



# Report of the Panel Meeting on Economic Integration of Migrants

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14-15 December 2018

Warsaw, Poland



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## EXECUTIVE SUMMARY

The Eastern Partnership Migration and Asylum Panel meeting on Economic Integration of Migrants took place in Warsaw on 14-15 December 2017. The event was co-hosted by Poland and Georgia with the support of the European Commission (DG HOME) and the United Nations (UN) Migration Agency (IOM), Mission in Ukraine. The experts from the EU Member States, six Eastern Partnership countries, the European Institutions, UN agencies, OSCE, International Centre for Migration Policy Development (ICMPD), exchanged views on the effectiveness of the existing policy frameworks and tools in the sphere of economic integration of migrants at both the EU and national levels.

The growing immigrant population in the EU as well as in the Eastern Partnership (EaP) states highlighted the need for more comprehensive and effective policy measures in the sphere of economic integration of migrants. Currently, there are around 20 million third country nationals in the EU – or 4% of the total EU population. Seventy five per cent of them are in France, Germany, Italy, Spain, and the UK. While in countries such as Poland, Romania or Slovakia third country nationals consist less than 0.5% of the population, in Austria, Estonia, Greece, , Italy, Lithuania, Latvia, and Spain they make up to 5% of the population.

The EaP countries have both roles of countries of origin and destination, but to different extents, although most of them have a negative migration balance. The recent changes in migration trends are gradually transforming them from origin countries to receiving countries, which brings new challenges.

Access to national labour markets in the hosting states plays a vital role for ensuring the well-being of migrants and also could be beneficial for the national economies and hosting societies in general. Recognizing the challenging nature of integration, various EU institutions, international organizations as well as global and regional institutions provide their technical and financial support to national governments in developing and implementing appropriate policies and practical measures.

The issue of migrants' integration appeared in the agenda of the Global Compact for Migration being currently developed by the UN Member States. The Article 39 of the New-York Declaration on Refugees and Migrants, adopted in 2016, reinforced the commitment of the United Nations Member States to combat xenophobia, racism, and discrimination against refugees and migrants. The signatory states committed to take measures to improve their integration and inclusion, with particular reference to access to education, health care, justice, and language training courses.

As stressed by the European Commission representative during the EaP Panel meeting, migrant integration is mostly a national competence, and there is no common approach to integration at EU level. However, there is a broad consensus on the following aspects: the integration process should begin as early as possible; language is an essential tool for integration; integration in the labour market is a fundamental step in the integration process. Putting in place specific programmes on labour market integration (including language and vocational training courses) is helpful for successful integration; the exchange with host society is fundamental as integration is a two-way process, from migrants to the host society and vice versa.

After the overview of national practices in the field of economic integration of migrants in EU member states and EaP countries, prepared by IOM Ukraine, the Panel meeting participants discussed current migration trends, recent developments in the EU integration policy, facilitation and measuring of migrants' economic integration, protection of migrant workers from abuse and exploitation. The importance of education as well as of recognition of qualifications and skills for successful integration and the role of civil society in building and harnessing the potential of the migration-development nexus were also in the focus of the meeting.

The meeting participants suggested that few issues, such as pre-departure measures, accessibility of information on the rights of economic migrants and their obligations, protection of migrant workers from abuse and exploitation and the role of various counselling organizations, need to be reinforced.

On the second day of the meeting, attendees took part in the interactive session based on the method of appreciative inquiry. Among the main goals of the practical exercises was to formulate concrete positive examples from the professional experiences of the participants, to understand what factors lead to success and what can be learned from that experience for the current issue at stake. In addition, the overall goal of the interactive session was to enhance networking between the participants in order to facilitate their cooperation and exchange in the future.



14 December 2017 – Day 1

## Welcome and opening

**Ms. Silja Kasmann**, DG Migration and Home Affairs (DG HOME) of the European Commission, welcomed the meeting participants and thanked the hosting states – Poland and Georgia – for the possibility to conduct the meeting in Warsaw and for all preparatory efforts made in a very limited time. Ms. Kasmann noted that the situation with migrants' integration is very diverse within the EU. While some states have an extensive experience in integration, the others are relatively new in this field. At the same time, despite the fact that integration lies within the national competence of the EU Member States, there is a broad consensus on the need for and on the aspects of integration that should be addressed as a priority. She also mentioned the most important challenges related to integration and that the EU and its Member States recognize the need of working together in this area. Ms. Kasmann stressed that the aim of the Panel meeting is the exchange of the practices related to integration between EU, its Member States and the EaP countries, including the role of diaspora and civil society. She welcomed the participants to share their ideas and experience freely to make the dialog successful. In addition, she informed that the recently conducted EaP Summit adopted the new format of the Panel, which will become the Panel on Migration, Mobility and Integrated Border Management as of 2018. The changes in the process of the Panel functioning are still being discussed within the European Commission (EC) and will be additionally communicated to the participating states.

**Mr. Kamil Kisiel**, Ministry of Interior and Administration of the Republic of Poland, welcomed the meeting participants on behalf of the hosting state. He thanked everyone who worked for the organization of the meeting, in particular, the colleagues from the co-host country – Georgia, the EC and IOM for the provided support and expertise. Mr. Kisiel briefly described the content of the meeting sessions and expressed his hope for the meeting agenda to be balanced and to offer to all participants something new and interesting to be taken home from the discussions.

**Ms. Elza Jgerenaia**, Ministry of Labour, Health and Social Affairs of Georgia, after the words of appreciation to the Polish counterpart and other organizers, noted in her welcoming speech that the economic integration of migrants is quite a new phenomenon and the governments require clear vision in order to design and implement the relevant policy measures. She stressed that migration is high on the political agenda in Georgia. The institutional capacity and legal framework in the field of labour migration is being developed constantly, including, in particular, through the adoption of the Migration Strategy, ratification of several international legal instruments and implementation of EU directives. A significant attention is given by the state policy to the labour market study and development, including its integration aspects. Thus, the Panel meeting is a great opportunity for Georgia to share its experience and approach with other participating states. Ms. Jgerenaia wished all the participants successful and fruitful work.

**Ms. Laura Scorretti**, IOM Mission in Ukraine, welcomed all meeting participants and thanked the hosting states and the EC for organizing the event. She stressed that the economic integration is, probably, one of the most powerful and durable solutions, which allows to maximize the benefit connected to the presence of foreigners in a country. Ms. Scorretti presented [the discussion paper](#) prepared by IOM Ukraine on the basis of the answers to the questionnaire submitted by the states. The discussion paper covered: (i) an overview of the EU policy and tools in the field of economic integration of migrants; (ii) an overview of the national practices related to economic integration of migrants, equal treatment and prevention from exploitation; (iii) an overview of the cross-cutting measures facilitating economic integration of migrants, in particular, recognition of foreign education and qualification and free access to vocational training, language learning and cultural orientation.

See [the presentation "Overview of the national experiences related to the economic integration of migrants"](#).



## Session I. Policy frameworks for economic integration of migrants

Moderator: Ms. Silja Kasmann, DG Migration and Home Affairs, European Commission

**Ms. Silja Kasmann**, DG Migration and Home Affairs, EC, exposed the current EU policy framework related to the economic integration of migrants. Ms. Kasmann informed on the situation of third-country nationals in the EU, the EU mandate in the field of integration policy and existing tools in this sphere, the EU indicators of immigrant integration and the main features of the EU Action Plan on integration of third-country nationals. After the presentation, the participants could watch two short movies produced by the European Training Foundation (ETF) exploring different aspects of successful economic integration on the basis of migrant case studies.

See [the presentation “EU policy in the field of integration”](#).

**Ms. Paulina Babis**, Ministry of Family, Labour and Social Policy of Poland/European Integration Network, presented the activities of the European Integration Network (EIN). The EIN was created in 2016 and replaces the previous Network of the National Contact Points on Integration (NCPI). The aim of the EIN is facilitating policy coordination and cooperation in the field of integration of third-country nationals in the EU. The main activities of the EIN include: organizing thematic mutual learning activities such as study visits, workshops, peer reviews and mutual assistance projects; facilitating exchange of information, experiences and good practices between the members of the Network and with other relevant stakeholders (e.g. civil society organizations, local and regional authorities, other networks); providing advice and expertise to the Commission and its departments on issues related to the integration of third-country nationals. The EIN has a great potential in supporting the economic integration of migrants, provided that it is used in full by the participating states. In the future, the possibility to involve the EaP states into the work of the EIN could be also considered, taking into account that the EU Action Plan on Integration 2016 identified the pre-departure measures as the priority, and these measures are impossible without countries of origin.

See [the presentation “European Integration Network”](#).

**Ms. Rusudan Asatiani**, Ministry of Internally Displaced Persons from the Occupied Territories, Accommodation and Refugees of Georgia, outlined the experience in integration of persons under the international protection in Georgia. She presented the asylum statistics of Georgia – the number of international protection holders and their distribution by country of origin and by the age groups. Ms. Asatiani highlighted the most important provisions of the Law on International Protection that enshrines the rights of persons granted international protection in Georgia and lists the actions carried out by the state to support the integration process of such persons. Ms. Asatiani also presented the structure and activities of the Integration Centre established in 2017 in accordance with the state program “Integration Assistance to Persons Granted International Protection in Georgia”.

See [the presentation “Integration of Persons under the International Protection in Georgia”](#).

### *Tour-de-table*

After the presentations session, the participants had an opportunity to discuss in details some issues covered by the speakers. In particular, attention was given to the importance of language skills of migrants; state programmes supporting migrants’ entrepreneurship; access of asylum seekers to the labour market; improving information exchange on countries of destination, in particular, through modern technology solutions (e.g. mobile applications); importance of close cooperation between the



authorities of countries of origin and the hosting states, and introduction of relevant mechanisms to ensure due protection of migrants, as well as the need to better involve the diaspora.

## Session II – Measuring economic integration, identifying barriers and facilitators

Moderator: Ms. Aleksandra Lange, Ministry of Family, Labour and Social Policy of the Republic of Poland

**Ms. Christiane Kuptsch**, Labour Migration Branch, International Labour Organization, presented to the participants an overview of the challenges and effective policies of labour market integration of migrants. She stressed that good functioning of labour markets is in the interest of both States and businesses. Therefore, investing in support of timely labor market entry and putting immigrants on a path toward the upward occupational mobility promise to bring long-term benefits. She listed the main obstacles to a new entrants' employment and upward mobility, as well as the possible policy responses to facilitate newly-arrived immigrants' access to labour markets and to "better jobs", including targeted integration policies and mainstream measures (employment services, vocational and language training). The targeted programmes have the advantage of allowing policymakers to design services tailored to new arrivals' specific needs, including cultural orientation and settlement guidance. Ms. Kuptsch also stressed the importance of coordination for an effective migration policy, including coordination with other policies, e.g. employment; coordination at the institutional level; as well as coordination at regional and local levels.

See [the presentation "Labour market integration: Challenges and effective policies"](#).

**Ms. Natia Mestvirishvili**, Public Service Development Agency of Georgia/International Center for Migration Policy Development (ICMPD), devoted her presentation to the indicators of economic integration of migrants in Georgia. Ms. Mestvirishvili provided the participants with a review of existing statistics on economic integration of migrants in Georgia, the number of issued work residence permits and the number of international students enrolled in the higher educational institutions in Georgia. She described two ways of measuring integration of migrants – by measuring economic integration policies and by measuring economic integration outcomes – and existing data and sources for such measuring. In addition, Ms. Mestvirishvili presented to the participants the results of the labour market study conducted in 2015 and the population census conducted in 2014. She also listed the main indicators used for measuring the economic integration of migrants, refugees, and humanitarian status holders.

See [the presentation "Migrants' Economic Integration Indicators – views and prospects"](#).

**Dr. Marta Jaroszewicz**, Eastern Studies Centre, Poland, provided the participants with an overview of the impact on Poland of the introduction of the visa-free regime for Ukraine. Dr. Jaroszewicz presented basic data on economic migration of Ukrainians to Poland in recent years and described the probable tendencies resulting from lifting of the visa regime for short-term travels of Ukrainian nationals in 2017. In particular, she noted that the EU should not expect a remarkable increase of Ukrainian immigrants due to the introduction of the visa-free regime, apart from an increasing migration to Poland occurring due to the favourable employment rules. Dr. Jaroszewicz also mentioned a possible re-orientation of Ukrainian migrants out of Poland to the Czech Republic and Germany; a growth in illegal employment and exertion of residence permits.

See [the presentation "Consequences of the introduction of the visa-free regime of the Ukrainian citizens for Poland and economic integration of migrants"](#).

**Ms. Myroslava Keryk**, Foundation Nasz Wybór, continued on the topic of Ukrainian migrants in Poland. She presented the main features of economic integration of Ukrainian citizens, including the challenges they are facing with in relation to access to the labour market as well as the labour rights protection.



Among other, she stressed the important role of the intermediaries in the employment process. Ms. Keryk also described the activities of the Foundation Nasz Wybór and the support provided by the Foundation to the Ukrainian migrants in Poland.

### Session III – Tools of economic integration

Moderator: Ms. Elza Jgerenaia - Ministry of Labour, Health and Social Affairs of Georgia, Head of Labour and Employment Policy Department

**Mr. Juris Gromovs**, OSCE Office for Democratic Institutions and Human Rights (ODIHR), dedicated his presentation to the activities of the OSCE Office for Democratic Institutions and Human Rights in the area of migration. Ms. Gromovs recalled that the OSCE commitments to the integration of migrants are fixed in the Ministerial Council Decision No. 4/03 on tolerance and non-discrimination adopted at the Maastricht Ministerial Council Meeting on 2 December 2003, according to which the Ministerial Council “undertakes to facilitate the integration of migrant workers into the societies in which they are legally residing”, and “calls on the ODIHR to reinforce its activities in this respect.” The aim of ODIHR migration assistance includes the enhancement of human rights of migrants protection and the facilitation of efficient and harmonious integration of legally residing migrants to the benefit of both the receiving society and the migrants themselves. He also highlighted the ODIHR’s infrastructural and international cooperation and its projects and programmatic activities in 2011-2017, which covered the issues of migrant integration, labour migration, and protection of migrants’ rights.

See [the presentation “Support of the OSCE Office for Democratic Institutions and Human Rights to the OSCE participating States in the area of migrant integration”](#).

**Mr. Radim Zak**, International Centre for Migration Policy Development (ICMPD), provided the participants with an overview of targeted measures and trends in the field of economic integration of migrants from ICMPD’s perspective. Mr. Zak presented basic dimensions of successful integration of migrants, namely, acculturation, structural positioning, social interaction and emotional identification. He also described the scheme of integration dynamics – from early to advanced, as well as the main targeted measures and trends aimed at facilitating a successful migrant integration, including the examples of best practices of their implementation. Mr. Zak concluded his presentation with recommendations on the improvement of state-led integration policies.

See [the presentation “Integration, welcome programmes”](#).

**Dr. Antonio Ricci**, Senior Researcher, *Centro Studi e Ricerche IDOS, Immigrazione Dossier Statistico*, devoted his presentation to the framework of economic integration of migrants in Italy, providing recent statistics on migration and estimation of its possible impact on the demographic future of this country. Dr. Ricci presented data on labour market integration dynamics, measuring the potential of migrant integration and its impact on the economic development in Italy. Mr. Ricci outlined that the immigration benefits in Italy outweigh migration costs and concluded that the current problem for Italy is not the dilemma over the employment of migrant workers vs. favouring national workers, but it is related to how to develop a competitive economic model for the entire society.

See [the presentation “The framework of economic integration of migrants in Italian experience”](#).

**Mr. Dzmitry Babicki**, Center for Social and Economic Research (CASE), Belarus, highlighted in his presentation the importance of social partners’ participation in the optimization of labour migration policies in Belarus, Moldova, and Ukraine. Mr. Babicki presented the main results of a project, implemented jointly by the CASE Belarus, the Congress of Democratic Trade Unions of Belarus, the Labour Institute of the National Trade Union Confederation of Moldova and the Trade Union of Construction and Building Materials Industry of Ukraine with the support of the EaP Civil Society Forum. The aim of the



project was assessing the impact of social dialogue on the optimization of labour emigration in the abovementioned states. Within the framework of the project, a coordination platform and a group of experts have been created by the trade unions of Moldova, Belarus, and Ukraine. Mr. Babicki noted a significant contribution of the trade unions to the development of necessary regulatory measures (as Moldovan and Ukrainian trade unions actively participate in reforming the legislation and existing procedures related to the protection of migrant workers' rights) and to the delivery of the support package. He also listed the main aspects that determine migration policy in countries of origin, which can be supported by the trade unions.

See [the presentation "The impact of social dialogue on the optimization of labour migration in Moldova, Belarus, and Ukraine"](#).

#### *Tour-de-table*

At the end of the first plenary day, discussions were dedicated to the various aspects of integration policies and practical tools. Significant attention was given to the introduction of support programmes encouraging the migrants' self-employment and establishing the small businesses, in particular through the facilitated access to the bank services (loans with preferable conditions) or provision of grants within the programmes implemented by the state. The most interesting cases were presented by Armenia and Georgia. It was also mentioned that the ILO implements a long-standing program "Start and improve your business", which could involve also all participating states.

Another issue raised by the participants during the discussion was the positive discrimination of migrants in the course of implementation of the integration programmes, in particular by granting them the facilitated access to some services, and the attitude of the local population to this. Armenia mentioned a good example of positive perception by own nationals of the state support provided to migrants and the recognition of the benefits of proper integration. At the same time, Moldova noted that UNHCR offered support to the government to provide grants to Syrian refugees for establishing a business. Despite the value of this important support, UNHCR's initiative could not be implemented by the government as it was considered as a discrimination in relation to Moldovan nationals.

### 15 December 2017 – Day 2

#### **Session III – Tools of economic integration (continuation)**

Moderator: Ms. Elza Jgerenaia - Ministry of Labour, Health and Social Affairs of Georgia, Head of Labour and Employment Policy Department

**Dr. Maria De Paola**, University of Calabria, presented the research dedicated to the role of education for the economic integration of migrants. Dr. De Paola noted that on average immigrants in Europe are less educated than non-immigrants due to different socio-economic conditions and other factors. The factors explaining differences in the educational outcome of immigrants and non-immigrants include, among other, the proficiency in the host country language. Dr. De Paola listed some policies aimed at improving migrants' proficiency in the host country language and bridging the gap in the educational attainment between natives and immigrants. She also described the potential positive effects of pre-school programs, recruitment of teachers originating from abroad, school tracking and desegregation policies aimed at balancing the share of immigrant peers in schools.

See [the presentation "Education as a tool for the economic integration of migrants"](#).

**Ms. Janina Owczarek**, IOM Mission in Poland, provided the participants with an overview of the IOM support to economic integration of migrants in Poland. Ms. Owczarek presented the recent data on immigration to Poland and the Polish labour market and listed the most significant IOM activities related



to labour migration in Poland. In particular, these include: supporting the integration of economic migrants; providing telephone and electronic consultations for labour migrants; providing special trainings for employers on hiring foreigners; intercultural communication and prevention of discrimination; promoting ethical recruitment standards within the framework of the Institutional Reform and the Informal Sector (IRIS) Project; conducting cultural orientation trainings; organizing the National Platform of Cooperation for Integration; conducting information campaign to promote positive contribution of migrants to the Polish society.

See [the presentation “IOM support to the integration of economic migrants in Poland – challenges, tools, and building partners”](#).

**Mr. Adam Rogalewski**, Member of the European Economic and Social Committee (EESC)/ Polish Confederation of Trade Unions (OPZZ), presented the EESC’s activities in the field of integration of migrants and refugees within the EU. Mr. Rogalewski listed the main findings of the EESC’s Exploratory opinion requested by the Dutch Council Presidency in 2016 and noted that the EESC advocates for earlier access of migrants and refugees to the labour market and the integration services and programmes (e.g. language courses) which should lead to successful integration. Mr. Rogalewski presented the main features of the European Migration Forum – a platform for dialogue between civil society and European institutions on migration, asylum and migrant integration organized yearly in cooperation with the European Commission and listed some other EESC’s events and activities in 2015-2017. He also stressed the importance of cooperation between trade unions of hosting states and countries of origin for better protection of labour rights of migrants, and noted that migrant workers should be treated according to the principle of equal work for equal pay.

See [the presentation “Integration of Migrants and Refugees - a view of the European Civil Society”](#).

#### *Tour-de-table*

In the course of and following the third session, the most intensive discussions were held around such issues as difference in educational level of various generations of migrants, positive impact of the educational programs such as Erasmus + on integration, role of dialogue between the state and the employers regarding the integration of migrants in the labour market. The protection of migrants rights in hosting state became the hottest topic of discussion. IOM Poland provided good examples of activities related to the provision of information on rights of migrants, including through operation of the relevant info line in Poland. It was stressed that access to information is extremely important for the facilitation of regular migration, integration and prevention of exploitation. The representatives of the Czech Republic and Poland also stressed the important role of state labour inspectorates and the need to ensure an adequate level of their staff and funding in the circumstances of increased labour migration flows. The role of trade unions, in particular, those created by migrants, in the protection of labour rights was also highlighted during the discussion.

### **Session IV – Interactive session organized by IOM**

**Facilitator: Ms. Erzsébet Lajos, CRISP, Germany**

The main goals of the interactive session of the Panel meeting were to foster an active interaction between the participants and thus enhance networking and contribute to increased cooperation and exchange between participating countries in the future. The interaction method suggested by the facilitator, named Appreciative Inquiry (AI), had the goal to approach complex phenomena, such as the economic integration of migrants, from the perspective of past positive experiences provided directly by the participants.



### *Method*

As described, AI is a method that enables participants to find innovative solutions to complex problems by approaching these from a positive perspective and refocusing attention on what works and on what is indeed important for the participants and the organizations they represent.

The initial supposition of AI is that the solution of a problem, the knowledge and necessary experience, could be discovered through asking the right questions. The AI relies on interviews to qualitatively understand the organization's potential strengths by looking at an organization's experience and its potential. The objective of the AI Method is to elucidate the assets and personal motivations that are at the basis of its strengths.

### *Implementation*

AI Method was implemented in four steps. The Appreciative Interviews were conducted in step one. The participants interviewed each other in pairs using the following list of questions provided by the facilitator:

- Thinking back to the past, remember the best times you have had with your organization. Looking at your entire experience, recall a time when you felt most alive, most involved, or most excited about your involvement. What made it an exciting experience? Who was involved? Describe the event and its circumstances in detail.
- What are the things you value most deeply:
  - About yourself?
  - About your work?
  - About your organization?
- What do you think is the core value of your organization regarding the integration of migrants?

The aim of the questions was to put the participants into a positive mindset and explore the aspects that led to a particular success in their past professional experiences.

In the second step, the Appreciative Inquiry Café, participants worked in six groups of 5-6 persons to share the results of the interviews conducted and search for common patterns within them. The findings of the group discussions were documented on paper cards.

In the following step of the procedure, a Consensus Workshop, all groups presented their findings, clustered topics and named clusters in order to complete the picture of knowledge and experiences present in the group. The Consensus Workshop resulted in the formulation of six clusters of values, principles, and visions for the future professional activity of the participants. These were concentrated around improving legislation concerning migration, cooperation and working in teams, result and achievement-oriented actions, having a positive impact and thus ultimately improving people lives.

In step four, Making Meaning, the participants had to focus on how the findings of the previous steps could be implemented in their practical work. They worked individually on developing ideas of how to shape their future actions by deciding on at least three concrete activities that could be implemented by them on the following day, week and month.

At the end of the session, participants shared the most important lessons learned in the interactive exercise. By analyzing those lessons, participants realized that there are similar values behind the work of most of them. In addition, all participants understood to have a high level of achievement orientation, combined with the perception of the complex nature of their respective work tasks. Participants finally mentioned that there was a certain lack of focus on the challenges and hindrances related to the successful integration of migrants during the exercise and suggested that further interactive sessions concentrate on those aspects as well.



## Summary and closure

**Ms. Silja Kasmann**, European Commission, DG HOME, in her closing speech noted that during the two days various aspects of the integration process have been considered by the participants. The Panel's discussion could be a basis for a future exchange of best practices implemented by the participating states. Ms. Kasmann invited all participants to share their opinions and reflections on the meeting, in order to formulate recommendations to be shared with the European Commission and the States of participants. She also expressed the gratitude to the hosting states and IOM for organizing the meeting and to all speakers for their input, and the participants for their active involvement.

**Ms. Elza Jgerenaia**, Ministry of Labour, Health and Social Affairs of Georgia, thanked the organizers and participants for the comprehensive discussions had and for the possibility to share different thoughts, concepts and approaches of each country. She expressed the wish to have more of such occasions to continue sharing best practices, useful for continuously improving policymaking. She also advised the Panel to have more discussions on challenges, as this could be helpful for finding the solutions and mitigating the risks in the process of integration. Ms. Jgerenaia also mentioned that Georgia could become a host for one of the upcoming Panel meetings in 2019.

**Mr. Kamil Kisiel**, Ministry of Interior and Administration of the Republic of Poland, expressed gratitude to all the participants for creating a very open atmosphere for the exchange of thoughts and ideas. He stressed that despite different approaches the states have in relation to migration, the discussions were really fruitful and useful. He also appreciated the support of the EC and IOM provided in the course of the meeting preparation as well as the significant contribution of Georgia as the co-hosts.

**Ms. Laura Scorretti**, IOM Mission in Ukraine, in her closing remarks thanked all organizers, the participants, and those who provided the logistic support for their contribution to a successful Panel meeting. She emphasized that integration policy has many linkages with different aspects – cultural, social, economic, specificities of each migrant and each destination country, and all of them should be taken into account in the policymaking process. A sound communication is especially important for shaping the public opinion on migrants, thus specific attention should be paid to the involvement of the media and communication outlets in order to transmit proper information to the public. She also stressed the importance of a wide representation of stakeholders with a diverse background, as it was observed during the meeting, and this setting should be preserved for the upcoming Panel events.

### *Recommendations*

During the final remarks, the participants recommended to the Panel to hold meetings dedicated to the role of diaspora and migrants' organizations; the brain drain phenomenon and its current features; and the capital that foreigners bring to a hosting society. The interactive session was also highly appreciated and it was recommended to keep it in the next Panel meetings.

*All the presentations mentioned in this report, as well as all the materials related to the meeting, can be found on [the Panel website](#). The presentations are accessible to logged-in users only.*

