Opportunities	Challenges	Practices
- Making use of existing bilateral, regional and multilateral agreements - Contribution with bilateral, regional and multilateral agreements, opening the regular pathways, create an environment where governments, civil society, business agree on the need for regular pathways - Create further cooperation between concerned countries and find complementarity in the cycle of migration - Variety of pathways is the best way to go. - Regular migration offers more opportunities. The better regulated, the better for the development of the country of departure and origin. - Legal pathways need to reflect the market needs. - Match making between demand and supply in labor markets, thanks to the dissemination of proper information; skills-building, matching demands, and more investment in country of origin - Labor needs to be oriented towards new skills, tap into the changes of the 4th Industrial Revolution. Need to engage dialogue with tech industries, IT industry, who are the relevant actors of the Future of work. - Ensure any migration programme is linked to a training programme, making	- Include voice of migrants and local communities throughout the process - Lack of regularization programmes and labor opportunities for low-skilled migrants. Lift obstacles; the main issue is visa policies for low-skilled workers - The focus on low-skilled migrant should not put aside needs for high-skilled and middle-skilled migrants - Systems of high control and exit visa (sponsorship system and kafala, passport confiscation) - Understand and address the push and pull factors and the root causes of migration - Demographic pragmatism - Lack of legal clarity: rules and regulations should be to be as transparent as possible - Different countries have different levels on legal pathways (Objective 5 of GCM) - Information gap: how to get through the migration process with the correct information? - Pathways that reflect labor markets - Pathways for graduated students: how to ensure the stay in the country and tap in their talent. A solution can be start-up visas and pathways for newly graduated students. - Address the pathways that lead to irregularity - Separation of families is a great concern	- Pilot Project of Bahrain: **work visa system** (limited work visa) in partnership with Philippines, for its promotion. Open to all skilled-workers Mechanism to assess the system (possible replication somewhere else) - Example of New Zealand with **system of training** of new workers coming to the country **Upskilling activities** in Philippines - Different **legal schemes** existing in Denmark and official information available in different languages on website - Important **regularization** in Belarus, after it was affected by a wave of migration due to conflict in Ukraine - Simple and flexible **labor legislation** in Sweden (no-quota, demand-driven, no specific requirements on skills, employment conditions in line with union agreements) **Psycho-social** support by Red Cross societies, **providing pre-departure information** **Cooperation** between Egypt and European countries (e.g. Italy and Germany) on enhancing regular pathways, providing capacity building and vocational activities for youth (making sure that their skills match the demand in European countries) cooperation on dignified return

Opportunities	Challenges	Practices
sure the migrant worker has the right skills, useful for the future of work • Integration requires political will and goes with employment opportunities • Improve the abilities of migrants for them to become agents of change • Regularization allows the access to education, health and other public services • Rules and regulations should be as transparent as possible • Engage public-private partnerships and ensure regular discussion with private sector, chamber of commerce. Building cooperation and dialogue between governments and the business sector, on the skills-matching • Strengthening existing pathways for high-skilled workers will benefit migration. They should not be ignored in the discussion • For every high-skilled position created, there is a number of lower-skilled positions created • More timely, accessible, regular and legal pathways • Ensuring information on regular pathways and the consequences on migrating. • What can we do to improve these best practices? Countries could benefit from the information contained on the Platform for Partnership. An idea for	• Current debates are focusing on the security approach of irregular migration • How to reconcile between movements of people with terrorism, violence, conflicts? • Circular migration can incur problems: racism, gender discrimination. Make sure it includes real protection and gender-perspective element • The focus should not only be on creating new pathways, but also revisiting the already existing highly-regulated pathways in certain sectors (i.e. health worker sector and certification) • Climate change impact: it is happening now, especially for small-island states that are disappearing • For sudden onset and slow onset processes: there is a need for pathways and migration governance in these situations • Outsourcing of visa processing to commercial entities: look for alternative channel for the most vulnerable. • Oversight of recruitment agencies by governments to avoid unscrupulous practices • Recognition of skills and upskilling • Holistic approach for family reunification • Regular migration has failed us mostly, everybody needs to do more. We are not	(financial support, comprehensive approach) • IOM working with states in developing new legal pathways: **humanitarian visa** (Haiti, Brazil…), **family reunification** (Germany, for Syrian and Iraqi families, making the application more accessible) • Mexico has **visitor cards** programme with neighboring countries (Belize, Guatemala) in Mexico, not necessarily linked to work, but it does facilitate the journey. • **Dialogue with Canada** on migration trends, with labor component that allows Mexican workers to work there for specific periods of time, within the regional agreement. • **Conference on Migration** in Central and North America: most important forum of the Sub-region that compile practices, **regional guide** on admission and stay for disaster displaced persons, similar guide developed by the Southern American Conference of Migration • **Pacific Seasonal Workers programme:** can help people adapt (Kiribati) • **Fast-track requalification system** in Sweden (for nurses) • **Reviewing the code for health workers** international mobility • **Protocol of free movement** of persons currently developed by IGAD

Opportunities	Challenges	Practices
development is to make it more user-friendly- • Promotion of circular and seasonal migration, while identifying potential risks for migrants • Ensure child participation in the process, making sure their voice are heard at the local level to ensure their safety • Increasing opportunities for migrants with comprehensive and common approach; and including the voice of all stakeholders (whole-of-government and whole-of-society approach) • Need to look for more balanced bilateral agreements • Provide capacity-building for governments, training modules for government officials/negotiators in order to negotiate bilateral agreements that are in more balanced, in the interest of the country and the migrant • Make use of information and technology available, and make it more accessible. The digital transformation changes our behavior, and by consequence modifies the type of migration • Through social media, migrants can contact directly their authorities. They can be used as feedback/complaint mechanism, and from the government perspective, it can be way of	looking at mechanism that will ease the movement of people • Discrimination, gender-based and violence on migrants • Inhumane practices and unlawful detention • Focus on gender and youth perspectives • If we do not open the regular pathways for workers, then it will fuel the irregular migration and lead to racism and xenophobia. • Qualification framework: not all countries are ready, and there are needs for capacity-building • How to ensure replicability of practices, given the different capacity of governments? • More evidence on the importance of having more regular pathways, and lack of availability of data • Inequality regarding bilateral agreements negotiation and implementation, lack of reciprocity • Non respect of commitments-agreements regarding the free movement of people • Take into account the scope of South-South migration and the capacity of the South to develop legal pathways • How to guarantee a common border management? • More data-evidence, indicators and migration statistics, to figure out what is the impact of current pathways, in order	• **Temporary visas** and stay for **students** (Lebanon) • **Temporary residency card**s (France), for employees, also for entrepreneurs or liberal profession, specific permits interns and students; another **residence permit people in vulnerable situation or victim of human trafficking** • Measures to reduce the time for visa procedure, when integration perspective allow it, for foreign students • **Campaigns for bilateral agreements** (BLAs) for partnerships agreements of sending skilled and semi-skilled workers (Philippines, with middle Eastern countries), accreditation, mutual recognition and certification process • **Certification for occupational therapists**: regularize foreign occupational therapists, with proper training. • **Bilateral agreements** to facilitate movement (Mauritania with Senegal, for example and other Western African countries, in cooperation with IOM), **National Strategy on Migration** (included in the national development plan), survey made by IOM, **visa system** at the border, to facilitate migration • **ASEAN Framework Agreement on Services**: for architects, dentists… With comparison of qualification framework,

Opportunities	Challenges	Practices
communicating directly with their own citizens • Drop traditional practices, think outside of the box, new approach needed • Make use of diaspora communities • Address regional specificities and regional agreements/pathways • Reinforce international cooperation to limit irregular migration • Regarding repatriation, there is a need of good partnership between country of origin and country of destination to ensure the regular process of migration. • Strengthen consular cooperation	to shift the current mindset ("South as the burden of the North") • Creation of additional legal identity/status for people not considered as refugees, allowing them to stay or transit • Public perception and public narratives can be a challenge, based upon misconception and misunderstanding • Migrants that become irregular after a process (case of abuse/mistreatment) • Social media used by syndicates for illegal recruitment, exploitation • Information can be used for fraudulent / deceptive purposes • In preventing irregular migration: return and reintegration is part of the equation	it serves as skills passport and promotes labor mobility • **Bilateral Agreement** between Senegal and Morocco on visa-free system • **Regular route** in ECOWAS countries • Objective of the **ECOWAS Passport** and the African Union Passports (with Rwanda as pioneer). • **Project with employment agencies**, in cooperation with ILO (Costa Rica), supporting people in transit or who want to stay in the country and matching the demands. • **Promotion of voluntary return** (Venezuela) with the repatriation of 200,000 Venezuelan migrants • **Workplan of migration** with Canada (Guatemala) • **Seasonal workers agreements** (Canada): very useful tool • **Regional agreements** (NAFTA) • **Youth Mobility Programme** (Canada) • Programme in Madrid, connecting different people together, **setting up a network of cities**, linking cities of origin, departure and transit. Local strategy, regarding local labor market. Town of Madrid: overcome obstacles on regular migration pathways, on registration of local residency • Properly regularize migrants that are in an irregular situation • **Payment of repatriation** of migrant workers (Philippines)

Opportunities	Challenges	Practices
		• With the wave coming from the so-called "migrant caravan": Mexico set up a programme **for visitor /humanitarian permit**, to ensure free movement across Mexico, access basic services, and employment opportunities. Temporary Permit that will expire after one year. • Cooperation agreements with European countries to have regular pathways • **Skills-exchange programme** with Israel, to improve products available (Guatemala) • Schemes for labor pathways, without quantitative limit, fulfilling the criteria required by employers (Denmark) • Training programmes for private hospitality schools with an international scope (Switzerland