

A CONCEPTUAL FRAMEWORK ON THE SETTLEMENT OF PAKISTANI IMMIGRANT LABORS IN MALAYSIA

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Abstract: Immigrant labours play a vigorous role in development of a country to filling fast growing. Pakistan is the second-largest country sends labours to other countries including Malaysia. Statistics shows that Malaysia has become one of the popular migration destinations among Pakistani labours. This is because Malaysia is a majority-Muslim population, and it has a stable economic growth. However, due to a lack of planning, settlement of immigrant labour becomes one of the prodigious challenges for a host country like Malaysia. Previous literature discusses issues related to immigrant settlement intentions in terms of their securing employment, accessing housing and social network. Nevertheless, little analysis is known on settlement of immigrants and their factors such employment, housing and social network especially in the context of Pakistani immigrant labor in Malaysia. Therefore, this paper aims to discuss factors of immigrant labours settlement in the context of Malaysia and proposes a conceptual framework for understanding immigrant labour issues. A comprehensive literature review resulted in the development of the conceptual model that depicts factor of settlement needed by immigrant labours and this model is anticipated to help a host country to produce policies for dealing with settlement of immigrant labour issues.

Keywords: Settlement, Employment, Housing, Social network

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Introduction

Immigrant labors are identified as a strong candidate in the development of a country They bring new skills and knowledge to destination that could help in the growth of a country. Thus, immigrant labors contributes in the economic development of a country (Harkins, 2016). These immigrant labors could make a organizations more competitive. Their immigration in the host countries has created numerous advantages for a organizations such as support in the market entry approach, tackling workplace hurdles and making decisions about marketing strategies (Chung, 2004, 2002; Chung and Enderwick, 2001). Besides economic growth, immigrant labor also fulfil the shortage of labor in the host country. Therefore, countries needed nonskilled and skilled workers to fill the posts in different sectors where the resident do not want to work (Shariff and Ghani, 2016).

While getting benefit from immigrant labors, host country is facing prodigious challenges regarding settlement of immigrant labor. Researches revealed that settlement is a complex method for adjustment of immigrants in the host country and it is a greatest administration and social issues in the world (Thompson, 2016; Henderson, 2004). Problems related with settlement are found in different countries such as Singapore, Thailand, Malaysia and gulf countries (Thompson, 2016; Mustapa, 2014; Castles, 2013; Robertson, 2009; Azhar, 2008; Yasmeen, 2002). This settlement issue is also noticeable in the context of Malaysia (Kassim, 2000). Settlement of immigrants involves factors such as employment, housing, social network. It is

defined in the literature that employment is the key concern for immigrants. Finding employment especially entrance in the labor market and securing employment, language ability in safeguarding employment (Kim et al., 2012; Westin, 2000; Macpherson, 2008; Haller et al., 2011), discrimination at the work place (North, 2007; Vasta, 2007; Constant et al., 2008), deficiency of relevant skills and abilities (De Haas, 2010; Castles et al., 2013) are the important consideration.

Moreover, affordable, suitable, and adequate housing is a main focus for immigrants labor (Tasleem, Ajis and Abidin, 2019). Accessing housing especially entrance in a housing market (Teariki, 2017; Hanley et al., 2019; Fanjoy et al., 2005), the housing quality (Texeira, 2007, 2015, 2017; Robinson et al., 2010; Fozdar, & Hartley, 2014), unfavourable health influences by insufficient housing (Asselin et al., 2006) and preferences about housing location (Mustapa, 2014; Baker et al., 2013; Bierre et al., 2013) are the important deliberation for research. Furthermore, social networks are supporting and assisting immigrants during their settlement in a host country. Social network supports as in the finding of employment (Stewart et al., 2006; Kim et al., 2012), accessing the accommodation (Kohlbacher, 2015; Beiser, 2009; Da, 2010) and providing facility of safety networks in hardship (Simich et al., 2003; Walton, 2008; Liu, 2013) is important consideration.

In 1970, the import of immigrant labors started. The Malaysian governments introduced New Economic Policy that welcomes the lack of labour, mainly in the sector of plantation from India (Narayanan and Lai, 2005; Ajis et al., 2010). The immigrants labour inflow during this duration is mainly due to pull reasons, especially when critical labour shortages were determined by the Malaysian government. As stated, Malaysia is acting as both immigrant labor source and recipient (ADB, 2006). In Malaysia, the immigrant labors proportion in the total workers enlarged from 1:10 in 1995 to 1:8 in 1997. Then, it improved to 1:13 in 2000 due to 8th Malaysian Plan, 2001 (CIDB, 2006).

Research by Kassim (2005) shows that immigrant labors are 1.38 million in 2000 in Malaysia, among them 820,000 are documented labor in the Immigration Department. In 2005, immigrant workforces of total 63,538 are listed in Malaysia. Moreover, another 244,242 immigrant workforces are waiting for job permits (CIDB, 2006). An incremental increase in the number of immigrant labor are seems on yearly basis.

There appears to be a growing trend of immigrant labors mainly from the bordering nations with same culture and language. Indonesia endures to be greatest supplier for immigrant labors followed by Bangladesh and Pakistan. Majority of these immigrant labors exist in construction, manufacturing, plantation, services and agriculture sectors (Abdul-Rahman, Wang, Wood, & Low, 2012; Rahman et al., 2014). Table 1 shows the statistic of immigrant labors by nationality from the year 2011 until 2016 in Malaysia.

Table 1: Statistic of immigrant labors by nationality in the year of 2011 until 2016

Nationalities	2011	2012	2013	2014	2015	2016
Indonesia	785,236	746,063	1,021,655	817,300	835,965	758,487
Bangladesh	116,663	132,350	322,750	296,930	282,437	252,365
Nepal	258,497	304,717	385,466	490,297	502,596	405,336
Philippines	44,359	44,919	69,126	63,711	65,095	58,366
Pakistan	26,229	31,249	50,662	51,563	72,931	62,745
Myanmar	146,126	129,506	161,447	143,334	145,652	138,492
Thailand	5,838	7,251	17,044	12,467	13,547	12,374

Others	190,113	175,534	222,172	197,812	216,812	178,204
Total	1,573,061	1,571,589	2,250,322	2,073,414	2,135,035	1,866,369

Source: Malaysian Department Statistics (2011, 2012, 2013, 2014, 2015, 2016)

Malaysia attracts the Pakistani labor for better future as the GDP of Malaysia is fifteen times higher than Pakistan. Also, Pakistani labor attract towards Malaysia because it is a Muslim state (Sajid, 2010). Majority of Pakistani labors are immigrated to Malaysia. For the statistical data of 2005, it was explored that Malaysia was amongst the top three destinations for Pakistani immigrant labor. Ministry of Home Affairs also described that number of Pakistani immigrants labors in Malaysia that were 21,278 in 2008 and rise to 22,989 in 2010 and 72,931 are found in 2015.

Recruitment of immigrant labor in Malaysia are made in only six economic sectors such as domestic services, construction, manufacturing, services, plantations and agriculture. In Malaysia, immigrant labors are required in such labor concentrated economic sectors as plantations and construction, since the high educated native workers tends to avoid these sectors. Also, growing rates of native female contribution in a formal office creates an increasing demand for immigrant labors in services and domestic work (Kassim et al., 2014). Balakrishnan (2013) also explored that immigrant labor in Malaysia are found in six sectors such as construction, manufacturing, plantation, services, agricultural and domestic work. The statistics data of Pakistani labour on the base of these sectors are given below in table 2.

Table 2: Breakdown of Pakistani immigrant labors by sectors

Year	Domestic work	Construction	Manufacturing	Services	Plantation	Agriculture
2011	25	5,695	3,190	1,219	55	630
2012	27	6,845	3,354	1,369	6,157	13,497
2013	56	16,142	4,152	4,623	8,398	17,291
2014	62	18,693	3,525	4,346	7,978	16,959
2015	35	31,988	3,606	6,486	8,032	22,784
2016	32	26,734	4,005	6,274	6,155	19,545

Source: Malaysian Department Statistics (2011, 2012, 2013, 2014, 2015, 2016)

The number of Pakistani immigrant's labors is increasing annually. Thus, the government has to introduced and implemented few policies related to the settlement of Pakistani immigrant labors in Malaysia. These policies act as a tool for the government to make adjustment for Pakistani immigrant labors while finding employment especially entrance in the labor market and securing employment, in accessing housing particularly entrance in the housing market, the housing quality and the unfavourable health influences by insufficient housing and supporting and assisting from social network. Every policy should be assessed on these three factors of settlement, namely employment, housing and social network. Thus, the administration needs to come up with a holistic and realistic method in order to settle Pakistani immigrant labors in Malaysia.

Although previous studies have indicated that, there is a body of literature in the area of international immigration and settlement but there is very little academic research on the area of settlement issues and factors of immigrants especially in the context of Pakistani migrant labor in Malaysia. Most of the researches are highlighting the immigrants labor migrated from

Indonesia, Bangladesh, Japan and other countries to Malaysia but very little are studying Pakistani immigrant labour in Malaysia. These researches are examining the settlement of Indonesian immigrant in Malaysia, their mobility, labour mobilisation and border controls, their regulation after Nunukan, their pattern and causes (Kassim, 2000; Ford, 2006; Balakrishnan, 2013; Kaur, 2014). Also, Bangladeshi immigrant worker in construction sector of Malaysia, Bangladeshi women in the Malaysian export industry (Abdul-Aziz, 2001; Dannecker, 2005, 2013; Rudnick, 2009) and language issues of Japanese in Malaysia (Stapa et al., 2013). These researches add to the richness of information and knowledge, a few social phenomena or administration settings pertaining to immigrant labors are still missing. Until recently, among current researches, not enough study has been made which is including Pakistani immigrant labors in Malaysia. However, some of the relevant researches have focussed on the Pakistani immigrants and their settlement in Australian and other countries (Hassan, 2001; Yasmeen, 2002; Azhar, 2008; Werbner, 2015; Rahman, 2014; Bonizzoni & Marzorati, 2015; Malik et al., 2017; Kanwal, 2018). This paper focused on two main objectives i.e. (i) to review different factors of settlement of immigrant labor from past literature. and (ii) to propose a conceptual framework regarding settlement of immigrant in host country.

1. Review on Settlement Experiences of Immigrants

The review of literature exposed numerous repeated factors that showed the greatest impacts on the settlement experiences of immigrants. These were: employment, social networks, and housing. These settlement factors did not view all the impacts recognized in the review of literature, but relatively most frequently repeated factors recognized across the review of literature on the immigrant settlement.

Employment

Employment is one of the key components in the settlement of immigrant (kim et al., 2012; Westin, 2000; Colic-Peisker, 2003; Henderson, 2004; Uhlendorff and Zimmermann, 2006; Beckhusen et al., 2012). Contribution in the labour market and contribution nature were revealed as having deep influences on a wide range of settlement aspects, involving where individuals select to live, the housing quality they could manage to pay, and the extent of social networking with the residents of the host country (kim et al., 2012; Henderson, 2004; Haller et al., 2011). The review of literature viewed that, while, the entry of immigrants in the labour market was moderately direct for skilled immigrants, further it was found that this case was not for low-skilled labor groups.

The review of literature determines three vital problems that have significant impacts on the immigrant ability to go in the labour market and capture maintainable employment. First problem was the significance of language ability in safeguarding employment (kim et al., 2012; Westin, 2000; Macpherson, 2008; Haller et al., 2011). Language ability was not only recognized as prompting immigrant entrance into the labor market, also how immigrants do employment searching, nevertheless of educational qualifications. Definitely, poor language skill was recognized as a main hurdle for entrance, not for those migrated with less or no education but also for highly educated immigrants (Dunman, 2006). Also, with language ability, an added matter for most of immigrants was the deficiency of acknowledgment towards educational qualifications.

Second problem identified as influencing on the immigrant's ability to go in the labor market and search 'good' works was the discrimination made by boss that is based on fears, religion, cultural fit, accent and race that few immigrants may be disturb the work area due to cultural variances. (North, 2007; Ward et al., 2008; Vasta, 2007; Constant et al., 2008).

The review of literature exposed that discrimination made by boss against immigrants was a routine act across many countries. As, study in Europe on prejudice determined that wide-

ranging of boss discrimination was made on Muslims employment (Strabac and Listhaug, 2008). Practices related with discriminatory were also obvious in Germany where opportunities of employment for immigrants from Spain, Croatia and Italy did not vary from local persons, while Turkish immigrants were explored to have meaningfully lower chance of resigning unemployment for a remunerated job (Strabac and Listhaug, 2008). Similarly, study on practices of employment was made in Australia that explored the existence of wide-ranging discrimination over the employment of immigrants, outcomes in greater rates of unemployment between this set. Employment research of Pacific immigrants in area of rural Australia “Wollongong” recognized two predominant types of discrimination that are discrimination on colour basis and discrimination stigmatisation basis that Pacific immigrants were untrained, uneducated and only beneficial for non-skilled labour (Vasta, 2007).

Third problem influences on the performance of immigrants in the area labour market was a deficiency of relevant skills and abilities outcomes in the attention of few immigrant sets (with lesser human capital like work experience, skills, and education) becoming focussed in low-wage trades with greater immigrant levels (Portes and Böröcz, 1989). This was demonstrated in United States by the enormous number of Mexican undocumented and documented workers being working in viticulture, horticultural and agricultural industries (Haller et al., 2011).

Another description given by few scholars (Mahuteau et al., 2008; Dunman, 2006) to describe the attention of immigrants in certain areas of the labour market was the propensity of immigrants to receive any job, even though the work is bad jobs, and then after some duration they transfer onto improved jobs, as they added advanced stages of employability. Because of the availability of low-wage rates jobs, most of the immigrants who could not migrate into high-wage rate jobs, were mostly enforced to employ on more than one employment to survive. Dunman (2006) identified issues of refugees who are migrated to the United States:

*“just take whatever job they can...and a lot of them work two jobs
just to have some sort of normal providing lifestyle.”*

(Dunman, 2006, p.89)

This feeling of immigrants to employ on any employment, has directed that immigrants are highly expected to employ on dangerous employments, related to poor work area, and with greater rates of injury (kim et al., 2012). Mentioning on the immigrant employment in Australia, kim et al., (2012) concerned about the dilemma of immigrant women who are low-skilled working in low-wage rates, exploitative and vulnerable sectors like in hospitality, clothing and cleaning.

Overall, this debate has highlighted the critical significance of employment of immigrants in the experiences related to settlement. This discussion provide path for immigrants to make their income and turn out to be independent, but it presented a number of significant direct externalities that were known as being mostly related for their settlement. Employment was a step by step stone for most immigrants for upcoming opportunities, such as investment in more upskilling and education that would offer on-going benefits of the settlement, if immigrants were in a situation to gain themselves of these probabilities.

Housing

Another significant factor that impacts on the settlement experiences of immigrants is housing. Literature review identified many common issues related with immigrant settlement and housing, also issues associated with the entrance of immigrants in the housing market, the housing quality and the unfavourable health influences by insufficient housing also immigrant

preferences about housing location (Teariki, 2017; Hanley et al., 2019; Fanjoy et al., 2005; Texeira, 2007,2015, 2017; Robinson et al., 2010; Fozdar, & Hartley, 2014; Asselin et al., 2006; Mustapa, 2014; Baker et al., 2013; Bierre et al., 2013; Flatau et al. 2015).

While immigrants are migrated to the host country, they are expected to arrange different measures to safe their housing. This issue is mostly faced by the non-skilled labour as they have fewer financial resources. Thus, one of the serious factors that involve in the entrance of immigrants in the housing market is affordability. (Robinson et al., 2010; Fozdar, & Hartley, 2014; Bierre et al., 2013). Most of the scholars who do research specially on housing such as Baker et al. (2013), Bierre et al. (2013) and Flatau et al. (2015) have claimed in favour of programmes and policies to rise the proportion of affordable and social houses. Bierre et al (2013) also viewed that council and state tenants have a significant influence in community renewal.

In United Kingdom, researches related with immigrant's settlement and housing reveals that some economic issues mainly affordability and many other factors effects on the immigrant tendency to cover spaces in the housing of stock that is left behind by local people (Robinson et al., 2010). Furthermore, Robinson et al., (2010) determined that the immigrant unwillingness to go to search housing in other place showed their concerns about how they are treated in places with few stories of differences and diversity. Regardless of these limitations, Robinson et al., (2010) have claimed that these immigrants could and did workout greater options about house location as they protected funds through their settlement. Study from Canada also showed how discernment in the housing market influences some immigrant more than others. Teariki (2017) studied the settlement and housing experiences of immigrants in Canada. By collecting the data from 80 immigrants from Kamloops and Kelowna, Teariki (2017) explored that immigrants had housing problem such as unfamiliarity with the Canadian housing system, unexpectedly high costs. Some of immigrants depend on government-sponsored ones or local community organizations to search the job and accommodation.

In general, the housing quality has been determined to be a significant factor in the well-being and health of households. This result has vital suggestions for new immigrants who frequently go at the economical end in the rental housing market and those who have to tolerate insufficient housing situations. While most of the immigrants may make the change because of housing, those families with less earnings may determine themselves stuck in unfavourable housing quality for long duration, with over generations (Robinson et al., 2007; Teariki, 2017; Haller et al., 2011). Although household salary has been found as a significant factor in defining the real routine living standards of immigrant families.

In distinction to the high proportion of harmony among scholars on the relation among damaging health effects and insufficient housing, the issue related with immigrant's decision about their living was considered by significant discussion. Although there was wide-ranging contract among scholars (Robinson et al., 2010; Hanley et al., 2019; Texeira, 2007, 2017) that a numerous key features impact on immigrant decision about their living (such as closeness to family, discernment in the rental housing market and employment), there was comprehensive discussion on the influence of ethnically focussed housing on integration and socially connectivity.

In addition, some scholars, such as Asselin et al., (2006) and Kim et al., (2012) have claimed that housing closeness to friends, family and the particular ethnic groups, is an optimal choice of immigrants. Few scholars have claimed that the awareness of ethnic housing, and unfavourable housing, is an image of negative features including discernment in the rental housing market, affordability and inadequate social networks (Texeira, 2007; Haller et al., 2011; Robinson et al., 2010). Westin (2000) gave an interpretation regarding immigrant housing in the area of Sweden, was that ethnologically focussed housing imitated some groups desire to distinct themselves from the host society. From Europe and Scandinavia, some verbal obstruction to the

growth of focussed ethnic housing has appeared where focussed housing domains has directed to viewed about the social separation, social marginalisation and social isolation of immigrant groups (Westin, 2000; Robinson et al., 2010). These views have been further included by other scholars who have claimed that focussed ethnic housing can go to riskier threats not just delivers a social standing ground for violence including radicalisation.

Furthermore than scholars viewing about focussed immigrant and ethnic housing linked with integration, the debate on this issue also increased their views about insufficient housing that could have undesirable downstream influences in unclear upward movement such as: restraining the growth of various formal and social networks from institutions and organisations; restraining the finding for job; and accumulating the superior 'pull' towards less salary given businesses that additional forced upward social flexibility, and thereby additional embedding social disparities (Robinson et al., 2010).

Overall, the literature review on the settlement emphasised that housing has a significant role in manipulating the settlement outcomes and experiences of immigrants. Although the literature review of the settlement emphasised an increasing knowledge base on the relation among the housing quality and settlement satisfaction, little research was made in Malaysia specifically related with Pakistani immigrants and internationally on the trail of immigrants housing and, in specific, the features that are manipulating the immigrants housing locations.

Social Networks

Researchers found that social networks play a significant role in supporting and assisting immigrants while they are making their settlement in the host country (Stewart et al., 2006; Kim et al., 2012; Kohlbacher, 2015; Da, 2010; Simich et al., 2003; Walton, 2008; Liu, 2013). Amongst other factors, associations through friendship and family ties have been recognised as having a deep impact in settlement of immigrants, as well as the finding of employment, accommodation and the facility of safety networks in hardship and bases of credit (Simich et al., 2003; Robinson, 2010; Da, 2010). In immigrant's case, these ties have been known for their capacity to deliver emotional assistance and support to contract with multifaceted issues like involuntary familial separation and grief (Simich et al., 2003; Pahud, 2008).

Social network considered the association among group of individuals with some social ties. This association put the individuals in comfort. In this research, social network is defined as the 'ties' among social actors. For example, using a social network as a support network of a person. Walker (1977) used this term as a set of individual contacts by which the person continues his social uniqueness and obtains emotional support, information, services and new social links and material aid. However, Phillipson et al. (2004) defined that social networks concept is both intuitively and seductive simple. The idea seems to connect voluntarily with the method in which persons normally live and recognise their survives. Putnam (2000) explains that social networks comprise of informal networks which are familial, spatial and friendship networks (individuals known in the district); voluntary networks comprise of activities like participation in youth clubs, sports, religious events etc; also, formal community networks connected to local government.

Cassidy, O'Connor and Dorrer (2006) stated that leisure activities and social networks are significant for young persons, especially in the conversion from puberty to adulthood, by giving social support and enabling the growth of self-efficacy and new identities. Definitely, social networks which are strong, high value familial associations, and friendships and contribution in community events during youth have been connected directly with social competence, self-confidence and self-esteem, and inversely with depression (Rosenbloom & Way, 2004; Qin, 2008; Way and Pahl, 2001). But, social networks can also core upon disruptive activities, planned by gangs and crime (Halpern, 2001).

Social networks mostly constructed on one's connections and relationships (such as neighbours, relatives, friends, acquaintances or workmates) are thus epiphenomenal in which they both cover and exist outside the persons that found them. Social networks can be considered as essential to the knowledge of social capital, as one of the key fundamentals of social capital is that it is mostly understood as the group property.

The social network is the main factor of social capital that has been settled by well-known philosophers such as Da (2010), Putnam (2000) and Qin (2008) while their interpretation are somewhat different. The shared viewpoint about this mechanism is that social relations or ties can make an alteration for both group and individual, in structure trust and obtaining and trading resources. Scholars have claimed that this can have unplanned moments like the proficiency loss in their particular language, a serious feature of cultural distinctiveness. This language proficiency risk, has emphasised the wish of many groups living in Malaysia to claim for interferences to avoid additional language loss and to reconstruct the linguistic possessions of these groups. Although the progress has been acknowledged as diversity of Malaysia, this has not been found in Sweden, where the growth of same language cases has been frequently observed as interfering with the integration process (Westin, 2000).

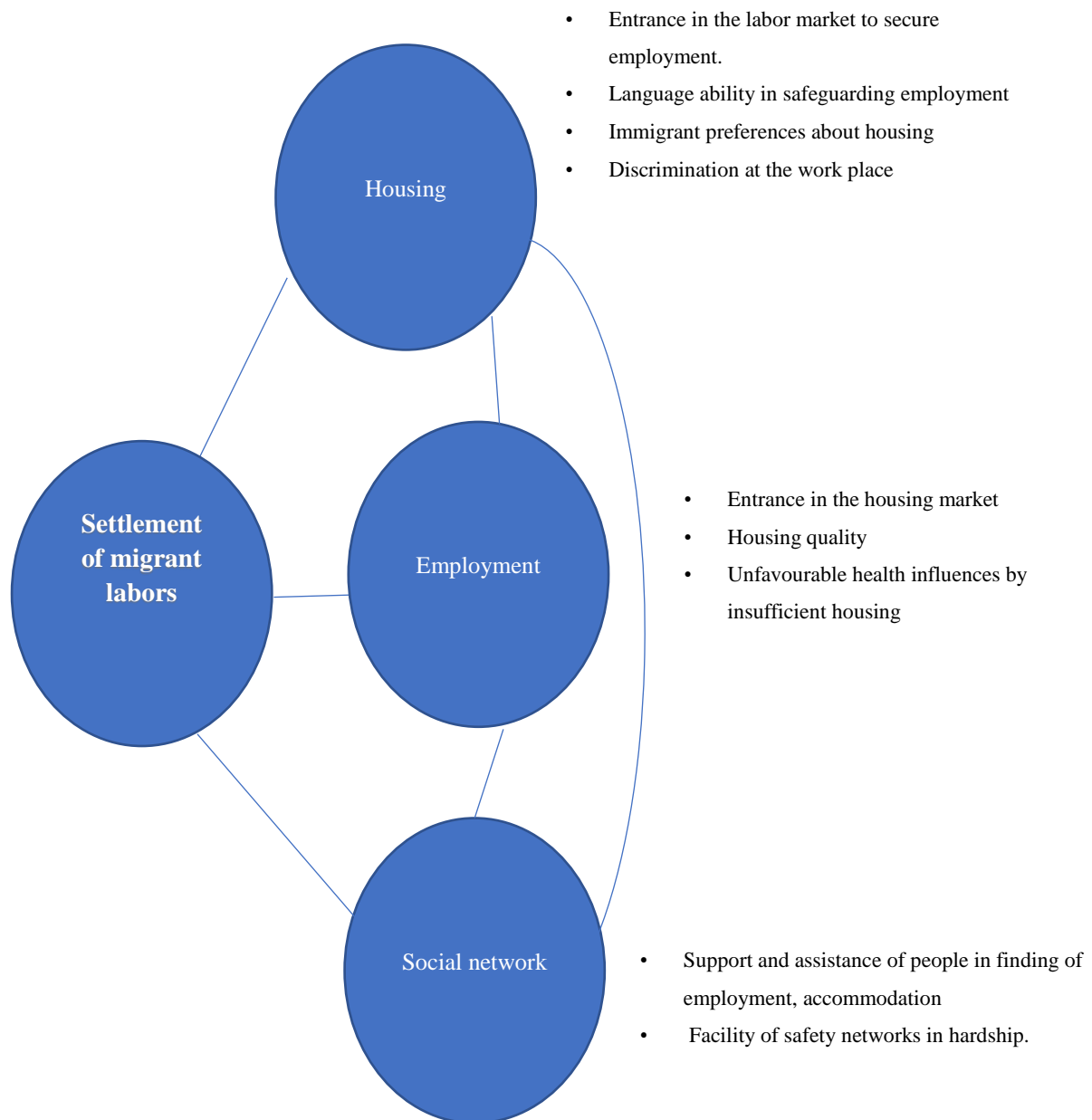
Certainly, the discussion in the literature review of settlement on the networks role was the most assumed provoking for this study. Although strong networks have constantly been documented as taking a serious role in the settlement of immigrant, the importance of other social networks was a notice of the worth of 'weak ties'. This result provided a suitable basis for understanding how social networks have influenced on Pakistani immigrants as part of this research.

This aim of this paper is to proposed a conceptual framework for understanding the settlement of immigrant labor. A detailed review of literature resulted in the development of conceptual model that represents different factors of settlement needed by immigrant labors. Moreover, this conceptual framework is anticipated to support a host country to developing policies for dealing with settlement of immigrant labour issues.

2. Conceptual Framework

Based on literature review, it is highlighted that settlement of the immigrant labors can be considered into three main factors. The first factor is employment (kim et al., 2012; Westin, 2000; Colic-Peisker, 2003; Henderson, 2004; Uhlenborff and Zimmermann, 2006; Beckhusen et al., 2012), follows with second factor as housing (Teariki, 2017; Hanley et al., 2019; Fanjoy et al., 2005; Texeira, 2007,2015, 2017; Robinson et al., 2010; Fozdar, & Hartley, 2014; Asselin et al., 2006; Mustapa, 2014; Baker et al., 2013; Bierre et al., 2013; Flatau et al. 2015) and the third factor is social network (Stewart et al., 2006; Kim et al., 2012; Kohlbacher, 2015; Da, 2010; Simich et al., 2003; Walton, 2008; Liu, 2013). The visual illustration of association among interrelated concepts is shown in the figure 1. The model explains that employment, housing and social network are considered as an interrelated and main factor in the settlement of immigrants.

Figure 1: Conceptual Framework



Employment moves the immigrant labors into a suitable accommodation. The ability of immigrants is to secure employment which could enhance the human capital and increase their income. Moreover, social network is linked with employment and housing as social network help in finding the employment and accessing the accommodation. Accessing of social networks make the sense of belongingness in immigrant labours towards Malaysia. Thus, the securing of employment, suitable housing, and social networking is presented as being linked with the satisfaction of immigrant labor towards settlement and with the sentiment of belonging in Malaysia.

Generally, the employment is the key concern for the immigrant's settlement. Finding employment especially entrance in the labor market and securing employment, language ability

in safeguarding employment, discrimination at the work place, deficiency of relevant skills and abilities are the important consideration. It is also acknowledged that housing of immigrants is linked with both employment and social network. Housing refers as entrance in the housing market, the housing quality and the unfavourable health influences by insufficient housing and immigrant preferences about housing location. Moreover, support and assistance of social network is also need to be explored. As, social network supports in the finding of employment and accessing the accommodation.

Conclusion

The current study discussed the settlement experiences of immigrant labor in different countries. A conceptual framework is derived from the literature review that indicated that, there are three factors of settlement of immigrant in a country. It is consisted of employment, housing and social network. The factor employment is to refer as entering in the labor market, language ability in safeguarding employment, discrimination at the work place, deficiency of relevant skills and abilities and securing employment. Housing is mentions as entrance in the housing market, housing quality and unfavourable health influences by insufficient housing. Social network is discussed as their role in supporting and providing assistance while finding of employment and accessing of accommodation. Therefore, the conceptual framework on settlement of immigrant labors is proposed which may provide valued direction to the administration of the country about improvements and changes that are compulsory to ease the settlement of immigrant labors in the host countries. Also, this will ensure effective execution of immigration settlement policies to attain its goal.

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