



Equality, Diversity and Inclusion in 2018:
Progresses, Setbacks or New Challenges?
MONTREAL, 16 – 18, 2018

STREAM 12

Mapping Migration and Work in a Fragile World: Investigations into the links between Global Mobility and Workplace Diversity

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Submissions to the conference can be in the form of long abstracts (up to 1500 words), developmental papers (3000-5000 words, including references) or full papers (8000 to 10000 words including references) by the deadline of **April 30th 2018**.

Submissions should be made via the EDI website: <https://www.edi-conference.org/index.php>

This stream aims to develop and advance important insights into our understanding of migration and management and organisation research within what are arguably fragile political and economic times underscored by growing nationalism and border protection. This context raises questions and concerns around the management of ethnic workplace diversity, which we believe demands more rigorous investigations by scholars.

While both high and low skilled workers migrate (Castles and Miller 2009; Triandafyllidou , 2015), skilled and demand-driven migration has dominated in recent years. For example, a recent OECD report noted that: ‘The number of tertiary educated immigrants in the OECD increased by 70% ... About 30% of all migrants in the OECD area were highly educated’ (OECD-UNDESA 2013, pp.1; Al Ariss, et. al 2013). Furthermore, the post GFC fallout in Europe has fuelled migration – especially skilled migration - from particular countries such as Greece, Portugal and Spain (Triandafyllidou and Isaakyan, 2015). Evidence shows that self-initiated migrant workers experience barriers when attempting to enter the host country labour market in a position representative of skills and qualifications (Batalova et. al. 2016; Reitz et. al. 2014). How the skills of migrants are capitalised on generally, and more specifically, how professional associations, recruitment agents, employers, HR managers, diversity managers and other key stakeholders shape and manage the transition of skilled migrants into the destination country labour market requires deeper discussion.



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We invite papers that interrogate migration and work from a variety of different perspectives including but not limited to such questions as:

- How do the multiple modes of migration construct a topography of those who are included, that is, those who enjoy the benefits of the policies of migration and diversity management; and those who are burdened by exclusion?
- What is the role of global migration 'industry' such as recruitment agencies? How do they operate in perpetuating inclusionary or exclusionary forms of controlled migration?
- What types of meso-level changes can we observe? Can migrants challenge the local social order? How do changes confront the established systems of economic, political and social power and inequality?
- What are the motives of engagement of migrants in working class struggles, their individual involvement in trade unions and their formation as activists especially in response to recent changes in the labour market (subcontracting, casualisation of work, etc.)? In what ways can the different union peak bodies address migration and migration policies?
- What is the attitude of various key stakeholder groups towards racism and discrimination at work? What factors shape the discourses of inclusion and exclusion in local labor markets?
- What is the role of (international) human resource managers and Diversity Managers in shaping the management of a culturally diverse workforce?
- What challenges and opportunities do skilled migrant men and women experience when transitioning to the destination labour market?
- How are migration and precariousness experienced in gendered, ethnic and class terms? How do they intersect with each other and the larger transformations of global capital and local labor relations in the context of changes in employment regimes i.e. liberalisation, flexibilisation and precariousness of labor?
- How do migrants manage the process of migration and labour market integration given the different migration pathways available to them including, skilled stream migration, temporary visa arrangements and family reunion?



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- Batalova, J, Fix, M Bachmeier J.D. (2016b) *Untapped Talent: The Costs of Brain Waste among Highly Skilled Immigrants in the United States*, (Released Dec 2016)
- OECD-UNDESA. (2013) *World Migration in Figures*, A joint contribution by UN-DESA and the
- Pio, E. and C. Essers (2013) 'Professional Migrant Women Decentring Otherness: A Transnational Perspective', *British Journal of Management*, 25: 252-265.
- Reitz J.G, Curtis, J and Elrick, J (2014) *Immigrant Skill Utilization: Trends and Policy Issues*, *Journal of International Migration and Integration*, February 2014, 15/1: 1–26.