### Table 9.1 Main policy recommendations

#### WHEN MIGRANTS’ AND REFUGEES’ SKILLS ARE IN DEMAND (STRONG MATCH)

<table>
<thead>
<tr>
<th>COUNTRY OF ORIGIN</th>
<th>COUNTRY OF DESTINATION</th>
<th>BILATERAL COOPERATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manage migration for poverty reduction</td>
<td>Maximize benefits, reduce costs</td>
<td>Strengthen match</td>
</tr>
</tbody>
</table>

**Strategy.** Make emigration part of development strategies.  
**Remittances.** Leverage remittances for poverty reduction and reduce their costs.  
**Knowledge.** Work with the diaspora and returnees to spur knowledge transfers and to strengthen integration in the global economy.  
**Skills development and brain drain mitigation.** Expand education and training in skills that are in demand in both the national and global labor markets.  
**Protection.** Provide citizens abroad with protection. Support vulnerable family members left behind.

**Strategy.** Acknowledge labor needs. Build a consensus on the role of migration. Ensure policy coherence.  
**Entry and status.** Incentivize stronger match immigration. Ensure migrants have a formal status and rights.  
**Economic inclusion.** Facilitate labor market inclusion. Enhance recognition of migrants’ qualifications. Combat exploitation and promote decent work.  
**Social inclusion.** Prevent segregation and facilitate access to services. Combat discrimination.  
**Support to nationals.** Support citizens who are negatively affected in terms of employment outcomes and public services through social protection and public investments.

**Bilateral labor agreements.** Structure and facilitate win-win movements. Reduce recruitment costs.  
**Skills development.** Partner to finance the development of skills that are in demand in both the national and global labor markets.

#### WHEN REFUGEES’ SKILLS ARE NOT IN DEMAND (WEAK MATCH, FEAR MOTIVE)

<table>
<thead>
<tr>
<th>HOST COUNTRY</th>
<th>INTERNATIONAL COMMUNITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manage with a medium-term perspective and enhance the match</td>
<td>Share the costs with hosting countries</td>
</tr>
</tbody>
</table>

**Institutions and instruments.** Mainstream refugee support through line ministries. Develop sustainable financing frameworks.  
**Internal mobility.** Facilitate and encourage refugees’ movements toward opportunities.  
**Self-reliance.** Enable refugees to access jobs in the formal labor market.  
**Inclusion in national services.** Deliver education, health, and social services to refugees through national systems.

**Responsibility-sharing.** Prevent or resolve situations that cause refugees to flee. Provide adequate amounts of medium-term financing. Increase resettlement options. Broaden the base of support beyond current main contributors. Develop regional approaches.  
**Solutions.** Further work toward “durable solutions” (voluntary return, local integration or resettlement). Develop innovative statuses that provide state protection and access to opportunities over the medium term.

#### WHEN MIGRANTS’ SKILLS ARE NOT IN DEMAND (WEAK MATCH, NO FEAR MOTIVE)

<table>
<thead>
<tr>
<th>COUNTRY OF ORIGIN</th>
<th>COUNTRY OF TRANSIT</th>
<th>COUNTRY OF DESTINATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduce the need for distressed movements</td>
<td>Coordinate with countries of destination</td>
<td>Respect migrants’ dignity</td>
</tr>
</tbody>
</table>

**Resilience.** Enhance social protection. Create domestic alternatives to international migration.  
**Education.** Build skills that allow people to have more options.  
**Inclusion.** Promote inclusive and green development. Foster adaptation to climate change.  

**Cooperation.** Work with the destination country to absorb migrants or return them humanely (for last transit country).

**Respect.** Treat all migrants humanely.  
**Complementary protection.** Strengthen the coherence of the current system to protect people at risk who are not refugees.  
**Legal pathways.** Shift migrants’ incentives by establishing legal pathways for workers in demand, including lower-skilled workers.  
**Enforcement.** Manage necessary returns humanely. Clamp down on smugglers and exploitative employers. Strengthen institutional capacity to process entries.

#### MAKING MIGRATION POLICY DIFFERENTLY

<table>
<thead>
<tr>
<th>DATA AND EVIDENCE</th>
<th>FINANCIAL INSTRUMENTS</th>
<th>NEW VOICES</th>
</tr>
</thead>
</table>
| **Harmonization.** Harmonize data collection methods.  
**Evidence-building.** Invest in new types of surveys to inform policy making.  
**Open data.** Encourage research by making data widely available, while respecting migrants’ and refugees’ privacy. | **New or expanded instruments.** Develop medium-term instruments to support refugee-hosting countries. Provide external support to low- and middle-income countries receiving weaker match migrants.  
**Enhanced use of existing instruments.** Incentivize private sector engagement. Support origin countries in leveraging migration for development. Incentivize bilateral and regional cooperation. | **Affected nations.** Build coalitions among countries facing common challenges.  
**Domestic stakeholders.** Ensure participation of a broad range of stakeholders in decision-making processes.  
**Migrants’ and refugees’ voices.** Develop representation and accountability systems to organize migrants’ and refugees’ voices. |

Source: WDR 2023 team.