INTRODUCTION

The papers included in this special issue of *Canadian Diversity* on "gender and migration" are mostly drawn from presentations made at the 2017 National Metropolis Conference held in Montréal. Bringing together authors from academia and the NGO sector, collectively the papers address both ongoing as well as new issues relating to the gendered impacts of immigration policy and the settlement dimension. We introduce each of the papers briefly below under the three main themes of policy priorities and consequences, program responsiveness, and settlement and integration experiences, then we elaborate on some key themes we see the collection highlighting.

POLICY PRIORITIES AND CONSEQUENCES

We see this section as highlighting the importance of designing immigration policies for socially embedded people. Over the past decade, Canada's immigration policy has undergone tremendous changes, including in terms of selection criteria, introduction of new immigration categories, and increased admissions of international students among others (Ferrer et al., 2014). The fast paced rate of these changes has meant that their gendered impacts have yet to be fully understood. The three papers in this section offer novel insights into how these policy changes affect different groups of migrants and their families, including international students, family sponsors, and live in caregivers.

Arthur and Domene's paper makes clear an issue that should be obvious to most people: even international students have a life pre-Canada, and yet the policy and service landscape for international student mobility appears to make it harder for spouses of international students (the majority of whom are women) to find employment opportunities in their field of expertise. While this trailing spouse gender discrepancy has long been apparent for all immigrant classes, the fact that Canada is courting more international students who have a different set of service options available to them reveals potential problems. Gearing up to use international students as a possible pool of skilled immigrants means we must take the labour market attachment needs of spouses more seriously in policy design.

The gendering and racializing of immigration, and its continued role in ideals of nation building are explored in Karine Geoffrion's contribution on the experiences of Canadian women who sponsor non-Canadian spouses originating from countries in the Global South. The stringent policing of these sponsorship applications is testimony to how the state (still) is involved in controlling women's decisions of matrimony and family life — these often being mixed-race couples. Through an anthropological lens, Geoffrion shows how female sponsors' emotional and love projects (and their aspirations to traditional, monogamous family life) are put under scrutiny by a bureaucracy (Immigration) that is depicted as more rational and objective in assessing these women's life projects. Yet, this case also reveals these women's agency, including the building of support networks through the use of technology (e.g., support groups through social media). This article sheds new light on the links between emotion and migration, the pervasive gender and race ideals of citizenship, and the ways in which immigration procedures and bureaucracies continue to influence these processes (for earlier discussions on this see Abu-Laban, 1998).

The complexity raised by differentiated migration programs and pathways is made even more apparent in the piece by Esel Laxa Panlaqui on the experiences of live in caregivers (LIC). This immigration stream has undergone significant changes in the last few years, resulting in a segmented group of current and former care givers whose ability to access opportunities for permanent settlement are made more complex. Changes to the LIC program were ostensibly about removing the live in requirement and improving the working conditions for care givers. The outcome though has also seen a cut in the automatic ability of care givers to transition to permanent residence. Furthermore, these policy changes have had significant implications for these migrants' ability to sponsor family members, from whom they are separated for 7-8 years on average, thus further extending wait periods and the hardship of family separation (cf. Pratt, 2009).

PROGRAM RESPONSIVENESS

The second group of papers examines questions relating to service and program delivery and meeting gendered needs. It is well-known that language proficiency plays a key role in migrants' employability and labour market participation. Yet, the question remains of how service providers can offer programming that addresses multiple needs among vulnerable migrants, including women refugees and women with low literacy skills. The papers included here discuss new approaches that combine language and employment training while also responding to specific gendered needs.

Jeffries, Rahemtulla and Wilbur demonstrate that some key problems previously highlighted in the resettlement experiences of refugee women reappear in the Syrian case. Refugee women's need for language training that includes childcare has long been identified (Man 2002). Jeffries et al. remind us of this need with examples that highlight the challenges women refugees face between attending needed language training classes and finding appropriate care for their children.

Ryan Drew offers a model that can be used to respond to the problems identified by Jeffries etal., and examines the question of combining language training with meeting the many settlement needs of refugee families who have no or little English language knowledge. His paper presents the findings of research carried out by S.U.C.C.E.S.S., a settlement agency based in Surrey, British Columbia, with refugee women to discuss their multiple needs. Specifically the focus is on the Language Responsive Integrated Approach that S.U.C.C.E.S.S. developed based on these findings, which combines refugee women's language training goals with key needs in housing, family responsibilities, health, education, employment, and specialized classes.

Szasz-Redmond and Kinzel discuss another successful model of gender specific programing aimed at low-literacy female immigrants. Looking at the case of Calgary through the Calgary Immigrant Women's Association (CIWA) and their partnership with Bow Valley College (BVC), we can see that low literacy level immigrant women have received a wide range of important supports over the last 9 years, with employability rates surpassing 90%. In this case, the focus is primarily on intersectoral partnerships and the importance of creating them between different institutions involved in immigrant and refugee settlement and workplace integration (e.g. CIWA and BVC). The authors convincingly show that such partnerships are a significant element of program responsiveness.

SETTLEMENT AND INTEGRATION

The focus of the third section is on gendered aspects of the settlement and integration experiences. The four papers explore issues of labour market access, barriers and experiences, how women cope with the stress of the settlement process, and how the use of social media might contribute to the resettlement process for refugees.

In their paper on the role of temporary placement agencies (temp agencies) in immigrants' labour market trajectories, Hanley et al. demonstrate the pervasiveness of racialized and gendered dynamics leading newcomers — regardless of their migrant status (temporary/permanent), education levels and occupational status — into precarious, exploitative jobs. Their longitudinal study of (im)migrant men and women employed through temp agencies in Montréal, Québec, makes two main contributions. First, Hanley et al. document migrants' reliance on such type of work as an employment strategy in the face of numerous challenges (e.g., foreign credentials recognition, lack of Canadian experience) in the Canadian labour market (Bauder 2003; Reitz et al. 2014). For many, however, rather than a temporary form of employment, temp agency work becomes permanent with significant socio-economic impacts on themselves and their families, including loss of occupational status, poverty, health risks, etc. Second, the authors shed light on the complex role of gendered and racialized stereotypes in shaping immigrants' access to and

experiences with such jobs. Hanley et al.'s findings reveal that gender, combined with race and migrant status is key in shaping immigrants' reliance on and experiences with temp agency work as they negotiate between their personal aspirations and family needs.

Also set in Montréal, Québec, Sonia Ben Soltane's study provides a detailed account of the barriers that skilled immigrant women from the Maghreb region face. The focus is on the intersecting dynamics of gender, race, and family responsibilities to understanding the challenges in these women's experiences of settlement and integration. The article makes clear that gender and family responsibilities are key factors that shape the career pathways of this group of well-educated and professional women. Thus to assist them and to provide them with adequate supports, Ben Soltane argues that it is important to examine immigrants' family context, rather than focusing solely on their individual circumstances.

Adekola and Walton-Roberts' article contributes to furthering our understanding of the settlement experience and the significant role that various types of networks play in facilitating what often is a challenging process. Specifically, they elaborate on the reliance of female migrant health care workers in Toronto on religious networks, and the multiple ways in which these assist them in their settlement experiences, from providing information to emotional and even financial assistance. Among other things, Adekola and Walton-Roberts demonstrate the close links between the emotional, religious and professional dimensions of these migrant women's settlement experiences.

If we contrast the Syrian case to earlier mass resettlement events what is really different? Certainly the technological dimensions of information sharing are distinct, as shown in Ahmed and Veronis' review of social media use among Syrian refugee youth. There are potential opportunities to create improved service delivery, but we also need to attend to the virtual isolation that online lives might create for newcomer communities. Ahmed and Veronis discuss the multiple ways social media use can support resettlement, while underlying gendered practices among refugee youth. Moreover, the article shows that although they are reliant on social media for a variety of purposes, they are critical users who are aware of the limitations and pitfalls of technology.

Taken as a whole, the papers included here point to a number of emerging issues that may inform future directions in research, policy and practice. First, it is clear that understanding the dynamic processes shaping Canada's immigration and refugee programs is the key to long-term success of settlement in Canada. Canada's apparent best practices are fast providing valuable international examples of how to approach immigration and refugee policy; for example, consider international interest in the private refugee sponsorship program and selective immigration. Canada's approach to settlement has developed over the years to be one of multiple partnerships with other levels of government, with NGOs and the public and private sectors (Lowe et al. 2017). Nevertheless, it is important to recognize that Canada's settlement sector has been reframed through neoliberal tenants of greater market based service delivery through the incorporation of more private, non-governmental and employer driven interests (Shields 2004; Flynn and Bauder 2015). Geographical variability is also key in how migrants' access services, who is responsible for its delivery and content, and migrants themselves have become key actors in this sector (Richmond and Shields 2005). Important here is that settlement support also fills the broad spectrum of demand from low skilled, low literacy to high skilled and occupational specific literacy demands. The complexity of Canada's settlement and integration landscape cannot been addressed in this short collection, but these authors have explored the full spectrum of the type of services and integration experiences women immigrants face, from low skilled/literacy to high skilled/occupational specific niches, and across various immigration programs, from international students, to refugees, temporary care givers and skilled migrants. The papers reveal the importance of designing immigration policies and support systems for socially embedded people, particularly taking into consideration their family context. The family unit emerges as a useful framework (Vatz-Laaroussi 2008) to understand migrants' opportunities and challenges in terms of their access to and use of services, service needs, program design and delivery, and various other forms of supports (legal, housing, etc.). This is the case for partners of international students; refugee women; women with low literacy; live in caregivers as well as visible minority migrant women who are socially positioned at the intersections of gender, race, religion, family roles and responsibilities.

A novel contribution of this collection of articles relates to the use of technology at various stages of the immigration and settlement process. Beyond existing research on the role of information and communication technologies (ICTs) in facilitating global communication and sustaining transnational social fields across borders (Nedelcu 2017, Lim etal 2016), new ICTs and especially social media may be used in innovative ways in contexts of immigration and settlement. Examples include the use of online support groups for those undergoing the lengthy process of family sponsorship (as Geoffrion explores), and reliance on social media to access information and various types of resources to assist refugees in the resettlement process (as examined in Ahmed and Veronis' paper). These uses of social media suggest that technology offers new and expanding opportunities for providing

and accessing information, for the delivery of some services, and for new models of potential refugee integration. This might be suggestive of a Resettlement 2.0. approach to immigrant and refugee resettlement, where virtual resources might become more central to delivering effective and successful resources, albeit in complementarity with face to face services.

Thirdly, this collection of articles sheds new light on the existence of significant contrasts in the experiences of different groups of (im)migrants and across gender lines, as well as differences in ethnicity/race, religion, age, and family situation among others. In part, these contrasting experiences are related to the presence of increasingly diverse groups of migrants. But concomitantly, they are linked to evolving immigration policies (Meissner and Vertovec 2015), and also to geographically uneven and changing contexts of reception (Teixeira et al. 2011). In turn, these diverse groups of immigrants may require a range of distinct types of services and programing in order to help address their unique needs and circumstances. Arthur and Domene's paper provides an important contrast to the relative neglect of the experiences of high skilled partners of international students. Among highly skilled/professional migrants, we discover the diverse settlement and integration strategies of those in Montréal who rely on work in temp agencies (Hanley et al.), Muslim women from the Maghreb who put their family's needs first (Ben Soltane), and Nigerian health care professionals in Toronto who turn to religious networks (Adekola and Walton-Roberts). Next, we can note challenging family sponsorship experiences for both migrant women who have come to Canada under the Live-in Caregiver program (Laxa Panlaqui) and Canadian women who wish to be reunited with partners originating from countries in the 'Global South' (Geoffrion). Albeit occupying distinct social positions, each of these two groups of women undergo a lengthy separation and great government scrutiny. Contrasting these various cases suggests Canada's differentiated pathways to permanent settlement produce fractured settlement options and outcomes, and women's experiences of settlement are framed in various ways by these policies.

Continuing research by practitioners and academics can clearly contribute to needed immigration policy debates. Canada's position as 'exceptional' when it comes to the politics of immigration policy rests upon informed public debate and evidence based analysis of the processes and outcomes of the many different immigration and refugee policy streams Canada currently employs. Poor immigration policy outcomes in terms of marginalization, isolation and inequitable access to service produce unfair burdens for specific marginalized groups. The need to recognize and address such problems remains an ongoing project for practitioners, policy groups and academics to attend to.

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