



## Cross Border Migration and Social Transformations: A Qualitative Study of Pakistan-China Migration Dynamics

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### ABSTRACT

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This study explores the experiences, motivations, and social implications of migration between Pakistan and China. It aims to understand how cross-border migration shapes livelihoods, cultural interactions, and community networks from the perspectives of migrants and local stakeholders. A quantitative research design was employed. Data were analyzed using Smart PLS SEM. The study reveals that migration between Pakistan and China is driven by a combination of economic opportunities, educational aspirations, and infrastructural development projects. Migrants navigate complex social, cultural, and bureaucratic challenges, while contributing to knowledge exchange, economic growth, and cross-cultural interactions. Gender roles, family networks, and community support emerged as critical factors shaping the migration experience. Insights from this study can inform policymakers, social planners, and development agencies in designing interventions that support migrants, foster cross-cultural understanding, and ensure equitable socio-economic benefits. The study provides an in-depth quantitative account of Pakistan-China migration, highlighting human experiences, social dynamics, and policy-relevant implications that are often overlooked in quantitative analyses.

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## 1.0 Introduction

Cross-border migration turned out to be one of the most powerful social processes that influence the contemporary societies, especially in the areas where the economic integration and geopolitical collaboration are increased. Over the last few decades, South-South migration has become a much more important phenomenon as the nations in the Asian continent, Africa, or Latin America are becoming more actively involved in bilateral agreements, encouraging the movement of labor, education, and infrastructures. In this more general context, migration between China and Pakistan is a unique but understudied phenomenon (Awan, 2024). The relations between Pakistan and China have long-term historical ties that are based on diplomatic collaboration, alliances in different spheres, and have transformed over the years to include the economic, educational, and social-cultural aspects. Infrastructural connectivity projects and the growth of academic partnerships have been used as large-scale projects that have offered new avenues of mobility in both directions: Pakistani students, workers, entrepreneurs, and professionals were encouraged to migrate to China, and social relations were restructured in sending and receiving countries. These changing trends of movement are not simply demographic movements; they are ingrained in the dynamics of social change that are changing livelihoods, identities, family patterns, and community networks (Trask, 2020).

The increasing intensity of Pakistan-China migration cannot be viewed outside of the context of the world migration recrystallization, as traditional migration routes that lead to the North are being increasingly supplemented by intra-Asian flows. The fast economic growth, development of technology and the increasing need of skilled and semi-skilled labor has made China a key target of migrants in the developing countries such as Pakistan. At the same time, Pakistani population pressures, unemployment, and desire to attain the improvement of their social standings encourage people to find opportunities in foreign countries (Abbasi, 2021). In addition to the economic reasons, educational migration has been one of the major factors, as the Chinese universities are able to lure Pakistani students due to the scholarships offered, internationalization process, and broadening the academic curriculum. These are dynamics that interrelate with larger development agendas, that is, bilateral economic corridors and trade initiatives, which in turn indirectly influence migration aspirations and experiences. As a result, Pakistan-China migration is a cross-border migration, where economic opportunity, state-directed development, and the agency of individuals interact to create complex social effects, and therefore, the migration is a good location to consider the effects of cross-border mobility (Ali & Mumtaz, 2025).

At the heart of this phenomenon is the notion of cross-border migration, as it is not just the actual physical movement of people across national borders but the accompanying transnational social processes. In this case, migration comprises long term of interaction between the sending and receiving societies leading to the exchange of ideas, skills, values and social practices. It is closely associated with the concept of social transformation, which can be described as the long-term variations in social relations, cultural norms, power structures, and organization of community due to the structural forces, i.e., economic integration and mobility. Migration brings in social change due to redefining gender relations, changing the household roles, changing the

intergenerational expectations, and establishing new types of social capital that are not confined within the national borders (Syahwanes & Maylawati, 2025). Another important conceptual component is the communal networks which act as enablers as well as mediating structure in the migration process. Such networks offer informational support, emotional resources, and effective help, and determine migration fate, experiences of settling, and return trajectories. Migration experiences, community networks and social transformation are all interrelated processes as opposed to independent variables (Li, Qin, Zheng, & Wang, 2025).

The interactions between these concepts fit the relational and process-based perspective in the best way. Migration experiences are defined by the motivations, expectations and experiences of the migrants in terms of their encounters with institutional, cultural and social environment in the host country. The consequences of such experiences, in their turn, affect the level and character of social change at an individual and collective level (Walther, 2025). Community networks provide this relationship, through providing adaptation, lessening of uncertainty, allowing exchange of resources and strengthening of cross-border social norms and obligations. The intersection of gender roles with these processes is organized access to opportunities, mobility patterns, and the experiences of inclusion or exclusion. As an example, men and women migrants can be found in difference in expectations about work, family, and social behavior, and hence, display different migration effects. These interplay point to the fact that migration is neither a linear process nor a feature that is primarily motivated by economic factors but a phenomenon socially anchored that generates unequal and situation-specific changes (Gertel & Grüneisl, 2025).

Theoretically, the study relies on the concepts of transnationalism, social network and social transformation. Transnationalism underlines that migrants do not break off permanent connections with their home countries as they also interact with the host societies forming social space that transcends national borders. Immigration into China is especially applicable to Pakistan-China migration where migrants tend to be highly attached to family contacts, cultural values and economy in Pakistan as they find their way through life in China. The social network theory also explains the influence of interpersonal relationships in easing the migration patterns, mitigating the risks, and determining the settlement success. The networks are seen as the channels where information, norms, and resources pass and shape the migration of who migrates, how migration is experienced, and how benefits and challenges are distributed (Aniche, 2020). To supplement these strategies, social transformation theories emphasize the interaction of structural changes (economic integration and policy changes) with human agency to generate new social arrangements. These theoretical views combined establish a strong platform through which the dynamic relationship between the experiences of migration and community networks and social change generally can be comprehended (Bahri, 2024).

Although the migration between Pakistan and China is increasingly becoming relevant, the current literature on the migration topic is still disjointed and scarce in a number of significant aspects. Most of the academic work on migration with China in the context has been of African or Southeast Asian origin with the emphasis having either been on the economic effects, labor relations, or policy regimes. The focus on chronicling studies of Pakistani migration is more of

destinations in the Middle East, Europe or North America where there are historical migration pathways. Consequently, the migration between China and Pakistan has received relatively little academic concern, especially in the sociological or qualitative perspective (Yousaf, Tauni, & Xiucheng, 2021). Where the research is present, it tends to be descriptive or policy-focused and is based on secondary data and macro-level indicators, disregarding the lived experiences and social facts of migrants. This generates a huge gap in considering the ways migrants themselves make sense of their travels, arbitrate, and bring about social change in transnational spaces.

Moreover, quantitative nature of migration research has limited the richness of understanding subjective experiences, cultural bargains and daily social activities. Although, quantitative studies are useful in determining patterns and trends, they do not always describe what migrants themselves accord to their experiences or how social relations are redefined with the help of mobility. This is especially high in the case of the migration between Pakistan and China as the barriers may be caused by language barriers, cultural, and the variety of migrants with the involvement of students, businessmen, and professional specialists (Khan, 2020). The absence of qualitative, empirically based research implies that such critical areas as the formation of identity and gender relationships, the family strategies, and the support mechanisms of the community are inadequately studied. The solution to these gaps should be based on the idea that the voices of migrants should be given priority and that the voices of individuals should be put in larger social and structural contexts (Le, Nielsen, & Noblet, 2022).

This combination of empirical oversight and theoretical underspending, arises as the research problem that is being dealt with in this research. Though the migration flows between the Pakistani and the Chinese people have been on the rise, and their possible consequences on the social change, there is a lack of knowledge on how such movements have been felt, perceived, and integrated into the transnational social systems. Policymakers and development planners are usually pressured to work with only limited understanding of the social aspects of migrating and work based on economic or strategic factors (Mpandeli et al., 2020). Such disconnect may lead to the creation of inferior policies that do not take the needs of migrants into consideration or do not acknowledge the transformational potential of cross-border mobility. The key issue is, thus, the lack of deep, context-dependent information on the social process of Pakistan-China movement and what it means to people, families, and communities.

This research is relevant in a number of ways. Academically, it advances the body of knowledge on migration by taking a qualitative inquiry to a comparatively underresearched migration pathway, and thus adds to the theory discussion on South-South migration and transnational social change. The study provides detailed information, which undermines the overly economic or state-centric explanations of migration by foregrounding the narrative of migrants and the view of the community. Theoretically, it combines perspectives of transnationalism, social network theory, and social transformation in a manner that emphasizes on their complementary nature in exemplifying interplay of structural forces and individual agency in particular socio-cultural settings. The study methodologically emphasizes the importance of qualitative methods in the description of complexity, meaning and diversity in migration experiences.

In practical terms, the results are applicable to policy makers, learning institutions and development agencies who are interested in the management or facilitation of Pakistan-China mobility. Greater knowledge of the challenges faced by migrants and support systems can promote more inclusive and responsive policies that touch on aspects of integration, welfare, and cross-cultural interactions. Furthermore, elucidating the social changes related to migration, the paper indicates the possibility of capitalizing on the mobility as the source of human capital formation, cultural interaction, and community empowerment. By thus doing it not only places Pakistan-China migration as not just a migration of people but as a social process of transformation that has far reaching implications everywhere beyond national boundaries.

## **2.0 Literature Review**

Cross-border migration turned out to be one of the most powerful social processes that influence the contemporary societies, especially in the areas where the economic integration and geopolitical collaboration are increased. Over the last few decades, South-South migration has become a much more important phenomenon as the nations in the Asian continent, Africa, or Latin America are becoming more actively involved in bilateral agreements, encouraging the movement of labor, education, and infrastructures. In this more general context, migration between China and Pakistan is a unique but understudied phenomenon (Awan, 2024). The relations between Pakistan and China have long-term historical ties that are based on diplomatic collaboration, alliances in different spheres, and have transformed over the years to include the economic, educational, and social-cultural aspects. Infrastructural connectivity projects and the growth of academic partnerships have been used as large-scale projects that have offered new avenues of mobility in both directions: Pakistani students, workers, entrepreneurs, and professionals were encouraged to migrate to China, and social relations were restructured in sending and receiving countries. These changing trends of movement are not simply demographic movements; they are ingrained in the dynamics of social change that are changing livelihoods, identities, family patterns, and community networks (Trask, 2020).

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### **3.0 Methodology**

The current research design used a quantitative research design, which was intended to statistically study the relationships between the study variables, and also to test the hypotheses put forward in the research through the use of empirical data. The method used was deductive as the research was based on the well-known theories regarding the migration, social transformation, and social networks on the basis of which the testable hypotheses were developed and empirically investigated. The research philosophy was positivism underlier as the theory presupposes that social phenomena can be objectively measured and examined by observing indicators and using statistical methods. Such a philosophical position was deemed to be suitable since the research aimed to explicate causal relationships between constructs instead of interpreting subjective meanings, so it focused on measurement, generalizability, and theories testing in the framework of the Pakistan-China migration processes.

The sampling population was the Pakistani population that has direct or indirect contact with the migration processes of Pakistan-China, including both returned migrants, and those who have relatives who have migrated to China to study or work, and professionals and students in Pakistan who have been involved in China-related educational, economic, and infrastructural programs. By setting the geographical environment as Pakistan, the study was in a position of identifying the social and institutional aspects of migration as they are felt in the sending country. Since there was no detailed sampling frame of this population, a sample-based method was taken. A structural equation modeling size that was big enough to provide adequate statistical power, stable model, and good estimation of path coefficients was achieved. In accordance with the methodological suggestions related to the use of PLS-SEM, the sample size that was found to be



more than the minimum level, according to the ten-times rule and the power analysis, was deemed relevant to the complexity of the proposed model.

Non-probability sampling strategy was used which is a combination of purposive and convenience sampling strategy to target the respondents who fulfilled the inclusion criteria of the study. The purposive sampling technique was employed to identify persons with relevant migration exposure including return and family members of migrants and students undertaking China related academic courses, whereas convenience sampling technique was employed in accessing respondents via educational establishments, professional networks and online respondents. The method was considered appropriate since the research on Pakistan-China migration was exploratory, and the practical limitations were related to the possibility of gathering a heterogeneous population that is spread out. Though non-probability sampling restricts the applicability of statistics to generalizing results to the population, this method is heavily used in social science studies because the researcher is interested in testing theories and formulating relationships, as opposed to estimating the population.

A structured survey questionnaire was used to gather the data as it was created to measure the perceptions and experiences of the respondents concerning the issue of migration motivations, community networks, and perceived social changes. The questionnaire items have been based on the existing and tested scales related to migration and social sciences with modification so as to provide the contextual relevance with reference to migration between Pakistan and China. The constructs were measured using a five point Likert scale that ranged between strongly disagree and strongly agree as this scale offers sufficient variance and can be used with PLS-SEM. Questionnaire was reviewed and piloted by the subject experts before the main data collection to minimize the chances of uncertainty, lack of reliability and lack of content validity. Response to the pilot study was utilized to define the wording and sequence of items and this refined the instrument in improving the comprehensibility of the instrument and measurement accuracy.

The analysis of the obtained data was done with the help of Partial Least Squares Structural Equation Modeling (PLS-SEM) which was carried out with the SmartPLS software. The choice of PLS-SEM is justified by the fact that this method is applicable to complex models, is not as susceptible to relatively small to medium sample sizes, and it can work with non-normal types of data distributions. The analysis was performed in a two-step process that included the first step of the evaluation of the measurement model and then the evaluation of structural model. Measurement model was also evaluated in the measurement of the reliability of the indicators, internal consistence reliability, convergent validity, and discriminant validity using such criteria as the factor loading, composite reliability, average variance extracted, and heterotrait-monotrait ratios. When it was confirmed that the measuring model was adequate, structural model was checked by the means of analysis of path coefficients, t-values, p-values, effect sizes and predictive relevance to test the hypothesis of relations between constructs.

The ethical concerns were thoroughly considered in the course of the research to guarantee that the rights and welfare of the subjects were respected. Becoming a research participant was completely voluntary, and the participants were made aware of the study goal, the confidentiality

of the information, and their right to drop out of the research at any point and no consequences were applicable. Data collection was made after informed consent was taken and no personally identifiable data was recorded to ensure confidentiality. All data were utilized in academic research and were kept in a safe place in order to avoid unauthorized access. As the study followed the ethical principles of respect, confidentiality and transparency, the research process was made responsible and in accordance with the accepted ethical standards in social science research.

## 4.0 Findings and Results

### 4.1 Reliability and Convergent Validity Analysis

**Table 4.1 Reliability and Convergent**

Construct	Indicator	Factor Loading	Cronbach's Alpha	Composite (CR)	Reliability AVE
Migration Motivation (MM)	MM1	0.821	0.872	0.904	0.703
	MM2	0.845			
	MM3	0.861			
Community Networks (CN)	CN1	0.793	0.846	0.891	0.672
	CN2	0.824			
	CN3	0.842			
Cross-Cultural Interaction (CCI)	CCI1	0.814	0.858	0.898	0.688
	CCI2	0.839			
	CCI3	0.857			
Social Transformation (ST)	ST1	0.828	0.881	0.913	0.724
	ST2	0.862			
	ST3	0.874			

The findings of the reliability/ convergent validity test suggest that the measurement model is strong, and it addresses the required assessment standards. The highest loadings of all the indicator factors are between 0.793 and 0.874, which is above the minimum indicator loadings of 0.70 that validates the high indicator reliability of Migration Motivation, Community Networks, Cross-Cultural Interaction, and Social Transformation. The values of the Cronbach alpha of all constructs are between 0.846 and 0.881 which indicates high levels of internal consistency of the measurement items. On the same note, composite reliability scores are between 0.891 and 0.913 which once again re-establishes the reliability of the constructs, and the scores show that the indicators are reliable in that they generally measure their respective latent variables. The convergent validity is also very strong because the average variance extracted (AVE) of all constructs are above the required cutoff of 0.50 with a range of 0.672 to 0.724 that means that each construct explains more than half of the variance of its indicators. All in all, these findings support the position that the measurement model has good reliability and convergent validity, and can be used in the aftermath to study the structural model.

## 4.2 Discriminant Validity (HTMT Criterion)

**Table 4.2 Discriminant Validity**

Constructs	MM	CN	CCI	ST
Migration Motivation (MM)	—			
Community Networks (CN)	0.642	—		
Cross-Cultural Interaction (CCI)	0.687	0.719	—	
Social Transformation (ST)	0.701	0.734	0.758	—

Heterotrait-Monomethod (HTMT) ratio is a discriminant validity checking which shows that all the constructs within the model are empirically different. The values of HTMT between Migration Motivation and Community Networks (0.642), Migration Motivation and Cross-Cultural Interaction (0.687), and Migration Motivation and Social Transformation (0.701), are significantly below the conservative value of 0.85, which shows that there is sufficient discriminant validity. On the same note, the HTMT values of Community Networks with Cross-Cultural Interaction (0.719) and Social Transformation (0.734) and the relationship between Cross-Cultural Interaction and Social Transformation (0.758) are not very high. These findings indicate that the constructs represent distinct conceptual spaces and the measurement model does not have a problem of construct overlap and redundancy. Therefore, the results of the study are high contributors to the discriminant validity of the constructs and it is possible to make a sure interpretation of the structural relationships within the model.

## 4.3 Collinearity Assessment (VIF Values)

**Table 4.3 Collinearity Assessment**

Construct	Indicator	VIF
Migration Motivation	MM1	2.18
	MM2	2.34
	MM3	2.27
Community Networks	CN1	2.11
	CN2	2.26
	CN3	2.31
Cross-Cultural Interaction	CCI1	2.19
	CCI2	2.41
	CCI3	2.36
Social Transformation	ST1	2.28
	ST2	2.44
	ST3	2.39

The collinearity test shows that there is no multi-collinearity in the model of measurement. All the variance inflation factor (VIF) of each indicator of Migration Motivation, Community Networks, Cross-Cultural Interaction, and Social Transformation lie between 2.11 -2.44 which is far lesser than the traditionally accepted value of 3.3 of PLS-SEM. These findings indicate that the signs are not overly correlated with each other and every item is unique in its contribution to a given construct. The non-existence of multicollinearity increases the stability and reliability of the estimated path coefficients, which proves that the estimates of parameters of the model are non-bias because of multicollinearity between indicators. As a result, the measurement model can be used in further structure analysis.

#### 4.4 Model Fit Indices

**Table 4.4 Model Fit Indices**

Fit Index	Value	Recommended Threshold
SRMR	0.043	< 0.08
NFI	0.912	> 0.90
RMS Theta	0.109	< 0.12

The model fit measures show that the proposed PLS-SEM model has a good overall fit. The standardized root mean square residual (SRMR) is also significantly lower than the recommended value of 0.08 with the standardized root mean square residual being 0.043, indicating a slight difference between the actual and model implied correlations. The normed fit index (NFI) value of 0.912 is higher than the required minimum of 0.90, so it is observed that the model accounts a considerable amount of covariance as compared to a null model. Further, the Theta of 0.109 is less than the recommended cutoff of 0.12 which represents a well-specified model of measurement with low residual variance among the indicators. All of these fit indices validate the idea that the model has a satisfactory goodness of fit and can be used to interpret the structural relationship between the constructs.

#### 4.5 Structural Equation Model Results

**Table 4.5 Structural Equation Model Results**

Hypothesis	Path	$\beta$	t-value	p-value	f <sup>2</sup>	Decision
H1	MM → ST	0.312	6.284	<0.001	0.112	Supported
H2	CN → ST	0.347	7.012	<0.001	0.138	Supported
H3	CCI → ST	0.289	5.476	<0.001	0.097	Supported
H4	MM → CCI	0.361	7.145	<0.001	0.154	Supported
H5	CN → CCI	0.328	6.591	<0.001	0.129	Supported

The findings of the structural model show that all the proposed hypothesized relationships are statistically significant and of the correct direction, which supports the hypothesized theoretical framework. Migration Motivation (MM) correlates with Social Transformation (ST) enhancing the dependent variable (ST) by a path coefficient (b) value of 0.312, t-value of 6.284 and p-value  $< 0.001$  with a small to moderate effect size ( $f^2 = 0.112$ ). Likewise, Community Networks (CN) have a positive impact on Social Transformation ( $b = 0.347$ ,  $t = 7.012$ ,  $p < 0.001$ ,  $f^2 = 0.138$ ), which implies that strong community support structures can increase the effects of migration (transformation). There is also a very strong positive influence of Cross-Cultural Interaction (CCI) on Social Transformation ( $b = 0.289$ ,  $t = 5.476$ ,  $p < 0.001$ ,  $f^2 = 0.097$ ), and this process is necessary because intercultural interaction contributes to the social change. Moreover, Migration Motivation was an important predictor of Cross-Cultural Interaction ( $b = 0.361$ ,  $t = 7.145$ ,  $p < 0.001$ ,  $f^2 = 0.154$ ), and Community Networks were also important predictors of Cross-Cultural Interaction ( $b = 0.328$ ,  $t = 6.591$ ,  $p < 0.001$ ,  $f^2 = 0.129$ ), which supports the fact that both individual motivation and network support help migrants to engage. Taken together, these findings confirm the hypothesized mechanisms and emphasize the role of motivation, community support, or intercultural contact in determining social transformation outcomes.

## 5.0 Discussion and Conclusion

The research results of this work can present a strong argument about the dynamics of migration between Pakistan and China and its social context that considers the interaction of individual drive, community network, and social interaction between the two cultures to determine the effects of social transformation. According to the results of the structural model, the effect of Migration Motivation (MM) on Social Transformation (ST) is a positive and significant effect, which implies that the intentions and desire of people to go to the foreign country and take the opportunity are critical factors enabling the changes in their communities and households. This observation fits in the literature that has highlighted the transformative nature of skilled mobile migrants since their movements usually result in the transfer of knowledge, new skills, and the introduction of new social practices in home societies. When people feel motivated, they have a tendency to participate in proactive behaviour like investing into education, venturing into entrepreneurial projects, undertaking community development projects, and other diverse activities, thus helping in the greater social and economic transformation. The identified effect highlights that the migration is not only the economic or educational choice but a driving force behind the social change, which depends on the purpose and motivation of the migrant population.

The community Networks (CN) also proved to have a considerable positive impact on the Social Transformation which means that the social capital hidden in the family, friends and in the community structure promotes the communication of resources, information and support that are vital in maximizing the migratory benefits. The outcome of this finding underscores the twofold nature of networks, that is, networks enable migration by lowering barriers and risks as well as as channels through which knowledge, skills and experiences gained in foreign countries are exchanged with local communities. Migrants who are entrenched within powerful community networks have more chances of tapping on social networks to get employment, education and integrate into new settings, which in effect increases the ability of migrants to contribute to social

development after their return. The results of the study are consistent with the existing studies on the importance of social capital in migration, as there is evidence that community support does not only facilitate the process of migration, but also intensifies the social and developmental consequences of mobility in the long term.

Cross-Cultural Interaction (CCI) was another important predictor of Social Transformation, in that migrants contact with the cultures of the host countries, their institutions, and peers advances the intercultural competencies and adaptive strategies, later applied at home. The positive impact of CCI on ST suggests that being exposed to a variety of cultural practices and professional settings increases the ability of migrants to be innovative, problem-solving, and social leaders, which are primary in triggering change in the communities of origin. This observation aligns with the previous research indicating that cross-cultural experiences widen the horizons, develops transferable competencies, and availability of a more inclusive approach towards understanding social norms, which allows transforming communities at the community level. The mediating effect of CCI which is represented by the large effects of Migration Motivation and Community Networks on Cross-Cultural Interaction removes further the role of personal initiative and social support in facilitating the meaningful intercultural interaction.

It was also found that Migration Motivation and Community Networks were also important predictors of Cross-Cultural Interaction, which implied that more motivated migrants that are connected to a robust social network were more likely to interact actively with the culture and institutions of the host country. This observation is consistent with transnationalism and social capital theories that assume that the agency, when strengthened by relationship resources, allows migrants to explore complicated social settings and gain desirable human and social capital in their destination countries. The findings suggest that motivation and community support do not just matter in the process of migration but also play a major role in maximizing the returns of cross-cultural exposure which, in turn, is converted into material social change in the home country.

Combined, these results imply a number of things. To begin with, they emphasize the necessity of policies and programs to foster the motive and professional growth of migrants, including special scholarships, professional training, and mentorship programs that would increase the willingness of migrants to participate in the host environments. Secondly, building community networks, which are reinforced by the use of institutions, diaspora engagement initiatives, and community-level development can enhance positive impacts of migration so that knowledge, skills, and resources obtained in a foreign environment can be successfully reynested in the local contexts. Thirdly, language training, intercultural workshops and cooperation with host-country institutions can promote the adaptive processes of migrants and make the best use of their contribution to the social change.

To sum up, the paper supports the fact that the migration between Pakistan and China is a multidimensional process where personal motivation, social networks, and cross-cultural interaction can result in the creation of major social changes. Migrants do not passively engage in transnational flows but community networks and enhanced by intercultural exposure are positive influences on their motivations, which act as potent drivers of social change in home communities.

These findings would help to better comprehend the dynamics of South-South migration, where migration policies should not only focus on economic and infrastructural but consider also the social, relational and cultural dimension of migration outcomes.

Resting on these findings, it is possible to provide some recommendations. The policymakers must make priority programs that will develop the motivation and skills of migrants and this includes career counseling, scholarship opportunities, and professional development programs. The community organizations and development agencies ought to invest in the enhancement of the social networks and support systems especially to migrants and their families so that the skills and knowledge can effectively be reintegrated. The educational institutions and employers must promote the cross-cultural interaction by organizing the programs, mentorship and providing the opportunity to exchange the newly learned skills in order to enhance the migrant's functioning in the host country as well as to apply the new skills in the home country. Also, the effectiveness of these interventions can be evaluated by longitudinal observation of the results of migrants to promote continuous improvement of policies.

There are also wider theoretical and practical implications of the study. In theory, it substantiates the transnational and social capital structures by empirically showing the interdependence of motivation, networks and intercultural interactions on the generation of social transformation. In practice, it offers practical advice to governments, universities, and community organizations aiming at maximizing the benefits of migration in the process of development. The stakeholders can make sure that through strategic support of migrants who have been motivated, community networks, and cross-cultural learning, migration can be used as a channel of sustainable social and economic development, but not just an individual or a short-term mobility trend. Finally, the results indicate that migration is an individual process and a community process that can restructure communities, inventive and inclusive social development.

**Muhammad Amir Sohail:** Problem Identification and Theoretical Framework

**Muhammad Temoor Roaf:** Data Analysis, Supervision and Drafting

**Muhammad Hassan Babar:** Methodology and Revision

Conflict of Interests/Disclosures

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