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● Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa

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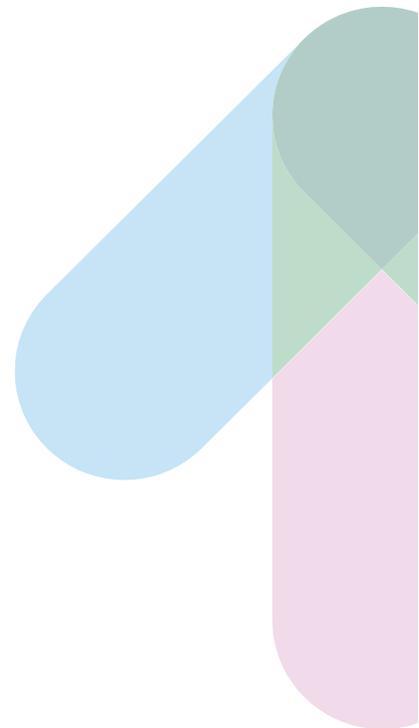
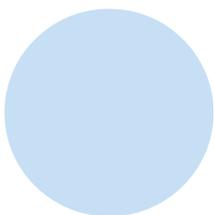
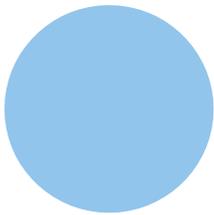
Mobility Schemes Between North African and European Countries: Time to Draw Lessons and Build Future Skills Mobility Partnerships

Cairo, Egypt

30-31 January – 1st February 2023 - Hybrid

REPORT ●





THAMM

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EXECUTIVE SUMMARY

At the invitation of the Government of the Arab Republic of Egypt and in close collaboration with the European Commission (EC), the International Labour Organization (ILO), the International Organization for Migration (IOM), and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, with support from the Belgian Development Cooperation Agency Enabel and the French Office for Immigration and Integration (OFII), jointly organised the Second THAMM regional conference on Mobility Schemes Between North African and European Countries: Time to Draw Lessons and Build Future Skills Mobility Partnerships, in Cairo, from 30 January to 1st February 2023.

The conference was held in hybrid format in three languages (Arabic, English and French) and benefitted from the active participation of the three THAMM partner countries, Egypt, Morocco and Tunisia, as well as Algeria and Libya, government institutions, social partners, academic and private sector stakeholders, as well as regional economic communities and institutions (AU, EU, UMA) from over 20 countries and about 70 European and North African organizations. 343 persons registered and 150 attended in person while 30 to 65 persons connected to the different sessions.

Held in the specific context of the consultations on the Talent Partnerships process, currently ongoing between the European Commission and North African partner countries, as well as the package for Skills, the conference aimed to:

- Inform implementation of programme activities among all partners involved in THAMM in its final phase of implementation;
- Inform ongoing discussions in the context of the EU's New Pact on Migration and Asylum, Talent Partnership Initiative, Talent Pool, Skills Package, and at the Neighbourhood level, in terms of Team Europe Initiatives and Joint Programming;
- Provide evidence-based original research on the impact of such schemes to inform conference discussions;
- Appraise needs and expectations from the perspective of Government, workers' and employers' organizations, and private sector stakeholders in North African and European countries in terms of skills needs in specific sectors or jobs, and for specific beneficiaries, in particular women and youth; and
- Explore concrete, operational and sustainable cooperation avenues likely to increase impact on

employment, employability both in CoO and CoD, skills demand and sustainable socio-economic (re)integration of migrant workers.

Conceived as a high-level labour migration governance dialogue aimed at policy makers and practitioners on both shores of the Mediterranean, the conference was organized around 9 panel discussions, alternating presentations and discussions, and a final Round Table discussion intended to summarise stakeholders' key recommendations.

Like the First Regional Conference held in 2021, this Second Conference set out on the presentation of an original research paper produced for the conference providing an overview of the existing literature and data on mobility schemes, and perspectives on possible future skills mobility partnerships, enriched by interviews with key THAMM stakeholders. Over the next couple of days, subsequent panel sessions explored the following issues:

- Lessons from North African and European countries
- Public employment services as driving forces for mobility schemes
- Intermediation and skills anticipation;
- Recognition of qualifications and competencies;
- The regulation of private employment agencies as potential partners for public employment services;
- Ingredients for future skills mobility partnerships.

The conference shed light on important research findings, allowed for extensive sharing of information and good practice, and resulted in a set of lessons and recommendations, which will inform the remainder of the programme implementation as well as, more broadly, all stakeholders in the area of labour migration and mobility governance between North Africa and Europe. The report proposes over **90 targeted detailed lessons and recommendations** drawing from the various sources and expertise mobilised for the conference which are presented at the end of this report under the **4 key policy areas** which have structured the conference and which, to a large extent, inform the way labour migration and international professional mobility is coordinated within the THAMM programme: 1. National labour migration and mobility policy and strategic frameworks; 2. Skills recognition, anticipation, planning and training; 3. Intermediation: Sourcing; Selection, Matching and Recruitment; 4. New generation Skills

Mobility Partnerships and the EU Talent Partnership Programme.

The conference website offers all the conference documents and videos in three languages.

<https://thammconference.org/>

The videos will also be stored [here](#).



Second THAMM Regional Conference, 30 January 2023, Cairo Egypt

CONTEXT

The THAMM Programme

THAMM, which stands for “Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa”, is an international cooperation programme implemented by the International Labour Organisation (ILO), the International Organisation for Migration (IOM), the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, the Belgian Development Cooperation Agency Enabel and the Office Français pour l’Immigration et l’Intégration (OFII). Enabel has joined the THAMM programme in August 2020 and OFII in January 2022. This programme is co-financed under the North Africa window of the EU Emergency Trust Fund for Africa (EUTF) by the European Union (EU) and the German Federal Ministry for Economic Cooperation and Development (BMZ).

THAMM proposes to approach labour migration holistically, in terms of both technical dimensions (governance frameworks, skills recognition and qualification, statistical data and information systems) and end beneficiaries (integration of foreign workers into labour markets and assistance to national workers seeking employment abroad).

The THAMM Programme builds on the experience of the implementation institutions in North Africa and beyond to foster mutually beneficial migration and mobility for North African countries. The programme addresses both the South-North and the South-South dimensions of labour migration and mobility through regional dialogue and cooperation. Planned over 36 months, it covers three countries: Egypt, Morocco and Tunisia and is inclusive of and open to other North African countries for sub-regional activities which will be invited to this regional conference.

The Programme is aligned to existing policy frameworks at global (Sustainable Development Goals, Global Compact for Safe, Orderly, and Regular Migration) and regional (African Union Migration Policy Framework Plan of Action 2018-2030) levels and in line with national priorities as identified through a series of preliminary consultations and national workshops with relevant national stakeholders conducted in the preparation phase.

Furthermore, the Programme contributes to Objective (3) "Improved migration management in countries of origin, transit and destination" of the EU Trust Fund for Africa and in particular to the Priority Action II – Advancing mutually beneficial legal migration and mobility of the Operational framework of the North of Africa window. The action is also aligned with the Valletta Action Plan Priority Domain 2 “Legal migration and mobility”, and with the Communication on the Delivery of the European Agenda on Migration that sets legal migration channels with third countries via pilot initiatives as a strategy for achieving concrete results.

The **Overall Objective** of the Programme is **to increase mutually beneficial legal migration and mobility** and this is addressed through the following specific objectives:

- SO 1: Policy, legislative, institutional and regulatory frameworks in the field of legal migration and mobility in particular those aiming at enhancing migrant workers' rights and combatting forced labour, child labour and slavery are progressively established;
- SO 2: Mechanisms for assessment, certification, validation and recognition of migrants' skills and qualifications are improved;
- SO 3: Migration related knowledge and data management in the field of legal migration and mobility is improved;
- SO 4: Mobility Schemes are established and/or improved;
- SO 5: Cooperation between relevant stakeholders in the field of legal migration and mobility, in particular job placement, is improved.

Labour migration context between North African countries and Europe

In the **European context**, there has been increasing recognition that the need for foreign skills across industrial sectors will be there to stay. The European Parliament, for instance, has underscored the need for a comprehensive labour migration policy to meet the European Union's goals for smart, sustainable and inclusive growth. As recognised more recently by the European Commission, “(t)he EU is currently losing the

global race for talent. Other OECD countries, such as the USA, Canada, and Australia, are attracting more talent from abroad. The Impact of Demographic Change in Europe report shows that Europe has an ageing and shrinking population and skills shortages that need to be addressed.” The recent Communication on Attracting Skills and Talent to the EU (COM (2022) 657 – 27.4.2022) recognises that “Legal migration benefits migrants as well as countries of origin and destination. It gives those who want to migrate an opportunity to improve their circumstances and helps address labour market needs of host countries.” In particular, the Communication acknowledges that “the EU needs to address occupational shortages in specific sectors” through a more strategic approach, “oriented towards better attracting and keeping talent [...] and channelling legal migration towards regions and occupations experiencing skills shortages.”

In terms of actions to be taken, the Communication sets out three key pillars of a new approach:

- A legislative pillar, recasting the Long-Term Residents Directive and the Single Permit Directive, simplifying their procedures;
- An operational pillar, addressing the challenges of international matching, based on the implementation of the Talent Partnerships with key partner countries and the EU Talent Pool (OECD 2019 study Building an EU Talent Pool); and
- A forward-looking pillar, based on three priorities for action: care, youth and innovation.

In addition, in 2021, the European Parliament adopted a resolution on new avenues for legal labour migration. Building on this resolution, the European Parliament is drawing up a legislative-initiative report on Legal migration policy and law (2020/2255 (INL)).

Within the operational pillar of the communication on talents, the first **Talent Partnerships** have been announced in the April 2022 Communication with North African countries, in particular Egypt, Morocco and Tunisia for implementation to start by end of 2022, drawing on the experience of pilot projects such as THAMM.

The **Talent Partnership process with North African partners** has started with a round of consultations,

followed by labour market needs analyses, and a technical roundtable to ensure alignment of expectations and policies between the EU Commission, interested Member States and the partner country. Several financial instruments (Neighbourhood Development and International Cooperation Instrument – Global Europe, Asylum, Migration and Integration Fund, Member States’ own funds, and private sector funds are anticipated to be mobilised for implementation. It will therefore be critical for North African countries to come to the negotiating table with clear objectives and strategic expectations.

North African countries are all going through phases of demographic transitions, albeit not at the same pace and with the same consequences, due to their substantive differences in terms of population size. With a population of 36 million and a base of 27% under the age of 15, compared to 34% in 2000, **Morocco** is going through an important phase of demographic transition. The overall unemployment rate in Morocco remains significantly high (9.5% in 2015, 10.2% in 2020, and 12.3% in 2021). Up to 12% of Moroccans live abroad according to the latest MED-HIMS study Morocco 2021. Like Morocco, but with a population of 43 million and a percentage of the population aged 0-14 close to 30.5%, **Algeria** also faces the challenge of integrating its youth into the labour market. The large share (21%) of 15-24-year-olds who are not in education, employment or training (NEET), albeit not as high as Morocco where it stands at close to 30%, confirms the difficulty of the task. According to data from the ONS (Office National des Statistiques) for May 2019, the unemployment rate reached 11.4% of the active population, with significant disparities: the unemployment rate for men was 9.1%, but estimated at 20.4% for women and 27% for youth. **Tunisia** (11.8 million inhabitants in 2021) is on the path of demographic transition with an under-15 demographic segment that has fallen from 29% to 24% in just two decades. According to the INS (National Institute of Statistics), the active population in Tunisia stands at 4.2 million in December 2019 with respectively 71% of men and 29% of women. The unemployment rate recorded for the third quarter of 2021 was at 18.4, standing at 42.8% for the youth. 7.6% of the total population lived abroad in 2020. **Egypt** has the largest population in the region, at 100.4 million, with approximately 34% young people below 15. The demographic factor plays an essential role in the socioeconomic, employment and migration dynamics:

from 2010 to 2015, the average annual population growth rate was estimated at 2.2% and the fertility rate at 3.4 children per woman. Youth account for nearly 80% of the unemployed. The number of Egyptians abroad reached around 10 million, according to the Foreign Ministry estimates in 2020, that is about 10% of the overall population. The report noted that the total number of Egyptians in Arab countries reached 6.985 million Egyptians, marking 68.2 percent.

North African countries have also undertaken **specific national policy initiatives**. The North African countries have a tradition of labour emigration and other forms of migration and have each large diaspora groups abroad, notably in the EU Member States (EU MS). In 2013, **Morocco** signed a Mobility Partnership agreement with the EU and a number of EU Member States (Belgium, France, Germany, Italy, the Netherlands, Portugal, Spain, Sweden and United Kingdom). One of the priority areas of this agreement is notably aimed at managing the movement of persons for short periods and regular and labour migration more effectively, as well as to strengthen the cooperation on migration and development in order to exploit the potential of migration and its positive effects on the development of Morocco and European countries. In 2014, **Tunisia** signed a Mobility Partnership agreement with the EU and a number of Member States (Belgium, Denmark, Germany, Spain, France, Italy, Poland, Portugal, Sweden and the United Kingdom). Amongst other objectives, the Partnership aims to improve the information available to qualified Tunisian citizens on employment, education and training opportunities available in the EU, and also to make mutual recognition of professional and university qualifications easier. Furthermore, it works towards a better integration of Tunisian nationals regularly living in the EU and of migrants regularly living in Tunisia as well as the mobilisation of Tunisian communities abroad in the development of Tunisia. **Egypt** has signed several bilateral labour migration agreements with EU member states, most notably Greece in 1981 and Italy in 2005 but the latter has never been implemented. Egypt has several labour mobility and social security agreements with countries outside Europe, such as Jordan, Lebanon and the United Arab Emirates.

In the absence of any effective shared regional migration regime across North Africa, each country has its own migration policy mechanisms and labour migration strategy (whether it is called external or

international placement) which is regulated by various institutions and sets of laws and procedures varying from country to country. All North African countries have bilateral labour and social security agreements with one or several European Union member states, some decades old, others very recent.

At the same time, labour markets have continued to be depressed in the post-Covid period with unemployment, underemployment, low wages, poverty, and deficits in decent work triggering social unrest and political transformation processes. The COVID impact on North Africa has been particularly harsh and has aggravated employment situations, particularly for the most vulnerable. While GDP growth in quarter two of 2021, in comparison to a year earlier, had regained strength, North African economies, except for Egypt, remained depressed compared to pre-pandemic. Pre-pandemic structural weaknesses, such as shares of NEETs among the highest in the world, and labour force and employment rates of women among the lowest, have only been exacerbated under COVID conditions and subsequently. For instance, in Tunisia, an ILO study found that “unemployment within the surveyed population increased by 33 per cent (going from 9 per cent to 12 per cent) between February and October 2020” and “informal waged workers were 3 times more affected by job losses than formal waged workers.”

Employment and unemployment indicators and decent work opportunities also represent important factors determining migration dynamics that affect especially the youth. While migrants’ remittances have counter-intuitively been particularly resilient and constituted a social safety net for North African households, post-COVID re-construction calls for an even higher investment in education, skills, employment, decent work, and social protection to address the root causes of irregular migration. Available data shows that irregular flows, particularly of youth, often minors, are on the increase from North Africa. It is therefore essential that any new labour migration and mobility model takes these dimensions into account.

Why a conference on Mobility Schemes and Skills Partnerships?

After the first regional conference which focused on Strategic and operational trends, lessons and experiences with regard to labour migration responses

to the COVID-19 crisis observed in European and North African countries in July 2021, the THAMM second regional conference offered to draw lessons and **explore the potential for future skills mobility partnerships reviewing critically ongoing and past mobility schemes between North Africa and Europe.**

Through presentations from the latest research findings and the sharing of practitioners' experiences produced within and beyond the programme, this second regional conference intends to:

- Inform implementation of programme activities among all partners involved in THAMM in its final phase of implementation;
- Provide evidence-based original research on the impact of such schemes to inform conference discussions;
- Inform ongoing discussions in the context of the EU's New Pact on Migration and Asylum, Talent Partnership Initiative, Talent Pool, Skills Package, and at the Neighbourhood level, in terms of Team Europe Initiatives and Joint Programming;
- Appraise needs and expectations from the perspective of Government and private sector stakeholders in North African and European countries in terms of skills needs in specific sectors or jobs, and for specific beneficiaries, in particular women and youth;
- Explore concrete, operational and sustainable cooperation avenues likely to increase impact on employment, employability both in CoO and CoD, skills demand and sustainable socio-economic (re)integration of migrant workers.

This regional conference aimed to contribute to mid-to high-level labour migration governance dialogue aimed at policy makers and practitioners on both shores of the Mediterranean.

Conference questions

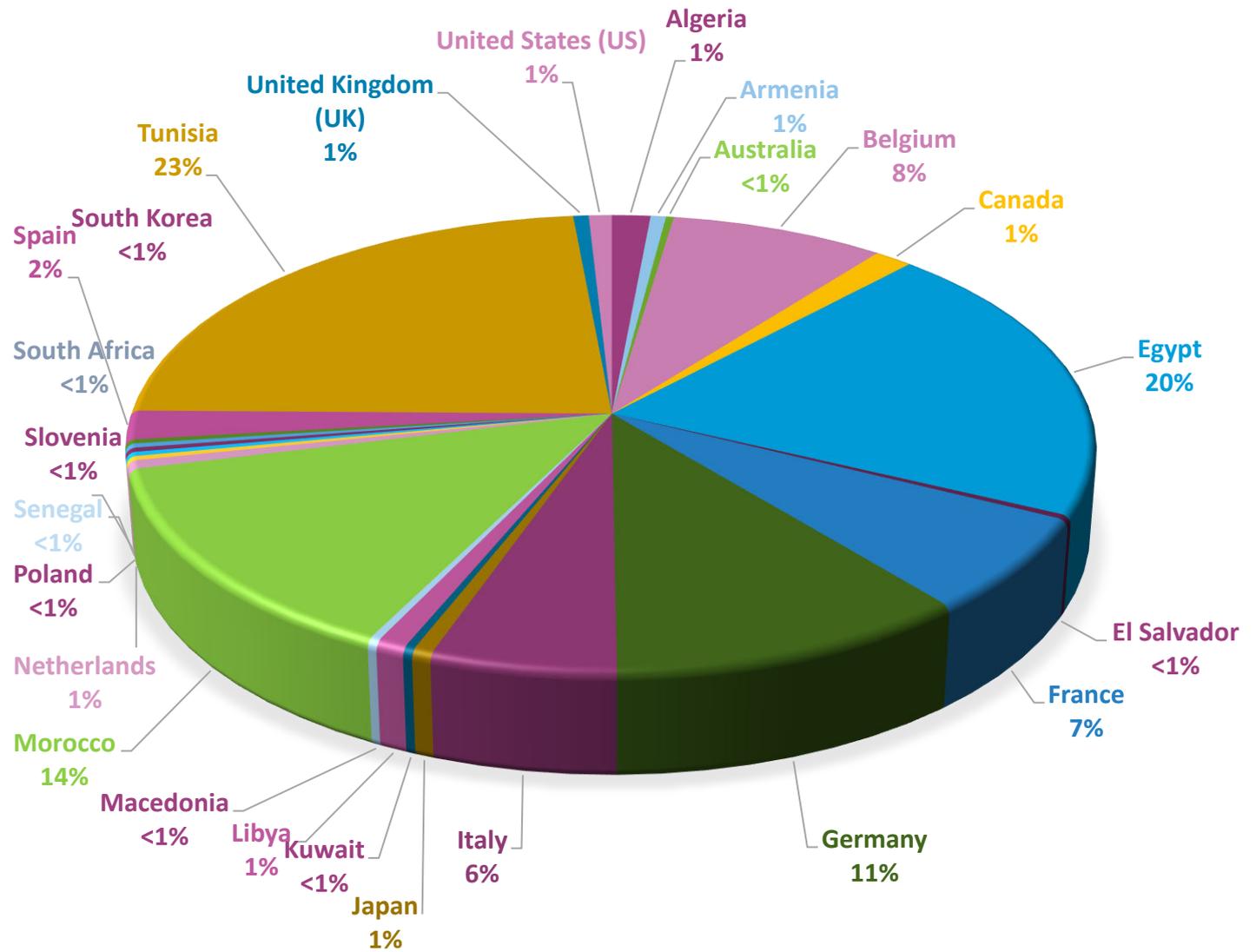
In view of the strong demographic trends and labour market needs calling for a renewal of organised labour

flows to Europe and the need to support skills development and recognition in the North of Africa, combined with post-Covid recovery needs across countries, it seemed opportune to seek responses to the **following questions:**

- What are the key lessons to be drawn on the different approaches to mobility adopted in pilot projects funded by the European Union, and other bilateral donors from EU Member States, over the past decade (Mobility Partnership Facility; EU Trust Fund) in North Africa?
- Are models emerging? Are these scalable and sustainable? In terms of which political and financial conditions?
- What are the key lessons to be drawn on the existing large-scale mobility schemes for lower-skilled workers such as in seasonal agriculture? Which specific measures should be adopted to ensure better protection of workers, consideration for gendered dimensions, and sustainability of their return and reintegration, where applicable, into income generating activities leading to decent work conditions?
- What are the key expectations from North African countries in terms of skills mobility partnership agreements? Are these compatible with both mid- to long-term EU and North African countries' labour market needs and fair and ethical recruitment standards?
- How to better involve the private sector in setting up successful and sustainable skills and mobility schemes?
- What are the main bottlenecks standing in the way of strengthened and sustainable partnerships, at strategic and operational levels? How to address them? Are there examples of good practice with robust evidence of impact?

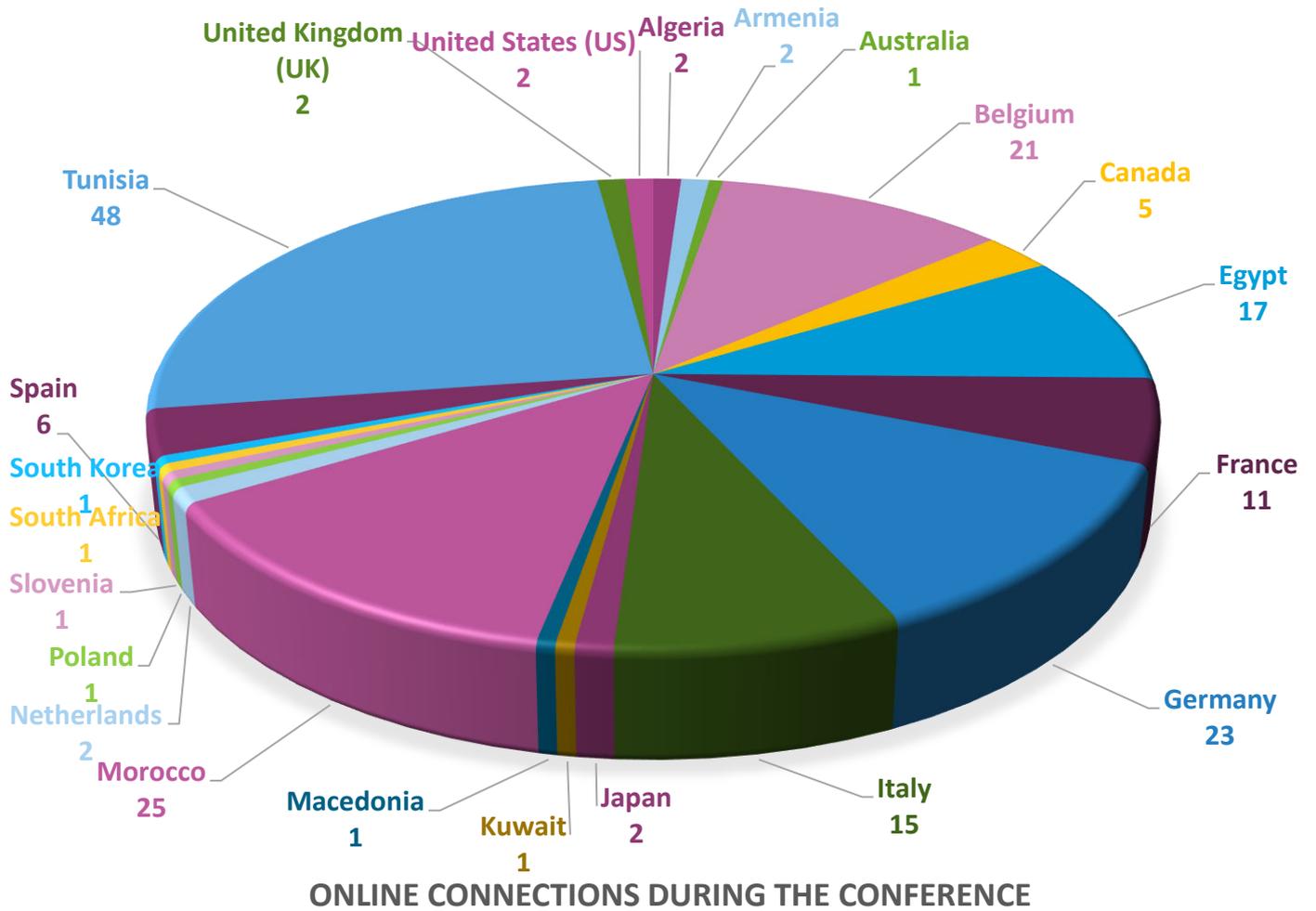
CONFERENCE STATISTICS

Registrations



TOTAL REGISTRATIONS PER COUNTRY

Connections



SUMMARY OF SESSIONS

DAY 1

Opening Ceremony



The Opening Ceremony was facilitated by **H.E. Ambassador Neveen EL-HUSSEINY**, Deputy Assistant Foreign Minister for Refugees, Migration and Combatting Human Trafficking, Ministry of Foreign Affairs, Egypt. Speakers in the Opening were: **H.E. Ambassador E. BADAWY**, Assistant Foreign Minister for Multilateral Affairs and International Security, Ministry of Foreign Affairs, Egypt ; **H.E. Ambassador C. BERGER**, Ambassador of the European Union in Egypt; **H.E. Minister N. NSIBI**, Minister of Vocational Training and Employment, Tunisia; **First Counsellor H.ILLI**, Embassy of Germany in Egypt, and **Mr K. HACHOUMY**, Secretary General, Ministry of Economic Inclusion, Small Enterprise, Employment and Skills, Morocco.



*H.E. Ambassador E. Badawy,
Ministry of Foreign Affairs, Egypt –
“THAMM comes as a testimony
that coordination between
national and international
organizations brings better
results.”*

Following Amb. Neveen **EL-HUSSEINY**'s warm welcome to all participants, connected online and in the room, **Ambassador BADAWY** focused on two issues, the importance of workers' upskilling and the strengthening of cooperation at the regional level. Amb. **BADAWY** mentioned that organised mobility of workers is beneficial to the CoO as well as CoD and welcomed new initiatives by partner countries of the EU.

Amb. **BADAWY** continued by emphasising that legal mechanisms of migration and mobility are high on the Egyptian agenda, as well as the achievement of sustainable development and the development of youth's skills. Amb. **BADAWY** added that “THAMM comes as a testimony that coordination between national and international organisations brings better results”, particularly considering that major challenges continue to require policy making among North African countries, in addition to addressing the consequences of COVID 19 and the Russian-Ukrainian war.

Amb. **BADAWY** also mentioned the cooperation between Egypt and Germany through THAMM, as well as the Egyptian efforts towards achieving sustainable

development, the successful experience of hosting COP27, the contributions to achieving safe and legal migration, and the development of data collection and data analysis.

To finish, Mr. **BADAWY** called on partner countries in THAMM to cooperate; and confirmed that mobility partnerships should be done through legal and long-term collaborations taking into consideration international market needs and responding to private sector's expectations in the receiving countries.



*H.E. Ambassador C. Berger,
European Union Delegation to
Egypt –*

“The concept of talent partnership is an opportunity for the Southern neighbourhood to strengthen cooperation between EU member States and partner countries and to boost international labour mobility and human capital development.”

H.E. Amb. C. BERGER, welcomed this second THAMM conference and the numerous participants from all over the region and from the member states of the EU. Amb. Berger insisted that migration is not only about movements of people, but also about supporting economic growth, giving alternatives to individuals, promoting exchange to have cultural impact creating synergies and building on stronger cooperation which can

be mutually beneficial to the international community.

With 2023 the European year of skills, it is time for Europe to meet the demands in a win-win approach. More specifically, the European Union has launched its vision with the concept of talent partnership which is an opportunity for the Southern neighbourhood to strengthen cooperation between EU member states and partner countries and to boost international labour mobility and human capital development.

Amb. **BERGER** insisted on the need for mutual development and how to implement a positive narrative based on alternative modalities that would involve more proactively the private sector and be cost effective. Lastly, Amb. BERGER drew attention to Team Europe Initiative which aims to strengthen coordination, coherence and complementarities between all EU member states initiatives.

*First Counsellor H. Illi, Embassy of
Germany in Egypt –
“Germany is determined to ensure
that migration and mobility should
have a positive development
impact, whether for individual
workers, employers or partner
countries.”*

Mr H. ILLI, Head of Development Cooperation, First Counsellor, German Embassy in Cairo, after thanking Egypt for hosting the conference, pointed to the fact that the main objective for Germany is to build pathways for immigration and labour mobility between North Africa and Europe that are safe and that benefit all sides of the programme funded by the European Union and co-funded by Germany. Mr Illi insisted that the conference was a great opportunity to share knowledge, discuss the latest trends and the best practices, exchange ideas, and also explore new avenues for collaboration. The broad variety of stakeholders attending this conference is a testament to the fact that labour mobility is a very networked topic where progress requires the alignment of many different sectors and it also reflects the approach of the German Government Development Corporation

adopting a comprehensive 360-degree perspective on migration and displacement in line with the EU's new package on migration and asylum.

Overall, Mr **ILLI** stated that Germany is determined to ensure that migration and mobility should have a positive development impact, whether for individual workers, employers or partner countries.

As a country with a history of managed labour migration going back to the 1960s when workers from Southern Europe and Turkey were recruited to support Germany's economic development, Germany has learned that migrants should be supported in their integration in the very best way for migration to succeed both at the individual level and at the systemic level. Up to today, Germany remains committed to labour migration.

The German legal immigration act came into force in October 2020 and the Skilled Worker Strategy was launched. In the first half of 2023, the German government is expected to propose a revision of the law which aims to reduce bottlenecks simplifying the process of migration from abroad. Mr Illi indicated that Germany was looking forward to working with all partners, to continue building pathways for labour and eventually go from hundreds to thousands of women and men engaging in productive work.



*Mr Hachoumy, Ministry of Employment, Morocco –
“With North Africa in the immediate neighbourhood of Europe, and given the demographics at play, there should be increased cooperation between countries of origin and countries of destination.”*



Mr K. HACHOUMY, Secretary-General, Ministry of Employment, Morocco, stressed that Morocco looks at the incoming migration as an opportunity to benefit Moroccan society and the CoO. For Morocco, migration is a matter of solidarity and Morocco has adopted a national strategy of immigration and asylum several years ago. Similarly, Moroccans who migrate to other countries are seen as ambassadors of their countries of origin. Mr Hachoumy highlighted the importance of regional partnerships and of having successful international programmes for migration which could benefit all in terms of social, financial and labour outcomes.

Mr HACHOUMY insisted that there is a need to change our perspective on migration and that we should move away from all phobias associated with it. Migration is vital and represents a driver of development.

With North Africa in the immediate neighbourhood of Europe, and given the demographics at play, there should be increased cooperation between countries of origin and countries of destination.

Morocco provides many success stories in the areas of labour migration and mobility, including in terms of

horizontal cooperation and governance of migration. Mr Hachoumy seized this opportunity to invite all to Morocco to see the outcomes of this successful experience.

*H.E. Min. Nsibi, Minister of Vocational Training and Employment, Tunisia –
“We should look at lessons learned from the THAMM programme and opportunities of future collaborations between African and European countries, and open a space for discussion that includes all parties to reach a unified vision in a collaborative way.”*

After thanking Egypt for hosting the conference, **H.E. Min. N. NSIBI**, Tunisia, welcomed the initiative of the THAMM programme, as a labour migration programme in line with human rights conventions, sustainable development goals and the Global Compact for Migration.

Min. **NSIBI** said “We should look at lessons learned from the programme and opportunities of future collaborations between African and European countries, and open a space for discussion that includes all parties to reach a unified vision in a collaborative way”.

Min. **NSIBI** also stressed the importance of building capacity among the youth, designing clearly identified mobility plans, and reaching solutions to simplify administrative application processes. He added that such mobility initiatives should be accompanied with suitable investments and help provide youth with suitable employment opportunities regardless of their social origin. Min. Nsibi highlighted the creation of a legal framework to support micro enterprises in Tunisia, and new mechanisms to assist work seekers.



Tunisia is working on launching a platform for labour mobility governance. The country is focusing on selective immigration and the fight against irregular migration, providing opportunities for young people to work in the countries they migrate to. Min. **Nsibi** reiterated Tunisia’s determination to identify joint sustainable solutions to limit unemployment and support youth to find employment opportunities or start small enterprises. He also pointed to the need to channel in financial support for capacity building centers to offer Tunisian youths an opportunity to gain experience and competences. Another key area is the recognition of certificates and qualifications abroad to ease Tunisian workers’ socio-economic insertion.

Min. **NSIBI** stated his expectation for the conference to present success stories illustrating circular migration and Tunisia’s willingness to support partnerships in this regard.



Session 1. Conference framing and expectations

Ms Aurelia SEGATTI, ILO THAMM Regional Programme Manager, opened the session as facilitator and acknowledged the presence of all countries in North Africa at the conference as well as regional economic communities (African Union and Union du Maghreb Arabe). Ms Segatti pointed out that the THAMM programme is at a crossroads and that organisers chose to reflect and take lessons before moving on, especially taking into consideration employment needs among youth and women, the aging population in Europe and the challenges we know in the European labour market. The conference is therefore designed to help all stakeholders involved in THAMM and more broadly in labour migration and mobility improve and strengthen their intervention models. She then gave the floor to the IOM Chief of Mission and the ILO Director in Egypt.

Mr. Carlos OLIVER, Chief of Mission, IOM Egypt, set out highlighting that the EU talent partnership initiative is a good example of equal engagement for countries of origin and countries of destination in designing mobility schemes on the basis of a participatory and consultative approach involving various levels of governmental and non-governmental organisations and academia as well as relying on corporate collaborations from the private sector partners who bring actual labour market needs.

Mr OLIVER confirmed the observation of shifts in labour market supply and demand patterns in a challenging way for governments who need to be able to address these rapid changes in skills demand. The issue of finding the right set of skills when and where it is needed has proved quite complex. THAMM has shed light on key aspects of labour migration management such as:

- The matching process of educational outcomes in sending and receiving countries, and how to ensure that existing policy frameworks are conducive to better matching while keeping an eye on global standards
- It is imperative to adopt international standards in delivering training and educational programs in an attempt to make the recognition easier.

Mr. Eric OECHSLIN, Director, ILO Cairo Country Office for

Egypt & Eritrea and ILO Decent Work Team for North Africa, insisted that the THAMM Programme, a flagship programme of the European Union, is also a key component of ILO interventions on labour migration in North Africa. Beyond its global mandate, which goes back over one hundred years, in Africa, the ILO focuses on interventions at regional and national levels, but also at the corridor level, across regions, notably towards the Middle East. Several of its initiatives have taken a regional approach – the launch in Africa in 2022 of the Fair Recruitment Initiative, now in its second phase, is one example of how global guidance is contextualised and disseminated at the regional level. In addition, the ILO, through regional projects, is supporting capacities of RECs to enhance free movement of workers and strengthen governance as well as social dialogue mechanisms. Interventions at the national level. It is for example training labour attachés in Ethiopia, Egypt, Kenya and Madagascar, strengthening protection mechanisms once migrant workers are employed abroad, and targeting migration corridors towards GCC and Middle Eastern countries, or supporting substantive improvements in the legislation (in Qatar and Lebanon, for instance).

In North Africa, the ILO deals with the governance of labour migration in a holistic manner, specifically under the THAMM programme, funded by the European Union, and is present through a range of decent work-related interventions (ratifications of conventions, improvement of recognition of qualifications and systems of equivalence, (re)activation and strengthening of bilateral labour agreements and social security agreements, and in general improvement of migrant workers' inclusion into social protection schemes; dissemination of the General Principles of Fair Recruitment across Public Employment Services and Private Employment Agencies and the professionalisation of their operations to enhance skills matching and promote decent work; and strengthening of labour migration statistics, aligned with the International Conference of Labour Statisticians' recommendations, and support to integration into labour migration information systems.

THAMM, in its design, presents itself in two components: the labour migration and mobility governance component which ILO jointly implements with IOM, and the mobility schemes implemented by GIZ, ENABEL and OFII. After three years of implementation of the THAMM

Programme, it seemed important to take the time to pause and reflect collectively, at strategic and operational level. THAMM was conceived in the aftermaths of the Valetta Summit and European Union Trust Fund programming, and the new context of the EU Common policy on migration and asylum has substantively changed with the announcements made in the Communication on Talent Partnerships and the Package on Skills. There was therefore a need to seek pathways to move forward together, European partners and North African partners, migrant workers, employers and workers' organizations, practitioners from public and private services involved in such mobility, to determine what works and what does not, what is promising and what is needed for tomorrow.



Mr OECHSLIN thanked the ILO national partners in Egypt, Tunisia and Morocco, for their unrelenting support to the THAMM programme, and particularly the national leads, Amb. Neveen El-Hosseiny, Mr Karim Isbayène from Morocco, and Mr Ahmed Messaoudi from Tunisia, as well as acknowledge the presence of constituents from Algeria and Libya, as well as the other THAMM implementing agencies IOM, GIZ, ENABEL and OFII. He highlighted that and this conference could not have taken shape so beautifully if it had not been for the hard work of all their teams.

Mr OECHSLIN pointed out that programmes, such as THAMM, have renewed intervention models that sustainably strengthen Public Employment Services and skills anticipation capacity among government institutions and social partners. Such programmes should now give shape to new generation mobility partnerships between North Africa and Europe in a manner which not only meets employers' expectations but is protective and respectful of migrant workers' rights and sufficiently agile

to address the challenges coming with the Future of Work, particularly with regards to the greening of our economies and youth employability.

*Mr Eric Oechslin,
Director, ILO Cairo –
“Programmes such as THAMM
should now give shape to new
generation mobility partnerships
between North Africa and Europe
in a manner [...] sufficiently agile to
address the challenges coming
with the Future of Work,
particularly with regard to the
greening of our economies and
youth employability.”*

Session 2. Mobility schemes in the Euro-Mediterranean context: Conceptual and empirical framing

Moderated by **Ms Tanja DEDOVIC, Regional thematic specialist on Labour Mobility and Social Inclusion, IOM MENA-RO**, this session first gave the floor to Professor Jamal Bouoiyour from the University of Pau, France, to present an original research paper, titled 'Professional mobility North Africa-Europe: The New Deal?' commissioned for the conference, and then to Professor Ibrahim Awad, from the American University of Cairo, Egypt, to respond.



*Prof Jamal Bouoiyour, University of
Pau, France –*

*“The report advocates synergies
between migration and
employment policies to
successfully reconcile national
needs with the requirements of the
external labour market. It is
therefore necessary to move
towards “policy mixes” including a
strengthening of job creation,
mediation at national and
international levels, and training
as well as an anticipation of skills
and employment opportunities.”*

Drawing on publicly available secondary data analysis from European and North African countries, as well as interviews with the THAMM partners, this paper presents itself in six chapters, first exploring existing mobility partnerships, then presenting the framework of analysis and methodology, thirdly, providing key trends on labour shortages and labour market tensions in Europe, fourthly, unpacking issues related to competences on both shores of the Mediterranean, and in a fifth chapter, dissecting indicators for forecasting and analysis of skills needs, before proposing a set of recommendations.

In particular, drawing on the collected evidence, the paper flags eight recommendations:

Recommendation 1. Accelerate the recognition of diplomas and skills obtained abroad and coordinate the actions of European states to facilitate labour migration, while diversifying the origin of migrants and targeting countries of origin that have a surplus of good graduates.

Recommendation 2. Use the opportunities offered by the diaspora to encourage return migration by valuing the experience and know-how of returning migrants. Coordination with the countries of origin seems essential for the success of this option.

Recommendation 3. Introduce a transparent and evolving system for selecting candidates for immigration, based on criteria related to the future candidates' ability to integrate easily into the labour market.

Recommendation 4. Good practices that have proven

successful in the field of seasonal migration, particularly in agriculture (supervised mobility, extension of the duration of the visa, multi-season residence permits, support and training of seasonal workers) can be extended to other sectors (for example hotels and gastronomy).

Recommendation 5. Facilitate the granting of a residence permit at the end of studies for students from North Africa, especially highly qualified students, without obligations related to the minimum wage or the match between employment and qualifications.

Recommendation 6. To solve the recurring problem of connecting European employers with foreign talent, establish a Europe-wide digital platform.

Recommendation 7. Improve the scope and level of ambition of current pre-employment or migration training programmes developed under the Skills Mobility Partnerships (language training, information about legal and administrative provisions, living and work conditions in countries of destination).

Recommendation 8. Skills Mobility Partnerships are a major step towards establishing cooperation agreements in new forms, between Europe and certain partners to attract talent. However, for these initiatives to succeed, human and financial resources should be provided by countries of destination (cost sharing). Countries of origin should be more involved in their conceptualisation and implementation.

The full inaugural paper and a shorter brief are available in three languages on the conference website (www.thammconference.org) and soon on the implementing agencies' web pages.

Professor Ibrahim AWAD, Director of the Center for Migration and Refugee Studies (CMRS) at the American University in Cairo, provided a response to Prof. Bouoiyour's presentation of the inaugural paper. Prof. **Awad** concurred with Prof. Bouoiyour that the development of technology affects and will continue to affect demand on labour markets both in the EU and in North African countries. The situation is compounded in North African countries by the fact that unemployment persists at very high rates in spite of an increase in education levels.

Prof. **AWAD** pointed to two significant challenges: one is bridging the gap between skills shortages in the North and the surplus of highly skilled people in North African countries; the second is to educate and train sufficient numbers of medium to highly skilled and educated people in countries of origin, so they educate and train in turn others to meet the needs of economies in the EU or in NA countries.

Prof. **AWAD** pointed to the dilemma that the same immigrant, who brings much needed skills to the CoD, is seen as a loss of skills and workforce for CoO. There is, therefore, a need for continued engagement between the parties (alongside any given corridor) to find the right balance.

Prof. **AWAD** also advocated in favour of broadening this conversation to the lower-skilled as they are needed in economies, too. While the current focus is very much on talents, meaning the highly skilled and skilled, during Covid-19, many low-skilled but critical jobs were filled by migrants. This is likely to increase due to the demographic changes in Europe.

Prof. **Awad** further insisted that migration policies should be associated with development policies. There have to be mechanisms to encourage return to and skills development in countries of origin to ensure that the necessary talents for a country's development path will not go missing.

In addition, it is important to bear in mind whereas, with the exception of Egypt, fertility rates are still high in the rest of North Africa, ageing of populations has already started. In the future, Northern African countries will face the same problems the European countries are facing now if the highly educated talents have migrated to Europe without developing a skilled workforce in countries of origin



*Prof. I. Awad, American University
in Cairo –*

“There is a dilemma in that the same immigrant who brings much needed skills in countries of destination is seen as a symptom of brain drain in the countries of origin. This calls for continued engagement between the parties to find the right balance.”

Session 3. Mobility Partnerships: Lessons from North African countries¹



Facilitated by Ms Ahlem **AMRI**, ILO National Coordinator, THAMM Tunisia, this session gave the floor to North African partners (governments and social partners) to share the lessons they draw from past and current

shows are all available on the conference website (<https://thammconference.org>)

¹ Due to the large numbers of speakers, this report has opted for a synthetic summary of key take home messages in each session. The sessions' full video recordings and slide

mobility schemes. The session was enhanced by the interventions of Mr Ahmed **MESSAOUDI**, Director General, International Placement and Foreign Labour, Ministry of Vocational Training and Employment, Tunisia ; Mr Karim **ISBAYENE**, Director, International Cooperation and Partnerships, Ministry of Employment, Morocco ; Dr. Saber **SOLIMAN**, Assistant Minister for Institutional Development and Minister's Office Affairs, Ministry of State for Emigration and Egyptian Expatriates' Affairs, Egypt; Mr Mohamed **ATEF**, Employers, North Africa, Federation of Egyptian Industries, Labour Affairs Unit – Egypt; and Mr Abdallah **EL EICH**, Workers, North Africa, Deputy Secretary-General, UGTT – Tunisia.

Mr A. MESSAOUDI, speaking for Tunisia stressed the following points:

- Since the start of the project in 2020, Tunisia has gained tremendous experience regarding the governance of labour mobility, in particular the mobility of skilled workers. Over 200 young people followed preparation training to integrate in the German labour market; through OFII there were agreements with hotel association in France, to give an opportunity for seasonal workers or short-term workers, and with the plastic sector, with successful integration of workers.
- As Tunisia explored other sectors, such as the auto industry in Belgium, there was realisation of the need for upskilling Tunisian workers to successfully enter this market , and other technical and/or highly skilled sectors and jobs.
- THAMM has supported Tunisia in identifying the policy framework at national level.
- THAMM also gave Tunisia the opportunity to open conversations with partner organisations in countries in the EU. There is an ongoing study that focuses on creating a model for mobility abroad.
- Fair and ethical recruitment was another important component that allowed Tunisia to establish an inspection agency with a number of inspectors now certified and able to fulfill their tasks.
- Digitalisation of Tunisian services has also progressed and is a necessity.

- THAMM has also supported Tunisia's need to protect workers' and migrant workers' rights as it does in North Africa broadly.
- Looking to the future, it is clear that there will be growing needs in Europe. The statistics show that seasonal work in France is being fulfilled mostly by Tunisians and Moroccans.
- Tunisia is therefore exploring new potential agreements in different sectors with Germany. Tunisia is also looking into a renewed agreement with the EU in order to guarantee safe and legal migration, reduce unemployment rates and direct Tunisians towards better employment opportunities in Europe.
- THAMM's results from studies and the sharing of experiences should be supported further as the three participating countries have a lot to gain from improving the governance of labour migration in the region.

Mr Karim ISBAYENE, Director, International Cooperation and Partnerships, Ministry of Employment, speaking for Morocco emphasised the following points:

- THAMM is a holistic programme and this dimension matters. In Morocco, this means integrating social partners;
- THAMM has been an opportunity for the Moroccan Government to consult the most recent instruments, and to build the capacity of staff further, like for instance labour inspectors;
- It has allowed Morocco to create a multi-staged process providing logistical and technical solutions including digital ones and mentorship programmes;
- THAMM has allowed the production of innovative studies about COVID-19 and its impact on Moroccans abroad;
- Morocco has progressed in terms of improving its labour migration statistics and aligning them with recommendations from the 20th International Conference of Labour Statisticians;
- Fair and ethical recruitment approaches have served to develop an awareness campaign;

- THAMM has supported improved approaches to skills anticipation and planning, therefore aiming for better skills match, as well as better recognition of qualifications of Moroccan graduates abroad, especially in Europe;
- Inter-agency cooperation is important to avoid overlaps;
- Development of regular migration channels among Spain and France in collaboration with the EU;
- Labour migration policies are needed to bring coherence to the hole and help set broader goals.

The next speaker, **Dr. Saber SOLIMAN**, Assistant Minister for Institutional Development and Minister's Office Affairs, Ministry of State for Emigration and Egyptian Expatriates' Affairs, spoke for Egypt and insisted on the following:

- Egypt is eager to reach practical solutions to ensure project sustainability;
- There are certain mechanisms which Egypt is putting in place to build an integrative model: the establishment of the Egyptian German Center for Migration, along with GIZ through a model of integrated efforts, is one example. This project is based on an analysis of skills in demand and required standards in the German market and matching potential in the Egyptian market;
- THAMM has helped Egypt progress in terms of amending educational training programmes to fulfill the needs of national and international labour markets.
- One of the key lessons is that research and planning are essential for international labour mobility;
- The success of the scheme with German is already telling: from 100 initial applications, they have now received over 2,000. The selection implies training and intercultural preparation of the applicants, in German.
- Egypt hopes to formalise this effort into a cooperation protocol. In addition, there is need for an accreditation body, a mechanism

operating from Egypt and recognised by Germany to accredit the certificates of Egyptian applicants.

- All three partner countries in North Africa need to build their national labour system for mobility.

Next, **Mr Mohamed ATEF**, Employers, North Africa (Federation of Egyptian Industries, Labour Affairs Unit – Egypt) explained what the rationale of the Federation of Egyptian Industries is regarding labour mobility.

- After launching programs with IOM and ILO, FEI started focusing on youth empowerment, and on the most vulnerable areas which are the source of high numbers of migrants;
- FEI found out that training without employment is a waste of time and resources, so within less than three years they have signed agreements with six factories to employ young men and women and qualified them to enter the labour market confidently.
- FEI started with the support of ILO and IOM and once the initiative has started showing success stories some banks and other sectors started joining.
- FEI also deals with migrants and refugees from countries like Sudan and Somalia as trainees and trainers as well. They trained a number of refugees from different countries to work in factories, provide them with mental health services and also offered courses to their Egyptian colleagues, so they understand the situation of their colleagues.
- FEI's philosophy is that provision of jobs and opportunities, can limit irregular migration.
- FEI calls for cooperation and coordination between employers' organisations in Germany and in the EU at large.

Lastly, **Mr Abdallah EL EICH**, Workers, North Africa (Deputy Secretary-General, UGTT – Tunisia), brought the voice of workers' organisations to the discussion by pinpointing the following:

- Labour mobility is a highly sensitive topic and there is a need to ensure and preserve human

rights while dealing with such a topic.

- International disputes on migration revolve around the mobility of high skilled workers, while women and children are the vulnerable group and the ones who suffer most when emigrating.
- The number of North African migrants in Europe is several millions. People are seeking a better future in other countries because of the labour market problems in their countries. In Tunisia, the government has adopted new policies and agreements with France and Switzerland regarding the facilitation of labour mobility and contracting skilled workers for one year only with a chance of renewal.
- However, Tunisian migrant workers continue to face serious challenges obtaining visas for Europe.
- UGTT advocates for the facilitation of people's mobility and visas. There should be coordination with Embassies to ease the process for migrant workers. Freedom of mobility is a human right and it is important to find a solution to lower overly conservative visa restrictions.

Session 4. Mobility Partnerships: Lessons from European Countries

Mirroring the previous session, Session 4 was facilitated by **Ms H el ene HAMMOUDA, Project Manager, THAMM, OFII**, who gave the floor to a series of government and private sector representatives from Europe who provided a broad variety of insights into past and current experiences of mobility partnerships. Speakers were **Mr Michele AMEDEO, Deputy Head of Unit, Migration Unit, DG NEAR** (online) and **Ms. Giuliana BENEDETTO, Policy Officer, DG HOME Legal Pathways and Integration Unit** (online); **Mr Jean CHAILLET, Director of Operations, Polyvia Formation** and **Mr Chekib DEBBABI, Director of the Tunisian branch of Plastivaloire, Founder and President of the Tunisian Association of Plastics Industries (ATIP)** (OFII Partner); **H.E. Amb. Lieven DE LA MARCHE, Federal Public Service Foreign Affairs, Foreign Trade and Development Cooperation, Belgium** (online);

Mr Dennis R ONTGEN, Senior Policy Officer – Policy issues of displacement and migration, Federal Ministry for Economic Cooperation and Development, Germany (online); and **Ms Blanca BRE NOSA S AEZ DE IBARRA, Deputy Underdirector General, Legal Affairs, State Secretariat for Migration, Ministry of Inclusion, Social Security and Migration, Spain** (online).

Mr **AMEDEO**, from DG NEAR, highlighted that the European Commission has been investing substantial financial resources in legal migration programmes since 2017. Two programmes for seasonal migration are taking place in France, Italy, Germany, Belgium and Spain. However, he noted that in terms of numbers and results, the actual impact and cost vs benefit outcome of these programmes remained relatively unsatisfactory.

The lessons learned from these programmes from the European side are that there is a **need to continue to encourage legal migration but make these efforts more coordinated**. Inter-agency coordination is very important. Another important lesson is the **need to involve the private sector a lot more** than has been the case to date.

Ms. Giuliana BENEDETTO, from DG HOME Legal Pathways and Integration Unit, insisted on the need to have relevant labour market analysis and to include the private sector in several countries. With the Talent Partnership approach, the issue of brain drain, which has been mentioned already a few times during the previous session, is taken into account and the aim is to transform it into brain gain for all partners. The Talent Partnerships would also combine direct support for mobility including personal training, and professional exchange to improve relationships and development in this area. Importantly, it will target all skills levels and various economic sectors. The idea is to build a comprehensive policy framework and a financial structure to engage key partners on management of the information and network skills and talent development.

Prompted on why there is an emphasis on the private sector, Ms **BENEDETTO** indicated that the Commission has collaborated with many organisations, businesses and recruitment agencies in Europe. They consider themselves a mediator concerned with regular migration.

Ms Odette **SARR-BOLY**, from the African Union Commission, asked about criteria for countries to be selected as partners in the Talent Partnership or in

programmes such as THAMM. Ms **BENEDETTO** indicated that the Talent Partnerships initiative started with Morocco, Egypt and Tunisia and that there is a conversation to start a program with Nigeria and more countries will follow.

Mr Jean **CHAILLET**, directeur des opérations, Polyvia Formation, then intervened on the experience currently undertaken between France and Tunisia in the plastic sector. This sector currently offers 25,000 jobs across 3300 enterprises. Polyvia's mission is to offer training and they work on fostering partnerships with stakeholders to achieve a positive impact on migration in France specifically. A joint programme with the partners in Tunisia has been established and caters for the training of both French and Tunisians. On the basis of a visa quota in France, for the sector, one third of the cohort remains in Tunisia which allows to strike a balance, avoid brain drain, and increase benefits for both parties.

Among challenges encountered, Mr **CHAILLET** pointed the following: the selection of candidates in Tunisia was not easy and several adaptations had to be made; training also had to be adapted, and is now divided between short-term and long-term; thanks to Polyvia's network of experts and trainers, a partnership with the CDC center in Tunisia was established to guarantee accuracy of recognised competencies as there are several certificates related to the plastic sector in France and Tunisian trainees, which need to be upskilled to meet the requirements of the certificate developed by France and Tunisia.

Mr Chekib DEBBABI, Director of the Plastivaloire group and President and Founder of the Tunisian association of plastic industries (ATIP) then spoke about the Tunisian experience in the cosmetics industry, especially in training, with a view to tackling the brain drain phenomenon. The sector in Tunisia counts 15,000 jobs and 500 enterprises. Building the capacity of these workers is critical. Another sector under development is electronics. This sector is expanding fast globally and for this reason workers need to be brought up to speed with the latest techniques to be able to respond to demand. ATIP's approach to capacity-building is to invest a lot in this dimension and the training of trainers. 10,000 workers were trained during the pandemic. Youths are encouraged to join the training and the ATIP organisation

visits schools to educate them and raise their awareness on the plastic sector.

Speaking of the labour market in Belgium, H.E. Amb. Lieven **DE LA MARCHE**, Federal Public Service Foreign Affairs, Foreign Trade and Development Cooperation, pointed to numerous changes resulting from demographic developments. The number of elderly is increasing and the number of youth is shrinking. Concurrently, some jobs disappear while new ones emerge. It is anticipated that by 2030, there will be 30,000 new jobs available and Belgium will need workers from other countries. Belgium has supported many projects funded by the EU and different agencies, and presented projects in different countries concerning labour mobility to Belgium. Some of the lessons learned are that capacity building of talents should be taking place both in the countries of origin and countries of destination; and there is need for greater sensitisation to the shared benefits of mobility partnerships. Europe is losing talents compared with Canada, the US or the UK; it is therefore urgent to change the approach.

However, there are also multiple challenges. In particular, there has to be a political commitment to such partnerships and the focus should be more clearly on the private sector and its development.

Mr Dennis RÖNTGEN, Senior Policy Officer from the Federal Ministry for Economic Cooperation and Development spoke about lessons from German experiences. Statistics estimate that Germany needs more than 400.000 skilled workers. Partnerships established through programmes should be built around multi-stakeholder cooperation, targeting specific professions jointly decided on by countries of origin and countries of destination to ensure the so-called triple-win effect.

Another point made is that employers should contribute financially to the qualifications and recruitment of workers in order to ensure the sustainability of projects. The ability of employers in Germany to pay for skilled workers varies, depending on the size of the company and the sector. It is also important that programmes, such as THAMM, also bring benefits to the countries of origin.

Mr **RÖNTGEN** also pointed to another promising model which consists of training workers in the country of origin with some staying there and others migrating to

Germany, thus countering brain drain effects.

The ultimate success of mobility partnerships also depends on the existence and capacities of suitable institutions for language learning and vocational training in the country of origin. Challenges remain the administrative and legal procedures that might be lengthy and complex, such as issuance of visas, recognition of competencies, integration in the country of destination and the new workplace.

However, there are actors and structures which are committed to welcome those workers from third countries and help them with settling in Germany through finding housing and also to support employees with their integration.

It is important to remember that Government coordinated partnerships are only a piece of the puzzle when it comes to skilled immigration. Therefore, trust and understanding between the partner countries and the private sector are crucial for potential up-scaling and sustainability.

Mobility partnerships implemented as pilot projects can provide evidence on how the legal framework of the destination country works in practice as they can closely monitor all the steps of the migration process. This evidence can and should ideally feed back into discussions at the political level.

Last but not least, exchanging experience at the European level is very important in order to learn from one another and to see where EU member states can join forces. Germany, for example, participated in Team Europe Initiatives and the Mobility Partnership Facilities with Africa that were launched in December 2020, and it is also interested in contributing to the Talent Partnerships. Both initiatives provide potential for closer exchange and cooperation at the European level. The Government of Germany is working closely with the European Commission and other European countries on various issues related to migration and development.

To a question relating to how demographics trends affect the labour market in Germany, Mr **RÖNTGEN** indicated that Germany was already looking into retaining foreign students upon completion of their degrees and help them find their way into the German labour market.

Lastly, Ms **Blanca BREÑOSA SÁEZ DE IBARRA**, Deputy

Under Director General, Legal Affairs, State Secretariat for Migration, Ministry of Inclusion, Social Security and Migration of Spain, provided additional information based on the Spanish experience in particular with the GECCO programme of seasonal workers from Morocco, and the WAFIRA project implemented by ILO in Morocco. In particular, she explored how these programmes could be improved in future.

WAFIRA offers support to seasonal female migrant workers from Morocco to become financially independent and establish sustainable income generating activities upon their return from Spain. It is a pilot which will train and support 250 women and strengthen capacities of Moroccan institutions to provide business development services to returning migrant workers.

The project is also acting as a funding mechanism for female migrants. It provides monitoring and support to women to enhance their abilities and make them financially independent.

WAFIRA focuses very much on sustainability and the Spanish Secretariat for Migration, together with the Moroccan authorities, and the implementing agency, ILO, are looking into ways of scaling up the project across participants in the GECCO programme.



DAY 2

Session 5. The role of Public Employment Services as driving forces (Governance, Sector Selection, Identification of Employers and Matching)

Facilitated by **Ms Shahira WASSEF, Head of Migration Portfolio, GIZ Egypt**, this session benefitted from the insights of the following speakers: **Mr Nouredine BENKHALIL, Director General, ANAPEC, Morocco; Ms Najet GALAOUI, Director, International Cooperation, ANETI, Tunisia; Ms. Abeer FOUAD, Director General of the General Administration of Labour Market Information, Ministry of Manpower, Egypt; Mr Alexander WILHELM, Director International Relations, Federal Public Employment Agency – (BA), Germany; Ms Jessica SBRISSE, Experte Relation Extérieure, Forem Belgium and Dr Ashley WAREING, ILO consultant / WASPES Expert.**

The session explored how Public Employment Services (PES), or ministries fulfilling similar tasks, are key actors when it comes to the governance and implementation of labour mobility programmes. The establishment of cooperation and exchange structures between PES in countries of origin and those of destination are crucial to ensure safe, fair and development-oriented labour mobility, taking into account the national labour market needs and interest of both, the country of origin and of destination. At the operational level, the main tasks of the PES include the projection of national and international labour market needs, the selection of potential sectors for labour migration, benefitting both labour markets, recruitment of workers and eventually the matching of workers and employers in countries of destination. Yet, there are differences between the countries when it comes to legal frameworks and the labour market situations. Looking at the similarities and differences is therefore essential to understand how labour mobility can be organised to the benefit of all parties and in a sustainable manner.

Across the different contributions, the session sought to answer, among others, the following questions regarding the role PES play in the governance of labour migration and mobility; the projection of national and international

labour market needs and demands organised; sector selection (How are sectors identified and selected? How can we ensure that the sector selection follows the needs of the labour markets? How to make sure mobility programmes do not create a shortage of skilled labour in CoO?); and recruitment and matching processes (How do recruitment and matching processes look like for different mobility schemes (e.g. for trainees/apprentices, skilled workers, seasonal workers etc.)? What role does the private sector play in the recruitment processes?).

Mr Nouredine BENKHALIL, from Morocco, emphasised its efforts and full implication of its Public Employment Agency, ANAPEC and of the Ministry of Employment in terms of keeping up with international standards regarding providing technical or professional training to labour migrants; implementing current and exploring new bilateral labour agreements with France, Spain, Portugal and Canada for instance; creating programmes that enable circular migration and provide assistance and support to migrants when they return to their country of origin (such as Wafira). Morocco also flagged certain challenges such as securing offers for local job seekers; working with private agencies in the private sector; securing workers' data; striking the right balance in terms of retention of skills and skills mobility. Lastly, Morocco underlined the need to start long term collaboration programme and the interest in technology to support the facilitation of mobility.

Ms. Najet GALAOUI, from the Tunisian Public Employment Service, ANETI, started her intervention by presenting the scope of work of the agency that includes implementing employment policies, coordination between national and international labour markets and managing returning migrant affairs, as well as providing skills training and matchmaking between job seekers and employers. She also mentioned the agency's network of 110 employment offices in Tunisia, besides the digital portal of ANETI that announces all the job opportunities available in partner countries and the circular migration agreements held with countries like France and Qatar.

Ms. GALAOUI mentioned that ANETI is following skills criteria and supplies training for selected applicants to build their capacity according to international standards. She also highlighted that ANETI has launched a mobile app to make it easier for job seekers to find employment.

Ms. **GALAOUI** stressed that the agency is working hard to sign agreements with different countries, to announce opportunities, revise the requests and choose candidates, to achieve circular migration not immigration, for Tunisia not to lose its talents and for programmes to benefit both parties.



Ms. Abeer FOUAD, Director General of the General Administration of Labour Market Information, Ministry of Manpower, Egypt, started her intervention by mentioning that Egypt is following Tunisia's lead and is establishing a digital platform for the labour market. She also highlighted that the ministry provides licenses to the public employment offices across the nation, and that employers shall not receive fees from job seekers as their license will be revoked. Ms **FOUAD** indicated that the Ministry of Manpower in Egypt has established a database for Egyptians working abroad and started a process to connect migrant workers in Jordan and Saudi Arabia with employers and employment offices. She added that migrant workers receive training through the ministry's related office. The ministry also analyses labour market data in terms of identification of shortages, and supply availability. "There is a demand for Egyptian workers, especially in the construction sector", she continued. Ms. **Fouad** encouraged partner countries to mainstream gender equality and encourage women to gain work experience abroad.

Mr. Alexander WILHELM, Director International Relations, Federal Public Employment Agency – (BA), Germany, started his intervention by presenting the "Three Ds" challenge (Demography, Digitalisation, Decarbonisation), and the five core contributions that the agency provides, as well as their four axes of service

(improving the transparency of the labor market, being responsible for mobility, providing legal visas and residences, assisting international job seekers in Germany or abroad).

Mr. **WILHELM** highlighted the agency's responsibilities and partners, its contribution to providing public employment services while promoting transparency, analysing the labour shortages in the labour markets and setting priorities for operating at the global level. He insisted that mobility schemes should be fair and equitable in order for partners to come together. In close cooperation with GIZ, they have identified professions in Germany and have defined additional criteria for advertising jobs in partner countries, such as the number of years of experience. Lessons learned in this experience are as follows:

- It is essential to enable an environment that is a win-win for both immigrant and market actors.
- The job will depend on the vocational training that people are exposed to.
- Written job offers sometimes differ from the practical work. So, it is difficult for employers to meet their needs.

Ms. Jessica **SBRISSA**, External Relations Expert, FOREM Belgium, praised collaborations such as THAMM and saying that it is important to carry on working together and giving ownership equally to all partners.

She explained the Belgium situation regarding migration and labour market, saying that Belgium is suffering from scarcity of manpower and a high unemployment rate at the same time. She followed by introducing the FOREM programme and its plan to assist job seekers and employers. The programme targets jobs that suffer from scarcity, provides training according to the needs of companies, and discovers critical jobs that are in short supply through statistical analysis of the proposed jobs through consultants concerned with companies knowing that companies are the main drivers of these jobs, and carrying out surveys within sectors by experts who can identify critical jobs.

Ms. **SBRISSA** also addressed the challenges faced while executing the FOREM program such as: finding the right attitude and real balance between the actions needed in the training, meeting companies' requests for the

specialisations they need immediately, ensuring credibility and respecting labor migration rights, and considering cooperation with other active actors, such as the ministries in Tunisia, Morocco and Egypt. She acknowledged the responsibility of the programme to guarantee the rights of countries of destination and origin, and to protect candidates for labour mobility, as well as protecting companies that need expertise, besides helping small and medium companies that find it difficult to find the skills they need.

Lastly in this session, Dr. Ashley **WAREING**, ILO consultant-WASPES Expert, explored the topic of how countries deal with labour migration mobility and provided comparative dimensions. Ms Wareing insisted that increasingly PES play a role in terms of integration of migrant workers, whether in Europe, with for instance the example of Spain, that recently put in place a facilitated system for the formalisation of migrant workers in irregular situations, or even in a country like Morocco, with ANAPEC playing a role in the integration of migrant and refugee work seekers. Sweden also since 2019 has undertaken reform which decentralises part of the functions of authorising entry into the labour market to PES, even though issuance of work permits remains at the central level. She then highlighted the importance of developing shared visions based on operational partnerships between PES, Governments, and the private sector. The development of forecasting is a key function and it is important to encourage international partnerships on this because it may benefit all, in the country of origin and the country of destination.

Session 6. Engaging multiple actors in skills anticipation and training for successful skills mobility partnerships in THAMM

This session was facilitated by Ms. Raffaella GRECO-TONEGUTTI and hosted these speakers: Dr. Aymen FARID, Assistant Minister for strategic planning, training and labour market, Ministry of Higher Education and Scientific Research, Egypt, Ms Salima BEN SALEM, Division chief, International Placement, ANAPEC, Morocco, Mr. Mhammed NEJJARI, Département de l'Emploi, MIEPEEC, Morocco, Ms Ellen ALBRECHTS, VDAB (PES Flanders-Belgium), Mr. Taoufik OULED ALI, Director, Division du Placement international, ANETI, Tunisia, Mr. Mohamed

BENKHALED, CEO, Peacock finance, Mr. Peter BODE, Managing Director Habotec (Germany), and Mr. Fabrice BLANCHARD, OFII (France).

The session sought to answer questions raised by the need to plan skills offer and demand. In order for migrant workers to access decent work, not only must they have the necessary skills but it is also critical that they to make them known to potential employers and validate them. Anticipating the skills needs of labour markets is a central issue to which all countries are called upon to respond, especially in the context of the activation of talent mobility programmes. In this context, mobility partnerships often put training and skills at the centre of their interventions. The aim of the training is to acquire operational skills oriented towards a professional specialisation sought by companies. Thus, one of the main challenges is to develop training plans involving all the actors concerned, including the private sector, public actors, and training actors. A concrete example is the Global Skills Partnership approach, which aims to ensure that the skills required by labour markets in countries of origin and destination are anticipated. The session attempted to identify solutions to the challenge of anticipating skills needs and developing intensive and short skills training in the countries of origin that adapt to the constantly changing demands of the labour market in order to create skills pools serving both the country of origin and destination.

Dr. Aymen FARID started his intervention thanking everyone and highlighting the efforts of the Ministry of Higher Education in Egypt to strengthen the students' professional skills for employment. He mentioned that the country's strategic plan is being created in collaboration with different authorities such as the Ministry of Manpower and the Ministry of Planning and Economic Development in order to design a labour market information system. Dr. Farid added that the most important organism in the plan is the "Employment Centers" that are being now established in every governmental university in Egypt, either with foreign funds and partnerships or through the universities' general budgets.

Dr. Aymen FARID continued listing the services and the skills that employment centers provide to the students (ex. Career education qualities, experiential learnings and partnerships) in order to achieve a comprehensive approach of higher education. He added that the Ministry is observing needed employment skills and qualities, in order to develop the rural areas.

In the end of his intervention, Dr. Farid cited that the ministry is focusing on three pillars equally:

- Establishing employment centers;
- Supporting and Developing professional skills programs (especially upskills)
- A full program for students on all levels, divided into 4 main modules, to build all needed skills and having a professional certificate beside the academic certificate.

He concluded: “We should know the international labour market needs in order to develop programs and systems for the Supreme Council of Universities and to be well informed with the needed skills and well connected with the labour market”

[1] He mentioned signing a new agreement 10 days before the conference

Ms. Salima BEN SALEM, Division chief, International Placement, ANAPEC, Morocco, mentioned the challenges faced by the countries of origin as well as the countries of destination such as knowledge transmission to migrants, and highlighted that collaborations between countries in the South should also be paid attention to along with collaborations between countries in the North and South . Another challenge addressed is the transmitting talents from South to North and the priority given to highly educated talents which leaves the countries of origin behind, lacking needed competences. Ms. **BEN SALEM** insisted on the need to involve employers in capacity building processes such as technical, professional and linguistic training provided to migrant workers pre-departure. Language remains an essential challenge faced by Morocco in the process which needs to be addressed as a matter of priority. Ms. **BEN SALEM** mentioned the comprehensive partnership with Belgium that is run by a high-level technical team, includes short- and long-term training programmes, and involves the public employment services in both countries. An experiment was carried out by ANAPEC during Covid-19 pandemic, which allowed to determine the total cost and the needed talents in Germany, and to hold a language training for the candidates with the support of the technical team.

Mr. Mhammed NEJJARI, Département de l'Emploi, MIEPEEC, Morocco, presented the outcome of collective work by a delegation of Moroccan experts following training on skills anticipation provided in the THAMM Programme. Mr **NEJJARI** explained how the national roadmap was produced to strengthen coordination on skills anticipation for international mobility and is directly connected to and aligns with the National Strategy for

International Professional Mobility currently being developed by the Ministry, also with support from the THAMM programme. He presented the five specific objectives of the strategy (Governance, partnerships and information systems - Basic labour rights and social protection - Work on practical national and international levels - Training and capacity building - Skills Anticipations) and the process of preparing the strategy. Mr. **NEJJARI** highlighted the basic principles related to the road map:

- Establishing a mechanism for skills anticipation with the partner countries in the European Union
- Consultation between the parties and the implementation of mechanisms for guidance and improvement of presentation with regard to migration
- Strengthening recruitment systems at the national and international level
- Improving and balancing competencies
- Strengthening certification recognition systems in the case of EU certification requirements

In conclusion, Mr. **NEJJARI** highlighted the steps taken by the Moroccan delegation in order to face the challenges:

- Establishing a mechanism for coordination and guidance
- Adapting certification accreditation tools to international standards
- Reducing the imbalance between certificates and competencies
- Adapting between different lists of job opportunities
- Ensuring cooperation between various institutions (public and private)

Ms. Ellen ALBRECHTS, VDAB (PES Flanders-Belgium) explored the topic of skills analysis related to training curricula in origin countries and their matching with destination countries' needs. Ms. **ALBRECHTS** indicated that for Belgium investing in work and training is essential because of job shortages. Belgium is focusing on the technical jobs for this project mainly in construction, industry and technology. Some exercises were applied in Tunisia for the same sectors to define the needed soft skills, hard skills and behaviours for some jobs to choose from the candidates, too. She concluded by presenting the next steps like visiting the training centers in the countries of origin to make sure candidates are getting the needed training and that their papers are complete for the visa application.



Mr **Taoufik OULED ALI**, Director, Division du Placement international, ANETI, Tunisia gave a presentation comparing skills and jobs needed in specific sectors in Tunisia and the EU, on the basis of the skills' analysis developed through the Tunisian Reference Framework for Jobs and Skills. Mr. **OULED ALI** started his intervention by introducing ANETI's system of services and the efforts of the programme in increasing direct recruitment and building the capacities of consultants involved in the process. He also presented the latest figures and statistics of partnerships with GIZ, FOREM and other parties in Qatar. He mentioned the targeted sectors by ANETI such as hospitality, IT, heating, mechanics and bakery, and hotel and gastronomy among others. He also introduced the efforts to come up with controlled methods and providing appropriate job opportunities for Tunisians abroad. He also mentioned the cooperation with the French agency to launch a qualification short term project beside a collaboration in the area of plastic recycling.

Mr. **OULED ALI** highlighted that ANETI has identified future steps including guiding and updating its own action plans and intervention mechanisms. Steps were identified after consulting with local and international professionals. He ended his presentation on the demonstration of ANETI's website. The objective is to have updated pictures on the professions needed in the labour market. They will count on this pillar, the pillar of diagnoses. The website is job seekers centered and provides a vision of the local Tunisian market needs. It acts as a mechanism for job seekers to identify the vacancies they seek. There are different professions mentioned on this website, and it facilitates the job searching processes.

Mr. **Mohamed BENKHALED**, CEO, Peacock Finance, presented on adjustment between skills anticipation and skills training and the opportunities for employers, talents and partner countries. He started by presenting Peacock microfinance company and its scope of work focused on

collaboration with universities in Morocco and France. Mr. **BENKHALED** highlighted that Peacock has embarked on a programme in collaboration with ANAPEC training 20 people to work in designing and programming in 2018. Most of the trainees needed to receive a master's degree and the organisation supported that. He mentioned that the organisation has a number of collaborators, each one giving their shares in a holistic ecosystem.

"The challenge is the sustainability of these programs. We cannot act with absolute liberty and we need further flexibility from ANAPEC to train more profiles in the sector" Mr. **BENKHALED** added. He continued "We will not be able to train everyone but our goal is to make it easy and accessible for everyone". Classes need to be replicated every three or six months in order to achieve sustainability. In the end of his presentation, Mr. **BENKHALED** urged the partners and sponsors to identify future steps and plans, in order to make the absolute maximum to succeed together.

The next presenter, Mr **Peter BODE**, Managing Director Habotec, Germany, has been engaged in a mobility scheme under the THAMM programme and recruited multiple apprentices in the electronic sector. He presented how an apprenticeship was managed in his company. He highlighted that the first year of focused training was successful, however he thought that it would be useful if talents could already follow a two-month training in their countries of origin in order to be better prepared for the apprenticeship in Germany.. Mr. **BODE** described the language skills as the onedifficulty in the process, and suggested that partner organisations equip migrants even more linguistically in order to smoothen the integrationbecause the workers were only technically highly prepared. "We have embarked on these collaborations but we have to issue and change immigration laws. Another main obstacle is providing accommodation for the incoming labour, we have a shortage of decent housing. Here in our company we have our own housing units and property that is accommodating our incoming workers but other companies are facing problems with housing" Mr. **BODE** concluded.

The last speaker, Mr. **Fabrice BLANCHARD**, from OFII (France), presented on Skilling, skills anticipation and training in circular migration. For Mr Blanchard, analysing the needs of labour markets in the respective countries is the key starting point. He described many challenges having to do with visa processes, small budgets of work and finalising the legal paperwork for micro-enterprises in order to facilitate employment of migrants. He also

mentioned that France is sending youths to other countries in exchange projects that last for 18 months. A similar exchange programme is being prepared between France and Tunisia, so the Tunisian youth could go back to their country of origin after 18 months to contribute to its development.

“We are aiming at improving the system and learning from the unpleasant experiences we had before. In France we recently issued 50,000 family residence permits for family reunification. Such permits allow its holder to work; refugees could make use of this” Mr. **BLANCHARD** concluded.

Session 7. Overcoming challenges in recognition of qualifications, skills and competencies

The session was facilitated by **Ms. Dalia MAHMOUD**, National Coordinator, PROSPECTS Project, ILO-Cairo (Egypt) and included testimonials of migrant workers on recognition of qualifications and competencies prior to departure and upon return video played in the beginning of the panel. Speakers were: **Ms. Laura SCHMID**, ILO; **Ms. Hind BOUBIA**, Head of Division: Prospection & Marketing, ANAPEC (Morocco); **Mr. Imed CHETOU**, Consultant, GIZ Partner, Tunisia (online); **Ms Tiina POLO**, Policy Officer - DG EMPL (online), and **Mr Arjen DEIJ**, Senior Human Capital Development Expert - Coordinator for Qualifications Modernisation Project, ETF (online); and **Ms. Liubov MARKOVA**, Advisor, Service Center for Professional Recognition (ZSBA), (Germany) – (online).



The session sought to take stock of current challenges and breakthroughs in the area of recognition of qualifications between North African and European countries. To gain access to decent employment, skills need to be transferrable and recognised by the labour market i.e.

portable. Recognition of qualifications is an important approach to support labour migration and mobility, as well as formalisation and individual career progression. The process of recognising qualifications is challenging as some important building blocks need to be consolidated. In particular, such building blocks are: Recognition of Prior Learning (RPL) systems to support skills portability and social inclusion; and synchronisation and regionalisation of qualification frameworks. In recent years several developed and some developing countries, with the help of development partners, have launched initiatives to promote recognition of qualifications for specific occupations. Recognition may be envisaged both unilaterally or multilaterally and requires a set of tools and processes to be put in place. This can be at times costly and requires capacity development of assessors and other staff involved in the process. Hence the importance of sharing best practice and experience in setting up recognition schemes. Specifically, the session sought to explore the following questions:

- Which forms can Recognition of Qualifications schemes take?
- What are key elements for a successful Recognition of Qualifications scheme to be successful whether multilateral or unilateral?
- What role does skills anticipation and qualification frameworks play in facilitating Recognition of Qualifications?
- What are some of the lessons learned and which areas would benefit from more re-search?
- What role does the private sector play in validating and accrediting skills?
- What are sustainable financing models for schemes?
- Have employers and private organisations developed specific positions on the role of RPL or qualification frameworks and the need to advocate for investing in skills development for workers in CoOs?
- Who should bear the costs of the schemes?

Ms. **Laura SCHMID**, ILO addressed the topic of “Recognition for the low-skilled: Competencies and Prior learning”. She insisted on the following key messages:

- Improving the comparability of those different skills.
- Transnational cooperation between skills

systems.

- Standards are based on labour market input and requirements.
- Developing minimal occupational standards between partner countries.
- For skills harmonisation, national standards are then compared to others.
- Credential evaluation, benchmarking and referencing are the most common messages.
- Key enabling conditions include quality assurance, international credit transfer, financing, skills partnerships.
- Digital solutions have the potential to provide reliable data on qualifications.
- Common occupational skills taxonomic could act as mutual reference for comparing skills and qualifications.

Ms. **Hind BOUBIA**, Head of Division: Prospection & Marketing, ANAPEC, Morocco, for her part insisted on the following specific needs:

- Bringing closer employers' needs and workers' profiles;
- Providing trainings to provide opportunities for job hunters
- Improving the qualifications required for specific sectors.

Ms **BOUBIA** gave an overview of the ANAPEC training model designed in collaboration with GIZ and other partners to improve the migration and employment services. She mentioned a project executed in Morocco with representation of employer organisations from Belgium, "We have an assigned training agency to work with the candidates, open calls, proceed with selection, with the help of IT experts, working with the candidates to transition towards certifications" Ms **BOUBIA** added. In conclusion, Ms **BOUBIA** presented the challenges currently faced by ANAPEC:

- 1-Developing institutional harmony at the national level;
- 2-Identifying the needs of the national and international labour markets;
- 3-Determining the scope of agreement between the various sectors and trends;
- 4-Improving the recognition of competencies in the international mobility formula;
- 5-Determining international needs and funding training procedures.

Mr. Imed **CHETOUI**, Consultant, GIZ Partner, Tunisia

described an ongoing pilot project conducted in Tunisia with support from GIZ through THAMM, regarding recognition of qualifications. "Through our experience, we compare concepts and definitions between the Tunisian and German sides. We compare goals, but the most important thing is evaluation and the accreditation part", he added. Mr **CHETOUI** noted that, once comparability study is established, the main objective of GIZ is to develop a holistic training programme to organise competencies across a sector and fill the current existing gaps.

Mr Arjen DEIJ, Senior Human Capital Development Expert - Coordinator for Qualifications Modernisation Project, ETF focused his presentations on EU Tools related to qualifications, skills and competencies.

Mr. **DEIJ** underscored that: "Recognition is important because we have seen that there is a lot of evidence from Ireland, Sweden and Germany showing that people who get recognition have better chances to get better jobs at their location with higher salaries and will send more returnees back home than people without recognition. People with recognition also get more opportunities to develop themselves further and obtain new skills. In the case of Germany, proper recognition results in 15 to 45% higher salary". Mr **DEIJ** also addressed additional issues, such as digitalisation in recognition of qualifications; and interoperability of databases. "There should be a link between national databases. Now we have 36 existing countries doing the reference process and 20 of them have updated and linked their databases" Mr **DEIJ** indicated.

Ms Tiina **POLO**, Policy Officer - DG EMPL focused on how to relate information about qualifications to job opportunities and to service providers who provide trainings" Ms **POLO** said. She indicated the recommendation from the EC was to link recognition of qualifications to national qualification frameworks but also to establish bridges with the recognition of competencies acquired through many other opportunities in formal employment but also in voluntary work, etc. She insisted there are multiple European tools in the form of guidelines, inventory, etc to guide other countries to understand how things are done in the EU and assist with harmonisation. EUROPASS is for instance another tool, a multilingual EU service, and it helps people translate skills, competencies, and qualifications in a standardised manner, whether for the development of a CV or other tools. This is linked to EURES, the European data base

of vacancies. Two other important tools are ESCO, which describes skills and competencies needed in a specific occupation, but also skills acquired through, formal, non-formal and informal learning (3,000 occupations, and 40,000 skills), and the European learning model. ESCO can be used outside Europe. It was developed to be used in many different contexts.

Ms. Liubov MARKOVA, Advisor, Service Center for Professional Recognition (ZSBA), Germany started her intervention by presenting her work under the umbrella of the German Federal Employment Agency, and the introduction of the new law regarding the arrival of migrants to Germany and access to the labour market.

Ms MARKOVA stressed the importance of certification recognition in order to facilitate the migration process to Germany. "Recognition of qualifications is an essential part of the immigration process, and a person cannot get an entry visa to work in Germany unless their certificates are recognised. We provide information about procedures of recognition and qualification of the recognition authorities. Germany consists of 16 federal states. We discuss with the applicant or candidate and ask them where they would like to apply for the job and what the preferred job or profession compatible with the qualification may be," she elaborated.

Ms BOLY from the African Union Commission asked whether the EU frameworks would be assisting with the establishment of the African Union Qualifications Framework, whose development (Phase II) was recently launched. Two of the outcomes, 3.3 on Recognition of qualifications, and 3.4 on Cooperation with the European Union speaks directly to the tools presented by ETF. **Ms Boly** was in particular interested in understanding how the European tools would support skills mobility from and within the continent.

Mr Deij indicated that ETF is very involved with the AUC and will continue to support it throughout this second phase.

Other questions went to Germany to provide additional information on dual vocational training and conditions for recognition.

Session 8. Private Employment Agencies' role in new mobility partnerships

Private employment agencies, whether operating from EU Member States or from partner countries, have become major actors of international recruitment. While some are trained to fair and ethical standards, numerous others operate in the margins of the law and offer little protection to workers and low guarantees to employers.

The central question in this session was: How can States and PEAs themselves create institutional and operational environments conducive to compliance with international standards while providing incentives for prosperous business ecosystems, in which public-private partnerships can complement each other in the interest of both workers and employers?



Additional questions were: What are the main challenges of PEAs in accessing information about job vacancies in EU MS? How do PEAs take into consideration labour shortages in CoO when recruiting for EU MS labour market needs? What are the characteristics of a sustainable business model for PEAs while maintaining fair and ethical recruitment standards? What are the key challenges in regulating/monitoring/licensing PEAs?

Facilitated by **Dr Fabio JIMENEZ**, Head of Unit Labor Migration Governance and Mobility, IOM-HQs, this session set out with online testimonials from licensed PEA CEAs: **Ms Hajouji TAWDIF**, CEO of Aldelia, Morocco, and **Mr Cedric FILET**, Belgium; it then turned to six interventions from the following speakers: **Mr Slim ABDELJELIL**, ILO Consultant, Tunisia; **Mr Pawel SZALUS**, IRIS Program Manager, International Organization for Migration (IOM); **Mr Brahim ABIDAR**, Direction de l'Emploi, MIEPEEC, Morocco; **Mr Ahmed MESSAOUDI**, DGPEMOE MFPE, Tunisia; **Mr Sayed EL SHARKAWY**, General Manager of General Administration of Labour

Inspection MoM, Egypt and **Mr Lahsen HANSALI**, Union Générale des Travailleurs du Maroc (UGTM), Morocco (Workers' organisations).

Mr Fillet indicated that his company specialises in matching candidates from Africa with employers in Europe in sectors with skills shortages. He highlighted the fact that employers in Europe do not easily look for candidates outside of Europe; there are also preconceived ideas about cultural barriers. On the contrary, he advocates in favour of bringing new talents in as they broaden horizons, bring in new methods and approaches, and thus strengthen businesses. He insisted that it is important for employers to understand that a position which is not filled in is a net loss in turnover and revenue and that new talents may open the business to new markets.

Ms Hajouji TAWDIF, CEO of Aldelia, a licensed PEA based in Morocco operating since 1987, described the various processes at play in international placement. She indicated that as a PEA, their role is not merely to recruit and place, but to groom migrant workers to life in the country of destination, soft skills, etc. to ensure optimal adaptation to the new conditions.

Mr **Slim ABDELJELIL**, ILO Consultant, Tunisia, presented the key findings from a study undertaken in the THAMM programme on PEAs in Tunisia in terms of their regulatory frameworks and the ecosystem they operate within. Some of the key findings show that there is a vast number of non-compliant operators vs. those licensed but that non-compliance is not necessarily fully deliberate but often an outcome of poor understanding or knowledge of compliance criteria. Another important finding is the fact that the sector in Tunisia overall lacks economic maturity and there is a lot of additional work to bring these operators to compliance and to help them identify sustainable business models. The study led to the development of a compliance guide and a set of recommendations to reach sustainable business models.

Mr. **Pawel SZALUS**; IRIS Program manager, IOM, was then asked to expand on developing PEAs' business models based on a fair and ethical Recruitment approach. Mr **SZALUS** insisted that it required some decision making and hard work. A lot of operators only focus on the business opportunities and consider that fair and ethical recruitment principles are a waste of time and money. On the contrary, experience points to increased business revenue thanks to this approach.

Mr. **Brahim ABIDAR**, Employment Directorate, MIEPEEC, Morocco, insisted that there are key challenges for Government to regulate private recruitment agencies in Morocco even if by and large the country's labour laws are in line with international recruitment standards. Morocco's labour act includes private recruitment, and establishes a minimum financial capital as a compulsory guarantee to be provided by agencies for licensing. The Moroccan approach insists on the fair and ethical recruitment approach and principles. For instance, it is compulsory for the employer to incur all expenses if the company requires the job seeker to return to Morocco. PEAs in Morocco collaborate with labour inspection and there is an online form available for complaints. However, due to limited enforcement capacity (low number of labour inspectors), it is difficult for the Ministry to monitor sufficiently closely. This is something that the Directorate is about to work on with support from the ILO. Lastly, digitalisation should also help enhance improved service to migrant workers even if Morocco already uses technology to monitor the international journey of its job seekers.

Mr. Ahmed MESSAOUDI, Director General of the Tunisian Directorate for International Placement and Protection of Migrant Workers, provided indications regarding the regulation of PEAs in Tunisia. His Directorate with support from ILO has developed new a legislation introducing penal sanctions for infringement of regulations by PEAs, and established a new corps of controllers. Further challenges ahead are capacitating this corps further, better information agencies of their obligations, and digitalisation services, in particular complaints, under a new platform.

Mr. **Sayed ELSHARKAWY**, General Manager, The General Administration of Labour Inspection, Ministry of Manpower, Egypt, clarified what the main role of labour inspectors is in Egypt in relations with the operation of PEAs. He provided details on the licensing, reporting and monitoring processes in place for PEAs. Egypt insists on respect for workers' dignity and human rights and has a zero-tolerance policy for human trafficking. Egypt also has a network of labour attachés towards whom workers can lodge their complaints if there are issues with their contracts for instance. It may happen that the Ministry suspends certain PEAs if deemed necessary.

Mr. **Lahsen HANSALI**, from Union Générale des Travailleurs du Maroc (UGTM), Morocco (Workers' organisations), then provided a view from workers' perspectives. Two tracks for intervention are important: first, the strengthening of legislation in the country of

origin in terms of regulation of PEAs and increased protection of workers' rights for better alignment with international standards, and second, it would be important to establish enhanced partnerships between country of origin and destination.

Session 9. Ingredients for innovative skills mobility partnerships

This session ended the technical part of the conference on a more exploratory note, trying to identify what would be key ingredients of a renewed form of partnership for skills mobility. Skills mobility partnerships could be an innovative mechanism for sharing the benefits of labour migration for both countries of origin and destination, as well as migrant workers and employers hiring foreign workforce. If well designed, they can foster development in countries of origin, and destination, improve livelihoods, develop skills, spark innovation, match talents with jobs, fill skills shortages and allow for the transfer of skills and peer-to-peer learning. Further, skills mobility partnerships also promote and contribute to the protection of migrants' rights. Building on previous sessions, this panel explored new ways of approaching skills mobility partnerships, focusing on how to increase the positive impact of such schemes for both countries of origin and destination. Guiding questions for the session were: What are key elements for skills mobility partnerships to be successful? How can skills mobility partnerships support sustainable development in countries of origin, while filling labour shortages in countries of destination? How can skills mobility partnerships empower as well as protect migrant workers?



Facilitated by **Isabelle KRONISCH**, ILO Labour Migration and Mobility Specialist North Africa & the Horn, this session brought together the following speakers: **Dr Sona KALANTARYAN**, Project Officer, Knowledge Centre on Migration and Demography, European Commission Joint

Research Centre (JRC) (online); **Ms Mariavittoria GARLAPPI**, Senior Human Capital Development Expert - Skills and Migration, European Training Foundation (ETF) (online); **Dr Jason GAGNON**, Head of Unit, Migration and Development, OECD Development Centre; **Dr Fabio JIMENEZ**, Head of Unit, Labour Mobility and Markets Unit, IOM HQ; **Ms Natalia POPOVA**, Labour Migration Specialist, MIGRANT Branch, ILO (online); **Dr Katrin MARCHAND**, Researcher, UNU-MERIT, Maastricht University (GIZ partner); and **Ms Jamila EL MASBAHI**, Lawyer, Flemish Government – Department Work and Social Economy (ENABEL partner) (online).

Dr Sona KALANTARYAN, Project Officer, Knowledge Centre on Migration and Demography, European Commission Joint Research Centre (JRC) (online) explored the impact of COVID on migrant workers in the EU labour markets, with a specific emphasis on North African workers and then addressed the question of what would be needed for new types of partnerships to emerge. She highlighted that the foreign-born population in the EU has been growing steadily, similarly to their contribution to labour markets. What is also increasingly well known is that their share of essential workers during the pandemic has been significant (13-14% of essential workers) in jobs such as cleaners, helpers, cashiers, but also in jobs needed for a green transition that is critical to the European Union or IT jobs. Another important trend is that their share tends to vary hugely from country to country, reaching percentages of up to 25% in countries such as Sweden or Ireland. There are currently about 1.3 million essential workers in the EU. Post-COVID, situations varied with in some instances a slow-down in arrivals and in others in fact increased numbers as in Germany for instance.

The policy implications of this are that:

- It will be critical to find ways of scaling up pilot programmes to close the skills gap in Europe;
- Skills mobility schemes need to focus on sectors and occupations acknowledged as in demand by both origin and destination countries very narrowly;
- Since data shows that North African workers in the EU can be in a vulnerable situation, schemes need to address these vulnerabilities (in terms of unemployment rate in particular; temporary employment, low-paid and low-income brackets);
- Skills mobility partnerships need to ensure that data analysis is factored into the schemes to inform implementation and monitoring.
- Attention needs to be paid to maintaining

attractive wage levels for both natives and foreign workers to ensure sector sustainability and avoid segmentation (e.g. with seasonal agriculture).

Examples of occupations in demand in the EU are in the agricultural and healthcare sectors. In healthcare, the contribution of foreign-born workers keeps growing, and whereas the majority are from other EU countries, the next largest group is North African and Middle East workers with 43% of them going to Germany, 22% to France and 12% to Sweden. It will be important there to think of how not to increase brain drain dynamics and contribute to training in the countries of origin.

Ms **Mariavittoria GARLAPPI**, Senior Human Capital Development Expert - Skills and Migration, European Training Foundation (ETF) (online) continued insisting that there was a need to adopt a system level approach to skills mobility partnerships. To capitalise on the pilot projects such as THAMM will be essential to build something that will work long term. In particular, when trying to answer the question of which skills should be targeted in these new partnerships, Ms **GARLAPPI** insisted on the following dimensions: 1. The need to reinforce the observatory function of partner countries on skills' needs in the labour markets both in the country of origin and in the countries of destination; 2. To establish partnerships among migration/employment observatories in in both partner countries and member states via twinning/technical assistance programmes; 3. Reinforce the quality of (existing and new) training provision in the partner countries in dedicated sectors and regions particularly concerned by migration; 4. Encourage co-graduation agreements between training centres in MS and PC to define common curricula and joint diplomas and according to common quality assurance standards; 5. Reinforce skills' and qualifications recognition mechanisms for selected job profiles (like in agriculture, tourism, logistics) both for outgoing (to the EU) and incoming job profiles. The scaling up of existing pilot practices with ESCO and EUROPASS is also important.

Dr Jason GAGNON, Head of Unit, Migration and Development, OECD Development Centre, presented the preliminary findings of an ongoing study of skills mobility partnerships undertaken in the context of the Abu Dhabi Dialogue and whose objective is to establish general and good practices. The methodology for the paper has been to collect as much information as possible across the world on mobility schemes, while identifying the gaps and challenges.

The paper's primary concern is how migration can contribute to the development of countries of origin, and how public policies that are not concerned with migration indirectly contribute to this area. It is important to highlight that immigration is like a safety valve for the labour market, and remittances are a source of finance for development, while diasporas are an enabler for social and economic development across the world. Skills Mobility Partnerships are specifically needed in areas or regions where labour market or skills are particularly saturated. New Zealand is a good example to learn from, when it comes to brain circulation to strengthen human capital, investment and innovation.

Dr Fabio JIMENEZ, Head of Unit, Labour Mobility and Markets Unit, IOM HQ, presented on IOM's research into Skills Mobility Partnerships and its key ingredients. For IOM SMPs are about working together with multiple stakeholders and on the basis of equality. IOM's eight essential ingredients for innovative SMPs are long and mid-term planning, multi-stakeholder & policy coherence, data for setting sustainable system and scheme, local development & job creation, reduction and sharing of costs, integration of migration aspects into partnerships, addressing social aspects of employment, skills qualifications and recognition.

Ms Natalia POPOVA, Labour Migration Specialist, MIGRANT Branch, ILO (online) presented how SMPs can both protect and empower migrant workers. One good starting point to assess how such partnerships can be strengthened is to look into existing bilateral or multilateral agreements. The ILO has conducted extensive comparative research which shows certain key elements of success:

- 1) Importance of alignment of partnerships with international labour standards and human rights;
- 2) During preparation and negotiation, the use of labour market information systems, including information on labour migration;
- 3) The need to strengthen social dialogue and the involvement of social partners from both origin and destination countries.

Other key dimensions in implementation of SMPs are mechanisms for skills anticipation, the need to facilitate skills recognition, the role of public employment services (in many countries PES have the mandate to work with migrant workers) or the use of special funds, which are available to enterprises for technical supplementary training at destination or in origin. Monitoring and evaluation of such partnerships is important to have a holistic focus. Lastly, Ms **POPOVA** insisted that linking the strategic management of such SMPs to national

employment and development plans is critical.

Dr **Katrin MARCHAND**, Researcher, UNU-MERIT, Maastricht University (GIZ partner), presented research conducted with participants migrating to Germany and employers in Germany. So far, the study collected primary data of participants, which included baseline surveys with participants just after their arrival in Germany, intermediary surveys with participants that are for at least six months in Germany (until the time of the conference: no skilled workers only apprentices) focusing on their experiences and challenges and interviews with German employers that are part of the THAM programme. In the future, focus group discussions and further interviews will be conducted. Dr Marchand pointed out that the participants that have been interviewed highlighted the impact of the soft skills they have gained during the process including time management skills. They also declared that only after arriving in Germany they started actively using and learning the language. Almost all the interviewed apprentices agreed that the vocational training in Germany will help them in their future. They also reported some change in attitude, while women in particular mentioned gaining self-confidence on both professional and personal levels. Dr Marchand calls for additional studies after the end of the programme in order to assess the long-term effects of the programme. She concluded her input by giving three main recommendations for mobility schemes: 1) It is very important to also take migrants' perspective into account while designing new models. 2) we need to think about innovative ways to have more impact on migrants participating 3) we need to emphasise on the importance of data in mobility schemes.

The last speaker in this session was Ms **Jamila EL MASBAHI**, Lawyer, Flemish Government – Department Work and Social Economy (ENABEL partner) (online) who focuses on the Flemish Government's experience on skills mobility partnerships since 2018. An important lesson is to involve employers, particularly of SMEs to understand exactly what their needs are. Similarly, it is important to figure out migrant workers' expectations and needs to ensure their integration in the country is made easier. The matching of skills is a critical and highly complex process that requires more investment. Correspondence between qualifications acquired in North Africa and EU qualifications frameworks/ESCO needs to be improved as it remains a major obstacle for certain occupations.

Roundtable: Recommendations to Key Stakeholders in North Africa and the European Union

Having listened to the discussions and elaborations of the past days on mobility schemes and ingredients for new future innovative skills mobility partnerships, the closing roundtable aimed to collect final recommendations for policy makers in both North African partner countries and EU MS on how to operationalise the talent partnerships or more broadly skills mobility partnerships drawing lessons from the mobility schemes implemented so far and the very rich exchanges of the conference proceedings.



Facilitated by **Ms Paola ALVAREZ**, Senior Regional Thematic Specialist on Labour Mobility and Social Inclusion, IOM-Brussels, this Roundtable gave the floor to **H.E. Amb. Neveen EL-HUSSEINY** Deputy Assistant Foreign Minister for Refugees, Migration and Combatting Human Trafficking, Ministry of Foreign Affairs, Egypt; **Mr Kamal HACHOUMY**, Secretary General, Ministry of Economic Inclusion, Small Enterprise, Employment and Skills, Morocco; **Mr Ahmed MESSAOUDI**, Directeur Général, DGPEMOE, MFPE, Tunisia; **Ms Odette SARR BOLLY**, JLMP Programme Coordinator, Labour, Employment and Migration Division, Health, Humanitarian Affairs and Social Development, African Union Commission; **Ms Elsa PAPAGEORGIU**, Programme Manager, Migration Unit, DG NEAR, European Commission; **Mr Holger ILLI**, Head of Development Cooperation, First Counsellor, German Embassy in Cairo; **Ms Blanca BREÑOSA SÁEZ DE IBARRA**, Deputy Underdirector General, Legal Affairs, State Secretariat for Migration, Ministry of Inclusion, Social

Security and Migration (online); **Mr Ali SERHANI**, Confédération Générale des Entreprises du Maroc (CGEM) (Employers' organizations) and **Mr Yves MONTALESCOT**, French Democratic Labour Confederation, France / Sub-Saharan African – Mediterranean Migration Network (RSMMS).

H.E. Amb. Neveen EL-HUSSEINY, from Egypt, emphasised that the biggest challenge was to connect development goals with skill upgrading. This is the additional dimension brought by the Talent Partnership which the mobility schemes have not been so successful in taking on board. What Egypt is interested in as a country is to create pools of skilled workers, who could become potential migrants at a later stage. Another key dimension is to strengthen trust between the private sector and government. Employers are key actors because at the end of the day they are the ones who benefit from the workforce. The private sector has a social role to play with a focus on developing training programmes which produce the skills needed by the private sector.

Mr Kamal HACHOUMY, insisted that the first important point of conclusion is that there is a shared need and mutual interest which have expressed themselves clearly over the past three days. Second, migration should be viewed as an opportunity, not as a risk or threat. Thirdly, it would be important for recommendations to be concrete and based on measurable indicators. Fourthly, it is necessary to look into needs at occupation level, and needs cannot be fulfilled in destination countries before having filled the needs in the countries of origin. It is important to look at human capital development not as a tool but as a pool of people driving development. Receiving countries should help build those skills in the country of origin because the latter have already invested a lot in the training mechanisms. It is the building of a consensus on this issue that will consolidate partnerships. The question of recognition of qualifications is also very important. Therefore, to summarise, there is a need for good data on which to base the analysis of skills anticipation in both sending and receiving countries, and for consensus from destination countries to support training and human capital development in countries of origin. On the latter, employers should invest considering they are the real beneficiaries and governments are merely enablers in these partnerships. The last point is about enhancing legal pathways. Morocco has voted a

law to combat human trafficking and these irregular pathways undermine government's capacity to support legal pathways. A mechanism should be adopted across the three countries to further combat such irregular pathways.

Mr Ahmed MESSAOUDI, General Director, DGPEMOE, MFPE, Tunisia, first insisted on the need to find a governance structure for better accreditation of degrees and the digitalisation of these services. In regard to Tunisian investment in human resources, he called on the EU to invest in training centres. The current allocation of funding per migrant in the mobility schemes is limited to a few thousand euros; this is highly insufficient. Tunisia's central concern is job creation for Tunisian youths, in particular in the rural areas. In addition to the migration of skills and competencies, Mr MESSAOUDI insisted it is important to allow legal and regular migration for other groups. In seasonal migration, there are successful experiences. Another need is better recognition of Tunisian qualifications and degrees in the European Union. Lastly, important stakeholders are public and private employment services. Twinning with their European counterparts should be encouraged.

Ms Odette SARR BOLLY, JLMP Programme Coordinator, Labour, Employment and Migration Division, Health, Humanitarian Affairs and Social Development, African Union Commission shared recommendations issued in a report produced under the Joint Labour Migration Programme and titled "The state of play of skills mobility partnerships between Africa and Europe" because they are relevant to most African countries. Firstly, these SMPs should be upscaled to demonstrate their broader development impact. From an African Union point of view, they would like to see such initiatives as THAMM expanded to other AU member states. This is because this continent is the labour reserve of the world in particular to help combat irregular migration and trafficking. Secondly, the AU would like to see a quota based on demand in the countries of destination for all skills range, to offset unemployment in countries of origin and adverse socio-economic effects, particularly after the COVID pandemic. Thirdly, there should be more investment in vocational training. The EU MS have good data on where they need skills; therefore, investments are urgent to meet those skills needs. Funding instruments need to be established, for skills matching,

vocational training and skills recognition and education reform, for mid-term and longer-term planning. Lastly, it is urgent to undertake action to expand more circular migration schemes for the diaspora which plays a critical role, and is urgently needed for the knowledge economy in Africa.

Ms Elsa PAPAGEORGIU, Programme Manager, Migration Unit, DG NEAR, European Commission, expressed appreciation for the event organisation and the wealth of exchanges. The Commission has identified four recommendations in particular: 1. To develop and implement a strategy for international mobility to strengthen the coordination between all concerned departments to ensure coherence in the ecosystem ; this is important because it would assist in identifying the types of mobility which are desirable for each country and this would help provide funding including for audiences such as NEETs; 2. To support the production and analysis of evidence-based data of labour market trends; 3. The continued support to Public Employment Services, as this would enhance further the different pilot experiences and the peering of public employment services, following also ETF's recommendation earlier today. This would also help develop tools to assist with direct dialogue between PES ; 4. The process of recognition of qualifications and competencies: this is a complex issue but it would be critical to continue develop a national framework of competency and strengthen the credibility of national systems and ensure its compatibility with European systems of qualifications.

Mr Holger ILLI, Head of Development Cooperation, First Counsellor, German Embassy in Cairo, started by emphasising that, as far as Germany is concerned, demographic change creates a political imperative we need to act on and we need to follow through with this and in a way that is development oriented. For instance, by creating spill-over effects for vocational training in countries of origin, to avoid brain drain. This is an important commitment and important guidelines for Germany and EU MS to take. It is important to translate the expression of political will into operational measures and to do the groundwork that is necessary. This kind of cooperation requires communication and cooperation from both sides to make sure mechanisms link into each other. It would also be very beneficial to share more data on labour markets to ensure that efforts are direct where

are surpluses are indeed. Furthermore, integration of skills should be more upstream in the education path, for instance with language skills. This would help create a bigger pool of potential candidates. There is a strong business case for sourcing of labour abroad but often concretely there are many obstacles. It is important to understand that the situation of skills scarcity is there to last and there will be competition between firms in the private sector. Lastly, it is important to go upstream in the countries of destination to understand finally the skills, occupations, and standards required by employers.

Ms Blanca BREÑOSA SÁEZ DE IBARRA, Deputy Underdirector General, Legal Affairs, State Secretariat for Migration, Ministry of Inclusion, Social Security and Migration (online) shared technical recommendations on behalf of the Spanish government. Involving the private sector is very important in terms of identifying exactly what the needs are in terms of skills, occupations, regions, etc. Secondly, it is important to be flexible: talents, as in highly skilled candidates, are not the only ones needed. Different sectors have different needs. Third, the private sector has a role to play in terms of investing in training in origin and at destination. Finally, the legal frameworks need to be strengthened and information sharing and sensitisation of workers throughout the process.

Mr Ali SERHANI, Confédération Générale des Entreprises du Maroc (CGEM) (Employers' organisations) started by pointing to the needs that international companies established in Morocco have for international skills. When they started to bring in these foreign skills, Moroccan authorities were not sure what to expect but now it is clear that skills transfer has taken place and Moroccan workers have learned a lot. There are changes in the labour market: in Morocco, there has been broad regularisation of irregular migrants since 2014. It is important to understand that employers are only interested in skills and whether you can perform the job. The role of PES is very critical in particular to regulate private recruitment agencies.

Mr Yves MONTALESCOT, Representative of French Trade Union Confédération Française Démocratique du Travail (CFDT) and focal point for the Réseau Syndical pour la Migration en Méditerranée et Afrique sub-saharienne network (RSMMS). This network was created in 2014, and

has 30 trade union organisations across 14 countries in West Africa, North Africa and Europe. The objectives of the RSMMS network are to protect migrant workers and to identify local and regional and global solutions. The main concern is that of irregular migration: a large source of danger and human and economic waste. The migration of mid- to high-skilled migrants. The RSMMS has mixed feelings about their migration: these workers may struggle to find employment on the labour market of origin; there is however a risk of brain drain. RSMMS is in favour of strictly regular migration in the frameworks of bilateral agreements which need to be regularly revised. Countries of origin need to receive compensation for the loss of their trained workforce, as well as portability of social protection rights.

Following these various recommendations, an **Overall synthesis of conference key findings and recommendations** was delivered by Prof Ibrahim AWAD, Director, Center for Migration and Refugee Studies (CMRS), American University in Cairo.

This is a shortened version of Prof. Awad's synthesis and recommendations. The full version is available on the conference website <https://thammconference.org>

1. **Specific dilemmas:** The paper presented to the conference and the participants' interventions revealed that the North African countries and the EU Member States each face dilemmas of their own. For the North African countries, the dilemma is to reconcile their labour migration and development policies. Not only should they avoid brain drain. They should purposefully aim at maximising brain gain while minimising brain drain. For the EU Member States, the dilemma is between demand for migrant labour in their labour markets and the hostility to migration of their populations. A purposive policy to deconstruct this hostility and to reconcile public opinions with the needs of labour markets should be formulated and implemented. Without such a reconciliation, it is difficult to expect the scaling up and expansion of the mobility partnerships.
2. **Brain gain:** Hosting highly skilled migrant workers from North African countries for determined durations in the EU Member States certainly helps to meet the demand for labour in

the latter's labour markets. It can also expand the knowledge, expertise and experience of these North African migrant workers. This is admittedly brain gain. However, brain would also and more significantly be gained from the migration of low-skilled workers who would raise their skill levels during their employment experiences in the EU Member States. Upon their return, the pool of skills in the North African labour markets would have been expanded. Rather than polarising between skilled workers and lower-skilled workers, labour forces would comprehensively raise their levels of competencies. The resulting labour forces would be more cohesive in terms of skills.

3. **Building the legitimacy of mobility schemes:** Focusing on skilled workers alone who meet demand in European labour markets diminishes the legitimacy of mobility schemes between EU Member States and North African countries. It would open the door to critiques of brain drain, already expressed during the conference in Cairo. More balanced mobility partnerships should therefore consider including schemes for the mobility of high-skilled and low-skilled migrant workers. The latter are workers not devoid of skills but whose skill sets are antiquated or need updating. Retraining and then employing them in jobs in EU partner labour markets would represent brain gain for North African countries, if and when they return, which should be ensured. It can be argued that the latter already happens. The migrant workers benefiting from retraining on arrival in EU Member States before joining enterprises can be considered as such an example. Shedding light on the upskilling of low-skilled migrant workers would gain legitimacy for mobility partnerships in North African countries.
4. **Establishing a specific type of partnership for North African countries:** It is striking that there is a missing level between the EU's Global Approach on Migration and Mobility (GAMM) and the New Pact on Migration and Asylum, on the one hand, and the different partnerships and mobility initiatives, on the other. The EU does not

have a specific migration policy towards North African countries. There is a place for one, from which particular skill mobility partnerships would derive. The said policy could encompass highly-skilled migration, low-skilled migration and seasonal migration. It could be an EU Southern neighbourhood initiative. Ideally, this migration policy should be discussed and agreed with the North African countries.

5. **How to manage competition for skills between North African and EU countries:** Shortages in the same sectors already experienced in the EU Member States and in the North African countries point to a competition for skills. The acuteness of this competition should be expected to increase with time. Fertility rates are low in both Morocco and Tunisia, which herald small new annual additions to labour forces in years to come. The rationale for negotiated and agreed labour migration policies becomes all the more compelling in this light. Workers may be sent for training to CoDs for jobs that await them on their return. In other words, labour migration measures should be part of larger industrial policies aimed at developing specific industries. Even though envisaged in mobility partnerships, the return of migrant workers after their fixed duration experiences in EU Member States may not materialise. This is not only because migrant workers from North African countries might wish to stay. It is also because after they trained them, EU enterprises might well wish to retain them. Both eventualities should be addressed.
6. **Involvement of employers:** Involving employers' organisations and ministries of planning in the design and implementation stages of mobility partnerships is the best guarantee of their relevance.
7. **Facilitating return:** North African countries should facilitate the return of their migrant workers. They need to ensure that the terms and conditions of employment of the jobs that await the workers should be sufficiently decent so as to entice them to return. The EU, or its Member States, may consider supporting such

enticement.

8. **Investment in training at origin and destination:** The EU Member States' enterprises wishing to retain the workers they upskilled and employed can envisage expanding their training activities. These can take place in the countries of origin or in the enterprise, at the latter's convenience. Retaining the upskilled workers would be compensated by enlarging the pool of skills at origin countries. This, however, could mean increasing the labor cost of the enterprise. The EU, or a Member States, through a project such as THAMM or another scheme, could support the enterprise by taking up all or part of the increased labour cost. Supporting training is envisaged in active labour market policies in industrialised countries.
9. **Addressing brain drain issues through proactive policy:** The migration of highly-skilled workers, as in the health care or ICT sectors, essentially takes place away from mobility partnerships or any other agreed schemes between the EU and North African countries. This HSM has already triggered brain drain. It should be taken up in the negotiations between the EU and North African parties. Development policies in the education, training and research areas could enlarge the supply of highly-skilled workers in these sectors in CoO. Not all these workers would be migrating, the pool of skills remaining in the countries of origin would be expanded, thus realising brain gain. The EU Member States may wish to include these development policies in their skill mobility partnerships.
10. **Mobility partnerships: Pros and cons to be addressed.** It needs to be noted that the basic principle of mobility partnerships is that **labour migration processes should be triggered by specifically formulated demand for labour in the EU Member States.** This looks like planned or strictly managed labour migration. If not already envisaged in their implementation, mobility partnerships should be about the movement of a critical number of workers that would produce **tangible development effects on their return.** At

a certain point, a room for the **free operation of supply of and demand for migrant labour** may be envisaged. In other words, direct contacts between jobseekers and EU enterprises with demand for migrant labour may be envisioned. The argument about the **high cost of mobility partnerships** is understandable, given the small numbers of beneficiaries. Substantially increasing these numbers is necessary to make the partnerships cost-effective and sustainable.

11. **Integration of workers under MPs:** The temporary duration of migration raises the question of the integration of workers moving under the mobility partnerships. Integration policy measures are intended for settled migrants. Innovative policy measures will have to be devised for the integration of limited-duration migrants. Of chief importance will be their integration in the workplaces, which should make them at ease in their work environments, raise their productivity and enable them to acquire the work ethics and behavioral norms of modern enterprises. EU Member States have everything to gain from migrant workers originating in North African countries, if these meet the skills demanded in the European enterprises. When they do not, these workers can be trained and upskilled. Technical policy measures at the origin and destination ends can be adopted and deepened to facilitate migration processes. However, as expressed by an EU Member State representative, migration has acquired a highly political tone, contrary to the situation witnessed in the 1960s. Migration is nowadays a political phenomenon.

12. **New narrative on migrants' contribution and regional complementarity:** A purposive specific communications policy aimed at countering the dominating and negative narrative on migration is imperative. The sustained success and expansion of the mobility partnerships between the EU Member States and North African countries cannot dispense with such policies. DG Home, DG Near as well DG Employment, in addition to Member States and their employers' organisations can take the lead in the

formulation and implementation of such policies. Workers' organisations can join in the effort by insisting on decent terms and conditions of employment for the limited-duration North African migrant workers and on equality of treatment and non-discrimination in their respect. In their discourse on labour migration, in order to change the narrative, the EU and Member States may wish to highlight the contributions to their economies of migrant workers from North African countries. They may emphasise their participation in essential occupations, such as during the COVID-19 pandemic. The potential complementarity of North African and EU labour markets is obvious. However, to effectively materialise, it requires measures at the labour market, development and communications policy levels.

Closing session

Facilitated jointly by **Ms Aurelia SEGATTI**, ILO THAMM Regional Manager & **Ms Tanja DEDOVIC**, IOM Regional The-matic Specialist on Labour Mobility and Social Inclusion, this session gave the floor to **Mr Carlos OLIVER**, Chief of Mission, IOM Egypt; **Mr Eric OECHSLIN**, Director, ILO Cairo Country Office for Egypt & Eritrea and ILO Decent Work Team for North Africa; **H.E. Amb. Neveen EL-HUSSEINY**, Deputy Assistant Foreign Minister for Refugees, Migration and Combatting Human Trafficking, Ministry of Foreign Affairs, Egypt and **Ms Graziella RIZZA**, Counsellor-Head of Section / Migration, European Union Delegation – Egypt.

H.E. Amb. Neveen EL-HUSSEINY, Deputy Assistant Foreign Minister for Refugees, Migration and Combatting Human Trafficking, Ministry of Foreign Affairs, Egypt, emphasised four key messages to conclude. Firstly, the best way to combat brain drain is to invest in education. Secondly, public opinion has a part to play. Despite the fact that the EU MS have shortages in labour, there continues to be negative perceptions of migrant workers and this should be countered. Thirdly, recognition of qualifications is practically complex and costly; it requires coordination between different actors and this needs to be tackled. Lastly, labour mobility should not be seen as

separate from addressing the root causes of irregular migration and essentially, through enhancing education and training systems.



Mr Eric OECHSLIN, Director ILO office Cairo and Decent Work Team, after thanking all for their participation and support, pointed to the pertinence of contributions to build future programming. Data shows clearly that here will only be an acceleration of needs for skills in specific sectors in Europe and similarly in North African countries, at times in similar sectors, and therefore possibly competing, distinct and potentially along value chains. In any case, partnerships, collaboration and strategic planning seem to be the only way forward. Mr OECHSLIN stressed that collaboration is imperative between those who implement at the bilateral level and those who implement at the national and multilateral governance levels; one without the others would not make sense, and it is the complementarities between the UN and the bilateral agencies which allows to dig deeper while experimenting and innovating.

Mr Carlos OLIVER, IOM, underscored that it was very important for the IOM that the European Union indicated a strong direction towards consultations on multiple levels, something promising for further policy coherence and harmonisation of efforts. IOM believes that the best solutions come from deep understanding of national level context and challenges; wide consultations between government entities is - as Ambassador Ehab Badawy rightfully mentioned- “a whole of government approach”. A “whole of society” approach is also essential, inclusive of private employment agencies which are becoming increasingly active and important in securing safe routes for regular migrant workers. Recruiters are partners in

securing decent jobs and shall be capacitated to assume such role, supporting governments at origin and destination countries. Taking the steering structure as an example: it had more than 10 stakeholders involved in some countries, three implementing agencies and non-government actors were invited to discuss national priorities, where needed. Governing labour mobility needs national level vision, determination, and collaboration.

Collaborative approaches and sound labour migration governance on the national, regional and international levels are needed for greater impact. It is enabling for national markets, as it helps economies compete globally. On this note, he praised the efforts of the government of Egypt to support the implementation of THAMMM, notably H.E. Amb. Neveen El Hussein. Also, expressed gratitude for the multi-agency coordination with ILO and GIZ, as well as the continuous support from the EU Delegation in Egypt.

Ms Graziella RIZZA, Counsellor-Head of Section / Migration, European Union Delegation – Egypt, joined all to thank H.E. Amb. Neveen El Hussein. The numbers of attendees as well as the topics discussed during the conference highlight the importance of labour migration. Four years ago, nobody would have imagined the long-term implications of this topic. H.E. Amb. Berger made reference to talent partnerships, more on labour migration. Return and reintegration as well as efforts on labour mobility are up and coming and opening new avenues for the future. In Egypt, it would be good to see the engagement of additional MS. Data shows that demand will continue to grow and there is therefore the need to build on lessons learned and mechanisms to match that demand; otherwise, the European economy will suffer, which can have worldwide consequences. Colleagues in the Commission are building a new cycle of funding. ICMPD is also an important partner and managing another instrument.

The session facilitators ended on words of thanks to the Egyptian Government and specifically H.E. Amb. Neveen El Hussein for her tireless support, and to the teams of all THAMMM implementing agencies for their impressive commitment and coordinated efforts to make the conference a success. Lastly, the excellent support of service providers’ teams was commended.

CONFERENCE KEY LESSONS AND RECOMMENDATIONS

This section combines strategic and technical lessons and recommendations issued in the original research paper, the different sessions, the final roundtable and the synthesis. It is a selection among the extremely rich and diverse suggestions which have emerged from the conference proceedings.

Lessons and recommendations have been regrouped under the **4 key policy areas** which have structured the conference and which, to a large extent, inform the way labour migration and international professional mobility is coordinated within the THAMM programme: 1. National labour migration and mobility policy and strategic frameworks; 2. Skills recognition, anticipation, planning and training; 3. Intermediation: Sourcing; Selection, Matching and Recruitment; 4. New generation Skills Mobility Partnerships and the EU Talent Partnership Programme.

1. NATIONAL LABOUR MIGRATION AND MOBILITY POLICY AND STRATEGIC FRAMEWORKS

Strategic level recommendations

Cross-cutting recommendations

1. National labour migration and mobility strategies are important for **two main reasons**: a. They provide a coherence and coordination framework for all national stakeholders; b. They offer external stakeholders (international partners such as regional integration organisations, international organisations, donors, recruitment agencies, employers) reference frameworks for investment and partnerships plans.

Recommendations to North African countries

2. Ensure that such policies are developed in an **inclusive, tripartite and evidence-based manner**
3. Develop **anti-brain drain and pro-employment and development strategies and intervention logics** which will address the labour migration and international mobility dilemma and inform these policies
4. Ensure that such policies are closely coordinated with **national employment and vocational training and development policies** (and vice-versa: Ensure that such policies mainstream the labour migration and mobility dimension)
5. Include **results-based action plans with smart, measurable indicators of performance**, budgeted activities and clear political lead

Recommendations to the European Member States

6. Focus any new partnership on **specifically formulated demand for labour clearly identified by national instruments and the private sector**
7. Renew and reform **integration policies for workers under SMPs** to address the specificity of short-term mobility schemes when and where this is preferred by MS over longer-term immigration possibilities

<i>Recommendations to the European Commission</i>
8. Take North African partners' labour migration and mobility strategies / policies into account to develop the Talent partnership and other partnership models
Technical level recommendations
<i>Recommendations to Ministries of Labour and Employment</i>
9. Endorse political lead for the development of such policies / strategies and their coherence with employment policies
10. Mainstream labour migration and mobility into national employment and development policies
11. Coordinate all central departments to ensure implementation and monitoring and evaluation of strategy / policy including the performance of bilateral labour agreements / new partnerships
12. Develop internal piloting tools (such as dashboards) for the implementation of the policy / strategy and connection with other policies / strategies
13. Establish or strengthen regulatory mechanisms for Private Employment / Recruitment agencies (including licensing processes, control, inspection and complaint mechanisms)
14. South-South dimension may be included in such policies
<i>Recommendations to Public Employment Services</i>
15. Align and, if necessary, reshape accompanying measures and tools for international placement consistently with these new national strategies / policies
16. Develop proactive and professional partnership , prospective and twinning policies for efficient implementation of such national policies
17. Reskill PES staff to respond more efficiently to new international recruitment needs
18. Develop frameworks for partnership / implementation agreements with private employment agencies to supplement PES' capacity
<i>Recommendations to National Vocational Training Agencies</i>
19. Ensure national vocational training plan mainstreams labour migration and mobility dimensions
20. Align with objectives explicitly set-up in the national mobility policy
<i>Recommendations to National Statistics Offices and Labour Market Observatories</i>
21. Strengthen existing recurrent surveys such as Labour Force Surveys and Censuses to include migration and skills modules aligned with International Conference of labour Statisticians recommendations (20 th ICLS Guidelines in particular)
22. Design and operationalise regular data bulletins to avail international labour migration and mobility relevant indicators to data users
23. Develop National Labour Market Information Systems inclusive of international mobility and skills planning indicators, including administrative data
<i>Recommendations to Private Employment Agencies</i>
24. Ensure management is informed and aware of objectives in national and international labour migration and mobility strategy / policy
25. Develop business plans aligned with national legislation and international principles of Fair and Ethical recruitment

2. SKILLS RECOGNITION, ANTICIPATION, PLANNING AND TRAINING

Strategic level recommendations

Cross-cutting recommendations

26. Establish **joint mechanism between Europe and North African countries** to conduct regular analyses of skills in demand / in surplus and labour markets potential complementarities or competitions
27. Allocate specific time in **joint commissions for regular political / strategic discussions of joint cross-regional skills planning**

Recommendations to North African countries

28. Consolidate **national qualification frameworks, national occupations lists, national competencies frameworks, and mainstream European standards into them** to ensure compatibility over the longer term
29. Ensure higher education and vocational training systems include **international credit transfer**
30. Develop **competencies recognition systems for the low skilled**, particularly for returned seasonal migrants
31. Establish or consolidate **skills anticipation coordination structures at national and sectoral level**, with a regional and value chain approach to skills anticipation
32. Encourage strengthening of **language skills training as part of core skills in secondary education**
33. **Associate diaspora communities of experts, professionals and repeating migrant workers** to skills related measures

Recommendations to the European Member States and European Private Sector / Employers

34. Drawing on the wealth of experience from pilot projects, **upscale investment in training in origin countries with clear sector / value chains strategies** addressing skills needs for both labour markets (in North African country and in European MS)
35. **Develop opportunities for apprenticeships, internships, first work experience for North African candidates** in specific sectors / occupations

Recommendations to the European Commission

36. Earmark funding for human capital development to support **the development of national / sectoral skills anticipation coordination structures** in North African countries
37. Earmark funding to support **career training centres in North African countries** encouraging both local recruitment of graduates (to combat brain drain) and Fair and Ethical recruitment processes for international mobility

Technical level recommendations

Recommendations to Ministries of Labour and Employment

38. Ensure **coordination of tripartite national skills anticipation mechanisms** and ensure inclusion of international mobility dimension

<i>Recommendations to Public Employment Services</i>
39. Ensure workseekers interested in international mobility are trained to use Europass and that counsellors are familiar with ESCO and Europass
<i>Recommendations to National public and private Vocational Training Agencies</i>
40. Based on specific national strategy/policy and partnerships, develop agile targeted qualifying paths , if need be through public-private partnerships to strengthen output and matching capacity
41. Ensure regular reporting of national outputs from both public and private training institutions to ministries of labour and national statistics authorities for planning and monitoring purposes
<i>Recommendations to National Statistics Offices and Labour Market Observatories</i>
42. Strengthen skills modules in Labour Force Surveys
43. Develop new methodologies for monitoring of skills needs and anticipation (through big data and AI)
44. Expand analytical skills and establish functional partnerships with PES and Ministries of Labour

3. INTERMEDIATION: SOURCING, SELECTION, MATCHING, RECRUITMENT

Strategic level recommendations

<i>Cross-cutting recommendations</i>
45. The expansion and strengthening of digitalisation and systems interoperability should be supported consistently across public and private employment services
46. Intermediation should be supported to operate within the best quality parameters aligned with international labour standards and Fair and Ethical recruitment approaches
<i>Recommendations to North African countries</i>
47. Ensure Public Employment Services are resourced adequately to fulfill their mandate in terms of international labour migration and mobility and provided central role in strategic implementation
48. Engage diaspora experts to assess recruitment opportunities and develop recruitment facilitation processes
<i>Recommendations to the European Member States and European Private Sector / Employers</i>
49. Extend good practices that have proved successful in the field of seasonal migration , particularly in agriculture (supervised mobility, extension of the duration of the visa, multi-season residence permits, support and training of seasonal workers) to other sectors (e.g. hotels and restaurants).

- 50. Encourage employers to identify more accurately their specific needs in job offers and to participate pro-actively in recruitment processes
- 51. Support corridor incentives in agreement and partnership with North African partner along identified value chains / skills basins for facilitated recruitment, visa, integration and return and reintegration of migrant workers

Recommendations to the European Commission

- 52. Earmark **funding for twinning of PES** between North African and European MS

Technical level recommendations

Recommendations to Ministries of Labour and Employment

- 53. Develop **analytical capacity and monitor regularly and strategically recruitment data** to supervise implementation of partnerships and manage optimally national labour market needs

Recommendations to Public Employment Services

- 54. Strengthen and professionalise all **segments of international placement activities (with SOPs and human resources development plans)**
- 55. Develop and implement **international partnership and prospective strategies**
- 56. Formalise **twinning partnerships between North African and European PES**
- 57. Develop and implement **partnerships with Private Employment Agencies**

Recommendations to National Vocational Training Agencies

- 58. Address changing international labour market needs through regular analysis of activity reports from both PES and Private agencies

Recommendations to National Statistics Offices and Labour Market Observatories

- 59. **Collect and analyse recruitment data from both public and private employment services** on a regular basis

Recommendations to Private Employment Agencies

- 60. **Maintain regular information channels with Ministries of Labour and PES to assess opportunities and compliance requirements**
- 61. Regularly adapt to **new skills requirements in destination markets**
- 62. Establish **compliance-based management systems** aligned with international standards

4. NEW GENERATION SKILLS MOBILITY PARTNERSHIPS AND THE EU TALENT PARTNERSHIP PROGRAMME

Strategic level recommendations

Cross-cutting recommendations

63. Design new generations agreements based on **objective and methodical lesson-drawing from previous and pilot projects and thorough labour market data analysis along value chains down to occupation level** between labour basins across Europe and North Africa based on the policy recommendations and training materials on SMPs developed by IOM in the framework of the Global Skills Partnership with ILO, UNESCO, ITUC and IOE.
64. Build **trust** between partners based on extensive consultations, information exchange (as recommended by ILO Convention No.97) and joint planning
65. Identify **private sectors needs and specific requirements (soft skills, workers' profiles, etc)** as the prerequisite of all newly envisaged partnership; employers should be involved from the initial stages of any new partnership

Recommendations to North African countries

66. Ensure regular, **disaggregated identification of surplus skills, potential surplus skills for occupations in demand** are published transparently to guide potential international partners and help avoid brain drain effects
67. Ensure all relevant **national stakeholders are consulted in the build-up to the negotiation of new partnerships**, including social partners and private sectors actors
68. Develop **monitoring and evaluation capacity for the supervision of agreements**

Recommendations to the North African Employers and Private Sector actors

69. **Ensure regular data reporting to ensure skills needs are regularly identified and measured** as a condition for consistent skills anticipation with national public and private training institutions to combat skills shortages and brain drain
70. Develop enterprise level **incentives for retention national skills through action on wages, working conditions and ecosystems, and reintegration of returned workers**, across skills levels

Recommendations to the European Member States

71. Communicate regularly and transparently **labour market needs down to occupation level and sub-national geographic location and clarify required standards** to allow for longer-term planning of training and qualifications recognition

Recommendations to the European Commission

72. Develop and disseminate more pro-actively a **renewed narrative on migrants' contribution to the European economies and regional complementarity between North Africa and Europe**

73. Consider **developing a specific type of partnership for North African countries**: given the demographic and economic complementarities and geographical specificity, favouring the emergence of longer-term stability across the two regions

Recommendations to the European Employers and Private Sector actors

74. Develop **data collection systems or integrate existing ones to ensure labour needs are clearly and regularly identified**

75. Clarify **skills and competencies in demand in addition to occupation description**

76. Consider **investing at enterprise or federation levels in the development of vocational training paths in countries of origin in North Africa** taking into consideration the need to counter brain drain which implies training in surplus

Recommendations to the European Trade Union Organizations

77. Consider **formalising bilateral trade union agreements between North African and European trade unions**, particularly in relation with labour mobility in sectors with low-skilled vulnerable workers and known decent work deficits

78. **Train cadres to key protection principles to be mainstreamed in new partnerships** to contribute actively to their negotiation

Technical level recommendations

Recommendations to Ministries of Labour and Employment

79. **Train senior management to the negotiation of new partnerships in all required areas** (labour market data analysis, strategic labour market management, contractual provisions, internal governmental and ministerial coordination) making use of the policy recommendations and training materials on SMPs developed by IOM in the framework of the Global Skills Partnership with ILO, UNESCO, ITUC and IOE.

80. Ensure **all relevant entities are aware of new partnerships** and informed of its role in attaining results

81. Continue **further professionalisation of labour attachés** and increase their numbers

Recommendations to Public Employment Services

82. Develop **specific unit in charge of managing such partnerships**

83. Densify **linkages with EURES system and European PES Network**

84. Formalise **twinning agreements between North African and European Member States PES**

85. Develop smart matching systems using big data and IA once sectors / occupations have been clearly identified in partnerships

Recommendations to National Higher Education Institutions and Vocational Training Agencies

86. Complete **consolidation of National Qualifications Frameworks and National Occupations Registers**

87. Harmonise **NQFs and NORs with ESCO**

88. Encourage the development of **a percentage of qualifications directly aligned with European frameworks**

89. Develop **career centres within universities and training centres** to increase job match

Recommendations to National Statistics Offices and Labour Market Observatories

- 90. Formalise **agreements between data producing institutions and relevant ministries to provide regular labour market data for the management of such partnerships**
 - 91. Develop and establish **prospective labour market analysis units** to identify opportunities and detect complementarities with national offer
-

Recommendations to Private Employment Agencies

- 92. Shape **sourcing systems to respond to specific partnership agreements**
 - 93. Develop **specific partnership agreements with ministries of labour and PES to implement specific segments in such agreements up to required quality standards**
-

ANNEXES

- Concept Note
- Agenda
- List of participants
- Conference recordings in Arabic, English and French, per session can be watched [here](https://thammconference.org/).

<https://thammconference.org/>



2nd Thamm Regional Conference:

MOBILITY SCHEMES BETWEEN NORTH AFRICA AND EUROPE: TIME TO DRAW LESSONS AND BUILD FUTURE SKILLS MOBILITY PARTNERSHIPS





Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

THIS PROGRAMME IS FUNDED BY THE EUROPEAN UNION AND CO-FUNDED BY THE GERMAN FEDERAL MINISTRY FOR ECONOMIC COOPERATION AND DEVELOPMENT

ACTIVITY IS IMPLEMENTED BY:



THAMM

● Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa

WITH SUPPORT FROM:



REGIONAL CONFERENCE N°2

MOBILITY SCHEMES BETWEEN NORTH AFRICA AND EUROPE: TIME TO DRAW LESSONS AND BUILD FUTURE SKILLS MOBILITY PARTNERSHIPS

30 - 31 January & 1 February 2023

Cairo, Egypt



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1. Introduction to the conference

a. The European Union approach to labour migration

Over the years, the European Parliament has underscored the need for a comprehensive labour migration policy in order to meet the European Union's goals for smart, sustainable and inclusive growth.¹ As recognised more recently by the European Commission, "(t)he EU is currently losing the global race for talent. Other OECD countries, such as the USA, Canada, and Australia, are attracting more talent from abroad. The *Impact of Demographic Change in Europe* report shows that Europe has an ageing and shrinking population and skills shortages that need to be addressed."² The recent Communication on Attracting Skills and Talent to the EU (COM (2022) 657 – 27.4.2022) recognises that "Legal migration benefits migrants as well as countries of origin and destination. It gives those who want to migrate an opportunity to improve their circumstances and helps address labour market needs of host countries." In particular, the Communication acknowledges that "the EU needs to address occupational shortages in specific sectors" through a more strategic approach, "oriented towards better attracting and keeping talent [...] and channelling legal migration towards regions and occupations experiencing skills shortages."

In terms of actions to be taken, the Communication sets out three key pillars of a new approach:

- A **legislative pillar**, recasting the Long-Term Residents Directive and the Single Permit Directive, simplifying their procedures;
- An **operational pillar**, addressing the challenges of international matching, based on the implementation of the Talent Partnerships with key partner countries and the EU Talent Pool (OECD 2019 study *Building an EU Talent Pool*); and
- A **forward-looking pillar**, based on three priorities for action: care, youth and innovation.³

In addition, in 2021, the European Parliament adopted a resolution on new avenues for legal labour migration.⁴ Building on this resolution, the European Parliament is drawing up a legislative-initiative report on Legal migration policy and law (2020/2255 (INI)).⁵

Within the operational pillar of the communication on talents, the first Talent Partnerships have been announced in the April 2022 Communication with North African countries,

¹ European Parliament, Resolution of 12 April 2016 on the situation in the Mediterranean and the need for a holistic EU approach to migration, 2015/2095(INI); European Parliament, Resolution of 5 July 2016 on refugees: social inclusion and integration into the labour market, 2015/2321 (INI).

² https://ec.europa.eu/info/strategy/priorities-2019-2024/promoting-our-european-way-life/new-pact-migration-and-asylum/skills-and-talent_en

³ Communication on Attracting Skills and Talent, COM (2022) 657, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52022DC0657&from=EN>

⁴ European Parliament, Resolution of 20 May 2021 on New avenues for legal labour migration (2020/2010(INI)).

⁵ The proposal is being put forward by the Committee on Civil Liberties, Justice and Home Affairs (LIBE).

in particular, Egypt, Morocco and Tunisia for implementation to start by end of 2022, drawing on the experience of pilot projects such as THAMM.

The **Talent Partnership process with North African partners** will start with a round of consultations, followed by labour market needs analyses, and a technical roundtable to ensure alignment of expectations and policies between the EU Commission, interested Member States and the partner country. Several financial instruments (Neighbourhood Development and International Cooperation Instrument – Global Europe, Asylum, Migration and Integration Fund, Member States' own funds, and private sector funds are anticipated to be mobilised for implementation.⁶

It will therefore be critical for North African countries to come to the negotiating table with clear objectives and strategic expectations.

b. North African countries' approach to labour migration

North African countries are all going through phases of demographic transitions, albeit not at the same pace and with the same consequences, due to their substantive differences in terms of population size. With a population of 36 million and a base of 27% under the age of 15, compared to 34% in 2000, Morocco is going through an important phase of demographic transition. The overall unemployment rate in Morocco remains significantly high (9.5% in 2015, 10.2% in 2020, and 12.3% in 2021).⁷ Up to 12% of Moroccans live abroad according to the latest MED-HIMS study Morocco 2021. Like Morocco, but with a population of 43 million and a percentage of the population aged 0-14 close to 30.5%,⁸ Algeria also faces the challenge of integrating its youth into the labour market. The large share (21%) of 15-24 year old who are not in education, employment or training (NEET), albeit not as high as Morocco where it stands at close to 30%, confirms the difficulty of the task.⁹ According to data from the ONS (Office National des Statistiques) for May 2019, the unemployment rate reached 11.4% of the active population, with significant disparities: the unemployment rate for men was 9.1%, but estimated at 20.4% for women and 27% for youth. Tunisia (11.8 million inhabitants in 2021) is on the path of demographic transition with an under-15 demographic segment that has fallen from 29% to 24% in just two decades. According to the INS (National Institute of Statistics) the active population in Tunisia stands at 4.2 million in December 2019 with respectively 71% of men and 29% of women. The unemployment rate recorded for the third quarter of 2021 was at 18.4, standing at 42.8% for the youth. 7.6% of the total population lived abroad in 2020. Egypt has the largest population in the region, at 100.4 million, with approximately 34% young people below 15. The demographic factor plays an essential role in the socioeconomic, employment and migration dynamics: from 2010 to 2015, the average annual population growth rate was estimated at 2.2% and the fertility rate at 3.4 children per woman. Youth account for nearly 80% of the unemployed. The number of Egyptians abroad reached around 10 million, according to the Foreign Ministry estimates in 2020, that is about 10% of the overall population. The report noted that the total number of Egyptians in Arab countries reached 6.985 million Egyptians, marking 68.2 percent.

⁶ <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52022DC0657&from=EN>

⁷ Haut Commissariat au Plan, 2015, 2020 and 2021.

⁸ World Bank – ILOSTAT - <https://data.worldbank.org/indicator/SP.POP.0014.TO.ZS?locations=DZ>

⁹ World Bank – ILOSTAT - <https://data.worldbank.org/indicator/SI.UEM.NEET.ZS?locations=DZ>

North African countries have also undertaken specific national initiatives. The North African countries have a tradition of labour emigration and other forms of migration and have each large diaspora groups abroad, notably in the EU Member States (EU MS). In 2013, Morocco signed a Mobility Partnership agreement with the EU and a number of EU Member States (Belgium, France, Germany, Italy, the Netherlands, Portugal, Spain, Sweden and United Kingdom). One of the priority areas of this agreement is notably aimed at managing the movement of persons for short periods and regular and labour migration more effectively, as well as to strengthen the cooperation on migration and development in order to exploit the potential of migration and its positive effects on the development of Morocco and European countries. In 2014, Tunisia signed a Mobility Partnership agreement with the EU and a number of Member States (Belgium, Denmark, Germany, Spain, France, Italy, Poland, Portugal, Sweden and the United Kingdom). Amongst other objectives, the Partnership aims to improve the information available to qualified Tunisian citizens on employment, education and training opportunities available in the EU, and also to make mutual recognition of professional and university qualifications easier. Furthermore, it works towards a better integration of Tunisian nationals regularly living in the EU and of migrants regularly living in Tunisia as well as the mobilisation of Tunisian communities abroad in the development of Tunisia. Egypt has signed several bilateral labour migration agreements with EU member states, most notably Greece in 1981 and Italy in 2005 but the latter has never been implemented. Egypt has several labour mobility and social security agreements with countries outside Europe, such as Jordan, Lebanon and United Arab Emirates.

In the absence of any effective shared regional migration regime across North Africa, each country has its own migration policy mechanisms and labour migration strategy (whether it is called external or international placement) which is regulated by various institutions and sets of laws and procedures varying from country to country. All North African countries have bilateral labour and social security agreements with one or several European Union member states, some decades old, others very recent.

At the same time, labour markets have continued to be depressed in the post-Covid period with unemployment, underemployment, low wages, poverty, and deficits in decent work triggering social unrest and political transformation processes. The COVID impact on North Africa has been particularly harsh and has aggravated employment situations, particularly for the most vulnerable. While GDP growth in quarter two of 2021, in comparison to a year earlier, had regained strength, North African economies, except for Egypt, remained depressed compared to pre-pandemic.¹⁰ Pre-pandemic structural weaknesses, such as shares of NEETs among the highest in the world, and labour force and employment rates of women among the lowest, have only been exacerbated under COVID conditions and subsequently.¹¹ For instance, in Tunisia, an ILO study found that "unemployment within the surveyed population increased by 33 per cent (going from 9 per cent to 12 per cent) between February and October 2020" and

¹⁰ <https://erf.org.eg/publications/the-impact-of-covid-19-on-middle-eastern-and-north-african-labor-markets-employment-recovering-but-income-losses-persisting/>

¹¹ <https://openknowledge.worldbank.org/bitstream/handle/10986/37412/9781464817359.pdf>

"informal waged workers were 3 times more affected by job losses than formal waged workers."¹²

Employment and unemployment indicators and decent work opportunities also represent **important factors determining migration dynamics** that affect especially the youth. While migrants' remittances have counter-intuitively been particularly resilient and constituted a social safety net for North African households¹³, post-COVID reconstruction calls for an even higher investment in education, skills, employment, decent work, and social protection to address the root causes of irregular migration. Available data shows that irregular flows, particularly of youth, often minors, are on the increase from North Africa.¹⁴ It is therefore essential that any new labour migration and mobility model takes these dimensions into account.

c. Justification for the THAMM second regional conference

After the first regional conference which focused on **Strategic and operational trends, lessons and experiences with regard to labour migration responses to the COVID-19 crisis observed in European and North African countries** in July 2021, the THAMM second regional conference offers to **draw lessons and explore the potential for future skills mobility partnerships reviewing critically ongoing and past mobility schemes between North Africa and Europe**. Through presentations from the latest research findings and the sharing of practitioners' experiences produced within and beyond the programme, this second regional conference intends to:

- **Inform implementation of programme activities** among all partners involved in THAMM in its final phase of implementation ;
- **Provide evidence-based original research** on the impact of such schemes to inform conference discussions;
- **Inform ongoing discussions** in the context of the **EU's New Pact on Migration and Asylum, Talent Partnership Initiative, Talent Pool, Skills Package, and at the Neighbourhood level, in terms of Team Europe Initiatives and Joint Programming;**
- **Appraise needs and expectations from the perspective of Government and private sector stakeholders in North African and European countries** in terms of skills needs in specific sectors or jobs, and for specific beneficiaries, in particular women and youth ;

¹² https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-abidjan/documents/publication/wcms_791949.pdf

¹³ See results from *THAMM Impact of COVID-19 on Tunisians and Moroccans Abroad, 2021*. In the IMPACT assessments, the reasons were analysed which are in the case of MOR: increase in the use of regular channels and in the case of TUN: those in a better economic situation were behind the stable remittance flows (as COVID did not have a big impact on their salaries).

¹⁴ From Tunisia: https://www.lemonde.fr/afrique/article/2022/08/25/migrants-plus-de-2-000-mineurs-tunisiens-arives-clandestinement-en-italie-depuis-janvier_6138978_3212.html ; from all North African countries, see: <https://www.consilium.europa.eu/en/infographics/migration-flows/>

- Explore concrete, operational and sustainable cooperation avenues likely to increase impact on employment, employability both in CoO and CoD, skills demand and sustainable socio-economic (re)integration of migrant workers.

This regional conference aims to contribute to mid- to high-level labour migration governance dialogue aimed at policy makers and practitioners on both shores of the Mediterranean.

2. Definitions

In the context of THAMM (described in the next section), **labour migration** is to be understood as both immigration and emigration of workers for employment purposes. It will therefore typically encompass the recruitment and placement of national workers for international markets (for North African countries) and the socio-economic integration of foreign workers into national labour markets.

Mobility schemes are to be understood as any Government-to-government agreement facilitating the mobility and / or migration for employment purposes whether for the highly, medium or low-skilled, and for apprenticeship purposes. It will typically include intermediation activities (selection, recruitment, return). A broader understanding may envisage mobility schemes as formalised agreements for the purpose of organizing mobility and migration for employment between private sector entities (large scale contractual arrangements; agreements between public employment services).

North Africa is to be understood as encompassing the following countries: Mauritania¹⁵, Morocco, Algeria, Tunisia, Libya and Egypt. THAMM has a specific emphasis on Morocco, Tunisia and Egypt but the paper is expected to process data, where available, from all the countries listed above.

Skills Mobility Partnerships (SMPs) are to be understood as “innovative mechanism for sharing the benefits of migration for both countries of origin and destination, as well as migrant workers and employers hiring foreign workforce”¹⁶. These SMPs are based, among other things, on 1. Long- and mid-term planning; 2. Multi-stakeholder approach & policy coherence; 3. Data for evidence-based policy; 4. Local development and job creation; 5. Skills classification and recognition at national level and beyond; 6. Address the social aspects of employment and mobility; 7. Incorporate migration considerations; 8. Cost reduction and sharing.¹⁷

¹⁵ Inclusion of Mauritania into North Africa varies from organization to organization. For the ILO, Mauritania is included in North Africa. Mauritania is also part of the Union du Maghreb Arabe, together with Morocco, Algeria, Tunisia and Libya.

¹⁶ https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_821274.pdf

¹⁷ <https://eea.iom.int/sites/g/files/tmzbdl666/files/documents/Skills-Mobility-Partnerships-Infosheet.pdf>

3. Background of the THAMM Programme

THAMM, which stands for "Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa", is an international cooperation programme implemented by the International Labour Organisation (ILO), the International Organisation for Migration (IOM), the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, the Belgian Development Cooperation Agency Enabel and the Office Français pour l'Immigration et l'Intégration (OFII). Enabel has joined the THAMM programme in August 2020 and OFII in January 2022. This programme is co-financed under the North Africa window of the EU Emergency Trust Fund for Africa (EUTF) by the European Union (EU) and the German Federal Ministry for Economic Cooperation and Development (BMZ).

THAMM proposes to approach labour migration holistically, in terms of both technical dimensions (governance frameworks, skills recognition and qualification, statistical data and information systems) and end beneficiaries (integration of foreign workers into labour markets and assistance to national workers seeking employment abroad).

The THAMM Programme builds on the experience of the implementation institutions in North Africa and beyond to foster mutually beneficial migration and mobility for North African countries. The programme addresses both the South-North and the South-South dimensions of labour migration and mobility through regional dialogue and cooperation. Planned over 36 months, it covers three countries: Egypt, Morocco and Tunisia and is inclusive of and open to other North Africa countries for sub-regional activities which will be invited to this regional conference.

The Programme is aligned to existing policy frameworks at global (Sustainable Development Goals, Global Compact for Safe, Orderly, and Regular Migration) and regional (African Union Migration Policy Framework Plan of Action 2018-2030) levels and in line with national priorities as identified through a series of preliminary consultations and national workshops with relevant national stakeholders conducted in the preparation phase.

Furthermore, the Programme contributes to Objective (3) "Improved migration management in countries of origin, transit and destination" of the EU Trust Fund for Africa and in particular to the Priority Action II – Advancing mutually beneficial legal migration and mobility of the Operational framework of the North of Africa window. The action is also aligned with the Valletta Action Plan Priority Domain 2 "Legal migration and mobility", and with the Communication on the Delivery of the European Agenda on Migration¹⁸ that sets legal migration channels with third countries via pilot initiatives as a strategy for achieving concrete results.

The Overall Objective of the Action is to increase mutually beneficial legal migration and mobility and this is addressed through the following specific objectives:

¹⁸ Communication from the Commission to the EP, the Council, the EESC and the CoR on the Delivery of the European Agenda on Migration, COM (2017) 558 final.

- **SO 1:** Policy, legislative, institutional and regulatory frameworks in the field of legal migration and mobility in particular those aiming at enhancing migrant workers' rights and combatting forced labour, child labour and slavery are progressively established;
- **SO 2:** Mechanisms for assessment, certification, validation and recognition of migrants' skills and qualifications are improved;
- **SO 3:** Migration related knowledge and data management in the field of legal migration and mobility is improved;
- **SO4:** Mobility Schemes are established and/or improved;
- **SO 5:** Cooperation between relevant stakeholders in the field of legal migration and mobility, in particular job placement, is improved.¹⁹

4. Conference questions, expected outcomes and outputs

In view of the strong demographic trends and labour market needs calling for a renewal of organised labour flows to Europe and the need to support skills development and recognition in the North of Africa, combined with post-Covid recovery needs across countries, it seems opportune to seek responses to the following questions:

- What are the key lessons to be drawn on the different approaches to mobility adopted in **pilot projects funded by the European Union, and other bilateral donors from EU Member States²⁰, over the past decade (Mobility Partnership Facility; EU Trust Fund) in North Africa?**
- Are **models** emerging? Are these scalable and sustainable? In terms of which political and financial conditions?
- What are the key lessons to be drawn on the **existing large-scale mobility schemes for lower-skilled workers** such as in seasonal agriculture? Which specific measures should be adopted to ensure better protection of workers, consideration for gendered dimensions, and sustainability of their return and reintegration, where applicable, into income generating activities leading to decent work conditions?
- What are the **key expectations from North African countries in terms of skills mobility partnership agreements?** Are these compatible with both mid- to long-term EU and North African countries' labour market needs and fair and ethical recruitment standards?

¹⁹ For more information on the THAMM Programme, see https://www.ilo.org/africa/technical-cooperation/WCMS_741974/lang-en/index.htm

²⁰ In particular, one should mention BMZ, AFD, ENABEL, and AECID.

- How to better involve **the private sector** in setting up successful and sustainable skills and mobility schemes?
- What are the **main bottlenecks standing in the way of strengthened and sustainable partnerships, at strategic and operational levels**? How to address them? Are there examples of good practice with robust evidence of impact?

The conference's **main outputs** are expected to be:

- An original research **paper** synthesizing existing data and recent research findings envisaging critically the question of mobility schemes between the European Union and North Africa and exploring avenues for new partnerships (see ToRs);
- A **conference report** containing the summary of discussions, key recommendations formulated by experts and group discussions, all presentations, and list of referenced research and practitioners' published works;
- A **series of video podcasts** of the conference and experts and practitioners' interviews;
- A **press release**.

The above conference outputs will be made available in Arabic, English and French.

5. Methodology and format

The ILO and IOM THAMM teams will coordinate the production of the research paper through a competitive call and will coordinate the secretariat of the conference.

The **target participants** will be invited from THAMM national partners' lists as well as among practitioners and policy makers from Europe and North Africa, with a track record of research or policy engagement on the focus of the conference. Additional participants will be from relevant international and regional organizations, and relevant stakeholders from governments and social partners, private sector organizations, international and local research institutions, and as mentioned including practitioners and policy makers in Algeria and Libya. The total number of targeted participants will be in the range of 120 to 150.

The **format** of the conference will be hybrid, that is combining interventions in person and remote connections via a videoconference. A final decision will be taken three months ahead of the event, based on the conditions in countries of

implementation and standard operating procedures in place within implementing institutions with regard to the COVID-pandemic. At the time of writing a resurgence of the pandemic cannot be excluded. The anticipated conference location will be Tunisia.

The conference will take place over **2 days and a half**. Following a **general opening** during which THAMM donors and national partners will provide orientations as to their expectations regarding the Conference, the original research paper produced for the conference will be presented and a panel discussion aiming for the framing of the conference key areas of enquiry will take place. The **following panels** are then envisaged:

- A panel will explore strategic approaches comparatively between countries of origin.
- Subsequent panels will be focusing on specific approaches to organized mobility for employment and coordinated by THAMM's partner implementing agencies exploring in turn the key lessons from: GIZ Triple Win model, ENABEL Global Skills Partnership Model, ILO-IOM-UNESCO-IOE-ITUC Global Mobility Partnership for Migration, OFII's approach, and others, from different operational angles: Skills development in country of origin; Identification of skills in demand and vocational training; Recruitment and pre-departure training; Accompanying workers abroad; Sustainable labour market integration and return and socio-economic reintegration.
- Finally, a panel discussion will provide an opportunity for North African and European stakeholders to present and discuss expectations and chart out innovative partnership possibilities.

6. Indicative timeframe

The conference is planned for **30,31 January and 1st February 2023** in Cairo, Egypt. This timing seems the most opportune to benefit the THAMM implemented mobility schemes, as well as the EU agenda on Talent Partnerships. It will still leave ample time to disseminate broadly key conference recommendations and incorporate them into programme implementation.



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30, 31 January and 1st February 2023

Le Grand Ballroom, SOFITEL EL GEZIRAH, Cairo, Egypt

AGENDA



DAY 1: SETTING THE SCENE AND COLLECTING RESEARCH TAKE-AWAYS

08:30 – 09:00	Welcome tea and Registration of Participants
09:00 – 10:00	<p style="text-align: center;">- Opening Ceremony -</p> <p>Facilitation: H.E. Amb. Neveen EL-HUSSEINY, Deputy Assistant Foreign Minister for Refugees, Migration and Combatting Human Trafficking, Ministry of Foreign Affairs, Egypt</p> <p>Welcoming Remarks</p> <ul style="list-style-type: none"> • H.E. Ambassador Ehab BADAWEY, Assistant Foreign Minister for Multilateral Affairs and International Security, Ministry of Foreign Affairs, Egypt • Mr Nasreddine NSIBI, Minister, Ministry of Vocational Training and Employment, Tunisia • Mr Kamal HACHOUMY, Secretary-General, Ministry of Employment, Morocco • H.E. Ambassador Christian BERGER, Head of the European Union Delegation to Egypt • Mr Holger ILLI, Head of Development Cooperation, First Counsellor, German Embassy in Cairo
10:00 – 10:10	Group Photo
10:10 – 10:25	- Testimonials from migrant workers involved in THAMM mobility schemes -
10:25 – 11:00	<p>Session 1. Conference technical framing and expectations</p> <p>Facilitation: Ms Aurelia SEGATTI, ILO THAMM Regional Programme Manager</p> <ul style="list-style-type: none"> • Mr Carlos OLIVER, Chief of Mission, IOM Egypt • Mr Eric OECHSLIN, Director, ILO Cairo Country Office for Egypt & Eritrea and ILO Decent Work Team for North Africa
11:00 – 12:00	<p>Session 2. Mobility schemes in the Euro-Mediterranean context: Conceptual and empirical framing</p> <p>Facilitation: Ms Tanja DEDOVIC, Regional thematic specialist on Labour Mobility and Social Inclusion, IOM MENA-RO</p> <ul style="list-style-type: none"> • Inaugural discussion paper: "Professional mobility North Africa – Europe: The new deal?", Prof. Jamal BOUOUIYOUR, Univ. of Pau, France (THAMM research consultant) • Respondent: Prof. Ibrahim AWAD, Director, Center for Migration and Refugee Studies (CMRS), American University in Cairo <p>Discussion</p>
12:00 – 13:30	<p>Session 3. Mobility partnerships: Lessons from North African countries</p> <p>Facilitation: Ms Ahlem AMRI, ILO National Coordinator, THAMM Tunisia</p> <ul style="list-style-type: none"> • Mr Ahmed MESSAOUDI, Director General, International Placement and Foreign Labour, Ministry of Vocational Training and Employment, Tunisia • Mr Karim ISBAYENE, Director, International Cooperation and Partnerships, Ministry of Employment, Morocco • Dr. Saber Soliman, Assistant Minister for Institutional Development and Minister's Office Affairs, Ministry of State for Emigration and Egyptian Expatriates' Affairs, Egypt



	<ul style="list-style-type: none"> • Mr Mohamed ATEF, Employers, North Africa (Federation of Egyptian Industries, Labour Affairs Unit – Egypt) • Mr Abdallah EL EICH, Workers, North Africa (Deputy Secretary-General, UGTT – Tunisia) <p>Discussion</p>
13:30 – 14:30	Lunch break
14:30 – 16:00	<p>Session 4. Mobility partnerships: Lessons from European countries Facilitation: Ms H�el�ene HAMMOUDA, Project Manager, THAMM, OFII</p> <ul style="list-style-type: none"> • Mr Michele AMEDEO, Deputy Head of Unit, Migration Unit, DG NEAR (online) & Ms. Giuliana BENEDETTO, Policy Officer, DG HOME Legal Pathways and Integration Unit (online) • Mr Jean CHAILLET, directeur des op�erations, Polyvia Formation and Mr Chekib DEBBABI, directeur de la filiale tunisienne du groupe Plastivaloire, pr�esident fondateur de l'Association tunisienne des industriels de la plasturgie (ATIP) (OFII Partner)
16:00 – 16:20	Break
16:20 – 17:30	<p>(Ctd)</p> <ul style="list-style-type: none"> • EU Member States (THAMM partners): <ul style="list-style-type: none"> • Belgium: H.E. Amb. Lieven DE LA MARCHE, Federal Public Service Foreign Affairs, Foreign Trade and Development Cooperation (online) • Germany: Mr Dennis R�ONTGEN, Senior Policy Officer – Policy issues of displacement and migration, Federal Ministry for Economic Cooperation and Development (online) • EU Member States (Other experiences): <ul style="list-style-type: none"> • Spain: Ms Blanca BRE�NOSA S�AEZ DE IBARRA, Deputy Underdirector General, Legal Affairs, State Secretariat for Migration, Ministry of Inclusion, Social Security and Migration (online) <p>Discussion</p>
17:30	End of Day 1

DAY 2: TECHNICAL COMPONENTS OF MOBILITY SCHEMES

9:00 – 09:15	Highlights of Day 1 (Video clip)
09:15-11:00	<p>Session 5. The role of Public Employment Services as driving forces (Governance, Sector Selection, Identification of Employers and Matching) Facilitation: Ms Shahira WASSEF, Head of Migration Portfolio, GIZ Egypt</p> <ul style="list-style-type: none"> • Mr Nouredine BENKHALIL, Director General, ANAPEC, Morocco • Ms Najet GALAOUI, Director, International Cooperation, ANETI ,Tunisia • Ms. Abeer FOUAD, Director General of the General Administration of Labour Market Information, Ministry of Manpower, Egypt • Mr Alexander WILHELM, Director International Relations, Federal Public Employment Agency – (BA), Germany • Ms Jessica SBRISSE, Experte Relation Extérieure, Forem Belgium • Dr Ashley WAREING, ILO consultant / WASPES Expert: Benchmarking <p>Discussion</p>
11:00 – 11:15	Break
11:15 – 13:30	<p>Session 6. Engaging multiple actors in skills anticipation and training for successful skills mobility partnerships in THAMM Facilitation: Ms Raffaella GRECO-TONEGUTTI, ENABEL</p> <ul style="list-style-type: none"> • Ms Salima BEN SALEM, Division chief, International Placement, ANAPEC, Morocco: Introduction to THAMM Enabel approach and the processes implemented regarding labour markets intersections and job identification (role and stakeholders involved) • Mr Mhammed NEJJARI , Département de l'Emploi, MIEPEEC, Morocco: Introduction to Morocco roadmap on Skills anticipation • Ms Ellen ALBRECHTS, VDAB (PES Flanders-Belgium): Skills analysis related to training curricula in origin countries and their matching with destination countries needs • Mr Taoufik OULED ALI, Director, Division du Placement international, ANETI, Tunisia: Comparing skills needed for a specific sector/job in Tunisia and the EU, on the basis of the skills' analysis developed through the Tunisian Reference Framework for Jobs and Skills • Mr Mohamed BENKHALED, CEO, Peaqock finance: Adjustment between skills anticipation and skills training and the opportunities for employers, talents and partner countries • Dr. Aymen FARID, Ministry of Higher Education and Scientific Research, Egypt • Mr Peter BODE, Managing Director Habotec, Germany • Mr Fabrice BLANCHARD, OFII: Skilling, skills anticipation and training in circular migration <p>Discussion</p>
13:30 – 14:30	Lunch break
14:30 – 16:15	<p>Session 7. Overcoming challenges in recognition of qualifications, skills and competencies Facilitation: Ms Dalia MAHMOUD, National Coordinator, PROSPECTS Project, ILO-Cairo</p> <ul style="list-style-type: none"> • Testimonials of migrant workers on recognition of qualifications and competencies prior to departure and upon return • Ms Laura SCHMID, ILO. Recognition for the low-skilled: Competencies and Prior learning • Ms Hind BOUBIA, Head of Division: Prospection & Marketing, ANAPEC, Morocco

	<ul style="list-style-type: none"> • Dr Ahmed El ASHMAWI, Ministry of Education and Technical Education, Egypt • Mr Imed CHETOUI, Consultant, GIZ Partner, Tunisia (TBC) (online) • Ms Tiina POLO, Policy Officer - DG EMPL, and Mr Arjen DEIJ, Senior Human Capital Development Expert - Coordinator for Qualifications Modernisation Project, ETF : EU Tools related to qualifications, skills and competencies (online) • Ms. Liubov MARKOVA, Advisor, Service Center for Professional Recognition (ZSBA), Germany (online) <p>Discussion</p>
16:15 – 16:45	Break
17:30 – 19:00	Cocktail and side event at Le Vendome, Sofitel El Gezira
End of Day 2	

DAY 3: TOWARDS NEW TALENT PARTNERSHIPS

9:00 – 09:15	Highlights of Day 2 (video clip)
09:15 – 11:00	<p>Session 8. Private Employment Agencies' role in new mobility partnerships Facilitation: Dr Fabio JIMENEZ, Head of Unit Labor Migration Governance and Mobility, IOM-HQs</p> <ul style="list-style-type: none"> • Testimonials from licensed PEAs: Mr Hajouji TAWDIF (MOR), CEO of Aldelia, Mr Cedric FLET, Belgium (online) • Mr Slim ABDELJELIL, ILO Consultant, Tunisia • Mr Pawel SZALUS, IRIS Program Manager, International Organization for Migration (IOM) • Mr Brahim ABIDAR, Direction de l'Emploi, MIEPEEC, Morocco • Mr Ahmed MESSAOUDI, DGPEMOE MFPE, Tunisia • Mr Sayed EL SHARKAWY, General Manager of Labour Inspection Department MoM, Egypt • Mr Lahsen HANSALI, Union Générale des Travailleurs du Maroc (UGTM), Morocco (Workers' organizations) • Mr Mehdi AYADI, Chair, Chamber of Commerce - Interim Companies / UTICA, Tunisia (Employers' organization) <p>Discussion</p>
11:00 – 12:30	<p>Session 9. Ingredients for innovative skills mobility partnerships Facilitation: Ms Isabelle KRONISCH, ILO Labour Migration and Mobility Specialist North Africa & the Horn</p> <ul style="list-style-type: none"> • Dr Sona KALANTARYAN, Project Officer, Knowledge Centre on Migration and Demography, European Commission Joint Research Centre (JRC) (online) • Ms Mariavittoria GARLAPPI, Senior Human Capital Development Expert - Skills and Migration, European Training Foundation (ETF) (online) • Dr Jason GAGNON, Head of Unit, Migration and Development, OECD Development Centre • Dr Fabio JIMENEZ, Head of Unit, Labour Mobility and Markets Unit, IOM HQ • Ms Natalia POPOVA, Labour Migration Specialist, MIGRANT Branch, ILO (online) • Dr Katrin MARCHAND, Researcher, UNU-MERIT, Maastricht University (GIZ partner) • Ms Jamila EL MASBAHI, Lawyer, Flemish Government – Department Work and Social Economy (ENABEL partner) (online) <p>Discussion</p>
12:30 – 12:45	Break
12:45 – 13:45	<p align="center">- Roundtable: Recommendations to Key Stakeholders in North Africa and the European Union -</p> <p>Facilitation: Ms Paola ALVAREZ, Senior Regional Thematic Specialist on Labour Mobility and Social Inclusion, IOM-Brussels</p> <ul style="list-style-type: none"> • H.E. Amb. Neveen EL-HUSSEINY Deputy Assistant Foreign Minister for Refugees, Migration and Combatting Human Trafficking, Ministry of Foreign Affairs, Egypt • Mr Nouredine BENKHAUL, Director General, ANAPEC, Morocco • Mr Ahmed MESSAOUDI, Directeur Général, DGPEMOE, MFPE, Tunisia

	<ul style="list-style-type: none"> • Ms Odette SARR BOLLY, JLMP Programme Coordinator, Labour, Employment and Migration Division, Health, Humanitarian Affairs and Social Development, African Union Commission • Ms Elsa PAPAGEORGIOU, Programme Manager, Migration Unit, DG NEAR, European Commission • Mr Holger ILLI, Head of Development Cooperation, First Counsellor, German Embassy in Cairo • Ms Blanca BREÑOSA SÁEZ DE IBARRA, Deputy Underdirector General, Legal Affairs, State Secretariat for Migration, Ministry of Inclusion, Social Security and Migration (online) • Mr Ali SERHANI, Confédération Générale des Entreprises du Maroc (CGEM) (Employers' organizations) • Mr Yves MONTALESCOT, French Democratic Labour Confederation, France / Sub-Saharan African – Mediterranean Migration Network (RSMMS) • Overall synthesis of conference key findings: Prof Ibrahim AWAD, Director, Center for Migration and Refugee Studies (CMRS), American University in Cairo
13:45 – 14:15	<p style="text-align: center;">- Closing ceremony -</p> <p>Facilitation: Ms Aurelia SEGATTI, ILO THAMM Regional Manager & Ms Tanja DEDOVIC, IOM Regional Thematic Specialist on Labour Mobility and Social Inclusion</p> <ul style="list-style-type: none"> • Mr Carlos OLIVER, Chief of Mission, IOM Egypt • Mr Eric OECHSLIN, Director, ILO Cairo Country Office for Egypt & Eritrea and ILO Decent Work Team for North Africa • H.E. Amb. Neveen EL-HUSSEINY, Deputy Assistant Foreign Minister for Refugees, Migration and Combatting Human Trafficking, Ministry of Foreign Affairs, Egypt • Ms Graziella RIZZA, Counsellor-Head of Section / Migration, European Union Delegation - Egypt <p>End of Conference</p>
14:15 – 15:00	Lunch

LIST OF REGISTERED PARTICIPANTS

#	Organization	Name	Gender	Position	Country
1	Ministry of State for Emigration and Egyptian Expatriates' Affairs	Engy El Betar	F	National Coordinator	Egypt
2	Ministry of State for Emigration and Egyptian Expatriates' Affairs	Laila Elegaky	F	International cooperation specialist	Egypt
3	Ministry of State for Emigration and Egyptian Expatriates' Affairs	Nancy Hatem	F	International Cooperation specialist	Egypt
4	Ministry of State for Emigration and Egyptian Expatriates' Affairs	Farah Wael	F	International cooperation specialist	Egypt
5	Ministry of State for Emigration and Egyptian Expatriates' Affairs	Youmna Osama Zakaria Mohamed Selim	F	International Cooperation Specialist	Egypt
6	Ministry of Social Solidarity	Mervat Sabreen	F	Assistant to Minister of Social Solidarity	Egypt
7	Ministry of Manpower	Amira Zaki	F	Researcher in the department of foreign relations	Egypt
8	Ministry of Manpower	Amal Hussein	F	undersecretary of central department for foreign relations ministry of manpower	Egypt
9	Ministry of Manpower	Sayed Shrkaway	M	Director General of the General Department of Labour Inspection	Egypt
10	Ministry of Manpower	Rasha Abdelbaser	F	General Director of regional and international affairs dep.	Egypt
11	Ministry of Manpower	Abeer Fouad	F	Director of labor market information administration	Egypt
12	Ministry of Higher Education and Scientific Research	Lamia Abdallah Ibrahim Ahmed	F	Senior Specialist	Egypt
13	Ministry of Higher Education and Scientific Research	Nermeen Rashad	F	senior specialist	Egypt
14	Ministry of Education and Technical Education	Ahmed El-Ashmawi	M	Member of the Advisory Committee for the Reform of Technical Education	Egypt
15	National Organization for Social Insurance	Mervet Mohamed	F	Chercheur	Egypt
16	Central Agency for Public Mobilization and Statistics (CAPMAS)	Emad Alaswad	M	Senior Researcher	Egypt
17	Central Agency for Public Mobilization and Statistics (CAPMAS)	Waleed Abdelkhalik	M	Statisician at migration data unit (NSO,Egypt)	Egypt
18	Central Agency for Public Mobilization and Statistics (CAPMAS)	Galal Ramadan	M	Deputy Manager Labor Affairs Unit	Egypt
19	Central Agency for Public Mobilization and Statistics (CAPMAS)	Haidy Mahmoud	F	Senior Statistician	Egypt
20	Central Agency for Public Mobilization and Statistics (CAPMAS)	Mohammed Waleed Ameen	M	Statistician at migration data unite - national Statistical Office (NSO,Egypt)& Coordinator for(objective 3) THAMM project in Egypt	Egypt
21	Central Agency for Public Mobilization and Statistics (CAPMAS)	Sohair Metwaly Ahmed Ahmed	F	Director General of the General Department of Family Research - Migration data analysis Unit	Egypt
22	Federation of Egyptian Industries	Heba Soliman	F	Statistician	Egypt

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23	Agence Nationale de Promotion de l'Emploi et des Compétences (ANAPEC)	Hind Boubia	F	Chef de division	Morocco
24	Agence Nationale de Promotion de l'Emploi et des Compétences (ANAPEC)	Latifa Elkhoul	F	Cadre	Morocco
25	Agence Nationale de Promotion de l'Emploi et des Compétences (ANAPEC)	Mouna Baraka	F	Conseillère en emploi	Morocco
26	Agence Nationale de Promotion de l'Emploi et des Compétences (ANAPEC)	Naima Barri	F	Chef de division	Morocco
27	Agence Nationale de Promotion de l'Emploi et des Compétences (ANAPEC)	Salima Bensalem	F	Head of International Placement Services Division	Morocco
28	Agence Nationale de Promotion de l'Emploi et des Compétences (ANAPEC)	Samira Elfaïd	F	Chef de service	Morocco
29	Agence Nationale de Promotion de l'Emploi et des Compétences (ANAPEC)	Samira Htila	F	Conseillère en emploi à l'international	Morocco
30	Agence Nationale de Promotion de l'Emploi et des Compétences (ANAPEC)	Sara Marzouq	F	Chef de service prestations aux candidats à la migration professionnelle à l'international	Morocco
31	Confédération Démocratique du Travail (CDT)	Saadia Ouaid	F	Member of the Executive Office in charge of migration	Morocco
32	Confédération Générale des Entreprises du Maroc (CGEM)	Ali Serhani	M	Membre de la commission sociale et "Focal point Migration" of international organization of employers	Morocco
33	Département de la Formation Professionnelle (DFP)	Bouchra El Idrissi	F	Chef de service	Morocco
34	High Commission for Planning	Mohamed Mghari	M	Regional director of planning	Morocco
35	Ministère de l'Inclusion économique de la Petite entreprise , de l'Emploi et des Compétences	Brahim Abidar	M	Chef du service des Agences Privées de l'Emploi	Morocco
36	Ministère de l'Inclusion Economique de la Petite Entreprise de l'Emploi et des Compétences	Fatima Zohra Ouomar	F	Conseillère de M. Le Ministre	Morocco
37	Ministère de l'Inclusion économique de la Petite entreprise , de l'Emploi et des Compétences	Hicham Achabi	M	Chef du service de la coopération multilatérale	Morocco
38	Ministère de l'inclusion économique, de la petite entreprise, de l'emploi et des compétences	Karim Isbayene	M	Directeur de la Coopération Internationale et du Partenariat	Morocco
39	Ministère de l'Inclusion économique de la Petite entreprise , de l'Emploi et des Compétences	Lalla Fatima Aouragh	F	Chef de service du SIMT	Morocco
40	Ministère de l'Inclusion économique, de la Petite entreprise, de l'Emploi et des Compétences	Mhammed Nejjari	M	Chef de la Division de l'Emploi des Migrants et du Maintien en Service	Morocco
41	Ministère de l'Inclusion économique de la Petite entreprise , de l'Emploi et des Compétences	Naima Barki	F	Ingénieur chargée d'études	Morocco
42	Ministère de l'Inclusion Economique de la Petite Entreprise de l'Emploi et des Compétences	Nour Elamarti	F	Conseillère de M. Le Ministre	Morocco
43	Ministère de l'Inclusion Economique, de la Petite Entreprise, de l'Emploi et des Compétences	Soumaya Joumail	F	Chef de service de coopération bilatérale	Morocco
44	Ministry of Foreign Affairs African Cooperation and Moroccan Expatriates Moroccan Expatriates Department	Hind Chaine	F	Chef de service	Morocco

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45	Ministry of Foreign Affairs African Cooperation and Moroccan Expatriates Moroccan Expatriates Department	Leila Ouchani	F	Chef de service	Morocco
46	Office de la formation professionnelle et de la promotion du travail (OFPPT)	Nezha Rhazouani	F	Cheffe de division	Morocco
47	Union Générale des Travailleurs au Maroc (UGTM)	Lahsen Hansali	M	Membre syndical	Morocco
48	Union Générale des Travailleurs au Maroc (UGTM)	Mouttou Hind	F	Coordination relations Internationales	Morocco
49	Union Marocaine du Travail (UMT)	Belguendouz Abdelkrim	M	Chercheur en migration	Morocco
50	Agence Nationale de l'Emploi et du Travail Indépendant (ANETI)	Adel Abidi	M	Chef de division	Tunisia
51	Agence Nationale de l'Emploi et du Travail Indépendant (ANETI)	Doniazed Haouioui	F	Conseillère d'emploi	Tunisia
52	Agence Nationale de l'Emploi et du Travail Indépendant (ANETI)	Imen Ghelala	F	Ched de division	Tunisia
53	Agence Nationale de l'Emploi et du Travail Indépendant (ANETI)	Olfa Abichou	F	Chef de division / UCI	Tunisia
54	Agence Nationale de l'Emploi et du Travail Indépendant (ANETI)	Rabeb Ben Khalifa	F	Employment Advisor	Tunisia
55	Agence Nationale de l'Emploi et du Travail Indépendant (ANETI)	Sameh Ounis	F	Inspecteur en emploi	Tunisia
56	Agence Nationale de l'Emploi et du Travail Indépendant (ANETI)	Taoufik Ouled Ali	M	Directeur de l'unité de Placement à l'international	Tunisia
57	Agence Tunisienne de Coopération Technique (ATCT)	Hedi Bedhiafi	M	Directeur	Tunisia
58	Agence Tunisienne de la Formation Professionnelle (ATFP)	Feryel Ezzinebouden	F	Director of International Cooperation Department	Tunisia
59	Agence Tunisienne de la Formation Professionnelle (ATFP)	Abir Kebaier	F	Cheffe de division	Tunisia
60	Agence Tunisienne de la Formation Professionnelle (ATFP)	Marouen Ben Slimene	M	Directeur général	Tunisia
61	Agence Tunisienne de la Formation Professionnelle (ATFP)	Sarra Trabelsi	F	Department of International Cooperation	Tunisia
62	Agence Tunisienne de la Formation Professionnelle (ATFP)	Mouna Slama	F	Chef de division	Tunisia
63	Caisse Nationale de Sécurité Sociale (CNSS)	Amine Ben Abdallah	M	Directeur de la coopération et des relations internationales	Tunisia
64	Caisse Nationale de Sécurité Sociale (CNSS)	Tarek Lakhdhar	M	Deputy director	Tunisia
65	Centre National de Formation Continue et de Promotion Professionnelle (CNFCPP)	Ines Ben tiba	F	Conseillère en ingénierie de formation	Tunisia
66	Centre National de Formation Continue et de Promotion Professionnelle (CNFCPP)	Mehdi Lassoued	M	Head of the Department of Partnership and International Cooperation	Tunisia
67	Centre National de Formation Continue et de Promotion Professionnelle (CNFCPP)	Haikel Mejri	M	Consultant to the Head of Configuration Engineering	Tunisia
68	Institut National de Statistiques (INS)	Mohamed Salah Traidi	M	Sous directeur	Tunisia
69	Ministère de la Formation Professionnelle et de l'Emploi	Fayçal Ben Brahim	M	Directeur de l'évaluation et de la qualité dans la formation	Tunisia

70	Ministère de la Formation Professionnelle et de l'Emploi	Maha Ben Nejma	F	Directeur	Tunisia
71	Ministère de la Formation Professionnelle et de l'Emploi (MFPE)	Imen Gharsellaoui	F	Director	Tunisia
72	Ministère de la Formation Professionnelle et de l'Emploi (MFPE)	Asma Jebri	F	Directrice générale	Tunisia
73	Ministère de la Formation Professionnelle et de l'Emploi (MFPE)	Wajdi Massaabi	M	Sous directeur	Tunisia
74	Ministère de la Formation Professionnelle et de l'Emploi (MFPE)	Ahmed Messaoudi	M	Directeur Général du Placement à l'Etranger et de la Main d'Œuvre Etrangère	Tunisia
75	Ministère de la Formation Professionnelle et de l'Emploi (MFPE)	Abdelkarim Oumari	M	Sous directeur	Tunisia
76	Ministère de la Formation Professionnelle et de l'Emploi (MFPE)	Sonia Zaghla	F	Head of Department at the General Directorate of Employment Abroad and Foreign Labor	Tunisia
77	Ministère de l'économie et de la planification	Ikbel Fekih Ahmed ep Ben Haj Romdhane	F	General Director	Tunisia
78	Ministère de l'Enseignement Supérieur et de la Recherche Scientifique	Malek Kochlef	M	Directeur Général de la Coopération Internationale	Tunisia
79	Ministère des Affaires Etrangères, l'Immigration et les TRE	Hamed Zekri	M	Ministre plénipotentiaire des affaires étrangères - Direction générale pour l'Europe, l'Union européenne et la Méditerranée	Tunisia
80	Ministère des Affaires Etrangères, l'Immigration et les TRE	Amel Ben Salah ép Laamouz Radhia	F	Ministre plénipotentiaire	Tunisia
81	Observatoire national de l'emploi et des qualifications (ONEQ)	Rim Ben Slimane	F	Sous-directeur	Tunisia
82	Office des Tunisiens à l'Etranger (OTE)	Mohamed Mansouri	M	Directeur Général	Tunisia
83	Union Générale Tunisienne du Travail (UGTT)	Abdallah Eleichi	M	Secrétaire général Adjoint	Tunisia
84	Union Générale Tunisienne du Travail (UGTT)	Abdelkader Mhedhbi	M	Coordinateur Département Migration	Tunisia
85	Union Tunisienne de l'Industrie, du Commerce et de l'Artisanat (UTICA)	Mehdi Ayadi	M	President of Private Employment Agencies	Tunisia
86	Union Tunisienne de l'Industrie, du Commerce et de l'Artisanat (UTICA)	Zied Charfi	M	Administrateur conseiller	Tunisia
87	Union Tunisienne de l'Industrie, du Commerce et de l'Artisanat (UTICA)	Sami Silini	M	Directeur central des affaires sociales	Tunisia

88	EEAS	Anja Plagenz	F	Policy Officer	Germany
89	EEAS	Martina Wenske	F	Seconded National Expert in the Migration Division	Germany
90	EU Delegation to Egypt	Ahlam Farouk	M	Programme manager	Egypt
91	EU Delegation to Egypt	Graziella Rizza	F	Head of governance section	Italy
92	EU Delegation to Egypt	Mohamed Basma	F	Program manager	Egypt
93	EU Delegation to Egypt	Sarah El-Menawi	F	Operations Trainee	Egypt
94	EU Delegation to Egypt	Sophie Vanhaeverbeke	F	Head of Cooperation	Belgium
95	EU Delegation to Libya	Lucia Santuccione	F	Programme manager	Italy
96	EU Delegation to Morocco	Anne Simon	F	Attaché de coopération internationale	France
97	EU Delegation to Morocco	Sophie Huet Guerriche	F	Cooperation officer	France
98	European Commission	Eric Infante	M	International Relations Officer	France
99	European Commission	Laurence Levaudel-Clauss	F	Cooperation officer	France
100	European Commission	Sona Kalantaryan	M	Project officer	Armenia
101	European Commission - DG NEAR	Cristina Urbano Maria	F	Policy Assistant	Italy
102	European Commission - DG NEAR	Michele Amedeo	M	Deputy Head of Unit	Italy
103	European Commission DG HOME	Marco Funk	M	International Relations Officer	Germany
104	European Commission, DG EMPL	Tiina Polo	F	Policy Officer	Belgium
105	European Training Foundation (ETF)	Mariavittoria Garlappi	F	Skills and migration expert	Italy
106	European Training Foundation (ETF)	Arjen Deij	M	Senior HCD Specialist, Coordinator of Thematic Initiative on Modernisation of Qualifications Systems	Netherlands
107	European Training Foundation (ETF)	Ermina Martini	F	Project officer	Italy
108	European Training Foundation (ETF)	Kristien Van den Eynde	F	Human Capital Development Specialist	Belgium
109	European Training Foundation (ETF)	Maria Rosenstock	F	Expert	Poland
110	European Union	Isabelle Ribot	N	Programme Manager	France
111	International Centre for Migration Policy Development (ICMPD)	Cecilia Coccia	F	Grants Officer	Italy
112	International Centre for Migration Policy Development (ICMPD)	Diana Stefanescu	F	Project Specialist - Labour Mobility, Migration Partnership Facility	Germany

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113	Enabel	Alessandra Varesco	F	Intervention manager	Belgium
114	Enabel	Carla Fanini	F	Intervention Officer - PEM Sénégal	Belgium
115	Enabel	Giulia Fagotto	F	Migration and entrepreneurship expert	Belgium
116	Enabel	Ludiwien Cooreman	F	Labour Mobility Expert Belgian Stakeholders	Belgium
117	Enabel	Raffaella Greco Tonegutti	F	Team Leader Human Mobility	Italy
118	Enabel	Valérie Gils	F	Junior Expert Labour Migration	Belgium
119	Enabel	Zainab Naji	F	Experte Emploi	Belgium
120	Cabinet Cooperation BE	Joke Bosteels	F	Conseillère	Belgium
121	Departement Werk en Sociale Economie	Morgane Karlowski	F	Lawyer	Belgium
122	Egmont - Royal Institute for International Relations	Gabriel Maroy	M	Project Manager	Belgium
123	Egmont - Royal Institute for International Relations	Henry Glorieux	M	Programme Manager	Belgium
124	Egmont - Royal Institute for International Relations	Jean-Louis De Brouwer	M	Directeur du Programme "Affaires européennes"	Belgium
125	Egmont - Royal Institute for International Relations	Marcel Muraille	M	Research Fellow	Belgium
126	Egmont - Royal Institute for International Relations	Maria Gargano	F	Junior Researcher	France
127	Embassy of Belgium in Egypt	Ingmar Samyn	M	Political Counsellor	Belgium
128	EMN Belgium	Christophe Van Hemelryck	M	Policy Officer	Belgium
129	Fedasil	Isabelle Verhoeven	F	Resettlement Officer	Belgium
130	Fedasil	Liesbeth Browaey	F	Resettlement Officer	Belgium
131	Federal Public Service Foreign Affairs, Foreign Trade and Development Cooperation	Els Langendries	F	Policy officer Migration and Development	Belgium
132	Federal Public Service Foreign Affairs, Foreign Trade and Development Cooperation of Belgium	Sarah Lavrysen	F	Policy officer	Belgium
133	FGTB/ABVV	Thierry Aerts	M	International Policy Officer	Belgium
134	Flemish government	Astrid Coates	F	Lawyer	Belgium
135	Flemish Government - DWSE	Jamila El Masbahi	F	Lawyer	Belgium
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143	Office Français de l'Immigration et de l'Intégration-OFII	Hélène Hammouda	F	Cheffe de projet THAMM II - OFII	Tunisia
144	Office Français de l'Immigration et de l'Intégration-OFII	Siwar Ben Hamed	F	project coordinator	Tunisia
145	Office Français de l'Immigration et de l'Intégration-OFII	Sophie Kapusciak	F	Directrice	France
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147	CFDT - Confédération française démocratique du travail	Didier Szliwka	M	Secrétaire confederal	France
148	Pau University - France	Jamal Bouoiyour	M	Professor	France
149	Polyvia	Jean Chaillet	M	COO - Directeur des Opérations	France
150	Polyvia	Simon Gourgaud	M	Directeur Partenariats	France
151	GIZ	Ahmed Ismail	M	Junior Advisor for Mobility Scheme	Germany
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155	GIZ	Dhiaeddine Bejaoui	M	Expert Technique	Germany
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181	German Federal Employment Agency (BA)	Alexander Wilhelm	M	Director International Relations	Germany
182	German Federal Employment Agency (BA)	Ahmed Saleh	M	International Relations, Coordinator THAMM for Egypt	Germany
183	German Federal Employment Agency (BA)	Susanne Beck	F	International Relations, Coordinator THAMM project for BA	Germany
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187	UNU-MERIT, Maastricht University	Katrin Marchand	F	Researcher	Germany
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189	CGIL (Italian General Confederation of Labour)	Sergio Bassoli	M	senior officer	Italy

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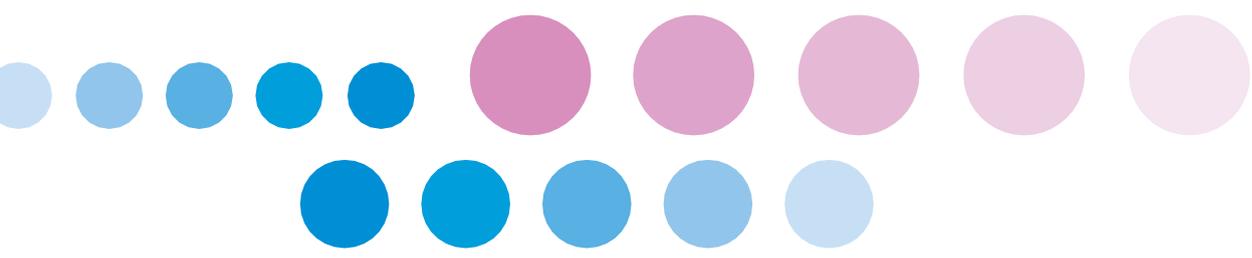
190	Italian Agency for Development Cooperation (AICS)	Francesco Di Bona	M	UN Fellow - Programme Officer	Italy
191	Italian Agency for Development Cooperation (AICS)	Elena Sacca'	F	Programme Coordinator (Migration and Gender)	Italy
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195	Embassy of Slovenia	Polonca Flego	F	Minister Counsellor and Deputy head of Mission	Slovenia
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199	Comisiones Obreras (CCOO)	Alejandra Ortega Fuentes	F	Responsible por Arab Countries and ILO	Spain
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265	Cairo University	Noura Anwar Abdelfattah	F	Assistant Professor of Biostatistics and Population	El Salvador
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268	Nahdet Misr Publishing	Dalia Ibrahim	F	Chairman and CEO	Egypt
269	Ta'heal For VET Skills Excellence	Shoroke Zedan	F	CEO	Egypt
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THAMM Towards a Holistic Approach to Labour Migration
Governance and Labour Mobility in North Africa