

**ISIRC 2019 – Conference Stream “Social Innovation, Employment and
Migrants/Refugees and Asylum Seekers”**

Paper Abstract

« Vulnerability and social innovation in hybrid organizations: Socio-professional integration
of young migrants »

Today, forced migrations are a central point of societal concerns because migrants are often in "vulnerable" situations related to their departure country, the route, the host country conditions and also their own identity. We wish to identify the elements of a training model adapted to the socio-professional integration of young migrants (15-18 years old) who seem to be particularly affected by vulnerability. Our field of research is the model of the « production school » that places students in actual working conditions. Our research method is qualitative and combines semi-structured interviews with participating observations.

If vulnerability is synonymous with "potentiality to be hurt", it also means the ability to recover (Genard, 2014). Recognizing a person's vulnerability is to believe that it can be turned into positive performance through social innovation. (G. Danroc, M.C. Monnoyer et al., 2018). Social innovation is not the monopoly of social economy. The market has its emancipatory potential for individuals too (L. Fontaine, 2014). Hybrid organizations such as “production schools” that incorporate multiple logics (Battilana J, Lee M., 2014) carry many social innovations. Such “school-enterprise” uses the market mechanism to promote the socio-professional integration of young people in vulnerable situations. These young people are supported in a global approach and are actors of their own learning.

Our research shows the power of hybridity to transform the vulnerability of young migrants into societal performance. The intrinsic vulnerability of this model forces the organization to develop social innovations. Because the young migrant’s vulnerability takes multiple forms, solutions have to be global, personalized and adapted to the local socio-economic and political context.

References

Battilana J., Lee M. (2014), « Advancing research on hybrid organizing-Insights from the study of social enterprises », *The Academy of Management Annals*, 8(1), 397-441

Danroc G., Monnoyer M.C. (dir) *et alii* (2018), *Vulnérabilité et innovation sociale*, Les Presses Universitaires Institut Catholique de Toulouse Editions, Collection DEL.CHRISTIANIS

Fontaine L. (2014), *Le marché, Histoire et usages d’une conquête sociale*, Paris, Gallimard.

Genard J.L. (2014), « La question de la responsabilité sous l’horizon du référentiel humanitaire », in BRODIEZ-DOLINO Axelle *et alii*, *Vulnérabilités sanitaires et sociales. De l’histoire à la sociologie*, Rennes, PUR, 2014