

Evaluating the Impact of Reskilling/Upskilling on Local Development of Country of Origin

Work Package 6

Egypt, Nigeria and Bangladesh



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Work Package Description

Work Package 6 evaluates re-/up-skilling impact on the local development in countries of origin by assessing the current structures and initiatives of labor markets with regards to the education systems, skills needs, efficient matching, and innovative programming to provide insights into young labor force for better market outcomes

Identifies potential for attracting FDI in non-EU countries via skilling/up-skilling/re-skilling.





Key Objectives of the Work Package

6-01

Assessing the current structure of labor markets of the selected countries of origin with regards to the education systems, potential labor market skills needs and matching systems.

6-03

Providing a detailed assessment and evaluation of the local labor markets of the countries of origin by age group and gender to provide insights into the young labor force for both genders.

6-02

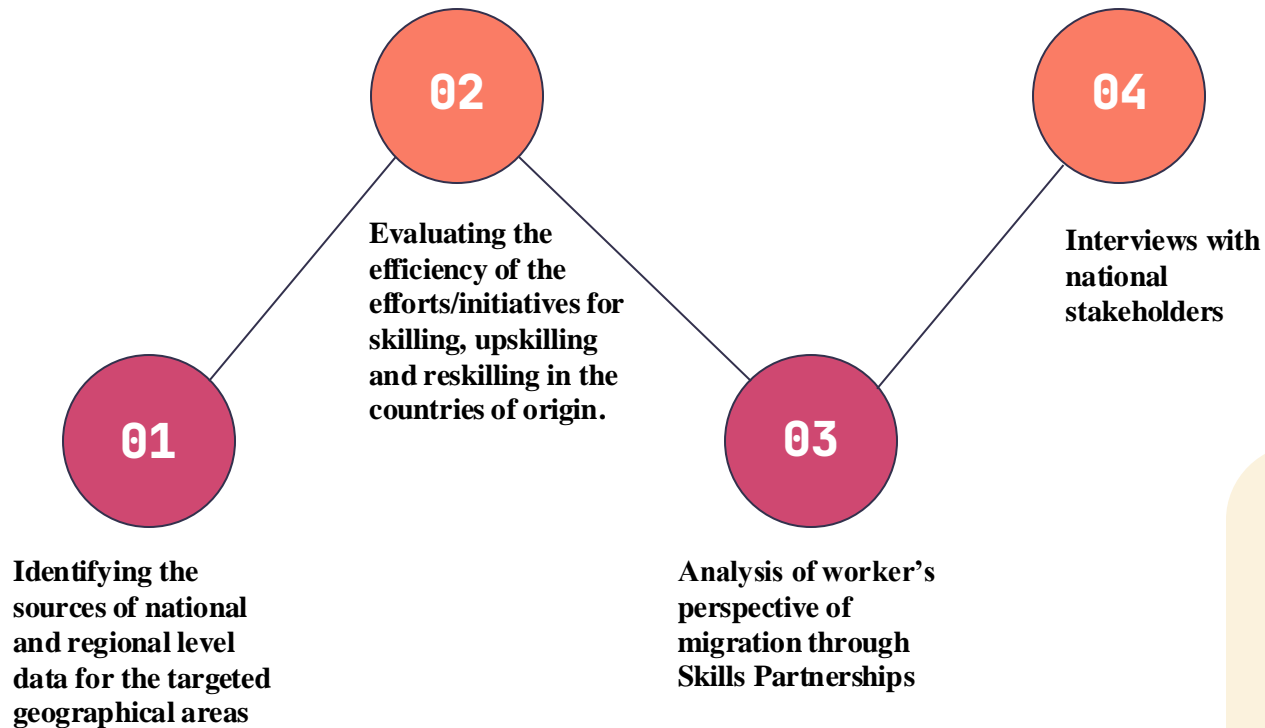
Assessing current initiatives for skilling, upskilling and reskilling of labor in the countries of origin and the extent to which this has achieved efficient matching in the labor markets of countries of origin. Identifying potential innovative programs to achieve better labor market outcomes.

6-04

Identifying existing potential for attracting FDI in countries of origin by investing in skilling, upskilling and reskilling of labor force.



Tasks of Work Package 6





Sectors of Focus



IT SECTOR



CONSTRUCTION SECTOR



CARE SECTOR

Case Study

Egypt



Strategic Initiatives

- **The landscape of skills development initiatives in Egypt reveals a diverse and complex but segmented ecosystem involving various national and international stakeholders.**
 - The primary objective is to enhance the skills of Egyptians to support both general development and facilitate worker migration and mobility to other countries.
- **The initiatives target various demographic groups and have different underlying motivations- ranging from improving local employability to facilitating international migration.**
- **The extent of alignment between these initiatives and the broader national strategy for skills development and migration management is mixed.**
 - While some initiatives reflect a cohesive vision for labor migration and skills enhancement, others indicate a lack of integration and strategic coherence.



Key Initiatives

- **Initiatives solely for upgrading the skills of Egyptians**
 - **Initiatives providing training and education for migration purposes**
 - **Initiatives promoting circular migration pathways**
 - **Initiatives improving mechanisms for assessment, certification, validation and recognition of Egyptians' skills and qualifications**
 - **Initiatives for fostering labor migration management capacities**
 - **Agreements and MOUs signed between Egypt and other countries**
-
- **Analysis of the initiatives and policies highlighted key insights with regards to**
 - Target Groups,
 - Geographic Focus,
 - Gender Perspectives
 - Stakeholder Coordination
-
- **Sectoral targeting was not highlighted in secondary mapping of initiatives and policies**



Strategic Policies

- **Primary government entities responsible for framing policies related to skills development and migration.**
 - The Ministry of Manpower (MoM): labor market regulations, employment policies, and migration management
 - The Ministry of Education and Technical Education (MoETE): overseeing technical and vocational educational reforms.
 - The Ministry of Foreign Affairs, Emigration and Egyptian Expatriates Affairs: developing policies that cater to the needs of Egyptian expatriates and potential migrants, highlighting a cross-ministerial approach to managing skills for migration.
- **Other entities,**
 - The Ministry of Planning and Economic Development
 - The Ministry of Trade and Industry,
 - Contribute to policy development by aligning national economic strategies, such as Egypt Vision 2030, with skills development goals.
- **The coordination among these entities remains inconsistent, often resulting in fragmented policymaking that lacks a comprehensive, integrated approach to linking skilling with migration.**



General Policy Objectives

Skilling Strategies

- **Skilling Strategy**

- Modernize the technical and vocational education system to reduce the mismatch between educational outputs and labor market demands.
- Policies like the Technical Education Reform Policy and the Digital Egypt Strategy reflect an emphasis on equipping the workforce with relevant skills for both local and global digital economies.
- There is limited integration between these skilling policies and broader economic development plans, indicating a need for a more holistic approach.



General Policy Objectives Migration Strategies

- **Migration Strategy**

- The government's migration strategy, as reflected in the National Strategy for Combating Illegal Migration (2016-2026) and Bilateral Labor Agreements, focuses on creating legal pathways for migration while reducing irregular migration.
- The emphasis is on fostering safe and orderly migration through improved legal frameworks and cooperation with destination countries.
- This strategy often lacks explicit connections to skills development, suggesting a potential gap in linking migration management with skilling initiatives.



General Policy Objectives

Skilling for Migration Strategies

- **Skilling for Migration**

- The integration of skilling and migration strategies is not clearly articulated in current policy documents.
- Initiatives like pre-departure orientation and skills certification programs, often operate in silos, with limited alignment between the skilling objectives of MoETE and the migration management goals of MoM.
- There is a noticeable absence of a unified policy that explicitly positions skilling as a strategic tool for facilitating legal and beneficial migration, which reflects a missed opportunity to leverage skills development for migration purposes.



Gender-Specific Analysis

- **Gender perspectives, while present in some initiatives, are not consistently integrated across the board.**
 - Programs like THAMM and Careland Egypt incorporate gender sensitive approaches, tracking the participation of women and addressing specific barriers faced by female participants, but they remain secondary to broader objectives
- **Most initiatives prioritize youth employment and technical skills, often neglecting the unique barriers faced by women, such as social norms, family responsibilities, and limited mobility.**
 - Traditional gender roles restrict women's access to skilling opportunities, especially in male-dominated fields like construction and engineering, limiting their participation in high-demand sectors locally and internationally.
 - Initiatives are concentrated in urban areas like Cairo, women in rural areas face compounded challenges due to limited training availability and social constraints on mobility.
 - Existing training programs often fail to incorporate gender-specific needs. For example, the focus remains on technical skills without addressing the soft skills, financial literacy, or leadership training that women might need to start their own businesses or take on leadership roles.
- **The limited explicit targeting of gender specific needs or the development of programs exclusively for women indicates that gender inclusion is still an emerging priority rather than a fully embedded practice.**



Gender-Specific Analysis

- **This lack of consistent gender integration risks leaving women at a disadvantage in both skilling and migration opportunities, particularly in traditionally male-oriented sectors.**
- **Nursing training for placement in Germany and similar programs show a direct link between skill development and employment opportunities for women in the healthcare sector. This indicates a successful alignment of skills training with international labor market demands for female workers.**
- **Recommendations for Enhancing Inclusivity:**
 - **Design and Implement Gender-Sensitive Policies** addressing barriers to women's participation in skilling programs, including childcare support, flexible training schedules, and transportation allowances.
 - **Expand Targeted Programs for Women**, particularly in non-traditional sectors to ensure equitable access to emerging job markets.
 - **Strengthen Data Collection on Gender Outcomes**, to better understand and address the specific needs of women in skilling initiatives.



Strategic Approach to Policymaking

- **The policymaking process in Egypt appears to be more reactive than proactive, often responding to external pressures, such as international agreements or donor requirements, rather than being guided by a long-term, integrated vision.**
 - Limiting the ability to sustainably align skills development with long-term labor market needs.
- **Egypt's skilling and migration initiatives lack a cohesive strategic framework.**
 - Some programs, like vocational education reform, align with national priorities.
 - There is often a disconnect between policy goals and on-the-ground outcomes.
- **The fragmented nature of policies across different ministries and the lack of a coordinating body for skilling and migration further illustrate the absence of a structured approach to policymaking.**
- **This fragmentation can result in overlapping initiatives, inefficiencies, and gaps in policy coverage, ultimately undermining the effectiveness of both skilling and migration strategies.**



Challenges and Opportunities

- **The analysis demonstrates that Egypt's skills development and migration initiatives constitute a dynamic but complex ecosystem.**
- **While there is notable progress in aligning initiatives with migration objectives, challenges in inclusivity, regional equity and governance integration persist.**
- **A more coordinated approach is essential to ensure that these efforts effectively support both local labor markets and international migration opportunities.**
- **There's potential to develop a unified strategy that positions skills development as a key driver for legal migration and economic growth.**
 - **Aligning the skilling and migration policies can help optimize workforce mobility and address local labor market gaps.**
- **Leveraging private sector expertise and resources could enhance the relevance and sustainability of skilling initiatives, particularly in high-demand sectors like ICT and healthcare.**



Challenges and Opportunities

Sector-Specific Challenges

- **The Digital Sector**

- Training programs are outdated and do not align with the latest technological advancements, resulting in a mismatch both locally and internationally.
- Cultural barriers and social norms limit women's access to digital training programs.
- High-quality digital training programs are concentrated in urban centers like Cairo. Rural areas have limited access to such programs.

- **The Care Sector**

- Lacks standardized training programs that meet international requirements.
- Traditionally viewed as 'women's work,' which limits the inclusion of men in these programs and perpetuates gender stereotypes.
- Skilled care workers often migrate abroad for better job opportunities, a migration that is not well-coordinated with national skilling programs, leading to inefficiencies in workforce planning.
- The lack of progression discourages young people from entering or remaining in the field, exacerbating the skills shortage.

- **A The Construction Sector**

- Inadequate training, relying on informal, on-the-job learning, resulting in the limited specialized skills needed for modern construction techniques and technologies.
- Training programs often do not cover safety standards and compliance, leading to poor adherence to safety regulations on construction sites reducing overall sector productivity and quality.
- Most vocational training centers are located in urban areas limiting access for workers from rural regions, which restricts their ability to gain formal qualifications and improve their employability.



Recommendations for Improved Policy Alignment and Coherence

- **Establish a Coordinating Body**

- Creating a dedicated inter-ministerial coordinating body could help align the objectives of different ministries involved in skilling and migration, to be responsible of ensuring the complementarity of policies and promoting a unified strategy

- **Develop a Unified National Strategy for Skilling and Migration**

- A comprehensive strategy that explicitly links skills development with migration goals to help bridge existing gaps.
- This strategy should focus on enhancing employability for both local and international markets, with clear guidelines for implementation across ministries and agencies.

- **Strengthen Data Collection and Utilization**

- Improving the quality and scope of labor market data for evidence-based policymaking.
- Establishing a centralized database for tracking employment trends, skill gaps, and migration patterns would provide the necessary insights to design more effective, targeted policies.

- **Collaborate with international organizations**

- This collaboration can help fund and support women-focused programs that align with global standards.
- This can help build a skilled female workforce that meets both local and international labor market demands.



Case Study

Bangladesh



Policy and Strategic Initiatives

- **The alignment of migration policies with skills development in Bangladesh began to take shape in response to the growing demand for skilled labor in international markets and the need to ensure that migrant workers had the necessary competencies to secure better jobs and wages abroad.**
 - The first comprehensive policy to address migration and enhance the skills of potential migrant workers was in 2006.
- **Initiatives span a wide range of sectors, from vocational education to high-tech training, and target diverse groups including youth, women, and marginalized communities.**
- **The National Strategy for Skilled Manpower Export focused explicitly on aligning the country's migration policies with skills development, intending to create a more skilled workforce for overseas employment.**
- **Bangladesh has signed several MoUs and bilateral agreements with various destination countries regarding migrant policies and skills development to promote safe migration, protect workers' rights, and improve skills development for Bangladeshi migrant workers.**
 - These MoUs often include provisions for pre-departure training, recognition of qualifications, and skills development to meet the labor market needs of the destination countries



Strategic Approach

- **Bangladesh has made significant progress in developing a structured policy environment for skills development,**
 - A clear focus on aligning training programs with market demands
 - Reflects a forward-looking approach that addresses emerging technological and environmental challenges.
- **The focus on Industry Skill Councils and sectoral partnerships indicates a move towards a more demand-driven skilling system.**
 - The engagement of industries remains inconsistent, particularly in rural areas.



Gender-Specific Analysis

- **Many initiatives explicitly target women, aiming to enhance their skills and employability.**
 - For example Upskilling the Female Workforce and YES Centre
 - Initiatives like the YES Centre and S2S (Skills to Succeed) focus on empowering young women in urban slums and rural areas with vocational and entrepreneurship skills.
- **Bangladesh has a high concentration of women in the Ready-Made Garments (RMG) sector and care work.**
 - Programs like PROGRESS and Upskilling the Female Workforce specifically target women in these fields to enhance their skills and employment prospects.
- **National Skills Development Policy (NSDP) and other policies emphasize inclusivity and aim to increase women's participation in the workforce, particularly in non-traditional sectors**
- **Training programs often reinforce traditional gender roles by focusing on skills that are stereotypically associated with women, such as sewing, caregiving, or basic ICT skills,**
 - Neglecting training in high-growth, non-traditional sectors like engineering, advanced manufacturing, or technology.
- **There is a lack of gender-disaggregated data on the outcomes of skills development programs,**
 - Difficult to assess the true impact on women and identify areas for improvement.



Gender-Specific Analysis

- **Challenges for Gender Inclusion:**

- Women are often steered towards traditional, low-paying sectors rather than high-growth areas limiting their economic empowerment and career progression.
- Women in rural and remote areas face additional barriers, including limited access to training centers, lack of digital infrastructure, and social norms that restrict their participation in non-traditional fields.
- Despite targeted efforts, vocational and technical education still carries a stigma, particularly for women, who are often discouraged from enrolling in these programs due to perceived lower status or relevance.

- **Recommendations for Enhancing Inclusivity:**

- Encourage and support women's participation in non-traditional sectors through targeted training and mentorship programs.
- Develop mobile training units and digital platforms to deliver training to women in remote areas.
- Implement community-based awareness campaigns to challenge stereotypes around women's participation in vocational education and the workforce. Engage local leaders and influencers to shift societal perceptions.



Challenges and Opportunities

- **There was a lack of effective coordination among stakeholders, leading to overlapping responsibilities, duplication of efforts, and inefficiencies.**
- **No fully integrated national skills database that links the migration and skills development processes seamlessly**
- **The private sector plays a limited role in the skills development ecosystem for migrant workers.**
 - The implementation of quality assurance and industry engagement mechanisms is weak, resulting in variable training quality, especially in underserved regions.
- **Technical Training Centers (TTCs) often provide skills training that does not always align with the specific demands of foreign labor markets.**
- **Expanding skilling initiatives to include high-growth sectors like digital technology and green skills can enhance Bangladesh's competitiveness in both local and international markets.**
- **Utilizing digital platforms for training delivery and data collection can improve access and provide real-time insights into labor market needs.**



Challenges and Opportunities

Sector-Specific Challenges

- **Construction:**
 - There is a need for specialized skills that match the specific requirements of the construction industry, such as advanced welding and heavy machinery operation.
 - The programs should integrate safety and compliance training as part of the curriculum to improve workplace safety and strengthen partnerships with construction companies to ensure training programs align with industry needs.
- **Care:**
 - Rural areas, where care services are most needed, often lack the infrastructure necessary for effective training and service delivery.
- **Digital:**
 - There is a significant gap in digital literacy between urban and rural areas



Recommendations for Improved Policy Alignment and Coherence

- **Promote Public-Private Partnerships:**
 - Engaging the private sector in both skills development and migration management could provide resources, expertise, and innovation.
 - Encouraging partnerships between the government, private sector, and international organizations would help align skilling programs with labor market needs.
- **Embed Gender and Regional Equity in Policy Design:**
 - Ensuring that policies explicitly address gender disparities and regional imbalances in access to skills development and migration opportunities is essential for inclusive growth. This could involve setting specific targets for female participation in skilling programs and expanding initiatives to underserved regions.



Case Study

Nigeria



Strategic Approach

- **Nigeria's strategic focus on digital skills and technology-driven sectors positions it well for economic diversification.**
- **However, there is a significant disparity between policy ambitions and program outcomes, particularly in rural regions.**
- **While urban centers like Lagos benefit from concentrated skilling programs, rural areas remain largely underserved, creating a geographical skills gap that hampers national economic development.**



Gender-Specific Analysis

- **Women's participation in tech-related fields remains**
 - Specific programs targeting women, such as the Women Techsters Fellowship, have been successful in increasing female participation in the tech sector, but overall, gender disparities persist in most industries.
- **Despite the success of some programs in providing women with opportunities, there is a need to scale these initiatives and address the persistent socio-economic and cultural barriers that limit broader female participation in high-demand sectors like digital technology and entrepreneurship.**
- **Persistent cultural and socio-economic barriers hinder the participation of women in certain high-growth sectors, including technology and construction.**
- **There is a lack of training modules specifically designed to cater to the needs and contexts of diverse female groups, which limits the accessibility and effectiveness of these programs.**



Gender-Specific Analysis

- **Recommendations for Enhancing Inclusivity:**

- Implement policy changes that incentivize the inclusion of women and marginalized groups in all skills development programs.
 - This could include quotas, financial support, or targeted outreach.
- Develop and deploy targeted outreach programs to raise awareness and interest among underserved and marginalized communities, ensuring that more women and other marginalized groups are informed and encouraged to participate.
- Create training modules that are accessible and relevant to diverse groups, including considerations for language, socio-economic status, and cultural context.



Challenges and Opportunities

- **The lack of reliable digital infrastructure in rural areas limits the effectiveness of digital skills training and broader economic participation.**
- **Challenges remain, particularly in scalability and sustainability.**
- **Funding inconsistencies, inadequate training of instructors, and infrastructural inadequacies often limit the reach and effectiveness of programs.**
- **Although there are initiatives targeting women, cultural and socio-economic barriers continue to impede their full participation in high-growth sectors like technology and entrepreneurship.**
- **Mobile training units and low-bandwidth digital platforms can extend the reach of skills development programs to rural areas, helping to bridge the urban-rural divide.**
- **Developing sustainable funding models through public-private partnerships and endowment funds can reduce dependence on volatile international donor support.**



Challenges and Opportunities

Sector-Specific Challenges

Digital:

- The digital sector in Nigeria is rapidly evolving, yet training programs often lag behind the pace of technological advancements, making it challenging to meet the sector's immediate needs.

Care:

- This sector requires specialized training that meets international health care standards, which are often not covered adequately in local programs.

Construction:

- There is a critical need for upskilling in modern construction technologies, which current programs do not sufficiently address.



Recommendations for Improved Policy Alignment and Coherence

- **Prioritize investment in digital and transport infrastructure in rural regions to enable broader participation in skilling programs.**
- **Strengthen policies that incentivize female participation in non-traditional sectors and ensure gender considerations are embedded in all skilling initiatives.**



Key Insights from Case Studies

- Common Themes
- Challenges
- Opportunities

- Across all three countries, policy frameworks are generally well-developed but face challenges in implementation and coordination, particularly in rural and marginalized regions.
- Effective skills development requires stronger industry partnerships to ensure training aligns with labor market needs. Bangladesh shows potential in leveraging Industry Skill Councils, while Egypt and Nigeria need to enhance public-private collaboration.
- Gender and geographical disparities are persistent issues. Targeted initiatives are needed to ensure that marginalized groups, including women and rural populations, have equitable access to high-quality training and employment opportunities.
- **Focus on youth and technical skills, alignment with national strategies, international collaboration.**
- **Policy fragmentation, limited rural reach, gender disparities.**



Strategic Recommendations

- Coordination
- Data
- Public-Private Partnerships
- Inclusive Policies
- Infrastructure

- **Strengthen Coordination:**
 - Establish inter-ministerial task forces for integrated policy design and implementation.
 - Align skilling and migration policies within a unified national framework to optimize workforce mobility and economic growth.
- **Improve Data Systems:**
 - Develop centralized databases for tracking training outcomes, employment trends, and migration patterns.
 - Improve labor market data systems to inform targeted policy interventions and monitor the effectiveness of skilling programs.
- **Expand Public-Private Partnerships:**
 - Engage private sector in skills development and migration management to leverage expertise and resources for sustainable impact.
- **Promote Inclusive Policies:**
 - Target marginalized groups and address gender disparities in training and employment.
 - Design policies that explicitly address regional disparities and gender gaps, setting specific targets for inclusivity and expanding access to underserved areas.

Thanks for your attention

