

MIGRATION PATHWAYS

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

Overview

Despite North Africa's importance as a regional and international migration hub, opportunities for legal migration to Europe are difficult for labour migrants to access. Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa (THAMM) aims to foster mutually beneficial legal migration and mobility.

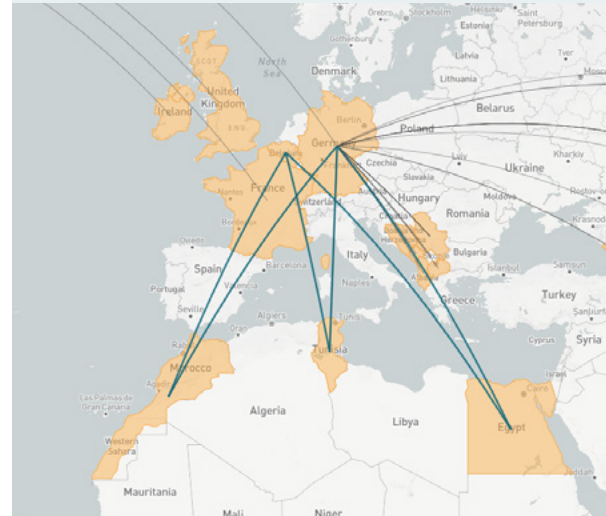
Why was it started?

Unemployment, underemployment, low wages, poverty, instability, and lack of economic opportunities incentivize many North Africans (especially youth) to migrate. Legal migration opportunities are few, and institutions lack the capacity to manage migration in a safe, regular, and orderly way. Facilitating legal migration has long been a priority of the European Union, the African Union, and various international organizations, including within frameworks such as the Valetta Action Plan.

This program aims to strengthen the links between skill development, education, and employment; promote capacity building and inclusive dialogue; and foster legal migration opportunities for young North Africans, regionally and internationally. It also seeks to fill shortages of skilled workers in Europe. The Belgian component also seeks to develop a pool of competencies and fill shortages of skilled talents in the countries of origin.

How does it work?

The program is co-financed by the German Federal Ministry for Economic Cooperation and Development and the EU Emergency Trust Fund for Africa for €25 million. It is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, the Belgian Development Agency (Enabel), the International Labour



Country of Destination
GERMANY AND BELGIUM

Country of Origin
EGYPT, MOROCCO, AND TUNISIA

Skill
ELECTRONICS AND ELECTRICITY, HOSPITALITY AND TOURISM, INDUSTRIAL TECHNICAL PROFESSIONS, OTHERS TO BE DETERMINED

Skill Level
MID-LEVEL AND HIGH-LEVEL

Timeline
2019–2023

Beneficiaries
AT LEAST 400

Countries all around the world utilize migration pathways to train and bring over workers with needed skills. The CGD Migration Pathways database documents these pathways to promote innovation in this space. To explore the database, visit [GSP.cgdev.org](https://gsp.cgdev.org).

Organization, and the International Organization for Migration together with partners in the region including the Moroccan Ministry of Labour and Professional Integration, the Agency for Employment and Self-employment in Tunisia, the Egyptian Ministry of State for Emigration and Egyptian Expatriates Affairs.

GIZ supports partner institutions in building their capacity for organizing safe, regular and sustainable mobility programs. The program pilots migration pathways to Germany for work and vocational training. With the national partners, sectors with high potential for labour migration are identified. Participants are selected according to set criteria and are enrolled in preparatory language and intercultural training. They are matched with employers in Germany in collaboration with the German Federal Employment Agency, assisted with travel, and accompanied in their integration phase. THAMM aims to build on the success of other mobility schemes, such as the Triple Win Project.

The Belgian component implemented by Enabel uses the Global Skill Partnership approach by selecting occupations in demand in the countries of origin (Morocco and Tunisia) and the countries of destination (Morocco, Tunisia, and Belgium). Intensive training will be provided to selected talents, including technical, soft skills, integration and language components. The project could include mid-level to high-level talents. All talents will follow the same training before applying to jobs in their country or abroad. The component will be implemented in close cooperation with public and private partners in the three targeted countries.

What impact has it had?

The program aims to (a) establish new policy, legislative, institutional, and regulatory migration frameworks; (b) create mechanisms for recognizing skills and qualifications; (c) improve migration-related knowledge and data management; (d) create new or improved mobility schemes; and (e) improve cooperation among stakeholders.

It is still early, but **progress is already evident**. To date, 129 persons have benefited from preparatory cultural and linguistic training, and 65 have been placed in jobs. Of the latter, **39 started apprenticeships** in the hotel and catering industry in Germany. Another 79 participants began preparing for apprenticeships, and 17 started training for jobs in the electronics and electricity sector.

Further readings

Enabel. "Towards a holistic approach to labour migration governance and labour mobility in North Africa." <https://open.enabel.be/en/MAR/2460/p/pour-une-approche-globale-de-la-gouvernance-des-migrations-et-de-la-mobilit-de-main-d-oeuvre-en-afrique-du-nord.html>

European Union Emergency Trust Fund for Africa. *Towards a holistic approach to labour migration governance and labour mobility in North Africa.* https://ec.europa.eu/trustfundforafrica/region/north-africa/regional/towards-holistic-approach-labour-migration-governance-and-labour_en

GIZ. "Supporting regular labour migration and mobility between North Africa and Europe." <https://www.giz.de/en/worldwide/92649.html>



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