

MAKING MIGRATION WORK FOR DEVELOPMENT

WP, ACTIVITIES, OUTPUTS AND ROLE OF PROJECT PARTNERS

LEGENDA:

WP: Work Package

WP Terms of Reference (TOR): detailed work program (list of activities, roles and responsibilities, calendar) prepared and shared by the Coordinator of each WP

Activity TOR: in light of the complexity of this project under a number of aspects, i.e. the number of partners involved; the heterogeneity of the partnership, involving public administrations as well as research institutes and private development agencies; existing differences in the division of competences among administrative levels in different project countries; the innovativeness of its approach and outputs versus the varied background of project partners pertaining regional and local development, we have deemed important that the realisation of each Activity can refer to a detailed plan of action, with a clear distribution of tasks and schedule that each partner can easily refer to: we have called this tool Activity Terms of Reference. Moreover, the project development phase has paid much attention to ensure a balanced involvement of partners in the project, in accordance to their respective expertise and mandate; it is expected that the identification of Activity coordinators (responsible to develop Activity TOR and Reports) will also strengthen project ownership across the partnership. WP coordinators will ensure overall coherence between the different TOR – which will this also become important monitoring tools.

Activity Reports: will allow all project partners to keep track with project developments, regardless of whether they have actively participated in a specific activity or not. Activity reports will in some cases be made available on the project's IP, and thus disseminated throughout SEE; i.e. in those cases when activities mark a step forward towards the achievement of key project outcomes and need become a knowledge, or a methodological, reference.

LP: lead partner

PP: project partner

SC: Steering Committee

SCC: Scientific Committee

WG: Working Groups

IP: Information Platform

The **BLUE** color highlights outputs to be presented during the Kick-off meeting in Trieste, 30-31 August 2012

WP1 – Transnational project and financial management

Responsible PP: LP - RER

Timeline: 01/05/2012 - 31/10/2014

1.1 Project Management and Steering Committee, 01/05/2012 - 31/10/2014

Outputs:

- Management Toolkit (common guidelines, deadlines, checklists and templates for monitoring financial flow and activity progress - approved in the first SC meeting)
- Identification by each PP of: its representative in the Steering Committee, its project director, its financial manager, its representative in the Scientific Committee
- 1 TOR for regulating the work of the Steering Committee
- 1 TOR for regulating the work of the Scientific Committee
- 6 narrative reports on the project's progress – including Inception and Final reports (to be submitted together with financial reports and outputs)
- 6 Steering Committee meetings:
 - Kick off meeting in Trieste (Italy) around May 2012
 - Vienna (Austria) around November 2012
 - Sofia (Bulgaria) around May 2013
 - Bucharest (Romania) around November 2013
 - Heraklion (Greece) around May 2014
 - Rome (Italy) around October 2014
- 1 web-based ICT framework for the internal information system (Region of Crete)

1.2 Core Expert Teams and Scientific Committee, 01/05/2012 - 31/10/2014

Outputs:

- 6 Scientific Committee meetings (same dates as Scientific Committee meetings):
 - Trieste (Italy) around May 2012
 - Vienna (Austria) around November 2012
 - Sofia (Bulgaria) around May 2013
 - Bucharest (Romania) around November 2013
 - Heraklion (Greece) around May 2014
 - Rome (Italy) around October 2014
- 4 meetings finalized to qualify the integration among our project and other initiatives

1.3 Financial and Administrative Management, 01/05/2012 - 31/10/2014

Outputs:

- 6 financial reports (to be submitted together with activity reports and outputs – see 1.1)

1.4 Monitoring and Evaluation, 01/05/2012 - 31/10/2014

Responsabile: Regione Abruzzo

Outputs:

- 1 document illustrating methodologies, tools and procedures of the project Monitoring and Evaluation System (Regione Abruzzo/ to be approved in the first SC meeting)
- 7 detailed work plans, 1 for each WP (WP TOR) - TOR for WP 1,2,3,4
- 5 Monitoring and Evaluation reports (Regione Abruzzo)

WP2 – Communication activities

Responsible PP: Region of Crete

Timeline: 01/05/2012 - 31/10/2014

Brief description of WP2

WP2 activities aim to ensure dissemination and capitalization of project results in individual countries and through SEE networks, so that they become common achievements across the SEE area. Different levels: internal communication among PPs through dedicated section of the project website, email and skype conferences; at country level, each PP will be responsible for disseminating and giving visibility to the achievements of the project in their countries; at SEE level: PPs will be able to share their achievements more widely with relevant SEE institutions, stakeholders and the wider public. Communication activities will be carried out throughout the entire length of the project and will continue afterwards, thus supporting project sustainability and enhancing the effectiveness of project results.

2.1 Visibility actions

Outputs:

- **1 Communication Plan** with provisions for communication, dissemination and knowledge transfer across participating countries AND in the SEE area AND across the EU (**to be approved in the first SC**). The WP coordinator will gather the inputs of the other PPs to finalize a comprehensive CP which will specify connections with relevant national and transnational networks; transnational networks will include Mobility Partnerships; the Black Sea Cooperation platform; the Budapest and Söderköping processes; the Danube Strategy (Crete).
- Visual identity: project logo and graphics (Crete).
- Design, print out and dissemination to PPs of 3000 color leaflets (Crete);
- Design, development and maintenance of 1 dedicated and interactive website with 4 sections: a/for the general public; b/a restricted section to which only PPs will have access, for internal communication purposes; c/ for other constituents; d/for distance-learning sessions (Heraklion Development Agency). On average, 700 visits per month.
- Up to 60 press articles on traditional and web press and through institutional channels such as the newsletters of PPs and/or of other European institutions, programs and initiatives (**all PPs**);
- Visibility on social networks (Facebook, etc.).

Role of PPs:

- Activity coordinator: Region of Crete
Crete will be responsible for the realization of the graphics of the project, the design, print out and dissemination of the leaflets, the creation and maintenance of the website and the realization of the flash-keys.
- Other PPs:
 - the following PPs will translate the contents of the leaflets and website pages in their national languages: SUAS-CFS in German; RER in Italian, SASS in Slovenian, ISSK-BAS in Bulgarian, Ministry in Romanian, University in Montenegro, Heraklyon DA in Greek, RDA in Serbian.
 - All PPs will provide inputs to Crete on website contents; link the project website to their institutional websites; prepare and disseminate press articles on traditional and web press and through institutional channels, i.e. their newsletters and/or of other European institutions, programs and initiatives.

2.2 Internal communication and exchanges among project partners

Outputs:

- A dedicated section of the project website access to which is restricted to PPs – designed and made operational by Crete;
- Conference calls and skype meetings, where work progress can be discussed and relevant updates quickly shared among all partners.

2.3 Dissemination of results

Outputs:

- 6 national conferences (50/100 participants in each country, approx. 760 in total), will take place in Bologna (Italy), Sofia (Bulgaria, Ministry of Labor), Bucharest (Romania, Ministry of Reg. Development), Crete (Greece, Region of Crete), Ljubljana (Slovenia, SASS), Podgorica (Montenegro, University of Montenegro);
- 2 local dissemination events (30-50 participants each) in Vienna (Austria, University of Salzburg) and in Belgrade (Serbia, RDA Sumadije and Pomoravlje);
- 1 Final International Conference in Rome with 150 participants (RER in collaboration with Italian MLSA);
- 1 audio-visual documentary illustrating the project achievements to the general public across and outside the SEE area. The video will also allow for looking at migration flows and demographic change from the point of view of different SEE contexts (RER);
- Flash-keys made ready for the final Conference, with the project main outputs, and illustration of outcomes.

Role of PPs:

- Activity coordinator: Region of Crete
- The following PPs will be responsible to organise the national conferences:
 - LP: national conference (NC) in Bologna,
 - Bulgarian Ministry of Labor for NC in Sofia,
 - Romanian Ministry of Reg. Development for NC in Bucharest,
 - Region of Crete for NC in Crete,
 - SASS for NC in Ljubljana,
 - University of Montenegro for NC in Podgorica.
- The following PPs will be responsible to organise the local events:
 - University of Salzburg in collaboration with City of Vienna local dissemination event in Vienna.
 - RDA Sumadije and Pomoravlje for the local event in Belgrade.
- The following PPs will be responsible to organise the final conference in Rome:
 - Italian MLSA
 - Lead partner (RER)

2.4 Scientific exchanges with other initiatives and working groups that are relevant for the project (activity coordinator: LP-RER)

Outputs:

- 4 meetings in which the project is represented by the Scientific Committee Director + 3 other experts depending on the outputs/activities under discussion. The meetings will take place in person or in the form of distance conferences, depending on the availability of involved experts).

WP3 - Collecting and systematizing available knowledge on demographic change and migration, and on their prospective effects on human capital for the sustainable growth of SEE regions and cities Responsible PP: Salzburg University of Applied Sciences (SUAS-CFS)
Timeline: 01/05/2012 – 31/10/2014

Brief description of WP3: The WP goal is to systematize available data, data sources and data collection methods in use in participating SEE countries at national and regional/local level on: the population structure and fertility rates, internal and transnational migration, labor force participation, skills and needs in the labor markets, and the demographic determinants of social needs (among others, access of migrants and disadvantaged groups to the labor market and to qualifying training programs, coherence between qualifications and occupations, mitigating negative dependency ratios, conciliation of work and family life). They will distinguish whenever possible between native and migrant populations. Data sources will include official statistics (including from harmonized EUROSTAT surveys on EUSILC and on Labor Forces), and the data outputs made available by ESPON and other first-hand sources available and accessible in the different contexts. Data mapping and collection will be done with the purpose of gathering the necessary knowledge base to construct population projections and outcome scenarios at national and regional levels, plus the sub-regional level where available data will allow for such detail (i.e. scenarios anticipating the effects of current demographic trends on the regional labor market, on human capital and on requests of social services).

3.1 Establishment of expert teams in each project country (activity coordinator: SUAS-CFS)

Outputs:

- **Establishment of expert teams by each PP;** ideally, each team will include 1 demographer, 1 migration expert, 1 regional/urban development expert. Each team will have a team coordinator. These are expected to be the same expert teams who will also work on WP4 (**to be notified and approved in the first SC**).
- Establishment of the WP3 Working Group, whose members are 1 expert for each project country, identified by agreement by all PPs from a same country among the members of their respective experts teams (to be notified and approved in the first SC). The members of the WP3 WG will act as contact persons for the WP coordinator and promote/facilitate exchanges and decisions in the allocation of roles for completing the mapping among PPs in the same countries. The work of the WP3 WG will not substitute that of the WP coordinator, but rather assist its efficiency: since the data framework in participating countries will be different, the WP3 WG will avoid duplication of efforts, while also ensuring that the division of tasks reflect the actual national contexts.
- Establishment of the Contact Group between the Director of the Scientific Committee and WP3 and WP4 coordinators (SUAS-CFS and ISSK-BAS): since WP3 and WP4 are closely interlinked, this will ensure consistency between their respective outputs. They will consult informally every time the need arises.

Role of PPs:

- The Activity (and WP) coordinator is SUAS-CFS. Its tasks as AC are to:
 - Develop the TORs for the WGs
 - Coordinate the establishment of contact group with WP4 and the LP
- Each PPs (including the Act. Coordinator) will ensure that:
 - their expert team is established
 - the country expert team is established for their country.
- In addition, WP3 and WP4 coordinators (SUAS-CFS and ISSK-BAS) and the LP will identify their representatives in the project Contact Group.

3.2 Mapping data sources and data collection methods in use in participating SEE countries, and collecting available data (activity coordinator: LP – RER)

Description of the Activity: the Activity will map available data, data sources and data collection methods in use in participating SEE countries concerning the population structure, internal and international migration, labour forces, labour needs, and skill levels, distinguishing between native and migrant groups. Data can be found in official statistics but also from other institutional sources that can be accessed in the different project contexts. Data sources will include the harmonised EU surveys on EUSILC and Labour Forces, and the data outputs made available by ESPON. As relevant, PPs will meet data sources/providers at national and/or regional level to present the project and facilitate collection of data.

Mapping will be the first step towards gathering the necessary knowledge base to build population projections and outcome scenarios at national and regional levels (plus the sub-regional level where data will be available), and a SEE overall picture (while current substantial knowledge only concerns EU regions).

Outputs:

- 1 Activity TOR with detailed attribution of tasks to the WP3 WG, time-plan, milestones and deliverables. The WP3 WG will coordinate with the expert teams of individual PPs, and will report to the Activity coordinator, so that the Activity plan reflects a clear attribution of roles and tasks. The TOR will also provide inputs for consultation with relevant data sources; guidelines with indications on relevant data and possible sources to look for; a common format for the organization and transmission of data to the Activity coordinator.
- 1 comprehensive framework (in Excel?) that reflects available data, to prepare for Act. 3.3 (RER with the support of SUAS-CFS, FVG, ISSK-BAS).
- 1 Activity report to be disseminated among PPs (prepared by the Activity coordinator).

Role of PPs:

- The Activity coordinator is the Region of Emilia-Romagna (RER). The AC will:
 - Coordinate with the other members of the contact group, and with the country WGs
 - Develop Activity TOR and guidelines + info collection templates
 - Coordinate inputs from WGs and ensure that they receive appropriate guidance, and that data and data sources are consistent with the TOR and project expected results
 - Organise data in a comprehensive framework to prepare for Act. 3.3
 - Prepare and disseminate the Activity report among PPs.
- SUAS-CFS, FVG, ISSK-BAS will support the AC in preparing the data framework.
- Each PP, including Act. and WP coordinators, will:
 - Map data sources and methodologies in use, and transmit relevant information to Act. and WP coordinators in line with the TOR and using the project template
 - Establish contact with relevant sources to present the project and facilitate data collection
 - Collect relevant data, and transmit them to the Act. and WP coordinators, using the project template
 - Ensure regular contact with the Activity coordinator so to receive appropriate support and guidance as of the consistency of their work with the TORs

3.3 Comparative analysis of available statistical knowledge (activity coordinator: FVG)

Description of the Activity: the analysis will allow for defining the minimum set of data available across the project partnership to support the construction of population forecasts and outcome scenarios. In addition, will allow for the identification of project territories that do not have a sufficient data infrastructure to develop forecasts and scenarios; for such cases, the project will develop concrete Country Action Plans on Knowledge Transfer (see 3.4). Moreover, the analysis will also allow to map the relevant stakeholders in the acquisition/dissemination of data who will become project targets and potential beneficiaries of the Information Platform (see 3.5).

Outputs:

- 1 Activity TOR with detailed attribution of tasks to the WP3 WG, time-plan, milestones and deliverables (pls. see description in 3.2).
- 1 paper illustrating the outcomes of the comparative analysis, i.e. existing sources of data, substantial data gaps at both national and sub-national level, territories where information gaps will not allow for developing population forecasts and outcome scenarios (following consultation with the WP3 WG expert for these countries).
- 1 methodological paper concerning the minimum common dataset identified by the project to develop population forecasts and outcome scenarios in the SEE region (close cooperation with WP4 through the Contact Group WP3+WP4).
- 1 Activity report to be disseminated among PPs (prepared by the Activity coordinator).

Role of PPs:

- The Activity coordinator will be the Region of Friuli-Venezia Giulia (FVG). It will:
 - * Develop the Activity TORs
 - * Undertake the comparative analysis
 - * Prepare 1 paper on sources of data and substantial knowledge gaps
 - * Prepare 1 methodological paper concerning the minimum common dataset identified by the project to develop population forecasts and outcome scenarios in the SEE region.
 - * Prepare and disseminate the Activity report among PPs.
- The other PPs will be requested by the AC to submit their inputs or clarifications, as needed.

3.4 Development of concrete Country Action Plans to ensure knowledge transfer and capacity building to those territories in the SEE area where the available knowledge-base will not allow for constructing demographic forecasts and policy scenarios (activity coordinator: SUAS-CFS)

Description of the Activity: this Activity will ensure that participating territories in which the statistical information available does not allow for constructing demographic forecasts and deriving policy scenarios, will nevertheless benefit of the project, ensuring the transfer of the knowledge acquired by other SEE countries in organizing their relevant statistical dataset and on the methodologies developed by the project, which they will be able to adopt at a later stage. The beneficiary territories are identified according to results of Activity 3.3.

Outputs:

- 1 Activity TOR with detailed attribution of tasks to the WP3 WG, time-plan, milestones and deliverables (pls. see description in 3.2).
- In consultation with PPs in territories identified in 3.3, at least 4 Action Plans for Knowledge Transfer and Capacity Building actions. This will include country visits and internships, as well as distance learning sessions (see 5.3). Country visits and internships are the relevant capacity-building tools for sharing knowledge among PPs about the statistical infrastructure of the project countries and regions that are most advanced in this regard. Distance training is appropriate to share knowledge across SEE on the reference methodologies indicated by the project on population projections and outcome scenarios, as well as to introduce why knowledge tools are key for strategic development planning and to support transnational policy dialogue. The Action Plans will clearly indicate the Knowledge Transfer and Capacity Building actions to be developed, as well as their methodologies and time-plans. The Scientific Committee in Vienna (October 2012) will verify with PPs with a more advanced knowledge base their availability to country visits and/or internships. Beneficiary PPs will also indicate in their respective AP possible stakeholders in their countries, or members of their networks, who could be interested in the project learning sessions, to maximize the project's impact across SEE.
- 1 Activity report to be disseminated among PPs (prepared by the Activity coordinator).

Role of PPs:

- The Activity (and WP) coordinator is SUAS-CFS. Its tasks are the following:
 - * Develop the Activity ToR
 - * Coordinate closely with potential beneficiary countries identified in 3.3
 - * Coordinate with WP 5 coordinator, who will be responsible for the implementation of Action Plans
 - * Coordinate inputs by WGs for the development of country reports, ensuring ownership and commitment of the PPs involved.
 - * Elaborate the Activity report, which will detail the action plans for individual countries, clearly indicating gaps of information and/or statistical infrastructure and the knowledge transfer/capacity building response tailored on the specific needs of individual countries.
- Each PPs will participate in the Activity, according to their respective roles:

If located in beneficiary territories:

define their needs and related capacity-building measures in close cooperation with the Activity/WP coordinator; review and validate their Country Action Plan before it is incorporated into the Activity report.

The following PPS have already highlighted that their respective territories will likely detect gaps in their knowledge base: MLSP-BG, Vratsa, RRAG, PMB, MDRT, REDASP, SORS.

If involved as knowledge sources (either regarding their statistical infrastructures or methodologies to disseminate): coordinate closely with the Activity/WP coordinator to define their respective roles.

It is expected that the LP, FVG, ISSK-BAS, SASS, SUAS-CFS + WIEN and IOM will be knowledge sources, making their knowledge base and expertise available.

3.5 Construction and feeding of a SEE Common Information Platform

Activity coordinator: SUAS-CFS, coordinating closely with the Region of Crete as WP2 coordinator (website structure), SASS as WP5 coordinator (organization of materials for capacity-building sessions), FVG as WP7 coordinator (ensure availability of materials that will allow for preparing SEE consultations in WP7).

Description of the Activity: construction of an Information Platform that will ensure sustainability, dissemination and appropriate capitalization of project outputs and results across the SEE area, as well as in the networks that the project will establish exchanges with.

Outputs:

- 1 Activity TOR with detailed attribution of tasks to the WP3 WG, time-plan, milestones and deliverables (pls. see description in 3.2).
- 1 SEE Information Platform developed, advertised and accessible from a wide range of stakeholders. The IP will have 2 sections: 1 offering a user-friendly configuration of SEE data on the population, migration flows and labor markets, which is expected to facilitate construction and comparability of migration profiles across the SEE area and as such, to also serve as a substantial basis for policy dialogue on migration management; 1 to disseminate the methodologies developed by the project, and the forecasts and outcome scenarios developed with such methodologies. The web structure of the IP will be linked to the project website and made accessible also by the PPs institutional websites and other web platforms, including the global International Labor Migration database.
- 1 User Guide about the contents and how to use the different sections of the IP in all national languages of the project (SUAS-CFS in English and German; RER in Italian, SASS in Slovenian, ISSK-BAS in Bulgarian, Ministry in Romanian, University in Montenegro, Heraklyon DA in Greek, RDA in Serbian).

Role of PPs:

- The Activity/WP coordinator is SUAS-CFS. Its tasks are to:
 - * Prepare the Activity ToRs
 - * Coordinate closely with the WP2 coordinator (website structure), the WP5 coordinator (organisation of materials for capacity-building sessions), and the WP7 coordinator (ensure availability of materials that will allow for preparing SEE consultations in WP7)
 - * Develop the design and structure of the Information Platform
 - * Develop the IP Guide in English
 - * Ensure and organise availability of relevant materials on the IP
 - * Maintain the Platform up-to-date
- The Region of Crete will collaborate with the AC on the website section for the IP. SASS will collaborate for the organisation of materials for capacity-building sessions. FVG will collaborate to ensure availability of materials on the IP that will allow for preparing SEE consultations in WP7.

- The following PPs will translate the Guide in their national languages: SUAS-CFS in German; RER in Italian, SASS in Slovenian, ISSK-BAS in Bulgarian, Ministry in Romanian, University in Montenegro, Heraklyon DA in Greek, RDA in Serbian.
- Each PP will ensure that outputs for which they are responsible and are expected to be published on the IP are available to the AC in the correct format, in English and have good quality standards.

WP4 – Constructing population projections and policy scenarios depicting national and regional/local trends concerning human capital, labour markets, and social needs

Responsible PP: ISSK - BAS

Timeline: 01/05/2013 – 28/02/2014

Brief description of the WP:

This WP will first develop the methodological references for demographic forecast models and outcome scenarios, and then engage in the actual construction of population projections and national/regional (and sub-regional scenarios whenever possible). Sub-national scenarios are important to detect inter-regional population movements within the same country (including main rural to urban movements), but it is likely that the knowledge base will not allow for such detail in all project countries. The core territorial scope of the project is the regional level (NUTS2), regardless of the level of decentralization in place in individual countries: even where programming documents and development strategies are under the responsibility of the central government, the competent national ministries need appropriate monitoring of the different parts of their country - so that regional differences can be addressed. WP4 analysis will consider the different forecast methodologies referred by PPs, with a view to identify a minimum set of information that the population forecasts that will be developed for project territories must have. The project's population projections should allow for depicting expected changes in the population (including size, structure, fertility/mortality rates, and dependency ratios), and likely population movements (within the same region, between regions in the same country, and across different countries). NB: THE WP FORESEES 10 EXPERT MEETINGS. THESE CAN BE HELD IN PERSON OR AS DISTANCE CALLS.

4.1 Exchange on population forecast methods (activity coordinator: ISSK-BAS)

Outputs:

- 1 Activity TOR with detailed attribution of tasks to the WP4 WG, time-plan, milestones and deliverables, complete with guidelines for the analysis of forecast models, and a template for gathering harmonized information about methods for population projections, and transmit those to the Activity coordinator. Expert teams as well as the members of WP4 WG will be the same as in WP3. The goal here is not to define yet a new methodology for demographic forecasts, but to gather indications of population forecast methodologies already in use in the project area that PPs consider suiting the project purposes and expected results.
- 1 project experts' meeting (check dates with Scientific Committee meetings)
- At least 1 methodological indication put forward per project country.
- 1 Activity report to be disseminated among PPs, with a summary overview of relevant identified methods for national and NUTS2 population projections (prepared by the Activity coordinator).

Role of PPs:

- The Activity/WP coordinator is ISSK-BAS. Its tasks are to:
 - * Develop Activity TOR and template for sending harmonised information
 - * Coordinate contributions of PPs, provides feedback and approves collected inputs
 - * Ensure timely access to relevant information by the expert Contact Group (WP3+WP4 coordinators + LP Scientific Director)
 - * In addition to its work for identifying relevant methods in Bulgaria, it will also review

established methods in the SEE area and in the EU, including Eurostat methods.

* Prepare the Activity Report

- LP, ISSK and SUAS-CFS will cooperate closely with the AC to support the analysis.
- The PP representing their country WG will:
 - * Contribute to the identification of at least 1 suitable methodology to produce population projections reliable at regional level, and transmit its presentation in the relevant format
 - * Provide all information required by the Activity/WP coordinator
 - * Coordinate with the other PPs in their countries.

4.2 Comparative analysis of available forecast models, preparation of population projections at country and regional/local level, definition of a reference methodology for population projections (activity coordinator: FVG)

Outputs:

- 1 Activity TOR with detailed attribution of tasks to the WP4 WG, time-plan, milestones and deliverables prepared by Activity coordinator (pls. see description in 3.2).
- 1 project experts' meeting (check dates with Scientific Committee meetings).
- 1 meeting with other relevant national and SEE stakeholders not directly involved in the project.
- 1 Paper illustrating methodological references for constructing population projections, indicating the minimum information required to develop reliable forecasts in the project's approach.
- 9 Population forecast at national level (country scale) in line with the project methodological references;
- 5 Populations forecasts at sub-national level (regional scale - NUTS2) in line with the project methodological references;
- 10 Populations forecasts (local scale – NUTS3) in line with the project methodological references;
- 1 Activity report to be disseminated among PPs (prepared by the Activity coordinator).

Role of PPs:

- The Activity coordinator is FVG. Its tasks are to:
 - * Prepare the Activity ToRs
 - * Undertake the comparative analysis, supported by expert teams
 - * Prepare 1 paper illustrating the reference methodology for population projections and transmit it to WP3 coordinator for publication on the IP
 - * Coordinate WGs in the development of national and regional/local populations forecasts, provides feedback and approves collected inputs
 - * Coordinate with the expert contact group (WP3+4+LP)
 - * Prepare the Activity report.
- The LP, SUAS-CFS and ISSK-BAS will participate in meetings with other expert groups to present the respective approaches, and discuss methodological issues.
- The following PPs will engage in constructing the population scenarios at national level: Italy: FVG, Austria: SUAS-CFS, BG: ISSK and MLSA, RO: Ministry RDT, GR: Crete, SL: SASS, Serbia: Istat, Montenegro: University.

PPs who have a sufficient knowledge base will construct the population forecast for their territories (sub-national level), and transmit these to the AC, to be included in the Activity report and be made available on the IP.

- Each PP will contribute to the development of the national and sub-national forecasts for their country, as requested by the AC.

4.3 Exchange and comparative analysis about applicable methodologies to construct policy scenarios anticipating the effects of expected demographic changes on human capital, the labor markets, and social needs (activity coordinator: ISSK-BAS)

The population projections developed in 4.2 will serve as the demographic basis to construct policy scenarios. By policy scenarios, we mean outcome scenarios anticipating the prospective effects of current demographic trends on different policy sectors: labor market, human capital and social assistance.

Outputs:

- 1 Activity TOR with detailed attribution of tasks to the WP4 WG, time-plan, milestones and deliverables (pls. see description in 3.2).
- 1 project experts' meeting (check dates with Scientific Committee meetings).
- 1 meeting with other relevant national and SEE stakeholders not directly involved in the project.
- 1 Activity report illustrating the outcomes of the analysis of established methodologies in the partner countries, in SEE and in Europe to be disseminated among PPs (prepared by the Activity coordinator).

Role of PPs:

- The Activity/WP coordinator is ISSK-BAS. Its tasks are to:
 - * Develop the Activity TOR complete with a template for harmonising the collection of information
 - * Coordinate contributions of PPs, provides feedback and approves inputs from PPs
 - * Ensure timely access to relevant information to the expert contact group (WP3+WP4 coordinators + LP Scientific Director)
 - * In addition to its work for identifying relevant methods in Bulgaria, it will also review established methods in the SEE area and in the EU
 - * Prepare the Activity report
- The LP, SUAS-CFS and ISSK-BAS will participate in meetings with other expert groups to present the respective approaches, and discuss methodological issues.
- The PPs representing their country WG will:
 - * Contribute to the identification of 1 suitable methodology per country to produce policy scenarios in at least 1 policy area at the national and regional level, and transmit its presentation in the relevant format
 - * Provide all necessary information required to the Activity/WP coordinator
 - * Coordinate with the other PPs in their countries.
- Each PP will contribute to the mapping and the analysis for their country, as requested by the AC.

4.4 Construction of policy scenarios at the country and at the regional/local level and definition of a reference methodology for deriving policy scenarios to become a sustainable capacity-building tool across the SEE region (activity coordinator: ISSK-BAS)

Availability of sound and reliable scenarios anticipating policy needs and challenges concerning regional labor markets, human capital and social services, as important tools to re-think a welfare model in which the potential for economic growth and social cohesion are addressed as two sides of the same medal, and on such basis reform the strategic approach to local development.

Outputs:

- 1 Activity TOR with detailed attribution of tasks time-plan and deliverables (pls. see description in 3.2). and templates for presenting the scenarios in a coherent manner among project countries.
- 3 project experts' meeting (check dates with Scientific Committee meetings)
- 1 Paper on the project's methodology for constructing policy scenarios, specifying also the minimum information required by the project's approach for outcome scenarios (FVG). Analysis of methodological references indicated by WGs and definition of a reference methodology for deriving scenarios on the effects of demographic trends in the 3 policy areas
- 15 policy scenarios with regional scope (sub-national detail will be used when available data will allow for it), containing at least the minimum set of information that should be common for all project countries - for the project territories that will have a sufficient knowledge base. It is expected that the availability of data, the population size, the existence of reliable surveys at sub-national level on the migrant population and on population movements, will differ across the project area and will impact the level of detail of the different scenarios.
- 1 Activity report to be disseminated among PPs (prepared by the Activity coordinator).

Role of PPs:

- The Activity/WP coordinator (ISSK-BAS) will:
 - * Prepare the Activity TORs
 - * Coordinate contributions of WGs, provide feedback and approve inputs from PPs
 - * Ensure timely access to relevant information to the expert contact group (WP3+WP4 coordinators + LP Scientific Director)
 - * Undertake the analysis of relevant and established methodologies for constructing policy scenarios
 - * Transmit the paper to WP3 coordinator for making it available on the IP
 - * Prepare the Activity report, that will also annex the scenarios developed by the project
- The LP, SUAS-CFS and ISSK-BAS will participate in meetings with other expert groups to present the respective approaches, and discuss methodological issues.
- The following PPs will engage in constructing national scenarios:
Italy: FVG, Austria: SUAS-CFS, BG: ISSK and MLSA, RO: Ministry RDT, GR: Crete, SL: SASS, Serbia: Istat, Montenegro: University.

- FVG will prepare a Paper on the project's methodology for constructing policy scenarios, specifying also the minimum information required by the project's approach for outcome scenarios.
- SUAS-CFS will publish and advertise the paper and the activity report on the IP.
- Each PP will:
 - * Contribute to developing the relevant scenarios for their territory
 - * Transmit these to the Activity/WP coordinator, to be included in the Activity report and be made available on the IP

4.5 Inter-sector review of policy scenarios in the public administrations involved in the project, with a view to build internal ownership of key project outputs

Activity coordinator: SAAS.

Other PPs involved are: RER, FVG, Abruzzo; SUAS-CFS with City of Vienna; Municipality of Vratsa and MLSA; Romanian MRDT and Municipality of Bistrita; Region of Crete; RDA Northern Primorska supported by SASS; Municipality of Cetinje.

The activity will establish inter-sector groups of technical and political representatives within involved administrations, bringing together the policy units concerned with the project's policy areas. The aim is to ensure that administrations assume ownership of the project tools. This is a critical activity, as policy scenarios are meant to support the correct identification of territorial needs, as well as the identification of policy challenges which are best addressed by cross-sector action, but will likely tackle sensitive political issues (migration is one). It is important that they are perceived as useful tools and not as threats to the administration.

Outputs:

- 1 Activity TOR with time-plan and a format to report to the Act. coordinator on activity processes.
- 5 Activity reports to be disseminated among PPs depicting the process within each involved administration.

Role of PPs:

- The Activity coordinator is the School of Advanced Social Studies (Slovenia), for its previous experience in conducting such processes. Its task are to:
 - * Prepare the Activity TORs
 - * Coordinate closely with the WP coordinator
 - * Coordinate and gather information from concerned PPs
 - * Prepare the Activity report
- Other PPs involved are:
RER, FVG, Abruzzo; SUAS-CFS with City of Vienna; Municipality of Vratsa and MLSA; Romanian MRDT and Municipality of Bistrita; Region of Crete; RDA Northern Primorska supported by SASS; Municipality of Cetinje).
These will
 - * Coordinate closely with the Activity coordinator
 - * Identify and establish working groups within the administrations
 - * Support the internal process
 - * Transmit information to the Activity coordinator and gather information from involved PPs

WP5 - Building the capacity of SEE public administrations to use policy scenarios in their planning and programming exercises

Responsible PP: SASS

Timeline: 01/11/2013 – 30/04/2014

Brief description of the WP:

Actual transfer of the project tools to its ultimate beneficiaries (public administrations). Two main activities: 1. Capacity-building to provide practical guidance on how to use the knowledge tools developed by the project in areas where these could be developed. 2. Implementing the provisions of the Country Action Plans of WP3, to transfer project knowledge and learning experiences to project territories where outcome scenarios could not be developed; these will benefit from studying the statistical knowledge base of other countries (in the form of study visits and internships), and to receive guidelines about the relevance and application of methodologies to develop population projections and impact scenarios (distance learning sessions); in order to ensure that project outcomes become a common SEE heritage, distance learning sessions will be open to interested stakeholders who do not participate in the project, invited by PPs. Distance learning sessions will be organized in a way that stakeholders can bring their experiences, thus ensuring that they are mutual transfers of knowledge .

5.1 Establishment of the project training team (activity coordinator: SAAS)

Outputs:

- At least 8 Training Teams established (SASS, SUAS-CFS, ISSK-BAS, Heraklion DA, FVG, RER, University of Montenegro, Statistical Office in Serbia), to support administrations in internal capacity-building patterns, and engage in distance lectures on the project methodologies.

Role of PPs:

- Activity/WP coordinator: SASS. It will:
 - * Coordinate the set-up of working groups
 - * Define detailed TORs for capacity-building actions in each project country, in close collaboration with PPs
- At least the following PPs will establish their training teams:
SASS, SUAS-CFS, ISSK-BAS, Heraklion DA, FVG, RER, University of Montenegro, Statistical Office in Serbia.
- Each PP will
 - * engage in the identification and involvement of stakeholders in and outside their administrations and countries that could benefit of the Capacity-building activities of the project;
 - * provide inputs to the definition of a tailored capacity-building plan for its territory and country.

5.2 Design of capacity-building sessions, agendas and materials tailored on the needs of territorial contexts for which the project has developed policy scenarios

Activity coordinator: SAAS; other involved PPS: RER, Abruzzo, FVG, Vienna, Sofia, Bucharest, Crete, Kragujevac, Podgorica.

Outputs:

- 1 Activity TOR with attribution of tasks, time-plan and deliverables (pls. see description in 3.2).
- 1 Training Package (CB programs and materials) published on the IP in English and translated into national languages (SAAS in English and Slovenian; RER in Italian, ISSK-BAS in Bulgarian, Ministry in Romanian, University in Montenegro, Heraklyon DA in Greek, RDA in Serbian).

Role of PPs:

- The Activity/WP coordinator is SASS, which will:
 - * Prepare the Activity TOR
 - * Coordinate the design of context-tailored capacity building programs, agendas and materials, and approve those
 - * Be responsible for preparing the training package in English, coordinating inputs from the training teams and transferring this to the WP coordinator for publishing on the IP.
 - * Prepare the Activity report
- The following PPs will translate the TP in their national languages: SUAS-CFS in German; RER in Italian, SASS in Slovenian, ISSK-BAS in Bulgarian, Ministry in Romanian, University in Montenegro, Heraklyon DA in Greek, RDA in Serbian.
- The following PPs will engage in capacity building activities for contexts in which it can be expected that a sufficient knowledge-base will be available: RER, Abruzzo, FVG, Vienna, Sofia, Bucharest, Crete, Kragujevac, Podgorica.
- At least the following PPs will activate their training teams and cooperate closely with SAAS to develop programs, agendas and materials for knowledge transfer to beneficiary contexts: SASS, SUAS-CFS, ISSK-BAS, Heraklion DA, FVG, RER, University of Montenegro.
- SUAS-CFS will publish and advertise the paper and the activity report on the IP.

5.3 Capacity-building in contexts where the project will have developed policy scenarios (activity coordinator: SAAS)

Representatives of different policy sectors will be brought together to be presented the forecast and scenarios that are relevant for their territories, and discuss the relevance they have for strategic planning. Presentations will highlight the cross sector implications of the impact of demographic changes, and encourage discussion about the interpretation of the scenarios in terms of policy needs.

Outputs:

- 1 Activity TOR with attribution of tasks, time-plan and deliverables (pls. see description in 3.2).
- 7 capacity-building sessions at regional/local governments, concerning the use of policy scenarios for developing coherent development strategies.
- 2 technical sessions at national conferences organized by central governments, concerning the use of policy scenarios for developing coherent development strategies.
- 1 Activity report with an overview of CB processes in the different contexts to be disseminated to PPs.

Role of PPs:

- The Activity/WP coordinator is SAAS. It will:
 - * Define the Activity TORs
 - * Prepare the Activity report, which will contain an overview of the process in the different contexts.
- The LP, FVG, Vienna, Sofia, Bucharest, Crete, Kragujevac, Podgorica will host CB sessions within administrations.

5.4 Transnational transfer of experiences (implementation of WP3 Country Action Plans on Knowledge Transfer for those countries where the knowledge base will not allow for constructing population projections and policy scenarios)

Activity coordinator: SAAS

Transfer of project achievements to the whole project partnership, and their capitalization across SEE, through capacity building sessions. These will include country visits and internships, and distance learning sessions, based on the website's Distance Training Platform (WP3) and open to interested stakeholders not directly involved in the project (see also mapping of stakeholders in WP7).

Outputs:

- 1 Activity TOR with attribution of tasks, time-plan and deliverables (pls. see description in 3.2).
- 1 Knowledge-Transfer Package published on the IP and made available across and outside SEE (SASS supported by FVG, RER, ISSK-BAS, SUAS-CFS – including for publication on IP)
- 1 Multi-workshop for Knowledge Transfer (approx. 500 participants. SAAS supported by FVG, RER, ISSK-BAS, SUAS-CFS, Romanian Ministry + PPs identified in 3.3)
- 1 Activity report to be disseminated to PPs.

Role of PPs:

- The Activity/WP coordinator is SUASS, and will:
 - * Prepare Activity TORs, with a clear division of tasks and roles among expert teams in distance training sessions
 - * Coordinate the design of the sessions, and the definition of a Knowledge-Transfer package that it will transfer to WP3 coordinator for publishing it on the IP
 - * Receive inputs from PPs about participants in the sessions
 - * Provide feedback to training teams as appropriate, and finalise the agenda of individual sessions
 - * Coordinate with WP3 coordinator for support in using the web platform
 - * Prepare the Activity report
- SUAS-CFS will publish and advertise the paper and the activity report on the IP.
- LP, FVG, ISSK-BAS, SASS, SUAS-CFS and Heaklion with the support of the City of Vienna and IOM will deliver knowledge transfer activities/sessions, making their knowledge base and expertise available.
- The following PPs will likely be recipients of KT activities: RA, MLSP-BG, Vratsa, RRAG, PMB, MDRT, REDASP, SORS, MFAEI and will:
 - * Identify and involve ultimate beneficiaries within and outside their administration
 - * Prepare for the sessions, conceived as opportunities for learning but also for exchanging experiences and good practices, and engage in transnational dialogue.
- These same PPs plus FVG, RER, ISSK-BAS, SUAS-CFS will support the AC in preparing the contents of KT sessions.

WP6 - Pilot testing of the use of innovative project outputs for the development of strategic planning/programming documents

Responsible PP: LP - RER

Timeline: 01/11/2013 – 30/06/2014

Brief description of WP6:

Establishment of institutional processes for cross-sector policy dialogue on migration-related challenges, aimed at the development of coherent strategy documents. 3 administrations involved in this pilot testing: City of Vienna (CoV), Region of Emilia-Romagna (RER), Region of Crete (RC). The pilot testing will encourage representatives of the relevant policy units to work together with a view to design a coherent, knowledge-based and effective strategy framework. Demographic disparities affect development outcomes, impacting among others the location and productivity of productive districts, educational attainment, potential for competitiveness and innovation, quantity and quality of labor markets' demand and offer. The process will look at migration as a potential competitive factor.

Additional explanatory notes:

WP6 will provide technical support to key stakeholders in the 3 administrations involved in the pilot testing, which will concern the use of policy impact scenarios in strategic development planning: City of Vienna, Region of Emilia-Romagna, Region of Crete. The scenarios will depict the impact of demographic change on human capital needs in the coming future, with its implications in terms of labor markets, education and professional training, and arising social needs. As a matter of fact, demographic disparities affect development outcomes, impacting among others the location and productivity of productive districts, educational attainment, potential for competitiveness and innovation, quantity and quality of offer and demand in the labor market. The pilot testing will encourage representatives of different policy sectors to work together to design a coherent, knowledge-based and effective strategy framework. Moreover, since migration is the key factor contrasting population ageing and overall shrinking, the process will look at migration as a potential competitive factor to be valued and supported with appropriate policies. WP6 pilot experiences will be capitalized across the project partnership, and throughout the SEE program area in general through the availability of Guidance Materials and of related Activity reports, describing the process and its achievements in full, on the project Information Platform (which will be broadly advertised throughout the SEE area); the presentation and discussion of the WP6 approach in the SCC meeting in Heraklion (external SEE expert groups will be invited to participate in it); the contribution of involved PPs to one of the distance-learning sessions that will take place in March-April 2014.

The pilot actions described in WP6 have a rather innovative character: they demand the availability of public administrations to open their internal programming processes to use project outputs as key strategy-making tools. The partnership of MMWD has identified and verified the existence of 2 pre-conditions to undertake the pilots: a. the availability of a knowledge base that will likely allow for the construction of detailed policy scenarios; b. the readiness of relevant policy units to follow the project's approach, and do a pilot testing of its outputs in programming exercises. We have deemed important to be able to test these for the development of both regional and municipal strategies, as their roles in strategy-making is peculiar. Other project partners may decide to join the testing – but they are not ready to confirm this now, as it will very much depend on the results that will be possibly achieved during the project life.

6.1 Identification of key stakeholders within the involved administrations and establishment of inter-sector working groups

Outputs:

- 3 inter-sector working groups established + identification of external stakeholders. Involved regional administrations may decide to launch a side pilot in a specific municipality.

Role of PPs:

- RER: activity and WP coordinator.
- The other PPs directly involved are the City of Vienna and the Region of Crete

6.2 Support the use of policy scenarios in strategic planning/programming exercises

Outputs:

- 1 Activity TOR with attribution of tasks, time-plan and deliverables (pls. see description in 3.2).
- 1 Pack of Guidance Materials.
- 3 Agendas developed and defined.
- 3 Strategic documents or policy frameworks developed using the project's policy scenarios, to serve as joint strategic frameworks to be referred to in the formulation of policies by the different sectors (actual outputs will depend on the readiness of participants, and on the correspondence of the project timeline with regional/local programming periods). Individual administrations, depending on their specific mandates and territorial structure, will consider extending participation to relevant external stakeholders (employers, vocational training centers, trade unions, labor agencies, others).1 Activity report to be disseminated among PPs and published on the IP.

Role of PPs:

- RER: activity and WP coordinator.
- The other PPs directly involved are the City of Vienna and the Region of Crete

6.3 Capitalization of achievements among the administrations involved in the testing and as references for constituents across the SEE area

WP6 pilot experiences will be disseminated and capitalized across the project partnership, and throughout the SEE program area in general through:

- the availability of Guidance Materials and of related Activity reports, describing the process and its achievements in full, on the project Information Platform (which will be broadly advertised throughout the SEE area – pls. see descriptions in WP2).
- The presentation and discussion of the WP6 approach in the Scientific Committee meeting in Heraklion (other project partnerships will be invited to participate in it).
- The contribution of involved PPs to one of the distance-learning sessions that will take place in March-April 2014 (open to PPs and other relevant stakeholders across SEE).
- The presentation of the WP6 approach and outcomes in the project's Final Conference

Outputs:

- 5 e-conferences and written records of exchanges among involved administrations on how the testing develops, in order to ensure step-by-step capitalization of achievements and transfer of experiences.
- 6 visits (each administration visits the other 2) to gain direct insight of the processes (i.e. insight of development plans and relevant policies/ projects, meetings with other departments and projects, participation to a session of work on local development strategies).
- 1 Activity report to be disseminated to PPs and published on the IP.

Role of PPs:

- RER: activity and WP coordinator.
- The other PPs directly involved are the City of Vienna and the Region of Crete

WP7 - Developing transnational synergies and cooperation

Responsible PP: FVG

Timeline: 01/09/2012 – 30/09/2014

Brief description of WP7:

In addition to its efforts to support governments to address the consequences of demographic trends on SEE regions/cities, the project will engage in launching a Transnational Platform for Policy Dialogue and Cooperation to promote more effective regulations of migration flows across the SEE area. The TPPDC will establish institutional processes for transnational dialogue and cooperation based on the identification of common challenges which are best addressed by transnational action, using the project's scenarios. The project will pursue a comprehensive approach, involving key stakeholders in different countries (including labor agencies, employers and trade unions), government structures at different administrative levels, and relevant international organizations. The aim is to facilitate collaborative approaches to managing migration and its effects across the region, as well as providing practitioners with the necessary knowledge and opportunities to engage in concrete cooperation.

7.1 Identification of SEE-relevant networks and policy dialogue initiatives on migration management

Outputs:

- 1 Activity TOR with time-plan and format to describe stakeholders (pls. see description in 3.2).
- 1 Activity report to be disseminated to PPs, complete with the collected information and indicating the stakeholders/networks/initiatives/projects with which the project will establish contact.

Role of PPs:

- The WP/Activity coordinator is FVG, it will:
prepare the Activity ToR and report, and consolidate collected information and contacts.
- Each PP will contribute with:
 - the identification of the relevant administrative structures in and outside its country to join the Platform,
 - transferring related information to the AC and contact stakeholders (once this has been agreed with the AC),
 - disseminating information on the Platform works with the stakeholders/networks/initiatives it has contacts with.

7.2 Establishing and defining the agenda of the SEE Platform for Trans-national Policy Dialogue and Cooperation

Outputs:

- 1 Activity TOR with attribution of tasks, time-plan and deliverables (pls. see description in 3.2).
- 3 project meetings: 1 to share the working methodology; 1 to finalize identification of priority discussion areas of the Platform Working Groups; 1 to share the provisional structure and agenda of the Platform + validate the list of invitations to relevant SEE networks and institutions to join the Platform work sessions.
- 1 Agenda developed by all concerned PPs (institutional PPs, while technical or scientific organizations will participate as input providers and observers, and/or support participation in the Platform sessions of their reference administrations).
- 1 Activity report to be disseminated to PPs.

Role of PPs:

- The Activity/WP coordinator is FVG and will
 - prepare the Activity TOR and the Activity Report,
 - coordinate the preparation of WP7 meetings - in which institutional PPs will: discuss the working methodology; identify priority areas of the Platform Working Groups; share the provisional structure and agenda of the Platform and validate the list of invitations to relevant SEE networks and institutions to join the Platform sessions.
- Institutional PPs + IOM will cooperate closely with the AC
institutional partners: LP, FVG, RA, MLSP-BG, Vratsa, ROC, MDRT, MLPS-IT, MFAEI + possibly RRAG, PMB, REDASP, BCCT depending on their formal competence to enter transnational agreements on migration management in the relevant project period.
- Technical or scientific organizations will participate as input providers and observers, and/or support participation in the Platform sessions of their reference administrations: ISSK-BAS, HDA, SASS, SUAS-CFS, ISP, SORS.

7.3 Regional consultations organized in the framework of the SEE Platform aimed to lay a concrete basis for transnational cooperation agreements and initiatives

Outputs:

- 1 Activity TOR with attribution of tasks, time-plan and deliverables (pls. see description in 3.2).
- 1 methodology to compare policy scenarios with a view to identifying areas for mutually beneficial transnational initiative (WGs of WP3 and WP4).
- 9 Migration Profiles (FVG with SUAS – CFS, ISSK-BAS, IOM):¹ maps on current demographic and migratory flows and their presence in the labor markets, with regional detail, to be made available to the Platform WGs.
- 1 Paper presenting MPs and existing needs and challenges to serve as the main documentary reference to support transnational policy dialogue.
- 3 Regional consultations on migration + related agreements on migration managements, in Trieste. Consultations will be organized in Thematic Working Groups and Plenary Sessions. This will be the contest to compare policy scenarios and identify areas for mutually beneficial transnational initiative, starting to detect the bases for institutional cooperation agreements and projects.
- 1 Activity report to be disseminated to PPs and published on the IP, complete with the outcomes of the regional consultations and recommendations.in the context of the Platform sessions, relevant PPs will explore the possibility to commit to agreements and/or memorandum of understanding concerning measures for the active management of migration movements.

Role of PPs:

- The Activity/WP coordinator is FVG, which will
 - develop the TOR and the activity report
 - coordinate the construction of MPs,
 - coordinate the preparation/organization of SEE consultations.
- FVG, SUAS – CFS and ISSK-BAS will develop a methodology to compare policy scenarios with a view to identifying areas for transnational cooperation. FVG will prepare and disseminate the related methodological document.
- FVG in collaboration with SUAS – CFS, ISSK-BAS, and IOM will construct the 9 expected MPs.
- SUAS-CFS will publish and advertise the MPs, the paper and the activity report on the IP.
- Institutional PPs and interested scientific/technical PPS (see list in 7.2) will participate in the consultations.

¹ The project considers Extended Migration Profiles as formats that gather together the same information for different countries/regions on migration flows, migrant residents and migrant workers (NUTS2 detail). The format will be developed by the project. EMPs already exist, so the project will start from what is already available to improve their efficiency as tools for policy planning, transnational cooperation, and evaluation. Migration Profiles were first proposed by the EC in Annex 8 to the 2005 Communication on Migration and Development. They were originally conceived of as a concise statistical report, prepared according to a common framework, which could make it easier to understand "at a glance" the migration situation in a particular country.