

## ENCOURAGE IMMIGRATION FOR ECONOMIC NECESSITY

### ACTIONS:

### TRADEOFFS:

- Attract skilled workers by prioritizing education, experience, and labor market alignment
- Meet essential labor needs through regulated temporary pathways with strong oversight
- Manage migration strategically using points-based systems that align skills with economic priorities
- Enable labor mobility through circular migration programs
- Protect migrant workers by enforcing workplace standards, training, and integration support

- Could concentrate migrants in low-wage, high-risk sectors with limited advancement opportunities
- Might undermine worker stability and protections
- Risks exploitation, especially in sectors with weak oversight
- May discourage workforce training, wage growth, and productivity improvements
- Deprioritizes long-term settlement, civic participation, and social integration

Country References: Canada, Australia, Gulf States, Spain

## PROTECT CULTURAL INTEGRITY AND NATIONAL IDENTITY

### ACTIONS:

### TRADEOFFS:

- Regulate immigration through selective admission
- Prioritize citizens by mandating employment quotas and reserving social programs for nationals
- Promote integration through mandatory cultural orientation, national service, and community participation requirements
- Limit family-based immigration to ensure migration remains primarily economic and temporary
- Encourage diaspora return through repatriation programs and incentives

- Could limit innovation and knowledge transfer in key sectors reliant on global talent
- Risks creating labor shortages as domestic workers resist low-paying positions
- Discourages cultural exchange and global cooperation
- Could strain diplomatic relations, trade agreements, and foreign investment
- Raises human rights concerns about freedom of movement and discrimination

Country References: Japan, South Korea, Gulf States, Russia, Côte d'Ivoire

## GUARD AGAINST THREATS TO NATIONAL SECURITY

### ACTIONS:

### TRADEOFFS:

- Secure borders through physical barriers and increased surveillance
- Externalize asylum processing through third-country agreements
- Expand domestic surveillance through centralized data collection and automated tracking systems
- Eliminate pull factors by restricting access to housing and social programs while criminalizing unauthorized employment
- Expedite removals by streamlining deportation processes and expanding detention programs

- May incur high financial costs
- Could force migrants onto dangerous routes, increasing deaths and danger during immigration
- Risks enabling racial profiling and wrongful detention, threatening the rights of citizens and legal residents
- May create a vulnerable underclass, leading to public health crises, destitution, and exploitation
- May result in deportations to conflict zones or countries where individuals face persecution

Country References: United Kingdom, Italy, United States, Türkiye, France

## ATTRACT IMMIGRANTS FOR NATIONAL VITALITY

### ACTIONS:

### TRADEOFFS:

- Support inclusion by funding language training, cultural orientation, and credential recognition programs
- Establish straightforward pathways from temporary visas to permanent residency and citizenship
- Protect migrant workers through fair wages, safe conditions, unionization rights, and the ability to change employers without risking status
- Direct newcomers to regions needing revitalization through incentives like bonus points, visa advantages, or faster residency pathways

- May admit large numbers of low-skilled workers into oversaturated markets
- Risks dividing communities along cultural lines, reducing civic trust
- May displace longstanding traditions and cultural practices in historically homogeneous societies
- Could strain housing, healthcare, and social services
- May increase the risk of admitting individuals who pose security threats

Country References: Portugal, Canada, New Zealand, Finland, South Korea

# IMMIGRATION POLICIES: INTERNATIONAL APPROACHES

## Introduction

This placemat is to be used as a reference to the Issue Guide, where these policies are discussed in greater depth.

We have presented **four distinct international approaches**, each reflecting different priorities, values, and tradeoffs.

Most countries combine elements from multiple approaches, adjusting policies as circumstances change.

Deliberation *brings people together* to discuss complex problems.

Participants contribute unique values, goals, and experiences that inform their analysis of different approaches.

**The goal is not to find a single "solution," but to explore potential strategies, weigh tradeoffs, and build understanding with others.**



## Ground Rules for Deliberation

Consider all approaches carefully.

Seek to build a respectful atmosphere.

Listen to understand.

It's okay to disagree, but do so with curiosity, not hostility.

Be brief and allow others to participate. No one should dominate.

Consider national and local actions that we can take.

## Key Questions to Consider

- Should immigration be governed primarily as an economic strategy, designed to meet labor shortages, address demographic decline, and strengthen national competitiveness?  
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- Should states prioritize protecting cultural integrity and national identity, even if this means restricting immigration and limiting diversity in favor of social cohesion and continuity?
- Should immigration be treated first and foremost as a security issue, emphasizing border control, deterrence, and risk prevention, even when such measures may constrain humanitarian protections?
- How should governments balance economic growth, social cohesion, national security, and human rights when no single approach fully addresses all dimensions of migration?

## Refugees and Asylum Seekers

Because there is so much to address, the policies discussed in this guide focus on general immigration pathways. *Refugees and asylum seekers represent a separate category that is not addressed in these approaches.*