

# Joint High-Level Meeting | Khartoum Process and Rabat Process

*Réunion conjointe de haut niveau | Processus de Khartoum et Processus de Rabat*

## Empowering EU-Africa Cooperation: Innovative Pathways for Skills Mobility

*Valoriser la coopération EU-Afrique : des voies innovantes pour la mobilité des compétences*

16-17  
October  
2024

Lisbon, Portugal

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## Keynote addresses

*Allocutions inaugurales*

16-17  
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2024

Lisbon, Portugal

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**Talent attraction and skills  
mobility from a European  
perspective**

**Joint High-Level Meeting  
Khartoum Process and Rabat Process**

16 October 2024



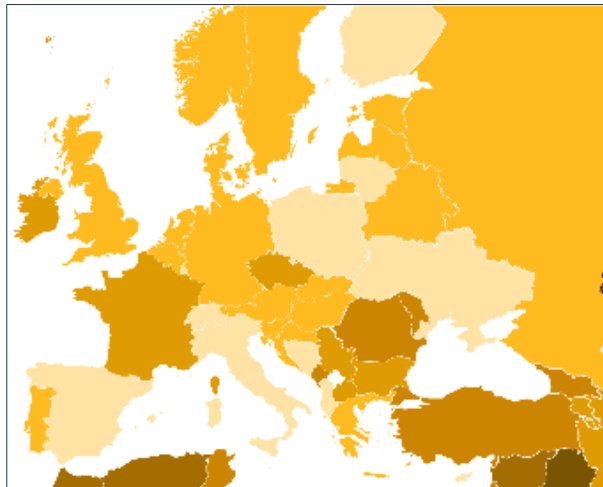
WITH  
YOU  
TODAY



**Jo Antoons**  
Partner, Fragomen  
Global LLP, Brussels

# Europe's Demographic Challenge

- ▶ Longer life expectancy + low birth rates = aging population
- ▶ Immigration must be part of the solution
- ▶ Alternative have problems:
  - Up-skilling/re-skilling
  - Efficiency/tech
  - Retirement age
  - Increased birth rates

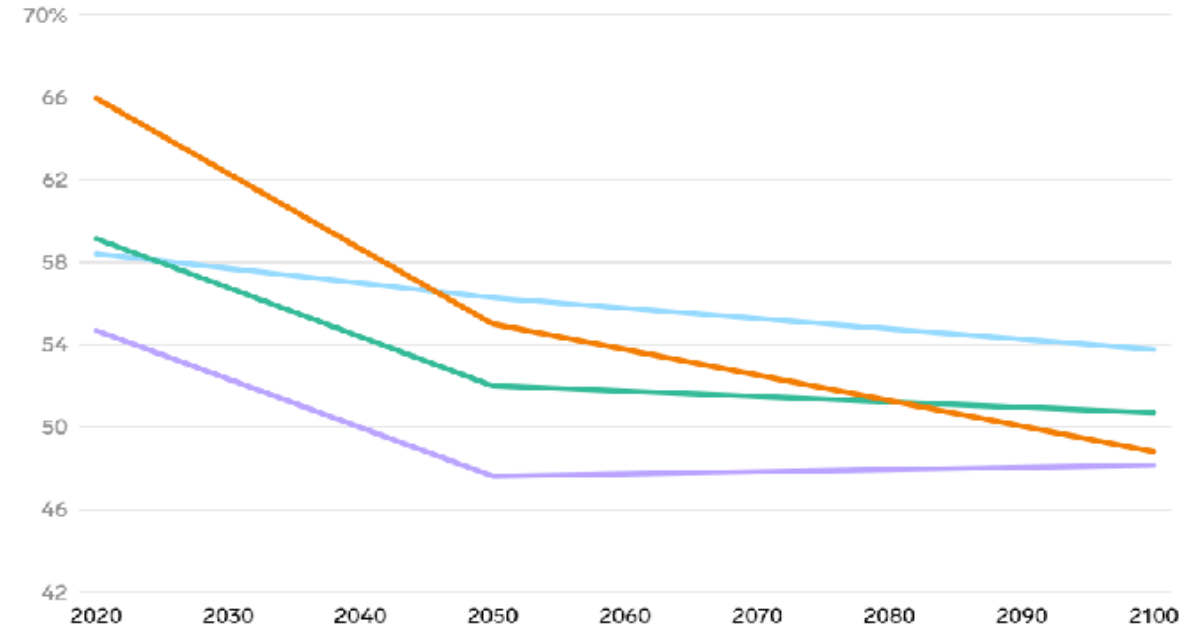


Number of births 1 7

Fertility Rates (2022)  
[World Bank data](#)

## Working-age population

China US Japan EU



Source: Vollset et al. 2020, reference scenario

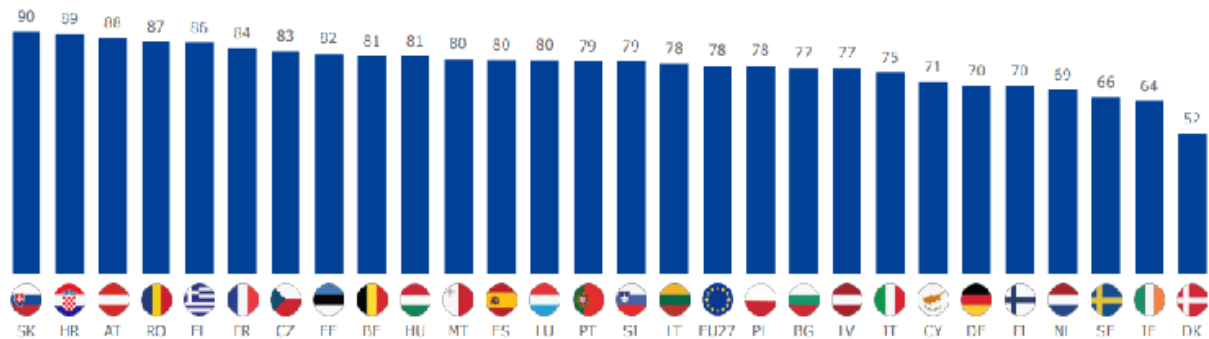
INSIDER

# Labor Shortages

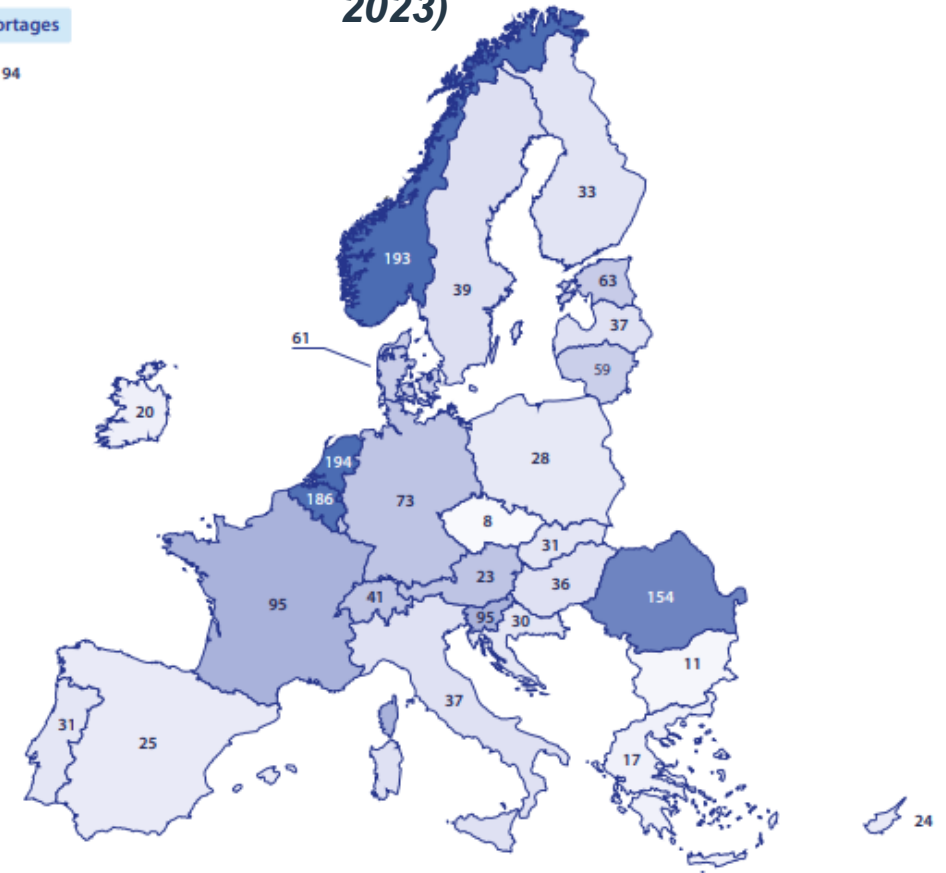
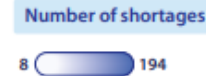
- ▶ SMEs struggling to find talent.
- ▶ Green Skills: broad talent deficits
- ▶ IT Sector: EU unlikely to hit 2030 targets
- ▶ Healthcare: chronic shortages
- ▶ Construction sector: slowed growth

## SME challenges finding talent ([2023 Eurobarometer report](#))

How difficult is it for your company to: **Find workers with the right skills**  
(% 'Very' + 'Moderately difficult', by country)



## Number of shortage occupations identified by country, 2023 ([EURES Report on labour shortages and surpluses 2023](#))



Source: Data submitted by EURES National Coordination Offices



# Immigration Policy – EU

- ▶ OECD Competitiveness – Europe remains attractive
- ▶ Revised EU Blue Card – easier to target highly skilled
- ▶ EU Talent Pool – better jobs matching
- ▶ Revised Single Permit Directive – boosting retention
  - Change of employers
  - Residence rights while unemployed
- ▶ Long-term Residency Directive – stalled revision?
- ▶ Job-seeker pathways – No EU program; many MS examples

## Immigration Policy – Country Examples

### Germany

- Opportunity Card.
- Increased student permit validity.
- PR, family reunification rule.
- Western Balkans Regulations.

### Ireland

- Expanded Critical Skills Occupation list.
- New roles eligible for an Employment Permit.

### Belgium (Wallonia)

- Expanded **business visitor activities**.
- Low/medium Skilled foreign nationals: access to one-SOL roles.
- New professional experience pathways.

### Sweden

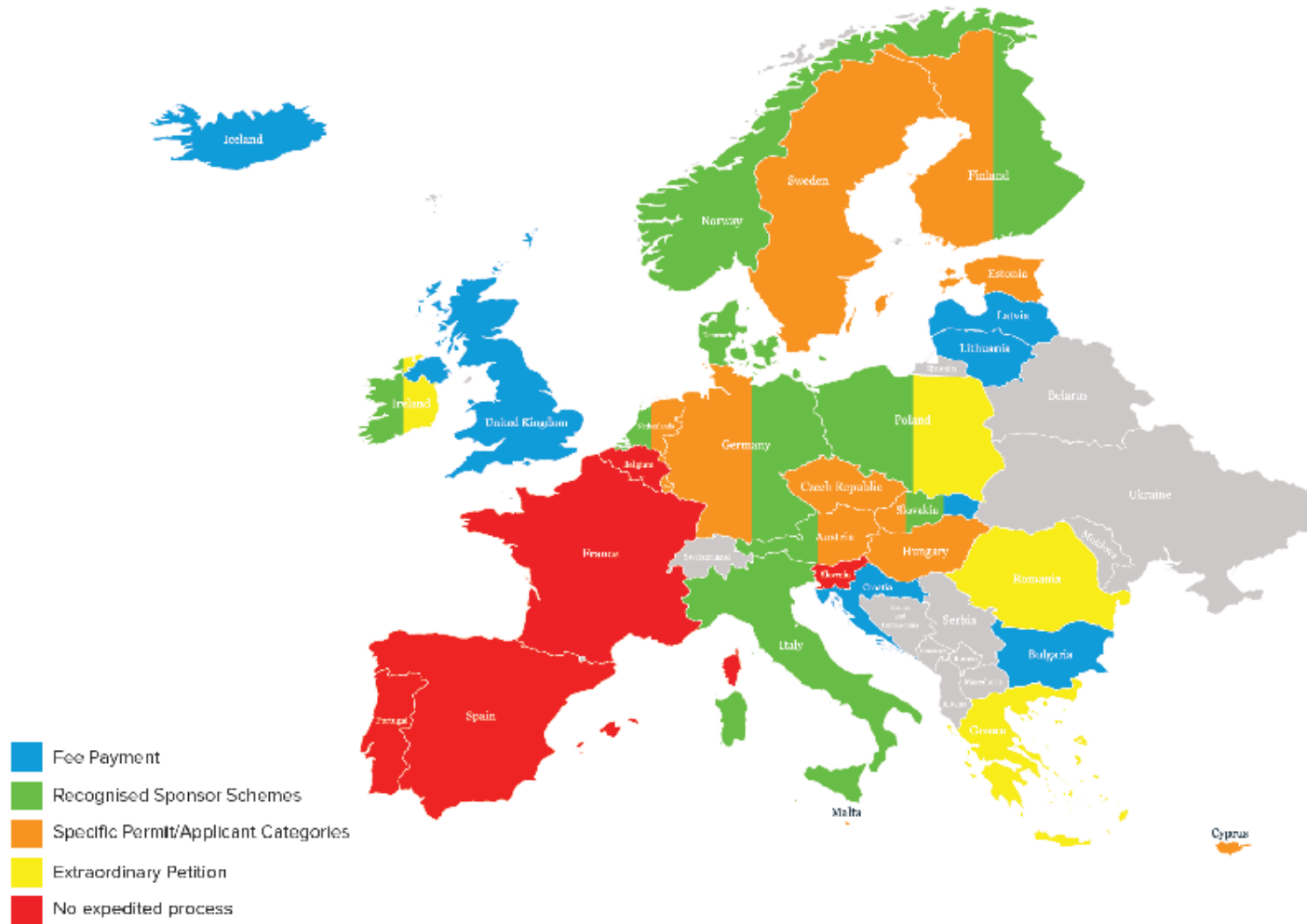
- New four-tiered work permit application process, replacing prior backlogged ‘fast track’ model.

### Retention – not just attraction:

- Naturalisation
- Long-term residence
- Family reunification
- Employment / travel freedoms
- Already-present foreign nationals
- Regularising **irregular migrants**



# Fast track pathways



- ▶ No unified approach in Europe on expedited processing.
- ▶ Expedited pathways for EU Blue Card, ICT, other highly skilled pathways popular.
- ▶ Recognized sponsorships pathways popular.

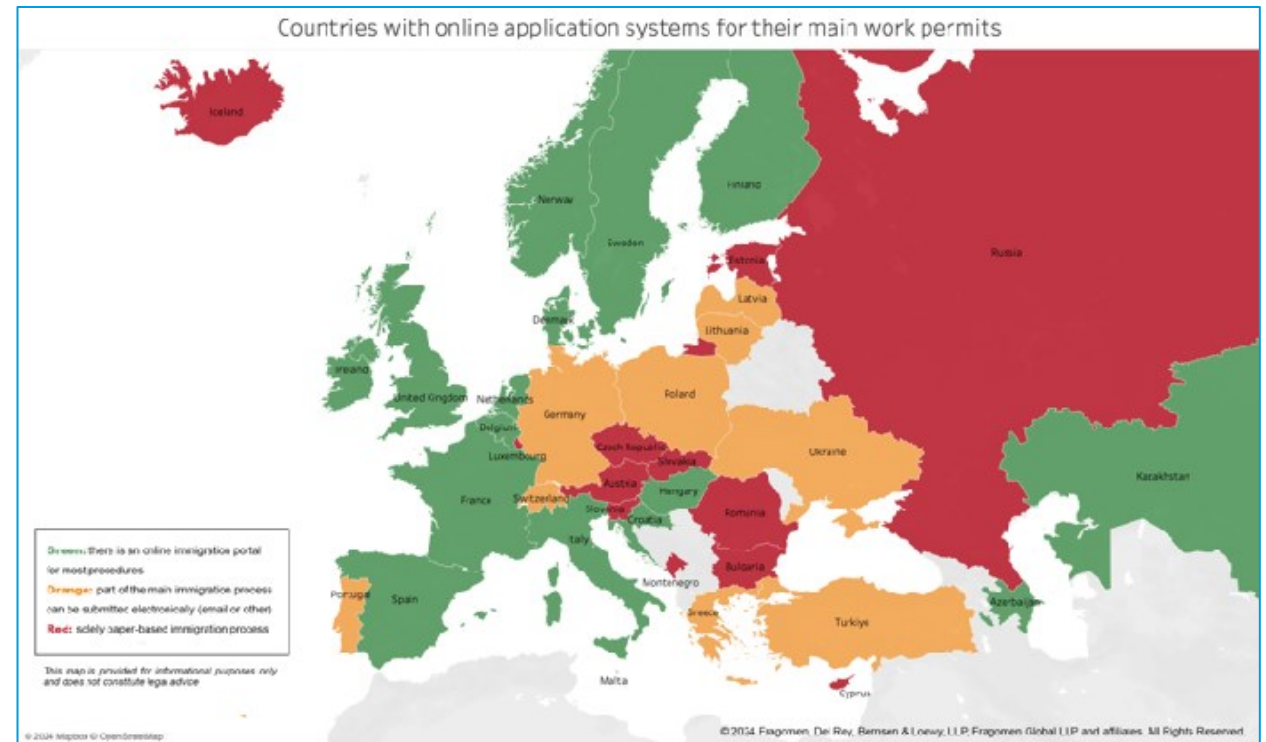
# Digitalisation

Greater digitalisation of national immigration processes:

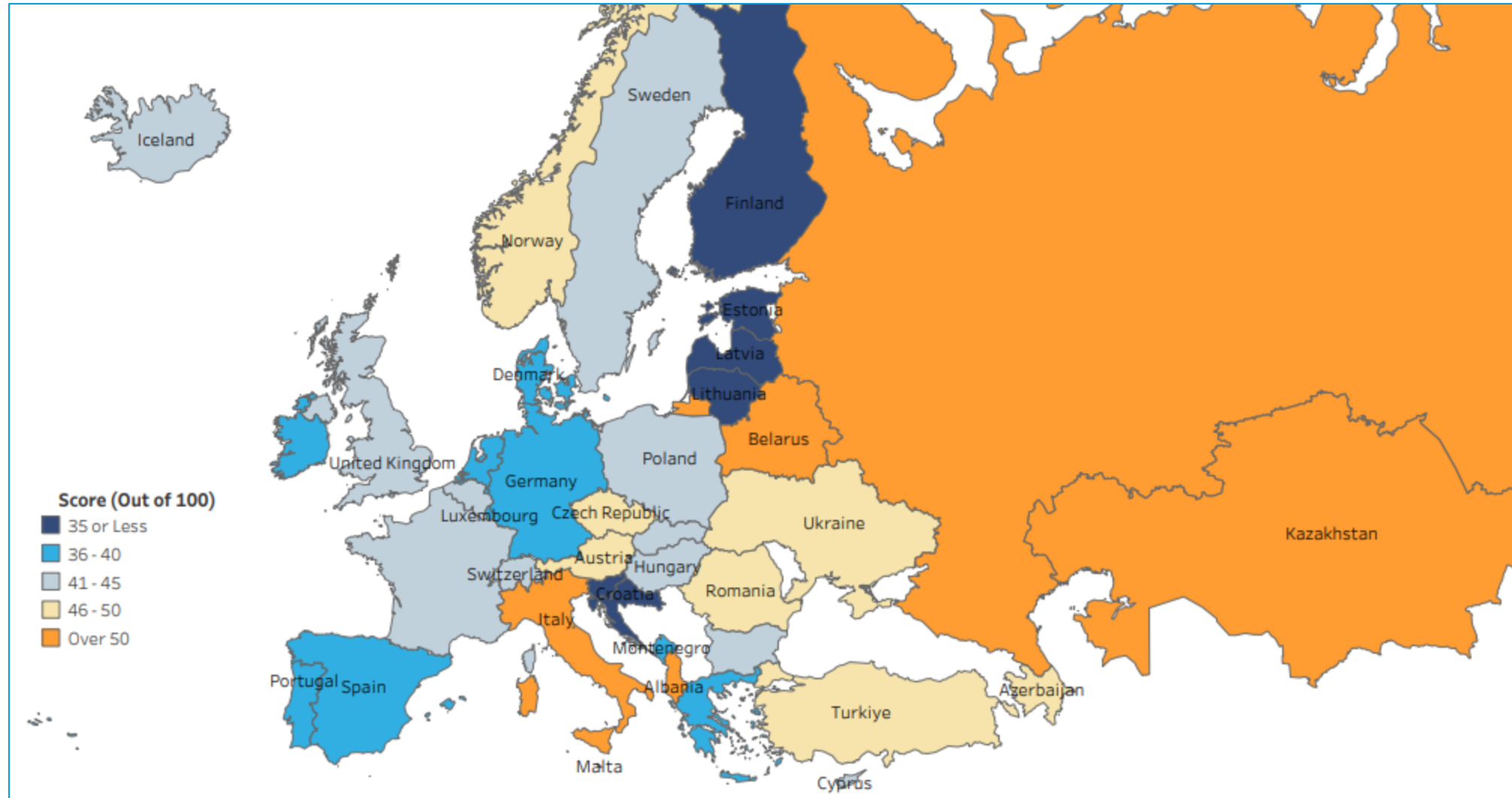
- ▶ **Switzerland:** [adoption](#) of digital barcodes for certain visas.
- ▶ **Finland:** automated processing and monitoring
- ▶ **United Kingdom:** [phasing out](#) of physical immigration cards.
- ▶ **France:** [expansion](#) of its ANEF Platform.

Digitalisation at EU level:

- ▶ **EES** (start –date delayed).
- ▶ **ETIAS** remains on track for mid-2025 launch
- ▶ **Schengen C visa digitalisation** [announcement](#) (operational by 2028)
- ▶ **EU Single Digital Gateway and EU Digital Identity Wallet**



# Restrictive Practices



# Global Comparison



- ▶ **Saudi Arabia** – long-term residency permit expansion (boosting retention outcomes)
- ▶ **Canada (Quebec)** – balancing language protection with economic necessity (demographic challenges)
- ▶ **Asia Pacific** – Skill-centric policies targeting in-demand occupations:
  - **Japan:** Specified Skilled Worker expansion
  - **Thailand:** 10-year Long-Term Resident Visa for 'Highly Skilled Professionals' expansion
  - **New Zealand:** Green List expansion.

# Immigration Policy Recommendations

- ▶ Improving **skills/degree** recognition systems
- ▶ Increase pathways for **low-& technical-skilled roles**.
  - Target shortage roles (not just not just highly-skilled workers)
  - E.g. Green Skills
- ▶ Continue pivot away from academic focus towards **professional experience**.
- ▶ Boosting **long-term residence** uptake.
  - Revisit LTR Directive revisions?
- ▶ Determined and serious engagement with **SMPs**.
  - Ensure private sector involvement in developing SMPs
  - Streamlined skills recognition.
- ▶ Introduce **EU-wide job-seeking permit**
- ▶ Ensure effective implementation of the **EU Blue Card Scheme**



QUESTIONS? COMMENTS?



FRAGOMEN

[www.fragomen.com](http://www.fragomen.com)

**Thank You**

# Joint High-Level Meeting | Khartoum Process and Rabat Process

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## Empowering EU-Africa Cooperation: Innovative Pathways for Skills Mobility

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# JVAP Follow-up

## JVAP Initiatives on Labour Migration & Modernisation 2024

**Khartoum Process | Rabat Process**

Joint High-Level Meeting

Empowering EU-Africa Cooperation:  
Innovative Pathways for Skills Mobility

Lisbon, 16-17 October 2024



Implemented by



# JVAP Database

Contains **Projects** and **Policies** that are:

1. Related to at least one of the JVAP Domains
2. Implemented in or after 2015
3. Funded or sponsored by JVAP Partners



24,9 B

Funding



3451

Initiatives



861

Implementing  
Organisations



61

Funding Partners



68

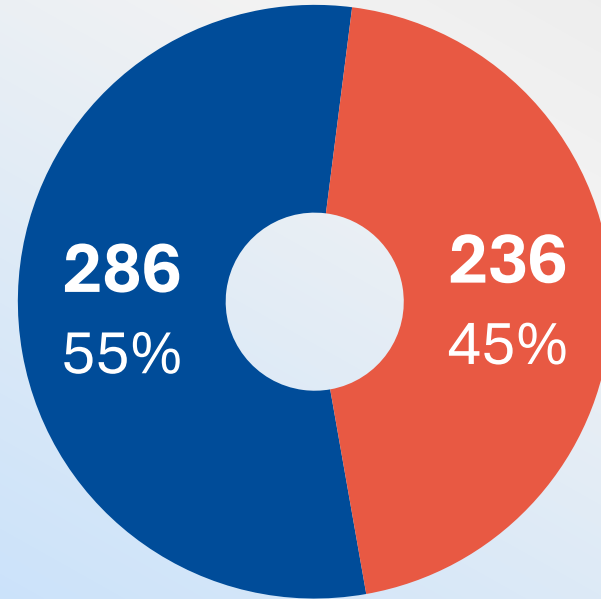
Countries of  
Implementation

# Overview of Labour Migration Initiatives

522  
Initiatives

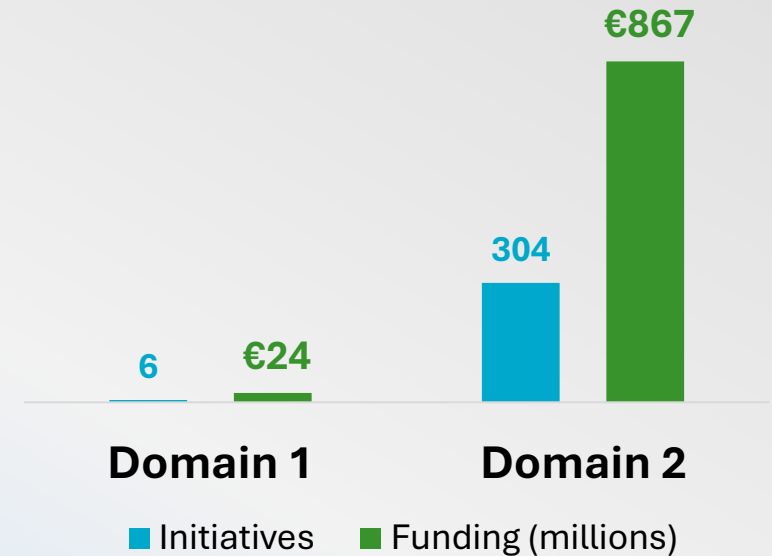
€ 891 M  
Funding

Type Breakdown



■ Policy ■ Project

JVAP Domain



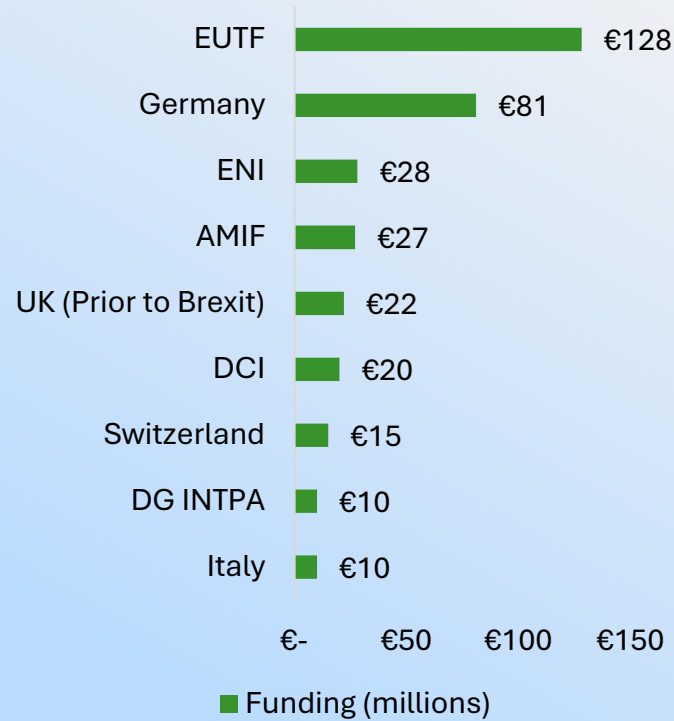
**Domain 1**  
Development benefits of migration & root causes of irregular migration and forced displacement

**Domain 2**  
Legal migration and mobility

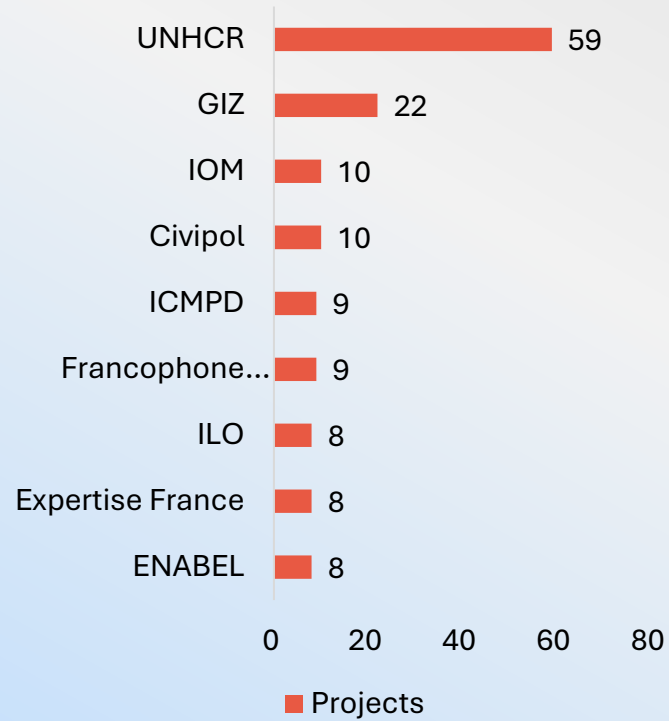


# Partnerships

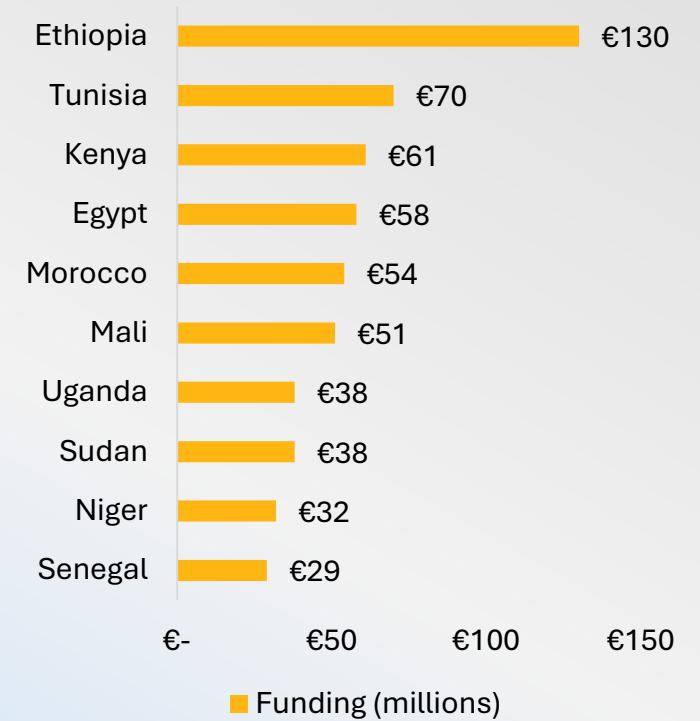
## Top Funding Partners & Instruments



## Top Implementing Organisations



## Top Countries of Implementation by Funding



# Selected Initiatives

## Projects

Programme Migration and Diaspora	GIZ	€ 69 M
Mobility Partnership Facility	ICMPD	€ 47 M
Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa (THAMM)	ENABEL, IOM, GIZ, ILO	€ 25 M
Supporting the EU-Tunisia Mobility Partnership	Expertise France, OFII	€ 5 M

## Policies

Processus de régularisation des ressortissants étrangers au Cap-Vert	Cabo Verde
National Action Plan on Institutional Strengthening in the Area of Labour Migration	Egypt
Décret n° 2019-141 du 27 février 2019 pris pour l'application de la loi n° 2018-778 du 10 septembre 2018 pour une immigration maîtrisée, un droit d'asile effectif et une intégration réussie et portant diverses dispositions relatives au séjour et à l'intégration des étrangers	France

# Take-Aways

- Labour migration is one of the few areas where policymaking outpaces project implementation.
- Policies and projects in the JVAP Database address various issues, including diaspora, circular migration, registration, visas, and social security.
- Numerous amendments to policies indicate a continuously evolving policy environment, requiring adaptability from authorities.
- Localisation is a key topic, with international agreements being implemented at the community level, making vertical integration crucial.
- Partners may have different approaches based on legal, economic, and social norms, but cooperation remains high, with multilateral projects receiving most funding.

# Evaluation 2024

**Objective:** Better align JVAP Follow-up with Partner priorities.

Between January and May 2024

33 Survey Respondents

36 Individual Interviewees



High interest in the exercise.



Simplification and ease-of-use.



Database being made public.



Diversified products and communications.



Capacity-building.



# Outcomes of the JVAP Stock-Taking Event

- First JVAP Follow-up specific meeting since 2018.
- Covered progress since 2015 as well as the way forward.
- Agreed on continued engagement for effective data cooperation.
- Agreed to involve Contributors as well as Focal Points for more efficient and effective data collection.
- Agreed to collect data every year, with live input possible continuously.
- Expansion to the public possible however, further discussion needed.

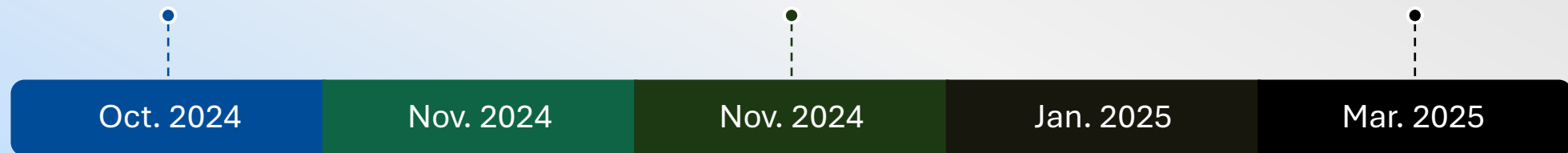
# Way Forward

Finalization of the JVAP Database prototype.

Stock-Taking Event

Launch of the new JVAP Website.

Launch of continuous data collection.



Approvals and final comments, finalization of the infrastructure.

Launch of a test data collection.



Implemented by



# Thank You

[www.jvapfollowup.org](http://www.jvapfollowup.org)

[jvapfollowup@icmpd.org](mailto:jvapfollowup@icmpd.org)



GRANT FACILITY



# MMD Grant Facility

## Strengthening Migration and Mobility Initiatives in Africa

Lisbon, 16 October 2024

**Marcello Giordani** - Grants Facility Coordinator  
Pan-African Initiatives – Migration Dialogues and Cooperation Directorate

Funded by the  
European Union



Implemented by  
ICMPD



# Link to Other MMD Components



**JOINT VALETTA ACTION PLAN (JVAP) FOLLOW-UP**



**KHARTOUM PROCESS**



**RABAT PROCESS**



**CONTINENT-TO-CONTINENT MIGRATION  
AND MOBILITY DIALOGUE**



# Overall Objective

**By translating commitments into tangible actions, this joint EU-ICMPD Grant Facility strives to ensure impactful and sustainable outcomes, leveraging the expertise of African civil society.**

The MMD Grant Facility focuses on supporting initiatives in the field of migration led civil society organizations (CSOs), research institutions, diaspora organizations and other non-state actors in association with local authorities.



# Aim of Supported Initiatives

## Projects funded by the Grant Facility will:

- Contribute to the operationalisation of engagements and commitments made in the dialogues; or
- Foster knowledge-sharing by generating insights, research inputs, and policy recommendations that contribute to the Dialogues' discussions and priority-setting.



# Funding

Total of **approx. 9 M EUR** to be allocated



300,000 EUR

1.5 M EUR



12 months

18 months





# Eligible Grantees and Partners



# Eligible Activities



Advocacy



Research



Review of policy



Communication and migration narratives



Community mobilization efforts



Development of migration governance tools



Civic engagement



Innovation and digitalisation



Capacity development and knowledge transfer



Protection and service-delivery



# Project Design

## Guiding values

- Gender mainstreaming
- Human rights mainstreaming
- Inclusivity
- Do-no-harm approach
- Conflict sensitivity

**Demonstrate complementarity with other past, and ongoing initiatives implemented by the applicants to maximise synergies**



# Process

Submission of a Concept Note by applicants



Review of concept notes and shortlisting of applicants by ICMPD

Submission of Full Application by shortlisted applicants



Review of full applications and decision on awarding of grants



Implementation, monitoring, and evaluation of grants



Between **7-10 grants** to be awarded



# Update on Grant Evaluation Process



**100+ applications received**



**Transparent Grant Evaluation Process  
(EC and AUC as observers)**



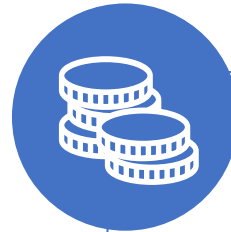
**62% Administratively Compliant  
and Eligible applications**



**Applications scoring minimum threshold in the Technical  
Evaluation invited to submit a Full Proposal**



# Applications Received – Size and Duration



**€ 994.93K**

Average Budget Requested



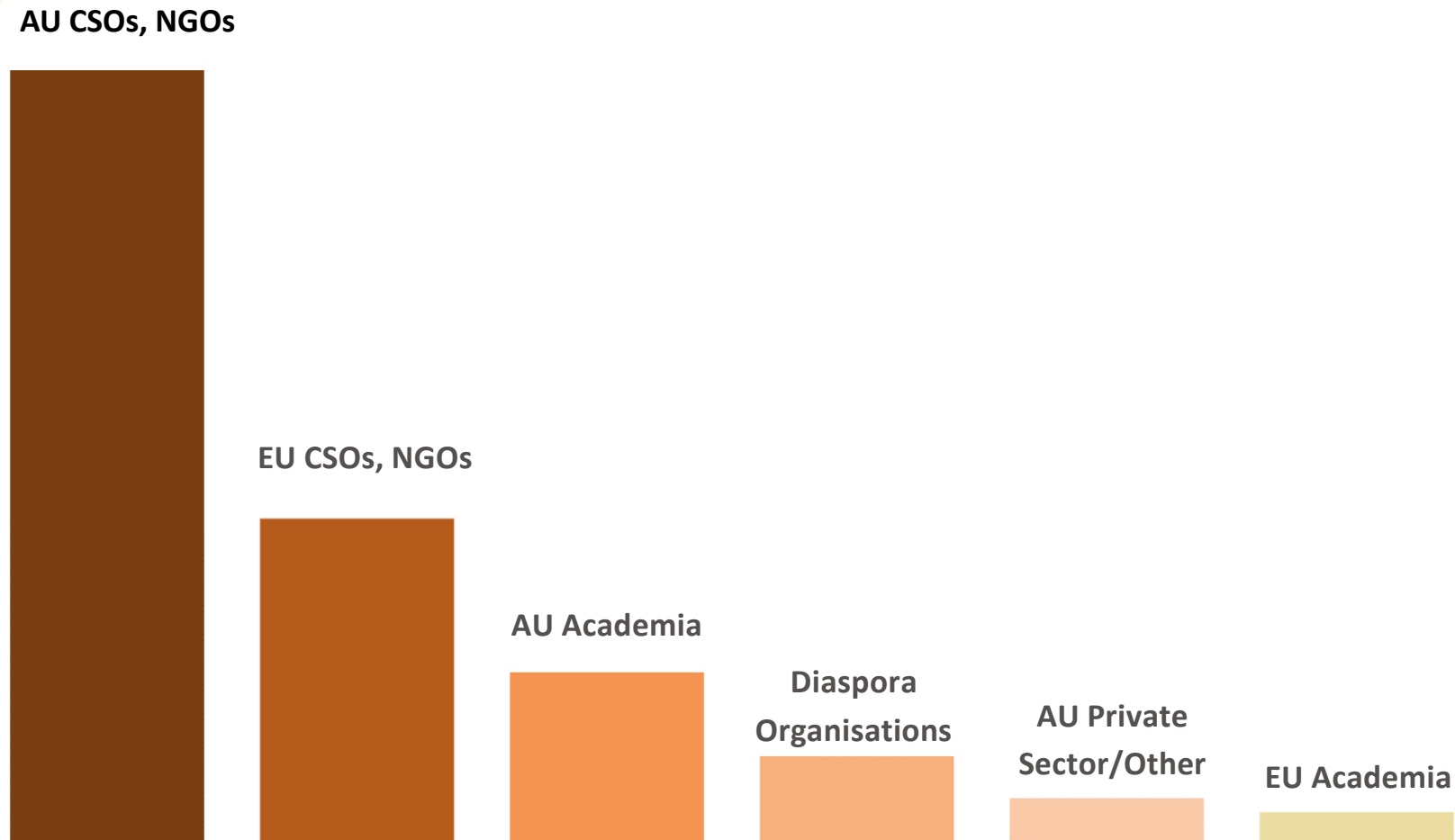
**17.81**

Average of Duration (in months)

\*Please note that exact figures and data on project proposals cannot be shared as the evaluation process is ongoing.



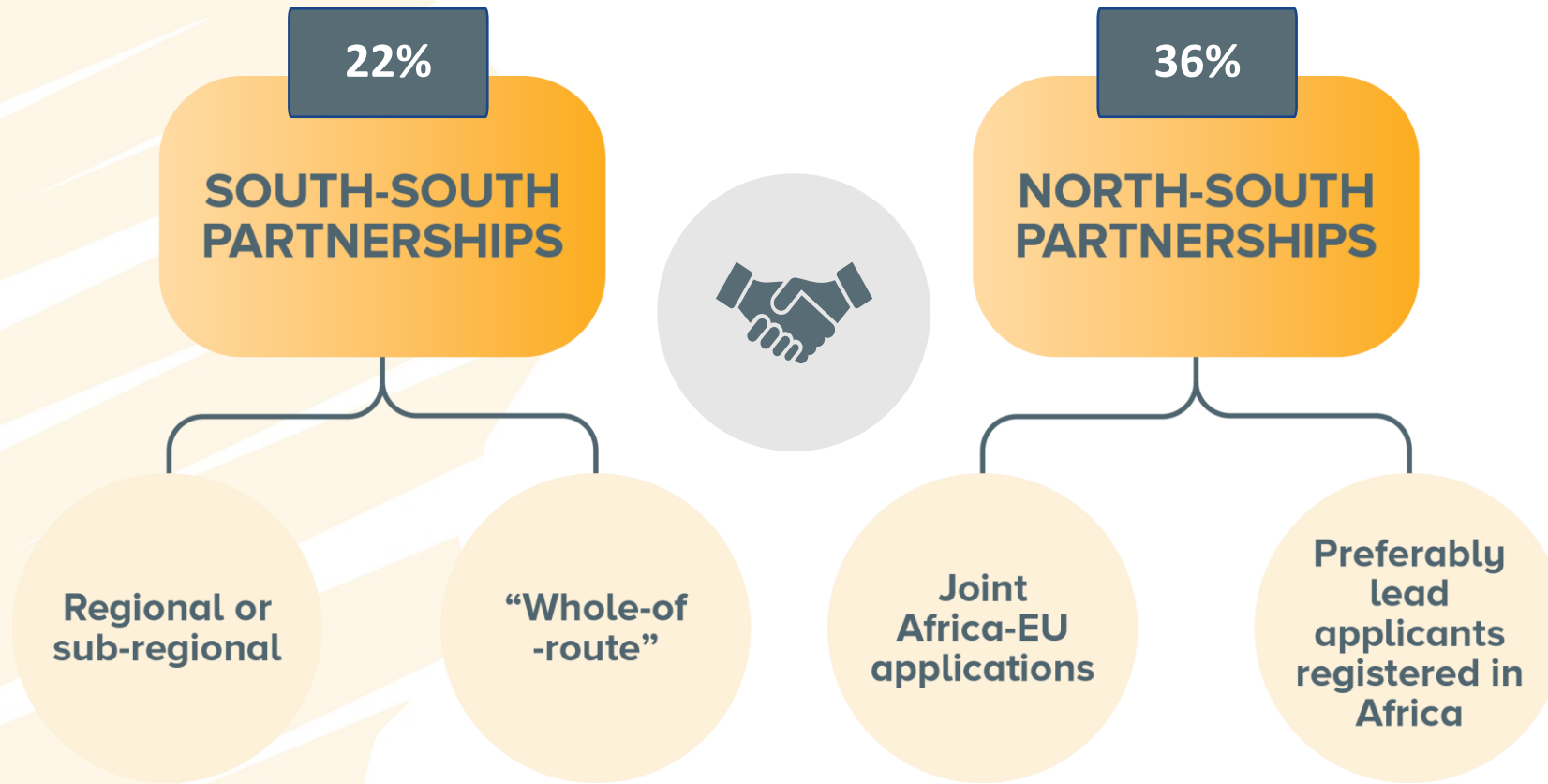
# Applications Received – Lead Applicants



\*Please note that exact figures and data on project proposals cannot be shared as the evaluation process is ongoing.



# Applications Received - Cooperation



\*Please note that exact figures and data on project proposals cannot be shared as the evaluation process is ongoing.





# Applications Received – Target countries

- **Multi-country**
- **Single country**



\*Please note that exact figures and data on project proposals cannot be shared as the evaluation process is ongoing.



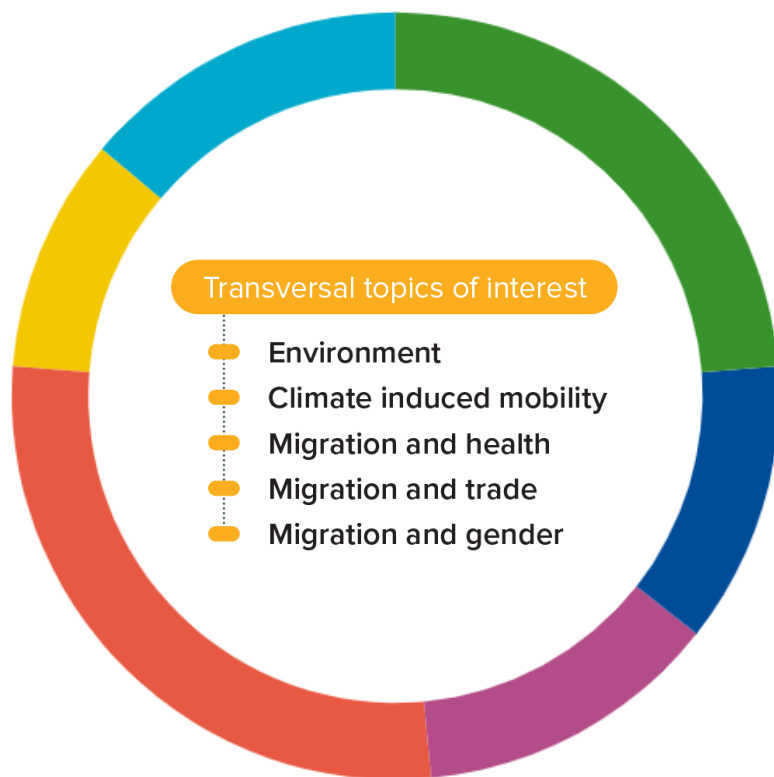
# Applications Received – Target countries



\*Please note that exact figures and data on project proposals cannot be shared as the evaluation process is ongoing.



# Applications Received – JVAP domains

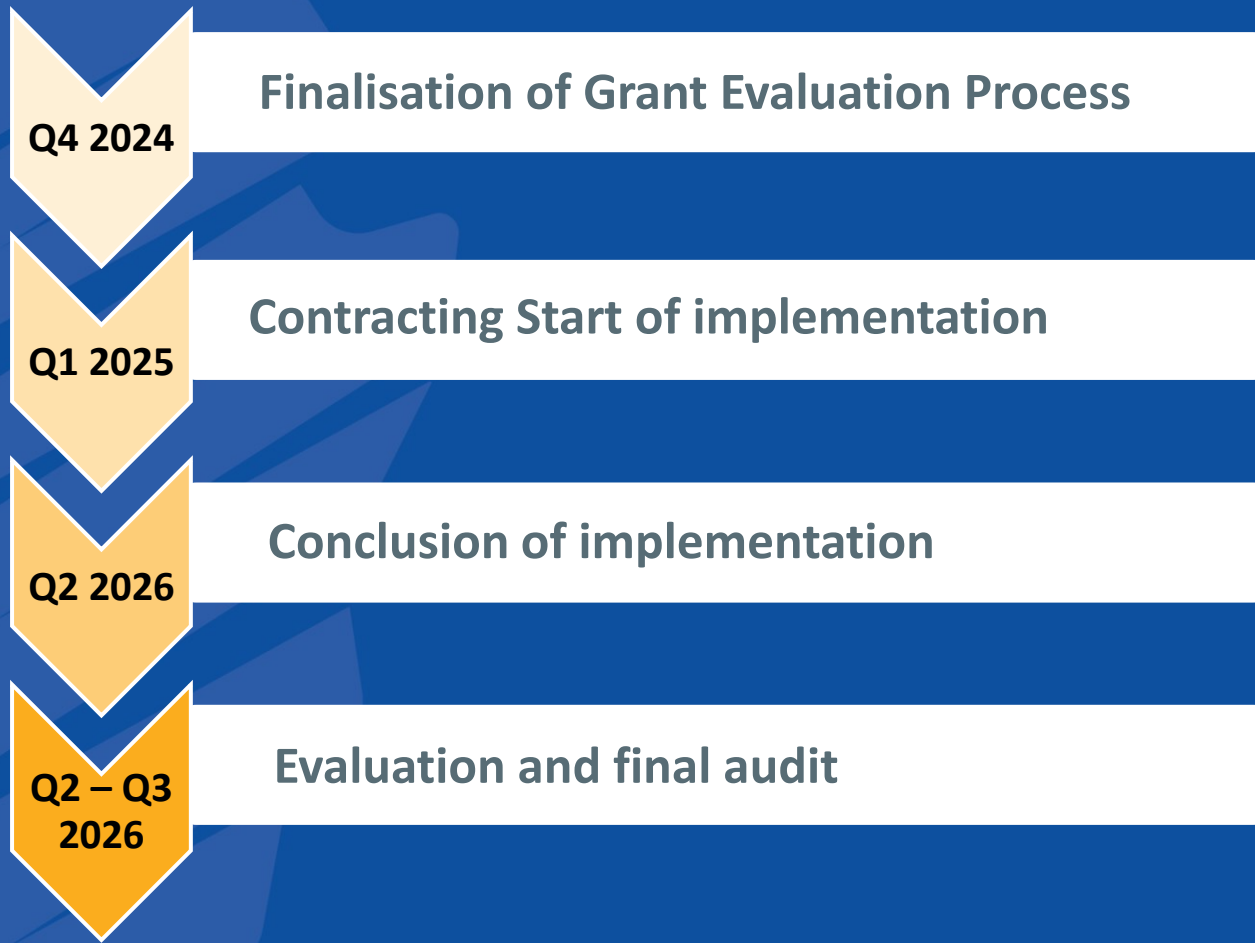


- Development benefits of migration and addressing the root causes of irregular migration and displacement
- Legal migration and mobility
- Protection and asylum
- Prevention of and fight against irregular migration, migrant smuggling and trafficking in human beings
- Return, readmission and reintegration
- Transversal issues

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# Timeline and next steps



## Joint High-Level Meeting | Khartoum Process and Rabat Process

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# Roundtable 2. Boosting talent mobility through bilateral cooperation

*Table ronde 2. Promouvoir la mobilité des talents grâce à la coopération bilatérale*

16-17  
October  
2024

Lisbon, Portugal



# BOOSTING TALENT MOBILITY

THROUGH BILATERAL COOPERATION

The Nigerian Experience

Presented by **Amb. Catherine Udida mni**  
Director, Migrants Affairs  
National Commission for Refugees Migrants and Internally  
Displaced Persons (NCFRMI)



## Skills Mobility in Nigeria

Skills mobility plays a vital role in economic development, as it allows individuals to contribute their expertise in different regions, fostering knowledge exchange, innovation, and global competitiveness. In a rapidly evolving global labour market, countries must adopt innovative approaches to enhance labour mobility while protecting the rights of workers.

Nigeria has positioned itself in this regard by implementing forward-thinking policies and programs that promote legal migration, facilitate skills development, and protect migrant workers.



# Adoption of ECOWAS Free Movement Protocol

- To show its commitment towards talent and labour mobility, Nigeria ratified the ECOWAS Protocol on Free Movement of Persons, Residence, and Establishment in 1980, shortly after it was signed by the ECOWAS member states in 1979. Nigeria was among the first countries to adopt the protocol, demonstrating its commitment to regional integration and the free movement of people within West Africa.
- The protocol allows for visa-free travel, residence, and business establishment within the West African region, facilitating labour mobility and cross-border trade. Nigerian professionals, entrepreneurs, and students are able to move freely within the region, contributing to economic growth through skills transfer and employment opportunities.





## Implementation of the Technical Aid Corps

The Technical Aid Corps (TAC), established in 1987 under the supervision of Nigeria's Ministry of Cooperation and Integration is Nigeria's flagship labour mobility scheme designed to share Nigerian expertise with other developing countries, particularly in Africa, the Caribbean, and the Pacific. TAC serves as a model for fostering south-south cooperation, regional economic integration, and promoting skills mobility by deploying skilled professionals to ACP countries.

# Establishment of Migrants Resource Centres

- The Migrant Resource Centres (MRCs) play a crucial role in providing essential support and information to individuals seeking employment abroad.
- These centers offer training, counseling, and resources that empower our youth to navigate the complexities of international labor markets effectively.
- These centres provide critical support, including employability and skills training, legal assistance, psychosocial support, and health services to both Nigerian and non-Nigerian migrants.
- The MRCs also raise awareness on the risks of irregular migration and promote safe migration pathways, contributing to an informed labour force and reducing migrants' vulnerabilities to exploitation.



## National Electronic Labour Exchange

National Electronic Labour Exchange (NELEX) on the other hand, serves as a vital platform that connects job seekers with potential employers, facilitating access to local and international job opportunities. The NELEX model centres are designed to streamline employment processes and improve the accessibility of job opportunities for job seekers, including migrants. These centres which operates under the Federal Ministry of Labour and Employment aims to enhance the employment landscape through technology and efficient service delivery.

# Pursuing Bilateral Labour Agreements and Diaspora Engagement



Nigeria continues to pursue Bilateral and Multilateral Labour Agreements: To enhance skills mobility and ensure the protection of Nigerian workers abroad, Nigeria is negotiating multiple bilateral and multilateral labour agreements with various countries.

NIDCOM through its various programmes, engage with the Nigerian diaspora to identify and initiate skills transfer initiatives. These programs harness the expertise of Nigerian professionals abroad to develop critical sectors in Nigeria, such as healthcare, education, and technology, and provide avenues for returning migrants to reintegrate into the Nigerian economy.



# National Talent Export Programme

The National Talent Export Programme (NATEP) is designed to position Nigeria as a leading source of skilled labor in the global market by focusing on digital technology, engineering, and healthcare, NATEP taps into global labour market demands while fostering skills development within Nigeria.

**NATEP**   
**NATIONAL TALENT EXPORT  
PROGRAMME**



# Recommendations



## Migration Policies

### Adopt Comprehensive Migration Policies to Support Skills

**Mobility:** Member states should review and implement comprehensive migration policies that promote labor mobility both domestically and internationally. These policies should be inclusive, addressing the diverse skill levels of migrants, including technical, low-skilled, medium-skilled, and highly skilled workers.



## Recognition of Qualifications

Member states should prioritize the development and implementation of strategies that create clear, fair, and equitable pathways for the recognition of migrants' qualifications. This includes establishing transparent processes for evaluating and validating foreign credentials, skills, and work experience, ensuring that migrants are not unfairly disadvantaged due to differences in educational systems



## Pathways for Retention

Member states should prioritize the development of clear and structured pathways for the retention of migrant workers to enhance their opportunities for long-term integration and contribution in host countries.

# Thank You!



[www.ncfrmi.gov.ng](http://www.ncfrmi.gov.ng)

 @officialncfrmi

National Commission for Refugees, Migrants and Internally Displaced Persons (NCFRMI HQ): No 3, Charles Owaba Street, Wuye, Abuja.

