

SUCCESS STORY

Triple-win for Tunisia, migrant workers and German employers



EU Trust Fund for Africa - North of Africa

T05.969 - Towards a holistic approach to labour migration governance and labour mobility (THAMM)



EUTF PARTNER:
GIZ.



COUNTRY: EGYPT,
MOROCCO, TUNISIA



BUDGET:
EUR 8M EUTF
EUR 4.2M BMZ¹



From **8/2019**
to **8/2023**

Objective of the project

Enhance labour migration governance and facilitate long-term mobility for training and employment purposes from North Africa to Europe, contributing to mutually beneficial legal migration and mobility.

Key successes

- > 697 candidates successfully participated in pre-departure training
- > 672 potential migrants and staff of partner institutions benefited from professional training (TVET) and skills development.
- > 419 migrants were successfully matched with employers in Germany.

The story of transforming lives

Farid, Sirine, and Yessin are three inspiring young Tunisians who embarked on a journey to Germany for their apprenticeships, supported by the THAMM GIZ project.

After being successfully admitted to the THAMM project implemented by GIZ, Farid participated in a German language course and intercultural trainings. With the help of THAMM, he was selected by a four-star hotel in Germany for an apprenticeship. *“The apprenticeship lasts three years and I am currently completing my first year in Germany. I’m getting used to my new life, my language level is improving, and I am happy to be here. I am constantly learning a lot of new things”*. The vocational training in Germany alternates between the hiring company and the vocational school. *“I am not the only Tunisian here. This gives me the feeling of having a bit of Tunisia with me”*.

Sirine, another THAMM participant from Tunisia specialises in system catering and she also enjoys her stay in Germany. For her, the apprenticeship provides new opportunities. *“In my free time I go out with my friends, discover new restaurants, or go for a walk along the Moselle. I’m happy with my life here!”*.



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Electrical companies in Germany are in similar situations as hotels and restaurants. They also need young talents. Yessin is an apprentice in electronics for a company producing electronic boards and control cabinets. His boss did not receive any applications for the trainee position. Eventually, he found an excellent candidate from Tunisia through the THAMM GIZ project. *“What I really like about the vocational training in Germany is the dual system: two days a week you attend classes at school and three days you work at the company. This way, you have the possibility to gain more expertise, to learn faster, and you are well prepared for the job market, which is requiring a lot of skilled workers”*.

For hardworking people like Yessin, Sirine and Farid a job is almost guaranteed after apprenticeship.



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How did the EUTF help?

Mobility schemes. Pilot mobility schemes between partner countries and Germany were designed to gather insights, build networks, and enhance the skills needed by partner institutions to foster fair and development-focused labour migration over the long term. The mobility schemes not only deepened cooperation and ownership with national partners but also provided valuable lessons for improving support for regular labour migration in the future. In Tunisia, nine recruitment rounds were conducted.

Skills development and pre-departure preparation. Young people interested in migrating to Germany attended language courses and intercultural training. Within the pre-departure preparation, candidates were informed about their rights and existing support structures abroad for reporting legal violations and for receiving support. In Tunisia, a reporting mechanism was integrated into a mobile application: migrants affected by legal violations can reach out for support.

Capacity development of key actors in origin countries. THAMM played a pivotal role in enhancing the capacity of key institutions in partner countries for the area of migration on a policy and operational level, such as ministries of migration, labour, and vocational education, as well as employment agencies and training institutions. These authorities were empowered to identify sectors with the potential to boost employment opportunities, both within domestic labour markets and abroad.

Keys to Success

A holistic development-oriented approach. THAMM considers mobility and international placement of workers as integral components of a comprehensive labour policy for the partner countries. The selection of sectors for mobility has been meticulously evaluated in light of the labour market needs and potential of these countries. This careful consideration is essential to maximizing the benefits of labour migration and mobility, which include advantages for countries of origin and destination, as well as for migrant workers and their families, often referred to as the “triple win.”

A network of key stakeholders. THAMM helped establish a wide network of employers, chambers of commerce and industry, trade associations, and other

actors representing business sectors that can hire young migrant workers. This created a robust entry point for effectively matching selected apprentices and skilled workers with their future employers, ensuring better alignment between skills and job opportunities.

Leveraging operational mobility for strategic impact. THAMM has tested and evaluated various operational mobility schemes within existing legal frameworks. By embedding these schemes into ongoing support efforts, multiple approaches could be explored simultaneously, enabling the identification of best practices and the optimisation of mobility strategies.

Building on Success

Advancing Digitalization. Following THAMM’s success in strengthening partner institutions’ capacities and developing standardised migration procedures, a crucial step forward would be digitalising these processes. This advancement would enable institutions to independently manage and implement mobility programmes more effectively.

Improving employability. Expanding the range of employment-promoting measures is crucial for people interested in migration. By offering additional technical qualifications, language courses, and soft skills training with a focus on intercultural understanding, individuals can improve their chances of securing quality employment both in their home country and abroad.

Integrated training and skills assessment mechanisms. Integrating the training content into selected national training programmes would contribute to long-term sustainability. Additionally, developing mechanisms for skills assessment would enable individuals interested in migration to present their qualifications effectively, while providing employers with a clearer understanding of applicants’ skills.



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1. Federal Ministry for Economic Cooperation and Development of Germany.

Disclaimer

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