



**EU  
POLICY LAB**

# **MIGRATION DISCUSSION TOOLKIT**

## **Elements**

EUR 29060 EN

*Joint  
Research  
Centre*

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# INTRODUCTION

## Migration Toolkit Elements

This document is to be used together with the Migration Discussion Toolkit included in the report *The Future of Migration in the European Union: Future scenarios and tools to stimulate forward-looking discussions*, available on the JRC's website.\* It comprises visual elements that are needed to use the tools from the Toolkit.

The Migration Toolkit was developed during the project The Future of Migration in Europe run by the European Commission's Joint Research Centre (JRC), EU Policy Lab.\*\* It presents various participatory and interactive tools that were developed and tested in 2017 and 2018 and can be used to facilitate forward-looking conversations about the future of migration in Europe and beyond. These tools are suitable for diverse audiences ranging from policymakers at different levels to civil society and business representatives, academics or students.

The table shows which elements are to be used for the different tools. These elements are meant as aids that help structure discussions. They can be adapted by users depending on the specific purpose of the debate.

|   | Toolkit elements   |
|---|--|
| <b>Tool 1:</b><br>Migrant journeys and the role of policies   | <ul style="list-style-type: none"> <li>- Migrant Persona narrative templates</li> <li>- Scenario detail cards</li> </ul>   |
| <b>Tool 2:</b><br>The future of integration in European cities  | <ul style="list-style-type: none"> <li>- Integration Stakeholder narrative templates</li> <li>- Scenario detail cards</li> </ul>   |
| <b>Tool 3:</b><br>Thematic focus groups exploring different aspects of migration policies and implications      | <ul style="list-style-type: none"> <li>- Scenario detail cards</li> <li>- Governance cards (optional)</li> <li>- Certainty and uncertainty cards (optional)</li> <li>- Empty scenario poster (optional)</li> </ul> |
| <b>Tool 4:</b><br>Co-designing policies   | <ul style="list-style-type: none"> <li>- Governance cards</li> <li>- Certainty and uncertainty cards</li> <li>- Scenario detail cards (optional)</li> <li>- Scenario poster (optional)</li> </ul>                  |
| <b>Tool 5:</b><br>Scenario Exploration System: the future of migration in Europe and beyond                     | <ul style="list-style-type: none"> <li>- Elements for this tool are found in a separate file available here***</li> </ul>  |
| <b>Tool 6:</b><br>Scenario exploration suitable for larger audiences  | <ul style="list-style-type: none"> <li>- Scenario detail cards</li> <li>- Scenario poster</li> <li>- Megatrends cards and "What if" cards available here***</li> </ul>   |
| <b>Tool 7:</b><br>Building new scenarios or adapting existing ones for use with the Scenario Exploration System | <ul style="list-style-type: none"> <li>- Scenario detail cards</li> <li>- Scenario poster</li> <li>- Megatrends cards and "What if" cards available here***</li> </ul>   |

\*<http://publications.jrc.ec.europa.eu/repository/bitstream/JRC111774/kjnd29060enn.pdf>

\*\*The project was coordinated by Alice Szczepanikova and Tine van Criekeing.

\*\*\*<http://publications.jrc.ec.europa.eu/repository/bitstream/JRC111539/kjnc29060enn.pdf>

## **Migration 2030 scenarios:**

**Simple scenario cards with  
short narratives**

**Simple scenario cards without  
short narratives**

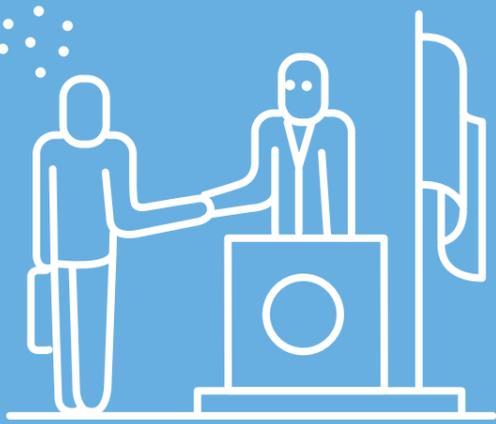
**Printing instructions:**

**Size: A3**

**Orientation: Portrait**

# MIGRATION 2030 SCENARIOS

1



## CRISIS WITH COLLABORATION

There is strong divergence between advanced economies and the emerging and developing economies as a global crisis originating in China leads to major economic setbacks in the developing world. Despite the economic downturn in some parts of the world, Europe recovers quickly, and there is a strong appetite for multi-lateral and inclusive international and regional governance and increased accountability. The crisis creates patches of instability, but overall collaboration between countries of destination and origin allows for some progress in global migration management.

2



## INCLUSIVE GROWTH

There is a strong commitment to progress on multilateral governance and even global governance in areas such as tax evasion and migration. Countries strive for inclusive governance towards equitable distribution of wealth and income, access to health, education and land. Global economic convergence towards higher-income countries enables countries to invest in infrastructure and green technology and drives up demand for labour. Population growth in developing countries gradually decreases as do levels of inequality. Societies become more culturally heterogenous which generates political tensions. Economic growth encourages greater collaboration between sending and receiving countries.

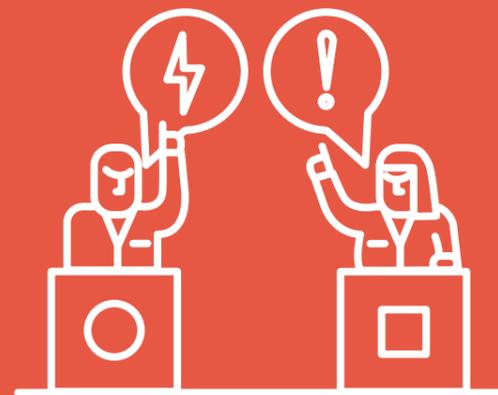
4



## SHOCKS, INEQUALITY AND CONTROL

Governance is fragmented with countries pursuing their own interests and exclusive policies to the point of abandoning some hard-won global agreements. Global economic divergence and stagnation in parts of the world heighten pressures on welfare systems in advanced economies and unemployment is high. Pressures linked to social inequalities are on the rise leading to unrest globally, especially in countries with youth bulges. Lack of coordination leads to significant loss of life due to famines and pandemics. There are more conflicts and extremism around the world driving large-scale forced migrations. Cyber-terrorism grows prominent in heavily tech-dependent countries. Increase in anti-immigration sentiments influences the political stance in sending and receiving countries.

3

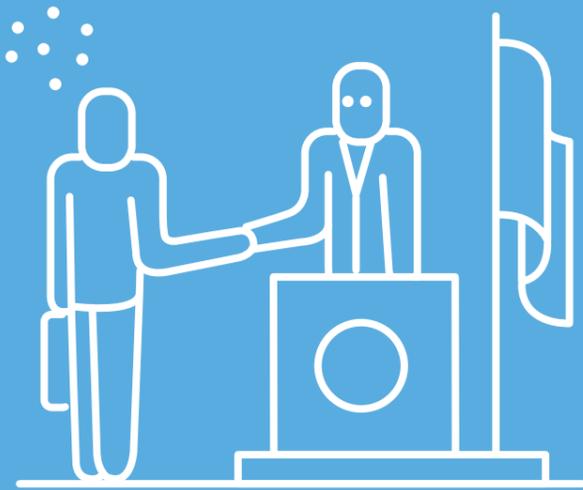


## SLOW GROWTH AND FRAGMENTATION

Global cooperation efforts are fragmented and countries pursue their own interests with little coordination with others. Despite this, we see global economic convergence with many developing countries moving towards high/upper-middle-income economic status. However, economic growth in the developing world is not met with social progress. An increasing number of unemployed young people living in socially volatile areas are looking for opportunities elsewhere. Europe is experiencing an economic slump, coupled with increasing social disruptions and rising inequality within member states and regions. This is also reflected in the EU neighbourhood. Isolationist and anti-immigration political parties flourish. Socio-economic inequalities and displacement impact migratory flows.

# MIGRATION 2030 SCENARIOS

1



**CRISIS WITH  
COLLABORATION**

2



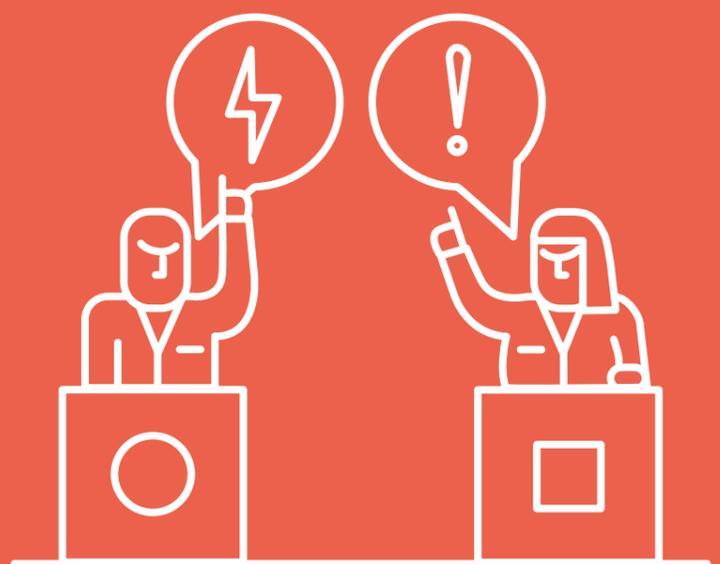
**INCLUSIVE GROWTH**

4



**SHOCKS,  
INEQUALITY AND  
CONTROL**

3



**SLOW GROWTH AND  
FRAGMENTATION**

# Scenario poster

# Empty scenario poster

**Printing instructions:**

**Size: A3**

**Orientation: Landscape**



# 1 CRISIS WITH COLLABORATION

Economic crisis creates patches of instability but international collaboration allows for some progress in global migration management.

**EU**  
**2020**  
 Temporary increase in unemployment due to economic crisis and low growth.

**2025**  
 Quick recovery from the crisis due to reforms and social spending measures. Steady support for EU integration. Regional trade agreements preferred means for cooperation with other advanced economies.

**2030**  
 Focus on regional cooperation and social inclusion – inequality between Member States is reduced, tensions limited. Investments in green tech and alternative energy.

**NON-EU\*\*\***  
**2020**  
 Economic crisis in China spreading throughout the world and hitting low-income countries hardest.

**2025**  
 Youth bulges in some regions create tensions and instability → uprisings and crack-downs. International funding towards regional integration, rural communities and urban infrastructure.

**2030**  
 More frequent natural disasters – droughts in Middle East, North Africa and Sahel → food and water shortages. Youth exodus towards urban centres. Greater international cooperation within and across regions to address interconnected challenges.

## WHAT DOES THIS MEAN FOR MIGRATION?

**2020**  
 Progress on global cooperation in migration management. Migration mostly short distance and regional.

**2025**  
 Demand for high-skilled labour mostly in the health and services sectors. Migration pressures from youth bulges and rising refugee flows, most stay in region.

**2030**  
 Selective skills-based immigration schemes spread in the EU. Regional organisations in sending countries take on migration management.

Multilateral and inclusive governance\*\*



# 2 INCLUSIVE GROWTH

Economic growth and strong collaboration create more inclusive but also more diverse societies.

**EU**  
**2020**  
 EU grows slowly but steadily. EU Member States more united because of the Brexit-process, stronger mandate for international cooperation (tax, environment). EU invests in integration and inclusion.

**2025**  
 Growing cultural diversity remains a political issue. Cities more involved in social inclusion agendas. Expansion of renewable energy sources and usage.

**2030**  
 EU Pillar of Social rights becomes a reality. EU-wide recognition of education and professional qualifications of third-country nationals.

**NON-EU\*\*\***  
**2020**  
 High growth in low and lower-middle-income countries. Investment in infrastructure and green tech. Youth bulges in some regions and not enough jobs.

**2025**  
 Improved access to services (technology helps). Some countries start to reap the demographic dividend.

**2030**  
 Lower threat of extremist groups and fewer conflicts. Some areas in Africa and Asia become uninhabitable due to draughts. Decrease in fertility rates in some areas.

## WHAT DOES THIS MEAN FOR MIGRATION?

**2020**  
 Target to reduce the transaction costs of remittances to below 3% has been hit in most of the world. Migration and Refugee Global compacts agreed with some binding elements.

**2025**  
 Demand for labour both in sending countries and in Europe generates new channels for foreign workers, stimulating migratory flows and returns.

**2030**  
 Numbers of refugees go down, regular and circular migration flows increase in Europe and other regions.

Global economic divergence\*

Global economic convergence\*



# 4 SHOCKS, INEQUALITY AND CONTROL

International cooperation at its lowest. Despite tech progress, social inequalities are on the rise stirring unrest and forced migration around the world.

**EU**  
**2020**  
 The relevance of international organisations is fading; more countries consider leaving the EU. High investment in R&D and automation. Investment in border technology. Rising unemployment and social tensions.

**2025**  
 Economic divergence in the EU. More cooperation among some cities. Sense of insecurity in the EU, populists on the rise.

**2030**  
 Overreliance on tech - EU vulnerable to cyber attacks.

**NON-EU\*\*\***  
**2020**  
 Low-income countries become less competitive due to automation. Youth bulges and lack of jobs produce tensions in some regions.

**2025**  
 Extremism and political violence on the rise in Africa and Asia. Shift to regional and domestic markets in Africa and Asia.

**2030**  
 Emerging economies attract more immigrants. Technology enables more people to work abroad without migrating..

## WHAT DOES THIS MEAN FOR MIGRATION?

**2020**  
 Growing divide between people with mobility rights and the rest, rise in irregular flows.

**2025**  
 Migrants marginalised by lack of investment in integration and by increase in anti-immigration sentiments.

**2030**  
 Emigration from the EU goes up, EU no longer seen as an attractive destination for migrants..

Bilateral/unilateral and exclusive governance\*\*



# 3 SLOW GROWTH AND FRAGMENTATION

Economic convergence not matched with social progress. Rising inequality and isolationism in Europe and the neighbourhood.

**EU**  
**2020**  
 Slow growth, high public debt and youth unemployment in some countries. Welfare cuts, social tensions, xenophobia and Euroscepticism.

**2025**  
 Growing support for populist parties and social tensions. Growing automation and investment into green tech and defence.

**2030**  
 Shift towards political social conservatism in EU. Strong focus on national security and migration control. Shortages of workers in the health care sector.

**NON-EU\*\*\***  
**2020**  
 Economic convergence with advanced economies but corruption is high. Growing youth cohort with improved levels of education lacks opportunities.

**2025**  
 China becomes a high-income country, India and Russia upper-middle-income countries – though inequality rises. Inequalities, social tensions and environmental pressures lead to conflicts.

**2025**  
 Tech progress in agriculture, but poor left behind.

## WHAT DOES THIS MEAN FOR MIGRATION?

**2020**  
 More migration towards East Asia than the EU. Bilateral agreements to address labour shortages.

**2025**  
 Low support for recruitment of lower-skilled migrant workers in the EU. Increase in emigration from the EU and return to Africa and Asia.

**2030**  
 Irregular migration remains a problem. Labour shortages in Eastern Europe. Growing number of people displaced by environmental pressures combined with political instability.

\* The horizontal axis indicates economic convergence versus economic divergence in per capita incomes between OECD and non-OECD countries.  
 \*\* The vertical axis relates to different degrees of co-operation at the international level but also the extent of equitable governance of the distribution of wealth and income in the country (income inequality, access to health, education, land, etc.).  
 \*\*\* By non-EU countries we refer to Africa, Asia and the European neighbourhood (Eastern Europe, North Africa and the Middle East)

**References**  
 OECD (2016) Perspectives on Global Development 2017: International Migration in a Shifting World, OECD Publishing, Paris. [http://dx.doi.org/10.1787/persp\\_glob\\_dev-2017-en](http://dx.doi.org/10.1787/persp_glob_dev-2017-en)  
 Foresight: Migration and Global Environmental Change (2011) Final Project Report. The Government Office for Science, London. <https://www.gov.uk/government/publications/migration-and-global-environmental-change-future-challenges-and-opportunities>

**Source:** The scenarios were adapted by the JRC by drawing on OECD (2016) and the UK Government Office for Science (2011).

**Multi-lateral and inclusive governance\*\***



**Bilateral/unilateral and exclusive governance\*\***

**Global economic divergence\***

**Global economic convergence\***

\* The horizontal axis indicates economic convergence versus economic divergence in per capita incomes between OECD and non-OECD countries.

\*\* The vertical axis relates to different degrees of co-operation at the international level but also the extent of equitable governance of the distribution of wealth and income in the country (income inequality, access to health, education, land, etc.).

# Scenario detail cards

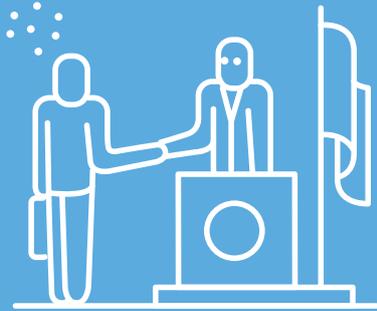
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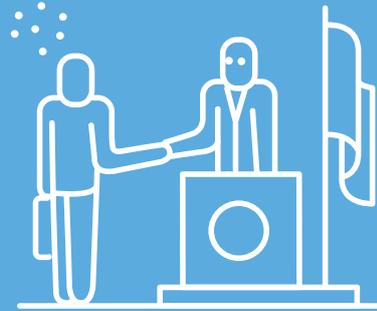
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SCENARIO DETAIL CARDS



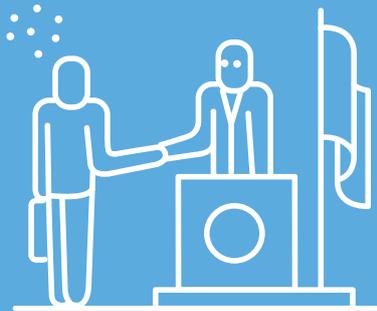
**2025  
CRISIS WITH  
COLLABORATION**

SCENARIO DETAIL CARDS



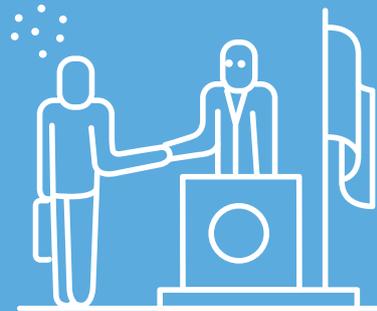
**2020  
CRISIS WITH  
COLLABORATION**

SCENARIO DETAIL CARDS



**CRISIS WITH  
COLLABORATION**

SCENARIO DETAIL CARDS



**2030  
CRISIS WITH  
COLLABORATION**

1. CRISIS WITH COLLABORATION



2020

- Economic crisis in China hits low-income countries hardest
- Poverty rates in low-income countries rise - livelihoods under pressure
- Mostly short-distance migration in the South but with regional management schemes
- Temporary increase in unemployment in EU - low demand for labour
- Global willingness to cooperate on migration management
- Support for EU integration on social issues

+

1. CRISIS WITH COLLABORATION



2025

- Youth cohort in Sub-Saharan Africa, Middle East, North Africa and South Asia create instability & migration pressures
- Rise in refugee flows, most stay in the region
- Trade & FDI preferred means to support recovery and development
- Quick economic recovery in the EU, social spending
- Demand for high-skilled labour in the EU (e.g. health and elderly care)
- Focus on implementation of multilateral labour migration agreements

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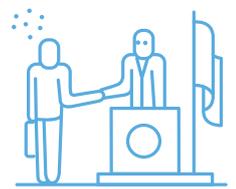
1. CRISIS WITH COLLABORATION



2030

- Droughts affect Northern Africa and Sahel
- Frequent blackouts and critical infrastructure shortages; many SDGs not reached
- International pressure to accept environmentally-displaced people
- Regional organisations like AU increasingly manage intra-regional migration flows
- EU focused on cooperation with neighbourhood and regional integration
- EU regional cooperation on migration policy leads to skills matching schemes

1. CRISIS WITH COLLABORATION



SCENARIO DETAIL CARDS



**2025**  
**INCLUSIVE GROWTH**

SCENARIO DETAIL CARDS



**2020**  
**INCLUSIVE GROWTH**

SCENARIO DETAIL CARDS



**INCLUSIVE GROWTH**

SCENARIO DETAIL CARDS



**2030**  
**INCLUSIVE GROWTH**

2. INCLUSIVE GROWTH



2020

- EU Member States more united because of the Brexit-process; stronger mandate for international cooperation (tax, environment, conflict resolution), cities actively involved
- EU grows slowly, increase in demand for labour (green tech.)
- High growth in low- and lower-middle-income countries, investment in infrastructure
- Youth bulges in some regions & few jobs
- Transaction costs of remittances reduced to below 3% worldwide
- More EU countries support labour migration and integration channels

+

2. INCLUSIVE GROWTH



2025

- Tensions due to cultural and ethnic diversity but mitigated by increased social spending
- Reconstruction efforts in EU neighbourhood - economic growth and return of some refugees
- Regional cooperation in low- and lower-middle-income countries
- Sending countries: increased access to services, better social protection
- Fewer forced migrants to the EU & positive attitudes towards migrants growing

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2. INCLUSIVE GROWTH



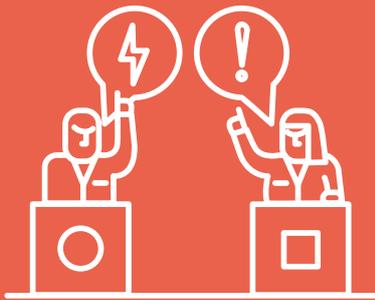
2030

- Balkans integrated into the EU, minor boost to intra-EU mobility
- EU Pillar of Social rights a reality, immigrants also included
- Sending countries: decrease in fertility rates in some areas
- Some areas in Africa & Asia uninhabitable due to draughts
- Migration flows diversified, more circular, EU attractive but among other destinations
- EU-wide recognition of education & professional qualifications of third-country nationals

2. INCLUSIVE GROWTH

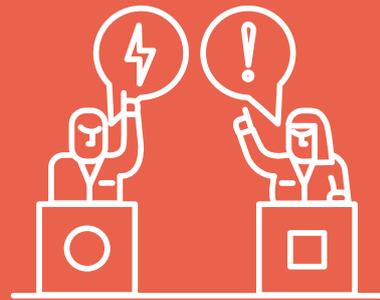


SCENARIO DETAIL CARDS



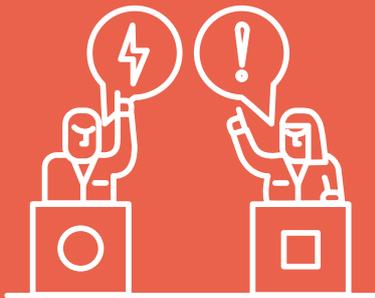
**2025**  
**SLOW GROWTH**  
**AND FRAGMENTATION**

SCENARIO DETAIL CARDS



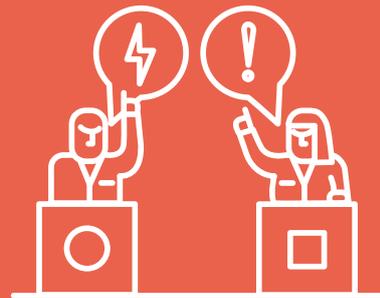
**2020**  
**SLOW GROWTH**  
**AND FRAGMENTATION**

SCENARIO DETAIL CARDS



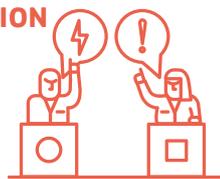
**SLOW GROWTH**  
**AND FRAGMENTATION**

SCENARIO DETAIL CARDS



**2030**  
**SLOW GROWTH**  
**AND FRAGMENTATION**

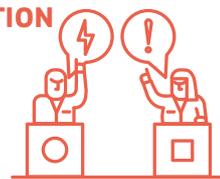
3. SLOW GROWTH AND FRAGMENTATION



2020

- Growing youth cohort with improved levels of education lacks opportunities
- Economic growth in Africa, but high corruption & increasing inequality
- Migrants prefer own region + China over EU as migration destination
- High public debt, welfare cuts in EU; Euroscepticism and inward looking politics
- Social tension and xenophobia in EU on the rise
- EU bilateral agreements to address labour needs in some sectors (health)

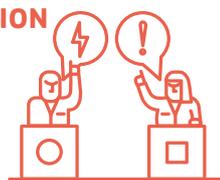
3. SLOW GROWTH AND FRAGMENTATION



2025

- China becomes high-income, India & Russia upper-middle-income countries
- Subsistence farming in Africa and Asia affected by droughts
- Growing number of people displaced by environmental pressures combined with instability
- Growing support for populist parties in EU
- EU focuses on automation and increases defense spending
- Emigration from Europe, returns to Africa and Asia, rise in irregular migration

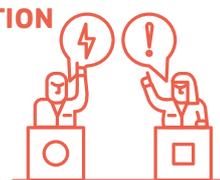
3. SLOW GROWTH AND FRAGMENTATION



2030

- Africa and Asia: technological progress in agriculture and access to finance – but little international collaboration
- More floods in coastal cities – affect mostly poor
- Growth of trapped populations
- EU shifts towards political & social conservatism
- Strong focus on national security and migration control
- Bilateral agreements preferred means to address labour shortages in certain sectors but no agreement on refugees

3. SLOW GROWTH AND FRAGMENTATION



SCENARIO DETAIL CARDS



**2025  
SHOCKS, INEQUALITY  
AND CONTROL**

SCENARIO DETAIL CARDS



**2020  
SHOCKS, INEQUALITY  
AND CONTROL**

SCENARIO DETAIL CARDS



**SHOCKS, INEQUALITY  
AND CONTROL**

SCENARIO DETAIL CARDS



**2030  
SHOCKS, INEQUALITY  
AND CONTROL**

#### 4. SHOCKS, INEQUALITY AND CONTROL



### 2020

- International organisations are weak, including the EU - mostly cooperation on border control
- Some countries lead on R&D, robotics and engineering
- Low-income countries not competitive due to automation
- Youth bulges, unemployment & frustration, authoritarian regimes in EU neighbourhood
- Protectionist policies excluding migrants; returns negotiated bilaterally
- People stuck in transit countries; EU steps up exports of border control technologies to neighbours

#### 4. SHOCKS, INEQUALITY AND CONTROL



### 2025

- More cooperation among some cities, also on migration and integration
- Sense of insecurity in the EU, populists on the rise
- More extremism and political violence in Africa and Asia
- Shift to regional and domestic markets in Africa and Asia
- Migrants marginalised in the EU by lack of investment in integration & anti-immigration sentiments, their rights are being curtailed
- Emigration from the EU increases

#### 4. SHOCKS, INEQUALITY AND CONTROL



### 2030

- EU border controls reintroduced by some MS, strong reliance on technology
- Lower spending on education, social housing and social care
- Migration pressures from low- and lower-middle-income countries, largely irregular
- China leads on environmentally induced relocation
- Thriving EU Member States compete for highly skilled migrants as EU is becoming less attractive
- Migration to emerging countries goes up but migrants lack rights

#### 4. SHOCKS, INEQUALITY AND CONTROL



# **Migrant Persona narrative templates**

## **Printing instructions:**

**Size: A4**

**Orientation: Portrait**

**Print on both sides of the paper: flip on long edge**





















# Integration Stakeholder narrative templates

## Printing instructions:

Size: A4

Orientation: Portrait

Print on both sides of the paper: flip on long edge





















# Governance cards

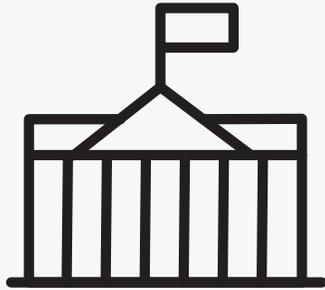
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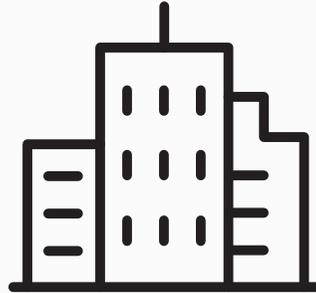
Print on both sides of the paper: flip on short edge

GOVERNANCE CARD



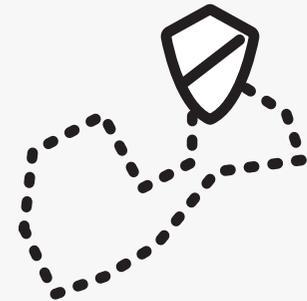
**MUNICIPALITY**

GOVERNANCE CARD



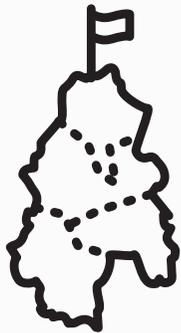
**CITY**

GOVERNANCE CARD



**REGION**

GOVERNANCE CARD



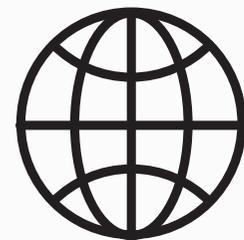
**STATE**

GOVERNANCE CARD



**EU**

GOVERNANCE CARD



**INTERNATIONAL  
ORGANISATION**

**REGION**

**CITY**

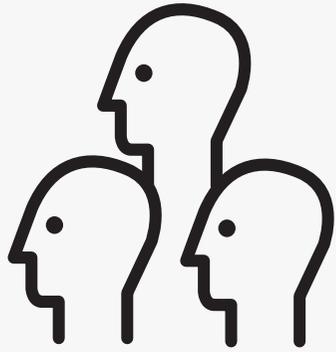
**MUNICIPALITY**

**INTERNATIONAL  
ORGANISATION**

**EU**

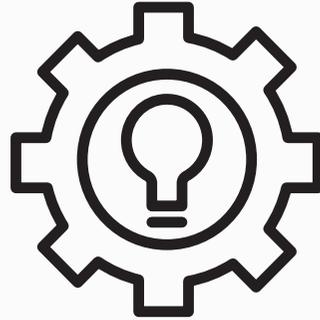
**STATE**

GOVERNANCE CARD



**CIVIL SOCIETY**

GOVERNANCE CARD



**PRIVATE SECTOR**

GOVERNANCE CARD

GOVERNANCE CARD



**RESEARCH/  
THINK TANK**

GOVERNANCE CARD



**SOCIAL PARTNERS**

GOVERNANCE CARD

**PRIVATE SECTOR**

**CIVIL SOCIETY**

**SOCIAL PARTNERS**

**RESEARCH/  
THINK TANK**

# **Certainty and uncertainty cards for the EU**

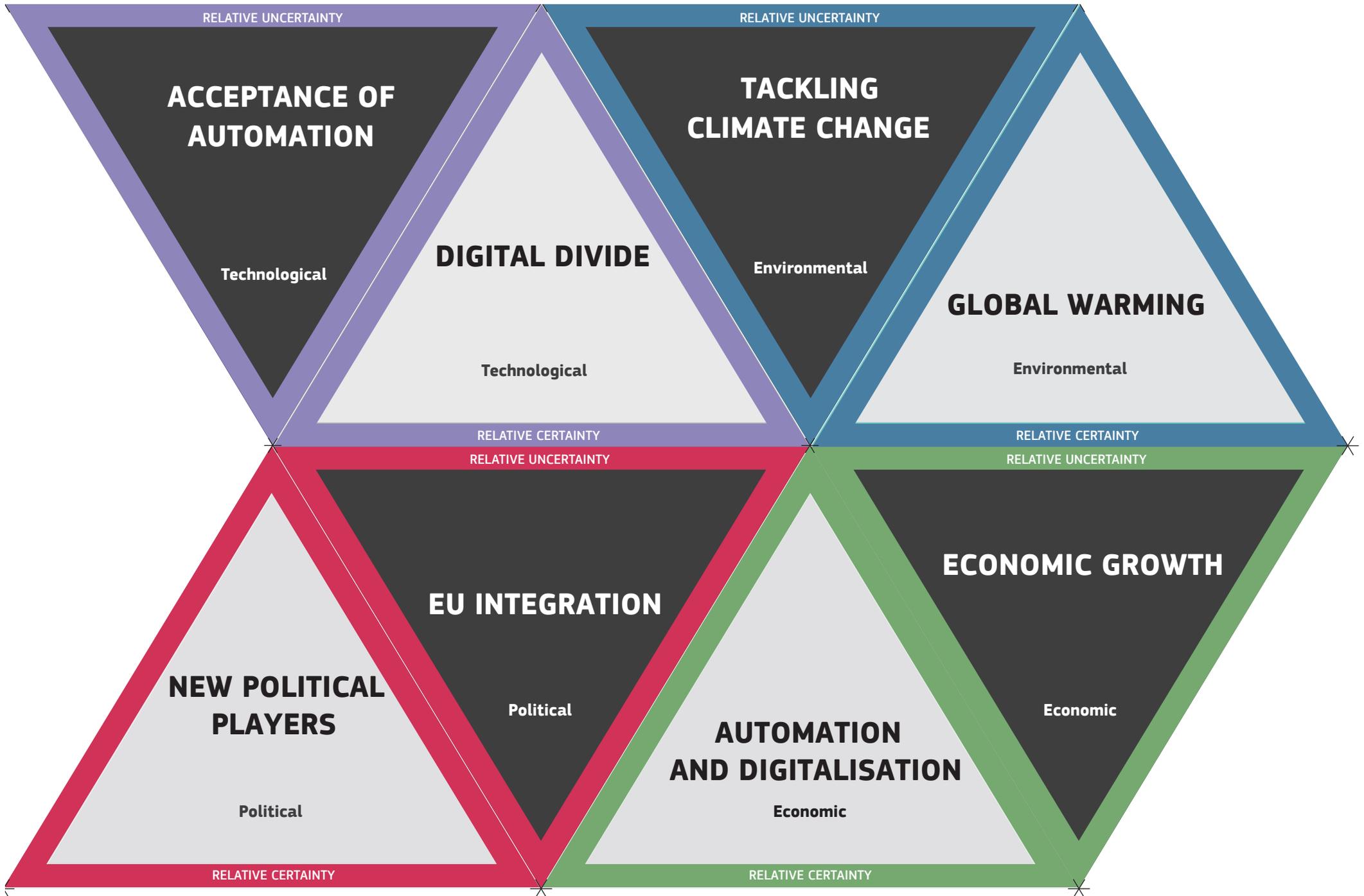
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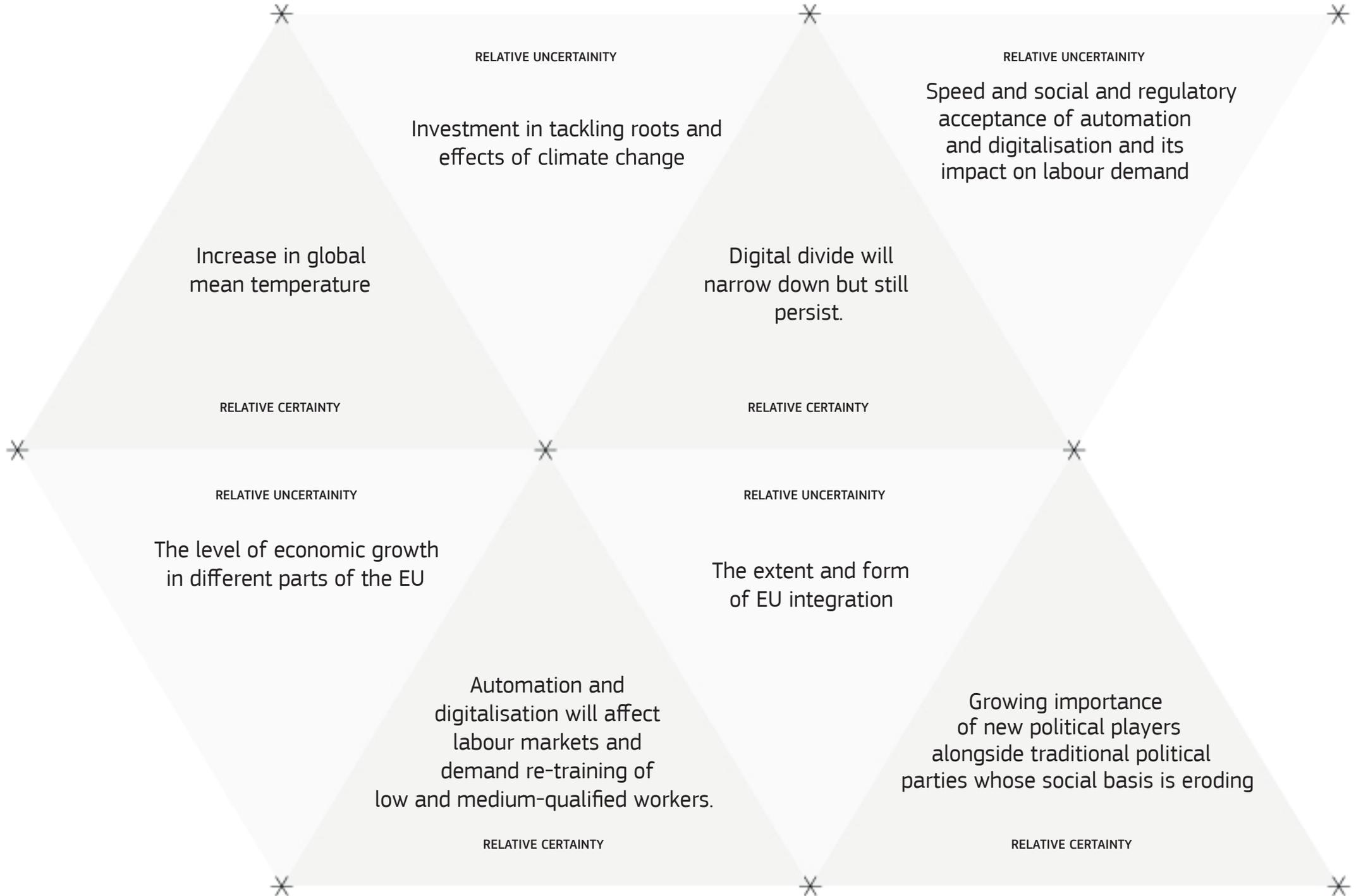
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**Orientation: Landscape**

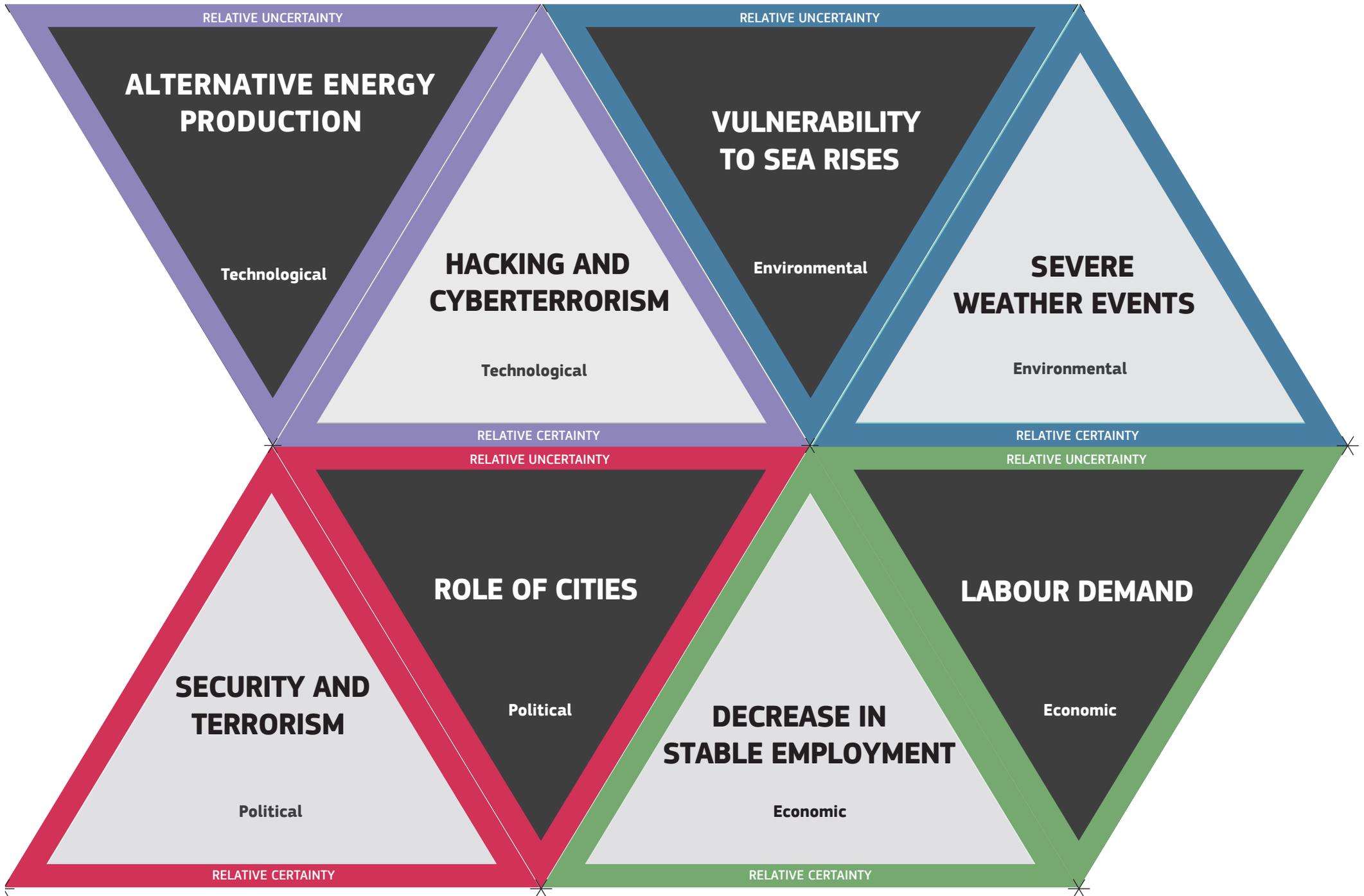
**Print on both sides of the paper: flip on short edge**

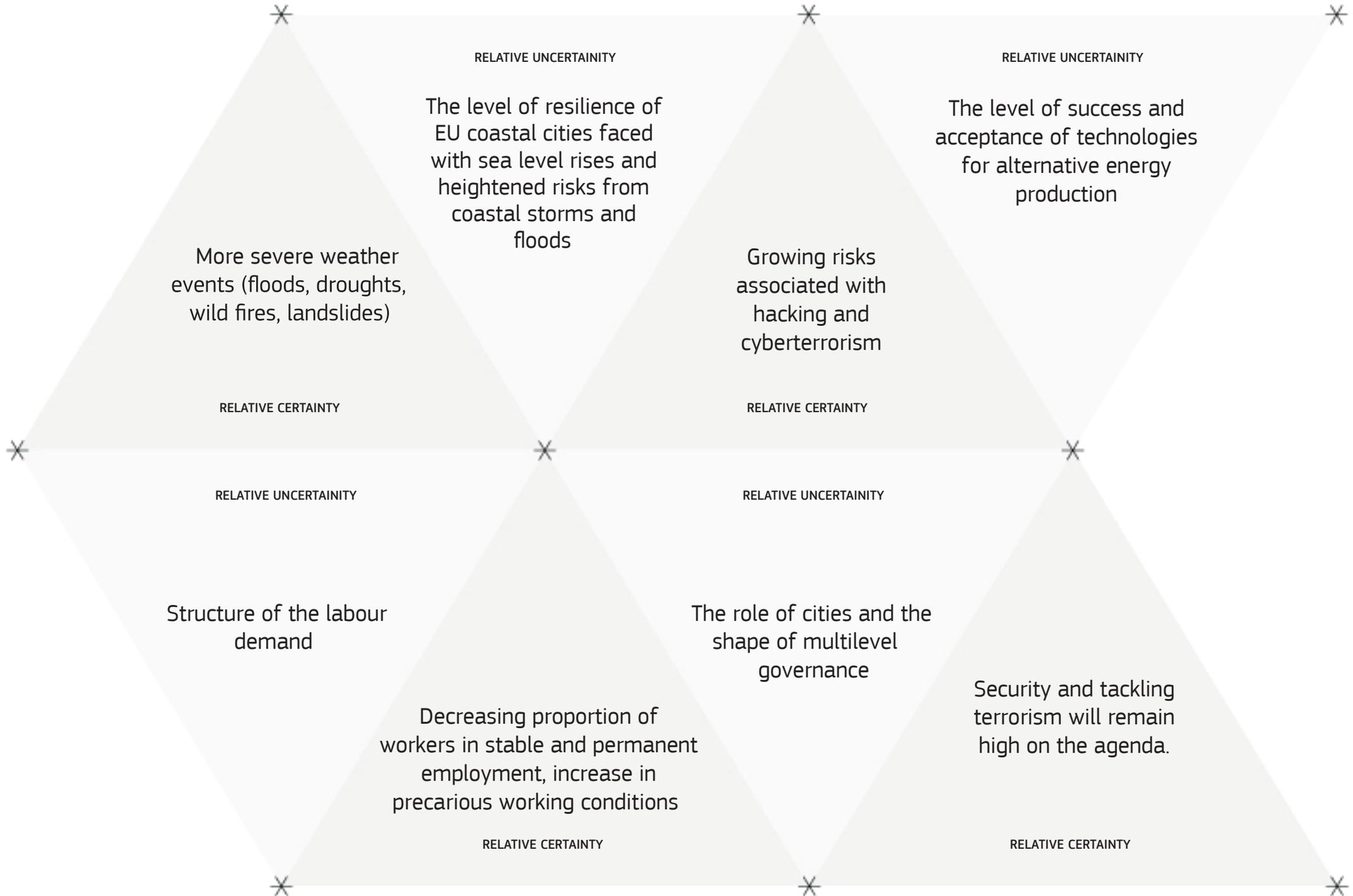
# Certainty and uncertainty cards for the EU





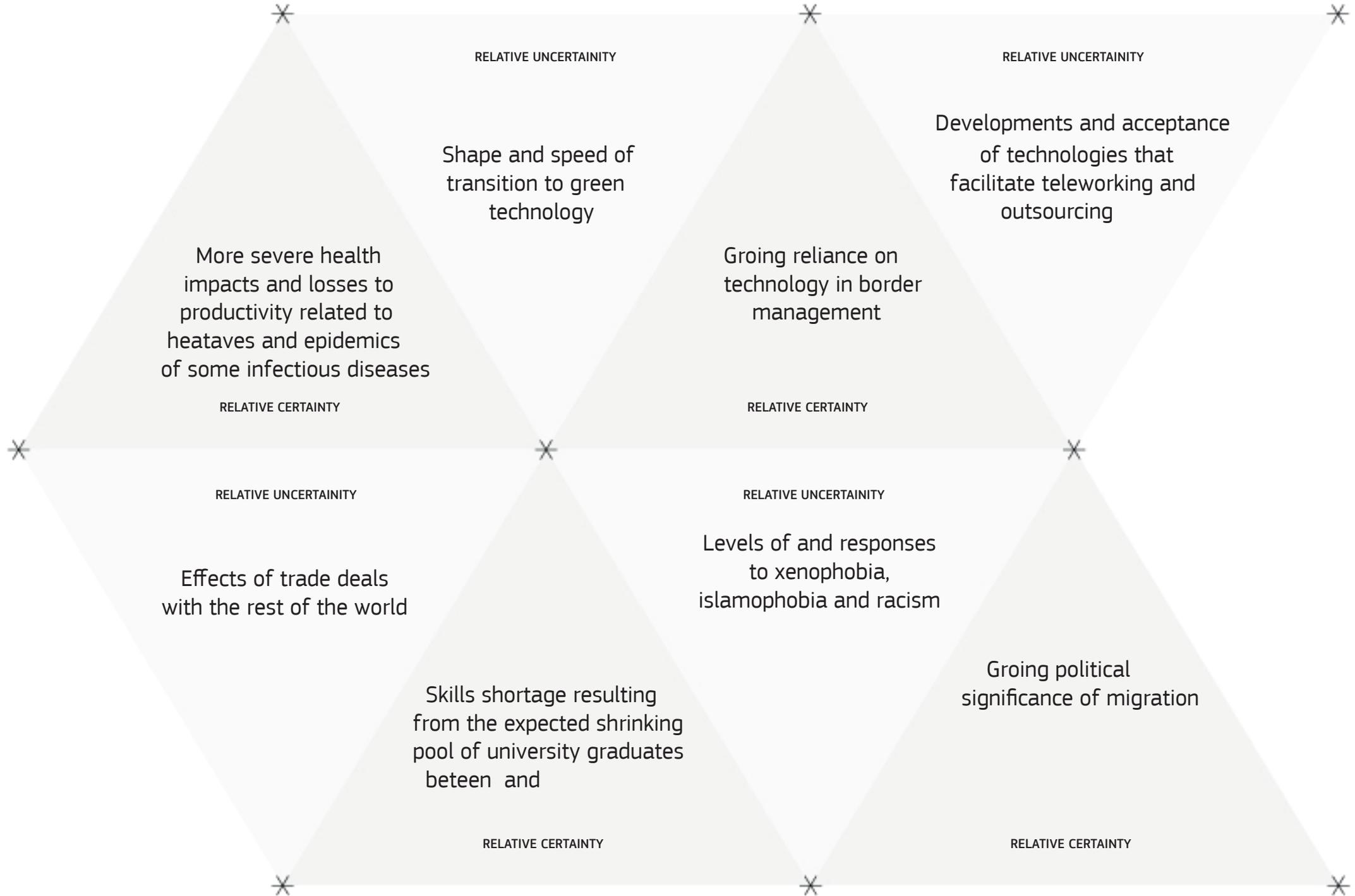
# Certainty and uncertainty cards for the EU



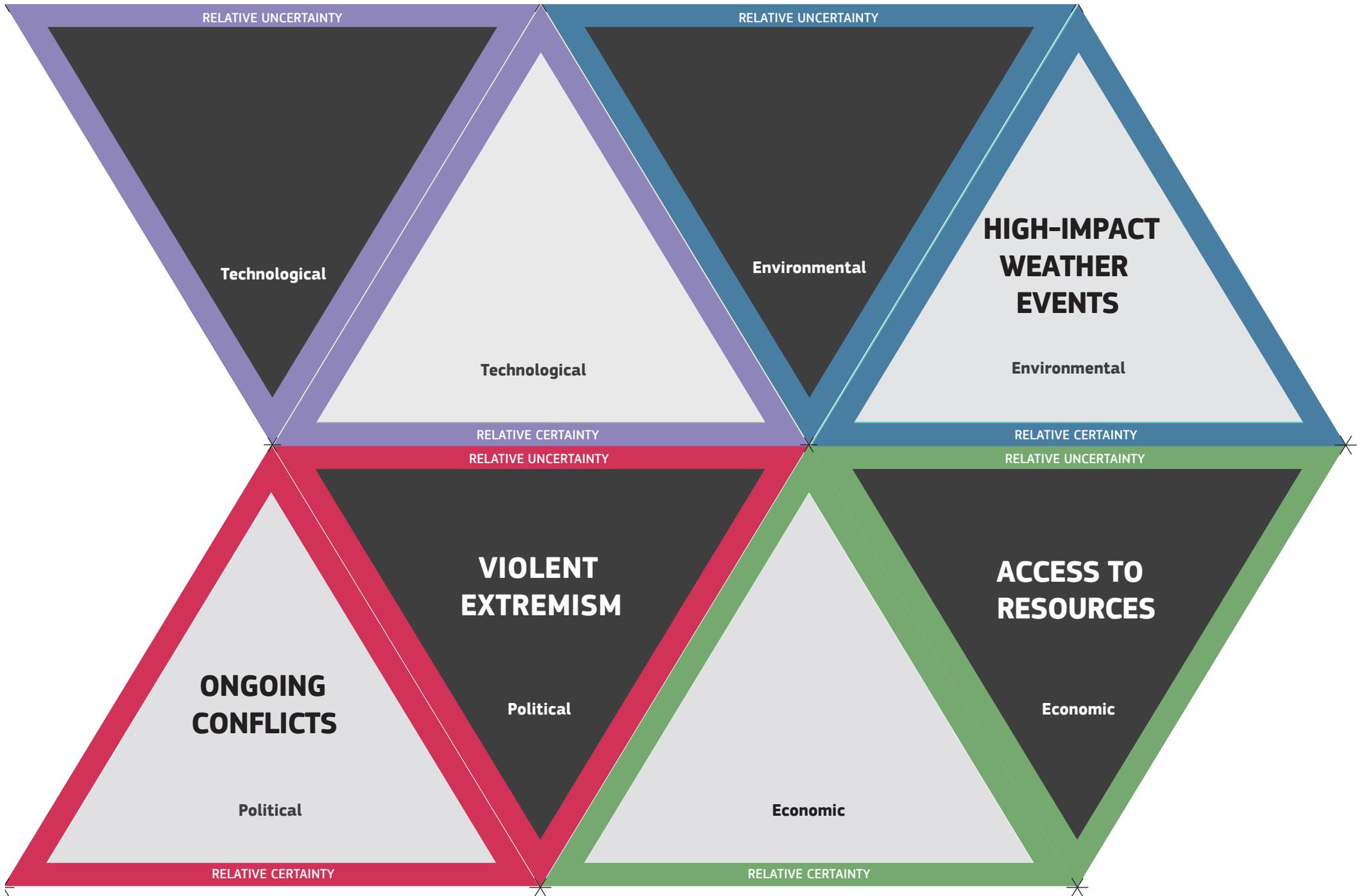


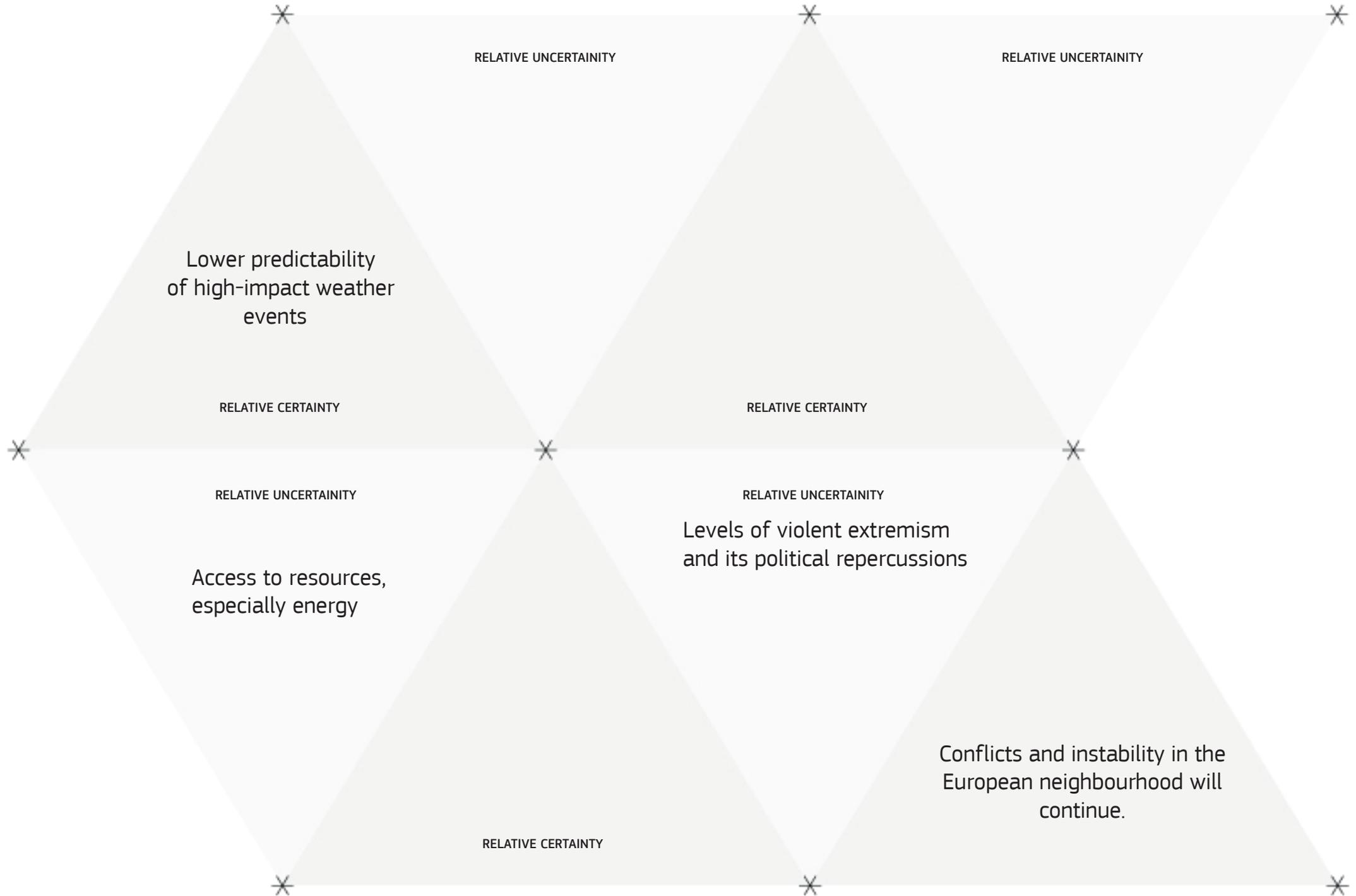
# Certainty and uncertainty cards for the EU



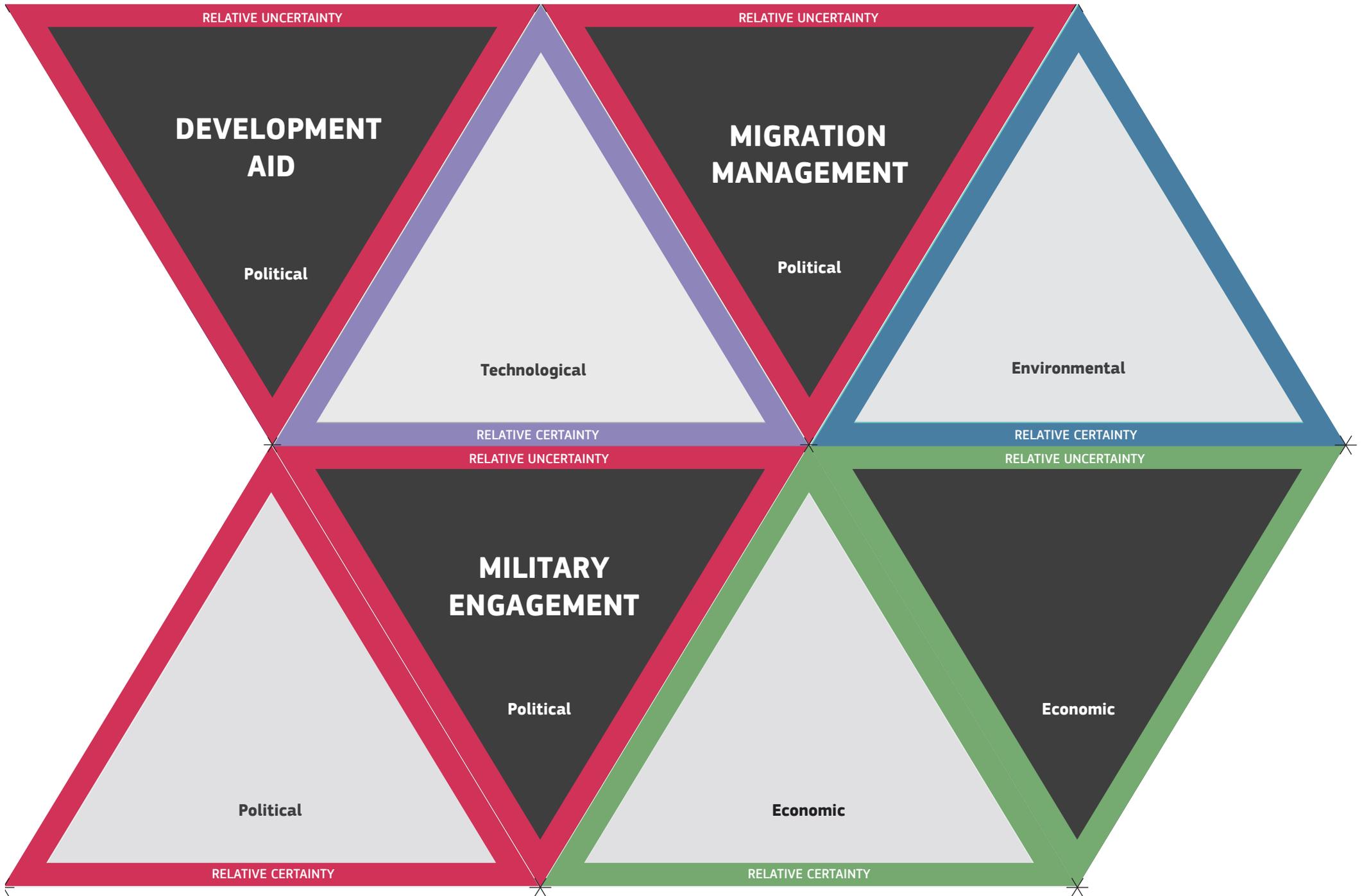


# Certainty and uncertainty cards for the EU





# Certainty and uncertainty cards for the EU



RELATIVE UNCERTAINTY

RELATIVE UNCERTAINTY

Success of international efforts  
to cooperate in migration  
management

Levels of spending and  
target groups of European  
development aid and  
investment

RELATIVE CERTAINTY

RELATIVE CERTAINTY

RELATIVE UNCERTAINTY

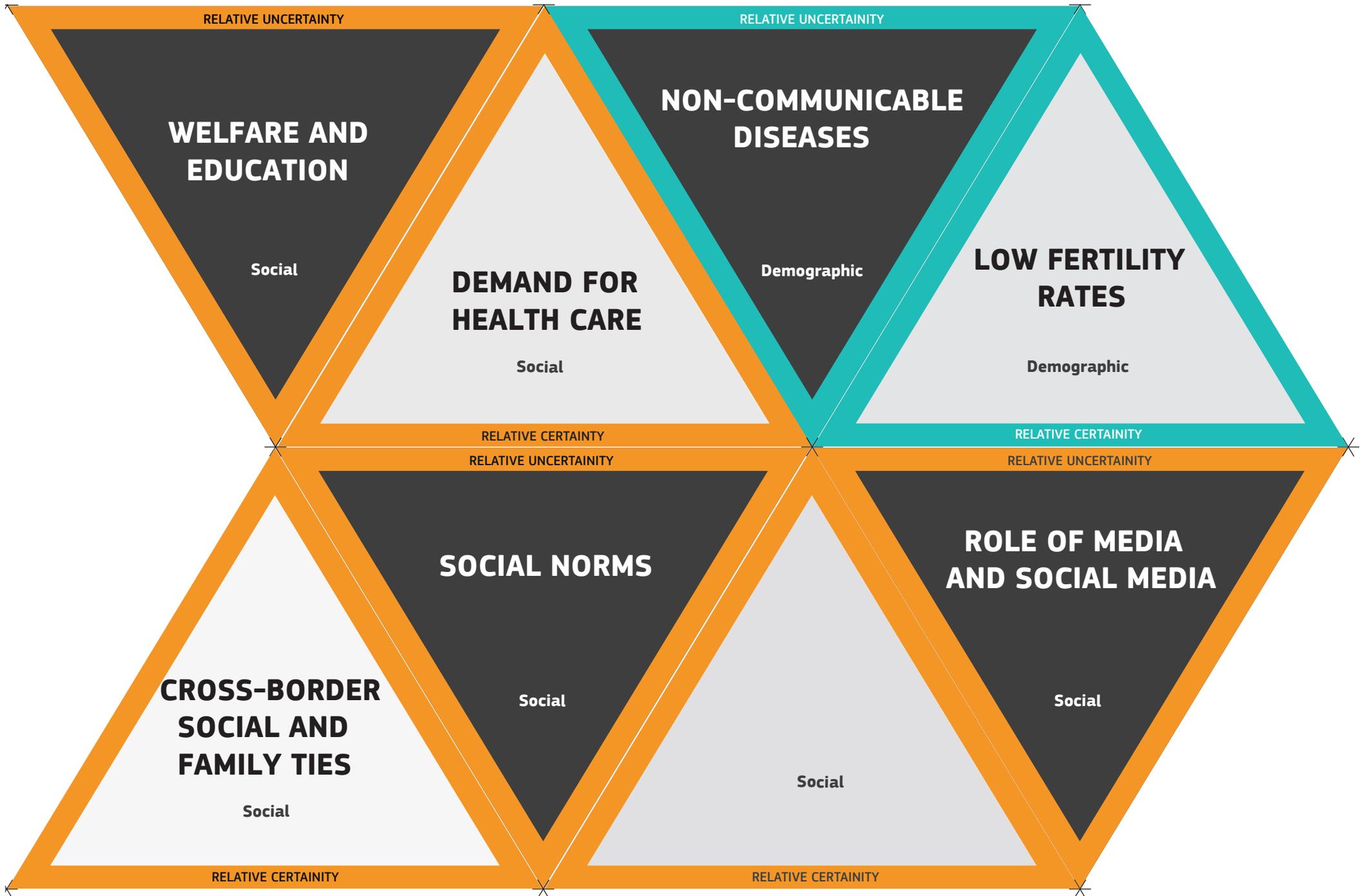
RELATIVE UNCERTAINTY

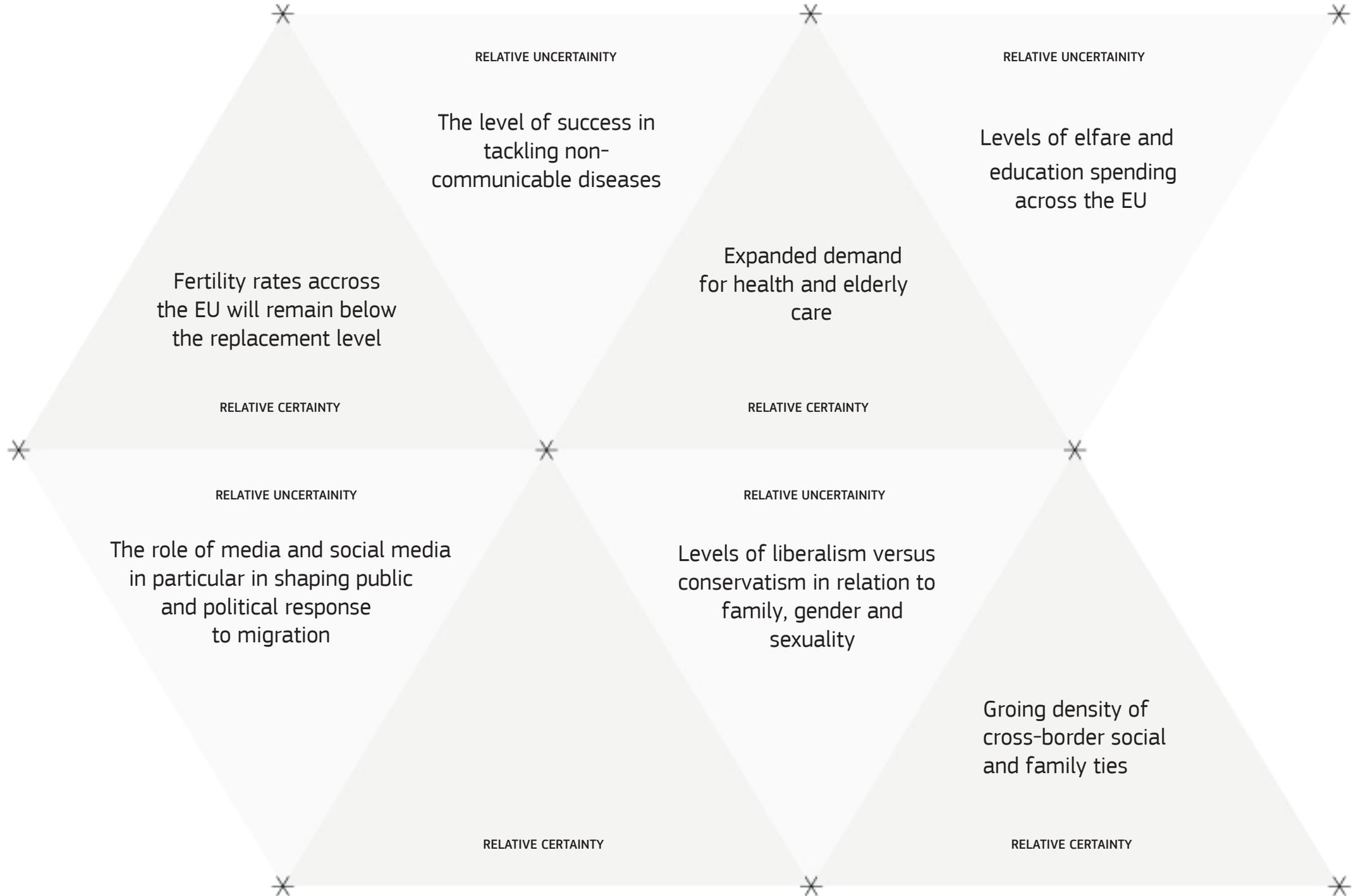
EU member states military  
engagement around the world

RELATIVE CERTAINTY

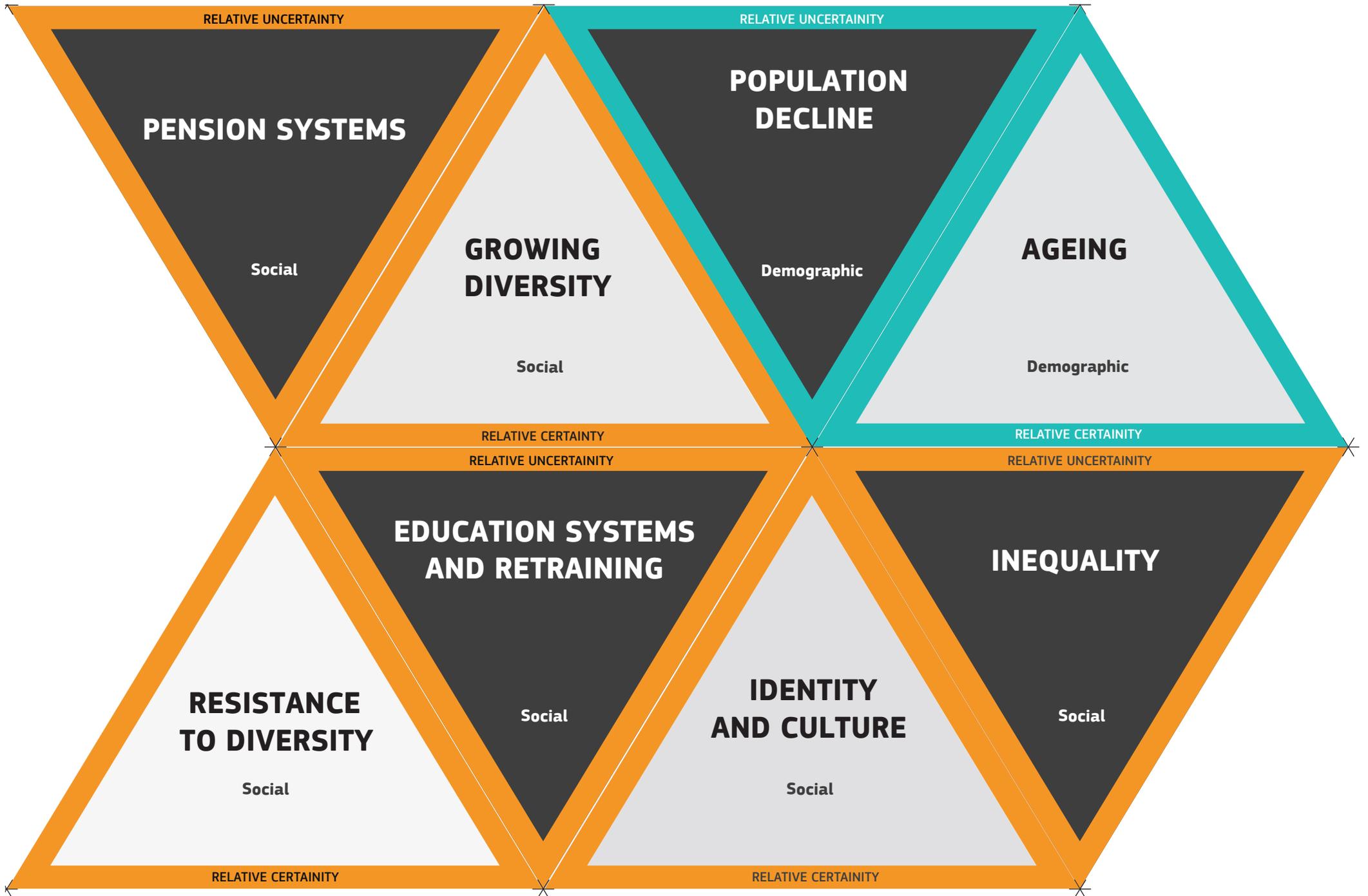
RELATIVE CERTAINTY

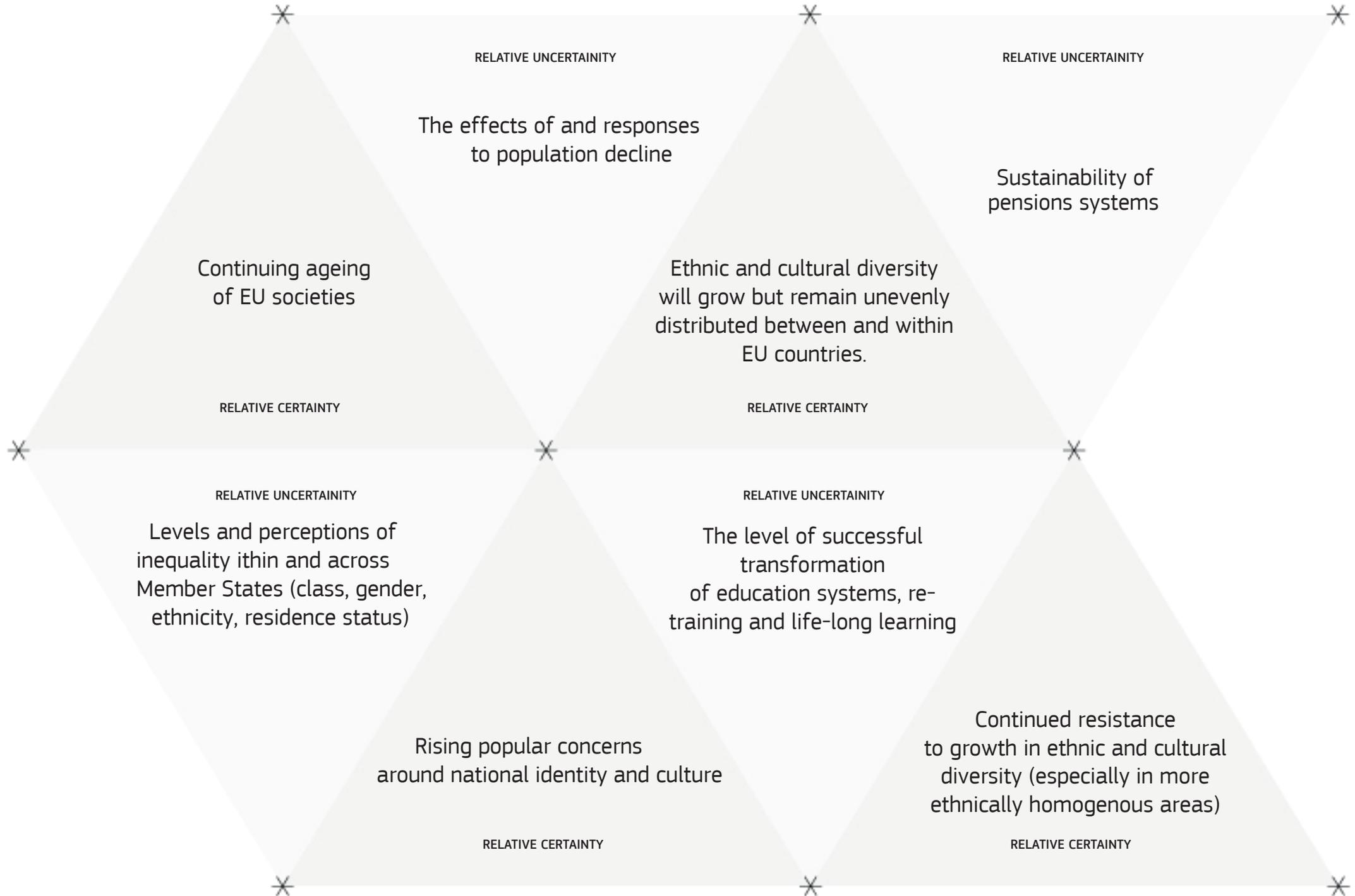
# Certainty and uncertainty cards for the EU



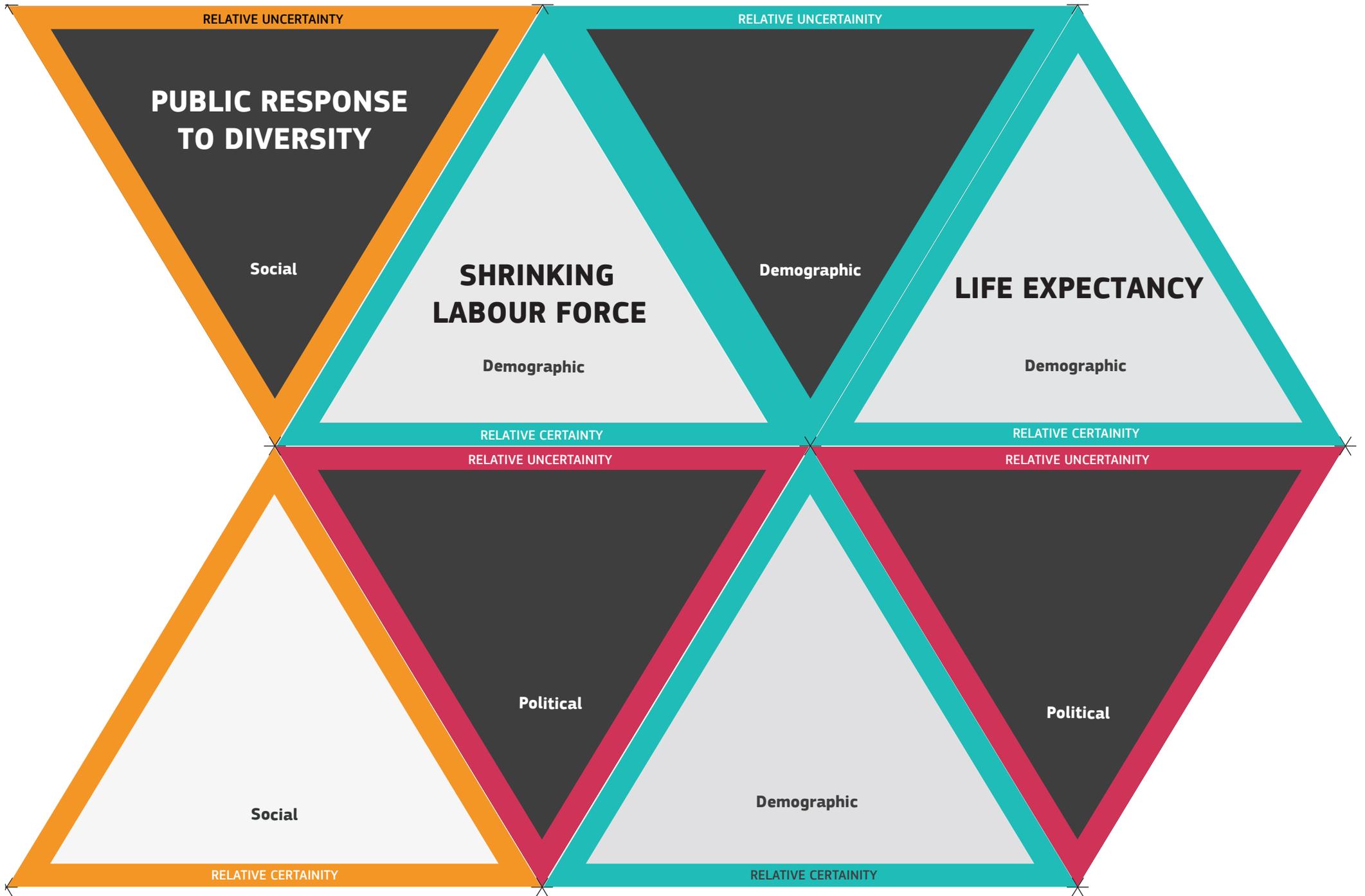


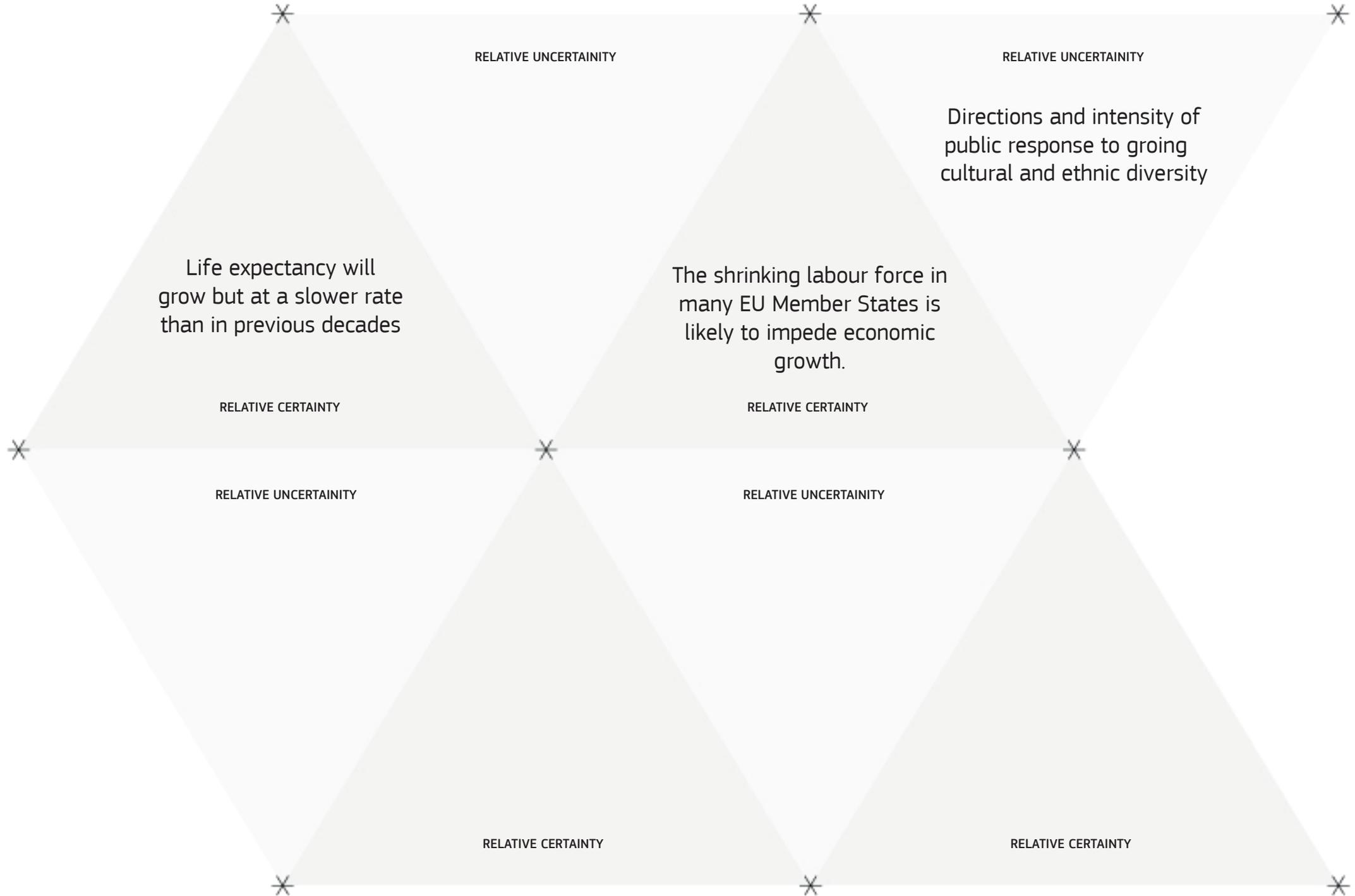
# Certainty and uncertainty cards for the EU





# Certainty and uncertainty cards for the EU





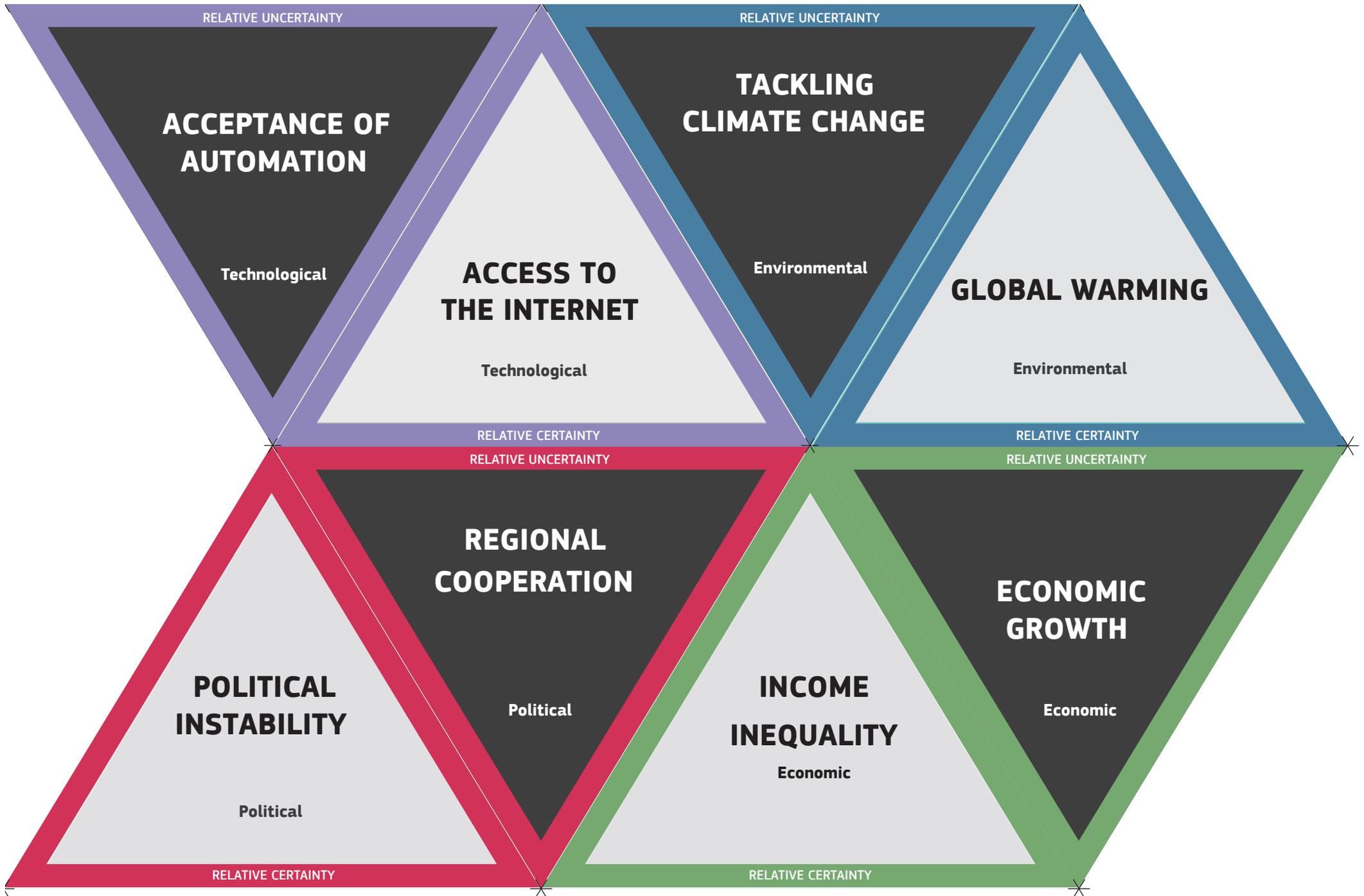
# **Certainty and uncertainty cards for Non-EU: Africa, Asia & Eastern European neighbourhood**

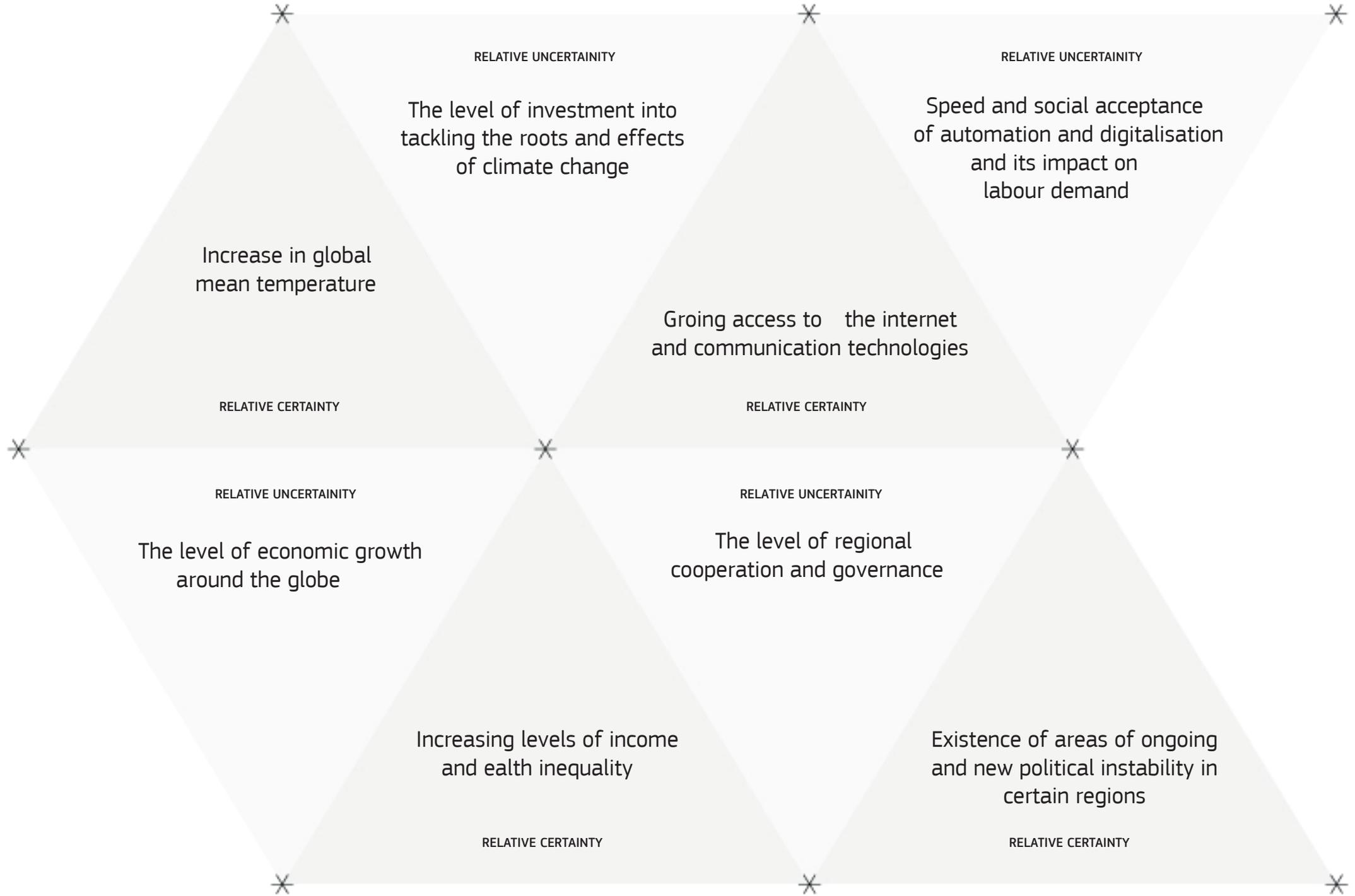
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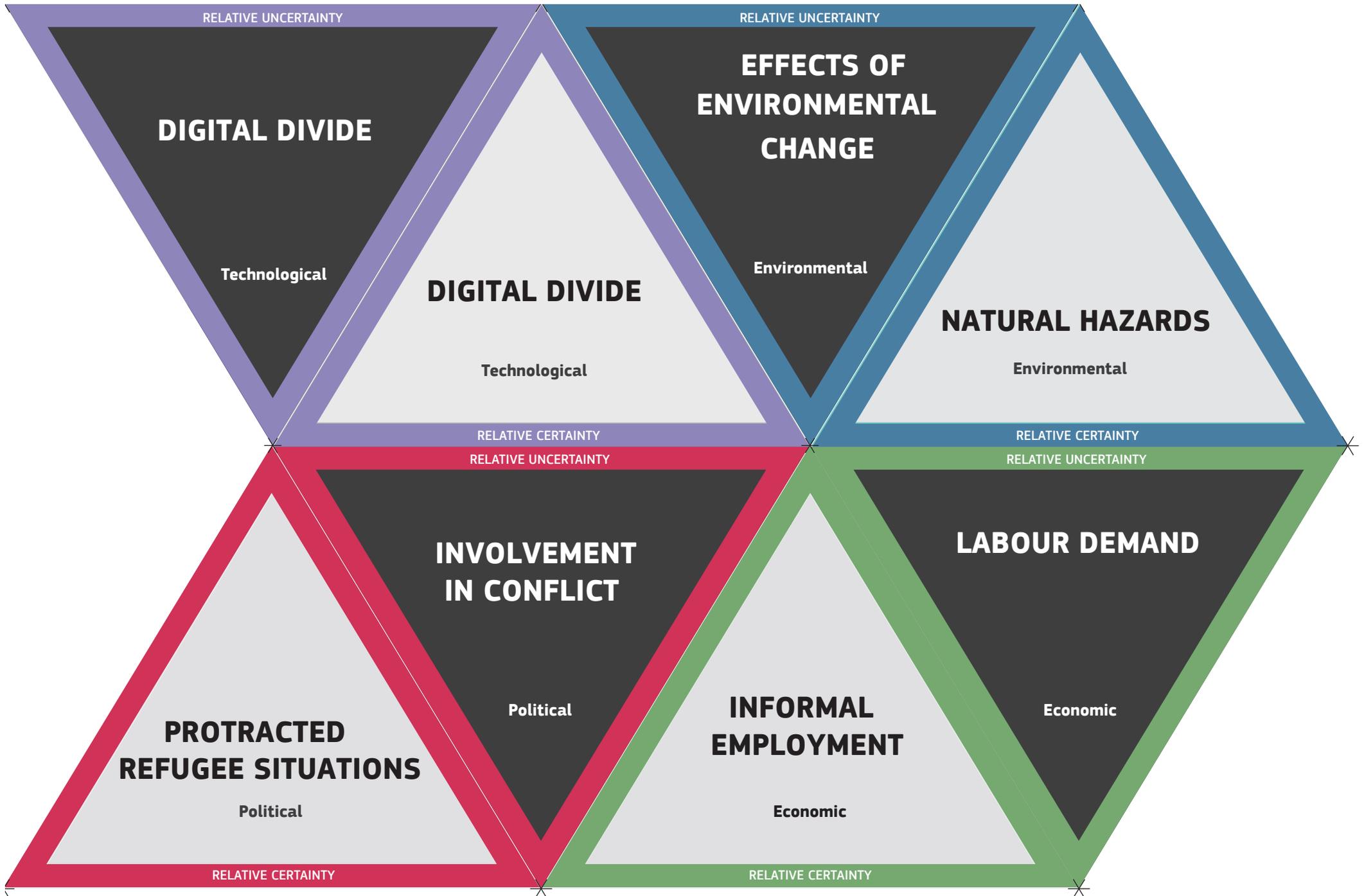
**Size: A4**

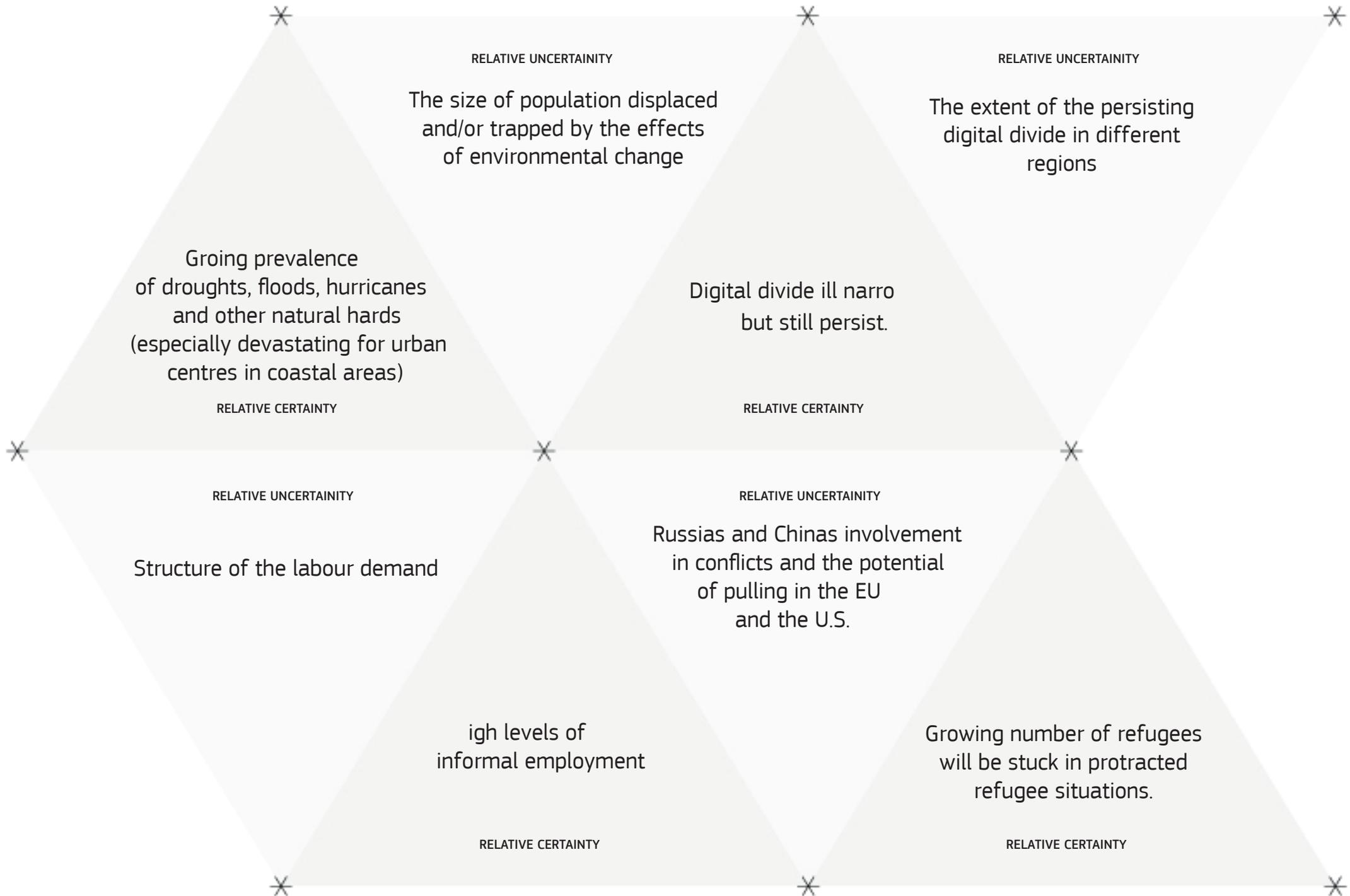
**Orientation: Landscape**

**Print on both sides of the paper: flip on short edge**

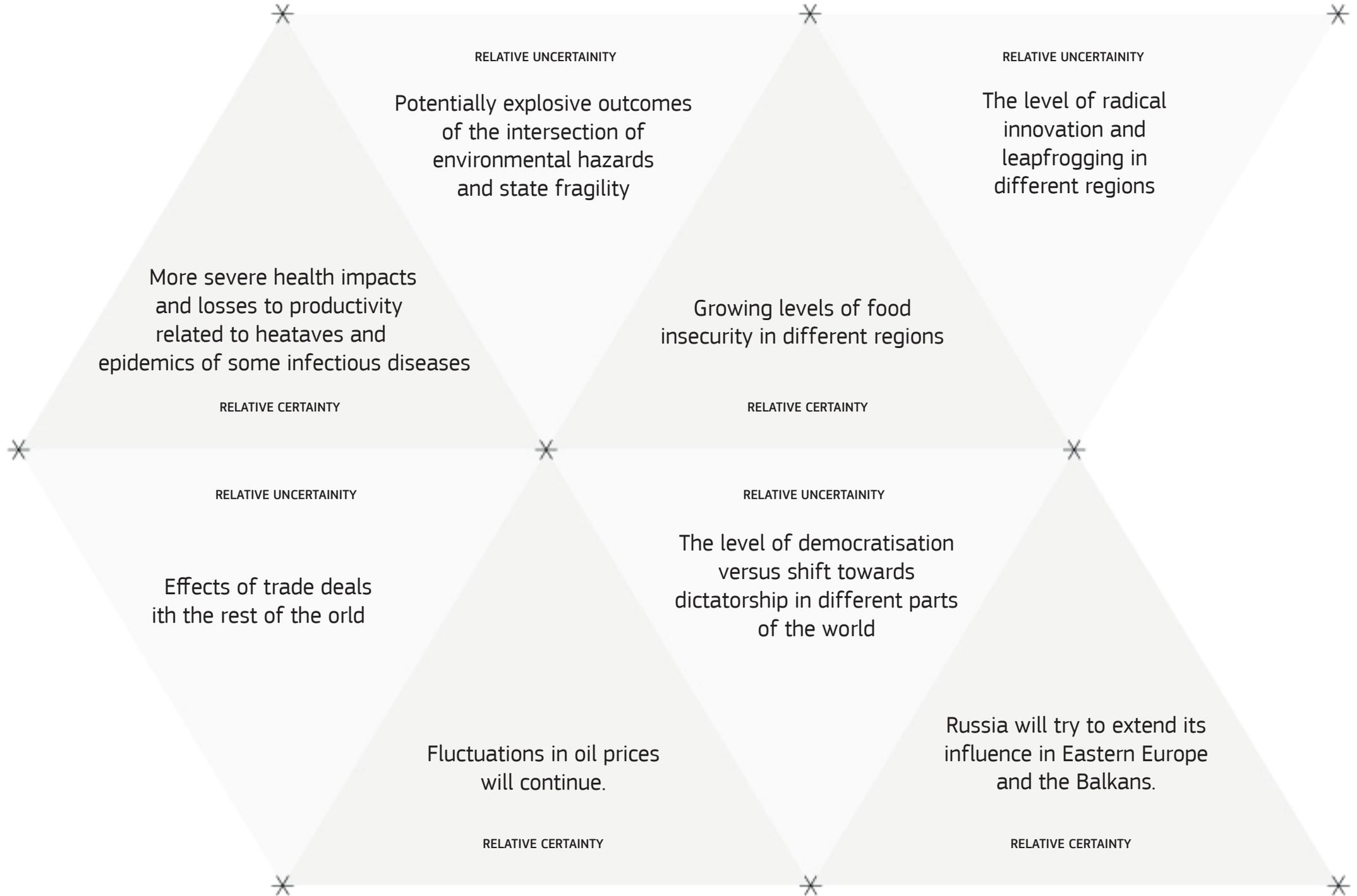


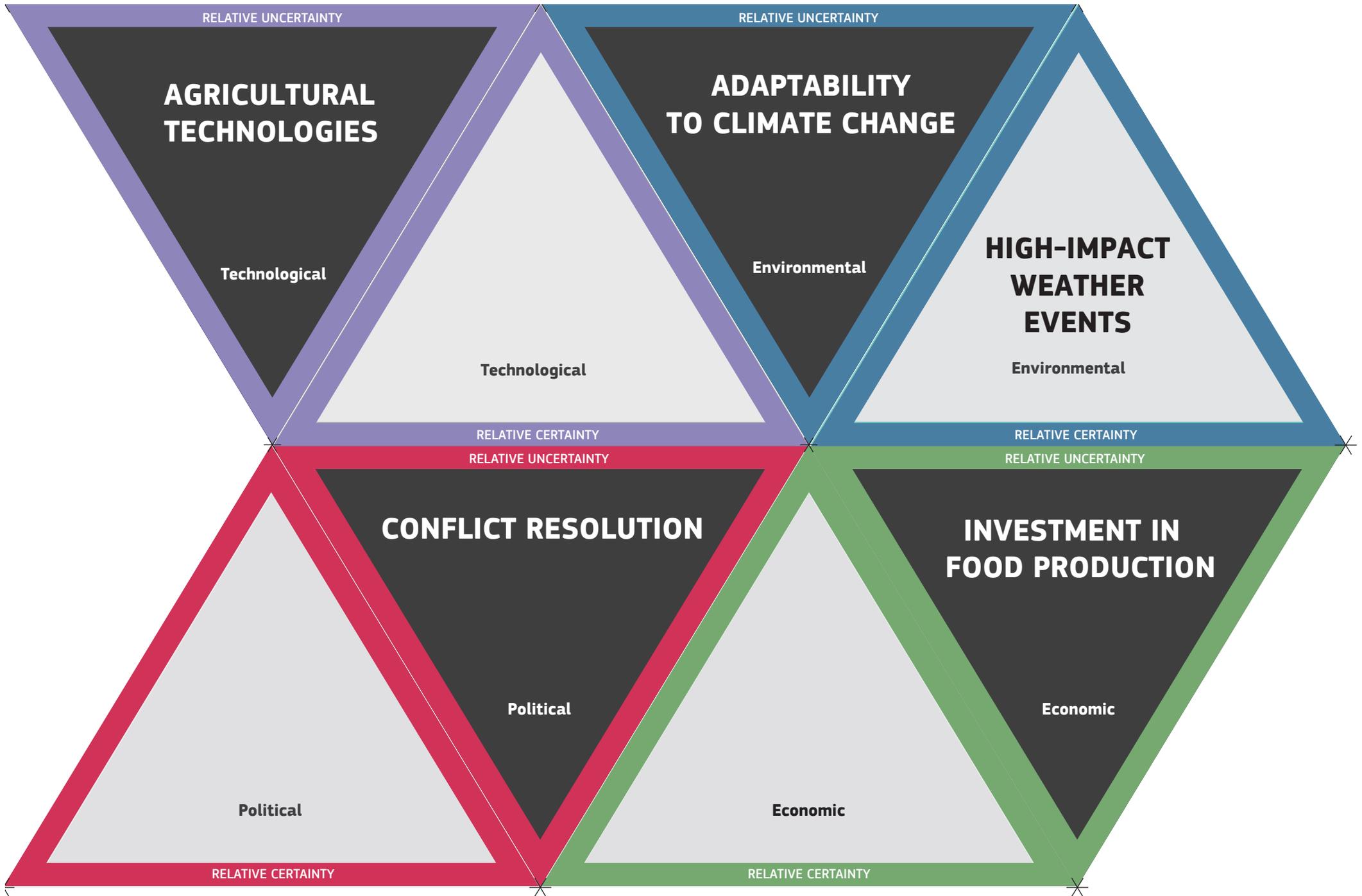


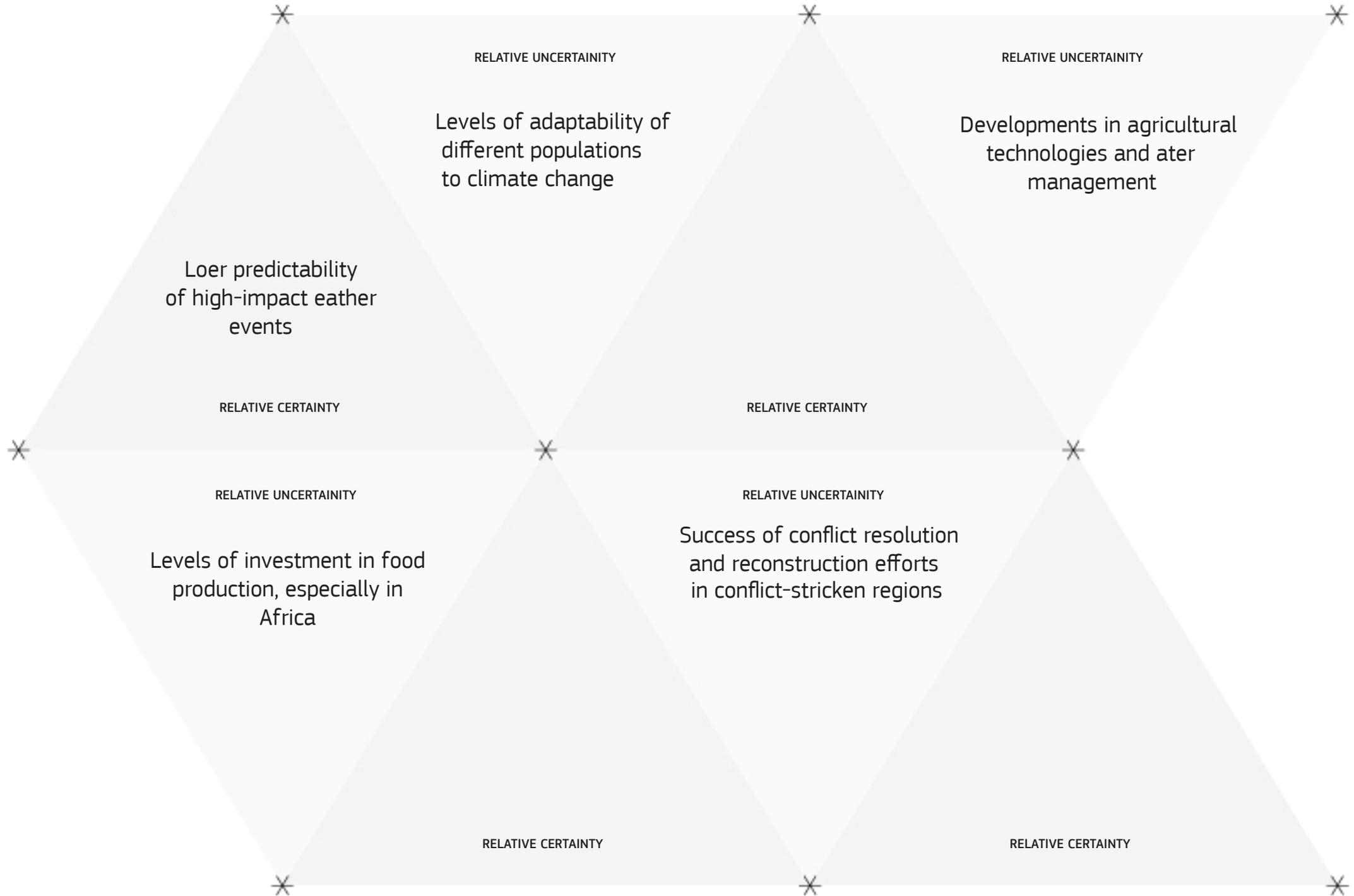


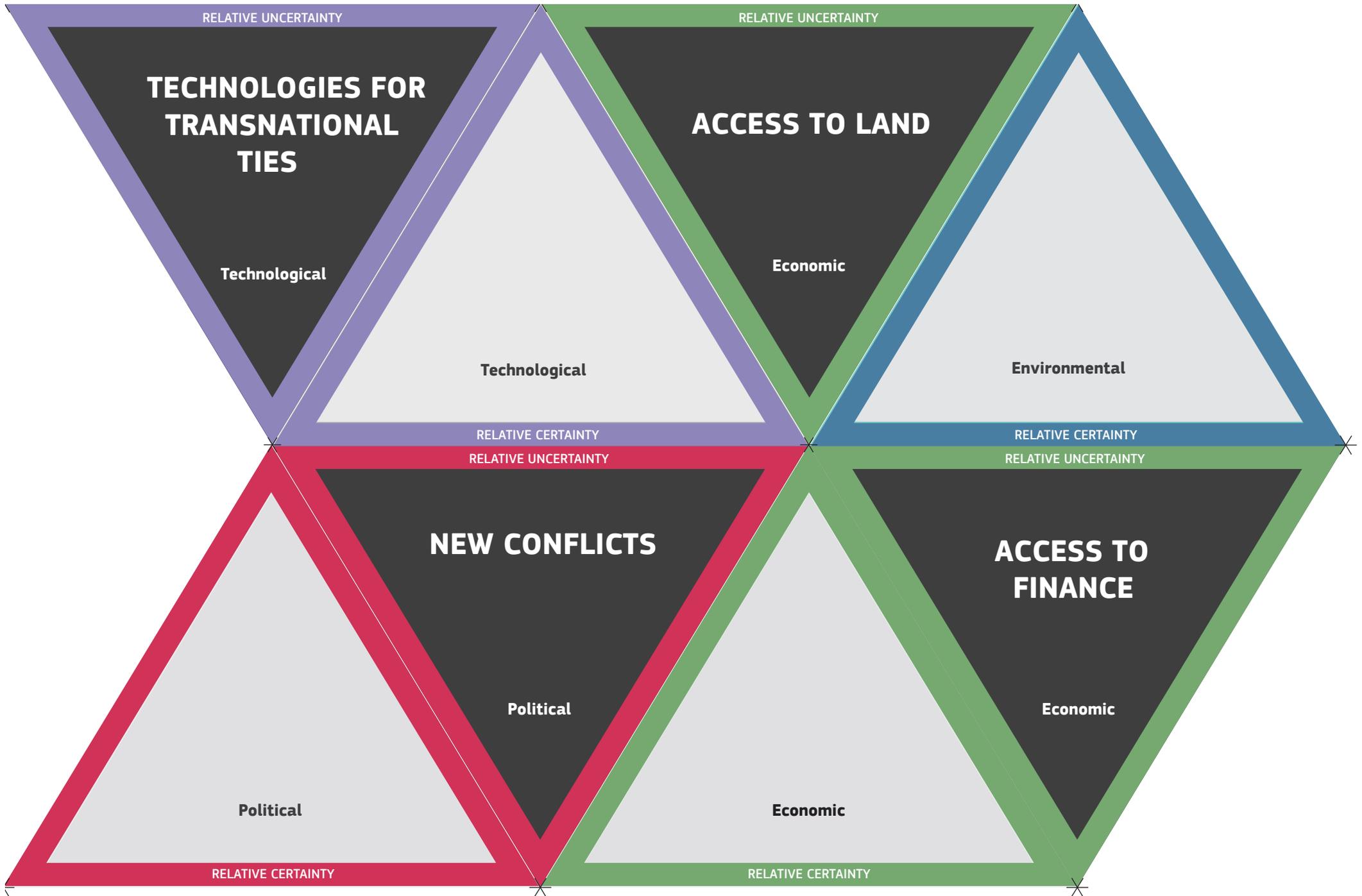


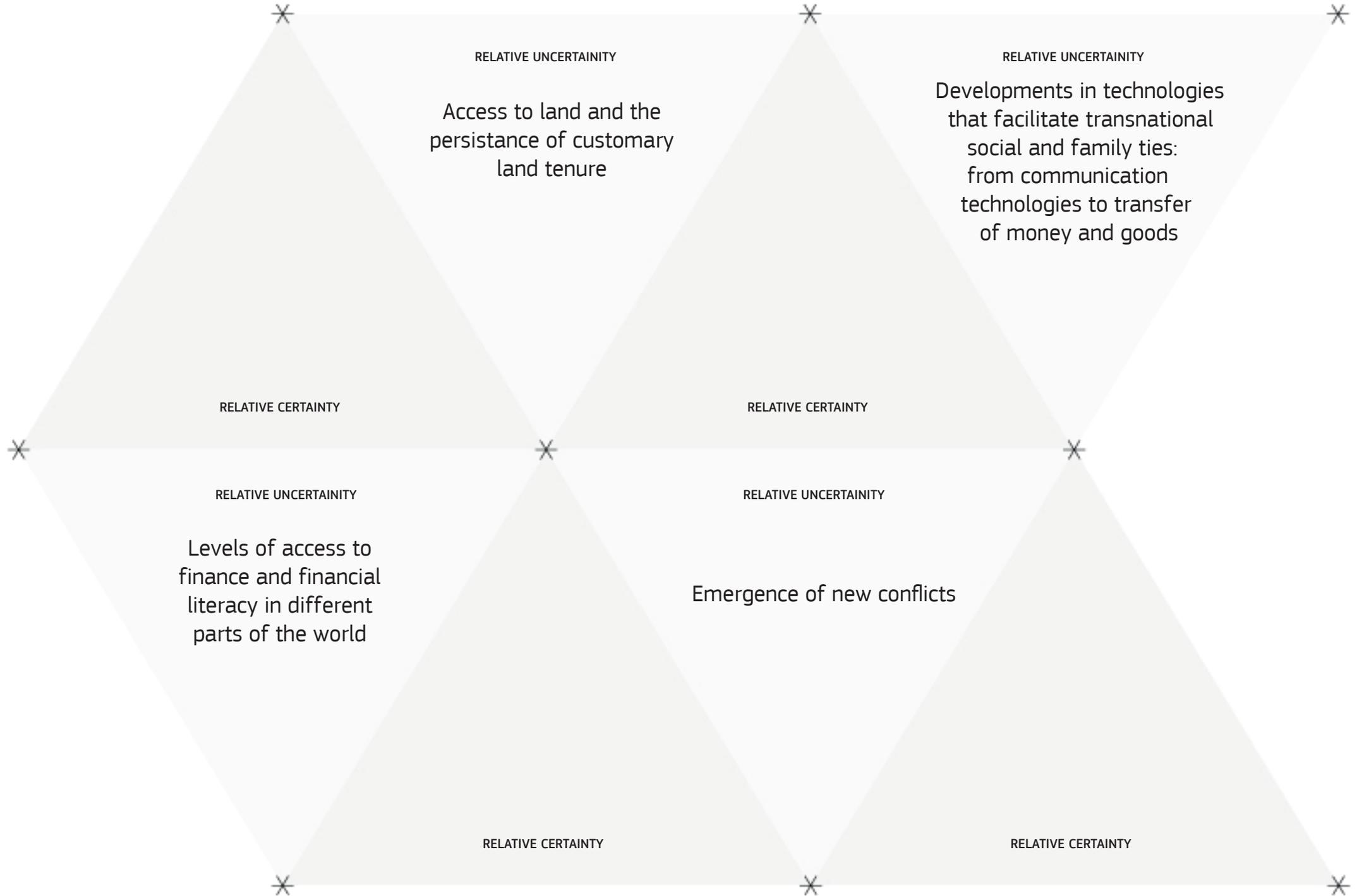


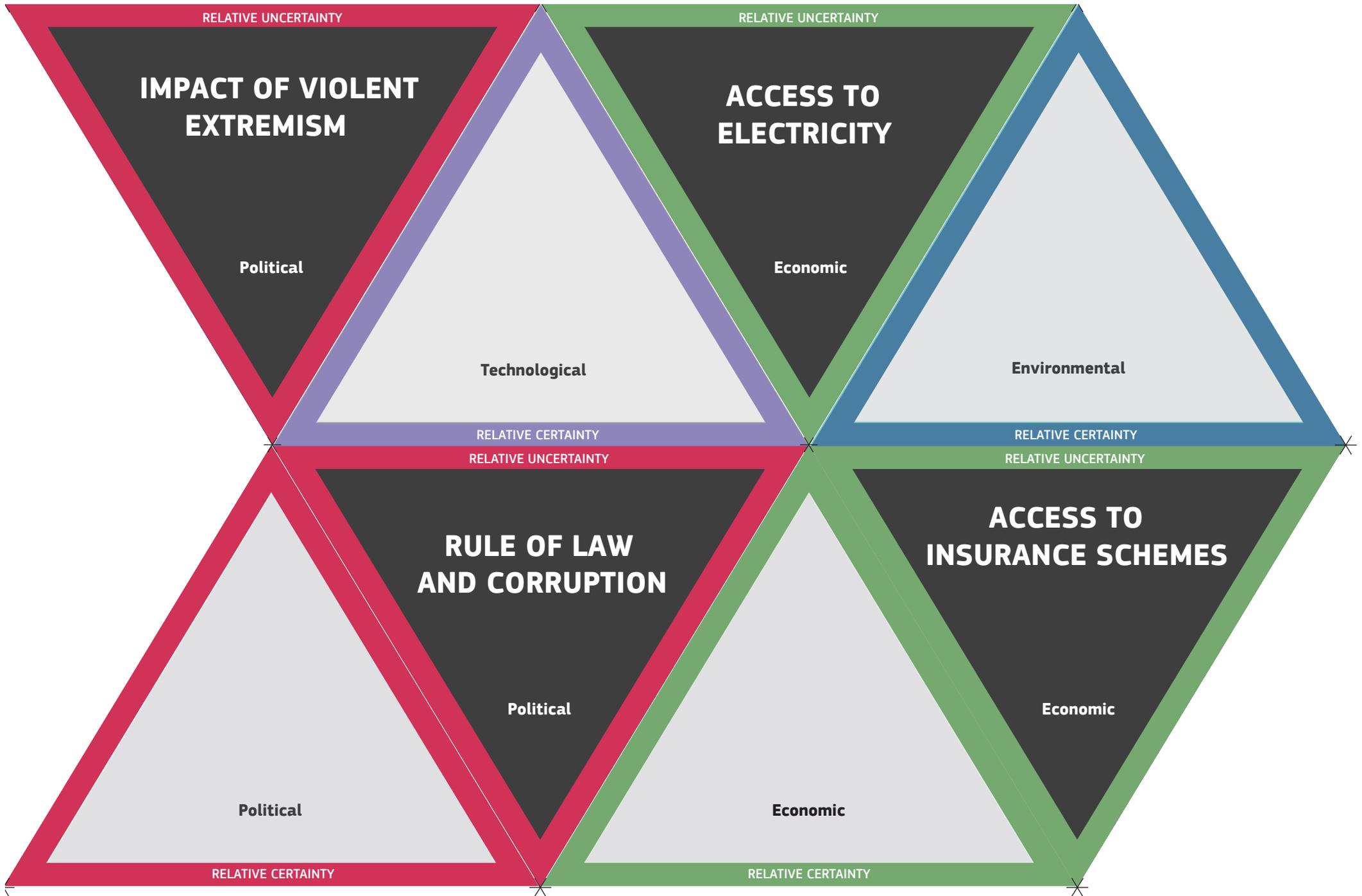


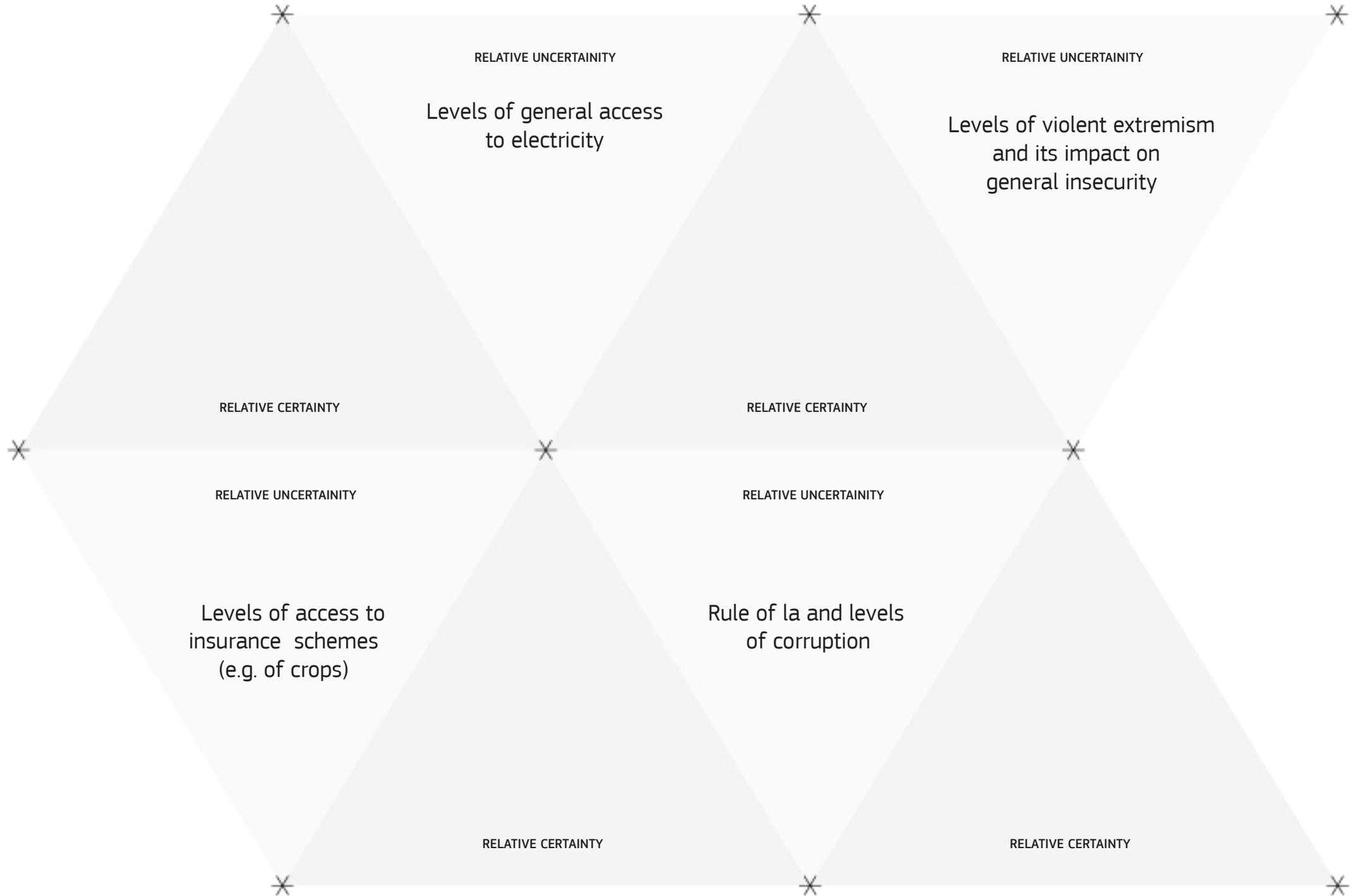




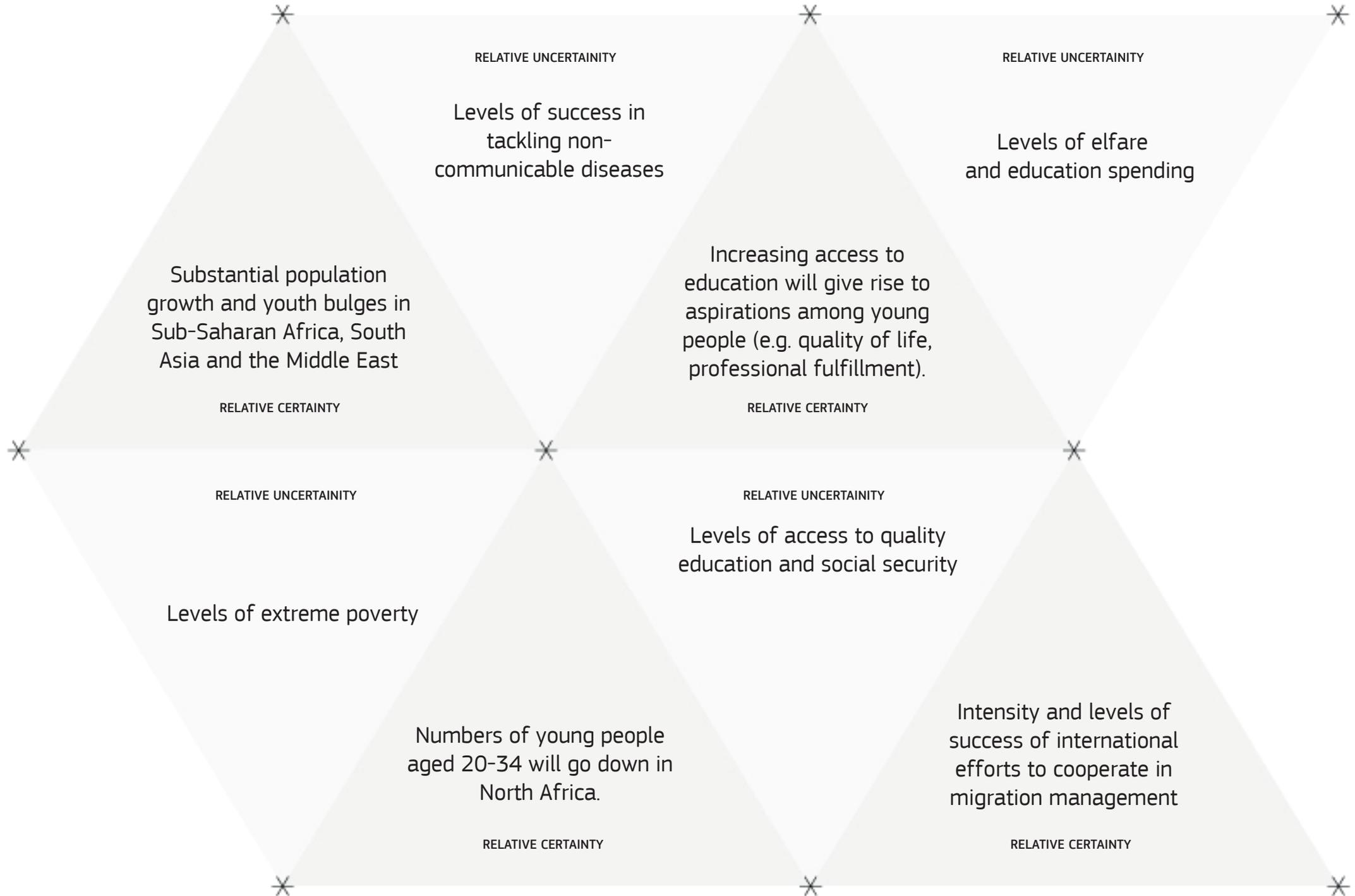


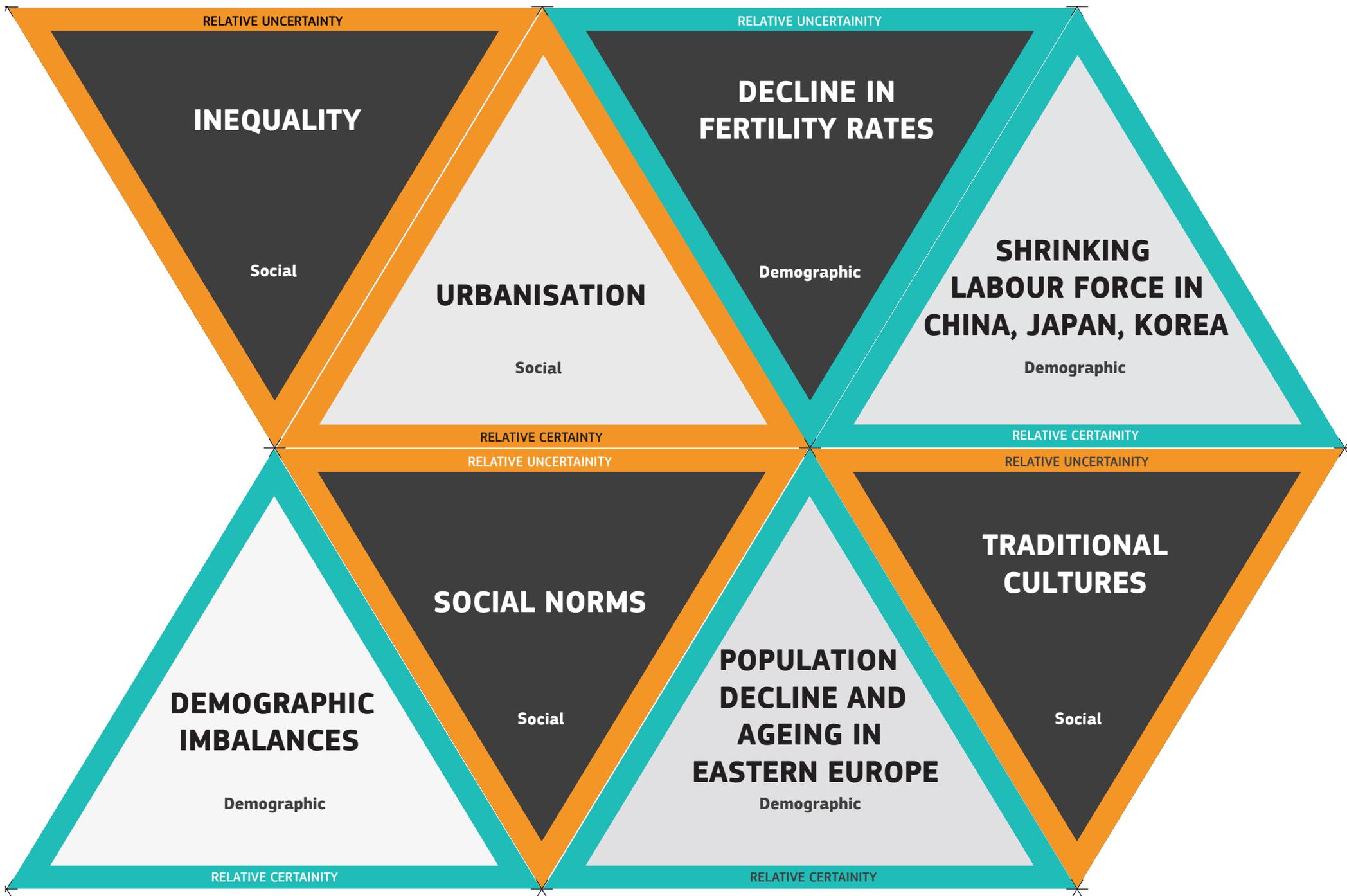


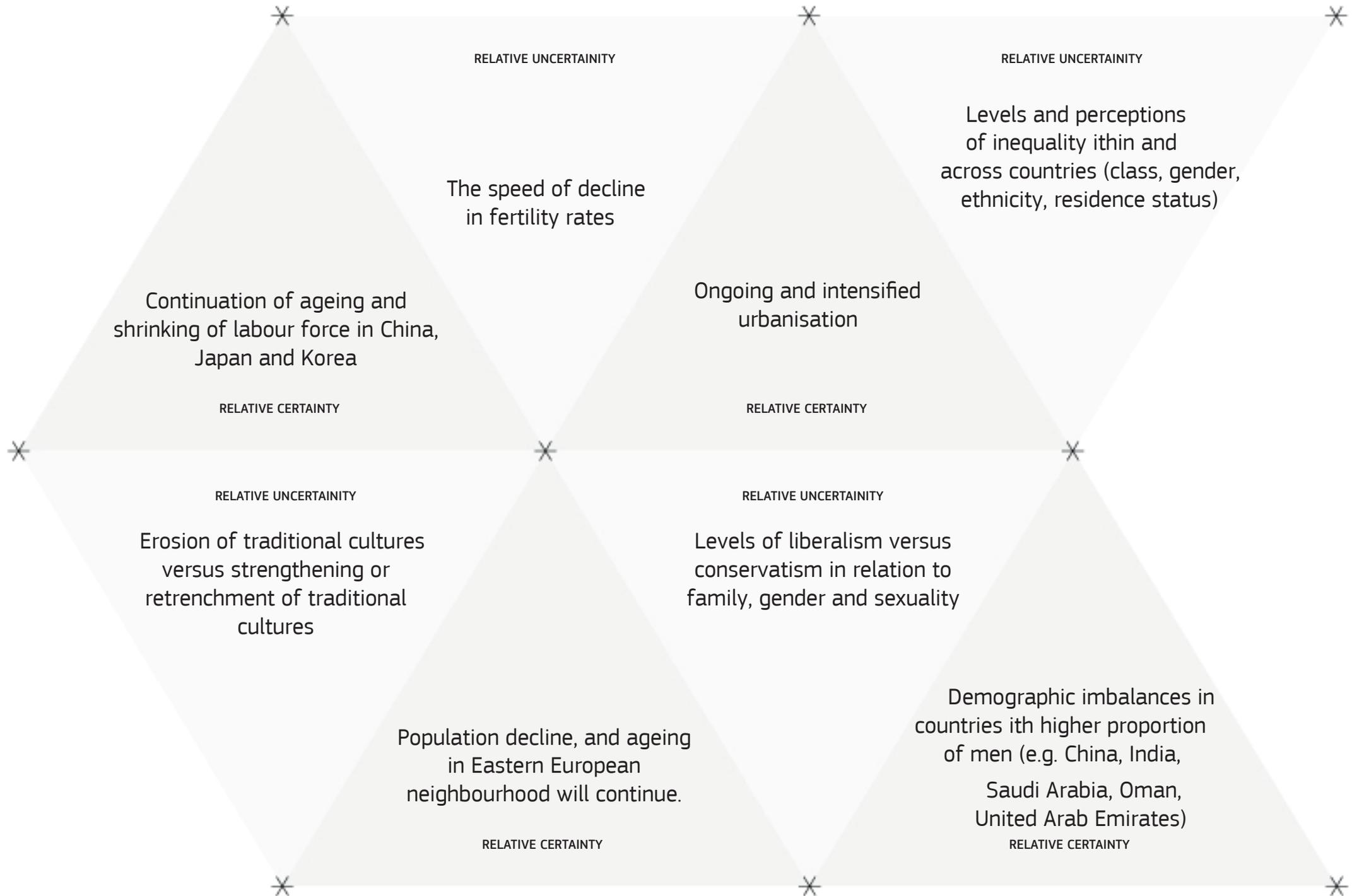


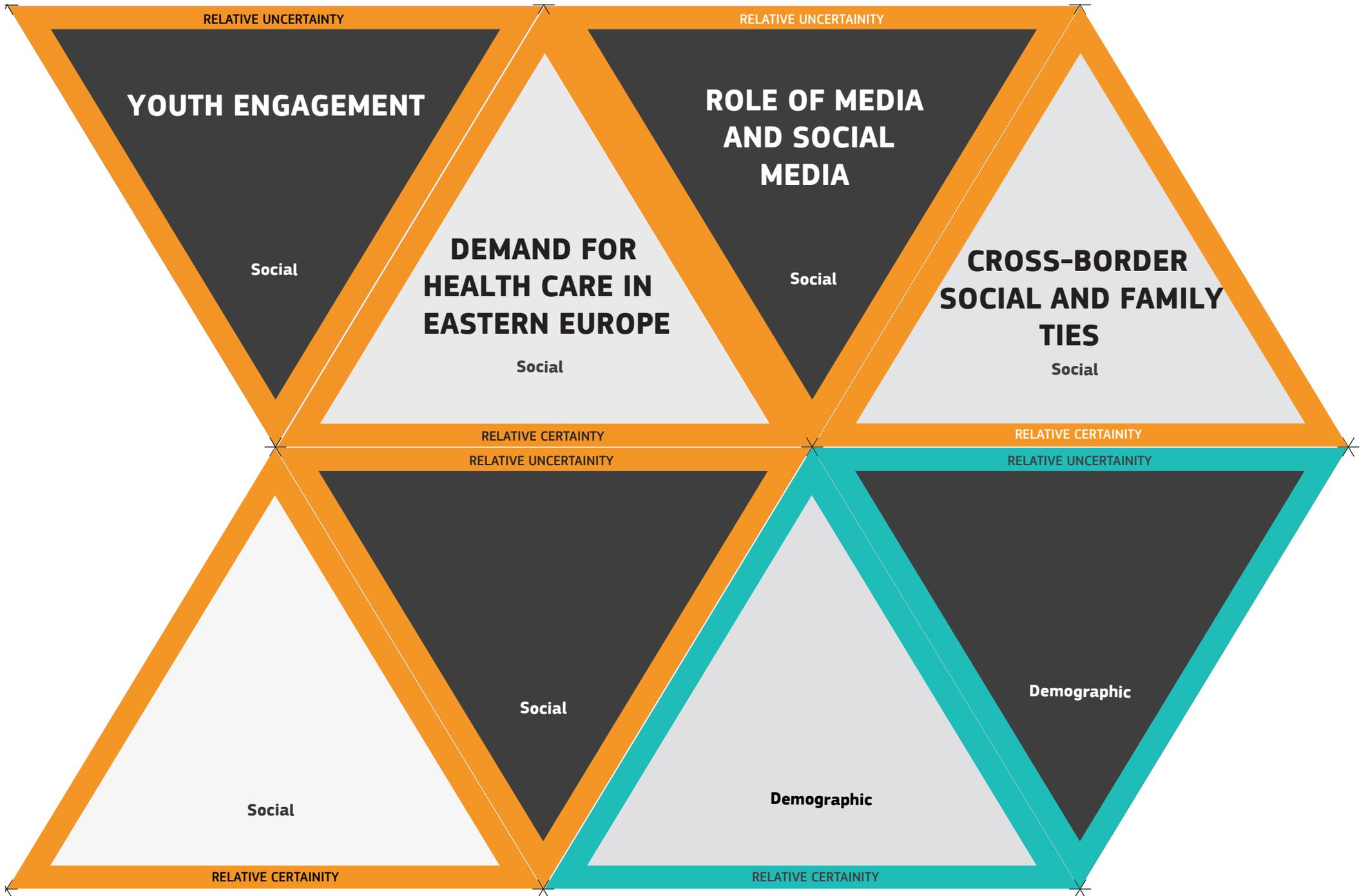


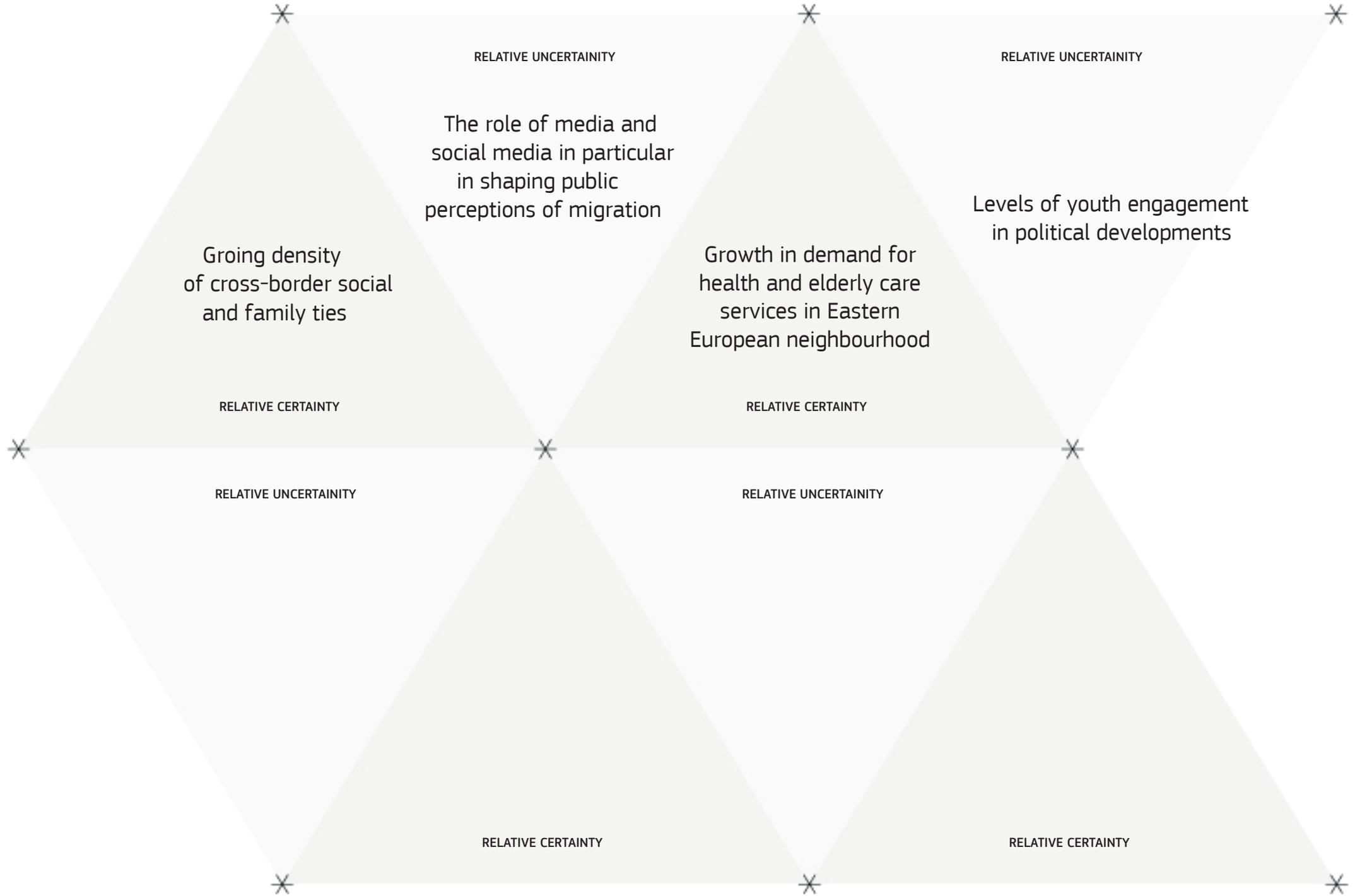


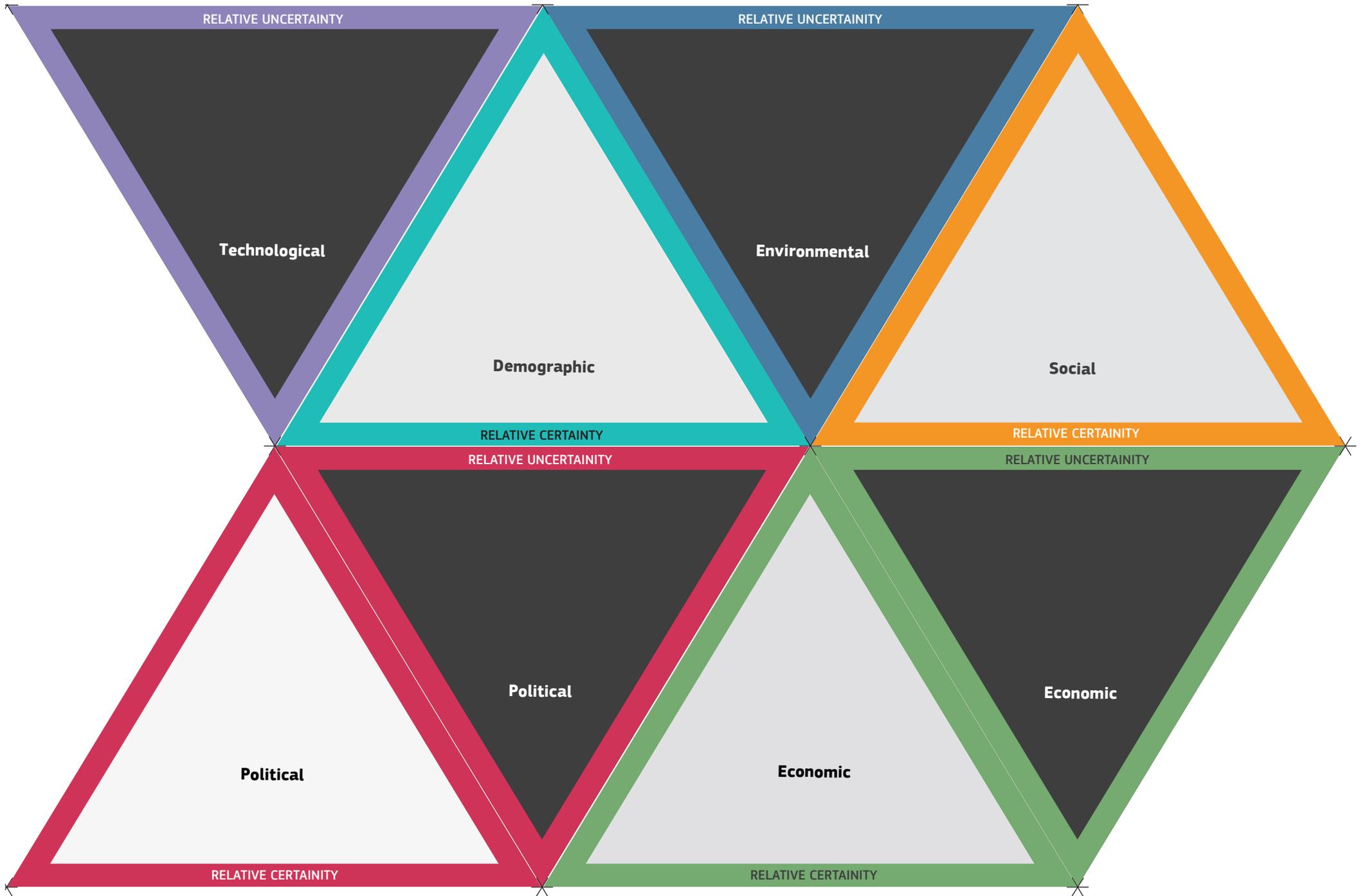












print A4 verso

