



This programme is jointly funded by the European Union and the German Federal Ministry for Economic Cooperation and Development.

## FACTSHEET ●●●

# THAMM plus

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

### CONTEXT

The economic situation in the partner countries Egypt, Morocco and Tunisia is tense. This is due in part to high population growth and the fact that many professional qualifications do not meet the needs of the labour markets. This results in a lack of employment prospects for young people in particular. Within this context, migration plays an important role for the programme's partner countries, about ten per cent of whose population lives abroad.

Fair and safe labour migration contributes to development in countries of origin. Young people migrate to Germany, for example, where they can acquire new skills through training or employment and thus improve their employability. The partner countries benefit from new employment prospects for their population, the transfer of knowledge by returning migrants and the commitment of the diaspora. Partnerships are also established, for example with the German private sector. As a host country, Germany benefits from filling vacancies

### OBJECTIVE

The THAMM Plus project aims to sustainably anchor development- and needs-oriented labour migration between North Africa and Europe. To achieve this, the programme strengthens the employability of people from the three partner countries who are interested in migration. By expanding partnerships between key players from the countries of origin and Germany, sustainable cooperation structures are created to enable development- and needs-oriented migration governance in the long term.



Project participant from Egypt who is training as a chef in Germany.

**Regional programme** "Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa" (THAMM Plus).

**Partner countries**  
Egypt, Morocco, Tunisia.

**Partner institutions**  
Egypt: Ministry of Foreign Affairs, Emigration and Egyptian Expatriates (MoFAEEE).  
Morocco: Ministry of Economic Inclusion, Small Business, Employment and Skills (MIEPEEC), National Agency for the Promotion of Employment and Competencies (AN-APEC).  
Tunisia: Ministry of Employment and Vocational Training (MEFP), National Agency for Employment and Self-employment (ANETI).  
In Germany, THAMM Plus cooperates with the Federal Employment Agency (BA).

**Funding**  
German Federal Ministry for Economic Cooperation and Development (BMZ), European Union (EU).

**Implementing agency**  
The component commissioned by the BMZ and co-financed by the EU is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

**Duration**  
2024 - 2026.

Implemented by



### APPROACH

THAMM Plus pursues a holistic approach to migration for work and vocational training. Migration is organised in a way that benefits migrants, countries of origin and countries of destination (triple-win approach). The framework of the programme is provided by the Global Compact for Safe, Orderly and Regular Migration, the 2030 Agenda of the United Nations and the German Skilled Immigration Act. THAMM Plus is in line with the priorities of European migration policy and is the German contribution to the Talent Partnership Initiative.

### PRIORITY AREAS

The project works in three fields of action:

**1)** THAMM Plus improves the range of employment-promoting measures for people interested in migration, so that they have a better chance of finding a good job both in their country of origin and abroad. Further technical qualifications, language courses and soft skills training with a focus on intercultural understanding strengthen migration opportunities at the individual level. The measures are developed together with state partners in the countries of origin and German partners. Close coordination with vocational training projects is ensured. In the long term, the training content is to be integrated into selected national training programmes. In addition, mechanisms for skills assessment are being developed so

that those interested in migration can present themselves adequately and employers can gain a deeper insight into the skills of applicants.

**2)** THAMM Plus develops partnerships between key players in the countries of origin and in Germany and thus facilitates networking, for example between vocational schools, employment agencies, chambers, initiatives of federal states and regions. The partnerships are brought to life through joint activities such as job fairs, study trips and workshops. In this way, the partnerships create a framework for anchoring labour migration in the long term.

**3)** THAMM Plus strengthens the capacities of the partner institutions in the countries of origin so that they can gradually implement mobility programmes independently. For example, THAMM Plus supports the digitalisation of processes and the establishment of an integration network in Germany. Here, THAMM Plus builds on the previous project, in which standard procedures for labour migration were developed for relevant ministries and employment agencies in Egypt, Morocco and Tunisia and apprentices and skilled workers were placed with companies in Germany. Within the THAMM Plus programme, the developed standards are to be adapted to the new regulations of the German Skilled Immigration Act.

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