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**Socio Economic Reintegration on the Fit of Migrant
Worker Returnees Policy and Process and Life Satisfaction
of Ugandan Migrant Worker Returnees from Middle East**

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Socio Economic Reintegration on the Fit of Migrant Worker Returnees Policy and Process and Life Satisfaction of Ugandan Migrant Worker Returnees from Middle East

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Abstract

Purpose: The current study was undertaken to establish the contribution of socioeconomic reintegration on the fit of migrant worker returnees policy and process and life satisfaction of Ugandan migrant worker returnees from middle east so as to come up with a unified model for improvements in Uganda. Its objectives main objective was to explore the mediating effect of socio economic reintegration on the fit of migrant worker returnees' policy and process and life satisfaction of Ugandan migrant worker returnees from Middle East.

Materials and Methods: In an effort to address the set objectives, a cross-sectional survey design which followed both quantitative and qualitative research approaches was adopted. Data was collected from a total quantitative sample of 218 Ugandan migrant worker returnees from Middle East. A qualitative sample of 25 managers of registered labour export companies and ministry officials in Uganda was determined by saturation point approach. The data was analysed at descriptive and inferential level, and later a Path Equation Model was fitted through Structural Equation Modelling in Stata Version 14.0.

Findings: The results indicated exists a positive relationship on the use of Social Reintegration and life satisfaction of the Uganda migrant returnees ($r = 0.397$ statistically significant since the associated p – value of 0.000 is less than 0.05 ($p < 0.001$)). Results also showed shows that there exists a positive relationship

between returnee policy implementation and social economic reintegration of the Uganda migrant returnees ($r = 0.398$). This relationship is statistically significant since the associated p – value of 0.000 is less than 0.05 ($p < 0.001$).

The study concluded that that sufficient evidence substantiates significant relationship exists between socio economic reintegration and life satisfaction.

Implications to Theory, Practice and Policy:

Finally, the socio economic reintegration and the other strategies had a total causal effect of 92.8% on life satisfaction. However, the life satisfaction referred to only applied to the current environment which did not promise continued Survival into the future. Given that fact the study has proposed the Sustainable Penchant Socioeconomic Partaking Model (SUPSEP MODEL) which guarantees not only life satisfaction but also sustainability. This, therefore, means that if the new Model is adopted, the migrant worker returnees' will not only be provided a good life satisfaction for a short period of time but will get it for many years to come. The SUPSEP Model is, henceforth, the current study contribution to knowledge.

Keywords: *Social Economic Reintegration, Life Satisfaction, Migrant Worker Policy*

1.0 INTRODUCTION

Socioeconomic Reintegration is indicated Diener (2012) is the intermixing of persons back into society where they have spent some time away both socially and economically. The role of sociocultural and economic aspects in the home environment in the successful reintegration is a key just as De Bree, Davids, and De Haas (2010) notes that social relationships are important in facilitating the successful reintegration of return migrants. Konzett-Smoliner (2016) points to the fact that it involves ensuring connections with the cultural norms and values of the home environment as evaluated from a family perspective, rather than as an individual project. In this study, socioeconomic reintegration will be used to refer to how successful the returnees have intermixed socially and economically in the home environment where they previously left in the communities prior to moving into migrant working.

On the other hand, Life-satisfaction is the degree to which a person positively evaluates the overall quality of his/her life as-a-whole, meaning how much the person likes the life he/she leads (Veenhoven, 1995). Selezneva (2011) argues it out in terms of subjective well-being studies suggesting that happiness ‘reflects a degree to which the individual judges the overall quality of his own life as a whole favourably’; subjective well-being represents ‘experienced utility’ and is a retrospective evaluation of the utility attained; finally, life satisfaction is a ‘judgment on objective conditions and different life domains’. The Andrews, D., & Sánchez, A. C. (2011) denotes life satisfaction as measuring the overall way of how people evaluate their life as whole. In this study, Life satisfaction (LS) will be used to refer to extent on immigrant’s quality of life as an important aspect of well-being and one that is closely linked to subjective health involving how the he or she feels, how realizations meet expectations and how he/she evaluates the achievement of certain goals the led to migrant working.

The most important principles of government is to ensure that you have a diversified portfolio of programs (Twinomujuni, R., Mawa, M., Musoke, H. B., & Rukanyangira, N., 2022) and the government should also be capable of differentiating the programs but without compromising on the Quality in order to gain the trust of migrant workers and be able be able to provide life satisfaction to migrant returnees.

Returning more and more migrants with irregular status to their countries of origin has become a key European Union aim in efforts to reduce chaotic and dangerous migration flows (Niemann, A., & Zaun, N., 2018). Despite its high political priority, reiterated in European Commission President Jean-Claude Juncker's, 2017 State of the Union address, the effective implementation of this objective is problematic, mainly due to resistance at the individual level, but also from the countries of origin Vesan, P., & Pansardi, P. (2021). The 2016 partnership framework with third countries attempts to enhance cooperation with partner countries on readmission, using a wide range of positive and negative policy incentives (Vara, J. S., 2019). To make the return option more attractive for migrants with irregular status, the EU's return policy promotes voluntary returns through reintegration assistance packages (Scalettari, G., & Gubert, F., 2019).

In India, the major drivers of both internal and international migration are the prevailing unemployment, competitive labour market and enhanced livelihood prospects in the destination state or country (Khan, A., & Arokkiaraj, H. (2021). However, the nationwide lockdown and the

sealing of inter-state and international borders to control the COVID-19 pandemic triggered the reverse migration of informal migrant workers (Khan, A., & Arokkiaraj, H., 2021).

East African countries like many other countries have a long history of labour migration within East Africa and also externally with other countries outside the region (Wynants, M., Kelly, C., Mtei, K., Munishi, L., Patrick, A., Rabinovich, A., & Ndakidemi, P., 2019). Penetration of foreigners to East African countries has been long and this sparked movement of labour within East African countries (Krapf, R. D. J. L., 2013). In East Africa, people have moved within and without the region for various reasons but the paramount reason is for labour purpose and cooperation within the East African countries has been quite long and extensive (Kipuri, N., & Wessendorf, K., 2001). However, the levels of international migration have been generally low, except of recent when there is increased labour migration to the Middle East.

In Uganda, evidence tracking the returnee migrant workers on their life satisfaction still remains scanty and thus the current study.

Statement of the Problem

In introducing socioeconomic reintegration through Family and Community Relations, access to social networks, psychological and emotional wellbeing, enhanced Income, Savings, employment opportunities, training or educational support it was deemed that when implemented through government respective private agencies, it would enhance the life satisfaction of migrant worker returnees in Uganda (Uganda Ministry of Gender Labour and Social Development (MGLSD), annual report, 2022). However, life satisfaction of migrant workers increased by only 08 % (from 45% to 53 %) instead of the desired 65 % raise (from 55% to 100%) leaving a big crevice of 47% not achieved (Uganda Ministry of Gender Labour and Social Development (MGLSD), annual report, 2022). This is despite other interventions by Uganda through the several policies dealing with labour migration and some are in process of being formulated (Mulumba, D., & Olema, W. M. (2009). Some of the important policies include National Economic Policy which is under review and a new one is being formulated. This may be attributed to Career and social status of returnees, financial status, physical health and community support.

However, there has also remained complaints on the number of structural and circumstantial challenges that can prevent the socio-economic reintegration of labour migrants and refugees. Some are inherent to the migration or displacement experience (Begum, A., 2017). This seems to signify that socioeconomic reintegration on migrant worker returnees are not experiencing life satisfaction as was expected. The unmet levels of life satisfaction leave a performance gap in terms of the existing socio economic reintegration levels.

Purpose of the study

The study is aimed at investigating the impact of socioeconomic reintegration on life satisfaction on the Uganda migrant worker returnees from Middle East so as to generate evidence to develop a migrant worker returnee's model for life satisfaction improvement.

Objective

To investigate the mediating effect of socio economic reintegration on the fit of migrant worker returnees policy and process and life satisfaction of Ugandan migrant worker returnees from Middle East

2.0 LITERATURE REVIEW

Compared to its East African neighbours, Uganda has in place progressive policies that govern migration and labour (Gould, W. T. S. (1995) and as related to labour migration, Uganda is party to international conventions and frameworks that guard the rights of migrant workers, including the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, and the Supplementary Provisions of the ILO Migrant Workers Convention. At the national level, the Ugandan government has been working to strengthen its labour migration regulatory framework (Walusumbi-Mpanga, G. F. (2013), and relatedly Uganda's Employment Act promotes equal opportunities for migrant workers and members of their families who legally reside in Uganda, and several visas are available to foreign nationals wishing to invest or to seek employment in the country.

Policies to protect the rights and enhance the safety of Ugandan migrant workers include the Guidelines on the Recruitment and Placement of Ugandan Migrant Workers Abroad 2015 and the Employment (Recruitment of Ugandan Migrant Workers Abroad) Regulations 2005. The Regulations govern the recruitment of migrant workers and require private recruitment agencies that place migrant workers to be licensed (Farbenblum, B. (2017), and also require migrant workers to undergo a medical examination and pre-departure orientation, and to be issued with employment contracts prior to their departure. Article 61 of the Regulations states that the full cost of the migrant workers' travel 'may' be assumed by their employers, implying that employers in countries of destination are not bound to cover the migrant workers' travel costs (Sonmez, S., Apostolopoulos, Y., Tran, D., & Rentrop, S., 2011), and Migrant worker returnees are also entitled to the following under these Regulations: guaranteed wages for regular working hours, overtime pay, and free emergency medical and dental treatment.

In addition to these two labour migration policies, the government of Uganda has signed bilateral labour agreements with Saudi Arabia (2015, later amended in 2017) and Jordan (2016). The agreements with these two countries which, according to the Ministry of Labour hosted a total of 21,716 Ugandan migrant domestic workers between 2016 and early 2019, focused on the labour protections of domestic workers. While Uganda has made major migration-related policy achievements, its labour migration legislation has been criticised for being fragmented. A comprehensive national labour migration policy is therefore required. Additionally, the official requirement that Ugandan domestic workers only migrate to Jordan and Saudi Arabia has not stopped citizens from searching for employment in countries like Oman, Qatar, Kuwait, Lebanon, Bahrain, UAE and Iraq which have no formal labour agreements with Uganda. This remains a major policy gap, primarily because migrant workers who go to other Middle Eastern countries are usually classified as undocumented and cannot receive legitimate assistance from the government. At the same time, the terms in the bilateral agreements between Uganda and Jordan and Saudi Arabia are not necessarily enforced effectively.

For instance, recruitment agencies still charge prospective migrant domestic workers ‘recruitment fees’ although the government has made it clear that this is not a requirement. In addition, public awareness on the labour migration regulatory framework is insufficient. Under the Immigration and Citizenship Control Act, the Ugandan government is required to keep records of its nationals living abroad and migrants residing in the country. The Directorate of Citizenship and Immigration manages points of entry, including the issuance of visas and entry permits. Furthermore, Ugandan nationals living abroad are required to register with the nearest Ugandan embassy, not only to enable government record-keeping but also to ensure that Ugandan citizens can access support from their government as required. However, Uganda has established only one embassy in Saudi Arabia which currently serves all countries in the Middle East. This makes it impossible for vulnerable migrant workers in the other countries to receive timely assistance from their government.

Managing a return crisis requires understanding what factors determine the successful reintegration of return migrants. According to Vanderkamp (2012), cultural and political reintegration involves successfully participating in religious, political, and cultural events, and connecting with norms and values of the home society. Economic reintegration involves becoming productive by generating an income through employment or entrepreneurial efforts by investing the human, social, and financial gains from the migration experience (Cassarino, 2004; Kuschminder, 2017; Ruben *et al.*, 2009). The activities in each dimension are interrelated and affect one another. For example, having a good social network and relationships is crucial in economic, social, cultural, and political reintegration. This helps returnees to acquire information, share values and beliefs, and accrue the social capital needed for successful economic reintegration (Cassarino, 2004). Therefore, the successful reintegration of return migrants is the synergetic output of various activities and actions working to bring about a whole.

A number of studies have confirmed that human and social skills brought from the country of immigration greatly help in the reintegration of return migrants (De Vreyer, Gubert, & Robilliard, 2010; Ghosh, 2000; Thomas, 2008). Evidence from Uganda shows that return migrants with a college degree have a greater chance of employment than non-migrants. However, returnees without professional or vocational skills or those having low educational qualifications, below high school, do not have a better chance of employment than non-migrants. Another study also suggests that returnees from Organization for Economic Co-operation and Development (OECD) countries earn better in employment and have better entrepreneurial opportunities than returnees from other countries (De Vreyer *et al.*, 2010). The notion that all human or social skills acquired abroad lead to successful reintegration, at least in economic terms, can thus be contested and needs. Returnees with a family can experience additional problems arising from spouses and children, such as emotional disconnectedness and lack of belonging (De Bree *et al.*, 2010; Vathi & Duci, 2016). According to Konzett-Smoliner (2016), the reintegration of migrants needs to be evaluated from a family perspective, rather than as an individual project. The experience of reintegration into the economic, social, and cultural conditions in the home country is complex and challenging for many returnees (Bachtiar & Prasetyo, 2017; Black & Gent, 2006; Setrana & Tonah, 2014; Van Houte & Davids, 2008). These authors attribute the complexity of the process to the migration experience of migrants in destination countries, changes that occur in the home country while

migrants are away and the returnee's perception of them, and changes in the identity of the migrant due to exposure to a new culture. In general, from the insights and findings discussed above, it can be seen that many factors affect the successful reintegration of return migrants. And there is no one-size-fits-all formula for successful reintegration.

Oberai, Prasad, and Sardana (2016) reported that when areas of high return do not have adequate apprenticeship schemes, the lead reintegration organization, with sufficient budget, can consider creating one by engaging with employers' organizations, chambers of commerce and training providers. Peek (2017) pointed out that public work can be very effective in re-establishing ties between returnees and their own communities while also providing returnees with an immediate income. None of the studies are clear on the linkage that exists between economic reintegration and life satisfaction that calls for further investigations. It is difficult to get a definite and conclusive answer as to what factors determine success in reintegration, as it varies based on different factors such as the migration setting, demographic factors, the return type, and the socioeconomic conditions in the home country, among other things.

Theoretical Framework

The current study is underpinned by the Neoclassical theory of labor migration which is in fact the earliest theoretical framework developed (Todaro, M. P., 1969; Lewis, 1954; Ranis and Fei, 1961; Fields, G. S. (2007); Todaro, 1976) to explain labour migration (Todaro, M. 1980). The theory sees migration as the result of geographical differences between labour supply and labour demand. These differences can exist at the international level or at the internal (or national) level. International migration is caused by the differences in wage levels between countries and labour markets. If wage differences were eliminated, labour migration would stop according to this theory. Probably the oldest and best-known theory of international migration was developed originally to explain labor migration in the process of economic development (Todaro, M., 1980). Accordingly, the theory and its extensions, international migration, like its internal counterpart, is caused by geographic differences in the supply of and demand for labor.

Countries with a large endowment of labor relative to capital have a low equilibrium market wage, while countries with a limited endowment of labor relative to capital are characterized by a high market wage, as depicted graphically by the familiar interaction of labor supply and demand curves (Grossman, G. M., & Rossi-Hansberg, E. (2012). The resulting differential in wages causes workers from the low wage country to move to the high-wage country. As a result of this movement, the supply of labor decreases and wages rise in the capital-poor country, while the supply of labor increases and wages fall in the capital-rich country, leading, at equilibrium, to an international wage differential that reflects only the costs of international movement, pecuniary and psychic (Sauré, P., & Zoabi, H. (2014).

3.0 MATERIALS AND METHODS Research Philosophy

The paradigm helps in defining the philosophy to be used in this study relating socioeconomic reintegration and life satisfaction of Migrant Worker Returnees from Middle East. Epistemologically, not only the objective but also positioning allowing opportunity for the Migrant Worker Returnees to construct and make meaning of their experiences about life satisfaction without interference will be adopted. Ontologically as per the reality of the knowledge, the

relativism ontological position permitting multiple realities with the fact that truth keeps on evolving with reality possibly being similar across varied contexts but with truth created through experiences will be adopted by the researcher. A mixture of Methodological stances was adopted. The pragmatic research paradigm was adopted in this study.

Research Design

The research design adopted in this study was the convergent parallel mixed methods research design. The design was chosen because it permits the use of not only quantitative but also qualitative strategies providing much better comprehensive understanding of life satisfaction among Migrant Worker Returnees as a problem under study. As far as this study was concerned, the cross sectional research design was used. This design is effective for this study as it aims at studying returning migrants in Uganda.. The name refers to the fact that what was done was to take a cross-section of a given migrant population at a given point of time and look for conversation in the variables within that cross-section. The phenomenological approach enabled the researcher to know the returnee.

Research Approach

The study made use of triangulation constituting both quantitative and qualitative approaches to collect and analyse data. The quantitative approach was used to generate quantitative information that was important for quantitative analysis which enabled the study to investigate the descriptive components, relationship, effect and contribution of one variable on the other as set out in the study objectives. It is worth noting that qualitative approach was used to get informants and discussants opinions and sentiments concerning their experiences concerning reintegration of returnee migrant workers in Uganda.

Study Area and Population

The study considered the migrant worker returnees as the target population. The study population was the Ugandan migrant worker returnees from Middle East visiting during the study period. (Uganda Association of External Recruitment Agencies (UAERA). The evidence from the records shows that on average the Uganda Association of External Recruitment Agencies receives up to 239 new Ugandan migrant worker returnees from Middle East on a weekly basis (UAERA annual Report, 2021). The study thus targeted a total of 478 Ugandan migrant worker returnees from Middle East in the two weeks within which the study will be carried out. All those Ugandan migrant worker returnees from Middle East who failed to consent to participate in the study were excluded. More so the study population included 216 managers of registered labour export companies in Uganda.

The total population of the study included all return migrant workers of 1,697,012 (UBOS, 2018). However, the target population for the study included 23,000 returnee migrants in Uganda. The composition of target population was some of the people who have returned from the UAE after completing their contracts. This population was selected because they can easily give relevant necessary information since they are instrumental in exercising the teaching and learning process.

Study Sample

The sample considered in this study was determined through a sample size determination formula as advanced by Taro Yamane formula (1967). This formula for sample size determination is;

$$n = \frac{N}{1 + Nd^2}$$

Where d = 0.05 is the level of precision at 95% confidence interval

N = The total population accessible during the study period

$$n = \frac{478}{1 + 478 * 0.05^2}$$

$$n = 217.76765$$

$$n \approx 218$$

In the study therefore a total quantitative sample of 218 Ugandan migrant worker returnees from Middle East were considered as the sample size. The qualitative sample for the study was determined by the saturation point approach as advanced by Ritchie and Lewis (2003). Whereas a total of 25 managers of registered labour export companies in Uganda were originally sought; at such a point when no new responses are echoed, was the point at which the qualitative sample size was determined. **Sampling Design**

The systematic sampling approach was adopted in the selection of the Ugandan migrant worker returnees from Middle East attending Uganda Association of External Recruitment Agencies. The first Ugandan migrant worker returnee was selected through the lottery from an interval of $(\frac{478}{218})$ 3 Ugandan migrant worker returnees. Thereafter every 3 Ugandan migrant worker returnees from Middle East attending Uganda Association of External Recruitment Agencies was be selected to participate in the study. The managers of registered labour export companies in Uganda were however selected through a purposive sampling technique. The selection was based on their knowledge accumulated through experience in their encounter with the Ugandan migrant worker returnees from Middle East.

Sampling Procedure

Stratified sampling was used because the method was appropriate when the population has mixed characteristics, and you want to ensure that every characteristic is proportionally represented in the sample. The population was divided into subgroups (called strata) based on the relevant characteristic (e.g. gender, age range, income bracket, job role). The study adopted purposive sampling, which involved a deliberate choice of informants due to the qualities they possess. The purposive sample was based on judgement because the respondents selected were in position to provide information by virtue of knowledge or experience.

Sampling Frame and Sample Size Table 1: Showing Sampling Matrix for the Study Subjects

Population Category	Population Size	Sample (n)	Sampling Technique
Ugandan migrant worker returnees	478	218	Systematic Sampling
Managers labor export companies	216	25	Purposive sampling

Source: UAERA Annual Report (2021)

Data Collection Methods and tools

The data collection methods used in the study is interview, document review and questionnaire /survey method.

Table 2: Methods and Instruments

Methods	Instruments
Survey method	Questionnaire
Interview method	Interview guide
Document Review method	Document review guide

Data Collection Procedures

The survey method of data collection was adopted in the collection of the data in this study. This method was chosen because it is quick and permits the gathering of large quantities of data in a short period of time. The study as per the qualitative data also adopted an interview method of data collection. This method involved asking questions and as well seeking clarifications and further explanations from the interviewees. This method was used to collect in-depth and rich data from the Managers of the registered labour export companies.

Data Quality Control Validity validity relies on the adequacy and representativeness of the items in an instrument measure the attributes of the study. After designing the questionnaires and interview guides, they were given to experts in the area of Social economic reintegration, Migrant workers ‘returnees policy’ and life satisfaction so that validity of the questionnaires is tested using Content Validity Index (CVI). The content validity will be determined by expert judgment which requires experts in the area covered by the instrument to assess its content by reviewing the process that will be used in developing the instrument as well as the instrument itself and thereafter making judgment concerning how well items represent their intended content area. Therefore, the content validity ratio was used to calculate the Content Validity Index using the formula;

$$CVI = \frac{\text{Total Number of items declared Valid}}{\text{Total Number of Items in the Instrument}}$$

Table 3: Validity Results

Variable	Number of Items	CVI
Social economic re-integration	24	0.833
Migrant workers returnees’ policy	19	0.737
Life satisfaction	10	0.700
Total	53	.757

As shown in Table above, the CVI results for social economic re-integration is 0.833, Migrant workers returnees’ policy is 0.737, and Life satisfaction is 0.700 which are all above the minimum of 0.7 (Parvaresh, A., & Amin, M. (2005). The tool was considered Valid since the overall Content Validity index of 0.757 is higher than the recommended 0.70 cut off.

Reliability

Field pretesting was done in the of the selected respondents but not among the sampled ones by administering at least 20 questionnaires to determine content, reliability and completeness of the questions. The interview guides were pre-tested on three experts. Actual field pretesting was done in among the selected respondents in the camp by administering at least 20 questionnaires to determine content, reliability and completeness of the questions.

The researcher used cronbachs co-efficient Alpha (α) to further test for reliability as evidence below

Cronbach's

Where;

r_{KR20} is the Kuder-Richardson formula 20 k is the total number of test items

Σ indicates to sum p is the proportion of the test takers who pass an item q is the proportion of test takers who fail an item

σ^2 is the variation of the entire test

Table 4: Reliability Results

Variable	Number of Items	Cronbach's Alpha
Social economic re-integration	24	0.794
Migrant workers returnees' policy	19	0.821
Life satisfaction	10	0.918
Total	53	0.844

Source: Field Data (2022)

As shown in Table, the Cronbach Alpha Coefficients results for Social economic re-integration is 0.794, Migrant workers returnees' policy is 0.821, and Life satisfaction is 0.918 which are all above the minimum of 0.7 (Amin, 2005). The tool was considered reliable since the overall Cronbach Alpha Coefficient of 0.844 is higher than the recommended 0.70 cut off.

Data Processing and Analysis

In this study both quantitative and qualitative data analyses were conducted. The selection of both analysis strategies is based on the fact that using both helps to overcome the weaknesses of using only one of them.

Data Processing

The process of processing data was continuous throughout the process of data collection. Each time the data was collected it was checked for completeness and the entered in an already prepared data entry system.

Data Analysis Quantitative Data Analysis

For objectives one and two which aim to determine the relationship between social reintegration and life satisfaction among migrant worker returnees from Middle East and also determine the

relationship between economic reintegration and life satisfaction among migrant worker returnees from Middle East, descriptive statistics was first processed. The descriptive statistics were the frequencies, percentages, means and standard deviations. Thereafter Pearson Correlation analysis was conducted at bivariate analysis level and multiple linear regression analysis at multivariate levels. For objective three investigating the mediating effect of migrant worker characteristics on the relationship between socio-economic reintegration and life satisfaction among migrant worker returnees from Middle East, Structural Equation Modeling through path analysis was conducted. All the data analysis was data in the Statistical Package for Social Sciences (SPSS) computer software Version 20.0.

Qualitative Data Analysis

In this study, qualitative data analysis following a deductive thematic approach was adopted. The researcher constituted a team of four qualitative analysts. The text from the transcriptions was read and read several times. The verbatim responses that hold meaning in relation to study objectives was coded one at a time until they are all exhausted. The coded sentences with similar meaning were given a sub theme until all the codes were exhausted. The sub themes were read and re-read, and then those that are similar were provided one main theme. This main theme was then analyzed and illustrated using quotations from the respondent Managers of the registered labour export companies.

Research findings

The last objective of this study was to investigate the mediating effect of migrant worker returnees' policy on the relationship between socio economic reintegration and life satisfaction of Ugandan migrant worker returnees from Middle East

Hypothesized Path Analysis Model

The hypothetical model was carried out to prove whether Life satisfaction of the Ugandan immigrant workers from the Middle East resulted from socioeconomic reintegration. The model considered the loadings of all hypotheses that were tested in this research at hand. This indicated that there is a relationship between socioeconomic reintegration and Life satisfaction of the Ugandan immigrant workers from the Middle East.

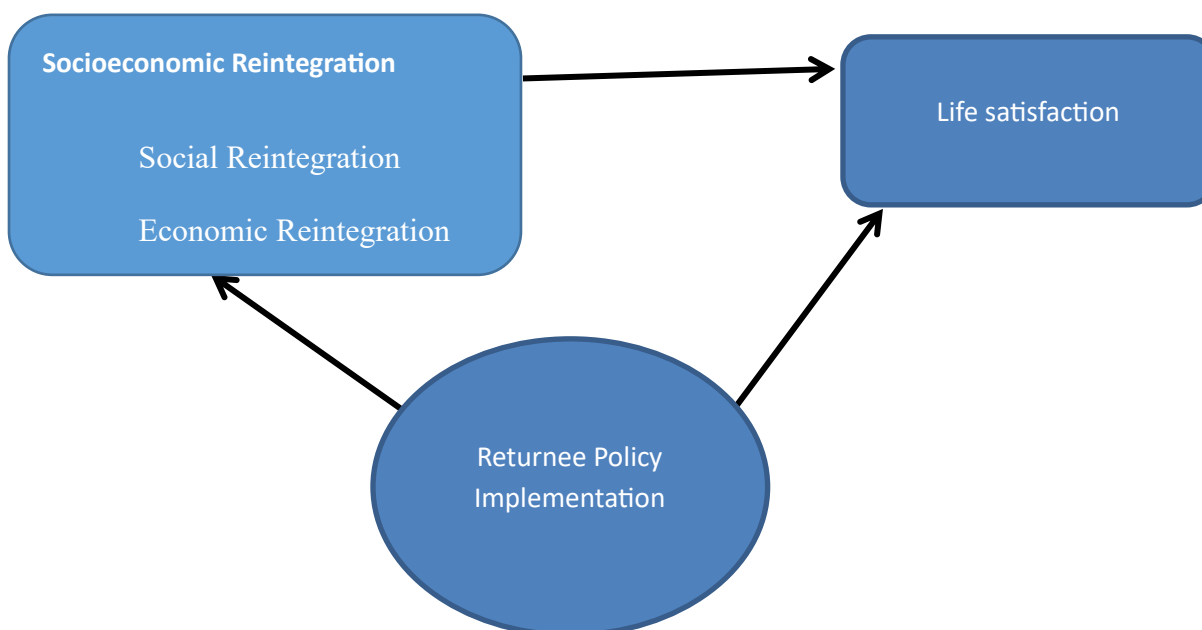


Figure1: Hypothesized Path Analysis Model of Socioeconomic Reintegration, Returnee Policy Implementation and Life Satisfaction of the Ugandan Immigrant Workers from the Middle East
Figure above, shows that socioeconomic reintegration portrayed in terms of social reintegration, and economic reintegration influences life satisfaction of the Ugandan immigrant workers from the Middle East. But such life satisfaction of the Ugandan immigrant workers from the Middle East as related by the different aspects of socioeconomic reintegration is partly mediated by returnee policy implementation. In order to test the hypothesized model that returnee policy implementation mediates the relationship between socioeconomic reintegration and life satisfaction of the Ugandan immigrant workers from the Middle East a Full Structural Equation Model was fitted as in Table 5 and paths illustrated in Figure 1.

Table 5: Coefficient and standard error of the Full SEM model for the mediating effect of migrant worker returnees' policy on the relationship between socio economic reintegration and life satisfaction Variables

				Lower	Upper
Direct Effects					
Life satisfaction					
Social Reintegration	0.60	0.09	0.000	0.43	0.78
Economic reintegration	0.06	0.08	0.458	-0.10	0.22
Returnee policy implementation	-1.76	0.32	0.000	-2.39	-1.12
Indirect Effects					
Social Reintegration					
Returnee policy implementation	1.53	.27	0.000	0.99	2.06
Economic reintegration					
Returnee policy implementation	1.31	.29	0.000	0.75	1.89

SEM; Structural Equation Modeling, SEM Model Endogenous Variables Are Life Satisfaction; Exogenous Variables Are Returnees' Policy, CI Confidence Interval

Table 5 and Figure 1 results show that economic reintegration has an insignificant positive direct effect on Life satisfaction of the Ugandan immigrant workers from the Middle East ($\beta = 0.06$, $p = 0.458 > 0.05$). It however found that the returnee policy implementation had a significant negative direct effect on Life satisfaction of the Ugandan immigrant workers from the Middle East ($\beta = 1.76$, $p < 0.001$). In the Table, social reintegration had a significant positive direct effect on Life satisfaction of the Ugandan immigrant workers from the Middle East ($\beta = 0.60$, $p < 0.001$).

Indirect study results show that returnee policy implementation had significant positive indirect effect on Life satisfaction of the Ugandan immigrant workers from the Middle East through Social reintegration ($\beta = 1.53$, $p < 0.001$). The study similarly found that returnee policy implementation had significant positive indirect effect on Life satisfaction of the Ugandan immigrant workers from the Middle East through economic reintegration ($\beta = 1.31$, $p < 0.001$).

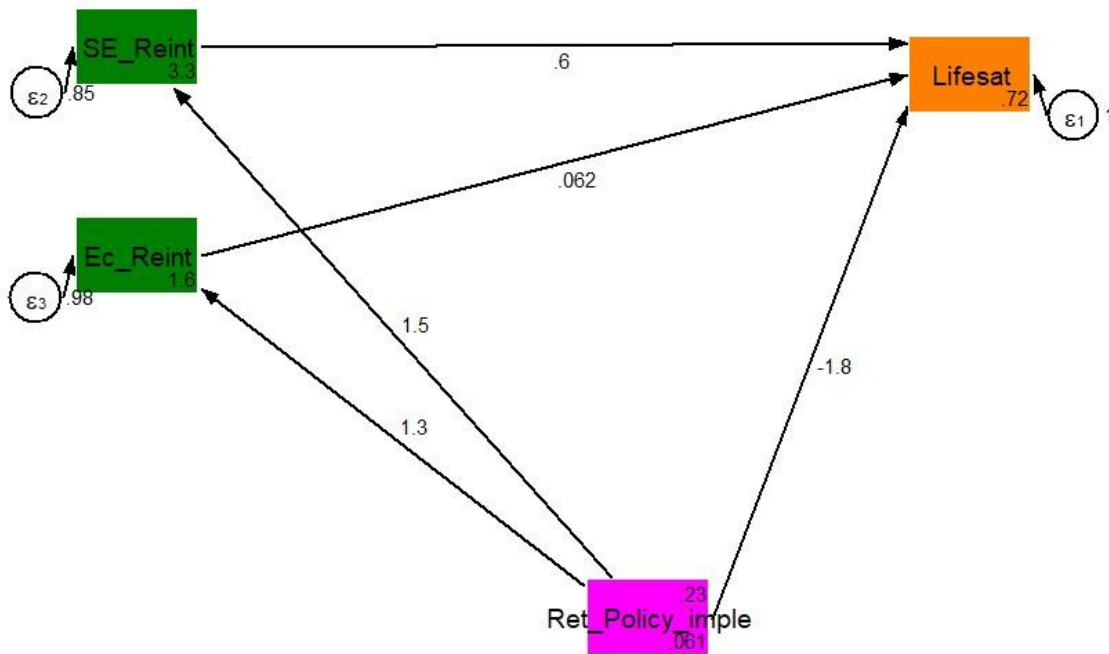


Figure 2: Full SEM Model of the Interrelationships between Socioeconomic Reintegration, Returnee Policy Implementation and Life Satisfaction of the Ugandan Immigrant Workers from the Middle East

The Goodness of Fit analysis was thereafter conducted to establish the extent to which the model is fit to predict life satisfaction of the Ugandan immigrant workers from the Middle East. The resulting statistics were as presented in Table 6 below;

Table 6: Goodness-of-Fit Statistics for the Full SEM Model

Goodness-of-fit statistics	Value
Root Mean Squared Error of Approximation	0.476, 95% CI (0.362–0.602)
Pclose	0.000 , < 0.05

Comparative Fit Index (CFI)	0.709
Tucker-Lewis index (TLI)	-0.747
Standardized Root Mean Squared Residual (SRMSR)	0.120
Coefficient of determination (CD)	0.319

Table 6 findings presented show a diversity of goodness of fit test statistics. This result shows a poor fit for the Full SEM based on the Root mean squared error of approximation (RMSEA) (RMSEA = 0.476 > 0.10). There is equally a poor fit for the model based on the Standardized root mean squared residual (SRMSR) (SRMSR = 0.120 > 0.05).

The Comparative Fit Index (CFI) of 0.709 in addition proves an unacceptable fit of the model in predicting life satisfaction of the Ugandan immigrant workers from the Middle East since it is less than 0.90. In order to improve the fit, the variables that were statistically insignificant and those meeting a cut off of 0.2 were then excluded from the reduced model. The estimates of the reduced SEM model were presented in Table 8.3.

Table 7: Coefficient and Standard Error of the Reduced SEM Model for the Mediating Effect of Migrant Worker Returnees' Policy on the Relationship between Socio Economic Reintegration and Life Satisfaction Variables

				Lower	Upper
Direct Effects					
Life satisfaction					
Social Reintegration	0.63	0.08	0.000	0.48	0.79
Returnee policy implementation	-1.72	0.32	0.000	-2.35	-1.09
Indirect Effects					
Social Reintegration					
Returnee policy implementation	1.53	.27	0.000	0.99	2.06

SEM; Structural Equation Modeling, SEM Model Endogenous Variables Are Life Satisfaction; Exogenous Variables Are Returnees' Policy, CI Confidence Interval

In the reduced fitted model, the direct results show that social reintegration had a significant positive direct effect on Life satisfaction of the Ugandan immigrant workers from the Middle East ($\beta = 0.63, p < 0.001$). On the contrary, returnee policy implementation a significant but negation direct effect on Life satisfaction of the Ugandan immigrant workers from the Middle East ($\beta = -0.63, p < 0.001$). Other findings show that returnee policy implementation had significant positive indirect effect on Life satisfaction of the Ugandan immigrant workers from the Middle East through Social reintegration ($b = 1.53, p < 0.001$).

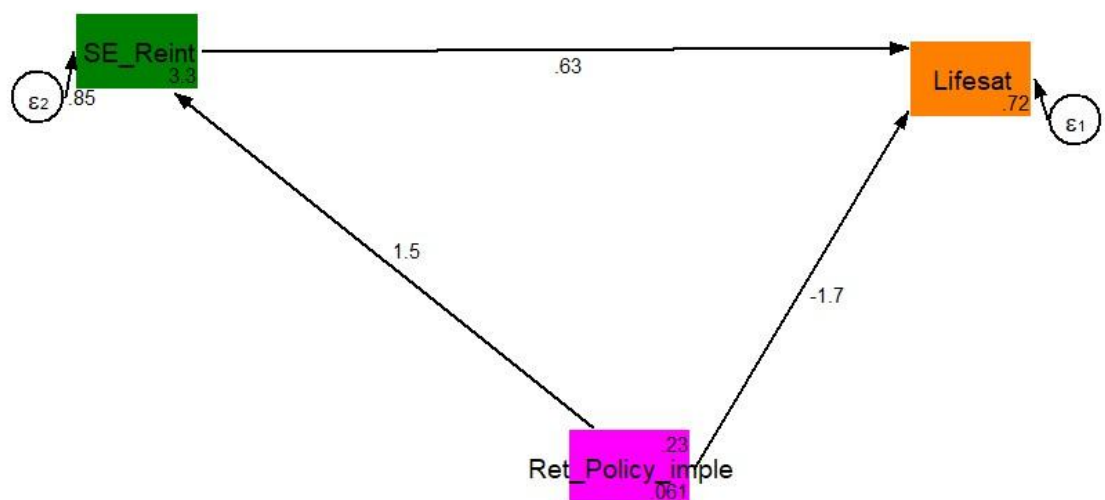


Figure 3: Reduced SEM Model Relating Socioeconomic Reintegration and Life Satisfaction of the Ugandan Immigrant Workers from the Middle East in Presence of Returnee Policy Implementation

The results following Goodness of Fit analysis for the reduced model were as presented in Table 8 below;

Table 8: Goodness-of-Fit Statistics for the Reduced SEM Model

Goodness-of-Fit Statistics	Value
Root mean squared error of approximation	0.000, 95% CI (0.000-0.000)
Pclose	1.000, < 0.05
Comparative fit index (CFI)	1.000
Tucker-Lewis index (TLI)	1.000
Standardized root mean squared residual (SRMSR)	0.000
Coefficient of determination (CD)	0.259

The study Goodness of Fit results as per the reduced model in Table 8 reveals a better and acceptable fit for the reduced SEM based on the Comparative Fit Index (CFI) of 1.00 since it is greater than 0.90. Other results on the Standardized root mean squared residual (SRMSR) equally shows a good fit for the reduced model (SRMSR = 0.000 < 0.05). This result demonstrates that the reduced model is more acceptable in predicting life satisfaction of the Ugandan immigrant workers from the Middle East.

Assessment of the Total Effects to life Satisfaction of Ugandan Immigrant Workers from the Middle East Lead Paths

As a way of deciding on most appropriate path to be adopted for better life satisfaction of the Ugandan immigrant workers from the Middle East, multiplicative model was applied to get the different paths as depicted in Figure 6. The results in this regard were as presented in Table 9 **Table 9: Direct, Indirect and Total Effects on Life satisfaction of the Ugandan immigrant workers from the Middle East in universities in central Uganda**

Path			Direct Effect Value	Indirect Effect Value	Total Effects	Interpretation
1	Returnee Implementation→ Reintegration→ satisfaction	Policy Social Life	1.5	0.63	0.945	Highest
2	Returnee Implementation→ satisfaction	Policy Life	-1.7	–	-1.7	Least

As in Table above, path 1 constituting of Returnee policy implementation to social reintegration to Life satisfaction contributes 94.5% to the Life satisfaction of the Ugandan immigrant workers from the Middle East. The least is path 2 from Returnee Policy Implementation to life satisfaction which instead reduces contribution. All these paths combined contribute less 100% towards Life satisfaction of the Ugandan migrant workers hence the need for contribution to knowledge towards improvement through a migrant worker returnee's model for life satisfaction improvement. To note however a modified model is needed as none of the paths is sufficient and even in combination contribute around 92.8% towards education service delivery in selected local governments in Uganda. Hence the model here in below as a contribution to knowledge.

Contribution to Knowledge

In spite of the above casual effect of Citizen Participation on service delivery there was still need to improve the whole spectrum of citizen participation hence the current study initiated the following new citizen Participation model as contribution to knowledge.

Sustainable Penchant Socioeconomic Partaking Model (SUPSEP MODEL)

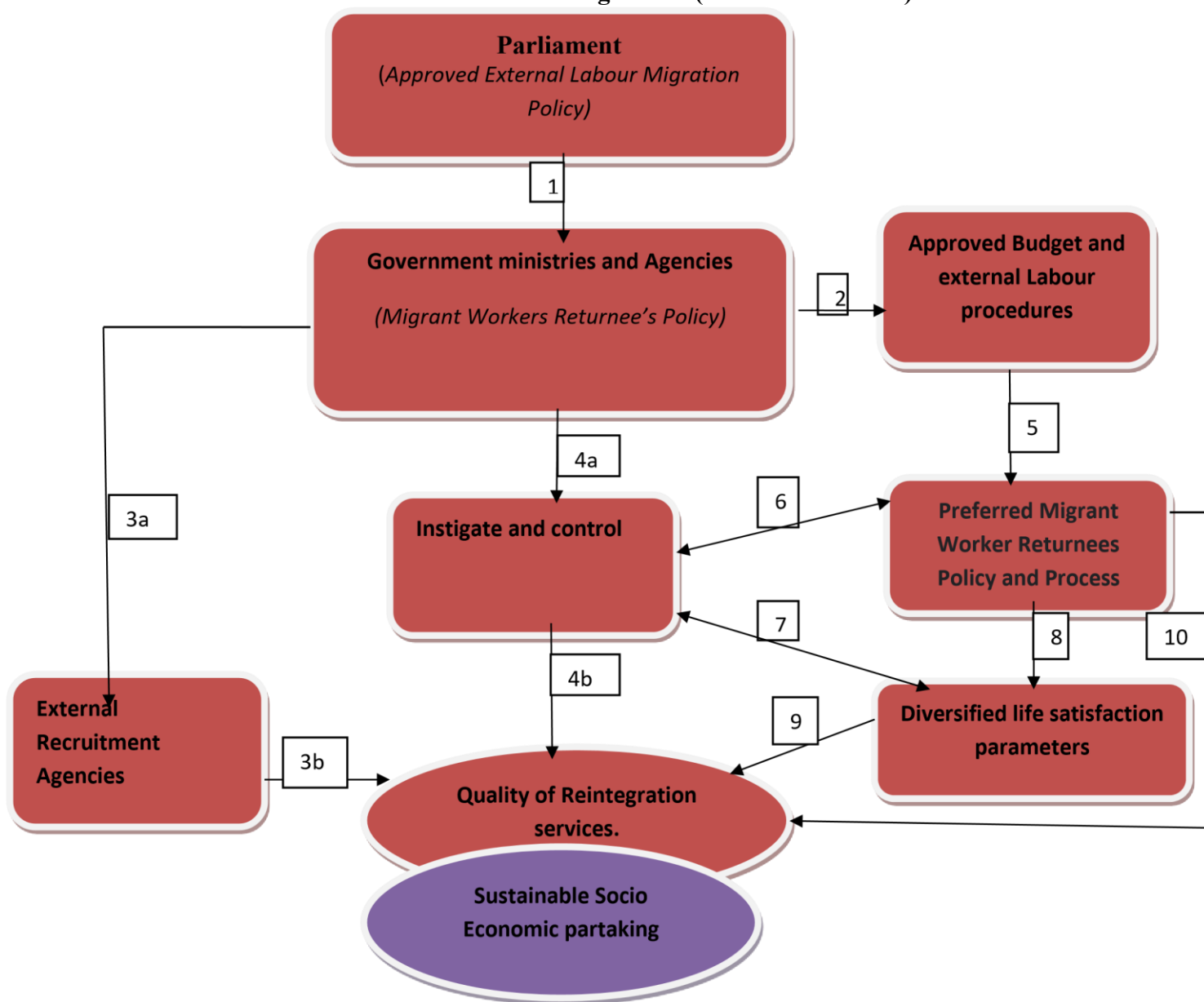


Figure 4: Sustainable Penchant Socioeconomic Partaking Model (SUPSEP MODEL)

Key Concepts and Operationalisation of the Sustainable Penchant Socioeconomic Partaking Model (SUPSEP MODEL)

Approved External Labour Migration Policy : (AEMP): For a model to be successful it must be approved by the parliament and cabinet in order for it to become a government policy. The Parliament, including the cabinet has very defined roles and responsibilities within the government

as a key stakeholder for social economic reintegration and life satisfaction. The parliament's primary responsibility is one of stewardship and trusteeship on behalf of stakeholders, ensuring that government remains viable and effective in the present and for the future hence Parliament is ultimately accountable for all government matters. The parliament ensures government has a secure long-term future by establishing government's strategic direction and priorities. Fundamentally it is therefore the role of Parliament to determine and make overall policy decisions for Government hence the approval of the Sustainable Penchant Socioeconomic Partaking policy is within the parliament's mandate.

Implementation of the Migrant Workers Returnee's Policy: The first (1st) arrow shows that after approval of the external Labour migration policy the parliament passes it on to Ministries and government agencies as well as other labour agencies for Implementation. The governments ministries will then specifically now at implementation allocate the various directorates to play the respective roles. In the contemporary circumstances the directorate responsible for external labour migration will be concerned with the implementation of the migrant workers' returnee's policy and overseeing the day to day operations of the Policy implementation to see to it that socioeconomic reintegration is being implemented to achieve the desired life satisfaction. that concern are agencies are responsible

Executing the migrant workers' returnee's policy requires a team effort headed by ministries and government agencies' leadership team as well as the respective external recruitment agencies. Each person involved in change management has responsibilities, and it is important for the entire government to understand the role of leadership in the migrant workers' returnee's policy implementation to make delegating responsibility more effective. the migrant workers' returnee's policy execution requires participation from all of the departments that will be affected. The ministries and government agencies must identify those departments and create an implementation team that consists of representatives from each affected groups or agencies. Ministries need to create a structure that identifies various group leaders, the responsibilities of those group leaders and an accountability system that insures that the implementation team meets its timetable for getting the migrant workers' returnee's policy accomplishment.

Approved Budget and external Labour procedures (AB&ELP): The second (2nd) Arrow shows that the ministries handle the budget and external labour procedures approval with parliament to provide a financial framework for the decision-making process and to make that Approved External Labour Migration Policy realization has been planned for. Budgeting is a critically important part of the Ministries planning process. The ministry needs to be able to predict whether government will finance the Approved External Labour Migration Policy. The purpose of budgeting approval is basically to provide a model of how the government might perform, financially speaking, if Approved External Labour Migration Policy and complimentary external labour procedures are carried out. The purpose of budgeting and external labour procedures approval is meant to enable the execution teams to control the resources responsibly. Finally budgeting will enable the actual government results to be measured against the forecasted government performance and determine whether External Labour Migration Policy is making the government live up to the required socio economic reintegration that gives migrant worker returnees the expected life satisfaction.

External Recruitment Agencies (ERA): The third (3rd) arrow is composed of two arrows (3a and 3b) which clearly show that implementation of the External Labour Migration Policy by the ministry alongside external labour recruitment agencies leads to Quality of Reintegration services. Establishing Relationships with the migrant workers require a complete adjustment of the government culture and a feeling of urgency on the part of the entire government and external recruitment agencies. It is the job of government through the respective ministries and external recruitment agencies to create that urgency by explaining to the staff the need for socio economic reintegration to be enhanced with an External Labour Migration Policy to make certain the obligatory life satisfaction. Government needs to help the migrant worker returnees and all stakeholders to understand how the government and all stakeholders benefits from the External Labour Migration Policy when implemented with all stakeholders, and setbacks of not doing so.

Instigate and control: The fourth (4th) arrow is composed of two arrows (4a and 4b) which show that Quality of Reintegration services are achieved through Instigating & controlling well. Maintaining good Quality of Reintegration services within government is not an exact process. It is a dynamic procedure that needs to be monitored by government and altered to meet implementation goals. It is the responsibility of government therefore to initiate and administer a monitoring system to analyse and uphold good Quality of Reintegration services and make any necessary changes to make the Quality of Reintegration services agenda implementation more efficient.

Preferred Migrant Worker Returnees Policy and Process: The fifth (5th) arrow shows that Preferred Migrant Worker Returnees Policy and Process will take place where a specific allocation of the approved budget will cater for it. The biggest challenge most governments including Uganda government are facing is to assume that Preferred Migrant Worker Returnees Policy and Process is expensive and therefore can only be done after realizing sufficient revenues. Allocating a budget and Starting with what is available then Continuously improve is always the shortest way for government to take over the migrant returnee worker's trust and move faster in the process of even increasing revenue stream. The real work for the Preferred Migrant Worker Returnees Policy and Process is to ensure that the government approves a budget for it.

Instigates and Control: The sixth (6th) arrow shows that ministries instigates and controls the Preferred Migrant Worker Returnees Policy and Process and that it is a continuous process. Migrant returnee workers needs are continuously changing, especially in the current age of social media, automated advanced technology and client analytics. Government should stay on top of these changes to effectively reach the Migrant returnee workers. Societal trends change the entire direction of the citizen participation Policy with very little notice and to great effect. These trends need to be part of the Migrant Worker Returnees Policy and Process because they influence the preferences of the Migrant Worker Returnees.

The trends can be the result of endorsements Migrant Worker Returnees habits, services becoming obsolete as they are overtaken by technological developments, replaced by improved services or displaced by services that introduce new advantages, the Brutal honesty clearly stating what the services are good at and where they need improvement backed up by objective Migrant Worker Returnees Policy reviews which translates to integrity, leading to trust of the Migrant Worker Returnees. Trends result in a sudden change in Migrant Worker Returnees preference. When trends

change, the Migrant Worker Returnees Policy must respond to position itself in a new light to remain a valid option for the Migrant Worker Returnees and not fall out of favour. Migrant Worker Returnees Policy should therefore proceed with those elements that result in an overall most Migrant Worker Returnees Policy and Process environment.

Diversified life satisfaction parameters: The Seventh (7th) arrow shows that the process of expanding government opportunities through additional parameters potential of existing parameters is instigated and controlled by Government leadership. Diversification may be achieved by provision of additional parameters and/or enhanced strategies. Often the parameters may be improved, altered or changed, or new parameters are developed. The planning process includes research, parameter adaptation analysis and legal review. Government should always consider an external labour migration alongside strategies that improve on existing parameters, provide new parameters and /or diversify into new parameters with existing or new strategies. A parameter diversification strategy adopted as part of this model must provide opportunities to grow and enhance migrant returnee workers' participation.

The key benefit of diversification for government once adopted will be minimising risk of complete failure of programs. If one program performs poorly over a certain period, other programs may perform better over that same period, reducing the potential total losses of the tax payers' money.

The eighth (8th) Arrow shows that ***Preferred Migrant Worker Returnees Policy and Process*** is connected to ***Diversified life satisfaction parameters***. In the context of life satisfaction, governments increasingly rely on the collaboration of migrant worker returnees in the life satisfaction processes. However, not all competent migrant worker returnees are willing to work in partnership on all aspects of government, which is why achieving Preferred Migrant Worker Returnees choices with key Migrant Worker Returnees becomes important. Government as part of this model or any other interested stakeholder like donors/development partners should identify characteristics of Migrant Worker Returnees and their preferred parameters and emphasise the importance of establishing attractive Migrant Worker Returnees requirements as a prerequisite for successful government Migrant Worker Returnees partnerships.

Quality of reintegration service (QRS): The ninth (9th) Arrow shows that Diversified life satisfaction parameters are linked with Quality of reintegration service (QRS). The most important principles of government is to ensure that you have a diversified portfolio of programs. The government should be capable of differentiating the parameters but without compromising on the Quality of reintegration service in order to gain the trust of migrant workers and be able to reap and create more revenue streams. Differentiation looks to make a reintegration service more attractive by contrasting its unique qualities with other reintegration services. Successful reintegration service differentiation creates a great advantage for the government and partners, as migrant's view the reintegration services as unique or superior. Therefore, adoption of this model should help to ensure that government or the partners are able to utilize reintegration service diversification effectively cognizant of Quality issues, while gaining the trust of the migrant worker returnees.

The tenth Arrow (10th) shows that ***Preferred Migrant Worker Returnees Policy and Process*** is also linked to ***Quality of reintegration service***. The most important part of preferred reintegration

service is government teams and partners to understand that normally quality of reintegration service determines the choice of migrants and migrants can only prefer a reintegration service when it is of good quality and therefore should be able to work intensively with the execution arms to improve the reintegration services for the better and not vice-versa and any reintegration service that does not incorporate reintegration service Quality enhancement should be discouraged and dropped. In fact preferred reintegration service delivery should be adopted for purposes of continuous improvement of the reintegration service Quality.

Quality of Reintegration services: The second last connection shows that reintegration service Quality leads to sustainability and that there is a link between all the other arrows which all aim to augment reintegration service quality to enhance sustainability.

Implementing a sustainable external migration policy calls for government leadership to identify when each phase of the strategic intervention is needed in order to achieve the desired sustainability. In order to work successfully, there must be a process of communication, consultation and trust building in order to establish a united team to achieve the desired results.

Sustainable Socio Economic partaking (SSEP): the last relationship in the new model Shows that Quality of reintegration service is interconnected to Sustainable socio economic partaking and that all other relationships should work together to achieve sustainable socio economic participation that will stand the test of time. This is actually so because sustainability requires firms and governments or even development partners to adhere to the principles of sustainable development. According to the World Commission on Environment and Development (WCED) 1987, sustainable development is development that “meets the needs of the present without compromising the ability of future generations to meet their own needs.” The current Study therefore suggests that, for an external labour migration Policy to be sustainable, it must address important concerns at the macro level, such as: economic efficiency (innovation, prosperity, and productivity), social equity (education, poverty, community, health and wellness, human rights) and environmental accountability (climate change, land use, biodiversity).

It is important to note that sometimes Socio-Economic partaking Policy Approval, Implementation and Execution can be tricky (Rukanyangira, N., Muyinda, W. M., & Mawa, M., 2018) and basically, the government and the Execution team must work as one team and each person involved in performance of any responsibilities should act conscientiously and the entire government must all work to achieve the stated desired results.

4.0 CONCLUSION AND RECOMMENDATIONS Conclusion

The current study realised the need for migrant stakeholders to lobby for an increased integration of the local external labour migration associations in decision making for the migrant returnee reintegration activities in addition to increased level responsibility of their apex body and respective ministries officials with in the provision and initial planning for migration services. The policy makers at the Ministry of Gender labour and Social Development in collaboration with embassies and employee agencies and respective employers in the destination countries need to develop and institutionalize strategies that periodically strengthen powers of local external labour migration associations to allocate financial resources and as well develop regulatory controls in

labour Migration sector for enhanced socio economic reintegration which will automatically lead to the preferred life satisfaction.

Recommendation

Arising from the study results it is highly recommended that government as well as other stakeholders including the key strategic partners in Uganda in particular and the other parts of the world in general should adopt Sustainable Penchant Socioeconomic Partaking Model (SUPSEP MODEL). This will enable the determination process of improving the existing life satisfaction levels policies. In this regard, the Sustainable Penchant Socioeconomic Partaking Policy shall be a pivot for migrant workers participation that changes the mindset of the migrants and offer new ways of meeting migrants preferred reintegration service delivery sustainably.

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