



ICMPD

International Centre for
Migration Policy Development



ANNUAL REPORT

Making Migration Better

ICMPD in a Nutshell

KEY FIGURES

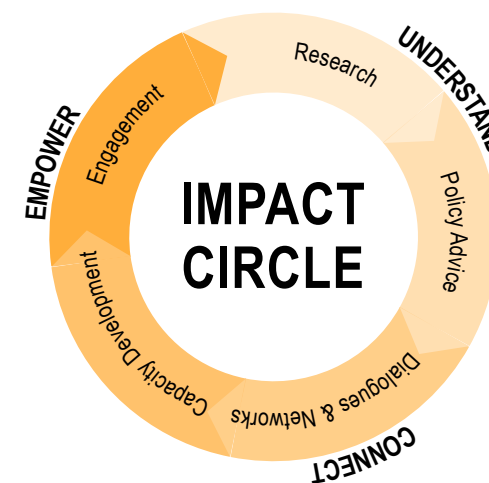
More than 80 projects	484 employees	28 duty stations
in over 90 countries	70 nationalities	€371 million contracted project volume
	19 Member States	

OUTREACH

54 conferences and 2,317 training courses,
meetings and workshops totalling
4,205 days at 646 locations* with
35,156 participants and 715 partners

*including remote meetings

DRIVING IMPACT



UNDERSTAND

the challenges and needs of
our partners

CONNECT

all relevant stakeholders

EMPOWER

governments and adminis-
trations on the ground

FIELDS OF EXPERIENCE

Asylum and International Protection	Migration Dialogues
Border Management and Security	Migration and Development
Capacity Development	Migration and Environment
Diaspora and Migrants	Migration and Health
Economy, Education and the Private Sector	Migration Narratives and Public Opinion
Governance	Policy
Integration and Social Cohesion	Research
Irregular Migration	Return and Reintegration
Legal and Labour Migration	Trafficking in Human Beings

ICMPD is an international organisation based in Vienna and has 19 Member States: Austria, Bosnia and Herzegovina, Bulgaria, Croatia, the Czech Republic, Germany, Greece, Hungary, Malta, Republic of North Macedonia, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Sweden, Switzerland and Türkiye.

We build evidence-driven migration policy options and governance systems that engage and equip our partners with effective, forward-leaning responses to opportunities and pragmatic solutions to complex, regional migration and mobility challenges.

2022 ANNUAL REPORT

TABLE OF CONTENTS FOR THE ICMPD ANNUAL REPORT 2022

- 6 Interview with Director General Michael Spindelegger
- 11 Editorial
- 24 Projects 2022

Policy and Research

- 30 **Policy Unit**
How the EU is dealing with refugees from Ukraine
- 34 **Research Unit**
Labour market integration of refugees

Capacity Building

- 38 **Western Balkans and Türkiye**
How ICMPD is helping to meet the requirements of sustainable migration management
- 43 **Eastern Europe and Central Asia**
The war in Ukraine and its impact on the whole region
- 48 **Silk Routes**
Strengthening virtual Migrant Resource Centres
- 54 **Mediterranean**
New era of cooperation with the Southern Neighbourhood
- 60 **West Africa**
New partnerships across countries
- 64 **Pan-Africa**
Multifaceted support
- 70 **Border Management**
Balancing security and mobility
- 74 **Anti-Trafficking**
Trafficking in human beings in the context of humanitarian crises
- 78 **Global Initiatives**
Migration and cooperation at a time of labour shortages in Europe

Institutional

- 82 **External and Member State Relations**
ICMPD – A growing organisation
- 86 Vienna Migration Conference

Human Resources

- 87 Who we are

A NEW WORLD

Michael Spindelegger, Director General of ICMPD, on the war in Ukraine and its consequences for neighbouring countries, the European Union and the present and future of ICMPD.

In February 2022, Russia started the invasion of Ukraine. How has the war affected ICMPD as an organisation?

Like many other actors, we could not imagine that it would actually happen. Due to our strong presence in Eastern Europe, we observed certain developments of course. That they would lead to a full-scale war still came as a surprise to us, as it did to most other observers. As ICMPD, we were on the ground in Ukraine operating different projects and had to find out very quickly how we could continue our support for Ukraine, a country and partner under attack, for instance with its border management. Here we have had to intensify our efforts in the past few months in particular. The war is not only bringing suffering and destruction to the Ukrainian people, it is unfortunately also creating opportunities for organised crime across borders. We also quickly realised that Ukraine needs help in dealing with administrative challenges in countries that are hosting large numbers of refugees from the country. ICMPD has set up programmes to support Ukraine's embassies in fulfilling their tasks for millions of people outside of Ukraine. Of course, providing support for Ukrainian refugees in EU countries is another major task for ICMPD.

How is ICMPD involved in supporting Ukrainian refugees in EU Member States?

We have to think ahead. The EU granted applicants from Ukraine immediate access to temporary protection, which turned out to be a bold but wise decision given the large number of people seeking refuge. Now we have to ask ourselves what will happen after the three years of temporary protection have to formally end. We need to start a discussion on the end of temporary protection, on the integration of Ukrainian refugees in the host countries and also how we can organise the return and reintegration of Ukrainian refugees once the situation allows. Of course, we all hope that this will be possible soon. But ICMPD wants to facilitate the debate and provide guidance and concepts in preparing for these hopefully positive developments.

How did ICMPD manage to step up its programmes in support of Ukraine in 2022?

In close cooperation with a number of our donors, we managed to move resources from existing projects to new projects that would react swiftly to the fundamentally changed situation. Some of these were added on top on what had been planned before, while others replaced existing programmes.

The challenge ahead is to organise legal migration as a partnership which benefits all.

Thus, we worked closely with our Member States and Ukrainian counterparts to make this transition as swift and targeted as possible.

You took office as Director General of ICMPD in 2016, when the migration debate was at a peak in the EU in the face of the so-called refugee crisis. In 2020, the global pandemic shook the world and deeply affected mobility in all its forms. Since last year, Europe has been faced with war on its territory and the largest refugee crisis since the end of World War II. How are these seismic shifts reflected in ICMPD and the cooperation with the ICMPD Member States?

Of course, we have to react to all these developments as quickly and thoroughly as we can and are doing so together with our Member States, other partners, donors and supporters. At the same time, we need to stress that even in view of the immediate crisis that is commanding most of our attention and resources, we also need to keep in mind the longer-term developments and challenges. One of these is the demographic development in Europe. In some countries the lack of skill and labour is already a major challenge. As ICMPD, we are working

on how to better manage legal migration as a future source of skilled labour in receiving states but also as a source of development in the sending states. The challenge is to organise legal migration as a partnership which benefits everyone – the people who migrate and the sending and receiving countries. It needs to be a partnership. ICMPD is working on different concepts to bring this to life. The same applies to the return of people who are obliged to leave the territories of the EU and our other partner States. This too can be best solved through programmes that ensure functioning reintegration of returnees but also benefit the countries and communities to which people return.

How open are EU Member States to more legal and labour migration?

We have noticed a shift in the debate but also a shift in policy in those countries that are already experiencing labour shortages. Germany, for instance, was at the forefront among EU Member States that are very actively developing new and legal channels for migrants to come to Germany for certain jobs. Last year showed that other European countries have started to follow this path as well. But let's be honest here: it is a complex task and it will not be easy to make it function. It's important to try different models and start an open discussion about what works and what does not work. This is where ICMPD and its projects can be very helpful.

What is special about ICMPD's approach to labour migration?

We are convinced that it is extremely important to strongly involve the private sector and to engage in longer-term planning. As a country, you need

It is extremely important to strongly involve the private sector and to engage in longer-term planning.

to have a very good idea what kind of labour skills your private sector needs, and you need the private sector's help and engagement in order to develop these specific skills in sending countries. For us, it is key that labour migrants already receive the necessary training and education in their home countries. This requires a lot of planning now so that it can start to work in the future.

What concrete role can ICMPD can play in better organising labour migration?

Ideally, ICMPD can function as the missing link between public institutions and the private sector. Developing functioning structures for training and recruitment between countries is complicated. As an organisation, we are very experienced in supporting the establishment of such structures. We can take care of the building of education and training systems in sending countries. Very recently, for instance, we started a new implementation phase of a project of this kind in Nigeria. It's a new way to organise migration and it requires both receiving and sending states to get involved to a new degree and to be open to a learning process that involves trial and error

but hopefully also success. Ultimately, it will be the only way to find out what works and what does not work.

How would you describe the role of ICMPD on a global level?

ICMPD has never had the intention to be a global player and to act worldwide. Our focus is and will remain Europe and the regions that surround it. It is not always easy to find solutions that work for all ICMPD Member States. But we are flexible enough to move ahead with certain projects even if they are supported by only a limited number of Member States who are willing to support and finance them. It is a good and practical approach to offer solutions to those who are willing to use them. There is no need for every project to work for every country or every region.

On which topics, projects or regions will ICMPD focus in 2023?

We all need to be aware of the rapidly changing environment around us and have to react accordingly. At the moment, naturally, the war in Ukraine is very much the focus when it comes to migration. It is obviously a major topic for the whole of Europe. But we must not lose sight of other important developments. Last year, nearly one million persons from countries other than Ukraine applied for asylum in the EU. That was the highest figure since the refugee crisis. The Western Balkans again became a major route of migration from Afghanistan, Bangladesh, Syria and Iraq as well as from countries with visa-free arrangements like India or Tunisia. Cooperation migration governance in the Western Balkans will definitely be a priority

in 2023. The disastrous earthquake that hit our Member States of Türkiye and Syria calls for utmost solidarity and all the help and support the international community can provide at every level. And we will do our best to do the same throughout next year. This inconceivable catastrophe is also likely to add to the migration and protection challenges in the region and beyond, which will require us to work on solutions together with Türkiye, our Member States, friends and partners. So, as an organisation, we have to be vigilant, we have to pay attention and we have to be able to react quickly to emerging situations and the resulting needs and try to be even faster than in the past in doing so.

ICMPD used to have an office in Afghanistan until 18 months ago, when the Taliban took over the country and international partners and organisations left Afghanistan. Do you expect more people to flee from the country in 2023? What about the developments in other world regions?

From the migrant information and counselling programmes we run in the region, we believe that only a small number of Afghans nowadays have the means to emigrate from the country. The overall political, economic and humanitarian situation is terrifying but also leaves people with little means to move abroad. However, the situation looks different in the neighbouring countries that host large Afghan populations. The worsening economic situation there and soaring living costs could prompt larger secondary movements from Pakistan and Iran towards Türkiye, the Western Balkans and the EU. All in all, however, I'm convinced that migration

will remain a highly important and a hotly debated topic for the European Union in 2023 as well. We see continued challenges in the Western Balkans where we are strongly engaged as an organisation. The same applies to the second major migration route along the Central Mediterranean. I have mentioned our support for Ukraine and Türkiye already.

Another focus for ICMPD is Africa. Climate change is believed to significantly enhance migration within Africa but will also lead to more mobility from Africa to Europe. As an organisation we want to become more present and more active on this continent in order to provide support for functioning migration governance. To cite just one example, we had the honour to organise a migration dialogue between Niger and Nigeria to better manage the two countries' common border. We hope to expand such activities in the future and will work to this end in 2023.

How are these changes and developments reflected in ICMPD's organisational structure?

It goes without saying that we have to constantly expand our presence in the regions we are working in and have to build up and adapt our premises, our human resources and our managerial and administrative processes. One priority, for instance, is to build up IT and HR capacities in the regional offices to be more responsive to local environments and requirements. And I can proudly say that our colleagues in our various offices are stepping up to the task and managing this organisational transition with full commitment and great success. Our team for

western Africa, for instance, is well established in its Abuja office in Nigeria and continues to constantly grow. Our focus on the Mediterranean is clearly expressed through our regional hub and our training centre in Malta, both of which have seen significant growth in recent years. Established only seven years ago, now 50 staff members live and work in Malta. For the Western Balkans and Türkiye, we are consolidating our programmes and staff resources in the Ankara and Istanbul offices. So, we are seeing organisational growth and expansion of activities in many of our priority regions and thus far have managed quite successfully to react with the necessary organisational reforms.

ICMPD has grown significantly in the last few years. How has this changed the organisation?

It has been a very rewarding challenge, yet still a challenge, to welcome new Member States, to introduce new functions and fields of expertise and to adapt the underlying managerial and administrative systems. Then came the Covid-19 pandemic, which changed the way we worked and how we organised our work from one day to the next. Again, we managed and in a way grew from the experience. We have introduced

flexible work arrangements that allow sufficient office time and opportunities to work from home. These arrangements deliver, they are widely accepted among our staff and managers, and they help us to maintain lean structures while getting everybody fully involved in internal communication and cooperation.

In 2022, ICMPD was the victim of a cyber attack. What has changed since then?

Luckily we were able to manage the attack well because we are experienced with crisis situations and therefore well prepared to deal with crisis situations in general. We optimised our IT architecture even further to provide the utmost security possible. We are linking this work with the ongoing digitalisation of our workflows and documentation to make them faster and more efficient. Again, we aim to pay particular attention to the needs of our colleagues working in the regions and on the ground.



Michael Spindelegger, 63, joined ICMPD as Director General at the beginning of 2016, and he was unanimously voted into his second term. 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.

EDITORIAL

RUSSIA'S INVASION OF UKRAINE AND A YEAR OF GREAT UNCERTAINTY

2022 was defined by a new chapter of interstate war in Europe – with far-reaching consequences for Ukraine itself as well as neighbouring countries and even those on the other side of the globe. The war has shaped, and will continue to shape, ICMPD's work and support to Member States and partners.

2022 was a turbulent year for Europe, with Russia's invasion of Ukraine marking a new chapter of interstate war. The invasion has spurred the largest and fastest displacement in Europe since the Second World War, the effects of which have been felt widely. National administrations across Europe have taken on the sizable task of providing protection and related services to millions of new arrivals – an endeavour in which regional and international coordination has been significant and invaluable. The war has stoked geopolitical tensions and jeopardised the expected post-pandemic economic recovery. The rising cost of food, energy and living, as well as slower growth and faster inflation, has instead led to greater uncertainty.

In 2022, ICMPD pivoted swiftly to support government responses, with a particular focus on the rollout of temporary protection in the European Union and responses to displacement in Moldova and Ukraine. ICMPD also analysed the implications of these developments for migration and displacement dynamics and policies in Europe and monitored the issue of food insecurity in the Middle East and North Africa as a vulnerability multiplier and potential catalyst of future migration from other parts of the globe.

A MULTIFACETED CRISIS IN UKRAINE

Ukraine is facing severe and multifaceted repercussions from the war, manifested through the devastating impact on its sovereignty, economy, infrastructure, environment

and human capital. An estimated 18 million Ukrainians¹ are in urgent need of humanitarian support inside the country. Over eight million have fled the country² and more than five million are internally displaced³. Many IDPs are subject to repeated displacement – including persons displaced from Luhansk and Donetsk in 2014 – and have eventually moved to smaller towns and villages, as larger cities have exhausted their capacities. Food insecurity, a lack of affordable housing and non-food items, health issues, and low or non-existent income are just some of the difficulties that IDPs face.

Ukraine and international actors have taken steps to assist vulnerable populations inside the country. ICMPD quickly adapted its projects implemented in Ukraine to repurpose allocated funds to respond to the urgent humanitarian needs and requirements of Ukrainian border and customs services. It also launched new initiatives contributing to the resilience, reinforcement and recovery of the country and its institutions (read more in the EECA section, page 42). Demand-driven and targeted discussions, as well as analytical publications about the war and its wide-ranging impacts, have also been ensured within the framework of multilateral regional dialogues such as the Prague Process. As the war drags on, many challenges persist and may further worsen – and may even spur new displacement – which calls for continuous support to Ukraine and its people, as well as countries hosting Ukrainian refugees.

TEMPORARY PROTECTION IN THE EU

The EU's response was unprecedented in its speed and scope, with the swift and first-ever activation of the Temporary Protection Directive just one week after Russia invaded Ukraine. This landmark step has provided Ukraine's citizens and long-term residents who fled to the EU with quick access to a protection status that comes with access to essential integration-related services and the right to work, helping them to meet their basic needs and settle in. Millions have received temporary protection and access to services, Ukrainian children have enrolled in local schools and many adults have entered labour markets. In some European countries, more than 40 per cent of working age Ukrainian refugees are employed, according to the OECD⁴. Furthermore, there has been an outpouring of support from governments and the public, which is also key to fostering the inclusion of these newcomers⁵.

At the same time, challenges remain that will become even more pressing as the war continues. These include getting more Ukrainians into the labour market – and, in particular, into jobs that make use of their skills and pay accordingly. Here, skills recognition, on-the-job training and childcare all stand to play important roles⁶. Additionally, finding adequate and affordable housing remains a challenge for refugees and for communities more broadly. It is clear that integration is a marathon, not a sprint (read more in the Policy section, page 28, and the

The war has stoked geopolitical tensions and jeopardised the expected post-pandemic economic recovery.

Research section, page 32). Meanwhile, these longer-term integration considerations occur alongside new cross-border displacement and the possibility that many will wish to return to Ukraine at some point.

IMMEDIATE AND MEDIUM-TERM RESPONSES IN MOLDOVA

EU countries are not alone in offering shelter to persons displaced by hostilities. Moldova, Ukraine's direct neighbour and a small country of 2.6 million⁷, is playing a vital role as both a transit and host country. It recorded over 775,000 border crossings and received nearly 110,000 refugees⁸ from Ukraine in the first year of the war. On the day of Russia's invasion, Moldova declared a state of emergency, repeatedly extending it, a measure that allowed Ukrainian citizens, their non-Ukrainian spouses and foreigners who had refugee status in Ukraine to live and work in Moldova.

To ensure a more sustainable solution and alleviate the risk that persons remaining in Moldova without refugee status will become irregular once the state of emergency ends, the country began developing a national temporary protection scheme, which was adopted on 18 January 2023 and went

ICMPD is supporting Ukraine and Moldova through different projects that help align their migration policies with the EU acquis.

into effect on 1 March 2023⁹. With an initial validity of one year, the temporary protection status provides displaced Ukrainians with easier access to services, accommodation and the labour market. Moldova's response has been remarkable, particularly considering its small economy, limited resources and vulnerability to the secondary effects of the war. At the same time, the country requires continuous EU and international financial assistance and support in strengthening its national systems and addressing challenges to the socio-economic inclusion of refugees concerning childcare, language skills, information and awareness about available services, rights and material resources¹⁰.

BROADER REGIONAL IMPACTS

The war has strengthened the European aspirations of Ukrainians and Moldovans, resulting in the submission of formal applications for EU membership, which the European Commission approved in June 2022, thereby granting both countries EU candidate status. This status recognises previous progress and initiates a process of adopting the EU acquis and undertaking further reforms to satisfy EU accession criteria, including in the area of migration. Against this backdrop, ICMPD is supporting both countries, through projects such as RRR Ukraine and SCOP Moldova, in aligning their migration policies with the EU acquis as part of ICMPD's broader efforts (read more in the EECA section, page 42). With Ukraine and Moldova moving closer to the EU, the war with Russia and the issue of Transnistria – a frozen conflict since the 1991–1992 war following the fall of the Soviet Union – as well as other attempts¹¹ to destabilise both countries will need to be addressed as part of

the overall European security agenda.

The issue of mass outward migration from Russia is often deprioritised. However, the consequences of the military intervention in Ukraine for the aggressor country and its population are also considerable. In 2022, at least half a million Russian nationals left and did not return, fearing military mobilisation, persecution amid the adoption of new legislation outlawing anti-war activities, and economic downturn as a result of tough international sanctions on Russia. Most people left for non-EU countries of the post-Soviet area.

Although routes to the EU for Russians are currently limited, the EU should also plan for the potential arrival of Russian migrants and asylum seekers, especially since the number of asylum applications lodged by Russian nationals in the EU in 2022 has already increased threefold¹² when compared to 2021. EU approaches to the admission of Russian nationals are increasingly security-oriented, with some EU Member States almost completely restricting border crossings for Russians with short-term Schengen visas, while others are further scrutinising visa issuance. At the same time, several EU countries launched programmes for the humanitarian admission of Russian nationals at risk of persecution, while all of them apply the regular asylum procedure¹³. The Prague Process, the Secretariat of which is housed at ICMPD, has commissioned two studies examining Russian emigration in war-

time, which will offer valuable analysis about evolving migration dynamics in the region.

GLOBAL REPERCUSSIONS: FOOD SECURITY AND MIGRATION

The effects of the war have also been felt in areas farther removed from battle zones. From the outset, countries in the MENA region have experienced food shortages resulting from disruptions in food exports from both Ukraine and Russia. Sanctions imposed on Russian exports and disruptions to the production and shipping of wheat in Ukraine have resulted not only in food shortages, but also soaring food, fuel and energy costs as well as living costs more broadly. The crisis has thus highlighted the interdependencies and inequalities of the world economy, amplifying existing crises as geographically removed countries experience the ripple effects of the war.

Wheat export disruptions and their economic repercussions on the world market have triggered food insecurity in many countries across the MENA region. In some contexts, such as in Tunisia, food insecurity in a context of political and economic uncertainty acts as a catalyst for migratory aspirations, with migration often thought of as a mitigation strategy. Building on earlier research conducted by ICMPD, a 2022 ICMPD trends assessment finds that food security becomes an important factor in migration decisions in contexts of political and/or economic uncertainty, as food insecurity has an amplifying effect on broader aspirations to migrate among various prospective migrant groups, including those with good living conditions. Migrant groups in particular are disproportionately affected by the rise in food and energy prices, which exacerbates pre-existing

vulnerabilities and impacts their perceptions of their countries of transit or settlement¹⁴. Food insecurity was also found to impact the migration aspirations of highly skilled workers, who become more likely to capitalise on opportunities abroad to maintain or improve their lifestyles and living conditions.

The link between food security and migration is thus complex and context-dependent. Although food insecurity primarily affects the more vulnerable segments of the population, including migrants in irregular situations, movements of these populations remain limited and localised compared to those who have the means to migrate through regular or irregular channels. Nonetheless, food insecurity remains a source of instability in fragile contexts and longer-term disruptions will likely have far-reaching repercussions.

THE CHALLENGES AHEAD

How many additional people will be displaced within and across borders is an open question, necessitating continued monitoring, adapting and planning on the part of host countries. Related to this is of course the fundamental question of when and how the war will end – and what this means for those who wish to remain where they are or return to Ukraine. ICMPD has been working with the Inter-Governmental Consultations on Migration, Asylum and Refugees to initiate discussions among Member States and key partners on what comes after the end of temporary protection. There are a multitude of considerations that go into the selection, design, implementation and coordination of such initiatives, pointing to the need for discussions early on. Given the need to jumpstart thinking about the possibilities, ICMPD

The dynamics and consequences of the ongoing war will continue to shape discussions and action on migration policy in 2023.

has mapped the various policy options available to host countries and pinpointed considerations that will drive decision-making in the months ahead¹⁵. This is relevant not just in the context of the EU's Temporary Protection Directive and similar European measures, but also with regard to pathways put in place in Canada, the United States, Australia and other countries farther from the conflict. Should return become a safe option, voluntary repatriation to and reintegration in Ukraine will become a priority. Consequently, ICMPD may support recovery efforts in Ukraine.

In the meantime, many challenges still lie ahead, including the continued provision of support to Ukrainians displaced inside and outside of Ukraine. This includes long-term thinking about integration and maintaining public acceptance for Ukrainian refugees. Receiving administrations will face the challenge of quickly implementing integration measures against the backdrop of a possible return to Ukraine, and will need to find innovative, gender-sensitive integration approaches that facilitate participation in the host society while at the same time not hindering a potential return. This will be a focus of ICMPD's research activities in the coming year. It also necessitates maintaining support to Moldova as it rolls out its temporary protection scheme. In addition, countries receiving Russian nationals may soon need to streamline their approaches and introduce specific humanitarian and legal pathways to prevent irregular movements and provide protection to those in need.

Russia's invasion of Ukraine, and the displacement it has caused, has had a huge impact on European migration policy (and far beyond). Extraordinary consensus has led to swift and comprehensive action: the first-ever activation of the two-decade-old

Temporary Protection Directive in the EU and a new temporary protection scheme in Moldova, among other national measures across the globe. EU Member State dynamics regarding the hot topic of migration have shifted considerably. Central and Eastern European countries are playing a much larger role in refugee reception and integration than ever before – while Ukrainians are able to go anywhere in the EU, they are concentrated in these countries – despite having a shorter history (and therefore less experience) of doing so. In this context, EU discussions on refugee protection and solidarity have changed considerably – at least for this group.

While Ukraine is front and centre in Europe's mind, developments in other parts of the world will lead people to want to or be compelled to move, including to Europe. In this regard, food insecurity is an important indicator when considering broader drivers of migration, as it feeds and interacts with other socio-economic and political drivers. More attention and emphasis on various supply chain disruptions and price increases should be given when thinking about migration aspirations. Additionally, countries and communities that are most likely to be affected by such global changes should be supported in their rethinking of food production and self-reliance strategies, as well as the diversification of their food imports suppliers. Rural communities should also be supported

to increase production through technological advances and the modernisation of the sector, in line with various climate threats affecting regions across the MENA region and sub-Saharan Africa.

It is clear that, while there have been significant policy achievements in 2022, sizable challenges still lie ahead and place complex and difficult demands on European policymakers. The dynamics and consequences of the ongoing war will undoubtedly continue to shape discussion and action on migration and related policy areas in 2023, as well as the work of ICMPD to support its Member States and partners.

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Nesrine Ben Brahim is an Associate Researcher in ICMPD's Research Unit. Her research focuses on migration narratives and decision-making, with a geographic focus on the MENA region.

FOOTNOTES

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GLOBAL EMIGRANTS

(IN MILLIONS)

ICMPD Annual Report 2022



*Source: United Nations Department of Economic and Social Affairs, latest numbers as of 2020

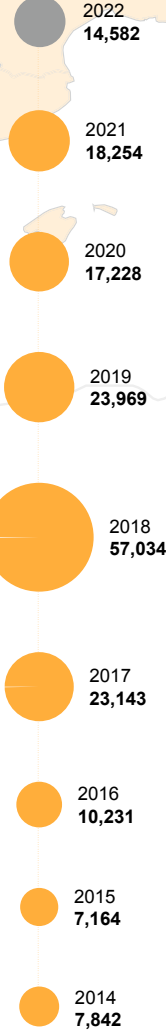
IRREGULAR BORDER CROSSINGS 2014–2022

ICMPD Annual Report 2022

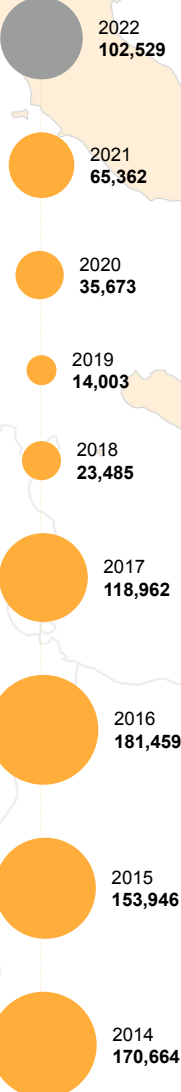
West Africa



Western Mediterranean

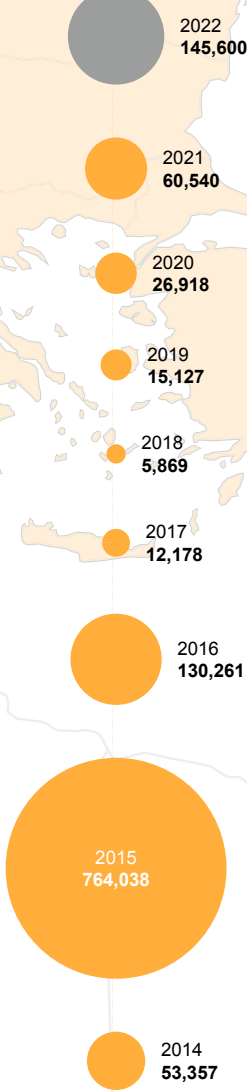


Central Mediterranean

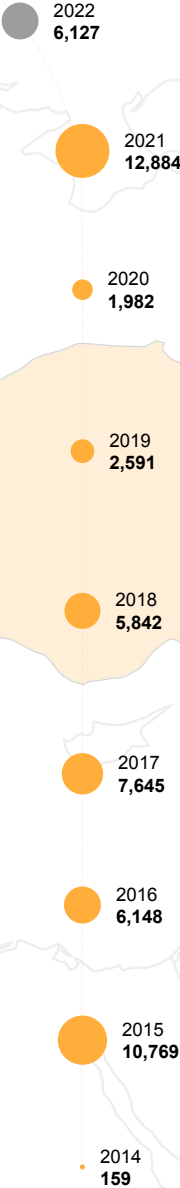


Source: Eurostat, Frontex

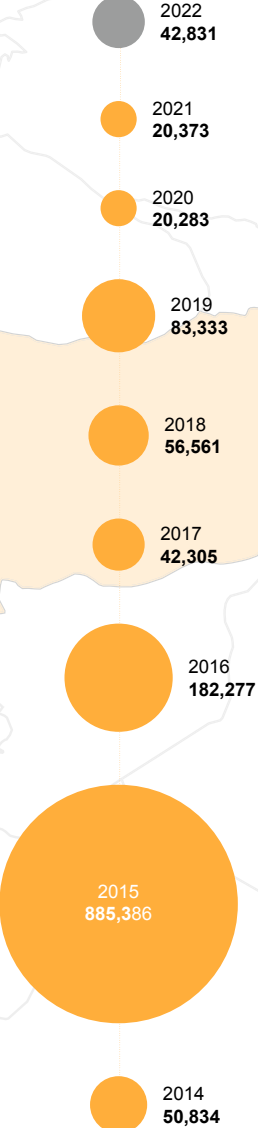
Western Balkans



Eastern Land Border



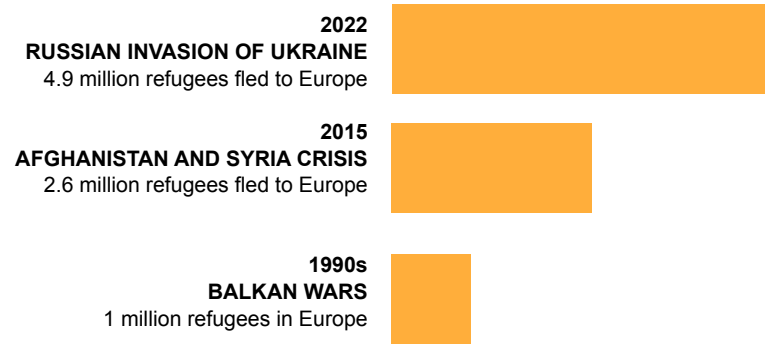
Eastern Mediterranean



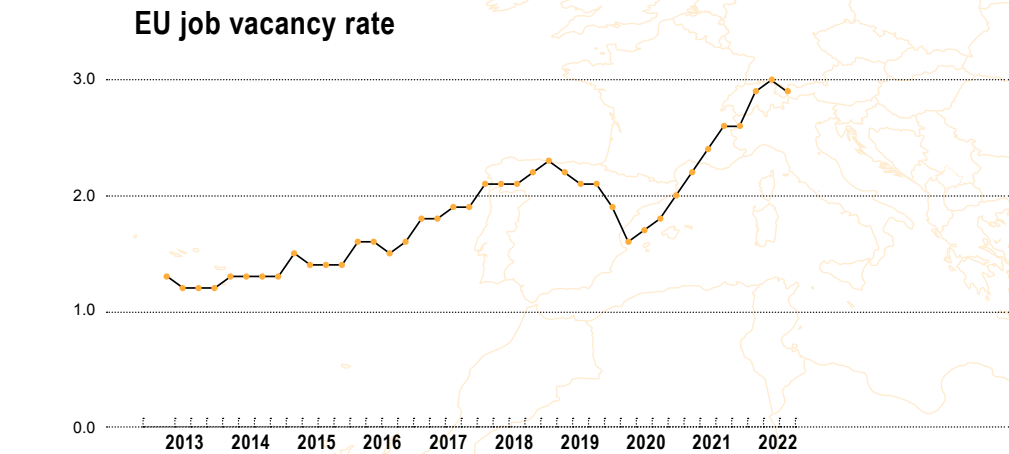
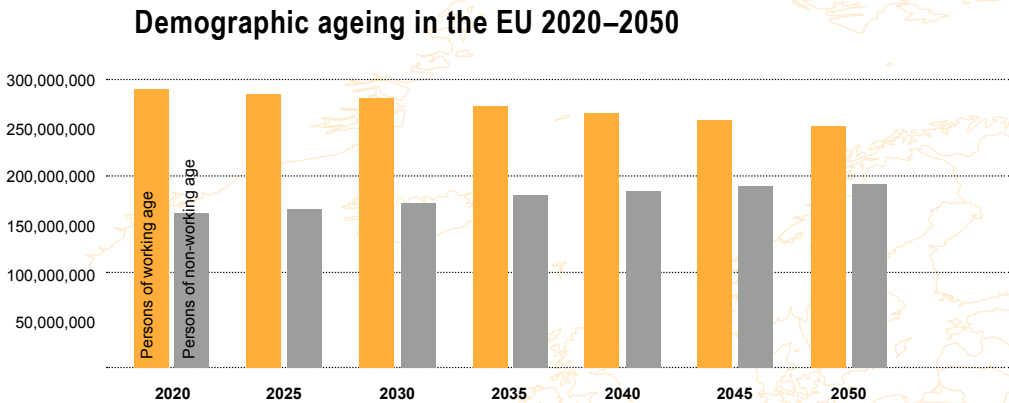
Source: Frontex, detections of irregular border crossings statistics

EUROPE: ARRIVALS, WORK-FORCE, JOB VACANCIES

EU ARRIVALS OF REFUGEES IN THE LATEST THREE CRISES:



THE DECLINING WORKFORCE AS AN INCREASING CHALLENGE:



The rate of vacant jobs (as a proportion of total jobs) has already been rising.

PROJECTS 2022



Policy, Research and Strategy

Sustainable PRactices of
INteGration (*SPRING*)

Comprehensive Support for People
in a Vulnerable Situation in the Pol-
ish Migration Management System
(*KOMPLEKS*)

Provision of MedCOI quality assur-
ance services and comparative legal
research (*MedCOI V – Lot 3*)

Understanding the impact of
novel technologies, social media,
and perceptions in countries abroad
on migration flows and the security
of the EU & providing validated
counter approaches, tools and
practices (*PERCEPTIONS*)

Novel Strategies to Fight Child
Sexual Exploitation and Human
Trafficking Crimes and Protect their
Victims (*HEROES*)

Integrationserfahrungen von Tschet-
schenInnen in Österreich. Potenziale
und Hürden (*INTOP*)

Prozesse der Arbeitsmarktintegra-
tion von Geflüchteten in Österreich
(*FIMAS reCOV*)

Measuring Irregular Migration and
Related Policies (*MirreM*)

Finding Agreement in Return (*FAR*)

25

Western Balkans and Türkiye

Enhancement of Entrepreneurship
Capacities for Sustainable Socio-
Economic Integration (*ENHANCER*)

Supporting the Development of
Return Counselling Capacities in
Türkiye (*ReConnect*)

Supporting the implementation and
further strengthening of Türkiye's
National Assisted Voluntary Return
and Reintegration System – Pillar 1:
Capacity building of the N-AVRR
national stakeholders
(*NAVRR Pillar 1 and Pillar 2*)

Enhancement of the Migration
Information System for Strengthening
Migration, Asylum and Border Man-
agement in Bosnia and Herzegovina

Drafting of a National IBM Strategy
and updating of the “National
action plan to implement Türkiye's
IBM Strategy”

Enforcing Turkish Coast Guard Efforts
to Mainstream Human Rights Based
and Gender Sensitive Response to
Irregular Migration (*ESSENCE*)

Strengthening Cooperation with
Countries of Origin and Fostering
Cooperation with Strategic Part-
ners to Prevent Irregular Migration
Through Complementarity Actions
(*COMPLEMENT*)

Supporting the Institutional Capacity
of the National Coordination and Joint
Risk Analysis Centre (*NACORAC*)

Enhancing Analysis and Operational
Capacity to Improve Legal Migration
Policy in Türkiye (*ANAPOL*)

Extension of the multipurpose
reception centre at Lipa in line
with European and international
standards (*LIPA*)

Establishment of Assisted Voluntary
Return Coordination Centres in
Türkiye under the RETOUR Pilot
Programme (*RETOUR*)

Supporting Türkiye's Efforts to
Strengthen Border Management at
the Eastern and South Eastern Land
Borders (*SENSE*)

Establishment of the National
Assisted Voluntary and Non-
Voluntary Return System of Bosnia
and Herzegovina (*EVOLVE*)

Eastern Europe & Central Asia (EECA)

Mobility Partnership Facility – Prague Process Phase II and III (*MPF-PP*)

Prague Process / PP DATA – full title: Mobility Partnership Facility, MPF III – Prague Process

EU for IMPACT Armenia – increasing migrants’ potential to act for development of Armenia (*EU Impact for Armenia*)

Border Management in Central Asia – Phase 10 (*BOMCA*)

Support to the Implementation of the Mobility Partnership (MP) with Azerbaijan (*MOBILAZE 2*)

Strengthening Development Impact of Migration in Georgia (*STREAMinG*)

Capacity for a Rights-Based Reception System for Moldova

Support to the Complex Improvement of Migration and Border Management in Moldova (*SCOP*)

Support programme for the State Migration Service and Ministry of Foreign Affairs (Consular Offices abroad) to continuously protect and provide state services and assistance to the citizens of Ukraine (*RRR – MFA/SMS*)

EU Support to Strengthening IBM in Ukraine – Resilience (*EU4IBM-Resilience*)

Silk Routes

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

Support to implementation of IR-EU dialogue on migration and refugee issues (*IRAN-EU Dialogue*)

Capacity building for long-term reintegration of returnees to Afghanistan and Iraq complementary to reintegration support through *ERRIN (CAIR)*

Establishing Migrant Resource Centres (MRCs) in Sri Lanka (MRC Sri Lanka)

Capacity building project aimed at implementing sustainable, rights-based, border management practices in Iraq and Pakistan towards increasing border management and security and reducing irregular migration (*RBM Silk Routes*)

Whole of Government Approach to Migration Management in Iraq (*IMAG – IMED 2*)

Budapest Process activities

Support to Federal Investigation Agency’s Capacities for Enhanced Risk Management – Pilot project RPAK (*MPF III Pakistan*)

Improving Migration Management & Migrant Protection in Selected Silk Routes and Central Asian Countries (*PROTECT – IMM2*)

EU-India CAMM Support Project Phase 2 (*India CAMM 2*)

Awareness raising and information campaigns on the risks of irregular migration in Pakistan (*PARIM 2*)

Capacity building for long-term reintegration of returnees to Iraq (*CAIR 2*)

27

Mediterranean

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

Integrated Border Management support for Jordan (*IBM Jordan*)

Enhanced Capability for Integrated Border Management in Lebanon (*IBM Lebanon – Phase III*)

Support Programme in the field of Integrated Border Management in Tunisia (*IBM Tunisia III*)

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

Libya’s Migration Technical Assistance facility (LIBMITAF)

Training Institute on Migration Capacity Partnership for the Mediterranean (*MCP Med*)

Supporting access to justice for trafficking victims in Tunisia (*ATP Tunisia*)

Supporting Lebanon in fostering human rights-based border and migration management (*Swiss IBM III*)

Support for the implementation of the National Strategy on Migration in Tunisia (*PROGRES II*)

Border Management Programme for the Maghreb Region Tunisia component – Phase II

Mediterranean City-to-City Migration – Reinforcing Urban Capacity Partnerships (*MC2CM-RUCP*)

Netherlands Assistance to Lebanese Border Agencies Lebanon (*IBM*) – Phase V

Strengthening the evidence base for migration policies – Advancing the Central Migration Data Management Solution for Jordan (*MIDAM 2*)

Improving Migration Data Management Capacities of National Institutions in Lebanon 2022–2023 (*MOFA SG SOC LEB*)

Border Management Programme for the Maghreb Region (*BMP Maghreb*) Tunisia – Phase III

Supporting Jordan in the Application of Advanced Standards in Document Security – Phase II (*DocSec2 Jordan*) – DSJ Doc Security Jordan II

EU Support for Border Management Institutions in Libya and Tunisia (*LY Academy*)

Advancing Libya’s Border Security and Management (*LY ALBSaM*)

EU Support for Border Management Institutions in Libya and Tunisia (*TN Academy*)

West Africa

Strengthening Border Security in Ghana (*EUTF-SBS Ghana*)

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

ICMPD Niger-Nigeria countering trafficking in human beings (*NG-NR*)

Strengthen the National Observatory Capacity to Tackle Trafficking in Persons in Cabo Verde (*OBSERVE-CV*)

Strengthening Border and Migration Management in Ghana (*SMMIG 2*)

Modernising Nigeria Immigration Service Workforce (*MoNIS*)

Technical Vocational Education Training and Youth Employment in Nigeria: The center of Practical Skills (*CoPs*)

Border Management in Cote D'Ivoire

Technical Vocational Education Training and Youth Employment in Nigeria: The Center of Practical Skills (*CoPs 2*)

Pan Africa

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

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

29

Global- / Interregional Initiatives

Mobility Partnership Facility Phase II

Global EU Diaspora Facility (*EUDiF*)

Mobility Partnership Facility Phase III

EU-ICMPD joint initiative 'Migration EU eXpertise': providing short-term expertise to partner countries to enhance migration governance (*MIEUX+*)

Incubating skills partnerships beneficial to migrants, countries of origin and destination (*INSPIRE Project*)

Logistical and technical support for migration seminars in the EU neighbourhood and enlargement countries (*ATA DG NEAR I + II*)

Return and Reintegration Facility (*RRF-FSO*)

Return and Reintegration Facility (*RRF-Brussels*)

Return and Reintegration Facility (*RRF-Dhaka*)

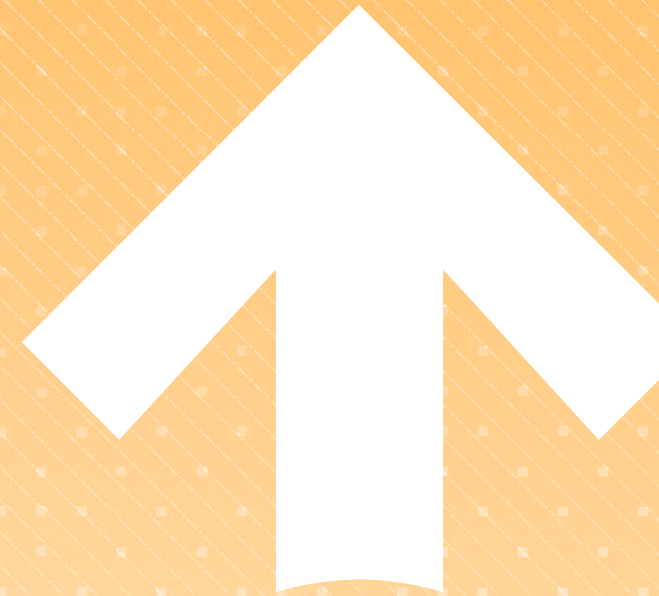
Return and Reintegration Facility (*RRF-Accra*)

Return and Reintegration Facility (*RRF-Abuja*)

Return and Reintegration Facility (*RRF-Yerevan*)

Care Taker Programme – completion and embedding of the activities & projects of the European Return and Reintegration Network (*ERRIN CT*)

**POLICY
UNIT**



TEMPORARY PROTECTION AND THE ROAD AHEAD

Russia's invasion of Ukraine forced millions of people to leave their homes. The European Union reacted quickly and provided them with temporary protection. Refugees from Ukraine are entitled to integration services and to enter the job market. Nevertheless, the situation remains challenging.

By the end of 2022 almost five million refugees had registered for temporary protection in the European Union, forced to leave their homes in Ukraine following Russia's invasion. Temporary protection beneficiaries were immediately entitled to key integration services and employment. Early signs of integration into the labour market are positive. New arrivals are finding work relatively easily, although they are concentrated in lower-skilled jobs and skills mismatches are widespread, signalling potential challenges if temporary protection becomes less temporary. In the longer term, uncertainty regarding length of stay, lack of language proficiency and recognised qualifications, and childcare responsibilities might influence integration outcomes beyond the labour market.

Our work in 2022 included a look at the (differing) ways in which governments are implementing the Temporary Protection Directive, with a series of webinars and articles on the main reception and integration

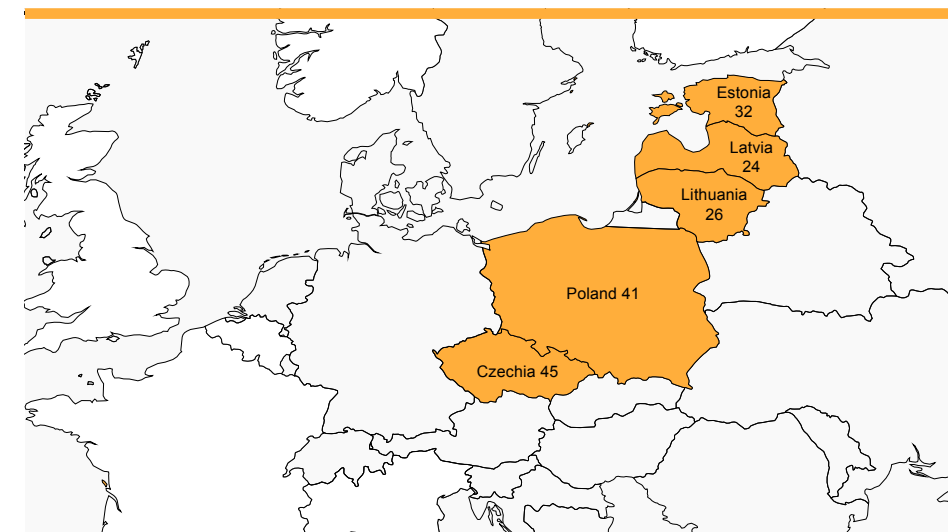
issues. Looking ahead, we are also exploring strategies with which Member States could extend temporary protection schemes or transition to other, longer-term measures.

Large-scale displacement from Ukraine has also led to growing concerns about individuals who were considered vulnerable prior to the outbreak of war, as well as those deemed newly vulnerable due to their uprooting. Providing adequate support remains challenging in light of the scale and characteristics of displacement from Ukraine. The limited experience in hosting refugees in several of the main host countries for refugees from Ukraine is also a challenge.

Papers and policy briefs:

- Creating a way out of the maze: Supporting sustainable futures for displaced persons
- People First: New solutions to the challenge of displacement
- Policy handbook: Strengthening policy responses to protracted displacement
- Student working holidays as a step towards youth mobility
- The role of information campaigns in addressing irregular migration

Top EU countries hosting Ukrainian refugees per capita at the end of January 2023 (per one thousand inhabitants)



Source: Own calculations based on UNHCR and Eurostat data

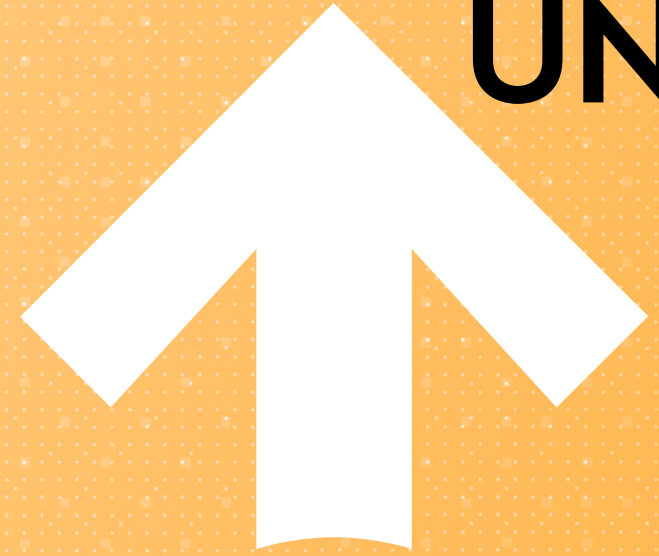
Commentaries

- Are rural areas across Europe viable destinations for Ukrainian refugee women?
- The war in Ukraine and the renaissance of temporary protection – why this might be the only way to go
- Could disruptions to Eastern European wheat spur displacement in Africa?
- Ukraine, Moldova and Georgia have their European prospects confirmed. What does it mean for migration policies?
- Getting Ukrainian refugees into work: The importance of early competence checks
- 5 takeaways on fast-tracking the labour market integration of Ukrainian refugees (and related webinar)
- Integration of Ukrainian refugees: The road ahead
- 7 takeaways for migration governance in turbulent times (from VMC 2022)
- Temporary protection in Poland: What solutions for vulnerable groups?
- The diaspora response to war in Ukraine

Last year, we looked specifically into the situation of unaccompanied minors and persons with disabilities and mental health issues, identifying relevant policy responses in Poland, the country hosting the largest number of refugees from Ukraine, as well as good practices in supporting vulnerable groups in other European countries.

On a more positive note, the ability of Ukrainians to travel within the EU means that they can theoretically go where they see the best opportunities, whether this is because they speak the local language, have family or friends there, think they have the best career opportunities, or could return more easily to Ukraine. The war in Ukraine began as our three-year TRAFIG project on the role of networks and mobility in displaced persons' lives was coming to a close. Our analysis of displacement from Ukraine has illustrated, again, the power of these tools to support those displaced, this time by Russia's invasion.

RESEARCH UNIT



BRIDGING THE GENDER GAP IN REFUGEES' LABOUR MARKET INTEGRATION

Compared to labour migrants and family migrants, refugees have a difficult starting position when it comes to labour market integration in European countries. In particular, the employment rate of refugee women clearly lags behind that of refugee men. ICMPD's research has identified factors that enable or hinder refugee women's labour market participation. Specific challenges can be attributed to differences in human capital, social capital and gender roles.

ICMPD's analysis of reports from over 2,700 refugees reveals key characteristics that explain gender differences in their labour market participation.

Local language skills, work experience, transferability of skills:

The need for local language skills constitutes the main overall barrier. However, unemployment or deskilling can also be attributed to difficulties in the recognition of skills and qualifications and to the fact that many areas of women's educational and work experiences require country-specific knowledge. These are more difficult to transfer to the receiving country context, as are informally acquired or applied skills.

Those women who have little knowledge of the professional world in the receiving context often align their career aspirations with the professional structures of their country of origin. This can lead to unrealistic ideas about the attainability of professional

positions, to disappointment, loss of self-esteem and resignation.

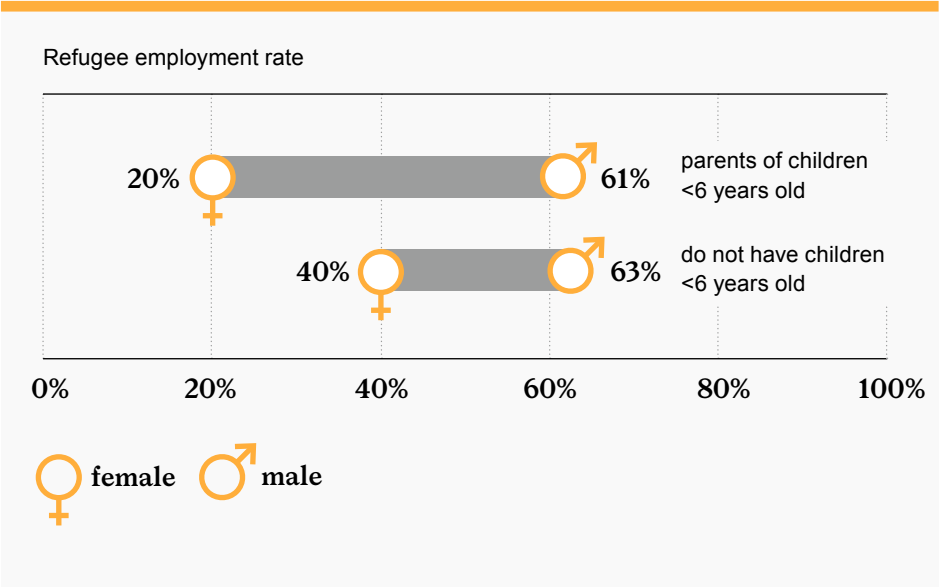
Therefore, measures that support the development of realistic career prospects, empowerment and the strengthening of self-confidence are crucial for refugee women.

Motherhood gap:

The employment rate of refugee women with children is considerably low, while children play no role in the employment of refugee men. Mothers spend more time in the domestic sphere, come into contact with the local population less often, assess their local language skills as lower, have fewer network contacts and usually no extended family around they could rely on.

Successful labour market integration requires a holistic approach that goes beyond vocational training and finding a job. Integration into the social environment is just as

The motherhood gap in refugees' labour market participation



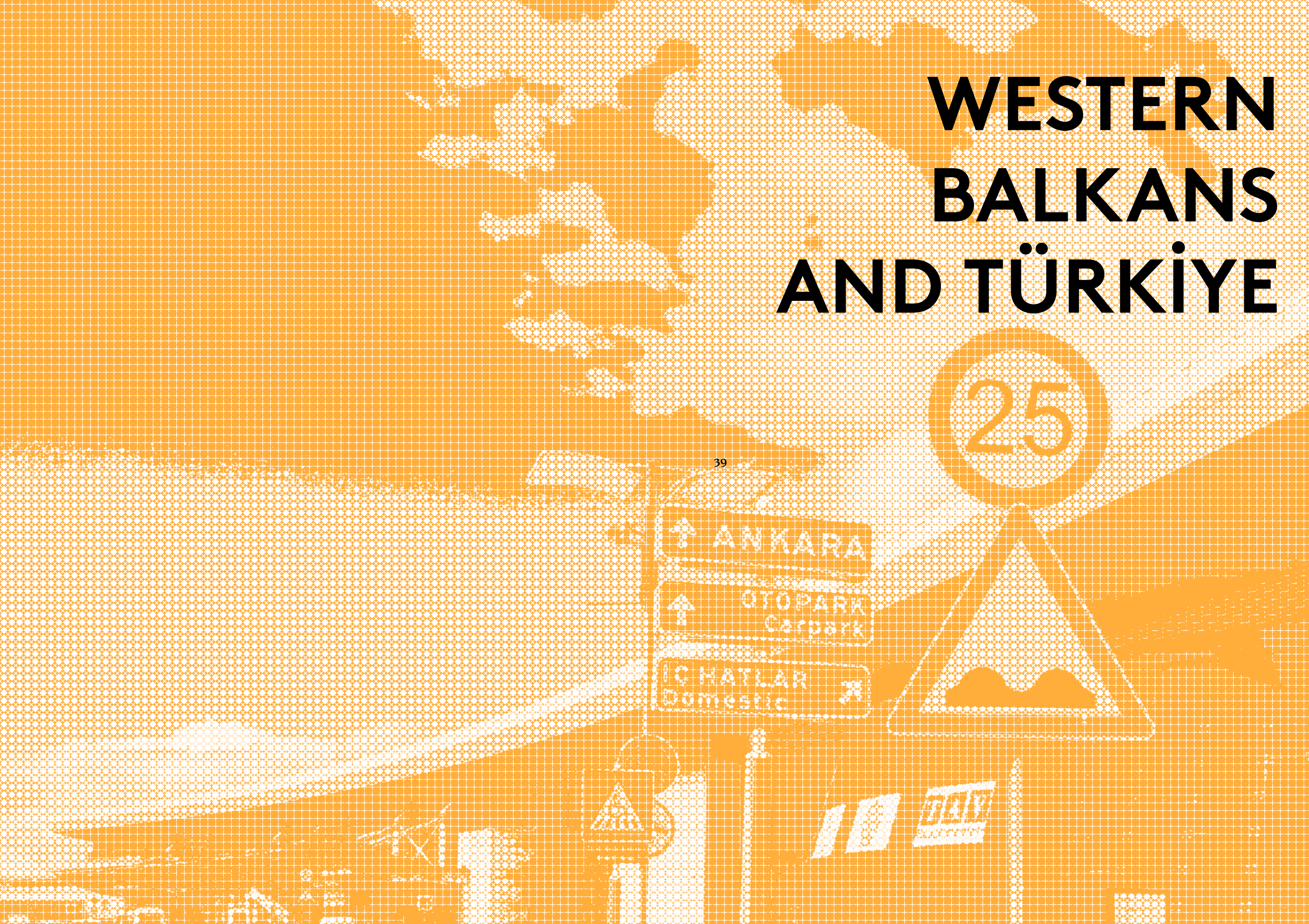
Source: ICMPD's FIMAS Survey 2022 on beneficiaries of asylum and subsidiary protection in Austria

important a supporting factor as ensuring childcare. Taking up employment or training also means a significant change in the daily routine of the family system and may require a supported renegotiation of the division of family work with the spouse and other family members. Furthermore, institutionalised networking such as establishing contacts, regular acquisition of internships, training and jobs are an essential part of integration work.

The millions of Ukrainians who have fled their country since the outbreak of the conflict in early 2022 are predominantly women and children seeking temporary protection in neighbouring countries. ICMPD will continue researching the topic, since in this particular context, policy responses require innovative, gender-specific integration approaches with "dual intent", i.e. facilitating participation in the host society without hindering a possible return to Ukraine.

Targeted policies to address irregular migration require better knowledge about the dynamics of related flows and the characteristics of the irregular migrant population as well as about the effects of policy measures. ICMPD is part of the large-scale international MIRreM research consortium, which addresses this challenge by actively involving relevant stakeholders in the project.

WESTERN BALKANS AND TÜRKİYE



WESTERN BALKANS AND TÜRKİYE REGION

ICMPD provided support with a holistic and complementary approach to meet the requirements of sustainable migration management, which are prominent and require immediate action, in all aspects of Western Balkans and Türkiye.

In 2022, ICMPD continued to develop project ideas and implement policy, capacity-building and dialogue activities to support migration management in Türkiye and the Western Balkan countries. Within this scope, additional contributions to the operational and institutional capacities were developed to be able to intervene in the prominent migration issues in all terms. The current portfolio in Türkiye and the Western Balkan countries covers a wide range of thematic areas, including irregular migration and return, border management, social inclusion and integration, legal migration and labour market integration, diaspora, technical capacity building, regional cooperation and trafficking in human beings. Other cross-cutting areas such as policy development, data collection and management, as well as policy exchanges, are also among the areas covered during the project implementation and development as well as the dialogues with public authorities. All the projects and activities were developed

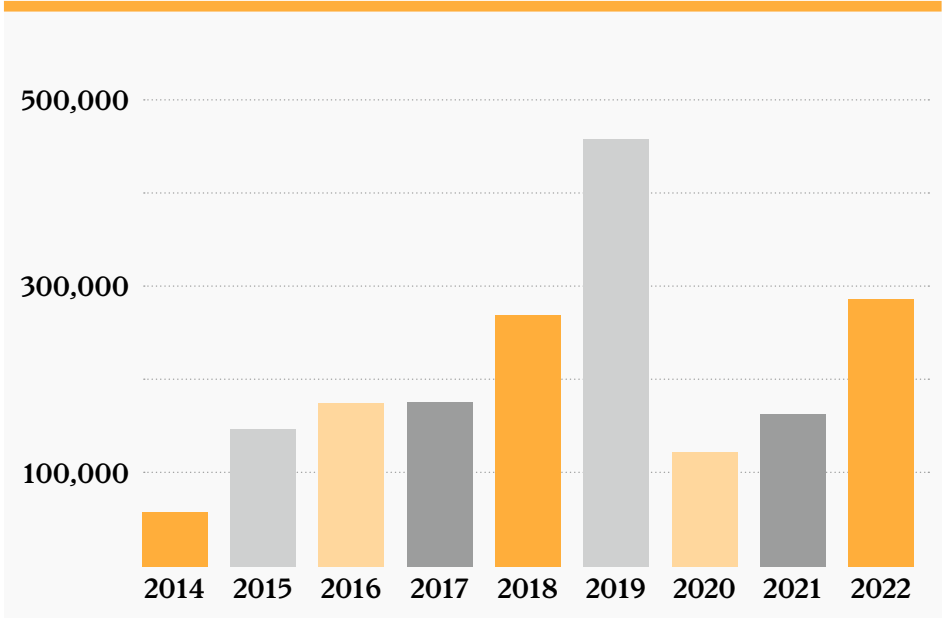
INTEGRATED BORDER MANAGEMENT: From 2022 on, ICMPD started to support the operationalisation of the NACORAC Centre to enable a joint border management risk analysis to be produced through the data collected from national stakeholders. In addition, as part of the EU-funded EU4IBMTR project, models for border management structures in Türkiye have begun to be drafted and will be a baseline for developing the new National IBM Strategy and revised Action Plan of the integrated border management system in Türkiye.

and implemented based on tailor-made planning and the requirements of the migration management framework of Türkiye and the Western Balkan countries.

With the increase in the apprehensions of irregular migrants, ICMPD has focused on Türkiye to strengthen

national capacities for conducting voluntary return and reintegration through different projects by focusing on various procedures, such as outreach, alternatives to administrative detention, counselling, assistance and reintegration support, etc.

Türkiye: Apprehension of irregular migrants



Source: Irregular migration statistics of the Presidency of Migration Management

Within this scope, ICMPD concluded the first pillar of the NAVRR project in 2022, focusing on the capacity building of the national NAVRR stakeholders, and continued to implement the second pillar of the project, which has been supporting the national mechanism through policy development, communication, operations, capacity building and dialogues. ICMPD has started to implement the Establishment of Assisted Voluntary Return Coordination Centres in Türkiye, which were designed to offer more services to the possible returnees under the RETOUR pilot programme. Another important aspect of building the capacities of return counsellors as well as providing counselling services to irregular migrants was addressed by the ReConnect project. Complementing these implementations in the voluntary return field, ICMPD also supported the strengthening of operation capacity and implementation of the non-voluntary return mechanism in line with international standards. The COMPLE-

MENT project played an important role in strengthening cooperation with national, regional and international counterparts to respond to challenges about irregular migration and return, in particular establishing good cooperation frameworks with countries of origin.

The ENHANCER project on the other hand continued to contribute to the socio-economic integration of Syrians under Temporary Protection (SuTPs) in Türkiye into the local host communities in 2022 as well. The project has trained 2,694 participants both from SuTPs and local host communities (LHCs) so far and 379 firms/ participants attended the business networking meeting, hence 68 business and technology transactions among firms took place. ENHANCER supported the entrepreneurship development and job creation efforts of economic actors in 11 provinces in the form of grant scheme programmes. 64 SMEs, 8 cooperatives, 25 common use facilities and

EASTERN EUROPE AND CENTRAL ASIA

43

20 entrepreneurship ecosystem institutions were contracted under different grant scheme programmes in Türkiye.

In the Western Balkans, ICMPD has worked on assessing the overall impact of the EU Pact on Migration and Asylum on the Western Balkans and exploring synergies deriving from the Pact for further extending cooperation between the EU and Western Balkan countries with a project called RePACT, through which cooperation modalities with EU Member States, as well as countries of origin, will be further explored. ICMPD will work on assessing the outcomes of the EU Pact in the Western Balkans region in 2023, will further empower the Western Balkan countries in migration and border management and preventing irregular migration, and will analyse the cooperation and coordination with the EU partners, including proposing potential actions.

In order to strengthen diaspora engagement in Serbia, the Link Up! Serbia II project continued its work on fostering transnational entrepreneurial activities with and through the Serbian diaspora in Austria, Switzerland and Germany (DACH) by facilitating access to knowledge, networks and financial resources.

In addition, in 2022, ICMPD started to work on strengthening the capacities of the Commissariat for Refugees and Migration

in Serbia with a focus on responding to the training needs of employees and increasing technical capacities to provide adequate services to migrants.

Finally, on 30 April 2022, ICMPD completed the implementation of the project entitled Information measures and capacity building on asylum, legal and irregular migration in Afghanistan, Iraq and the Western Balkans (IKAM). The main output of the IKAM project is the development and launch of WebSafe, the mobile phone application and website providing relevant, official and secure channels to support migrants.

OUTLOOK FOR 2023

In 2023, ICMPD Türkiye and Western Balkans will aim to further extend its portfolio by focusing on the development and application of durable and sustainable solutions along the migration routes, including return, reintegration, integration and resettlement. Furthermore, priorities will continue to include support for the implementation of the ICMPD Steering Group chairmanship and prioritisation of cross-cutting thematic and cross-regional initiatives by promoting inter-regional and regional cooperation between the partners along the Western Balkans and Eastern Mediterranean migration route.

EASTERN EUROPE AND CENTRAL ASIA

Russia's invasion of Ukraine in February 2022 led to mass displacement within and beyond Ukraine's borders, causing millions to flee to neighbouring countries and EU Member States. In reaction to political repression and military mobilisation, a significant increase in outward migration from Russia to all EECA states was observed. The war has had a lasting impact on the entire region, affecting its economy, politics, demographics and society.

In response to the Russian aggression on Ukraine, ICMPD took a coordinated approach in policy dialogue, research and project development.

Repurposing of funds in the EU4IBM border management project allowed Ukrainian border agencies to be provided with urgently needed items such as personal protective equipment (helmets and bulletproof vests), surveillance equipment (thermal imagers), first-aid kits, ready-to-eat meals or electricity generators. The new EU4IBM - Resilience project focuses on security and trade facilitation, providing modern equipment for border surveillance, communication and capacity building for a larger number of institutions, and rebuilding damaged border infrastructure.

Funded by Germany and Czechia, the RRR Ukraine project contributes to the resilience, reinforcement and recovery of Ukrainian migration and consular governance by strengthening the capacities of national authorities to ensure the safe

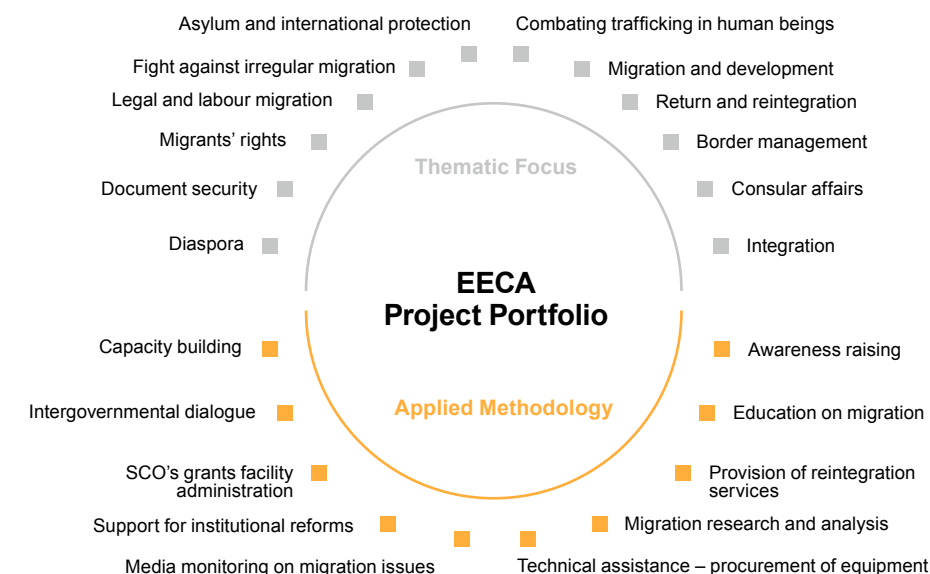
international mobility of Ukrainian citizens, including preparations for return.

Funds from Germany have allowed selected objectives of a modular SCOP Moldova project to be launched, which is aimed at supporting the complex improvement of migration and border management focusing on consolidation of the system in line with the EU acquis – in particular in human resource management and digitalisation of services, increasing the resilience and capacities of state agencies, improving the provision of public services and supporting efforts for integration and reintegration into labour markets and public life.

The funding provided by Poland is used in the CareFor project for capacities on rights-based reception in Moldova and for supporting displaced people accommodated at one of the reception centres in Chisinau run by a consortium of Ukrainian volunteer organisations.

While ICMPD stopped cooperating with Russia and Belarus, the work in other coun-

The EECA Region – Thematic Focus and Methods Applied



tries continued and even intensified. The summer school in Azerbaijan (MOBILAZE 2 and the Prague Process) brought local and Ukrainian students and young professionals together, building upon long-lasting experience and a solid curriculum. Dealing with vast numbers of applications for non-financial assistance (EU4IMPACT in Armenia), grants to civil society (BOMCA 10 in Central Asia, STREAMinG in Georgia) and procurement of services and items throughout the region have contributed to efforts of migrants and diaspora members in a wide range of business and development areas. Migrant Resource Centres are a continuously developing concept of interest, as also reflected in the Prague Process Ministerial Declaration endorsed in October 2022. The EU candidate status granted to Ukraine and Moldova and the EU ambitions of Georgia have been duly noted and reflected in EECA work. These developments have important implications

for the region's migration policies, practices and prospects and ICMPD has a well-established cooperation with all three, making it well suited to further support their approximation to the EU acquis.

PRAGUE PROCESS

Organised by the Czech Presidency of the Council of the European Union in Prague on 24–25 October 2022, the Fourth Prague Process Ministerial Conference brought together ministers and high-level officials from 37 countries.

The 2022 Conference of the Prague Process allowed the Parties to discuss the most pressing migration issues and agree on a joint way forward in addressing them. Amongst other things, the Parties called for more operational collaboration, including through the sharing of information, capacity building, modern technologies and digitalisation. It was opened by Vit Rakusan, Minister of the Interior of the Czech Republic, Ylva Johansson, EU Commissioner for Migration and Home Affairs, and Michael Spindelegger, Director General of ICMPD.

The Prague Process Migration Observatory and Training Academy will expand existing capacities and enhance the resilience of the Parties, allowing them to react quickly and flexibly to emerging challenges. Ministers expressed their desire and commitment to put forward comprehensive initiatives.

The newly endorsed Action Plan will allow for the joint development and implementation of concrete actions in the next five years.

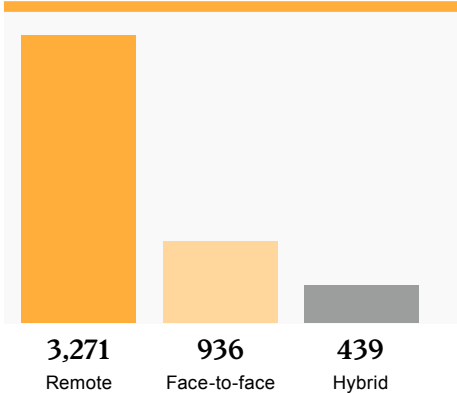
In 2022, the work of the Migration Observatory focused on the forced displacement resulting from Russia's aggres-

Ministerial Declaration and Action Plan 2023–2027

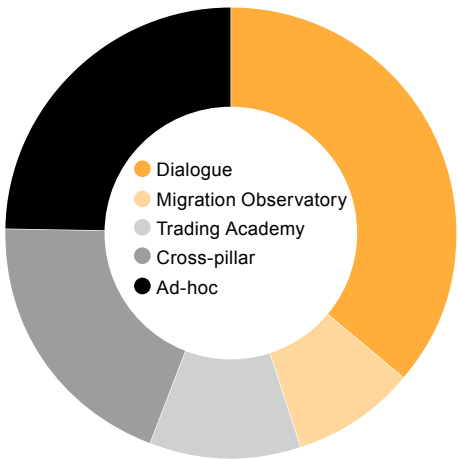
The two documents adopted by ministers in October 2022 call for the work within the three pillars – Dialogue, Migration Observatory and Training Academy – and six thematic areas of the Prague Process to be sustained and expanded. The future cooperation should be concrete, operational and holistic in order to bring real benefit to the 47 Prague Process States.

sion against Ukraine, as well as the war's wider implications on migration throughout the region. Several online events and publications addressed these issues. Meanwhile, the Training Academy expanded its cooperation with EUAA and OSCE whilst also exploring possibilities for collaboration with the Training Institute on Migration Capacity Partnership in Malta. 2022 also featured face-to-face activities again, including two Senior Officials' Meetings, a study visit and the summer school.

Participants (2018–2022)
Total of 4,646



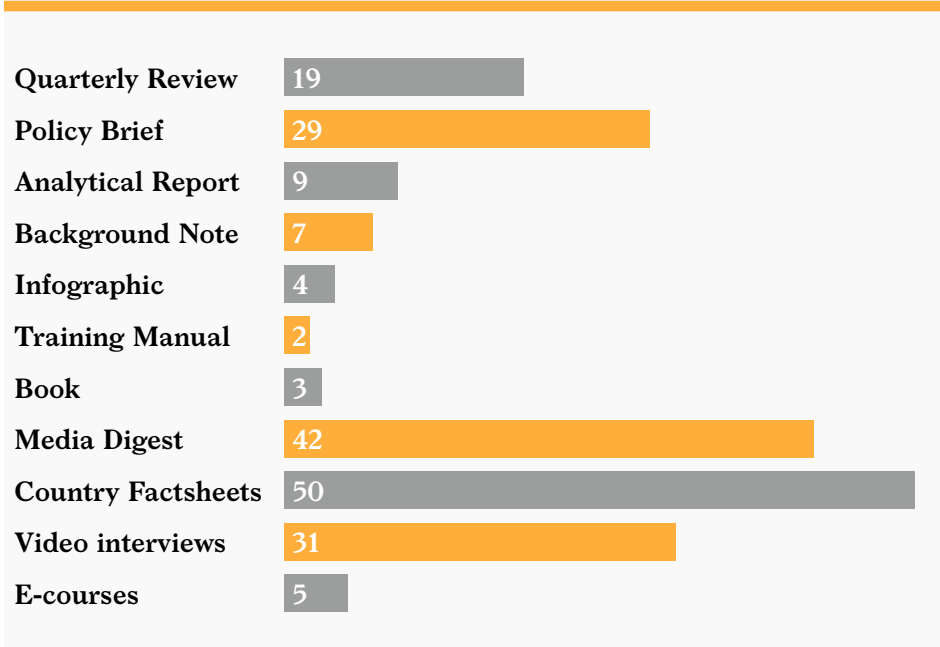
Distribution of activities



Participants by level (2018–2022)



Output (2018–2022)



SILK ROUTES



THE MASSIVE CHANGE IN AFGHANISTAN AFFECTS THE WHOLE REGION

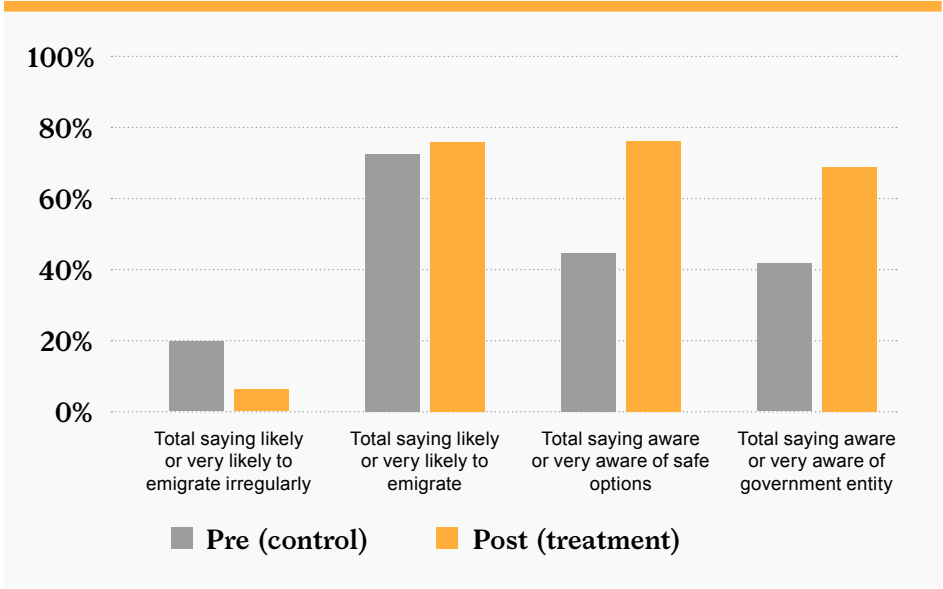
With the Taliban takeover of Afghanistan, the Silk Routes region saw a drastic change two years ago. In 2022, the virtual Migrant Resource Centre for Afghanistan was up and running. Together with five other MRCs in the region, it continued to counsel people on safe and regular migration as well as reintegration services. ICMPD also strengthened its work in the region in terms of border management and private sector engagement for successful reintegration.

Through our network of Migrant Resource Centres (MRCs) in four countries within the Silk Routes (plus Tajikistan), we have successfully delivered direct outreach to migrants who are either intending to migrate, are already on the move or returning. This has been achieved through awareness- raising activities and counselling on safe and regular migration, as well as available reintegration services. The MRCs became a pivotal stakeholder for reintegration referral to the job market in Bangladesh and Iraq. Over the course of 2022, they have reached more than 10 million people using various channels and platforms. MRC Afghanistan continues to operate virtually, counselling approximately 3,000 clients each month. In cooperation with the EUAA, MRC Afghanistan also serves as a hub for information sharing and dissemination on humanitarian admissions and legal resettlement options for Afghans. Our Integrated Border Management (IBM) projects implemented in Bangladesh, Iraq and Pakistan with funding from Austria, Denmark and the EU focused on capacity partnerships with national stakeholders in the area of strategy development and implementation, training and international exchange and cooperation.

CLIMATE CHANGE is increasingly a factor influencing internal displacement and outwards migration in the Silk Routes region. **THE 2022 FLOODS IN PAKISTAN** displaced 33 million people and have made a long-lasting impact on their livelihoods, resulting in new vulnerabilities and contributing to pre-existing push factors for irregular migration from the country. As recorded by MRCs in Pakistan, these vulnerable populations experience physical danger and unsafe shelter conditions, where women, girls and young children have been disproportionately affected. Kidnappings of young girls and children have been reported, including through the MRCs' outreach and counselling work, signalling the activity of human traffickers who are taking advantage of vulnerabilities.

Emphasising the importance of national leadership and intersectoral cooperation for effective border management, we have supported the formation and functioning of government-led IBM committees. In Iraq, besides instrumental support in the development of the national IBM Strategy, we have also developed the capacities of 17 national trainers in the area of profiling, interviewing and identification. In Pakistan, we broke new ground with an innovative training programme for multiple border agencies in gender mainstreaming. This was complemented

Pre- and post-activity measurements of four objectives across all MRC activities



Source: "Impact Assessment of the Migrant Resource Centres in the Silk Routes Region" published in September 2022

by ongoing support at the operational level for the strengthening of border control functions at international airports through comprehensive assessments, training and equipment provision for document examination units. In Bangladesh, a new partnership was launched with the Immigration Police to develop a pool of national experts and trainers on document security, with additional support planned in 2023. Our Denmark-funded project in Iraq has been instrumental in defining the vision of the Government of Iraq on the sustainable Reintegration of Returnees, and for the accompanying action plan, defining the process for greater engagement of the Government of Iraq in the overall reintegration efforts for returnees. Private sector engagement in reintegration was emphasised in Iraq and Bangladesh through the launching of innovative multistakeholder platforms established to foster cooperation in support of the needs and interests of returnees. The focus is on economic reintegration, including employment, access to finance, upgrading of skills, and opportunities for business and entrepreneurship – all of which can be largely addressed by or in cooperation with

the private sector ICMPD remains an active facilitator of dialogue within South and West Asia, through the work of the Budapest Process Dialogue and EU-India CAMM dialogue support project. For the latter, ICMPD facilitated policy-focused exchanges, the sharing of expertise, and production of knowledge tools aimed at officials and potential migrants. Seminars, meetings, research papers, knowledge products and information materials were some of the means through which cooperation was enhanced between the EU Member States and India on legal channels such as student mobility to the EU, whilst simultaneously facilitating mutual understanding of operational modalities related to irregular migration, return and readmission. Phase two is expected to commence by mid-2023. In support of the efforts in the EU and in the Silk Routes region to explore legal migration pathways and opportunities, we have commenced with a specific study focused on Bangladesh and Pakistan and selected economic sectors, with an aim to deliver two guidance reports in 2023.

THE BUDAPEST PROCESS

The Silk Routes Partnership for Migration

Highlight for 2023

2023 marks 30 years of cooperation with and within the Budapest Process dialogue. Aside from regular meetings and activities, 2023 will focus on the initiation of discussions to prepare for the Seventh Ministerial Conference. Furthermore, dialogue partners will finalise the implementation of the Call for Action 2019–2024 and take stock of the impact achieved through the six priority goals of the dialogue.

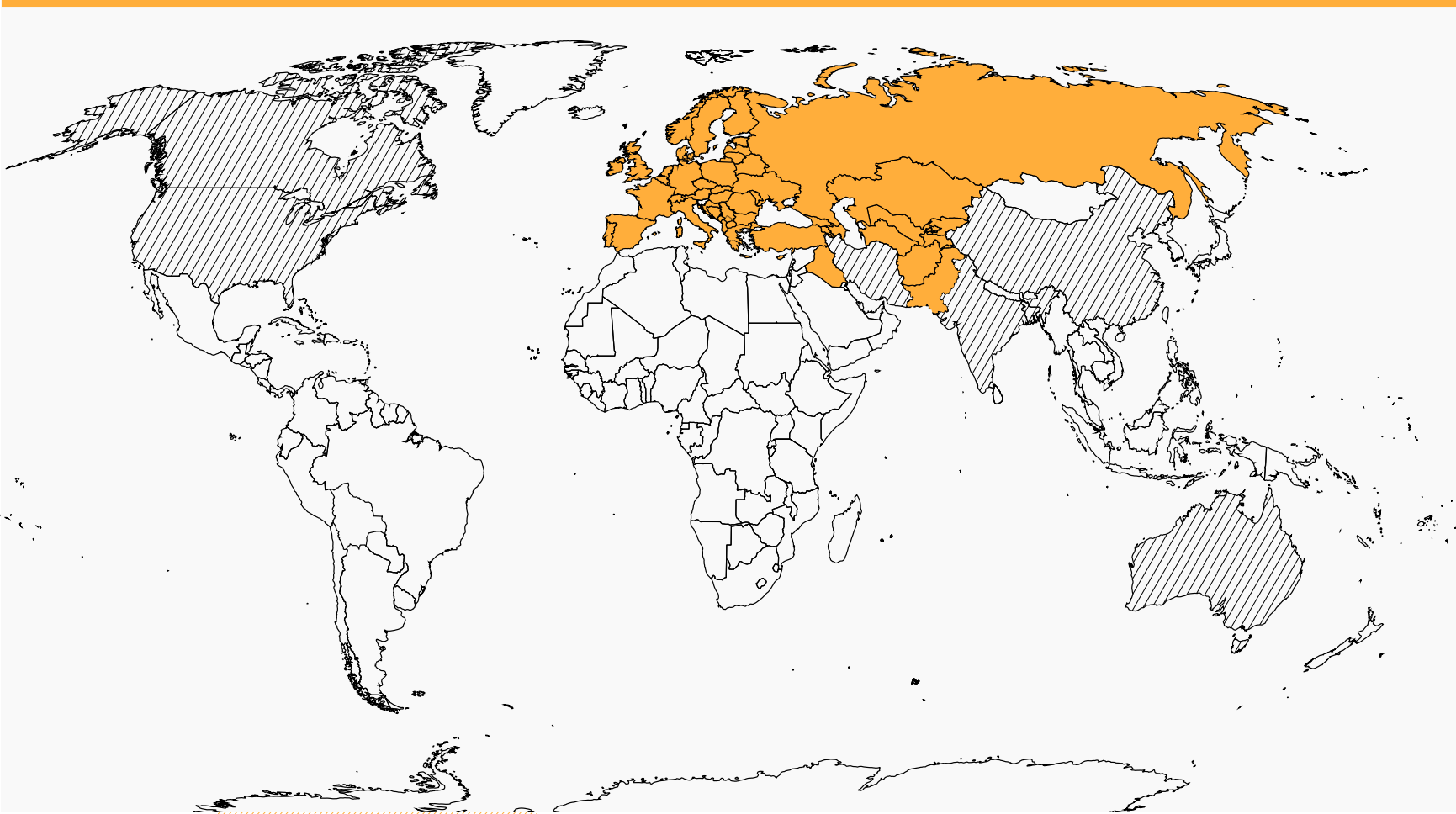
The Budapest Process dialogue has continued to further its work and priority goals focusing especially on irregular migration, including return and reintegration, migrant smuggling, trafficking in persons, as well as legal migration and mobility. A combination of thematic meetings and knowledge products were prepared and shared, including a publication entitled “How the Budapest Process Contributes to Migration Governance”. A Community of Law Enforcement Practitioners platform on irregular migration was set up. BP partners agreed to develop a Silk Routes Roadmap on Return and Reintegration to continue joint work on this thematic area and build upon current projects in the region and past dialogue consultations. Through its active projects in Iraq, the Regional Office for Silk Routes presented the draft roadmap and the work of the Budapest Process dialogue to national

counterparts and the diplomatic core in Baghdad in November 2022.

The Budapest Process Senior Officials met in Istanbul on 1 December and confirmed the intention to host a new Ministerial Conference following the end of the Call for Action 2019–2024 implementation period. Budapest Process partners welcomed the Chairmanship’s proposals for the geographic and thematic expansion of the Budapest Process, setting the foundation for an exciting new phase in the dialogue’s development.

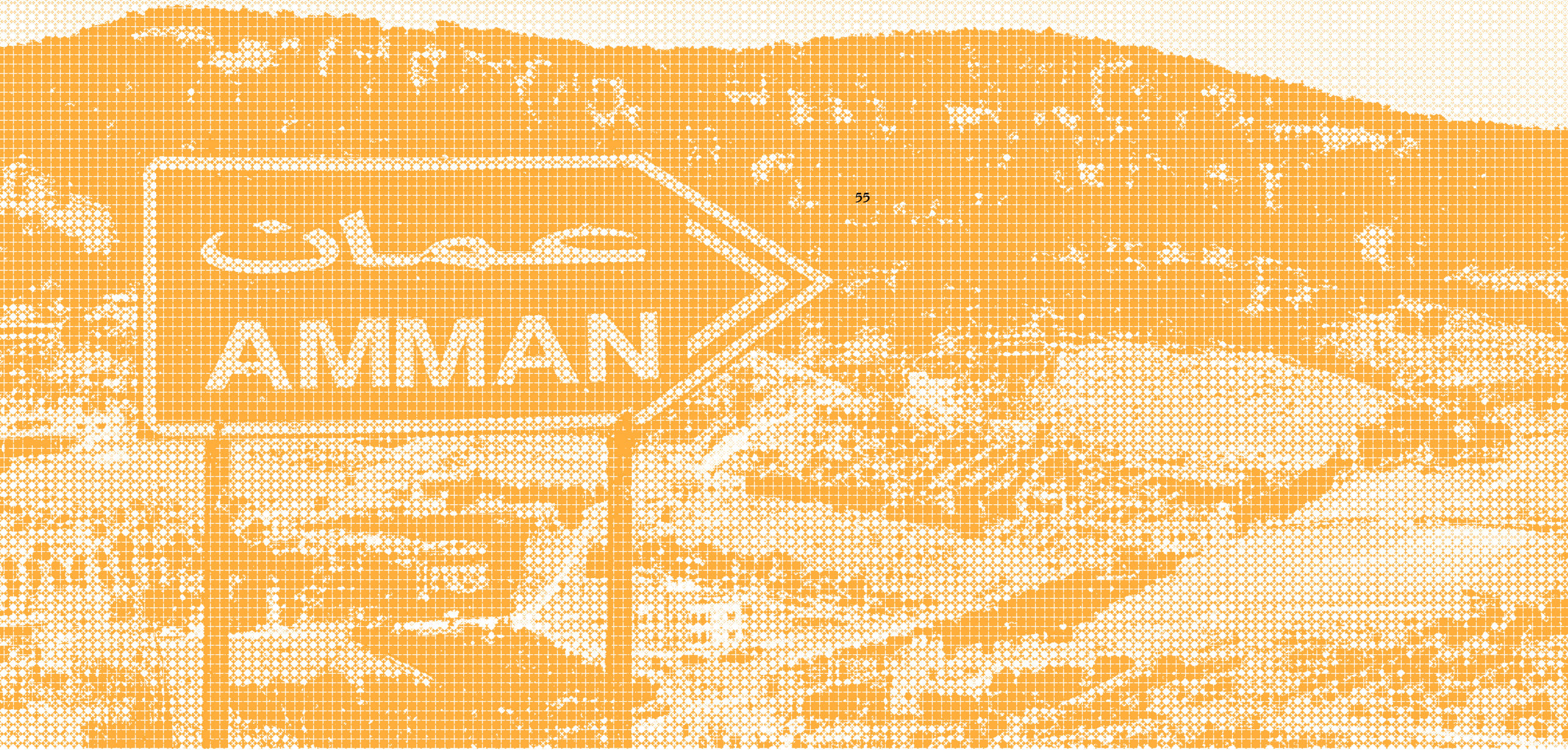
ICMPD Annual Report 2022

Capacity Building



PARTICIPATING STATES
 OBSERVER STATES

MEDITERRANEAN



NEW ERA OF MIGRATION COOPERATION WITH SOUTHERN NEIGHBOURS

In 2022, the Migration Capacity Partnership for the Mediterranean (MCP Med), ICMPD Mediterranean's new strategic framework, was endorsed. Designed to deliver effective capacity-centred migration partnerships to bridge political and cooperation agendas, MCP Med aims to usher in a new era of migration cooperation between Europe and its southern neighbours.

The Mediterranean and the EU's Southern Neighbourhood remain strategically paramount to the EU's external dimension of migration and are therefore of great importance to ICMPD as an organisation. This is reflected in several programmes for and in the region.

MIGRATION CAPACITY PARTNERSHIP

The Migration Capacity Partnership for the Mediterranean (MCP Med) has the two-fold objective to:

- respond to EU's and Member States' priorities, bridging them with South Partner Countries' priorities, through the development of pragmatic solutions to migration and mobility challenges in the Euro-Mediterranean region;
- enact ICMPD's vision of "connecting people and driving innovative solutions to today's most complex regional migration opportunities and challenges" while providing distinct value to Member States and their Mediterranean partners.

The paradigm of cooperation is evolving. The prioritisation of migration in cooperation frameworks translated into major investment on both sides of the Mediterranean. As a result, the concept of capacity is equally evolving in an ever more resource-intensive field. Mobilising significant resources to develop capacities has become imperative. In this re-

Embodying the MCP Med Strategic Framework in action, the project Integrated Border Management III Tunisia delivers practical, operational and mutually beneficial solutions. In this action, Tunisia works hand in hand with Austria, Denmark and Germany with the support of ICMPD to promote multidimensional governance, engaging Tunisian border guards, customs authorities and the border police to modernise their joint capacities by building two brand new joint training centres, and supporting their further professionalisation by accrediting training curricula, premises and trainers in partnership with the MCP Med Training Institute.



MULTIDIMENSIONAL GOVERNANCE: bridging the engagement and capacity gaps between migration stakeholders horizontally and vertically;

PROFESSIONALISATION of concerned stakeholders to establish mutually acknowledged industry standards and support joint mobilisation of capacities;

MODERNISATION of resources and optimisation of investment to significantly and sustainably upgrade infrastructures, equipment and services engaged; and

COMMUNICATION on migration to drive a narrative that supports and provides the space to pursue partnership priorities.

gand, capacity no longer refers exclusively or primarily to knowledge, skills, competences, legal and institutional capacity or the "software" of migration governance, for it also applies to technological means, infrastructures and equipment or "hardware". Soft or hard, capacities are, and will remain, essential to ushering in a new era of cooperation. Capacities will determine the success or failure of migration partnerships.

With the MCP Med, ICMPD promotes and supports 'Joint Leadership, Shared Responsibility' where each partner embraces both leadership roles and responsibilities on migration governance, acknowledging, capitalising on, investing in and mobilising their competences, and together deploy their capacities along migration routes.

To mark this evolution, MCP Med is moving away from traditional thematic labels, e.g. asylum and international protection, migration and development, etc. and articulating its approach around capacity "drivers".

Each "driver" will be supported by a Specialisation Hub and flagship initiative, such as the MCP Med Training Institute, and will connect all actions of the regional portfolio and promote a Team Europe spirit.

EUROMED MIGRATION (EMM)

EUROMED Migration (EMM), the flagship technical dialogue and cooperation framework on migration governance in the Euro-Mediterranean region, mobilised its three components (Dialogue, Knowledge and Communication) to engage with partner countries and stakeholders to tackle 2022 priorities. The two annual thematic conferences within the dialogue component focused on international protection, and skills for sustainable green development, through the lens of the Migration Capacity Partnership (MCP Med) and its drivers (multilevel governance, professionalisation, modernisation and communications). Hosted by the Kingdom of Jordan and the Kingdom of Morocco, the conferences



The Moroccan Ministry for Foreign Affairs, together with ICMPD and the Club of Venice, organised the conference on sustainable green development, and the Euro-Mediterranean Migration Narratives' conference (EMNC) in Rabat focusing on the multilevel governance of narratives, in collaboration with the French Chair of the Global Forum on Migration and Development.

resulted in a series of recommendations to inform the reflection of policymakers and migration actors on specific aspects related to potential protracted displacement generated by the Ukrainian conflict, the energy crisis and the impact of climate change on rural communities and mobility.

2022 also marked the launch of the first two editions of the Training for Young Migration Professionals (TYMP), organised in cooperation with the MCP Med Training Institute, and open to recent graduates or junior officials from the EU Southern Neighbourhood. Encompassing important skills and the knowledge required to engage in a career in the migration field, the TYMP provides students with an accredited diploma.



MEDITERRANEAN CITY-TO-CITY MIGRATION

The Mediterranean City-to-City Migration (MC2CM) project is an ICMPD flagship initiative on urban migration governance. The initiative brings together 22 cities in the Euro-Mediterranean region.

In 2022, MC2CM made a marked contribution to reinforcing partnerships, at and with the local level, as mechanisms of urban migration governance. Capitalising on the city migration profiles it developed, the project's footprint in cities materialised through numerous city actions implemented through grants supported by ICMPD. These actions were carried out by local actors in coordination with the targeted local authorities.

The programme showcased the important role of local governments in migration realities, and created discussion spaces on multidimensional migration governance mechanisms and the integration of local governments in migration policy development. It

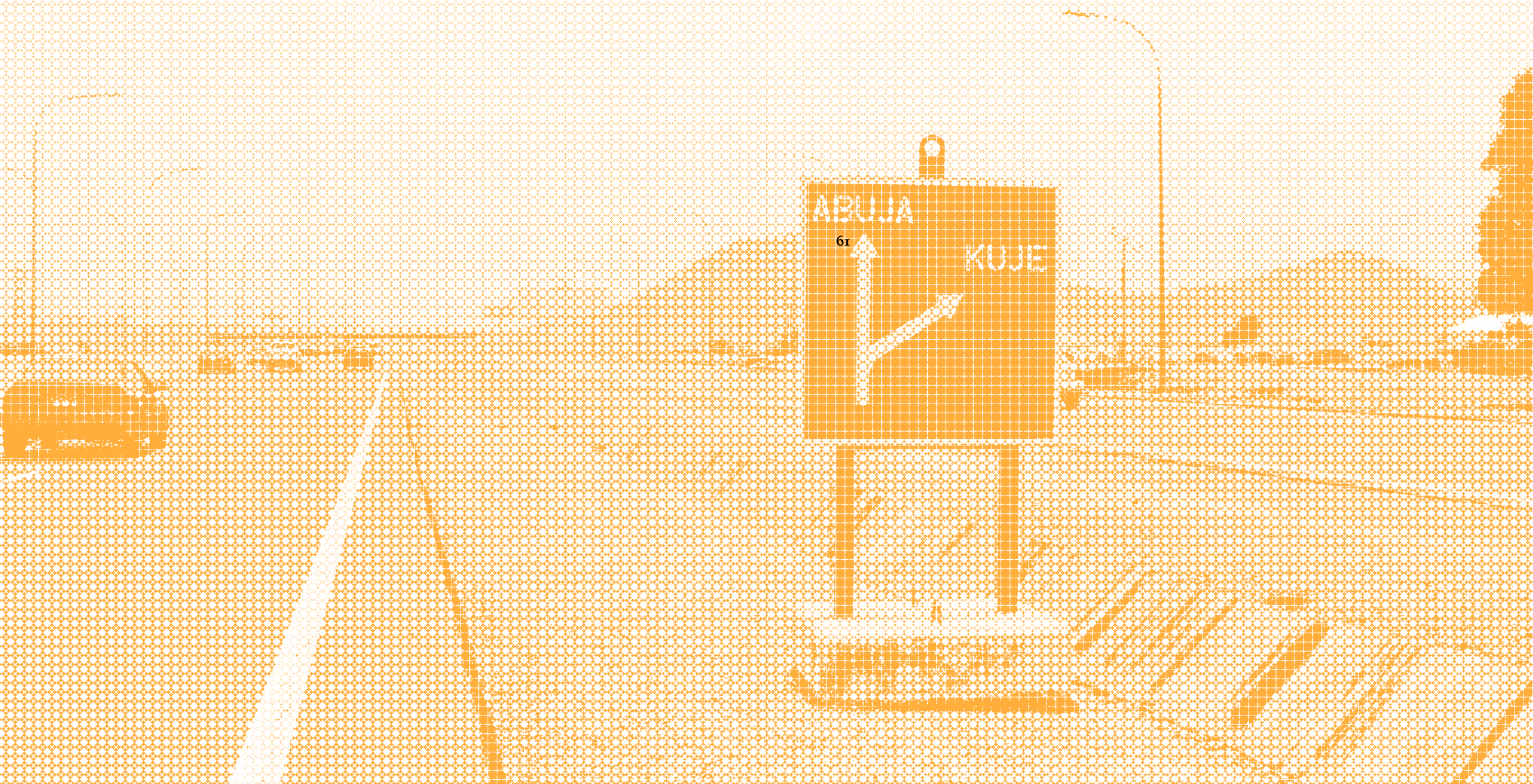
The MUM Forum, organised by ICMPD, UCLG, UN-Habitat and the Andalusian Fund of Municipalities for International Solidarity and hosted by Seville, was attended by 350 local, national and international delegates from the Euro-Mediterranean region. It opened the space for dialogue, and made a marked contribution to migration governance.

also provided an open forum for high-level decision makers to debate on the future of migration governance in the Euro-Mediterranean region.

MC2CM contributed to the second Euro-Mediterranean Migration Narratives Conference in Rabat, emphasising the importance of migration narratives in building inclusive and sustainable cities, and reiterating the need to institutionalise local authorities' role in migration governance and partnerships.

Furthermore, in 2022, MC2CM organised the first Mediterranean Urban Migration (MUM) forum in Seville, gathering about 350 delegates from both shores of the Mediterranean.

WEST AFRICA



INNOVATIVE PARTNERSHIPS

ICMPD's work in West Africa focused on supporting new collaboration with national institutions, modernising their workforce and training, and fostering collaboration between countries in terms of border management.

ICMPD's footprint is growing in West Africa, supporting innovative partnerships with national institutions such as the Nigeria Immigration Service (NIS) and the Ghana Immigration Service (GIS). Through funding provided by the Netherlands, ICMPD is brokering dialogue and cooperation between the Republic of Niger and the Federal Republic of Nigeria in the area of counter-trafficking. An offshoot of our work in Niger is the signing of a Host Country Agreement with the Republic of Niger and the meeting of ICMPD's General Director Michael Spindelegger with the Prime Minister of Niger Ouhoumoudou Mahamadou.

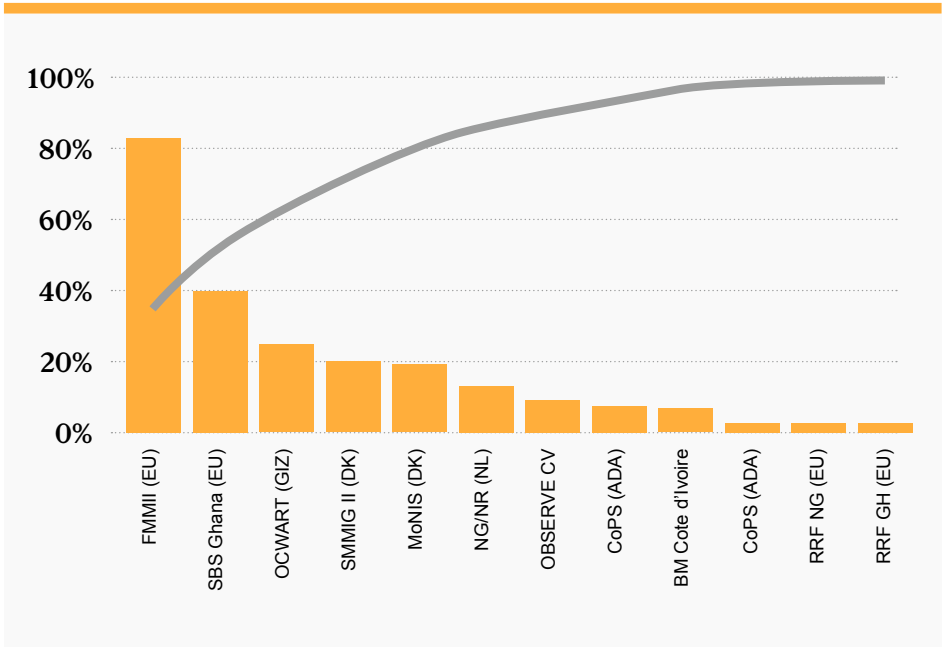
In Nigeria, ICMPD is supporting the institutional reform effort to modernise the border workforce and institute a training system that offers NIS officers access to self-paced, on-demand learning opportunities to face an increasingly difficult work environment. The institutional reform consists of gender

mainstreaming implementation and establishing a career progression framework. Also in Nigeria, the Centre of Practical Skills (COPS) was launched successfully in November 2022 as an innovative vocational training centre for highly skilled entrepreneurs and for returnees. The CoPS project is a partnership between ICMPD, Godfrey Okoye University and the European private sector partners with funding support from the German Agency for International Cooperation (GIZ) and the Austrian Development Agency (ADA). The

Some of the significant achievements of ICMPD-led activities in Ghana in 2022 include:

- Joint Training for Border Management and Law Enforcement Agencies in Northern Ghana.
- Roundtable discussion with Ghana's National Security on "The Role of CSOs in Ghana's Border Security Management."
- Ghana, Burkina Faso and Togo participated in the first Abidjan Border Forum to strengthen cooperation on border management.

West Africa projects



Centre will have the capacity to receive high numbers of returnees for temporary residence and skills training as well as for those returnees who may wish to settle in the Enugu area.

In Ghana, ICMPD is supporting the Ghanaian Government through the Strengthening Border Security (SBS) in Ghana project funded by the European Union Emergency Trust Fund for Africa (EUTF). SBS is working to enhance the capability of Ghana border control authorities to achieve their mandates, update border management information systems and ensure security by strengthening subregional cooperation between Ghana, Togo, Cote d'Ivoire and Burkina Faso. The project is collaborating with non-state actors by providing grants to civil society organisations (CSO) and academia to implement innovative mobility and border management projects.

**PAN-
AFRICA**



MULTIFACETED SUPPORT

ICMPD's work in Pan-Africa includes a wide range of activities such as dialogue facilitation, technical support, research, capacity development and institution building.

Support for regional and continental freedom of movement, border management, return and reintegration, remittances, diaspora engagement, gender dimensions in migration governance, and the fight against trafficking and smuggling of migrants were part of ICMPD's activities in Pan-Africa.

The multifaceted Africa-EU Migration and Mobility Dialogue (MMD) Support Programme continues to support ICMPD-facilitated migration dialogues (the Rabat Process, the Khartoum Process, and the AU-EU Continent-to-Continent Migration and Mobility Dialogue), follow up on the Joint Valletta Action Plan (JVAP) and strengthen the role of the African diaspora via the Africa-Europe Diaspora Development Platform (ADEPT). The Programme 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. It contributes to the development

The five areas of the Cadiz Action Plan

1. Root causes/migration and development (five actions)
2. Regular migration and mobility (seven actions)
3. Protection and asylum (seven actions)
4. Irregular migration, migrant smuggling and THB (six actions)
5. Return, readmission and reintegration (four actions)

and operationalisation of cooperation frameworks, facilitates identification and exchange of approaches and good practices, and delivers tailored technical assistance to increase capacities of migration actors at national, regional and continental levels.

EURO-AFRICAN DIALOGUE ON MIGRATION AND DEVELOPMENT

RABAT PROCESS

In addition to a diverse programme of thematic meetings, attention was focused on the Sixth Ministerial Conference of the Rabat Process in 2022, which culminated in the adoption of the Cadiz Declaration and Action Plan. This new multi-annual cooperation programme guides the Dialogue activities as well as partner countries' actions at the national level for the next five years (2023–2027). With its adoption, the partner countries renewed their commitment to the Rabat Process and a coordinated and balanced approach to migration management.

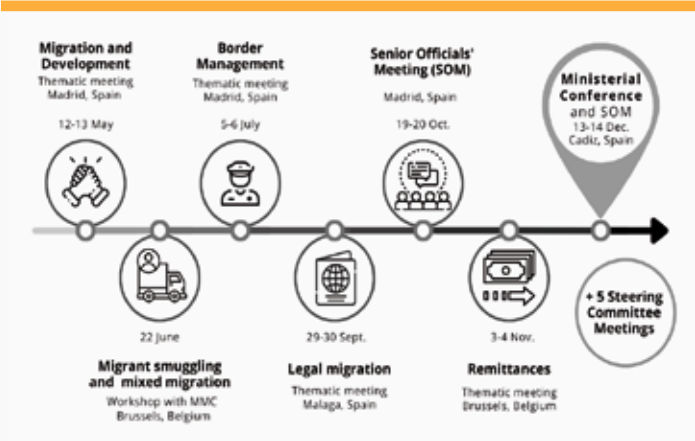
The Cadiz Action Plan is a reflection of how partner countries' concerns have evolved in recent years – and with it, the Dialogue. New issues, such as missing migrants, were added and the number of actions expanded from 23 to 29, mainly in the areas of migration and mobility, and asylum and protection. Operationalisation of these actions remains at the top of the agenda for the partner countries.

The Dialogue's governance was also renewed this year with a view to making the Rabat Process even more inclusive and dynamic. Four particularly active and involved countries joined the Steering Committee,

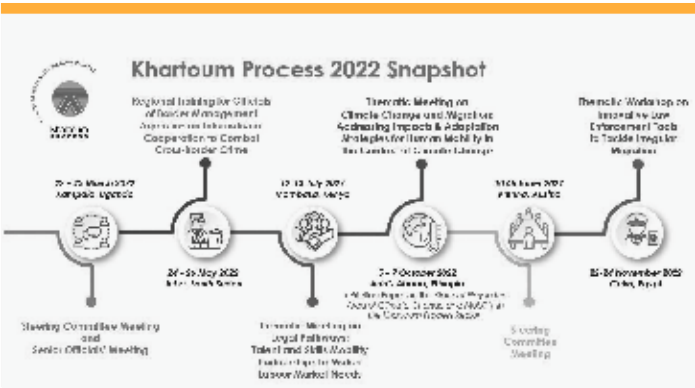
Flagship event on climate change and mobility

The Thematic Meeting on Climate Change and Mobility, hosted by Ethiopia and co-hosted by Germany, with the participation of Rabat Process countries, was the first ever meeting to address the topic in the framework of the Process. In the lead-up to the meeting, a briefing paper on the state of play in the area of climate change and mobility in the Khartoum Process region was prepared by the Mixed Migration Centre to feed into the deliberations.

Rabat Process Meetings 2022



Khartoum Process Meetings 2022



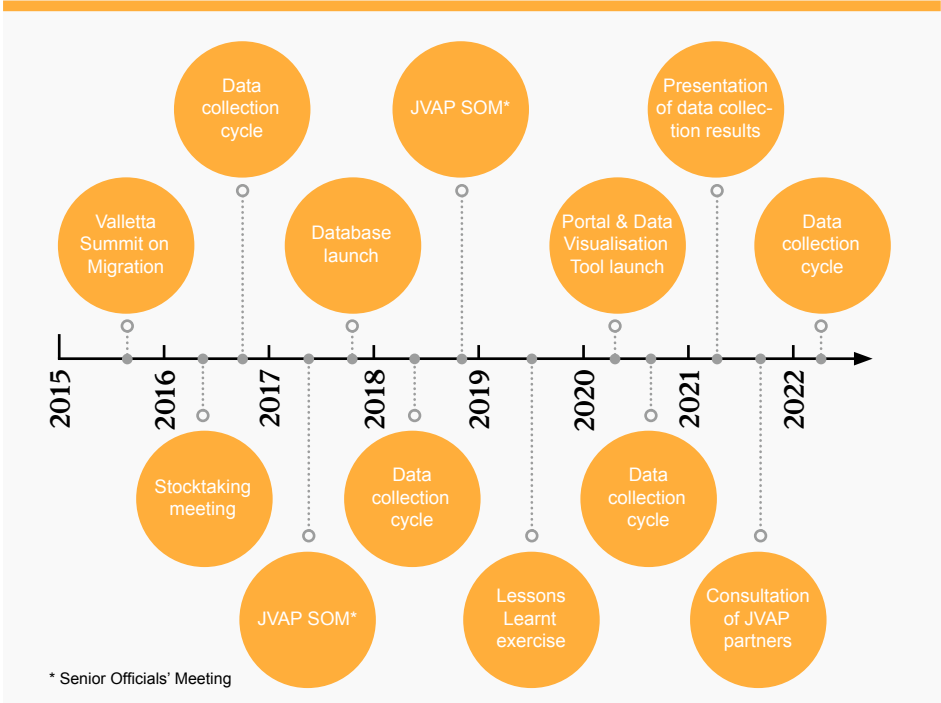
which is the main decision-making body of the Dialogue (Niger, Nigeria, Switzerland and the Netherlands). The status of international organisations as observers within the Dialogue was further enhanced, and the reference countries associated with each area of the action plan were affirmed as an important mechanism to create momentum for its operationalisation.

EU – HORN OF AFRICA MIGRATION ROUTE INITIATIVE

KHARTOUM PROCESS

In 2022, the topic of migration was comprehensively addressed through a combination of activities such as thematic meetings, regional training programmes and thematic workshops, as well as by facilitating the production of research pieces and background documentation in support of these events.

The Chair of the Process, South Sudan, set the thematic direction for the year, focusing on the topics of border management and climate change, while contributions from the membership further expanded the thematic scope with labour mobility. The topic of diaspora and remittances, an additional priority area for the South Sudanese Chair, was explored through the participation of Khartoum Process delegates to the Rabat Process High-Level Thematic Meeting on Remittances and Sustainable Development, thus also contributing to synergies between the two Dialogues. The continued expansion of the thematic focus of the Process in 2022 is testimony to the flexibility of the Process and its responsiveness to changing regional dynamics and membership priorities. By addressing the topics of climate change and mobility and bringing the two communities of practice together, the Dialogue showcased its pioneering, forward-looking nature.



JOINT VALLETTA ACTION PLAN (JVAP) FOLLOW-UP

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

Throughout 2022, the JVAP Follow-up (JVAP FU) continued to work on the improvement of the user experience of the JVAP FU IT tools for our partners. In that regard, a new search interface for the data visualisation tool was developed and launched. The new search interface provides partners with improved and simplified searching and extracting of JVAP initiatives from the JVAP

database. This is in addition to the possibilities partners already have to access data visuals, analysis and reports.

Presentations to JVAP partners and stakeholders during Khartoum and Rabat Process events continued throughout 2022, and numerous individual requests for data analysis were submitted. These outputs contribute to the discussions and meetings of the respective Dialogues, substantiate reports, and drive fact-based policy and decision-making processes.

Launch of the fourth data collection cycle

2022 also saw the formal launch of the fourth JVAP data collection cycle. This extensive exercise, which takes place every two years, sees JVAP partners report on projects and policies addressing the JVAP domains and priorities. The first stages of the cycle involved extensive consultations with partners, webinars and training courses. This exercise allows both the Rabat and Khartoum Processes to fulfil the monitoring mandate of the JVAP in line with the decisions adopted at the 2015 Valletta Summit, and is expected to conclude mid-2023.

AU-EU CONTINENT-TO-CONTINENT MIGRATION AND MOBILITY DIALOGUE (C2CMMD)

C2CMMD continued to support the African Union Commission and the European Union within the framework of the EU-funded MMD Support Project in pursuing objectives of mutual importance. In 2022, C2CMMD continued to facilitate technical assistance and capacity-building activities by extending secretarial support to the dialogue, by establishing and nurturing synergies with partners, and by providing a platform for knowledge exchange.

Progress was achieved in supporting the formulation of a five-year strategic plan of the African Centre for the Study and Research on Migration in Mali to complement efforts on the ground, informed by an expert-led and evidence-based mapping report, which was validated in September 2022. Progress was also achieved on the assessment of the feasibility of an African Diaspora Global Marketplace implemented in close coordination with the African Union's Citizens and Diaspora Organizations Directorate (CIDO). The assessment focuses on five countries – Gabon, Ghana, Morocco, Rwanda and South Africa – selected on the basis of qualitative criteria to represent the five regions of the African Union.

African Diaspora Global Marketplace

In 2022, C2CMMD supported engagement with stakeholders linked to entrepreneurship and investment from the public and private sectors in Ghana and Morocco to gain a better understanding of needs and challenges which a marketplace may respond to. Similar efforts are planned in Gabon, South Africa and Rwanda in 2023.

In an effort to respond to emerging needs and trends, C2CMMD continues to identify new areas for technical assistance, which will feed into the development of the dialogue in the coming years.

INSPIRE

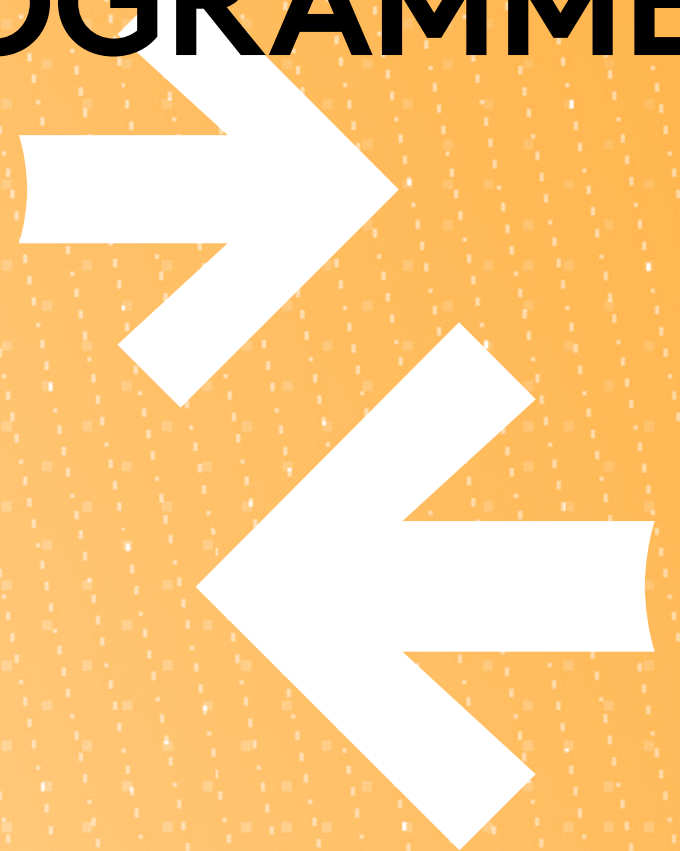
In 2022, the Inspire project's progress towards strengthening migration partnerships between Germany and countries like Ghana and Kenya, among others, focused on private sector outreach and engagement. The prospecting for and mobilisation of willing employers have helped set the stage for the operational dialogue that will be initiated in 2023 to incubate three bilateral skills partnership schemes. The methodology adopted by ICMPD for the Inspire project is in line with the Talent Partnerships approach outlined in the European Commission's Communication on attracting skills and talent to the EU. The alignment can be particularly seen in relation to (1) the importance of upstream engagement with, and buy-in of, key skills actors, especially the private sector; (2) win-win solutions that could turn brain drain into brain gain; (3) prioritisation of skills for the green and digital transition; (4) making skills development work for the development of partner countries.

When seeking employers to join a skills partnership scheme, it is crucial to rope in the right private sector partners. This includes subsidiaries of the destination country that are already doing business in the target country of origin. German multinationals in Ghana and Kenya recognise the growth potential of these emerging markets and understand the significance of training the local workforce to strengthen their foothold in these regions.



BORDER MANAGEMENT AND SECURITY PROGRAMME

71



EFFECTIVE AND EFFICIENT BORDER MANAGEMENT: BALANCING SECURITY AND MOBILITY

Closed state borders had enormous effects during the pandemic. While these are gradually decreasing, the war in Ukraine added to a changed border management landscape. Both the present and future require a balance between maintaining security and ensuring protection while facilitating the flow of people, goods and services.

As the pandemic gradually eases and the world recovers from the strict measures imposed on travellers by state authorities at global level, we also realise how important mobility is, in particular when it is safe and quick. Closed state borders, some of them almost hermetic ally sealed, and the restricted movement of people and goods had such a tremendous effect worldwide that would have been literally unimaginable some years ago.

Under all these circumstances, border management stakeholders played an important role and, despite being negatively affected, many lessons and good practices learned throughout this period contributed to a border management that is both effective and efficient. In 2022 the Border Management and Security (BMS) programme's thematic focus aimed notably at using some of these lessons and turning them into good practices that would help to improve border management in a new security setting.

The war in Ukraine added to the changed border management landscape and, like the pandemic, introduced new views on how border management can support safe mobility in a very challenging context, including the provision of protection to persons in need on the one hand and safe trade and a secure supply chain on the other. 2022 again confirmed the importance of establishing and supporting effective and efficient border management and what it means in today's world. This requires a balance to be found between maintaining security and ensuring the protection of national borders while facilitating the flow of people, goods and services.

The BMS programme focused specific attention and efforts on making border management a modern, people- and society-oriented state affair, and provided good services to the economic sector as well. We added new but important elements to our daily work including rights-based border management, gender mainstreaming, supportive border management for border communities and cybersecurity, to name but a few.

All this culminated in the fifth edition of the International Border Management Conference, held in November 2022 in Amman, Jordan. The conference brought together experts, policymakers and practitioners from around the world to discuss the latest de-

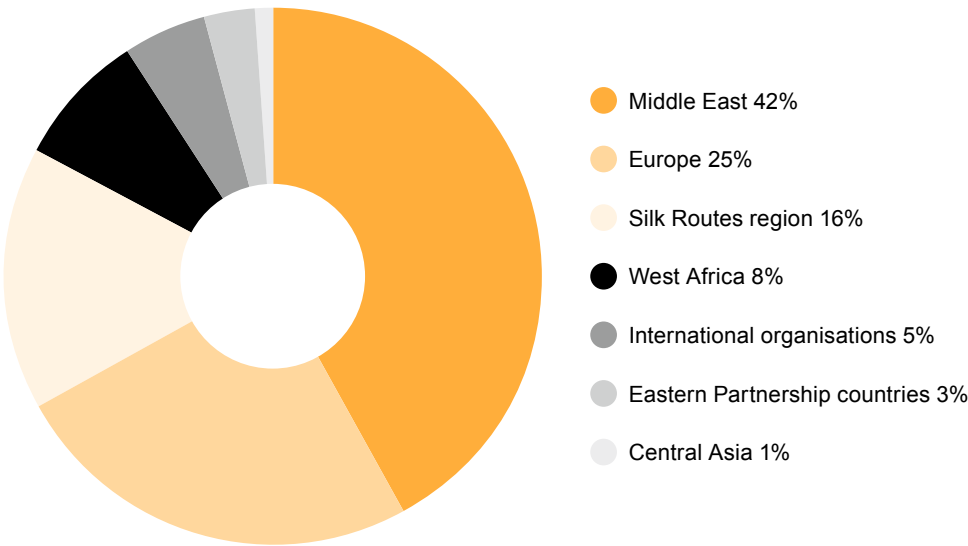
velopments and challenges in border management. Naturally, the conference title was Effective and Efficient Border Management: Balancing Security and Mobility. Different stakeholders' demands to balance security and facilitation of legitimate travel and trade are even more important now, when the world is recovering at different paces from the pandemic and facing economic and security concerns resulting from events such as the war in Ukraine.

Discussions at the conference covered a range of topics, all relevant to the implemen-

tation of a modern concept of border management at the global level. In parallel, the conference also provided an opportunity for all participants to share good practices and lessons learned from their particular countries and regions.

The annual conference also greatly contributes to the recognition of ICMPD as one of the most valuable and reliable partners in migration, where border management plays a vital role from both security and human development perspectives.

Participation in the annual conference by region



For all of us working under the BMS programme, it is important that the ICMPD's annual International Border Management Conference is widely recognised as one of the leading forums for discussion and debate on border management issues. It provides a valuable platform for dialogue between experts, policymakers and practitioners and helps to advance the development of effective and efficient border management policies and practices.

ANTI- TRAFFICKING PROGRAMME



ANTI-TRAFFICKING PROGRAMME

In 2022, the Anti-Trafficking Programme (ATP) continued to underline the importance of addressing vulnerability to trafficking in human beings (THB) and supported state authorities in their responses to THB in the context of humanitarian crises and the inclusion of survivors.

VULNERABILITY TO TRAFFICKING IN THE CONTEXT OF CONFLICT

ICMPD, as Secretariat of the Network of Anti-Trafficking Coordinators in South East Europe cooperated with Slovenia, as the Chair, in supporting the Network to address the vulnerability to THB among the people fleeing the war in Ukraine. The action included a series of public action messages, as well as a Joint Statement published on the EU Anti-Trafficking Day.

Furthermore, ATP developed What governments need to know about vulnerability to trafficking among the people fleeing the war in Ukraine in the framework of the Prague Process. The paper examines the nature of these vulnerabilities and provides guidance as to where the countries hosting these people need to invest their efforts to tackle the increased threats of THB.

The Vienna Migration Conference 2022 side event "Beyond the short term: How to address vulnerability to trafficking in persons in the context of lasting crises?" elevated the discussion to a critical reflection on the work undertaken by countries of transit and destination and the international agencies through the expert lenses of people with lived experiences of trafficking.

NATIONAL AND INTERNATIONAL ANTI-TRAFFICKING RESPONSES

To respond to the need for further development of the existing mechanisms for referral and support of victims of trafficking in the Western Balkans, ATP developed practical

guidelines containing tools, instructions, and practices focused on: inclusion of survivors, improving coordination among anti-trafficking actors and stronger participation of civil society in the referral of victims.

To facilitate the return process between the EU and countries of origin, ATP published Counselling Victims of Trafficking and People Vulnerable to Trafficking and Exploitation. Blueprint for Return Counsellors. The blueprint is aimed at improving communication and coordination practices between the relevant actors prior to, during, and in the post-return period.

2022 also marked intensive anti-trafficking actions in the ECOWAS Region implemented under the Demand Driven Facility. The actions focused on improving the national procedures for referral of victims (Guinea, Niger and Sierra Leone); developing national anti-trafficking action plans (Cabo Verde); facilitating multilateral cooperation on THB cases (Guinea, Senegal and Sierra Leone) and strengthening the capacities to respond to THB of the state authorities. The team implemented 15 training courses in seven locations with more than 800 participants.

ATP marked its 20th anniversary by celebrating one of ICMPD's core competencies.

90+ projects & actions

400+ training courses &

20+ published training curricula

75+ publications, research studies, assessment reports, articles, etc.

65+ countries

TEAM 11 members
4 locations: Vienna, Abuja, Skopje, Praia

ICMPD co-chairs ICAT

As 2022 Co-chair of the UN-mandated Inter-Agency Coordination Group against Trafficking in Persons, ICMPD organised:

- Seminar: Good Practices in the Protection and (Re)integration of Victims of Trafficking: Civil Society and Private Sector Perspectives in East and West Africa.

- Event: Beyond the short term – How to address vulnerability to trafficking in persons in the context of lasting crises?

- Meeting between EU Anti-Trafficking Coordinator and ICAT to strengthen cooperation to counter conflict-related THB.

- Issue brief "Addressing Vulnerability to Trafficking in Persons" with UN WOMEN.

- Submission to the public consultation on the revision of the EU Anti-Trafficking Directive.

GLOBAL INITIATIVES PROGRAMME



79

INCREASING COOPERATION

The Global Initiatives Programme aims to facilitate international and interagency cooperation in multiple ways. Capacity development, diaspora engagement and legal migration are among its focus areas. With many European countries facing a shortage of skills and workforce, these aspects of migration and cooperation are becoming even more important.

The Global Initiatives Programme manages multithematic, cross-cutting, multiregional and global projects. The programme facilitates international and interagency cooperation by developing capacity development activities and supporting the external dimension of EU asylum and migration policy as well as multilateral and bilateral dialogues of the EU, rounding off with research and policy work on several topics. All projects within the programme have built a solid track record in nurturing partnerships with global players and 2022 was the year in which “skills” grew in importance across the programme.

During 2022, the Mlgration EU eXpertise (MIEUX+) supported partner authorities all over the world in developing their skills and observing the salience of the topic of consular crisis management, the drive for greater spaces of collaboration between civil society and national governments, the prominence of local level administrations in migration governance, the presence of large regional networks and the links between migration, climate change and green economy.

Meanwhile, through its portfolio of 15 microprojects, the European Union Global Diaspora Facility (EUDiF) pilots ideas devised by central or local authorities or diaspora organisations to make the most of the potential impact of diaspora engagement on achieving the Sustainable Development Goals. Inherent to that potential impact are the skills and experience in the diaspora,

Global Initiatives observes three key needs to attract talent and leverage skills:

- 1) Involving multiple stakeholders to balance the interests of public actors, private sector stakeholders and civil society
- 2) Data analysis on shortage sectors and forecasted labour market needs to support skills matching
- 3) Flexible recognition of qualifications and skills.

something partner countries are eager to map. As such, in 2022, EUDiF designed an accessible diaspora skills profiling methodology and piloted it with Madagascar with great success.

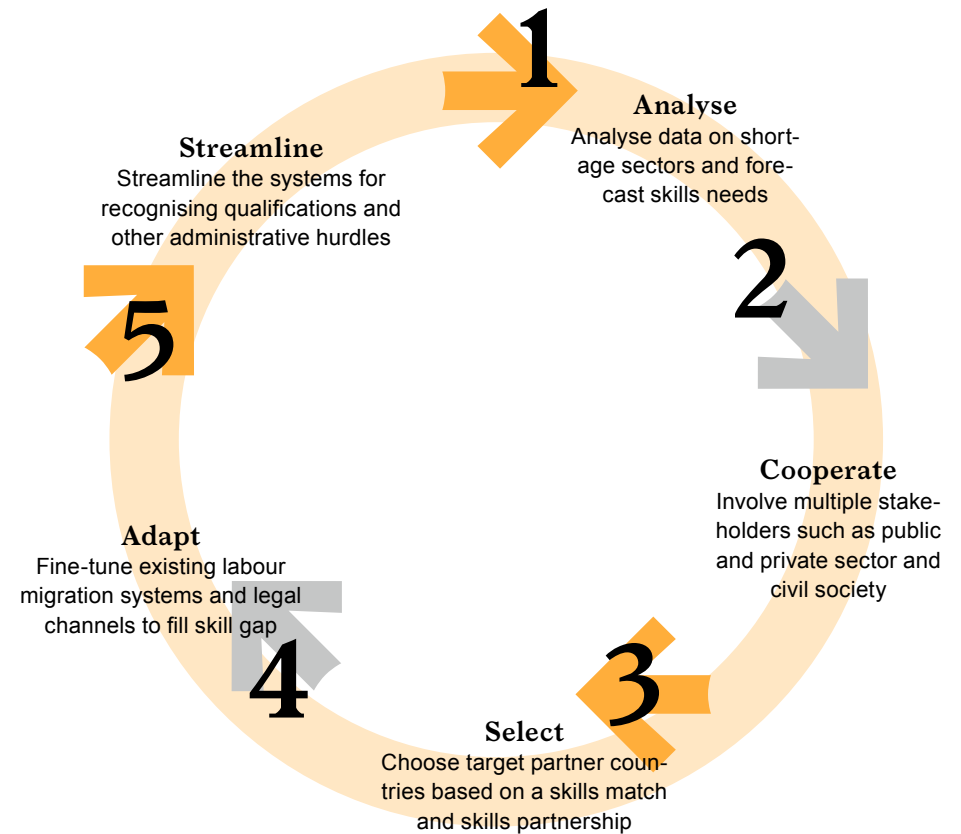
In May, EUDiF's second annual Future Forum unpacked practices in leveraging

diaspora skills in research and education, climate change, business mentoring, youth engagement, investment and more, demonstrating the wealth of options and partnerships to leverage diaspora human capital for national development. Forecasting possible linkages between skills, green economy and migrants was also the focus of publications by MIEUX+ and EUDiF launched in the spring of 2022.

LEGAL PATHWAYS FOR MIGRATION

In the context of skills shortages across many European countries, opening legal pathways to attract skills and talent is a top priority for the EU. To support this, the Migration Partnership Facility (MPF) published a study mapping legal pathways for labour migration in Estonia, the Netherlands, Po-

Five steps to attract skills and talent



land and Portugal to offer suggestions for adapting existing pathways to better respond to the skill demand of respective labour markets in the context of the EU Talent Partnership framework. The MPF has also launched a Labour Mobility Partner Country Dashboard, targeting the first seven countries earmarked for Talent Partnerships, which presents key economic and migration data to inform the design of labour migration and mobility schemes essential in meeting skills needs across the EU.

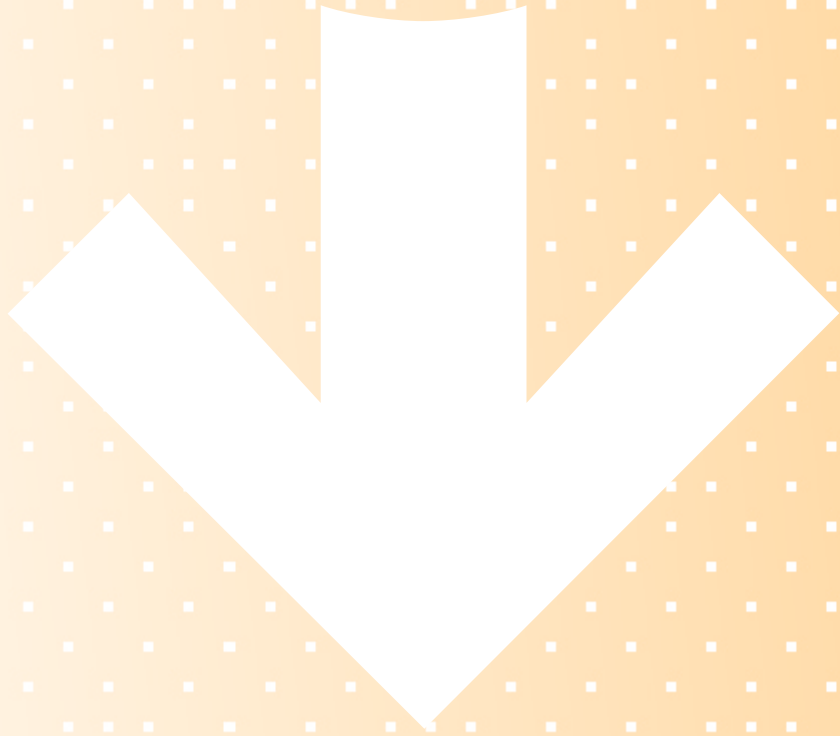
The Consortium, consisting of Gesellschaft für Organisation, Planung und Ausbildung (GOPA), ICMPD and Policy and Management Consulting Group (PMCG), concluded its support for the GIZ Migration and Diaspora Programme. Following the development of standardised training packages

across seven thematic areas related to migration management, the capacities of more than 27 (non-)governmental training institutions in Albania, Colombia, Ecuador, Ghana, Georgia, Indonesia, Kosovo* and Serbia have been strengthened in 2022. In order to ensure sustainability beyond the Consortium assignment, eight web-based training courses will be made available on GIZ's training platform atinigi in spring 2023.

In 2023, the programme will continue to involve academics, diaspora networks, governments, public officials and private experts in peer-to-peer capacity development actions with strategic partner countries and generate thematic, operational and regional knowledge to feed into the EU's and ICMPD's policy and operational frameworks.

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

EXTERNAL RELATIONS



STRONG SUPPORT TO MEMBER STATES AND PARTNERS

ICMPD continued to dedicate itself to providing strong and flexible support to Member States in 2022. The outbreak of the Russian war of aggression against Ukraine had consequences far beyond the immediate effects on Ukraine and its neighbours. The world has since experienced soaring inflation and increased costs of living – these developments are also affecting migration dynamics. Migration pressures increased sharply in 2022. ICMPD supported Member States and further partners to respond to this evolving landscape, under the able Chairmanship of Germany, as the 2022 Steering Group Chair, with the theme “Strengthening Operational Capacities”.

REINFORCING MEMBER STATES RELATIONS AND PARTNERSHIPS

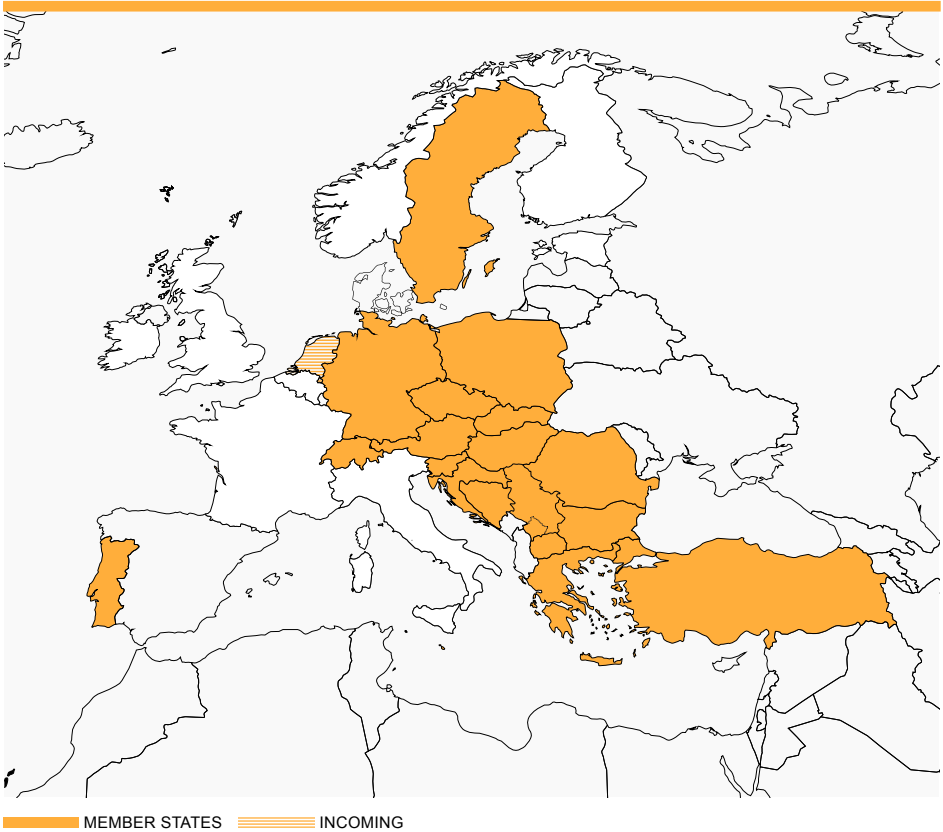
Following the outbreak of the war in Ukraine, ICMPD provided direct assistance to Ukraine and other partners in the region. It also aimed to help affected Member States through its Member States Programme (more information on page 85). Early on in the war, ICMPD offered a platform for informal coordination between the most affected Member States. Later on, exchanges on the platform also included Member States meetings with the Minister of the Interior of Moldova and the Head of the State Migration Service of Ukraine. ICMPD remained in dialogue with and visited several affected Member States to assess the situation and offer support. At the mid-year Steering Group meeting, hosted by Germany as the Chair of the Steering Group in Nuremberg, ICMPD Member States had the opportunity to directly engage with Ukraine’s State Secretary of Foreign Affairs and other international representatives on the external and internal displacement situation in Ukraine. This direct interaction facilitated the effective

Chairmanship of the ICMPD Steering Group

The country holding the Chairmanship of the ICMPD Steering Group ensures efficient governance of the organisation and contributes actively to ICMPD’s agenda setting in that year through its chosen theme. In 2022, the German Chairmanship chose “Strengthening Operational Capacities”. The theme encompassed efforts to build and develop capacities in partner countries, actions to strengthen cooperation along migration routes, as well as the capacities of implementing partners and the donor community. In 2023, Türkiye will take over the Chairmanship of ICMPD’s Steering Group, with the theme “Focusing on Source Countries for Durable Solutions”.

identification of needs and priorities to address and mitigate consequences of the crisis. Migration pressures from other regions are also rising, notably through the Western Balkans region, and ICMPD has been gearing up to respond to the new realities together with and in support of Member States and further key partners. ICMPD has stayed committed to working with its direct counterparts in Member States. A number of high-level missions to and meetings with over nine ICMPD Member States took place in the course of the year, exchanging information with Member States in order to develop initiatives in response to migration challenges.

ICMPD Member States



An integrated and purposeful enlargement, as defined in ICMPD’s strategic framework, remains a long-term objective of the organisation. The Netherlands has continued national proceedings towards full membership together with ICMPD. To further strong relationship building, beyond enlargement, the Steering Group approved a proposal to set up a Partnership Platform between the Member States and Southern European neighbourhood countries in 2023 with the purpose to increase strategic and institutional cooperation between Member States and these countries. In order to continue to be able to provide the best support to Member States and partners, ICMPD is continuously investing in improving its governance architecture. In 2022, the Steering Group approved the establishment of two new committees to

strengthen the Steering Group’s governing and decision-making functions. Starting in 2023, the Committee on Finance and Administration and the Committee on Programming Coordination will help the Member States achieve more efficient financial and administrative steering of the organisation as well as improved cooperation in programming.

VIENNA MIGRATION CONFERENCE 2022

Europe's leading forum on migration

11–12 OCTOBER 2022,
PALAIS NIEDERÖSTERREICH

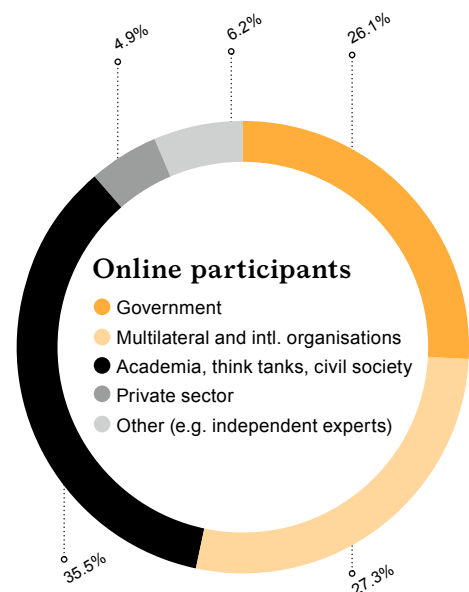
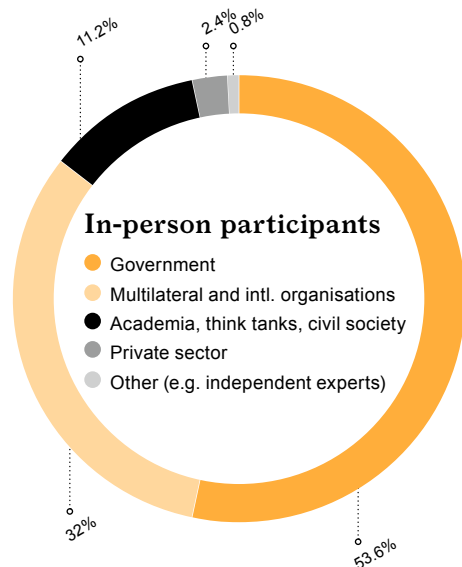
In its seventh edition, ICMPD's annual Vienna Migration Conference brought together ministers, decision makers and key migration stakeholders to explore new and old factors shaping international migration – and how governments, international organisations and civil society should respond. These included ongoing conflicts and instability, the instrumentalisation of migration, climate change, and labour shortages amid the ongoing Covid-19 pandemic. Discussions scrutinised the best ways forward to respond to migratory flows and balance competing political priorities amid crises. In this context, panellists reaffirmed the value of cooperation, as demonstrated by the effective EU response to the instrumentalisation of migration and Ukrainian displacement.

Programme

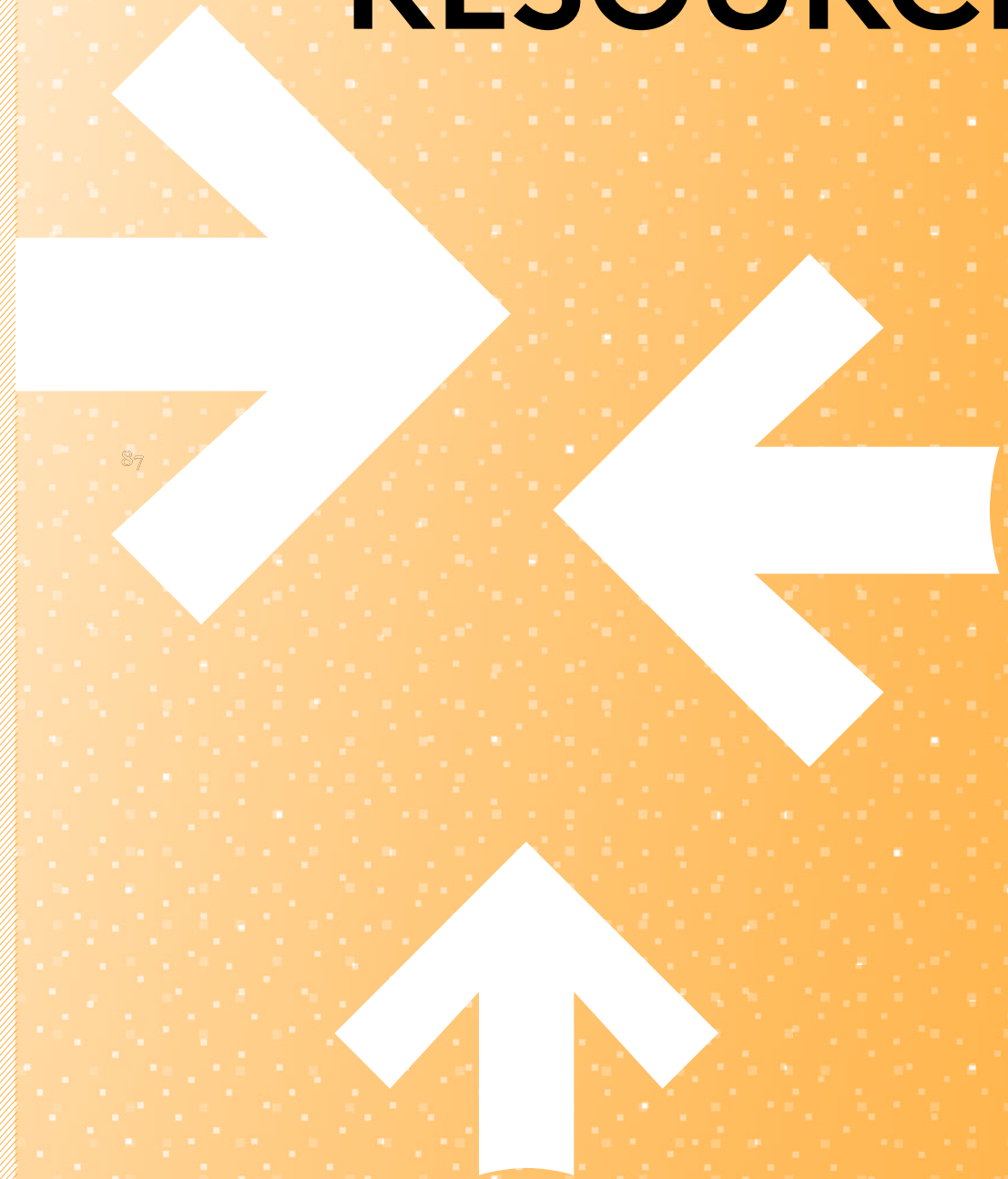
13 sessions, all live-streamed
34 panellists
6 presentations of ICMPD's work
23 bilateral meetings

Participants

250 in-person, from 52 countries
1,258 online, from 89 countries



↓ HUMAN RESOURCES



WHO WE ARE

Over the last year, ICMPD saw a continuation of its growth, with a increase of 16.1% and a significant expansion in its workforce, which now totals 483 employees. ICMPD staff are international and increasingly diverse, comprising 73 nationalities working in 30 countries across four regions of the globe.

Of note is the high share of female employees in the professional category at 61%. ICMPD's expanding profile increases 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, which is clearly reflected in the broad range of expertise that its staff brings to bear.

Working at ICMPD promises exposure to cutting-edge concepts, a wide 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 establishment of new partnerships.

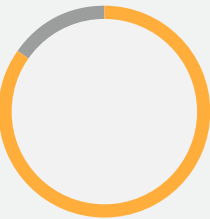
Gender Ratio

300 FEMALE
183 MALE

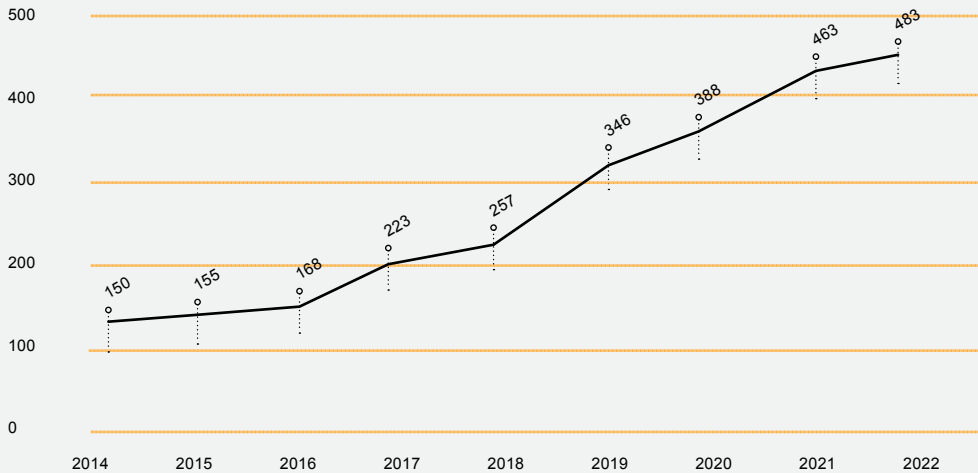


Total Staff

483 EMPLOYEES
87 NEW EMPLOYEES IN 2022



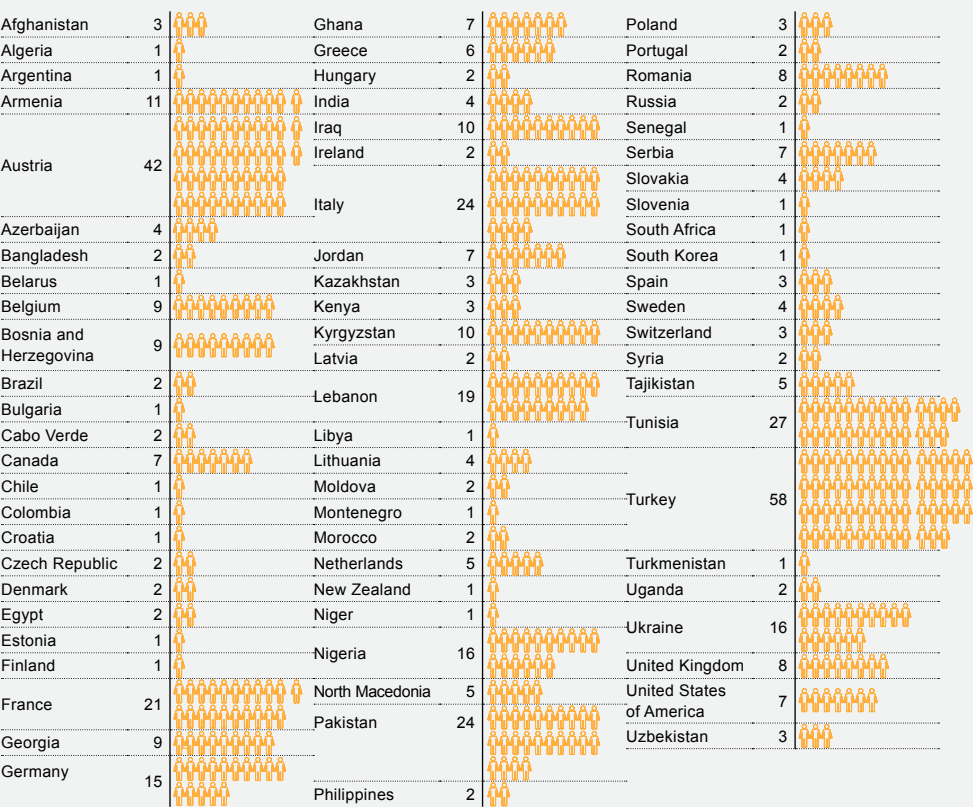
Staff Growth



Age Profile AVERAGE AGE: 39



Nationalities 73 DIFFERENT NATIONALITIES WORKING TOGETHER



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Policy Development (ICMPD)

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International Centre for Migration
Policy Development (ICMPD)
Austria, 2023

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

EXECUTIVE MANAGEMENT



Michael Spindelegger
Director General



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



Martijn Pluim
Director of Migration Dialogues & Cooperation



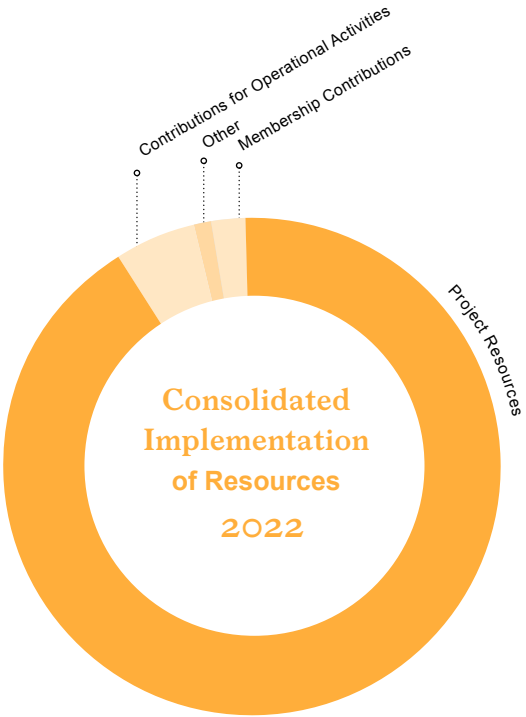
Ralph Genetzke
Head of Brussels Mission

FINANCIAL INFORMATION

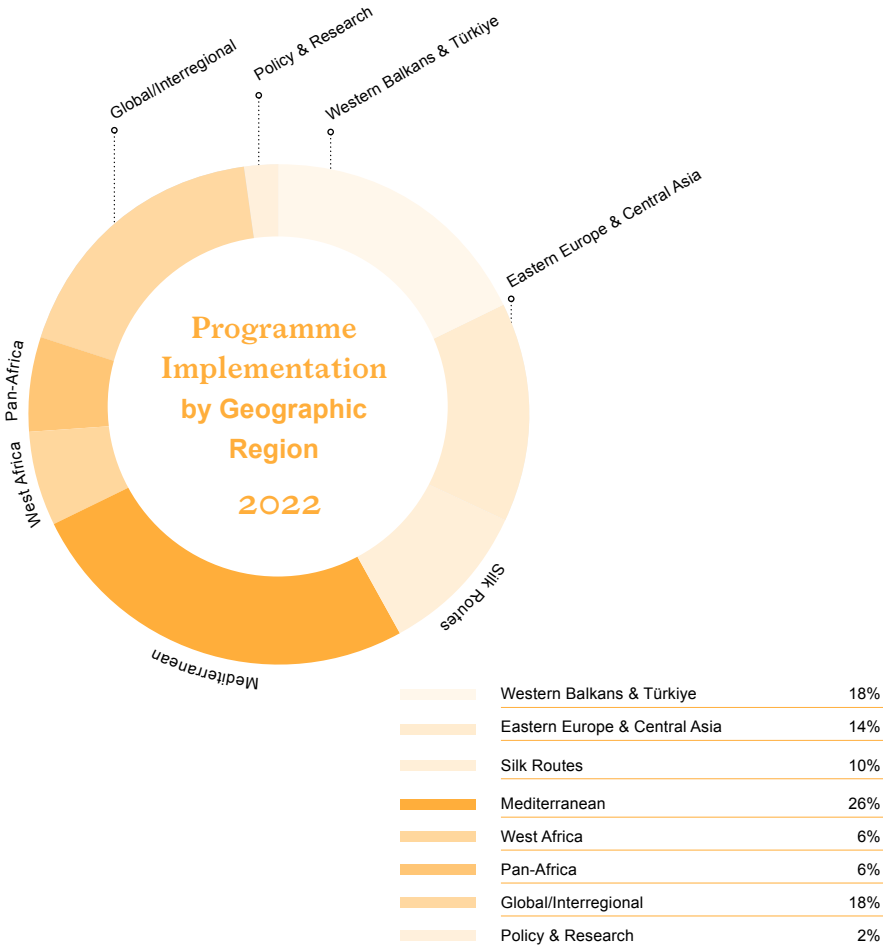
The financial report of ICMPD is prepared in accordance with the rules governing the financial framework of the organisation and the relevant decisions taken by the Steering Group. The report is prepared in conformity with generally accepted accounting principles and the International Standards of Public Accounting apply.

The 2022 consolidated budget (Regular and Programme Budget) amounted to EUR 74.5 million. The budget was financed by the membership contributions from the Member States, other revenue and to a larger extent by donor contributions for project resources.

The consolidated budget includes two budget parts: the Regular Budget, which finances administrative costs including management and infrastructure expenses, and the Programme Budget, which includes earmarked resources for project implementation, specific programmes for Member States and support functions.



Membership Contributions	€1,550,000
Other	€804,000
Contributions for Operational Activities	€4,020,000
Project Resources	€68,099,000
TOTAL REVENUE	€74,473,000



Consolidated Implementation 2016 – 2022 (increase of 27.9% in 2022 in comparison to 2021)

