

**6th Equality, Diversity and Inclusion International Conference, 2013, Athens, Greece : 1-3 July, 2013, Athens University of Economics and Business School**

**Stream title : International mobility: More views from the edge.**

**Stream Convenors:**

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One of the most important manifestations of globalisation is increasing international mobility (Appadurai, 1996). Prevailing motives for workers to migrate internationally are better employment opportunities and the eternal hope for improved economic wellbeing. There are, however, other reasons for international mobility, such as study abroad, becoming a refugee, a political asylum seeker or a self-initiated expatriate (Myers, 2011). These less explored aspects are overlooked in the broader international mobility literature.

Major issues around self identity, societal integration, and health and safety concerns of internationally mobile workers have been identified in the literature (Yeoh and Huang, 2011). The more recent phenomenon of mobile highly qualified workers seeking skilled and well paid jobs has caused problems with underemployment and equity issues, leading to immigrants' feelings of being undervalued in their adopted countries (Poot and Stillmann, 2010). At the same time international mobility seems to offer many prospects towards advancement and innovation for all stakeholders involved.

We are interested in papers that explore the many and varied issues that people face when moving from one country to another. These issues may be related to either work or non-work situations, or contexts at societal, organisational and/or individual levels. We particularly encourage conceptual and empirical papers from researchers and practitioners that move beyond the description of disadvantage (Myers, Pringle and Giddings, 2013), and embrace divergent thinking, innovative ideas and interesting conversations. To visit such complex and plural spaces (Calas and Smircich, 2009) can provoke 'edgy' epistemological, ontological and methodological thinking, to deliver improved equality, diversity and inclusion outcomes for internationally mobile people.

**Areas of special interest in the broad area of international mobility:** The list of topics below is suggestive only.

Careers	Cultural issues
Economic development	Entrepreneurship
Immigration policy and practice	International Business
Life transitions	Migrants
Social Justice	Travel
Migration	Work (paid and unpaid)

**Abstracts/papers:** We welcome three forms of paper submissions:

**Extended abstract:** An extended abstract should be approximately 500-800 words including references. This is suitable for policy, practitioner or research in its early stages of development.

**Developmental papers:** These should be approximately 3000-5000 words, including references.

**Full papers:** These are longer contributions approximately 5000 words including references.

Abstracts and papers should be submitted electronically at:

<http://www.edi-conference.org/index.php>

#### **Key Words:**

International mobility, equity, margins, gender, power, privilege, invisibility, silence.

#### **References:**

Appadurai, A., (1996). *Modernity at large: Cultural dimensions of globalization*. Minneapolis, Minn: University of Minnesota Press.

Calas, M., & Smircich, L. (2009). Feminist perspectives in gender in organizational research: What is and is yet to be. In D. Buchanan & A. Bryman (Eds.), *Handbook of Organizational Research Methods* (pp. 256-269). London: Sage.

Myers, B. A. (2011). Self Initiated Expatriation (SIE) in older women: exploring a different terrain. *Women's Studies Journal*, 25(2).

Myers, B., Pringle, J.K., & Giddings, L. (2013). Reflections from EDI conferences: Consistency and changes. *Equality, Diversity and Inclusion: An international journal*, in press.

Poot, J., and Stillmann, S., (2010). The importance of heterogeneity when examining immigrant education.- Occupation mismatch: Evidence from New Zealand. Paper presented at the NZAE Conference 2010; Retrieved on 1.11.2012 from [http://nzae.org.nz/wp-content/uploads/2011/08/Poot\\_and\\_Stillman\\_\\_The\\_Importance\\_of\\_Heterogeneity\\_when\\_Examining\\_Immigrant.pdf](http://nzae.org.nz/wp-content/uploads/2011/08/Poot_and_Stillman__The_Importance_of_Heterogeneity_when_Examining_Immigrant.pdf)

Yeoh, B. S. A., and Huang, S., (2011). Introduction: Fluidity and friction in talent migration. *Journal of ethnic and migration studies*. 37(5), 681-690.