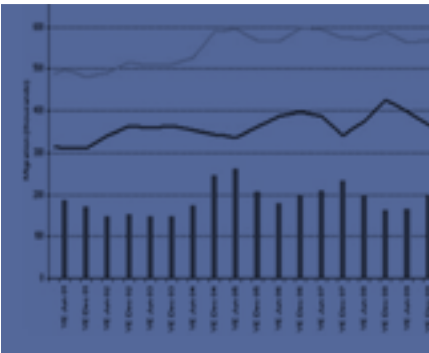


2013 Global Interdisciplinary Conference
**How Global Migration Changes the
Workforce Diversity Equation**

May 31 - June 1

Faculty Center, UCLA Campus



**INSTITUTE FOR RESEARCH
ON LABOR AND EMPLOYMENT**
UNIVERSITY OF CALIFORNIA, LOS ANGELES

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How Global Migration Changes the Workforce

Diversity Equation

May 31 - June 1

Program Overview

About the Conference

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 labor market.

Today the topic is high on the policy agenda in many countries, for several reasons. First, labor 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 aging, many countries are experiencing labor 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 labor 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 labor 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. This conference will bring together scholars studying immigration, workforce diversity, and the intersection of the two from the United States, Europe, and around the world. The goal is not just to exchange information, but to advance discussions about strategies and solutions.

Friday, May 1, 2013

UCLA Faculty Center | Redwood & Sequoia Rooms

1:00 - 2:00 pm	Lunch, Welcome & Introduction
2:00 - 3:45 pm	Opening Plenary
3:45 - 4:00 pm	Break
4:00 - 6:00 pm	Session 1A: <i>Global Migration Flows</i> Session 1B: <i>Diversity and Discrimination in the Workplace</i>
6:15 pm	Dinner

Saturday, June 1, 2013

UCLA Faculty Center | Redwood & Sequoia Rooms

8:00 - 8:30 am	Continental Breakfast
8:30 - 10:30 am	Session 2A: <i>Impact of the Economic Crisis on Inter-Regional Migration</i> Session 2B: <i>Integration and Impact of High-Skilled Workers on Industries and Regional Economies</i>
10:30 - 10:45 am	Break
10:45 - 12:30 pm	Session 3A: <i>Broader Implications of Migration</i> Session 3B: <i>Migration and Workforce Diversity</i>
12:30 - 1:30 pm	Lunch
1:30 - 3:15 pm	Session 4A: <i>Migrant Workers: Cases of Luxembourg, Germany and Australia</i> Session 4B: <i>Addressing Diversity in Academic and Business Institutions</i>
3:15 - 3:30 pm	Break
3:30 - 5:15 pm	Closing Plenary

Program

Friday, May 31, 2013

1:00 - 2:00 pm

Lunch, Welcome & Introduction | Sequoia Room

Chris Tilly, Director, UCLA Institute for Research on Labor and Employment

Welcome Speaker - TBD

2:00 - 3:45 pm

Opening Plenary | Sequoia Room



Chris Tilly
Professor,
UCLA

Plenary Chair

Professor Tilly studies labor markets, inequality, urban development, and public policies directed toward better jobs. He is particularly interested in understanding how combinations of institutions and markets generate unequal labor outcomes, and in how public policy and collective action can successfully be directed toward improving and equalizing such outcomes. In addition to conducting scholarly research, he served for 20 years as editor of *Dollars and Sense*, and frequently conducts research for advocacy groups, community organizations, and labor unions.

Tensions that Make a Difference: Institutions, Interests, and the Immigrant drive

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Manon Domingues Dos Santos
Professor,
Université Paris-Est Marne-La-Vallée

The Impact of Immigration on Labor Markets in Europe

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Contributions and Barriers to Developing Black and Latino Leadership in the Public and Nonprofit Sectors of the Economy: A Case Study

Dr. Ryan A. Smith's primary areas of research are workplace stratification and racial attitudes in America. His research has been featured in numerous peer-reviewed professional journals including: *American Sociological Review*, *Work and Occupations*, *Social Problems*, *Sociological Quarterly*, and *Social Forces*, among many others. His research interests include Race, Ethnicity and Gender Stratification at Work, Race and Ethnic Relations, and the Effects of Workplace Diversity on the Distribution of Organizational Rewards such as authority, income and benefits.



Ryan Smith
Professor, City
University of
New York



Alejandro Portes
Professor,
Princeton
University



Frank D. Gilliam, Jr.
Dean of UCLA
Luskin School of
Public Affairs,
Professor of
Public Policy and
Political Science

Plenary Discussant

Dr. Gilliam was the Founding Director of the Center for Communications and Community at the University of California, Los Angeles. His research focuses on strategic communications, public policy; electoral politics, and racial and ethnic politics. He is the author of the *Farther to Go: Reading and Cases in African-American Politics*. Dr. Gilliam has also published in many journals including the *American Political Science Review*, *American Journal of Political Science*, and *Social Policy Report*, among many others.

3:45 - 4:00 pm

Break

4:00 - 6:00 pm

Session 1A: Global Migration Flows | Sequoia Room

Moderator: *Mimi Zou*

Contemporary Patterns of Migration in the World-System and the Politics of Citizenship

Roberto Patricio Korzeniewicz and **Scott Albrecht**,
University of Maryland

Assessing Impact of Sub-National Immigration Programmes in Canada

Halina Sapeha, McMaster University

Employer-Sponsored Migration: Mechanism of Labour Market Efficiency or Worker Vulnerability?

Diane van den Broek, **Chris Wright** and **Dimitra Groutsis**,
University of Sidney and Macquarie University

Session 1B: Addressing Diversity in Academic and Business Institutions | Redwood Room

Moderator: *TBD*

Coping with International Migration and Diversity: How do Teacher Teams in Dutch Higher Vocational Education Relate to their Diverse Student Population

Daniël van Middelkoop, Amsterdam University of Applied Sciences

What Makes Organizational Practices Inclusive? A Conceptual Model for Empirical Research in Institutions of Dutch Higher Education

Angelique Hunkar, Amsterdam University of Applied Sciences

Diversity Management in the Italian Contract Service Sector
Francesca Sperotti, ADAPT Research Fellow-University of Bergamo

6:15 pm

Dinner

Saturday, June 1, 2013

8:00 - 8:30 am

Continental Breakfast

8:30 - 10:30 am

Session 2A: Impact of the Economic Crisis on Inter-Regional Migration | Sequoia Room

Moderator: *Anna Zamora-Kapoor*

Economic Crisis and the Return of Brazilians from the USA
Marina Tomassini Panosso, State University of Rio de Janeiro

Labour Immigration and the Czech Republic in Times of Economic Crisis

Salim Murad, University of South Bohemia

Session 2B: Integration and Impact of High-Skilled Workers on Industries and Regional Economics | Redwood Room

Moderator: *Roberto Patricio Korzeniewicz*

Immigration of Mexican Nurses in Los Angeles: Economic Integration Inside and Outside of the Health Labor Market
Yetzi Rosales, El Colegio de la Frontera Norte

The Political Economy of Temporary Labour Migration: A look at the Global Integration of Nursing Labour Markets
Salimah Valiani, University of Toronto

East-West Migration of the Highly-Skilled: The Case of Central Eastern European Physicians in German Hospitals
Juliane Klein, University of Bremen and Jacobs University

10:30 - 10:45 am

Break

10:45 - 12:30 pm **Session 3A: Broader Implications of Migration | Sequoia Room**

Moderator: **Diane van den Broek**

Worker Identities in a New Immigration

Kim Voss & Fabian Silva, University of California, Berkeley

The Role of African Diaspora in Britain: Implications for Development in Africa

Akeem Ayofe Akinwale, University of Lagos

The Legal Construction of Migrant Work Relations: Regulating for Flexibility, Precarious Work, and Immigration Controls

Mimi Zou, University of Oxford

Session 3B: Migration and Workforce Diversity | Redwood Room

Moderator: **Kim Voss**

Trade Unions and Migration in Europe: The Modern Paradox of Workforce Diversity

Roisin Davis and **Olga Jubany**, University of Barcelona and London School of Economics

Migrants and Different Perspectives on Diversity Management within Trade Unions: An Organizational Case Study of an Italian Trade Union

Matteo Rinaldini & Francesca Mattioli, University of Modena and Reggio Emilia and Province of Reggio Emilia

The Manifestation of Anti-Immigrant Sentiment as a Material Threat: Evidence from Belgium and Spain

Anna Zamora-Kapoor, Columbia University

12:30 - 1:30 pm **Lunch**

1:30 - 3:15 pm

Session 4A: Migrant Workers: Cases of Luxembourg, Germany & Australia | Sequoia Room

Moderator: **Dimitria Groutsis**

The Grand Duchy of Luxembourg: A Particular case of Integration of Migrants, Foreigners and Crossborder Workers on the Labour Market

Franz Clément, CEPS/INSTEAD Social Science Research

Innovation through Integration: Digital Start-ups as Employers for People with Migration Background

Anabel Ternès and **Nina Krey**, SRH Hochschule Berlin

Immigration and the Agricultural Workforce in Australia: Boosting Supply but at What Price?

Elsa Underhill, Deakin University

Session 4B: Diversity and Discrimination in the Workplace | Redwood Room

Moderator: **Salimah Valiani**

Racial Discrimination in the ECJ Doctrine

Jaime Cabeza, Vigo University

Can the Police Protect Immigrant Labor Injustice?

Stephen Lee, University of California, Irvine School of Law

Nothing More than Workplace Banter? A Micro-Interactional Explanation of Minority Exclusion in Employment

Christina Hatcher, University of California, Santa Cruz

Occupational Closure, Professionalization and Changing Barriers to Immigrant Workforce Incorporation

Koji Chavez & Beth Red Bird, Stanford University

3:15 - 3:30 pm

Break



Martina Ori
ADAPT
University of
Bergamo

Plenary Chair

Martina Ori is ADAPT Research Fellow and Ph.D. candidate at the University of Bergamo, Italy. She carries out comparative research in the field of Labour Law and Industrial Relations with a particular focus on language, cultural and legal issues at the time of drafting employment contracts in Italian, English, Spanish, French and German. She serves as conference interpreter during international events and collaborates in the publication of the *E-Journal of International and Comparative Labour Studies* and of the ADAPT LABOUR STUDIES e-book series. Member of the editorial board of the *Revista Internacional y Comparada de Relaciones Laborales y Derecho del Empleo*, she recently co-edited the book *Vulnerable Workers and Precarious Work* published by Cambridge Scholars.



Malcolm Sargeant
Professor,
Middlesex
University

Vulnerable Workers and Precarious Work: The Case of Domestic Workers

Malcolm Sargeant is Professor of Labour Law at Middlesex University Business School in London, UK. He is also Joint Managing Editor of the *E-Journal of International and Comparative Labour Studies*. He specialises in discrimination law and has spoken and written on the position of vulnerable workers and precarious working. Publications include *Diverging Doctrine, Converging Outcomes: Evaluating Age Discrimination Law in the United Kingdom and the United States* (co-authored with Susan Bisom-Rapp) 44 LOY. U. CHI. L.J. (2013) and *Vulnerable Workers and Precarious Work* (co-edited) Cambridge Legal Scholars (forthcoming 2013). A fuller publication record can be found at http://www.mdx.ac.uk/aboutus/staffdirectory/Malcolm_Sargeant.aspx

Evidence-Based Diversity Management: What Works and Why

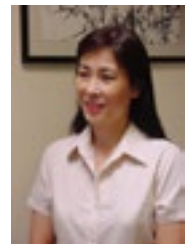
Frank Dobbin is professor of sociology at Harvard. He holds a B.A. from Oberlin College and a Ph.D. from Stanford University. His *Inventing Equal Opportunity* (Princeton University Press, 2009), which won the Max Weber and Distinguished Scholarly Book Awards from the American Sociological Association, charts how corporate human resources professionals have defined discrimination under the Civil Rights Act. With Alexandra Kalev, he is currently developing an evidence-based approach to diversity management, studying both the effects of corporate diversity programs on actual workforce diversity, and the effects of workforce diversity on corporate performance.



Frank Dobbin
Professor,
Harvard
University

Patterns of Interactions and Perceptions between Chinese Locals and African Migrants in Guangzhou, China

Min Zhou, Ph.D., is Professor of Sociology & Asian American Studies and Walter and Shirley Wang Endowed Chair in U.S.-China Relations & Communications at the University of California, Los Angeles. Her main areas of research include international migration; ethnic and racial relations; ethnic entrepreneurship, education and the new second generation; and Asia and Asian America, and has published widely in these areas. She is the author of *Chinatown, Contemporary Chinese America*, and *The Accidental Sociologist in Asian American Studies*; co-author of *Growing up American*; and co-editor of *Asian American Youth and Contemporary Asian America*. Currently, Zhou is working on a project entitled: "Inter-group relations and racial attitudes among Chinese and Africans in Guangzhou, China." Homepage: <http://www.sscnet.ucla.edu/soc/faculty/zhou/pubs.htm>



Min Zhou
Professor,
University of
California, Los
Angeles

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