

MODERN MIGRATION MANAGEMENT MODELS IN DEVELOPED COUNTRIES: THE EXPERIENCE OF GERMANY, CANADA, AUSTRALIA, AND SINGAPORE

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Abstract

This article examines contemporary models of migration management in developed countries, drawing on the experiences of Germany, Canada, Australia, and Singapore. The purpose of the study is to identify institutional, digital, and economic mechanisms that ensure the effective regulation of migration, the attraction of skilled professionals, the integration of migrants, and the reduction of migration-related risks. The methodological framework is based on comparative analysis, the institutional approach, systems analysis, and the examination of official documents issued by international organizations and government authorities. The findings show that Germany focuses on addressing labour shortages through the Skilled Immigration Act; Canada applies a planned migration model that prioritizes economic selection; Australia is reforming its migration system by simplifying visa streams and introducing the Skills in Demand visa; and Singapore employs a highly digitalized and selective model based on COMPASS, biometric technologies, and automated border control. The study concludes that the most applicable approach for Uzbekistan is a combined model incorporating a digital migration management platform, a points-based assessment system for labour migrants, migration-flow forecasting, and the institutional integration of employment, education, and external labour migration authorities.

Keywords: migration, migration management, innovative mechanisms, digitalization, labour migration, Germany, Canada, Australia, Singapore.

1. Introduction.

In the context of globalization, migration processes are becoming a key factor in the socioeconomic development of countries. International migration is no longer viewed solely as a demographic or humanitarian phenomenon; it is becoming a tool for filling labor shortages, increasing the innovative potential of economies, developing human capital, and strengthening the competitiveness of national labor markets. According to the OECD, migration flows in OECD countries remained high in 2024, with migrant employment reaching an average of approximately 71%, confirming the growing importance of migration for the labor markets of developed countries.

2. Theoretical basis of the research.

The research's relevance stems from the fact that Germany, Canada, Australia, and Singapore represent four different but complementary models of migration management. Germany demonstrates an industrial-personnel model aimed at attracting skilled professionals. Canada uses a point-based model with annual migrant intake targets. Australia is developing a selective model focused on long-term economic and regional development needs. Singapore employs a digital, highly selective, and technologically integrated model combining labor migration, biometrics, and automated controls.

The theoretical foundations of research into contemporary migration management models in developed countries are based on an interdisciplinary approach that integrates economic, institutional, political, legal,

sociological, and integration concepts. In the context of Germany, Canada, Australia, and Singapore, migration is viewed not only as a population movement but also as an object of public governance linked to the labor market, demographic sustainability, national security, social integration, and innovative development.

Authors S. Castles and M. Miller examine contemporary migration as a global process influencing economic and political change, national identity, and the cultural diversity of host countries. Their approach is relevant for analyzing Germany, Canada, Australia, and Singapore as countries where migration has become a permanent element of socioeconomic policy¹³. H.de Haas justifies migration through the concept of "aspirations and opportunities". People migrate not only because of poverty, but also because of the availability of resources, information, networks, and institutional conditions. This is particularly important for assessing the selective migration systems of Canada, Australia, and Singapore¹⁴. D.Massey and co-authors systematized the main theories of international migration: neoclassical theory, new migration economics, dual labor market theory, global systems theory, and migration networks. Their approach allows them to consider migration policy as a result of the interaction of labor demand, income differentials, and social ties¹⁵. M.Piore's dual labor market theory argues that migration arises from developed economies' persistent demand for workers in sectors where local populations are not always willing to work. This approach explains the

¹³Castles S., de Haas H., Miller M.J. The Age of Migration: International Population Movements in the Modern World (6th ed.), 2020, Red Globe Press. <https://doi.org/10.1007/978-1-349-26846-7>.

¹⁴ de Haas H. A theory of migration: The aspirations-capabilities framework. Comparative Migration Studies, 9, 2021, Article 8. <https://doi.org/10.1186/s40878-020-00210-4>.

¹⁵Massey D.S., Arango J., Hugo G., Kouaouci A., Pellegrino A., Taylor, J.E. Theories of international migration: A review and appraisal. Population and Development Review, 19(3), 1993, 431-466. <https://doi.org/10.2307/2938462>.

use of labor migration in Germany, Singapore, and Australia¹⁶.

S.Sassen links migration to globalization, transnational markets, and the changing role of the state. She argues that migration policy cannot be understood solely through state sovereignty, as global economic processes limit the autonomy of national governments¹⁷. J.Hollifield develops the concept of the “migration state” and the “liberal paradox”: developed democracies simultaneously need open labor markets and strive to control borders. This idea is particularly applicable to Germany, Canada, and Australia¹⁸. Author G.Freeman demonstrates that the migration policies of liberal democracies are often inclusive and expansionary, despite public concerns. His approach helps explain why developed countries continue to accept migrants despite political disputes¹⁹. K.Joppke explores the relationship between migration, citizenship, and the nation state. He demonstrates that different historical models of nationhood influence integration and naturalization policies, which is important for comparing Germany with Canada and Australia²⁰. The author, R.Penninx, views integration as a multi-level and two-way process involving migrants, the state, local authorities, educational institutions, the labor market, and civil society²¹. P.Scholten develops the idea of multi-level migration and integration management. According to him, migration policy is formed not only at the national level, but also through the interaction of regional, city, and supranational institutions²². A.Ager and A.Strang proposed a conceptual model of integration that includes employment, housing, education, healthcare, social connections, language, security, rights, and citizenship. This model is useful for assessing the effectiveness of integration policies in developed countries.²³

Author T. Hammar introduced an important distinction between citizens, foreigners, and “denizens” - permanent residents without full citizenship. His approach helps analyze the legal status of migrants and their participation in the life of the host society²⁴. A.Zolberg views immigration policy as a question of the state, borders, and political choice. His theory emphasizes that migration is regulated not only by economics, but also by security, identity, and sovereignty interests²⁵. U.Kymlicka substantiates the importance of

multiculturalism and group rights for the successful integration of migrants. His approach is particularly relevant for Canada and Australia, where migration policy is closely linked to the recognition of cultural diversity²⁶. R.Bauböck develops the concept of transnational citizenship, according to which the rights and belonging of migrants extend beyond the boundaries of a single territory and a single state. This is important for the analysis of contemporary migration patterns, where migrants maintain ties to their country of origin while simultaneously integrating into the host society²⁷. The theoretical basis of the research shows that modern migration management models in developed countries are formed at the intersection of five key areas: economic regulation of labor migration, institutional border control, integration policy, the legal status of migrants, and multicultural governance. Germany largely demonstrates an institutional integration model, Canada and Australia use a selective points-based model for attracting skilled migrants, and Singapore uses a pragmatic economic and administrative model focused on labor market needs and strict state control.

3. Methodological aspects of the research.

The research’s methodological framework includes a comparative analysis of migration patterns in Germany, Canada, Australia, and Singapore; an institutional analysis of state migration management agencies; a content analysis of official strategies, legislation, and reports from international organizations; and a systems approach to assessing innovative migration regulation mechanisms.

The research draws on the OECD International Migration Outlook 2024-2025, the IOM World Migration Report 2024, official documents from the German government, Immigration, Refugees and Citizenship Canada, the Department of Home Affairs Australia, the Ministry of Manpower Singapore, and the Immigration and Checkpoints Authority Singapore. The OECD notes that in 2023-2024, one of the key migration policy areas in OECD countries will be the digitalization of migration procedures, including visa processing, flow monitoring, and the regulation of international student migration.

4. Analysis and results of the research.

1. *Germany: A model of managed recruitment of skilled labor.*

¹⁶Piore M.J. *Birds of Passage: Migrant Labor and Industrial Societies*. Cambridge University Press, 1979.

¹⁷Sassen S. *Losing Control? Sovereignty in an Age of Globalization*. Columbia University Press, 1996.

¹⁸Hollifield J.F. The emerging migration state. *International Migration Review*, 38(3), 2004, 885-912. <https://doi.org/10.1111/j.1747-7379.2004.tb00223.x>.

¹⁹Freeman, G.P. Modes of immigration politics in liberal democratic states. *International Migration Review*, 29(4), 1995, 881-902. <https://doi.org/10.1177/019791839502900401>.

²⁰Joppke C. *Immigration and the Nation-State: The United States, Germany, and Great Britain*. Oxford University Press, 1999.

²¹Penninx R., Garcés-Mascareñas B. (Eds.). *Integration Processes and Policies in Europe: Contexts, Levels and Actors*. Springer, 2016. <https://doi.org/10.1007/978-3-319-21674-4>.

²²Scholten P. Agenda dynamics and the multi-level governance of migrant integration: The Dutch case. *Political Sciences*, 46(3), 2013, 217-236 pp. <https://doi.org/10.1007/s11077-013-9180-x>.

²³Ager A., Strang A. Understanding integration: A conceptual framework. *Journal of Refugee Studies*, 21(2), 2008, 166-191. <https://doi.org/10.1093/jrs/fen016>.

²⁴Hammar T. *Democracy and the Nation State: Aliens, Denizens and Citizens in a World of International Migration*. Avebury, 1990.

²⁵Zolberg A.R. *A Nation by Design: Immigration Policy in the Fashioning of America*. Harvard University Press, 2006.

²⁶Kymlicka W. *Multicultural Citizenship: A Liberal Theory of Minority Rights*. Oxford University Press, 1995.

²⁷Bauböck R. *Transnational Citizenship: Membership and Rights in International Migration*. Edward Elgar Publishing, 1994.

In recent years, Germany has strengthened its immigration policy focus on attracting skilled professionals from third countries. The foundation of this model is the Skilled Immigration Act, which expands entry and employment opportunities for professionals with vocational education, practical experience, and recognized qualifications. The official Make it in Germany portal notes that the new Skilled Immigration Act facilitates the entry of skilled workers, including those with vocational training and practical knowledge.

A key feature of the German model is the close alignment of migration policy with the needs of industry, healthcare, engineering, the IT sector, and medium-sized businesses. Germany doesn't simply accept migrants; it creates institutional channels for their selection, recognition of qualifications, language training, and integration into the labor market. The German Federal Ministry of the Interior noted that the first stage of the updated regulation entered into force on November 18, 2023, and was aimed at increasing flexibility in attracting foreign specialists.

Thus, the German model can be characterized as a professional-institutional model of migration management, where innovation is manifested in the digitalization of procedures, simplification of the recognition of qualifications, the creation of transparent channels for labor migration, and the combination of migration policy with industrial strategy.

2. Canada: Point-Based Migration Management Model.

Canada is one of the best-known examples of managed migration, based on long-term planning, a points-based selection system, and a prioritization of economic migration. Canada's immigration policy is based on annual and medium-term Immigration Levels Plans, which set admission targets for permanent residents, temporary workers, international students, family members, and refugees.

According to official IRCC information, the 2025-2027 Immigration Levels Plan calls for a reduction in the overall intake of permanent residents to 395,000 in 2025, 380,000 in 2026, and 365,000 in 2027. However, the economic category will remain a priority and should account for approximately 62% of intake by 2027.

A distinctive feature of the Canadian model is its combination of economic selection and social integration. Canada evaluates candidates based on age, education, work experience, language proficiency, adaptability, and professional relevance. In recent years, the country has also strengthened controls over temporary migration, including international students and temporary workers, to reduce pressure on housing, social infrastructure, and the labor market. IRCC notes that the new approach includes not only permanent residents but also targets for temporary residents.

The Canadian model can be defined as a planned-selective model of migration management, where the innovative mechanism is expressed in forecasting the needs of the economy, scoring human capital, digital processing of applications, and linking migration policy with demographic strategy.

3. Australia: A Model of Strategic Migration and Regional Balance.

Australia's migration model has historically been based on selective selection, a points-based system, attracting skilled workers, and maintaining demographic balance. In 2023, the Australian government unveiled a new Migration Strategy aimed at reforming the migration system, increasing its transparency, and adapting it to the country's long-term economic needs. The strategy emphasizes that the primary goal of the permanent skilled visa is to ensure Australia's long-term prosperity.

One of the key areas of the reform is the creation of a new Skills in Demand visa with several streams, including a Specialist Skills Pathway and a Core Skills Pathway. These mechanisms are designed to attract highly skilled professionals, particularly in technology, green energy, and sectors with proven skills shortages.

The Australian model also takes regional specifics into account: migration policy is used not only to support the national labor market but also to develop regions experiencing population and skill shortages. A key element is the revision of the points-based test, as the government seeks to make the selection system more accurate and responsive to the real needs of the economy. Consequently, the Australian model can be defined as a strategically selective model of migration management, where innovation is manifested in updating the visa architecture, linking migration to long-term competencies, developing regional channels and increasing the mobility of migrants in the labor market.

4. Singapore: A Digital and Highly Selective Model of Migration Management.

Singapore represents a unique type of immigration management based on a high level of digitalization, rigorous selection of migrant workers, and a close alignment of immigration policy with the national competitiveness strategy. The primary tool for attracting foreign specialists is the Employment Pass, which is designed for foreign professionals, managers, executives, and technical specialists. Singapore's Ministry of Manpower specifies that Employment Pass applicants must meet a minimum salary level and pass the COMPASS assessment.

COMPASS is a points-based system that evaluates candidates not only based on individual characteristics but also on the employer's contribution to local workforce development, workforce diversity, and alignment with strategic economic needs. Effective September 1, 2023, COMPASS will be used to assess new Employment Pass applications.

Singapore's second key feature is the digitalization of border control. The Immigration and Checkpoints Authority Singapore is developing the New Clearance Concept, which provides for automated and contactless immigration clearance. Since 2024, arriving Singapore residents and all outbound travelers have been able to clear passports at automated lanes at airports and seaports without presenting a passport. In 2026, the ICA also noted that automated clearance has become the norm at border crossings, and foreign visitors can use automated lanes without prior registration.

The Singapore model can be defined as a digital, selective-competence-based model of migration management, where the innovative mechanism includes

COMPASS, biometrics, automated control, electronic services, and the integration of migration policy with the national human resources strategy.

A comparative analysis reveals that all four countries employ different institutional approaches, but they share several common characteristics. First, migration is viewed as a tool for economic development, not just a demographic process. Second, the role of digitalization is increasing: electronic visa services, automated application processing, biometrics, digital migrant profiles, and data analytics are becoming central elements of migration management. Third, developed countries are moving from passive migration regulation to active human capital management.

Germany is focusing on filling the skills gap, particularly in manufacturing, healthcare, and technical fields. Canada has the most developed system for planning migration flows and linking migration with demographic policy. Australia combines economic selection with regional development and visa system reform. Singapore demonstrates the highest level of digitalization and institutional selectivity.

These models have practical implications for Uzbekistan. First, the German experience can be used in developing bilateral agreements on labor migration, recognition of qualifications, and pre-departure training. Second, the Canadian model is useful for creating a system for forecasting migration flows and assessing the labor potential of migrants. Third, the Australian approach is important for linking migration with regional development and professional standards. Fourth, the Singaporean experience can be adapted to create a unified digital migration management platform, incorporating electronic registration, biometrics, labor contract monitoring, and risk analytics.

Conclusion.

Current migration management models in Germany, Canada, Australia, and Singapore demonstrate that effective migration policy must be comprehensive, digital, and focused on human capital. Germany demonstrates a model for attracting skilled professionals through institutional simplification and recognition of qualifications. Canada employs a planned system for regulating migration flows, prioritizing economic migration. Australia is reforming its migration system to address long-term economic needs, regional development, and labor mobility. Singapore is developing the most digitalized model, based on COMPASS, biometrics, and automated screening.

For the Republic of Uzbekistan, it is advisable to develop a combined migration management model that includes: a unified digital migration monitoring platform; a system for assessing the qualifications and professional competencies of migrants; forecasting external labor migration; developing bilateral agreements

with host countries; protecting the rights of labor migrants; and integrating data between employment, education, migration authorities, and diplomatic missions.

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