SEEMIG Local Strategy for enhancing migration data production and utilization for Sfântu Gheorghe, Romania

(Proposal for a local strategy data enhancement and utilization on migration, labour market and human capital processes)

Municipality of Sfântu Gheorghe, Romania

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1. Introduction

The aim of this document is to present the migration strategy of Sfântu Gheorghe (Sf. Gheorghe) based on the main results of the SEEMIG project. The main goal of this strategy is to improve the gathering, organising and using of migration related data, and at the same, based on specific needs in local policy areas also outlined in already existing development strategies for Romania. In considering these strategies, we include those activities that are realisable on a local level, and which can offer guidelines for the local administration.

The planning is based on the materials and activities developed within the SEEMIG project, taking into account the analysis of existing migratory data production systems and major data sources in Romania, the material regarding the migratory trends in Romania (Dynamic Historical Analysis of Longer Term Migratory, Labour Market and Human Capital Processes in Romania, WP3), the national action plan (Action Plan Romania, WP4), the results of the focus group activities held in Sf. Gheorghe (National Foresight Report in Romania, WP5), as well as the conclusions of the local roundtable held in the final phase of the project (Local migration roundtable, WP6). For more detailed information please see Annex 1. The analysis is supported by the most important statistical data on migration and population demographic, based on the final results of the 2011 census, as well as other local sociological studies, competed in parallel with the SEEMIG project.

The strategy covers for the time frame of the next 7-8 years, taking into consideration that the next census in Romania will take place in 2021, when we will have at our disposal new statistical data, regarding the demographic changes in the population.

2. Background

The demographic changes of Sf. Gheorghe city's population and its specific migration trends can be interpreted in a national or regional framework. Summarising the Romanian migratory trends, we can distinguish three periods having different migratory dynamics.

Before the '89 regime change, between 1977 and 1992, the population of Covasna County recorded a more significant increment (17%) of population then the country's main (6%). This growth can be attributed – beside the country's pro-natal policies – can be attributed to the large number of immigrants. As between 1986 and 1991 approximately 97.000 Hungarian ethnics have left Romania, and taking into account that in the population of Covasna County the Hungarian ethnics are in majority, this process has affected this region significantly, the increase in population bringing about a shift in the ethnical proportions. The population of Sf. Gheorghe, in particular, has been more strongly affected than the rest of the county, due to the relatively rapid-paced industrialisation and the ensuing urbanisation which attracted Romanian ethnic population. The city's population has increased from 40,804 to 68,359 (by 68 per cent), and the Romanian ethnic population has almost been tripled.

After the regime change, between 1992 and 2002 the population of Romania has decreased by 4.9 per cent, the population of Covasna County by 4.9 percent and that of Sf. Gheorghe by 10 per cent. In this period the migration has also factored in, but the Hungarian ethnics were in majority between the emigrants. While the decrease in the country's national population was mainly due to the natural decrease, in the decrease of the Covasna County and Sf. Gheorghe population emigration must have played a major role.

After the beginning of the new millennium, tendencies changed, as emigration increased and became a common phenomenon in Romania. According to the census data, the country's population has decreased by 7.2 percent. In Covasna County this decrease was of 5.5 percent, while in Sf. Gheorghe of 9 per cent. It is important to remark that the decrease in population can have different

explanations. For example, the balance of the population's vital statistics was even, and Sf. Gheorghe registered a natural increase - save for the year 2003, the number of the live births exceeded the number of deaths in the 1990-2013 period. In contrast, the balance of Romania's vital statistics balance has been continuously situated in the negative since 1992.

In Sf. Gheorghe, the internal migratory balance is negative, between 2002 and 2001, 7,800 person have moved in, and 8,700 have moved out of the city, approximately 1-1.5 percent of the population being exchanged each year. The internal migratory volume is an average one compared to the country statistics.

Taking into account the slightly positive natural increase and the slightly negative internal migration, the decrease in Sf. Gheorghe's population between 2002 and 2011 can be attributed mainly to emigration.

The internal and external migratory processes of the city have been analysed, in parallel with the SEEMIG project, by another research, carried out by Kvantum Research Ltd among high school graduates. According to the results of the latter, from those who graduated in the city's high schools between 2004 and 2013, as of January 2014 49 percent were still living in Sf. Gheorghe, 18 percent in other localities from Covasna County, 29 percent in other counties from Romania, and 10 percent were abroad. The case of the college graduates shows the same proportions: 45 (Sf. Gheorghe), 23 (Covasna county), 20 (Romania) and 12 (abroad).

In economic terms, the area could be considered to be peripheral. The unemployment rate after the millennium was typically above the national average in Covasna County. In the last five years has fluctuated between 7 and 11 percent, compared to the national rates of 5-8 percent. The net wage rate of population puts in even more negative position the county. According to the National Institute of Statistics after 2002 Covasna County in each year was between in the last five counties from Romania on the basis of average net earnings. Between 2006 and 2008 the county had the worst ranking. In terms of GDP per capita in Covasna county close to the national average results had the mid-2000s, followed on the second half of the ranking of counties.

Economic data from Covasna County, between 2000 and 2013

	Unemployment rate			Average net earnings (RON)			GDP per inhabitant (EUR)		
	Romania	Covasna county	Ranking *	Romania	Covasna county	Ranking *	Romania	Covasna county	Ranking *
2000	10,5	11,2	22	214	179	35	1 800	1 900	7
2001	8,8	9,7	25	302	249	35	2 000	1 900	13
2002	8,4	9,2	18	379	299	41	2 200	2 200	12
2003	7,4	7,7	19	484	382	41	2 400	2 200	14
2004	6,3	8,1	31	599	502	37	2 800	2 600	14
2005	5,9	8,8	34	746	579	40	3 700	3 100	15
2006	5,2	7,1	33	866	656	41	4 500	3 500	20
2007	4,0	7,0	38	1 042	792	41	5 800	4 700	17
2008	4,4	7,2	36	1 309	987	41	6 500	4 900	21
2009	7,8	11,1	34	1 361	1 037	40	5 500	4 300	19
2010	7,0	10,0	36	1 391	1 062	39	5 800	4 100	26
2011	5,2	8,6	37	1 444	1 085	36	6 200	4 500	24
2012	5,4	7,6	31	1 507	1 119	40			
2013	5,7	7,4	28	1 579	1 179	37			
Forrás	*INS (tempo_som103a)*			*INS (tempo_fom106a)*			*EUROSTAT (nama_r_e3gdp)*		

** Ranking order of the 41 counties (Bucharest and Ilfov County considered one region)*

3. Main issues and challenges related to migration

As shown by the situation analysis, the demographic trends of Sf. Gheorghe's population are determined chiefly by the emigration. Both between 1992 and 2002 and between 2002 and 2011 the city's population has decrease by 9-10 percent, mainly due to the large number of those who emigrated abroad. Though an official forecast has not yet been drafted, we can assume that the migratory processes will follow the same trend in the near future, and as such we can expect a further decrease of the population.

The demographic chances pose several challenges to the city, most of those not being manageable by local strategies. In spite of the positive natural increase, the emigration causes, in the first place, an ageing of the population. While in 2002 the age average of the population of Sf. Gheorghe was of 35.6 years, this average has increased to 39.7 by 2011. At the same times, the average age of Romania's population was of 37.8 and of 40.6 years. According to the Eurostat data from 2012, 71 per cent of the Romanian citizens who are abroad for a longer time period are aged between 20 and 49 years. Based on the 2002 and the 2011 census data we can verify that Sf. Gheorghe also has shown the biggest decrease in these age groups, the 20-49 age group decreasing by 18 percent in these ten years.

Sf. Gheorghe population by age groups, 2002 and 2011

Age group	Resident population, 2002	Resident population, 2011	Change in resident population (%)
0-4 years	2 798	2 959	5,8
5-9 years	2 739	3 024	10,4
10-14 years	4 733	2 656	-43,9
15-19 years	5 308	2 538	-52,2
20-24 years	5 449	3 545	-34,9
25-29 years	5 030	3 864	-23,2
30-34 years	5 821	4 889	-16,0
35-39 years	3 720	4 546	22,2
40-44 years	4 978	5 237	5,2
45-49 years	5 759	3 282	-43,0
50-54 years	4 203	4 248	1,1
55-59 years	3 136	4 737	51,1
60-64 years	2 714	3 409	25,6
65-69 years	1 917	2 627	37,0
70-74 years	1 419	2 006	41,4
75-79 years	951	1 246	31,0
80-84 years	517	746	44,3
Above 85	351	447	27,4
Total	**61 543**	**56 006**	**-9,0**

Souse: National Institute of Statistics, census data

The shift in the age structure poses several risks. The main problem, prominent at the focus group (and at the foresight) discussion was the one of **population ageing.** The sustainability of the social protection systems (pension fund, healthcare fund) was questioned. In case of a positive scenario, the increase of the pension age, and the co-optation of the currently inactive population to the labour market could keep these protection systems in balance. Though Sf. Gheorghe, due to the positive natural increase, is slightly better situated in this problem then the country average, the pension and the healthcare funds are organized in a centralized system, and are managed at country level.

At the same time, the population decrease due to emigration is affecting mainly the active population, which in certain cases and in certain sectors of the economy can lead to **a lack of workforce.** In Covasna County, in the past years the unemployment ratio was between 7-11 percent, constantly above the country average. On the other side, in Sf. Gheorghe the unemployment ratio, according to the press releases, is between 2-4 percent, which could be considered normal. In relation to the labour market, Sf. Gheorghe will lack highly trained, skilled young or middle-aged workforce in the upcoming years.

The necessity of the co-optation of the inactive population to the labour market, and the issues of structural unemployment bring about the question of restructuring the educational system. According to the focus group discussions, the employment ratios can be maintained, and the economic growth can be ensured by the reform of the educational system. Beside a better funding of the **educational system,** and the harmonization of the labour market needs with the trainings' offer, the strengthening of the vocational training, the life-long training, the education of the vulnerable categories (for example, the Roma ethnics) and the bettering of the Romanian language skills are Sf. Gheorghe's specific challenges.

Another important result of the past 20 years' migratory processes is the decrease of the urban population, experienced as well in the county of residence. While in 1948 12.5 percent of the county's population lived in cities, this ratio has increased to 52.7 per cent by 1992, due to the past regime's industrialization efforts. After the regime change, these trends were reversed, and part of the city's population, due to the industry's decline, either tried to make a livelihood in the villages, or considered moving abroad. The urban population of the county decreased to 50 per cent in 2002, and to 48 per cent in 2011.

The Szeklerland region (Harghita and Covasna County) being traditionally rural, risks, from the **economic standpoint,** to be left at the periphery. One of the most important factors to slow down emigration could be the strengthening of the region's economy. The creation of new jobs, the development of the infrastructure, and the bettering of the living circumstances shall continue to be among the priorities of the national and local decision-makers. On this matter, the efforts of Sf. Gheorghe's local authorities towards the development of the industrial park and sustaining the job-creating enterprises are commendable.

The national and local policies targeting the **natural increase** and the **decrease of the death ratio** would be helpful in keeping the negative demographic trends in balance. The fact that in Sf. Gheorghe, the number of births has been stabilized since 1993, and there are slightly positive reproductive processes, lead to the conclusion that in Sf. Gheorghe, the **natality incentive programs** would be in harmony with the actual social trends (such programs do not exist at present). Interestingly, during the focus group discussions, the traditional reproductive model (more than one children) was the one appreciated positively, in opposition with the new, one child per family model or the voluntary childlessness, which was associated with the strong individuality, and the loss of the community values. According Eurostat data the general fertility rate in Romania was under the European Union average in recent years. Romania has a low fertility rate, as some Eastern and

Central European countries such as Serbia, Bulgaria, Croatia, Czech Republic, Slovakia, Hungary, Poland or some Western and South European countries such as Germany, Austria, Italy, Portugal or Spain.

It is noteworthy to mention here those trial results, which forecast the expansion of the multi-children model between the Transylvanian Hungarian youth, especially from the middle class, in opposition with the Romanian nationals, where the parents with a higher education have fewer children.

The problem the poor quality of the **healthcare services** is an issue which increasingly preoccupies the population. In the focus group discussion, the shortcomings of the healthcare system appeared as a push factor for emigration. Decision-makers' should focus on this problem in the upcoming period.

Beside the structural issues (institutional reforms, economy, infrastructure, education, healthcare), that contribute directly to the improvement of living circumstances, and to the attaining of the Western standards, other initiatives realisable at community level-targeting the decrease of emigration, and in certain case, luring the emigrants back home are also important. Whithin the SEEMIG focus group the following initiatives were discussed: positive vision of the future, community organisation, mutual attention, mutual regard, and the strengthening of community ties. The local decision-makers, in partnership with the different representatives of the local communities (local government representatives, teachers, NGOs, churches) can play a cardinal role in implementing these types of initiatives.

4. Key problems in the data system

As shown in the previous materials of the SEEMIG project (WP3, WP4), the data regarding migration and human resources are of a low quality, and on occasion hard to access. This is even more emphasised in the case of local governances, where the problem is worsened by the fact that there are no adequate competences for the gathering and the interpreting local data. Within the SEEMIG project, through local workshops and round tables, four key areas were identified for the most important intervention plans, which can improve the local administration's data gathering and processing methods.

The problem of gathering data at the local level. Though the different statistical data suppliers gather their data through the local institutional system (local administrations, county statistics offices, education inspectorates, labour chambers, etc.), there still isn't developed such a integrate database that could allow the analysis of the demographic and workforce processes at the local level. In case of many different types of data, there is an absurd situation when the statistical office publishes the data gathered at the local level in an aggregated form, on a national or regional level, making impossible the access to the specific data for the lower level administrative units. Another problem is posed by the fact that the national data is published with a significant time lag. It often happens that certain data series can be accessed with a 2 years delay in the Statistics Institute's publications. As in the case of any other town or village, Sf. Gheorghe faces also the problem of limited access to standardised, real-time statistical data. Among the data characterising the demographic and work force processes and the development of the human capital, it would be worthy to gather the following: vital statistics, internal migration, education (entering and finishing school), labour market and employment ration, economic indicators. For this activities the Municipality Town Hall should be appoint a person or a working group.

The lack of demographic prognosis. As it has been shown, the demographic and migration processes characterising Sf. Gheorghe and the region are in some cases different from the national trends. A demographic prognosis, analysing the region's demographic perspectives in a national context,

would be a very useful tool in outlining the local development strategies. Demographic prognoses have been drafted, in the past years, on national level, regarding the Hungarians from Transylvania, and for Harghita County. Seeing that such prognosis has not yet been drafted for Covasna County, and taking into account that the data of the 2011 census are already accessible, it would be important to draft the scenarios of the expected demographic changes for the region, both at county and at local levels. This would give the local decision-makers some answers concerning the development of the population, its age and gender structure, what is to be expected in the educational system, what trend the active population will follow within the population structure, and what challenges will the social protection institutes face in the future.

The lack of local sociological surveys. Beside the statistical data, also sociological analyses could offer certain guidelines in the strategic development planning. There is a need for regular surveys, analysing the population's attitudes and motivations concerning migration, and offering some perspective regarding the issues related to family planning, employment and social protection. An optimal solution would be running annual or biannual surveys on a representative sample of the city's population; these surveys would contribute to better understanding the demographic and migration processes, and give the possibility of forecasting the future trends.

Otherwise, the regular survey of the high school students would lead to a partial solution in revealing the attitudes and perceptions. Such a survey could be carried out regularly at a smaller cost, and the survey of the most affected age group would offer supplementary information in understanding the migratory processes.

Shortcomings in the local data management. At the local meetings (training, focus group, round table), has come up several times that both the management, as well as the employees of the local institutions have a limited knowledge of the local data sources, and of the data processing and interpreting methods. Taking into account that in Romania, decentralization gained increasingly more field in the last years, and a significant proportion of the state institutions are already under the local and county governances' authority, the training of the local institution managers and experts in drafting local level development strategies is becoming a necessity.

The solution to this problem would be organizing a training of the local and county governances' representatives and employees, during which, with the help of experts, they would learn about the accessible data sources, data gathering methods, as well as the modalities of processing and using of statistical data.

Overview table:

The following table presents briefly the above described shortcomings, and the activities proposed for their mitigation, as well as the different issued related to their realization:

Challenges, shortcomings	**Regular gathering of local data**	**Population forecast**	**Local sociological surveys**	**Shortcomings in the local data management competencies**
Proposed activity	The development of a local integrated database	Population forecast	Local sociological surveys	Training of the local governance staff

Level of intervention	Local and/or county level	National, county and locality level	Local and/or county level	Local and county level
Stakeholders	Potential data suppliers: • Local governances • Local population registry offices • County statistics office • County educational inspectorate, local educational institutes • County employment office • Commercial chambers • Local public service suppliers	The population forecast can be realised at country level, as such, the most important partner in this venture would be the National Minority Research Institute. The beneficiaries of the forecast are all the decision-makers, executors and experts at national, regional or expert level for public policies.	1. Representative surveys on the city/county population 2. Surveys involving the students of the city/county high schools The surveys would supply data for the local decision-makers (mayor, education inspectorate, etc.) and experts	Decision-makers and employees working within the local governances and administrative offices
Political, administrative supporters	County and local decision-makers, migration-related public policy developing experts	National, county and local decision-makers	county /local decision-makers	county /local decision-makers
Former similar activities	-	A similar population forecast has been realised for the Transylvania region in 2007 (based on the 2002 census data), Covasna County being part of it, and in 2010 in Harghita County	In the past years, there were several surveys conducted in the county, or in the cities from the county, but not of them had migration-related questions included At the beginning of	-

			2014, a telephonic survey was carried out involving the high school graduates from Sf. Gheorghe. It mainly gathered data relevant to the education system's transformation plans	
Short term (2-3 years) goals, expected results	The development of the local database, of its methodology, uploading the accessible data, the analysis of the local demographic and migration processes	Drafting of the forecast: gathering and processing the necessary data, drafting the possible scenarios	Making the surveys regular, redoing them periodically. Gathering of comparable data, based on a standardised methodology	Organising the local governance trainings, identifying the experts, starting the first trainings
Long term (6-8 years) goals, expected results.	Demographic and migration data monitoring, the development of public policies to mitigate the effects of emigration	The population projection is an important tool in the different levels of development strategies (Development of the educational system, the expected evolution of the labour market, challenges of the social and the healthcare system). In a 6-8 years perspective, however, it can be measured, which of the population projections for the optimistic, realistic and pessimistic scenarios are occurring, what can be expected in the	A better understanding of the demographic, migration, labour market processes through the understanding of the attitudes of those directly affected.	Preparing local decision-makers and professionals to draw up development strategies based on viable data.

		next years.		
Risk factors	A political, administrative decision is needed to start the project. Lack of local human resources, lack of necessary skills.	Lack of material resources.	Lack of a political, administrative decision. Lack of material resources.	The implementation is essentially a political decision, and an issue of continuous organising, financial resources do not constitute a major obstacle. The training module, transferring the data management competencies can be integrated in other training programs for similar target groups as well.
National, EU and international links	The local strategies should be developed in harmony with the national and international migration strategies.	A comparison of the neighbouring countries with similar population projections. The material may be useful for European-level strategies or tenders, or for foreign investors.	-	There are similar programs, developed for the training and advisement of the local governances at national level, in different regions, is important that the experiences of these programs to be taken into account.
Financial viability and sustainability	The project would operate under the county or city governance. Beside the start-up costs (methodology development, initial data upload, training) there would be a continuous update of the database, but this can be achieved at relatively low cost.	The implementation of the project should be done at the national level, potentially the local institutions should assume its co-financing. The implementation is a one-time cost.	The professionally carried out researches require significant financial resources. Asking a representative sample of the population seems plausible in cases where the survey can be carried out connecting other topics as well, using the "omnibus" method. Surveys among the	The project could be realised under the supervision and with the support of the county governance.

	If the local governance cannot provide sufficient capacity, an outsourcing of the services should be considered.		students can be conducted with lower financial resources and therefore are more likely to be achieved.	
Monitoring	The county and / or local governments, the funding institutions. At professional level, the National Minority Research Institute or the County Statistical Office could play a role in monitoring the activities.	The development and professional supervision of the project would be guaranteed by the National Minority Research Institute from Cluj-Napoca.	These surveys may be carried out by external experts.	Covasna County Council.
Background, degree of preparation of the activity	In Harghita County, within the County Council, there is a team of analysts, whose tasks are to collect and to interpret a variety of statistical data. The experience of the neighbouring county could be used in the project.	The gathering of the necessary data for the forecast has been finalised, the data of the 2002 and 2011 census are available, based on these data, the work can be carried out.	Within the SEEMIG project, it is planned for a survey conducted among high school graduates.	The issue of training the local governance staff has already appeared in other contexts, but no concrete steps have been taken to develop and launch such training.

At the end of this section please briefly describe the major policy areas that should be developed or further improved to address the challenges described above (e.g. how to deal with the loss of human capital due to outmigration, etc.). In particular focus on the policy areas where is key the improvement and the development of empirical data related to migration.

5. Suggestions and policy recommendations

As a conclusion, we briefly summarise those proposals and suggestions, which mainly depend on the local decision-makers, the leaders of the county and city authorities, and which, in our conviction, are crucial to the development and implementation of the future strategies targeting the demographic processes, the mitigation of the migratory effects and the development of the local human capital.

The development of a local integrated database. A local integrated database would be, in the hands of the decision-makers and experts, a tool that can supply real and actual data regarding demographic, migratory, educational and labour market processes. This would lead, in the short term, to a better understanding of the demographic changes in the population, and in the long term, could be an aid in the development of strategies and local policy decisions based on viable date, ensuring, at the same time, an effective assessment and a continuous monitoring of the public policy actions.

The development and actualization of a local integrated database is actually a cost-effective investment, after developing the methodology and uploading the initial data one person would be sufficient to keep it up to date and coordinate the database. The establishment of such a database depends, at an end, on the determination of the local decision-makers. In order to avoid the potential conflicts, and to ensure a fluent operation of the database, the development and operation of the database would be realised with the cooperation of those institutes that are already operating as data suppliers, and as such, it would create a possibility for the standardization of local statistical data and the common usage. This would also strengthen the cooperation among local institutions.

Population forecast. An expert projection of the demographic perspectives, the drafting of optimistic, pessimistic and realistic scenarios is also an indispensable tool in the short- and long-term policy planning. Though this program is not of the competence of the local decision-makers, their political support can go a long way in the realisation of this work at a national or regional level. The National Minority Research Institute from Cluj-Napoca would carry out the population forecast, with the aid of foreign experts. At this point, the gathering of the necessary census and statistical data has been completed, and the forecasts are expected to be finalised in the first part of 2015.

The population short and middle term forecasts, by applying the cohort-component method, make possible to estimate volume of the different age groups in the next 5-10 years, which is of crucial importance in the planning of the educational system (the number of school and college places), and in the prognosis of the labour market processes through the estimation of the active population, and in the sustainability of the social protection systems through the projection of the inactive population. The decision-makers of these areas can use the population forecasts as an important tool in drafting their own public policies.

Local sociological surveys. The aim of the local surveys is to reveal the local experiences, attitudes and plans, reflected both on the general population and the school graduates. Taking into account that there are no viable data regarding the volume of the migration, the regular sociological surveys could offer a base for keeping track of this phenomenon, for the analyses of the emigration's consequences, and for the future trends' projections. As a first step, the development of a questionnaire-module asking about the migratory experiences and intentions, and other demographic issues in compliance with the international standards would be needed. The module should be usable both by itself, or linked to other research topics (omnibus) in cases of local or county level surveys. The surveys should be prepared in a representative sample of the entire adult population of the county or the municipality.

The county and local decision-makers already have some experience in this type of surveys. At the beginning of 2014, a research aimed to reveal migration trends has been carried out, involving the

students who graduated in the past ten years in the Sf. Gheorghe high schools. This research showed that the young people were largely concerned, both in the case of the emigration and the interior migration. The similar, regular surveys would reveal the intensity and the direction of the certain indicators' trends in time.

Local governance trainings. The increasing competencies of the local decision-makers, as well as those of the local government' employees and county institutions is also a very important necessity in funding the development of the different strategies and public policies on the most viable bases possible. The continuous decentralization trials and realisation divert an increasing number of functions to the local institutions, and as such, an increase of the local capacity necessary for strategic planning would be extremely timely. An important aspect is that the training of the local experts could be realised as a relatively low-cost, and it is only conditioned by a political decision from the local leaders. The courses should be organized by the county council, involving external experts or leaders of national and county government institutions.

ANNEX 1: Stakeholder events, scholarly analyses and policy documents used to develop the strategy proposal.

The SEEMIG strategy proposal has been developed using/referring to the following stakeholder events, scholarly analyses and policy documents, detailed SEEMIG analyses:

SEEMIG STAKEHOLDER EVENTS

- Training – *20 January 2014, participating institutions*: Statistical Office of Covasna, Covasna County Council, Labour Agency of Covasna County, Babeş – Bolyai University, Urban Planning Office from Saint George Municipality Town Hall, Child Protection Agency of Covasna County, Kézdivásárhely Town Hall, Chamber of Commerce of Covasna County, "Székely Mikó" School.
- Foresight Exercise – *27-28 November 2014, participating institutions:* Covasna County Council, Saint George City Council, Chamber of Deputies, Remetea Town Hall, Institute for Research on National Minorities, Harghita County Council, Sfântu Gheorghe City Hall, Sapientia University, Babeş-Bolyai University – Sfântu Gheorghe University extension, Covasna County Statistics, Labor Agency of Covasna County, School Inspectorate of Covasna County, Child Protection Agency of Covasna County
- Local Roundtable – *16 June 2014, participating institutions: Háromszék Research Institute;* Saint George Municipality Town Hall (City Image Office, Guardianship Office, Population Register Service), Child Protection Agency of Covasna County, Romanian Institute for Research on National Minorities, Assosiation for Covasna county's Turism, Labor Agency of Covasna County

REFERENCED SCHOLARLY ANALYSES AND POLICY DOCUMENTS *(pick the relevant items)*

- National Migration Strategy (if exists)
- National Population Strategy (if exists)
- National Labour Market Strategy (if exists)
- IOM Migration Profile (if exists)
- Local Development Strategy (if exists)

etc.

- Analysis 1. – *author, title*
- Analysis 1. – *author, title*

etc.

DETAILED SEEMIG ANALYSES

SEEMIG project outputs are available under http://seemig.eu/index.php/downloads-project-outputs:

- Conceptual framework for modelling longer term migratory, labour market and human capital processes
- Dynamic historical analysis of migratory, labour market and human capital processes – country report for *(country name),* local chapter on *(municipality / region name)*
- Dynamic historical analysis of migratory, labour market and human capital processes - synthesis report
- Analysis of existing migratory data production systems and data sources – country report

for *(country name),* local chapter on *(municipality / region name)*

- Action Plan to improve and enhance the migratory data production system and data sources in *(country name)*
- Analysis of existing migratory data production systems and data sources – synthesis report
- Surveying emigration - report on the first stage of the pilot study in Hungary and Serbia
- Comparative analysis of existing major population projections
- Population projections and forecasts in Hungary and Slovakia
- Foresight synthesis report