

# ANNEX 1

## Key differences between complementary pathways

Basic features	Family reunification	UNHCR-assisted resettlement	Humanitarian pathways	Employment pathways Education pathways Private sponsorship pathways
<b>DRIVER</b>	Rights-based (& dependency-based)	Government – Humanitarian policy decision		Employers – labour demand/ labour shortages
<b>IDENTIFICATION</b>	Self-identification	UNHCR (Exceptionally NGOs authorized by the resettlement States)	Self-identification or referrals by UNHCR, other international organizations, NGOs, States, academic institutions, etc.	Self-identification – Through open/targeted call for applications
<b>CRITERIA FOR ID</b>	Family links and dependency relationship	Protection risk/vulnerability as per the <a href="#">UNHCR Resettlement Handbook</a> criteria	Protection risk/special needs	Skills/qualifications Professional experience and/or education background
<b>BENEFICIARIES</b>	General population and persons in need of international protection	Recognized refugees	Persons in need of international protection	General population and persons in need of international protection
<b>REFUGEE STATUS DETERMINATION</b>	Generally required for the person in the destination country  (Sometimes applications may be submitted prior to status confirmation)	Required by UNHCR or State	Depends on the programme. Evidence of needs of international protection is required	Generally, not required yet. Some evidence of PINP needed if administrative flexibilities are required for the case

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<b>SELECTION DECISION</b>	State	State	State	Employer / Academic institution
<b>LEGAL ADMISSION</b>	Generally, a family-related admission visa	Special ad-hoc admission		Generally, work / study-related admission visa
<b>VISA PROCESSING AND TRAVEL COSTS AND ARRANGEMENTS</b>	Often self-covered (or supported by organization)	Covered by the resettlement State supported by IOM	Often self-covered Covered by the State or supported by the organization, depending on the programme	Covered by the employer / scholarship and/or self-covered (loan options)
<b>LEGAL STATUS UPON ARRIVAL</b>	Refugee status or other durable status at least equivalent to that of the family member in the receiving State	Refugee/protection status and/or permanent residency	Differs depending on the programme. Largely temporary protection status and/or asylum-seeker status	Largely temporary residency status (Canada best practice permanent residency) Differs depending on the programme