



ReSOMA:
Research Social platform On Migration and Asylum

Start date of project: 1st February 2018 Duration: 24 months

D3.3 - Social Research Panel Survey

WP n° and title	WP3 – Responding to policy perceptions and trade-offs
Responsible Author(s)	CEPS
Contributor(s)	CEPS/MPG/EY/ISMU
Version	final



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 770730.

Deliverable information

Status (F: final; D: draft; RD: revised draft):	Final
Planned delivery date	30/11/2018 (M10)
Actual delivery date	27/05/2019 (M16)
Dissemination level: (PU = Public; PP = Restricted to other program participants; RE = Restricted to a group specified by the consortium; CO = Confidential, only for members of the consortium)	PU
Type: Report, Website, Other, Ethics	Survey

Document History

Version	Date (MM/DD/YYYY)	Created/Amended by	Changes
01	04/12/2019	CEPS	Sections: 1; 2; 3.1; 3.2; 3.4; 5.1; 5.2
02	05/06/2019	ISMU	Sections: 3.2; 3.3; 5.3; 5.4; 5.5
03	05/07/2019	EY	Section: 4
04	05/14/2019	CEPS	Final draft
05			Quality check completed
06	05/27/2019	ISMU	Final check and submission

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1 LIST OF ABBREVIATIONS AND DEFINITIONS

Abbreviation	Definition
DoA	Description of Action
EC	European Commission
H2020	Horizon 2020

2 INTRODUCTION

In line with the objectives of WP3, on the basis of the Task Force Synthetic Reports (D3.1), CEPS and MPG devised a Social Research Panel Survey to collect feedback from key national stakeholders (NGOs, policy makers and experts) regarding policy options in the areas migration, asylum and integration. Specifically, the survey aimed to identify the most significant similarities and discrepancies in policy perceptions on the following two topics identified during the previous phase of WP3:

- 1) The external dimension of EU asylum policy
- 2) The effects of anti-smuggling policy on civil society actors in Europe

The two survey questionnaires are included in Annex 1 and 2.

The D.3.3 Survey addressed two main questions: 1) Are policy priorities currently on the EU agenda present with the same high-level importance also at the national level? 2) What policy priorities are identified as relevant at the national level which are currently not adequately taken into consideration at the EU level?

The D3.3 Survey was launched on the ReSOMA platform during M13 and was disseminated first of all to the contacts that are included in the ReSOMA Expert database. Targeted dissemination to potential respondents that are relevant for the Survey topics was also ensured through contacts provided by partners of the ReSOMA Consortium (ECRE, PICUM, EURO CITIES, Social Platform).

The Survey was launched on 11 February 2019 and was closed on the 28th of March 2019. The result of the D3.3 Survey will be incorporated in the Final Synthetic Reports (D.3.6), which will take stock of the main results and findings gathered through the implementation of WP3 activities.

3 FOCUS OF THE SOCIAL RESEARCH PANEL SURVEY

Based on the analysis of the current EU policy agenda and on the priorities recognized by ReSOMA partners, CEPS and MPG identified two key topics to be addressed in the D.3.3 Social Research Panel Survey, which are briefly described below. The survey and its questions can be found as Annex 1 and Annex 2 to this document.

3.1 TOPICS ADDRESSED BY THE SURVEY

Topic 1 – External dimension of EU asylum policy

Cooperation with third countries has been a central component of the EU's response to the increase in arrivals of refugees and migrants since the 2015 "Refugee Crisis". The EU-Turkey Statement, concluded in March 2016, foresees increased financial support for a total €6 billion to support Turkey in addressing the needs of more than 3.5 million Syrian refugees in the country. In exchange, the Turkish government committed to take back migrants and asylum seekers arriving to the Greek islands and contain further departures from Turkey.

The premise on which the transfers of asylum seekers from Greece to Turkey is based is that the latter can be considered a 'safe third country' for refugees. The "safe third country concept" also features prominently in the Commission proposal for an Asylum Procedures Regulation presented in 2016. Specifically, a key feature of the Commission's proposal is to make mandatory the application of the safe third country concept for EU Member States, with the stated aim of incentivising its use and having a more harmonised approach across the EU. Following the model of the EU-Turkey Statement, similar arrangements that links the provision of financial and other incentives to efforts in the management of asylum and migration movements have been concluded with a number of priority countries in Africa and the Middle East.

In parallel to policy developments at the EU level, however, negotiations carried out in the context of the Global Compact on refugees, to which the EU and its Member States have committed, focused on ensuring predictable and equitable responsibility-sharing at the global level, including by expanding legal entry channels for persons in need of international protection, through resettlement and other complementary pathways. Against the background of multiple (and sometimes diverging) policy objectives, the aim of this Survey is to collect respondents' views on policy options in the area of EU cooperation with third countries on asylum and refugee protection. Besides taking stock of practices adopted in national contexts, Survey questions also aim to identify the main priorities on which EU (and Member states) policy responses in this area should be based.

Topic 2 – The effects on anti-smuggling policy on civil society actors in Europe

EU and national policies impact on the work of civil society organisations and volunteers that provide humanitarian assistance and access to rights to refugees, asylum seekers and undocumented migrants in a number of ways. Since 2015, in the context of the so-called "European refugee humanitarian crisis", political and operational priority at the EU and national levels has been given to combating migrant smuggling. The 2002 Facilitation Directive and its Framework Decision represent the main legislative instruments at the EU level to tackle migrant smuggling and the facilitation of unauthorised entry, transit and residence of migrants in the European Union. The very limited transposition by Member States of the optional "humanitarian assistance exemption" enshrined in the Facilitation Directive, however,

implies the lack of a legal barrier against criminalising and punishing organisations and individuals who assist migrants in need.

In addition, multiple legal restrictions and barriers to access funding have been reported in a number of Member States, which have pervasive and chilling effects, leading to shrinking civil society space and rule of law backsliding. In a number of cases, suspicion towards civil society actors has led to intimidation, harassment disciplining, and misguided criminal prosecutions. An increasingly hostile political environment towards humanitarian actors, however, significantly reduces the access of NGOs to migrants and negatively impacts their mission to provide assistance.

This survey is designed to collect views of national stakeholders on the impact of current EU and national policies on the activities of civil society organizations supporting migrants and refugees and identify the most suitable policy options to address current shortcomings and create a more favourable environment for the work of CSOs.

3.2 EXPERT SAMPLING AND OUTREACH

The D.3.3 Social Research Panel Survey was launched on the ReSOMA platform on 11 February 2019 and was closed on the 28th of March 2019.

As a first step, experts already registered to the ReSOMA Expert Database and researchers and practitioners within the Partner Membership and networks were sampled. Experts registered to the ReSOMA Expert Database received an invitation e-mail to take part in the Surveys, sent out on the 11th of February 2019 from the @resoma.eu account (cf mailchimp) (see Annex 3). In addition to this, further promotion was carried out using Twitter to post the survey links from the ReSOMA twitter account using smart hashtags (see Annex 4).

Consortium partners disseminated the Survey to the contact list of their organization (including through newsletters) and through their social media accounts, e.g. by retweeting thematic tweets that were posted on the ReSOMA official Twitter account. Consortium partners were also engaged in communicating more personally and bilaterally with their members and stakeholders on the surveys that resonate more closely to their areas of expertise.

In order to maximize the response rate, the target audience for each individual survey was more narrowly pre-defined within the broader target group of 'experts'. Furthermore, the surveys were designed in an intuitive and concise way by retaining only the essential questions and combining questions in a manner to reduce response fatigue, in order to maximize completion rate.

Differently from the previous round of Social Research Panel Survey, the decision was made to not make registration to the ReSOMA Expert Database a pre-condition for participation in the surveys. This choice was dictated by the need to maximize the number of respondents, allowing participation in the Survey to experts and stakeholders not currently part of the ReSOMA database.

In order to interpret the responses in the most meaningful manner, each survey precedes with a set of general questions on the respondent's country of residence, area of expertise, etc. Upon completion of the Survey, respondents were given the possibility to voluntarily offer personal/contact information if they wished to be contacted by the researchers to discuss the topic at hand in further detail.

As a privacy measure, survey responses cannot be matched with Expert Database Profiles. By taking part in the survey, the respondent agrees for their responses to be stored, specifically for the use of the ReSOMA project. The information collected through the survey remains anonymous. Practices on data collection, processing and storage adopted in this survey are in line with current privacy regulations and the Horizon 2020 Programme Annotated Model Grant Agreement.

3.3 SURVEY RESPONSE RATE & FUTURE SURVEY DISTRIBUTION

The response rate of the two Survey questionnaires is shown in the table below:

Survey topic	N. of replies
The external dimension of EU asylum policy	14
The effects on anti-smuggling policy on civil society actors in Europe	36

Survey respondents included representatives from NGOs assisting migrants and refugees, academia or research organisations, regional authorities and individual volunteers and activists (for more detailed information see Annex 5). The Survey allowed to collect stakeholders' views on policy measures currently discussed at the EU level and identify policy options in the areas under consideration.

While the response rate of this second round of the Social Research Panel Survey was significantly higher than the one experienced in the first round of Social Research Panel Survey (D.1.2), the number of responses is still not completely satisfactory. As a means to increase the response rate of future surveys, it would be crucial to ensure a more coherent distribution/communication strategy involving all partners of the ReSOMA consortium. In addition, survey participation must be systematically tracked in order to monitor which forms of promotion work better than others and to identify which survey's topic would need more efforts to be promoted among niche experts.

What should be noted is that a majority of survey respondents were happy to leave their contact details upon completion in order to be contacted for follow-up questions, indicating genuine interest and willingness to engage in the Survey's topics.

The result of the D3.3 Survey will be incorporated in the Final Synthetic Reports (D.3.6), which will take stock of the main results and findings gathered through the implementation of WP3 activities.

3.3.1 Website

The project website is the face of the project and the place where the surveys are hosted. While the surveys can be found in the dedicated section created to host the surveys, it is crucial for the topic surveys to be visible throughout the website, in all relevant (topic) sections. In addition, the surveys must be equally visible to unregistered as well as registered respondents. In this light, it is important to further streamline the structure and organization of the website (in particular the homepage) as a way to increase the participation rates in the surveys (considered that the target audience of the project overlaps

with the target audience of the surveys). In addition to the dedicated Surveys Page, the surveys should have a strategic place on the Homepage as well as direct links from the relevant topics' description pages.

3.3.2 Email

One of the most popular methods of promoting an online survey is to send emails that contain a link to the survey to invite respondents using a mailing list. In the case of the ReSOMA project, the mailing list is made up of all experts registered to the ReSOMA database.

The advantage of using emails is that it is quick and cost effective and the distribution of invitations can be targeted and controlled. The email sent to promote the questionnaire is attached to this document (Annex 3). The email that was sent to disseminate the surveys was GDPR-compliant as it was sent to all experts who had flagged the option of being contacted for ReSOMA activities during the registration. In Y2 of the project, partners will be discussing the possibility to send targeted communication emails on project's activities, such as surveys, to those experts who indicated a specific area of interest when joining the Expert Database.

3.3.3 Social Media

While Social Media were a key channel to communicate the 2nd round of ReSOMA surveys, lesson learned during Y1 will allow to implement a more consistent Social Media Strategy to reach the target audience in Y2. Promoting the surveys on social media channels such as Twitter, for instance, allowed partners to reach a large community of experts in the field (see Annex 4 for an example of tweet published).

3.4 INCORPORATION OF SURVEY FINDINGS

The Surveys designed as part of D.3.3 aimed to collect information to feed into the D3.6 Final synthetic reports, which will bring together lessons learnt from both the national and European level consultations together with the complementary desk research. Due to the non-representative sample of respondents and limited response rate, the survey findings will not be drawn on in a systematic manner but rather used, when considered relevant, as an additional source of information to complement evidence gathered through other WP3 activities (e.g. D.3.1 Task Force Consultation and desk research).

4 THE TECHNICAL DEVELOPMENT SIDE OF THE SURVEYS

An online survey solution has been created and embedded in the ReSOMA platform.

As explained in detail in the deliverable 5.3 the ReSOMA platform is based on Drupal, one of the leading platforms and communities in open source content management and community engagement. The Drupal systems allows enriching the platform with a set of plugins and new functionalities capable of responding to project needs over time.

One of the specific needs of the project was the possibility to have a dedicated survey tool that could be used on a regular basis to gather evidence from the most expert researchers and stakeholders on all topics of interest.

The survey tool has been developed based on the needs and specifications of the stakeholder partners with a constant eye on long-term sustainability and uptake.

Currently the tool can be used on a regular basis to gather evidence from the most expert researchers and stakeholders on all topics of interest. It will target researchers, stakeholders and policy practitioners across Europe with the aim of gathering their evidence and assessment of the major new unmet needs, and mapping responses to the evolving EU policy agenda.

The team is revising the survey tool on an ongoing base to provide the best service and usability to both researchers and users.

5 ANNEXES

5.1 ANNEX 1 – THE EXTERNAL DIMENSION OF EU ASYLUM POLICY

QUESTION 1 – SAFE THIRD COUNTRY RULES

Is the concept of “safe third country” used in your country as a ground for declaring an asylum application inadmissible?

YES NO DO NOT KNOW

If any, what are the main problematic aspects from the point of view of protection standards raised by the use of the safe third country rules in your country?

Lack of adequate assessment of safety criteria provided by relevant EU and international legislation (e.g. lack of assessment of credible sources for considering a third country as safe).

Lack of proper consideration of the requirement of a sufficient connection or “meaningful link” between an individual asylum seeker and the third country.

Lack of adequate procedural safeguards for asylum seekers that are subject to an inadmissibility procedure on the safe third country ground (e.g. effective possibility to rebut the presumption of safety on the basis of individual circumstances, right of appeal against negative decisions, automatic suspensive effect of return decisions subject to an appeal procedure, right to be provided a document informing the authorities of the third country that his or her application has not been examined on the merits).

Others, please specify

Based on your knowledge, are detailed statistics on the number of asylum applications declared inadmissible on “Safe third country” grounds for the last four years (2015-2018) available in your country?

Based on your knowledge, are “Safe third country” practices akin to those pursued by some EU MS also implemented by third countries of transit of asylum seekers towards the EU (e.g. Turkey, Serbia, North Macedonia, North African countries, Ukraine, others)?

YES NO DO NOT KNOW

If you replied yes to the previous question, please provide further information on those third countries that are implementing “Safe third country” rules.

The 2016 Commission’s Proposal for a EU Regulation on Asylum procedures foresees further harmonization of safe third country rules at the EU level, including through the designation of safe third countries at the EU level.

In your opinion, would further harmonization of safe third country rules at the EU level constitute a positive development?

YES NO DO NOT KNOW

Please, provide further explanation for your answer.

QUESTION 2 - THE ROLE OF EU EXTERNAL FUNDING

Based on your knowledge of current EU external financing instruments, which of the following areas of intervention should be prioritized by EU external funding to better address refugee challenges in third countries?

Please, rank the following areas of intervention based on their level of priority (from the most relevant [1] to the less relevant [4]).

...Good governance, including conflict prevention, addressing human rights abuses and enforcing the rule of law.

...Strengthening economic resilience of refugee and their host communities, in particular by promoting access to the labor market and education for young people.

... Migration management, including in the field of border management, fight against trafficking and migrant smuggling, assisted voluntary return and reintegration.

... Long-term development of third countries' asylum systems (e.g. capacity building at different stages of the asylum process, including establishment of new infrastructure and training for national authorities).

Are you aware of best practices in one or more of the areas indicated above implemented through EU funding by national authorities, international organizations or NGOs?

YES NO DO NOT KNOW

If you replied yes to the previous question, please provide one or more concrete examples:

In which (if any) of the following funding mechanisms adopted by the EU and its Member States to address the so-called “refugee crisis” (listed below), do you see evidence of EU external funding being used for pursuing the objective of control and containment of asylum-seekers’ flows?

- EU Emergency Trust Fund for stability and addressing root causes of irregular migration and displaced persons in Africa (EUTF for Africa).
- EU Regional Trust Fund in Response to the Syrian Crisis (Madad Fund)
- The EU Facility for Refugees in Turkey
- None of the previous

If you selected one or more of the options listed above, please provide some concrete examples of activities implemented in the framework of those mechanisms that are designed to control and contain asylum seekers’ movements.

QUESTION 3 – RESETTLEMENT

Does your country conduct any resettlement activities?

YES NO DO NOT KNOW

In your opinion, in which ways could the resettlement policy implemented by your country be improved? On which priorities should policy-makers and other implementing organizations focus? Please select among the following:

- Introducing a formal legal framework for resettlement activities
- Increasing the number of beneficiaries involved
- Expanding and/or revising current eligibility criteria of beneficiaries
- Improving the reception and integration phases of resettled refugees
- Others, please specify

In your opinion, would further harmonization of rules, procedures and standards for resettlement at the EU level (including through setting common EU priorities and targets) provide an added value to member states' resettlement activities?

- YES NO DO NOT KNOW

Please provide further explanation of why (or why not) further EU harmonization in the field of resettlement could add value to national efforts.

The proposal for an EU Resettlement Framework put forward by the Commission in 2016 (you can find the text of the Proposal [here](#)) also includes a so-called conditionality clause" (Art. 4(d)), which makes resettlement under the Framework conditional upon third countries' effective cooperation with the EU in the management of migration, including in the areas of return and readmission of irregular migrants. In your opinion, would the inclusion of a conditionality clause in the EU Resettlement Framework constitute a positive development?

- YES NO DO NOT KNOW

Please, provide further explanation for your answer.

The proposal for an EU Resettlement Framework put forward by the Commission in 2016 includes a provision on the so-called “integration potential” (Art 10.1(b)), which would allow member states to give preference for resettlement to third-country nationals with “social or cultural links, or other characteristics that can facilitate integration in the participating member state”. In your opinion, would the inclusion in the proposed EU Resettlement Framework of the above-mentioned provision constitute a positive development?

YES NO DO NOT KNOW

Please, provide further explanation for your answer.

QUESTION 4 – ADDITIONAL HUMANITARIAN ENTRY CHANNELS

Besides a formal resettlement program, are you aware of other humanitarian entry channels (e.g. humanitarian admission programs, community and private sponsorship schemes, humanitarian corridors, humanitarian visas etc.) implemented in your country?

YES NO DO NOT KNOW

If you replied positively to the previous question, please provide further information on identified humanitarian entry channels:

In your opinion and based on experiences currently developed, how could current humanitarian entry channels in your country be improved? On which key priorities should policy-makers and implementing organizations focus?

Increasing the number of beneficiaries

- Expanding and/or revising current eligibility criteria for selecting beneficiaries
- Upgrading the status and rights granted to beneficiaries
- Improving the reception and integration phases of beneficiaries
- Others, please specify

In your opinion, would the adoption of a set of common EU rules and procedures for issuing Humanitarian Visas, as recently proposed by the European Parliament (you can find the EP Report on Humanitarian Visas [here](#)) provide an added-value to national initiatives in this area?

YES NO DO NOT KNOW

Please provide further explanation of why (or why not) further EU action in this area could add value to national efforts in the area of humanitarian entry.

5.2 ANNEX 2 – THE EFFECTS OF ANTI-SMUGGLING POLICY ON CIVIL SOCIETY ACTORS IN EUROPE

QUESTION 1

In your opinion, has criminalisation of humanitarian assistance increased in your country since 2015 – in the context of the so-called European refugee crisis?

YES NO DO NOT KNOW

If yes, please select all the applicable practices or modalities of policing humanitarianism that emerged or increased since then:

- Criminal prosecution on the grounds of migrant smuggling
- Disciplining of NGOs on administrative or civil law grounds
- Restricted access of NGOs to funding
- Limited access of NGOs to migrants
- Suspicion towards NGOs and hostile political environment
- Harassment and intimidation
- Other please specify

QUESTION 2

To your knowledge, since 2015 have any new laws or policies been adopted in your country that criminalise or obstruct NGOs which help migrants?

YES NO DO NOT KNOW

If you replied yes to the previous question, please provide one or more concrete examples:

QUESTION 3

What among the following could be feasible policy options to improve the content of the Facilitation Directive?

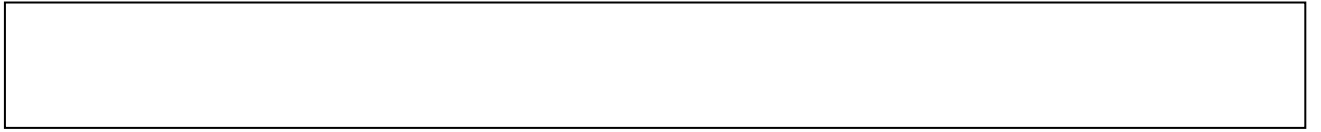
- The adoption of the criterion of ‘financial gain or other material benefit’ as a compulsory requirement to establish a base crime in terms of facilitation of entry/transit of irregular migrants into the EU.
- The adoption of the ‘unjust enrichment’ criteria to trigger the criminalisation of facilitation of residence and stay of irregular migrants.
- The adoption of an obligatory provision that obliges EU Member States to exempt civil society from being criminalised.
- I do not know
- Other, please specify

QUESTION 4

What among the following could be feasible policy options to improve implementation and monitoring of the Facilitation Directive?

- The establishment of firewalls between civil society and law enforcement
- The creation of an observatory to systematically monitor the respect of the human rights of migrants and the effective enforcement of the Facilitators’ Package
- Other, please specify
- I do not know

Please provide further comments to the previous question



5.3 ANNEX 3 – INVITATION EMAILS TO RESOMA EXPERT DATABASE

[View this email in your browser](#)



Share your views on the impact of current EU policies

Dear Expert,

Do you know of organisations or individuals being harassed or intimidated just because they provide humanitarian assistance to migrants?

How has your country used the concept of “safe third countries” to change its practices on asylum and its relationship with countries outside the EU?

What can the EU actually do to help people in need of protection who are outside the EU?

In order to bring evidence from academics and stakeholders into the EU debates,

ReSOMA is asking you to complete our short survey. We want your views on the impact of current policies on the external dimension of Europe's asylum policies so that we can identify more effective policy responses. Your anonymous responses will feed into ReSOMA's final annual reports to be published by spring this year.

Complete the [Survey the external dimension of EU asylum policy!](#)

Thank you,

The ReSOMA Team



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Share your views on the impact of current EU policies

Dear Expert,

Do you know of organisations or individuals being harassed or intimidated just because they provide humanitarian assistance to migrants?

What arguments are most effective to resolve or avoid misguided persecutions that criminalise solidarity?

In order to bring evidence from academics and stakeholders into the EU debates, ReSOMA is asking you to complete our short survey. We want your views on the impact of current policies on the humanitarian assistance provided by civil society organisations so that we can identify the most effective policy responses based on Europe's standards. Your anonymous responses will feed into ReSOMA's final annual reports to be published by spring this year.

Complete the [Survey on the effects of anti-smuggling policy on civil society actors in Europe!](#)

Thank you,

The ReSOMA Team



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5.4 ANNEX 4 – RESOMA OFFICIAL TWITTER PROMOTION



5.5 ANNEX 5 – SURVEY RESPONDENTS PROFILES

Survey 1 – The external dimension of EU asylum policy					
Serial	In which country do you currently work?	Which of the following best describes your organisation or field of work?	If other, please specify	Professional Title	How many years have you been active in this field of work?
1	Italy	Immigration lawyer or adviser		Bachelor's degree in Community interpreting and translation	5-10 years
2	Netherlands	Regional authority		sr policy advisor migration and integration	More than 10 years
3	Spain	Academia or research organisation		Researcher	1-4 years
4	Hungary	NGO or civil society organisation		project manager	1-4 years
5	Italy	Academia or research organisation		Research Associate	5-10 years
6	Italy	NGO or civil society organisation		Social/Intercultural Operator	1-4 years
7	Belgium	National authority		director of operations	More than 10 years
8	Austria	NGO or civil society organisation			1-4 years
9	France	Academia or research organisation		PhD candidate	1-4 years
10	France	Individual volunteer or activist		Research consultant	More than 10 years
11	Netherlands	NGO or civil society organisation		coordinator	More than 10 years
12	Germany	Academia or research organisation			5-10 years
13	Italy	Other, please specify	Education	Degree	More than 10 years
14	Netherlands	Academia or research organisation		academic researcher	More than 10 years

Survey 2 – The effects of anti-smuggling policy on civil society actors in Europe					
Serial	In which country do you currently work?	Which of the following best describes your organisation or field of work?	If other, please specify	Professional Title	How many years have you been active in this field of work?
1	Italy	Academia or research organisation		Dr.	5-10 years
2	Italy	Immigration lawyer or adviser		Bachelor's degree in Community interpreting and translation	5-10 years
3	Italy	Individual volunteer or activist		Teacher	5-10 years
4	Lithuania	NGO or civil society organisation		Researcher	5-10 years
5	Italy	Local authority			More than 10 years
6	Italy	Academia or research organisation		Researcher - Project officer	5-10 years
7	Netherlands	Regional authority		policy advisor migration and integration	More than 10 years
8	Italy	Individual volunteer or activist		PhD Candidate	1-4 years
9	Italy	Local authority		responsible for the planning area	More than 10 years
10	Hungary	NGO or civil society organisation		project manager	1-4 years
11	Italy	Local authority		PhD	5-10 years
12	Sweden	NGO or civil society organisation		Lawyer	More than 10 years
13	Portugal	NGO or civil society organisation		Advocacy Officer	1-4 years
14	Portugal	National authority		lawyer	More than 10 years

15	Portugal	NGO or civil society organisation		Communication and Institutional Relations	Less than 1 year
16	Portugal	NGO or civil society organisation		Volunteer/Social Worker	5-10 years
17	Portugal	Local authority		City councillor	More than 10 years
18	United Kingdom	NGO or civil society organisation		General Secretary	More than 10 years
19	Belgium	NGO or civil society organisation		National leader	More than 10 years
20	Greece	Individual volunteer or activist	Research consultant		More than 10 years
21	Spain	NGO or civil society organisation		Projects and network area	More than 10 years
22	Denmark	NGO or civil society organisation		Head of outreach team	More than 10 years
23	Portugal	NGO or civil society organisation		Dr.	More than 10 years
24	Italy	International organisation			1-4 years
25	Belgium	Academia or research organisation		Postdoctoral Researcher and Maître de Conférences	More than 10 years
26	Belgium	NGO or civil society organisation		Psychologist	Less than 1 year
27	Belgium	NGO or civil society organisation		Medical referent	1-4 years
28	Sweden	NGO or civil society organisation		migration and integration secretary	Less than 1 year
29	Italy	Other, please specify	Education	Degree	More than 10 years
30	Netherlands	Academia or research organisation		academic researcher	More than 10 years
31	Italy	NGO or civil society organisation		Project Manager	1-4 years

32	Spain	NGO or civil society organisation		Project Officer	More than 10 years
33	Spain	NGO or civil society organisation		Advocacy	1-4 years
34	Italy	NGO or civil society organisation		phd	More than 10 years
35	Czech Republic	NGO or civil society organisation		project coordinator / policy officer	More than 10 years
36	Sweden	NGO or civil society organisation		Operations manager	5-10 years