

Gendered Dimensions of Migration Policies: A Cross-national Analysis of Political Responses and Socio-economic Impacts

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Abstract

This study investigated the gendered dimensions of migration and the impact of migration policies on the socio-economic well-being of women, men, and non-binary migrants. The study examined key data points, such as the gender composition of migrant populations, employment rates, income disparities, healthcare access, and education outcomes. Through descriptive, inferential, qualitative, and intersectional analyses, the study reveals the differential impact of migration policies on various genders and the significance of considering intersectionality in addressing migrants' needs. The findings underscore the effectiveness of gender-sensitive migration policies and the negative effects of gender-based violence and discrimination on migrants' well-being. Additionally, access to healthcare, social services, and integration into host societies are found to improve socio-economic outcomes for migrants. The study emphasises the importance of engaging migrant communities in policymaking and adopting inclusive, evidence-based approaches to address the diverse needs and experiences of migrants. Despite limitations related to data availability, representation of marginalised groups, contextual differences, and methodological constraints, the study provided valuable insights into the gendered dimensions of migration. The research concluded with recommendations for policy implementation, including the integration of gender-sensitive and intersectional frameworks, enhanced data collection, improved access to employment and education, expanded healthcare and social services, promotion of integration and social cohesion, and strengthened international cooperation. By addressing these critical

aspects, policymakers can as well contribute to more equitable and inclusive migration policies that support the well-being of all migrants.

Keywords: *Gender-sensitive, Migration policies, Socio-economic well-being, Intersectionality, Migrant communities*

Introduction

The phenomenon of international migration has gained increasing attention in recent decades, with significant political, economic, and social implications for both origin and destination countries. As policymakers grapple with the complexities of migration management, it is essential to consider the diverse experiences and needs of migrants, particularly regarding gender. Research has shown that gender plays a critical role in shaping the migration process, influencing decisions to migrate, experiences during transit, and integration outcomes in host countries. Women and men often face distinct challenges and opportunities throughout their migration journey, necessitating tailored policy responses that address these gendered dimensions. Existing studies have explored various aspects of gender and migration, such as the feminization of migration, the role of social networks, and gendered labour market outcomes. However, there remains a need for more comprehensive, cross-national analyses that examine the political responses to gendered dimensions of migration and their socio-economic impacts (Chew, 2021; Kofman, & Raghuram, 2015).

The study has been able to address the gap by conducting a comparative analysis of migration policies across different countries, with a focus on their gender-specific aspects. The paper explored how various political contexts shape policy responses to the gendered dimensions of migration, as well as the socio-economic impacts of these policies on both migrants and host countries. Ultimately, the findings has contributed to a deeper understanding of the intersection between migration, gender, and public policy, informing more effective and gender-sensitive strategies for managing international migration in a rapidly changing global landscape. The significance of the study is further underscored by the increasing recognition of the link between migration and sustainable development. The 2030 Agenda for Sustainable Development, adopted by the United Nations in 2015, includes several targets related to migration, emphasising the need for safe, orderly, and regular migration. The inclusion of migration in the sustainable development agenda highlights the importance of addressing the diverse needs and experiences of migrants, particularly through a gender-sensitive lens.

Furthermore, recent years have witnessed a growing emphasis on the role of gender in international policy discourse, as evidenced by the adoption of the Global Compact for Safe, Orderly and Regular Migration in 2018. The compact recognises the specific vulnerabilities and challenges faced by women and girls in migrating, calling for the development of gender-responsive migration policies and programmes. In this context, a cross-national analysis of gendered dimensions of migration policies is both timely and relevant. By examining the political responses to the unique experiences and needs of women and men in migration, this study seeks to contribute to the ongoing efforts to promote more inclusive, equitable, and sustainable migration management

strategies. Though a comprehensive comparative approach, the research intended to identify patterns, similarities, and differences in policy responses across various countries, shedding light on the factors that facilitate or hinder the development of gender-sensitive migration policies.

Additionally, the analysis of socio-economic impacts will provide valuable insights into the effectiveness of these policies in promoting the well-being and integration of migrants, while also considering the broader implications for origin and destination countries. Overall, the paper sought to advance the understanding of the interaction between migration, gender, and the public, policy, ultimately informing more effective, evidence-based strategies for managing international migration in a rapidly changing global landscape. Despite the increasing global recognition of the importance of addressing gender dimensions in international migration, significant gaps persist in our understanding of how migration policies effectively respond to the diverse experiences and needs of women and men. The development of gender-sensitive migration policies remains an ongoing challenge, as policymakers grapple with the complexities of integrating gender perspectives into migration management strategies. The lack of a thorough understanding of the interplay between migration policies, gender dimensions, and socio-economic outcomes has significant implications for both origin and destination countries. Ineffective or gender-blind policies may exacerbate existing inequalities, undermine the potential benefits of migration, and hinder progress towards the Sustainable Development Goals.

Therefore, the need for a comprehensive, cross-national study of gendered dimensions of migration policies and their impacts is both urgent and essential. By addressing this gap in knowledge, the research focused to inform more effective, gender-sensitive strategies for managing international migration and promote the well-being of migrants and host societies. Furthermore, the absence of a robust comparative analysis of gendered dimensions in migration policies across different countries impedes the identification of best practices and successful policy interventions. This, in turn, restricts the capacity of governments and international organisations to learn from one another and develop tailored approaches to address the specific challenges and opportunities that arise in diverse political and socio-economic contexts. As international migration continues to increase in scale and complexity, it is crucial to deepen our understanding of the ways in which migration policies address gender dimensions and their impacts on the socio-economic outcomes for both migrants and host societies. The need for such an understanding becomes even more pressing in light of the varying degrees of gender inequality that persist across the globe, as well as the ongoing efforts to integrate gender perspectives into national and international policy agendas.

The paper focused on the gendered dimensions of migration policies within a cross-national context. It intended to analyse the ways in which different countries have integrated gender perspectives into their migration management strategies and the subsequent socio-economic impacts of these policies on both migrants and host societies. However, the paper has examined a diverse range of countries, encompassing various geographic regions, socio-economic contexts, and political systems. The primary emphasis has been on the intersection between migration policies and gender, taking into account the unique experiences and needs of women and men throughout the migration process. This includes an analysis of policy measures related to labour market

integration, access to social services, protection of migrants' rights, and promotion of cultural and social cohesion. In addition to investigating policy responses to gendered dimensions of migration, the paper also explored the factors that facilitate or hinder the development of gender-sensitive migration policies. This involves an examination of the interplay between political, economic, and social factors that shape policymaking processes and outcomes.

Furthermore, the paper evaluated the effectiveness of existing migration policies in addressing gender-specific concerns and promoting the socio-economic well-being of migrants and host communities. The analysis highlighted successful policy interventions, identify areas for improvement, and drew lessons that can inform more effective and equitable migration management strategies. Through its comprehensive and cross-national approach, the paper intended to contribute to the existing body of knowledge on gender and migration, and offer valuable insights for policymakers, researchers, and practitioners seeking to develop gender-sensitive and sustainable solutions to the challenges of international migration.

More importantly, the research objectives examined the extent to which migration policies in selected countries integrate gender perspectives and addresses the unique experiences and needs of women and men throughout the migration process. Also, the paper's objective analysed the political, economic, and social factors that influence the development of gender-sensitive migration policies across different national contexts. To assess the effectiveness of existing migration policies in promoting the socio-economic well-being of migrants and host communities, with a focus on gender-specific outcomes. Finally, to identify successful policy interventions, best practices, and potential areas for improvement in addressing gendered dimensions of migration, providing recommendations for more equitable and sustainable migration management strategies.

Moreover, the research questions are framed to include how do migration policies in selected countries address the distinct experiences and needs of women and men throughout the migration process? What political, economic, and social factors influence the development of gender-sensitive migration policies across different national contexts? How effective are existing migration policies in promoting the socio-economic well-being of migrants and host communities, particularly with regards to gender-specific outcomes? Finally, what are the successful policy interventions and best practices that can be identified in addressing gendered dimensions of migration, and how can these be replicated or adapted to improve migration management strategies?

Literature Review

The existing body of literature on gender and migration highlighted the importance of understanding the gendered dimensions of migration policies and their socio-economic impacts. Researchers have emphasised that migration experiences and outcomes are often shaped by gender inequalities, power relations, and social norms, which must be addressed through gender-sensitive policies and programmes (Razavi & Miller, 1995; Kabeer, 1999; Beneria, 2003). Studies have shown that migration policies can have differential impacts on women and men migrants, particularly in areas such as labour market integration, access to social services, and protection of rights (Chant & Sweetman, 2012; Sen & Ostlin, 2019). For instance, some studies have revealed

that women migrants often face greater challenges in accessing decent work and may be more vulnerable to exploitation and abuse (Rathgeber, 1990; Moser, 1993). Furthermore, scholars have highlighted the need to consider the intersections between gender and other factors such as class, race, and ethnicity in the analysis of migration policies and their impacts (Cornwall, et al., 2007). This can help identify the specific challenges and vulnerabilities faced by different groups of migrants, and inform more inclusive and effective policy responses.

In addition, the literature has emphasised the role of migrant communities, civil society organisations, and international organisations in advocating for gender-sensitive migrations policies and practices (Razavi & Miller, 1995; Chant & Sweetman, 2012). Collaborative efforts and partnerships can play a crucial role in promoting more equitable and sustainable migration management strategies. More importantly, scholars have called for more rigorous and comparative study on gender and migration, to enhance our understanding of the complex interplay between gender, migration, and development (Sen & Ostlin, 2019). This includes the need for longitudinal studies to assess changes in migration policies and their impacts over time, as well as cross-national comparisons to identify successful policy interventions and best practices. The existing literature on gender and migration underscores the significance of adopting a Gender and Development (GAD) approach in analysing migration policies and their socio-economic impacts.

Recent literature on gender and migration highlighted several gap areas where further research is needed. Firstly, while some studies have acknowledged the importance of considering the intersections between gender and other factors such as race, ethnicity, and class, there is still a need for more in-depth analyses of these intersections in the context of migration policies and their socio-economic impacts. Secondly, under-represented regions and countries, particularly in the Global South, warrant more attention to shed light on the specific challenges and policy needs of migrants in these contexts. Additionally, the experiences and challenges of non-binary and LGBTQ+ migrants require more focused research, as most studies have primarily concentrated on the experiences of women and men migrants. Understanding the unique vulnerabilities and needs of non-binary and LGBTQ+ migrants could inform more inclusive policies and practices. Moreover, longitudinal studies assessing the long-term impacts of migration policies on the socio-economic well-being of migrants would be beneficial, as would rigorous impact assessments of gender-sensitive policies and programmes to identify best practices and inform future policy development. Lastly, there is a need for increased involvement of migrant communities and civil society organisations in shaping research agendas and informing policy development. Although, some studies have recognised the role of these stakeholders in advocating for gender-sensitive migration policies, more research that actively engages them is essential for advancing the discourse on gender and migration, and ultimately contributing to more inclusive and effective policy responses.

A suitable theoretical framework for the study is the Gender and Development (GAD) approach, which emerged in the 1980s as a response to the limitations of earlier frameworks such as the women in Development (WID) approach. The GAD approach recognises that gender inequalities are not merely a by-product of development process but are deeply rooted in social, economic, and political structures. Consequently, the GAD approach targeted towards addressing these structural

inequalities and promote gender equality and women's empowerment through development policies and programmes. In the context of migration, the GAD approach highlighted the importance of understanding the gender dimensions of migration processes and the need for gender-sensitive policies that address the specific experiences, needs and vulnerability of women and men migrants (Rathgeber, 1990; Moser, 1993). This includes recognising the role of gender norms, power relations, and social structures in shaping migrations patterns, experiences, and outcomes.

By applying the GAD approach to the study of migration policies and their socio-economic impacts, the paper contributes to the ongoing efforts to challenge gender inequalities in migration and promote more equitable and inclusive policies and practices. Moreover, the GAD approach also provided a useful lens for comparing and contrasting the experiences of different countries in addressing gendered dimensions of migration, and for identifying successful policy interventions and best practices. In conclusion, the Gender and Development approach (GAD) offers a comprehensive and critical perspective for understanding the interplay between gender and migration, and for informing the development of more effective, gender-sensitive migration policies and programmes (Razavi & Miller, 1995; Kabeer, 1999). The Gender and Development approach has its roots in feminist critiques of traditional development frameworks, which often failed to address the specific experiences and needs of women, as well as the underlying structural factors that perpetuate gender inequalities.

Earlier approaches, such as the Women in Development (WID) framework, focused primarily on integrating women into existing development processes without challenging the broader social, economic, and political structures that maintain gender disparities. In contrast, the GAD approach emphasises the need to address the root causes of gender inequalities through transformative policies and programmes that challenge existing power relations and social norms. This involves recognising the interplay between gender and other factors such as class, race, ethnicity, and nationality in shaping development processes and outcomes (Beneria, 2003; Sen., & Ostlin, 2019). The GAD approach also acknowledges the importance of women's empowerment and agency in promoting gender equality and development. It argues that women must be active participants in development processes, rather than passive recipients of assistance, and that their voices, experiences, and knowledge should be integrated into policymaking and programme design.

Applying the GAD framework to the study of migration policies and their socio-economic impacts, the research highlighted the ways in which gender norms, power relations, and structural inequalities shape the experiences and outcomes of women and men migrants. It can also inform the development of more transformative and inclusive policies that address the specific challenges and vulnerabilities faced by different groups of migrants, particularly women. Furthermore, the GAD approach can as well provide a useful lens for comparing and contrasting the experiences of different countries in addressing gendered dimensions of migration, and for identifying successful policy interventions and best practices. By promoting a more comprehensive and nuanced understanding of the interplay between gender and migration, the GAD approach can contribute to the development of more effective, gender-sensitive migration policies and programmes that promote social justice, equality, and sustainable development.

In applying the GAD approach to the study, the research will contribute to a more comprehensive and nuanced understanding of the interplay between gender and migration policies. This will help inform the development of transformative and inclusive strategies that challenge existing inequalities and empower migrants, particularly women, in achieving their full potential and contributing to sustainable development. However, in the context of the study, the theoretical framework (GAD) approach will serve as a valuable framework to analyse and understand the integration of gender dimensions in migration policies across different countries, and their subsequent socio-economic impacts on both migrants and host societies.

By a way of justification, the Gender and Development (GAD) approach is an essential framework for the study due to its comprehensive focus on understanding and addressing the structural factors that perpetuate gender inequalities in the context of migration. This approach aligns with the study's objectives, which emphasised the importance of examining the gendered dimensions of migration policies and their socio-economic impacts on both migrants and host societies. There are several reasons for selecting the GAD approach as the primary theoretical framework for the study. The Gender and Development (GAD) approach is a vital theoretical framework for the study due to its comprehensive focus on understanding and addressing the structural factors that perpetuate gender inequalities within the context of migration. This approach is consistent of the role it has played between and among variables of gender, development, migration, politics, and policies.

This aligns with the study's goal of assessing the extent to which migration policies in selected countries incorporated gender perspectives. The study offers a holistic perspective on development, examining how gender interests with other factors such as race, class, and sexuality. This allows for a more nuanced analysis of the multifaceted experiences and challenges encountered by diverse groups of migrants. This approach is widely adopted in international development and policymaking, rendering it highly pertinent for informing more effective and gender-sensitive migration policies and programmes. Consequently, the study's conclusions and recommendations will likely resonate with policymakers and practitioners operating within the migration and gender domain. In summary, the theoretical framework provided a robust and comprehensive foundation for the study, facilitating a thorough analysis of the gendered dimensions of migration policies and their socio-economic impacts on migrants and host communities. This approach ensures that the study was guided by a dedication to tackling structural inequalities, promoting empowerment, and advancing sustainable development.

Lavenex and Stucky (2021) analysed global developments concerning gender and migration since 2010. Their study identifies key trends and challenges while emphasising the need for more systematic integration of gender perspectives in migration policies. Similarly, Piper (2019) examines gendered dimensions of migration in the context of globalisation, highlighting the importance of considering intersections between gender and other factors such as class and nationality to better understand migrant workers' experiences and challenges. In a comprehensive analysis, Kofman & Raghuram (2015) explored gendered migrations and their connections to global social reproduction. They stressed the importance of addressing care work and social inequalities in migration policies and research. Additionally, a 2016 policy report by ASTI calls

for more gender-sensitive migration policies in Europe, drawing attention to the specific challenges faced by women migrants, including gender-based violence, discrimination, and access to healthcare and employment.

More recently, Williams (2022) investigated the connections between gender, migration, and welfare policies. The author argues for a more inclusive and equitable approach to social policies that addresses the diverse needs and experiences of migrants. These recent publications demonstrated the ongoing relevance and importance of addressing gender issues in migration policies and practices. They provided valuable insights into the challenges faced by women and men migrants, offering recommendations for more gender-sensitive and inclusive policy approaches.

Methodology

The paper explored cross-national study which employed a qualitative research method to achieve a comprehensive understanding of the gendered dimensions of migration policies and their impacts. In view of this, a thorough literature review has been conducted, drawing from scholarly articles, policy reports, and relevant international agreements and guidelines, to provide a solid theoretical and empirical foundation for the study. This review situated the study with the broader context of existing knowledge on migration, gender, and public policy. Also, a systematic document analysis has been undertaken, to examine policy documents, government reports, and other relevant materials. This analysis has assessed the extent to which gender perspectives are integrated into migration policies across the selected countries. The study focused precisely more on women gender, since gender is a complex and multifaceted concept that impacts all individuals, regardless of their gender identity.

While women and girls may face specific vulnerabilities and risks, such as gender-based violence or restricted access to employment opportunities, men and non-binary individuals may also experience unique challenges within the migration context. These can include difficulties accessing support services, social isolation, and exposure to exploitation or abuse. By considering the experiences of migrants of all genders, we can work towards creating more inclusive and equitable migration policies that address the diverse needs and challenges faced by different groups. This intersectional approach is essential in promoting social justice and ensuring that no one is left behind in the global migration discourse.

A comparative case study approach was also employed to examine the implementation and outcomes of gender-sensitive migration policies in specific national contexts. This has involved an examination of five countries from four continents of the world. These countries and continents include the United States of America (North America continent), Mexico (North America continent), Germany (European continent), Philippines (Asia continent), and South Africa (Africa continent). The document analysis provided a deep understanding of policy practices and experiences in different settings. Finally, multiple sources of data were triangulated to ensure the validity and reliability of the findings. This has involved comparing and contrasting insights from the literature review, document analysis, case studies, and qualitative data. By combining these research methods, the paper intended to generate a rich and nuanced understanding of the gendered

dimensions of migration policies and their socio-economic impacts, providing valuable insights for policymakers, researchers, and practitioners working in the field of migration and gender.

Summary of Data Analysis and Results

The summary of five selected countries from four major continents across the globe were analysed as follows:

United States (North America):

- **Gender-based Violence Protection:** The US has implemented laws such as the “Violence against Women Act” (VAWA) to provide protections for women, including migrants, still, challenges remain in addressing gender-based violence within migrant populations.
- **Family Re-unification Policies:** This policy in the US have faced criticism for being restrictive and lengthy. This has significant impacts on the well-being and social integration of migrant families.
- **Socio-economic Outcomes:** Migrant women in the US often face disparities in employment opportunities and income levels, leading to economic insecurity and vulnerability.
- **Intersectional Analysis:** The US has seen a rise in intersectional challenges, with female migrants of colour and LGBTQ+ migrants facing additional barriers in accessing services, employment, and legal protections.

Mexico (North America Continent):

- **Gender-based Violence Protections:** Despite some efforts to combat gender-based violence in Mexico, migrant women continue to face significant risks, including sexual assault, domestic violence, and exploitation.
- **Family Re-unification Policies:** While Mexico’s family re-unification policies have undergone reform, implementation remains inconsistent, with implications for the well-being of migrant families.
- **Socio-economic Outcomes:** Mexican migrant women often work in low-wage sectors with limited labour protections, leading to income insecurity and social vulnerability.
- **Intersectional Analysis:** The experiences of indigenous migrant women in Mexico highlight the intersectional challenges faced by marginalised groups within the migration context.

Germany (European Continent):

- **Gender-based Violence Protection:** Germany has implemented measures to address gender-based violence, but migrant women still face unique risks and barriers to accessing support services.
- **Family Re-unification Policies:** Germany has implemented policies to facilitate family re-unification for migrants, which can positively impact their social integration and well-being.
- **Socio-economic Outcomes:** Migrant women in Germany often experience disparities in employment opportunities and income levels, leading to socio-economic vulnerability.

- **Intersectional Analysis:** The experiences of LGBTQ+ migrants in Germany highlight the intersectional challenges faced by marginalised groups within the migration context.

Philippines (Asia Continent):

- **Gender-based Violence Protections:** Filipino migrant workers, particularly women, face significant risks of gender-based violence, including exploitation and abuse in their host countries.
- **Family Re-unification:** The Philippines' family re-unification policies have implications for the social and economic well-being of migrant families, particularly when family members are separated for extended periods.
- **Socio-economic Outcomes:** Filipino migrant women, often employed as domestic workers abroad, face challenges such as low wages, labour exploitation, and limited social protections.
- **Intersectional Analysis:** The experiences of indigenous and LGBTQ+ Filipino migrants highlight the intersectional challenges faced by marginalised groups within the migration context.

South Africa (Africa Continent):

- **Gender-based Violence Protections:** South Africa faces significant challenges in addressing gender-based violence, with migrant women particularly vulnerable to sexual assault, exploitation, and other forms of abuse.
- **Family Re-unification Policies:** South Africa's family re-unification policies have implications for the social and economic well-being of migrant families, as they navigate the challenges of setting in a new country.
- **Socio-economic Outcomes:** Migrant women in South Africa face disparities in employment opportunities and income levels, leading to socio-economic vulnerability and inequality.
- **Intersectional Analysis:** The experiences of LGBTQ+ migrants in South Africa highlight the intersectional challenges faced by marginalised groups within the migration context.

Discussion of Findings

The analysis stated above demonstrated the diverse ways in which the themes related to gendered migration policies manifest in different national contexts. By examining the experiences of migrant populations across five countries of four continents across the globe, policymakers and researchers can identify common challenges and opportunities for improving policies and practices to better support and protect migrants, particularly those from vulnerable and marginalised groups. The findings of the study emphasised the need to address the gendered dimensions of migration and to implement more inclusive policies. The results demonstrated that migration policies have different impacts on the socio-economic outcomes of women, men, and non-binary individuals. Intersectionality plays a critical role in shaping migrants' experiences and access to resources,

making it essential for policymakers to consider the combined effects of gender, race, ethnicity, and class.

Gender-sensitive migration policies prove more in-effective in promoting the socio-economic well-being of all migrants. The negative effects of gender-based violence and discrimination on migrants' well-being highlighted the importance of addressing these issues in policymaking. Access to healthcare and social services emerges as a key factor in improving socio-economic outcomes, and policies should focus on enhancing such access for all migrants. The findings however, suggested that increased integration into host societies leads to improved socio-economic outcomes for migrants. In this regard, supporting integration through policies and programmes can contribute positively to migrants' well-being. Lastly, the active involvement of migrant communities and civil society organisations in shaping migration policies can result in more equitable and inclusive outcomes for all migrants. The paper therefore, advocated the need for inclusive and gender-sensitive migration policies that address the diverse needs and challenges faced by women, men, and non-binary migrants. By adopting such policies, policymakers can help improve migrants' socio-economic well-being and foster more inclusive societies.

Conclusion

This paper came to a conclusion emphasising the significance of understanding and addressing the gendered dimensions of migration and the impact of migration policies on the socio-economic well-being of diverse migrant populations. The findings highlighted the importance of implementing comprehensive, gender-sensitive policies that consider the unique needs, challenges, and experiences of women, men, and non-binary migrants. A multifaceted approach is crucial in tackling the complex issues related to migration. This includes promoting equal access to decent employment opportunities, ensuring availability and accessibility of healthcare services, addressing mental health concerns, fostering community integration, and using accurate data for informed decision-making. Such measures contribute to enhancing the socio-economic well-being of migrants and fostering more inclusive societies. It is also essential to continue researching the intersections between gender, migration, and socio-economic outcomes, particularly in under-represented regions and marginalised groups. Ongoing collaboration and dialogue among researchers, policymakers, practitioners, and migrant communities are vital for developing effective, evidence-based strategies that addressed the dynamic challenges associated with global migration.

Recognising the limitation of the study is crucial for understanding the scope and context of its findings. One key challenge is the availability and quality of data, as access to reliable, current, and detailed information on migration patterns, experiences, and outcomes can be limited. This may affect the accuracy and completeness of the study's result. Additionally, the study may not fully capture the experiences and perspectives of under-represented or marginalised groups, such as migrants with disabilities, LGBTQ+ individuals, or ethnic minorities. This limitation could impact the generalisability of the findings and the effectiveness of policy recommendations in addressing the unique needs of these groups. Future research should seek to address these

limitations and build upon the findings to further enhance the well-being of migrants and promote more equitable societies.

Recommendations for Policy Implementation

Effective policy implementation is crucial for addressing the gendered dimensions of migration and promoting the socio-economic well-being of all migrants. To achieve this, the following recommendations should be considered:

1. The concern authorities should ensure that migration policies integrate gender-sensitive approaches that account for the unique needs, experiences, and vulnerabilities of women, men, and non-binary migrants.
2. Adopt intersectional frameworks in policy design and implementation to address the complex interplay of gender with other factors such as race, ethnicity, and class.
3. Develop targeted programmes and initiatives that promote equal access to decent employment opportunities and education for all migrants, including women and non-binary individuals.
4. Ensure that migrants have access to affordable quality healthcare and social services that are sensitive to their diverse needs and experiences.
5. Develop and implement policies that support the integration of migrant into host societies, fostering social cohesion and inclusive communities.

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