

The Impact of International Migration on Inclusive Growth and Human Development: An Empirical Analysis

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ABSTRACT

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This report explains the connections between international migration and inclusive growth and provides direction to judges on how to investigate these connections using the data at hand. The authors provide a useful framework for evaluating migratory miracle in an examination of inclusive growth after reviewing the theoretical foundations of labour mobility and its role in participative growth. The framework aims to give interpreters direction on how migration affects growth and how it is distributed, as well as the essential research to determine the ultimate impact of current and future migration trends on inclusive and sustainable growth. It also highlights the tools that are widely used in inclusive growth diagnostics that is susceptible to migration as well as the strategies economists use to address data constraints and difficulties. The study concludes with a discussion of the policy issues and potential solutions revealed by the migration-enhanced inclusive growth analysis.

Keywords: Growth and Human development

INTRODUCTION

Over the years, there has been a substantial increase in the scale and importance of global trade and capital movements across the world. Even though in disharmony, the gap between per-capita inflows in low-income and high-income countries has not closed up. New approaches for eradicating global poverty are being called for, like adding the transnational overflows of people from low- to high-income economies, called transnational migration. International migration is an important means of development for people and their generations, improving the fiscal status of those who move. According to IMF WEO (2020), from the last many years, the share of settlers moving to advanced countries from developing countries has increased from 4 to 9 per cent, generating sturdy social and political responses and has caught attention. An imperative query arises about how transnational migration affects income, growth, and development in underdeveloped countries.

Cross-border migration of people, especially from underdeveloped to wealthy countries, has a big influence on a lot of different things. Emigration affects the destination country initially by affecting labor demands, productivity, innovation, demographic structure, and financial equilibrium since emigrants may be distinguished from locals and from one another. The necessity for reliable research that pinpoint and analyze the trends and impacts of migration has never been more crucial than it is now as transnational migration is approaching unknown levels of significance on both public and global policy agendas. However, it is still unclear how transnational immigration impacts a country's local population's quality of life. The eventual benefits of migration on the welfare of native populations are at the center of any discussion of immigration policy, making this topic extremely important.

Reviewing our understanding of how migration impacts inclusive growth is the primary objective of this research. To achieve that, we look at how immigration impacts global progression and disparity, how it affects the nations of origin and destination, and how it affects the settlers themselves. In light of this, this essay will analyze how migration affects home nations by focusing on the role that migrant workers' remittances played in promoting

initial lucrative development. The analysis will attempt to highlight the latent positive and negative lucrative effects that migration has on migratory transferring countries by adopting a perspective that combines the structuralist and developmentalist methods. The momentous amount of remittances sent home by migrants around the world has sparked a contentious debate over its inherent benefits for reducing poverty, maintaining fiscal stability, and fostering profitable development in migrant-receiving nations (Ratha, 2003; Wrona, 2017). The World Bank, the International Monetary Fund, and development aid organizations are all looking at remittances as a new development slogan. Public authorities are interested in luring hard dollars, controlling, and trying to use the money. Non-governmental organizations understood that emigrants' associations may be implicit development partners and a source of private cash for remittance collaborations that can help them supplement their finances. Even while the increase in worker remittances shows that development and employment programs in countries with high levels of migration have failed, their benefits for reducing poverty have nonetheless been substantially demonstrated (Page and Adams, 2003; Shinde-Pawar et al., 2023).

REVIEW OF LITERATURE

1. Migration's Effects on the Destination Country

International migration poses both challenges and opportunities for destination countries, particularly in the short term. Emigrants may cause problems with employment or labor demands, which may have an impact on wages and force some native workers out of the workforce who must contend with them. Even though their influx may have a short-range financial impact, in the medium and long term, emigrants can spur the economy, create new employment opportunities for locals and businesses, provide the skills and capacities necessary for progression, inspire innovative notions, and help maintain long-standing financial stability by balancing the age distribution in developed nations. Additionally, different groups, such as capital owners and homeowners, may benefit to varying degrees from the influx of settlers in the short and long terms. The government-selected initiatives frequently depend on which groups benefit from migration the most, least, or could theoretically stand to lose from it, as well as on their relative political weight. The sort of settlers going to a destination country and their rate and level of assimilation in the initial economy and the formal labor market are two significant elements affecting those concerns. Rushes of immigration, including a sizable number of primarily working emigrants, will have a particularly positive effect on the entering nation's economy, employment growth, and public finances. A significant amount of research on the effects of migration on the destination region comes to the conclusion that the effects rely on how many new settlers arrive and how they are integrated (Kim & AlZubi, 2024; Kumar, Singh, & Sharma, 2021). Some nations' histories have been largely shaped by the various waves of immigration who brought their cultures and customs with them. When contemplating the migration of professionals, the skill composition of migrants can directly influence the salary structure (Girish et al., 2024). Other researchers (Eck, 2002; Morawska, 2008; Kulbrandstad, 2015) have been more interested in the creative changes connected to migration, changes in ethnic, religious, and language alterations. The outcome may also be influenced by how long the immigrants remain in their new country. The length of habitation or the amount of time since migration typically affects how well settlers adapt.

2. Impact of Migration on Origin Countries

The significant amount of remittances sent home by migrant workers around the world has sparked a heated discussion over their potential benefits for migrant origin countries' ability to reduce poverty, maintain fiscal stability, and develop profitably. Remittances are being viewed by governments and public authorities as a new development strategy, and they are interested in luring hard dollars, enforcing regulations, and attempting to manage the funds. They came to the realization that migrant associations could serve as implicit development partners, that collaborative remittances could serve as a source of private capital to supplement their income, and that migration could significantly contribute to further inclusive growth. Remittances, while generally beneficial to inclusive growth, may hurt the nation's competitiveness and erode capital returns. The effects of migration on the region of origin and those who came before have also come under scrutiny, as it is vital to determine if out-migration benefits or harms the region that came before. In order to optimize overall revenue, reduce risks, and remove obstacles brought on by market failures, the new economics of migration proposes that movement be decided by families or households. Therefore, migration provides a means for the homes that are left behind to access new revenue streams. When making a decision regarding a move, it is expected that the decision-makers in the homes will also consider the interests of the children.

3. Impact of Migration on Migrants

3.1 Financial Inclusion, Gratification, Constitutional Freedom, Academic Opportunities

The demographic effects of migration can be seen on a variety of levels, including those of the migrants' personal lives and those of the communities and populations in both the places of origin and destination. Through migrant networks and organizations that support migrants, immigration may also lead to additional immigration. Emigration may have a variety of demographic effects on the place of origin. People may also be impacted by an immigrant member. Additionally, migration may alter the demographic behavior of the migrants themselves. A migrant may be impacted by the cultural and demographic trends in the new location. Changes in preferences and behavior may result from this. Migration's effects can be seen on various levels. It goes without saying that migration affects the lives of migrants themselves. Along with the societies and families they leave behind, it also has an impact on the societies of their final destination. These three factors have been the focus of theoretical and empirical migration research. Sometimes they are connected; for instance, a migrant's performance in the new country will have an impact on both him personally and the society of his destination. Therefore, the primary motivation for migration in the eyes of these pioneering scientists was the anticipated net gain from relocating. Many migration theories have been characterized by this idea of anticipated gains from migrating. Individual rational elements make the decision to migrate based on a cost-benefit analysis that leads them to anticipate a good net return, in accordance with neoclassical economic micro-theories on migration.

The integration or assimilation of migrants into their destination country has been the subject of another theoretical discourse. With the advent of terms like "segregated assimilation" and "spatial assimilation," the concept of immigrant assimilation has been criticized and amended, particularly in the US (Schneider & Crul, 2010). The focus of experimental research on the effects on the migrants includes verbal communication, religious conviction, education, political contribution, psychological and health welfare, and even change of name (Escobar, Nervi, & Gara, 2000; Dustmann & Fabbri, 2003; McDonald & Kennedy, 2004; Antecol & Bedard, 2006; Barrett & Duffy, 2008; Reitz, Banerjee, Phan, & Thompson, 2009; Kogan, 2011; Van Tubergen & Sindradottir, 2011; De Rooij, 2011; Borjas, 2015; Carneiro, Lee, & Reis, 2015). Piché (2013) observes that it's interesting that in industrialized nations, research on whether migrant men and women have positive migration experiences is scarce. Instead, in the majority of these researches, immigrants' performance is contrasted with that of locals (or other immigrants) in the country of destination. Resources are available to migrants through international mobility that can help them maintain or even raise their social standing or quality of life. Therefore, it is not surprising that emigrants are positively selected in terms of occupation and education (Dumont and Lemaître 2005; Chiquiar and Hanson 2005; Parey et al. 2017). There may be significant changes in people's life paths as a result of leaving their old home and moving to a new one (Williams and Baláz 2012). People most likely choose to relocate when they anticipate an improvement in living conditions. When people relocate to other nations, this should be especially true. Indeed, emigration frequently results in an increase in income and salaries (Witte and Guedes Auditor 2021).

Constitutional freedom is a major motivator behind the global migratory movements. Political persecution, human rights abuses, limitations on personal liberties, and injustice are some of the key reasons for migratory flows. Regrettably, wars are the primary driver of politics. Wars that result in substantial migrant flows are one of the primary reasons for forced migration. Wars, military coups, inequalities, personal freedom of speech and expression, and persecution are only a few examples of political reasons (Black et al., 2011; Raleigh, 2011; Praussello, 2011; More and Shallman, 2004). It is possible to say that wars are the main reason for the massive migration movements that have the biggest impact on the entire world. The majority of immigrants are hosted as conditional refugees or temporary asylum seekers. Migration caused by war typically takes the form of forced migration. A diaspora emerges anywhere individuals move for political reasons. Over time, the implications of this evolution might influence numerous political choices. Other studies (Eck, 2002; Morawska, 2008; Kulbrandstad, 2015) have focused more on the cultural changes brought about by immigration, as well as changes in ethnicity, religion, and linguistics. Immigration may also alter the political environment as some immigrants become constituency members and natives' political views may be influenced by immigration (Eger, 2009).

3.2 Linguistic barrier, Migrant exploitation, Xenophobia

3.2.1. Linguistic barrier

The current review of international migration is focused on the area of migration decisions, adaptation, and assimilation in the host society, as well as the effects that migrants have on the host society and the potential for larger mutual migration flows. Language and cultural barriers are also given special attention. Although the rarity of the particular language competence could result in better economic gains for the immigrant, language unlikeness. Furthermore, even though strong migrant networks may be detrimental to integration, they may be advantageous to migrants in the short term since they reduce the costs of (psychological) movement. Finally, there is a strong correlation between linguistic and cultural obstacles. In social networks, for instance, migrant communities may include members who speak their mother tongue less well, resulting in enduring cultural barriers between native and migrant communities.

There are conflicting ideas and data regarding the function and severity of the language barrier in earlier literature on international migration and linguistic barriers, which focuses on factors influencing migration decisions. While proximity to other cultures and languages has been found to be significant in some research, they are typically not more essential than economic drivers. Ethnic networks at a possible destination would almost certainly increase migration, however the impact may differ depending on individual portfolios.

In the modern society, there are several multidimensional barriers to social mingling, with language and culture playing a key role. Bhugra and Becker (2005) claim that adjusting to a new culture and changing one's identity can lead to a variety of stresses because doing so can lead to the adoption of a new identity, (K'onya 2005). As time goes on, social interaction between migrants and the local population in their destination country is typically limited as they begin to form social networks within their own ethnic group. Additionally, overcoming language obstacles is a crucial step towards social integration, which boosts social welfare while also bringing about economic benefits (Chiswick and Miller 2015).

Bleakley and Chin (2004) found that language proficiency is a crucial element in understanding immigrant inequalities in terms of scholastic achievement, income, and social implications. Recent research (Isphording and Otten, 2011) suggests that potential migrants' decisions may be significantly influenced by their capacity to acquire and speak a new language fast. These studies also show that if a pupil's innate language is linguistically near to the target language, learning the target language will be less difficult for them.

3.2.2 Migrant Exploitation

The word "exploitation" implicit as a form of 'abuse' in all forms of irregular migration outside the country, as linked largely to the exploitation of migrant or labour by their employers, without paying adequate salary or compensation and can be considered as a criminal act perpetrated for profit. From the standpoint of employment, "exploitation" is defined as the practice of making money out of the excessive use of another person's labor or service. In the context of ethics, exploitation, according to Zwolinski and Wertheimer (2016), frequently refers to using other people unfairly. People's rights are routinely violated, especially in the employment system, especially when it comes to international migration.

According to Arthur Pigou's view, when companies pay their employees less than their labor is worth to them, this constitutes labor exploitation. According to Pigou (1921), Employees are forced to accept payments for their services that are below the value that the marginal net product of those employees' services has to those employers due to employer exploitation. This kind of exploitation and low pay leads to an inefficient use of resources, a decrease in the nation's net economic output, and a reduction in the overall economic welfare offered to society's citizens. The likelihood of labour exploitation can therefore be increased by intense competition from and among foreigners as well as a power imbalance in the employer-worker relationship.

Severe labour exploitation, according to FRA (2015), is any form of exploitation that is illegal under the laws of the nation where the exploitation is occurring. This form of exploitation happens when a worker is employed irregularly and under "particularly exploitative working conditions," that is, when there is a glaring disparity that jeopardizes the worker's wellbeing and protection and violates hominid pride.

Some claim that immigrants are taken advantage of since they are thought to have few options and will therefore readily accept the possibilities that the company presents. Because it is considered that the migrants' poverty, from which they are trying to flee, diminishes their negotiating strength, they will likely be effectively forced to accept unfair contractual terms, the employer appears to be exploitative. The incapacity or unwillingness of host countries to defend migrants from breaches of the agreement they have made is another factor that contributes to the exploitation of migrants. According to this perspective, migrants sign contracts that seem valid but are frequently and easily broken because they are unaware of their rights as workers in the host country and they are afraid of losing their jobs. As a result, the terms that usually define migrant contracts are frequently the origin of exploitation.

3.2.3 Xenophobia

One in every 50 individuals in the world today is a migratory worker, a refugee, or an immigrant living in a "foreign" nation. The issue of integrating individuals from many cultures, ethnicities, beliefs, and linguistic groups is one that many nations are facing as a result of increased migration and multi-ethnicity. In order to deal with the reality of growing variety, political, legal, social, and economic frameworks that ensure respect for one another and mediate interactions across differences must be found. International migration's unavoidable result is an increase in the ethnic and racial diversity of societies.

Extremist organizations have noticeably increased their bigotry and violence towards immigrants, refugees, and other non-citizens in numerous parts of the world. They are very vulnerable to prejudice, racism, and xenophobia. Authorities regularly minimize and, in some circumstances, outright deny the seriousness of xenophobia and racial intolerance. Despite the fact that non-citizens' movements are approved and lawful, they nonetheless face extreme levels of hostility.

Since physical distinctions are frequently thought to separate the 'other' from the common identity, it can be challenging to discern between racism and xenophobia as behavioural motivations in many situations. However, xenophobic expressions happen to persons with similar physical qualities, even those with shared ancestry, when they migrate, return, or arrive in nations or regions where the residents view them as outsiders.

This essay examines the rise of xenophobia in destination nations as one of the main new barriers to the reciprocal human developmental potential of migration. According to the research, only a small number of receiving nations think that immigration from other developing nations is even marginally advantageous (Morapedi, 2007). In fact, the general public's and many governments' reactions to the presence of foreign migrants are frequently very negative. Immigration-related hostility is clearly not a recent development. Intense hate, hatred, or dread of others is what some academics define it as (Nyamnjoh, 2006), while others only recognize it when it emerges as a visibly hostile attitude toward strangers or things that are perceived as foreign (Stolcke, 2002).

Immigrants can have a significant negative impact on the local population. Very common problem made worse by the rise in the number of immigrants among the local population, to the point that they are viewed as a danger to the natives' professional endeavours, safety, and standard of living. The emergence of intolerance (against immigrants or other social groups) in contemporary societies with growing migration flows threatens social cohesion and democratic institutions while also having a negative impact on the victims' mental health and social standing.

Hypotheses

H1: International Migration (IM) has significant influence on Financial Inclusion (FI).

H2: International Migration (IM) has significant influence on Gratification (GRT).

H3: International Migration (IM) has significant influence on Constitutional Freedom (CF).

H4: International Migration (IM) has significant influence on Academic Opportunities (AO).

H5: International Migration (IM) has significant influence on Linguistic barrier (LB).

H6: International Migration (IM) has significant influence on Migrant Exploitation (ME).

H7: International Migration (IM) has significant influence on Xenophobia (XENO).

Research Objectives

This study aims to considerate the impact of international migration on the inclusive growth and development of migrants from native country and its implications on their life and their family's life.

- The key objectives of the study, undertaken are:
- To identifying and accessing the impact of international migration in the context of inclusive growth and human development
- To analyze what necessary steps could be taken to combat the problem of migrants facing exploitation outside their native country.

Conceptual model

The conceptual model represents the relationship between the influencing factor International migration (IM) and seven dependent factors (Financial Inclusion (FI), Gratification (GRT), Constitutional Freedom (CF), Academic Opportunities (AO), Linguistic barrier (LB), Migrant Exploitation (ME) and Xenophobia (XENO)), along with the impact on destination and origin countries (Figure 1).

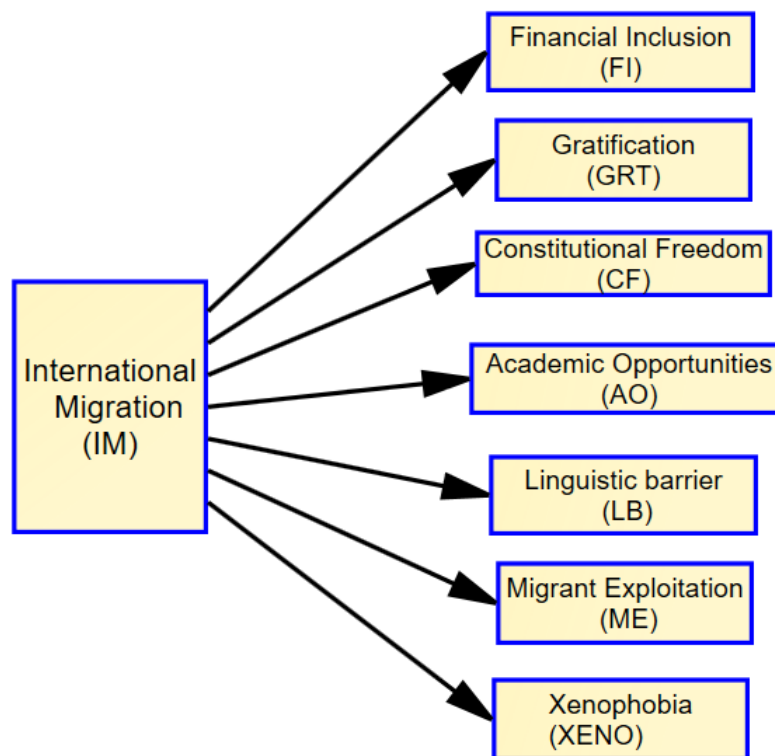


Figure 1: Conceptual model representing the relationship between the influencing factor International migration (IM) and seven dependent factors

RESEARCH METHODOLOGY

The fieldwork for this study was accepted from May 2022 to May 2023. The tone- administered structured questionnaire was banded with the emigrant and their family members to insure thickness and collected data filled in 700 migrants. However, the coming emigrant in the same area order was approached, if the emigrant declined to respond.

As the area of study is veritably miscellaneous, the pure arbitrary fashion wasn't used. A combination of intentional and arbitrary slice ways was used. In the study areas linked, different study instruments were piloted. To make the exploration more logical, both primary and secondary sources were used to collect data. Primary data was collected through observation, particular and in- depth interviews, concentrate group discussion and crucial snitchers

canvassing styles, of the manly and womanish migratory member of family. Quite a lot of group conversations have been prearranged among the emigrant and their family. Secondary data and information have been collected from journals, magazines, journals and books on migration issues relatable to the present exploration. Emphasis has been given to collect data from both the emigrant and their family which has also migrated and affected. Voices and views of the repliers have been recorded and anatomized to make the study more logical and comprehensive.

Likewise, the settlers were delved about their socio-profitable conditions, their choices and access to information about their livelihood modes and education; consequently, their choices of adaption or survival strategies and migration plans. A retrogression model was used to assess the part of socio- profitable characteristics. The study was grounded substantially on the supposition that the decision to migrate is because of family conditions or desire for better life and thus either the man or woman member will resettle outside the country. Likewise, the study primarily used behavioural and physiological attributes of migrating family member as the crucial motorists of migration. Descriptive statistics were used to reveal differences in adaption gesture, choice of employment and pattern of relinquishment of different adaption or abidance strategies of migrating person.

The research integrated the case studies of Financial Inclusion (FI), Gratification (GRT), Constitutional Freedom (CF), Academic Opportunities (AO), Linguistic barrier (LB), Migrant Exploitation (ME) and Xenophobia (XENO), to have an in-depth understanding of the issues. Migratory parent's and family's responses were also considered to substantiate the information and comprehend it holistically. A mixed- system exploration design was used for the study where as the intentional slice is used to elect the area and the repliers were named aimlessly. The author conducts the original exploration through qualitative styles to probe and acclimate the scales.

RESULTS

The data were investigated using fundamental descriptive and exploratory statistical techniques. For statistical analysis, Microsoft Excel 2013 and SPSS.20 were both utilized. Inductive statistical approaches, reliability analysis, Pearson correlation coefficient, and comparative analysis (t-test, ANOVA) were used in the study to be examined.

To compare the mean values found for each component for independent samples, a t-test was performed. Parametric tests may be employed if the conditions, which include establishing the normality of the distribution, are fulfilled. In order to evaluate the correlations between the study's variables, Pearson correlation coefficients were also calculated. In the statistical analysis, 5% ($p < 0.05$) was the degree of significance that was assessed. Closed-ended questions with a Likert scale were used to create the survey. The respondents could rate how much they agreed or disagreed with the statement using a five-point scale.

1. Demographic profile

Descriptive demographic statistics was used to analyze the demographic profiles of the respondents in terms of frequency occurrence and percentage proportion. In the study, the sample of respondents included those who have migrated to other countries. A structured questionnaire was used to collect data from **May 2022 to May 2023**. The **700** questionnaires were circulated to respondents, using purposive and random sampling, consisting of females and males under the age group of 25 years to 54 years or older and total 507 were found completely filled and error free. On scrutiny, a response rate of 72.438% is termed as good.

Table 1 summarized the socio-demographic characteristics of the participants. Among the 507 respondents, noticeably more female (304, 60%) participated than the males (203, 40%); mostly were in the age group of 35-44 years (197, 38.9%), and 374 (73.8%) were studied upto 12th standard.

Table 1. Explanatory Statistics of Demographic Profile

		Frequency	Valid%
Gender profile	Male	203	40%
	Female	304	60%
Age profile	25-34 years	192	37.9%
	35-44 years	197	38.9%

Constitutional Freedom (CF)-1	0.837	0.737	863.454	0.000	4	0	67.224
Constitutional Freedom (CF)-2	0.827						
Constitutional Freedom (CF)-3	0.812						
Constitutional Freedom (CF)-4	0.803						
Academic Opportunities (AO)-1	0.855	0.865	1.126E3	0.000	5	0	65.144
Academic Opportunities (AO)-2	0.837						
Academic Opportunities (AO)-3	0.797						
Academic Opportunities (AO)-4	0.804						
Academic Opportunities (AO)-5	0.737						
Linguistic Barrier (LB)-1	0.827	0.764	582.554	0.000	4	0	61.030
Linguistic Barrier (LB)-2	0.834						
Linguistic Barrier (LB)-3	0.703						
Linguistic Barrier (LB)-4	0.754						
Migrant Exploitation (ME)-1	0.854	0.768	976.718	0.000	4	0	70.502
Migrant Exploitation (ME)-2	0.828						
Migrant Exploitation (ME)-3	0.843						
Migrant Exploitation (ME)-4	0.834						
Xenophobia (XENO) -1	0.841	0.766	973.346	0.000	4	0	70.408
Xenophobia (XENO) -2	0.837						
Xenophobia (XENO) -3	0.840						
Xenophobia (XENO) -4	0.838						

International Migration (IM)-1	0.866	0.868	1.135E3	0.000	5	0	65.416
International Migration (IM)-2	0.810						
International Migration (IM)-3	0.803						
International Migration (IM)-4	0.812						
International Migration (IM)-5	0.749						

3. Reliability Analysis

Each factor's internal consistency is established by using the Cronbach's Alpha coefficient to verify the validity of the study scale and questionnaire. This assessment aims to determine whether or not observed variables measure the same notion. Inappropriate variables in the study model can be eliminated in this way. As suggested by Hoang and Chu (2008), Cronbach's Alpha coefficients or allowable alpha value are scaled as:

0.60 or above are considered minimum value for evaluation

0.7 to 0.8 = usable and considered the criterion for internally consistent established scale.

0.8 to nearly 1 = good

The scale must have a Corrected Item - Total Correlation coefficient of 0.3 or above, according to Hair et al. (2010). The study chose a Cronbach's alpha cutoff value of 0.7 because it was shown to be within the permissible range and to be higher than the cutoff value of 0.70. This indicates that all definitional scales meet the criteria for dependability (Hoang & Chu, 2008). As can be seen in table 3, the questionnaire's total Cronbach's alpha coefficient was rather high, at 0.970, showing that it was a sufficiently reliable research tool.

Table 3 : Results of Reliability test

Variable	Cronbach alpha
Financial Inclusion (FH)	0.876
Gratification (GRT)	0.864
Constitutional Freedom (CF)	0.834
Academic Opportunities (AO)	0.865
Linguistic Barrier (LB)	0.785
Migrant Exploitation (ME)	0.858
Xenophobia (XENO)	0.858
International Migration (IM)	0.866

3. Correlation Analysis

Following the EFA and reliability analysis, appropriate scales for the mean value are established, and controlled variables are coded for correlation analysis. The linear relationship between components is examined by using Pearson's correlation coefficient (r), which is used to examine the correlation between quantitative variables. Since all correlations between dependent and independent variables show statistical significance, different statistics may be used to examine the relationship between the variables. The values of the correlation coefficient further ensure that the multi-collinearity issue is absent.

The dependent and independent variables are related to one another and can be used in a linear regression analysis if the correlation coefficient between them is high. The magnitude of r in its absolute form indicates how rigid a linear relationship is. The two variables are more highly connected and vice versa the closer the absolute value of r is to 1.

As shown in Table 4, amongst all the factors taken under consideration, the independent variable (International Migration (IM)) and seven dependent variables (Financial Inclusion (FI), Gratification (GRT), Constitutional Freedom (CF), Academic Opportunities (AO), Linguistic barrier (LB), Migrant Exploitation (ME) and Xenophobia (XENO)) were found to have a significant relationship with each other. The highest level of correlation (0.963) was found between Academic Opportunities (AO) and International Migration (IM) variables and the lowest significant relationship (0.536) was between Linguistic barrier (LB) and Gratification (GRT).

Table 4: Correlations analysis

	FI	GRT	CF	AO	LB	ME	XENO	IM
FI	1							
GRT	.573**	1						
CF	.686**	.652**	1					
AO	.802**	.570**	.729**	1				
LB	.746**	.536**	.654**	.904**	1			
ME	.942**	.545**	.646**	.733**	.671**	1		
XENO	.946**	.546**	.669**	.763**	.696**	.914**	1	
IM	.783**	.543**	.704**	.963**	.869**	.716**	.749**	1

**. Correlation is significant at the 0.01 level (2-tailed).

4. Regression Analysis

Following coefficient analysis, the researcher performs multivariate regression analysis by using Enter method, with the significant level of 5% to test hypotheses, to confirm the relevance of model assumption statistically as well as the influence of independent variable (International Migration (IM)) on dependent variables (Financial Inclusion (FI), Gratification (GRT), Constitutional Freedom (CF), Academic Opportunities (AO), Linguistic barrier (LB), Migrant Exploitation (ME) and Xenophobia (XENO)). The results and questionnaire items for each variable were computed using the mean and standard deviation analysis. The study instrument's reliability was assessed using Cronbach's Alpha, and factors analysis was used to carry out validity testing.

To determine the predictor-criterion relationship between the dependent and independent variables, stepwise regression analysis was used. Instead of using nonlinear regression analysis, as in earlier investigations, linear regression analysis is used. Ordinary least squares (OLS) regression was the regression technique used in this

investigation. The F-test is used to check the model's scalability, the adjusted coefficient R² is used to assess the model's appropriateness, and the t-test is used to rule out the null hypothesis that the total regression coefficient is equal to 0.

Regression summary for dependent variables: Using step-wise regression analysis, table 5 shows that the factor International Migration (IM), taken under deliberation, is a significant predictor of dependent variables (Financial Inclusion (FI), Gratification (GRT), Constitutional Freedom (CF), Academic Opportunities (AO), Linguistic barrier (LB), Migrant Exploitation (ME) and Xenophobia (XENO)). In Table 5, highest R square values at 0.613, 0.928 and 0.755 reveals that the variable IM is able to explain the impact on FI, AO and LB to the extent of about 92.8 percent. The values of ANOVA for the regression model as shown in Table 6 indicate the validation at 95 percent confidence level. The coefficient summary as shown in Table 7 gives beta values of the factor as 0.783, 0.963 and 0.869, which are reasonable representative of the impact on FI, AO and LB.

Table 5: Regression model summary for dependent variables

Model	Predictors	Dependent variable	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	IM	FI	0.783 ^a	0.613	0.612	0.46605
2	IM	GRT	0.543a	0.295	0.293	0.76854
3	IM	CF	0.704a	0.495	0.494	0.56924
4	IM	AO	0.963a	0.928	0.928	0.18884
5	IM	LB	0.869a	0.755	0.754	0.32481
6	IM	ME	0.716a	0.513	0.512	0.50293
7	IM	XENO	0.749a	0.561	0.560	0.47909

Table 6: Regression ANOVA table for dependent variables

Model	Predictors	Dependent variable		Sum of Squares	df	Mean Square	F	Sig.
1	IM	FI	Regression Residual total	173.529 109.689 283.218	1 505 506	173.529 0.217	798.914	0.000
2	IM	GRT	Regression Residual total	124.553 298.283 422.835	1 505 506	124.553 0.591	210.871	0.000
3	IM	CF	Regression Residual total	160.373 163.635 324.008	1 505 506	160.373 0.324	494.935	0.000
4	IM	AO	Regression Residual total	231.365 18.009 249.375	1 505 506	231.365 0.036	6.488E3	0.000
5	IM	LB	Regression Residual total	163.970 53.277 217.247	1 505 506	163.970 0.105	1.554E3	0.000
6	IM	ME	Regression	134.382	1	134.382	531.289	0.000

			Residual total	127.732 262.114	505 506	0.253		
7	IM	XENO	Regression Residual total	147.862 115.913 263.775	1 505 506	147.862 0.230	644.188	0.000

Table 7: Regression coefficients table for dependent variables

Model		Dependent variable	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
			B	Std. Error	Beta		
1	Constant	FI	0.562	0.127	0.783	4.438	0.000
	IM		0.831	0.029		28.265	0.000
2	Constant	GRT	0.648	0.209	0.543	3.104	0.002
	IM		0.704	0.048		14.521	0.000
3	Constant	CF	0.661	0.155	0.704	4.277	0.000
	IM		0.798	0.036		22.247	0.000
4	Constant	AO	0.170	0.051	0.963	3.305	0.001
	IM		0.959	0.012		80.546	0.000
5	Constant	LB	0.808	0.088	0.869	9.157	0.000
	IM		0.807	0.020		39.424	0.000
6	Constant	ME	1.000	0.137	0.716	7.322	0.000
	IM		0.731	0.032		23.050	0.000
7	Constant	XENO	0.850	0.130	0.749	6.532	0.000
	IM		0.767	0.030		25.381	0.000

5. Results of Hypotheses Testing

Seven initial hypotheses were put out for the conceptual research framework, and as can be seen in table 8, all seven of them were ultimately approved.

Table 8: Summary of Hypotheses Testing

Hy. No.	Independent Variables	Dependent Variables	R-Square	Beta Coefficient	t-value	Sig Value	Status of Hypotheses
H1	International Migration (IM)	Financial Inclusion (FI)	0.613	0.783	28.265	0.000	Accepted
H2	International Migration (IM)	Gratification (GRT)	0.295	0.543	14.521	0.000	Accepted
H3	International Migration (IM)	Constitutional Freedom (CF)	0.495	0.704	22.247	0.000	Accepted
H4	International Migration (IM)	Academic Opportunities (AO)	0.928	0.963	80.546	0.000	Accepted
H5	International Migration (IM)	Linguistic barrier (LB)	0.755	0.869	39.424	0.000	Accepted
H6	International Migration (IM)	Migrant Exploitation (ME)	0.513	0.716	23.050	0.000	Accepted
H7	International Migration (IM)	Xenophobia (XENO)	0.561	0.749	25.381	0.000	Accepted

DISCUSSION

In order to hasten growth and enhance how opportunities and gains from growth are distributed, inclusive growth analysis involves analyzing the data that is currently available in a country. This determination may be particularly difficult in economies where international migration is a significant trend. Bologna et al. (2016) finds that economic freedom is confidently correlated with both monetary progress and human development. This fact that economic freedom is favourably correlated with employment growth and entrepreneurial activity across various nations was also supported by Garrett & Rhine (2011). More recently, after accounting for regional spillovers, an increase of 10% in economic freedom was shown to be associated with a 5% increase in real per capita gross state output, as found by Hall et al. (2019).

Increased economical and personal/political liberties promote an entrepreneurial environment that encourages more wealth creation and growth. In fact, these liberties encourage private enterprise in a number of ways. Ashby (2010) showed that both political and economic freedom is important factors in international mobility. In addition, the degree to which freedom encourages private enterprise is directly correlated with improvements in quality of life, rates of economic development, and the breadth of economic expansion (Cole, 2003; Dawson, 2003). However, Ashby (2007) shown that countries with greater relative economic freedom experience greater migrant inflows as a direct result of income and employment growth.

The most pertinent statistical finding from the perspective of the study's goal is that increase in both economic and personal freedom are associated with an increase in domestic migration from abroad. Numerous studies have found a correlation between a country's level of personal and economic freedom and its rate of immigration, as well as population and GDP growth.

Linguistic barrier, Migrant exploitation and Xenophobia

Language proficiency is considered a substantial economic asset for individuals, as they enhance communication in the workplace and play a significant role in determining economic advantages in the host country,. It is widely recognized that adult male immigrants who possess fluency in the local language experience a salary premium ranging from 5% to 35%." (Beckhusen et al.; 2013).

Although learning a foreign language is not required for immigrants to integrate, doing so has economic benefits and is typically highly valued on the job market (European Commission, 2008). It should be emphasized that indigenous and migrants do not always receive the same types of rewards. The use of a foreign language does not appear to be advantageous for the low-educated category of migrants (Wang et al. 2017, Lang and Siniver 2009). When migrants arrive at their destination with some language proficiency but not complete fluency, they must decide which form of human capital to invest in to increase their potential wages.

Lazear (1999) argues that the traditional models should be expanded to include several linguistic abilities, with the advantages of each language being clearly valued.

Exploitation is the act of taking unfair advantage of another individual in order to further one's own interests. According to most economic theories, labour exploitation occurs when the fruits of hired labour are captured at a wage rate that is below the worker's marginal contribution to the value of the marginal output. Legally and practically, labour exploitation includes unjust pay for work as well as other practices like deceit, debt servitude, abusive working and housing circumstances, and others.

Numerous migrant labourers from various regions of the world have actually been trafficked to industrialized nations for exploitation, including severe forms like forced labour. Undocumented foreign labourers are particularly vulnerable to serious exploitation.

Some types of employees are specifically excluded from the protections provided by national labour laws, such as Singapore, which officially exempts domestic foreign workers from the safeguards provided by its primary labour law. Other common contractual clauses state that workers or migrants cannot travel with their families and, in particular, cannot access a number of "social" rights that belong to inhabitants of the host nation. These rights—which include access to medical care beyond an emergency, educational opportunities, pension plans, and unemployment insurance—are sometimes denied to employees or migrants on the justification that they are, after all, immigrants and not citizens (Chin, 2007; Carens, 2008; Ruhs & Martin, 2008; Ruhs, 2010).

Large-scale economic expansion across many nations has increased. Migrants are in particularly high demand as domestic workers (Salazar Parrenas 2000; Lan 2003). However, migrants are particularly susceptible to human rights violations, including sometimes human trafficking (OSCE 2010). They may also be subject to labour or human exploitation. Human trafficking can lead to labour exploitation when a person is brought in, moved, or transferred for the purpose of exploitation under duress, threat, or compulsion (GAATW 2011:57).

In popular, policy, and academic disputes, the term "xenophobia" is vague and contentious. The expressions of xenophobic ideas and behaviors are anchored in and implemented within local settings and social formations, despite the fact that we frequently discuss them at the aggregated, national level (Fauvelle-Aumar and Segatti, 2011).

The fear of immigrants is typically viewed as a disease. Numerous studies and theories have been developed about the characteristics, root causes, and effects of xenophobia (Berezin, 2006; Alexseev, 2006; EUMC, 2006). Media analysts in South Africa have demonstrated how uncritical, negative reporting feeds and reinforces preconceived notions about migration and migrants (Vigneswaran, 2007). Although there has been a noticeable tendency to mix together older populations of Bengali migrants/refugees with more recent migrants from Bangladesh, xenophobia in India has also been largely directed against Bangladeshi migrants (Baruah, 2007).

Zimbabweans have recently been described as a "human tide" and a "flood" in the migration metaphors used to describe migration in general (Mawadza, 2010). However, the expansion of this phenomenon in numerous regions of the world has received little attention to date. This essay aims to highlight the detrimental effects of xenophobia on social development and the urgent need for additional study, analysis, and policy action.

CONCLUSION

Large disparities in pay and job openings, both between developed and developing countries, produce important impulses for individuals to relocate in order to achieve an advanced income and to increase the anticipated delectation for their family and children. Migration is an important miracle that is largely driven by important profitable and labor demand forces. We can better understand the causes of migration and how it impacts growth thanks to the extensive research on both migration and growth that has been examined in this paper. However, the long-term effects of migration within any region rely on the traits of the settlers, the stage of migration, and the policies and traits in transferring and entering husbandry.

The proposed research structure blocks can support analyses of inclusive growth in countries that are prone to migration. The nation context that specifies the important issues to be investigated, along with the data vacuity, influence how the empirical analysis is developed in practice. To shed light on these wonders, a combination of descriptive statistics and econometric methods will be used.

Understanding how migration and growth are intertwined will help policymakers better understand the country's overall economic miracle and identify the actions that must be taken in the future to ensure that inclusive growth can benefit the entire population through investment and productive employment, as well as to maximize the benefits of migration on inclusive growth.

Limitations of the study

Our study has limitations related to the time, system and study design. Originally, the non-probability slice of the repliers may limit the general findings, as there's an unstable distribution of repliers in this sample and because it's across-sectional study, casual intervention cannot be performed. Secondly, the questionnaire was tone-administered, so it's delicate to understand whether it was nicely completed, that's free from social advisability bias and appearance. Thirdly, this study espoused across-sectional study design, so the cause and effect connections cannot be established. Eventually, the settlers family canvassed came from colourful locales and occasionally from outside the country, described their gests of effect of migration on their life, children and family, it's reasonable to believe that the findings can be applicable to the wider gests of settlers in the region. To rightly estimate the effect of migration on settlers, one should immaculately compare with an academic script in which they didn't resettle, but remained in their origin area.

This is difficult for a number of reasons. First, comparisons with origin area are tricky due to the restricted data volume and quality in many origin areas. Studies on the benefits of migration have major difficulties when

alternative, in fact with solid data from the origin location, problems of selection are involved. If those who leave and those who stay are different, examining the differences between the two groups' problems will, nevertheless, produce biased conclusions. What is thought to be a result of migration may really be the result of other distinctions between the two groups. Therefore, when attempting to quantify the effects of migration on the settlers themselves, considerations about whom to compare with and how to account for implicit differences between settlers and non-migrants are significant methodological issues.

Suggestions

Employers, employees, research institutions, public agencies, the media, and the general public must all have a thorough grasp of the colourful forms and indicators of foreign migrant exploitation in the employment connections in order to take effective action. One strategy for stopping labor exploitation is to make it less profitable for those who engage in it by increasing the costs and danger of being exposed. This could be done, for example, by finding those who engage in forced labor and/or by setting and enforcing minimum wage requirements. Reliable and comparable statistics on non-natives employed in destination countries should be readily available in order to examine further depth on the present miracle of migration on the transnational position. Comprehensive statistics provided by authorized sources (such as public statistical agencies, labour force checks, etc.) may be crucial in examining trends in the foreign labour force as well as the employment and living situations of foreign nationals employed in various host country industries.

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Declarations

Authors declare that all works are original and this manuscript has not been published in any other journal.

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