**17th Equality, Diversity and Inclusion Conference**

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**Call for Abstracts on:**

**MIGRANTS’ WORK INCLUSION FROM AN**

**INDIVIDUAL, ORGANIZATIONAL AND SOCIETAL PERSPECTIVE**

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Inclusion into the labour market is considered one of the key factors for migrants' societal integration (European Commission, 2020). Yet, in most European countries, migrants, particularly non-EU nationals, are less likely to participate in the labour market and have higher unemployment rates than country nationals (DeConinck & Solano, 2023). Different factors at the individual, organisational and societal levels and the interplay between the levels are identified as prevailing barriers (Groutsis et al., 2023). This stream aims to enhance our understanding of the relational and context-specific nature of migrants' inclusion within organisations in various countries, including the implications for the individual migrant, which we view through an intersectional lens (Kangas-Muller, 2024).

Previous research has largely focused on the individual level, i.e. migrants’ lack of competencies (e.g., language and skills) and abilities to adapt to the host society (Omanovic, Tarim & Holck, 2022). However, to avoid faulted assumptions of universal “migrant disadvantage,” there is a need to understand the contexts of receiving countries, including possible organisational and societal barriers to inclusion.

At the organisational level, research suggests that migrants suffer from underemployment, precarious contracts, poor working conditions, and limited career prospects (DeConinck & Solano, 2023; Risberg & Romani, 2022). Factors such as discrimination in recruitment practices, discriminatory organisational norms, and cultures are often offered as current explanations (Vassilopoulou et al., 2022). Risberg & Romani (2023) point to migrants’ lack of “organisational fit”, that is, the extent to which they are perceived as “normal” and not a deviation compared to other employees, as a key explanation for discriminatory practices. Thus, organisations fail to value and take advantage of the diversity that migrants can bring to the organisation.

At the societal level, the work inclusion of migrants is dependent on politics and entitlement rights as well as different support programs. In general, research suggests that politics is essential to ensure access to rights, opportunities, and services to tackle the challenges migrants face in employment (DeConinck and Solano, 2023). Ongoing wars and rising conflicts continuously destabilise countries and regions and result in a rise in migration in general. At the same time, nationalism and right-wing populism are on the rise in many Western countries, illuminating that inclusion of migrants is by far not a universal and undisputed goal shared by all countries and citizens (Vassilopoulou et al., 2022; Ferdman, 2018; Ng & Stamper, 2018; Muis & Immerzeel, 2017).

Policies also vary due to specific characteristics of countries, including governance regimes or types of welfare states. Esping-Andersen's (1990) seminal work on the classification of contemporary Western welfare states outlines three types, i.e. liberal regimes, conservative regimes, and social-democratic or universalistic regimes. Although these types are still considered relevant for comparison, the contexts of welfare states are undergoing major changes due to new forms of governance (e.g., an increase in network organisations/collaboration between public sector organisations and private and NGO stakeholders).

These three levels – individual, organisational, and policy/structural – are typically studied separately. This is relevant, but to broaden our understanding, there is also a need to explore the interplay between the levels and how they are interconnected. Assuming that the underlying causes of hindrances to migrant work inclusion are complex and arise on different yet interconnected levels, so are the prospective solutions.

This stream invites scholarly contributions that:

* Explore various types of integration policies from a policy/structural perspective
* Examine organisational initiatives to promote migrant inclusion
* Explore the role of various stakeholders/actors in the migrant inclusion eco-system and their collaboration
* Investigate the subjective experience and agency of different groups of migrants
* Explore migrant inclusion through an intersectional lens
* Investigate how crisis leads to different types of focus and initiatives about migrant inclusion

We welcome conceptual papers, empirical papers, and reflections on implementing policies and interventions to support migrants’ equality, diversity, and inclusion.

The deadline for extended abstracts (5 pages) submissions is February 16th, 2024.

All submissions will be subjected to peer review organised by stream chairs with two referees for each paper. The review deadline is 8 March 2024 (acceptance/rejection).

Best paper nominations and submission of best papers to the relevant associated journal (as agreed by the submitter): 22 March 2024.

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