

# Effects of Inequality, Diversity, Gender and Migration

*Thursday, 16 September 2021 17:00 (30 minutes)*

**Objective** - The aim of the article is to discuss the concept of immigration within the context of immigration policies, theories and research, and to discuss the challenges faced by the diversity-inequality framework. The research question is to evaluate the inequality caused by the policies towards immigrants and the prejudiced attitudes of the local people in the lives of immigrants. How gender theory and research deal with multiple inequalities is important. The study briefly revisits the academic debates on gender equality, diversity and multiculturalism, which arguably represent two different paradigms. While multicultural approaches deal with the harmony of minorities with diversity as the key concept, feminist approaches focus on gender equality with gender.

**Methodology** - The intersectional approach demonstrates that increased migration and human mobility presents similar challenges for the two thinking structures to address complexity and multiple inequalities within and outside the nation state. The main section explores the “multicultural dilemma” in more detail, focusing on the intersections between gender, ethno-national minorities.

**Findings** - Perceptions of diversity and gender equality / women’s rights are contextual and dynamic because intersecting differences and inequalities are embedded in national histories, institutions and policies. Researchers have proven that the discourse of women’s rights and gender equality has become an integral part of belonging.

**Originality / value** - The intersectionality approach to gender, ethnicity is combined in this article with a transnational approach to gender, diversity and migration.

**Keywords** Multiculturalism, Gender Equality, Intersectional, Immigration and Integration Policies

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