

Lastly, diversity and inclusion are often seen as positive requirements, but we have demonstrated that they come with significant challenges. An example of the challenges we discuss are communication barriers, cultural misunderstandings, and even stereotypes, which can negatively impact workplace performance and employee well-being. We also gathered some supporting evidence for our statement, which indicates that diversity isn't always beneficial for every organization or country. Instead, it can become a threat if not managed carefully. For example, we talked about the Nafis program introduced to address the genuine issue of local unemployment, showing that diversity can sometimes create a divide between foreigners and local workers. While diversity can bring certain benefits