

SPECIAL SECTION – CALL FOR PAPERS

EUROPEAN MANAGEMENT REVIEW

***PRACTICES OF ORGANISING MIGRANTS' INTEGRATION INTO THE EUROPEAN
LABOUR MARKET***

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This call invites contributions on organizational practices of organizing migrants' integration into the European labour market. Integration of migrants is a multifaceted and relational phenomenon related to different domains such as employment, housing, education, health, social relations, language and cultural knowledge (Schiller, Basch and Blanc, 1995; Ager and Strang, 2008). One such important domain is migrants' integration into the labour market. With increasing migrant numbers in many European countries and "steadily high" unemployment levels among migrants, integration of migrants into the labour market has become a pressing question in Europe in recent years (De Lange, Gesthuizen and Wolbers, 2014; Konle- Seidl and Bolits, 2016). This is accentuated due to recent refugee and asylum seeker inflows to Europe, which are popularly perceived and constructed as strains on European countries' economies and welfare systems (Wodak, 2015). At the same time, these issues lend themselves to active mobilizations and opportunities at organizational level. Accordingly, we see a burgeoning scholarly focus on migrant workers and jobseekers and their (potential) employers in Europe (e.g., Bergström and Omanović, 2017, Holck and Muhr, 2017). Motivated by this emergent line of research and viewing integration as a two-way, ongoing, relational and practice-based process among migrants and other stakeholders in the labour market, in this Special Issue (SI) we call for research contributions that examine how the labour market integration of migrants in Europe is (or could be) organized in praxis. By doing so, we aim to bring a variety of theoretical and methodological perspectives on the concept and process of organizing migrants' integration in organizations and the labour market. Relatedly, we aim to emphasize these perspectives' implications for policy and for building and sustaining institutions that drive integration and the equality and diversity agenda in the labour market and other domains.

By migrants, we refer to people who travel internationally to gain a job on their own initiative, which is a different situation from 'expatriates', defined as individuals who are assigned an international post by their employers. We also include refugees and asylum seekers/grantees in our migrant definition, given their recent inflows in Europe and the necessity to integrate them into the labour market. More specifically, in this SI we aim to attract papers that examine and reflect on micro-organizational practices of organizing that have implications for migrants' integration into the labour market. Notwithstanding its multifaceted and relational nature, policy and popular debates tend to reduce integration of migrants to easily detectable markers such as culture and life style attitudes, values, norms, religion, and language (Ager and Strang, 2008; Bijl and Verweij 2012). Underlying

this is a misplaced view of integration as an unproblematic, uncontested and one-way social-psychological process, with the onus put on migrants to adapt to the host society and its dominant group. This not only overlooks the multifaceted, relational and practice-based nature of integration of migrants in a context of strengthening transnational ties (Basch, Schiller and Blanc, 1993) but also runs the risk of reducing integration to a mere “acculturation strategy” by migrants and worse conflating it with other acculturation strategies such as “assimilation” and “melting pot” (Berry, 2003; 2011).

Despite the need for sustainable labour market integration for migrants in the face of increasing immigration and the challenges it brings for migrants and host societies in Europe, there are few analyses of how integration of migrants takes places at organizational level (e.g., Bergström and Omanović, 2017). Extant research has primarily focused on the challenges migrants face in their labour market integration attempts, e.g., the existence of discrimination with regard to recruitment processes (e.g., Holgersson, 2013; Kang, DeCelles, Tilcsik and Jun, 2016). However, as reviews of the literature on migrants and organisations show (e.g., Bell, Kwesiga and Berry, 2010; Al Ariss, Koall, Özbilgin, and Suutari, 2012; Crowley-Henry, O’Connor), this is only half the picture. For example, we lack comprehensive knowledge on employers’ practices of integration, including how organisations understand and facilitate migrants’ integration processes by Diversity Management and related practices, and how migrant workers relate to these broader practices, which are not always designed and practised for migrant workers only (e.g., Bell, Özbilgin, Beauregard and Surgevil, 2011; Omanović, 2013; Oswick and Noon, 2014; Knights and Omanović, 2016; Holck, 2017).

Extant labour market research is predominantly focussed on different factors that affect the integration of migrants (e.g., Bevelander, 1999; Knocke, 2000; Dahlstedt and Bevelander, 2010; Peterson, 2014). There are studies that evaluate the effectiveness of the labour market policy measures and regulations aimed at limiting unemployment effects, stimulating job creation, and improving pay and working conditions for migrants (e.g., Harju, Kosonen, Eerola and Kortelainen, 2014; Stenberg and Westerlund, 2014; Bengtsson, 2016). These studies, which focus on the macro level patterns, policies and outcomes, have helped us to understand better the institutional backdrops and market level dynamics for migrant workers. Nevertheless, these macro-level studies inadvertently lead us to overlook a variety of organisational business models, staffing strategies, and other practices of organizing that drive organisations, and in turn have implications for migrant workers’ positions and chances in the labour market. The exploration of this overlooked organizing aspect has therefore potential to shed light on its relational dynamics with national governmental agencies’ initiatives and policies that support (or hinder) migrant workers and employer organisations, too.

Moreover, there is hardly anything in the migration and integration literature regarding what happens after migrants enter the labour market in terms of migrants’ workplace socialization, such as learning central organisational values (e.g., Van Maanen and Schein, 1977; Jian 2012), which can shed new light on migrants’ integration into the labour market. It is also of interest for this SI to explore how organizations and migrant-workers use different workplace socialization tactics. By analysing how employers socialize migrant workers into the workplace through formal programmes or rituals, and how migrant workers make sense of and relate to these practices, their fellow workers and employers; we can understand better how such micro-practices of socialization contribute to or undermine migrants’ integration into the labour market.

Migrants' savings and investment for the future in host country is another labour market integration issue that has been overlooked. Migrants' finances have long been studied from the perspectives of migrants' access to financial services (e.g., Datta 2012), and remittances- namely, funds repatriated back to home country (Ratha, Plaza and Dervisevic, 2016). However, these are not the whole story. Put in another way, how do migrants make use of their labour market integration to imagine and financially act for their futures in host country? There is therefore a need to go beyond migrants' financial access and remittances and explore how and why migrants turn parts of their employment income into "roots" (e.g., financial and real assets) in host country. Exploration of these dimensions is important to understand not only how migrant workers integrate into the labour market for future goals (e.g., retirement) but also how these goals are mediated by employer organisations and financial services (e.g., banks) in host countries.

All in all, we see a timely need for papers on how organizational practices support and/or undermine migrant workers' labour market integration. Together, these papers will map out, explore and reflect on different initiatives and practices of organizing in sites ranging from workplaces through migrant and civil society organisations and trade unions to governmental agencies tasked with implementation of national policies, and these initiatives' and practices' implications for migrant workers' and migrant jobseekers' labour market integration. They will reveal the roles organizations and organizing play in the labour market integration, and their implications for the "subjects of integration" and the phenomenon of "integration" itself. We therefore invite contributions from a broad variety of theoretical and methodological perspectives that can present theoretical discussions and/or empirical investigations on the practices of organizing migrant workers' labour market integration in Europe. Our invitation also extends to studies that investigate the interplay between organizational practices and national historical, legislative, political, social and economic contexts and institutions in Europe- as long as their empirical focus is on the organisational level practices and outcomes. With the SI's firm focus on organizing and organisational level in relation to migrants' integration in the European labour market, we expect papers to emphasize the implications of their contributions for policy and for building and sustaining institutions that drive migrants' integration and the equality and diversity agenda in the labour market and other domains in sustainable ways.

Topics of interest and specific research questions for this SI include but are not limited to the following:

- How does "integration" appear in organizations?
- What are the drivers (e.g., ideas, ideologies, interests), manifestations (e.g., artefacts, plans) and practices (e.g., recruitment, training, monitoring) of "integrating migrants" in organisations?
- Practices of organizing in sites, such as workplace, governmental agencies, migrant and civil society organisations, and trade unions, which contribute to or hinder migrant workers' entry, socialization, and retention in the labour market.
- Interrelationships between practices of organising integration and other diversity practices within and across organisations such as Diversity Management, quotas, equality, and inclusion.
- Dedicated practices of "integrating migrants" within organizations, and how these specific practices spread or get marginalized within organisations and in the labour market.

- Tensions and struggles between practices of integrating and practices of assimilating/separating/marginalizing migrant workers and jobseekers.
- Migrant workers' mobilizations and tactics to cope with exclusion within organizations and the labour market.
- Linkages between specific socio-historical and institutional contexts and organizing the migrants' labour market integration within organizations.
- Precarious positions and organisational inequalities in relation to the intersectionality of being a migrant worker in organisations and the labour market (e.g., race and ethnicity, gender, and class).
- Employers' and financial service providers' practices towards migrant workers' financial management needs and plans (e.g. employing migrant workers in frontline financial services; provision of specialized savings and investment products, etc.)
- Migrant workers' and migrant jobseekers' relationships with formal and informal organisations for labour market services (e.g., finance, recruitment, training, immigration affairs, trade unions), and these organisations/organizations' influence on migrants' integration and socialization in the labour market.

Submissions are due by September 1st, 2020, and should be made online using EMR submission system available at <http://mc.manuscriptcentral.com/emr>. Submit to 'special section'.

All papers should be submitted according to EMR authors' guidelines:

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