

**Table 9.1 Main policy recommendations**

WHEN MIGRANTS' AND REFUGEES' SKILLS ARE IN DEMAND (STRONG MATCH)		
COUNTRY OF ORIGIN Manage migration for poverty reduction	COUNTRY OF DESTINATION Maximize benefits, reduce costs	BILATERAL COOPERATION Strengthen match
<p><b>Strategy.</b> Make emigration part of development strategies.</p> <p><b>Remittances.</b> Leverage remittances for poverty reduction and reduce their costs.</p> <p><b>Knowledge.</b> Work with the diaspora and returnees to spur knowledge transfers and to strengthen integration in the global economy.</p> <p><b>Skills development and brain drain mitigation.</b> Expand education and training in skills that are in demand in both the national and global labor markets.</p> <p><b>Protection.</b> Provide citizens abroad with protection. Support vulnerable family members left behind.</p>	<p><b>Strategy.</b> Acknowledge labor needs. Build a consensus on the role of migration. Ensure policy coherence.</p> <p><b>Entry and status.</b> Incentivize stronger match immigration. Ensure migrants have a formal status and rights.</p> <p><b>Economic inclusion.</b> Facilitate labor market inclusion. Enhance recognition of migrants' qualifications. Combat exploitation and promote decent work.</p> <p><b>Social inclusion.</b> Prevent segregation and facilitate access to services. Combat discrimination.</p> <p><b>Support to nationals.</b> Support citizens who are negatively affected in terms of employment outcomes and public services through social protection and public investments.</p>	<p><b>Bilateral labor agreements.</b> Structure and facilitate win-win movements. Reduce recruitment costs.</p> <p><b>Skills development.</b> Partner to finance the development of skills that are in demand in both the national and global labor markets.</p>
WHEN REFUGEES' SKILLS ARE NOT IN DEMAND (WEAK MATCH, FEAR MOTIVE)		
HOST COUNTRY Manage with a medium-term perspective and enhance the match	INTERNATIONAL COMMUNITY Share the costs with hosting countries	
<p><b>Institutions and instruments.</b> Mainstream refugee support through line ministries. Develop sustainable financing frameworks.</p> <p><b>Internal mobility.</b> Facilitate and encourage refugees' movements toward opportunities.</p> <p><b>Self-reliance.</b> Enable refugees to access jobs in the formal labor market.</p> <p><b>Inclusion in national services.</b> Deliver education, health, and social services to refugees through national systems.</p>	<p><b>Responsibility-sharing.</b> 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.</p> <p><b>Solutions.</b> 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.</p>	
WHEN MIGRANTS' SKILLS ARE NOT IN DEMAND (WEAK MATCH, NO FEAR MOTIVE)		
COUNTRY OF ORIGIN Reduce the need for distressed movements	COUNTRY OF TRANSIT Coordinate with countries of destination	COUNTRY OF DESTINATION Respect migrants' dignity
<p><b>Resilience.</b> Enhance social protection. Create domestic alternatives to international migration.</p> <p><b>Education.</b> Build skills that allow people to have more options.</p> <p><b>Inclusion.</b> Promote inclusive and green development. Foster adaptation to climate change.</p>	<p><b>Cooperation.</b> Work with the destination country to absorb migrants or return them humanely (for last transit country).</p>	<p><b>Respect.</b> Treat all migrants humanely.</p> <p><b>Complementary protection.</b> Strengthen the coherence of the current system to protect people at risk who are not refugees.</p> <p><b>Legal pathways.</b> Shift migrants' incentives by establishing legal pathways for workers in demand, including lower-skilled workers.</p> <p><b>Enforcement.</b> Manage necessary returns humanely. Clamp down on smugglers and exploitative employers. Strengthen institutional capacity to process entries.</p>
MAKING MIGRATION POLICY DIFFERENTLY		
DATA AND EVIDENCE	FINANCIAL INSTRUMENTS	NEW VOICES
<p><b>Harmonization.</b> Harmonize data collection methods.</p> <p><b>Evidence-building.</b> Invest in new types of surveys to inform policy making.</p> <p><b>Open data.</b> Encourage research by making data widely available, while respecting migrants' and refugees' privacy.</p>	<p><b>New or expanded instruments.</b> Develop medium-term instruments to support refugee-hosting countries. Provide external support to low- and middle-income countries receiving weaker match migrants.</p> <p><b>Enhanced use of existing instruments.</b> Incentivize private sector engagement. Support origin countries in leveraging migration for development. Incentivize bilateral and regional cooperation.</p>	<p><b>Affected nations.</b> Build coalitions among countries facing common challenges.</p> <p><b>Domestic stakeholders.</b> Ensure participation of a broad range of stakeholders in decision-making processes.</p> <p><b>Migrants' and refugees' voices.</b> Develop representation and accountability systems to organize migrants' and refugees' voices.</p>

Source: WDR 2023 team.