CALL FOR PAPERS

How Global Migration Changes the Workforce Diversity Equation
Abstracts due 15 January, 2013 at http://moodle.adaptland.it/course/view.php?id=22

Organized by
ADAPT and UCLA-IRLE
31 May 2013 – 1 June 2013

The increase in migration flows that took place in the last two decades deeply changed the composition of the workforce in many countries and sharpened the national and international debate about migrants in the labour market.

Today the topic is high on the policy agenda in many countries, for several reasons. First, labour market integration is arguably the most important condition for ensuring full and autonomous participation by immigrants in the society. However, the scale of migration and racial, ethnic, and religious differences of migrants raise new challenges. Second, in the context of demographic ageing, many countries are experiencing labour and skill shortages. To tackle this, it has become important to better value the existing skills of some immigrants, and to find ways to upgrade the skills of others. The transferability and recognition of qualifications and work experience that were acquired in different contexts in the countries of origin thus become a relevant issue. Third, there is a persistent perception that migrants compete with native workers, especially those from less advantaged groups. Finally, immigrants have been among the groups hardest hit by the difficult labour market situation following the economic downturn of 2008-09. This is particularly true in western economies that are major destinations for international migrants. Governments, institutions, social partners and enterprises must play key roles in strengthening labour standards for migrants, as well as natives, at the macro and micro levels.

The conference aims at contributing to the current debate and attaining a better understanding of the causes, consequences and possible responses to these issues on a global scale, through an interdisciplinary and comparative approach.

ADAPT and IRLE invite professors, researchers, doctoral students, experts, practitioners and all those interested in the conference topics, from the perspectives of multiple disciplines – including, but not limited to, economics, history, sociology, political science, labour and employment law, industrial relations, and human resource studies – to submit proposals focused on the issues of this conference.

In particular, papers dealing with the following topics are welcome:

1) Immigrant integration in the labour market

This topic includes issues such as:
- Integrating the "1 1/2 generation" (people who migrate as children) into the workforce
- How many generations does immigrant identity and stigma last in the workforce?
- Secondary migration (within the receiving country) of international migrants and workforce integration
- Migrant upward mobility, lateral mobility, or stagnation in the labour market
- Historical comparisons: the current migration wave vs. past waves; economic boom vs. economic bust; etc.

2) International migration and public policy affecting the workforce

This topic includes issues such as:
- Immigration and maintenance of labour standards
- Impact of the recent rise in anti-immigrant laws
- Local variations in laws and regulations affecting immigrant workers
- Innovative management strategies and policies for immigrant integration
- Limits and possibilities of guest worker programs
- Special problems of undocumented workers
- Immigrant self-organization as a strategy

3) How international migration interacts with other workforce diversity issues

This topic includes issues such as:
- Integrating immigrants vs. integrating native-born "others" (racial and ethnic minorities, mothers, etc.)
- International migration vs. internal migration
- Changing "diversity policy" and "diversity management" frameworks for the changing nature of diversity (durable status distinctions, consciousness-raising, anti-discrimination, affirmative action...)
- How different is "too different"? Dealing with a wider range of cultural differences

4) Workforce diversity and HRM

This topic includes issues such as:
- Diversity in the workforce: challenges and benefits
- Diversity management practices in the areas of recruitment, selection, training and skills development
- Diversity in the organizational culture
- Workforce diversity: an opportunity to enhance organisational success through people management

5) "Intersectional" questions about immigration and other aspects of workforce diversity

This topic includes issues such as:
- Immigrants and native ethnic and racial minorities in the labour market: competition, complementarity, collaboration?
- How immigrants alter the racial and ethnic regime in the labour market
- The impact of race, ethnicity, and class on immigrant reception and integration into the workforce
- Gender differences in immigrant workforce experiences
- Aging natives, youthful immigrants: what implications for workforce policies and outcomes?
- Education and training for immigrant workers
- Health and safety in the workplace: challenges for a more diverse workforce

How to participate

Those intending to participate should submit an abstract (of maximum 1500 words) by 15 January 2013.

On-line abstracts submission: instructions
The procedure for abstract submission is on-line. Before starting, you must be registered at the conference system. To register, you need to create an account for the on-line cooperation area:

1. If you do not have an account on Moodle Adaptland (with user ID and Password) you need to create a new one at http://moodle.adaptland.it/login/index.php.

2. Select "Create a new account";

3. Once the account is created, click "Continue" and log in. (the "login" link is at the upper right and bottom of the screen); the website's default language is Italian, but you can change to English or Spanish at the upper right of the screen;

4. Come back to this course (Home > Courses > AREA EVENTI > International Conferences) and enroll in the course (bottom left: Settings > Course administration > Enrol me in this course > click Yes);

5. Once a member of the course, access the section "Submit your application" (at the bottom of the page) and follow the instructions.

6. Once you have completed the preceding steps, you may return to the site (http://moodle.adaptland.it/course/view.php?id=22) at a later time to submit your application using the login and password you have created.

If you have any problem, please write to **helpdesk@adapt.it**

Abstracts failing to meet the procedure and the required information may not be considered. All proposals will be subject to a competitive peer review process by the Scientific Committee. Guidelines for final papers will be communicated to the authors of selected abstracts.

It is expected that the best papers, among those selected for the conference, will be published in a volume of ADAPT *Labour Studies* Series edited by Cambridge Scholars Publishing.

Scholarships

Six scholarships of up to $1500 for those traveling from outside the USA, $500 for those traveling within the USA, will be granted to abstract authors based on excellence of the abstract, representation of various regions of the world, and representation of doctoral students as well as more senior researchers.

Deadlines

Deadline for abstract submission: **15th January 2013.**
Deadline for our confirmation: **15th February 2013.**
Deadline for your confirmation of your participation to the conference: **15th March 2013** (in order that you can secure financing, if available, to attend the conference).
Deadline for submission of papers for the conference: **30th April 2013**. For information about the submission of papers, please contact info@adapt.it.
Full details relating to the Conference are to be posted on our website www.adaptinternational.it

We look forward to hearing from you.

Very best wishes,

The Organizing Committee