



## **Mission Statement**

1. Micado Migration is a non-profit limited liability company, which has been active in the field of migration and integration policy as a small NGO since its foundation . Based in St. Ingbert, Saarland, Micado Migration is involved in nationwide and regional projects and networks.
2. The work of Micado Migration knows indirect and direct target groups. Often our projects are connected with multiplier work, which benefits third parties in a roundabout way. Our projects are primarily concerned with migrants, as a rule refugees with and without legal residence, those staying here and those returning. In addition, we work together with professionals such as counselors, representatives of the authorities and actors in the international field.
3. The central concern of Micado Migration is the implementation, testing, improvement and consultation of measures, projects and programs in the field of migration policy, whose concrete benefit is characterized by an increase in the quality of work, by the use of new methods and by a humane treatment of clients in difficult life situations, keeping their social, psychological and economic welfare in mind. To this end, we offer our services as network coordinators, method developers, evaluators and consultants, and as providers of customized technical services for project management.
4. Our work is based on the insight that the individual life situations and perspectives of migrants are so diverse that stereotypical approaches to solving the problems they face are out of the question. This applies equally

to all those who deal professionally with this target group and who, depending on their institutional anchoring, formulate different needs with regard to improving the quality of their work. We consider it essential to offer solutions that fit the identified challenges as closely as possible, to respect the dignity of the individual, and to respect the professional competencies of our cooperation partners. Confidentiality is of utmost importance in all our activities.

5. Our goal is to help migrants make progress in their personal lives and, above all, to facilitate their economic integration, reintegration and return to a self-determined life. In the case of multipliers and professionals, our aim is to contribute to the all-round networking, to guarantee and increase the professionalism of the work carried out and to facilitate it by providing appropriate assistance.
6. The work of Micado Migration is based on a cooperative, inclusive and communicative approach, which requires transparency and openness as well as the striving to balance seemingly divergent interests, to find agreement and to improve opportunities for cooperation. We follow this principle in relation to our own team as well as in relation to the cooperation with external partner organizations and individuals.
7. Micado Migration strives to continue to prove itself as a value-oriented service provider in a difficult working environment where, despite - or perhaps because of - the high degree of politicization, a rational and at the same time respectful approach is necessary. In doing so, we attach importance to keeping an open eye on developments in our chosen field of work and not to regard any established findings as ultimately valid.