



**Rabat Process**

Euro-African Dialogue on  
Migration and Development

# Mobility schemes as driver of change: how to fully unpack their potential?

Les programmes de mobilité en tant que moteur de changement: comment exploiter pleinement leur potentiel?

20-21  
June 2024

Praia, Cabo  
Verde

Sous la coprésidence du Portugal et du Cabo Verde  
Under the co-chairmanship of Portugal and Cabo Verde



Project funded by the European Union



As part of the Support Programme for the Africa-EU  
Dialogue on Migration and Mobility (MMD)



Project implemented by ICMPD



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# Setting the scene: An overview of the current landscape of **mobility schemes**

Planter le décor : Aperçu général des programmes de mobilité

20  
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# Mobility Schemes and their Role in Labor Migration Systems: Challenges and Opportunities

Kate Hooper

Migration Policy Institute

June 20, 2024



# A renewed focus on cooperation

- Growing mismatch between the location of jobs and available workers
- Cooperation can help unlock access to regular migration pathways, e.g.:
  - Information sharing
  - Capacity building
  - Skills recognition
  - Additional opportunities



# Mobility schemes for work and training

- New mobility schemes being launched (e.g. EU Talent Partnerships, Skills Mobility Partnerships)
- New approaches being tested (e.g. GSPs)
- But limited visibility into what's worked well and what hasn't – or opportunities for scale



# Mobility schemes can pilot new approaches

- Testing demand along new corridors and/or for new sectors
- Exploring new approaches to matching, skills development, and skills transfer
- Engaging different stakeholders and building capacity



## ...but results have been mixed to date

- Small numbers moving for high per capita costs
- Common challenges include:
  - Different training standards
  - Difficulties securing private-sector support
  - Not enough time to build project infrastructure and capacity
  - High costs
  - Changing political/economic climate



# Key takeaways

- Set realistic expectations for what mobility schemes can achieve – and when
- Review what could constitute value for money from mobility schemes
- Feed lessons from mobility schemes into the broader policy agenda on regular migration pathways





# Contact

## Kate Hooper

Senior Policy Analyst, Migration Policy Institute

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## Related Research:



*Competing for Talent: What Role can Employment- and Skills-Based Mobility Projects Play?* <https://www.migrationpolicy.org/research/competing-talent-mobility-projects>



Global Strategy for Skills, Migration and Development (GS4S) - Horizon Europe research project





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Migration Partnership Facility

# EU Funded Initiatives on Legal and Labour Migration: Learning and Innovation from Transnational Skills Partnerships

20 June 2024, Praia



Funded by the European Union

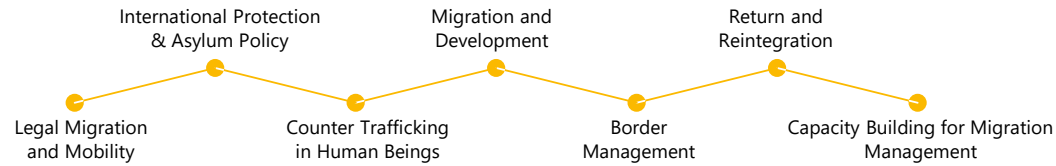


Implemented by ICMPD

# About the Migration Partnership Facility

Supporting cooperation between the EU and partner countries on migration

## THEMATIC AREAS



± 160M€ total budget since 2016

Two Calls for Proposals still open

## EU FUNDS (AMIF/ISF/BMVI)

## TECHNICAL ASSISTANCE & SUPPORT

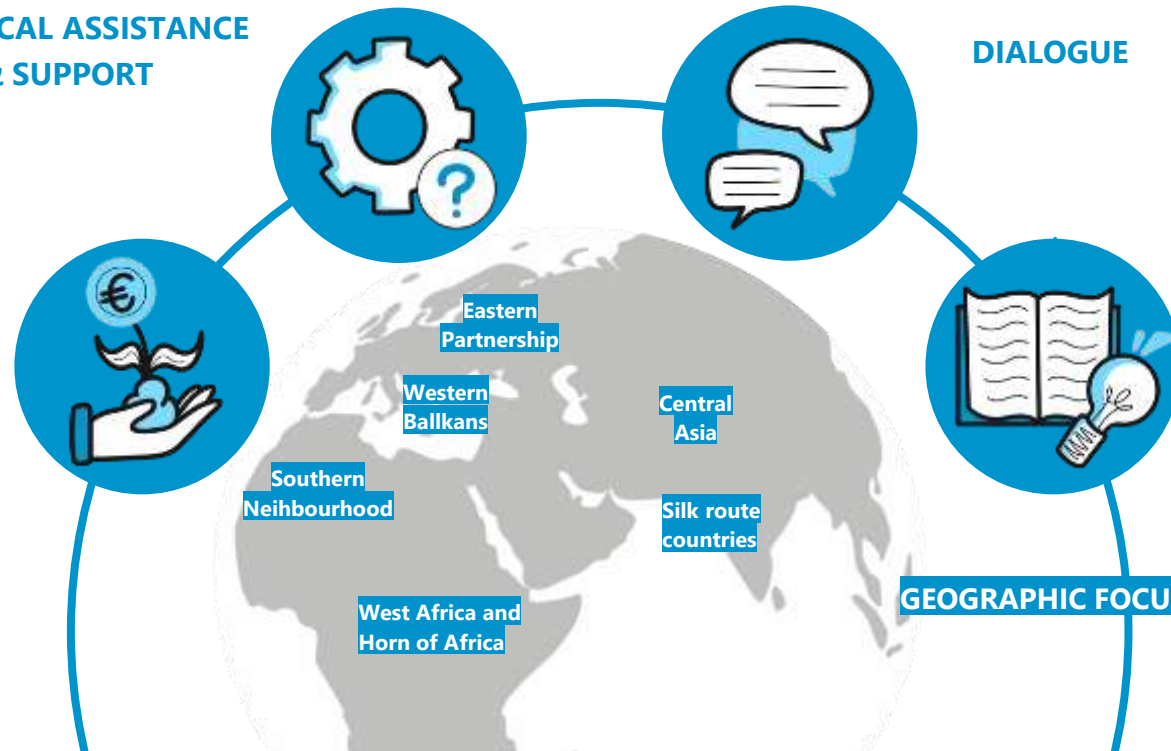
## DIALOGUE

## GRANTS

+60 awarded grant projects

18 labour mobility projects

## KNOWLEDGE & COMMUNICATION



## GEOGRAPHIC FOCUS

To learn more: [migrationpartnershipfacility.eu](http://migrationpartnershipfacility.eu)



# Underlying Interests Served by Labour Mobility Initiatives (and Opportunities)

- **Competing interests and motivations in designing labour mobility schemes**

*Potential to create new/leverage existing migration pathways for training or employment, reduce irregular migration, advance dialogue, develop/strengthen trade and corporate investment*

- **Support to complementary capacity development**


*Rules, laws, policies, social norms, institutional frameworks on migration and labour, as well as education, recognition of skills and qualifications*

- **Public-private partnerships**

- *Advance dialogue on different migration areas, engage stakeholders from public and private sector*
- *Identify key elements of sustainability from streamlining of visa procedures to balancing the interests of public and private sector*

# Typology of Schemes

## why you do it = how you do it

	TIME FRAME	TYPE	MOTIVATION
<b>A</b>		skills, employment (internship, traineeship)	
<b>B</b>	Circular (temporary)	education (postgraduate degree, certification of studies)	
<b>C</b>		exchange (business knowledge exchange, study visit, diaspora)	
<b>D</b>	Meso (mid-long term)	employment (e.g. seasonal)	
<b>E</b>	Permanent	employment (including researcher)	
<b>F</b>	Mixed	combine more than one from A, B, C, D, E	

# Learning from the EU Pilots

## Good practices

- Diversification of approaches to include **low- and middle-skill profiles**
- Identification of **priority sectors for labour migration** to the EU that align with priority sectors for economic growth in country of origin
- Over-investment in education and skills in country of origin (analysis of benefits and risks)
- Investments in developing sustainable structures (public or private) and financing models that can help facilitate labour migration processes longer-term, beyond the end of the pilot

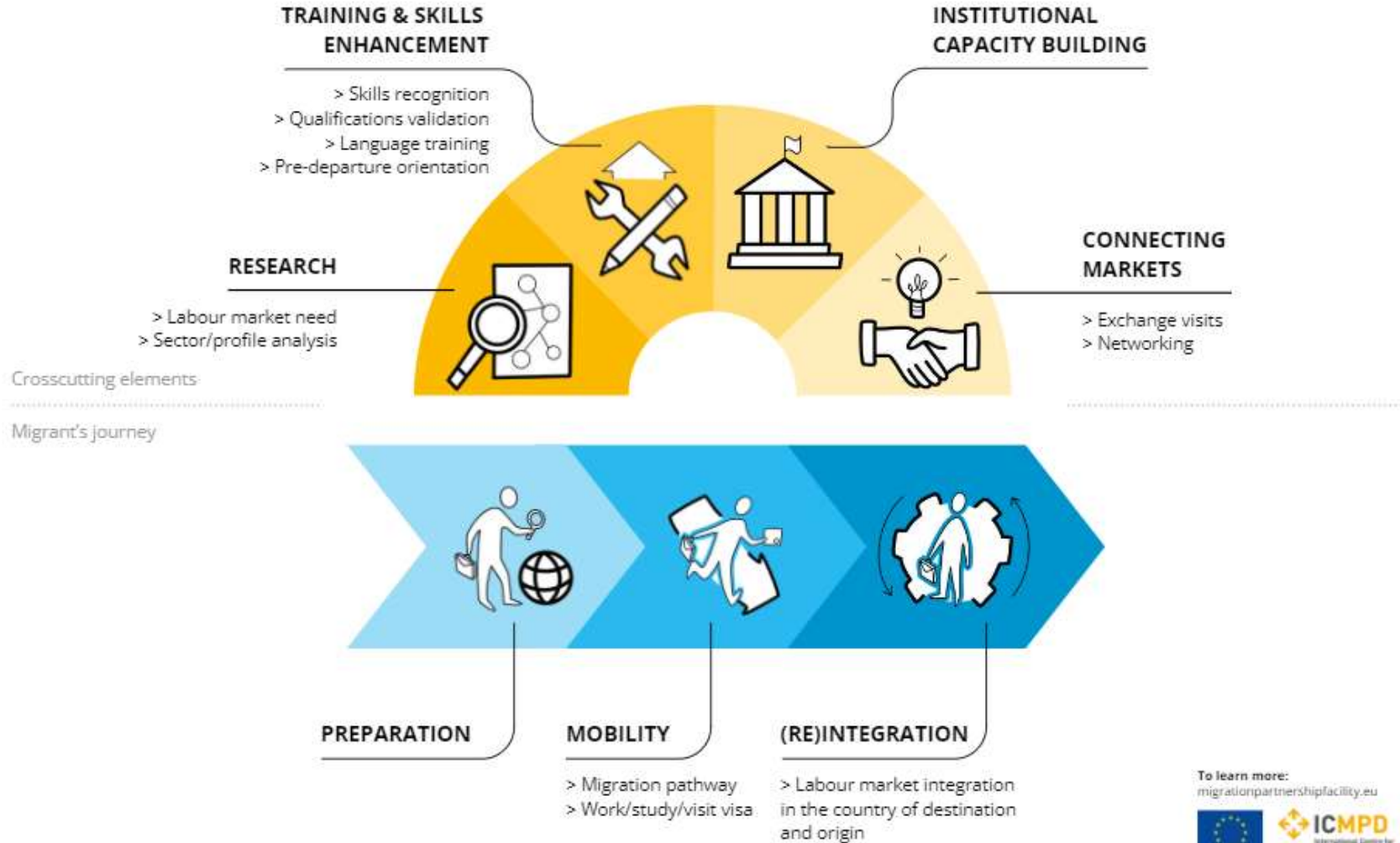
## Challenges

- **High complexity and cost-structure**
- Public – private sector coordination labour intensive and still “new”
- Legal Pathways on offer by EU MS remain limited by volume/type and highly disparate





# Building Blocks of Labour Migration Initiatives

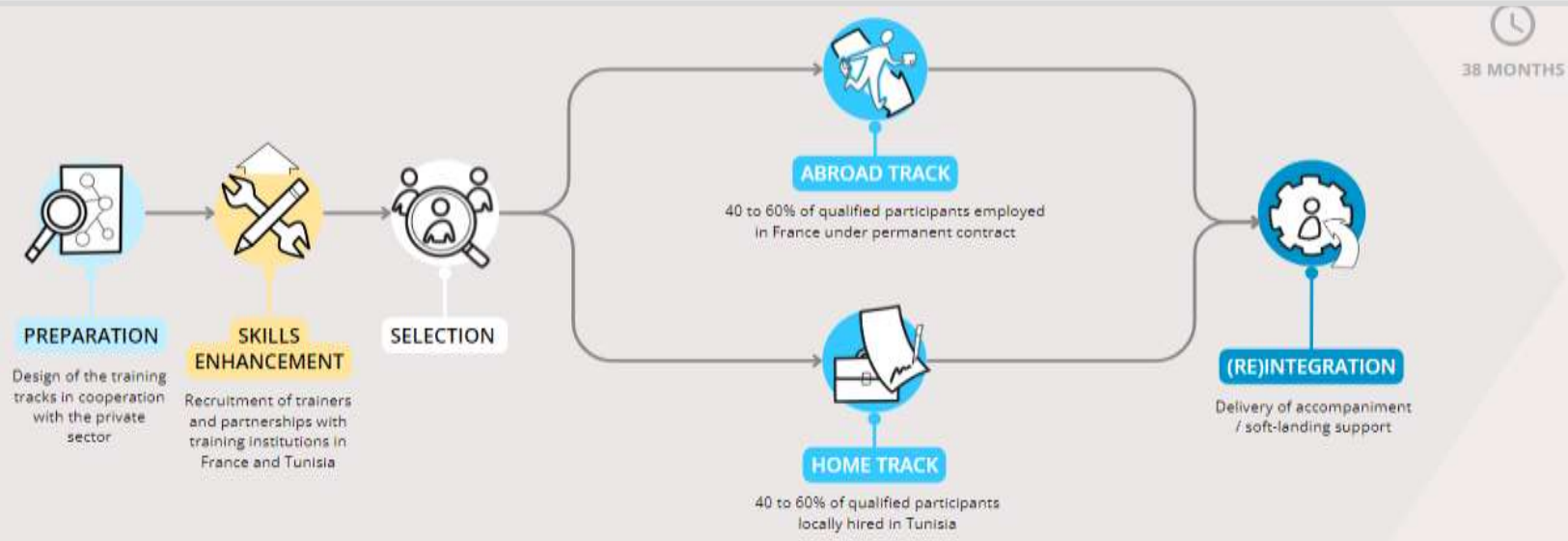


To learn more:  
[migrationpartnershipfacility.eu](http://migrationpartnershipfacility.eu)



# Study Case: ProMob PlastSkills

## Professional Mobility in the Plastics Industry by Reskilling and Upskilling Trainings for Tunisian Talents

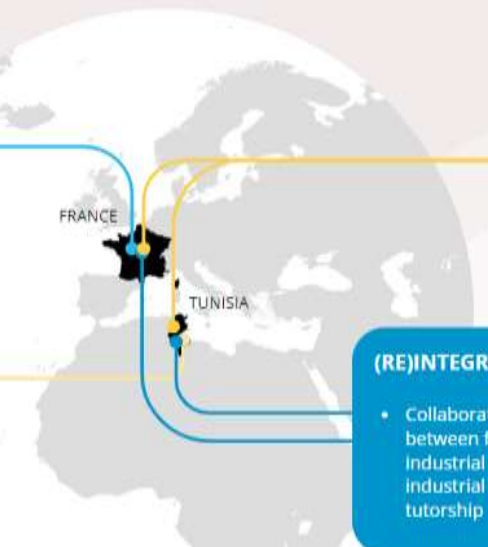


**MOBILITY**

- Permanent mobility for 400 technicians
- Candidates successfully completing training offered placement opportunities
- Targeted outreach activities to ensure gender balance
- Pre-departure training and orientation support

**SKILLS ENHANCEMENT**

- Training of 800 Tunisian technicians
- Training of Trainers (ToT)



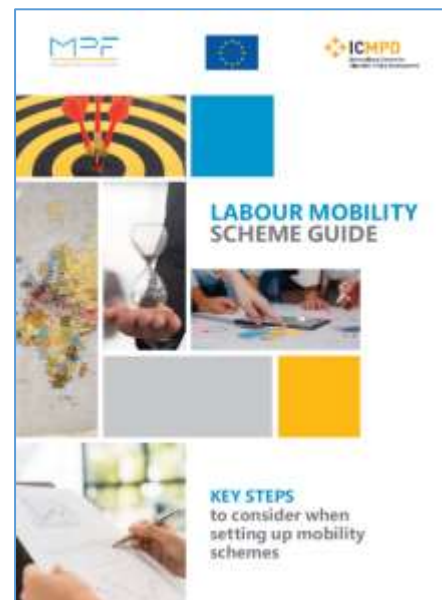
**COOPERATION**

- Collaboration agreements or Memorandums of Understanding (MoUs)
- Alignment of the training curricula with needs and requirements of the industry

**(RE)INTEGRATION**

- Collaboration agreements between formation centres and industrial partners to foster industrial up-take and co-tutorship

# ICMPD's Work on Labour Mobility



# Working Holiday Schemes for Youth

## EXPANDING THE POSSIBILITIES OF WORKING HOLIDAY SCHEMES

Making youth mobility schemes in EU countries accessible to youth - and (future) skilled workers - from a wider range of geographic backgrounds can support various goals.



Thinking creatively about what such schemes might achieve offers insights into what types of approaches could be adopted and how they should be designed.

### POTENTIAL GOALS:

- 
  - Enhancing opportunities for skills transfer
  - Developing future workforce
  - Sharing ideas and networks
- 
  - Gaining international experience
  - Enhancing foreign language skills
  - Building networks
  - Improving employment prospects
  - Undertaking budget-friendly travel
- 
  - Addressing short-term labour needs
  - Engaging in public diplomacy
  - Receiving tourism- and study-related revenue
  - Supporting global talent attraction



### KEEP IN MIND:

-  Whether the potential benefits are indeed realised ultimately depends on programme design - goals should inform development and implementation.
-  Oversight, monitoring, and evaluation are key for measuring impact - and ensuring that participants have a positive experience, thus contributing to talent attraction, diplomacy, or other goals.



# Working Holiday Schemes for Youth

## Thinking outside the box: Options for tapping into the potential of youth mobility

### A foreign language teaching assistant exchange programme

**Why?**

- Learning another language not only makes communication easier, it also provides **valuable cultural insights**
- Youth native speakers can **boost the foreign language learning** of EU students and the **internationalisation of education** in EU Member States
- This can provide **valuable experience** for those starting a career in education, and more broadly can offer a paid opportunity to live in another country while **interacting with locals**



### A multi-country (remote) working holiday programme

**Why?**

- A key factor **attracting youth** to live and work in the EU is the ability to **travel easily** within the Schengen area
- A multi-country working holiday might include the ability to **work remotely** in one or more countries, alongside activities to **foster exposure to the local culture**
- This could tap into an existing **digital nomad** scheme or test a new one, enabling the movement of remote workers who arrive with a job rather than finding one in the local labour market



### A language learning scheme paired with work opportunities

**Why?**

- Strengthening foreign language skills can **unlock better work opportunities** and **strengthen cultural connections**
- Studying the language in country could make it easier for youth to find a job in their field of study and settle in, and could align with **talent attraction efforts**



### An internship or traineeship scheme

**Why?**

- **Practical experience** can enable youth to get a head start on their career by applying their studies to the world of work
- This could be tied to **talent attraction efforts** if there is a chance to transition to a long-term pathway, enabling both parties to see if there is a good fit during a 'trial period'
- Those returning home could bring with them **further developed skills** for the local labour market



Find out about current schemes, lessons learnt & more here:



### Expanding traditional working holiday programmes

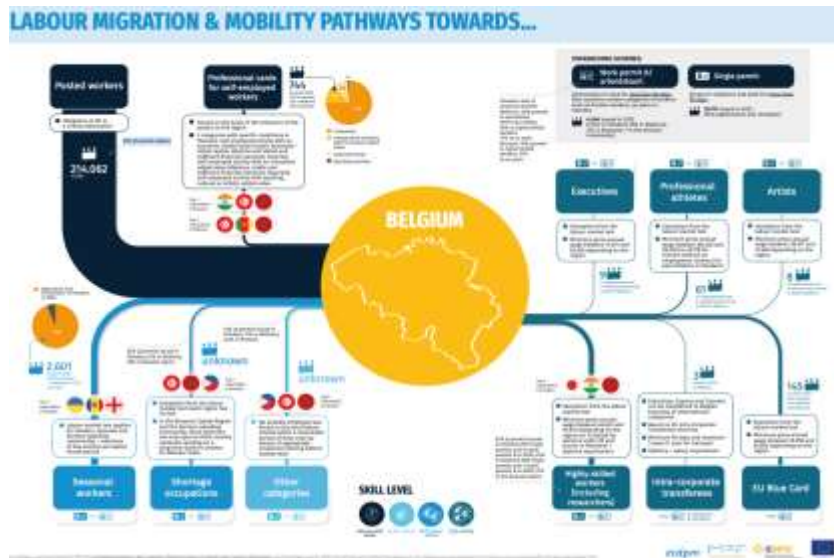
**Why?**

- Traditional EU working holiday programmes are **currently limited in scale and scope**
- Expanding working holiday schemes to more origin countries could offer an impetus to enhance such schemes by emphasising **cultural elements**, enhancing **worker protections**, and increasing opportunities for **better paid jobs**
- Facilitating a (smooth) transition to longer term migration pathways could align with **talent strategies**



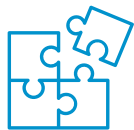


**What labour migration pathways exist in EU MS?**  
**How are they being used?**  
**How effective are they?**





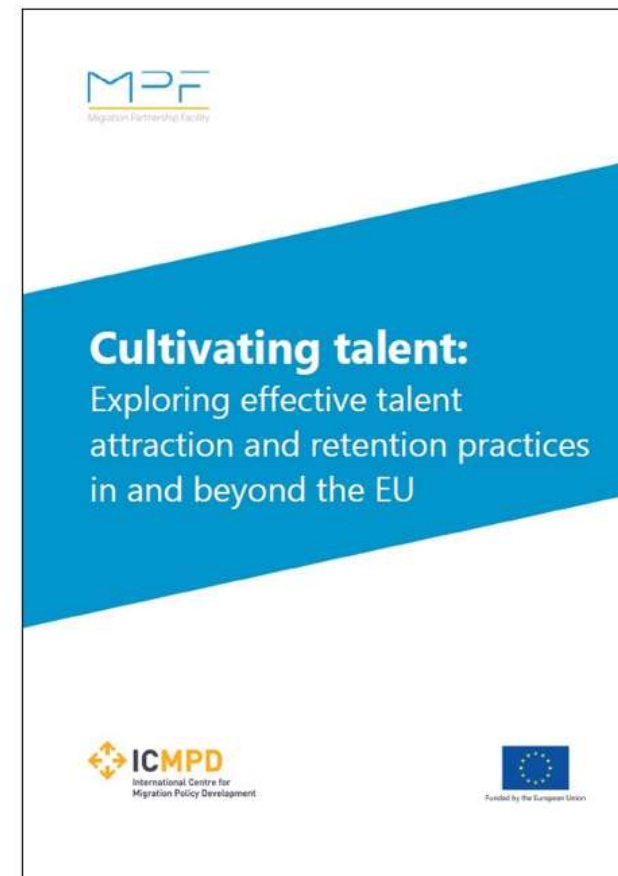
- Mapping of selected places' **innovative or promising practices**



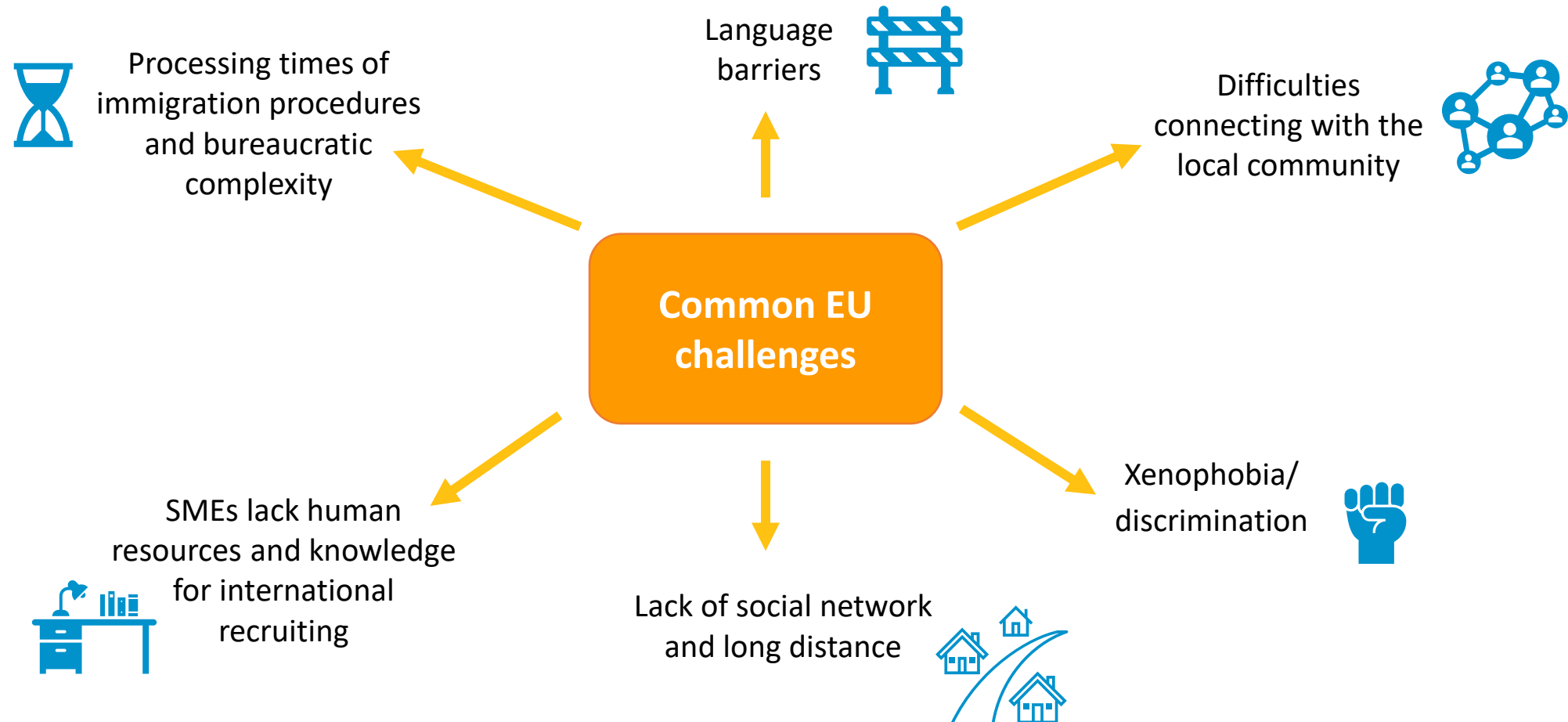
- Challenges & recommendations on talent attraction and retention



- Who is a **talent**?



# Talent Attraction Study



**Thank you!**

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# ECOWAS COMMISSION Promouvoir

L'intégration par la mobilité: l'Initiative de la Libre circulation de la CEDEAO

- **Migration en Afrique de l'Ouest**



- Historiquement, est la region de grande mobilité humain
- Cette migration est principalement intra-regional
  - Il est estimé que 80% de tous les migrants en Afrique de l'Ouest sont originaires dans autre pays en Afrique de l'Ouest
  - Only Liberia (North America) and Cape Verde (Europe) have higher mobility beyond Africa
- Le profil migratoire a change et est devenu plus diversifié
  - Plus de femmes / plus de qualifications/ ils sont jeunes
- Comment est défini la population dans la region de la CEDEAO
  - Population growth – more than doubled by 2050 ( over 600 million)
  - Plus de 60% of population ont moins de 24 ans
  - Le processus d-urbanization ou l'exode rural es galopant, eee galobante et on estime a plus 60% da population naa l'horizon de 2025-30 2025-2030
  - Deplacement des populations du fait de Climate change





# ECOWAS Commission Promouvoir l'intégration par la mobilité: l'Initiative de la Libre circulation de la CEDEAO

- La migration est une question centrale du débat sur la globalisation ou mondialisation. En ce 21<sup>e</sup> siècle, la migration internationale a rejoint les préoccupations les plus urgentes à l'ordre politique de nombreux pays, qu'il s'agisse de pays d'origine, de transit ou de destination.
- L'Afrique de l'Ouest est une région qui présente des enjeux importants quant aux pressions et aux processus migratoires. La CEDEAO offre un cadre pour une plus grande intégration du marché du travail et une plus grande liberté de circulation des personnes. Plusieurs pays de la région CEDEAO sont à l'heure actuelle à la fois pays d'origine et de destination pour les travailleurs migrants.







# ECOWAS Commission Promouvoir l'intégration par la mobilité: l'Initiative de la Libre circulation de la CEDEAO

## LES PROTOCOLES SUR LA LIBRE CIRCULATION DE 1979

- Première phase :
  - Libre circulation Voyager sans Visa – Passeport et Certificat Sanitaire (Carte Jaune)
  - Limite de 90 jours
  - Restrictions d'entrée pour les “migrants non admissibles”
  - Garanties en cas d'expulsion
- - Deuxième phase : Protocole additionnel sur le droit de Residence (July 1st, 1986)
  - Postuler aux emplois effectivement proposés
  - Prendre un emploi selon les dispositions nationales
  - Rester dans le pays conformément aux dispositions nationales après la fin de l'emploi







# ECOWAS Commission Promouvoir l'intégration par la mobilité: l'Initiative de la Libre circulation de la CEDEAO

- Troisième phase : Protocole additionnel sur le droit d'établissement (May 29th, 1990) (1990 – 1995)
  - Access Accès aux activités non salariées
  - Création et gestion d'entreprises et de sociétés
  - Principe de non-discrimination

D'autres instruments juridiques aussi importants que nous avons répertoriés en termes de migration du travail :

- Approche commune en matière de migration 2008
- Politique du travail et de l'emploi 2009
- Acte Additionnel portant création d'un forum de dialogue social tripartite 2012
- Plan d'action pour l'emploi des jeunes 2012





# ECOWAS Commission Promouvoir l'intégration par la mobilité: l'Initiative de la Libre circulation de la CEDEAO

## – ECOWAS COMMON APPROACH ON MIGRATION

- Adopted by the ECOWAS Member States at the 33rd Summit of the Heads of State and Government (18th January 2008)
- Six principales questions
  - Mobilité Intra-régionale
  - Migration Régulière
  - Harmonisation des politiques entre Migration et Développement (AOP II)
  - Migration Irrégulière
  - Protection des droits des migrants
  - La Dimension Genre









# ECOWAS Commission Promouvoir l'intégration par la mobilité: l'Initiative de la Libre circulation de la CEDEAO

- Droit discrétionnaire des Etats membres
- «Migrant interdit de territoire» pas clairement défini
- L'ordre public, la sécurité publique et la santé publique ne sont pas clairement définis
- Les protocoles restent inconnus de nombreux citoyens de la CEDEAO
- Harcèlements aux postes frontières
- Manque de domestication des protocoles et des textes pertinents sur la libre circulation
- Non respect des engagements pris





# ECOWAS Commission Promouvoir l'intégration par la mobilité: l'Initiative de la Libre circulation de la CEDEAO

- Incohérences dans la mise en œuvre du Protocole de libre circulation
- Faible structures du Dialogue social au niveau National et Regional
- Manque de suivi de la mise en oeuvre de la politique du travail de la CEDEAO ainsi que son plan d'Action.
- Faible mise en œuvre des systèmes d'information sur le marché du travail et sur la migration
- Faiblesse des structures de dialogue social national et régional
- EN GUISE de Conclusion...



# ECOWAS Commission



- MERCI !
- OBRIGADO!
- THANK YOU !





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# Pourquoi la capacité de gouvernance des migrations de main-d'oeuvre importante pour les schémas de mobilité : l'expérience de THAMM en Afrique du Nord

Aurelia Segatti, Spécialiste Migration et Mobilité de Main-d'oeuvre Afrique du Nord et Corne Equipe Travail Décent Le Caire, Organisation internationale du Travail

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Processus de Rabat – Réunion thématique “Mobility schemes as driver of change: how to unpack their full potential?” – Praia, Cabo Verde, 20-21 juin 2024

## 1. Contexte de THAMM

- ▶ Programme multi-agences, multi-bailleurs et multi-pays financé par la DG NEAR et co—financé par BMZ (pour GIZ) (2019-2023) : 35 millions d'euros
- ▶ Toutes les agences étaient encouragées à mettre en œuvre de manière coordonnée ; relativement innovant ; contrats conjoints OIT – OIM ; mécanismes de coordination au niveau national technique, au niveau institutionnel, et au niveau régional
- ▶ Division des tâches : Agences bilatérales (GIZ, ENABEL, OFII) mettent en œuvre des schémas pilotes bilatéraux ; agences multilatérales (OIT et OIM) appuient le renforcement de la gouvernance des MIMO
- ▶ Travail collaboratif inter-agences :
  - Processus d'apprentissage et encore une marge de progression mais gains de temps et de lisibilité pour le donateur comme pour les partenaires nationaux
  - Identification de synergies notamment sur le recrutement équitable, sur les procédures standardisées opérationnelles, sur la professionnalisation du placement à l'international, sur l'appui au développement des stratégies nationales
  - Communication conjointe : affirmer possibilité et volonté conjointe de migrations mutuellement bénéfiques ; activités régionales de partage de connaissance (Conférences régionales 2021 et 2023).

## 2. Schémas de mobilité historiques et nouveau contexte

- ▶ **Accords bilatéraux de main-d'œuvre ne sont pas une nouveauté** (C.97 et R. 86 Modèle d'accord bilatéral) mais chaque époque connaît ses particularités et des besoins spécifiques
- ▶ **Conventions bilatérales de sécurité sociale** en place depuis des décennies mais avec des degrés variés de mise en œuvre.
- ▶ **Contexte** : dynamiques démographiques inversées entre Afrique du Nord et Europe ; pénuries relevées par employeurs dans certains secteurs (même si point aussi contesté) mais recherche du JRC indique clairement besoin durable de main-d'œuvre extra-communautaire dans certains secteurs / métiers (agriculture, tourisme, services aux personnes).



## 3. Principes fondamentaux

- ▶ L'OIT accorde une place centrale à **l'emploi dans le pays d'origine** et à créer les conditions d'emploi décent aussi bien au niveau du PdO que du PdD
- ▶ **Autres piliers du travail décent : Principes et droits fondamentaux au travail ; Protection sociale ; Dialogue social**
- ▶ Migration doit demeurer **un choix et non une obligation** ; réversibilité et durabilité : possibilité du retour et de la réintégration ; revenus et compétences doivent pouvoir être soit investis durablement en origine (foyer d'origine), soit être capitalisés et permettre l'intégration durable dans la société d'accueil.
- ▶ **Conditions de travail et de vie** : doivent être conformes aux NIT mais aussi dans le respect de la législation nationale du travail ; éviter toute forme de discrimination et de traitement inégalitaire (rémunération, conditions) qui encouragerait une dualité sur le marché du Travail.
- ▶ **Employeurs** : doivent pouvoir trouver les compétences recherchées et / ou investir durablement dans la formation et profiter de ces nouvelles compétences ; doivent pouvoir aussi obtenir le niveau de standard exigé (par ex. normes environnementales, normes de sécurité, etc...)

## 4. Logiques d'intervention

- ▶ **Travail sur les cadres de politiques publiques et les services effectifs aux travailleurs migrants** : Appui à l'élaboration de la SNEI (Tunisie) et de la SNMPI (Maroc) (donneront un cadre aux schémas ultérieurs), Appui au développement d'une stratégie de veille et prospection (ANAPEC – Maroc), SOPs du Service de placement à l'étranger du Ministère de l'Emploi en Egypte ; formation de 170 cadres de la CNSS en Tunisie
- ▶ **Recrutement équitable et éthique et orientation pré-départ** : Redesign des parcours de préparation au départ des SPE ; refonte ou production d'outils et renforcement de capacités de plus de 350 agents des SPE (Maroc, Tunisie)
- ▶ **Développement et lisibilité des compétences** : Appui au développement de feuilles de route nationale pour l'intégration de l'anticipation des besoins en compétences pour la mobilité internationale dans les dispositifs nationaux (formation de 50 cadres des 3 pays) ; amélioration de la lisibilité des compétences de métiers ciblés (OIM – Maroc)
- ▶ **Amélioration des données** : Renforcement de capacités sur les recommandations 20ème CIST (50 cadres BNStats), Plan de travail Système d'information intégré ; alignement des modules migration et compétences dans les enquêtes emploi.

## 5. Leçons et nouvelles priorités à relever dans THAMM PLUS et autres projets

### ▶ **GOVERNANCE :**

- ▶ Coordination interministérielle et engagement politique durable,
- ▶ Amélioration des données,
- ▶ Alignement sur les NIT et le Recrutement équitable,
- ▶ Amélioration effective de l'accès à la protection sociale (portabilité des droits,
- ▶ Amélioration des conditions effectives d'accès, digitalisation) ;
- ▶ Régulation des agences de recrutement privées (axe majeur d'intervention car doivent pouvoir devenir des partenaires fiables et complémentaires des SPE)

### ▶ **COMPETENCES :**

- ▶ Planification des besoins en compétences ;
- ▶ Investissement dans la formation professionnelle et agilité des systèmes de formation et de placement ;
- ▶ Reconnaissance des compétences, qualifications et acquis de l'expérience (lisibilité, alignement sur les normes européennes ESCO)



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# Promoting Regular Pathways of Labour Migration: Key Insights from Nigeria.

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**Asst. Director, International Labour Migration Division**  
**Federal Ministry of Labour & Employment, Abuja, Nigeria.**  
**20<sup>th</sup> June, 2024.**  
**Praia, Cabo Verde.**



# Background

- The Global Compact for Safe, Orderly and Regular Migration (GCM) emphasizes the importance of promoting regular migration pathways.
- These pathways provide legal and safe options for migrants, reducing their need to move under unsafe circumstances.
- Regular migration channels contribute:
  - ✓ **Protection** of migrants' rights including labour rights, decent work and social services
  - ✓ **Integration** – Facilitating their inclusion in the host communities
  - ✓ **Reducing vulnerability** by minimizing risks of exploitation, violence and exclusion.





# Background Cont'd

- **Benefits for All** – By strengthening country's capacity to manage migration and respond to labour market needs.
- **Example** of regular pathways include Work Visas, Study Permits, Family Reunification, and humanitarian considerations.
- Note that, these pathways are bridges connecting aspirations, opportunities, and human rights.
- By expanding and optimizing these regular pathways, we create a more interconnected and resilient world where migration will be a win-win situation for all, the origin and destination countries, and the migrants themselves.





# Initiatives and Programmes promoting Regular Pathways of Labour Migration in Nigeria



Nigeria, as an origin, transit, and destination country, continues to improve laws, policies, practice and frameworks for promoting regular channels of labour migration through the following initiatives:



National Policy on Labour Migration (NPLM, 2014) Revised 2020.



Establishment of Migrant Resource Centres (MRCs)



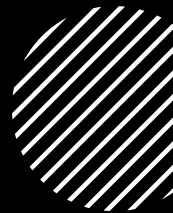
Establishment of the NELEX Model Job Centres



Licensing and monitoring of Private Employment Agencies (PEAs)



# Initiatives and Programmes promoting Regular Pathways of Labour Migration in Nigeria



## Initiatives and Programmes for Promoting Regular Pathways Cont.



Establishment of Labour Market Information Systems to improve data sharing and labour analysis to inform evidence-based policies



Bilateral Labour Agreements



Skills Development and Certification



Establishment of Nigeria in Diaspora Commission (NiDCOM)



# Initiatives and Programmes promoting Regular Pathways of Labour

## Migration in Nigeria



Development of Pre-Departure Manual and Gender Mainstreaming Strategy (GMS)



Migration Data Management Working Group(MDMWG)



Establishment of Social Partner Advisory Committee(SPAC) and Technical Working Committee on Labour Governance and Mgt.



Collaboration with International Organizations and Development partners



Ratification of ILO Conventions on Labour Migration – C97, C143 and C181



# Challenges

- Lack of data and statistics to track labour migration patterns and inform evidence-based policies.
- Limited awareness: many Nigerians are unaware of regular labour migration channels and requirements, leading to reliance on irregular routes.
- Inadequate capacity building of staff in technical areas
- Inadequate MRC infrastructure, as there are only four (4) MRCs in Nigeria
- Stringent visa requirements by destination countries.



# Way forward

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- Addressing these challenges is crucial to promoting regular pathways of labour migration in Nigeria and maximizing the benefits of migration for all.
- Implement and maintain more robust data management systems to measure outcomes, assess migrant's needs and make evidence-based decisions.
- Establishment of more Migrant resource centres in the Six (6) geopolitical zones of Nigeria
- Strengthening awareness creation campaigns on the initiatives and programmes for promoting regular pathways of labour migration in Nigeria.





**Rabat Process**

Euro-African Dialogue on  
Migration and Development

# Break-out Group 1 / Groupe de Travail 1

Recognising and enhancing the potential of migrant workers

Reconnaître et valoriser le potentiel des travailleurs migrants

20

June 2024

Praia, Cabo Verde







# Enhancing skilled immigration to Germany

## Collaborative approaches for recognising foreign qualifications

### Alexander Studthoff

Federal Institute for Vocational Education and Training (BIBB), Germany

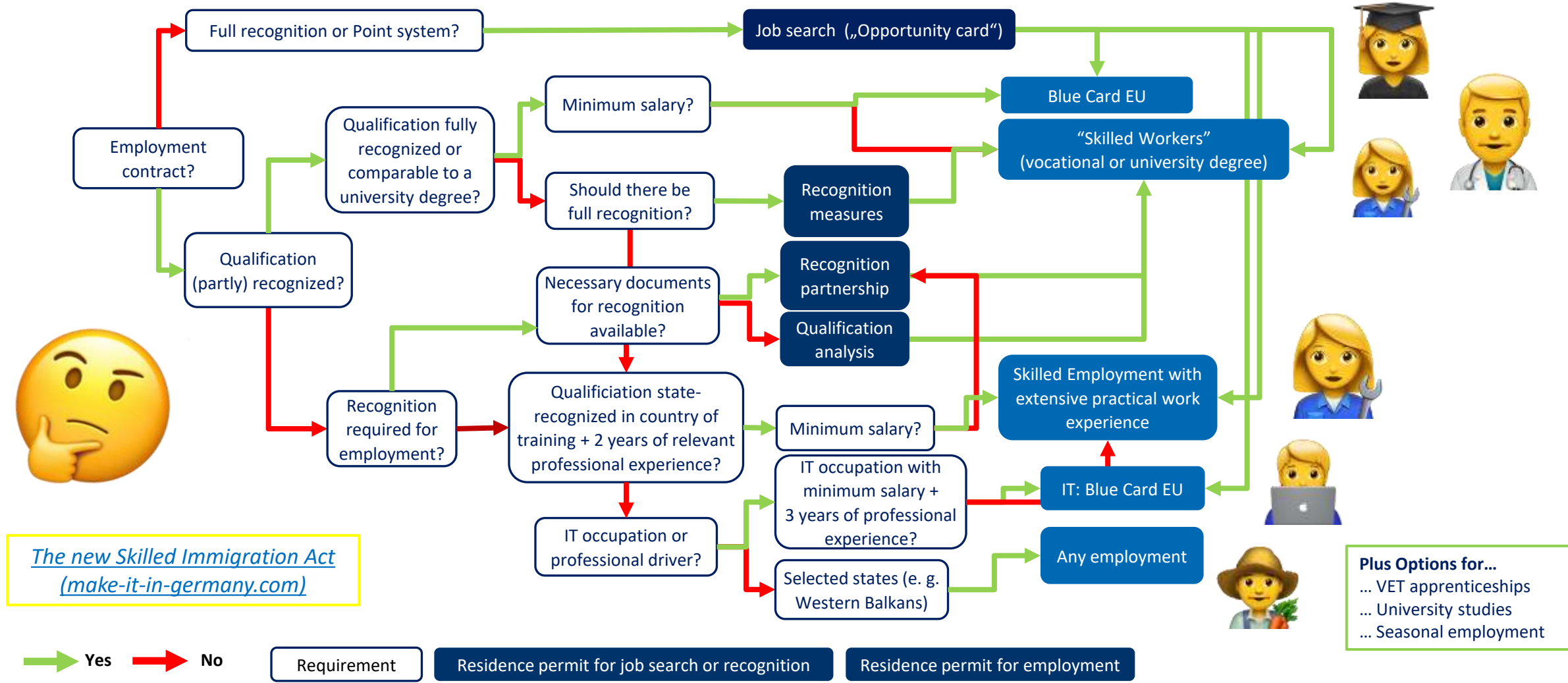
*Rabat Process - Thematic Meeting:*

***Mobility schemes as driver of change: how to unpack their full potential?***

Praia, June 20<sup>th</sup> 2024



# Pathways within Germany's new Skilled Immigration Act



# Basic rules in qualification requirements for immigration

▶ *Until March 2024:*

## **Skilled Immigration Act**

Only “Skilled Workers” could immigrate.

### **„Skilled Workers“: Persons with...**

- ▶ ...a German degree (vocational / academic)  
or
- ▶ ...an **official German recognition** of a foreign vocational / academic degree

▶ *Since March 2024:*

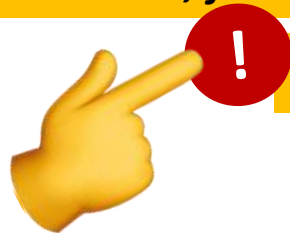
## **Further development of the Skilled Immigration Act**

Persons without recognition may also immigrate.

### **Basic requirements:**

- ▶ Formal qualification  
(state-recognized in country of training)
- ▶ 2 years of relevant professional experience,
- ▶ Minimum salary

**As a rule, formal qualifications usually are required! Professional experience alone is not sufficient!**



**For regulated occupations, a recognition is still strictly necessary!**



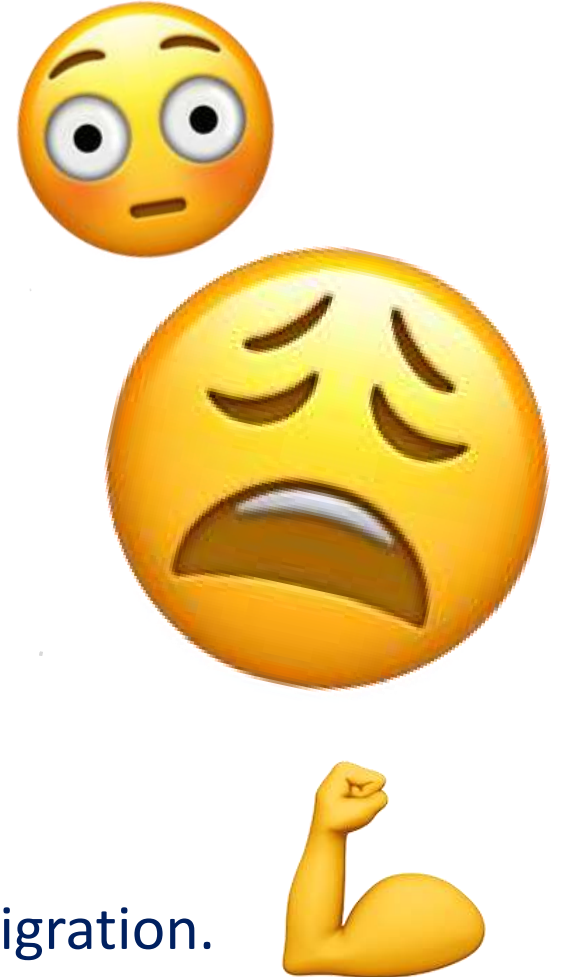
# The German concept of recognition

- ▶ **The German education system & labour market strongly focus on *formal qualifications*.**  
(Law on RPL/Validation still has to come into effect.)
- ▶ **German recognition also only covers formal qualifications.**
- ▶ **“Recognition” = *Equivalence* of a non-German qualification with a specific German occupations training program**
- ▶ **Since 2012, any holder of a non-German (state-recognized) qualification is entitled to a recognition procedure.**
- ▶ **2012 - 2022: approx. 280.000 recognition procedures**



# Challenges in German recognition procedures

- ▶ **The German VET system and its occupations are quite unique:**  
Very few similar qualifications worldwide.
- ▶ ***Substantial differences* between non-German qualification and German training programs** must be compensated for recognition.
- ▶ Generic or individual ***compensation measures* are necessary.**
- ▶ Overall **process of recognition can be time-consuming and costly:**
  - ▶ Gathering of required documents (translated)
  - ▶ Communication with competent authorities in Germany
  - ▶ Fees for the recognition procedure and compensation measures
- ▶ **Recognition requires broad support**, especially within skilled immigration.

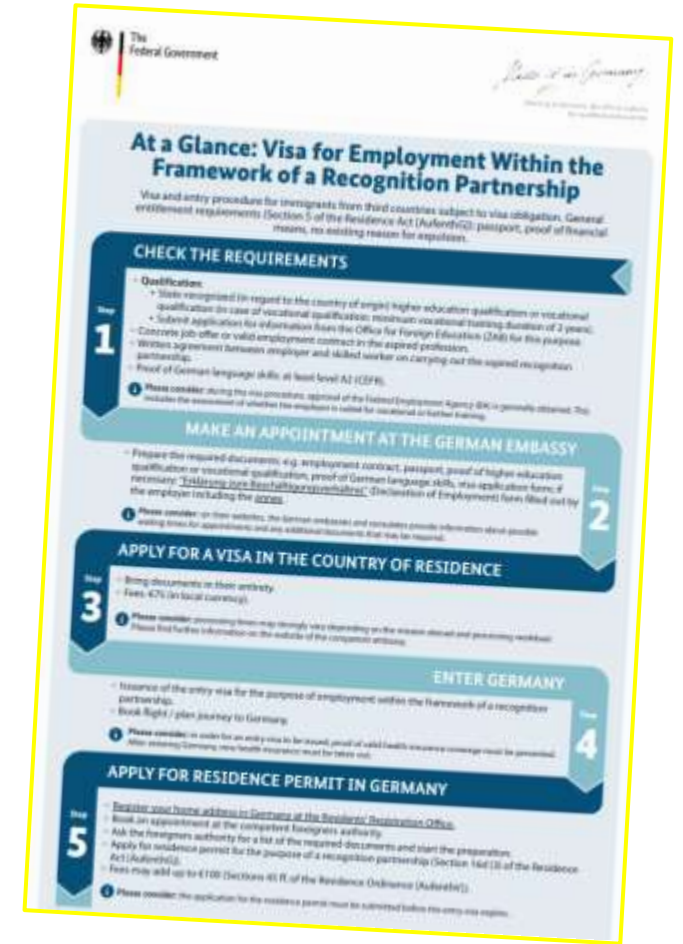


# Collaborative approaches in recognition: 2 examples

## Recognition Partnership



- ▶ Collaboration **between German employer and migrant worker on the recognition procedure**
- ▶ Migrant may already **work in a qualified employment before applying for recognition.**
- ▶ **Employer agrees on supporting the migrant in the recognition procedure** (e.g. work exemption for compensation measures)
- ▶ Migrant may **acquire the financial means for recognition procedure** by working in Germany already.  
(Also maybe eligibility for public support instruments)
- ▶ **No substantial experiences yet on this new mechanism!**





# Collaborative approaches in recognition: 2 examples

## *Global Skills Partnerships*



- ▶ Collaboration **between representatives in Germany as destination country with representatives in origin countries**
- ▶ **Addressing the demand for skilled labour in both countries**
- ▶ **Investment (monetary and technical) in training standards for selected occupations in country of origin**
- ▶ Current examples:
  - ▶ **GSP for nursing occupations: Philippines & Mexico**  
(implemented by GIZ): First nurses have been recognized in Germany
  - ▶ **GSP for occupations in construction: Ghana & Senegal**  
(implemented by GIZ): Project still in its initial phase
- ▶ **Current projects can serve as blueprint for employer initiatives.**





# Looking forward to our discussion!



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Information portal of the German government  
for the recognition of foreign professional qualifications

[www.recognition-in-germany.de](http://www.recognition-in-germany.de)

[www.facebook.com/anererkennungindeutschland](https://www.facebook.com/anererkennungindeutschland)

[www.linkedin.com/company/anererkennungindeutschland/](https://www.linkedin.com/company/anererkennungindeutschland/)



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# Break-out Group 1 / Groupe de Travail 1

Recognising and enhancing the potential of migrant workers

Reconnaître et valoriser le potentiel des travailleurs migrants

20

June 2024

Praia, Cabo Verde



**THEMATIC MEETING:  
MOBILITY SCHEMES AS  
DRIVER OF CHANGE  
HOW TO UNPACK THEIR FULL  
POTENTIAL**

**Recognising and enhancing the  
potential of Skilled Migrant Workers.**

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## MIGRATION (BACKGROUND)

- early 1960s
- students and professionals
- United Kingdom.
- Gambia, Botswana, Sierra Leone, Benin, and Côte d'Ivoire
- public services



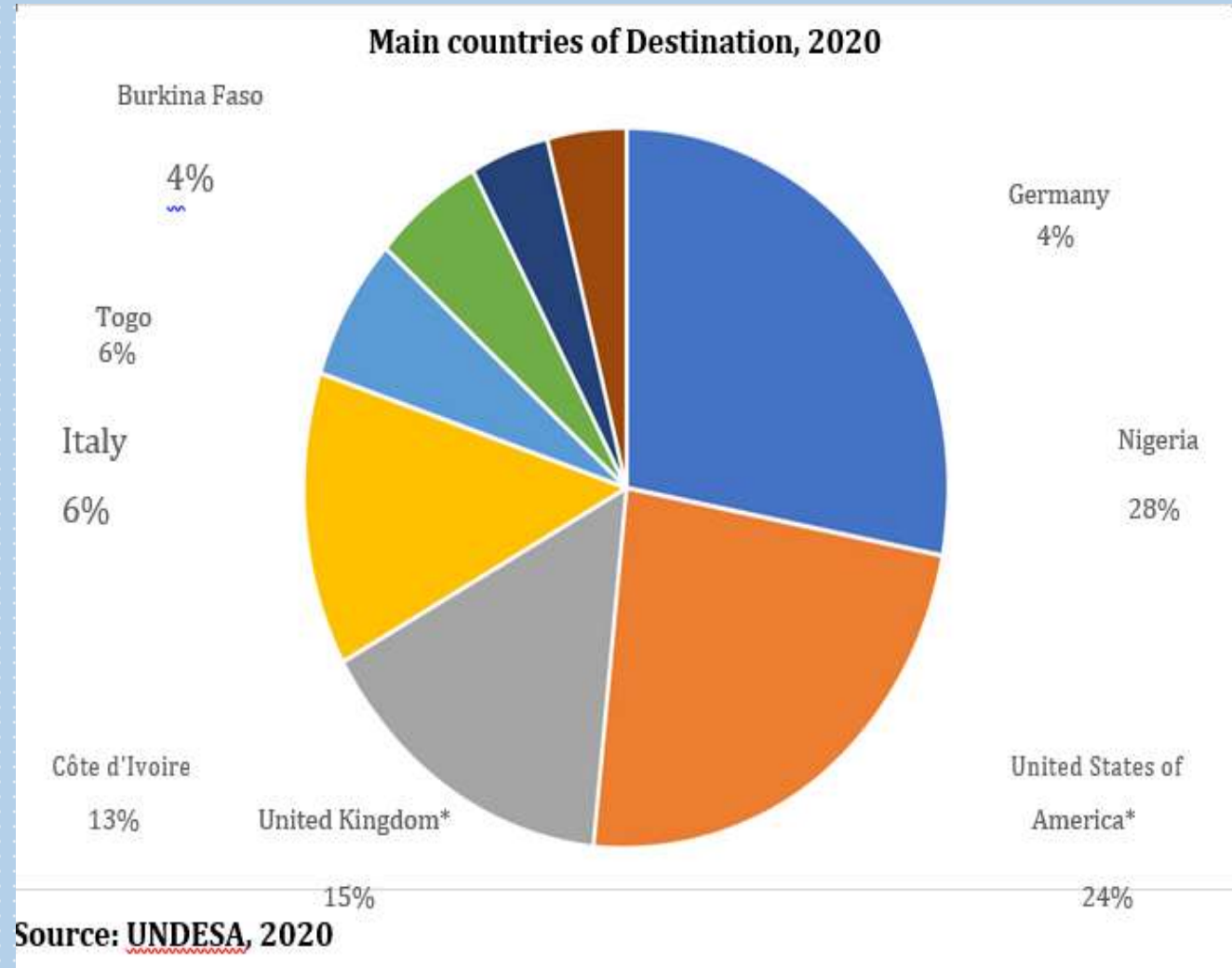
- From 1965,
- **Cause of emigration** unprecedented economic crisis unemployment and poverty rates, political instability.
- **African countries** Nigeria or Côte d'Ivoire.
- **Skilled professionals** teachers, lawyers, and administrators



- Early **1980s** **unskilled Ghanaians**
- **neighboring countries.** Europe, North America, South Africa, the Middle East, and North Africa

# CURRENT LABOUR MIGRATION IN GHANA

- Labour export and serves as a Country of origin, transit and Destination,
- Circular migrants' contributions are through financial capital & skills.
- Remittances; 2022: 4.7 billion USD
- Skills pattern: High-low skilled persons
- Hospitality, transportation, and sales of goods
- Healthcare, agriculture, construction, teachers, and other services
- Employment situations is the main driver of migration



# PRE-DEPARTURE



## SKILLS TO ACQUIRE

- Technical Skills. E.g. engineering, healthcare, etc
- Linguistic skills. E.g. education, international business
- Cultural Knowledge (bridge cultural gaps)
- Entrepreneurial skills (Job creation)

## CHALLENGES MIGRANTS FACE

- Linguistic (proficiency can take long)
- Cultural diversity
- Travel Fees (high travel cost)
- Unfair recruitment



## OBSTACLES IN USING SKILLS ACQUIRED

### HOST COUNTRY

- *Lack of recognition of foreign qualifications*
- *Variation in Training (Professional /nonprofessional)*
- *Language barrier*
- *Variation in education levels*
- *Under-utilization of skills*
- *Cultural diversity*

### COUNTRY OF ORIGIN

- *Resources constraints*
- *Unsustainable integration in the labour market*
- *Change in social interventions and policies due to change of government*
- *Skills mismatch*
- *Infrastructure*
- *Brain drain*



# MIGRANTS INTEGRATION



## IMPORTANCE OF INTEGRATION

- ✓ Job Creation, Business Innovation
- ✓ International trade and commerce
- ✓ Bridge the cultural gap
- ✓ Labour market trends
- ✓ Promoting sustainable growth
- ✓ Reduces poverty
- ✓ Brain gain

## INITIATIVES

- ✓ Language support
- ✓ Celebrate diverse cultural events to promote cross-cultural appreciation
- ✓ Employers sponsoring workers for job openings
  - ✓ Better salaries, diaspora engagement, and investment in research and academic and industrial sectors (STEM)

## RECOMMENDATIONS BASED ON GHANA'S GOOD PRACTICES

Develop	Develop projects and partnerships to harness socio-economic benefits
Promote	Promote mutual recognition agreement between countries
Improve	Improve labour market data (timely, impactful, and reliable)
Provide	Provide language support to bridge the language barrier
Develop	Develop a comprehensive assessment framework
Create	Create a Labour Migration Technical Working group
Develop	Develop and implement frameworks to promote safe, orderly and regular migration
Offer	Offer skills training and upgrading.(Apprenticeship)
Implement	Implement fair and transparent assessment process
Provide	Provide certification, recognition and qualification for all skilled migrant(high, medium, low)
Build	Build the capacity of the skilled migrant
Organise	Organise cultural awareness workshops focusing on customs, values, etc

# GUIDING FRAMEWORKS

## MIGRATION

- ❖ International Labour Standards
- ❖ AU Migration Policy Framework
- ❖ UN Global Compact for Safe, Orderly and Regular Migration
- ❖ Joint Programme on Labour Migration for Development and Integration
- ❖ National Labour Migration Policy and Implementation Plan 2020-2024 (Ghana)

## CERTIFICATION, QUALIFICATION & RECOGNITION

- ❖ TVET Bill
- ❖ National TVET Qualifications Framework (NTVETQF)



## MECHANISMS

- Develop a Comprehensive Assessment framework
- Promotion of mutual recognition agreement
- Provision of Language proficiency support
- Provision of skills training and upgrading opportunities
- Implementation of a fair and transparent assessment process





THANK YOU



**Rabat Process**  
Euro-African Dialogue on  
Migration and Development

## Break-out Group 2 / Groupe de Travail 2

Bridging mobility and integration

Connecter la mobilité et l'intégration

20  
June 2024

Praia,  
Cabo Verde



# COOP4INT

STRENGTHENING MIGRANT INTEGRATION  
THROUGH COOPERATION BETWEEN PORTUGAL AND CABO VERDE

## Thematic Meeting on “Mobility schemes as driver of change: how to unpack their full potential?”

20-21 June 2024 | Praia, Cabo Verde

Funded by the European Union



Contracted by



Implemented by





**Duration:** 37 months (december 2021 to december 2024 – extension May 2025)

**Location of activities:** Cabo Verde and Portugal

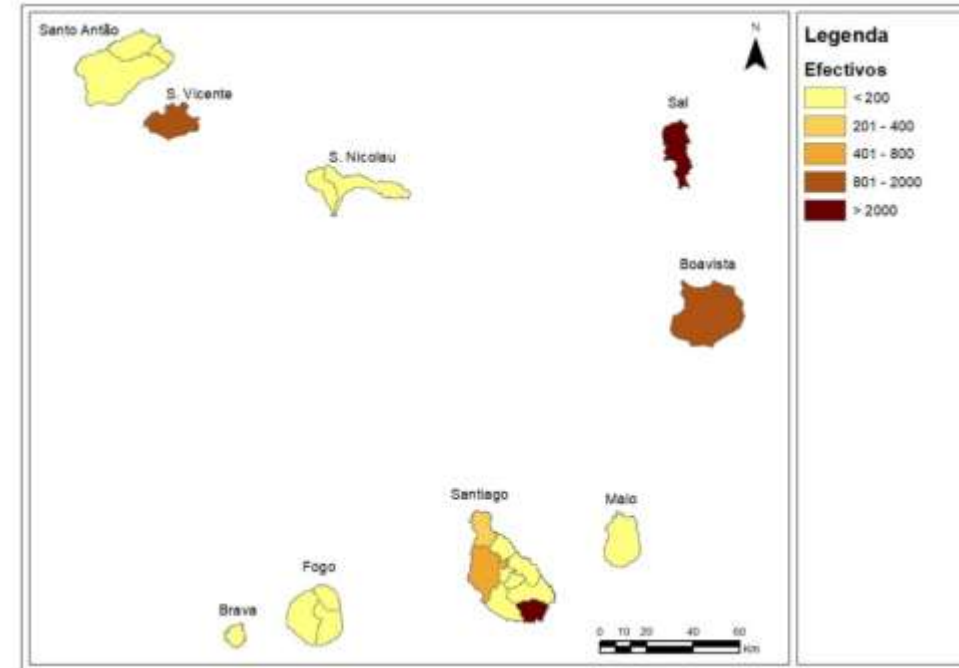
**Total estimated costs:** 1 555 058.68 €

**Funding:** Financial support of the European Union, contracted by the International Centre for Migration Policy Development (ICMPD) through the Migration Partnership Facility.

**Applicant Organisation:** ACM/ AIMA | **Co-applicant Organisation:** AAI, ISCTE e IPB

# Background of the Action

- Cabo Verde and Portugal share a long and significant history regarding migration pathways;
- Data from the Cabo Verde’s National Statistics Institute, from 2018, pointed to the permanence of 14,347 immigrants in Cabo Verde, approximately 3% of the total population.
- Mainly concentrated in the islands of **Santiago (56.8%), Boavista (13.7%), S. Vicente (11.9%), and Sal (11.2%)**. These immigrants are **predominantly from West African countries, namely from Guinea Bissau, Senegal and Nigeria**, totalling 60% of the origin of migratory flows;



Map of Cabo Verde: Migrants concentration/Islands and Municipalities

## *Background of the Action*

- Cabo Verde faces **several limitations** to deal with its recent migratory reality:
  - real **knowledge of the immigration context** and its specificities (at the local but also national level),
  - the clear **definition of the role organizations** that manage migration must play
  - need for **institutional capacity building** to guarantee channels for regular migration and the effective integration of immigrants.
- The project has been designed taking into consideration current EU migration and asylum policies, as well as EU migrant integration strategies and good practices, along with the United Nations Global Compact for Safe, Orderly, and Regular Migration;
- The project also contribute for the legal status improvement and better social integration of migrants in the framework of ECOWAS Free Movement Protocol;
- Cabo Verde has approved the National Strategy for Immigrants, with Actions Plans (the 2<sup>nd</sup> Plan implemented from 2018 to the end of 2021, and the 3<sup>rd</sup> Action Plan 2023-2025);
- High Authority for Immigration (AAI) created in 2020. Public institute to propose, coordinate and implement immigration policies, with focus in social integration of migrants



## General Objective

Strengthening the mechanisms for the integration of immigrants into Cabo Verde society, while reinforcing the contribution to the priorities defined in the cooperation framework between Portugal and Cabo Verde.



### Specific objectives/outcomes

- S.O.1. – Improvement of instruments and operating procedures regarding immigrant integration in Cabo Verde, by implementing 4 local units for immigrant support, a multichannel platform to support and strengthen public services available to immigrants and developing instruments for local approaches.
- S.O.2. – Development of capacity-building actions for Cabo Verdean authorities (at national and local level), civil society organizations and ACM key staff, in legal migration management and integration.
- S.O.3. – Provision of certified professional training of immigrants to promote their professional qualification.
- S.O.4. – Production and dissemination of knowledge about migration in CV, by developing studies, awareness-raising campaigns, and setting up a Migration Observatory in Cabo Verde.



## **Mechanisms for Monitoring and Evaluation**

- Steering Committee (meets once per trimester, with partners and delegation of the EU in Cabo Verde)
- Working Group operational meetings (monthly meetings with all partners)
- Monitoring Calls (every 2/3 months with AAI, AIMA, and ICMPD)
- External Evaluation

## **Communication Plan**

- Visibility and Communication Materials
- Dissemination Activities

## Setup of Local Units for Immigration and service stations and complementary customer services

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- **4 Local Units for Immigration and 2 service stations implemented**, to attend and inform immigrants, in the municipalities with greater concentration of immigrants (Sal, Boa Vista, São Vicente, Praia and Santa Catarina)
- **1.800 attendances/ 84 field visits since April 2023, covering 1.120 citizens, 524 attendances**
- Implementation of a telephonic translation service (6 languages covered – English, French, Guinea Bissau Creole, Wolof, Fulani and Madarin)
- **Other activities of relevance conducted by the Local Units:**
  - Celebration of special dates for immigrant communities (Day of the Fight for the Elimination of Racial Discrimination, World Cultural Diversity Day for Dialogue and Development, Africa Day, Immigrant Day), in partnership with municipal councils
  - 16 information and awareness sessions on topics related to immigrant integration, in partnership with entities responsible for these issues, covering 280 migrants
  - Organization of workshops and open conversations with migrants on issues related to their integration
  - Assistance for migrants who wash ashore in pirogues (1 in Boa Vista, 1 in Sal, 3 in São Vicente)





## Promotion of immigrant entrepreneurship

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- 189 attendances and 15 companies formalized
  - Training course on immigrant entrepreneurship for 24 technicians from national institutions dealing with the issue
  - Participation of a Cabo Verdean delegation of 7 officers from national institutions in the entrepreneurship immersion week in Portugal
  - 3 business management workshops for immigrant micro-entrepreneurs, in Boa Vista and São Vicente (31 participants)
  - Immigrant entrepreneurship bootcamp with the participation of 70 immigrants
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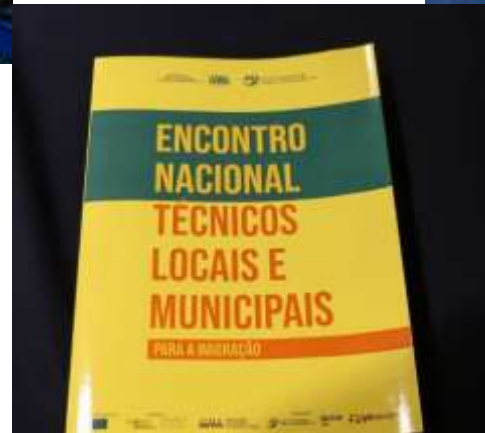


## Technical and logistical reinforcement of municipal councils and for the elaboration of Municipal Plans for Immigration

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- Sal Municipal Plan finalized and approved by the island's Local Immigration Committee
  - Technical reinforcement of Municipal Councils, with the participation of their officers in training actions promoted within the scope of Coop4Int, or by the AAI
  - National Meeting of technicians from ULI and Municipalities held in Praia in May, was attended by ULI technicians from AAI, representatives from Cape Verdean Municipal Councils (in person or online) and from the Municipalities of Sintra and Fundão
  - Development and running of an Online Platform with data from projects developed within the scope of the implementation of Municipal Plans
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## Capacity-building actions for Cabo Verdean and portuguese authorities and civil society organizations

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Training actions in:

- Pedagogical Training of Trainers
- Interculturality, tolerance and intercultural diversity
- Intercultural mediation and customer service
- immigration and cultural diversity
- national and international immigration management Instruments
- leadership, association, and Human Rights
- 3 Study visits to Cabo Verde and Portugal
- Promotion of the workshop about Interculturality in an Educational Context, of activities in the area of Gender and Intersectionality (institutional meetings and with NGOs, promotion of open conversations and workshops) and in the area of Immigrant Associations (meetings with immigrant associations, promotion of open conversations and workshops)
- More than 500 participants





## Professional training for immigrants

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67 participants from Praia, Boa Vista, Santa Catarina and Sal, on the following training courses:

- Building electricity
  - Cooking and pastry
  - Plumbing
  - Hairdressing
-



## Production of knowledge about migration in Cabo Verde

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- Development of a survey on the foreign and immigrant population in Cabo Verde
  - Development of studies in structural areas of immigrant's integration:
    - *2nd Diagnostic Study on the Social Integration of Immigrants* (with the main conclusions presented)
    - *Migratory Specificities of Immigrants in Cabo Verde Regarding the Main Countries of Origin – centered on the Portuguese community* (validated by the Scientific Committee)
    - *Study on Immigration, Labor Market and Economic and Business Activity in Cabo Verde* (elaboration in progress)
  - International Conference about "Immigration in Cabo Verde: Cooperation and Partnerships to Promote the Integration of Immigrants"
  - Setting up a Migration Observatory in Cabo Verde
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## Awareness-raising campaigns about immigration in Cabo Verde

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- 40 radio programmes, in Praia and Sal;
  - 2 School Contests on the theme “Immigration, Cultural Diversity, respect for cultural differences and welcoming people from other countries and continents”
  - 30 lectures on the scope of the campaign “Diversity enriches us, regardless of nationality, origin or religion, we all contribute!”, 1.608 people covered
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- Strong cooperation and partnership

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- Involvement of strategic partners/ Importance of a transversal and multisectoral approach in implementing integration measures
- The role of local partners, private sector and civil society
- Impact of field visits and outreach activities
- Relevance of information and communication actions
- Knowledge production and capacity building in cooperation with the Academia
- Responsiveness and intervention capacity to emergency situations
- Close monitoring to mitigate unforeseen challenges and circumstances
- Importance of continuous capacity building actions to reinforce coordination
- Knowledge and good practices sharing

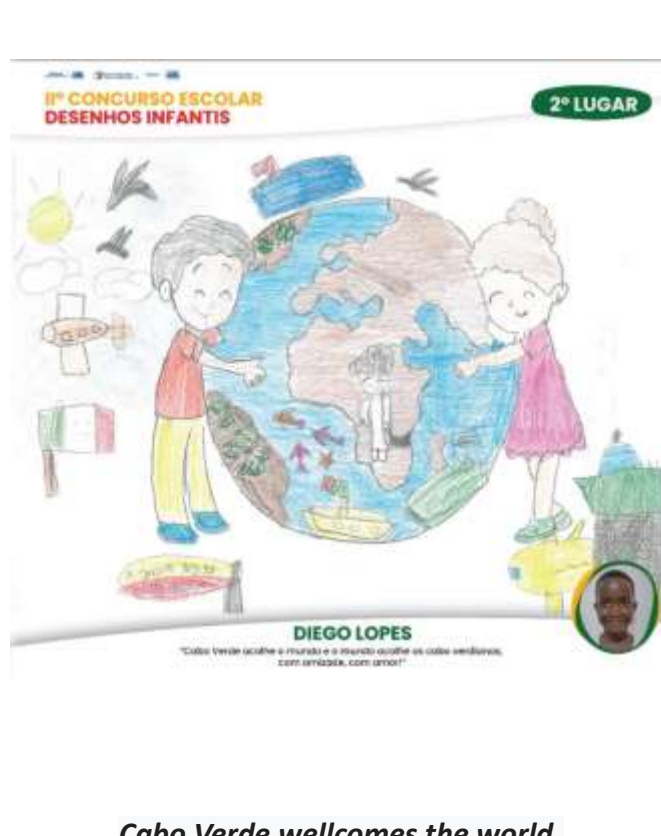
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- Analysis and assessment of institutional reality and local context before implementation or adaptation of good practices

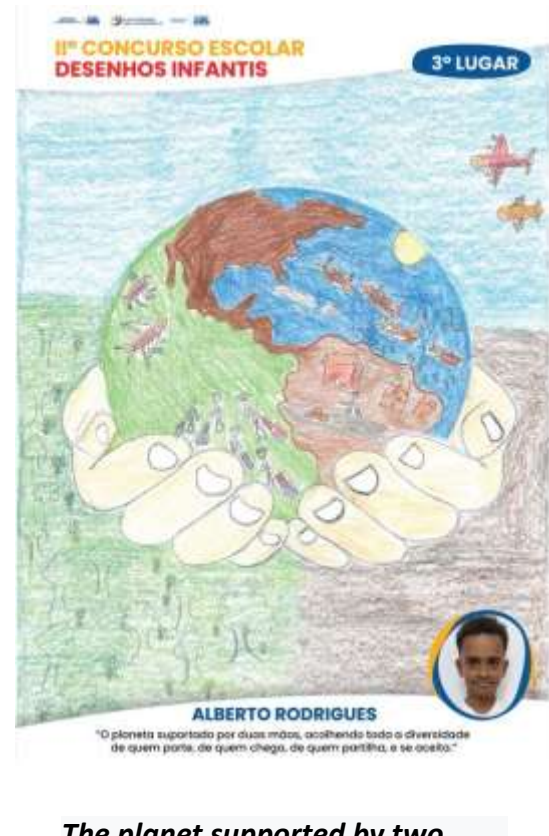




*The globe stands out for its diversity, and mobility is a factor of global enrichment*



*Cabo Verde welcomes the world and the world welcomes capeverdeans, with friendship, with love*



*The planet supported by two hands welcoming all the diversity of those who leave, those who arrive, those who share and accept each other*

**Obrigada!**

**Thank you!**

**Merci!**



# COOP4INT

STRENGTHENING MIGRANT INTEGRATION  
THROUGH COOPERATION BETWEEN PORTUGAL AND CABO VERDE

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