
Editorial

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Gözde İnal is currently an Assistant Professor at the Department of Business Administration, at Cyprus International University in North Cyprus. She received her BBA degree at Eastern Mediterranean University, North Cyprus in 1993, and completed her MSc Finance degree at the Management Centre University of Leicester, UK in 1999. She completed her PhD degree at Queen Mary, University of London, UK in 2008. Her research interests include mainstream, minority-ethnic and women small business ownership.

Nur Köprülü is currently a Lecturer in the Department of International Relations at Cyprus International University. Graduated from PhD Programme in International Relations at the Middle East Technical University (METU-Ankara) in 2007, she wrote her dissertation on Consolidation of Jordanian National Identity. Her research interests are Palestinians in Jordan, Political liberalisation movements in Jordan, democratisation in the Arab world and politics of identity in the Middle East.

1 Introduction

This special issue contributes to understand the career of skilled immigrants in the Middle East, one of the salient topics in analysing the pitfalls and opportunities of the labour markets in Middle Eastern countries. Looked from the variety of levels of analysis in exploring employment policies and career opportunities of the immigrants such as; macro contextual, meso-organisational, micro-individual levels, the case of the Middle East is instrumental to illustrate different experiences of labour mobility and careers of immigrants. In this regard, this special issue offers various country studies from the Middle East labour markets with the aim of demonstrating the complexity and diversity of the labour market of the region.

Due to the influx/flow of refugees after the Arab-Israeli Wars, increased demand for skilled migrants following the oil shock of 1973 as well as the collapse of the Soviet Union and emergence of new states on the Former Soviet Union (FSU) territories, the issue of migration has become one of the key developments in rethinking on the theory and practice of labour mobility. For that particular purpose, the case of the Middle East is imperative both in understanding the growing complexity and diversity of the labour market mobility and the interplay of historical, political and socio-economic linkages in reshaping the policies of states with regard to the increased inflow of migrants (Dessler and Al Ariss, 2012).

2 Papers in this issue

The paper by William Harvey and Dimitria Groutsis entitled ‘Skilled migrants in the Middle East: definitions, mobility, and integration’ focuses on skilled migrants moving to the Middle East. The paper looks at different types of skilled migration, mobility and integration as well as the challenges that migrants face. The authors highlight opportunities and challenges that impact migrant experiences in the region.

Kevin Schoepp and Ingo Forstenlechner present a paper entitled ‘Self-initiated expatriate faculty in the UAE: balancing the profession and financial rewards’. The authors examine the importance of financial rewards on expatriation and its relationship to professional roles and behaviours amongst 364 self-initiated expatriate faculty in the UAE. The authors demonstrate that salary is a key motivator to for these SIEs to stay in the host country along with voice in decision-making and contractual employment.

Barbara Pusch and Yaşar Aydın offer a paper on return migration entitled ‘Migration of highly qualified German citizens with Turkish background from Germany to Turkey: socio-political factors and individual motives’. In their work, the authors tackle, from multi-disciplinary approach, the migration of highly qualified German citizens with Turkish background to Turkey. Therefore, socio-political aspects, economic benefits/disadvantages, and individual motives are considered.

Hanife Aliefendioglu provides an insightful literature review entitled ‘Migrant women workers in Cyprus: a literature review’. The author highlights the way the literature ignores experiences of immigrant women workers in many countries. In particular, she finds that limited work is done to understand the working conditions of women migrant workers. Two main suggestions are given in terms of facing the challenges of immigrant women workers in Cyprus. These are:

- 1 The need to understanding and raising awareness among local people and funding NGOs of the problems faced by migrant woman. Such an understanding can help combating stereotypes about these women seen as prostitutes who pollute the local culture.
- 2 These woman need to be empowered legally and linguistically.

Umut Koldaş provides a paper entitled ‘Political economy of internal/external migration and skilled labour mobility within the Israeli labour market’. The author explains the context of integration of immigrants in the Israeli society. Skilled immigrants integrated the Israeli labour market in the context of local, national, regional and global dynamics. Legal, socio-economic and political conditions shaped the career trajectories of skilled labour in the country. The author explains the changing context of internal and external migration by providing an analysis of the historical evolution and current situation of five communities within the Israeli labour market, namely, Ethiopian Jews, Jews from the former Soviet Union (FSU), Palestinian Arab citizens of Israel, non-citizen Palestinians from the West Bank and Gaza Strip (WBGs) and foreign workers.

Nur Köprülü offers a paper on ‘State, economy and Palestinian migrants in Jordan’. The author attempted to explore the role of Palestinian migrants in Jordanian economy from a macro-level of analysis via both examining the rentier economic structure of the Kingdom from a theoretical perspective and illustrating the considerable role of Palestinian migrants in the private sector, the banking sector in particular. Given the fact that Jordan is the only Arab country in the region that have granted citizenship right to Palestinian migrants; she preferred to refer to the Palestinian migrants as Palestinian-Jordanians. Her paper also suggests that Jordanian-Jordanians are the main source of political power whereas the Palestinian-Jordanians are leading the economic sector in the country

Finally, Nelia Hyndman-Rizk offer a book review of *Not Quite White: Lebanese and the White Australia Policy 1880–1947* by Anne Monsour. Written in an historical documentary style, this book provides an analysis of the effect of the White Australia Policy on the experiences of Lebanese immigrants in Australia between 1880 and 1947, with the State of Queensland as an in-depth case study.

As shown above, we managed to collect a set of key papers that are very helpful in understanding the case of skilled migration in the Middle East and we hope that readers will enjoy them. This special issue contributes to building on previous work on migration in the management field (Al Ariss and Syed, 2011).

References

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