

# Coping with invisibility: Strategies of accompanying partners of global employees

4 July 2024

**Start:** 12:00pm

Online

**End:** 1:00pm

**Duration:** 1 Hours

**Category:** Regional Events

**Region:** Auckland

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### **This event is brought to you by the HRNZ Academic Branch**

While the global mobility of employees is escalating, spouse and family continue to impact on the success of these international appointments. The recent rise of dual career couples (DCC) has intensified the challenges of international relocation. This is particularly relevant at a time when Aotearoa New Zealand is actively seeking skilled and professional migrants. The potential financial and human costs of unsuccessful relocations are high for organizations and for the relocated families. They also pose significant issues for Human Resource Managers.

This presentation reviews the career strategies of 21 accompanying male and female partners of professionals and managers who relocated to Aotearoa New Zealand for their partners' job. Drawing on their narratives about relocation, we explore their responses to the challenges and opportunities they encountered. While most of them had to modify their own career goals on relocation, a small number were able to continue in their previous jobs and work remotely. Only two participants found employment in the company that initiated their partners' relocation. Others were unable to find employment, or found work that was unpaid, poorly paid, not fulfilling, or part-time. Women experienced challenges that were gender specific. Non-native speakers of English struggled most to find relevant work and their professional qualifications were often not recognised. Analysis of rich and detailed stories of international relocation highlight issues and agendas both for researchers and HRM practitioners in Aotearoa New Zealand and beyond.

Discussion of the experiences of research participants would be useful to HR professionals as they interact with professionals in their organisations who are recruited internationally, especially, when they are accompanied by their families. The presenters look forward to a lively discussion and the insights of HR academics and managers on the issues identified in this small-scale empirical study.

The presentation will be followed by Q&A, facilitated by Dr Deepika Jindal (The University of Auckland).

### **Pricing**

- HRNZ Members = FREE

- HRNZ Student Members = FREE
- Non-Members = \$25.00

Please note our prices include GST. **Payment is due at the time of registration. If payment is not received, your registration may be cancelled.**

### **To Register**

You must have an Account (Member or Non-Member) and be logged in to register for events.

Please note: if you are NOT attending the event, you can no longer register on behalf of others.

For all queries relating to this event email [branchevents@hrnz.org.nz](mailto:branchevents@hrnz.org.nz)

### **Cancellations & Refunds**

To receive a full refund cancellation must be received by HRNZ by email to [branchevents@hrnz.org.nz](mailto:branchevents@hrnz.org.nz) three working days before the day of the event.

Cancellations after this time and/or 'no shows' on the day will be payable in full.

Appropriate substitutions are welcome - please email

[branchevents@hrnz.org.nz](mailto:branchevents@hrnz.org.nz) with their details.

## **Presenter Details**



### **Dr Mohini Vidwans, Lincoln University**

Mohini has held academic positions in both India and Aotearoa New Zealand, and her qualifications include MBA from the UK, and PhD in Human Resource Management from Lincoln University. She is currently the Associate Dean (Academic) within Lincoln's Faculty of Agribusiness and Commerce. The underlying theme of Mohini's research explores the intersection of gender, race and ethnicity in participation in a range of professional fields, particularly, accounting. Her research is directed at identifying the strategies used by minorities to achieve personal success and challenge structural and social barriers



### **Dr Rosemary Du Plessis**

Rosemary has a long-term commitment to the advancement of women's rights and gender equality. She held an academic position in sociology and gender studies at the University of Canterbury for 35 years. In 2020 she was made an Officer of the New Zealand Order of Merit for services to women and education. The relationship between gender, family responsibilities and paid work has been an ongoing focus of Rosemary's research and writing. Recent work has analysed personal narratives to explore the intersection of agency, dominant discourses and social contexts in the crafting of professional careers

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