



Programme funded by the European Union and implemented by the International Labour Organization (ILO) and the International Organization for Migration (IOM)



THAMM

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

Terms of reference

Production of a discussion paper on labour migration responses to the COVID 19 Crisis in European and North African countries in preparation for the first THAMM Regional Conference

1. General objective the mission

The recruited external collaborator is expected to produce a discussion paper in English which will achieve the following objectives;

- a. Inform the conference discussions with state-of-the-art evidence on labour migration responses to the COVID-19 crisis in European and North African countries with a specific emphasis on changes in strategic trends and implementation practices;
- b. Identify key risks and challenges posed and opportunities offered by observed trends and explain their stakes;
- c. Shape conference discussions in terms of medium to long term issues for each group of stakeholders (governments, social partners, recruitment agencies, educational facilities, etc...).

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 abroad (for North African countries) and the socio-economic integration of foreign workers into national labour markets (in North African countries and European countries of destination).

2. Context and justification

THAMM, which stands for “Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa”, is an international cooperation programme under which the International Labour Organisation (ILO) and the International Organisation for Migration (IOM) implement components related to labour migration governance, labour migration statistical data, recognition of qualifications and skills and regional cooperation. This programme is funded by the EU Emergency Trust Fund for Africa (EUTF) of the European Union (EU).

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). As recent research from the European Commission's Knowledge Centre on Migration and Demography suggests, “the ongoing COVID-19 pandemic and the government responses to it could reshape migratory movements, shift migration routes and alter the composition of migrant populations worldwide”.¹ **A better understanding of key trends shaping labour migration governance, in particular in a crisis of the nature, duration and depth which the COVID-19 crisis, is needed to shape and refine intervention within THAMM in North Africa.**

This proposed first regional conference offers to **share 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.** Through presentations from the latest research findings and the sharing of practitioners' experiences produced within and beyond the programme, this regional conference intends to:

- **take stock of current labour migration and mobility trends** observed within and between the two regions;
- **inform implementation of programme activities** among all partners involved in THAMM half way into the programme;
- **engage a range of labour migration and mobility stakeholders to help build consensus of practice** around establishing regular pathways including in a crisis situation;
- **prepare the post-crisis phase** building on lessons learned in 2020 and 2021.

A **second regional conference**, due to take place towards the end of the programme in July 2022, will be specifically focused on drawing lessons on mobility schemes and their implementation once more substantial knowledge is available.

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**

¹ European Commission's Knowledge Centre on Migration and Demography, *2020 Atlas of Migration*. 2020 <https://ec.europa.eu/jrc/en/news/how-coronavirus-reshaping-migration-worldwide>



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 Migration² that sets legal migration channels with third countries via pilot initiatives as a strategy for achieving concrete results.

A **concept note** provides a detailed contextual motivation for the conference. In view of the uncertainty created by a variety of COVID-related measures (described in the Conference concept note), the bulk of which remained unchanged until early 2021, and the already palpable impact on thousands of stranded and returned workers, **several questions** deserve consideration:

- What do we learn from current confirmed COVID-19 related labour migration policy decisions in both Europe and North African countries?
- What are key variables or factors likely to influence strategic approaches and operational decisions on labour migration issues in the upcoming months?
- What is available in terms of assessments on labour market needs and skills foresights in sending and destination countries? How are private sectors reacting in different countries and what lessons are they drawing from the crisis regarding labour migration and mobility?
- What will be the new skills and competencies in demand post Covid-19? What will be the role of the platform economy? How can it be regulated for the benefit of countries of origin, destination and the migrant workers themselves?
- Has COVID-19 created new opportunities regarding the protection of migrant workers, for instance in terms of regularisation of jobs occupied by migrants

² 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.



- (following the realization of their essential nature) or in terms of renegotiated bilateral labour migration agreements and social security agreements?³
- What role will skills based migration play in future labour mobility schemes (both North South and South South) in view of the EU Migration Pact and the concept of talent partnerships?

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 with a view to the following outcomes:

1. Stock-taking of the labour migration governance situation, strategic and operational trends looking into women and men migrant workers' new opportunities in terms of legal migration and related protection gaps and how they may be taken into consideration in THAMM's implementation and more broadly by regional stakeholders;
2. Identification of lessons to be drawn and spaces for further research and monitoring of identified trends in labour migration governance, taking specifically into account the 2021 EU agenda on talent and the future of work ;
3. Formulation of concrete and pragmatic policy recommendations to the EU Commission, to EU Member States (in particular those involved in the THAMM programme), and to North African states, aiming to strengthen legal pathways for labour and skills based migration and within these the protection of migrant workers sustainably in times of crisis.

The mission described in these terms of reference consists of the production of a discussion paper which will help achieve these outcomes.

3. Specific objectives of the mission

The discussion paper should therefore provide the following:

- Analytical and synthetic state-of-the art of the relevant literature from available sources published by international organizations such as but not limited to JRC, ETF, UN agencies, World Bank and IMF, EUROSTAT, EURES, EU and North African national statistical offices, universities and research outlets' peer-reviewed publications;
- Set of research questions aiming to shape discussions during the conference with specific emphasis on policy and strategic changes, specific analysis of risks and challenges, new opportunities to be taken into considerations by policy makers and other national stakeholders ((governments, social partners, recruitment agencies, educational facilities, etc...));
- Proposed preliminary analyses of two or three key issues.

³ In Germany for instance, new regulations for seasonal workers were put in place to facilitate their recruitment; see also communication from the EU: https://ec.europa.eu/home-affairs/sites/homeaffairs/files/docs/pages/00_eu_inform3_labour_migration_2020_en.pdf



4. Expected deliverables

- a. Methodological note containing a problem statement, description of the proposed methodology, preliminary literature review, work plan and timeframe;
- b. Research paper outline;
- c. Research paper as described in the previous section containing but not limited to an introduction contextualising the paper and presenting its purpose and outline, the state-of-the-art literature review presented in a synthetic and analytical format, a set of discussion questions, two or three preliminary discussion of key issues, list of references;
- d. Powerpoint presentation of the research paper to be presented during the conference.

5. Methodology

To produce this discussion paper, the external collaborator will be expected to follow the following methodology and approach:

- a. Draft a methodological note within three days of acceptance of the contract containing a refined problem statement, research questions, preliminary state of the literature, work plan in the form of a Gantt chart;
- b. Meet with the ILO/IOM technical team and incorporate inputs into the methodological note;
- c. Produce a detailed outlined of the proposed research paper, submit it to the ILO/IOM technical team and incorporate its inputs.
- d. Draft the discussion paper as per Section 4.c above.
- e. Incorporate inputs from the ILO/IOM technical team into the final version of the discussion paper.
- f. Develop a powerpoint presentation of the discussion paper, submit it to the ILO and incorporate its inputs.
- g. Present the paper at the conference.

6. Expected qualifications, skills and experience of the external collaborator

The external collaborator is expected to meet the following requirements:

- A post-graduate degree in social sciences and published research record;
- Specific expertise in labour migration policy and labour market dynamics and related issues and a track-record of reporting for international organizations;
- Good knowledge of Euro-Mediterranean migration policy dynamics and socio-economic contexts;
- Ability to work in international context and multicultural teams
- Command of French and English; Arabic an advantage



7. Timeframe of the mission

The overall duration of this mission is estimated to 20 working days between 1st April 2021 and 15 June 2021 according to the following schedule.

Schedule of tasks and deliverables

	Tasks and deliverables	Duration Days	Deadline
A	Methodological note	2	3 rd April 2021
B	Literature review and data collection	5	15 April 2021
C	Drafting of paper outline	2	20 April 2021
D	Incorporating inputs into paper outline	1	25 April 2021
E	Drafting of discussion paper and submission for comments	10	25 May 2021
F	Incorporating inputs into discussion paper and submission of final version	2	5 June
G	Developing powerpoint presentation	1	10 June 2021
H	Incorporating inputs into ppt presentation	1	15 June 2021
I	Presentation of paper at conference	1	7 July 2021
	TOTAL	25 days	

8. Remuneration package

Remuneration is commensurate with ILO and UN rates for external collaborators.

a. **Payment method and schedule**

- 30% of the total amount will be transferred upon approval of Deliverable A (Methodological note) by the ILO;
- The outstanding 70% will be transferred upon approval of all other deliverables by the ILO.



9. Application process

Documents to be submitted to apply are:

Technical offer:

- A motivation letter presenting the applicant's experience in drafting similar papers, his/her motivation for this application and a detailed work plan;
- Candidate's CV;
- 5 relevant papers single authored by the applicant for peer-reviewed journals or international organizations;
- A list of all publications and conference papers to date.

Financial offer:

- Rates and proof of comparable rates for commensurate work undertaken previously.

Timeframe and contact details to apply

Applications should reach the reference persons below **by 25 March 2021 18:00 Rabat time**:

- Ms Majida Sadok, sadok@ilo.org
- Ms Aurelia Segatti, segatti@ilo.org

