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THAMM

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

Sensitization Meeting “How to shift towards skills anticipation for labour mobility”.

12 July 2023
Cairo, Egypt

Background

Facilitation of international labour mobility helps full utilization of skilled human capital and addressing labour markets demand in specific fields. Well- managed migration supports brain gain and prevents brain drain from the countries of origin.

Egypt is as a key country of origin, transit, and destination for migrants, with more than 10.6 million Egyptians residing abroad and roughly 9 million international migrants from 133 countries, have a unique opportunity to capitalize on its diverse human capital.

Proactive policy measures are needed in this regard, where migrants in many contexts are often challenged when it comes to accessing decent jobs, lack of training opportunities, lack of information, and/or various forms of exploitation. To address these challenges, countries need to strengthen skills anticipation systems to inform migration policies, establish bilateral or multilateral frameworks for the recognition of qualifications and skills, which enhance integration prospects.

The non-recognition, non-compatibility and non-comparability of skills and qualifications across national borders along with the absence of regular migration opportunities are some of the main impediments to good governance of labour migration. Increasingly, governments realise that sustainable governance of their labour market is conditioned by their ability to assess skills needs per sector and occupation. Efficient skills anticipation systems allow governments to better plan and organize their vocational training and education systems, to respond to the needs of the national labour market, adapt their intermediation mechanisms, as well as assess the possibility of assuming a share of the global workforce. Furthermore, understanding and anticipating supply and demand on a global level allows for striking effective partnerships.

A recent study conducted by the International Organization for Migration (IOM) attempted to understand the Egyptian national skills assessment framework as an integral part of skills anticipation systems and labour migration governance. The study provided several recommendations including establishing a network of centers with a quality assured system for assessment, validation and certification procedures. Moreover, it also highlighted the importance of improving the assessment frameworks, along with the acceleration of the development and establishment of Egypt's National

Qualification Framework (NQF)¹, and the negotiation of mutual recognition agreements, including mutual understanding of training and assessment systems.

Knowledge about and the development of skills development and anticipation systems and the alignment of skills recognition frameworks between countries of origin and destination, are a critical component of labour migration and mobility policy design. It helps, serving national employment goals, and reshaping bi- and multi-lateral skills mobility partnerships between countries and regions. However, they are complex to implement as they require strong leadership, agile interinstitutional coordination, and high levels of technicity across.

During the initial stages of setting up a Skills Mobility Partnerships (SMP), it is important to carry out a thorough analysis and assessment of current and future labour market and skills needs in countries of origin and destination. Governments will need to have a clear understanding of their own and partner countries' human capital requirements, demographic developments, employment structures, labour market demands and economic trends in specific sectors. Moreover, analysis of existing migratory corridors, trends, and existing regular pathways for labour migrants as well as for those residing abroad should be conducted and used to inform the design of the partnership. It is important that both the provision of data as well as the interpretation and analysis are carried out through multi-stakeholder cooperation and involving governments, businesses and their associations, trade unions, migrant organisations and those recruiting skilled workers.

About THAMM

The European Union (EU)-funded programme “Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa (THAMM) draws on a comprehensive approach to labour migration governance and mobility. It addresses both the South-South dimension of labour migration and mobility through regional dialogue and cooperation as well as mobility aspects from North African countries to Europe.

The THAMM programme covers three countries: Egypt, Morocco, and Tunisia; and is inclusive of and open to other North African countries for sub-regional activities. The programme is aligned to existing policy frameworks at the global level (the 2030 Sustainable Development Goals & Global Compact for Migration), the regional level (African Union Migration Policy Framework Plan of Action 2018-2030), and factors in preliminary consultations with relevant national stakeholders conducted in the preparation phase.

THAMM's overall objective is to foster mutually beneficial legal migration and mobility. In line with the overall objective, it comprises five Specific Objectives (SOs) stipulated below as per the contextualized work plan developed for Egypt:

- SO1: Existing national frameworks in the field of migration and mobility are technically supported according to the needs and priorities of the National Government (implemented by ILO/IOM)
- SO2: Mechanisms for assessment, certification, validation and recognition of migrants' skills and qualifications are improved (implemented by ILO/IOM);
- SO3: Migration related knowledge and data management in the field of legal migration and mobility is improved (implemented by ILO/IOM);

¹ Commissioned to the National Authority for Quality Assurance and Accreditation in Education (NAQAAE)

- SO4: Mobility Schemes are established and/or improved; (implemented by GIZ).
- SO5: Cooperation between relevant stakeholders in the field of legal migration and mobility, in particular job placement, is improved (implemented by ILO, IOM and GIZ)

In line with SO2, which focuses on skills, a sensitization meeting shall be held with the main national partners concerned with skills and labour mobility and migration.

Workshop objectives

Building on preliminary discussions with the national partners, and according to the available regional and country data, further consultations regarding potential inclusive skills anticipation systems for labour migration and mobility is needed. In this regard, such joint IOM/ILO sensitization workshop aims to:

- Identify actors and data available at the national level that can be used for skills anticipation and governance.
- Introduce different tools and conceptual frameworks to classify and anticipate skills and competencies for labour migration.
- Highlight the role of qualification frameworks (including the European Skills, Competences, and Occupations(ESCO) as an example) to enable international labour mobility and providing good practices.
- Select a number of occupations for alignment of their Egyptian qualifications to the ESCO framework.

The one day meeting shall allow national partners to present the current data the different governmental actors have in place, which can be used for skills anticipation (for internal and external markets). Furthermore, the workshop shall also support the introduction of the different tools and conceptual frameworks to classify and anticipate skills and competencies for labour migration. It will also in highlight the role of qualification frameworks such as ESCO in enabling international labour mobility, as a good practice.

After presenting from both ends; the meeting will conclude with recommendations for a coordinated approach to a skills anticipation system in Egypt (could be in the form of a road map). Furthermore, attendees will be encouraged to agree on a number of occupations that are of priority for the government for labour migration and skills development, and for which a gap analysis could be made for alignment with the ESCO framework.

Suggested List of Participants

This meeting should bring together actors from the Government of Egypt, social partners, national and international experts that are concerned with skills and labour mobility in Egypt as well as the implementing agencies o the THAMM programme, as suggested below:

- Ministry of Higher Education and Scientific Research (MoHESR)
- Ministry of Education and Technical Education (MoETE)

- Ministry of Manpower (MoM)
- Central Agency for Public Mobilization and Statistics (CAPMAS)
- Egyptian TVET Quality Assurance and Accreditation National Authority (ETQAAN)
- National Authority for Quality Assurance and Accreditation of Education (NAQAEE)
- Ministry of Trade and Industry (MoTI)
- Federation of Egyptian Industries (FEI)
- European Training Foundation (ETF)

Date and Venue

The meeting will be held in-person in the **Steigenberger Tahrir Hotel** on 12 July 2023. The main language of the meeting is Arabic. In case of English speakers are present, instant simultaneous interpretation will be available. For participants wishing to join online, a virtual link will be sent in due time.

Proposed Agenda

Time	Session
09.30 – 10:00	Registration
10:00-10:30	Opening Remarks <ul style="list-style-type: none"> ● Dr. Ahmed El Sabbagh, Ministry of Higher Education and Scientific Research ● Ms. Basma Mohamed, Program Officer, Delegation of the European Union to Egypt ● Ms. Marwa Mostafa, Programme Officer, Labour Mobility Unit, IOM ● Ms. Farah El Batrawi, THAMM National Coordinator, ILO
10:30-10:45	Tour De Table
10:45- 12:15	The current occupation classifications and demand-side data to feed into skills anticipation (internally and externally) <ul style="list-style-type: none"> ● Prof.Dr. Tarek AbdelMalak, Dean of the New Cairo Technological University ● Dr. Amr Bosila, Ministry of Education and Technical Education ● Ms. Abir Fouad, Department of Labour Market Information & Mr. Wael Abdel Sabour, Department of Vocational Education , Ministry of Labour ● Ms. Amany Hassan, Senior Labour Statistician and Mr. Mostafa Younes, First Statistician, CAPMAS <p>Facilitated by: Ms. Marwa Mostafa, Programme Officer, Labour Mobility Unit, IOM and Ms. Farah El Batrawi, THAMM National Coordinator, ILO</p>
12:15-12:45	Coffee Break
12:45-13:45	Introduction to the different tools and conceptual frameworks to classify and anticipate skills and competencies for labour migration Ms. Laura Schmid , Skills and Employability Specialist, DWT/CO-Cairo, ILO

Time	Session
13:45-14:30	The Role of qualification frameworks to enable international labour mobility <ul style="list-style-type: none"> ● Ms. Marwa Mostafa, Programme Officer, Labour Mobility Unit, IOM
14:30-15:30	<p>Concluding session: “A coordinated way forward on skills anticipation for labour migration”</p> <p>Facilitated by:</p> <ul style="list-style-type: none"> ● Ms. Laura Schmid, Skills and Employability Specialist, DWT/CO-Cairo, ILO ● Ms. Marwa Mostafa, Programme Officer, Labour Mobility Unit, IOM ● Ms. Farah El Batrawi, THAMM National Coordinator, ILO ● Representative from the GoE, TBD
15:30-16:30	Lunch