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THE ECONOMIC ANALYSIS OF CROSS-BORDER MIGRATION: A CASE STUDY OF LAHORE, PAKISTAN

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ABSTRACT

The migrant entrepreneurs' activities increasingly spread beyond national borders as they travel and move goods between countries. Yet, research still portrays a static and homogeneous picture of the phenomenon, which disregards complex biographies, evolving along multiple places over time, and cross-border activities beyond the origin and destination country. In response, this article uses a time-geographic and biographic approach, which allows for a more dynamic investigation of the different localities involved in migrants' entrepreneurial projects and the evolution of cross-border resources throughout their history of migration. The presented study is based on quantitative research data collection through the distribution of 186 questionnaires among the educated faculty of the University of Management and Technology, Lahore. Because most research participants have multiple migration experiences and are female, it provides insights into understudied groups within the field. This article concludes that the lack of resource, poverty, and unemployment in Pakistan is the reason for the migration of educated people from Pakistan to abroad. In contrast to the classic literature, it highlights that the cross-border engagement of migrants often exceeds the origin–destination binary. Knowledge of economic and institutional environments, professional and intimate contacts, as well as other competencies that interviewees have developed within different localities and episodes of their mobile biographies, become important resources in this regard. Moreover, the study offers a nuanced view of the constraints experienced and strategies employed by different groups of migrants according to their position in society.

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INTRODUCTION

Throughout history, humanity has been in constant motion. People relocate for various reasons, such as reuniting with family, pursuing educational opportunities, securing employment, or enhancing their financial prospects. Conversely, some individuals are compelled to move to escape conflict, persecution, terrorism, or human rights abuses. Environmental factors, such as natural disasters and climate change, also drive certain relocations (Veeramoothoo, 2022). As per the UN's World Migration Report 2022, there were 84.8 million internally displaced persons in 2019, which increased to 89.4 million in 2020. This means that displaced individuals account for approximately 1.1% of the global population (WMR, 2022).

Currently, living outside one's country of birth has become more prevalent than ever before. According to the International Organization for Migration (IOM) Global Migration Report 2020, in June 2019, there were more than 272 million migrants worldwide, representing a significant increase of 51 million since 2010. Astonishingly, over two-thirds of the global workforce consisted of migrants. In 2019, immigrants constituted 3.5% of the world's population, rising from 2.8% in 2000 to 2.3% in 1980 (IOM, 2020).

Globalization has brought about increased mobility in the job market. Additionally, with declining birth rates and expanding working-age populations, many industrialized nations have experienced a growing demand for foreign labor to sustain their

national economies. Economic migrants constitute the fastest-growing category of migrants on a global scale, and even countries that have historically been known for sending workers abroad, such as Argentina, Ireland, and the Republic of Korea, are now receiving increasing numbers of migrant workers. According to the most recent data from the International Labor Organization (ILO), migrant workers accounted for approximately 73% of the working-age migrant population (ILO, 2018).

Asia, with a population exceeding 4.6 billion, is expected to be the origin of more than 40% of all foreign migrants, roughly 115 million, in 2020. The number of individuals living outside of Asia has seen a substantial increase since 2015, when the estimate was 61 million, soaring to over half (69 million) in the same year. Intraregional migration within Asia has also witnessed a significant rise since 1990 when it stood at 35 million people. Over the past two decades, communities of Asian origin have experienced remarkable growth in Northern America and Europe (IOM, 2020). While Asian immigration to the United States showed a modest increase from 17.3 million in 2015 to 17.5 million in 2020, Asian immigration to Europe experienced a significant surge, rising from nearly 20 million in 2015 to 23 million in 2020. The majority of the growth in Asian migrants outside the region, which amounted to more than 46 million additional migrants in 2020, can be attributed to the migration from Asia to North America and Europe (IOM, 2020).

Pakistan, characterized by a labor surplus and a population growth rate averaging over 2.5% in recent decades, has pursued labor export as one of its key development strategies. Consequently, it ranks among the top 10 countries for international immigration. The export of labor serves to reduce unemployment, increase incomes, and bolster remittances sent back home, thereby improving the nation's economic stability and reducing poverty. While remittances in developing countries have been extensively studied for their causes and impacts due to budgetary needs and data availability, international migration's causes remain less explored due to data limitations (Aqeel, 2015). Over the past decade and a half, the number of Pakistani labor migrants has seen a significant increase. However, this trend shifted after 2013, with a yearly decline of 382,439 Pakistani workers going abroad between 2013 and 2018 compared. It is estimated that nearly 9.8 million Pakistani laborers have left the country since 1981 (GOP, 2018). According to ILO report, women account for a mere 6,444 individuals, constituting only 0.21 percent of the total migration flows. This can be attributed to the 1979 Emigration Rules, which imposed a minimum age requirement of 35 for women seeking overseas domestic service positions, limiting their opportunities for international travel (GOP, 2015).

Migration, while not a new topic, has recently gained significant and comprehensive attention in the field of research. Although the study of migration can be traced back to the early twentieth century, it wasn't until the late twentieth and early twenty-first centuries that we witnessed a notable expansion in this area. This growth is evident in the establishment of specialized master's programs in migration studies, a substantial increase in the number of scholarly journals dedicated to migration, the emergence of highly specialized research groups and institutes worldwide, and the formal recognition of migration studies as a distinct academic discipline. As of 2018, there were at least 45 expert publications specifically dedicated to migration research (Solano and Huddleston, 2021).

Migration is the act of relocating individuals or groups of people to different countries, regions, or places of residence. It's a fundamental and widespread aspect of human behavior that has been observed throughout history (Moch, 2003). People regularly move away from their family homes to establish their independence. They transition from one neighborhood, city, or town to another and sometimes cross international borders. While these movements take on various forms and have different names, the underlying motivation is often to enhance one's circumstances, sometimes driven by necessity. History consistently illustrates both the challenges and triumphs that migrants encounter in their pursuits (Greenwood and Hunt, 2003). Migration is a global phenomenon that transcends national boundaries and traditional group identities, despite the fact that migrants make up only a small fraction of the world's population, approximately 2%, according to the United Nations. This phenomenon has had a profound impact on the way we perceive nation-states and collective identities. While migration itself is not new, the concept of national borders and the formation of nation-states are relatively recent developments. It's through these ideological processes that migration takes on an "international" dimension, adding complexity to individuals' ordinary efforts to improve their lives (Castles et al., 2005).

Migration plays a pivotal role in driving economic growth, facilitating access to education, and fostering movement across

borders. Remittances sent by migrants working abroad serve as a significant source of income for many countries, aiding their economic development (De Haas, 2007; Hatim et al., 2022).

Pakistan's unique geographical location at the crossroads of South Asia, Central Asia, and the Middle East has historically positioned it as a crucial hub for migratory flows between major Asian and European civilizations. Consequently, Pakistan serves as both an origin, a transit point, and a destination for international migration. The patterns of mobility within, to, and from Pakistan are marked by a complex interplay of forced and voluntary migration. Since 1990, Pakistan has consistently hosted one of the world's top five refugee populations and has also generated a significant number of its own refugees. Labor migration, both inbound and outbound, plays a vital role in shaping the country's movement dynamics (Cibea et al., 2013).

Many Pakistani individuals who relocate to North America and Europe do so with the intention of establishing permanent residence. Conversely, a substantial portion of migrants moving to neighboring countries or Gulf States primarily consist of unskilled or semi-skilled seasonal laborers (UNESCO, 2020).

The large-scale emigration of intellectuals and skilled professionals significantly impacts a nation's progress and development. Pakistan has witnessed a rising number of teachers, engineers, doctors, and technicians migrating to wealthier nations. While this brain drain may have adverse effects on the economy, society, and education system, it also presents opportunities for knowledge transfer and remittances (Ryndzak et al., 2020). The phenomenon of brain drain, where highly educated individuals leave their home country, both positively and negatively affects Pakistan's intellectual, social, and economic development, as well as its higher education system. Many young professors, holding titles like Assistant Professor, reside abroad and have not actively contributed to their home country's growth after completing their studies. Addressing this issue requires a comprehensive national policy to mitigate brain drain and attract bright minds to support the knowledge sector's growth (GOP, 2019).

The migration of a significant number of intellectuals and skilled professionals can have detrimental effects on a country's progress and development, particularly on its higher education institutions. This phenomenon, known as brain drain, brain circulation, or brain wastage, can positively and negatively impact a nation's overall development. In the case of several developing nations, including Pakistan, factors such as economic challenges, governance issues, limited opportunities, and security concerns have spurred the rapid migration of intellectuals and talented individuals (Farooq et al., 2014; Tasleem et al., 2022). Pakistan ranks third in South Asia (after India and Bangladesh) and sixth globally (after India, Mexico, Russia, China, and Bangladesh) concerning human capital mobility, primarily due to economic difficulties, governance problems, limited opportunities, and security challenges (Dahabiyeh et al., 2023). Until 2011, more than 450,000 skilled individuals had migrated from Pakistan in pursuit of employment and education opportunities, with a significant portion finding employment in the Middle East. Notably, approximately 3,500 medical graduates from Pakistan leave the country each year in search of employment prospects abroad. Official figures from the Ministry of Finance indicate a consistent increase in the rate of Pakistani emigration over the past two decades (GOP, 2019). The departure of competent teachers, engineers, doctors, and technicians is considered an irreparable loss to both families and the nation.

A December 2019 article in the Express Tribune by Ahmed Waqas highlighted that Pakistan is losing its intellectual capital due to a high rate of professional emigration among highly educated individuals. The article also reported that around one lakh (100,000) Pakistanis migrated in 2018 to developed and developing nations. The engineering profession has particularly suffered from this trend. Economic uncertainty is driving more educated intellectuals and skilled workers to emigrate from Pakistan, with statistics indicating that 8,841,101 young Pakistanis left their country in the two years between 2017 and 2018. The primary driving forces behind international migration are poverty and income inequality. Pakistani workers are employed in numerous countries worldwide, primarily in the Middle East, and approximately 500,000 economic migrants work abroad, largely due to the oil boom in those regions. The fluctuating patterns of foreign migration in Pakistan are primarily attributed to the economic conditions in both the home and host nations. Pakistan, as an overpopulated nation, grapples with issues such as inflation, extreme poverty, and high unemployment rates (BEOE, 2020). Notably, the migration of employees from Pakistan to the Middle East stands out for several reasons. First, the primary migrants were young males who remitted the majority of their earnings to their families in Pakistan. Second, these migrants, who were low-wage workers from low-income families, contributed to their families' ability to establish small businesses, invest in real estate, and significantly improve their standard of living (GOP, 2019). Migration is often driven by the desire to enhance one's standard of living. However, it's important to acknowledge that this aspiration doesn't always materialize, leading to migration stories frequently marked by disappointments and unmet expectations (Brückner et al., 2021). To support the government's emigration policy and expand migration opportunities, the ILO closely collaborates with Human Resource Development, the Ministry of Overseas Pakistanis, and their affiliated organizations. This collaboration extends to other key stakeholders, including the Pakistan Overseas Employment Promoters Association (POEPA) and the ILO's social partners, resulting in stronger partnerships (ILO, 2018). The overarching objective of the Development of Work Country Programme (DWCP) for the period 2016-2022 is to enhance the competitiveness of Technical and Vocational Education and Training (TEVT) credentials, enabling Pakistani migrant workers to qualify for skilled positions in their destination countries. Ensuring easy and timely access to accurate information for potential migrant workers is crucial for fostering a secure and equitable labor migration process (Abu-Hummour, 2021).

The ILO's Global Action to Improve the Recruitment Framework of Labor Migration (REFRAME) initiative, sponsored by the European Union (EU), has been actively engaged in Pakistan. In alignment with the International Labor Organization's Fundamental Principles and Practical Procedures for Ethical Recruitment and the Establishment of Recruiting Charges and Associated Expenses, this initiative seeks to collaborate with Pakistani ILO constituents to address the challenges associated with the recruitment of migrant labor. Given the diverse nature of migration patterns in Pakistan, encompassing various characteristics of migrants and their destinations, it is of great interest to explore the factors influencing migration and contribute to the growing body of knowledge on emerging nations (Aqeel, 2015).

This study delves into the factors affecting both internal and external migration and mobility across Pakistan's borders. It aims to understand why individuals view migration as their sole solution to problems and why the number of migrants continues to rise. Additionally, the research examines the types of jobs migrants secure and the steps they must take to adapt to entirely different countries and circumstances.

The main data gaps identified in Table 1 are related to the IVs (lack of resources, unemployment, poverty) and DV (Migration). It is seen and researched that almost no one researched Migration relationship with the IVs. Almost no data is available on carter (lack of resources, unemployment, poverty) relation with migration.

Research Questions

RQ1: Is there a relationship between Poverty and Migration?

RQ2: Is there a relationship between Unemployment and Migration?

RQ3: Is there a relationship between Lack of Resources and Migration?

Research Objectives

RO1: To examine the relationship between Poverty and Migration.

RO2: To examine the relationship between Unemployment and Migration.

RO3: To examine the relationship between Lack of resources and Migration.

Considering migration is a global issue, it has become critical that it be studied in various countries and places by academics with varied backgrounds and personal experiences and that knowledge be disseminated internationally.

Table 1. Research gap.

Authors & Year	Poverty	Unemployment	Lack of Resources
Aqeel (2015). Determinants of Migration in Pakistan. unjab University.	Yes	No	Yes
Khan (2017). Impact of Migration on Education and Health (A Case Study of Karianwala Village, District Gujrat, Pakistan).	No	Yes	No
Chen et al. (2019). Moving to Despair? Migration and Well-Being in Pakistan.	Yes	Yes	No
Saleem (2020). Why Do Migrants from Pakistan Head to Europe?	Yes	Yes	No

Migration studies have greatly aided our knowledge of mobility and diversity associated with migration. It has accumulated a unique amount of information on the causes of migration, the mechanisms by which it occurs, as well as the overall impacts of migration, On the lives of the people who relocate and on the host society. Migration studies have evolved into a widespread research field at the nexus of many different academic fields. This includes fields like the field of sociology social science, anthropological research, geographical location, legislation, and finance are all examples of disciplines, but it now progressively includes fields like Medical research, growth studies, political research, and a lot more, drawing on knowledge from these fields (Levy et al., 2020).

Asia must take center stage in any debate about worldwide movement since it presently houses 57.7% of the global population. Despite the long history of Asia's international migration, it has recently grown in scope, diversity, and impact. International migration is not even addressed in the evaluation of the Second Asian Population Conference, funded by the UN and hosted in Tokyo, Japan, in 1972; shifts in population in the area over the previous ten years were discussed (United Nations, 1972).

RESEARCH FRAMEWORK

The research framework is the foundation of every research plan and the focal point of any research (Tasleem, 2020). The theoretical framework is an interconnected set of concepts that provides a direction for the investigation (Almalki, 2016; Creswell, 2014). Both independent and dependent variables are shown in the research framework. The independent variables of the research study are "Lack of resources, Unemployment, and Poverty," and the dependent variable is "Migration" as shown in Figure 1.

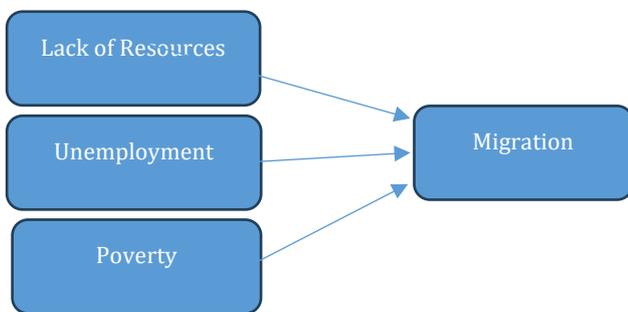


Figure 1. Research framework.

Research Hypothesis

Based on the research objectives and research questions, the following hypotheses are formulated:

H1: There is a significant relationship between Poverty and Migration

H0: There is no significant relation between Poverty and Migration.

H2: There is a significant relationship between Unemployment and Migration.

H0: There is no significant relation between Unemployment and Migration.

H3: There is a significant relation between lack of resources and migration.

H0: There is no significant relation between lack of resources and migration.

RESEARCH METHODOLOGY

Research Design

Methodology, as defined by Wampold and Halloway (1997), serves as the foundation for researchers' procedures and strategies, rooted in their philosophical principles and assumptions about the issue at hand. The research process is a structured and systematic series of steps (Sekaran and Bougie, 2016). Within this process, research methodology encompasses various elements, including methods, processes, statistical tools, data collection techniques, and investigation procedures. The outcomes and findings of this investigation contribute to the body of knowledge and enrich understanding within the research domain (Nunamaker et al., 1990).

10.2 Research Method

In the realm of social sciences, quantitative methodology takes a prominent position within the research framework. This methodology encompasses a set of methods, approaches, and underlying assumptions geared toward examining numerical patterns, particularly in the investigation of psychological, social, and economic processes. In quantitative research, researchers collect a wealth of numerical data. While some data, such as personal income, are inherently quantitative, others acquire their numerical structure through methods like rating scales (e.g., "On a scale from 1 to 10, how depressed did you feel last week?") (Coghlan and Brydon-Miller, 2014).

Quantitative data collection equips researchers to conduct a wide range of statistical analyses, from straightforward calculations like averages and percentages to intricate analyses that unveil relationships between data points (e.g., Students with lower grade point averages tend to score lower on a depression scale) or make comparisons across aggregated data (e.g., comparing the gross domestic product of the USA to that of Spain). In contrast to qualitative research, quantitative research relies on methodologies such as questionnaires, structured observations, and experiments (Coghlan and Brydon-Miller, 2014).

A survey method was employed for the study conducted at the University of Management and Technology. The questionnaire was administered in person by UMT faculty members. A four-week timeframe was chosen to distinguish between early and late responses, deemed adequate for participants to complete the questionnaire. Data collection relied on a self-administered questionnaire facilitated by the UMT faculty.

Population of Study

In research, one of the primary steps is the selection of a representative sample from the larger population. A research population typically refers to a large group of individuals or objects that form the central focus of a scientific investigation. Research is conducted to benefit society as a whole. However, given the often immense size of populations, it is neither practical nor cost-effective for researchers to study every single member of that population (Bloomfield and Fisher, 2019). Therefore, researchers employ sampling methods.

A research population is a well-defined group of individuals or objects known to share certain common characteristics. This common trait typically defines the population, and it often aligns with how we classify or categorize them. For instance, we can consider "government officials" as a population because they represent a clearly defined group of individuals who are all employed by the government (Kerlinger et al., 2000). In the context of the current research, the population consists of 360 individuals.

Sample Size

The sample size is crucial in research, indicating the number of respondents required for a study. The determination of the sample size is based on the estimated total population. In general, a larger sample size tends to provide higher accuracy in potential outcomes, especially when dealing with a larger population.

In the case of the current research, the sample size was determined using the sample size table developed by Krejcie and Morgan (1970). According to them, the recommended sample size should not be less than 377 respondents to ensure sufficient accuracy. However, a sample size of 186 respondents was chosen for this research. This decision regarding the sample size reflects a balance between research constraints, available resources, and the desired level of accuracy for the study.

Unit of Analysis

It is crucial to establish the unit of analysis before commencing the data collection process. The unit of analysis can vary depending on the nature and context of the study, encompassing individuals, groups, or organizations (Sekaran and Bougie, 2016; Sedgwick, 2014). In this current study, the University of Management and Technology Lahore faculty members are the respondents.

Data Analysis Strategy

The data analysis for this study was conducted using the "Statistical Package for Social Sciences (SPSS)." SPSS was employed to perform descriptive analysis, providing an overview and understanding of the respondents' data. Additionally, it was used to summarize data and present it in tabular form, facilitating the measurement of the frequency of various outcomes.

The software used for statistical data analysis is commonly known as IBM SPSS Statistics or simply SPSS (Statistical Package for the Social Sciences). While SPSS initially gained recognition for its application in the social sciences, it has since found utility in various other data-related fields, including healthcare, business, and education (Field, 2013). SPSS offers a wide range of functionalities for data analysis, including descriptive and bivariate statistics, numerical result forecasts, and group

identification forecasts. Moreover, it provides tools for graphing, direct marketing, and data transformation. The software interface typically presents open data in a format resembling a spreadsheet, making it user-friendly. It also provides a secondary variable view that displays metadata detailing variables and data entries in the data file (Bryman and Cramer, 2009).

RESULTS AND DISCUSSION

Cronbach's alpha

Cronbach's alpha was employed to assess both the validity and reliability of the questionnaire. This statistical measure offers insights into potential issues that a researcher might encounter during the primary data collection phase. Calculating Cronbach's alpha was crucial for ensuring the reliability and validity of the questionnaire (Bland and Altman, 1997). In this study, Cronbach's alpha was applied to assess reliability, with the values typically ranging from 0 to 1. Higher values, closer to 1, are generally considered more reliable. However, the acceptable threshold for reliability can be a subject of debate, with some cases accepting values as low as 0.5 to 0.6 (Kerlinger et al., 2000). The results of Cronbach's alpha are given in Table 2.

Response Rate

The data for this study was collected from various departments at UMT, Lahore. As per the study design, it was determined that surveying 360 faculty members at the university would be appropriate. According to Hamilton et al. (2009), the response rate is calculated by dividing the number of respondents who completed the questionnaire by the sample size specified for the study. In this research, the goal was to achieve a 100% response rate. Out of the 186 questionnaires that were distributed, all 186 were received back on the spot and rendered usable. This accomplishment resulted in a valid response rate of 100%. Since there was direct contact with the respondents, there were no issues of questionnaire rejection due to unreturned questionnaires. All the questionnaires were promptly observed after being filled out by the respondents. The response rate of the questionnaire is given in Table 3.

Table 2. Cronbach Alpha.

Sr No.	Construct	Cronbach Alpha	No of Items
1	Migration	0.936	5
2	Unemployment	0.935	4
3	Poverty	0.936	5
4	Lack of Resources	0.935	5

Table 3. Response rate.

No. of distributed questionnaires	186
No. of returned questionnaires	186
No. of unreturned questionnaires	0
Ratio of response rate	100%
No. of incomplete questionnaires	0
No. of final usable questionnaires	186
Ratio of valid response rate	100%

Descriptive Analysis

In this stage of the analysis, the collected data were input into the SPSS software, and Descriptive analysis tests were employed to examine the data. Descriptive statistics are utilized to provide a summary of the dataset. These descriptive tests help summarize the data collected from the sample target population, which pertains to public organizations.

To facilitate a comprehensive discussion of the results, it is essential to understand the respondents' profiles. Table 4 provides a clear overview of the profiles of the respondents, with a total of 186 individuals participating in the study. The descriptive statistics of the variables of gender, age, and education are shown in Table 4.

Table 4. Descriptive analysis.

Demography	Indicator	Frequency	Percentage
Gender	Female	85	45.7
	Male	89	47.8
	Do not tell	12	6.5
Age	26 to 35	45	24.2
	36 to 45	82	44.1
	46 to 60	59	31.7
Education	Masters	96	51.6
	PHD	72	38.7

The results reveal that among the survey participants, 47.8% were female, while 45.2% were male, and 6.2% chose not to specify their gender. The relatively balanced distribution between female and male respondents is not surprising, considering the nature of the study, which focuses on skilled and educated migration. Additionally, the data was collected from UMT, Lahore, which likely contributed to this gender distribution.

The results indicate that among the respondents, 24.2% belong to the age group of 36 to 35 years. The majority of respondents, comprising 44.1%, fall within the age range of 36 to 45 years. The remaining 31.7% of respondents are in the age bracket of 46 to 60 years.

Based on the findings, 9.7% of the study participants held bachelor's degrees, while a significant majority, constituting 51.6%, possessed master's degrees. Furthermore, 38.7% of the participants held qualifications beyond a master's degree. These results clearly indicate that the majority of the participants were well-educated, which suggests they were adequately equipped to comprehend the research's objectives. Among the participants, the highest proportion had master's qualifications, followed by those with qualifications above the master's level.

Table 6. Model Summary.

R	R Square	Adjusted Square	RStd. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
.495 ^a	.245	.229	.6653	.245	14.721	4	181	.000

Table 7. Coefficients.

Variables	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.561	.326		4.783	.000
Unemployment	.009	.082	.009	.106	.015
Poverty	.029	.085	.027	.340	.000
Lack of Resources	.114	.093	.105	1.221	.012

Note: Dependent variable is migration.

Descriptive analysis is a valuable method used to depict the fundamental characteristics of a dataset. According to Sekaran and Bougie (2010), descriptive analysis is primarily conveyed through measures such as mean and standard deviation. These measures provide a comprehensive overview of how the respondents have responded to the questionnaire, offering insights into the central tendencies and variability within the data. The following Table 5 contains information pertaining to Scale Statistics.

Table 5. Scale Statistics.

Mean	Variance	Std. Deviation	No. of Items
112.4503	266.784	16.33353	19

Research Findings

The initial step in assessing the measurement model involves determining R², a critical factor that can vary depending on the specific field of application (Sarstedt et al., 2014).

According to Hair et al. (2010), an R² value of 0.75 is considered substantial. However, it's important to note that in certain research domains, even a value as low as 0.20 is considered substantial. Chin (2010) provides a practical guideline, suggesting that values of 0.67, 0.33, and 0.19 correspond to substantial, moderate, and weak impacts, respectively. Cohen's criteria (1988) propose that an R² value of 0.26 or higher signifies substantial influence, 0.13 indicates moderate influence, and 0.02 implies weak influence. The coefficient of determination, R², is a valuable tool for assessing the predictive accuracy of the model (Hair et al., 2013).

Ong and Puteh's (2017) recommendation also relate to the collective impact of exogenous variables on an endogenous variable, and the effect size typically ranges from 0 to 1. Both Hair et al. (2013) and Cohen (1988) offer minimum acceptable benchmarks for evaluating R² or the coefficient of determination. Table 6 provides a comparative overview of these benchmarks.

All three independent variable shows a significance value "P" less than 0.05, which shows the significant relationship between poverty, unemployment, lack of resources, and Migration in Pakistan as shown in Table 7. The research study concluded that all the null hypotheses were rejected, and all the other hypotheses, H1, H2, and H3, were accepted as shown in Table 8.

H1: There is a significant relationship between poverty and migration

H2: There is a significant relationship between unemployment and migration.

H3: There is a significant relation between lack of resources and migration.

Table 8. Hypothesis decision.

Hypothesis	Statement	Value	Decision	Significance
H1	Poverty has a significant relationship with migration.	0.015	Approved	Significant
H2	Unemployment has a significant relationship with migration.	0.000	Approved	Significant
H3	Lack of Resources has a significant relationship with migration.	0.012	Approved	Significant

Finally, migration outside of Pakistan is a complicated subject that depends on a variety of variables. People and families all throughout the country must make difficult choices when deciding to leave their homes in quest of a better life. These choices are influenced by factors including education, unemployment, a lack of resources, and poverty. The fact that migration is a natural aspect of human history should not be forgotten, even though some people may view this as a tragedy. Humans have always moved in quest of better conditions, whether motivated by economic necessity or a desire for novel experiences.

Education can also have a significant influence on a person's desire to move for academic reasons. Students are frequently forced to look for better possibilities abroad due to Pakistan's dearth of high-quality higher education opportunities. Not only does studying abroad provide greater education, but it also exposes students to a variety of cultures, which is valuable for their personal and professional development. As a result, education is a crucial factor in influencing the migratory patterns of people from Pakistan, and enhancing educational systems may help to decrease this number.

It is significant to emphasize that migration outside of Pakistan is not solely influenced by a lack of resources. Higher levels of education are frequently better equipped to locate steady and well-paying professions; thus, education also plays a big part. We must first address the underlying causes of poverty and a lack of resources in order to address the issue of migration. This entails making investments in people's access to basic amenities, employment opportunities, and education regardless of their social or economic standing. Only after that can we start to build a more just society that gives everyone a chance.

It is impossible to ignore the intricate and intertwined relationship between poverty and migration. Migration can provide a solution to the problems that many people and families who live in underdeveloped areas of Pakistan confront on a daily basis. It can be extremely difficult to escape the cycle of poverty due to a lack of access to resources, opportunities for education, and jobs. However, migration offers the prospect of a better life and the opportunity to support their families through employment. Unfortunately, migration is a difficult process that frequently involves high costs. Those who are poor might not have the money or means to travel safely or to get to their destination with the tools they need to succeed.

One of the main causes of people leaving Pakistan to migrate is unemployment. It is no secret that Pakistan has very high unemployment rates, particularly among young people. Because there are fewer jobs available domestically, many people are obliged to look for work abroad, which causes a brain drain of qualified professionals. Furthermore, many people are prone to emigrate in quest of better possibilities due to the lack of job stability and unfavourable working circumstances.

The sadness and frustration felt by the unemployed population frequently leads to a desire to leave the country in an effort to better their own and their families' futures. Unfortunately, the economic impact of this migration could be negative for Pakistan as a result of the exodus of so many highly trained workers. People

who migrate may also encounter difficulties like social and cultural hurdles. In conclusion, there are many different facets and a complex relationship between migration and unemployment. While unemployment may be a factor in migration, there are a number of other issues to take into account.

A number of factors have a role in the complex issue of migration outside of Pakistan. People and families all throughout the country must make difficult choices when deciding to leave their homes in quest of a better life. These choices are influenced by factors including education, unemployment, a lack of resources, and poverty. The fact that migration is a natural aspect of human history should not be forgotten, even though some people may view this as a tragedy.

Humans have always moved in quest of better conditions, whether motivated by economic necessity or a desire for novel experiences. It is obvious that a number of variables, including education, unemployment, a lack of resources, and poverty, will continue to influence migration out of Pakistan in the future. For many people and families in the nation, these elements are a constant cause of stress. Migration is not a straightforward answer to these issues; it is crucial to remember this. It may provide some momentary comfort, but it also has its own set of difficulties that can be demoralizing and overwhelming.

It is vital to keep in mind that moving may not necessarily enhance a person's financial condition and that they may experience discrimination in their new surroundings as well as new difficulties. It is imperative that politicians address the underlying causes of poverty and endeavor to create chances for sustainable development. This can be done by supporting education, fostering job possibilities, and making investments in underdeveloped areas. We can only aspire to lessen the need for migration as a means of survival after that.

Their struggles and experiences should serve as a constant reminder of Pakistan's urgent need to improve its living standards and possibilities. We must work together as a nation to build a society that respects and supports its people. We must make significant moves to create a more equal and just society, whether through programmes to fight poverty, improved resource management, or education. The fate of migration outside of Pakistan ultimately lies in our hands. It is up to us to implement the essential adjustments and build a more promising future for everyone. Let's cooperate to achieve this common objective and create the foundation for a better tomorrow.

CONCLUSIONS AND RECOMMENDATION

It is essential to recognize the difficulties that migration can bring, including the loss of community, culture shock, and the task of establishing a new home in a foreign environment. In the end, whether we are discussing migration from Pakistan to other nations, we need to approach this issue with kindness, understanding, and a readiness to listen to the experiences of those who are most impacted. By doing this, we may fight to make the world more just, understanding, and inviting to everyone looking for a better life outside of their own country. Making recommendations that would lessen the pressures that push

people to migrate outside of Pakistan is crucial as we look to the future. Focusing on education would be the first step in this process. Offering young people in the nation suitable educational opportunities will aid in upskilling the workforce, resulting in more employment prospects and a decline in poverty. It is advised that, to address the unemployment issue, the government should concentrate on expanding job opportunities in industries like technology and innovation, which would increase Pakistan's appeal to foreign investors. Furthermore, making life simpler for Pakistanis and lowering poverty would be greatly aided by expanding access to resources like clean water, power, and healthcare facilities.

In order to reduce the rate of migration from Pakistan, it is crucial to address the underlying reasons for poverty. Some of the strategies that can reduce poverty in the nation include promoting women's empowerment, improving land rights, and offering microfinance possibilities. To sum up, investing in education, generating jobs, supplying adequate resources, and addressing poverty will assist in lessening the reasons why people migrate and provide Pakistanis more opportunities. Therefore, it is essential that decision-makers and interested parties collaborate to address the underlying causes of migration and offer sufficient support and resources for individuals who opt to remain in Pakistan.

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