

Understanding Careers of Migrant Elites

Stream chairs:

Dr Akram Al Ariss, Champagne School of Management, akram.alariss@groupe-esc-troyes.com
Dr Jawad Syed, University of Kent, j.syed@kent.ac.uk

Stream outline:

This stream attempts to interrogate the nature of the careers of migrant elites in the world. The term “elites” is often employed to refer to a dominant group in a society. In this stream, the term “migrant elites” is used to denote minority ethnic workers with high levels of social, economic, cultural and symbolic resources and status. The relation between migration, ethnicity and elites remains unvoiced in the context of career and management studies. Accordingly, we know little on the career barriers and opportunities as well as the strategies that this group of migrants uses to advance career.

We are particularly interested in empirical and conceptual research that examines the careers of migrant elites from multilevel approaches (i.e. micro-individual, meso-organizational, and macro-contextual). The micro-individual level refers to the subjective experiences of migrants elites. The meso-organizational level denotes the influence of intermediate forms of social organization, such as workplaces, on the career experiences of migrant elites. The macro-contextual level refers to overall events that characterize the social settings, such as institutional interventions, and that can constrain or enable migrant elites in their career choices. Contributors might decide to focus on one of these levels or to have a multilevel study. Papers using different methodological approaches and inter-disciplinary perspectives are welcome in this stream.

Stream questions may include (but are not limited to):

- What is elitism in the context of migration? How does it differ from other forms of elitism? In particular, how does it relate to skilled and unskilled forms of migration? How does it relate to career and management studies?
- What are the key issues that pertain to the careers of migrant elites at the micro-individual, meso-organizational and macro-contextual levels? How does the intersection of gender and ethnicity affect migrant elites' career development? How do time and space influence their careers?
- At the micro-individual level, what explains the difference between migrants who become elites and those who fail to succeed in their careers? Are there any similarities and differences in terms of career choices? Does the possession/or not of human capital render it sufficient to becoming migrant elite?
- Does elitism necessitate entrepreneurship or could it be accomplished in the context of employment? And how do diversity management discourses and practices in organizations affect the career trajectories of migrant elites?
- How do state policy interventions influence the career experiences of migrant elites? Are there any contextual differences (i.e. national, regional, sectoral, and organizational)?
- Within career and management studies, what theoretical frameworks/sensitizing concepts could be suitable to study careers of migrant elites? What interdisciplinary approaches (e.g. sociological, political and others) could be suitable to examine careers of migrant elites?

Stream keywords:

Migrant elites, ethnicity, career success, employment, diversity, entrepreneurship, multilevel research

Publication plans:

Depending upon the coherence and quality of submitted papers, we would consider proposing a special issue to 'Equality, Diversity and Inclusion' or 'Career Development International'.