

## MIGRANT SUPPORT MEASURES FROM AN EMPLOYMENT AND SKILLS PERSPECTIVE (MISMES)

# METHODOLOGICAL NOTE FOR THE COUNTRY STUDIES



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# PREFACE

This methodological note has been developed within the project 'Migrant Support Measures from an Employment and Skills Perspective' (MISMES). It is part of a series of reports presenting the main findings of the MISMES project – namely, a worldwide inventory of migrant support measures implemented in sending countries to facilitate labour mobility and increase the developmental effect of migration, and five in-depth studies in the countries which concluded mobility partnerships with the European Union (EU): Armenia, Georgia, Republic of Moldova, Morocco, and Tunisia. For the purpose of these reports, MISMES are defined as specific policy interventions – pre, during and post migration – aimed at improving the labour market integration of migrant workers or the matching of their skills.

This methodological note aims to provide a common template and guidelines for the implementation of MISMES country case studies. The ultimate objective of these studies is to generate information not only to draw policy conclusions at national level, but also to allow for a systematic comparison of similar MISMES across countries. In other words, our intention is to draw more general conclusions about the performance of different MISMES models in different migration contexts and to provide evidence-based contribution to an informed policy dialogue on migration in the framework of the mobility partnerships between the EU and partner countries.

Each country case study consists of a comprehensive inventory of past and present MISMES in a given country for the last 10 years – e.g. from 2000 to 2014; a comparative analysis of the measures; a detailed examination of one outstanding MISMES in that country; and country specific recommendations. The methodological note gives indications on how to identify MISMES and methods for collecting information to develop comprehensive national MISMES inventories. The template for collecting information on each MISMES is provided in Table 2.1 in Chapter 2, the MISMES questionnaire in Annex 1, and the outline for the country case studies in Annex 2.

The methodological note was developed by Professor Iván Martín and by Shushanik Makaryan from the Migration Policy Centre of the European University Institute (EUI). Valuable contributions were provided by Philippe Fargues and Alessandra Venturini from the EUI, and by Ummuhan Bardak, Siria Taurelli and Anna Kahlson from the ETF.

# 1. HOW TO IDENTIFY AND CATEGORIZE MISMES IN COUNTRIES OF ORIGIN

For the purpose of this project, the definition of Migrant Support Measures from an Employment and Skills Perspective (MISMES) in countries of origin includes specific policy interventions aimed at:

1. improving the labour market integration of migrant workers (by facilitating labour mobility and job matching, as well as access to labour market information and the protection of migrant workers' rights); and/or
2. reducing the underutilization of skills of individual migrant workers and improving skills-matching more generally by providing information, training or services to potential or return migrant workers.

To qualify as a MISMES in a country of origin, a policy intervention should:

- mobilize specific budget resources to achieve labour market integration or skills utilization or enhancement objectives, usually over a specific period of time;
- be implemented in a country of origin itself, and not in destination countries, regardless of who funds or implements it, i.e. national governments in countries of origin or governments in countries of destination, international organisations, non-governmental organisations and migrants associations.

This excludes general policies and regulations such as bilateral labour agreements (though they usually feature different MISMES), international conventions on the recognition of qualifications and social security agreements.

In our inventory, we will also include policy interventions which, without being MISMES *strictu sensu* as defined above, are aimed at mobilizing and capitalizing on skills of migrant workers for the development of their origin countries, such as temporary stays of skilled migrants or the return of highly skilled migrants<sup>1</sup>.

In order to facilitate the analysis and assessment and to draw policy conclusions, we classify MISMES according to the migration cycle and the status of the beneficiary migrant workers, i.e.:

1. pre-migration phase (i.e., migrant support measures implemented before migration, targeting potential or would-be migrants);
2. during-migration phase (i.e., migrant support measures implemented during migration, diaspora mobilisation for development targeting current migrants or their skills);
3. post-migration phase (i.e., migrant support measures implemented after migration, for the reintegration of returnees);
4. multi-dimensional MISMES (i.e., migrant support measures covering all phases of migration that cannot be classified under one phase, and/or sometimes combined with policy development and capacity building actions).

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<sup>1</sup> ETF (2015), *Migrant Support Measures from an Employment and Skills Perspective (MISMES): Global Inventory with a Focus on Countries of Origin*, ETF, Turin.

As for the categorization of MISMES, the main models that were identified and analysed in the MISMES global inventory are listed below, under each migration phase<sup>2</sup>.

### **Pre-migration phase**

- International job matching and placement services
- Pre-departure information, orientation and training
- Professional skills development for migration
- Facilitating access to labour market information and protection

### **During-migration phase**

- Programmes for capitalizing skills across borders

### **Post-migration phase**

- Validation and recognition of migrants' skills and qualifications
- Pre-return and return employment information platforms and call centres
- Targeted entrepreneurship and income generating schemes for returnees
- Assisted Voluntary Return and Reintegration (AVRR) programmes

### **Multi-dimensional MISMES**

- Migration resource centres
- Migrant welfare funds

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<sup>2</sup> ETF (2015), Ibid.

## 2. HOW TO COLLECT RELEVANT INFORMATION ON MISMES

Primary and secondary data complement each other: to help compile a comprehensive inventory of past and present migrant support measures; to provide a wide range of information on MISMES; and to help identify the challenges and success factors in the implementation and the impact of MISMES. While secondary data are especially useful for compiling an inventory of MISMES by country, or region, or globally, the primary data, instead, provide insights into hardships and challenges in the implementation dynamics of the MISMES that practitioners often face.

### Secondary data

To compile an inventory of MISMES globally or by country, secondary data provide an especially rich source of information at a first stage. These data help not only identify MISMES, but often also contain information on the implementation and activities of each MISMES, the targeted beneficiaries and achieved results, publications produced for MISMES, as well as the contextual factors shaping the impact of MISMES, etc.

These secondary data are particularly useful for compiling an inventory of MISMES and include:

- **General academic bibliographical review** of labour migration in the country and the MISMES referred to in it, as well as to the effectiveness of policy interventions in this field. While academic research on MISMES is relatively less frequent than policy research, if available, academic studies reveal insights into the effectiveness of MISMES for intended beneficiaries (micro-level) and their impact on a given community (meso-level) or a country (macro-level).
- **Policy or grey literature research** (reports, evaluations, assessments of projects on MISMES by local and international entities) are much more common and contain a wide range of information on MISMES. These are by far the best source of information on identifying MISMES.
- **Repertoires of awarded/funded projects** by donor organisations (typically posted on the websites of donors when awardees are announced) are another important source of data the researcher can sort through for identifying and compiling an inventory of policy measures on migrant workers.
- **Reports of implemented projects** contain basic information on the activities of MISMES, the beneficiaries and achieved results.
- **Websites** (if known) of MISMES and projects that contained MISMES components. Websites are also useful to gain insights on the sustainability of the MISMES. They also show whether, after the completion of foreign funding, the maintenance of websites has been abandoned and whether the MISMES have managed to sustain themselves, generate new activities, expand or whether certain activities have been modified or adjusted over time.
- **Surveys.** Finally, the researcher can rely on surveys with beneficiaries conducted among migrants or by MISMES implementing organisations (if available). Issues to consider here are presented below.
  - Is there in the country any survey among potential migrants and returning migrants that contains information on the awareness or the participation of (potential or return) migrants in certain MISMES; and on the acquired benefits from these MISMES in employment and skills terms?

- Does the national labour force survey collect any relevant information for the assessment of MISMES (for returning migrants for instance)?
- Is there any tracing study of MISMES beneficiaries (any follow up of their professional itinerary after they have participated in the MISMES)?

## Primary data

While secondary data are an important source of information for mapping MISMES, the primary data provide insights into implementation dynamics of MISMES. These include:

### ■ **A MISMES questionnaire survey (electronic or by mail) to policy practitioners** (see Annex 1).

The questionnaire should be sent to all relevant institutions implementing or having implemented MISMES over the last ten years, as well as to relevant government authorities, such as ministries of employment and public employment services, ministries of education and vocational education and training, authorities dealing with skills and qualification, governmental agencies working with migrants.

Typically, the response rate for mailed or electronic questionnaires is low and after several reminders and incentives at best reaches 60-70%<sup>3</sup>, with the first mailing response rate being as low as 20%. In the case of MISMES, the response rates will typically be substantially lower because of the complexity of the issue and because of the reticence of implementers to provide information that might be used to assess their projects. Since answering the questionnaires can easily take one hour, and hence, can affect the completion response rate, it is important to use the personal network of colleagues and partners to send personalized messages, when possible, to facilitate the receipt of filled out questionnaires. In any case, the questionnaire plays an important role not only as a mechanism to collect information, but also as an analytical tool, both for country authors and for practitioners.

### ■ **In-depth interviews** with relevant actors and institutions, including policy-makers, service-providers, social partners, experts and representatives of migrant associations on their views and experience with different categories of MISMES (see preliminary list in the work plan). In this case, interviews with peer-organisations working with migrants but not necessarily implementing MISMES may also be useful in providing insights into the success/gaps of implemented MISMES by other organisations, and inform from an outsider perspective about the impact of implemented MISMES. In addition to focus on the impact, these interviews aim to explore why MISMES are implemented in the first place (addressing market failures, altruistic approach, and entry point for other migration policies...) and the origin and diffusion dynamics of different types of MISMES

### ■ **Focus groups** of experts and qualified individual practitioners and implementers. The focus group should aim to answer the questionnaire in the Annex thoroughly. It should specifically discuss the cost-effectiveness (internal efficiency, profile and number of beneficiaries, funding and future sustainability) and the impact on the labour market integration of migrant workers (employment, skills utilization and/or enhancement, wages), and challenges in implementation. They can either focus on one specific MISMES or undertake a comparative discussion between MISMES, always in relation to concrete case studies.

The focus group will typically last about two to three hours with discussion evolving around five to six main questions on the cost-effectiveness of the MISMES and its impact on labour market outcomes of migrants. This is accompanied by a couple of entry and exit questions for a total of six to eight questions for the whole focus group. Ideally, the focus group would comprise of five to

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<sup>3</sup> See Neuman, L. (2006) (6<sup>th</sup> edition), *Social Research Methods: Qualitative and Quantitative Approaches*, Pearson, Inc.



eight participants (such as practitioners and implementers of MISMES and experts) selected for their personal profile and expertise rather than their institutional affiliation or official responsibility.

- **Semi-structured interviews and small surveys among direct beneficiaries (migrants)** will prove an invaluable complement to the country study and to the MISMES case studies within each country. These interviews will help reveal the usefulness, adequateness and the impact of MISMES for migrant workers. They will also show which MISMES are most needed and the needs that are left unmet by the MISMES and other policy interventions.

Whenever possible and applicable, the case study will include short 'on-site' interviews (for instance at migrant resource centres) or in-depth interviews with past and current MISMES beneficiaries. An effort should be made to contact beneficiaries of previous MISMES also and to inquire whether MISMES have had a short- or long-term impact on the migrant worker, and in which way.

The aim of this information collection strategy is to produce a comprehensive inventory of past and present MISMES in the country for the last 10 years. For comparative assessment purposes, information on MISMES in Country A will be presented in **TABLE 2.1** (below), filling in all fields possible, depending on the information available. This comparative table will be developed in Excel format based on the template (see below). This template is based on the MISMES questionnaire (Annex 1) to be disseminated to MISMES practitioners and implementers in Country A. The comparative table will accompany the country report as an Annex. Complementarily, to discuss models of MISMES in Country A, the specificities and trends of their implementation, as well as the impact on beneficiaries, the country report should contain a narrative discussion of MISMES models and practice.

### Multi-dimensional MISMES

The global inventory of MISMES and the accompanying analysis reveal that multi-dimensional or mixed MISMES either simultaneously contain components of several MISMES categories and models or are combined with other activities, such as institutional capacity building. Moreover, one category of MISMES is often made conditional for eligibility to participate in another MISMES (such as mandatory participation in skills training for eligibility to benefit from targeted entrepreneurship measures in 'Assisted and Voluntary Return and Reintegration' programmes). The extent to which one MISMES component contributes to the impact on beneficiary migrant group made by another component has been explored less by policy-makers and researchers. Thus, the analysis of interaction and the combined impact of different components of a given policy intervention should also be examined, whenever possible.

To the extent possible, an effort should be made to unbundle these multidimensional or mixed MISMES so as to analyse and, if possible, to assess each MISMES component separately by seeking from implementers information about the separate components: i.e. objectives, number of participants, achievements of the particular component from the perspective of the implementers, budget allocated, or the impact of the specific component on employment and skills outcomes of beneficiaries, perspective of the beneficiaries on the component itself, etc.. Many of the guiding questions suggested in Section 5 of this Methodology Note can help orient the approach of country authors in examining separate components of a multidimensional MISMES. Unfortunately, not always much information is available on separate components, but rather on the whole multi-dimensional MISMES.

**TABLE 2.1 COMPARATIVE TABLE OF MISMES IN COUNTRY A**

	MISMES 1	MISMES 2	MISMES 3
Project/policy intervention title			
MISMES category according to migration phases (pre-, during, post-migration)			
MISMES model (see inventory)			
Implementing institution(s)			
Duration of MISMES project			
Budget in EUR			
Funding instrument (national budget; bilateral cooperation with a country or with the EU e.g. the Thematic Programme on Asylum and Migration, the Mobility Partnership)			
Target migrant group			
Objectives of MISMES			
Main MISMES activities			
Number of beneficiaries			
Employment issues of migrants			
■ Employment/job-matching issues targeted			
■ Support measures suggested/implemented			
Skills of migrants			
■ Skills issues of migrants targeted			
■ Support measures suggested/implemented			
MISMES project outcomes/achievements as provided by the implementers			
Main challenges/obstacles of implementation			
Assessment conducted (yes/no)			
Main findings of the assessment			
Source of the information (simply state citation, or website link, questionnaire, etc.)			

### 3. ASSESSMENT AND CONTEXTUAL FACTORS AFFECTING THE EFFECTIVENESS OF MISMES

Project evaluations related to MISMES frequently focus on MISMES outcomes from the perspective of the project implementation, not on its internal and external efficiency. For the purpose of our analysis, we aim to identify available elements of information to undertake a preliminary assessment of the following dimensions.

- **Internal efficiency** is cost-effectiveness in terms of the total cost of the measures and the number of direct beneficiaries. For this breakdown, project budget is required, in particular, in multidimensional projects or policy interventions with several components. Data on the rate of use or the number of beneficiaries for each measure are also needed. A possible indicator of cost-effectiveness is the unit cost: the cost *per* beneficiary.
- **External efficiency** measures the impact of those measures on labour migration process outcomes in terms of migrant workers' employment and labour force participation, wages, skills utilization and skills enhancement (and the actual use of any acquired skills): by this, we mean migrant workers' success in reaching their objectives. So the relevant indicators here are relative wages (in relation to the average wages of the control population), unemployment lapses/time necessary for finding a job, skills development and/or recognition of skills and degree of utilization of skills and qualifications. This can only be measured ex-post, after the measure has been implemented and has produced all its effects: sometimes this is years after a MISMES has actually been implemented. Surveys asking beneficiaries for a degree of satisfaction with the MISMES they have benefitted from, in particular during or shortly after the implementation of the MISMES, are not necessarily a good predictor of actual impact. They might be biased by their vested interest in the overall objective of multi-component MISMES (e.g. facilitate labour migration). The same applies to surveys among implementers, including the answers to the MISMES questionnaire.
- **Contextual and institutional factors affecting MISMES effectiveness.** There is an important consideration to be taken into account in any analysis of the efficiency of migrant support measures and when comparing different types of MISMES. There are many factors affecting labour migration outcomes. Different MISMES are implemented for different categories of potential or returning migrants, in different social or institutional contexts for migrants going to or returning from different destination countries. So the same measure can have a very different impact or may be more or less necessary depending on context. In order to draw the policy implications of our analysis it is important to identify those factors of success. Whenever possible, these contextual factors of success should be captured and integrated into the analysis of country case studies to contribute to an approximate context-bound analysis of efficiency and an identification of the success factors of different categories of measures in different contexts. To guide this contextual analysis, relevant factors are suggested in **TABLE 3.1** below, which should be considered whenever possible to complement the narrative analysis.

**Main features of destination countries** whenever a particular MISMES is implemented for migrants going to or coming from specific countries, such as:

- language (whether it is the same or similar than in the country of origin),
- level of income,
- immigration/support to return policy.

**Main features of beneficiary (potential or returning) migrants:**

- skilled-, medium-skilled or unskilled workers,
- sectors of employment of migrant workers,
- temporary migrant, circular migrant, long-term migrants.

**Institutional arrangements** such as:

- whether MISMES are implemented in the framework of bilateral labour agreements (BLA) or other legal migration schemes;
- type of implementing organisations (national authorities, international organisations, NGOs...);
- whether MISMES are integrated in multi-dimensional migration management packages or separately as stand-alone policy interventions;
- degree of involvement of authorities or employers in the country of destination, if applicable.

**Stakeholder's involvement** or lack of involvement in the implementation of MISMES (authorities of the countries of destination, migrant associations, business sector, education sector...).

**TABLE 3.1 CONTEXTUAL AND INSTITUTIONAL FACTORS AFFECTING MISMES EFFECTIVENESS**

Migrant-support measures	Features of destination country (language, income level, migration policy)	Features of beneficiaries (skills level, sector of employment, type of migration)	Institutional arrangements (BLA, implementing organisations, multi-dimensional packages, involvement of country of destination)	Stakeholder's involvement (business sectors, migrant associations, education sector)
MISMES 1				
MISMES 2				
MISMES 3				
MISMES 4				
....				

## 4. MISMES AND EU MOBILITY PARTNERSHIPS

An overview of the approach and ambition in the field of labour migration in respective EU mobility partnership will set the context for the analysis of MISMES in a particular country. The country case study will review the references to MISMES or MISMES-related actions and policies in the Mobility Partnership Joint Declarations. It will also offer a list of MISMES included in respective annexes (or, when a scoreboard is available, it will also set out the state of implementation of each of them). When extended migration profiles have been developed in the framework of mobility partnerships, an in-depth critical analysis of the way MISMES are dealt with should be made.

Since MISMES had been implemented in all these countries well before the signature of mobility partnerships with the EU, a key issue in this respect is: the impact of the EU Mobility Partnership on MISMES in a given country; their intensity; the resources available for them; the kind of MISMES implemented; and the actors implementing them. In other words, what has been their added value in this field? In this regard, it is important to take into account the different degrees of development and implementation of mobility partnerships across the EU Neighbourhood, from the Republic of Moldova where it was signed in 2008, to Georgia in 2009, Armenia in 2011, Morocco in 2013 and Tunisia in March 2014. To this extent, it is important to differentiate between actual and potential impacts on MISMES.

Another relevant aspect is whether there has been any mechanism in place to learn from the MISMES implementation experiences in other countries with EU mobility partnerships. From an institutional point of view, it is important to analyse to what extent the development of a policy dialogue framework or other institutional arrangements brought about by mobility partnerships might have an impact on the success of different types of MISMES due, for instance, to better coordination among actors or to their linkage to actual legal labour migration opportunities.

## 5. QUESTIONS AND STRUCTURE OF THE COUNTRY CASE STUDY

Annex 2 provides a basic outline for the country case study. However, below are several questions that can guide and structure the approach of country studies at various stages, including the data collection stage (bibliographical review, secondary data analysis, interviews, focus groups with stakeholders or MISMEs practitioners, social partners or migrant associations, interviews and surveys with beneficiaries), as well as in writing up sections of the country report, including the narrative section of the MISMEs inventory. Finally, these questions can help authors formulate the policy recommendations for both local and EU policy-makers and MISMEs implementers.

Not all questions can or need to be considered in each particular country study. These are just guiding questions to direct authors in their analysis and approach to country studies.

### Questions on allocating the MISMEs in the migration-development nexus of Country A, and in the context of the mobility partnerships

These questions can be helpful in directing the country report discussion for sections referring to the national migration trends from the perspective of skills and employment issues, the national policy developments, the contextual importance of the study and country specific challenges, as well as the section on Mobility Partnership (see the outline in Annex 2).

- What are country-specific challenges (in terms of migration dynamics, skills and employment of migrants, migration policy of the country, mobility partnerships and their implementation) that are important to consider for Country A?
- What is the importance of implementing MISMEs in a specific country context (why are MISMEs implemented and funded in the first place)? In terms of MISMEs, what are the stakes for the EU, destination countries, the national authorities and local entities in MISMEs in Country A? What are the interests and issues to cope with for various actors?
- To what extent do the MISMEs implemented in Country A echo national policy developments (on migration, skills, employment, education, etc.)? And *vice versa*, do MISMEs have an influence on the national policy developments?
- To what extent do the implemented MISMEs echo the Mobility Partnership between the EU and the Country A? What role do the mobility partnerships (may potentially) play (especially for Morocco and Tunisia) in MISMEs in Country A for funding, implementation, coordination of implementation among various stakeholders, etc.?
- To what extent do various institutional structures (such as bilateral agreements or cooperation schemes between Country A and destination countries, or national migration policy coordination platforms or institutional structure) facilitate or complement implementation and coordination and enhance the success of the MISMEs in Country A?

### Questions about the implementation of MISMEs in Country A (national inventory of MISMEs)

- How do various stakeholders perceive the importance of various MISMEs and how do they allocate the responsibility for implementation, funding, the monitoring of the results and any assessment of MISMEs among various sectors, including international organisations?

- What indicators do the implementers of MISMES consider to be the most important in defining and assessing the success of a particular MISMES in Country A? How do these indicators reflect the needs of migrant beneficiaries and the impact of MISMES on beneficiaries, on the one hand, and the cost-effectiveness and the sustainability of the MISMES on the other hand?
- Are there any emerging patterns for successful MISMES in terms of their source of funding, their engagement and partnership with various actors, coordination mechanisms for implementation of MISMES, length of MISMES implementation, targeted phase of migration, etc. (see Table 3.1)?
- Are there any MISMES that are fully owned by Country A? By this we mean that the idea of the MISMES, the funding source and the implementation are carried out by entities from country A. Have these MISMES been more or less successful in their impact on beneficiaries (if so, what is the evidence) or the sustainability patterns and why?
- Are the MISMES (current/past/or to be implemented in future) in Country A an initiative from outside, i.e. international organisations and other entities, or are there any MISMES that were implemented at the request of Country A?
- What strategies do implementers and stakeholders employ to increase the sustainability of MISMES beyond funding? What strategies have been praised and what strategies have failed? Why?
- Have MISMES perceived as a failure been discontinued or extended?

### Questions on the relevance, assessment and impact of the MISMES for beneficiary migrants

- What are the main needs of migrants and to what extent do the MISMES implemented in Country A reflect these needs?
- Specifically, what types of MISMES are most needed by a given migrant profile (skilled, middle-skilled and unskilled, seasonal or circular migrants, first-time migrants vs. circular, etc)) and by the relevant migration phase (pre-migration, during migration, post-migration)?
- Are there any new MISMES that will be useful for potential beneficiaries in Country A? In other words, is there a need for a new type of MISMES based on the needs of migrant beneficiaries?
- What is the general attitude of beneficiary migrants to MISMES in Country A? How do migrant beneficiaries define the objectives and perceive the benefits of various implemented MISMES? Do beneficiaries engage in MISMES for short-term or long-term interests? If data are available, what has been the long-term impact of certain types of MISMES on their beneficiaries?
- What MISMES are beneficiary migrant groups more attracted to and what ones do they find less appealing? Why? How can the civil society, the government, or the implementers of MISMES to increase the engagement of migrants in various types of MISMES?
- What profile of migrants (including potential migrants) are less likely to be attracted to MISMES and why? How can MISMES implementers and other stakeholders help navigate this issue with potential beneficiaries?

### Structure of the country study and of the narrative section on MISMES national inventory

The country report should aim to capture and map the MISMES implemented in the country in the last ten years, including present and future MISMES in the framework of the mobility partnerships between



Country A and the European Union. An outline of country case studies is given in Annex 2. According to the findings of Phase 1 of the Study on the global inventory of MISMEs, the global inventory of MISMEs differentiates MISMEs by the phase of migration (pre-migration, during migration and post-migration) and within each phase various models or formats of policy interventions have been identified. This is a useful structure that country authors can borrow to structure their discussion of the mapping of MISMEs in their countries, discussing the particular MISMEs implemented in Country A within each of these models. Multi-dimensional MISMEs are also to be considered separately. If several projects are implemented within any of these models, it is particularly interesting to provide a comparative discussion on these projects and their similarities and differences. An example of discussion in section 2 is provided below in **TABLE 5.1**.

**TABLE 5.1 NARRATIVE DISCUSSION OF SECTION 2 ON MISMEs MAPPING: SUGGESTED STRUCTURE<sup>4</sup>**

### **I. Pre-migration phase**

#### ➤ **Model-1 of MISMEs**

- 1-2-paragraph description of each MISMEs project implemented under the particular model. If there are fewer MISMEs projects that have been implemented or are planned for the future, then this discussion can be somewhat more extended.
- If several MISMEs are implemented within the same model by different organisations, then some discussion on the comparative aspects of these MISMEs: overlap with other projects in the same model, similarities and differences in targeted migrant groups by migrants' profile, implementation modalities and implementing actors, coordination and involvement of other stakeholders, spread across the country, sustainability prospects, variation in the impact on migrants, if any, etc.

#### ➤ **Model-2 of MISMEs**

- 1-2-paragraph description of each MISMEs project
- If several projects of the same model, then also some comparative discussion

### **II. During-migration phase**

#### ➤ **Model-n of MISMEs**

#### ➤ ....

### **III. Post-migration phase**

#### ➤ **Model-n of MISMEs**

#### ➤ ....

### **IV. Multi-dimensional MISMEs**

#### ➤ **Model-n of MISMEs**

#### ➤ ....

## **MISMEs case study**

At least for one selected MISMEs, an in-depth case-study will be carried out (6-10 pages) and will be part of the report (Section 3) based on field visits and interviews with stakeholders assessing elements of cost-effectiveness and the impact on labour market integration. Authors can also use some case boxes to provide more details to some MISMEs, should they find it appropriate.

<sup>4</sup> ETF (2015), Ibid.



# ANNEXES

## Annex 1. Questionnaire on migrant support measures from an employment and skills perspective

The European Training Foundation (ETF) and the Migration Policy Centre of the European University Institute (EUI) are conducting an inventory of migrant support measures from an employment and skills perspective (MISMES) that are implemented in (or by) **migrant-sending countries**.

This global inventory will identify the range of migrant support measures from a skills and employment perspective with the aim of assessing (i) their cost-effectiveness, and (ii) their impact on labour migration process outcomes. On the basis of the information collected, factors of success and common denominators will be identified, as well as the challenges in implementing each category of migrant-support measures. In order to systematise the analysis, nine preliminary categories of measures were identified: (i) international job-matching measures; (ii) pre-departure information, orientation and/or training schemes; (iii) access to labour market information and protection of migrant worker's rights in destination countries; (iv) assessment, certification, validation and recognition's of migrants' skills and qualifications; (v) improving the utilization of migrant workers' skills; (vi) programmes for capitalizing on skills across borders (including the diaspora); (vii) enhancing migrant workers' skills prior to migration, during migration or upon their return; (viii) active labour market policies to support the labour market reintegration of returnees; and (ix) targeted entrepreneurship and business start-up support for returnees. You will receive a copy of the MISMES global inventory that will be produced at the end of the project.

Your organisation is an active and important policy actor on these issues, so we would like to get your input for our study. The following questionnaire requests that you **describe up to three different projects, measures or policy interventions that your organisation has implemented** (preferably completed projects, but also ongoing projects and policy measures). When possible, please attach or provide an internet link to any relevant document/report that your organisation produced about the policy measures or projects that you will describe in this questionnaire.

We anticipate that the questionnaire will take about 40 minutes of your time to fill it thoroughly. Your answers will only be used in a summarized format in the findings of the study.

**Thank you in advance!**

Please, send the filled questionnaire and any other relevant document to:

[ivan.martin@eui.eu](mailto:ivan.martin@eui.eu) and/or [shushanik.makaryan@eui.eu](mailto:shushanik.makaryan@eui.eu)

### Start here

Let us start with a policy intervention or a project that your organisation was involved in implementing during the last five years and that focused on concrete migrant support measures from the perspective of sending countries aimed to facilitating employment, optimizing skill utilization migrant workers or protecting the rights of migrant workers abroad. In case you have implemented more of one such projects or migrant support policy interventions, please fill one questionnaire for each such project or migrant support measure. The following questions in this section are about some of the general characteristics of the project you will choose to share with us through this questionnaire.

Please, attach any relevant report/document related to that assessment.

## GENERAL CHARACTERISTICS OF THE PROJECT/MIGRANT SUPPORT MEASURE

**Question 1** Name of policy measure/intervention or of the project \_\_\_\_\_

**Question 2** Please, in one paragraph (three to four sentences) describe the general nature of the project. The next few questions follow up on this and ask about objectives, activities, and beneficiaries of the project. Here we only ask for an overview.

**One paragraph description here:**

**Question 3** Please, list up to three main objectives of this project or migrant support measure:

- a.
- b.
- c.

**Question 4** Please, list up to three main activities that were conducted during the project or the migrant support measure:

- a.
- b.
- c.

**Question 5** Year when the project/policy intervention started \_\_\_\_\_; Duration in years \_\_\_\_\_

**Question 6A** What other partner-organisations were involved?

**Question 6B** Which institution/organisation is actually implementing the migrant-support measure or providing the services?

**Question 7A** Where do the funding resources for the project/migrant-support measure come from? (Please, select all that apply.)

- ☐ The government of the migrant origin country
- ☐ The government of the migrant destination country
- ☐ Local civil society organisations (NGOs) of the origin country
- ☐ Local civil society organisations (NGOs) of the destination country
- ☐ International organisations
- ☐ Private sector entities of the origin country
- ☐ Private sector entities of the destination country
- ☐ Other (please, specify) \_\_\_\_\_

**Question 7B** What was the average range of the total budget for this project? What is the annual average cost to implement it?

- ☐ Less than \$100,000
- ☐ \$100,001-\$300,000
- ☐ \$300,001-\$500,000
- ☐ \$500,001-\$1,000,000 (1 million)
- ☐ \$1,000,001-\$2,500,000
- ☐ More than \$2,500,000

**Question 8A** What type of migrant population did the policy measure target? (Please, identify the main targeted group.)

- ☐ Potential migrants workers in origin countries
- ☐ Migrant workers in origin countries before migration
- ☐ Legal migrant workers already in destination countries
- ☐ Return migrant workers
- ☐ Other (please, specify) \_\_\_\_\_

**Question 8B** What was the number of direct beneficiaries? \_\_\_\_\_

**Question 8C** What was the group profile of direct beneficiaries? (Indicate the number for each category.)

Men \_\_\_\_\_ Women \_\_\_\_\_

Age: 15-24 \_\_\_\_\_ 25-34 \_\_\_\_\_ 35-44 \_\_\_\_\_ 45 and older \_\_\_\_\_

Education: Primary education or less \_\_\_\_\_  
 Lower secondary \_\_\_\_\_  
 Upper secondary \_\_\_\_\_  
 Tertiary education (university) \_\_\_\_\_

**Question 9** What migration countries of origin did the project target at? (Please, list all below.)

## EMPLOYMENT-RELATED MIGRANT SUPPORT MEASURES

The next few questions refer to **employment** outcomes of migrant workers.

**Question 10A** Was this support measure about the employment and job-matching of migrant workers?

- ☐ Yes
- ☐ No (skip to question 11)

**Question 10B** If your project/support measure was about the employment and job matching of migrant workers, what specific employment-related issues did your project target and what corresponding policy response/support measure did you implement/suggest to address each issue.

Employment issues identified	Support measures suggested/implemented
Issue 1	
Issue 2	
Issue 3	
...	

**Question 10C** In one or two paragraphs, please, describe what outcome your project/ intervention achieved on employment outcomes of migrant workers (in terms of employment and job matching, in terms of wages and other decent work indicators, in terms of workers' rights such as social security coverage or in terms of labour market integration in destination country).

**One paragraph description here:**

## SKILLS-RELATED MIGRANT SUPPORT MEASURES

The next few questions refer to **skill** utilization of migrant workers.

**Question 11A** Was this support measure about skills of migrant workers?

- ☐ Yes
- ☐ No (skip to question 12)

**Question 11B** If your project/migrant support measure was about the skills of migrant workers, what specific skills-related issues did your project target and what corresponding policy response/support measure did you implement/suggest to address each issue.

Skill-related issues identified	Support measures suggested/implemented
Issue 1	
Issue 2	
Issue 3	
...	

**Question 11C** In one or two paragraphs, please describe what outcome your project/intervention achieved in terms of the skill utilization of migrant works (skills enhancement, skills recognition and validation, skills utilisation, and diaspora skills mobilization).

**One paragraph description here:**

## ASSESSMENT

**Question 12** Did the project, after its completion, conduct a follow-up assessment to examine the long-term sustained impact of the project?

- ☐ Yes (go to the next question)
- ☐ No (skip to question 14 in the following section)

**Please, attach any relevant report/document related to that assessment.**

**Question 12A** If yes, were direct beneficiaries interviewed or approached in the follow-up stage?

- ☐ Yes
- ☐ No

**Question 12B** What were the main accomplishments of the migrant support measure, as identified in the follow-up assessment of the project in relation to the stated objectives and outcomes of the project or migrant support measure? (Please, list up to three accomplishments in the space below).

**Question 12C** What were the main challenges/obstacles for the success of the migrant support measure identified in the follow-up stage? (Please, list up to three challenges in the space below).

**Question 13** In terms of objective assessment (supported by factual evidence), how would you assess the overall success of the migrant support measures implemented? Please, elaborate in two-four sentences.

**Question 13A** Were the results proportional to the resources mobilized and the number of beneficiaries? Please explain and, if possible, provide a comparison between the amount of resources (including staff and time) and the results achieved.

- On a scale of 1 to 10, 1 being unsuccessful, and 10 being successful, how would you rank the overall success of the implemented migrant support measure in terms of proportionality given the invested resources?

**Unsuccessful    1    2    3    4    5    6    7    8    9    10    Successful**

**Question 13B** Did the implemented migrant support measures overall contribute to improving the labour market outcomes of migrant workers (i.e., finding a job abroad, job matching adequate to skill types and levels, wages and other decent work indicators, workers' rights such as social security coverage)? Please, elaborate.

- On a scale of 1 to 10, 1 being unsuccessful, and 10 being successful, how would you rank the overall success of the implemented migrant support measure in terms of labour market outcomes?

**Unsuccessful    1    2    3    4    5    6    7    8    9    10    Successful**

**Question 13C** Did the migrant support measures overall contribute to reducing the underutilisation of skills of migrants/returnees and/or improving skills-matching both at destination and home country? (e.g. the skill utilization of migrants, skills recognition and validation, skills enhancement, diaspora skills mobilization). Please, elaborate.

- On a scale of 1 to 10, 1 being unsuccessful, and 10 being successful, how would you rank the overall success of the implemented migrant support measure in terms of skills utilization and enhancement?

**Unsuccessful    1    2    3    4    5    6    7    8    9    10    Successful**

## CONCLUDING SECTION

And finally, a few questions about your organisation.

### Question 14 Organisation characteristics

Name of the organisation \_\_\_\_\_

Type of organisation:

- ☐ Civil society
- ☐ International organisation
- ☐ Governmental
- ☐ Other (please, specify)

**Question 15** Approximate number of staff in your organisation \_\_\_\_

**Please provide reference or attach any relevant document or report on these or other measures.**

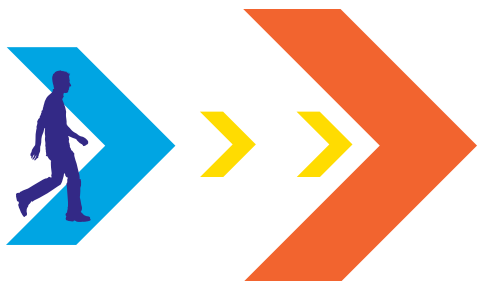
Please, send the filled questionnaire and any other relevant document to [ivan.martin@eui.eu](mailto:ivan.martin@eui.eu) and/or [shushanik.makaryan@eui.eu](mailto:shushanik.makaryan@eui.eu)

**Thank you!**

## Annex 2. Outline of country case studies

1. **Introduction** on migration background: migration facts and migration policies and institutions, first approach to MISMEs in the country, contextual importance of the study and country specific challenges and research questions, including bibliographical review and information availability (around 5 pages).
2. **National inventory** of migrant support measures from an employment and skills perspective from the year 2000 to 2014: developments and main trends, main actors and institutional arrangements, main categories of MISMEs and their relative performance based on the approach in Table 2.1 and Table 3.1. All MISMEs measures will be presented under four main categories: pre-migration phase, during-migration phase, post-migration phase and multi-dimensional MISMEs (see the suggested approach in Table 5.1) (10-15 pages).
3. **MISMEs case study**: a detailed analysis and discussion of one selected MISMEs measure, supported by in-depth interviews with the policymakers, implementers and beneficiaries of the project in the country. In case there are other interesting examples to comment on, one or two additional text boxes can be inserted throughout the report (6-10 pages).
4. **MISMEs in the framework of the EU Mobility Partnership**: current and/or potential place and contribution (around 4 pages).
5. **Main conclusions and recommendations**: comparative analysis of measures across categories identifying common denominators, factors of success and elements for assessment of cost-effectiveness and impact on labour market outcomes, as well as contextual factors affecting them. It will also include country specific policy recommendations, for the institutions, implementing agencies, and other relevant stakeholders of the country, and in particular in the framework of the Country A-EU Mobility Partnership (5-6 pages).
6. Annex 1. Methodology for the country case studies.
7. Annex 2. List of persons and institutions that received the MISMEs questionnaire and were interviewed by the project team.
8. Annex 3. An excel sheet which includes the MISMEs list by categories. The Annex will include basic information available on each of the measures.





## CONTACT US

Further information can be found on the ETF website:  
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