



Call for Research Proposals 2022

APPLICATION FORM

CIVICA Partners are invited to submit proposals under the [3rd Call for Proposals](#) for research projects jointly executed by CIVICA partner universities.

The overarching aim of the initiative is to encourage joint, cross-disciplinary research in the priority areas of CIVICA.

Basic information

Which priority area(s) does your project pertain to?

1. Societies in Transition, Crises of Earth
2. Democracy in the 21st Century
3. Europe Revisited
4. Data Driven Technologies for Social Sciences
5. None of the above (specify which area your project is in)

Project title (mandatory):	Migrants' integration in EU countries: for a selected few only? Current shifts in conceptions of integration and impact on social and ethnic inequalities in host countries
Acronym (mandatory):	MERITA

Project team

Please list all the participants in the project and their affiliation.

Project team leader and PI (must be a permanent faculty with one of the CIVICA Partners – responsible for submitting the application and reporting)

Name	CIVICA institution	Unit	Position	Email	Gender ¹
Laurence Romani	SSE	Department of Management and Organisations	Professor, project leader	Laurence.romani@hhs.se	woman

Team members

Name	CIVICA institution	Unit	Position	Email	Gender ¹
Simon Görlach	Bocconi	Department of Economics	Assistant Professor	josephsimon.goerlach@unibocconi.it	man
Sarah Ganty	CEU	Democracy Institute (Law)	Research Affiliate	Sarah.ganty@yale.edu	woman
Vera Messing	CEU	Center for Policy Studies	Research Fellow	messingv@ceu.edu	woman
Andrew Geddes	EUI	Migration Policy Center	Professor	andrew.geddes@eui.eu	man
Cathryn Costello	Hertie	Center for Fundamental Rights	Professor	costello@hertie-school.org	woman
Bernadette Bullinger	IE	Management	Assistant Professor	bernadette.bullinger@ie.edu	woman
Hyun-Jung Lee	LSE	Department of Management	Associate Professor	h.lee@lse.ac.uk	woman
Janie Pélabay	Sciences Po	CEVIPOF (Political Sciences)	Resesarch Fellow	janie.pelabay@sciencespo.fr	woman
Mirna Safi	Sciences Po	OSC (Sociology)	Associate Professor	mirna.safi@sciencespo.fr	woman
Marta Pachocka	SHG	Institute of International Studies,/ Department of Political Studies	Assistant Professor	mpachoc@sgh.waw.pl	woman
Cristian Pîrvulescu	SNSPA	Faculty of Political Sciences	Professor	cristian.pirvulescu@politice.ro	man
To be recruited from the CIVICA alliance	SSE	Department of Management and Organisations	Post Doc,		

¹ This data is collected purely for statistical purposes. Please choose of the following options: “Man”, “Woman”, “Non-binary”, “Prefer not to say”.

Detailed information

Expected duration

Please specify your proposed start and end dates. Please note that the spending deadline is 1 November 2023.

Start date:	November, 1st 2022	End date:	November 1st 2023
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Extended description

Please describe the project in more detail, including: the state of the art in the respective area(s) of work or research; contributions and roles of the faculty members in the team; the methodology; the added value of your project for developing CIVICA as the European social science university, and the anticipated outputs, deliverables, impact, and beneficiaries (target audience/end users) (max. 3000-4000 words).

Purpose of the project and inscription in frontline academic research

The New Pact on Migration and Asylum materializes an ideological shift in the EU's conception of integration (Pîrvulescu and Crăciun, 2022). This shift reflects a broader change in EU countries' contemporary conceptions of integration, with more complex and restrictive policies and regulations and resulting effects on the integration of migrants (Geddes and Scholten, 2016; Hachimi-Alaoui and Pélabay, 2020). These trends are also perceptible for example, in the way NGOs welcome migrants in host countries, how the migration agencies structure their integration work, or how organisations recruit migrants, all these practices seem to reflect more restrictive views on who should be included and how.

Current research on integration tends to study the phenomenon in its economic, social, political and cultural conceptions (see e.g. Gonda, Pachocka and Podgorska, 2020) providing rich and complex accounts of how integration is done. When these multi-disciplinary perspectives are combined, it becomes easier to see how certain trends cross these multiple views on integration. For example, regarding (1) who is increasingly seen as responsible for integration and (2) on which grounds persons are said (or required) to be integrated.

A preliminary exploration of these two identified trends is indicative of multiple synergies between the disciplines studying migration and a promise for finding additional themes.

For example, Ganty (2021) proposes a typology of different legal mechanisms likely to be found in EU law and national laws, stressing symbolic or meritocratic logics, combined with individual activation. These models stress contrasting views on who is to be seen as the primary actor responsible for integration, as well as an implicit regime of worth that is, the indication of what are valued grounds for the integration of migrants. A trend seems to be a stronger focus on *individual* responsibility for integration, as well as a narrowing (or clearer definition) of what is seen as *merits* for integration. For example, migrants from the Global South entering EU countries appear to have to demonstrate their merits to a larger extent than those coming from the Global North (see the case of the Netherlands and Belgium discussed in Ganty, 2021). Refugees often encounter racialized migration controls, and systems which privilege some refugees over others and sometimes resonate with discrimination on grounds of race and nationality (see e.g., Costello and Foster, 2022).

A similar observation is done in Management research: the inclusion of migrants in organisations is conceptualised in a tension between a collective and an individual responsibility, as well as a (more or less) implicit system of merits that echo existing inequality regimes (Romani et al. 2019). There is a tendency to

see an increased individual responsibility to fit specific world of worth (Boltanski and Thévenot, 2006; Bullinger, Schneider & Gond, 2022) reinforcing discriminating social hierarchies and social norms. Even studies of privileged migrants (expatriates, cosmopolitans) show that migrants' acculturation strategies for organisational integration build on social boundaries and implicit hierarchies in which migration status and country of origin play a significant role (Lee and Al-Naemi, 2022).

Law and management are not the only disciplines in which the tensions between individual or collective responsibility of integration, as well as the definition of merits for integration are touched upon. For example in Economics, the integration of migrants is primarily approached as labour market integration in host country and migrants' contribution to this country's (economic) wealth. Their fit to the host market is seen in terms of skills and adaptability, as well as substitutability (Galeone and Görlach, 2022). In Economics too, merits and worth are closely linked to the notion of integration. In sociology alike, research on the integration of migrants is a well-established stream of literature, adding for example, socio-cultural and ethnic sensitivities in the understanding of integration (Messing and & Ságvári, 2020), in society as well as in organisations (see Godechot, Safi and Soener, 2021). Political studies have long researched differences between various models of integration and problematised the potential search for common or shared values that would specify grounds for integration (e.g., Geddes and Scholten, 2016; Pélabay, 2011).

This very brief overview on how different disciplines address the notion of integration is already indicative of synergies; it also points to complementary paths for the problematisation of our current understanding on integration.

When integration is conceived as an individual responsibility, an implicit assumption is that individuals have the ability and the agency to drive their integration project. How does this approach include vulnerable groups (e.g., those with poor mental health, or low literacy)? In addition, how does this approach account for structural discriminations in society that hamper individual agency? If integration is left to the individuals, what responsibility has the group (Labour market, society, organisations) towards those to be included?

When integration is associated with a set of merits to be proven, the definition of these merits deserve attention. Who define the merits one needs to have to be included? To whose benefits are these merits defined? Defining merits is done in relation to worth. Is there an emerging world of worth that tends to gain a preponderant position in contemporary views on merits? How is this world of worth doing in view of fundamental EU values based on inclusion and the Human Rights? What kind of inequality may this lead to?

A preliminary exploration of the two identified trends of locus of integration responsibility and a worth-based definition of integration criteria is indicative of multiple synergies between the disciplines studying migration. This is a promise for finding additional themes.

The purpose of this seed project is to investigate how various disciplines in social sciences have captured contemporary conceptions of integration, to identify additional common trends, and to problematise them in view of the European project.

Research design and methods

This project's design is the creation of an active discussion forum with researchers active in multiple disciplines in social sciences (Political sciences, Law, Management, Economics, Sociology), and all working on the topic of inclusion of migrants. This forum will foster a multidisciplinary conversation in which complementary views about trends in EU countries' conceptions of integration of migrants are shared. Once common trends are identified, the forum will be a place to explore the potential problems associated with these trends and propose an agenda on how to investigate (a selection of) them.

The forum will be supported and moderated by a research (thereafter Post Doc). With research facilitation skills, this Post Doc will work on the preparation of discussions, selection of central themes and the development of texts (article, application) related to the outcomes of these conversations.

The methods used to foster the multidisciplinary forum will be principally 2 workshops in Stockholm. Each workshop will gather the research team for half a day in a hybrid format. For participants willing to travel to Stockholm, a dinner will be organised the day before and the workshop will conclude with a lunch. These extra activities are to support the creation of stronger connections and synergies between the participants.

Workshop 1 will identify synergies on contemporary conceptualisations of integration in EU countries across the represented disciplines. The format of this workshop will be inspired by techniques of design thinking to identify the synergies and create a large range of themes to work with. The ambition is to identify about 6 themes. Two themes have already been identified: (1) the tensions between individual and collective responsibility for integration, (2) the reference to merits and worth to be included, in other words, the necessity to earn integration. A third related theme has emerged during preliminary conversations that took place at the CIVICA Budapest conference: externalisation of the work and responsibility of integration (e.g., to third countries when dealing with migrants' pressure to enter EU, to Civil Society organisations when dealing with the socialisation of migrants in the host country). An additional theme might investigate securitisation.

Workshop 2 will then provide the venue for the investigation of selected themes identified conjointly. It will provide an in-depth conversation on selected themes carefully prepared by the Post Doc in view of their novelty and potential contribution to existing debates. This preparation will be based on the review of core theorisations of integration in each represented discipline. It will clarify the theoretical fundamentals of each view as well as underlying (ideological) assumptions. Then, the preparation will aim to identify complementary or challenging views and theorisations to be explored in Workshop 2 -with interactive workshops techniques to foster creative conversations.

For the development of the draft of a research project application, in addition to asynchronous communication a hybrid Developmental Seminar will be organised for more in-depth conversations and clarification of areas of responsibilities. This seminar will be structured around key parts of the application and provide a venue for a stronger integration of the research team. It will take place in Stockholm, and, for those travelling, it will start with an informal dinner and span over half a day, concluding with lunch.

The methods used for the creation of the outputs (co-authored journal article, joint research application) will be based on a close collaboration between the Post Doc and project leader, as well as active non-synchronous conversations with the rest of the team (e.g., circulation of drafts and invitation to comment, presentation in research seminar series at the participants' departments). Recommendations about possible additional partners such as community organisations will be expected from researchers joining the draft of the research application, as to include end users in the research project.

Contributions and roles of the research team

Professor Laurence Romani, Project Leader. Laurence's work builds on a multidisciplinary education (Social Anthropology and Management) and is at the crossroad of two disciplines (Sociology and Management). She has developed methodologies to create synergies across different research paradigms/ disciplines (see Romani & Primecz, 2019). Her area of expertise touches on how organisations take part in the integration of persons with a migration background. She has long experience of research project management (attracted over 2 million EUR), including international projects.

The project leader will recruit from the CIVICA network a Post Doc for this project, a person who has a multidisciplinary education (e.g., PhD building on two disciplines in social sciences) and working on migration topics. She will work closely with the Post Doc during the project to support the Post Doc's investigation and the elaboration of the project outcomes: article and research application.

The Post Doc's role will be to:

1-Prepare the multidisciplinary workshops. This means proposing several paths to explore synergies between the disciplines.

2-Moderate the multidisciplinary conversations and decide conjointly with participants and project leader the key themes to explore in more depth.

3-Explore these themes and their problematisation. This will be the core of the research activities undertaken by the Post Doc. The exploration of these themes will be done with the support of participants (e.g., recommended readings) and in close collaboration with the project leader.

4-Draft at least one co-authored article for submission in a top ranked multidisciplinary journal, outlet that will be decided conjointly with participants. This article(s) will elaborate the problematisation that has emerged and been explored during the workshops and the investigation work of the Post Doc.

5-Draft a research proposal building on the topics and the problematisations identified in the workshops. This draft is to be submitted to EU research funds and / or large national research fundings in the countries of the participants. The development of this draft will be done in conjunction with the Development Seminar, in which all practical and scientific aspects of the application will be clarified.

Project participants' role will be to engage in the conversations taking place during the workshops and support the Post Doc 's investigation with, for example, suggested readings.

Participants will be invited to join as co-authors to draft at least one article. If they accept, their role will be to provide feedback on one draft during early fall 2023. If they wish, they can invite the Post Doc to present the draft(s) of the article(s) during a research seminar at their department to allow for more in-depth feedback.

Participants will be invited to join the draft of the research application. If they accept, they will participate in the development workshop in which areas of responsibility of each co-applicant will be defined.

Additional ideas, such as the consideration of creating an invited special issue in an international journal will be explored with the participants during the early phase of the project.

Multidisciplinary strength of the research team

Dr Bernadette Bullinger is Assistant Professor at **IE** in Human resources and organisational behaviour. She has a strong interest in social and organization theory, specifically in institutional theory and French convention theory. Her current research focuses on questions of legitimacy in the context of recruitment, and visual and multimodal methods of studying organizations and work. In a recent publication, she shows how visualization shapes the worthiness of refugee workers in the eyes of prospective employers.

Professor Cathryn Costello, at the Center for Fundamental Rights (**Hertie**) is a leading scholar of international and European refugee and migration law and explores the relationship between migration and labour law in her work. Her recent project explores refugee mobility, recognition, and rights.

Dr Sarah Ganty, Research Fellow at the Center for Democracy and visiting professor at **CEU**. Her research in Law shows that the concept of integration in EU law increasingly tends to restrict EU citizens and third

country nationals' rights, reducing equality and non-discrimination and having exclusionary effects. She is also a J.S.D candidate at Yale Law School.

Professor Andrew Geddes, director of the Migration Policy Center (**EUI**) has an expertise on global migration governance and the politics of migration and immigration in Europe and their effect on integration. He has published extensively on global migration, with a particular focus on policy-making and the politics of migration and on regional cooperation and integration.

Dr Simon Görlach, Assistant Professor at **Bocconi University**, at the department of Economics and a Research Fellow at the Centre for Research and Analysis of Migration (CReAM) since 2011. He works on migration and other issues in the fields of labour economics and has for example, organised the Migration and Macroeconomy conference in 2022.

Dr Hyun-Jung Lee is Associate Professor at the **LSE** at the department of Management. Her research revolves around the theme of "similarities and differences" in terms of sociocultural categories including culture, ethnicity, gender, and ideology. Trained as a psychologist, she is interested in the topics of cosmopolitanism, acculturation, migration, inclusion and exclusion in organisational settings.

Dr Vera Messing is a Research Fellow at the Center for Policy Studies (**CEU**) as well as at the Institute of Sociology at the Center for Social Sciences, Hungarian Academy of Sciences Center of Excellence. At this crossroad of Political Sciences and Sociology, her work focuses on comparative understanding of different forms and intersections of social inequalities and ethnicity and their consequences. The main focus of her research has been employment and education of minorities in Europe, migration and migrant inclusion.

Dr Marta Pachocka is Assistant professor at **SGH**, at the Institute of International Studies and the Department of Political studies and head of the Migration Policies Research Unit at the Centre of Migration Research (CMR) of the University of Warsaw. Trained in Economics (PhD) her academic profile is interdisciplinary, including political sciences (visited Sciences Po) and migration studies. She is on the Board of the PECSA and the Research Committee RC46 'Migration and Citizenship' of the International Political Science Association (IPSA).

Dr Janie Pélabay, tenured Research Fellow at **Sciences Po**. In the field of political theory, she investigates the challenges posed by pluralism to liberal democracy, and contemporary debates on state neutrality, multiculturalism, identity politics and patriotism. Her current research focuses on the political uses of "shared values" in public discourse and policies related to civic education, immigration, and European integration.

Professor Cristian Pîrvulescu, dean of the faculty of Political Sciences at **SNSPA** and a member of the Romanian Sociological Association. His core expertise is in comparative politics, political theory and political Economy. His recent research activities have, among others, touched on the conditions of the integration of refugees arriving in Greece and how Civil Society organisations play a role in their integration.

Dr Mirna Safi is Associate Professor at the Centre de Recherche sur les inégalités sociales and head of the OSC at **Sciences Po**. Mirna Safi is interested in immigration, ethnic and racial inequality, discrimination, and segregation. Her current research focuses on impact of immigration on ethnoracial stratification in the French society, anti-discrimination policies at the workplace, ethnic minority, residential mobility, and locational choice.

Anticipated research outputs and deliverables

This project is principally a multi-disciplinary conversation and as such, one can anticipate that it will reach a different level in the approach of our current disciplinary understandings of integration.

The format of a multidisciplinary conversation requires that researchers go beyond their current understanding and question their taken for granted disciplinary assumptions. For example, some disciplines approach integration as a 'fit' (e.g., Management, Economics) when other may approach it as a right. Discussing the different disciplinary metaphors used to think inclusion is expected to increase researchers' awareness of their disciplinary boundaries.

Another aspect of a multidisciplinary conversation is that it creates conditions to become aware of the various ethical standpoints that motivate streams of research on a given topic. For example, mainstream approach to integration in some disciplines will resonate with a pragmatic or utilitarian ethics, when, in another discipline, mainstream positions tend to resonate with an ethics of care. The multidisciplinary conversation provides a favourable ground for questioning the fundamental ethics or even ideologies supporting some of the positions. For example, it opens room for their reconsideration in view of contemporary societal trends or the EU political project.

In sum, the anticipated research output from this forum is a higher level of awareness of current disciplinary and ethical or ideological boundaries, leading to novel insights or different problematisations in our current understanding of integration of migrants.

The expected deliverables are:

- 1- the submission of a co-authored manuscript problematising current conceptualisations of integration, for publication in a top-ranked multi-disciplinary journal (target to be decided conjointly). The Post Doc will be the lead author of the manuscript to be submitted latest November 2023
- 2- The draft of an application for the funding of a research project building on the multi-disciplinary conversation. The draft will present the core of a research project (background, problem definition, design, methods, expected contributions) for it to be adapted to different calls. The Development Seminar for the discussion of the draft is to take place in fall 2023. Draft to be ready latest December 2023.

Selected references

Bullinger, B., Schneider, A., & Gond, J. P. (2022). Destigmatization through visualization: Striving to redefine refugee workers' worth. *Organization Studies*, 01708406221116597.

Boltanski, L & Thévenot, L (2006) *On justification: Economies of worth*. Princeton, NJ: Princeton University Press.

Costello, C., & Foster, M. (2022). (Some) refugees welcome: When is differentiating between refugees unlawful discrimination? *International Journal of Discrimination and the Law*, 13582291221116476.

Craciun, C and **Pîrvulescu, C (2022)** The EU's New Pact on Migration and Asylum: Intergovernmentalism, fragmentation and securitization, paper presented at the panel Understanding migration governance: policies and actors at the General Conference of ECPR, Innsbruck, August 2022.

Galeone, P and **Görlach, JS (2022)** Skills and Substitutability: A New View on Immigrant Assimilation, Bocconi University, department of Economics.

Ganty, S. (2021). Integration duties in the European Union: Four models. *Maastricht Journal of European and Comparative Law*, 28(6), 784-804.

Geddes, A., & Scholten, P. (2016). *The politics of migration and immigration in Europe*. London, Sage.

Godechot, O. **Safi, M** and Soener, M (2021) The intersection of organizational inequalities: How gender, migrants status, and class inequality relate to each other in French workplaces. *Working papers series*, Observatoire sociologique du changement, Paris.

Gońda, M., **Pachocka, M.**, & Podgórska, K. (2021). Measuring the Cultural Dimension of Migrant Integration and Integration Policy in the European Context: Dilemmas and Discussions. *International Migration*, 59(1), 241-262.

Hachimi-Alaoui, M., & **Pélabay, J.** (2020). Contrats d'intégration et «valeurs de la République»: un «tournant civique» à la française?. *Revue européenne des migrations internationales*, 36(4), 13-33.

Lee, HJ & Al-Naemi, M (2022) Migrants, expatriates, and nationals: How they acculturate and gain status in a cosmopolitan organization? *Academy of Management Proceedings*.

Messing, V., & Ságvári, B. (2020) *From landing to arrival. The subtle integration of immigrants across Western Europe*, Budapest, Friedrich Ebert Stiftung.

Pélabay, J. (2011). L'Europe des «valeurs communes» et le recul du multiculturalisme: la diversité supplantée par l'unité?. *Revue philosophique de Louvain*, 747-770.

Romani, L. and Primecz, H. (2019) Promoting and demystifying paradigm interplay with reflexive practices in a study of Turkish mobile professionals, *Studi di Sociologia*, (1): 31-44.

Romani, L., Holck, L., & Risberg, A. (2019). Benevolent discrimination: Explaining how human resources professionals can be blind to the harm of diversity initiatives. *Organization*, 26(3), 371-390.

Work plan

Please describe the main activities of your project, the envisioned timeline, and the most important outputs/deliverables.

Activity	Timeline	Expected results
Recruitment of 1 Post Doc fellow from the CIVICA network	November 2022	1 Post Doc fellow
Workshop 1	February 2023	Identification of major thematic synergies to explore in Workshop 2
Workshop 2	April 2023	Definition of key themes and problematics for the draft paper
Post Doc does short visits to partners for in-depth explorations and a synchronous feedback	March-October 2023	In depth understanding of specific themes/ problematisation
First draft article ready	June 2023	Text of one manuscript for submission in an international and multidisciplinary top-ranked journal
Development Seminar for the large research application	September 2023	Complete draft of an application
Draft article ready for submission	October 2023	Text for submission in an international and multidisciplinary top-ranked journal
First draft application ready	November 2023	Text of at least one international application