The Integration of International Migration: A comparative study of South Africa and Australia

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Declaration

I, Mxondisi Big Boy declare that:

This dissertation is my original research except where otherwise indicated.

This dissertation has not been submitted for any degree or examination at any other university.

This dissertation does not contain other people's data unless specifically acknowledged as been sourced.

This dissertation does not have other people's writing unless specifically acknowledged. All the quoted sources have been referenced.

Where the exact words of participants have been used, their words have been placed in italics and inside quotation marks and referenced.

Signed by:

………………Ngwenya Mxondisi ……………………..

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Abstract

South Africa attract a large number of migrants from the other countries, and their integration into the different parts of the country is crucial to maintain and protect a cohesive society. The need for the proper integration of migrants in South Africa was highlighted by the xenophobic attacks on migrants that occurred in the country in recent history which are usually spurred by the stereotypes spread amongst locals, however this can also be attributed to inadequate planning by governing bodies to prepare for this. This becomes a major challenge for the South African government in relation to planning for the population and providing them the necessary services. These events can be anticipated and prevented with proper planning at all levels of governance, by ensuring that the integration of migration is reflected on the country's planning and strategic documents. Comparisons were drawn with Australia due to their similarly high migration levels, and suggestions of more adequate migration planning strategies in the country.

List of abbreviations

AU - African Union

EESC – European Economic and Social Committee

EU – European Union

GDP – Gross Domestic Product

IDP – Integrated Development Programme

IOM - International Organization for Migration

NGO - Non Governmental Organization

OECD – Organisation for Economic Cooperation and Development

SA NDP South African Development Plan

SA - South Africa

SADC - Southern African Development Community

Stats SA - Statistics South Africa

UK – United Kingdom

UN United Nation

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Chapter 1

1.1 Introduction

International Migration refers to when people cross the political boundary of their home country and enter another *(*World Migration Report, 2015). A migrant is *"An umbrella term, not defined under international law, reflecting the common lay understanding of a person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons. The term includes several well-defined legal categories of people, such as migrant workers; persons whose particular types of movements are legally defined, such as smuggled migrants; as well as those whose status or means of movement are not specifically defined under international law, such as international students*" (International Organization for Migration, 2019:130). A refugee is someone who has been forced to flee his or her country because of persecution, war, or violence (UN Refugee Agency, 2018). A refugee has a well-founded fear of persecution for reasons of race, religion, nationality, political opinion, or membership in a particular social group. They can most likely not return home or are afraid to do so due to war and ethnic, tribal, and religious violence, which are leading causes of refugees fleeing their countries, as stated by the (UN Refugee Agency, 2018).

International Migration is a worldwide phenomenon that continues to increase in scope, complexity, and impact. It is a cause and consequence of broader developmental processes and an inherent characteristic of an increasingly globalizing world. Although it is not a substitute for development, international migration can play a decisive role as a development tool if backed with the right policy. The increase in global movements, the increasing complexity of migration patterns, and their influence on countries, families, migrants, and communities have contributed to making international migration a priority for the international community (Castles *et al.,*2013). Migration is one of the most challenging fields to study due to the challenges of collecting and acquiring sufficient data for planners and policymakers to make the right decisions. Some migrants enter or exit countries illegally and are untraceable, which causes various problems for the countries involved (World Bank, 2018). Migration management varies from migrants of one country to another and relies on how much effort and resources are placed into developing sound policies and plans. However, it is worth noting that nations do not experience the same amount of pressure regarding their migration experience.

Countries receive different types and numbers of migrants from diverse backgrounds: certain countries have sufficient resources, plans, policies, and infrastructure to take in the new arrivals, while others do not.

In some cases, migration can be a breeding ground for conflict if too much cultural difference comes with it (World Migration Report, 2018). A variety of factors can dictate the trajectory of a country's migration experience. This study will focus on migration experiences in South Africa and Australia, looking into the magnitude of migration experienced and whether these countries have placed sufficient measures to deal with it. A growing immigrant populace requires policy and planning from the government that can influence and create a base to integrate immigrants into the country successfully; however before this becomes evident in society as a whole, it should be apparent in the planning first. Strategic planning towards facilitating access for migrants across various spheres like the labor market, health facilities, schools, transportation, public spaces (malls, parks, and streets), community renewal projects, local economies, and political participation is essential. Countries, regions, or communities that have successfully integrated migration into their plans have done so by engaging with the public through collective community projects, public debates, and consultations meant to bring government institutions, private organizations, and civil society into having a conversation about migration. There are many examples of this process in many European and American cities such as Barcelona, Anchorage, Cleveland, Toronto, Bristol, Copenhagen, and Auckland, amongst many others (Charles et al., 2018).

Integrating migration into plans involves having adequate data on migration levels, the nature of migration, migration patterns, type of migrants, clear migration plans, and policies. Data on migration levels, cultural differences, economies are central to knowing whether there is enough migration in a particular area to put specific measures in place to initiate the integration process. Migration levels and the economy may differ from one region to the other, making regional planning crucial to deal with migration integration efficiently. South Africa and Australia are both international migrant hotspots; this study aims to figure out how efficiently these countries plan for migration in comparison to each other, with consideration given to the different positions they stand in economically, politically, and in cultural terms. South Africa is a developing country; however, the nation is still generally seen as Africa's most advanced economy attracting migrants from all around the continent. South Africa faces most problems

associated with third world countries such as poverty, high unemployment, highly populated, poor health services, low levels of education, slow-growing economy, amongst many others; however, the country still fares better than many African nations (Stats SA, 2019). Contrastingly, Australia is a developed country estimated to have the 10th largest GDP globally (World Bank, 2019). Australia has an expansive economy with not enough people to sustain it; hence migrants have been used to counter the issue. Both countries have high numbers of migrants, even though it may be argued for entirely different reasons and different capacities to manage it. Integrating migrants in these countries is vital for those in power. If migration is appropriately managed, it could lead to economic benefits and prevent any possible tensions in the host country.

1.2 Background

South Africa has always been a significant destination for migrants across African countries for a large part of history. The official statistics from (Census, 2011) showed that approximately 3.3% of the population is foreign-born, also expected to continue rising since the country continues to be a destination for a high number of migrants from various regions of the world. There are suggestions that these figures could be higher due to illegal immigrants. South Africa is referred to as an upper-middle-class economy, placing it above neighboring countries in the southern parts and a vast majority in the rest of the continent (World Bank, 2018). These conditions make it easier to understand why South Africa is a massive attraction to migrants from all over Africa.

Australia prides itself on being one of the most prosperous countries in integrating migrants in their country while also developing and growing continuously. Australia has a long history of planned immigration that has been in existence for more than two centuries, with an extraordinary increase in immigration numbers coming after World War 2 (William, 2018). Government planning and policy interventions have been central to the shaping and controlling migration ever since this post-war period (William, 2018). The Australian Bureau of Statistics (2011) indicated that approximately 26% of Australia's population was not born in the country, and a further 20% have a parent that was not locally born. According to (Markus 2016:2), "Australia is now home to the largest overseas-born population of all large OECD countries." A small number of nations have been strongly influenced by international migration to the extent that Australia has been. For instance, without rapid immigration after the war, Australia's

population would be not more than 13 million compared to their 23.13 million currently (Hugo,2014). The constant arrival of new migrants in Australia has played a significant role in transforming the country's face. As a result, Australia's migration policies have evolved to accommodate the occurring changes and needs over time.

South Africa is an attraction to migrants from the rest of the African continent, partly due to its relatively higher development levels, e.g., stable economy, advanced infrastructure, a politically stable environment. According to the (International Organization for Migration 2011: 34), a migrant is "any person who is moving or has moved across an international border or within a state away from his/her habitual place of residence, regardless of (1) the person's legal status; (2) whether the movement is voluntary or involuntary; (3) what the causes for the movement are; or (4) what the length of the stay is". For example, in 2011, over 12,3 million migrations were recorded by the enhanced Movement Control System (eMCS) concerning foreigners entering the country. This number was up to 16,5 million in 2016 (White Paper on International Migration, 2017). Approximately 79% of these movements constitute SADC residents, of which most of them are from countries neighboring South Africa (Census, 2011).

Although most international migrants return to their country of origin, a significant number of them do not leave; they tend to overstay in the Republic and attempt to become permanent residents. In 2011 from the 12 3 million entries recorded by the enhanced Movement Control System (eMCS), only 10,8 million of those migrants have recorded exiting, meaning that 1.5 million of those foreign migrants had remained in the country. However it should be highlighted that recording these movements is not an accurate tool to measure or conclude on the amount of migrants entering the country because certain individuals may make multiple entries. Issues along these lines have become a significant challenge for the South African government in planning for the population and providing them with the necessary services. On entering the country, these migrants become an addition to the people that were not prepared for by the South African government, making it harder to provide them with the necessary services. The failure to anticipate and prepare for these situations in terms of plans and policies leads to social conflicts in South African communities and long-term economic repercussions, suggesting that the integration of migration into South African plans is an issue of great urgency. Immigrants in the country are generally suspects of committing crimes, carrying diseases, 'stealing' work, and overwhelming social welfare services; immigrants are scapegoats for the continuing social and economic ills facing many South Africans (Steenkamp, 2009). Xenophobia is a sign that the management of migration in post-apartheid South Africa has been

insufficient. On the other hand, Australia is deemed to be successfully integrating migrants into their society ever since their post-war period (Hugo, 2014). This study has chosen Australia to compare with South Africa, to compare it with the Australian approach towards integrating migration into plans and policies.

1.3 Motivation of the study

South Africa has a unique migration history and faces a set of issues that are not encountered by many African countries to learn from. This has been an ongoing challenge for the South African government to handle sufficiently with regard to acceptable policy and planning. Social tensions between locals and international migrants have occurred on multiple occasions due to the below-par management of the country's overall migration process. As a result, South African communities experience unregulated influxes of migrants without sufficient preparations to create awareness amongst them to accept foreign nationals (White Paper on International Migration, 2017). "In some communities, this has contributed to the discrimination and attack of foreign nationals; some foreign nationals have struggled to adapt and to integrate into host communities, resulting in closed migrant communities, with some areas dubbed as no go areas for citizens" (White Paper on International Migration, 2017; 65). These issues highlight the insufficient structures put in place to manage and integrate migrants entering the country. In achieving migrant integration in societies, the local population should support and understand the concept for it to be a success; otherwise, it is an empty concept (EESC, 2012). Migration integration should allow migrants to integrate into society seamlessly, both as individuals and as groups, through a two-way path of adaptation amongst host communities and migrants (International Organization for Migration, 2011). At the centre of facilitating migration is identifying migrants who enter the country's borders to keep up safety levels. Travel documents are mandatory upon entering South Africa; however, these can only be as secure as the processes and the individuals placed behind producing, issuance inspection, and control (White Paper on International Migration, 2017). The South African government still has much work to do to bring South African communities, private organizations, businesses, NGO's towards a singular goal in managing migrants (White Paper, 2017).

The current strategy of managing migration in South Africa is unsustainable, as previously indicated. Proper interventions should be put in place to ensure that locals and migrants co-exist peacefully and productively like any other sovereign nation. South Africa has a right to

decide what type of migrants can enter South African society on either a permanent or temporal basis (White Paper on International Migration, 2017). Deciding who and why anyone is allowed to enter a country is shaped by the policies the state has implemented, driven by their goals and objectives for the future, with preference usually given to investors, professionals, or people within a particular age group add value in the population. A broad policy gap regarding the integration of migrants is due to the absence of a policy and regulatory framework that ensures effective coordination between sectors and government levels (White Paper on International Migration, 2017).

Granting residency or citizenship to immigrants is a serious issue in most countries and is taken extremely seriously. Different requirements and processes are put in place driven by that particular nation's national values, development goals, responsibilities, and nation-building (White Paper on International Migration, 2017). Various details are considered when awarding citizenship status to migrants, whereby there are thorough valuations of possible risks and benefits. Currently, South Africa does not use this approach; the granting of citizenship is based on naturalization, not on strategies surrounding nation-building objectives. This approach makes the country susceptible to various risks and opportunities to give permanent residency or citizenship to individuals who can jeopardize the country's national security. All sovereign states have the privilege to decide who may enter its borders, manage migration flows and legislate laws to regulate this migration; a general misconception exists in South Africa that migrants have a constitutional right to automatically move to citizenship or permanent residency through naturalization (White Paper on International Migration, 2016). "*States have the right to protect themselves from risks, such as the entry and stay of fugitives from justice who are linked to organized crime; conversely, the current approach does not allow the granting of residency or naturalization to be used strategically" (*White Paper on International Migration, 2016: 55*).* No matter how many years an individual has spent in a country, it should not qualify someone for permanent residence or citizenship qualification. Creating policy interventions that form an environment to grant citizenship to foreign nationals due to clear strategies and national security motivations is crucial for South Africa. These gaps are likely to undermine any integration efforts in other sectors of government

South Africa lacks a clear and articulate integration plan or policy on how migrants should be integrated into South Africa's population and society (White Paper on International Migration,

2017). Consequently, migrants have not had the smoothest entry in the South African space, and the national and local governments have had a tough time accommodating them. The South African government must begin having a conversation about the importance of integrating international migration to realize its potential contributions towards achieving supported national goals (White Paper on International Migration, 2017). For instance, the attainment of skills, in which some would have to be recruited internationally to reach national objectives such as economic growth as highlighted by the National Development Plan (NDP). South Africa has still yet to develop the appropriate policy, institutions, strategies, and capacity to attract, recruit, and retain international migrants with the required skills and resources.

One of the main characteristics of the Australian Immigration System is it's thoroughly planned and carefully managed nature, exceeding most countries. The majority of migration in the post-war period in Australia is led by a separate ministry placed in their cabinet that focuses explicitly on migration and settlement subjects (Hugo, 2014). An established unit of migration experts who have developed and continue to administer the migration program. Due to this great human and institutional capacity, Australia has been able to create and implement their international migration policy in a rather exemplary manner (Hugo,2014). However, as much as Australia is heralded for making great strides in their migration-related issues, there is still some part of Australia that does not accept and appreciate the idea of a multicultural society reliant on people from foreign countries. Some view this entire process as a threat to their national identity and image as Australians; an image they claim is familiar brings them comfort. The argument is that immigrants should make efforts to assimilate into Australian communities by learning to communicate in English, adopt Australian culture, and behave like the intrinsic Australian population.

The study looks to compare the migration stories in both these countries to have a clearer picture of similarities and contrasts, to see what can be learnt from both. Governments need to have a deeper look into their approach in managing migration to curb the occasional backlashes that usually arise because of it. Australia is a good case study to try and learn from due to their continuously evolving approach to planning for migration in line with their national objectives since 1945 (Hugo, 2014). The researcher firmly believes that the comparing of experiences in other countries facing similar migration levels could yield some important lessons. Nevertheless, the study does not suggest that South Africa should emulate Australian plans or

policy; however, the comparison will shed light on the aspects South Africa performs better and all of the areas that need improving vice versa.

1.4 Research Objectives

The objectives of this study are:

- To understand the integration of Migration in South Africa and Australia's government development plans.
- To understand the different roles played by varying levels of government in migration planning.
- To evaluate the inclusion of crucial migration data in planning documents.

1.5 Research Questions

The questions to be asked are:

- How is migration data included in crucial planning documents?
- How is migration integrated into South African and Australian government development plans?
- What are the different roles played by varying levels of government in planning for migration in these two countries?

1.6 Structure of the Dissertation

This dissertation is made up of five chapters. Chapter one provides background information on the nature of Migration in both South Africa and Australia. It additionally discusses the objectives, research questions, and motivation of the study. Chapter Two reviews the literature relevant to the study topic. The 3rd chapter focuses on the research methodology, in which data collection and analysis, sampling method, limitations of the study are discussed. Chapter four is the analysis that presents the key findings of the research and provides relevant discussions. The last section provides an overall review of the study, along with recommendations and a conclusion.

Chapter 2

2.1 Introduction

As previously stated, South Africa has always been a major destination for migrants from other African countries for a large part of history (White Paper on International Migration, 2017). The official statistics from the (Census, 2011) show that approximately 3.3% of the population in the country are foreign-born, and are also expected to continue rising since the count South Africa has an economy that is commonly known as one of the biggest in the continent, which places it above all of their neighboring in the southern region (White Paper on International Migration, 2017). As a result, the country needs to find adequate strategies to integrate these high numbers of migrants within South African society.

Australia is deemed to be part of the world's best countries regarding opening their borders and accepting immigrants alongside nations like Canada, New Zealand, Sweden, and the USA (Petersen, 2007). In 1788, before European settlement started, the Aboriginal population was approximately 400 000; however, currently, Australia has surpassed the 20 million people mark (Petersen, 2007). Studies conducted over a decade ago in New South Wales, a region in Australia, were already showing four out of ten of the population are immigrants themselves or children of immigrants (Petersen, 2007). The Australian government's approach to the management of migration has always been linked with the country's national priorities regarding their political and economic climate. Initially, the Australian Migration Program was created after the war to increase population numbers in the event of war later on in the future (Klapdor, 2010). Year after year, the Australian government makes spaces available for migrants in line with plans for their economy and society. This chapter aims to explore meaningful literature to learn more about already established strategies, challenges, and benefits of integrating international migrants into plans and the implementation on the ground.

2.2 Defining migrant integration

There is little to no consensus regarding defining integration; although different definitions do have commonalities, most of them are country-specific. The (International Organization of Migration, 2011:2) defines integration as

 "the process by which migrants become accepted into society, both as individuals and as groups [Integration] refers to a two-way process of adaptation by migrants and host societies

[and implies] consideration of the rights and obligations of migrants and host societies, of access to different kinds of services and the labor market, and of identification and respect for a core set of values that bind migrants and host communities in a common purpose."

(Liebig, 2007:9) defines

"integration as an economic or social convergence between the immigrant and native populations concerning several statistical measures, such as the unemployment rate, the employment/population ratio, average earnings, school achievement, homeownership, fertility rates, voting behavior, participation in community organizations, etc., without this convergence necessarily implying any abandonment of home country culture and beliefs. At the other end is the much broader notion of integration as assimilation, i.e., acceptance of, and behavior per, host-country values and beliefs, including similarity of economic and social outcomes".

The integration of migrants into host countries differs from one country to another. It can be changed over time, depending on a variety of factors such as the country's migration history, the characteristics of the migrants entering, the programs to help migrants upon their arrival, and the general economic, political, and social settings in the country. Educating and involving civil society in the integration process is also of great importance; governments may develop the policies and frameworks, but the real integration happens in the streets that people meet in, e.g., schools, workplaces, gyms, and clubs. In achieving migrant integration in societies, the local population should support and understand the concept for success; otherwise, it is an empty concept (EESC, 2012).

Politicians have the challenge to create a structure for an operative and conceptual strategy that would enable consultation and incorporate all relevant stakeholders. Reaching out and forging a common goal amongst politicians themselves, private institutions, immigrant groups, and civil society groups (Bokova, 2016). These networks can be crucial in initiating valuable communication channels, building new bridges, and establishing a new trust amongst all involved parties. Sustaining these networks could ensure a consensus on all major decisions, such as introducing new laws, conflict management, and procedural laws. (Stiftung, 2005). These networks are common in big cities that have already established structures in place. Cities like Solingen and Essen are examples of areas where integration is all-encompassing. The designs and decisions of the plan included consultations from all levels in the community. A proper integration strategy should address a wide range of realities from the national level,

urban centers, and town's conurbations to the smallest of villages (Bokova, 2016). The strategy should be flexible enough to accommodate the different scenarios and realities from contrasting areas and assess progress continually. Reports should be produced to measure the strategies' successes and deficiencies, opening a window to initiate improvements.

The integration of economic migrants is the responsibility of policymakers across all levels of government and private stakeholders. A variety of initiatives and programs should be implemented to assist economic migrants in thriving in local economies individually; it is implausible that one government department can adequately manage the entire process. European nations have made significant strides in helping newcomers by evaluating the qualifications and skills of migrants upon arrival to assist them with custom-made support that will help them quickly become part of the local economy (Hooper et al., 2017). These efforts could involve facilitating appropriate employment instantly by connecting internship openings and training programs, encouraging entrepreneurship to give those alternatives towards self-sufficiency (Hooper et al., 2017). Migrants are also most likely to have an education background that is not familiar with local companies, which is perceived as inferior, hindering their progress to reaching their full potential within the host country's economy. However, more efforts should be put towards recognizing the qualifications and skills that migrants possess and giving them the jobs that are befitting of their educational status (Hooper et al., 2017).

2.3 The Importance of Migration Integration

The integration process is complex; it is a long-term social process, with multiple elements and stakeholders, especially at the regional and local levels (EESC, 2012). Implementing the integration agenda at the local level should adopt policies and plans that cater to healthcare, housing, education, and the families of migrants. Migrants and their families need assistance in settling and understanding their surroundings in their new homes and communities. Encouraging mutual understanding of the integration process is of utmost importance, especially in periods of economic recession, when incoming migrants face a significant risk of becoming scapegoats for day-to-day difficulties such as high unemployment rates and crime. The proper handling and education about the integration process is the foundation to prevent any discrimination, which could escalate to xenophobic attacks. Integration should be shaped

by future-orientated strategies that consider long-term development, such as demographic change results that will be then introduced to that particular geographic area. The strengths, weaknesses, and objectives of the integration plan and process should be clear for all departments, and progress towards these goals should be continuously assessed. Keeping records and conducting evaluations based on key indicators is essential to continuously track progress and continuously develop the plan. The social connections that countries, provinces, municipalities, and host cities have with migrants are essential areas in which a paradigm change should occur. More face to face conversations should take place to devise and adopt strategies alongside the immigrant community and not for them, which is a point that cannot be overly emphasized (Liebig and Mo, 2013). Communities that uphold strategies that embody the ideas and strains of migrants themselves turn into one of the critical elements of the integration projects introduced in societies (Liebig and Mo, 2013).

The integration of migrants for countries, provinces, cities, and municipalities is essential for various reasons, dependent on the demographic, economic, and social climate in a particular area. The city of Stuttgart in Germany has a plan that is designed into a form of a coordinate system in which key problems that the immigrant population face and their underlying causes should be assigned to specific levels of action either it is structural, individual, intercultural, and socio-political (Stiftung,2005). All these different spheres create lists of separate tasks that should be completed, which are closely evaluated by compiling half-year progress reports (Stiftung, 2005). The core of the plan is to ensure that all citizens exist in an environment that guarantees equal participation, peaceful coexistence, and security (Stiftung, 2005). A study conducted in all European OECD countries, including Canada, Australia, and the United States, has shown that migrants contribute more in social contributions and taxes than they receive in individual benefits unless the migrant populace consists of more older people (Liebig and Mo, 2013). The study furthermore suggests that migrants affect the GDP on average by 0.5% in either negative or positive terms.

On the other hand, Switzerland and Luxembourg estimates show that migrants contribute a net benefit of approximately 2% to the GDP (Liebig and Mo, 2013). This can be attributed to the unique abilities and skills they introduce to the economy and add to the host country's existing stock of human capital. More specifically, evidence from the United States suggests that

skilled immigrants contribute to boosting research and innovation, as well as technological progress (Hunt et al, 2010).

Policy surrounding integration should be a top priority for governments; gathering the necessary political will is just as crucial in order to get essential support for the desired programs. Integration ideas should be supported by broad political consent and bipartisan cooperation that should reflect migrant integration anchored within their committees' structures (Stiftung, 2005). Heads of government administrations should proclaim the importance of integration to the community and express their strong personal commitment; this goes a long way in strengthening the subject's significance to the public (Stiftung, 2005). In 2011, Chicago mayor Rahm Emmanuel released a statement saying that the support given to immigrants is crucial for cities' sustained economic growth. He further states that Chicago's vitality is based on immigrants' energy within their pursuit of new opportunities and freedoms. In Chicago, migrant nationals were 67.4% more likely to be entrepreneurs than the U.S local populace, while 6.8% of the U.S.-born population were self-employed, 11.4% of foreign-born residents were running their businesses (American Community Survey, 2012).

In 2001, the Stuttgart City Council formed a pact for integration and initiated a program driven by policies intended to secure the city's future as one of the great international cities, naming migrant integration as the glue to social cohesion. In contrast to many cities, Stuttgart's immigrant population has the lowest unemployment and crime rates of any city in Germany due to their multisector and multi-level approach to integration. The Stuttgart City Council has also utilised migration as a tool to alter the demographics of their city since it was facing a challenge of a continuously aging population without a sufficient birth replacement rate (Stiftung, 2005). Migrants have lowered the average age of the Stuttgart population; prior to the migrant integration program, estimates show that without the arrival of migrants, only 10% of households in the city would have children in them (Stiftung, 2005).

New Brunswick, a city in Canada, has vast economic opportunities, made up of a strong employer base in which the province did not have a large enough workforce to fill all of the available vacancies. Historically, the New Brunswick workforce consisted of locals and interprovincial migrant workers; however, all of these sources have become insufficient to cover the available jobs in recent years adequately. The New Brunswick governing body turned to international immigration to solve their labour shortages launching the "New Beginnings,

its Population Growth Strategy for 2019-2024" (OECD, 2015). Recognizing immigration as their primary supply of labour market growth spurred the city to look into ways of attracting and retaining international migrants. The next step was to look inward within the local communities and ask whether the necessary structures were available to make these objectives possible, e.g., are the locals welcoming? Do pathways to acquire these jobs in place for different types of migrants with differing skills and experience. It is essential to create a conducive environment for migrants in order to reap the benefits that come with them while also retaining harmony in communities.

2.4 Challenges International Migrants face

From the time immigrants settle in a new country, they need to secure a place within that society. This is essential not only in terms of its physical aspects, such as finding proper housing or school, but also in the cultural and social sense (Peninx, 2005). The integration process comes with accepting immigrants both as individuals and also in groups. Definitions regarding integration are usually intentionally left open due to differing standards for acceptance in separate countries, highlighting that the integrating responsibility does not lie with one party or group. Host governments, institutions, NGOs, communities, and immigrants should all play their part in their integrating process. The integration process of migrants has proven to be a highly challenging process for multiple countries. It has been evident that even after the processes undertaken to assist them in their settlement in these countries, they still lag behind native populations. Studies have discovered that migrants still face more difficulty in being fully productive members of these countries they migrate to; for example, on average in OECD nations, migrants' labour market outcomes are beneath the natives born in the country (Liebig et al., 2013).

Employment is deemed to be one of the essential means of promoting and achieving the integration of migrants. Labour market statistics in Germany have shown that migrants with equally good edupcation, experience, and language knowledge have a lesser chance of acquiring employment than similarly qualified native applicants (Stiftung, 2005). Immigrant job seekers are more likely to be affected by higher rates of unemployment than native-born workers in all traditional immigrant countries such as New Zealand, Australia, Hungary, and

the USA (Chiswick and Milller, 2016). In 2014 the unemployment rate for migrants was more than double that of the locally born populace in Finland, Sweden, Switzerland, Austria, and Belgium (OECD, 2015). Also, unemployment differs for different groups among migrants. Young people, the elderly, and women have even more significant difficulties obtaining employment (OECD, 2015). Different explanations for these outcomes exist, such as migrants having attained their work experience and qualifications from different countries, which differ from the home country's standards. Although this argument, amongst others, may be valid, it loses its validity when children of migrants do not get to enjoy the same benefits their native peers enjoy (Isophording, 2015). It becomes more questionable because these children are raised in the country and are products of the same education system but still lag in terms of labour market performances despite possessing proper qualifications (Liebig et al., 2013). Unpacking why these disadvantages persist for migrants is not straightforward; due to the differing professional and social networks, soft skills, and difficulty in specific fields of study or geographical areas or other personal traits or characteristics. One of them is confidence, a motivation that cannot be measured (Liebig et al., 2013). Nevertheless, this seems to be only part of the debacle since discrimination has also been brought forward as one of the major obstacles that impede integration.

Speaking is the primary form of communication amongst humans, followed by writing and reading. Investment in learning the host-country languages positively influences almost all aspects of life for an immigrant, especially in integrating young children in education settings (Van Tubergen, Maas, and Flap, 2004). Fluency in the host country's language is an important determinant of the economic and social integration of international migrants (OECD, 2006). Economically, immigrants with a better articulation of the local language are more likely to be associated with higher wages and greater productivity because it enables adaptation and critical skills in the job market (Chiswick and Miller, 1995). Limited proficiency in the local language is also a barrier to looking and getting jobs equal to their qualifications or skills, acquiring more experience and additional training (Lesley and Lindley, 2001). Benefits associated with language proficiency are not just limited to labour market benefits but can also include marriage, health, social and political participation (Isphording et al, 2015). Less understanding of local languages makes it harder for migrants to interact with locals frequently and more extensively to share critical information like traditions, norms, and values of the home country (Gordon, 1964).

In a study conducted in Switzerland to investigate challenges that international migrants face when trying to access health facilities, the language barrier came second, especially for psycho-social problems (Jaeger et al., 2019). Communicating is an essential part of patient-doctor relationships: to lead diagnoses, doctors need to explain treatments and preventative measures (Jaeger et al., 2019). The more complex and delicate the problem, the more language proficiency needed to address it adequately. Additionally, proper communication with international migrants in health facilities increases their service satisfaction and opens up more opportunity for them to come back (Jaeger et al, 2019). Immigrant students face a variety of disadvantages that significantly impact their academic performances and well-being generally. Language barriers exacerbate the impact of other causes of disadvantage *such as* having to migrate after the age of 12, lacking parental support, attending a school in a disadvantaged neighbourhood with low discipline levels (Huddlestone and Montijano, 2015). Language is a significant aspect in discussions concerning the academic, emotional, social, and motivational resilience of migrant students.

For migrants, housing conditions are reliant on various issues, mainly family size, and the financial resources available. Upon arrival in host countries, migrants face different circumstances; some migrants have the privilege of moving in with their families and having perfect accommodation. Others arrive in situations where they lack money or adequate information to find decent accommodation. Market forces significantly impact the standard of housing one can get if they start their life from scratch. Property prices limit choices regarding how many rooms you can get, safety levels, and proximity to necessary services. Immigrants are further exposed to substandard housing conditions due to limited access to financial support institutions, making it harder for them to borrow much-needed money to kick-start their lives in the new country. "Discrimination is an unequal or differential treatment that disfavours an individual or a group, and that is based on origin, ethnicity, race or nationality" (Becker,1957:2). There are two different types of discrimination: statistical and taste-based discrimination (Becker, 1957). Taste-based discrimination happens when economic agents (e.g., banks, homeowners, employers, etc.) have a particular preference towards certain group of people of a specific origin over others (Becker, 1957). Statistical discrimination occurs, for instance, when the same economic agents do not have enough data about an applicant's productivity or banks or landlords have uncertainties about the credit merits of a possible credit taker or tenant (Becker, 1957). Discrimination is a major impediment to the complete integration of migrants and their children into society, particularly the labour market. It

negatively affects social cohesion and migrants' motivations to invest in training and educating themselves, which may lead to economic losses to the host nation in the long run (International Organization for Migration, 2013). Observable traits such as ethnicity are viewed as additional information that economic agents use to measure an individual's trustworthiness or ability by using the ethnic group they belong to (International Organization for Migration, 2013). Migrants also encounter sub-standard housing conditions, compared to their native counterparts because of this (International Organization for Migration, 2013).

Countries become increasingly diverse because of the increasing number of foreign people. Social services such as hospitals, clinics, and schools usually lag in finding ways to provide for the new immigrants' specific needs. It is a small niche of countries that assist migrants and expressly set up to support them. These are mostly the traditional immigrant-receiving countries, which explains their eventual successes over time. In some cases, migrants are not even eligible to access these resources because they may have complications with their legal and residential status (Huddlestone and Montijano, 2015). Most countries have policies that are not conducive enough for migrants. Policy is essential in defining whether migrants settle down permanently, have access to healthcare, eligibility to vote, and enjoy becoming equal citizens. " *A common feature of all European countries has been their ad hoc, reactive and control-oriented character, in clear contrast to the more explicit and pro-active policies of countries such as Canada, Australia, and the United States"* (Penninx,2005;138). When migrants are faced with these restrictive policies, they do not feel in sync with the rest of the local population. Notably, permanent temporal migrants usually are excluded legally and socially (Huddlestone and Montijano, 2015). Granting migrants permanent residence, but restricting their access to citizenship, makes many immigrants less secure in their status in those countries because they are not treated in the same light as their fellow native citizens. Migrants tend to be in a second-class citizenship position when policies tend to afford other people certain privileges over them, such as in national politics and other critical areas of life (International Organization for Migration, 2013). Only traditional Traditional migration countries have unlocked all these privileges and opportunities. Immigrants can get to enjoy the same rights as the natives, which also boosts the integration process's outcomes (Penninx,2005;138). Although this trend is starting to spread amongst European nations, most of these anti-discrimination policies remain new and under-resourced, failing to reach all those affected. Most countries still have weak equality laws, bodies and NGO's have limited power

to make any significant changes to these problems; considerable improvements in policy should be made in order to absorb immigrants fully (Huddlestone and Montijano, 2015)

A group of EU regional partners came together in 2001 at a local level to combat foreign nationals' discrimination in the job market within host countries. Jobs are a significant determinant of how fast an immigrant will adapt to their new surroundings. Strengthening the value of foreign qualifications, highlighting to companies the importance and benefits of having an intercultural staff was the central point raised in the discussions (Hirsh, 2019). Collaboration between immigrant organizations, indigenous people, local governments, teaching institutions and companies is essential in fastening the adaptability process for newcomers. A challenge should be placed on communities as well to pro-actively oppose any economic discrimination towards immigrants by providers of services (Stiftung, 2005). Constant communication with communities is central in realising the host community's state of mind on whether a fertile ground for initiating integration processes exists. Planners and policymakers are responsible for assessing whether a favorable climate for integration exists, openness to different cultures, or whether gaps or opportunities for training and participation are present. Overcoming these challenges needs a reciprocated effort from immigrants as well.

2.5 Trends in International Migration

2.5.1 Global trends

Approximately 258 million people are living within a country they were not originally born in, which is a drastic increase of 49% compared to the figures in 2000 (International Migration Report,2017). The report further highlights that 3.4% of the global population are international migrants; these numbers have also risen when compared to only 2.8% in 2000. Most of this recent growth in the number of international migration can be attributed to more people moving to the more economically advanced nations, for instance during 2017; developed countries were home to about 165 million people are international migrants, which is 64% of all international migrants (International Migration Report, 2017). Since 2000, there have been 85 million international migrants, and 64 million of them have chosen to relocate to high-income countries (International Migration Report, 2017). The upsurge in these movements has also changed the demographics of these countries, in terms of their demographic structure, for example, the numbers of international migrants as a fraction have risen from 9.6% in the year

of 2000 to 14% in 2017 (International Migration Report,2017). A point of interest and rather contrasting to the above mentioned is the number of refugees and asylum seekers high-income countries are currently hosting compared to low-income countries. Within the 85 million international migrants, about 26 million refugees and asylum seekers making up only about 10% of the overall number (UNHCR, 2017). Interestingly, of all asylum seekers and refugees, 22 million are situated in the middle- and low-income countries, which is about 84% of all international migrants (International Migration Report, 2017). This may suggest that the more developed countries may not be doing enough to share the cost of protecting individuals who need refuge. This may be because most developed countries prioritize policy that limits people from seeking asylum within their borders. A new strategy that ensures that all countries have a responsibility of assisting people who need asylum should be implemented. The population of countries within the G20 is estimated to have increased by almost ten million people only through migration between 2010 and 2015, declared to be the highest net migration level since the 1950s (OECD, 2017). The G20 report shows that the United States of America is the highest net receiver of international migrants, with over 5 million more migrants within the period mentioned above. Turkey follows 2 million more immigrants in second place, mostly due to a considerable number of people who had entered the country in need of international protection, and Germany comes in 3rd with 1.2 million net migrants (OECD, 2017). Although G20 countries receive the most international migrants, some migrants are from emigration countries, such as China, India, Indonesia, and Mexico, although Mexico's emigration has slowly been decreasing. When comparing the number of immigrants to the number of people within these countries, Australia has been shown to have the highest immigration rate with approximately ten immigrants per 10 000 natives between 2010 and 2015, closely followed by Canada with 6.7 migrants per 10 000 natives, Saudi Arabia with 5.7 per 10 000 and Turkey with about 5.3 per 10 000 (OECD, 2017).

An increase in the ages of people that decide to change their country of residence has been detected; the (International migration Report, 2017) has indicated that the median age of migrants has risen from 38 years from 2000 up to 39.2 years by 2017. Nevertheless, some regions have had opposite outcomes; Latin America, Oceania, the Caribbean, and Asia have seen their median age of migrants go down by approximately three years. These changes in migration patterns may be attributed to a variety of issues such as political , economic, environmental, and social factors. (Emilia, 2014; 38) highlights that "older people migrate less than their younger population, as the average age increases, the mobility of migrants decreases.

According to the (European Commission, 2017), the numbers of migrating from one country to another is not growing. During the early 1980s, estimates showed that about 28 million people changed their country of residence, and later reached their highest numbers between 1995 and 2000, where 43 million people changed their country of residence. In more recent years, between 2010 and 2015, 36 million have moved away from their country of residence. These movements show that only 0.5 of the global population have moved during this period, averaging about 7 million migrants annually. Even though Europe is a major attraction for vast numbers of international migrants, most migration in the region is intracontinental, which applies globally. A large proportion of migrants prefer moving to countries that are closer to their country of origin. The report furtherly highlights that movements within Europe's countries have increased more than movements from outside the continent, which also applies in the less developed countries. South to South movements by migrants (developing to developing countries) is more common than movements across continents towards the more developed nations.

2.5.2 African trends

Research on African migration data has been belittled by the shortage of reliable data and the lack of suitable sampling frameworks in censuses and survey data (African Union, 2018). Even though these issues remain, there have been notable improvements. In recent years the accessibility of new migration databases has expanded, which expands the scope of analysis in the African context (Flahaux and De Haas, 2016). Although there is a constant emphasis on International migrants moving to Europe, above 80% of Migration in Africa is within the continent. It is usually intra-regional, mostly within the west, east, and southern African regions and from West Africa to Southern Africa, from East/Horn of Africa to Southern Africa and from Central Africa to Southern Africa and West Africa (African Union, 2018). It is also worth noting that even though emigration in the continent has been growing in absolute numbers, these numbers are low compared to the overall population. However, there are variations from one country to the other. Demographic imbalances between different parts of the world will continue to increase. Young people in Africa are expected to be around 2,4 billion by 2050, while Europe's aging population is expected to lose about 30 million of its total population of 738 million by 2050 (International Migration Report,2017). The number of migrants moving to Europe and other developed countries is expected to rise, which can generate development benefits for Africa if adequately managed, such as skills development and remittances for sending countries (African Union, 2018).

According to the United Nations, the overall African migrant stocks in the SADC region were 3.4 million migrants back in 2000; 72% (2.4 million) of them were from within the SADC region, with only 28% (966 307) coming from the rest of the continent (Economic Development in Africa Report, 2018). A study involving ten countries revealed that the proportion of migrants within these countries is below 3% of the overall national population except Burkina Faso. Approximately 6% of the population are migrants and Ghana, with around 7% (Shaw, 2007). The numbers of these migrants in the sampled countries dropped from 2.9% in 1960 to around 1.7% in 2005, which can be mostly attributed to the rapid increases in native population numbers in these countries with an average of 2.6% growth annually. Conflicts, economic crisis, and continued political instability have been a common trait for most of these countries. For instance, back in the 1960's, Uganda was a relatively affluent and stable nation; this explains why their stock of immigrants was around 11% of their overall population (Shaw, 2007). Due to their slump economically and political instability during the 1970s and 1980's, Uganda has transformed into an immigrant source country (Black *et al.*,2004).

Trends and patterns of international Migration within Africa are driven by the ever-rising population numbers, political instability, conflicts, poverty, failing economies, and environmental degradation (Bakewell and De Haas, 2007). They further highlight that migration within the continent is becoming more feminized with more women being involved than in previous periods; diversity of destinations is increasing; movements are usually kept secret and done spontaneously with commercial migration vastly replacing labour migration. Africa is more of a region that is characterized by significant intracontinental movements, constituting considerable movements by asylum seekers and refugees, illegal migrants, and seasonal labour migration. Africans who decide to move abroad are usually students, skilled people, semi-skilled and unskilled migrants, and most recently, there has also been a presence of independent female migrants (Bakewell and De Haas, 2007).

2.5.3 Southern African trends

Southern Africa has a history of migration that extends back to the 19th century, which came in two forms. These were labour migration from within the region and the influx of white labour migrants mostly coming from European nations. A study conducted in 2005 by the Southern African Migration Project showed that 23% of immigrants either had a grandmother or grandfather who had moved to a different country to look for work, while 57% had a father or

mother who had moved. A study conducted in Lesotho revealed that they were amongst the highest in terms of the number of labour migrants; 44% of respondents indicated that they have grandparents who had moved for work, and 76% said their parents moved in search of work (Southern African Migration Project, 2005). Since the 1990's movements within the SADC and from the rest of the continent has risen significantly. The number of legal migrants has increased tremendously, especially to South Africa from the SADC region, where they went from 1 million immigrants in 1990 to 5.1 million in the following six years and were around 9 million during 2008 (Crush and Williams, 2010).

South Africa is an immigrant-receiving country, with migrants coming from all parts of the African continent. After the fall of apartheid, the number of immigrants entering the countries' borders went from approximately 500 00 in 1990 to ten times more (5 million) in about ten years (Black et al., 2006). (Census 2011) indicated that the total of people not born in the country was 1,025 075, which included 228, 318 European born, 687 678 from within the SADC region, and 41,817 from the rest of the continent (). In 2004, former President Thabo Mbeki claimed that 7 million illegal immigrants were living in the country, and about 3 million Zimbabweans, without any tangible evidence. Estimates regarding illegal migrants in South Africa have gone from barely plausible to outrageous (Black et al. 2006). During the early 90s, estimated figures were between one million or two, but around ten years later, these figures have risen to a range of 8 – 10 million. There are wide discrepancies in findings concerning the number of illegal migrants within South African borders; this can be attributed mostly to their reluctance to communicate with any type of authority when discussing their origins (Black et al. 2006). Some scholars have also argued that these exaggerations are due to the government's strategy to inflict stricter immigration policies to limit the number of people entering the country's borders. Migration trends also indicate that this pattern has been occurring for a large part of South African history. The official statistics from the (Census 2011) show that approximately 3.3% of the country's population were foreign-born. South Africa is also referred to as an upper-middle-class economy, which places it above all of its neighbors in the Southern African region and a vast majority of the countries in the rest of the continent economically (World Bank, 2018). This makes it easier to understand why South Africa is a major attraction to migrants from all over the SADC region.

2.5.4 South African trends

According to a report released by (Statistics South Africa, 2018), the population of South Africans is estimated to be around 57.7 million by the 1st of July 2018. Although mortality and fertility are seen as the primary drivers of the country's population, migration has also proven to be of great significance, not just demographically but also socially, politically, and economically. The Stats SA report furtherly indicates that South Africa will experience net immigration of about 1, 02 million people from 2016 to 2021. The majority of these international migrants will most likely settle in the Gauteng province since studies have shown that 47% of international migrants currently in the country are found in that province, and the lowest number is found in the Northern Cape with 0.7%. (Census, 2001) estimated that 20% of Gauteng's population was not born in the province; this percentage was made up of both internal and international migrants.

"Migration to and from countries in Southern Africa[1] is driven largely by the pursuit of economic opportunities, political instability and increasingly, environmental hazards: in a region with an estimated population of 353.9 million people and 7.9 million international migrants at mid-year 2019, a few countries serve as the economic pillars of the region" (UN DESA, 2019),. South Africa falls amongst the category of nations that are the economic pillars of the region, naturally attracting huge numbers of international migrants from neighbouring countries. South Africa has the most industrialized economy in the continent, making it a desirable destination for individuals looking for better business, employment, and education opportunities (SADC, 2019). Disasters that occur in neighbouring countries like Lesotho, Namibia, Botswana, and Eswatini also act as a push factor and a major influence on the migration patterns in South Africa (SADC, 2019). A variety of factors encourage the migration of people from one place to another; these may fall under economic, environmental, cultural, or political acting as a push or pull factor (Stats SA, 2018). Estimates indicate that approximately 4.2 million immigrants were residing in South Africa in 2019 (DMC, 2019). As earlier reiterated projections show that between 2016 and 2021, net immigration of 1, 02 million people are expected to settle in South Africa, with 47.5% projected to choose to reside in Gauteng (Stats SA, 2018). Gauteng is the country's economic hub attracting international migrants alongside domestic migrants stemming from the more rural provinces like Eastern

Cape, Northern Cape, Limpopo, and Kwa Zulu Natal. The Western Cape is estimated to receive the second-highest number of migrants between 2016 and 2021, which is mostly driven by the lack of economic activities and job opportunities in neighbouring Eastern Cape (Stats SA, 2018). Eastern Cape had the highest unemployment rate, according to The Quarterly Labour Force Survey for the first quarter of 2018, with a 35.6% unemployment rate (Stats SA, 2018).

South Africa's fluid circular migration patterns are essential for the upkeep of socio-economic relationships between urban centres and rural areas; these are a common resilience strategy in the country (Mercandali and Lorsch, 2017). Discussions about Migration in South Africa generally focus on international migration; however, multiple studies indicate that most of the migration occurs from within (Clifford, 2020). An analysis conducted from (Census 2011) highlighted that approximately a quarter of all internal Migration within SA happens between Limpopo and Gauteng and Kwa Zulu Natal and Gauteng. Furtherly, the study also indicated that migration is mostly common amongst the white population, followed by black Africans and the gender composition has moved away from being dominantly being males. Women have also become active participants to migration activities within the country. The general pattern is mostly characterised by people moving from poorer provinces to the ones who have bigger economies and opportunities. Migration of people into and within South Africa does not just affect the structure of the population in the country and provinces in particular but also the compositions of communities socially, economically, politically, and culturally (Stats SA, 2018).

2.5.5 Australian Trends

Australian migration is dynamic; people do not just arrive and choose to remain there for the rest of their lives, large numbers come in, and large numbers head out in line with the shifting patterns of global mobility (Scanlon Research Institute, 2020). However, net migration remains positive due to constant new arrivals outnumbering departures (Scanlon Research Institute, 2020). The migration numbers are mostly affected by the government's policy and plans in that particular period. For example, since the 1950s, the levels and types of immigrants have drastically changed ever since the White Australia Policy was abandoned. The White Australia policy was a set of policies from the early 1900s that were put in place to prohibit persons of non-European descent (Victoria, 2005). The nature of Migration in Australia transformed ever

since the White Australia Policy policies were slowly dismantled and abandoned; many migrants started entering the country from different parts of the world. This policy change has seen people from Asian countries like China and India become a larger proportion of the population as compared to European nations like Greece and Germany, who were dominant in the early 1900s (Crawley and Sinclair, 2003). Australians are considered to be one of the most mobile populations globally, with around 40% of them changing their addresses every five years (Census of Population and Housing, 2016). However, internal migration statistics still indicate that movement within the country has been decreasing (- 20%) for the past 40 years (Census of Population and Housing, 2016).

Capital cities like Sydney, Melbourne and Brisbane are key areas for migrants moving in and out of Australia. A common trend in these cities is that when international migrants settle in, those born in them tend to move out, which also extends to international migrants who had settled earlier also opting to find places outside the metropolitan areas (Glenn, 2019). These cities also attract a large number of international students who settle in for a few years then move back overseas after completing their studies, which occasionally upsurges the emigration numbers (Glenn, 2019). The more rural areas in Australia have similar patterns of migration at a much lower level; most of them have not had a positive population growth rate for a long time. Multiple rural areas in Australia solely rely on international immigrants to keep their populations from declining due to the number of young people who choose to move to other parts of Australia for either work or education (Australian Bureau of Statistics, 2011). The bigger cities and more urban regions with more vibrant economies are the beneficiaries of most local movement in Australia. Places like Leeton in New South Wales, Berri – Barmera in Southern Australia and Southern Grampians in Victoria are just a few of the places that rely on immigrants to steady their population and fill in vacancies that are needed for their local economies (Glenn, 2019). The Australia Migration Program ensures that these areas do not face negative economic outcomes by sending enough people to these areas annually.

2.6 Migration Framework

2.6.1 Global Framework

The International Organization for Migration promotes policy that is economically, socially, and cultural inclusive for migrants within the frameworks of all host countries. Focus is placed on developing strategies that assist immigrants to integrate easily into their new communities and to live with communities that recognize the positive contributions of having migrants live with them. The (International Organization of Migration, 2017) understands that for the integration of migrants to be a success, mutual adaptation and dialogues amongst the sending nations and the host nations should be held to develop common values and goals. The IOM works together with a variety of countries from national levels down to the local level to develop methods to support the participation of immigrants in the public life of host countries. IOM advocates that migrants are to be involved in consulting bodies at all levels of decision making; governments should build the human capacity to efficiently assist and involve migrants and encourage their engagement in civil society (IOM, 2017).

Coherent development of policy and progressive public debates in relation to migrant integration are mostly threatened by the lack of a universal definition of integration. "*Achievement and access across the sectors of employment, housing, education and health; assumptions and practice regarding citizenship and rights; processes of social connection within and between groups within the community; and structural barriers to such connection related to language, culture and the local environment" is deemed to be the central themes of integration according to* (Ager and Strang, 2008: 166). A framework comprised of these domains is presented as a tool to foster debate and definition regarding normative conceptions of integration in resettlement settings.

The Council of the European Union came up with The Common Basic Principles to approach migrant integration policy, which was affirmed in 2014 to be the basis for all European nations to utilize as a foundation to utilize when managing their policy to deal with integration. Education, access to institutions, employment, access to goods and services, and open society in general, are the aspects of the EU Basic principles (European Commission, 2018). The EU Common Basic Principles outline that the most crucial factor in the integration process is that both immigrants and residents should be adequately accommodated. Regular communication between the locals of member states and immigrants is highlighted as a significant mechanism for the successful integration of migrants: shared forums, education about different cultures,

intercultural dialogue, civic training, early childhood education, teacher training and improving living situations in urban settings as they increase interactions between citizens and migrants (European Commission, 2018). Immigrants are also encouraged to learn the host country's languages, institutions, and history, which is considered to be an indispensable part of their integration into that particular society. The Common Basic Principles of Integration also highlight that member states should try to involve immigrants in the democratic processes of formulating integration policy. The (European Commission, 2018; 202) highlights that "*mainstreaming integration policies and measures in all relevant policy portfolios and levels of government and public services is an important consideration in public policy formation and implementation*" Developing clear goals, indicators and relevant evaluation measures that will be able to regulate policy, assess progress on integration is of critical importance.

2.6.2 African Framework

 The African Union's overarching approach to migration is articulated in two primary policy documents: the Migration Policy Framework for Africa and the African Common Position on Migration which was both adopted by the Executive Council of the African Union in 2006, of which the Migration Policy Framework is considered to be the wider-ranging document of the two. Although the Migration Policy framework does not include the integration of migrants as part of the nine central issues it covers, it does list the integration of immigrants as a key priority that should guide member states in their management of immigrants within humanitarian principles of migration. These documents give a framework on how member states should govern and regulate the access of migrants to their regions, or how they should be treated. when they are entering their borders However, neither of these policy documents are compulsory for African Union member states to follow.

The Migration Policy framework has four main strategies or measures that member states could adopt in order to manage their integration processes, and maintain social cohesion, stability, cultural acceptance, and mutual respect (Adebe, 2017). It calls for the integration of migrants and their children by assuring they have equal access to economic opportunities; education, and training; assisting with their naturalization and facilitating family reunification laws, which is suggested in Article 10 of the Convention on the Rights of the Children. It furtherly states that the integration of immigrant workers should be encouraged with a policy that promotes

social acceptance and protection to migrants and their families. Member states are also encouraged to implement immigrant gender-sensitive policies, which cater to women, children, and their partners. Socioeconomic, legal, psychological, and orientation services to immigrants for immigrants are also suggested, and creating channels for migrants to suggest, complain and make their difficulties known in order for them to be addressed in that particular host country (Adebe, 2017).

2.6.3 SADC Framework

The SADC region does not have a uniform regional policy framework that is put in place to govern migration integration; each country has its policies that manage how migrants enter, stay and acquire employment within their borders, which has been criticized for being disjointed from each other across different countries (Crush, 2005). The SADC Protocol on Facilitation of Movement of Persons is one of the few migration frameworks that aims to produce a policy that eliminates obstacles to the movement of people within the region amongst member states (Dodson and Crush, 2015). The central vision of this protocol is to grant visa-free entry to another SADC nation for 90 days. Beyond this period, the different migration laws from different countries are then applicable. Rights of residing and establishment within SADC countries can only be affirmed by that particular member state of which in many cases is exceedingly restrictive, apart from migrants considered to be acceptable and desirable to that particular nation (Dodson and Crush, 2015). However, the protocol does obligate countries to uphold the rights of migrants in their migration laws and policies. However, even so, these privileges and rights can only be affirmed by the laws of that particular host nation, in which some rights may not be afforded to non-citizens (SADC, 2005). "*In practice, SADC's Social Charter, and even more so the Code on Social Security, are more a set of ideas and aspirations than a legally enforceable social protection floor*" (Dodson and Crush, 2015:9). SADC nations have shown reluctance to fully implement any policies that are in line with the above mentioned, which is also coupled by the fact that SADC as an organization is weak and financially under-resourced, making it not influential enough to impose the Code of Social Security or Social Charter (Dodson and Crush, 2015)

2.6.4 South Africa Framework

2.6.4.1 National level

The control, regulation, and facilitation of immigration and movement of people into South Africa, determining their status, whether they are skilled migrants, asylum seekers, or refugees, is the responsibility of the Department of Home Affairs (White Paper on International Migration, 2017). The Department makes these decisions in accordance with international requirements and within their own policy frameworks, in deciding whether immigrants wanting to enter the country's borders are desirable or undesirable in accordance with the Immigration Act. In performing this task, the Department of Home Affairs plays an essential role in maintaining national security as it is within their scope to deal with immigrants that are within these unwanted categories; infected with communicable diseases, criminals, money launderers, drug traffickers and terrorists (White Paper on International Migration, 2017). The Immigration Amendment, 2004 (Act 19 of 2004), discourages illegal migration into the country, encouraging foreigners wishing to reside in South Africa to apply for the various permits available to legalize their residency in the country (White paper on International Migration, 2017).

South Africa also has the Refugee Act, which emphasizes that all refugees have a right to the same services similar to those of South African citizens, such as employment, healthcare, and education (Constitution of the Republic South Africa,1996). It further states that all people living in the country have all the rights mentioned in Chapter 2 of the South African constitution; however, without the rights to the freedom of trade, political rights, and some professions and occupations that are not made available to non-South Africans citizens. Refugee Status in the Republic of South Africa means that the South African government protects an individual while he still is within the borders of the country (Department of Home Affairs, 2018). However, this status can only be valid for two years and should be renewed three months before the given expiry date, as stated in Section 24 (Refugees Act No. 130 of 2008) of the South African constitution. Refugees and legal immigrants and are entitled to services offered at the municipal level, such as security, housing, clinics, and libraries. In some cases, non-nationals are actively denied these services (City of Johannesburg, 2012).

The South African National Development Plan acknowledges that similar to most countries in Africa, not much attention has been given to immigrants' issue in terms of limiting the risks that they encounter and increasing their benefits within South Africa. The possible benefits that

migration could conjure up for South Africa are unexplored and constrained by the limited support migrants get in the country (South African National Development Plan, 2012). In response to this, South Africa amended the Immigration Act to be more open to welcoming migrants who had scarce skills. The NDP mentions a few strategies that could be considered to facilitate for migrants. It calls for introducing support programs and xenophobia awareness campaigns that would regularise migrant residency and ensure that they are protected and that migrants' offenders are dealt with adequately and lawfully. They also highlight the strengthening of infrastructure that enables the movement and communication of migrants as part of the priorities, such as banking services, transport, and electro communications that intend to address the specific needs of South African immigrants. However, the National Development plan emphasizes that there needs to be an improvement in the collection, the coordination, and analysis of migrant data to accomplish these goals and ease the entry of skilled migrants into the country.

A wide policy gap regarding the integration of migrants is due to the absence of a policy and regulatory framework that ensures effective coordination between sectors and government levels (White Paper on International Migration, 2017). South Africa still lacks a clear and articulate integration plan or policy on how migrants are to be integrated into South Africa's population and society. Consequently, migrants have not had the smoothest entry in the South African space, and the national and local governments have had a tough time because of their presence. The (White Paper on International Migration, 2017) continues to state policy regarding migration in South Africa is not properly aligned with Africa orientated foreign policy and is also slow in responding and addressing crises, encouraging intra-African trade, strengthening integration regionally, while also advocating for the achievement of sustainable development. *"Our international migration policy has not sufficiently responded to inward mixed migration flows primarily from our immediate and regional neighbours, particularly with regard to semi-skilled and unskilled economic migrants, who have been largely unable to obtain visas and permits through the mainstream immigration regime (except for corporate permits in mining and agriculture), with cross-border traders and small business owners also being largely excluded"* (White Paper on International Migration,2017: 52).

The Department of Home Affairs has a role in improving the migration climate within the country. Slow reactions in addressing these critical issues have far-stretching implications for both immigrants and South African nationals. The strengthening of international relations by

building regional partnerships, multilaterally and bilaterally, structured in a strategic and sustained manner is crucial to achieving much needed effective international migration management. Questions regarding false documentation, corruption by immigration enforcement officials and police officers, abuse of immigrants by South African employers, and efforts towards social cohesion are diminished as residents assume that all immigrants from the other parts of Africa are undesirable and irregular (White Paper on International Migration, 2017). "*African citizens should enter South Africa visa-free as a starting point on condition that returns agreements are agreed upon. Visas should be required only where objective risks are identified*" (White Paper on International Migration, 2017: 54). Suggestions have been put forward for South Africa to develop the current visa to accommodate cautiously handled economic migration from regional and immediate neighbours. This approach should have great consideration of short term and long-term socio-economic impact of South Africa and the countries where migrants come from. This suggested approach suggests that there should be reinvigorated execution of migration labour laws and regulations, introducing special visas for numerous types of immigrants from the region, and regularisation of present regional migrants living in South Africa (White Paper on International Migration, 2017). This suggested approach would enable the proper management of migrants from the SADC region.

2.6.4.2 Provincial-level

Subjects surrounding migration at provincial level differ because of the varying levels that each of them may experience. The Western Cape, Gauteng and Kwa- Zulu Natal have the highest levels amongst provinces in the country (Stats SA, 2018). Generally, South Africans move to places where jobs are, from the poor provinces to the wealthier ones and from rural settings to urban areas (Alexander, 2018). Historically, Gauteng has always been dependent on migrants to meet all their labour market demands for their expansive mining and heavy industries (Oosthuizen and Naidoo, 2004). Migration has positives for South African provinces, either it stemming from immigration or emigration, all of them need efficient management.

The Department of Planning, Local Government and Housing of the Provincial Government of the Western Cape established a profile for migrants within the province to identify a way to be used by municipal employees for systematically monitoring future migration streams. The profile was based on three settlement categories: metropolitans, small towns, and rural areas (Provincial Government of the Western Cape, 2002).The provincial government was able to

identify differences between the Western Cape and the neighbouring provinces with regards to migration streams in and out the province focusing on methods to keep track of migration streams, the nature of migration, periods of entry, infrastructural provision (role of health and educational services) as a point of attraction for migrants (Provincial Government of the Western Cape, 2002). Discussions on the link between HIV/AIDS epidemic and migration in the Western Cape were also included. The data enabled the provincial government alongside municipalities to have relevant data to plan for future demographic analysis adequately. Provincial governments have a role in getting a broader view of migration levels, and enable the initiation of a more coordinated approach across all local municipalities within them. For example, the province of Kwa Zulu Natal experienced an outbreak of xenophobic attacks in 2015, which made the Provincial Executive Council to appoint a Special Reference Group on Migration and Community Integration. The main objective for this group is to identify and assess the causes and the socio-economic impacts of the xenophobic attacks and evaluate both the successes and inadequacies from the past, looking into existing initiatives put in place to decrease tensions within communities while also figuring out the long terms' solutions to the outbreaks (KZN Provincial Growth and Development Strategy, 2016). In terms of migration attending issues, the above instances indicate that provincial governments work hand in hand with municipalities to gather information and analyse to bring about positive community changes.

2.6.4.3 Municipal level

In areas where migration is a new phenomenon, urban planners are more likely to view it as a social policy matter. Integration plans are only created to be reactive and tackle immediate welfare needs such as social exclusion, deprivation and income poverty (Warsaw, 2017). Major immigration cities are usually characterised by low skilled labour migration patterns, irregular immigration, making welfare orientated policy a primary part of urban planning of a few departments below the top level of the city leadership. Integration strategies in these settings are mostly guided by perceived problems and solutions to lighten the shortfalls of minority immigrants (Warsaw, 2017). In prolonged periods of migrant management, city governing bodies generally adapt and transform their approach and make migration more institutionalised. In these instances, migration plans and policies, become clearly evident in social, economic, cultural, and legal discussions in the city. Overtime, cities or localities become vastly diverse and more adaptive to handling migration outcomes in every urban policy field (Kastoryano, 2018). Second and third-generation immigrants increases the migrant

populace considerably making them a more recognizable group in civil society. Conversations about integration that include inter-culturalism, multiculturalism, intercultural opening, diversity policies and diversity management are pivotal in stirring cities towards mainstreaming migration plans that can broadly lead to restructuring and reforming public services (Smith, 2017).

According to (Stats SA, 2018), immigration into Gauteng, specifically Johannesburg, is the highest in the country relative to other major cities in the country, with 19% followed by Cape Town (12%) and Durban with a lower 8.1%. The movements of migrants into municipalities and cities have significant implications in budgeting, planning, and providing services. In most cases, cities and municipalities cannot effectively respond to the arrival of new migrants due to insufficient data or a lack of skills to analyse and make sense of the data available. A study undertaken by the (African Centre for Migration and Society, 2011) discovered that the majority of municipalities do not have personnel that understands their indigent communities and has limited financial capacity to plan for population dynamics adequately.

The legislative framework related to the governing and management of immigrants is found at the national level, e.g., The Immigration Amendment Act, The Refugee Act. The role of local governments is not defined in terms of these legislations, hence there no legislative for local government except for providing services; however, due to the high immigration rate into Johannesburg, the city plays an inescapable frontline role in the management and integration of all the types of migrants within the city (City of Johannesburg, 2012). When migrants have been accepted and processed by the Department of Home Affairs, they come and live in the city, participating in the informal economy, consume services, and reside in socially excluded areas (City of Johannesburg, 2012).Upon recognizing the gap in policy and obligation to provide services at the local level while dealing with the challenges presented by high numbers of migrants, mainly international migrants; the city of Johannesburg aims to implement plans that will ensure that services are also extended to immigrants, asylum seekers, and refugees. These include the provision of language translation services and culturally inclusive types of municipal service (City of Johannesburg, 2012). Various policies have been approved in the city of Johannesburg to effectively manage migrants living in the city, such as the Human Development Strategy, in 2004, which was the first indication that the city was taking issues of social exclusion seriously. This was followed by the 2007 Migrant Help Desk Strategy, Integrated Development Plan Counter Xenophobia and Common Citizenship Programme in 2009, the establishment of the 2008 Migration Mayoral Subcommittee, and the Joburg

Migration Advisory Committee in 2009 to coordinate city efforts to address the challenges of migration comprehensively (City of Johannesburg IDP, 2012). Localities need to have a clearer of the migration climate within them and initiate plans to tackle them effectively.

2.6.5 Australia Framework

2.6.5.1 National Level

In 1972, Australian Prime Minister Gough Whitlam transformed the framework surrounding migration to Australia forever by systematically removing all discriminatory motivated laws and practices. The government promised to stop any measures or legislation put in place to differentiate individuals on the basis of their nationality or race, allowing all migrants to a chance of Australian citizenship regardless of their identity (Spinks, 2010). These changes are believed to have laid the foundation for the multicultural Australia that exists today. The Australian Federal government has autonomous power when it comes the management of migration through the Department of Immigration in Australia, which is responsible for all decisions in the creation and maintenance of the Australian Migration Program (Spinks, 2010). The Australian Migration Program was established to accomplish a variety of social and economic results drawing their data from various sources. "*Community views, economic and labour force forecasts, international research, net overseas migration and economic and fiscal modelling are all considered when planning the program*" (Bowen, 2010: 10). The program is updated every year in which decisions are made on how many migrant spaces can be made available for that particular year, which is broken down into three distinct streams. These streams are the Skill stream, the Family stream and the Special Eligibility stream (Spinks, 2010). These streams are furtherly broken down to attend the variety of issues that the Australian Federal government has identified.

The Skill stream was put in place to enhance the country's economic output by filling all the skills shortages in the labour market, including those in the more rural parts of Australia that do not attract people as easily as the urban centres (Australian Migration Program, 2008). This stream covers most of the migrants that the Australian Federal government allows to settle , it is broken down into four distinct categories. These are the; General Skilled Migration, Employer nomination, Business skills migration and Distinguished talent (Australian

Government, 2019). The General skilled migrant's category specialises on qualified workers, chosen on the basis of their education level, age, occupation, English proficiency and their employability (Australian Government, 2019). The 2nd category focuses on immigrants who have an employer readily available to offer them employment. The Business skill category focuses on allowing successful business men and women to settle, in an attempt to create new and innovative business new opportunities (Australian Government, 2019). The last category is the Distinguished talent, which is the smallest category reserved for people with unique and special talents that will be beneficial to the country such as artists, musicians, sports people, and designers who have been acknowledged as the best at what they do (Australian Government, 2019).

The Family stream was used a strategy to find a way to give Australian citizens a pathway for their family members also gain citizenship in the country, usually making up approximately 40% of the spaces available in the Australian Migration Program. This stream is not as complex and expansive as the skills stream; however, it is also broken down into different categories as well. The Partner category looks at uniting spouses and fiancés, the Parent category focuses on integrating dependants with their parents or guardians and the last category (other category) specializes on inviting independent family members (Australian Government, 2019). The Special Eligibility stream is places made available for any unique circumstance that individuals may bring forward to the government e.g. Australians moving back after a prolonged period away (Spinks, 2010). This category is the smallest out of all them.

2.6.5.2 Regional/ State/ Territory Framework

As earlier stated, The Australian Migration Program is planned every year guided by the amount of funds available in the national budget, extensive public and private consultations with territory and state governments, community groups, business and the greater public (Australian Migration Program, 2015). The Regional Sponsored Migration Scheme (RSMS) is a strategy that was introduced in 1995/96 to permit businesses from the more rural regional areas to propose that permanent residence applicants move to those areas for specific vacancies (DIAC Report on Migration, 2008). Territory and State governments are always in close contact with the Federal government with issues regarding migration, which has seen a range of measures put in place to attract more skilled migrants to the rural and regional places where the labour markets are not adequately filled by locals (Hugo, 2004). For instance, under the

Business skill category, the state and territory governments create incentives to entice the business skills beneficiaries to settle in low growth region/rural areas (DIAC Report on Migration, 2008). These initiatives are in line with the goals set by the Migration Program to ensure that the Australian labour market needs are adequately met, in this case, the regional economies and labour markets and overall sustainable growth from all parts of the country not just big cities.

Although territories and states have been given powers of self-governance, which are well-defined by the Commonwealth law (Australia Government, 2019). In Australia's instance, migration plans and policies are handled mostly at the national level (Federal government) and has autonomous power to allocate who and how many people get to relocate to Australia annually. Regional governments have a working partnership with the Federal government on informing migration plans and policies; however, decisions are always placed on the federal government (Australia Government, 2019).

2.6.5.3 Local Framework

Local government (local councils) in Australia are an extension of the state and territory governments. The territory or state governments get to decide what powers these councils have and the specific areas they should cater to (Australian, Government, 2015). The areas managed by these council are usually characterized by smaller populations of about less than 10 000 people, especially in the rural settings where the Aboriginal population live. In this instance, most migration-related plans are handled or facilitated by the state or territory government to add to the national Australian Migration Plan. As earlier indicated, The Australian Federal government has autonomous power when it comes to the management of migration through the Department of Immigration in Australia, which is responsible for creating and maintaining the Migration Program (Spinks, 2010).

2.7 Integrating refugees

According to the (UNHCR, 2017), one out of 122 people in the world are refugees, seeking asylum or internally displaced, which shows a rise of a third from the previous five years. Millions of refugees worldwide live year after year with less hope of going back to their countries of origin due to a variety of issues such as wars and fear of persecution. The increases in refuges globally introduce intense economic and geopolitical impacts, it is essential for

governments, private sectors and NGOs to work hand in hand to come up with solutions to the humanitarian crisis (UNHCR, 2017). In instances where repatriation is not a consideration, settling in and finding a home in the asylum country becomes a more likely option and an opportunity to integrate into the host country's local communities and start a new life. The (UNHCR, 2017: 6) estimated that "1.1 million refugees worldwide have been given citizenship in their country of asylum". However, integration of migrants is a complex and multidimensional construct, which has to do with the health, economic, educational, and social contexts of migrants and the host country (Richouftz, 2018). Several factors are in play when it comes to integrating refugees; migration integration plans should consider the experiences of refugees, their mental and physical health when assisting. Protective factors that can support their social integration include key resilience characteristics such as personal agency, beliefs that life has meaning, goal direction, a sense of purpose, and motivation (Kuschminder, 2017.It should also be understood that the successful integration of refugees needs both the refugee and host country to cooperate; the host nation should create an environment conducive for refugees; nevertheless, how well they do will also be down to how resourceful they can be (Korac, 2001). Enabling the integration and social inclusion also needs to move away from the current focus of formal individualized education provision towards recognizing informal and education that occurs through social interactions in other countries (Morrice, 2007). Due to possible different emotional, physical, social, and legal experiences, the personalities of refugees can be slightly different to those of locals; it is critical to understand the different personalities that refugees could have in order to be accepted in the host nation (Turner, & Herlihy, 2009). It is also essential for refugees to get involved in social, economic, and cultural transnational activities; this helps in immigrants' socialization process because these spaces provide a platform to learn local norms and share contacts with locals (Vermeulen & Penninx, 2000). Various studies on the integration of migrants within the European Union region have shown that some of the main obstacles to the integration of refugees have been related to ignorance and racism at personal and even institutional levels (Mestheneos, & Ioannidi, 2002). It is essential for local people and their institutions to familiarize themselves with refugees' different cultural backgrounds and develop at least a minimal understanding of refugee communities (Kramer et al., 2017).

The 1951 Convention relating to the Status of Refugees and its 1967 Protocol placed great emphasis on the integration of refugees. The foundation of the convention's framework was to expand the variety of rights that refugees can enjoy, giving them a basis to progressively

regain their economic and social independence to move on with their lives (UNHCR, 2018). The Convention vouches for economic and social rights designed to facilitate refugees' integration, naturalization, and assimilation (UNHCR, 2018). In 2015, Europe received an unprecedented volume of refugees. Germany was estimated to have accepted the highest volume in pure numbers with 964 574. The UK pledged to take in 20 000 Syrians from refugee camps out in 5 years on a per capita scale. Sweden ranked above every other European country in accepting refugees with over 190 000, approximately 2% of its population (UNHRC, 2018). Countries accept varying numbers of refugees and have different approaches in terms of how they are managed upon arrival. The Migration Integration Policy Index (MIPEX) is an index that tests policy against the highest standards across countries. The index has found Sweden to be the best in terms of integration policy, performing well on various sectors such as labour market mobility; this includes general government systems, access to labour market opportunities and vocational training (Robinson and Kappeli, 2018).

The integration policy in Sweden formulated in 2008, focuses on equal rights, obligations, and opportunities for all, irrespective of cultural background and ethnicity (Ministry of Integration and Gender Equality, 2009). The strategy focuses on several key areas, which are: effective anti-discrimination measures, better language skills and more adult education opportunities, more in work, more entrepreneurs, quicker introduction for new arrivals, common fundamental values in a society characterised by increasing diversity, better results and greater equality in school (Ministry of Integration and Gender Equality, 2009). Sweden is structured in a way that encourages ministers and ministries to be in charge of integration matters within their separate areas. For instance, the Ministry of labour should be solely accountable for subjects pertaining issues related to refugee integration in the job market; the Swedish Public Employment Service accounts for ensuring that all unemployed individuals irrespective of background. The Ministry of Integration and Gender Equality facilitates all the government's integration tasks from giving out Swedish citizenship, introducing migrants, protecting human rights, countering racism and discrimination, and conducting follow-ups in the integration process (Robinson and Kappeli, 2018). However, successful integration is not limited to just policy efforts and plans; outcomes should also be measured, and achieving positives results in this sphere is even more challenging. However, the approach that Sweden has been using also makes them fare better than refugees who have settled in other EU countries (Bevelander and Luik, 2019).

The Office of Refugee Resettlement in the United States indicated that approximately 3 000 refuges within their borders received counselling and training, which later lead to 624 small businesses being opened, creating over $5 million and 1090 jobs (Ott, 2013). The main focus was to remove all barriers to self-employment and highlighting the positives that could come with it. However, there are still many barriers that still exist, such as refugees getting assistance with proving their previous qualifications; some told that their language skills are poor and that the paperwork would overwhelm them (Collyer et al, 2018). Despite all these challenges, refugees are still more likely to open their own successful business than any US-born population (Collyer et al., 2018). Suggestions have come up from different parts of civil society for more planning and policy focus on giving support to entrepreneurial talent amongst refugees (Kone et al, 2019).

Studies across Europe indicate that refugees integrate at a much slower pace when compared to economic immigrants. Refugees are shown to have a 11.6% less chance to find employment in comparison to other migrants with the same characteristics (Robinson and Kappeli, 2018). This is barely surprising because, generally, economic migrants are usually directly reacting to labour demands, while most refugee arrivals are driven by unfortunate events such as humanitarian crises and wars (Robinson and Kappeli, 2018). In these cases, refugees present unemployment difficulty for the country because they generally possess lower education and skills levels, which does not cater to the Swedish labour market's needs. The Swedish economy is predominantly a high skill economy and the lower-skill sector of the labour market is the only representative of just 5% percent of the total jobs, making them compete in a small crowded space (Robinson and Kappeli, 2018).

Despite a national interest in integrating migrants and refugees, the UK has not developed a national strategy to manage it. From 2011, when the localism act was passed, the nation moved from using a top-down method of operations towards allowing local governing bodies to determine their own migration priorities (European Commission, 2020). For example, Scotland developed a 4-year plan on integrating refugees into Scotland communities (The New Scots) in 2014 and 2018. Wales had also been using a refugee inclusion strategy since 2008, whereas Northern Ireland has not formulated any integration strategy at all for their refugees (European Commission, 2020). Some parts of the United Kingdom facilitate the integration of their

refugees by providing pre-departure orientations for new arrivals to ensure that the host community's unrealistic perceptions and misunderstandings are diminished (UNHCR, 2002). Upon arrival, post-arrival orientations are put in place to equip refugees with crucial information to make their settlement easier, such as cultural, participation, financial and language programmes, (Collyer et al, 2018). The UK government also gives refugees advice on which place would be best to settle in, guided by the type of education that refugee has obtained and work experience they have. Studies have shown that refugees who settle in areas with an unfavourable labour market can delay their integration progress, leading to extended periods of unemployment and lengthy dependence on government support (Phillimore and Goodson, 2006). Refugees that settle in rural areas usually face difficulty accessing resources that speed up their integration, such as language lessons, public transport and jobs (Degler and Liebig, 2017). The government ensures that refugees are placed in areas where they have the best chances to succeed; this is part of the tailored support given to refugees using the information the individual has put forward (OECD, 2018).

Countries have different structures and approaches to integrating refugees, however, there are certain key elements that every country should consider, such as; evaluating the ability and infrastructure of the country to manage the number of refugees or immigrants, securing and providing humanitarian aid, protecting of borders to ensure the safety of nationals in the context of unmanaged migration with increasing threats from terrorism (OECD, 2018). Development of advanced and innovative technologies to quicken responses to situations on the ground in real-time and reactions to refugee crises should always be in a way that preserves human rights and values (UNHCR, 2002). In the Supporting Syria and Region: London Conference in 2016, Fillipo Gandi reiterated that "refugee rights should be upheld everywhere and that they have access to shelter, food, and healthcare, this must continue, but we also want to create opportunities for education and livelihoods."

2.8 Dominant Policy Models of Integration

Agreements between the USA and Europe on migration have been around the effective limitation of immigration while at the same time effectively integrating those immigrants who have been accepted into the country (Heckman, 1998). Measuring how effective a particular type of integration is a broad global debate of which various national models, strategies, and patterns are still being compared. A simplified comparison has been between the French

assimilationist approach and the Dutch multicultural model of migrant integration (Heckman, 1998). The model of assimilation, also popularly known as the republican claims to be blind when it comes to religious and cultural differences, focusing on equality for all its citizens, irrespective of their differences. A multiculturalism model is an approach based on policies that are aware of the difference, highlighting that all their citizens should live their lives as they please, according to their differing cultures, ethnicities, and religions (Moodod, 2007). The purpose of both these policy models is to ensure that everyone is treated equally, but they are different in how they go about achieving it. In the first case, equality is confirmed by the same treatment and therapy, no matter what the difference. In the second case, equality refers to the equality of each opportunity. All people should be appropriately treated, which means to be considered separately. This policy recognizes the inequality and discrimination of particular members of the community because of their status, whether they are women, disabled or coloured persons, coordinating the implementation of different policies aimed at restoring equality.

2.8.1 Assimilationist Integration

The Assimilation theory, also generally called the classic theory because of its popularity throughout the twentieth century. The primary understanding of this theory was that in extended periods of time, generations of migrant populations would eventually become similar to the host country nationals. It is deemed natural for immigrant naturals to gradually adopt all the host country cultures (Paxton, 2006). Park and Burgess (1921, 735) defined assimilation as "sharing the host society's experience and history and incorporating with its members in a common cultural life ." In this period, governments were conducting studies on finding ways to reduce social and cultural heterogeneities between locals and migrant populations, focusing on always encouraging migrants to abandon their culture. "*The classic assimilation view sees ethnic traits such as behavioural norms or occupational enclaves as drawbacks that immigrants have to "free themselves" from their former culture in order to get beyond their marginal position*". The Assimilation approach reiterates that migrants can never fully reap the rewards offered by the host nation's society until they have abandoned their former way of life and adopt the new culture in the settings they live in (Paxton, 2006). Immigrant characteristics and behaviours are always interpreted in terms of "failings" or lack concerning host society norms (Sayad, 1999).

During most parts of the 20th century, France was the leader in assimilation. The USA also adopted it as the alignment of minority group people's behavior, which was later abandoned due to pejorative connotation (Peach, 1997). In the 1960s, the USA termed their brand of assimilation as migrants' spontaneous, free interpretation of their cultures and norms within political and legal frameworks of their democracy (Schnapper, 1999). On the other hand, stemming from continuous negatives, France completely broke away from the assimilation ideology and let it go completely, adopting integration that allowed immigrants to practice their specific cultural beliefs (Schnapper, 1999). Some critics suggest that this change might have been due to historical rather than a genuine turn in ideological beliefs (Alba and Nee, 1997).

Despite all these critics that were made to the assimilation theory, almost all empirical research conducted in the USA indicated that it worked well for half of the 20th century, however France had the opposite outcome (Alba and Nee, 1997). "*Sociologists were nearly unanimous in claiming that descendants of European immigrants who had arrived in the United States between 1880 and 1924 became fully absorbed into the institutions of American society over the twentieth century, studies showed that these older immigrant waves were characterized by the existence of intergenerational upward social mobility and increasing intermarriage*" (Alba and Golden, 1986: 66). The nature of migrants gradually changed overtime and became increasingly complex; new approaches were needed to manage and integrate them (Esser, 2003).In evaluating France and the USA, the success of assimilation could be linked on the nature of migrants that were entering their borders.

2.8.2 Multiculturalism

 "*Multiculturalism describes the existence, acceptance, or promotion of multiple cultural traditions within a single jurisdiction, usually considered in terms of the culture associated with an ethnic group*" (Suzanne and Nathalie, 2016). Multiculturalism usually occurs when a jurisdiction is too big that it covers an area of populated by people of a variety of cultures or through immigration e.g. Canada, Australia (Brown, 2000). Ideologies of multiculturalism differ from encouraging diversity of cultures, policy that advocates for authorities to recognize multiple religious and ethnic groups, and giving equal respect to all regardless of any group's allegiance (Brown, 2000). Appreciation of different traditions, customs, cuisine, and music is central to multicultural society's success, members who practice certain cultures are encouraged to preserve them (Alibhai, 2000). Australia has made multiculturalism a reality

within their communities, from their schools, workplaces, cities and suburbs, buses and trains. All these spaces are filled with people stemming from different backgrounds (Jupp, 2002). Studies conducted have shown that Australians are also largely happy about this arrangement. A Mapping Social Cohesion survey done in 2015 found that 86% Australian locals agreed that multiculturalism was the right approach, which has been consistent for the country (Scanlon Foundation, 2015). Despite all the positivity, Australian critics still argue that it promotes more division than it does unity, highlighting that it stops groups from being truly integrated into commonality in identity and culture (Scanlon Foundation, 2015). In the European context, there are clear indications that many immigrant groups are not integrating into national communities as they should, it is evident through experiences such as the residential segregation of ethnic groups, the acquisition of language, the educational and employment of those from migrant backgrounds"(Scanlon Foundation, 2015). Some parts of Australia see this as a genuine concern that should be pro-actively dealt with; however, the evidence does not suggest that there are signs of being overly worried.

2.9 Social Integration

Social integration refers to the mere existence of social relationships. It comprises the size of a network, such as the number of relatives and friends, and the frequency of contact with these people. "The number of active social ties determines one's degree of embeddedness, with social isolation being one endpoint" states (Schwartezer, 1994; 661). Regarding the fact that migrants are used to and exposed to different cultures, ethnicities, religions, neighbourhoods, gender roles, political environments, family ties, cultural beliefs, and preferences will most likely be dissimilar to the native population. These differing beliefs, views, and preferences play a huge role in influencing people's trust and attitudes towards each other (Laurentsyeva and Venturini, 2017). In these instances, both locals and immigrants tend to develop a notion of "us against them," which develops a culture of opposition rather than togetherness. Avoiding the development of these attitudes is dependent on how successful the social integration of immigrants is in the country is (Laurentsyeva and Venturini, 2017).

The social integration of immigrants can be viewed and understood from the perspective of both the immigrant and the natives; from the migrant's perspective, it means developing the feeling of belonging in the host society, of which they learn to accept the host country's norms and values. It is also essential for immigrants to build up the required social capital necessary for local institutions (Laurentsyeva and Venturini, 2017). The natives also have an equally

significant role in social integration because, without their acceptance of immigrants, integration is impossible. It is also worth noting that social integration success has positive economic implications, which may come from teamwork in firms, which increases productivity. Understanding the determinants of social integration and how to facilitate it presents a highly challenging endeavour for policymakers.

2.9.1 Types of Social Integration

2.9.2 Naturalisation

Naturalization is usually associated with making migrants legally identical to locals concerning their rights and responsibilities when they are granted citizenship; although these may differ from country to country, they usually include rights to vote, and rights to become president, access to jobs and rights to secure residency. (Laurentsyeva and Venturini, 2017). The naturalization process provides many career prospects for immigrants, which becomes reflected in their economic progression. Securing residential statuses can also play a role in encouraging migrants to invest in their human capital such as academic and vocational qualifications and language skills. (Koopmans, 2005). The removal of constraints and the encouragement of political involvement means that immigrants can quickly feel more in touch with the host country, leading to the acceptance of social values and norms, engaging more in social habits (Koopmans, 2005). Some employers may choose to employ more naturalized citizens instead of having non-naturalized immigrants due to discrimination against immigrants or preventing possible discrimination by other employees or customers. To a certain extent, naturalization reduces or eliminates this kind of discrimination; a naturalized immigrant is more likely to succeed in the labour market (Koopmans, 2005). Citizenship, however, has significant effects also for those already within the labour market. After naturalization, both in the US and Germany, their wage growth accelerates. In the US, naturalized men's salaries grow 25% more than non-naturalized immigrants over ten years. These significant wage increases imply that none naturalized immigrants do not catch up with naturalized immigrants (Laurentsyeva and Venturini, 2017).

As much as naturalization presents a variety of rewards for immigrants, several studies have identified some of the shortfalls that the naturalization process comes with. Some studies have come to question whether the positive results in relation to immigrants who have naturalised in the labour market are an accurate reflection of all immigrants who have entered the country.

It is believed that people who naturalize and take citizenship are just a subset of immigrants with the highest possibility to succeed in the labour market (Kelly and Hedman, 2016). Immigrants are also reckoned to be a financial burden to the host country if given citizenship by overusing welfare social services in the host country. Evidence from Germany shows that migrants are about 2% more likely to receive unemployment services and public welfare services after being granted citizenship; however, in countries like Norway, it has no effect (Gratham, 2015). It is difficult to conclude the overall impacts of immigrants' naturalization on welfare services amongst different countries because differing policies and legislation guide them.

There is also not enough data on how naturalization and the granting of citizenship impact the political and social integration of migrants, however on the available evidence, it is clear that naturalization does have significant benefits for migrants particularly in the labour market. Although these benefits are mostly dominant amongst individuals, who have already been in the labour force for some time, it still results in upward mobility, better jobs, higher wages, and more stable relationships with locals for migrants (Laurentsyeva and Venturini, 2017).

2.9.3 Settlement or immigrant dispersal policy

Immigrants - especially those who have recently arrived – usually choose to settle near their former countrymen, leading to increasing ethnic concentration and spatial segregation of foreign nationals. In some instances, policies can be the cause to these types of settlement patterns, directly and indirectly, by offering migrants or refugees housing in specific areas e.g. offering housing subsidies in areas. (Laurentsyeva and Venturini, 2017. The policy-relevant research question is whether these immigrant (ethnic) networks are good or bad for immigrant integration. Countries like Denmark, Sweden, and Canada have such policies to manage their refugee and immigrant populace. Policymakers need to be clear whether such policies are good or bad for the integration process.

The positives of these settlement policies are that they make it easier for refugees and immigrants to continue living according to their own cultures, religions, preferences, etc., within these communities. These communities offer a sheltered environment to new arrivals, drastically reducing the expenses of social and economic integration; they can quickly develop networks that may lead to employment. When migrants quickly gain access to financial resources, they participate in more social activities, furtherly enhancing their integration.

However, this can also be construed as a negative for the host country because immigrants then find little motivation to invest in human capital, e.g., learning the local language. Studies have revealed that ethnic networks are usually beneficial for medium and low skilled immigrants, whereas they tend to become almost useless for highly skilled immigrants. (Laurentsyeva and Venturini, 2017; 285) state that "in the long term, the initial positive effect of a network on earnings disappears; moreover, exposure to an ethnic network appears to lower wages and increases the likelihood of being mismatched in the job after several years of residence in Germany."

2.10 Conceptual Framework

A conceptual framework is a structure that the researcher believes can better explain the natural progression of the phenomenon to be studied (Camp, 2001). It is linked to concepts, empirical research, and critical theories used to promote and systematize the knowledge brought forward by the researcher (Peshkin, 1993). A conceptual framework provides an integrated way of looking at a problem being investigated (Lehr and Smith, 1999).It's the easiest way for a researcher presents the remedies he asserts for the problem he has defined (Liehr & Smith, 1999). It highlights the reasons why a research topic is worth studying, the hypotheses of a researcher, the academics with whom they agree and disagree with, and the way in which they conceptually support their approach (Evans, 2007).

2.10.1 Indicators of Integration Conceptual Framework

Formulating a framework that seeks to encapsulate the integration of migrants is a challenge for researchers, policymakers, service providers, migrants, and refugees due to the nature of integration being contextual, individualistic, and highly contested subject (Ager and Stang, 2004). "Integration is a chaotic concept: a word used by many but understood differently by most" (Robinson, 1998: 118). (Castles et al., 2001) further reiterates there is not any commonly accepted definition, model or theory for refugee and migrant integration; it continues to be a controversial discussion. However, despite all the differences, integration is still a major goal and target outcome for planners and policymakers specializing in migration. The creation of a framework that aims to present an inclusive understanding of integration by attempting to accommodate the variety of values and assumptions from separate settings and still maintain conceptual coherence is crucial for the subject's progression (Ager and Stang, 2004).

In 2002 the European Refugee Fund and the UK Home Office conducted the Indicators of Integration study, which was the foundation for formulating the conceptual framework adopted for this paper. The framework created has been used in various UK projects to develop local and regional integration indicators and inform discussions with planners, researchers, and policymakers. Due to the broad nature of the subject, as many as ten key areas of discussions reflect normative understandings of integration, providing a much-needed structure to analyse differing places and settings (Ager and Strang, 2004). The Indicators of Integration framework has been utilised to develop commissioning services to support refugee/migrant integration, informing studies of local integration, both conceptually and methodologically (Beirens et al. 2007). Considerable divergence in perspective and ideas in integration; however, the framework focuses on the recurring domains to influence a more inclusive understanding. All of these key domains will be mentioned and adequately explained, in order to understand how they will be applied in the length of this paper.
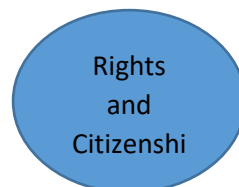
2.10.2.1 Figure 1

Markers and Means
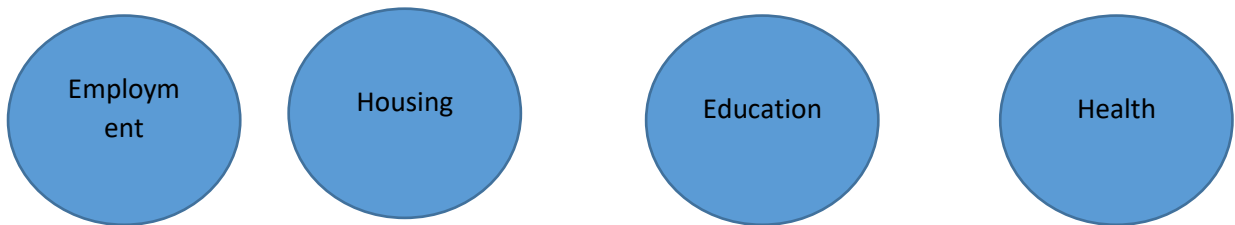
Social Connections
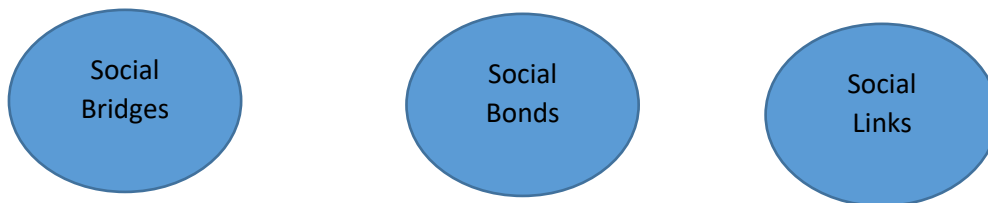
Facilitators

Foundation

2.10.1.1 Means and Markers

As earlier stated, several core sectors (education, employment, housing and social welfare) are broadly seen as the key indicators to successful integration. For example, how immigrants perform in the job market compared to the locals in that area will give a picture of how successful the integration has been. Policy documents from migration integration countries have consistently structured their discussions around these main domains, which stems from the 1951 Geneva Convention (Korac, 2001). Planners and policymakers in most migrant/refugee countries have mechanisms in place to boost the outcomes of new arrivals in these sectors and positive results are widely deemed as integration accomplished, hence being referred to as markers and means (Ager et al., 2002). This study will look at all the chosen planning documents and investigate on whether the mechanisms mentioned above have been put in place.

2.10.1.2 Foundation

The Foundation aspect speaks directly to citizenship and rights for migrants, which brings about many disagreements and confusion in terms of understanding integration. Due to the different ideas associated with citizenship, nationtionhood, and the responsibilities and the rights alongside it. *"Definitions of integration adopted by a nation inevitably depend on that nation's sense of identity, its 'cultural understandings of nation and nationhood, this sense of identity as a nation incorporates certain values; and these are values that significantly shape the way that integration is understood (Saggar 1995: 106).* For instance, Germany has been founded on community descent, in which citizenship is dependent on blood ties as opposed to being born in the country. Babies born in Germany to immigrant parents are not automatically naturalized; a great degree of assimilation is usually a prerequisite (Stillwell and Duke, 2005). A more contrasting approach has been adopted in the United Kingdom, focusing on ethnic pluralism in a multicultural society. A variety of groups are encouraged to co-exist by understanding each other's cultural identities. Countries align their integration policy and plans around their own ideas of citizenship and nationhood, which can be interpreted in different ways. Four key modes of citizenship have been identified as ethnic, imperial, multicultural and republican (Levy, 1999). Ideas and requirements for citizenship should be clearly defined because they formulate core understandings of what it means to be part of a country to migrants

and refugees (Oneil, 2001). These should be articulated explicitly in national policy or planning documents in all migration integrating countries; these provide a proper framework and are fundamental to further understanding the practices and principles of integration. These indicators are most likely to be found in documents at the national level.

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2.10.1.3 Social Connections

Social connections are seen as the fabric that connects the principles around citizenship and rights on the one hand and the desired outcomes in public sectors like education, housing, health and employment. Three types of social connections have been identified, these are social bonds, social links, and social bridges (Ager and Strang, 2005). Social bonds are seen as family relationships or people in close proximity, which have similar patterns and familiar cultural practices that go a long way in helping immigrants settle. In various interviews, several immigrant young men indicated that in their culture it's their family that helps them in picking a wife; without their families, they will feel it will be harder (Ager and Strang, 2005).

Social Bridges are the relationships amongst host communities and new arrivals that help maintain harmony by counteracting or preventing any sort of marginalization. These relationships foster the removal of cultural, legal, and linguistic barriers to ensure that migrants are given a fair opportunity to benefit fully from the resources available with their various talents and abilities (Ager and Strang, 2005). Social links are the connections between people and the state's structure, e.g. government services; migrants generally have limited knowledge of their surroundings, which acts as a barrier for them accessing certain resources made available for them. This usually works best in areas where institutions have experience on the common challenges immigrants face and the assistance needed (Muller et al, 1998). Efforts to enhance social connections are crucial in plans and will be investigated in the various South African and Australian documents.

2.10.1.4 Facilitators

Discussions around exclusion and inclusion are always associated with measures that talk about limiting barriers through policy. Safety and security: Language and cultural knowledge have been put forward as one of the main areas that limit new arrivals' integration from participating in social and economic activities (Hale and Whitlam, 2000). It is the government's role to

facilitate the removal of these barriers and limit their impact on the lives of immigrants to achieve successful integration. The ability to speak the host native language and understand local norms and cultures is central to the integration process (UK Home Office, 2006). Immigrants can be in danger of being alienated from government services and the community they live in as well, prolonging the integration into the host society. Communities that have a history of accepting immigrants have opened native language classes and developed language and translation services to prevent alienation instances. "*In the UK context, not being able to speak English is seen as a barrier to social interaction, economic integration and full participation*" (Home Office 2006:143). Although language proficiency takes centre stage, migrants are also always encouraged to learn more about the local traditions and procedures in communities to smoothen and fasten the process. These elements can either work as a strategy for integration or as a barrier, which is all reliant on how all parties involved manage it. Safety and stability has also been raised as the 2nd key facilitator of integration; migrants integrate easily that makes them feel safe; on the other hand, locals are more open if they do not feel threatened and have fears that the new arrivals might cause any unrest (Sargeant et al, 2000). Ensuring both parties' safety goes a long way in creating a foundation that will reap positive integration outcomes.

Due to South Africa and Australia receiving high levels of migrants living within their borders, this framework will help evaluate the extent of their integration plans. This conceptual framework will be suitable for this study because it directly speaks to integration issues and addresses all the essential aspects. The indicators mentioned above will be the framework to analyse the documents from both countries. The presence or lack of markers and means, social connection initiatives, clear foundation principles, and facilitation will be central to shaping the study's analysis process.

2.11 Conclusion

This chapter has been looking through relevant literature with regards to the integration of migrants, in which a variety of aspects were looked at such as migration trends, migration frameworks, policies, plans in different regions. The above chapter is important in giving a picture of the work that has already been on the integration of migration and the gaps that still exist on the matter.

Chapter 3

Chapter 4

Chapter 5

Bibliography