

MIGRATION POLICY GROUP

IMPACT REPORT 2025



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DIRECTOR'S INTRODUCTION



ISABELLE CHOPIN

Director

In 2025, the Migration Policy Group worked in a landscape shaped by urgency, complexity, and opportunity for further engagement and action. Across Europe, debates on migration, integration, and equality moved quickly – often faster than the systems meant to guide them. Amid this pace, one need stood out wherever we looked: the need for clarity. This is where MPG could make a real difference.

This year showed how MPG's work connects research, policy debates, and practical change. We built tools that help Europe see itself more clearly – through an updated Migrant Integration Policy Index (MIPEX) for

all EU member states, our new Migrant Return Policy Index (MIREX) and the first SIRIUS Migrant Education Policy Index. Add to this the evidence produced by the European Network of Legal Experts in Gender Equality and Non-Discrimination, and our work within the New Europeans Initiative to empower young migrant leaders through the Democracy Academy. We engaged early in current key debates, helping ensure discussions on temporary protection, return policies, anti-racism and equality law were grounded in long-term thinking and human rights. We also developed practical tools that support real decision-making on the ground, while investing in the networks and communities that sustain lasting change.

As MPG celebrates thirty years of existence, this mission feels more urgent than ever. Our legacy is one of connecting actors, building evidence, and defending fairness. We remain committed to synthesising our past experiences to drive future innovation, so that clarity, coherence, and rights remain central to Europe's decisions at the moments when they matter most.

ABOUT MPG

MPG is an independent non-profit organisation advancing evidence-based migration, integration, and anti-discrimination policies through innovative research and strong networks.

Since MPG's establishment in 1995, we have played a pivotal role in shaping European migration, integration and anti-discrimination laws and policies. Using innovative research methodologies, European-wide networks and our in-house expertise, we set agendas and drive change at the EU and national levels.

OUR VISION

Our vision is a world where everyone fully participates in and contributes to an inclusive society and public life. People of all backgrounds must be aware of and be able to access their rights to equal treatment, equal opportunities and safe migration.

OUR MISSION

MPG enables stakeholders to create more inclusive legislation, evidence-based policies and practices in the areas of migration, integration and antidiscrimination. It accomplishes these goals through its innovative comparative research, diverse networks, stakeholder mobilisation and training, pilot projects, and data-driven communications.

OUR VALUES

- Commitment to equal opportunities and non-discrimination
- Respect for human rights and the rule of law
- Recognition of the benefits and challenges of diversity
- Promotion of an inclusive approach to democracy and policymaking
- Mutual learning and cooperation across borders and sectors
- Using rigorous independent analysis as the basis for debate and innovation
- Valuing partnerships as key to achieving our vision.

MPG team at the MIPEX 2025
launch event, Brussels,
25 September 2025



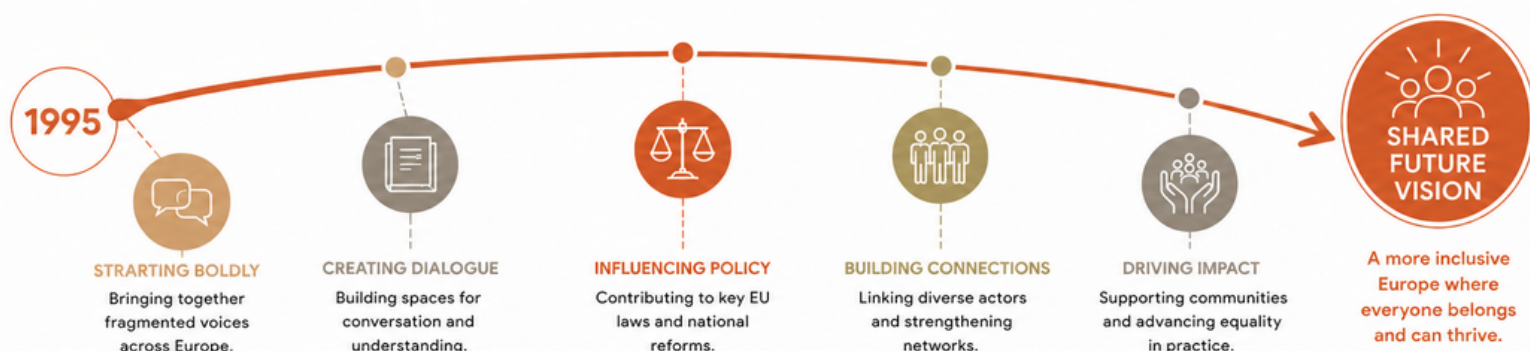
MPG AT 30: A SHARED LEGACY AND FUTURE VISION

In 2025, MPG marked three decades of advancing inclusive, evidence-based migration, integration, and anti-discrimination policies across Europe and beyond. As part of its [30th anniversary campaign](#), MPG brought together voices from across its network, inviting policymakers, academics, civil society partners, funders, and staff to reflect on three decades of collaboration and impact.

What began in the 1995 as a bold effort to unite fragmented voices has become a leading independent think-and-do tank shaping EU equality frameworks and supporting communities across the continent.

This journey has always been collective. All relevant stakeholders have worked alongside MPG to build trust, shape policy, and strengthen inclusion. From initiating and influencing key EU directives to connecting diverse actors, MPG's impact reflects the power of collaboration.

As it enters its fourth decade, MPG remains committed to promoting equality, fostering belonging, and responding to evolving challenges despite a difficult political and funding landscape. Its work continues as both a think- and a do-tank, grounded in evidence, partnership, and a shared vision for a more inclusive Europe.



A LEGACY OF BUILDING BRIDGES

Contributors from across Europe consistently describe MPG's work as a model of how collaboration can drive progress. In its early years, MPG created spaces for dialogue where none existed - bringing together NGOs, government officials, and European institutions to address migration and discrimination in ways that were both visionary and pragmatic.

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MPG has this talent for making sure everyone has a space at the table - civil society, academics, institutions - and ensuring that all voices are heard.

Razan Ismail
founder of Asociación Kudwa, Spain

Through initiatives such as the Migration News Sheet providing monthly information on asylum, migration, integration and discrimination in Europe from 1981 until 2017, the Starting Line Group, and later the Migrant Integration Policy Index, MPG turned research into public knowledge and action. It helped move Europe from fragmented national approaches to coordinated, rights-based frameworks. Its role in the creation of networks such as the [European Network Against Racism](#), the [European Equality Law Network](#), [EQUINET](#), and the [SIRIUS Policy Network on Migrant Education](#) ensured that knowledge and cooperation could flourish across borders.

“



The biggest achievement of MPG was creating a bridge between research, civil society, and policymakers - the catalyst role that enables change.

Adam Tyson
former official of the European Commission, Belgium

Over time, this collaborative model became MPG's signature strength. Partners speak of an organisation that listens, convenes, and connects - linking the grassroots with the Brussels policy world, and ensuring that migrant, refugee, and minority voices inform the policies that affect them.

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MPG combines credible, in-depth research with the ability to communicate it beyond experts - making evidence accessible to the wider public.

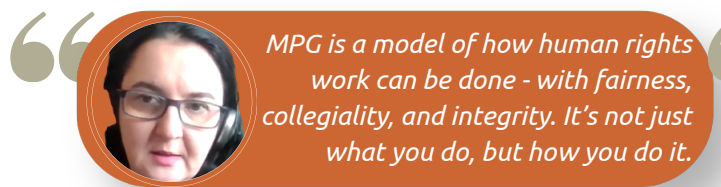
Tim Parritt
Oak Foundation, UK

From initiatives to support migrant entrepreneurship in European cities to research and policy recommendations on structural racism at the European level, MPG has consistently combined academic rigour with real-world impact. Its long-standing work on political participation directly involves people with migrant background in ensuring access to their right to vote and to act as multipliers in order to inform and reach out to their communities.

MPG has always used a bottom-up approach, assessing first the needs of the communities at stake, involving grassroots organisations and emerging migrant leaders in order to have these voices heard.

The close contacts and continued collaboration with these stakeholders all contribute to leading the EU towards a more inclusive society.

A STANDARD OF PROFESSIONALISM AND TRUST



Romanita Iordache
human rights researcher, Romania



Dr. Ferdinand Mirbach
Robert Bosch Stiftung, Germany

MPG's success has also rested on its integrity and professionalism. For institutions, funders, and activists alike, it is seen as a trusted and credible source of knowledge - one that unites passion with precision. Its evidence-based approach has helped shape the EU's anti-discrimination directives, informed national equality laws, and strengthened accountability across the continent.

Contributors frequently highlight the people behind the organisation - their collegiality, fairness, and commitment. MPG is recognised not only for what it does, but how it does it: through respectful partnerships, transparent collaboration, and an unwavering dedication to equality and justice.



Patrick Yu
Former Chair, The Starting Line Group, Northern Ireland

LOOKING AHEAD: RESILIENCE, COURAGE, AND RENEWAL

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Foundations don't create change - civil society does. Supporting organisations like MPG gives networks the independence and stability they need to shape Europe's future.

Stephen Pittam

Former CEO, Rowntree Charitable Trust, UK

As Europe faces growing challenges - political polarisation, democratic backsliding, and persistent structural inequalities - MPG's mission is as vital as ever. The testimonies collected for its 30th anniversary form a collective call to “hold the line”: to defend fundamental rights and the values that have guided MPG since its creation.

Contributors see MPG's future role as one of both continuity and renewal. They call on it to remain courageous in confronting discrimination, to deepen its intersectional and youth-focused approaches, and to keep amplifying the leadership of migrant- and refugee-led organisations. They see its strength in bridging worlds - research and practice, policy and people - and in continuing to ensure that Europe's policies are shaped by evidence and guided by inclusion.

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In times when migration and integration are increasingly polarising topics, evidence-based research is more important than ever.

Agnese Lāce

Minister of Culture, Latvia

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MPG must continue fostering dialogue, building bridges between scholars, policymakers, and civil society.

Daniela Vintila

University of Liège, Belgium

MPG IN NUMBERS



Events organised

3



Publications

43



Presentations

38



Media mentions

495



Projects

15



Partners

206



Countries covered

104



MIPEX citations

577



MPG website
visitors

36 738



MIPEX website
visitors

55 241



Newsletter
subscribers

7 056



YouTube
subscribers

741



X followers

14 698



LinkedIn
followers

13 755



Facebook
followers

11 740



Instagram
followers

765



BlueSky
followers

710



IMPACT OVERVIEW

Building Coherence in a Year of Change

In 2025, the Migration Policy Group navigated a complex landscape of critical challenges and strategic possibilities. Europe's debates on migration, integration and equality moved quickly, while policymakers, practitioners and communities were searching for clarity, consistency and direction.

This was the space where MPG had something distinctive to offer.

Across our projects, tools and networks, our contribution this year formed a larger story: **bringing clarity to complexity** and ensuring that the answers we build together are fair, practical and grounded in evidence.

WE CREATED THE TOOLS THAT HELP EUROPE SEE ITSELF CLEARLY



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The Migrant Integration Policy Index is the most reliable tool of its kind anywhere in the world. So thank you for creating this gold standard.

Magnus Brunner

EU Commissioner for Internal Affairs and Migration addressing the MIPEX 2025 launch Brussels, 25 September 2025

MPG has always been known for its evidence work, but in 2025 this took on a renewed energy. There was a growing appetite - not for more data, but for data that helps people understand, compare and decide.

This is where our indexes, indicators and reviews came into their own.

The [European Equality Law Review](#) and associated **national comparative and thematic reports** produced through the European Network of Legal Experts in Gender Equality and Non-Discrimination - high-quality evidence of how EU non-discrimination and gender equality law is being transposed and implemented.

The [Migrant Integration Policy Index \(MIPEX\)](#) remained the compass many actors still turn to when they want to understand national integration systems. 2025 saw the updated of this trusted tool for the 27 EU member states and Canada. But this year also saw the arrival of new tools:

- **Migrant Return Policy Index (MIREX)**, the first index ever built assessing return policies in 11 European countries (Austria, France, Germany, Greece, Italy, the Netherlands, Poland, Spain, Sweden, Switzerland and the United Kingdom), opening a human-rights-based conversation in a field long dominated by enforcement narratives.
- The first **SIRIUS Migrant Education Policy Index** covering 15 EU countries (Belgium, Catalonia (Spain), Croatia, Estonia, Finland, France, Germany, Greece, Ireland, Italy, Lithuania, Netherlands, Poland, Portugal, Slovenia), giving policymakers and the education sector a shared language to talk about their progress and their gaps.

Across all of this, one truth emerged clearly: **MPG is building the evidence architecture that Europe increasingly relies on.**



MPG convened European institutions, policymakers, migrant-led organisations, researchers, and civil society leaders to discuss the future of integration policy in Europe through the findings of MIPEX 2025. Speakers included representatives from the European Commission, European Parliament, Council of Europe, European Union Agency for Fundamental Rights, and New Women Connectors, underlining MIPEX's position as Europe's leading evidence-based benchmark on migrant integration and MPG's role in shaping high-level policy dialogue across sectors.

WE STEPPED INTO DEBATES WITH COURAGE AND EVIDENCE

Some years are defined by quiet, behind-the-scenes work. Others are shaped by the willingness to step into conversations before they settle. For MPG, 2025 was a year of doing both.

When questions about the future of **Temporary Protection for Ukrainians** came to a head, MPG stepped forward early – arguing that the EU could not continue extending emergency measures indefinitely. We mobilised the right actors at the right moment, and our policy brief landed just days after the Commission published its guidance, thus ensuring the debate included long-term thinking.



Through the [New Europeans Initiative](#), we explored how participation policies as measured by MPG's Political Participation Policy Index influenced the civic and political participation of New Europeans, leading to recommendations for policymakers and data policy stakeholders. MPG further analysed structural and institutional discrimination as obstacle to participation, leading to a Policy Brief on how policies, procedures, practices and perceptions within institutions silently or blatantly undermine the rights of racialised groups to civic and political participation.

Through coordinated quality-checking and tailored output delivery, MPG ensured stakeholders were equipped with the know-how to act at a moment of rising mobilisation around equality and non-discrimination.

And through the [Finding Agreement in Return \(FAiR\) project](#), MPG expanded its work into the policy area of return. Finalising the MIREX index gave us the evidence base to speak confidently and publicly about human-rights-based return policies, a space where few civil society actors are present.



These interventions share a common spirit:

MPG brings clarity to debates at the moments when clarity is most needed.

WE HELPED MOVE GOOD IDEAS INTO REAL-WORLD PRACTICE

Theoretical understanding is merely the beginning; practical application is the true test.

In 2025, MPG continued to turn evidence into action, starting where policies meet reality: in cities. Through the [INNOVATE - The Migration to Research Policy Co-Lab](#) pilot actions in Munich and Turin, research did not stay in reports. It helped local ecosystems supporting newcomer entrepreneurship to identify structural gaps, and test solutions directly with the actors responsible for implementation. In Munich, this meant developing a multilingual digital platform to connect fragmented services and improve access for migrant entrepreneurs. In Turin, it meant strengthening coordination within an existing one-stop-shop to integrate mediation, financial inclusion, and business support.

These pilots were not isolated experiments. They were grounded in a structured process combining benchmarking, stakeholder dialogue, and research input, allowing cities to move from diagnosis to action. This approach helped shift the focus from individual barriers to systemic ones, while creating practical, tested responses that can be sustained and scaled.

In a similar vein, projects like [Connecting through Adult Community Training \(ConnACT\)](#) take the next step. Through integration policy toolkits, study visits, and hands-on exchanges, ConnACT is designed to support experimentation across contexts, enabling practitioners and policymakers in Italy, Finland and Malta to test and adapt new approaches in their own systems.



At the European level, this logic is reflected in the [Multilevel Governance Toolkit](#), developed by MPG in collaboration with the Council of Europe's Committee of Experts on Intercultural Inclusion. The tool will soon provide policymakers with a clear way to self-assess and strengthen coordination across national, regional, and local levels.

This same commitment to usable knowledge shaped MPG's broader work. Within the [European network of legal experts in gender equality & non-discrimination](#), MPG ensured that analytical outputs were not only rigorous but actionable, tailored to the needs of the European Commission, legal practitioners, and civil society. Evidence was structured for enforcement, not simply for dissemination.

Through our work with the [International Centre for Migration Policy Development \(ICMPD\)](#), MPG further extended this approach into, assessing how EU-funded initiatives in the external dimension of EU migration policies function in practice and delivering targeted recommendations to improve their effectiveness.

Across all these activities, MPG did not just produce knowledge. It tested it, refined it, and embedded it into systems.

WE NURTURED THE NETWORKS THAT CARRY REFORMS FORWARD

Behind every policy system are people. And 2025 was a year of deepening the communities that keep integration, equality, and practice alive.

The MPG [Democracy Academy](#) continued to grow as a space where emerging migrant leaders build skills, networks and confidence. What makes the Academy powerful is not just the annual cohort – it is the alumni who stay connected, collaborate, lift one another up, and carry MPG’s values into their own countries and sectors. The upcoming Masterclasses will only strengthen this community.

In [SIRIUS - Policy Network on Migrant Education](#), MPG took on a central content role, contributing to the direction of one of Europe’s well-established networks in migrant education, widely recognised by ministry officials who continue to seek opportunities to reconnect.

Within the non-discrimination strand of the [European Network of Legal Experts](#), by coordinating these experts and steering output delivery, MPG helped build a sustainable network that strengthens EU compliance frameworks and the practical dissemination of equality and anti-discrimination law.

Through the [Migrant Integration Hub \(MIH\)](#) expert network, MPG continued to connect the European Commission to independent, non-governmental perspectives – insights that would otherwise be missing at EU-level. Throughout the transition from the European Website on Integration to this new platform, MPG ensured continuity in access to reliable, policy-relevant information by rebuilding workflows and supporting the network of 27 national experts.

These are not simply project outputs. These Networks are the environments that ensure evidence remains anchored in reality, highly relevant, and constantly evolving.



SIRIUS project partners, Brussels, 3 June 2025

WE KEPT HUMAN RIGHTS AT THE CENTRE

Across the projects, debates, and tools of 2025, one thread held everything together:

MPG's commitment to human rights, fairness, and long-term thinking.

This came through our stance on sustainable pathways for displaced Ukrainians in the EU, in our insistence that return policies respect fundamental rights, in our work on structural and institutional racism, in our capacity building with migrants and practitioners – and in our equality work. By ensuring the European Network of Legal Experts are delivering evidence that supports enforcement of gender-equality and non-discrimination law, MPG made a concrete contribution to the protection of rights across the European Union.

In an era of shrinking civic space and changing political climate, MPG's voice remained consistent: **policies must be fair, evidence must guide decisions, and long-term thinking must replace cycles of crisis management.**



PEOPLE: STAFF TEAM



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Director



ALEXANDER WOLFFHARDT
Deputy Director



DR BAřAK YAVřAN
Head of Research



JURIS LAVRIKOVŠ
Communications Manager



PAUL LIRA
Financial Manager



PASCALE FURNELLE
Office Manager



GERGANA YOVOVA
Project Manager



DR CARMINE CONTE
Senior Legal Policy Analyst



OLIVIA LONG
Managing Editor



DR MOJIB ATTAL
Integration Policy Analyst



ALBERTO ANTONACCI
Communications Intern
Jan-Dec 2025



CHIARA AGRILLO
Research Intern
Since Aug 2025



MARIANNA GORGERINO
Research Intern
Sep 2024 - Aug 2025



ANOUSHKA GAUTAM
Research Intern
Sep 2025 - Jan 2026



Associated expert

CATHARINA GERMAINE
Anti-Discrimination Legal
Policy Analyst

PEOPLE: BOARD OF DIRECTORS



ALAIN DENEEF

Entrepreneur and coalition builder, now consulting in urban and European affairs after leading major corporations.



COSTANZA HERMANIN

Visiting professor at John Cabot University, with over a decade of teaching experience across European universities.



THOMAS HUDDLESTON

Migration researcher and educator specialising in integration and equality, focusing on innovative education for migrants.



SARAH SOMMER

Senior consultant in strategy and organisational development, advising public institutions and NGOs.



KRISZTINA TORA

Change leader and impact investment expert, building global institutions to direct more capital toward the public good.



ROELAND VEREECKEN

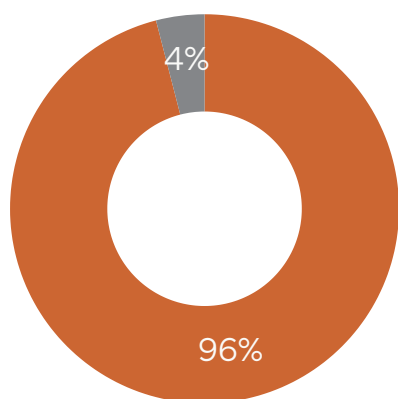
Chair of MPG's Board of Directors and Belgian corporate lawyer also advising associations and NGOs.

We sincerely thank **Naima Charkaoui**, former member of the board of directors.

FINANCIAL STATEMENTS 2025

* OUR INCOME

€ 1 385 960



PROJECT FUNDING

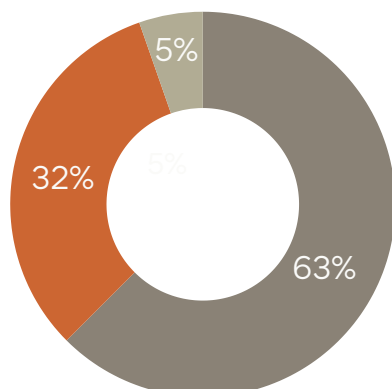
€ 1 338 599

CORE SUPPORT

€ 47 361

* OUR EXPENSES

€ 1 382 031



STAFF COST

€ 882 083

EXTERNAL PROJECT EXPERTS

€ 413 100

DIRECT COST

€ 86 848

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