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International
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THAMM

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



THAMM key achievements

Implemented by the ILO - 2019-2023



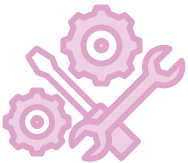
The background



According to UNDESA, in 2020, an estimated 12.3 million international migrants - **4.4 % of the global migrant population** - were from **Northern Africa** (48 % of them residing in Europe).



According to CEDEFOP, the European Union will experience **massive variations in job growth** over the period 2020-2030: the ICT sector in France will increase by 1.97%, health in Belgium by 2.19% and education in Spain by 2%, whereas agriculture in general will experience a decline of about 6% in France and the Netherlands.



Moroccans' share of seasonal first entry permits into the European Union in 2022 were 75% of all permits. Whereas European seasonal agriculture is increasingly dependent on the North African workforce, conditions of work and living remain poor for workers.



There are huge gender differences particularly among North African seasonal migrant workers, who may be **exclusively women** (Moroccans to Spain), or **overwhelmingly men** (Tunisians to France or Egyptians to Greece) and there are still **significant social protection gaps**.



European Union Blue Card permits for the **highly skilled have been growing exponentially** since 2009. However, North African countries are concerned that departure of doctors, IT specialists and engineers will undermine their skills development efforts.

Preparing for these challenges is critical for North African and European countries...

The 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 through several contracts by different implementing institutions. The present brochure concerns the results achieved by the International Labour Organization (ILO) under the contract funded by the European Union (EU) through the “Emergency Trust Fund for Stability and Addressing the Root Causes of Irregular Migration and Displaced Persons in Africa.”

The **THAMM Programme** draws on a holistic approach to labour migration governance and mobility to **foster legal 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 48 months, it covers three countries: **Egypt, Morocco** and **Tunisia** and is inclusive of and open to other North Africa countries for sub-regional activities.

The objectives

The overall objective of the action is to increase mutually beneficial legal migration and mobility and this is addressed through the following specific objectives:



SO1. National legislative and policy frameworks enabling and regulating migration and mobility, including in terms of **professionalization of Public Employment Services and regulation of Private Employment Agencies**, are technically supported according to the needs and priorities of the National Governments .



SO2. Mechanisms for **assessment, certification, validation and recognition of migrants' skills and qualifications** are consolidated and strengthened .



SO3. Labour migration related knowledge and **data production, analysis and management**, including through the development of **specific information systems**, are aligned with international standards.



SO5. Cooperation between regional stakeholders on labour migration and mobility issues, including recruitment and matching, benefits from regional fora.

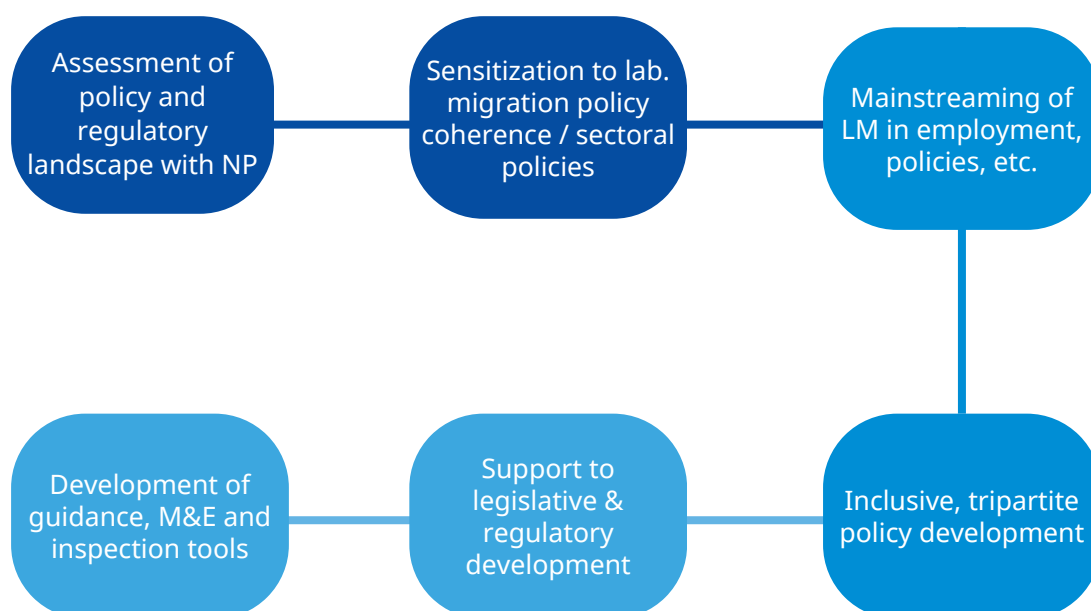
The logical framework



THAMM followed intervention logics per specific objective based on ILO's experience in the region and globally.

Institutional and political frameworks of labour migration and mobility

a) Policy Framework and Coherence workflow



Depending on the national context and the policy ecosystem, activities were implemented in four distinct directions:

1. Mainstreaming of labour migration and mobility in national strategies (particularly employment, but possibly other national strategies as well);
2. Labour migration policy / strategy development (in particular of international skills management for migration and mobility);
3. Development of legislative and regulatory frameworks;
4. Development of results-based implementation and monitoring and evaluation tools. This intervention logic is positioned at the macro to mezzo level (Whole-of-Government to Ministerial / National level of decision-making).

b) Fair & Ethical Recruitment and Pre-Departure Orientation workflow

From the findings of such baseline assessments intervention activities were implemented in several directions:

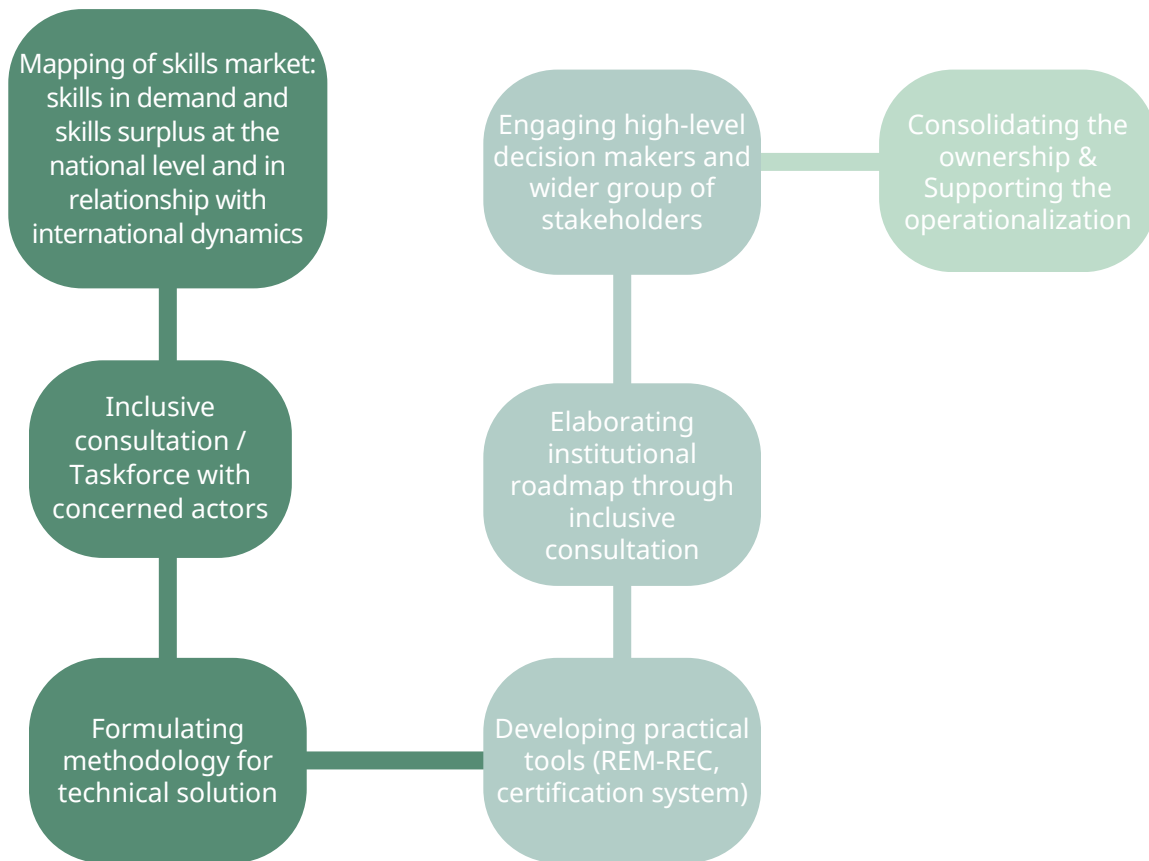
1. Sensitization to Fair and Ethical Recruitment;
2. Identification of market needs and supply / offer characteristics;
3. Capacity-building and curricula development of human resources within Public Employment Services and on Negotiation and Implementation of Bilateral Labour Agreements;
4. Development and adaptation of Pre-Departure Orientation;
5. Strengthening of oversight and inspection powers over Private Employment Agencies;
6. Strengthening of Monitoring & Evaluation processes;
7. Strengthening of complaint mechanisms.



Skills development

In this intervention logic, the approach followed the following steps:

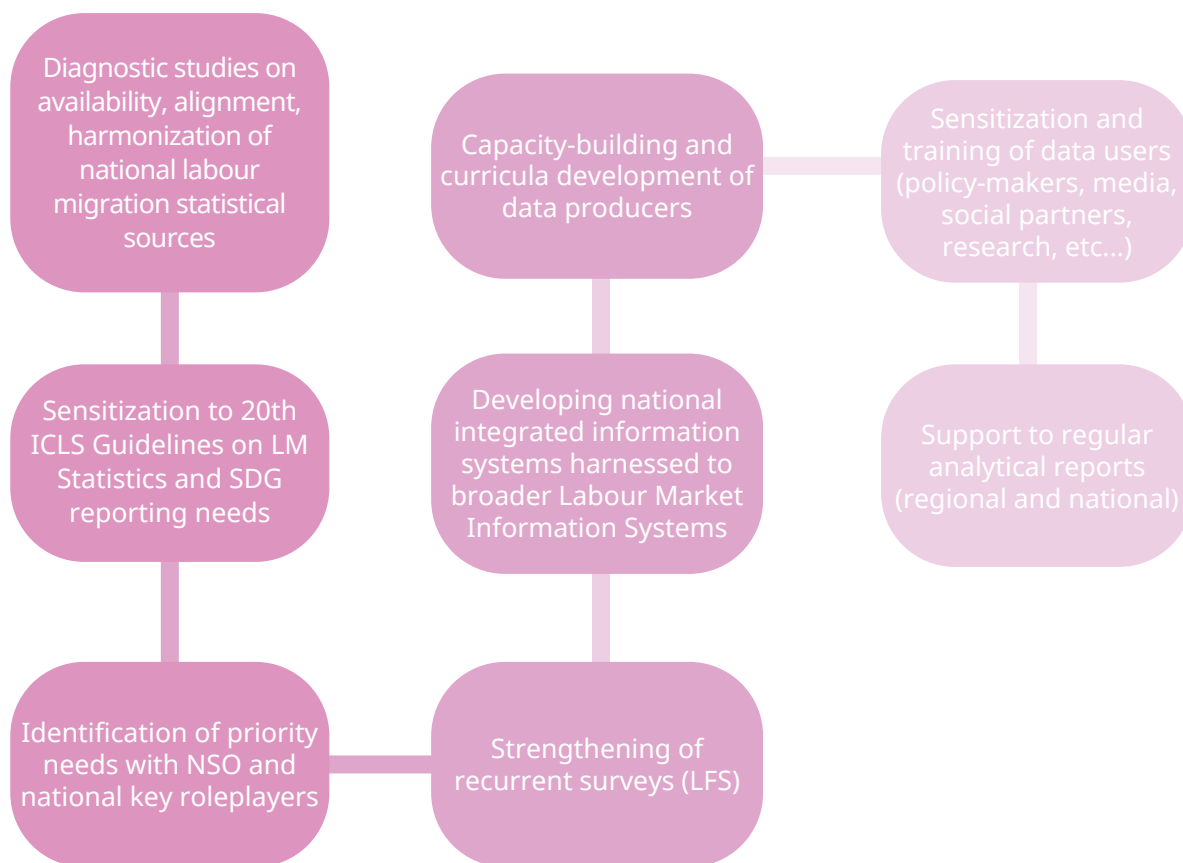
1. Inclusive consultation / Taskforce with concerned actors
2. Formulating methodology for technical solution
3. Developing practical tools (REM-REC, certification system, recognition of qualifications and prior learning)
4. Elaborating institutional roadmap through inclusive consultation
5. Engaging high-level decision makers and wider group of stakeholders
6. Consolidating ownership & Supporting operationalization



Data

This intervention mostly draws on international statistical standards and guidance provided under the International Conference of Labour Statisticians and their 2018 new recommendations in particular, as well as approaches to the development of national Labour Market Information systems, and Labour migration sub-systems developed globally by the ILO.

The ILO has developed a model diagnostic study which serves as the basis of further activities. It is also necessary to conduct in parallel sensitization work on the 20th ICLS guidelines and SDG reporting needs.



Diagnostic studies then serve as the basis for the identification of priority needs with National Statistic Offices and other national partners. From there, the following activities were implemented:

1. Strengthening of recurrent surveys and implementation of ad-hoc pilot surveys (e.g. Recruitment costs, SDG 10.7.1);
2. Development of national integrated information systems harnessed to broader LMIS;
3. Capacity-building and curricula development of data producers ;
4. Sensitization and training of data users (policy-makers, media, social partners, research, etc.);
5. Support to regular analytical reports (regional and national)

Regional / South-South Cooperation

This intervention logic involves sharing of lessons and experience at regional and global level through the organization of high-level events and capacity-building of trade unions as key actors of migrant workers' protection at the regional level.



Achievements at a glance

20

studies, reports and
research papers

8

national
strategies / work
plans

580

stakeholders
trained across
the 3 countries

12

knowledge
products

5

sets of tools for
Public Employment
Services

10

large scale events

16

national and
regional training
courses developed

2

regional
conferences

300

institutional
stakeholders across the
region

The results in detail



The results achieved by the programme are presented below by country as well as at regional level.

Egypt

Institutional and political frameworks of labour migration and mobility

- ✓ **“Diagnostic study analyzing the regulatory framework and actual practices shaping the recruitment of Egyptian workers for the international market”** in cooperation with the Ministry of Labour (MoL)
- ✓ Joint IOM-ILO **training for labour attachés** on general labour migration issues upon fair and ethical recruitment and the protection of migrant workers' rights abroad
- ✓ Training programme on **“Developing, Negotiating and Implementing Bilateral Labour Migration Agreements (BLMAs) contextualized for the Government of Egypt”** in partnership with the ITC-ILO, targeting the relevant officials from MoM, MoSS, MoSEEA, NOSI and the UHIA
- ✓ **67 field inspectors and staff members** in charge of private recruitment agencies, external employment and external representation from MoL trained on monitoring private recruitment agencies in line with fair recruitment principles
- ✓ Joint **IOM-ILO action plan on fair and ethical recruitment** in collaboration with the Ministry of Manpower and the Federation of Egyptian Industries to guide government and private sector representatives on fair and ethical recruitment standards
- ✓ Technical study on the **“Challenges Egyptian workers are facing abroad in terms of access to social protection services”** with the Ministry of Social Solidarity (MoSS)

- ✓ Contribution with a session on **fair recruitment and labour inspection** to the four rounds of training held by the EU-funded CONMIGO project implemented by AECID, in cooperation with NCCPIM & TIP and MoM for labour inspectors on smuggling of migrants and trafficking in persons

Data

- ✓ Development and launch of a **diagnostic on labour migration data collection mechanisms**, in collaboration with the Central Agency for Public Mobilization and Statistics (CAPMAS)
- ✓ **Arabic translation** of the 20th International Conference of Labour Statisticians (ICLS) guidelines (2018) concerning the statistics of international labour migration

Key data:

- **5 studies** conducted
- **6 reports** developed
- **1 action plan** established
- **4 trainings** developed
- **1 international guidelines** translated
- More than 150 **stakeholders** trained



Morocco

Institutional and political frameworks of labour migration and mobility

- ✓ **Training** on Fair Recruitment for ILO tripartite constituents (ANAPEC, HCP, Employment Ministry, CGEM, Trade Unions, UMT UGTM, CDT)
- ✓ Support to the development process for the **National Strategy for international Professional Mobility** (SNMPI) with MIEPEEC
- ✓ Reinforcing the capacities of **labour inspectors** using the planning tool to improve the intervention strategy of control agents
- ✓ Development of studies on:
 - Impact of **COVID-19** on Moroccans living Abroad (MRE)
 - Estimates of MRE **per index of vulnerability** in countries of destination
 - MRE's **access to pension**
- ✓ Support the National Agency of the Promotion of Employment and Skills (ANAPEC) through the development of:
 - A **study on migrant profiles**
 - **Tools for integration** of migrant workers and refugees, such as skills assessment and entrepreneurship training modules
 - An **international prospection** and cooperation strategy
 - **Update** of the International Placement Service Offering Manual
 - A **training** on Fair Recruitment and Skills Dimension in Labour Migration or for over 100 counsellors

Data

- ✓ Tripartite Workshop on **integrated labour migration** information system in partnership with the High Commission for Planning (HCP)
- ✓ Training Workshop for **data producers**, under the **leadership of the HCP**
- ✓ Development of an **Action plan** for an Integrated Labour Migration Information System and support the adoption of the Action Plan by national stakeholders
- ✓ Completion of **two pilot studies** (Migration module in LFS; Recruitment costs; ICLS Guidelines) with HCP

Key data:

- **1 national strategy** on Professional Mobility
- **4 studies** conducted
- **8 reports** developed
- **1 action plan** established
- **5 trainings** developed
- More than **15 stakeholders** trained



Tunisia

Institutional and political frameworks of labour migration and mobility

- ✓ Support the development of the **National strategy** for international employment and the protection of migrant workers' rights (SNEI) and mainstreaming of labour migration into draft **National Employment Strategy**
- ✓ Training of **28 labour inspectors** in charge of the control of private international placement agencies on fair recruitment standards and principles
- ✓ Development and dissemination of several **awareness-raising tools and resources** on fair recruitment principles, including an animated video to raise awareness among potential Tunisian workers to be deployed abroad by the ATCT
- ✓ Development of a **specific training** for the National employment agency (ANETI) international employment counsellors on the promotion of Fair Recruitment principles and post-placement follow-up
- ✓ Support the establishment of a **prudential checklist** on employment contract and intermediation model contracts;
- ✓ Training of **160 officials** from the national social security body (CNSS) on bilateral social security agreements

✓ Completion of studies on:

- The functioning of **social security agreements** between Tunisia, France, Germany, Morocco and Egypt in collaboration with CNSS
- Integration of labour migration in the national **vocational training policy**
- **Private Employment agencies business model** and a legal compliance guide
- The appropriate **tax incentives** for private employment agencies

Data

- ✓ A **survey and report on the impact of COVID-19** crisis on Tunisian workers living abroad
- ✓ **25 administrative database administrators** trained on the production of statistical data using labour migration administrative databases

Key data:

- **1 national strategy**
- **9 reports** developed
- **5 practical tools** developed
- **11 trainings** developed
- More than **260 stakeholders trained**



Regional

Institutional and political frameworks of labour migration and mobility

- ✓ **2 regional conferences** gathering over 450 participants in all from North Africa, Europe and beyond, resulting in 2 research papers and 2 conference reports issuing over 150 recommendations available in 3 languages (Arabic, English and French)
- ✓ **3 capacity-building workshops** for 25 focal points from the RSMMS network of trade unions on bilateral labour agreements, Fair recruitment, and effective protection measures for vulnerable migrant workers

Skills

- ✓ **Training on Skills anticipation** for labour migration for **50 participants** from the three partner countries completed
- ✓ Development of **national roadmaps** for improved coordination of skills anticipation was organized jointly with IOM, with support from ITC-ILO

Data

- ✓ **First Arab Maghreb Union (UMA) report** on labour migration statistics

Regional / South-South Cooperation

- ✓ **First workshop on the technical dialogue** between Egypt and Jordan around the coordination of the social protection systems, in coordination with MoSS and the Jordanian Social Security Cooperation (SSC)
- ✓ **Side event on fair recruitment to sensitize trade union representatives** during the Arab Trade Union Confederation (ATUC) 3rd Congress
- ✓ Support to the **establishment of the Fair Recruitment Network** of Unions in the Arab region

THAMM studies and reports can be accessed at this link: bit.ly/ILO-THAMM



Acknowledgment



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The ILO is profoundly grateful to the national leads and involved Government and social partners of Egypt, Morocco and Tunisia. Overall, a total of more than 100 international, regional, national and local collaborating institutions took part in ILO's THAMM activities. The objectives of this project would not have been achieved without the priceless cooperation of these partners.



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