

## **Expatriates' and repatriates' well-being during COVID-19 pandemic**

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COVID-19 pandemic have affected individuals lives, both personal and professional, around the globe in ways that have never seen before. Infectious disease has limited social connections, mobility (not only internationally but also locally) and has created concern about health and safety. It has posed financial threats to employers and affects the psychological wellbeing of their employees at the same time. Even though COVID-19 is a pandemic, severity of the situation around the globe has varied a lot, Finland being one of the countries in which the situation has been under control better than in many other countries.

In an attempt to understand the impact of the pandemic crisis in global work context, we aim to see if employees who are living abroad (expatriates) and employees who live in their home country after expatriation (repatriates) differ in terms of their well-being and possible related antecedents. The data for our study was collected from Finnish labor unions (TEK an SEFE) in June-July 2020. A total number of 229 responses are collected using online survey questionnaire.

Preliminary results suggests that during the COVID-19 crisis repatriates (people living in Finland) did not differ from expatriates in terms of their work well-being (work engagement, burnout) but their life satisfaction (general well-being) was in higher levels than that of expatriates. As possible antecedents for work well-being, we found that social support gained from organization, supervisor and colleagues did not differ between these two groups, expatriates and repatriates. Furthermore, we found that repatriates experienced their living environment to be safer than expatriates, this consider possible antecedent for life satisfaction.