



ICMPD

International Centre for
Migration Policy Development

Making Migration Better

ANNUAL REPORT

ICMPD in a nutshell

KEY FIGURES



OUTREACH

39 Conferences and **1,404** Trainings, Meetings and Workshops totalling **3,086** Days at **330** Locations with **68,410** Participants and **589** Partners

THREE-PRONGED APPROACH



POLICY & RESEARCH

Policy development and research, empirical research with a comparative, interdisciplinary and international approach covering numerous migration-related topics.

MIGRATION DIALOGUES

Support dialogues between Europe and its neighbours: East (Budapest Process, Prague Process) and South (Rabat Process and Khartoum Process, MTM Dialogue, EUROMED IV).

CAPACITY BUILDING

Training, capacity-building programmes, workshops, study visits, facilitation of international and interagency cooperation and support in institution building.

THEMATIC EXPERTISE



ICMPD is an international organisation based in Vienna and has 17 Member States: Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Czechia, Hungary, Malta, North Macedonia, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Sweden, Switzerland and Turkey.

Making migration and mobility of people orderly, safe and regular, including through the implementation of planned and well-managed migration policies.

Making Migration Better

**ANNUAL REPORT
2019**

CONTENTS

ICMPD ANNUAL REPORT 2019

6 Interview with Director General Michael Spindelegger

10 Editorial - Towards a new migration agenda

Policy & Research

26 **Research Unit**
Opportunities must be offered and opportunities must be seized

30 **Policy Unit**
Future policy and political discussions will centre more around labour and less around migration

34 MICIC – Five years of advancing the protection of migrant in crisis

36 **External and Member States Relations**
ICMPD - A strong and dependable European Migration Partner

Migration Dialogues

42 Migration dialogues as an essential part of governing migration

Capacity Building

46 **Western Balkans and Turkey**
ICMPD has increased its contribution to migration management in Turkey and the Western Balkans by expanding the scope and manner of its support

54 **Eastern Europe and Central Asia**
Consolidating for portfolio development

59 **Silk Routes**
Silk Routes Region

63 **Mediterranean**
The region remains in focus

67 **Africa**
Africa-EU Migration and Mobility Dialogue (MMD)

73 **Border Management and Security Programme**
How to operate effective border management in a changing world

76 **Anti-Trafficking Programme**
Supporting initiatives across the entire spectrum of anti-trafficking response

80 **Global Initiatives**
A global approach to migration partnerships, policies and practices

Human Resources

86 Who we are

PUTTING THE DEBATE ON MIGRATION BACK ON A FACTUAL FOOTING

Michael Spindelegger, Director General of ICMPD, about regional displacement crises, the impact of climate change on the movement of people and working together with European institutions on a New Pact on Migration and Asylum.

Since 2015, migration has become an ongoing topic of public debate. How has this debate changed? For better or worse?

Since 2015/2016 there has been a tremendous amount of public attention given to the topic of migration. In fact, it has become one of the critical issues of our time on a level with topics such as climate change or digitisation. It is therefore all the more regrettable that the public debate on this topic is still very emotional and highly polarized. This is why ICMPD views one of its main tasks as being to put this debate back on a factual footing.

The European Union has a new Commission, a new Parliament and a New Green Deal. It still does not have a solution for solving the problems within the Dublin System. What does a solution need to actually work?

First, it is crucial not to start the discussion at the level of details, specific problems and technical challenges. If you start it at that level, it is very likely to get stuck there. The top priority is to discuss and agree the overarching goals, the big picture. What is it that we really want to achieve?

If the European Union manages to develop these overarching goals, we will also be able to answer all the other questions about details and technicalities as well.

At the end of 2019 we saw two major events of extreme weather: the fires in Australia and the floods in Indonesia. Both forced people to leave their places of residence. Will climate change be a stronger driver of migration in the future? What are ICMPD's thoughts on this matter?

Yes, we believe that climate change could develop into one of the major drivers of displacement on a level comparable to violent conflicts as drivers of displacement today. As regards the effects of climate change we, like most other experts, expect them to result in mainly internal displacement and migration within countries. In the long run, climate change could become a driver of international migration, too, when previously mobilised people move across state borders.

In 2020, there will be presidential elections in the U.S. Recently the relationship between the U.S. and Iran has deteriorated even fur-

Yes, we believe that climate change could develop into one of the major drivers of displacement.

ther. Do you expect new migration waves out of Iran, which has suffered from the sanctions and economic deterioration over the last few years?

We need to monitor the political developments in Iran very closely. Even if political tensions decrease, the economic situation could lead to increased migration out of Iran. These flows could comprise Iranian nationals but, even more importantly, secondary movements of Afghan nationals. There is a large community of up to 2.5 million Afghans in Iran and a worsening of the economic situation would prompt some of them to try to move on to Europe.

Of the current global or regional developments – which ones is ICMPD following most closely?

Naturally, we try to follow all developments that might become rele-

vant to international migration. But if asked to highlight some of these developments, I would point to the rather recent development regarding displacement in South America. The displacement crisis in Latin America is one of the biggest in the world. In the meantime, many citizens of Venezuela or Colombia are moving to Spain and might try to reach other European destinations in the future as well. By the same token, the situation in Libya is always a critical one in terms of asylum and irregular migration flows to Europe. Afghanistan continues to be the major source of asylum seekers coming to Europe and we must also watch the secondary movements of Afghans from Iran and Turkey very closely. And finally, we must monitor how the corona pandemic affects global migration.

In your recent experience, have you seen legal migration become a broader topic in Europe and elsewhere? Are there projects that work? Does ICMPD have a part to play in this issue?

Often neglected in the public debate, labour migration has been a key issue for Europe in the past and

it will remain a key issue in the future. Simply based on demographic developments, Europe will need migrants. The question is how well it will manage the underlying processes. Therefore, it is crucial to develop legal pathways for labour migration and a systematic approach to it. It will be necessary to discuss these issues with the countries of origin and to build strong and reliable partnerships with them.

What will be the major topics for ICMPD in 2020?

In 2020 the number of ICMPD Member States will increase again and we will strive to convince further countries to join us. ICMPD will also work closely with the European institutions and the EU Member States to bring about the New Pact on Migration and Asylum that was announced by the European Commission. In this and many other respects, ICMPD will keep striving to become the main contact point for migration issues in Europe.

Europe will need migrants. The question is how well it will manage the underlying processes That is why it is crucial to develop legal pathways for labour migration and a systematic approach to it.



Michael Spindelegger, 60, joined ICMPD as Director General at the beginning of 2016. During his political career, he served as Austria's Vice Chancellor and was Minister for Foreign Affairs and leader of the Austrian People's Party (ÖVP). Mr. Spindelegger studied law, is married, and has two children.

Engaging with the private sector

ICMPD Director General Michael Spindelegger considers a stronger focus on economic and development aspects as crucial for a new and better functioning migration policy framework. Engaging the private sector will be essential and 2019 was a pivotal year in terms of ICMPD's internal mobilisation in this regard. The benefits of this approach are manifold. To name a few, it harnesses and leverages private finance (so crucial for scale and reach), creates jobs (9 out of 10 jobs in developing countries are created by the private sector) while boosting service delivery potential, innovation and expertise to address specific challenges. Also, developing market-based approaches to solve migration challenges increases the chances of achieving efficient and sustainable solutions. It is possible and even necessary to engage with the private sector in all migration-related thematic areas, addressing root causes of irregular migration, facilitating return and reintegration, leveraging diaspora finance and remittances, promoting labour migration and mobility as well as finding durable solutions for refugees. Across all these areas, the private sector can play a crucial role, for instance, by creating jobs through investments in promising sectors (e.g. agribusiness, manufacturing, tourism, construction, ICT, renewable energies, etc.), by employing migrants and refugees but also those vulnerable to irregular migration, by developing and enhancing skills through so-called dual training, by facilitating financial inclusion through loans, angel investments, and the like, and by co-funding (esp. by VC companies) the creation and running of start-up campuses, incubators, accelerators.

Also noteworthy here is that the countries of origin and transit have very high stakes in the growth and job creation brought about by increased investments, diversification of their economies and transfer of know-how from developed economies. Therefore, even though migration is often a sensitive subject in the relations among countries of origin, transit and destination, the recent developments show that as soon as the countries of destination and their companies start

investing in those economies, the migration cooperation substantially improves in parallel to that process (Germany is a good example of this). Bringing on board the private sector seems to be one of the powerful ingredients for forging genuine migration partnerships among the countries concerned. This is also indicated by in-house experience of ICMPD in developing and implementing a few private sector engagement initiatives.

Against this background, ICMPD developed an internal private sector engagement strategy, first to help make sense of this important topic and second, to mobilise and channel internal resources to pursue a shared agenda. Priority countries have been identified based on various objective criteria. They include countries where ICMPD operates and some where it does not yet have a presence. The new approach will be steered by the newly established Private Sector Engagement Operational Hub and bring together in-house focal points for each priority country. There are several concrete initiatives in the pipeline, which will take shape in the course of 2020.

TOWARDS A NEW MIGRATION AGENDA

Lukas Gehrke, Martijn Pluim

As long as the current major global conflicts persist with no resolution in sight, coupled with a lack of humanitarian assistance to the affected regions, irregular migration pressures will remain high.

In 2019, Europe's migration policy debate remained centred on the fallout from the crisis that erupted at its borders in 2015. The crisis illustrated that European migration and asylum systems were ill-prepared for emergency situations posed by mass irregular migration and population displacement. Front-line Member States at the EU's external borders faced major pressure because, under the Dublin III regulation, they became legally responsible for processing irregular migration flows of over 1.2 million people. Meanwhile other EU Member States – first and foremost Germany – bore the brunt of being the main intended destinations for asylum seekers, receiving unprecedented numbers of asylum applications. The large and sudden influx soon overwhelmed the registration and reception capacities of affected countries, most seriously in those Greek islands affected, but also in Germany, Sweden and elsewhere. Institutional unpreparedness and a lack of coordination among relevant actors deepened the perception that the situation was out of control. Consequently, irregular migration and asylum

topped the political agenda, prompting a huge effort to restore trust in both the national and EU level.

This situation also led to an increased focus on the integration of newly arrived refugees, which remained salient throughout 2019. A 2017 special Eurobarometer showed a wide consensus among Europeans that social integration means, first and foremost, the ability to speak the host-country language, followed by an expected positive net contribution to the welfare state. Cities and municipalities, the private sector, as well as volunteer organisations have become increasingly prominent in helping to meet such expectations.

The reality that the current European migration and asylum system failed to rise to the tests of 2015-2019 led to intense political debate on reform. The European Commission and successive EU presidencies tabled various proposals, yet no agreement was reached due to diverging positions among EU Member States. While almost all countries affected by the crisis called for solidarity among EU Member States and were in favour of a mandatory burden-sharing mechanism, the Visegrád group of

states in particular (the Czech Republic, Hungary, Poland and Slovakia) took a strong stance against such a mechanism and what they considered an "open door policy". The 2016 Slovak EU presidency tried to offer an alternative vision of flexible or "effective solidarity", allowing Member States to choose between specific forms of assistance, and insisting on a voluntary rather than a compulsory distribution of asylum claimants. Partially because of this disagreement (the other main area of rupture was whether front-line states could be trusted to perform border procedures), the EU slid into a political crisis that prevented progress. At the same time, the push factors driving large migration movements persisted, especially in conflict areas in the Near and Middle East and in Africa.

CONFLICT AREAS AND MIGRATION HOTSPOTS

As the Syrian conflict enters its ninth year, it remains the largest displacement crisis in the world. Many of the countries in the region hosting large-scale populations of Syrian refugees have reached the limits of their capacities. Also, in Afghanistan and in Iraq, the security and economic situations have worsened in recent years. In Iran, which hosts approximately 2.5 million Afghans,

economic conditions deteriorated in 2019 due to the sanctions re-imposed by the U.S. and led to secondary movements of Afghans from Iran to Turkey and onwards to the EU. According to IOM, Libya hosts approximately 667,000 migrants including refugees, labour migrants, internally displaced persons and migrants in transit towards Europe. In Africa, UNHCR reported 23 active refugee situations and a total of 6.3 million refugees and 17.7 million IDPs. South Sudan remained the largest crisis in numbers, followed by Somalia. A new displacement crisis also evolved in Venezuela, resulting in more than 12 million persons being displaced, including to neighbouring Colombia. At the same time, funding for UNHCR and the number of resettlement places has remained far behind what is needed. As long as the current major global conflicts persist with no resolution in sight, and the lack of humanitarian assistance to the affected regions continues, irregular migration pressures will remain high.

Conflicts and natural disasters not only have the potential to trigger population movements across borders, they also have major implications for migrants and IDPs resident in the affected countries who often live in precarious situations. In this context, ICMPD supported the Migrants in Coun-

1 Dražanová, L., Liebig, T., Migali, S., Scipioni, M. and Spielvogel, G., What are Europeans' views on the integration of immigrants? An in-depth analysis of 2017 Special Eurobarometer "Integration of immigrants in the European Union", European Commission, 2020, JRC119315

This situation calls not only for a significant reduction of CO₂ emissions, but also for putting climate migration higher on the agenda of migration policy makers.

tries in Crisis Initiative (MICIC), which ended in 2019, with the aim to address knowledge gaps and improve the capacity of States and other stakeholders to assist and protect such populations when disaster strikes.

CLIMATE CHANGE AND ENVIRONMENTAL MIGRATION

Most prominently expressed by the worldwide Fridays for Future movement, the issue of climate change was elevated to the top of the global policy agenda from the second half of 2018 onwards. According to the World Meteorological Organization, 2019 was the second warmest year on record. Since the 1980s each decade has been warmer than the previous one – a trend that is expected to continue. Global warming is expected to have a significant impact especially on countries in the Global South through droughts, natural disasters caused by extreme weather

situations and rising sea levels. These developments are likely to put significant pressure on resources, to drive and exacerbate conflicts and ultimately to trigger large movements of people. Forecasts for the number of environmental migrants range from 25 million to 1 billion by 2050. At the same time, as highlighted by the Mixed Migration Centre in 2019, no international legal framework on climate migration exists. This situation calls not only for significantly reducing CO₂ emissions, but also for placing climate migration higher on the agenda of migration policymakers.

2 Based upon ICMPD Migration Outlook 2020 – 10 things to look out for in 2020. Origins, key events and priorities for Europe

3 Rigaud, Kanta Kumari et alia, Groundswell – preparing for internal climate migration, Worldbank Group, 19 March 2018

4 <https://public.wmo.int/en/media/press-release/wmo-confirms-2019-second-hottest-year-record>, accessed on 13.03.2020

5 UK Government Office for Science, Foresight Migration and Global Environmental Change Final Project Report, 2011

A total of 712,250 asylum applications were submitted in Member States of the European Union in 2019.

DEVELOPMENTS IN EUROPE IN 2019

Although mass irregular migration and population displacement remained global realities in 2019, so too did the political stasis in Europe on the best way to respond. According to Frontex, the total number of irregular border crossings registered at the EU's external borders further decreased by 6% to 139,000. However, a shift in irregular pressure towards the Eastern Mediterranean Route was observed, where the number of detections increased by 46% in comparison to the previous year. This increase was mainly due to a rise in apprehensions of Afghan nationals. On the Central Mediterranean Route, detections of illegal crossings decreased by 41.5% to a total of 13,420 cases. In total 123,663 persons arrived in the Mediterranean in 2019 and 1,319 persons were reported dead or missing. The continued disagreement in the EU on which Member State(s) should admit those rescued at sea to their territory led to boats being refused entry to Italian ports, creating repeated

situations of limbo in the Mediterranean. In response, and in the absence of an agreed burden-sharing system, four Member States, namely Germany, France, Italy and Malta, formed a coalition to accept persons rescued at sea on a voluntary basis.

In 2019, 80% of all asylum applications were submitted in only six EU Member States, namely Germany, France, Spain, Greece, the UK and Italy. Also, Greece, Malta and Cyprus hosted a disproportionately large number of asylum applicants in relation to their population. According to UNHCR, a total of 59,726 refugees and migrants arrived in Greece by sea in 2019. Greece hosted around 40,000 refugees on its islands, making reception conditions a main concern for the country and the EU as a whole. Overall, a total of 712,250 asylum applications were submitted in Member States of the European

Union in 2019, representing an increase of 11.42% compared to 2018. Afghanistan, Syria and Iraq remained the main countries of origin, albeit with moderate decreases in overall numbers

6 Mixed Migration Centre, Mixed Migration Review 2019

7 Based upon ICMPD Migration Outlook 2020, op. cit.; EUROSTAT data accessed on 12.03.2020

9 Arrivals include sea arrivals to Italy, Cyprus and Malta, both sea and land arrivals to Greece and Spain; <https://data2.unhcr.org/en/situations/mediterranean>, accessed on 12.03.2020

Shortages in key areas are increasingly serious in European labour markets, which also increases the pressure on governments to consider opening up labour migration from third countries.

arriving in 2019. At the same time, there was a significant increase of Colombians and Venezuelans applying for asylum in Europe, due to the Latin American displacement crisis. 90% of these applications were submitted in Spain. Increased levels of secondary movements to other EU Member States are hence likely to occur in 2020.

Irregular migration and asylum remain at the centre of the European debate. At the same time, there is a second and less public discussion on better utilizing the opportunities provided by migration, particularly in the context of labour migration as a means of addressing the growing skills shortages on European labour markets. According to the European Centre for the Development of Professional Training, the top five skills shortage occupations across the EU in 2019 were ICT professionals; medical doctors; science, technology, engineering and mathematics (STEM) professionals; and nurses, midwives, and teachers. But there are also growing shortages in the craft and health sector, tourism or the restaurant trade. Shortages in key areas are increasingly serious in European

labour markets, which also increases the pressure on governments to consider opening up labour migration from third countries. While legal and labour migration largely remain a prerogative of the Member States, the EU Blue Card gives highly qualified non-Europeans the right to live and work in an EU country, in an attempt to attract talent to the EU. Notwithstanding this, Europe will see a continued public and political debate on making a clearer distinction between skilled and other types of migration.

In the context of skills shortages and skills matching, complementary pathways for adult refugees emerged on the political agenda of the EU as well. This debate involved questions of how to best make use of the skills available among asylum seekers and refugees to the benefit of those fleeing as well as for the host countries and their communities. Against this background, ICMPD is examining possible approaches for the admission of adult refugees from a first host country (both EU and non-EU) to an EU country based on vocational education and training, skills and qualifications, in the framework of the project "Complementary

Pathways for Adult Refugees: The Role of VET, Skills and Qualifications". The project started in January 2018 and will run until July 2020.

The complex interplay between migration and development remained on the European agenda in 2020, including the potential of migrants to contribute to growth and development in their home countries. In this context, ICMPD launched the EU Global Diaspora Facility in June 2019 to help countries of origin and diaspora organisations in host societies to collaborate better together with EU support. The true potential of this area remains untapped and ICMPD expects diaspora-led development to become an ever-larger feature of the migration landscape.

Another major development in 2019 that will impact migration and migration governance in Europe is Brexit. On 9 January 2020, the British Parliament agreed the Brexit Withdrawal Bill, paving the way for the UK to leave the European Union. This date marked the beginning of a transition period during which the future relationship between the UK and the EU will be defined. While trade has become the focus of future EU-UK relations, migration was a defining issue in the UK's referendum on its EU membership in June 2016 and Brexit will have a far-reaching impact

Overcoming political divergences and unlocking the gridlock that has characterised European migration policymaking in recent years will be a major challenge for the new European Commission.

on intra-European movements of people. Under the post-Brexit immigration policy, EU citizens will be subject to the same rules as citizens from the rest of the world. However, a UK points-based admission system will be adapted to be more restrictive than freedom of movement for EU citizens but more liberal for non-EU labour migrants.

Overcoming political divergences and unlocking the gridlock that has characterised European migration policymaking in recent years will be a major challenge for the new European Commission, which took office on

The reality is that the size, direction and pattern of international migration flows are influenced by factors beyond the full control of States or other actors, including civil war and conflict.

1 December 2019. The Commission has declared migration as one of its priorities and announced the launch of a New Pact on Migration and Asylum. This new pact will provide an opportunity for the EU to exit crisis mode and build the durable immigration and asylum system needed to support free movement and the Schengen area.

BREAKING THE GRIDLOCK - 70 RECOMMENDATIONS FOR THE NEXT FIVE YEARS OF MIGRATION POLICY

For the future, any new discussion will need to focus on rebuilding confidence that an improved European migration architecture, resilient to future crises, is in fact achievable. Priority should be

given to implementing the EU framework currently in place. More pilot projects among EU Member States and with partner countries, especially those situated along the migration routes, would complement the formulation of new policies and legislative acts. International dialogue between the relevant line ministries, as well as NGOs and other stakeholders may improve momentum towards a new consensus. While significant policy development did in fact occur during the crisis years, EU efforts to exert influence on migration dynamics externally need to be more integral, coherent and tailored to regional realities. This means building up external cooperation with key third countries that goes beyond migration. The reality is that the size, direction and pattern of international migration flows are influenced by factors beyond the full control of States or other actors. These factors include civil war and conflict; geo-economics and the proliferation of mobile communications, better education and cheap transport; demographic change, urbanisation, and climate change. Hence, more attention must be paid to the interplay between migration and other EU policy areas such as trade, development, security, environment and energy in order to ensure effective outcomes.

Migration goes beyond national boundaries and hence requires international responses that balance the interests of the nationstate with the need to find compromises that adequately reflect internal, regional and external realities.

In order to support the creation of a resilient and effective European migration and asylum system, ICMPD - in close collaboration with its Member States - developed 70 recommendations in eight areas where progress is needed to help unlock the current gridlock in EU migration policies.

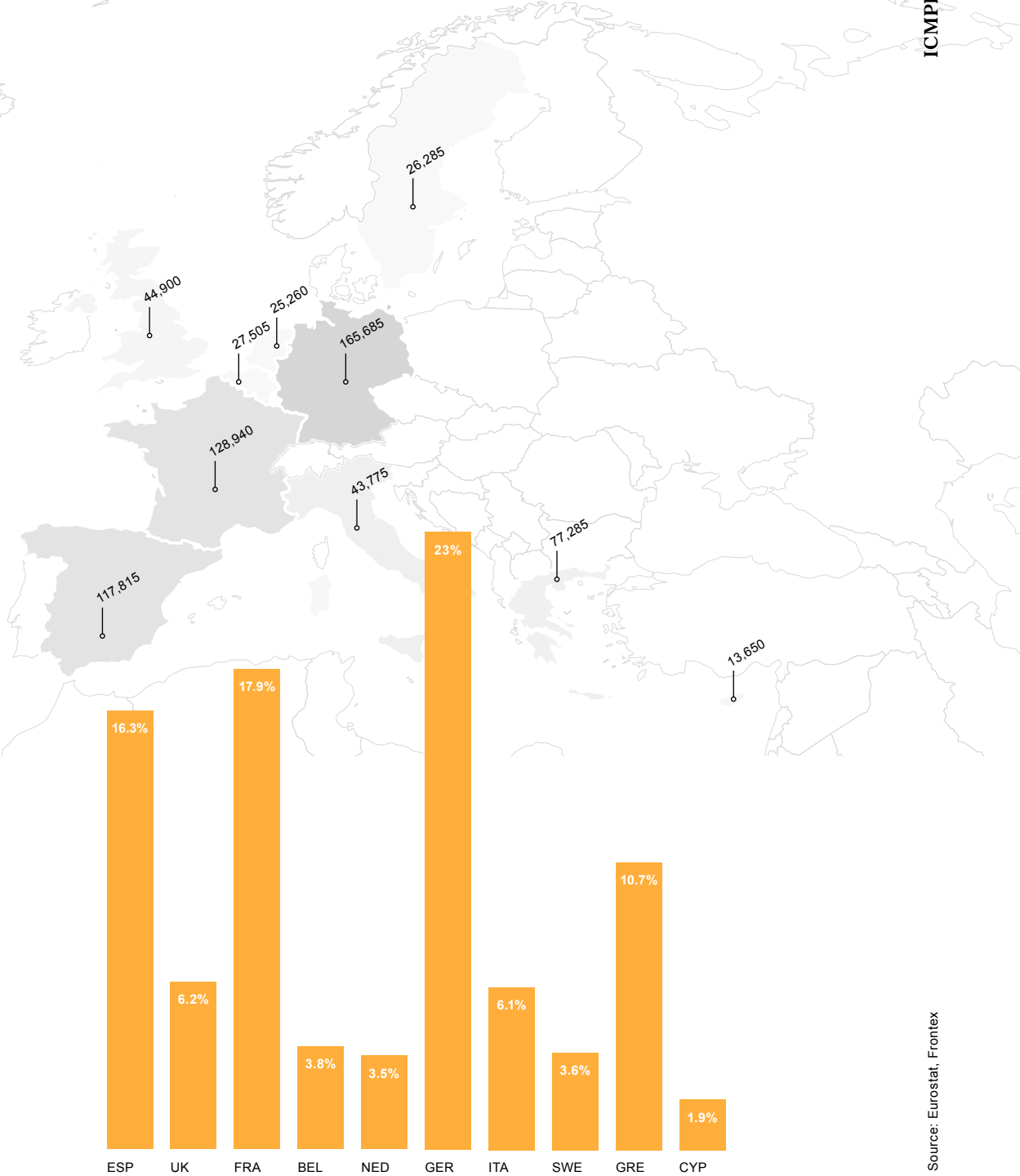
These areas include:

- i) renewing a common vision for the future of international protection in Europe and beyond;
- ii) securing borders and safeguarding Schengen;
- iii) making return policies more effective;
- iv) creating better functioning and proactive European labour migration policies;
- v) putting integration back on the European agenda;
- vi) integrating the Western Balkans countries into Europe's regional migration system;
- vii) broadening cooperation agendas with partner countries; and
- viii) applying a whole-of-migration-routes approach.

These recommendations reflect the fact that migration goes beyond national boundaries and hence requires international responses that balance the interests of the nationstate with the need to find compromises that adequately reflect internal, regional and external realities. As an organisation with 30 years' experience assisting public administrations to manage this complex phenomenon, ICMPD will keep doing all it can to move this conversation forward.

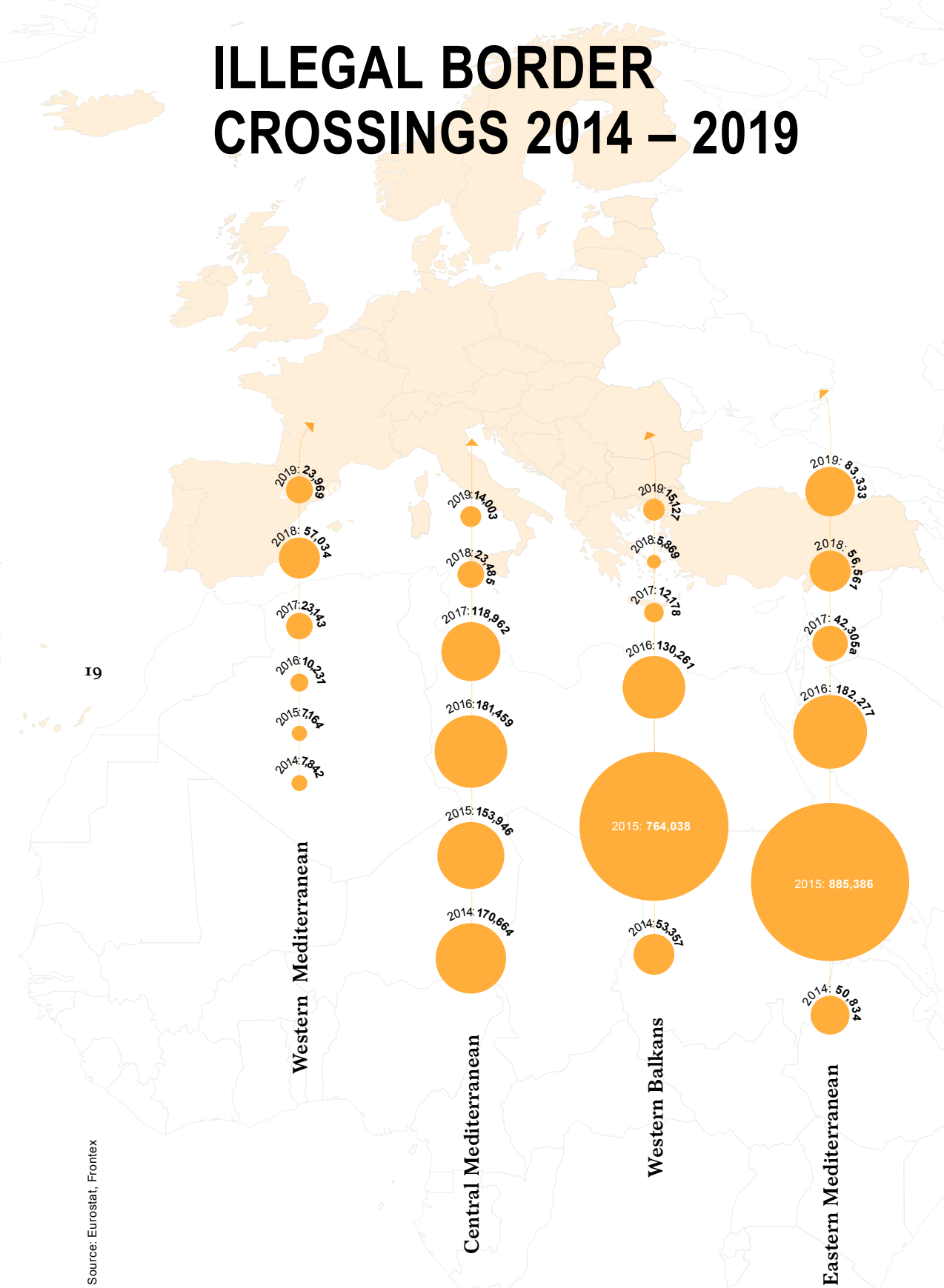
MAIN DESTINATIONS OF ASYLUM SEEKERS IN THE EU IN 2019

ICMPD Annual Report 2019



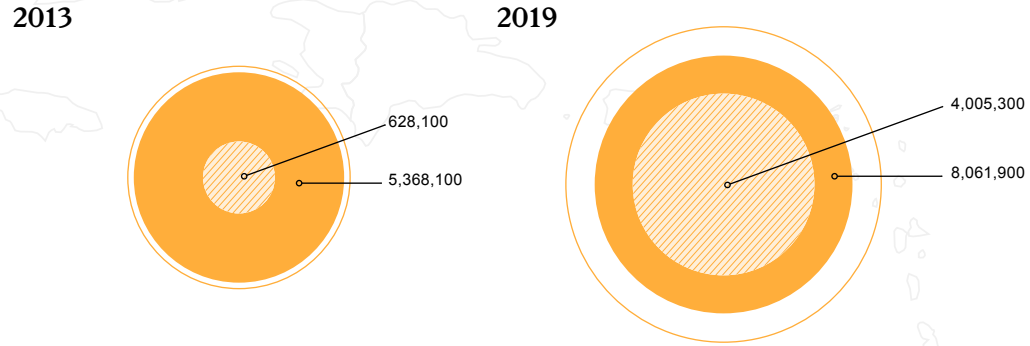
Source: Eurostat, Frontex

ILLEGAL BORDER CROSSINGS 2014 – 2019



Source: Eurostat, Frontex

DISPLACEMENTS FROM LATIN AMERICA

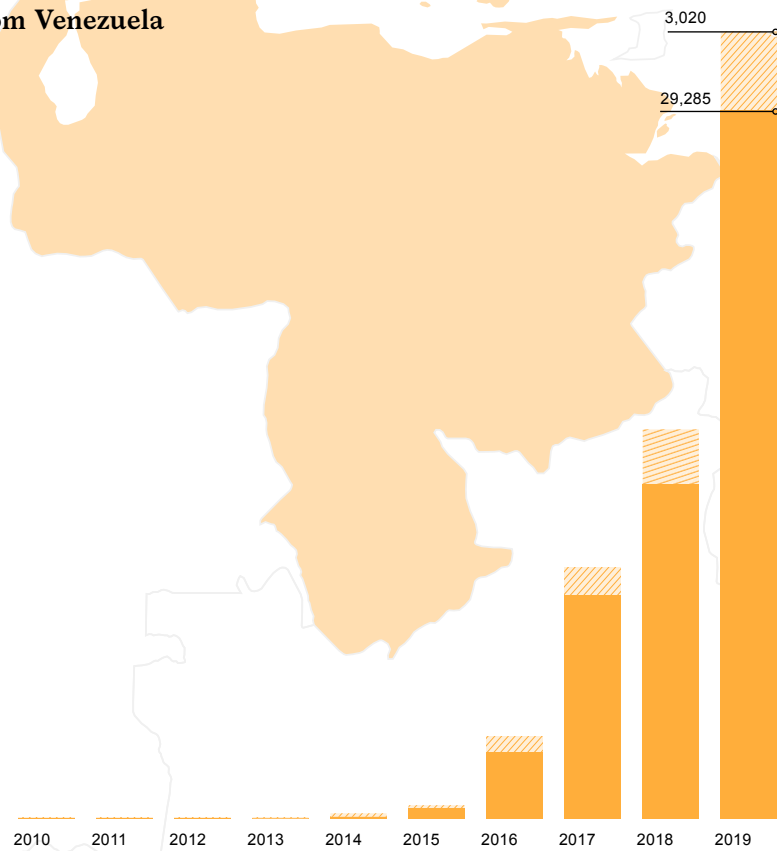


- INTERNALLY DISPLACED
- DISPLACED ABROAD
- TOTAL

Source: UNHCR Global Trends 2017

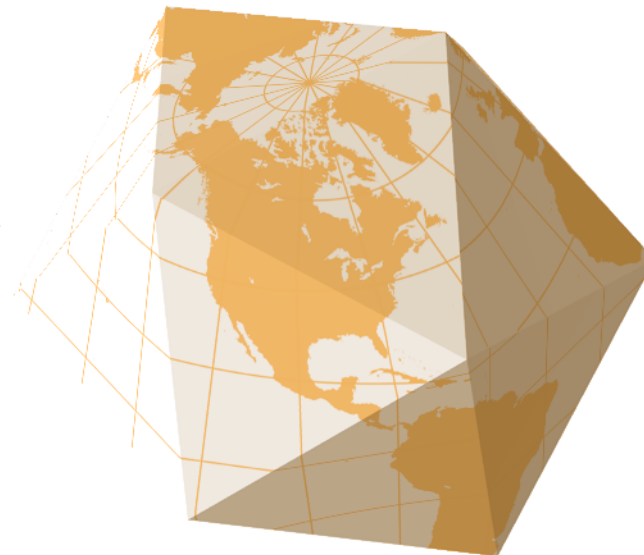
Displacements from Venezuela

- SPAIN
- OTHER EU



ThisSource: TBD

Projects 2019



Policy, Research and Strategy

Support for the completion and implementation of the Monitoring and Evaluation System for the North of Africa Window of the EU Emergency Trust Fund for Africa (*MENOA*)

Youth work in the context of integrating young refugees and migrants in Austria (*SRSS Austria-YRMA*)

Migration.Communications.Schools (MIKS)

Developing a strategy for the implementation of a talent policy in Lithuania (*TALENTAS*)

Role of European Mobility and its Impact in Narratives, Debates and EU Reforms (*REMINDER*)

Complementary Pathways for Adult Refugees: the Role of VET, Skills and Qualifications (*REF-VET*)

Current European and Cross-National Comparative Research and Research Actions on Migration (*CROSS MIGRATION*)

Translocal Figurations of Displaced Families (*TRAFIG*)

Migration TRend AnalySis (*MITRAS*)

Processes of labour market integration of young refugees in Austria (FIMAS+YOUTH)

Understand the Impact of Novel Technologies, Social Media, and Perceptions in Countries Abroad on Migration Flows and the Security of the EU, and Provide Validated Counter Approaches, Tools and Practices (*PERCEPTIONS*)

Africa

TRAFIG Support for Free Movement of Persons and Migration in West Africa (FMM WA)

Support to the Africa-EU Migration and Mobility Dialogue (*MMD I*)

Strengthening Border and Migration Management in Ghana (*SMMIG*)

Organised Crime: West African Response to Trafficking (*OCWAR-T*)

Support to the Africa-EU Migration and Mobility Dialogue II (*MMD II*)

Strengthening Border Security and the Fight Against Human Trafficking in Ghana

23

Eastern Europe & Central Asia (EECA)

Border Management in Central Asia - Phase 9 (*BOMCA*)

Support to migration and border management in Armenia (*MIBMA*)

Sustaining migration management in Georgia (*ENIGMMA-2*)

Mobility Partnership Facility II - Prague Process (*MPF II-PP*)

Reintegration Support to Azerbaijani Returnees (*RESTART*)

Global/ Inter- regional

EU-ICMPD Joint Initiative Migration EU Expertise: providing short-term expertise to partner countries to enhance migration governance (MIEUX - III and MIEUX+)

Mobility Partnership Facility (MPF)

European Return and Reintegration Network (ERRIN)

Global EU Diaspora Facility (GDF)

ATENÇÃO Brasil – Enhancing the Capacity of the Brazilian Government to Tackle TIP

Forced-Return Monitoring III (*FRem III*)

Mediterranean

Support to a rights-based migration management and asylum system in Libya (*LY Rights-based Migration*)

Euromed Migration IV - Euro-Mediterranean dialogue and cooperation on migration, mobility and international protection (*Euromed IV*)

Enhanced capability for Integrated Border Management in Lebanon (*IBM Lebanon - Phase II*)

Border Management Programme for the Maghreb Region (*BMP Maghreb*)

Implementation of the Tunisian National Migration Strategy (*PROGRESS*)

Mediterranean City-to-City Migration Profiles and Dialogue (*MC2MC Phase II*)

Reinforcing Aviation Security at Rafic Hariri International Airport (*AVSEC Lebanon*)

Danish Assistance General Security Lebanon (*DK GS Cyber Security*)

Strengthening the Evidence Base for Migration Policies; A Central Migration Data Management Solution for Jordan (*MIDAM*)

IBM Lebanon, Netherlands Assistance to Lebanese Border Agencies (*IBM Lebanon Phase IV - NL*)

Swiss Support to IBM in Lebanon (*IBM Lebanon Phase II - CH*)

Building, disseminating and operationalising evidence-driven migration governance policy and practice in North Africa (*eMGPP*)

Support to Integrated Border Management in Jordan (*IBM Jordan*)

Euromed Migration V - Euro-Mediterranean dialogue and cooperation on migration, mobility and international protection

Enhanced capability for Integrated Border Management in Lebanon (*IBM Lebanon - Phase III*)

Support Programme to Integrated Border Management in Tunisia (*IBM Tunisia III*)

Support to the Mobility Partnership (MP) between the European Union (EU) and the Hashemite Kingdom of Jordan (*JEMPAS II*)

25

Silk Routes

Improving Migration Management in the Silk Routes Countries (*Silk Routes – III*)

EU-India Cooperation and Dialogue on Migration and Mobility (*India CAMM*)

Integrated Border Management in the Silk Routes Countries (*IBM Silk Routes*)

Establishing responsive and sustainable Migrant Resource Centres in Iraq (*MRC Iraq*)

Support to the Implementation of EU Dialogues on Migration and Refugee Issues (*Iran migration issues*)

Establishing Migrant Resource Centres (MRCs) in Bangladesh (*MRC Bangladesh*)

Budapest Process 2019

Western Balkans & Turkey

Support to the Implementation of Development-sensitive Migration Policies in Turkey (*SIDEM*)

Strengthening the Operational and Strategic Capacity of the Directorate General of Migration Management in Turkey (*DGMM III*)

Supporting the Asylum Decision Making Capacity of Turkey's DGMM – ASCAP II

Short-term Technical Assistance on Asylum, Migration and Mobility – Western Balkans (*StAMM*)

Link up! Serbia II

Strengthening Migration Management Authorities in Kosovo (*MIMAK II*)



Research Unit

OPPORTUNITIES MUST BE OFFERED AND OPPORTUNITIES MUST BE SEIZED

Tapping into the potential of young refugees through tailored integration support and fostering skilled migration – ICMPD’s research elaborates on opportunities of how to benefit from migration.

The high share of young people among the refugee population arriving in Europe poses a challenge but also offers an opportunity. Young refugees have the greatest potential for overcoming existing obstacles to integration. Working to reduce these obstacles can increase the pool of young and qualified workers who are needed in the future to sustainably replace the growing proportion of the population of retirement age. However, this requires targeted investments in language integration, education and vocational training as well as bridging measures for labour market integration.

Focusing on Austria, Germany and Sweden, ICMPD shows that very specific challenges must be mastered in order to meet the special needs of young refugees, to help them to seize their opportunities and to successfully accompany their individual integration processes into an independent life.

There are specific factors which support integration but which also bear the risk of failing if not adequately addressed. Their young age enables them to overcome language and learning deficits more quickly and to adapt to new social environments. They show a high degree of self-motivation to “want to make it” under all circumstances. At the same time, however, they are also simply young people who, like their peers, must go through the developmental stages

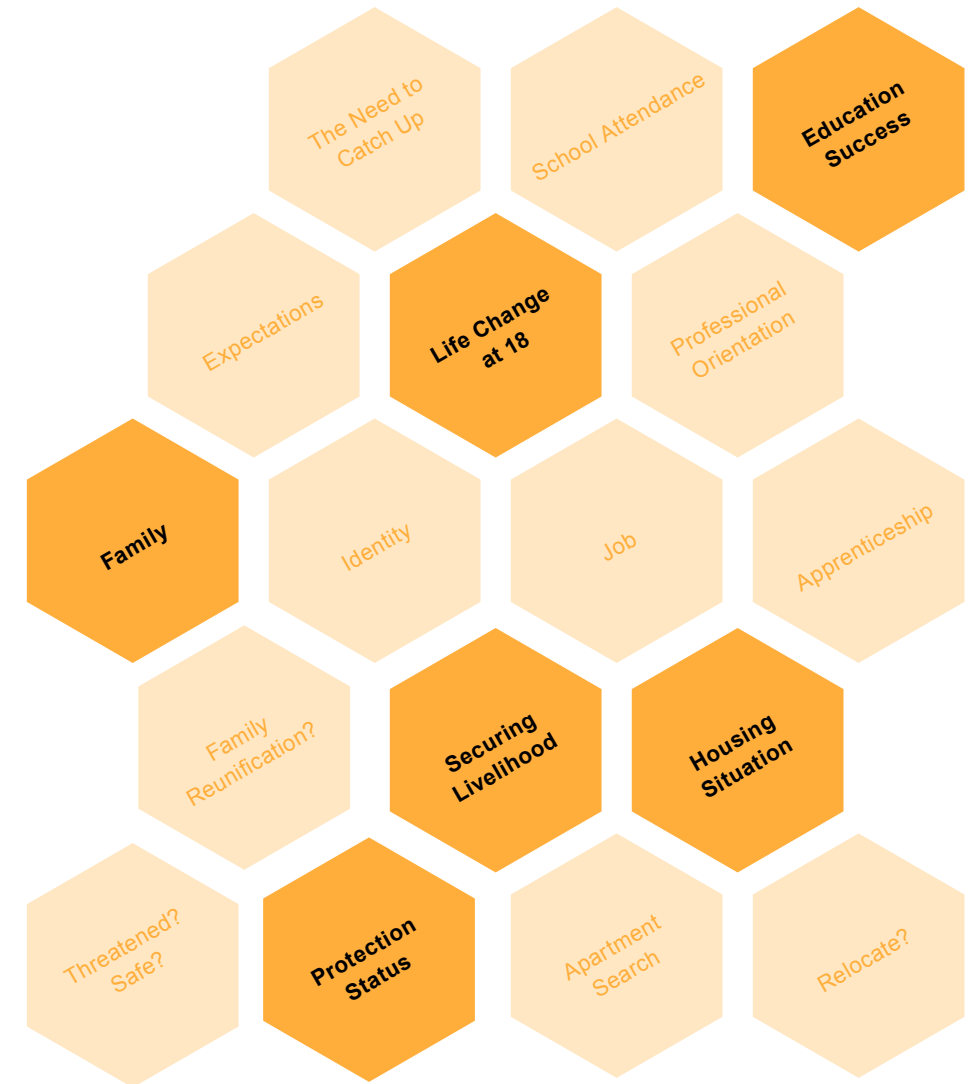
of adolescence. They must learn to first develop their aspirations and dreams for the future and then adapt them to their circumstances, to finish what they have started, to deal constructively with setbacks and frustrations and, in many cases, to do so without the help and support of parents or close relatives. For these young people, integration means finding a place in society, yet they often only have a short period of time to catch up with what others have learned over years. On the one hand, their path to social participation is shaped by the particular structural framework conditions they find themselves in. On the other hand, it is also affected by how they conduct themselves under these conditions.

Young refugees are not simply refugees who are young, but rather they are subject to very specific integration prerequisites. Their individual integration processes are still little defined in terms of a final positive or negative course. Time is a crucial factor in making up for language, education and other integration efforts. Faster access to related support measures from institutions can make a significant difference. In addition to patience and perseverance, their successful integration certainly requires a great group-specific effort on the part of all governmental and non-governmental actors working in the field of integration.

The accumulation of challenges in the integration process of young refugees

In view of the demographic developments, most European countries face the challenge of securing or expanding their respective skilled labour bases. Skilled immigration can represent the third pillar of a corresponding overall strategy, alongside an increase in the female employment rate and the qualification of the resident labour force.

ICMPD examined which demographic, technological and economic trends determine the availability of the required skilled labour in Austria, Europe and beyond.





Policy Unit

FUTURE POLICY AND POLITICAL DISCUSSIONS WILL CENTRE MORE AROUND LABOUR AND LESS AROUND MIGRATION

Skills and labour will gain even more importance for policymakers as a central policy field, putting new demands on migration policy as one of the instruments for helping to meet a country's labour needs. In 2019, we focused on new ways to address labour market needs in the context of migration policy.

Migration, employment and labour markets are closely intertwined regardless of why people migrate. While some migrate for (better) work abroad, others are forced to move due to persecution, conflict or other related causes. Brighter economic prospects are a powerful factor in shaping migratory flows and aspirations, within and from outside the EU. Participation in and access to the labour market is closely linked to migrants' livelihoods, personal development and future opportunities of migrants.

Labour has also become a dominant force for economic growth and innovation and hence for competition for talent between countries. The process of population ageing is expected to accelerate in Europe, putting pressure on European labour markets. Growing labour market shortages, although very uneven among EU Member States, will lead to higher demands for migrant workers with the right skills and qualifications, as will technological transformations that affect the size and shape of the workforce as well as labour market needs. The strategies to fill skills shortages still vary from country to country. While some countries focus on attracting back their own citizens from abroad, others focus on attracting foreign workers. Recent developments relating to the skills of refugees involve efforts to create pathways for protection, such as the Global Compact on Refugees, which seeks to facilitate "labour mobility opportunities for refugees, including through the identification of refugees with skills that are needed in third countries" (Global Compact on Refugees, Recital 95).

ICMPD's Policy Unit supported EU countries such as Poland and Lithuania in developing measures both to attract foreign migrants and to regain citizens living abroad and then better retain both within the country.

Research shows that while many emigrants claim that they intend to return, the number who actually do return is notoriously lower. Our engagement with skills-based complementary pathways to protection for refugees shows that matching the labour market demand of receiving countries with the available skills of refugees may offer new avenues of mobility that benefit the refugees and the countries involved.

SELECTED READINGS

- Policy brief entitled "Return Migration Policies in the Context of Intra-EU Mobility"
- Expert Voice entitled "Skills based complementary pathways to protection – an area of policy relevance?"
- Infographic on solutions for refugees
- Report entitled "Bridging refugee protection and development: Policy recommendations for applying a development-displacement approach"
- Policy brief entitled "The Migration Policy Cycle: Making the Case for Coherent, Inclusive and Evidence-Informed Policy-Making"
- Working paper entitled "Secondary Movements"

Demographic ageing and its effects on the economic and social systems are causes of growing concern in many European countries. The potential of many skilled migrants in the EU is still sorely underused. This is due to the complexity of existing rules at EU and national levels, slow progress in making skills assessment processes more effective, and the lack of innovative measures for the recognition of skills in highly specialised and formalised labour markets.



Forward-looking migration management that considers the needs, opportunities and challenges will serve both migration and domestic labour market needs in the future.

FIVE YEARS OF ADVANCING THE PROTECTION OF MIGRANTS IN CRISIS

After five years of implementation, the European Union-ICMPD project “Migrants in Countries in Crisis (MICIC): Supporting an Evidence-based Approach for Effective and Cooperative State Action” came to an end in December 2019. The project resulted in the most extensive field research ever done on crisis migration, a global and inclusive consultative process, practical guidelines and a myriad of capacity-building interventions to empower emergency responders.

The EU-ICMPD MICIC project contributed considerably to strengthening States and relevant actors’ prevention, preparedness and response capabilities to address migrants’ specific needs and vulnerabilities during emergencies. As an official representative of the Diplomatic Academy of Ukraine noted: “After two intensive years of preparatory work based on the knowledge and expertise of MICIC in crisis management I can state that the Ukrainian Consular Service now has capacities to prepare its staff to tackle crises abroad.”

Nations level, ICMPD helped to ensure that MICIC issues were on the international political agenda, be it in the context of the Global Compact on Migration or the Global Forum on Migration and Development.

To complement existing initiatives, ICMPD simultaneously focused the largest part of its capacity-building efforts on nontraditional actors often forgotten: namely consular staff and diasporas.

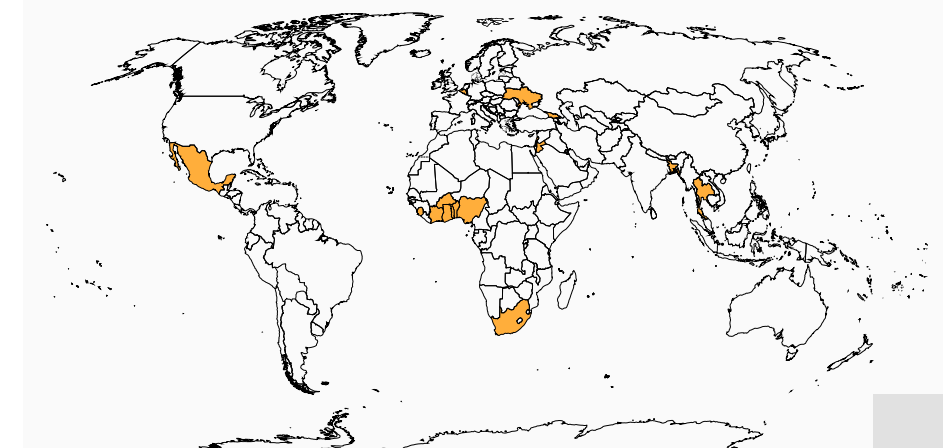
summary papers. Following a broad and inclusive regional consultative process involving 90 countries and the launch of the MICIC Guidelines at United

A MULTIPRONGED APPROACH TO EMERGENCY PROTECTION FOR MIGRANTS

Back in 2015, the mandate given to ICMPD by the European Union (EU) was to advance knowledge on the protection of migrants in times of conflicts and disasters, to support the development of the MICIC Guidelines and, subsequently, to implement these guidelines through capacity-building activities.

In this context, ICMPD ran the most extensive field research ever undertaken in this area, entailing over 700 interviews in 12 countries. The research culminated in the production of six case studies, two research briefs, two comparative reports and two

MICIC capacity-building activities (mid-2016 to 31 December 2019)



GEORGIA	25	BENIN	2
UKRAINE	10	LEBANON	2
BURKINA FASO	6	MEXICO	2
CÔTE D'IVOIRE	6	THAILAND	2
JORDAN	6	TOGO	2
NIGERIA	5	BELGIUM	1
SIERRA LEONE	5	SOUTH AFRICA	1
BANGLADESH	4	REGIONAL EVENT	1
GHANA	4		

An original capacity-building programme was developed to improve the crisis management capacities of consular staff. In addition, a programme was rolled out to tap into the potential of diaspora organisations to support their fellow nationals abroad during emergencies. Furthermore, ICMPD provided technical support in selected countries to improve multi-stakeholder crisis coordination and to advance the protection of migrant children during emergencies with a focus on local actors.


TANGIBLE RESULTS WORLDWIDE

In total, the MICIC capacity-building programme resulted in 84 capacity-building interventions in 16 countries spanning four

continents, the empowerment of over 1000 crisis practitioners and the production of dozens of capacity-building tools, including trainers’ manuals, sets of practical recommendations, infographics, checklists and exercise packages.

The EU-ICMPD MICIC project has been widely praised and gave rise to many success stories. For example, ICMPD has established itself as the leading organisation in consular crisis management thanks to the unique and comprehensive training that it offers in this field.

Unfortunately, no further edition of the EU-ICMPD MICIC project is foreseen. The considerable MICIC expertise will now be mainstreamed through thematic and regional projects.



External and Member States Relations

ICMPD - A STRONG AND DEPENDABLE EUROPEAN MIGRATION PARTNER

ICMPD has helped to shape migration policies in Europe and beyond for more than 25 years. Through its work, it responds to a need for a flexible organisation that can act on the migration situation in Europe and the Wider Europe region. In this role, ICMPD has built up strong networks and strategic partnerships, substantial in-house knowledge, and capacity to innovate approaches to migration, making it a strong and dependable European migration partner. Providing liberating ways of thinking about migration and benefiting from its particular mix of members, partners and experiences, ICMPD has moved even more to the forefront of migration policy development due to a number of recently implemented initiatives.

REINFORCING ITS EUROPEAN POSITION AND STANDING

An integrated and purposeful enlargement of the organisation remains a long-term strategic objective of the ICMPD. Although the number of ICMPD Member States remained unchanged in 2019 (17), the national accession procedures of both incoming members, the Netherlands and Germany, made significant progress that year. The governments of both Germany and the Netherlands took a decision to join ICMPD in July 2019 and in September 2019, respectively. While their domestic procedures to become a ICMPD Member States are pending, the representatives of both countries participate in the ICMPD Steering Group as observers. ICMPD looks forward to welcoming the Netherlands and Germany as full members of ICMPD in 2020. Building on the long-standing cooperation and good

As a membership-based organisation ICMPD emphasises using its wealth of experience and expertise to benefit its constituency. Steps to broaden involvement and diversify cooperative actions with the Member States were central to ICMPD's engagement with its existing and potential Member States again in 2019.

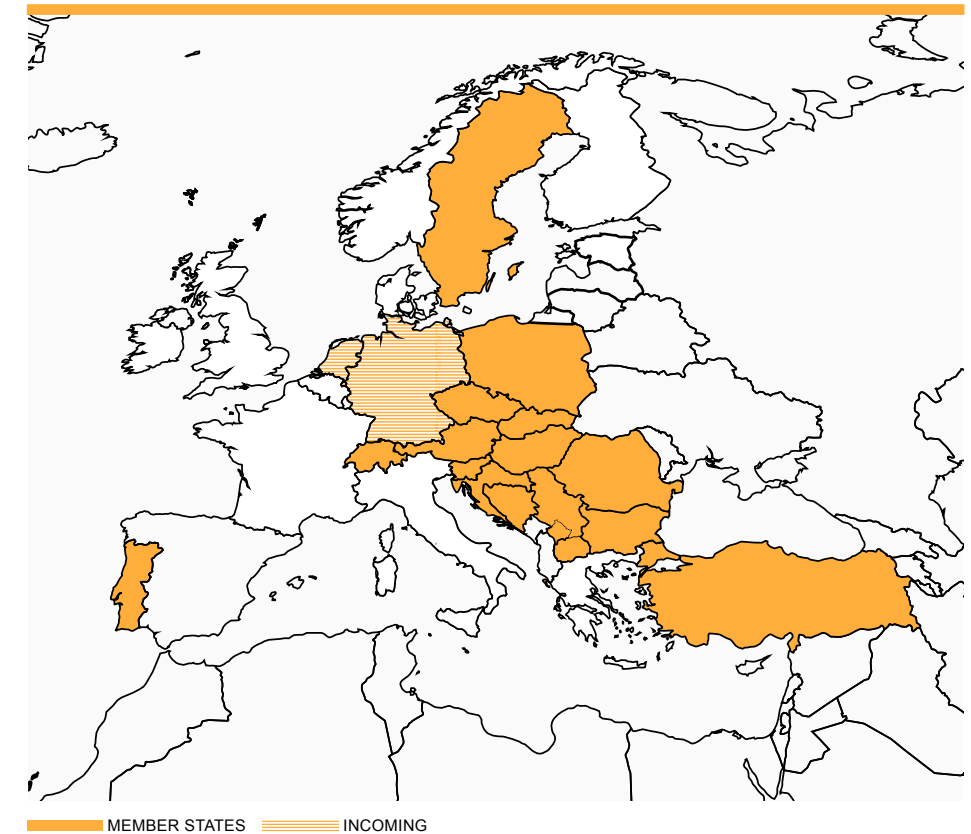
accessions will bring two important countries into our close circle of cooperation and strengthen ICMPD's European foothold and impact.

STRATEGIC ROLE OF THE ICMPD STEERING GROUP

ICMPD Member States represent a variety of European countries, which all bring different perspectives to this collaboration. The Member States set the strategic direction of

relation between ICMPD and these countries, we believe that the membership of Germany and the Netherlands, as central actors in migration governance, will be mutually enriching. These

ICMPD Member States



the organisation mainly through ICMPD Steering Group meetings, but also through ongoing consultations and close cooperation on a variety of topics all year round.

In 2019, North Macedonia held the rotating chairmanship of the ICMPD Steering Group, the highest authority and the decision-making body of ICMPD. The strong commitment of the lead ministry to the chairmanship, the Ministry of Internal Affairs, contributed not only to elevating the importance of the Steering Group, but also opened additional ways of linking the Chair's five priority areas to ICMPD's work.

The ICMPD Member States will have to take several important decisions in 2020, as our present strategic framework is ending that year. This is called the 2020 Process – the process that will prepare a solid, future-oriented framework for ICMPD. In 2019, ICMPD started consultations on several levels, including with its current

and incoming Member States, for the next five year framework. In addition, Switzerland, the chair of the Steering Group in 2020, is supported in these efforts by the Friends of the Chair, a group composed of the Troika of Steering Group chairs as well as Austria, the seat state of ICMPD.

WIDER EXTERNAL RELATIONS

In all its work, ICMPD is guided by a partnership approach. It has built strategic and long-lasting partnerships with governments and relevant stakeholders, including global and regional organisations and European Union institutions. It is continuously building on these relations through high-level as well as technical dialogue. ICMPD views outreach and strong relations as primary ingredients in successful migration cooperation and has built on this approach since being founded in 1993.

MEMBER STATES PROGRAMME 2019

In 2019 the ICMPD Member State Programme organised several activities for its Member States. In response to the positive feedback from countries, ICMPD will add resources to the programme to further strengthen and increase the level of activities in 2020. Highlight activities in 2019 include:

Meetings and Events

“COOPERATION ON THE WESTERN BALKANS”

An event held in Vienna on 7 May 2019 was co-organised with the Steering Group Chair, North Macedonia. The meeting focused on migration along the Western Balkan route and on priorities for migration management systems in the region. The meeting also provided information about the process to prepare ICMPD recommendations on the future of European migration policy (the REX Initiative). A follow-up session for deciding on the way forward was held on 8 October 2019, on the occasion of the Budapest Process meeting in Skopje, North Macedonia. Concrete activities, such as cooperation and information exchange on asylum as well as capacity building in the field of return and readmission, will be taken forward by the Regional Coordination Office for Turkey and the Western Balkans.

Capital Visits

TWO CAPITAL VISITS

A research lunch was held in February 2019 in Berne, Switzerland, to present and discuss research on the integration trajectories of refugees. The presentation and meeting provided insight on how to monitor the impact of integration programmes and on how to measure integration.

A capital visit to Stockholm, Sweden, took place in October 2019 with the theme “Silk Routes Region and Turkey - Regional Developments and Perspectives”. Regional Coordinators for the Silk Routes and the Western Balkan and Turkey regions, shared knowledge and experience from the regions and presented views on the present migration situation and potential developments with a view to the Swedish migration situation.

**The Member States
Programme is exclusively
shaped for Member States.**

**It draws on ICMPD’s geographic and
thematic migration expertise to fac-
ilitate dialogue with and support to
Member States.**

Outreach / Webinar

WEBINAR: TREND ASSESSMENT

Member States were regularly informed about relevant activities in their countries/regions. In order to share results in a more targeted way, a Member States webinar was held for the first time in November 2019, presenting the Trend Assessment Report “Migration of Palestinian refugees from Lebanon: Current trends and implications” and its main findings. Participants were very positive and webinars will be used as a regular tool in 2020. Member States were also regularly informed about relevant activities in their countries/regions.

Support to Chairs / Presidencies

HIGH-LEVEL WORKING GROUP

In the first half of 2019, ICMPD supported the Romanian authorities in preparing content about the Silk Routes region for the High-Level Working Group in Brussels. In addition, ICMPD strongly supported Romania in organising a high-level event on Africa in Brussels by helping with preparation, content and moderation.

Migration Dialogues



MIGRATION DIALOGUES AS AN ESSENTIAL PART OF GOVERNING MIGRATION

Migration dialogues successfully link countries and regions as well as create important networks among migration administrations. ICMPD supports several key inter-governmental dialogues on migration with strategic advice, expertise and administrative support.

ICMPD was founded in 1993, at a time when migration in Europe saw dramatic changes following political developments in Eastern Europe and the wars leading up to the dissolution of Yugoslavia. Politicians realised they needed a new platform for discussing migration among states who had very different interests and priorities. States were seeking an efficient way to build cooperation, forge new bonds and exchange information on migration.

They found it by creating the first true inter-regional migration dialogue, the Budapest Process. This dialogue created an informal political setting, providing an opportunity to agree on policy targets and standards for cooperation without legally binding the participating states. It gave states the freedom to engage in more ambitious cooperation, share information freely and create important professional networks. One of the first tasks of the newly founded ICMPD was to support the Budapest Process as its secretariat.

Nowadays, dialogues have become a powerful tool fostering migration cooperation and an effective way to drive a common migration agenda forward. Migration dialogues

connect countries along the migration routes, build networks among administrations and create spaces to find common language, ways and solutions. The dialogues often go beyond formal frameworks by setting more ambitious objectives, overcome differences and find commonalities on all topics. They build trust between partners, needed to initiate operational cooperation, and, as such, have become an essential part of how we govern migration. ICMPD now supports some of the most important migration dialogues linking Europe, Asia and Africa.

CONNECTING REGIONS

The organisation runs the secretariat for the Budapest Process, the Prague Process, the Rabat Process, the Khartoum Process and the Mediterranean Transit Migration (MTM) Dialogue — all covering important migration regions. In its secretariat role, ICMPD supports leading and participating states with strategic advice and information, providing migration expertise and administrative support. Having this function puts ICMPD in a unique position

in terms of regional networks and knowledge as well as geographic and thematic outreach.

In most dialogues, the policy direction is decided upon at ministerial level. Ministerial declarations, sometimes with accompanying work plans, set the thematic priorities, specific objectives and targets for the cooperation for a specific time period. Dialogues include several activities: working group meetings, capacity building measures and national implementation activities planned in order to reach the cooperation objectives. In many processes, this work is overseen by high-level senior officials' meetings, mandated to follow-up on ministerial conclusions.

Considering how important the regional perspective is in international migration, ICMPD has adopted a regional approach in its work and is fostering close relationships with regions that connect with Europe. The aim is to create efficient cooperation and partnerships along migration routes.

ICMPD has organised the work in priority regions closely connected with the migration dialogues it supports. The dialogue activities are flanked with capacity-building measures as well as policy and research activities. These three approaches mutually reinforce their respective impact and quality.

FOSTERING DIALOGUE, COOPERATION AND STRATEGIC PARTNERSHIPS ON ALL LEVELS

In the African region, the Rabat and Khartoum Processes act as a forum for political dialogue and cooperation on migration. The Khartoum Process engages the EU and Horn of Africa countries in tackling irregular migration and human trafficking and smuggling of migrants, while the Rabat Process brings Europeans together with North, Central and West African policymakers under a broader migration and development remit. In 2018, Rabat Process partners welcomed the adoption of the Marrakesh Political Declaration and Action Plan 2018-2020, the new strategic framework governing the dialogue for the period 2018-2020. During the same year, the Khartoum Process further consolidated its framework for policy and dialogue among its member states under the Italian chairmanship. The Rabat and Khartoum Processes also represent the two platforms that monitor the implementation of the Joint Val-

letta Action Plan (JVAP), which was adopted during the Summit on Migration held in 2015. Within this framework, a JVAP Senior Officials' Meeting took place on 14 and 15 November 2018, in Addis Ababa, leading to the adoption of Joint Conclusions with a view to addressing the implementation of the five priority domains of the JVAP.

In the Mediterranean region, the City-to-City Migration initiative (under the MTM Dialogue) entered its fourth year of operation. In 2017, a network of nine major cities in the Mediterranean, working on improving local migration governance, was consolidated and will be extended to include several more cities during 2019 and beyond.

As tasked by the Bratislava Ministerial Declaration of 2016, the Prague Process successfully launched its Migration Observatory and Training Academy in 2018. The products developed to date include several training manuals, policy briefs, analytical reports, country factsheets, media digests and expert interviews. The year 2018 also saw the implementation of a number of workshops and trainings addressing the priority areas identified by the Prague Process states. The Senior Officials' Meeting in December 2018 focused on the 10th anniversary of the process in 2019, looked at its role in the implementation of the Global Compact for Migration on a regional level and considered the extension of its mandate and thematic focus for the period of the ministerial mandate (2017-2021) and beyond.

In the Silk Routes region, the Budapest Process moved towards a new Ministerial Conference in Istanbul in February 2019, which also celebrated its 25th year of operation. In 2017, the Budapest Process dialogue also piloted a methodology with annual focus topics. For 2017 and 2018, the thematic area was focused on return and reintegration. Flanking capacity-building work in the Silk Routes region has deepened, mainly with Afghanistan, Bangladesh, Iran, Iraq and Pakistan.

Supporting migration dialogues for the past 25 years has also influenced ICMPD. It has convinced ICMPD that migration management requires cooperation and partnership at all levels. ICMPD now uses this same approach to facilitate cooperation between partners in several areas of migration management, for example, integrated border management, the fight against trafficking and diaspora matters.



Western Balkans and Turkey

47

ICMPD HAS INCREASED ITS CONTRIBUTION TO MIGRATION MANAGEMENT IN TURKEY AND THE WESTERN BALKANS BY EXPANDING THE SCOPE AND MANNER OF ITS SUPPORT

ICMPD continued to work closely with the respective national institutions responsible for migration and border management in Turkey and the Western Balkans. The project portfolio of ICMPD has been extended in the region to cover almost all aspects of migration management in Turkey and the Western Balkans. Thanks to this step, ICMPD's portfolio now covers overall migration management, irregular migration, return, asylum, trafficking in human beings, cooperation with civil society, and migration and development in general. Also included are diaspora issues as well as efforts to facilitate the socio-economic integration of the Syrians currently under temporary protection in Turkey.

In previous years, the number of identified THB victims decreased from 303 victims in 2017 to 134 victims in 2018, but increased again in 2019 to 215 THB victims. This shows that the victim-centred efforts to raise awareness and build capacity have had positive results overall. That is why one of the decisions of the national Anti-THB Coordination Commission that convened on 19 November 2019 was to sustain these efforts

to build capacity and raise awareness. The number of priority provinces was also increased from 15 to 36. DGMM, the coordinating institution for Turkey's anti-trafficking response, has also invested in strengthening institutional coordination and inter-agency cooperation. This is evident from the on-going protocol process with Mo-FLSS. ICMPD has helped mainly to enhance the capacities of governmental players

and civil society. Moreover, it is initiating new opportunities for evidence-backed policy formulation based on research studies planned for 2020-2021. These studies will hopefully serve as the basis for future partnerships in Turkey's fight against human trafficking. Partnerships with the private sector and bilateral/multilateral regional cooperation are among the aspects to be considered for future inclusion in the road map.

SHIFT PROJECT ENHANCES THE CAPACITY OF OCCUPATIONAL STAFF AT THE MINISTRY OF FAMILY, LABOUR AND SOCIAL SERVICES WORKING ON WOMEN-RELATED ISSUES IN THE FIGHT AGAINST HUMAN TRAFFICKING

The UK-funded project targets mainly occupational staff (social workers, psychologists, child development specialists, and sociologists) at the Ministry of Family, Labour and Social Services (MoFLSS) working in Violence Prevention and Monitoring Centres (VPMCs) and in women's shelters. In basic trainings conducted mostly in 2019, a total of 240 staff were trained on human trafficking in a full-fledged training programme tailored to their occupational competencies. In 2020, the main objective will be to provide training of trainers (TOTs) to 120 of those 240 staff members who underwent basic training.

These steps will be complemented by efforts to develop and disseminate comprehensive training material in order to ensure sustainability. Apart from its focus on capacity building, the SHIFT Project has added the most value by contributing to the policy dialogue between the Directorate General of Migration Management (DGMM) and MoFLSS, which are currently preparing a protocol on anti-THB procedures among their respective institutions.

ICMPD also sustained its dialogue with DGMM on anti-THB in 2019, helping to bring about a new project to conduct research on child and labour trafficking in Turkey that will cover both Turkish nationals and Syrians in nine pilot provinces. In addition, there are plans and discussions with relevant stakeholders to expand the anti-THB capacity-building and awareness-raising efforts targeting occupational staff working on children-related issues as well as diplomatic and consular staff.

PACT PROJECT SUPPORTS INSTITUTIONAL CAPACITY AND POLICY DEVELOPMENT PROCESSES IN THE ASYLUM FIELD

The work of the Turkey Office in the asylum field focused on supporting the policymaking processes and asylum-processing capacity of the Turkish authorities. Our work in 2019 specifically targeted policies on temporary protection and on the capacity of country-of-origin information systems, where support was provided through research activities and the development of institutional tools.

In 2019 the main beneficiary of ICMPD's work in the asylum field in Turkey was, as it has been for the last half-decade, the Turkish Directorate General of Migration

Management (DGMM). The cooperation between DGMM and ICMPD in this field occurred within the scope of the PACT Project (full name: Supporting Institutional Capacity and Policy Development Processes in the Area of Asylum Project).

The PACT Project builds on the outputs of the previous two asylum-capacity projects implemented by ICMPD in Turkey, underscoring the long-term ongoing cooperation between ICMPD and DGMM in the asylum field. The PACT Project is expected to continue until March 2021 and will maintain its focus on the capacity and efficiency of the asylum system in Turkey.

SUMMIT PROJECT SEEKS TO ACHIEVE SUSTAINABLE MIGRATION MANAGEMENT BY SUPPORTING THE IMPLEMENTATION OF DEVELOPMENT-SENSITIVE MIGRATION POLICIES AND INITIATIVES IN TURKEY

The SUMMIT Project (in full: Sustainable Migration Management through Supporting Implementation of Development-Sensitive Migration Policies and Initiatives in Turkey) seeks to further support the establishment and implementation of a framework for an integrated, long-term, development-sensitive and sustainable migration policy at central and regional level with a special focus on integrating various groups of migrants and refugees in the labour market.

At the central level, the project provides technical support for implementing the international migration section of the 11th National Development Plan of Turkey. To this end, the project makes content-related contributions to annual programmes for migration and development as well as supporting the development of new and up-to-date policies and strategies focusing on migration and development. The project also supports the implementation of the previous SIDEM output, National Development-sensitive Migration Strategy and Action Planning Framework. This includes analyses and recommendations about the impact of migration on three pillars of development, namely social, economic and infrastructure development.

The SUMMIT Project continues the previous initiatives “Sessiz Destek” and “Support the Implementation of Development-Sensitive Migration Policies in Turkey (SIDEM)”. These projects demonstrated the need to continue measures related to both development sensitive-migration policy at central and regional level as well as concrete measures related to the integration of various groups of migrants in the labour market.

The project is funded by the Swiss State Secretariat for Migration (SEM) for the period 1 August 2019 to 31 July 2021. Counterparts in Turkey are the Directorate General for Migration Management (DGMM), the Ministry of Family, Labour and Social Services (Mo-FLSS), Presidency of Strategy and Budget, Ministry of Industry and Technology/General Directorate of Development Agencies and relevant regional development agencies.

which is considered a priority in the country. In this regard, the project seeks to analyse and identify the labour absorption capacities at the regional level as well as existing and emerging needs at the sector level in order to identify the most promising sectors and value chains for job creation.

TACSO PROJECT GIVES TECHNICAL ASSISTANCE FOR COOPERATION WITH CIVIL SOCIETY ON MIGRATION AND INTERNATIONAL PROTECTION

In Turkey, there is a clear need for ensuring transparent and accessible relationships between the public and civil society in terms of dialogue and cooperation. Both sectors need increased capacity in outreach, communication and hands-on experience on various migration issues. Mindful of these needs, ICMPD partnered with a consortium this year to implement the EU-funded

The project highlights the importance of harmonising and coordinating regional policies with the central policies while considering regional characteristics and disparities. In addition to its work on central level development-sensitive migration management, the project also looks into regional responses and needs in order to formulate regional strategies and tailor-made measures. Moreover, the project significantly contributes to the development of new ways of integrating high volumes of migrants into the labour market,

Technical Assistance Project “Cooperation with Civil Society in the Field of Migration and International Protection (TACSO).” The TACSO Project has a budget of EUR 1.5 million and was kicked off in April 2019. It mainly aims to strengthen the capacity of CSOs working on migration and international protection and their cooperation with public institutions in order to improve administrative infrastructures in migration management. For the purposes of the project, ICMPD proceeded in 2019 to establish a strong training team of renowned scholars in Turkey and to develop comprehensive and quality training tools for capacity-building activities on migration and international protection targeting CSOs. In 2020, ICMPD will reach 750 CSO staff through migration and international protection trainings and will conduct a comprehensive field study covering 15 provinces to identify potential areas of cooperation for CSOs and public institutions in Turkey.

SUPREME PROJECT STRENGTHENS UTILISATION OF ADDITIONAL POLICIES AND MEASURES FOR REINFORCING MIGRATION MANAGEMENT IN TURKEY

The objective of the SUPREME Project (in full: Strengthening Utilisation of Additional Policies and Measures for Reinforcing Migration Management in Turkey) is to strengthen migration management in Turkey in a complementary way in order to cover all indispensable elements of full-fledged work in this area. The project will focus on strengthening the development of policies and operational strategies, enhancing cooperation with countries of origin, supporting the effective functioning of the national assisted voluntary return operations and exploring possibilities for introducing reintegration policies and programmes.

The project provided training on global and regional developments related to migration in South America, South-East Asia, Europe and North Africa, provided country-specific research documents for senior management on Afghanistan,

Within the framework of the UK-funded SUPREME project, ICMPD supports Turkey’s Directorate General of Migration Management (DGMM) in strengthening the capacity of DGMM to take proactive measures to improve its migration management by covering complementary areas. The project extends its support for improving migration dialogues and bilateral cooperation of Turkey with Afghanistan, Pakistan, Bangladesh, Algeria, Morocco and Uzbekistan. In addition, it supports the establishment of a National AVR system and is preparing a study for developing a reintegration programme for Turkey as well as providing support for developing policies on irregular migration and return.

Pakistan and Iraq, supported dialogues with Pakistan, initiated a dialogue with Algeria, Morocco and Uzbekistan, and continues to support dialogues with Afghanistan and Bangladesh. The SUPREME Project supported the drafting of the national assisted voluntary return programme’s regulation, initiated a fund-raising strategy and national stakeholder consultation which all feeds into the pilot implementation of the programme to Afghanistan.

The project initiated steps for the feasibility study of a national reintegration programme, starting with research and policies and practices of destination countries and countries of origin, also initiating a baseline assessment and stakeholder mapping.

The project provides a monthly briefing on countries of origin with an eye to improving the knowledge of the main beneficiary, the Directorate General of Migration Management (DGMM). It also provides support for improving the input of DGMM to regional and global migration discussions and supports the DGMM’s participation in international/regional reintegration networks.

WESTERN BALKANS

MIMAK II, MIMAK III PROJECTS STRENGTHEN MIGRATION MANAGEMENT AUTHORITIES IN KOSOVO¹

Migration management remains high on the agenda of the Government. Kosovo is working on strengthening its institutional capacities as well as on furthering policy

* All references to Kosovo in this document should be understood to be in the context of United Nations Security Council resolution 1244 (1999).

development related to migration. Given that Kosovo* is in the final phase of the visa liberalisation process with the EU and that the potential visa-free regime is likely to have an impact on further out-migration, the government took an inter-institutional approach to dealing with migration by establishing the Government Authority on Migration (GAM).

ICMPD's MIMAK Project, funded by the Swiss State Secretariat for Migration and implemented in partnership with Maastricht University, is supporting this authority in strengthening related mechanisms to advance evidence-based migration policies, to enhance its capacities in migration

Migration Survey

The first migration survey carried out in Kosovo* poses questions on internal migration, emigration of household members, return migration as well as future migration plans to 4,500 household in rural and urban areas in Kosovo*. Some of the key findings from the survey can be summarised as follows:

- Migrant and potential migrant households are more likely to be from rural areas and have higher average incomes than non-(potential) migrant households.
- Male migrants are the principle senders of remittances back to Kosovo*.
- Satisfaction with the return experience is mixed.
- Limited access to amenities and more negative subjective opinions may influence the decision of migrant and potential migrant households to move abroad.
- Nearly one out of every four individuals has concrete plans to migrate, illustrating the importance of potential migration in Kosovo*. The vast majority of potential migrants indicate they would not attempt to move irregularly if migration through regular channels was not possible.

The first phase of the MIMAK Project was successfully completed in June 2019 and a follow-up project started in December 2019. This new project will focus on further strengthening migration management structures in Kosovo*, enhancing GAM's capacities to work on policy development as well as facilitating the development of migration and development policies for Kosovo* and further strengthening outreach activities of the government related to migration.

management and to inform the population of the benefits of regular migration and the consequences of irregular migration.

IN 2019, ICMPD SUPPORTED THE GOVERNMENT AUTHORITY ON MIGRATION (GAM) IN THE FOLLOWING AREAS:

- Improving the legal framework of migration management structures and providing support to policy development by finalising a government regulation on the work and functioning of GAM, thereby strengthening the legal framework, revising the structures of the authority and defining the functions of its member institutions, and by supporting GAM in developing the Kosovo* Strategy for Migration 2019-2023.
- Enhancing capacities through training, mentoring, on-the-job training and enhancing the coordination work of GAM by setting up and facilitating working groups on migration-related topics.
- Supporting the development of standardised data collection and analysis practices through the development of a Migration Management Information System, i.e. an interlinked data system on migration data, supporting the development of migration profiles, and completing an initial migration survey for Kosovo*.
- Raising awareness in the population on the benefits of regular migration and the consequences of irregular migration by improving the outreach activities of GAM through the development of a communication plan and of material explaining the rights and obligations of visa-free travel in the Schengen Area (e.g. a video spot on rights and obligations, a mobile app to calculate days eligible to stay in the Schengen Area, etc.)

LINK UP! SERBIA II PROJECT FACILITATES DIASPORA INVESTMENTS

ICMPD, the Ministry of European Integration of the Republic of Serbia, and the Chamber of Commerce and Industry of Serbia have initiated wide cooperation on diaspora engagement for local, regional

and national development. The initial and foundation project, Link Up! Serbia II, started on 1 November 2019. The overall project objective is to foster transnational entrepreneurship activities with and through the Serbian diaspora in Austria and other DACH countries (Germany and Switzerland) by facilitating access to knowledge, networks and financial resources. This will be achieved through Component 1 – Strengthening local competitiveness and capacities for SME internationalisation and attracting investments; and Component 2 – Expanding business engagement and access to DACH markets through digitalisation, specialised business events and operations at home and in host countries.

The project has a diverse pool of beneficiaries, from regional development agencies, Chambers of Commerce and Industry, SMEs, entrepreneurs, to local self-governments, harnessing local and regional synergy and achieving a stronger impact. Link Up! Serbia II will implement special diaspora-supported measures for overcoming market barriers faced by women, youth and elderly farmers, Roma, minority entrepreneurs, and persons with disabilities.

STAMM PROJECT PROVIDES SHORT-TERM TECHNICAL ASSISTANCE ON ASYLUM, MIGRATION AND MOBILITY IN THE WESTERN BALKANS

The StAMM Project is funded by the Swiss State Secretariat for Migration (SEM), the Czech Ministry of the Interior, and the Austrian Ministry of the Interior. The overall objective of StAMM is to provide a targeted support mechanism to the Western Balkan countries in order to strengthen their capacities and cooperation modalities to respond better to migration challenges.

StAMM is envisaged as the project to provide the necessary framework and tools to respond quickly to priority requests from the Western Balkan countries, e.g. interventions such as targeted dialogue and consultations; bilateral, regional and migration cooperation platforms at the request of any of the partners on a migration management

The project is funded by the Austrian Development Agency (ADA) for a period of 28 months. Link Up! Serbia II is the continuation of the previous ICMPD project Link Up! I. Link Up! I demonstrated the need to implement measures to develop engaging diaspora policy and programmes on the national and local levels as well as to implement concrete measures to overcome market impediments to competition growth and to DACH market access. The project will be followed by a Link Up! Serbia III Project focused on the Serbian diaspora in Scandinavia and Wider Europe, as well as on the regional level in the Western Balkans.

topic of interest to them. Structural support will be given, e.g. contribution to capacity building, policy and strategy development, enhancement of legal and institutional framework, gaps and needs assessments, structural analyses, data collection and harmonisation, institutional tools and work methodologies and other related actions. The focus in 2020 will be on building capacity mainly by providing training

to staff working directly with migrants and by establishing bilateral cooperation between the countries on the Balkan route and countries of origin. The situation in the region requires greater funding increases.

In March 2019, ICMPD organised Negotiation Skills Training in the scope of StAMM with the aim of building the negotiation skills of 18 representatives from the ministries of security and/or ministries of the interior of Albania, Bosnia and Herzegovina, Montenegro, and North Macedonia involved in the migration dialogue under the Budapest and/or Prague Processes.

* All references to Kosovo in this document should be understood to be in the context of United Nations Security Council resolution 1244 (1999).

Eastern Europe and Central Asia



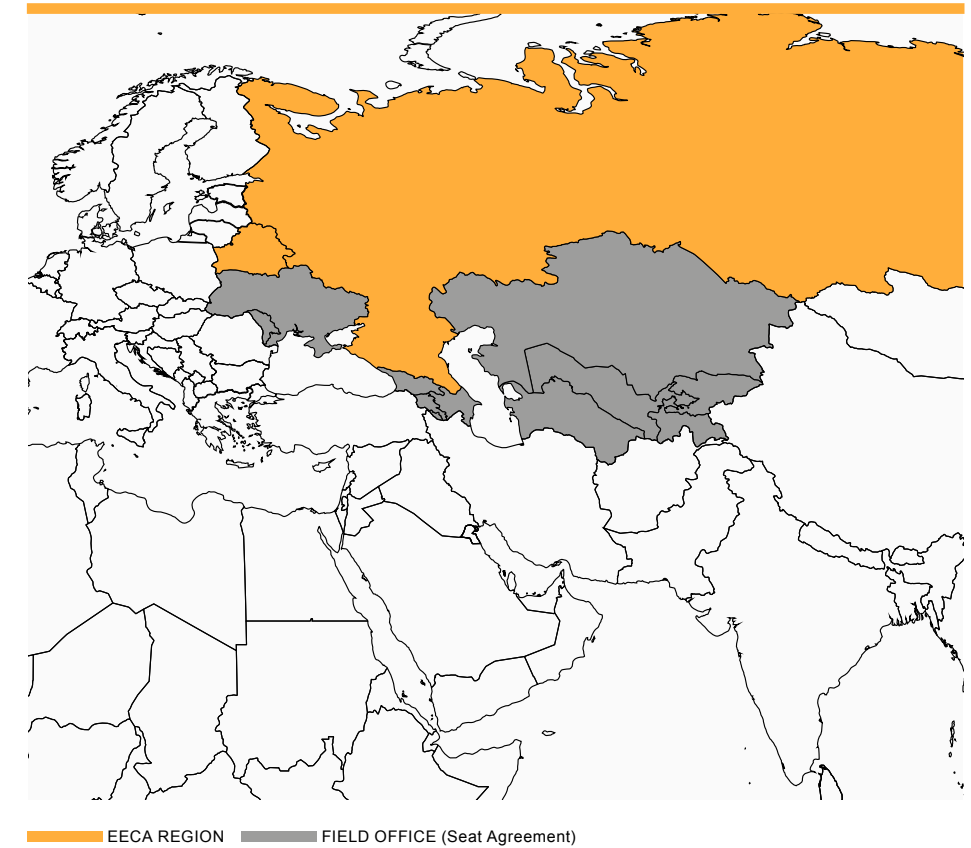
CONSOLIDATING FOR PORTFOLIO DEVELOPMENT

The year 2019 was the third calendar year since the establishment of the Regional Coordination Office for Eastern Europe and Central Asia (RCO EECA). The newly created position of Regional Portfolio Manager marks a qualitative change, a transitional milestone in line with ICMPD regionalisation. The aim is to focus more heavily on developing the regional portfolio and on transferring the thematic portfolio to the regional structure.

Internal institutional consolidation was complemented by parallel institutionalisation within the region. This took the form of concluding or proposing legal documents regulating the cooperation and status of ICMPD in respective countries. After signing the cooperation protocol with the State Border Guard Service of Ukraine in January and a memorandum on cooperation with the State Migration Service of Ukraine in September, ICMPD proposed that the Ministry of Foreign Affairs of Ukraine conclude a Seat Agreement to grant the newly created office in Kyiv a corresponding status. Ukraine was the focus of attention in mid-December 2019 when the EU-funded project on integrated border management (EU4IBM project) started. Progress was made on Seat Agreements, with Azerbaijan prepared to sign and Kyrgyzstan

where renewing negotiations; the target is to sign by mid-2020. To facilitate the establishment of the Migrant Resource Centre in Dushanbe, a memorandum of cooperation was drawn up with the Tajik Ministry of Labour, Migration and Employment of Population. The Central Asian region was also a focal point for ending the BOMCA 9 project and the BOMCA 10 preparations, in which Afghanistan will also be involved. The resonating topics and policy directions from 2018 were promoted again in 2019 and will not be abandoned in 2020 either. People-to-people contact, work with youth, education, expansion of knowledge and expertise, as well as the migration narrative were the areas of engagement for EECA RCO yet again, not only with the Eastern Partnership but also with other EECA and Western Balkan states.

The EECA Region—Where we work



It was a unique achievement to organise the ICMPD International Summer School in Kachreti in Georgia through the joint efforts of the EU-funded projects ENIGMMA 2, MOBILAZE and PP DATA. Close to 100 students, young professionals and specialists came together to gain knowledge about migration so they could subsequently influence the migration policy debate in their home countries.

Mindful of the EaP 20 priorities for 2020 and their importance, EECA RCO took part in the public “EU Eastern Partnership structured consultation”. EECA RCO shared the knowledge it had gained in carrying out numerous projects and events in the six countries while expressing its views on the EaP priorities defined for the period up to 2030 and its interest in continuing to promote them.

Recognising the importance of how media and journalists formulate the migration narrative and thereby influence public opinion and discourse, EECA RCO continued working with journalists in Armenia (Journalist Suitcase, MIBMA project) and successfully worked with journalists from all Eastern Partnership countries and Russia in a Germany-funded Migration Media Training Academy (MOMENTA project).

PRAGUE PROCESS

In 2019, the Prague Process celebrated its 10th anniversary. Hosted by the Romanian EU Presidency, the anniversary event brought together over 80 senior-level officials from 37 countries and the relevant EU institutions in Bucharest. The task was to take stock of the past decade of cooperation and to try to ascertain what the future might hold. The main motivation to initiate the Process in 2009 was to bridge the gap between the EU Member States and partner countries and to establish a joint understanding about and minimal standards for migration management. The European Commission underlined the importance of the professional links established and the need to continue the cooperation regardless of whether there is an acute crisis. The main benefit of the process is the ongoing cooperation and its dynamism. All sides appreciated the substantial results achieved by the Prague Process with its relatively small budget.

The year 2019 also saw the implementation of several trainings, conferences and other activities, including the summer school, co-organised by several EU-funded ICMPD projects. Following the publication of numerous briefs and reports, the year 2020 will see the elaboration of effective e-learning tools. The annual Senior Officials' Meeting will take place under the German EU Presidency in November 2020.

During the 10th anniversary celebration of the Prague Process, the participating states and the European Commission expressed their strong appreciation of the results achieved, while underscoring the need to sustain the smooth cooperation that has been established. The year 2020 will see the organisation of further demand-based activities and capacity-building efforts, including the elaboration of effective e-learning tools.

Silk Routes



SILK ROUTES REGION

Due to political and socioeconomic developments in this region, the Silk Routes countries continued to be of key importance for Europe in terms of migratory flows in 2019. ICMPD further consolidated its cooperation with the region with a view to maximising the development potential of migration and creating opportunities for safe, legal and orderly migration.

ICMPD supported the Government of Afghanistan in developing its first-ever Comprehensive Migration Policy (CMP) through a whole-of-government approach. The Policy was officially presented to the government in Kabul in June 2019 and was afterwards endorsed by the Cabinet of Ministers. The CMP addresses key migration issues related to (a) Return and reintegration, (b) Regular migration, (c) Prevention of irregular migration and (d) Migration and development.

The CMP is designed to help Afghanistan move from short-term humanitarian responses to long-term migration and development governance. Effective management of migration can harness the potential of migration as a driver of economic growth and social stability and address hazardous irregular migration trends. To this end the CMP provides new solutions to link Afghans in mobility with the socioeconomic development of Afghanistan.

intending and potential migrants on safe and legal migration as well as the dangers of irregular migration and extended their outreach in Afghanistan, Iraq and Pakistan.

Building on previous initiatives and fuelled by the adoption of “The Istanbul Commitments on a Silk Routes Partnership for Migration and its Call for Action” by the Budapest Process at the Ministerial Conference in February 2019, ICMPD has stepped up its activities in the Silk Routes Region.

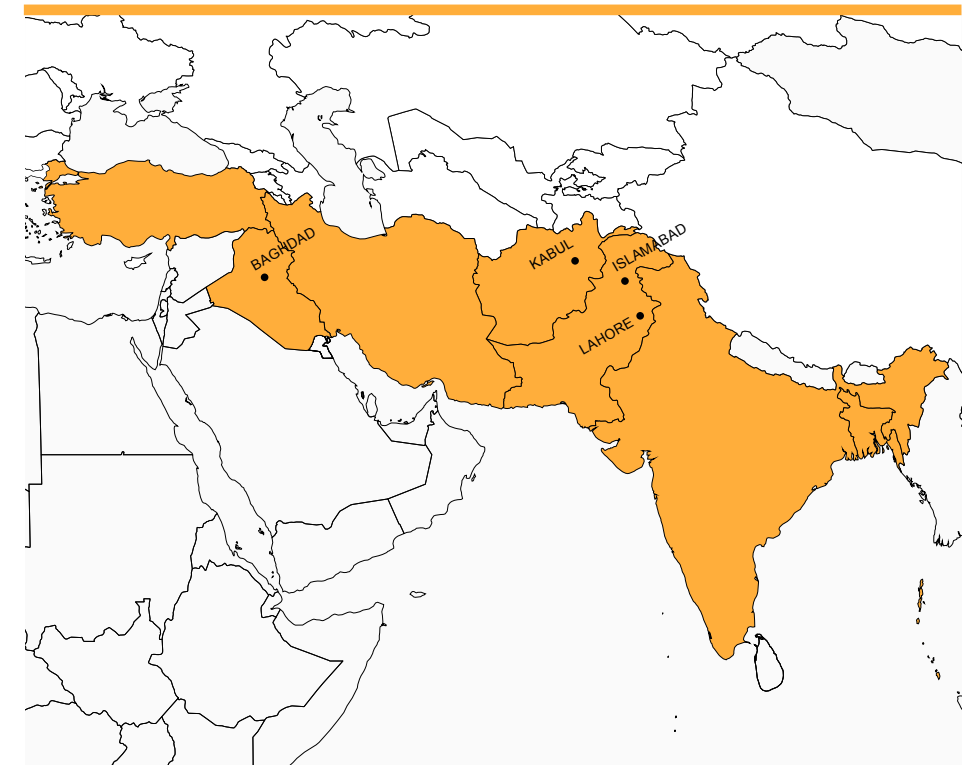
In particular, Migrant Resource Centres continued to increase their efforts to inform outgoing,

Supported by the EU the MRCs had served over 150,000 outgoing and potential migrants in these three countries by the end of 2019. With additional support from Germany, Norway and Switzerland, more outreach is planned at district level and the expansion of the MRC network is ongoing in Afghanistan, Iraq and Bangladesh.

ICMPD also supported the ministries of labour and migration in Afghanistan, Bangladesh, Iraq and Pakistan in developing pre-departure systems for overseas employment, regulation and management of recruitment and deployment processes. The support focused on protecting the rights of overseas workers, building capacity of governments in crisis management, contingency planning and skills development, in particular for female migrants.

ICMPD continued to help the governments of the Silk Routes countries further develop migration policies and strengthened their migration management capacities.

Migrant Resource Centres in the Silk Routes Region



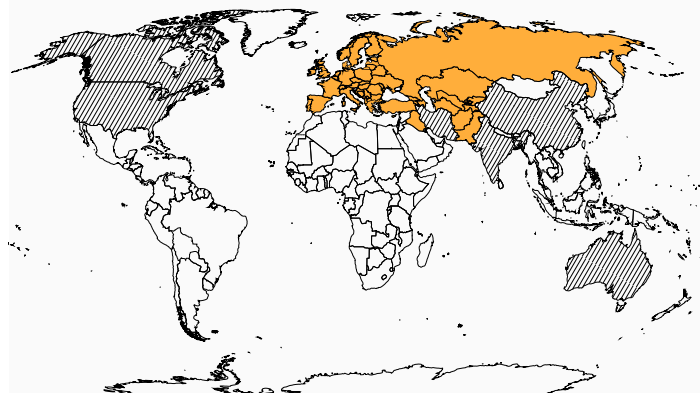
INTEGRATED BORDER MANAGEMENT

IBM is a new area of cooperation for ICMPD with the countries of the region, through a project supported by the EU. In this region, border management is a key area in which cooperation and coordination can be strengthened – within each agency (intra-agency), at the national level and with other countries within and outside the region. Improving the capacities of border management agencies in the region to respond to the challenges they face requires adapting and putting in place integrated border management strategies and policies suited to the needs of this region and of each country within it. In Afghanistan and Iraq, steps necessary to initiate IBM strategy development and capacity building of border agencies were already taken in 2019.

EU-INDIA COOPERATION AND DIALOGUE ON MIGRATION AND MOBILITY

Building on ICMPD's deepening engagement with countries of the Silk Routes Region, the EU-funded Cooperation and Dialogue on Migration and Mobility further enriched cooperation between the EU and India. The action is guided by the objectives set out in the Common Agenda on Migration and Mobility (CAMP) and it includes a high-level dialogue covering both regular and irregular channels. Its conclusions have contributed to the High-Level Dialogue on Migration and Mobility, and to the launching/distribution of knowledge-based tools for Indian students and EU universities.

The Budapest Process— a Silk Routes Partnership for Migration



———— PARTICIPATING STATES
////////// OBSERVER STATES

The Budapest Process held its 6th Ministerial Conference in February 2019 in Istanbul, Turkey. The migration situation in the Silk Routes Region and in Europe called for reaffirming the political commitment of the last political declaration adopted in 2013 and for focusing more heavily on initiatives and resources to address both short-term and long-term priorities.

Close to 40 Budapest Process participating countries and representatives of relevant organisations, in the presence of the European Commissioner for Migration, Home Affairs and Citizenship, adopted “The Istanbul Commitments on the Silk Routes Partnership for Migration”, introducing five commitments to be upheld in migration management: commitments to partnership, comprehensive migration management, human rights, support and solidarity, and knowledge.

The political declaration is complemented by “A Call for Action – a five-year plan”. It sets out the general framework for cooperation among the Budapest Process participating states and lists 41 action points to be addressed in pursuing six priority goals as a basis for its further activities, meetings and projects or initiatives.

Following the Ministerial Conference, the participating states and organisations of the Budapest Process focused on planning the specific actions for the next five years to implement the Call for Action on the ground. Through written consultations during the rest of the year and a joint meeting of the Regional Working Groups in October in Skopje, an Implementation Plan for the Call for Action was developed and endorsed at the Senior Officials Meeting in December in Istanbul.

The Budapest Process has come to fully master the balance and inter-play between political dialogue and operational activities. The meetings, from ministerial to operational level, are flanked by operational activities in the Silk Routes Region, giving the dialogue both purpose and direction. Projects currently supported by the European Union, Germany, Norway and Switzerland develop the capacities of administrations in the Silk Routes countries in all aspects related to the movement of people, including awareness of how migration could be more beneficial for the development of these countries.

Accordingly, several Migrant Resource Centres (MRCs) have been established in Afghanistan, Iraq and Pakistan that inform outgoing, intending and potential migrants of the dangers of migrating irregularly. MRCs provide information and counselling services on possibilities for safe, legal and orderly migration as well as on rules and regulations. Additional MRCs will also be set up in Bangladesh.

In addition, training modules for pre-migration orientation, pre-departure orientation and post-arrival orientation have been developed to equip government officials with the necessary tools to inform outgoing and incoming migrants adequately on safe, legal and orderly migration.

Accordingly, the dialogue activities in 2020 will focus particularly on:

- lessons learned on return and reintegration: what works, what doesn't
- dismantling of smuggling and trafficking networks: investigation techniques, online decoding of smugglers
- assessment of countries of origin to determine livelihood opportunities for returnees
- labour migration and assessment of legal pathways for migration
- the role of the private sector in promoting legal pathways and labour mobility

THE REGION REMAINS IN FOCUS

In 2019, overall flows continued to decrease in the Mediterranean, particularly in the previously prominent Central Mediterranean, while they significantly increased in the Eastern Mediterranean. Nevertheless, the focus on policy remained high again in the entire region. Consequently, great importance was attached to cooperation with the EU's southern neighbourhood.

ICMPD devoted particular attention in 2019 to diversifying its portfolio in the region in terms of sources of support for its action. While the European Union remains overwhelmingly the main supporting and funding entity, many European countries increasingly engage with ICMPD to support greater cooperation on migration with partner states in the Southern Neighbourhood. Among others, they include Germany, the Netherlands, Italy, Switzerland, Denmark, Malta, the Czech Republic, Slovakia, Poland and Hungary. In parallel, ICMPD continues to consolidate its presence in the region with a seat agreement signed with Jordan and Libya and negotiations launched with Morocco.

ICMPD continued to consolidate its role and presence in the region, working in close partnership with a variety of concerned stakeholders. ICMPD's approach covers the entire spectrum of migration governance, touching upon various thematic fields, at all levels from global, regional and national to local. ICMPD plays a central role in the field of border management in the region.

ICMPD leads regional flagships such as the Border

Management Programme for the Maghreb and in several other countries, notably in Lebanon, Tunisia and Jordan, with tailor-made and state-driven integrated border management actions.

ICMPD sees the various fields of migration as being integral parts and parcels of overarching migration governance. Regional and national frameworks in Tunisia, Libya and Jordan focus on an integrated approach to migration. In 2019, the launch of the programme on evidence-driven migration governance policy and practices

in North Africa and the establishment of the North Africa Migration Academic Network, facilitating greater co-operation between national government and research networks, further complemented ICMPD's approach.

In addition, ICMPD further consolidated its work on urban migration governance within the framework of the Mediterranean City-to-City Migration Project and enlarged the network to about 20 major cities in the Euro-Mediterranean region.

However, results will be limited and sub-optimal if public perceptions remain distorted. Indeed, policy development needs knowledge, evidence, facts and data to achieve coherence and sustainable impact. Nonetheless, public debate on migration is more often emotion-driven than evidence-based. This can lead to overly simplified and polarising narratives ill-adapted to the complexity of the phenomena. This, in turn, can mislead the policymaking process and limit policy options. In this regard, reconciling evidence with emotions in the policymaking process is central to the approach adopted by ICMPD to promote a New Balanced Narrative on Migration. This overarching focus will continue to be integrated in most programmes in the region. These efforts are illustrated, among others, by the 3rd edition of the Mediterranean Migration Media Award, the second Euro-Mediterranean workshop for communicators on migration and the continuation of the series of high-level panel debates.

MC2CM Implementation Process

MC2CM to foster rights-based urban migration governance systems in the region



The Mediterranean Transit Migration (MTM) Dialogue has continued to make a marked contribution to migration governance by bringing the urban dimension of migration to the fore of dialogue and technical cooperation.

Its flagship initiative, the Mediterranean City-to-City Migration (MC2CM) Project, enlarged its network to 20 cities (champion cities: Amman, Beirut, Lisbon, Lyon, Madrid, Tangier, Tunis, Turin and Vienna; new cities: Casablanca, Grenoble Cadiz Oujda Naples Rabat, Seville Sfax, Sousse, Tajoura and Tripoli). The new municipalities benefit from MC2CM expertise as they move to develop their migration profiles and increase their knowledge.

The three thematic peer-to-peer dialogues (focusing on data, co-operation with civil society and the culture) implement the MTM approach of sharing inspiring models

The knowledge and dialogues facilitated by MC2CM are supported by two calls for targeted actions. Three actions are ongoing, while the rest will run in 2020. They involve laboratories for developing tools to support correct, fact-based local migration policies and to enhance the contribution migration makes to cities.

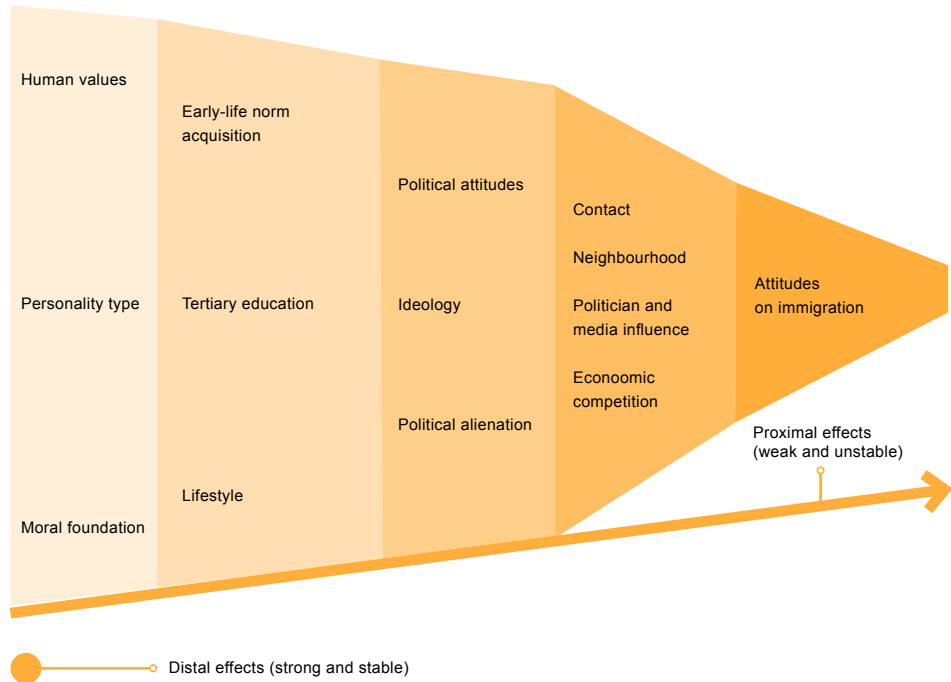
and developing common views on shared challenges.

Alongside partners UCLG and UN-Habitat, ICMPD also contributed to the policy and institutional debate on mainstream migration

at the World Summit of Local and Regional Authorities in Durban, a global gathering of over 5,000 representatives from local and regional governments.

The main lesson of this year for MC2CM: Cities need to institutionalise migration and incorporate it in their strategic planning so they can identify their needs as well as clarify their role in and better contribute to migration governance.

The funnel of causality of attitudes to immigration



EUROMED MIGRATION IV

The EUROMED Migration IV aims to promote a comprehensive approach to strengthening dialogue and cooperation between EU Member States and European Neighbourhood Instrument South Partner Countries. The programme provides a constructive and operational framework to reinforce regional and national instruments and capacities to support evidence-based and coherent migration policies.

In 2019 special attention was paid to the narrative on migration, the cross-cutting priority of EMM4 and the emerging priority for national and international stakeholders to promote a more balanced public discourse on migration and to support the development of evidence-based migration policies. By way of example, a first high-level event on the narrative on migration was organised

The Migration Media Award 2019 and the activities related to it highlighted the importance of working on the narrative on migration while involving the media and journalists. A mentoring phase was included and EIB is welcomed as a new partner to the initiative.

in Athens under the aegis of the Greek authorities and in close cooperation with the Club of Venice. Regional studies on public attitudes on migration and their impact on behaviour were conducted by the Observatory on Public Attitudes on Migration.

As part of the regional dialogue and cooperation dimension a focus on labour migration led to the organisation of a peer learning event in Egypt and the commissioning of a study.

As part of the capacity-development dimension, Palestine received concrete support to develop a consultation mechanism involving policymakers and civil society under the Migration Governance Process.



AFRICA-EU MIGRATION AND MOBILITY DIALOGUE (MMD)

ICMPD continues to support the Africa-EU Migration and Mobility Dialogue (MMD). The Support Project focuses on maximising the potential for development from migration and mobility and on increasing orderly, safe, regular and responsible migration and mobility within Africa and between Africa and the EU.

AFRICA-EU MIGRATION MOBILITY DIALOGUE (MMD)

The MMD Support Project supports migration dialogues such as the Rabat and Khartoum Processes, the Continental Dialogue and capacity building at continental level in cooperation with the African Union Commission (AUC). It also follows-up on the Joint Valletta Action Plan (JVAP) and strengthens the role of the African diaspora via the Africa-Europe Diaspora Development Platform.

RABAT PROCESS

During the February Senior Officials' Meeting, the Rabat Process partners reiterated the relevance of the Dialogue as a platform for consultation, cooperation and mutual learning, bringing together countries of origin, transit and destination along the migration routes linking Central, West and Northern Africa with Europe. 58 partner countries, the European Union and the Economic Community of West African States (ECOWAS) participated in a balanced and open dialogue on migration, mature enough to collaborate with other migration processes such as the Niamey Declaration. Rabat Process partners have also brought their engagement with experts and practitioners to a new level.

In 2019, the Dialogue focused on domains 1 and 4 of its strategy – the Marrakesh Action

Plan – relating, respectively, to migration and development and to the fight against human trafficking, migrant smuggling and strengthening border management. In response to requests from Dialogue partners, the Secretariat piloted new kinds of activities and knowledge products. For example, a guide on how to develop and implement border management projects was produced. Further tools (collections, handbooks, assessments) will be developed in 2020.

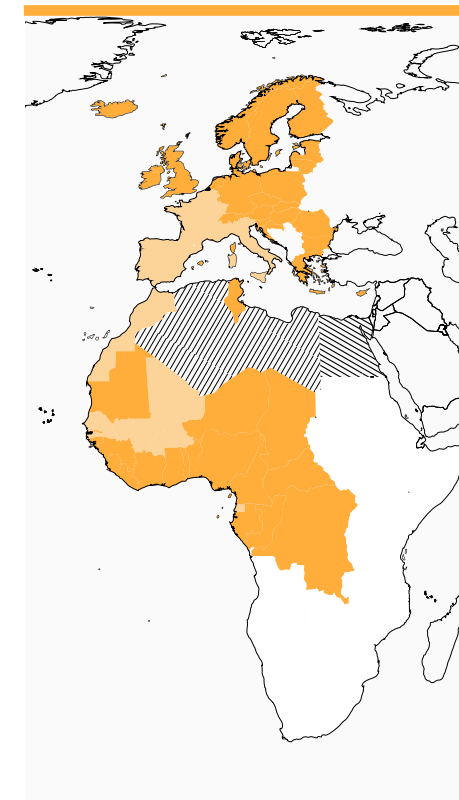
KHARTOUM PROCESS

In 2019, the Khartoum Process continued the implementation of its mandate by further supporting the participating states in their efforts to prevent and tackle the challenges of human trafficking and smuggling of migrants between the Horn of Africa and Europe. The implementation of the mandate was supported, amongst other things, through the piloting of a novel activity format, namely the Regional Training Programme on Countering Trafficking in Human Beings.

Additionally, concrete examples of continued work include the expansion of the thematic focus, with an eye to systematically addressing the five pillars of the Joint Valletta Action Plan (JVAP). To this end, Thematic Meetings on labour migration and on migration and development facilitated partners' active engagement in

On the occasion of the Senior Officials' Meeting held in the Netherlands in March 2020, Khartoum Process partners engaged in a scenario-building exercise aimed at analysing relatively certain and uncertain migration scenarios to better anticipate change, identify blind spots, and engage in sustainable planning on mixed migration responses.

The Rabat Process—the Euro-African Dialogue on Migration and Development

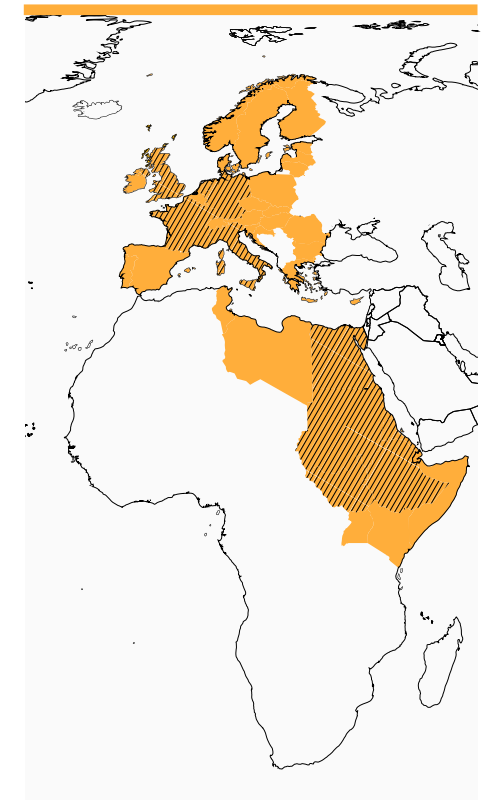


PARTICIPATING STATES
 OBSERVER STATES
 PARTNER STATES UNTIL 2014
 PART OF THE RABAT PROCESS STEERING COMMITTEE

a constructive dialogue on the matters that had remained unexplored in the framework of the Process until 2019. These meetings, co-hosted by Egypt and Portugal, and Eritrea and Switzerland, respectively, provided the first-ever platform for exploring new areas of policy development and bilateral and multilateral cooperation and for sharing good practices.

Two novel initiatives were launched over the course of the year. One aims at ensuring the continuity of the vision and action beyond the duration of a single Chairmanship by introducing a Multiannual Work Plan format into the work of the Dialogue. The other is directed towards acknowledging recent policy developments by identifying concrete elements for the update of the JVAP.

The Khartoum Process—between the Horn of Africa and Europe



PARTICIPATING STATES
 OBSERVER STATES
 PARTNER STATES UNTIL 2014
 PART OF THE RABAT PROCESS STEERING COMMITTEE

THE JOINT VALLETTA ACTION PLAN CONTINENTAL DIALOGUE AND CAPACITY BUILDING ACTIVITIES

In December 2019, ICMPD supported the European and African Union Commissions in organising the C2CM-MD High-Level Meeting and a technical meeting on remittances. The latter contributed to the efforts to reduce costs of migrant remittances in line with Sustainable Development Goal (SDG) 10.C.

With ongoing support from ICMPD, progress was made in 2019 in the framework of the Continent-to-Continent Dialogue between the African Union Commission (AUC) and the EU. Steps were taken to reinvigorate the continental coop-

eration framework, reframed as the Continent-to-Continent Migration and Mobility Dialogue (C2CMMD).

At continental level, the MMD support project continued to build capacity for extending social protection access and portability of benefits to migrant workers and their families in selected Regional Economic Communities in Africa in the framework of the Joint Labour Migration Programme implemented in cooperation with the International Labour Organisation (ILO). Ongoing technical assistance and capacity building were provided to the African Institute for Remittances (AIR), focussing on lowering the cost of remittances to and within Africa. Special emphasis was put on AIR's Technical Assistance Programme to African Union Member States.

The African Union Commission Department of Political Affairs (AUC DPA) was supported through the secondment of the Knowledge Management and Communication Expert to strengthen capacity and to inform the public about the African Union Free Movement of Persons Protocol.

JVAP

Key achievements by the end of 2019:

- An operational database
- 40+ database training sessions
- 2 data collection cycles
- 1000+ initiatives recorded and verified in the database (including the EUTF)
- 10+ data analyses fed back into high-level and technical meetings
- A state-of-the-art visualisation tool
- A reference portal: www.jvapfollowup.org

In 2015, the Valletta Summit on Migration brought together European and African leaders to strengthen cooperation between the two continents. In a spirit of solidarity, partnership and shared responsibility, the participating states adopted the Joint Valletta Action Plan (JVAP). ICMPD was mandated through the Support (MMD) Project to monitor and report on its implementation.

As a result, a unique JVAP database was set up to gather information on projects and policies in Africa and Europe, addressing the five thematic domains and 105 priorities of the JVAP.

In 2019, JVAP Partners were consulted in the scope of a comprehensive lesson learnt exercise. This exercise aimed at en-

hancing the data collection cycles conducted in 2018 and 2016. JVAP partners could share achievements, needs, and areas to be strengthened. The ensuing report formulated a set of 30 practical recommendations to make the JVAP Follow-up a more efficient, tailored, transparent, and accountable process. A key aspect will be the provision of actionable intelligence to all JVAP Partners in the form of dynamic data visualisations (charts, maps, etc.) – input in real time from the JVAP Database – to drive fact-based decision-making throughout the JVAP Follow-up.

ADEPT

ADEPT hosted two Diaspora Development Dialogues (DDD) in 2019:

- **DDD11: Diaspora Intervention and Participation in Dialogues and Their Contribution to Local Development – Barcelona, Spain. 28 – 30 November 2019.**
- **DDD12: The role of the African Diaspora: African ambassadors and contributors to tourism growth – Accra, Ghana. 17 – 19 December 2019**

Under the MMD support project, ICMPD continued in 2019 to support the Africa-Europe Diaspora Development Platform (ADEPT) in its work to strengthen the capacity and impact of Europe-based African diaspora organisations involved in development activities in Africa. This year saw ADEPT work to consolidate its portfolio of services

for member organisations across Europe. ADEPT has continued to take an active role in international policy dialogues on behalf of its members. In 2019, ADEPT also celebrated the signing of a Memorandum of Understanding with the Food and Agricultural Organisation of the United Nations (FAO). ADEPT's 2019 activities culminated in two of its flagship Diaspora Development Dialogues (DDDs), one each in Barcelona and Accra.

SUPPORT TO FREE MOVEMENT OF PERSONS AND MIGRATION IN WEST AFRICA

ICMPD is implementing the Demand Driven Facility (DDF) within the framework of the FMM West Africa Project, in consortium with IOM and ILO. The DDF encourages national institutions to submit specific requests for technical assistance in addressing institutional gaps and capacity-building needs of ECOWAS Member States and Mauritania.

The DDF is an important component of the FMM West Africa Project as it promotes a smart and flexible to approach delivering specific results and addressing needs in a wide spectrum of thematic areas. The DDF is an innovative approach that promotes ownership amongst national stakeholders, and places national institutions and their specific needs at the centre of the project interventions.

NIGERIA

In the Nigeria DDF, ICMPD supported the infusion of Trafficking in Persons concepts into the training curricula of Colleges of Education and assisted the Ministry of Education in training 400 teacher-trainers. These trainers are expected to train classroom teachers in primary and secondary schools across Nigeria. The Nigeria DDF also joined with the National Youth Service Corps to sensitise 6000 university graduates on the dangers of irregular migration.

SUB-REGIONAL DDF – TRAFFICKING IN PERSONS

A TIP sub-regional action (including Senegal, Gambia, Mauritania, Guinea, and Guinea-Bissau) facilitated the signing of a Memorandum of Understanding between the five countries to establish a sub-regional coordination mechanism to strengthen the fight against TIP and the referral of victims.

NIGER

In 2019, ICMPD organised a summit in Abuja to promote cooperation between the Governments of Niger and Nigeria by bringing together their national anti-trafficking agencies to collaborate on advancing advance key regional agendas of mutual interest to both countries. To this end, ICMPD facilitated the drafting of a cooperation framework between ANLTP/TIM (Niger) and NAPTIP (Nigeria) to share information and to protect victims of trafficking.

**ECOWAS REGIONAL DDF –
BORDER MANAGEMENT**

A Training of Trainers series was organised across the region using the border management training manual developed within the framework of the FMM West Africa Project to harmonise the operational policies, procedures, and practices across ECOWAS countries. Additionally, nine member states successfully conducted follow-on trainings using the training manual without any technical support from ICMPD.

GHANA – BORDER MANAGEMENT

The Ghana DDF supported the Ghana Immigration Service (GIS) in developing a new Strategic Plan for 2018 – 2022. In 2019, ICMPD supported GIS in developing a new project that was presented for EUTF funding. Strengthening Border Security (SBS) in Ghana is a project that covers the six components in the GIS strategic plan. The EU approved the project and ICMPD has commenced its implementation.

TOGO – LABOUR MIGRATION

In Togo, the DDF helped the Ministry of Labour (Direction Générale de l'Emploi) to develop a labour migration strategy and action plan. In 2019, a cooperation framework between the Governments of Togo and Tunisia was facilitated by ICMPD and culminated in a study visit by Togolese officials to Tunisia.

**SIERRA LEONE –
LABOUR MIGRATION**

In Sierra Leone, the DDF strengthened the capacity of the Government of Sierra Leone to develop and effectively manage a labour migration policy. An inter-ministerial group was established to work on three labour migration issues: (i) labour migration governance; (ii) protection and empowerment of migrant workers and their families; and (iii) maximisation of labour migration impacts on development.

SUB REGIONAL DDF – LMMIS

This sub-regional DDF action (including Côte d'Ivoire, The Gambia, Ghana, Mauritania, Niger and Nigeria) supported the creation of a Labour Market and Migration Information System (LMMIS) by establishing a reporting mechanism on labour market and migration information involving a minimum set of standard indicators. A harmonised methodological guide on key indicators of international labour migration and harmonised questionnaire modules were developed to collect sustainable, timely and comparable data of good quality that could enhance the results of labour force surveys and population census operations. In 2019, all six countries agreed on a list of 26 labour migration indicators in accordance with the guidelines of the International Conference of Labour Statisticians (ICLS), AU and UEMOA/W.



Border Management and Security Programme

HOW TO OPERATE EFFECTIVE BORDER MANAGEMENT IN A CHANGING WORLD

Transnational terrorism, movements of foreign terrorist fighters, large cross-border influxes of asylum seekers, international organised crime on top of an ever-increasing flow of travellers and goods at all border crossing points – including a record-high number of passengers at airports worldwide – oblige national border authorities and the international community to rethink border management through the prism of comprehensive border governance.

In 2019, the Border Management and Security (BMS) Programme of ICMPD continued to promote the concepts of Integrated Border Management and Comprehensive Border Governance at the international, regional and national levels.

At the international level, ICMPD's Second International Conference on Comprehensive Border Governance brought together border management practitioners and academics, who shared their views and concerns regarding pressing issues faced by border agencies worldwide.

One of the key messages that resonated at the conference was the continuous need to strengthen information exchange and overall cooperation among countries. This need constitutes the third pillar of the Integrated Border Management concept that promotes international cooperation as a measure to facilitate trade and address cross-border crime.

At the regional level, the principles were applied where the BMS Programme supports regional cross-border cooperation, including in Central Asia, in the Silk Routes Region and in North and West Africa. In this respect, the BMS Programme has helped the ECOWAS countries to implement their Border Management and Free Movement Strategy, and assisted Central Asian countries

in strengthening identification and profiling mechanisms and in developing a methodology to identify foreign terrorist fighters at border crossing points.

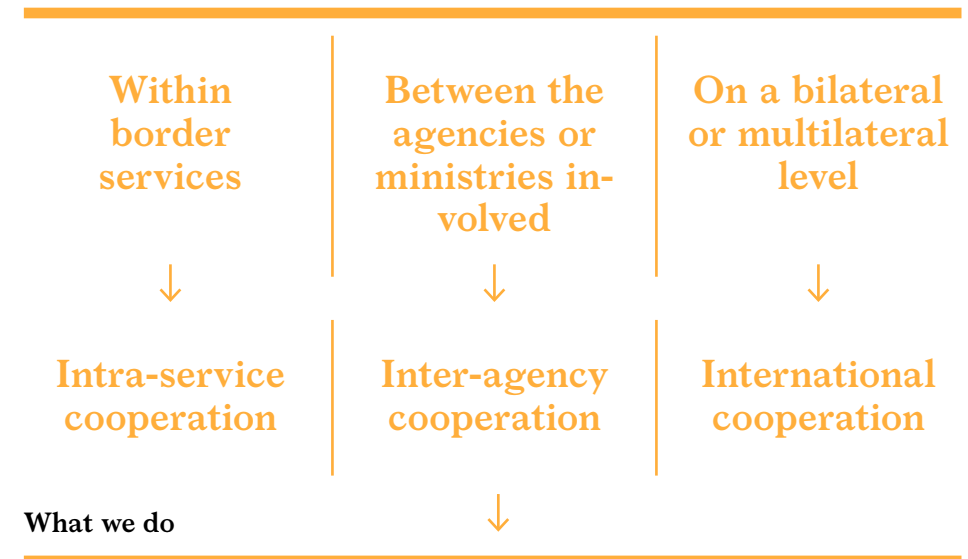
At the national level, ICMPD and its partner countries have continued in close cooperation to implement tailored border management projects based on the respective specificities and priorities of the countries. In Ghana, for instance, the BMS Programme has supported the border authorities in strengthening their efforts to counter document fraud and increase document security, as well as to promote cross-border trade through the inclusion of border communities.

2019 was marked by a commitment by Afghanistan and Jordan to develop their national Integrated Border Management strategies and action plans, while Morocco focused efforts on the optimisation and modernisation of operational means. Tunisia continued its efforts to develop modern and forward-looking inter-agency training centres on border management, which will serve as a gold standard in the region.

In addition, the BMS Programme has supported other countries in developing new border management initiatives that will start in 2020, beginning with Ukraine and Albania.

In an ever-changing world, where new technologies shape our daily lives, border agencies are adapting to using state-of-the-art technology to carry out their daily tasks. Whether it is for more accurate verification of travel documents, improved data collection and risk analysis or for optimised maritime surveillance, the BMS Programme of ICMPD assists border agencies in the digital transformation of services, procedures and working methods, with energy-efficient and eco-friendly technologies kept in consideration. ICMPD accompanies border agencies from the procurement process to providing technical assistance in implementation in order to ensure a smooth and efficient transition to faster and more secure border crossings

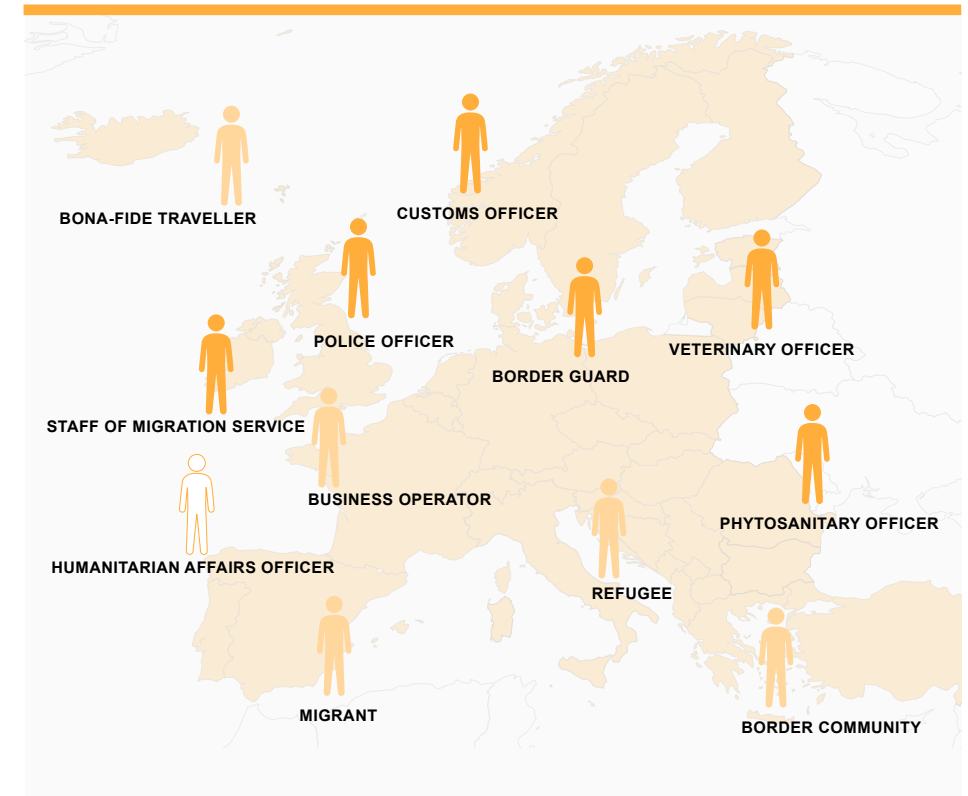
The three pillars of IBM



What we do



What BMS does





Anti- Trafficking Programme



SUPPORTING INITIATIVES ACROSS THE ENTIRE SPECTRUM OF THE ANTI-TRAFFICKING RESPONSE

In 2019, the Anti-Trafficking Programme (ATP) implemented projects that spanned the entire spectrum of actions required in the fight against human trafficking: from knowledge development and capacity building to policy enhancement. ATP supported governments and civil society organisations in Europe, the Middle East, South-East Asia, Turkey, West Africa and Brazil to increase identification and improve the investigation of trafficking cases, prevent new ones, protect victims, as well as facilitating partnerships among anti-trafficking practitioners.

The ATP acts as the secretariat for the Network of National Anti-trafficking Coordinators from South-Eastern Europe (SEE), whose aim is to exchange expertise and further develop and improve transnational cooperation against human trafficking in the region. The Network meets once or twice a year in pursuit of this objective. 2020 marks the 10th anniversary of the SEE NATC Network, which will be developing its strategy paper for the next five years.

In Bangladesh and South-East Asia, ICMPD worked with the British Red Cross to analyse the trafficking phenomenon in the context of the Rohingya refugee crisis. The study identified gaps within the existing response in terms of prevention, protection of trafficked people and referral of potential cases for further investigation.

In the European Union, ATP participated in a project that assessed the functioning of the national and transnational referral mechanisms of the 28 Member States. ICMPD has over two decades' experience in developing, improving and monitoring national and transnational referral mechanisms around the world. The outputs of the research are commonly systematised into capacity-building programmes to prepare authorities and civil society organisations better to curb trafficking by acting upon evidence-based knowledge.

In Brazil and Turkey, for example, in 2019 alone, ICMPD trained more than 1,000 social workers, lawyers, judges, prosecutors, law enforcement agents, health and education professionals, ministerial officers and other relevant actors in furthering their capabilities in implementing the four "P"s against trafficking: prevention, protection, prosecution and partnerships.

Jordan formally approved and adopted the National Strategy and Action Plan to Prevent Human Trafficking (2019-2022) and the Standard Operating Procedures for Identification and Referral of Victims of Trafficking. Both instruments were developed under the facilitation of ICMPD with its governmental and non-governmental partners in Jordan and are considered a policy milestone in the fight against trafficking in the country.

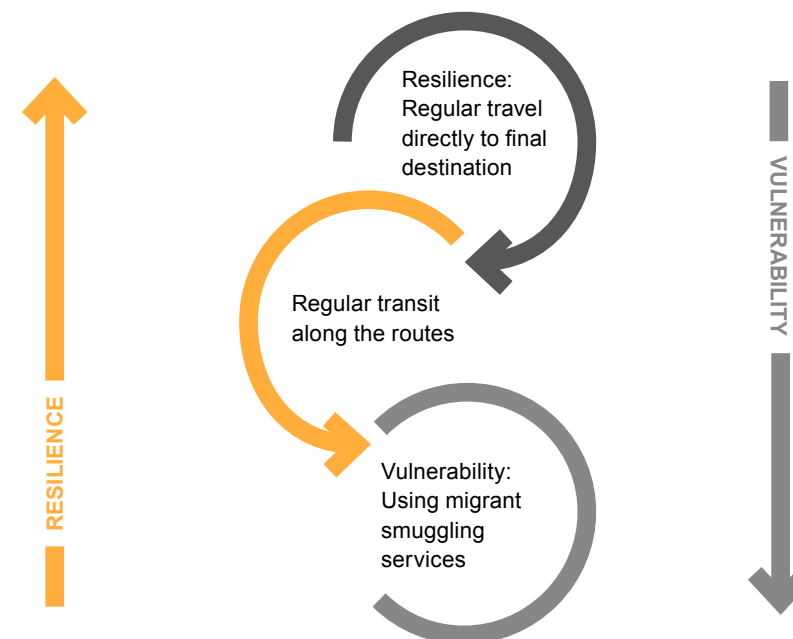
The Anti-Trafficking Programme of ICMPD has 18 years' expertise in helping our partners to understand the trafficking phenomenon and to formulate and deliver coherent responses to it. In this period, ATP implemented almost 70 projects and published over 20 pieces of research and manuals, providing stakeholders with solutions and technical support to help curb human trafficking in all its complexity.

Research – The Strength to Carry On: Resilience and Vulnerability to Trafficking and Other Abuses among People Travelling along Migration Routes to Europe.

The study analysed human trafficking among people travelling along the Eastern Mediterranean, Balkan, and Central Mediterranean migration routes to Europe over the last four years. The research identified factors of resilience and vulnerability to human trafficking and other abuses before, during, and after the migration journey. It covered Greece, Bulgaria, North Macedonia, Serbia, Hungary, Germany, and Italy. Ninety-one people from over 20 different countries who travelled the routes were interviewed, as well as over two hundred people working at NGOs, government agencies, and international organisations.

Key findings:

1. Few of the human trafficking cases described in the research were officially identified. The study identified 69 potential human trafficking cases. Teenage boys on the move are often the least likely to be identified but are particularly vulnerable to human trafficking.
2. The study revealed that human trafficking and other abuses along the migration routes are usually related to migrant smuggling.
3. Refugees' and migrants' experiences are determined by the geography of the migration routes, the duration of their journeys, the obstacles they encounter along the way, and the policies and practices applied by government authorities.





81

Global Initiatives

A GLOBAL APPROACH TO MIGRATION PARTNERSHIPS, POLICIES AND PRACTICES

Throughout 2019, the Global Initiatives Programme further consolidated its thematic scope, focusing in particular on legal and labour migration, capacity building, migration and development, and diaspora affairs. This great variety of activities gave our partners the opportunity to devise new partnerships, practices and policies that enhance migration governance.

MOBILITY PARTNERSHIP FACILITY

In 2019, the Mobility Partnership Facility (MPF) continued to forge meaningful partnerships on migration by granting seven new actions over EUR 9.7 million in funding. The initiatives seek to strengthen dialogue and cooperation on migration among seven EU Member States working with six partner countries in Eastern Europe, Western Asia and Africa.

The dedicated support to select pilot projects on legal migration has brought a strong focus on better organising legal migration and fostering well-managed mobility. Financial assistance granted in this context has helped governments to address workforce gaps in EU labour markets while increasing the capabilities of partner countries to reap the benefits of labour migration.

MIGRATION EU EXPERTISE

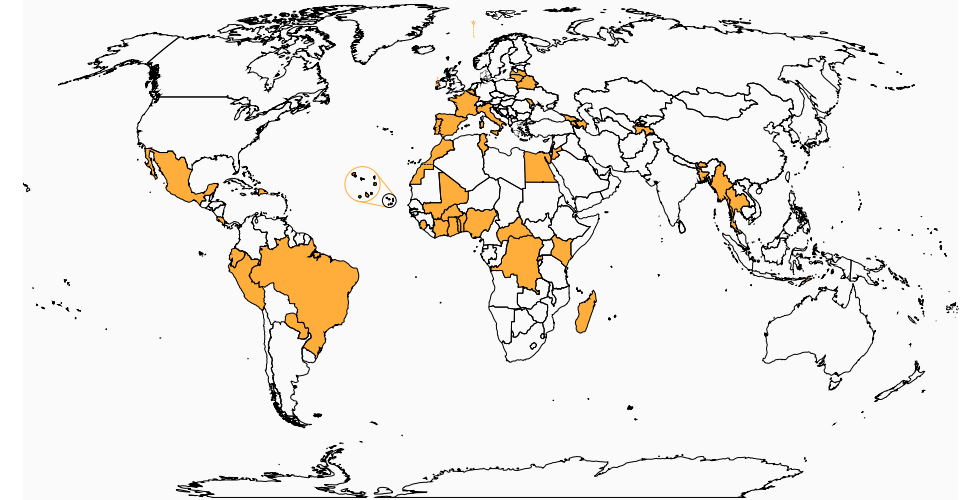
The Migration EU eXpertise (MIEUX) Initiative is one of ICMPD's longest-running projects. Since 2009, this EU-funded and demand-driven facility has been enabling partner countries to request capacity building

on migration. In 2019, MIEUX worked in 26 countries, while consolidating its portfolio in Latin America with activities in Brazil, Ecuador, Mexico and Peru. In addition, MIEUX supported the Chairmanship of the Global Forum on Migration and Development in delivering the priorities set out in its annual work plan, thereby strengthening ties with one of the main processes in the international governance of migration.

THE EU GLOBAL DIASPORA FACILITY

A new Global Initiative was launched in June 2019: the EU Global Diaspora Facility (EUDiF), the first EU-funded project to take a global approach to consolidating diaspora engagement for development. The project kicked off by launching a mapping of diaspora engagement policies and practices in 100 countries. EUDiF also organised a diaspora consultation in Lisbon and an EU Member States coordination meeting in Brussels in November. 2020 will build on this auspicious start with four regional thematic meetings with countries of origin, a further three diaspora consultations in Europe and the launch of capacity-building activities and a diaspora-development expert roster.

Global Initiatives in 2019



BUILDING ON 2019

In 2020, the Global Initiatives Programme will continue working with a wide spectrum of partners to advance migration governance frameworks at local, national and regional levels. In doing so, the programme will invest in more meaningful partnerships across the board by providing capacity building and supporting practical demand-driven activities.

MPF Pilot Projects on Legal Migration

Digital Explorers	Lithuania Nigeria
Pilot Project Addressing Labour Shortages Through Innovative Labour Migration Models (PALIM)	Belgium Morocco
High Opportunity for Mediterranean Executive Recruitment (HOMERe)	France Egypt, Tunisia, Morocco
Young Generations as Change Agents (YGCA)	Spain Morocco



Human Resources

WHO WE ARE

Over the past year, ICMPD has seen a continuation of its growth with a significant expansion in its workforce. It currently has over 300 employees. ICMPD's workforce is international and increasingly diverse, comprising 65 nationalities working at 27 duty stations and field offices across four regions of the globe.

Of note is the high proportion of female employees in the professional category. ICMPD's expanding profile enhances its attractiveness as an employer for highly qualified professionals with expert knowledge of and insight into the migration field. Indeed, the organisation has established itself as an employer of choice for those embarking on a career in migration policy, a fact clearly reflected in the broad range of expertise that its staff brings to bear.

Working at ICMPD promises exposure to cutting-edge concepts, a diverse variety of stakeholders and partners in multiple national and international contexts, as well as unparalleled opportunities for learning. The evolving nature of the organisation and its work provides the necessary dynamism for the development of new approaches and the foundation of new partnerships.

Employee Growth 346 EMPLOYEES 91 NEW EMPLOYEES IN 2019



Gender Ratio

68% FEMALE
32% MALE



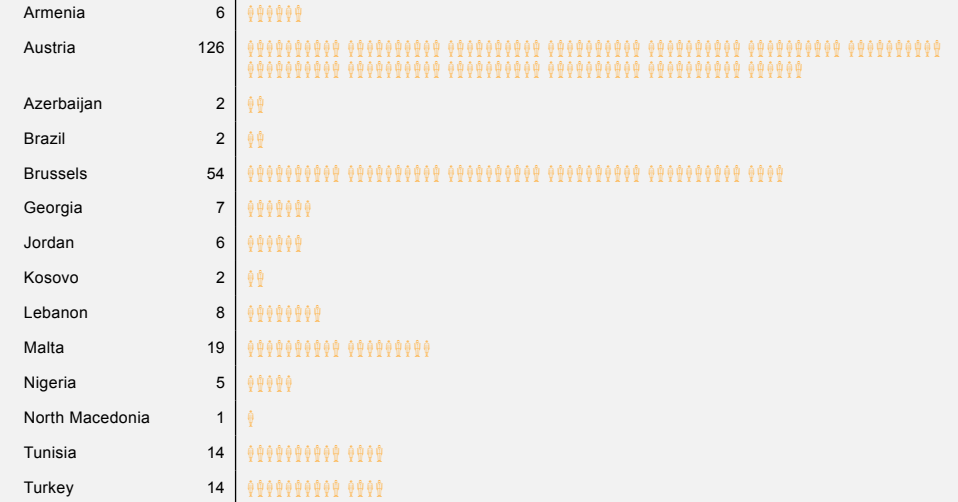
Age Profile

AVERAGE AGE: 37



Duty Stations

14 STATIONS



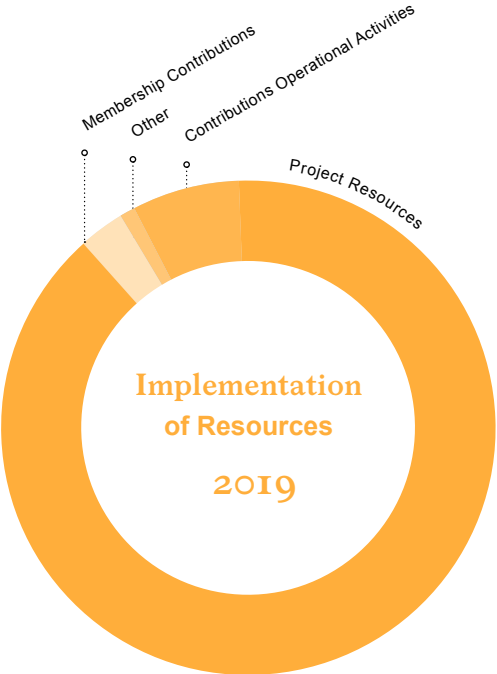
Nationalities

65 DIFFERENT NATIONALITIES WORKING TOGETHER

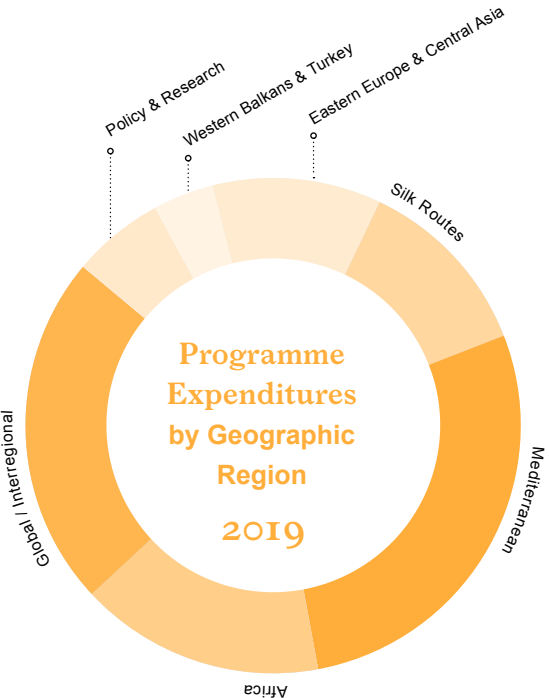
Afghanistan	7	Germany	16	Philippines	1
Algeria	1	Ghana	1	Poland	1
Armenia	9	Greece	2	Romania	9
Australia	1	Guinea	1	Russia	3
Austria	46	Hungary	1	Senegal	1
Azerbaijan	2	Iraq	10	Serbia	2
Bangladesh	3	Ireland	1	Slovakia	2
Belarus	2	Italy	24	Slovenia	1
Belgium	10	Jordan	4	Spain	2
Bosnia and Herzegovina	5	Kazakhstan	2	Sweden	2
Brazil	5	Kenya	2	Switzerland	3
Bulgaria	1	Kosovo	1	Syria	3
Canada	5	Kyrgyzstan	6	Tajikistan	1
Colombia	1	Latvia	1	Tunisia	20
Croatia	1	Lebanon	11	Turkey	15
Czech Republic	2	Lithuania	3	Turkmenistan	1
Egypt	1	Moldova	3	Uganda	1
Estonia	1	Montenegro	1	Ukraine	6
Finland	2	Morocco	1	United Kingdom	8
France	21	Netherlands	5	United States of America	6
Georgia	11	Nigeria	5	Uzbekistan	2
		North Macedonia	3		
		Pakistan	15		

FINANCIAL INFORMATION

ICMPD's financial statements are prepared in line with the rules governing the financial framework of ICMPD and relevant decisions reached by its Member States. They are drawn up in accordance with generally accepted accounting principles and International Public Sector Accounting Standards as applied. In 2019, ICMPD disposed of a total contracted project volume of € 241 million. The consolidated 2019 budget (Regular and Programme Budget) amounted to € 46 million. The budget was funded by membership contributions, donor contributions for projects and other income. The consolidated budget comprises the Regular Budget, containing the essential management, administration and infrastructure costs necessary for the steering and governance of the organisation and the Programme Budget, containing dedicated resources for project implementation, specific programmes for Member States and support functions.



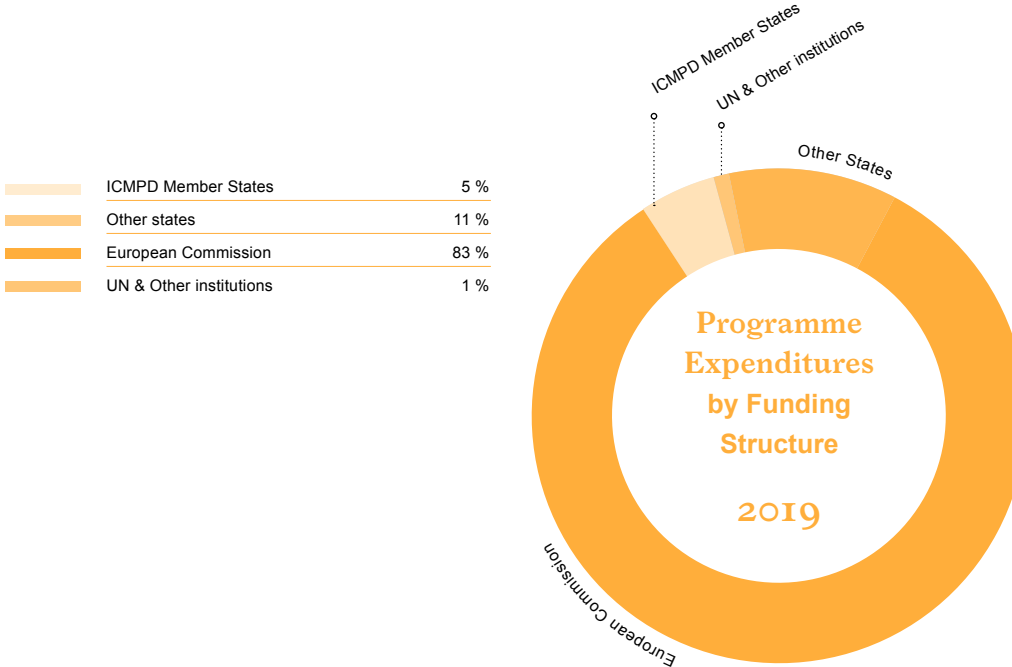
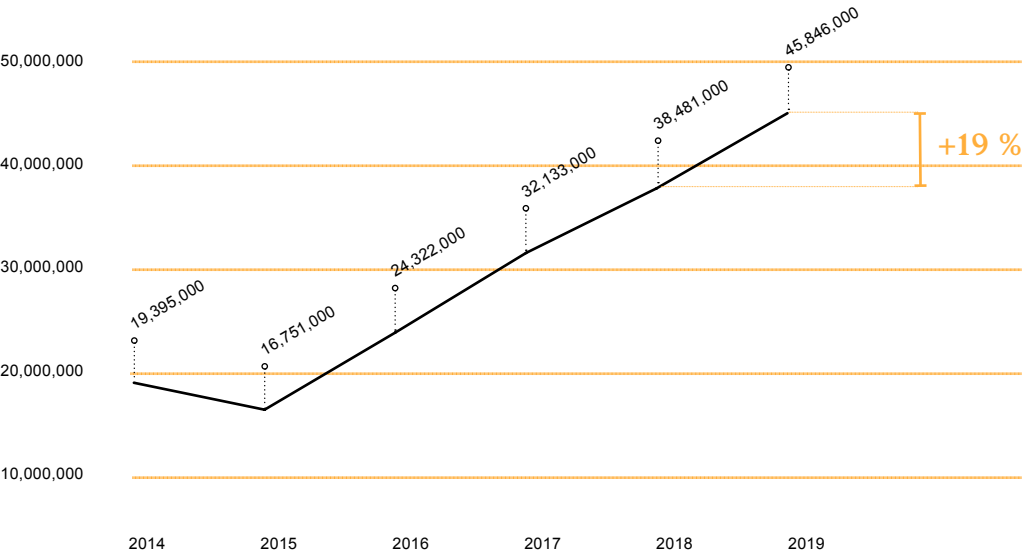
Membership Contributions	1,156,000 €
Other	614,000 €
Contributions Operational Activities	3,124,000 €
Project Resources	40,952,000 €
TOTAL REVENUE	45,846,000 €



Western Balkans & Turkey	4 %
Eastern Europe & Central Asia	11 %
Silk Routes	12 %
Mediterranean	28 %
Africa	16 %
Global / Interregional	23 %
Policy & Research	6 %

Consolidated Implementation (Increase of 19% in 2019 in comparison to 2018)

2014 – 2019



ICMPD Member States	5 %
Other states	11 %
European Commission	83 %
UN & Other institutions	1 %

EXECUTIVE MANAGEMENT



Michael Spindelegger
Director General



Angiolo Rolli
Director; Resources and Operations



Lukas Gehrke
Deputy Director General, Director; Policy,
Research & Strategy



Martijn Pluim
Director; Migration Dialogues and Cooperation



Ralph Genetzke
Head of Brussels Mission

International Centre for Migration
Policy Development (ICMPD)

Gonzagagasse 1
1010 Vienna
Austria

www.icmpd.org

All rights reserved. No part of this publication may be reproduced, copied, or transmitted in any form or by any means, electronic or mechanical, including photocopy, recording, or any information storage and retrieval system, without permission of the copyright owners.

Project Responsibility:
Bernhard Schragl, ICMPD
Art Direction, Design and Editing:
Fleisch Media (Markus Huber,
Markus Nowak, Resi Reiner).
Photography: Katsey, Max Kropitz

International Centre for Migration
Policy Development (ICMPD)
Austria, 2020

Boundaries and names shown and the designations used on the maps do not imply official endorsement or acceptance by ICMPD

