The relationship between migration and work has been transformed in recent decades, most notably through growth of temporary and employer-sponsored visa schemes, the introduction and expansion of cross-border labour mobility zones, and a geographical shift in the main sources and destinations of migration. These changes have produced major political challenges with policymakers struggling to balance the perceived disruptive impacts of labour migration with the potential economic benefits.

Despite evidence of international convergence in industrial relations and other areas of labour market policy, there are differences in the national regulation of labour immigration. For example, diverse regulatory approaches are evident in relation to the workplace rights of undocumented and other migrant workers. There are distinct selection policies for different categories of labour migration, such as higher-skilled compared to lower-skilled, temporary compared to permanent and employer-sponsored compared to non-sponsored. Free movement of labour in the European Union and labour mobility provisions in free trade agreements have created transient workforces with implications for worker rights, employer practices and local labour markets.

At the same time, there are important distinctions between the intentions versus the outcomes of labour immigration policies. For example, visa regulations are focused on workers that enter the receiving country through ‘front doors’ or dedicated labour migration schemes. However, in many countries there has been gradual opening of ‘side door’ visa schemes that fall outside of the formal scope of official labour immigration policy, such as visas for students with limited work rights, as well as ‘back doors’ for unauthorised migrants without any right to work. The distinction between primary and secondary immigration and gendered dimensions of immigration policy are also important, particularly given the lack of research on the working experience and labour market impact of partners who accompany migrant workers.

While many governments seek to encourage immigration to address labour market needs, migrant workers are commonly among the most vulnerable workforce groups. However, the labour market impact of immigration and the workforce experiences of migrants diverge, depending on their skills, employment and migration regulations and institutional arrangements, and the strategies of unions and other representative groups for organising, protecting and mobilising migrant workers.

There are new developments in migrant worker representation. The traditional restrictive positions of trade unions towards immigration in many countries have shifted in recent years towards more inclusive approaches. However, the capacity of unions to organise and represent migrant workers,
particularly in low-wage sectors, has been tested, with new forms of non-traditional collective representation emerging in the form of worker centres and community organisations.

For this special issue, ‘Migration and Work’, we invite papers on the work-related dimensions of migration, including the experience of migrants in the labour market, the impact of migration on managerial practices and the labour market, and the influence of institutions and regulations in shaping these outcomes. We encourage authors to develop their own themes, but they may consider the following:

**Theoretical developments** – What are the implications of changes in the relationship between work and migration for conventional theories of employment relations? What insights can be developed from other disciplines? Does migration require employment relations scholarship to adapt existing conceptual frameworks or incorporate new actors and institutions? What do employment relations perspectives offer for our understandings of labour migration?

**The legal and regulatory dimensions of labour migration** – Has migration influenced the effectiveness of existing employment relations regulation, and conversely has regulation shaped migration patterns and labour market outcomes? What has been the impact of normative employer practices and different forms of regulation, such as diversity management procedures, collective bargaining, transnational forms of private and civic regulation, and international conventions and standards?

**The role and responses of institutions** – What has been the impact of increased migration flows on working conditions, employment standards and managerial practices? What strategies have unions and civil society organisations developed to organise and mobilise migrant workers? How have regulatory bodies sought to create, monitor and enforce employment standards for vulnerable groups of migrant workers and how effective have these measures been?

**Firms, intermediaries and managerial practices** – What factors motivate firms to engage migrant labour? What roles do visa sponsorship and forms of institutionalised dependence play in shaping employer perceptions of migrant workers? What is the impact of different human resource management strategies on migrant worker performance? What is the impact of supply chain actors, including commercial clients and labour hire contractors, on the practices of firms employing migrant workers?

**International comparisons** – Have ‘varieties’ of labour migration and institutional responses emerged across national boundaries? What regulatory and institutional patterns can be discerned among and between different national groupings (e.g. those identified in the comparative migration policy, varieties of capitalism, and comparative welfare state literatures)? How significant are differences in institutional and regulatory dynamics in advanced economies as compared with emerging economies?

**Gendered dimensions of migration** – How can gender be better incorporated into theories of migration and work? What role does gender play in the workplace experiences and labour market trajectories of migrants? What are the gendered dimensions of policies relating to migrant workers, such as visa entry regulations?
**TIMELINE:**

- 1 October 2017 – Papers to be submitted online to the JIR for peer review
- 1 October 2018 – Accepted papers to be submitted online to the JIR
- April 2019 – Publication of Special Issue.

- Please submit your manuscript online to the JIR at https://mc.manuscriptcentral.com/jir
- The style guide for the journal can be found at http://journals.sagepub.com/home/jir

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