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National Center of Competence in Research –
The Migration-Mobility Nexus

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Les expatriés et autres élus de la mobilité – l'organisation de la mobilité

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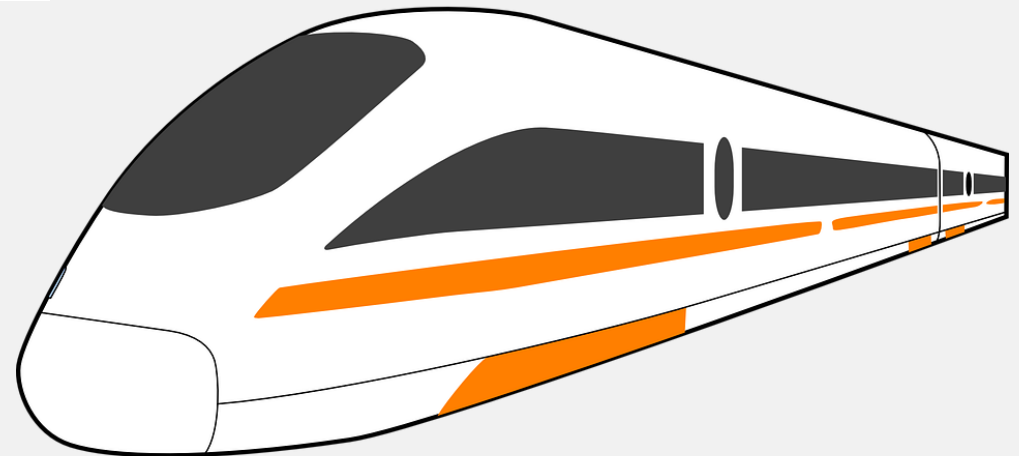
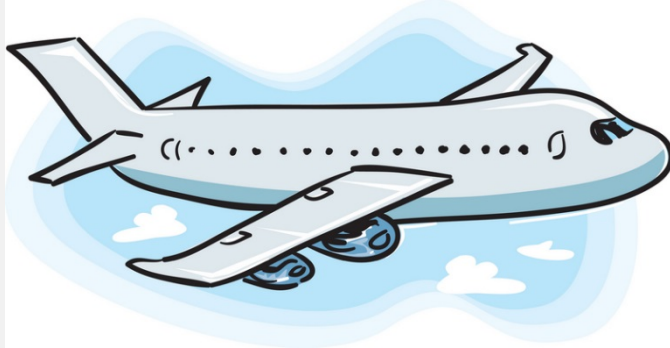


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“The puzzle is why firms pay huge sums to big name consulting firms, when their advice comes from kids fresh out of college, who spend only a few months studying an industry they previous knew nothing about. How could such quick-made advice from ignorant recent grads be worth millions? Why don’t firms just ask their own internal recent college grads?”

Hanson, Robin. 2012. "Too Much Consulting?" *Overcoming Bias*, 31.01.2012.
<http://www.overcomingbias.com/2012/01/why-so-much-consulting.html>.



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“We cannot understand how migrants move unless we examine how they are moved by others.”

Xiang, Biao, and Johan Lindquist. 2014. "Migration Infrastructure." *International Migration Review* 48 (1):122-148.



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Le succès du consulting:

- Une profession prestigieuse
 - Recrutement sélectif
 - Promotion active
 - Culture du secret
 - Positions de pouvoir
 - Marqueurs d'opulence

 - Un statut externe
 - Transmission de connaissance
 - Transfer de responsabilité
 - Légitimité
- Références: McKenna 2006, Skovgaard Smith 2013, Armbrüster 2004

Le succès du consulting:

- Des équipes d'employés qualifiés immédiatement opérationnelles
- Une infrastructure pour gérer la mobilité du personnel
 - organisation multinationale décentralisée
 - système de placement flexible
 - équipement
 - bureaucratie faible

Les conséquences de ce modèle?

- Réduction des aides à l'expatriation
 - D'avantage d'intermédiaires
 - Exigences plus fortes en termes de mobilité professionnelle à court-terme et de flexibilité au travail?
- Références: Coe, Jones, and Ward 2010, Davoine and Salamin 2012, Groutsis, van den Broek, and Harvey 2015, Cartus 2014, Cranston, Schapendonk, and Spaan 2017



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