



NORDISK FÖRETAGSEKONOMISK FÖRENING • NORDIC ACADEMY OF MANAGEMENT



**The 26th Nordic Academy of Management Conference**  
Bringing Research Together  
**24-26 August 2022**  
Örebro University School of Business, Sweden

**Call for Papers**

We invite you to submit your research to explore the theme of “*Bringing Research Together*” for the 26<sup>th</sup> biennial NFF Conference in Örebro. We are looking forward to receiving your submissions.

**Track 6.6 – Practices of Organizing Migrants' Integration and Diverse Workforce**

**Corresponding Chair:**

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**Co-Chairs:**

Lotte Holck, Copenhagen Business School, Denmark  
Annette Risberg, Inland Norway University of Applied Sciences, Norway  
Emre Tarim, Lancaster University, UK

**Description:**

With increasing migrant numbers in many Nordic, as well as in several other European countries and “steadily high” unemployment levels among migrants, integration of migrants into the labor market has become a pressing question in Europe in recent years (e.g., Konle- Seidl and Bolits, 2016). This is accentuated due to refugee and asylum seeker inflows to Europe in the recent years, which in turn also actualize issues of finding (and/or increasing understanding of) practices and strategies intended to support migrants’ labor market and workplace integration.

This track invites contributions that focus on organizational practices of organizing migrants’ integration into the labor market and their workplace integration and socialization, as well as on practices of organizing diverse workforce, and gender equality. We also invite contributions that explore how migrant workers relate to these practices of organizing, which are not always designed and practiced for migrant workers only (e.g., Oswick and Noon, 2014; Knights and Omanović, 2016; Holck, 2018; Bucken-Knapp, Omanović, and Spehar, 2020), and that look more carefully at the potential for agency among migrants themselves, in terms of their active mobilization in the transformation of such practices of organizing. Finally, we also welcome contributions that shed a light on consequences of such ways of organizing for both organizations and migrant- workers/jobseekers.

More specific, topics of interest and specific research questions for this track, include but are not limited to the following:

- How does workplace integration of migrants appear in organizations?

[www.oru.se/NFF2022](http://www.oru.se/NFF2022)





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- What are the drivers (e.g., ideas, ideologies, interests), manifestations (e.g., artefacts, plans) and practices (e.g., recruitment, training, and mentoring) of “integrating migrants” in organizations?
- Practices of organizing in sites, such as workplace, governmental agencies, migrant and civil society organizations, and trade unions, which contribute to or hinder migrant workers’ entry, socialization, and retention in the labor market.
- Interrelationships between practices of organizing integration and other diversity practices within and across organizations such as Diversity Management, quotas, equality, and inclusion, and gender policies.
- Dedicated practices of “integrating migrants” within organizations, and how these specific practices spread or get marginalized within organizations and in the labor market.
- Tensions and struggles between practices of integrating/including and practices of assimilating/separating/marginalizing migrant workers and jobseekers.
- Migrant workers’ mobilizations and tactics to cope with exclusion within organizations and the labor market.
- 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.)
- We encourage empirical contributions and a variety of theoretical and methodological approaches.

Preliminary assessment of the expected number of papers: 15 to 20.

**Keywords:**

Workplace Integration, Diverse Workforce, Organizational Socialization, Migrants, Gender Equality

**References:**

Crowley-Henry, M., O’ Connor, E., and Al Ariss, A. (2016). Portrayal of Skilled Migrants’ Careers in Business and Management Studies: A Review of the Literature and Future Research Agenda. *European Management Review*, n/a-n/a. <https://doi.org/10.1111/emre.12072>

Holck, L. (2018). Unequal by structure: Exploring the structural embeddedness of organizational diversity. *Organization*, 25(2), 242-259.

Knights D., and Omanović V. (2015). Rethinking Diversity in Organizations and Society (p. 83-108). In *Handbook on Diversity in Organizations*, edited by Bendl R., Henttonen E., and Mills A. Oxford.

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Konle-Seidl R. and Bolits G. (2016). Labor Market Integration of Refugees: Strategies and good practices. Policy Department A: Economic and Scientific Policy.

Van Maanen, J. and Schein, E.H. (1977). Toward of Theory of Organizational Socialization, Research in Organizational Behavior, 1, 209-264.

**Author guidelines:**

Go to [www.oru.se/NFF2022](http://www.oru.se/NFF2022) for more information about how to submit a paper. The deadline for abstract submission is 31 January 2022. Full paper due: 20 June 2022.

*We very much look forward to welcoming you in Örebro!*

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