

# BarCamp: Skills on the Move – How Migration Intersects with Dual VET

## 10 Years Anniversary Webinar Series

6 May 2026



# Agenda

10:05 – 10:20  
CET

**Keynote input**  
Helen Dempster

10:20 – 11:00  
CET

**Panel Discussion**  
Susanne U. Schultz  
Duška Jajagin  
Linda Schraml  
Andrea Frknova

11:00 – 11:40  
CET

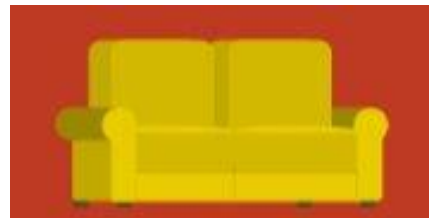
- Couch Sessions**
- Green Skills in Africa
  - Fair Migration
  - Skill Recognition
  - Engaging Companies
  - TSPs Ghana-Senegal-Germany

11:40 – 12:00  
CET

**Closing**  
Key take aways  
Wrap-up & Next  
steps

## 10 Years Anniversary Series

Skills on the Move – How Migration Intersects  
with Dual VET



# Keynote input

## Helen Dempster

Programme Co-Director,  
Migration and Displacement and  
Policy Fellow  
CGD (Center for Global  
Development) - Europe



# Panel Discussion



**Dr. Susanne Schultz**  
Senior expert  
Bertelsmann Stiftung



**Linda Schraml**  
Team lead Triple Win  
nurses  
GIZ



**Duška Jajagin**  
HR Manager  
MVM Južna Bačka and  
MVM Elektromontaža



**Andrea Frkáňová**  
Labour Mobility  
Coordinator  
IOM Regional Office for  
Europe and Central Asia

# Publications and Resources

## International Organization for Migration (IOM)

- [U.N. Global Compact on Migration \(Goal 18e\)](#)
- [World Migration Report](#)
- [Skills Mobility Partnerships: Recommendations and Guidance for Policymakers and Practitioners](#)
- [Fair and Ethical Recruitment Due Diligence Toolkit](#)
- [Migration, Environment and Climate Change: Evidence for Policy \(MECLEP\)](#)

## International Labour Organization (ILO)

- [Fair Recruitment Initiative](#)
- [Skills and migration](#)
- [Global Estimates on international migrants in the labour force](#)
- [Mapping skill-based labour migration partnerships between countries of origin and destination](#)

## UNESCO / UNEVOC

- [Impact of Migration on TVET](#)
- [Transformative TVET for the building and construction sector: Embracing digitalization, greening and migration trends](#)

## World Bank

- [Global Skill Partnerships for Migration: Preparing Tomorrow's Workers for Home and Abroad](#)
- [Blog by Acosta et al: Matching skills across borders: Are global skill partnerships a win-win solution for sending and receiving countries?](#)

## Centre for Global Development (CGD)

- [Global Skill Partnerships: Learn More](#)
- [Linking Labour Mobility and Technical and Vocational Education and Training \(TVET\)](#)
- [Database on Global Skill Partnerships](#)
- [Landscape Analysis of Green Skills TVET Providers \(Côte d'Ivoire, Ghana, Kenya, Morocco\)](#)

## Migration Policy Institute (MPI)

- [Global Skills and Talent Initiative](#)
- [Best Practices for Designing and Managing Labor Migration Corridors to Europe](#)
- [Video: Achieving the "Quadruple Win": Labor Migration Strategies for Europe to Meet its Skill Needs](#)

## European Training Foundation (ETF)

- [Skills and Migration](#)

## European Commission

- [Talent Partnerships](#)
- [Skills Mobility Partnerships: Exploring Innovative Approaches to Labour Migration](#)

## ICMPD

- [Labour Mobility Scheme Guide: Key steps to consider when setting up mobility schemes](#)
- [Inspire: Incubating Skills Partnerships beneficial to Migrants, Countries of Origin and Destination](#)

## OECD

- [International Migration Outlook](#)

# Publications and Resources

## Bertelsmann Foundation

- [Think tank transnationale Skills Partnerships](#)
- [Bertelsmann Stiftung Study Transnational Skills and Mobility Partnerships \(TSMF\)](#)
- [Bertelsmann Stiftung Policy Brief: Fostering transnational skills partnerships in Germany Bertelsmann Stiftung Fachkräftemigration fair gestalten durch transnationale Skills Partnerships](#)
- [Transnationale Bildung – Synergien und Potenziale zur Etablierung transnationaler Skills Partnerships](#)
- [Transnationale Skills Partnerships – Ein Instrument zur Fachkräftesicherung im Kontext der grünen Transformation?](#)
- [Mapping der Strukturen und Angebote zur Fachkräfteeinwanderung und -integration in Deutschland](#)
- [Potenziale der Digitalisierung zur Förderung von transnationalen Skills Partnerships](#)
- [Auswirkungen der Reform des Fachkräfteeinwanderungsgesetzes auf die Umsetzung von transnationalen Skills Partnerships](#)
- [Deutschspracherwerb im Kontext transnationaler Skills Partnerships](#)
- [Finanzierung von transnationalen Skills Partnerships: Kostenpositionen und Finanzierungsquellen](#)
- [Beiträge transnationaler Skills Partnerships zu den Bereichen Bau und erneuerbare Energien](#)
- [Beiträge transnationaler Skills Partnerships zum Bereich Pflege](#)

## DACHLI-Context

- [BIBB: Shaping skilled migration](#)
- [ÖFSE Briefing Paper Preventing migration with vocational education? Understanding the migration – vocational education nexus](#)
- [Fair Recruitment Healthcare Germany](#)

## BMZ/GIZ (German Development Cooperation)

- [BMZ Migration](#)
- [BMZ Offering pathways for safe, orderly and regular migration](#)
- [Centres for Migration and Development \(ZME\)](#)
- [Project examples: THAMM+ / Triple Win / PAM / GSP Senegal-Ghana-Germany Construction Sector](#)

## SDC

- [SDC Migration in Switzerland's International Cooperation](#)
- [Vocational skills development and migration: Working tool for practitioners in development cooperation including humanitarian aid](#)

## Explorative studies Ghana Senegal

- [Transnational Skills Partnerships between Ghana and North Rhine-Westphalia | Arnold Bergstraesser Institute](#)
- [Innovation durch Kooperation: Transnationale Ausbildungspartnerschaften im Bausektor](#)
- [Transnational Skills Partnerships between Ghana and Germany: A “triple-win” solution? – AMMODI](#)

# Publications and Resources

## Further Literature

- Abdel Fattah, D., Botros, J., Gaber, N., & Boland, C. (2024). [The Potential Skilling, Upskilling, and Reskilling Opportunities for the Migration and Mobility of Workers, with a Specific Focus on Gender Aspects of Workers in the Countries of Origin](#). Global Strategy for Skills, Migration and Development (GS4S).
- Batista C, Han D, Haushofer J, Khanna G, McKenzie D, Mobarak AM, Theoharides C, Yang D. (2025). [Brain drain or brain gain? Effects of high-skilled international emigration on origin countries](#). *Science*.
- Clemens, M.A. (2015). Global Skill Partnerships: a proposal for technical training in a mobile world. IZA Journal of Labor Policy 4, 2. <https://doi.org/10.1186/s40173-014-0028-z>
- De Haas, H. (2023). [How Migration Really Works](#). Penguin. / According [video](#)
- European Migration Network (2022)., EMN-OECD Inform, Brüssel 2022.
- Hooper, K., & Slootjes, J. (2025). [What role can mobility schemes play in addressing skills shortages in Europe?](#) Global Strategy for Skills, Migration and Development (GS4S).
- de Lange, T., Beckers, P., Ivanović, K., & Boland, C. (2025). [At the intersection of migration, education, development, and trade: 20 concrete policy recommendations for tackling skills shortages in the EU and beyond, based on interdisciplinary evidence](#). Global Strategy for Skills, Migration and Development (GS4S).
- Poeschel, F., Boland, C., de Lange, T., Ruhs, M., & Saka-Helmhout, A. (2025). [Engaging the private sector in Global Skills Partnerships: exploring the potential of international Business-to-Business approaches](#). Global Strategy for Skills, Migration and Development (GS4S).
- Postel, H. (2022). [CGD and the Development of Global Skill Partnerships](#). Center for Global Development.
- Sauer, M. (2023). [From Triple Win to Sustainable Labour Migration, Dancing the Dance of Complexity with Transnational Skills Partnerships](#). *Quarterly on Refugee Problems*, 62(4), 346-374.
- Van de Pas, R. & Hinlopen, C. (2021). [Global Skills Partnerships zu Migration – Herausforderungen und Risiken für den Gesundheitssektor](#). Analysis Friedrich Ebert Stiftung, Bonn.

## Discussion Sessions - Couches

### PLENARY ROOM

#### Linking Labour Mobility and Vocational Training: The Case of Green Skills in Africa

Host: Helen Dempster (CDG) & Marcel Ricou (IREX)

Support: Shona Warren



### ROOM 1

#### Dual VET and Fair Migration: What Should Implementers Know?

Hosts: Louisa Eggelmann (Seal of quality "Fair Recruitment Healthcare Germany") & Linda Schraml (Triple Win, GIZ)

Support: Markus Schubiger

### ROOM 3

#### Engaging Companies in High-Emigration Environments

Hosts: Boris Trimcev (Helvetas / Economic Chamber of North Macedonia) & Duška Jajagin, HR Manager, MVM Južna Bačka and MVM Elektromontaža Serbia

Support: Barbara Pearn



### ROOM 2

#### Skill Recognition: Key to Safer and More Beneficial Migration

Hosts: Surendra Yadav (Safe Migration, Helvetas Nepal), Katharina Walker (Helvetas)

Support: Ingrid Portenkirchner



### ROOM 4

#### TSPs between Ghana, Senegal and Germany in the Construction Sector: First Lessons Learned after two years of implementation

Hosts: Leif Puschmann (GIZ) & Susanne Schultz (Bertelsmann Stiftung)

Support: Jehona Serhati



# Key Take-Aways from the Plenary Session

## Linking Labour Mobility and Vocational Training: The Case of Green Skills in Africa

Host: Helen Dempster (CDG) and Marcel Ricou (IREX)

- Bauverbände NRW: Bringing to Germany apprentices from Mozambique, Ghana, Ethiopia and Senegal
- Financing the training system a relevant question – particularly when looking at how to create sustainable systems  
The answer will depend on the setting – looks different in different corridors. Options for governments, private sector actors (e.g. Multinationals), and migrants themselves. Big question on how to best include SMEs – more difficult and need to be carefully included – employer associations a good way forward. Other option could be a 'finders fee' based on successful placement of migrant workers in employment, paid by the employer. Also TVET investments can fit well within a Global Skills Partnership (triple win) model.
- Language skills an important precondition for apprentices (and B1 a requirement for German Visa)
- How to guard against intellectual colonisation?
  - Demographic changes show the need for job creation. Programmes can also be created with careful candidate selection in mind. Also there are considerations around human agency – important to consider how the stock of skilled workers growing in the country of origin is greater than those who move. How can we expand global training, to support jobs that are in shortage globally? Ongoing revenue streams important for TVET institutions in country of origin to maintain quality and adapt over time.
  - There are examples of brain gain – e.g. nurses in Philippines.
- How to better include female trainees / gender inclusion? How to incentivise more women to take part?
  - Some programmes including female training quotas, and a different split for the mobility component.
  - Construction, renewable sector, water, agriculture – green sectors worldwide are male dominated, not just in migration programmes
- Some examples of pathways from TVET to higher education / university courses – however not mainstream. Some examples in Morocco who use the French system, which can transfer courses to a university course with elements of work based learning.

# Key Take-Aways from Room 1

## Dual VET and Fair Migration: What Should Implementers Know?

Hosts: Louisa Eggelmann (Seal of quality "Fair Recruitment Healthcare Germany") & Linda Schraml (Triple Win, GIZ)

- Germany's Konzertierte Aktion Pflege produced the Gütesiegel faire Anwerbung Pflege, held by 82 agencies. It certifies ethical recruitment (no fees to candidates, fair contracts, integration support) but is voluntary, recruitment-focused, and doesn't address development aspects in origin country (e.g. training quality).
- GIZ's Triple Win (nursing, apprenticeships, Global Skills Partnerships) aims at win-win-win: decent pathways for workers, labour gaps filled in Germany, and remittances plus training capacity for origin countries. Credential recognition possibility of targeted professions in Germany is a pre-requisite in project design.
- More and more traditional TVET projects are considering in how to integrate mobility components, e.g. asking Triple Win for advice.
- Skills recognition for returnees is equally key: without it, circular migration fails to deliver development impact at home. An example from Georgia: A Germany trained Georgian nurse would only be recognized as assistant nurse back home.
- There are only a very few countries proactively supporting outflow of skilled workers and "brain drain" is a politically highly sensitive topics in countries such as Georgia.

# Quality Seal Fair Recruitment Healthcare Germany

Transparency, Protection, Orientation

Louisa Eggelmann

Research Associate, Revision & Further Development of the

Quality Seal



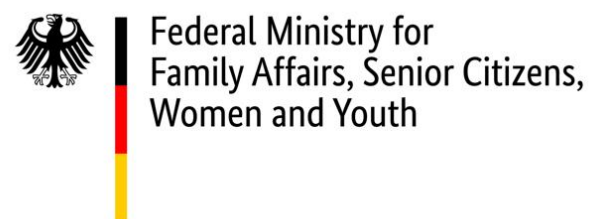
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by the German Bundestag

# Background

- shortage of skilled staff in German healthcare and nursing professions
- Concerted Action „Nursing“ / Konzertierte Aktion Pflege (2018)



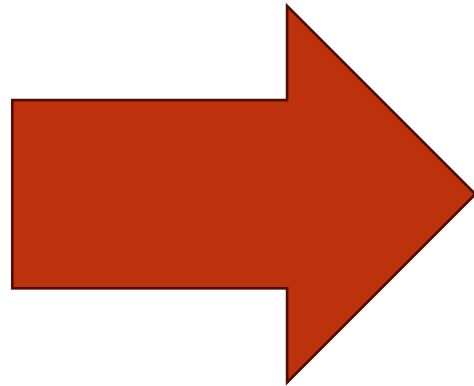
- structured and facilitated migration of nursing staff from third countries / internationally educated nurses (IEN) with the help of public and **private** recruiters



**Faire Anwerbung**  
Pflege Deutschland

**Fair Recruitment**  
Healthcare Germany

**GAPPA**



### Main aims of the quality seal:

- ✓ Ensuring fair, transparent and sustainable recruitment and placement processes
- ✓ Making good placement practices visible to all stakeholders
- ✓ Promoting transparency throughout the entire recruitment process
- ✓ Protecting care professionals and employers
- ✓ Providing guidance for employers in selecting suitable recruitment agencies

# Guiding principles

Based on international Standards (healthcare) personnel recruitment



Faire Anwerbung und Vermittlung von Pflegekräften aus dem Ausland

Gütesicherung  
RAL-GZ 912

Ausgabe März 2024



DEUTSCHES INSTITUT FÜR GÜTESICHERUNG UND KENNZEICHNUNG E.V.



# The Quality Seal Today

- Currently 82 agencies are carrying the quality seal and the number of applications is rising
- the quality seal has become a well-known and established quality standard
- It is constantly being revisioned → currently third revision phase
- From 2027 on it will also apply to apprentices

# To what extent does the quality seal ensure fair migration?

## 1. Transparent processes – clarity and safety

- ✓ all key documents have to be provided in written form → IEN are empowered to make informed decisions
- ✓ Certified agencies operate according to audited quality standards → objectively verifiable
- ✓ Early information about what to expect

## 2. The Employer Pays Principle – no hidden costs

- ✓ IENs do not pay for the recruitment process and related costs

## 3. Early matching – getting to know the future employer from the beginning

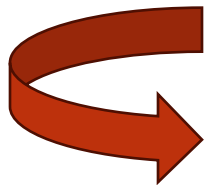
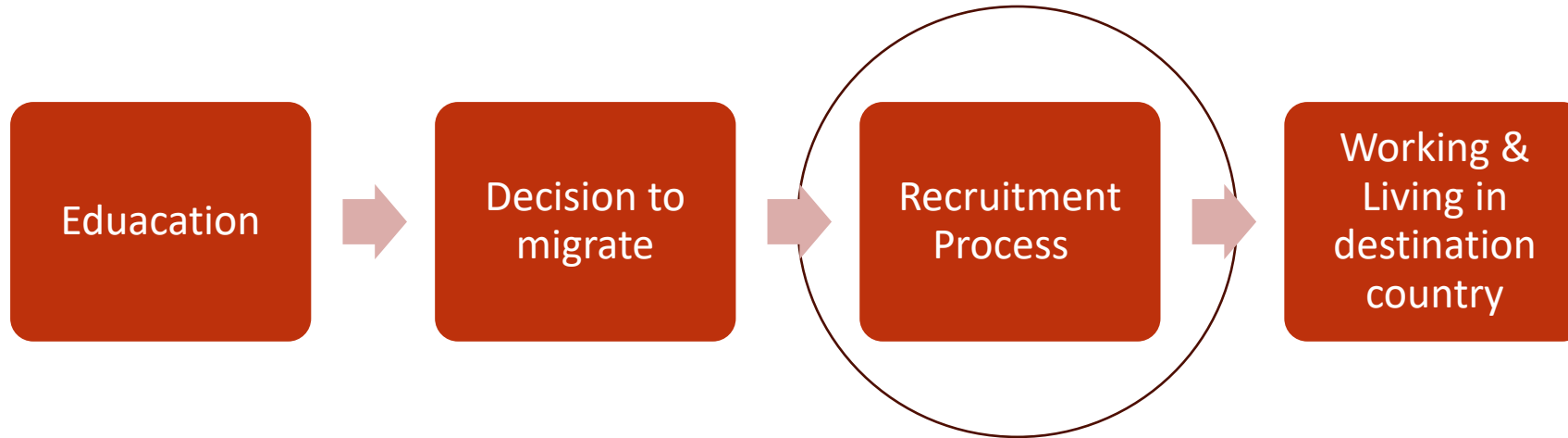
- ✓ Individual matching: professional skills and personal preferences are taken into account
- ✓ Result: 90% of recruited professionals remain with their first employer after one year

# Limitations of the Quality Seal

- ❖ The Quality Seal does not cover:
  - The employment contract and integration measures
  - Quality or content of the education in the country of origin
  - Return options or transnational career pathways
  - Healthcare systems in countries of origin

?

From your experience in dual VET: is migration an explicit topic and if yes, how is it approached? If not: is it a rather implicit reality or actively avoided discussing – and why?



Where does responsibility for a fair migration process begin?  
And who is responsible?

Thank you for your  
attention



Supported by:



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by the German Bundestag

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# Key Take-Aways from Room 2

## Skill Recognition: Key to Safer and More Beneficial Migration

Hosts: Surendra Yadav (Safe Migration, Helvetas Nepal) & Katharina Walker (Helvetas)

- ❏ Input from Nepal – SaMI program by Helvetas: Migration is vital; reality is challenging (esp. working conditions, safety, recruitment cost) – approx 12 % female migrants
- ❏ Skills and certificates are often not recognized, leading to lower wages and poor job matching – SaMI worked with recruiters to solve this with a pilot certification project
- ❏ Learning of SaMI: Skills recognitions reduce cost, increase income and improve safety

### Migration is Vital for Nepal, But the Reality is Challenging!

- ❑ 1.5 million+ workers migrated in last 2 years
  - Temporary out /circular migration for job
  - Mostly youth ( 18-44 Years)
  - Construction/Manufacturing/Service
  - Skilled/Sem-Skill and Unskilled
  - GCC and Malaysia
- ❑ Remittances: equivalent to 28% of GDP
- ❑ 35% households benefitted from remittance
- ❑ Contribution to reduce poverty rate to 20.3
- ❑ Unsafe working conditions
- ❑ Insufficient protection of rights
- ❑ High recruitment costs ( EUR 800-900 )
- ❑ Skills and certification are often not formally recognized
- ❑ 5 workers lose their lives daily

# Key Take-Aways from Room 2

- ❏ Project chose co-financing: 60 % project, 40 % participants
- ❏ Chose the right and an experienced partner (already accredited)
- ❏ Certification: Ask: where is it valid? Open new labour markets? (in this case also Eastern Europe)
- ❏ Are there other recognition systems than in Germany (comparison of documentation)?
- ❏ Who sets the skills standards to be certified? SaMi experience: the standard has been set by CISRS (based on their relationship with countries of destination) and it is limited to one occupation (scaffolders) – How can this be scaled up?
- ❏ Challenges in recognition of skills: recognition standards are very much linked to systems of country of destination and somehow limited
- ❏ Evidence on migration patterns is key (e.g. Nepal = temporary labor migration, people come back after some months)
- ❏ Monitoring of gained skills of returning migrants would be an asset



नेपाल सरकार  
श्रम, रोजगार तथा सामाजिक सुरक्षा मन्त्रालय



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

Swiss Agency for Development and Cooperation SDC  
स्वीस सरकार विकास सहयोग एसडीसी

# SAFER MIGRATION (SAMI) PROGRAMME

## SKILL RECOGNITION: KEY TO SAFER AND MORE BENEFICIAL MIGRATION

- Surendra M. Yadav
- May 6, 2026



# Migration is Vital for Nepal, But the Reality is Challenging!

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## ❑ Insufficient protection of rights

## ❑ High recruitment costs ( EUR 800-900 )

## ❑ Skills and certification are often not formally recognized

## ❑ 5 workers lose their lives daily

# What We Did: Experiences from SaMi Programme

## ❑ Making migration safer through skills (one of the intervention areas)

- Counselling to enroll in training
- Demand-driven short-term vocational training (construction/service/technical)
- Complemented with pre-departure orientation

## ❑ Gap identified: Skills and certifications are often not recognized **formally**

- Lower wages
- Poor job matching

# What We Did: Experiences from SaMi Programme

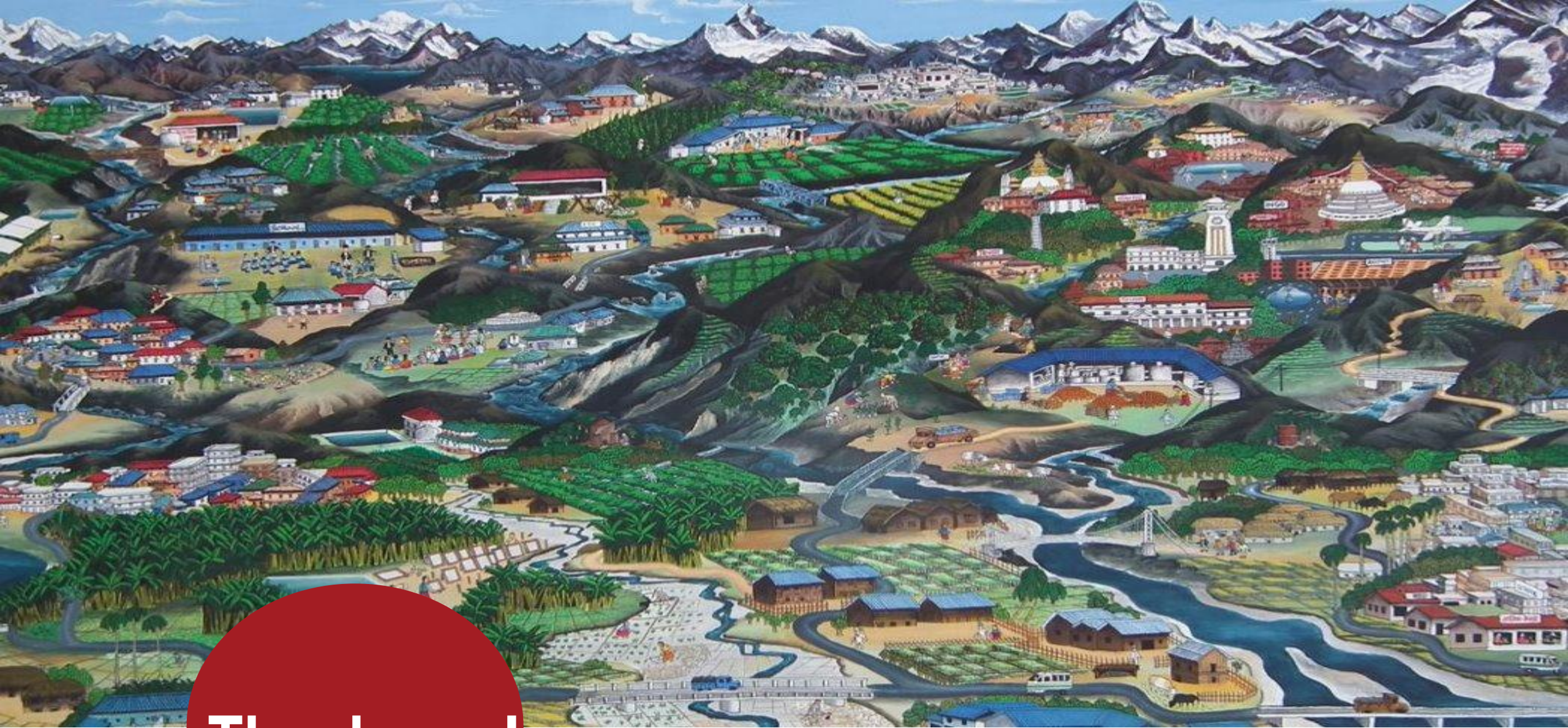
- ❑ Piloting of international certification (CISRS – UK) in scaffolding occupation

## What Changed?

- 84% placement in same occupation
- 22% migrated at zero recruitment cost (paid by employer)
- 50% migrated under 225 EUR
- Average income increased to 39 EUR per month



- ❑ Recognition of skills reduces cost, increases income, and improves safety



**Thank you!**

# Key Take-Aways from Room 3

## Engaging Companies in High-Emigration Environments

Hosts: Boris Trimcev (Helvetas / Economic Chamber of North Macedonia) & Duška Jajagin, HR Manager, MVM Južna Bačka and MVM Elektromontaža Serbia

- Companies use dual education to meet hiring needs
- Challenge: Companies invest in training, but workers may leave afterward; to reduce this, companies should highlight the benefits of staying
- On average, 3 of 10 candidates (from dual programmes) are selected (company represented by Duska)
- Differing youth aspirations challenge retention, so the company aims to be a more attractive employer (company represented by Duska)
- Company actively promotes dual education (company website, employees share experiences with the dual programme → PR and marketing) (company represented by Duska)
- Chambers are key to promoting dual programmes in schools and companies; strong connections are essential for their effectiveness.

# Key Take-Aways from Room 4

## TSPs between Ghana, Senegal and Germany in the Construction Sector: First Lessons Learned after two years of implementation

Hosts: Leif Puschmann (GIZ) & Susanne Schultz (Bertelsmann Stiftung)

- **Development of recognizable qualifications** is a hurdle for the "abroad track" due to differences in quality and training venues but at the same time quality driver for the home-track
- **Attracting and acquiring new employers** remains a challenge regardless of the high skilled workers and apprentices demand, but the interest is slowly picking up – with employers showing hesitation until they see proven success stories and tangible results.
- **The Financial Gap is still persistent:** While employers are ready to invest once candidates arrive in Germany, a sustainable model to cover high pre-departure costs – including a year of language, technical, and intercultural training—remains missing.
- **Industry/Private-Led Training** centers demonstrate superior performance due to their enhanced technical resources and stronger alignment with current market demands.
- **Diaspora Engagement for integration:** Partnering with organizations like Boldly (Ghanaian diaspora) is perceived as of big advantage because they provide relatable support that projects alone cannot offer (based on own experience of professionals of different areas with migration and integration process).
- **Despite challenges of sustaining the ecosystem** beyond the project's duration the project is building strong private-sector partnerships and aligning national certifications with German and international standards.



**SKILLS  
PARTNERSHIPS**  
Senegal • Ghana • Germany

# Apprentices & skilled workers for the construction industry

06.05.2026

Susanne Schultz, Bertelsmann Stiftung & Leif Puschmann, GIZ International Services



République du Sénégal  
*Un Peuple - Un But - Une Foi*  
\*\*\*\*\*  
Ministère de la Formation professionnelle,  
de l'Apprentissage et de l'Insertion  
\*\*\*\*\*



MINISTRY  
OF  
EMPLOYMENT AND  
LABOUR RELATIONS  
REPUBLIC OF GHANA



Co-funded by  
the European Union

| BertelsmannStiftung

Implemented by:

**giz** Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH

Contracted by:

**MPF**  
Migration Partnership Facility

**ICMPD**  
International Centre for  
Migration Policy Development

## Aim of the pilot project



## Skills Partnerships: New Approaches to Training in the Construction Sector

**3,000**

Unfilled  
apprenticeship  
places in building  
construction and  
civil engineering  
(Source: BA, 25  
September)

**2.5 million**

People seeking  
career  
opportunities



## Main activities supported

Identification of German employers (mainly via the North Rhine-Westphalia Construction Federation)

Recruitment

- Selection of participants
- Jointly developed criteria

Pre-departure  
preparation

- Language Training
- Intercultural Training
- Visa Process
- Transport
- Technical training:  
**home and abroad tracks!**

Matching Process

- Interviews with employers

Post-arrival  
support

- Central Role of Employers
- Existing Support Structures (Vera+; Boldly)
- Feedback from participants and employers

## Example Senegal: Improving TVET-systems for home & abroad tracks

Development of a new three year training program “road construction worker” for the local market and benchmarked at German standards: two career options: Senegal or Germany!



## Expectations of employers

- Arranging affordable accommodation during the training period
- Provision of a financial contribution (**employer pays principle**) amounting to €3,800 plus VAT
  - Payment in 2 instalments: €1,900 on commencement and €1,900 after one year (provided the training has not been discontinued)
  - Reimbursement of one-way flight costs (economy class) upon completion of training and commencement of employment
- Welcome and support with integration (within the company and in the new environment) in conjunction with public services



## Main Challenges

1. Development of recognizable qualifications
2. Attracting and winning over employers
3. Closing the financing gap between start of preparation and start of apprenticeship
4. Setting-up a sustainable eco-system





# SKILLS PARTNERSHIPS

Contacts in Senegal: **Senegal • Ghana • Germany**

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Website: [www.skillspartnerships.com](http://www.skillspartnerships.com)



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*Un Peuple - Un But - Une Foi*  
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Ministère de la Formation professionnelle,  
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