 2005, p. 7.

⁴⁰ Despotovic, Hutchings and McPhail, 2014.

⁴¹ Fish and Wood, 1996a.

⁴² Perlmutter and Heenan (1974) established a typography for transnational business staffing arrangements: ethnocentric (parent-country staffed), polycentric (host-country staffed), regiocentric (regionally staffed) or geocentric (staffing not determined by location).

⁴³ Fee, McGrath-Champ and Yang, 2011, p. 367.

⁴⁴ Shay and Baack, 2004 cited in Massingham, 2010, p. 1414-1415.

⁴⁵ Downes and Thomas 2000, cited in Massingham, 2010, p. 1414.

⁴⁶ Plaza, 2011.

⁴⁷ Joint Standing Committee on Migration, 2013, p. 132.

which have grown significantly in size and scope as a result of the recent expansion of international migration'.⁴⁸

Preparation of Australian expatriates (pre-departure and in-country)

Despite the growth in the number of Australians living and working overseas, expatriates are frequently ill-prepared, particularly in terms of pre-departure exposure to the host-country, notification of the posting⁴⁹ and pre-departure information and orientation. While there is much research to indicate a lack of organisationally-provided pre-departure preparation and training,⁵⁰ sufficient preparation is considered valuable for expatriates generally; even moreso for those with no, or relatively little prior overseas employment experience.⁵¹

Pre-departure information includes that about the overseas destination, any employing organisation, and Australian and overseas government services (for example, information about 'citizenship; voting eligibility and access; taxation; social security; agreements with other countries about taxation, social security, working holidays and other matters; expatriate return schemes; and Australian consular services in the country in which they reside').⁵² Neglecting pre-departure information and orientation represents a "false economy" for employing organisations⁵³ given the significant costs associated with expatriate or relocation "failure",⁵⁴ both to the expatriate, employing organisation, subsidiary operations and relationship between employing organisations and the foreign market.⁵⁵ Such "failure" has been estimated to cost between US\$250,000 – US\$1,000,000 (2002 figures),⁵⁶ and occur not infrequently.⁵⁷

A range of recruitment related matters have been identified as determinants of relocation success, including fluency in the language of the host country, prior overseas experience (including employment and "non-work" experience),⁵⁸ technical competency, personal characteristics including emotional intelligence,⁵⁹ and adaptability (including learning orientation).⁶⁰ Prior experience with the culture of relocation, or indeed experience dealing with other cultures, influences relocation success.⁶¹ Preparation requirements may vary for those relocating to rural areas, as opposed to urban-based assignments.⁶² Despite this broad range of recruitment considerations linked to relocation success, organisations frequently rely primarily on an assessment of technical competency to select people for overseas assignments.⁶³

There has been an increasing focus on the pre-departure and in-country preparation and

⁴⁸ Global Commission on International Migration, 2005, p. 29.

⁴⁹ Hutchings, 2003.

⁵⁰ Hutchings, 2003.

⁵¹ Anderson, 1999.

⁵² Senate Legal and Constitutional References Committee, 2005, p. 27.

⁵³ Anderson, 1999, p. 52.

⁵⁴ Avril and Magnini (2007) seek to quantify this expense, and suggest that: 'Direct costs include the reassignment and remuneration package of the expatriate, plus the relocation and compensation of the expatriate's replacement. Indirect costs are more difficult to quantify, but encompass lost sales, unstable corporate image, and misguided employees' (p. 53).

⁵⁵ Hutchings, 2003.

⁵⁶ Varner and Palmer, 2002.

⁵⁷ Harzing (2002) suggests that the findings of Tung (1981) and Forster (1997) are the most reliable, with estimates respectively set at between 4-15 per cent and 0-18 per cent. Notably, these estimates are based on expatriate experience in the United States, United Kingdom, Europe and Japan, rather than Asia, which has a greater cultural difference and potentially higher failure rate (refer: Trompenaars and Hampden-Turner, 1997).

⁵⁸ Despotovic, Hutchings and McPhail, 2014.

⁵⁹ Avril and Magnini (2007) identify the following psychological and personality traits: tolerance for ambiguity, low goal and task orientation, open-mindedness, tolerance for difference, communicativeness, empathy, flexibility, curiosity, warmth in relationships, motivation and self-reliance (p. 55).

⁶⁰ Avril and Magnini, 2007.

⁶¹ Despotovic, Hutchings and McPhail, 2014.

⁶² Despotovic, Hutchings and McPhail, 2014.

⁶³ Briscoe, Schuler and Claus, 2009; Phatak, Bhagat and Kashlak, 2009.

training of Australians to develop cross-cultural/intercultural competence, involving:⁶⁴

... a dynamic, ongoing, interactive self reflective learning process that transforms attitudes, skills and knowledge for effective and appropriate communication and interaction across cultures.⁶⁵

Such preparation may reduce potential “culture shock”,⁶⁶ which has been defined as ‘a state of anxiety and disorientation caused by exposure to a new culture’.⁶⁷ The capacity to adapt to another culture has also been referred to as “cultural intelligence”.⁶⁸ While estimates regarding the prevalence of cross-cultural training varies considerably, and some concerns have been raised regarding expatriate interest in such training,⁶⁹ cross-cultural training has been demonstrated to impact positively on skill development, cross-cultural adjustment and job performance.⁷⁰

Cross-cultural/intercultural training may be delivered pre-departure or in-country (on arrival and ongoing), and be extended from the expatriate to include family-focused training.⁷¹ It may include internet-based resources and delivery,⁷² or pre-departure, short term assignments to the destination country.⁷³ Cross cultural/intercultural training may usefully emphasize ‘adaptability, self-awareness and the ability to empathize’,⁷⁴ and other affective and behavioural intercultural competences such as assertiveness, intercultural sensitivity, open-mindedness, flexibility, foreign language competence, nonverbal communication competence, intercultural self-awareness, and ability to change a point of view.⁷⁵ Training may also more broadly be linked to ‘issues such as cultural toughness, communication toughness and job toughness’.⁷⁶ Asian companies are increasingly requiring intercultural competence.⁷⁷

Foreign language training and training in effective non-verbal communication has been shown to reduce uncertainty for expatriates facing a new environment,⁷⁸ and send positive signals to host country businesses.⁷⁹

The experience

The expatriate experience can be disruptive: ‘migration constitutes a significant rupture to the stream of human experience’.⁸⁰ Success in adjusting to the experience is related to personal attributes and characteristics, human resources policies and support available from employing organisations,⁸¹ and the role of language and culture. The level of adjustment required provides some indication as to the likely success of the experience, including: work adjustment, general adjustment to host-country living conditions and culture, and interaction with host-country nationals.⁸²

⁶⁴ The terms “crosscultural capability”, “intercultural sensitivity” and “cultural fluency” have also been identified (Jones, 2012).

⁶⁵ Freeman et al., 2009, p. 1.

⁶⁶ Despotovic, Hutchings and McPhail, 2014.

⁶⁷ Phatak, Bhagat and Kashlak, referred to in Santoso and Loosemore, 2013, p. 1100.

⁶⁸ Earley, Soon and Tan, 2006.

⁶⁹ Hutchings, 2003.

⁷⁰ Black and Mendenhall, 1990.

⁷¹ Magnini and Honeycutt, 2003.

⁷² For example, see CultureSavvy.com

⁷³ Shen and Lang, 2009.

⁷⁴ Oddou, 1991; Barham, 1992.

⁷⁵ Graf and Mertesacker, 2009, p. 542.

⁷⁶ Fish and Wood, 1996, p. 848.

⁷⁷ Ilieva, 2012.

⁷⁸ Osman-Gani, 2000.

⁷⁹ Forster, 2000.

⁸⁰ Yeoh and Khoo, 1998, p. 167.

⁸¹ Kraimer, Wayne and Jaworski, 2001.

⁸² Black and Stephens, 1989.

The experience is influenced by the expatriate's personal attributes (young ambitious; experienced executive; entrepreneur; younger operatives; diplomat/aid worker) and characteristics (gender, age, marital status, time overseas).⁸³ Various dimensions of skill contribute to the success of the experience, and these "skills" can be categorized as: 'skills related to the maintenance of self (mental health, psychological well-being, stress reduction, feelings of self-confidence), skills related to the fostering of relationships with host nationals, and cognitive skills that promote a correct perception of the host environment and its social systems'.⁸⁴ The experience of self-initiated expatriates may also differ from those experienced by organisationally assigned expatriates.⁸⁵

The level of organisational support provided positively influences the experience where the 'parent company provides ... global support in terms of financial and general logistical support that helps the expatriate adjust to the foreign country'.⁸⁶ Consistent in-country treatment is also important, including consistent human resource management practices concerning compensation, performance appraisal and promotion, expatriate treatment regardless of race, gender and ethnicity, and expatriate related policies and practices over time.⁸⁷

Language and culture influence the experience, including acquiring and navigating a new language, and associated communication barriers. The assignment of "foreigner", and sense of "otherness" can encourage feelings of isolation and being an "outsider".⁸⁸ Cross-cultural adjustment can include acceptance, and tolerance of cultural differences.⁸⁹⁹⁰

The expatriate experience generally, and cross-cultural adjustment specifically, can be more challenging for women than men, particularly in host countries where women's participation in the workforce, and women's representation in management, are low.⁹¹ This has been attributed to norms and expectations regarding women in the workforce, and non-employment related "family" factors such as childcare.⁹² The challenges of "trailing spouses" have been well documented:

... not only do some women cross international borders in their own right as autonomous economic migrants with "international experience" as opposed to being accompanying spouses, but the bulk who do fall into the latter category also have different priorities and constraints, given that gender identities inevitably intersect with the broader economic, social, cultural and political concerns which form part and parcel of the migration experience.⁹³

Factors which contribute towards increased cross-cultural/intercultural understanding and intercultural disposition before and during relocation relate to the experience of home in Australia, strength of family connections, previous overseas mobility experience, and 'willingness to dislocate familiar every-day practices, beliefs, and social networks that demarcated their understanding of the cultural locations of (the host country) and Australia'.⁹⁴

Social interaction (that is, with family, work colleagues, nationals and other expatriates) and

⁸³ Clegge and Gray, 2002, p. 609.

⁸⁴ Mendenhall and Oddou, 1985 referred to in Black and Mendenhall, 1990, p. 117.

⁸⁵ Despotovic, Hutchings and McPhail, 2014.

⁸⁶ Kraimer, Wayne and Jaworski, 2001, n.p.

⁸⁷ Evans, Pucik and Bjorkman, 2011.

⁸⁸ Despotovic, Hutchings and McPhail, 2014.

⁸⁹ Despotovic, Hutchings and McPhail, 2014.

⁹⁰ Hofstede (1980) established four dimensions of national culture: 'power distance, uncertainty avoidance, masculinity/femininity and individualism/collectivism' (referred to in Tan, Hartel, Panipucci and Stryboshch, 2004, p. n.p.). Furthering this, Clegge and Gray (2002) suggest that cultural differences relate to understandings regarding 'power distance, the degree to which inequality in society is accepted and individualism versus collectivism, the degree to which people are expected by others to provide for themselves' (p. 617). Caligiuri and Tung, 1999.

⁹¹ Adler, 1984.

⁹² Buijs, 1993, referred to in Yeoh and Khoo, 1998, p. 162.

⁹⁴ Butcher, 2010, p. 33.

social support (emotional, informational, instrumental)⁹⁵ are also key determinants of relocation success,⁹⁶ as is the capacity of spouses to adapt.⁹⁷ Community groups, or groups of other expatriates, are frequently a source of social support.⁹⁸

Repatriation frequently proves problematic for returning expatriates,⁹⁹ referred to as “reverse culture shock”.¹⁰⁰ Difficulties for the expatriate returning to the home country may include: lack of (home-country) job opportunities, loss of opportunities relating to authority/freedom and career progression, and colleague resentment.¹⁰¹ Expatriates with overseas-born partners/spouses were less likely than expatriates with Australian-born partners/spouses to return to Australia.¹⁰² With respect to business-based repatriation preparation,¹⁰³ few organisations prepare expatriates well,¹⁰⁴ or formally plan for the repatriation of their staff.¹⁰⁵

Supporting expatriates living and working overseas

Increasing internationalization, global mobility and recognition of the value of expatriates has generated a range of supportive policies, strategies and initiatives targeting expatriates. Broadly, these policies include ‘Policies relating to expatriates living abroad on a permanent or long-term basis, Policies designed to encourage expatriates to return, Policies designed to keep talented Australians in Australia’.¹⁰⁶

Hugo et al. (2003) recommend that ‘it is in Australia’s interests to develop policies that encourage brain circulation rather than brain drain among Australia’s young people. Policy areas relevant to this group include establishing and maintaining contact with the diaspora, encouraging expatriates to return, and designing initiatives to keep talented Australians in Australia’.¹⁰⁷ Further, Fullilove (2005) recommend a program of targeted policies and strategies:

... first, that our national leaders should articulate the value we place on our expats to draw them further into the mainstream of our national life - in the way that Irish and Indian and New Zealand leaders have done; secondly, the government needs to take a more coordinated approach to engaging with our expatriates - not by creating a large new bureaucracy but by recording existing best practices at Australian diplomatic posts and distributing them throughout the system; thirdly, the government should find ways to simplify and advertise the procedures for overseas enrolment and voting in order to increase the number of expats who vote, and establish a joint parliamentary standing committee on the diaspora; fourthly, businesses and non-profits should also exploit the opportunities offered by expatriates with leading international experience; and finally, the government should collect better information on the diaspora.¹⁰⁸

Examples of people-to-people initiatives, and government policies include the following:

⁹⁵ In this context, “instrumental” support may include ‘money, baby-sitting, helping with yard work, lending books or giving free lessons in the host-country language (Adelman, 1988; Fontaine, 1986)’.

⁹⁶ Caligiuri and Lazarova, 2002, p. 763.

⁹⁷ Takeuchi, Yun and Tesluk, 2002.

⁹⁸ Despotovic, Hutchings and McPhail, 2014.

⁹⁹ Black and Gregersen, 1999.

¹⁰⁰ Harvey, 1982, 1985.

¹⁰¹ Fish and Wood, 1996b.

¹⁰² Hugo, Rudd and Harris, 2003.

¹⁰³ The objective of repatriation preparation is to: ‘give time for returning expatriate employees to readjust to home (often the culture shock of returning home is worse than the shock of arriving in a new country); to ensure the home business captures and disseminates the experiences of returning overseas managers; to clarify the return on investment from the programme; and to ensure continued development and career progression of expatriates on return’ (Phatak, Bhagat and Kashlak, 2009).

¹⁰⁴ Santoso and Loosemore, 2013.

¹⁰⁵ Pinnington, 2011.

¹⁰⁶ Hugo, Rudd and Harris, 2003.

¹⁰⁷ Hugo, Rudd and Harris, 2003, p. 12. Hugo et al. (2003) recommend ‘the development of mechanisms for the greater inclusion of the diaspora into the national culture and the encouragement of the expatriate community to identify with and be involved in Australia; increasing the strength of linkages between the diaspora and Australia, especially business and research linkages; increasing the involvement of the diaspora in the national economy; the facilitation and encouragement of return migration’ (p. 13).

¹⁰⁸ Fullilove, 2005.

- Establishment of global community engagement initiatives such as Australia’s Advance,¹⁰⁹ ExpatriateCONNECT¹¹⁰ and The Southern Cross Group.¹¹¹ International examples include the Diaspora Networks Alliance sponsored by the United States Agency for International Development, European Commission development projects and French co-development programs.¹¹²
- Awarding of dual or multiple citizenship to maintain the expatriate’s connections with their home country while simultaneously encouraging integration with their host country.¹¹³ Such citizenship policy has economic benefits, particularly for developing countries, where dual/multiple citizenship is considered to ‘improve (the expatriates) earnings and thus their ability to send remittances to and invest in the origin country’.¹¹⁴
- Allocation of seats in parliament for expatriate representatives,¹¹⁵ including France, Italy, Portugal and Croatia.¹¹⁶
- Extension of voting rights to expatriates. For example, the Australian Joint Standing Committee on Electoral Matters (JSCEM) report, *The 2001 Federal Election: Report of the inquiry into the conduct of the 2001 Federal Election, and matters related thereto*,¹¹⁷ noted submissions raising the issue of Australian expatriate voters.¹¹⁸

Such initiatives have not been without challenges:

Some of the difficulties that embassies are facing in reaching their diaspora include the following:

- lack of coordination among departments, especially between the embassy and consular offices
- lack of information on the number of nationals in the diaspora
- reluctance of migrants from politically unstable countries to engage with the embassy
- inadequate staff dedicated to working with the diaspora
- insufficient capacity to reach out to the diaspora and facilitate investment, trade, and skill transfers.¹¹⁹

Recognising the growing imperative of supporting expatriates living and working overseas, the Senate Legal and Constitutional References Committee report, *They Still Call Australia Home: Inquiry into Australian Expatriates*¹²⁰ included the following recommendations that were accepted by the Howard Government:

- ongoing improvement of collected statistical information regarding Australian expatriates;
- engagement of Australian foreign missions with the local expatriate community;
- the improvement of the then Department of Immigration and Multicultural and Indigenous Affairs (now DIAC) website in order to provide more accurate information for expatriates; and
- improved citizenship advice services for Australians living overseas.¹²¹

¹⁰⁹ <http://advance.org/about-advance/>

¹¹⁰ <http://www.expatriateconnect.com>

¹¹¹ <http://www.southern-cross-group.org>

¹¹² Plaza, 2011.

¹¹³ The Southern Cross Group website (<http://www.southern-cross-group.org/general/whoarewe.html>) states that ‘on 4 April 2002 Section 17 of the *Australian Citizenship Act 1948* was repealed. As of that date, an Australian who acquires another citizenship no longer automatically forfeits their Australian citizenship under Australian law and can be a dual citizen, as long as the law of their new country of citizenship does not require them to formally renounce their Australian citizenship’.

¹¹⁴ Plaza, 2011.

¹¹⁵ Plaza, 2011.

¹¹⁶ Senate Legal and Constitutional References Committee, 2005.

¹¹⁷ Joint Standing Committee on Electoral Matters, 2003.

¹¹⁸ The JSCEM report, *The 2001 Federal Election* (2003), notes that over 63,000 ballot papers were issued by the Department of Foreign Affairs and Trade (DFAT), primarily to Australians on short-term overseas travel (including 25,116 in Asia). The report notes that 5,822 votes were cast by ‘expatriate Australians resident overseas with Eligible Overseas Elector status’ (p. 66).

¹¹⁹ Plaza, 2011 cited in Plaza, 2009, p. 175.

¹²⁰ http://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Legal_and_Constitutional_Affairs/Completed_inquiries/2004-07/expats03/report/index

¹²¹ Joint Standing Committee on Migration, 2013, clause 8.30.

CHARACTERISTICS OF SURVEY RESPONDENTS

The survey respondents were predominantly Australian passport holders (83.38 per cent), or Australian passport holders with dual citizenship (14.20 per cent), born predominantly in Australia-Pacific (74.02 per cent), Asia (13.90 per cent) or Europe (9.37 per cent). A majority of respondents were aged 45 years or over (53.78 per cent), 21.75 per cent were aged 35-44, and 21.45 per cent were aged 25-34 years old. Few respondents (3.02 per cent) were less than 24 years old. As such, the age profile of survey respondents is older than that of Australian expatriates more broadly, who are concentrated in the range 25-44 years.¹²²

More men (64.02 per cent) than women participated in the survey, confirming the predominance of male expatriates.¹²³ The respondents were comparatively well educated, with over 70 per cent holding a postgraduate degree, and a further 25.08 per cent holding a Bachelors degree or equivalent. As such, the survey respondents were even more highly qualified than the majority of Australian expatriates who live and work overseas.

The majority of respondents were residing in Asia at the time they completed the survey, including sizable responses from those residing in China (including Hong Kong and Macau) (76), Singapore (43) and Japan (30). Notably, a large number of respondents (102) were residing in Australia at the time they completed the survey (Table 3).

Table 3: Country of residency (n=281)

COUNTRY	PERCENTAGE	NUMBER
China (including Hong Kong and Macau)	22.82%	76
Singapore	12.91%	43
Japan	9.01%	30
Thailand	5.41%	18
Indonesia	5.11%	17
Malaysia	4.80%	16
Vietnam	4.20%	14
India	2.70%	9
Taiwan	0.90%	3
Myanmar	0.30%	1
Cambodia	0.30%	1
Australia	30.63%	102
Outside Asia or Australia	0.90%	3
TOTAL	100%*	333

* rounded up to 100

When asked 'How would you best describe your cultural background?', respondents reported either their *ethnicity* (including the predominant response 'Anglo' or 'Caucasian or white', 'European', 'Western'), their *country of origin* (primarily 'Australian', or 'Chinese', 'English'), occasionally noting their *religion* (Jewish, Tamil, Christian, Protestant, Anglican, Muslim), or *occupation* ('academic', 'military and political', 'scientist'). A small number of responses provided alternative cultural backgrounds, such as 'global', 'international', 'cosmopolitan', 'mix east/west', 'working class', 'Euro-antipodean' and 'multicultural, transnational and bilingual'.

Of those currently living in Asia (232),¹²⁴ the majority (196) had lived there for over one year (with 60.78 per cent having lived there for more than three years, and 23.71 per cent having lived there between one and three years). Only a small number (30) had lived there less than

¹²² Fullilove and Flutter, 2004.

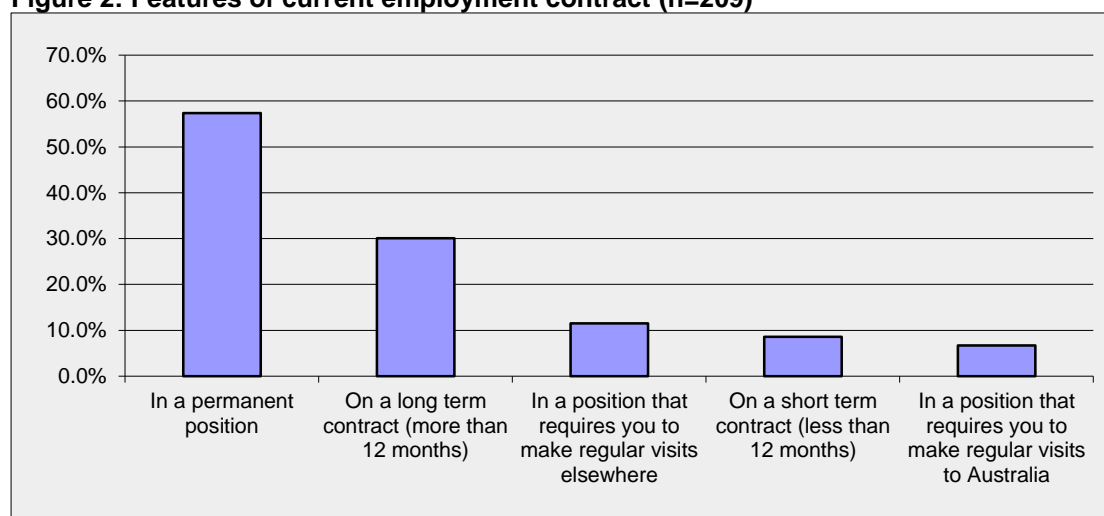
¹²³ Caligiuri and Lazarova, 2002; Despotovic, Hutchings and McPhail, 2014.

¹²⁴ There are some slight variations in the total number of respondents living in Asia between the various questions, as not all persons living in Asia responding to the survey answered each question. For example, 228 answered a question reporting they were residing in Asia at the time they completed the survey, whereas 232 answered another question indicating that they were currently living in Asia.

one year (12.93 per cent). Despite this apparent longevity, of those living in Asia, a large proportion (30.74 per cent) were “not sure” how much longer they planned to live in Asia. A small proportion of respondents living in Asia planned to live in Asia for the “rest of (their) life” (6.97 per cent), or “rest of (their) career” (15.57 per cent); while others planned on intermittently living in Asia (11.48 per cent). A small proportion (8.20 per cent) of respondents currently living in Asia planned on living there for less than one year, whereas a larger proportion (27.05 per cent) planned to continue to live in Asia for between one and three years.

Of those respondents living in Asia, 75.57 per cent were paid employees. A further 16.29 per cent of respondents were self-employed. Of those employed in Asia, the majority of respondents were in a permanent position (57.42 per cent), or employed on a long term contract of more than 12 months (30.14 per cent) (refer Figure 2). Only a small proportion (6.70 per cent) were employed in Asia in a position that required regular visits to Australia.

Figure 2: Features of current employment contract (n=209)



Of those employed in Asia, the majority identified as “professional” (40.98 per cent), “researcher” (27.87 per cent) or “manager” (23.28 per cent). A smaller proportion identified as “teachers other than ESL” (10.82 per cent), “business” (8.20 per cent), “ESL teacher” (1.97 per cent) or “casual worker” (0.33%).¹²⁵ A small proportion of respondents were family members (5.43 per cent), students (3.62 per cent), volunteers (2.26 per cent) or tourists (0.90 per cent). Respondents in the “other” category (36) included students, academics, retirees, teachers, diplomats/government, and consultants.¹²⁶

The majority of respondents were employed in the education, training or research industry (56.47 per cent), followed by the professional, technical or administrative services industry (18.35 per cent) (refer Table 4). Respondents in the “other” category included those identifying as government employees, researchers, legal sector employees, humanitarian, development-related employees, and a few other professions.

¹²⁵ In addition to these employment categories, survey respondents identified as “student” (4.26 per cent), “home duties” (3.61 per cent), “volunteer” (1.31 per cent).

¹²⁶ Hugo et al. (2003) found that ‘over two-thirds of all Australia-born permanent departures and Australian resident long-term departures are managers, administrators, professionals and para-professionals’ (p. 11).

Table 4: Industry of working respondents (n=310)

INDUSTRY	PERCENTAGE	NUMBER
Education, training or research	56.47%	157
Professional, technical or administrative service	18.35%	51
Media or telecommunications	8.63%	24
Financial or insurance services	7.19%	20
Healthcare or social assistance	4.68%	13
Manufacturing or construction	4.32%	12
Tourism or hospitality	3.96%	11
Agriculture or mining	2.88%	8
Wholesale or retail	2.52%	7
Arts or recreational services	2.52%	7

A large proportion of survey respondents worked for Australian organisations, including Australian government organisations (20.65 per cent) and Australian non-government organisations (20.65 per cent). A similar proportion worked for a transnational organisation (21.74 per cent).¹²⁷ Over 25 per cent of survey respondents worked for an Asian non-government organisation (18.48 per cent) or an Asian government organisation (8.33 per cent). The remainder were self-employed or worked as a consultant (14.49 per cent). Respondents in the “other” category included many identifying as working for universities.

The distribution of responses regarding annual income reflects a spread across the earnings spectrum. A small proportion (8.41 per cent) earn less than AUD\$25,000; while quite a large proportion earn AUD\$100,000 and over (AUD\$100,000-\$149,999 – 15.26 per cent; AUD\$150,000-\$199,000 – 12.15 per cent; over AUD\$200,000 – 24.61 per cent), confirming much research revealing that expatriates receive superior remuneration.

MOTIVATIONS

The majority of respondents indicated that they relocated to Asia for career related motivations: “to develop professionally” (53.31 per cent); “to have better career opportunities” (51.24 per cent), and a further 40.91 per cent nominated their motivation as “to get international work experience”. Accordingly, the majority of respondents (75.95 per cent), at the time of relocating to Asia, expected their work conditions to be substantially different from Australia.¹²⁸ The dominance of career related motivations, reflecting increasing globalization of labour markets,¹²⁹ is consistent with research. However the low proportion of respondents motivated by financial considerations (“to make more money” – 23.14 per cent), suggests a broader conception of “career” than monetary gain. Indeed the majority of survey respondents (64.56 per cent) disagreed with the proposition that “At the time of relocating, my decision to move to an Asian country was largely financial”.¹³⁰

A large proportion (42.98 per cent) reported their main reason for moving to Asia was “to experience a different culture”, and a further 31.40 per cent reported “lifestyle”. Only a small proportion (6.61 per cent) nominated “to pursue my education” (refer Table 5).

¹²⁷ Unlike these results, the focus of the research literature on transnational corporations would suggest that they are the biggest employers of expatriates.

¹²⁸ 28.27 per cent strongly agreed; 47.68 per cent agreed.

¹²⁹ Hugo, Rudd and Harris, 2003.

¹³⁰ 21.94 per cent strongly disagreed; 42.62 per cent disagreed.

Table 5: Main reason for relocation to the country where the respondent currently lives (n=242)

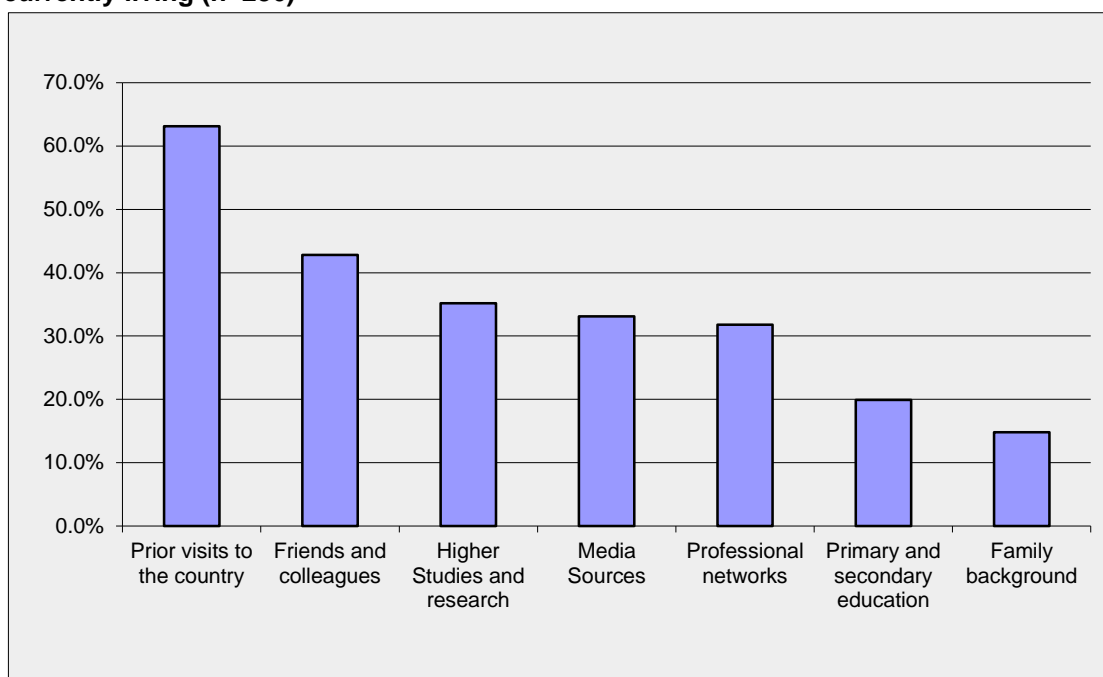
MAIN REASON	PERCENTAGE OF RESPONDENTS	NUMBER OF RESPONDENTS
To develop professionally	53.31%	129
To have better career opportunities	51.24%	124
To experience a different culture	42.98%	104
To get international work experience	40.91%	99
Lifestyle	31.40%	76
To make more money	23.14%	56
To join my partner	12.40%	30
To expand my business	8.68%	21
Overseas job transfer/exchange	7.44%	18
To be closer to family and friends	7.02%	17
To pursue my education	6.61%	16

A number of respondents relocated to Asia for family reasons (“to join my partner” – 12.40 per cent; “to be closer to family and friends” – 7.02 per cent). For nearly a third of respondents (30.51 per cent, 72 respondents), relocating to Asia “was like ‘coming home’”. This figure would include at least some respondents born in Asia (46 respondents in total) as well as others.

In elaborating their motivations, respondents reported that their main reason for relocating to Asia related to improved employment opportunities (‘to work’, ‘no job opportunities in Australia’, ‘better research funding’, ‘headhunted’), family (‘accompany my spouse on a posting’, ‘wife’s career’, ‘sick father in law’), financial considerations (‘affordable’, ‘to avoid HECS debt’), ‘language’, and personal values (‘to contribute to global prosperity’, ‘mission from God’, ‘to be involved in development work’).

Respondents found out about opportunities in the Asian country where they are currently living through professional networks (46.85 per cent), individual research (38.29 per cent), their current employer (28.38 per cent), family or social connections (18.92 per cent), or advertisements (10.36 per cent). Several respondents also noted that they found out about opportunities through a previous employer. As such, professional and personal networks and contacts provide important mechanisms for identifying potential opportunities for international mobility.

Figure 3: Main sources of knowledge about the Asian country in which the respondents are currently living (n=236)



The respondents sourced information about their current Asian country of residency through a range of means, predominantly including prior visits to the country (63.14 per cent); friends and colleagues (42.80 per cent); and higher studies and research (35.17 per cent) (refer Figure 3). As such, both social and professional networks and education provide important mechanisms for identifying potential opportunities for international mobility.

Family background represented a source of information for relatively few respondents (14.83 per cent). A number of respondents sourced information in-country “on the ground”, or “by living in it”. The importance of pre-departure orientation host-country visits is well documented,¹³¹ however it is notable that few respondents nominated their employing organisations as a source of knowledge given the prevalence of human resource management research regarding organisationally based preparation.

Prior to their current residency in Asia, many respondents had previous exposure to living and working in an international environment, with the majority indicating that they had “lived and worked in an Asian country for more than six months” (37.35 per cent), or “had worked in a country outside Australia for more than six months” (32.68 per cent). A further 10.89 per cent had “lived in an Asian country for more than six months, but had not worked there” prior to their current experience. A relatively small proportion (24.12 per cent) had no prior international experience, having “neither lived nor worked outside Australia”. As such, the survey respondents represent an internationally experienced cohort of Australians. Correspondingly, the vast majority of respondents disagreed that they were “uneasy about moving to an Asian country”, with nearly 80 per cent disagreeing with the statement that “At the time of relocating, I was uneasy about moving to an Asian country”.

The vast majority of respondents (88.24 per cent) looked forward to experiencing another country and its cultures;¹³² with less than six per cent disagreeing (5.88 per cent), which is

¹³¹ Hutchings, 2003; Shen and Lang, 2009.

¹³² 46.64 per cent strongly agreed; 41.60 per cent agreed.

consistent with the emergence of globally mobile individuals interested in immersion in new cultures.¹³³

For many respondents, the “pull” of Asia motivated their decision to live and work in Asia:

Asia is the region to be in as the economic and cultural centre of the world is shifting from the West to the East. ... [in Singapore] my children have access to top quality education (on par with Australia), a world class health system, and a high level of personal safety.

Better career opportunities, many friends had gone before and recommended it. We have a great expat lifestyle and great employment conditions including housing or mortgage payments, schooling, medical etc. Income tax is 15%!!!

Some respondents were motivated to relocate to Asia to learn about another culture or language:

Main reasons for moving to another country was to learn something new - language culture etc. Never finished learning, so still here. Never a boring day!

At least one respondent wanted to contribute towards Australia’s position in the Asian region:

Making a contribution in Indonesia towards the Australia-Indonesia relationship.

Some respondents relocated to Asia for specific international employment assignments, including business and academic engagements:

I have been very fortunate to be given the opportunity to lead the start up of two major Australian banks in different countries in Asia. The work and life experience, both for myself and for my family has been absolutely fantastic.

I moved to Singapore in 2002 because Southeast Asia was my research field, and personal passion. Being able to work there and even be paid well for it was a dream.

For some respondents, relocation to Asia was an attractive option in the face of Australian labour market uncertainty:

I have found it much easier to gain employment internationally than in Australia. As such, I have been living as an expat since 2005 in various countries around the world. I would like to return to Australia, but it is too difficult to find a job at the moment. Additionally, the cost of living in Asia is less expensive than Australia.

I work as researcher in [the] higher education sector. It is unfortunate that the availability of jobs in Australia as a researcher is very very limited in comparison to that in Japan, where I work now. Australian researchers with PhD degree are facing a serious bottle neck.

A few respondents suggested that given the current labour market environment in Australia, they faced little choice other than to seek opportunities internationally:

... after a year of applying for jobs in Australia I sought work overseas. ... (Not) all expats are earning a fortune and living a charmed life and are somehow unpatriotic for working outside of Australia. ... it’s not really a choice but it’s a life that is OK ... but if I could find some flexible and reasonably paid work in Australia I would go home.

For some respondents, both “push” and “pull” factors motivated their decision to relocate to Asia:

¹³³ Gunesch, 2004.

1. Limited job opportunities in Australia 2. Increasing debt in Australia (now have a tenant in my home paying my home loan!) 3. Learn a new language 4. Increase work experience as a new doctoral graduate.

For others, the “push” factors were overriding:

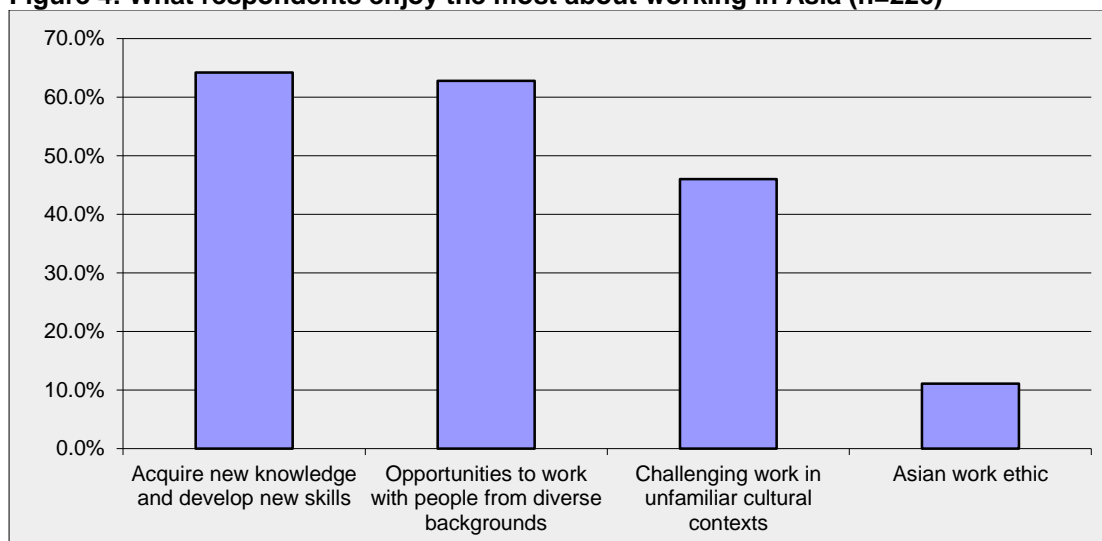
Australia lifestyle just hadn't become what I wanted to live in. The benefits of a great country didn't outweigh the cost of living, bad infrastructure, small scale work so I looked for a move and very happy I did. Australia has a lot of catching up to do.

THE EXPERIENCE OF LIVING AND WORKING IN ASIA

The social experience is an important element of living and working in Asia. Respondents socialize with a combination of locals and expatriates (65.38 per cent), other expatriate groups (19.66 per cent), and the local populace (15.81 per cent). Only a small proportion socialize mostly with other Australians (11.54 per cent), suggesting that for this cohort of survey respondents at least, the phenomenon of “expatriate cliques” no longer represents the predominant socialization mode. A small group of respondents seldom get an opportunity to socialize (5.98 per cent).

In relocating to Asia, respondents valued the opportunity to acquire new knowledge and develop new skills (64.16 per cent), work with people from diverse backgrounds (62.83 per cent) and experience challenging work in unfamiliar cultural contexts (46.02 per cent) (refer Figure 4). These findings are consistent with research regarding cosmopolitanism and global mobility.¹³⁴ Only a small proportion reported enjoying the Asian work ethic (11.06 per cent).

Figure 4: What respondents enjoy the most about working in Asia (n=226)



In addition to these things, respondents reported enjoying opportunities for travel, the lifestyle (including assistance with domestic responsibilities: ‘Not having to come home and cook dinner and shop and clean and wash as well as work full time’), and exposure to different cultures in Asia (‘Exposure to Asia for my son’). Respondents also commented on enjoying improved career, business and research opportunities, improved remuneration, lower taxation, and more disciplined school students. One respondent noted ‘Working in a pan-regional role can’t really be done from Australia’.

¹³⁴ Butcher, 2010.

Respondents highlighted their experiences as follows:

Just being here! Living in China and surrounded by the culture. Also, my current position is wonderful, as I had the opportunity to take a leadership role training Chinese teachers and use my bilingual skills. It's fantastic, I love working with and mentoring Chinese teachers, it is really rewarding.

I have a more unique background in this context which allows more variety and opportunities for me to use my skillset. Mostly, I enjoy engaging in the issues in as well as around my profession being engaged in broader societal and development issues.

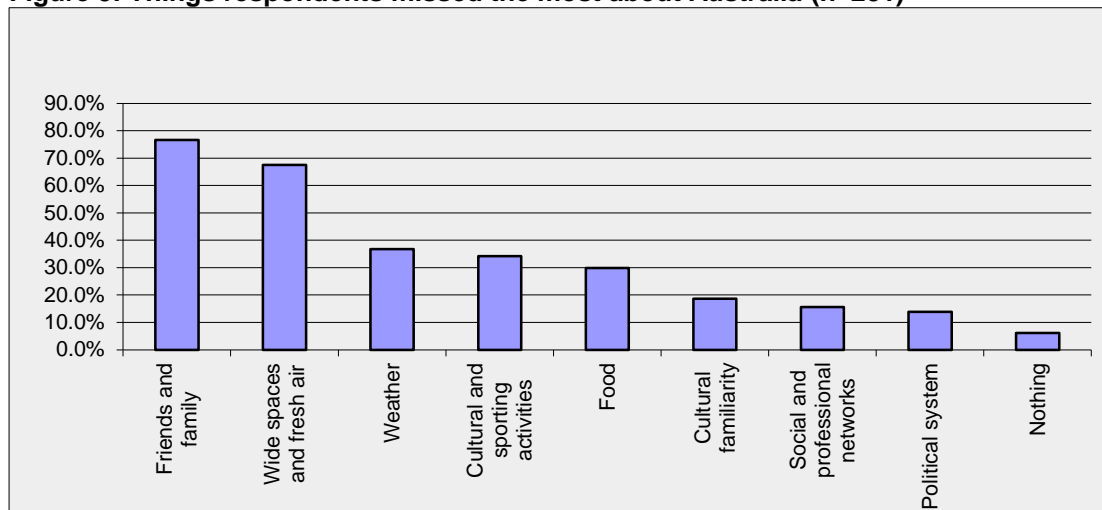
Creating history in establishing major Australian businesses in new geographies.

In order to work effectively in Asia, respondents overwhelmingly reported needing to develop an understanding of different work cultures (79.04 per cent) and intercultural communication skills (73.36 per cent). A majority of respondents reported needing to develop skills in cross-cultural teamwork (62.45 per cent), and language skills (50.22 per cent). Respondents also identified the need for hard work and persistence, a sense of humour and networking. Many respondents reported needing to develop patience: 'patience, resilience, mindfulness and then more patience', and 'patience, humbleness, politeness (and) country business methods'. One respondent suggested 'enhanced leadership skills; ability to cope with ambiguity and uncertainty; adaptability to deal with legal and regulatory situations that seem illogical'.

Respondents faced a number of hurdles while working in Asia, the greatest one being bureaucratic hurdles (58.48 per cent). A large proportion of respondents faced challenges relating to the lack of accurate information (36.61 per cent), poor knowledge of local laws, regulations and customs (30.36 per cent), and lack of cultural knowledge (25.00 per cent). 17.41 per cent attributed difficulties to the lack of government assistance. Nearly 20 per cent reported facing no hurdles while working in Asia.

Respondents also noted challenges concerning language: 'workplace communication is complex and sometimes lacking in inclusivity considering my language difficulties'; including workplace communication: 'professional jargon is difficult to translate into [the] local dialect'. A number of respondents faced challenges emanating from discrimination, racism or sexism; others reported hurdles associated with immigration and visa requirements. One respondent reported feeling detached from Australia's political process: 'Expatriate detachment, in the sense of not being able to vote or express one's political views'. Finally, one respondent attributed their challenges to their home-country organisation: 'My sponsoring organisation in Australia has demonstrated poor understanding of the culture and circumstances of the culture I live in, which has added to the difficulties I have faced in dealing with immigration and my host organisation'.

Figure 5: Things respondents missed the most about Australia (n=231)



A very large proportion of respondents reported missing their family and friends (76.62 per cent) and Australia’s wide spaces and fresh air (67.53 per cent) (refer Figure 5). One respondent re-iterated that she missed ‘fresh air, beaches, having a back yard, having a garden, fresh air, fresh air, fresh air!’. Respondents also missed Australia’s weather (36.80 per cent), cultural and sporting activities (34.20 per cent), and food (29.87 per cent). Nearly 20 per cent¹³⁵ reported missing cultural familiarity. Several respondents reported missing quintessentially “Australian” things: ‘irreverent humour, ABC and BBC programs, Phillip Adams [Late Night Live], sheep’; ‘sound of rain on a tin roof, smell of gum leaves’; and ‘blue skies, beaches and forests - with family and friends’. Other respondents missed Australia’s environment, discipline/law enforcement, and ease of communication.

The vast majority of respondents socialize with non-Australians while in Asia (86.90 per cent),¹³⁶ whilst concurrently enjoying hosting Australian friends and family (86.16 per cent).¹³⁷ The majority of respondents reported that since moving to Asia, their personal outlook on life and work had changed significantly (69.74),¹³⁸ consistent with research finding that living and working overseas can significantly change individuals’ perspectives on work and life.¹³⁹

The majority of respondents enjoyed living and working in Asia much more than expected (62.56 per cent).¹⁴⁰ Most respondents have had the opportunities they hoped for to mix with local people (59.03 per cent); however a sizeable proportion (32.19 per cent) disagreed.¹⁴² Respondents were relatively divided as to the extent of the challenges they faced. While a

¹³⁵ 18.61 per cent.

¹³⁶ 86.90 per cent disagreed or strongly disagreed (51.53 per cent disagreed; 35.37 per cent strongly disagreed) with the statement “While in Asia, I socialize almost exclusively with other Australians”.

¹³⁷ 86.16 per cent agreed or strongly agreed (30.80 per cent strongly agreed, 55.36 per cent agreed) with the statement “While in Asia, I really enjoy hosting my Australian friends and family”.

¹³⁸ 23.25 per cent strongly agreed and 46.49 per cent agreed with the statement that “Since moving to Asia, my personal outlook on life and work has changed significantly”.

¹³⁹ Despotovic, Hutchings and McPhail, 2014; Fee, McGrath-Champ and Yang, 2011.

¹⁴⁰ 22.03 per cent strongly agreed and 40.53 per cent agreed with the statement “I am enjoying living and working in Asia much more than expected”.

¹⁴¹ The wording of this question may have resulted in an under-estimation of the level of enjoyment. At least one respondent noted that they fully expected to enjoy living and working in Asia, so could not agree with the statement “I am enjoying living and working in Asia much more than expected”.

¹⁴² 59.03 per cent disagreed or strongly disagreed (43.17 per cent disagreed, 15.86 per cent strongly disagreed) with the statement “I have not had as many opportunities to mix with local people as I had hoped”. 28.19 per cent agreed, and 3.96 strongly agreed with this statement.

majority (50.66 per cent) reported that they had encountered many more challenges in Asia than they had anticipated, nearly 40 per cent (37.89 per cent) disagreed.¹⁴³

There were mixed responses in terms of challenges and opportunities associated with living and working in Asia, ranging from those enthusing about the opportunities, to those experiencing “culture shock”.

Many respondents enthused about the opportunity to live and work in Asia:

Asia is the centre of the world at the moment. ... Endlessly fascinating and challenging - work includes trying to find Australia's place in solving some of the really big issues facing the region and the world. Love it.

Wonderful to be part of a dynamic, expansive and optimistic period in Southeast Asia, with each generation more exciting than the last.

Some suggested the lifestyle was suitable for people with particular “characteristics”:

Expats are [an] interesting bunch because they are courageous and seek new things. It's nice to escape the whinging Australians who just complain all the time that governments should be doing more for them. Those Australians aren't here.

I have a personality that enjoys work (business development and management) and work challenges to resolve. I enjoy sharing Asian work practices and working with Asians and many people from different cultures who visit/work in Asia. With an open mind-set and a desire not to "remain fixated" on my own cultural background, I am open to new methods of doing business and working with many kinds of people in an Asian environment

On the other hand, several respondents reported “culture shock”:

Culture shock combined with social isolation due to language barriers was the toughest problem to overcome. These are personal situations most individuals face going abroad but are not fully prepared for unless they have a stable and solid social network in place to help.

Adjusting to the hierarchical system and traditions-based methods is challenging.

Coming to grips with radically different working styles that can be amusing at times, wonderfully exhilarating at times, and extremely frustrating at times.

At least one respondent reported that their experience changed over time:

In six years I've had a varied pattern of work/social interaction with the local population ranging from initial enthusiastic immersion into everything local, followed by a period of some disenchantment and cross-cultural clashes, settling in recent years to a deeper understanding and development of more patience and tolerance of local ways.

Challenges associated with cultural difficulties were frequently discussed in terms of communication and language differences:

... people have difficulty communicating in a straight forward manner and therefore one is not always sure of ones standing in a conversation or debate.

Learning the language is the key and following cultural practices considered to be polite here.

¹⁴³ 8.81 per cent strongly agreed and 41.85 per cent agreed with the statement that “I have encountered many more challenges in Asia than I had anticipated”. However, a substantial proportion (33.48 per cent) disagreed with this statement, or strongly disagreed (4.41 per cent).

Schools can play a major role in preparing Australians for international mobility:

People who learned something about Asian history, culture and language in school seem to do better.

One respondent noted the challenges for Australian teachers:

We work long hours, in conditions that teachers in [Australia] wouldn't accept, but the rewards are great. ... We simply do not face the diverse and chronically complex social issues that affect children/students that make many teachers life in Australia, [especially] in the public schools, so difficult. The rich cultural environment is incredible.

A few respondents noted that Australians living and working in developing countries face additional challenges and opportunities:

Adjusting to a developing world so to observe the ins and outs of a rapidly progressing society, thus making such interesting.

Enjoying working in a dynamic and developing country.

For some, the move to another country brought the challenge of loneliness, and making new friendships:

I was a little alone for a while, before I was able to make friends, and that was difficult. Loneliness can be tough.

It has been much harder to make friends/contacts than I expected it to be.

I thought I'd have more 'local' friends, however, most of the locals I interact with regularly are paid employees or service providers (eg driver, language tutor, piano teacher, ayi/maid).

The frequently transitory nature of the expatriate lifestyle perpetuates these challenges:

... there is a constant stream of people coming for a two or three year posting and it's easy to get 'foreigner fatigue'. I and other long-term expats also get foreigner fatigue.

Some women faced particular challenges:

As a 'foreign spouse' working in Asia it is different to being purely an expat. Wages and working conditions are usually more like a locals and of course my husband does not get expat wages or working conditions.

Finally, the blatant sexism is a challenge. In that professionally I'm not regarded as important as my male counterparts or even subordinates because of my gender is insulting and seemingly common practice here.

A few respondents experienced prejudice:

The greatest challenges have been the extremely out-dated style of administration ... and the general prejudice of people towards foreigners.

For some, host country corruption and personal safety considerations represented a challenge:

Corrupt police force/government officers and serious lack of enforcement makes it difficult to feel safe.

Some respondents anticipated reverse culture shock on their eventual return to Australia:

Very few challenges in Asia - I think I'll face more when I eventually return to Australia - a reverse culture shock. I've had friends who tried to go home but only lasted a short while a came back "home" to Asia.

One respondent cautioned against generalisations:

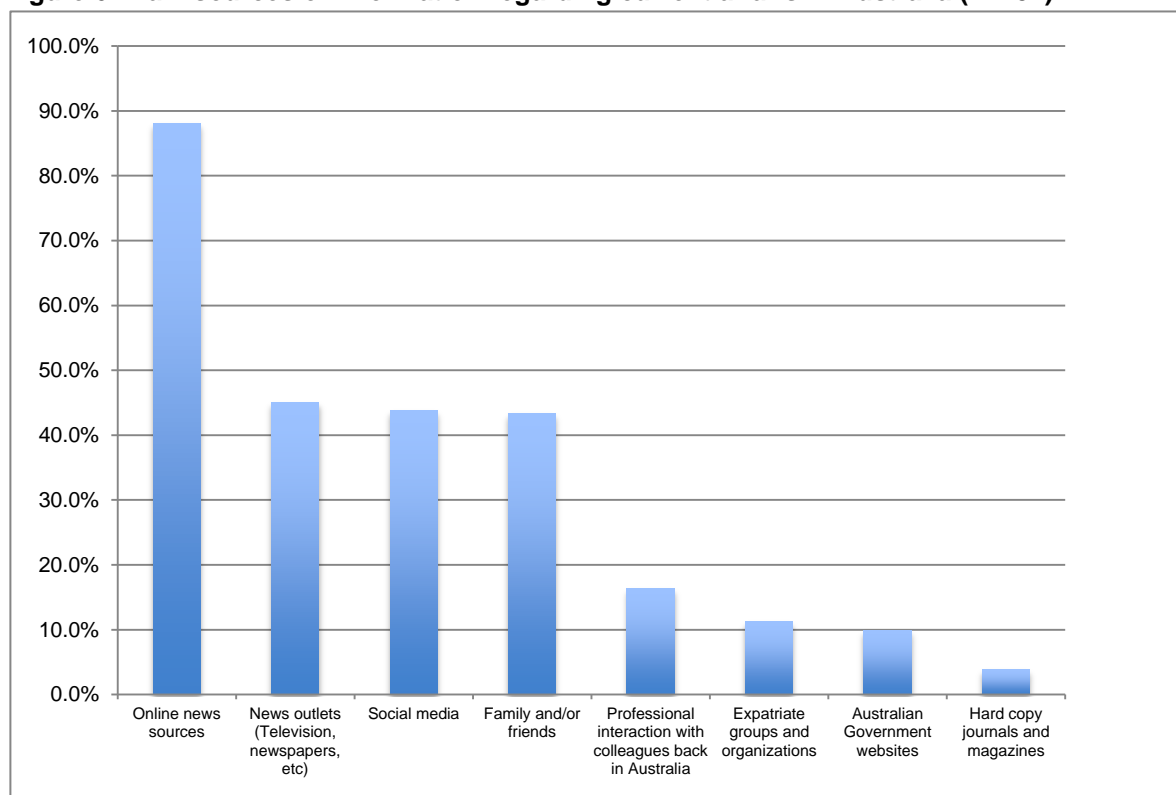
I think it would be spurious to try and reduce my experience down to any idea about "Asia" as some kind of specific entity, but rather see my experiences as similar as those I might encounter between cities in Australia or any other nation, where each city, region, space has its own specific set of challenges related to its geographic, spatial and historical experience and how this impacts on the culture of the city.

CONNECTING WITH AUSTRALIA

Most of the responding Australians living and working in Asia maintain their connections with Australia. Forty four percent had returned to Australia once a year since relocating to Asia (44.14 per cent), and a further 24.32 per cent had returned twice a year. A sizeable proportion (8.11 per cent) had not ever returned to Australia following relocation. Few respondents planned on returning to Australia to live within the next year (15.28 per cent), whereas many planned on returning within two to three years (35.65 per cent), which is quite consistent with literature regarding length of international assignments.¹⁴⁴ 24.54 per cent planned on returning at retirement. Only a relatively small proportion (12.04 per cent) planned on not ever returning to Australia. One respondent noted that they would be returning to Australia to enable their children to undertake high school in Australia.

In addition to physically maintaining contact, respondents living and working in Asia reported regular communication with family and friends in Australia. Nearly half (48.48 per cent) maintain contact at least once a week, while a further 21.93 per cent maintain contact two to three times per week.

Figure 6: Main sources of information regarding current affairs in Australia (n=232)



¹⁴⁴ Avril and Magnini, 2007; Fullilove and Flutter, 2004.

Australians living and working in Asia responding to the survey accessed a range of sources of information regarding current affairs in Australia (refer Figure 6). The predominance of online news sources (87.93 per cent) reflects the growing importance of internet-based communications for expatriates. Respondents also accessed information through news outlets (television, newsletters, etc.) (44.83 per cent), social media (43.97 per cent), and family and/or friends (43.53 per cent). Only a low proportion reported accessing information regarding current affairs in Australia through professional interaction with colleagues back in Australia (16.38 per cent). Even fewer access information through expatriate groups and organisations (11.21 per cent) or Australian government websites (9.91 per cent).

Keeping abreast of news from Australia remains important for the great majority of respondents (80.05 per cent). One respondent wrote:

For me it is very important to have constant contact with news and ideas from Australia or a familiar culture. ... I would not have any access to Australian current affairs except on the Australia Network. Most Aust. news and TV is blocked from Internet in Asia.

Most respondents used information communication technology to keep in contact with social networks in Australia, including email (84.42 per cent), Skype (73.16 per cent), and Facebook and other social media (62.77 per cent). In addition, respondents used the telephone (landline and mobile) (46.75 per cent), smartphone messaging apps (45.89 per cent) and SMS (40.69 per cent). Few (13.85 per cent) used the postal service. One respondent noted:

Personal contact is constant thanks to technology, but otherwise it is more of skimming the surface via news and social media. The only non family aspect that I feel I keep up with and am a part of is the footy (AFL). ... Otherwise you do feel a bit distanced from what is happening in Australia.

Despite the high level of ICT-usage, few respondents agreed (6.17 per cent) that given modern technology, they did not need to mingle with the local population.

The benefit of Australians living and working in Asia is not restricted to those that relocate. A majority of respondents (56.31 per cent) agreed with the statement that ‘as a result of my relocation to an Asian country, my family and friends in Australia have developed a more positive view of Asia and its people’. One respondent wrote:

Mostly everyone (strangers when I meet, so mostly taxi drivers ;) will tell me that Australia has a large land mass, but small population, we have kangaroos, blue skies and no pollution, that a lot of Chinese people are moving there, that we are all from England ...

Respondents were evenly divided in response to the statement ‘Most Asians still think of Australia as a largely white and racist country’, with roughly equivalent proportions agreeing (34.96 per cent), as those disagreeing (36.72 per cent).¹⁴⁵ Respondents wrote:

Most of my friends are informed and are intelligent enough to know that there are racists in all societies, including Singapore. Many see Australia as a Multicultural country but recognise the ways Australian policies impact ideas of intercultural knowledge and understanding.

Keep in mind, too, that many Asians are racist.

I find good & bad with Asians as well as Australians.

¹⁴⁵ 6.64 per cent strongly agreed; 28.32 per cent agreed; 28.32 per cent were unsure; 29.20 per cent disagreed and 7.52 per cent strongly disagreed with the statement ‘Most Asians still think of Australia as a largely white and racist country’. Note: One respondent noted: ‘I live in only one of many many countries in Asia - how could I possibly infer from a single, specific Asian culture how people in Asia think or act in general?’

Australia generally has a good image and reputation.

Most Chinese believe ... Australia to be a largely white country (not necessarily racist). If you are not a white Australian then they consider that person not a 'real Australian'.

Respondents were divided in response to the statement 'People in Asia with an equivalent level of education know much more about Australia than Australians know about Asia', with slightly more proportions agreeing (43.81 per cent) as those disagreeing (35.40 per cent).¹⁴⁶

Respondents commented:

Whilst Asian knowledge of Australia might be limited, they have a much wider understanding of all the other Asian countries that Australia lacks. Oz is only one is approx 20 nations in Asia.

I have become less proud of being Australian (and I am a very very very proud Australian) since moving to Asia. We have to do better and get out of our own bubble in Aust.

Many Australian remain incredulous at the possibility that there may be a better life to be had in Asia for working professionals than in Australia (financially, socially, culturally etc).

... in Beijing Australia is seen as a "friend of China", views are fairly straightforward (clean air, few people, great weather, good education).

A majority (60.69 per cent) agreed with the statement 'In everything I do and say in Asia, I regard myself as my country's ambassador'.¹⁴⁷ Notably, nearly one quarter (25.76 per cent) disagreed with this statement. One respondent noted:

I don't just see my words and actions as representative of Australia, as most people I meet assume that white skin = American, so I see myself as an ambassador of the West.

Some respondents maintained professional and personal connections, despite being uncertain about plans to return to Australia:

... although I haven't planned on returning to Australia I have still maintained my professional and private networks there in the event that a return was necessary, and have kept up membership of academic and professional bodies in Australia. As the decision to leave Australia was a personal one (I wasn't transferred by a company) and I'd always wanted to live and work overseas, this has meant that for me I've never really had a period of acutely missing Australia ...

Important to keep in contact with what's going on back home for both professional as well as personal reasons. I don't get homesick but I always look forward to returning to Australia.

Several respondents noted that the nature of the connections changed over time:

Like many long-term expats I've also felt less identified with Australia as time passes and although I maintain my contact with friends/family I don't feel an intense need to belong to an Australian Chamber of Commerce or mix regularly with Australians here, unlike many expats.

Several respondents commented on the value of the Australia Network:

I rely on Australian Network - the TV station for Australian news. ... It has generated a lot of goodwill over the years and many local people watch this station, especially the English language programmes.

¹⁴⁶ 10.18 per cent strongly agreed; 33.63 per cent agreed; 20.80 per cent were unsure; 28.32 per cent disagreed and 7.08 per cent strongly disagreed with the statement 'People in Asia with an equivalent level of education know much more about Australia than Australians know about Asia'.

¹⁴⁷ 13.97 per cent strongly agreed; 46.72 per cent agreed.

The BBC World Service, other radio programs, podcasts and television play an important role for several respondents:

Myself and most people I talk to, listen to BBC World Service when out and about during the day because it is a constant on local radio here.

At night people have had enough of their work tool, the computer, after sitting at it all day. So busy women with children and family men, after work, want to put on TV and put their feet up if they have time to relax and watch their Australian programs on TV. The younger and unmarried may be listening to podcasts but the older and the exhausted are lying on the couch watching TV.

Podcasts from ABC's radio national are fantastic. I access these regularly to keep up to date.

For many respondents, Australia remains “home”:

Australia is my home, no doubt about that.

The two-way nature of the relationship was noted:

The reality is for me that Australia needs Indonesia much more than Indonesia needs Australia. I feel that Australia(ns) do not get (misunderstand) Indonesia...

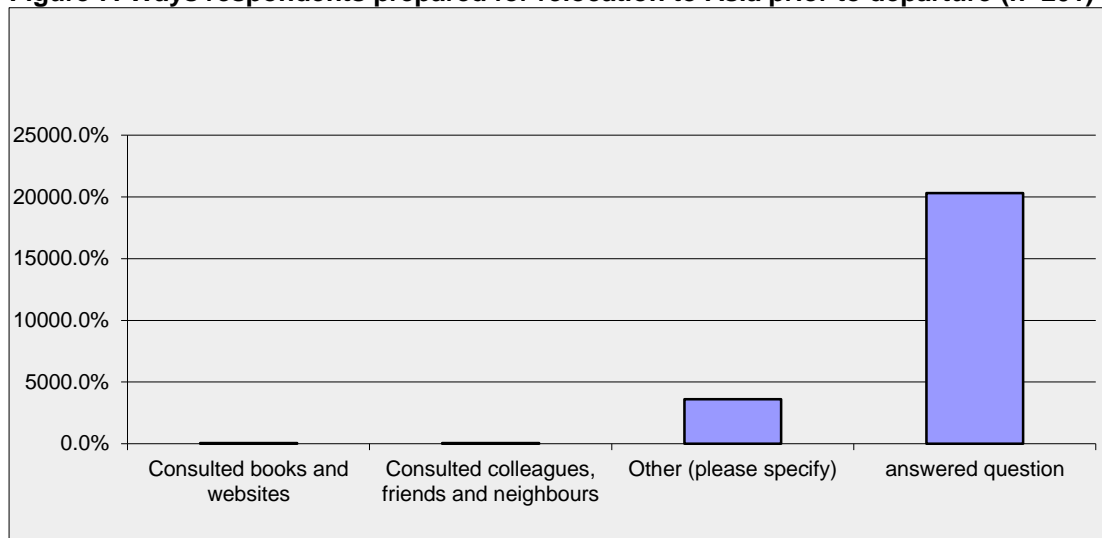
Australia with its AusAid Scholarships programme with Asian recipients is succeeding in promoting [an] understanding on how Asians perceived Australia. In addition, the Asian languages, cultures and cultural events being taught in most Australian schools and in the local community are helping Australians learn about the diversity of Asian countries.

PREPARATION

In terms of preparation for relocation to live and work in Asia, the majority of respondents (53.39 per cent) reported feeling “somewhat prepared” to get the most out of their experience. A further 28.51 per cent reported feeling “completed prepared”. Only a relatively small proportion reported feeling “slightly prepared” (11.76 per cent), and fewer (6.33 per cent) “not very prepared”. No respondents reported feeling “completely unprepared”. One respondent suggested: ‘The need to be competitive in a crowded Asian society can never be induced by talking/reading. Try taking crowded public transport in Asia’. Family background appeared to influence respondents preparedness for only a relatively small proportion of respondents.¹⁴⁸

¹⁴⁸ Only 20.18 per cent agreed with the statement ‘If it were not for my family background, I would feel totally ill-prepared for living and working in Asia’ (4.93 per cent strongly agreed, 15.25 per cent agreed).

Figure 7: Ways respondents prepared for relocation to Asia prior to departure (n=201)



Preparation for relocation to Asia (refer Figure 7) was largely self-directed, including consultation with books and websites (69.15 per cent), and colleagues, friends and neighbours (61.69 per cent). The predominance of self-directed preparation is consistent with research literature.¹⁴⁹ Respondents also took language classes (35.82 per cent). The proportion of respondents who participated in orientation through their employing organisation (22.39 per cent) was low, consistent with research regarding the lack of organisationally-provided preparation,¹⁵⁰ despite the wealth of research focused explicitly on the need for employer-driven preparation and orientation.

Several respondents had lived in, or travelled to, their destination Asian country previously, so required little pre-departure preparation. A couple of respondents had exposure to their destination through previous experience as an exchange student, or experience hosting Asian students). Others had experience through university education, or self-motivated preparation ('I researched, studied and worked towards it, inspired by others'). Only one respondent reported consulting their employing organisation. Some respondents reported not preparing ('None. 24 hour departure'; 'Very little preparation. We under-anticipated the difficulties.').

Respondents reported that during their schooling they were provided with the opportunity to learn an Asian language (42.48 per cent), and exposed to occasional references to Asia and Australia-Asia relations (29.20 per cent). Nearly one fifth (18.58 per cent) were provided with extensive studies of Asian societies and a very small proportion (7.96 per cent) given classes in intercultural communication and understanding.

A smaller number of respondents (109) further elaborated that in terms of their education about Asia during schooling, over half studied a subject on Asian history, politics or culture (54.13 per cent) and two thirds studied an Asian language, including one third (33.03 per cent) for less than three years; and one third (32.11 per cent) until Year 12. One fifth (20.18 per cent) participated in a study tour to an Asian country.¹⁵¹ A few respondents participated in other Asia-related studies, including 'projects on Asian economies and cultures' and 'some Asian studies in early high school only'. In terms of Asian language education, one respondent participated in 'an Asian language for four years, but not until Year 12'. One commented 'I learnt Japanese yet failed to

¹⁴⁹ Despotovic, Hutchings and McPhail, 2014; Fish and Wood, 1996a.

¹⁵⁰ Anderson, 1999; Clegg and Gray, 2002; Fish and Wood, 1996a; Shen and Lang, 2009.

¹⁵¹ The response rate for this question was very low, with 109 respondents (from 333) responding. As such, this data should be treated with caution as it may well over-state the prevalence of Asia-related study at school.

appreciate the value of learning a language. It wasn't relevant to me'. Most respondents who elaborated further, however, reported no Asia-related school education:

Absolutely none!! Terrible isn't it??

Very European focused education... Very little about Asia until university.

This included several older respondents:

Nothing regarding Asia. Studied French at school and no Asian subjects at uni in 70's. Asia was somewhere you flew over to get to Europe!

None - we only studied the countries that are pink on a map and only during the era where the British ruled.

A small number of respondents (98) further elaborated that in terms of education about Asia at an Australian higher education institution, nearly two thirds (62.24 per cent) took at least one subject on Asian history, politics or culture, nearly half (47.96 per cent) completed a major in an Asian language. Further, 40.82 per cent participated in an exchange program, and 38.78 per cent studied an Asian language as part of their degree.¹⁵² Respondents also participated in university teaching and cultural exchanges, international student events and other Asia- related courses (for example, 'also studied Indonesian and Chinese History as well as Indonesian literature'; 'International Business') or Asia-related assignments ('self selected assignments etc focusing on Asia').

Most respondents who elaborated further, however, reported no Asia-related higher education studies:

Again none - and again embarrassing.

There was nothing of the kind at uni in the 70's.

With respect to Asian language proficiency, respondents predominantly agreed (77.24 per cent) with the statement that 'My experiences in Asia would have been greatly enhanced by a greater proficiency in an Asian language'.¹⁵³ Respondents predominantly agreed (66.96 per cent) with the statement 'Australian political leaders have a flawed understanding of what is necessary to develop more robust Australia-Asia relationships'.¹⁵⁴ One respondent commented: 'I have met many intelligent political leaders and advisers to both parties that have an impressive understanding of how to strengthen Australia-Asia relationships'.

Respondents predominantly agreed (73.54 per cent) with the statement 'Living in Asia has led me to realize how little Australians know about Asia',¹⁵⁵ consistent with literature regarding the "culture shock" and lack of preparedness most expatriates face.¹⁵⁶ Respondents elaborated:

I think that is improving but I am surprised at how little most people know about Asia and how for a long time, knowledge of Asia was not valued by Australian employers (Friends found it hard to get jobs when going home as they had been out of the Australian workforce).

It cuts both ways, however Australia still has a long way to go to accept and acknowledge the diversity of its people, not seeing itself as separate to Asia, but a part of this significant region of the world.

¹⁵² The response rate for this question was very low, with 98 respondents (from 333) responding. As such, this data should be treated with caution as it may well over-state the prevalence of Asia-related study at an Australia higher education institution.

¹⁵³ 31.70 per cent strongly agreed; 45.54 per cent agreed.

¹⁵⁴ 32.16 per cent strongly agreed; 34.80 per cent agreed.

¹⁵⁵ 31.84 per cent strongly agreed; 41.70 per cent agreed.

¹⁵⁶ Despotovic, Hutchings and McPhail, 2014; Hutchings, 2003; Pires, John and Shane, 2006.

One respondent noted the need for two-way recognition and respect:

The most important aspect is not preparing to work in Asian countries because most of them have strict laws about expatriate employment. The most important aspect is providing enough understanding that there is mutual respect that allows positive interactions at the tourism, business and political levels.

They need to know that Australia is a good and competent country but one should not assume that Australia does everything right and that Australians should teach Asian countries what is right.

Many respondents recommended language training:

develop realistic plans for greater language proficiency. start teaching languages in early years or at least early primary. most schools start year 4 or 5 - already too late. give more time during the week to language study. broaden the scope of cultural studies. Oh, this is all applicable to education. for Australians coming to work here: as niki once [said], Just do It!

The teaching of Asian languages at school needs to start much, much earlier- eg. early primary. Children are sponges at that age and pick up languages so easily. Along the way, they then come to appreciate a country's culture and people through its language and this helps to break down cultural stereotypes. Starting in senior high or university is too late.

I can't believe my daughter's secondary college does not offer an Asian language in 2014 - it is just unbelievable.

A few respondents commented on the plight of the “trailing spouse”, confirming research regarding the particular challenges faced by family and partners/spouses:¹⁵⁷

I find Australian and other companies employing Australians overseas take no responsibility for and have little or no compassion for the trailing spouse or partner and children. The employees are pushed to breaking point by their work hours and travel they are expected to do. Spouses are left alone at home with children and maybe a maid. ... Many marriages are strained and fail. ... many couples go on living here as separated in the same house, or the wife returns to Australia with and without the children. ...

Others recommend cultural integration for the person intending to relocate, both for their benefit, and the benefit of Australia:

I suggest that Australians should prepare in learning Asian cultures and try to understand people from diverse cultural background in order to enjoy their stay in any Asian country and in promoting themselves as fair and just citizens of Australia as well as representative and ambassadors of Australia.

Respondents recommended a combination of initiatives, including study tours, community service, information regarding expatriate support systems, key contacts, along with Asian languages, cross-cultural studies, exchanges, and Asian Studies:

Have students come over to Asia on a study tour. Have them go to a developing country and do community service helping in a community for a month, then take them by a big city for a week. Let them appreciate the extremes that are here. They can appreciate the opportunity and balance that Australia offers its residents.

Need to establish university presentations or a campaign (roadshow even) to give Australians who are interested in living or working in Asia some insight on expatriate support systems in the country or city, and key contacts such as organisations (AustChams, Alumni Associations and Networks, critical job websites) and some examples of success stories.

Mandatory subjects in school (High School) on Asian language, culture and history. Cross-cultural studies

¹⁵⁷ Anderson, 1999.

as part of University education program. Exchange of Australian students into Asia.

I believe Australians should be made more aware of the context in which Australia operates in the region - how we trade, how we compete/how competitive we are vis a vis against other countries (perhaps Europe & the US), strengths and how we can add value to the growth and sustainability of the region to ensure we all prosper. Without a doubt - Asian Studies of some kind should be implemented from a very early age with the option of Asian languages - Mandarin & Bahasa as priorities. School trips should be offered for students to experience first hand the excitement of learning about another culture. As our cultures collide/become more integrated we all need to learn and have an appreciation of each other.

Several respondents commented on political engagement and leadership, particularly in light of opportunities:

Australian institutions and politicians need to learn more about their neighbours. ... The number of business opportunities and the sheer number of prospective customers is amazing. Most people don't see that though.

There is absolutely nowhere near enough engagement with Asian countries - culturally, politically, educationally, business-wise.

Several respondents encouraged countries to connect globally:

Living in Asia ... needs you to be prepared for the unexpected and being grateful. I think we get too complacent in Australia and do not appreciate the great things Australia offers to all its citizens unless we step outside. We are living in a globalized world and any one country needs the world more than the world needs that country. So, each country needs to learn to connect and work with the world.

In my opinion more Australians need to get out of their comfort zone of living in Australia and having overseas holidays to Bali, Europe and the USA and travel to and experience more of Asia (particularly "real" Asia - the developing economies that are still very different and very vibrant). More people need to 'have a go'.

DEVELOPING ASIAN LITERACY

While nearly half of the respondents (49.78 per cent) agreed with the statement 'Teachers at my school had very little interest in teaching and learning about Asia',¹⁵⁸ one respondent cautioned: 'Every Teacher is different. I had some that were very interested in Asia and Asian cultures. And some that were not'. One respondent commented:

I also think Australian students have to have their imagination fired in some way to be enthusiastic about Asian literacy. ... I think it takes early sparks to promote enthusiasm.

The vast majority of respondents (92.51 per cent) living and working in Asia agreed that 'For Australians to succeed in the Asian century, they need a better understanding of changes taking place in Asia'.¹⁵⁹ One respondent suggested:

I would like to see young Australians learn to think outside of the box and understand more about the rest of the world from a very young age in order for Australia to develop and remain prosperous and good place to live in the future. We will have to be very clever to succeed whilst maintaining our ethical and safety standards in relation to work when in competition with countries like China, India, Singapore, Indonesia ... young Australians need to see and understand what they are up against and figure out how to create a new and smarter future.

¹⁵⁸ 20.18 per cent strongly agreed; 29.60 per cent agreed.

¹⁵⁹ 44.49 per cent strongly agreed; 48.02 per cent agreed.

Views about the place of Asia, and the place of Australia, varied. Respondents were divided in terms of their agreement with the statement ‘The idea of the “rise of Asia” is misleading and not entirely accurate’.¹⁶⁰ Similarly, respondents were divided in response to the statement ‘I can envisage a time in the future when Australia is widely-regarded as an Asian country’.¹⁶¹ One respondent stated:

My feeling is that Australia will ultimately be a Eurasian country (racially and culturally). How well we succeed in the future will depend on how well we equip ourselves to deal with the region. Asia literacy will be a big part of what is necessary.

A majority of respondents (70.04 per cent) agreed with the statement ‘Australia’s current educational system is failing to adequately prepare Australians to work successfully in Asia’, consistent with literature regarding the inadequacy of the Australian education system in terms of preparing Australians to work in Asia.¹⁶²

Even more respondents (83.34 per cent) agreed with the statement ‘The Australian curriculum’s focus on Asia literacy is long overdue and is fundamental to our future’. For example, respondents commented:

Australian students need to learn Asian languages as a gateway to Asia culture. Simple as that.

What Australia needs is a consistent, bipartisan, long-range approach to enabling its population to obtain the level of Asia literacy to success in the coming decades and well beyond.

Several respondents supported enhanced focus on Asia literacy integrated with broader inter-cultural objectives:

Focus on a meaningful goal with Asian literacy as part of the journey. Just teaching for the sake of teaching is of limited benefit. Organise for people to take part in disaster relief, or community work projects, or some activity in a community in Asia. Then the education is part of understanding and preparing yourself.

The focus on Asia literacy is not enough. Although most Asians are learning English now and speak it very well. There is the understanding of how people think, what are their values, what is important to them, how do they operate on a daily basis - this should be part of the education of the Asian century.

Several respondents suggested that Australians become more globally, generally:

I think all this means that young Australians need to get out into the world and not just Asia. Many more of them need to go and do a year of schooling on exchange in some other place ... be it Africa, Asia, Europe, Russia and break down the isolationist barriers. All should be aided by government. Then again spending some of their university years in another part of the world.

A few respondents recommended government-to-government strategies:

Need to encourage government to government pursuit to make it easier to move between Asian economies. Transportability of Australian pension entitlements to Asian countries, encourage older people living in Asian countries.

Several respondents commented on the primacy of people-to-people strategies:

We must promote more person to person programmes such as exchange teachers and students, sister city

¹⁶⁰ 3.06 per cent strongly agreed; 40.17 per cent agreed, whilst 34.06 per cent disagreed, and 5.68 per cent strongly disagreed with the statement ‘The idea of the “rise of Asia” is misleading and not entirely accurate’.

¹⁶¹ 3.93 per cent strongly agreed; 37.12 per cent agreed, whilst 27.51 per cent disagreed, and 6.55 per cent strongly disagreed with the statement ‘I can envisage a time in the future when Australia is widely-regarded as an Asian country’.

¹⁶² Kamada 1994; Rizvi, 2012.

exchange programmes not just in education but also with environmental programmes, food and agriculture, and most especially to treat the Asian-Australian citizens of Australia fairly. There is a saying that what goes around, comes around.

Through my people-to-people network, I can say that I have influenced over 1000 people in a close way regarding their views on Australia - and Australian views on China. Who knows how many they have shared these messages with.

Has to be balanced with a sound education in Asian politics (country specific) so that people understand the context. We should not be naive about China for example. People to people exchanges have to be emphasised and relationships with governments have to be more guarded.

OVERALL FINDINGS AND CONCLUSIONS

This report provides an account of Australian respondents regarding their motivations for deciding to live and work in Asia; their experience of living and working in Asia, including the challenges they face and the opportunities they enjoy; the extent to which they maintain connections with Australia; their perceptions about how well they feel prepared to take advantage of their experiences in Asia; and their views about their Asia-related education back in Australia.

Approximately 30 per cent of the survey respondents had lived and worked in Asia but were back in Australia at the time they completed the survey. It is not clear whether their perceptions and attitudes differed in any significant way from those living and working in Asia. Further research would help identify their perceptions.

Motivations for relocating to live and work in Asia varied greatly, contradicting the popular perception that international relocation is largely driven by commercial and economic reasons. While these motivations remain relevant in many cases because of declining opportunities in Australia, relocation was also driven by a range of cultural, moral and political reasons.

Living and working in Asia has enabled Australians to enhance their global networks and realize opportunities for the improved practice of public diplomacy. Technology has helped expatriate Australians remain connected to Australia. The benefits of these connections are apparent both when Australians are overseas, and when they arrive home. Mechanisms ought to be developed to maximise the opportunities arising from these connections.

Preparation for living and working in Asia was uneven. There was a diversity of views as to how this preparation was best undertaken, from self-directed pre-departure preparation, to language programs, to those who believed this was best done by “living it”. Few respondents participated in orientation provided by Australian government or non-government organisations. There appear to be opportunities for organisations and education systems to expand efforts to prepare Australians for global mobility.

Australians relocating with families have experienced a range of unexpected and difficult challenges, especially spouses who move for their partners. They would like programs that better help them relocate and become involved in local communities and employment.

The survey did not reveal any distinctive pattern regarding perceptions of Australia. However, Australia is still regarded by many as a mainly “white” country. In any program of public diplomacy, attempts to overcome this are clearly needed.

For Australians living and working in Asia there is an intense recognition of the emerging importance of Asia as the centre of global processes and opportunities. Many respondents felt

that it was inadequately recognised in Australia that Australia's future lies in the Asian region. Programs of public diplomacy therefore demand not only communication through people to people links between Asia and Australia, but also opportunities for Australians who have lived in Asia to communicate their understanding to their fellow Australians.

This survey has major implications for thinking about both Asian literacy and public diplomacy. In relation to Asian literacy, the findings confirm the importance of Australia's education system through Asian language training and intercultural development in positioning young Australians to maximise their opportunities for global mobility, and educate young Australians to live and work in Asia's thriving region.

In relation to public diplomacy, the findings suggest that Australians living and working in Asia are playing a major role in defining the place of Australia in the Asian region, and forging better understandings of their fellow Australians of the opportunities and imperatives for Australia in the Asian century.

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APPENDIX 1 – ESTIMATES OF AUSTRALIAN CITIZIENS LIVING OVERSEAS [IN ASIA] AS AT DECEMBER 2001

<u>Grouping</u>	<u>Country</u>	<u>Australian Embassy/Consulate</u>	<u>Estimated Australian Citizens In Dis trict</u>		
Asia	Afghanistan	Islamabad		3	
	Bangladesh	Dhaka		600	
	Brunei	Bandar Seri Begawan		924	
	Burma	Rangoon		200	
	Cambodia	Phnom Penh		1,500	
	China	Beijing		2,361	
		Guangzhou		3,900	
		Hong Kong		46,000	
		Shanghai		<u>2,500</u>	54,761
	East Timor	Dili		700	
	India	Mumbai		500	
		New Delhi		<u>300</u>	800
	Indonesia	Bali		4,000	
		Jakarta		<u>8,000</u>	12,000
	Japan	Fukuoka		520	
		Nagoya		1,042	
		Osaka		2,500	
		Sapporo		289	
		Sendai		400	
	Korea, Republic of South	Tokyo		5,900	10,651
		Seoul			<u>1,272</u>
	Laos	Vientiane			<u>400</u>
	Macau	Hong Kong			<u>200</u>
	Malaysia	Kuala Lumpur			<u>4,700</u>
	Maldives	Colombo			<u>20</u>
	Mongolia	Beijing			30
	Nepal	Kathmandu			290
	North K+B210orea	Beijing			8
	Pakistan	Islamabad			<u>535</u>
	Philippines	Manila			<u>6,000</u>
	Singapore	Singapore			<u>12,000</u>
	Sri Lanka	Colombo			800
	Taiwan	Taipai			3,000
Thailand	Bangkok			7,000	
	Hanoi			950	
Vietnam	Ho Chi Minh City			3,000	
	Other Countries	Beijing			
Islamabad				80	
New Delhi				<u>10</u>	
				122,434	

(Source: The Southern Cross Group, http://www.southern-cross-group.org/archives/Statistics/Numbers_of_Australians_Overseas_in_2001_by_Region_Feb_2002.pdf)

APPENDIX 2 - ORGANISATIONS INVITED TO DISTRIBUTE THE SURVEY

EMBASSIES AND CONSULATES

Austrade Office in Hong Kong
Austrade Office in Tokyo
Austrade Offices in India
Australian Consulate General, Guangzhou
Australian Consulate in Penang, Malaysia
Australian Consulate-General, Chengdu
Australian Consulate-General, Hong Kong
Australian Consulate-General, Shanghai
Australian Embassy Beijing
Australian Embassy in Cambodia
Australian Embassy in Thailand
Australian Embassy, Jakarta
Australian Embassy, Republic of Korea
Australian High Commission in India
Australian High Commission Singapore

BUSINESS TRADE

Asian Chamber of Commerce and Industry
AustCham Beijing
AustCham Hong Kong and Macao
AustChamb Singapore
Australia Bangladesh
Australia Business Asia (all Australian Chambers of Commerce in Asia)
Australia Business Association in Cambodia
Australia Japan Business Community
Australia New Zealand Chamber of Commerce Philippines
Australian Asian Chamber of Commerce
Australian Chamber of Commerce and Industry
Australian Fujian Chamber of Commerce
Australian New Zealand Business Association in Laos
Australian New Zealand Chamber of Commerce in Japan
Australian Singapore Chamber of Commerce
Australian South China Chamber of Commerce
Australian Thailand Chamber of Commerce
Australian Vietnam Chamber of Commerce
Confederation of Asian Pacific Chamber of Commerce and Industry
Indo-Australian Chamber of Commerce
Indonesian Australia Business Council
Malaysia Australia Business Council

COMPANIES

ANZ
Commonwealth Bank
National Australian Bank
Rio Tinto
Santos
Westpac

ORGANISATIONS

Action Aid Australia
Afap Action on Poverty
Asia Literacy Teachers Association of Australia
Asia Society Australia
AsiaLink

Australia India Youth Dialogue
Australian Association for the Teaching of English
Australian Council for International Development
Australian Expatriate's Gateway
Australian Institute for International Affairs
Australian Red Cross
Australian Trade Commission
Care
China Internship Program
Commonwealth Scientific and Industrial Research Organisation (CSIRO)
Computershare
CRCC Asia
Engineers Australia
Engineers Without Borders, and Engineers Without Borders Australia
Fred Hollows Foundation
Habitat for Humanity
International Women Development Agency
Manufacturing Australia
Plan Organization
Research Management
Save the Children Australia
Science and Technology Australia
Tear Australia
University Alumni networks
Water Aid
World Education Australia
World Vision Australia

SPORTS

Australian Football League

UNIVERSITIES

Australian National University
Monash University
The University of Adelaide
The University of Melbourne
The University of Sydney
University of New South Wales
University of Queensland
University of Western Australia

LINKED-IN GROUPS (connected to PROJECT LINKED-IN PROFILE)

Advance Asia
Advance Australia
Asia and Australia - Dairy Jobs
ASIA Commercial Real Estate - MIPIM MAPIC Expo Real Cityscape Corenet - Europaproperty
Asia Jobs: China, Singapore, Hong Kong, Pakistan, Japan, Korea, Indonesia, Australia, New Zealand
Asian (Pacific & Central) Film and TV Industry Forum
Australasian Architecture Network
Australasian Retail Professionals (Australia, New Zealand, Asia Pacific)
Australia Business and Professional Network
Australia China Alumni Association
Australia China Business Council
Australia India Innovation Network
Australia India Youth Dialogue
Australian and New Zealand Expats Abroad
Australian College of Educators
Australian Expatriates and Repatriates
Australian Industrial Relations

Australian IT Industry
Australian Women Connection Cambodia
Engineering Surveyors Australia
Expatriate Network Updates
FMCG Association ANZ
IEAA Student Mobility Special Interest Group
Internationals
Networking Australia (Only!)
SAP Asia Pacific – Australia China Indonesia Malaysia New Zealand Singapore Thailand Japan
The AustCham China Scholarship Program
The Small Business Hub Australia