

**12TH EQUALITY, DIVERSITY AND INCLUSION INTERNATIONAL CONFERENCE 22 – 24 JULY 2019**

*Rotterdam School of Management, Erasmus University, Netherlands*

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**Immigration, diversity and inclusion: why do so many obstacles persist?**

Continuing the engaging discussions around migration, diversity, equality and integration, we invite you to submit your papers/ abstracts focusing on the numerous and various integration challenges that face immigrants. In accordance with the overall conference theme, *Resistance,* we would like to address the issue of immigrants’ integration on the labor market through factors that may facilitate, obstruct or guide immigrant integration pathways.

We seek to create reflexive exchanges between scholar examining immigration and its consequences for individuals, organizations and societies. Immigrants face numerous integration challenges, depending on characteristics, such as ethnicity, gender, age, profession and immigration status. We strive for explaining the influence of diverse labour market actors, including the state, employers, trade unions, professional regulating bodies, and non-governmental organisations (NGOs) on their professional integration and their well-being at work. Do immigration and integration policies introduced by governments help to alleviate these integration challenges? What are the actions implemented by employers that can have positive influences on their career paths?

In this stream, we would like to invite multidisciplinary, comparative, intersectional, empirical and/or theoretical contributions adding to our knowledge on immigration issues and its influence on host societies’ institutions and workplaces. We welcome multilevel analyses that highlight a range of factors (macro, meso and micro) with an influence on immigrants' integration pathways.

Papers may address, but are not limited to:

* Global social issues in immigration
* Immigrants’ career paths
* Diversity management (How do organizations foster immigrants’ inclusion)
* Social and administrative barriers to immigrants’ integration
* (In)equalities in society and organizations
* Discrimination and barriers facing immigrants
* Political and regional influences on immigrants’ integration
* Family dynamics and inequalities in immigration
* Immigrants’ entrepreneurship trends
* Comparative immigration policies, asylum policies, treatment of refugees and labor market integration

Researchers who are interested in this theme are encouraged to submit proposals that take into account explicitly the diversity of immigrants, such as gender, ethnicity, age, migratory status, skills, etc. Proposals that aim to analyze situations of intersectionality are of particular interest. Since this theme is interdisciplinary in nature, proposals related to different disciplines such as economics, sociology, law, political science are welcome.

**IMPORTANT DATES:**

Long abstract (1000 words), Developmental and full paper submission: April 26 2019 on:

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

Response to authors (acceptance / rejection): May 17, 2019.