**ABSTRACT**

The globalized world economy demand increasing global mobility and flexibility in the workplace and workforce. More and more skilled individuals seek international career opportunities. Thera are various mobile employees in the international context [OECD] amongwhich aremigrants, assigned expatriates(AE) and self-initiated expatriates (SIE).Many people experience international mobility through migration or as part of an expatriate assignment [Banai, Harry 2004; Capellen, Jansenss 2010; Dickman, Doherty 2010; Zikic et all 2010]. Yet an increasing number are choosing self-initiation expatriation [Bozionelos 2009; Selmer, Lauring 2010; Tharenou 2010; Doherty et all, 2013].

The purpose of this article is to enhance the conceptual coherence of the notion of migrant and assigned expatriate (AE) and self-initiated expatriate (SIE). Proposed definitions are based on a set of conceptual criteria which differentiates these three types of international movers.