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THAMM

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



الوكالة الوطنية للتشغيل والاعتماد
Agence Nationale pour l'Emploi
et le Travail Indépendant



OFII

Opérateur de mise en
œuvre

International conference of the Public Employment Services (PES)

“Balancing between the local and international labour markets: challenges and resolutions”

October 12th and 13th, 2023 – Tunis (Tunisia)

I. Global context

The international labour market is undergoing a dynamic and complex evolution due to increasing globalization and technological advances. The ageing populations of European countries, the shortage of labour in several sectors, as well as the increase in unemployment in the Maghreb and sub-Saharan African countries call for more organised and better managed circular mobility.

Companies are attracted to international talent to meet their specific skills needs, while workers seek employment and professional development opportunities beyond national borders.

Professional migration raises essential questions in terms of international professional mobility but also in terms of the adequacy between the demand for skills on the labour market and the profiles from the education and training systems.

The disparity between supply and demand for employment is indeed a major concern, with challenges to be met in aligning available skills with real employment opportunities.

The National Agency for Employment and Self-Employment (ANETI) is the Tunisian public employment service, responsible for intermediation on the national and international labour market. It ensures good governance of labour and skills mobility, while respecting the needs of the local labour market.

In particular, the ANETI prospects job offers on international markets where it seeks to place Tunisian candidates in the best conditions. It also ensures their economic reintegration in case of return to Tunisia, through agreements and partnerships on labour and skills mobility.

In this context, the THAMM-OFlI project "Towards a Comprehensive Approach to Migration Governance and Labour Mobility in North Africa" supports ANETI through the following four specific objectives:

- * Promote concrete circular migration programmes (seasonal contracts, 'young professional' contracts),
- * Strengthen cooperation between the Tunisian and European administrations around the professions in tension (promote the matching between supply and demand),
- * Improve the employability of qualified Tunisians on the local and international labour market,
- * Develop the attractiveness of the Tunisian territory vis-à-vis expatriate skills (anticipate the return).

II. International conference

a) Context

In a global context characterised by political, economic, social and environmental challenges, the Covid-19 health crisis has not only accelerated the digitalisation of work, it has also put the spotlight on key sectors such as health, safety and agriculture, where governments are having to rethink their strategies and policies. Governments are faced with new ways of working and managing, which require them to update existing systems and innovate. Public employment services are at the heart of these changes. They must respond both to the needs of businesses as they open up to international skills in order to make up for the shortage of human resources, and to the increased demand from job seekers for support in achieving their career goals.

The PES are responsible for providing services and programmes tailored to the needs of both jobseekers and employers seeking to exploit international market opportunities.

In this framework, ANETI organizes an international conference of the Public Employment Services (PES) on the theme "Balancing between the local and international labour market: Challenges and Resolutions", scheduled to take place on the 12th and 13th of October 2023 in Tunis.

This international conference will bring together experts, practitioners and decision-makers from the employment sector, both locally and internationally, to identify challenges, share experiences, exchange best practice, propose sustainable solutions and develop concrete partnerships.

b) Objectives

Propose solutions to facilitate professional mobility, encourage the alignment of job seekers' skills with employment opportunities and strengthen collaboration between key players towards a harmonious match between the local job market and the international job market.

c) Themes

1. Local and international job market:

- Current trends and dynamics of the local and international labour market.
- The role of public employment services in resolving imbalances between the local and international labour markets.

2. Circular migration and development:

- Circular migration for sustainable economic development.
- Proposed measures for a better match between jobs and skills.

3. Partnership for mobility

- Development of concrete, realistic and achievable partnerships to meet the challenges of professional mobility.
- Managing professional mobility: legal frameworks and procedures.

4. New ways of accessing the international job market:

- Digital transformation: digital tools for virtual mobility.
- Virtual mobility and teleworking: opportunities and challenges.

d) Participants:

Public Employment Services, Ministries, Tunisians and international stakeholders, social partners, NGOs, experts, etc.

e) Methodology:

The seminar will include interactive plenary sessions, case presentations and networking sessions.

Experts will lead the different sessions and participants will be encouraged to share their experiences and make concrete recommendations.

f) Expected results:

- 1)** Better understanding of the challenges of matching the local and international labour markets.
- 2)** Identification of good practice and innovative initiatives to promote this match.
- 3)** Building a network of collaboration and experience sharing between participants.
- 4)** Gathering concrete recommendations for improving policies and practices in the field of circular professional mobility.

Tentative agenda of the international conference

1st day

Hours	Activities
9h30-9h50	- Opening speeches
09h50-11h20	- Panel 1 : Local and international labour market → Better understanding of the challenges of matching the local and international labour markets
11h20-11h40	Coffee break
11h40-13h10	- Panel 2 : Circular migration and development → Identification of good practices and innovative initiatives to promote this matching.
13h10-14h30	Lunch
14h30-16h00	Panel 3 : Mobility partnership → Building a network of collaboration and sharing of experiences between participants
16h00-16h15	Coffee break
16h15-17h00	Q&A and closure of the 1 st day
20h	Dinner reception

2nd day

Hours	Activities
9h30-10h00	Summary of the 1 st day of the conference
10h00-11h30	Panel 4 : New ways of accessing the international job market → Collection of concrete recommendations to improve labour market matching policies and practices.
11h30-12h00	Coffee break
12h00-13h00	Q&A and closing of the conference
13h10-14h30	Lunch