

Youth, education and innovation: driving the future of migration

Jeunesse, éducation et innovation: façonner le futur des migrations

13-14 May 2025 Abuja, Nigeria

Under the co-chairmanship of Nigeria and Spain Sous la coprésidence du Nigeria et de l'Espagne

















Setting the scene: the importance of youth and their role in shaping the migration and development agenda

Planter le décor: l'importance de la jeunesse et leur rôle dans l'élaboration de l'agenda de la migration et du développement

May 2025 Abuja, Nigeria









Skills without borders Empowering youth for legal migration: Skills, certifications and opportunities

13-14 May 2025 Abuja, Nigeria Talents sans frontières

Autonomiser la jeunesse pour la migration légale:
compétences, certifications et opportunités





RABAT PROCESS
THEMATIC MEETING
YOUTH, EDUCATION
AND INNOVATION:
DRIVING THE FUTURE
OF MIGRATION
13TH – 14TH MAY 2025
ABUJA, NIGERIA

SESSION II: SKILLS WITHOUT BORDERS – EMPOWERING YOUTH FOR LEGAL MIGRATION: SKILLS, CERTIFICAION, AND OPPORTUNITIES.

Government Initiatives on Promoting Regular Migration Pathways in Nigeria

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International migration has become a major aspect of international economic relations and an important component of globalized world. As a country of origin, transit and destination, migration is a vital economic and social feature of Nigeria.

The Nigerian Government has undertaken several initiatives to promote regular migration pathways through skills development, educational opportunities, certification recognition, and labour mobility programmes.

These efforts aim to enhance the employability of Nigerians both domestically and internationally, ensuring that labour migration contributes positively to national development.

Establishment of International Labour Migration
Division(ILMD) to collaborate and cooperates with relevant
stakeholders and agencies of government on migration
within and outside the country to ensure smooth and orderly
labour migration and successful overseas job placements.

National Electronic Labour Exchange(NELEX), an electronic platform that enable job-seekers and employers of labour to meet online for job-matching

Migrant Resource Centres (MRCs) and Job Centres: These centres provide information and support services to potential migrants, assisting them in acquiring the necessary skills and certifications for employment both at home and abroad. They also offer guidance on reintegration for returning migrants.

National Migration Policy(NMP) and National Policy on Labour Migration(NPLM). These policies emphasizes enhancing skills development to meet national and international needs and facilitating the reintegration of returning migrants.

Promotion of Fair and Ethical Recruitment through registration and licensing of Private Employment Agencies (PEAs) for domestic and overseas job placements.

Skills Development and Certification Department. This Department was created to provide trade test certifications, recognized globally, to help migrants secure employment abroad. It operates skills Upgrading and Vocational Training Centres across the six geopolitical zones of Nigeria.

Enhancing Skills development to meet national and international labour market needs. The Government of Nigeria through the MRC/Job Center platforms provide opportunities for job-seeker to enroll in Vocational and Technical Training programmes that are linked to international job markets e.g.

Web Page design, Cisco Certified Network Administration, Data Science and Cyber Security, Oracle Databased and Graphic design, Digital Marketing Training and Python Programming, fashion Design and Upskilling, Laptop and Cell Phone repairs, Solar panel Installation, Car tracking and Electric fence installation.

Government –to Government Agreements through BLA/MOU to promote formal labour mobility schemes between Nigeria and destination countries

International Skills Partnerships: Collaborations with countries like Germany (e.g., GIZ's Skills Development for Youth Employment Programmes) help to align Nigerian skills with international labour market needs.

Establishment of Labour Market Information System. Implementation of the National Employment Policy (NEP).

Ratification of ILO Conventions C-97, C-143 and C-181.

Establishment of robust social Dialogue and Consultation platforms amongst relevant migration stakeholders, State and non-State actors.

Collaboration with International Development Partners.

for Legal Migration Pathways for Youth in Nigeria.

- Global Demand for Skilled Labour: Critical skills in sectors like healthcare, ICT, Agriculture, engineering and construction are facing worker shortages in Europe, North America and the Gulf hence, Nigeria's youth population is a natural talent pool.
- Bilateral Labour Migration Agreements: Agreements with labour sending and receiving countries can open pathways for regular migration of skilled workers.
- Remote and online Digital Jobs: The rise of remote work especially in IT sector allows Nigerian youth to access global employment opportunities from home while contributing to development in destination countries.
- International Education and Exchange Programs
 Scholarships, dua-degree programmes and transitions will enable Nigeria youth lear integrate into foreign labour market learning
- Diaspora Engagement: Nigerian production in Nigeria. Skills transfer and skills tran

Challenges

- Unwillingness of destination countries to enter Bilateral Migration Agreements on labour exchange with Nigeria is a serious draw back.
- Strong global focus on migration as a security challenge instead of mutually beneficial endeavour to all parties involved
- Low recognition of Nigerian qualifications as foreign employers or institutions often requires re-certification or additional training, especially in healthcare or engineering.
- Limited awareness of regular migration options. Many youths are unaware of regular migration change demand, or how to apply for relevant visas ar
- Brain drain of critical sectors e.g., heal acon and ICT.
- Informal skills training with no ce
- Dearth of migration data.



THANK YOU FOR YOUR ATTENTION

Dr. Sunday Onazi - Asst. Director (ILMD -FMLE)

Centres for Migration and Development (ZME)

On behalf of



Implemented by



Centres for Migration and Development (ZME)

Objective

Partner structures are enabled to support people engaging in regular migration for work and training purposes, regional migration and sustainable reintegration in a target group-specific and sustainable manner.

Target group

- Migrants and people interested in migration
- Returnees
- Disadvantaged local population





particular focus on women
 in terms of a feminist migration policy

Implementation partners

- Line ministries (e.g. ministries of labour, social affairs or migration)
- Subordinate authorities (e.g. employment agencies)
- Civil society organisations
- Private sector

Commissioning party

the German Federal Ministry for Economic Cooperation and Development (BMZ)

Cofinancing

- European Union (EU)
- Swiss State Secretariat for Migration (SEM)

Term

June 2023 – May 2027

Cooperation countries



ZME in Nigeria

- Nigerian-German Centre for Migration and Development (NGC)
- Locations of the centres: Lagos, Abuja and Benin City
- The NGC offers information and advice on:
 - prerequisites for regular labour and educational migration to Germany, EU, ECOWAS and the region
 - social and economic re-/integration
- In addition, the centre refers clients towards:
 - vocational training and qualification to enable people to benefit from the existing opportunities for regular migration to Germany, Europe or within their region
 - support for returnees and vulnerable groups with finding a job or starting a business in Nigeria
 - psychosocial support especially for vulnerable groups
- Partner: Federal Ministry of Labour and Employment







The counselling process



1 Appointment booking

People interested in regular migration or socio-economic reintegration can visit or call the centre and schedule a counselling appointment.



2 Counselling

Counselling takes place in a protected environment. The guiding factors here are the

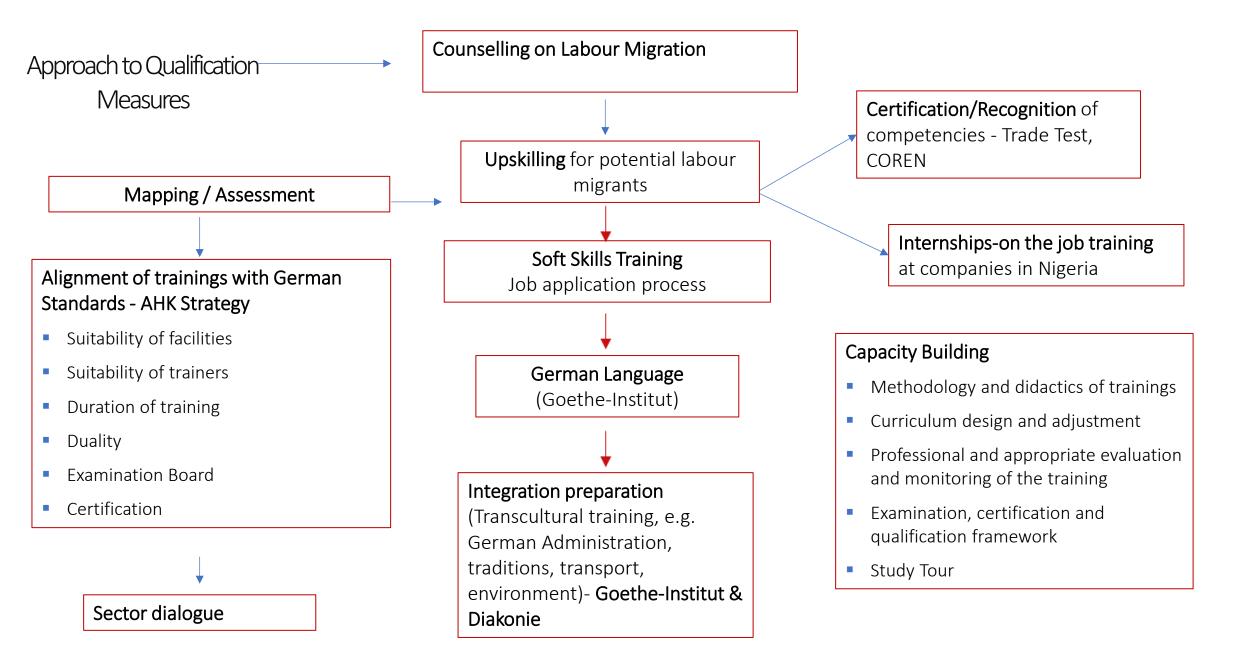
- needs
- vulnerability
- perspectives



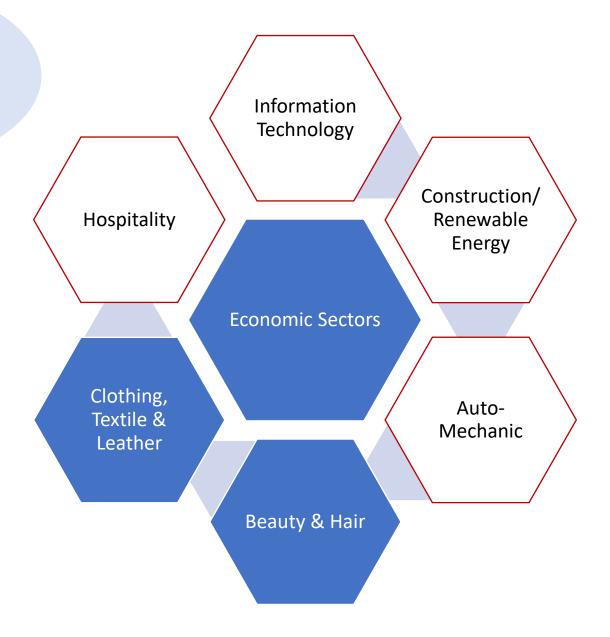
Qualification measures

Based on the individual counselling, the following offers can be made, among others:

- further qualification measure
- psychosocial support
- language courses



Sectors - Qualification Measures

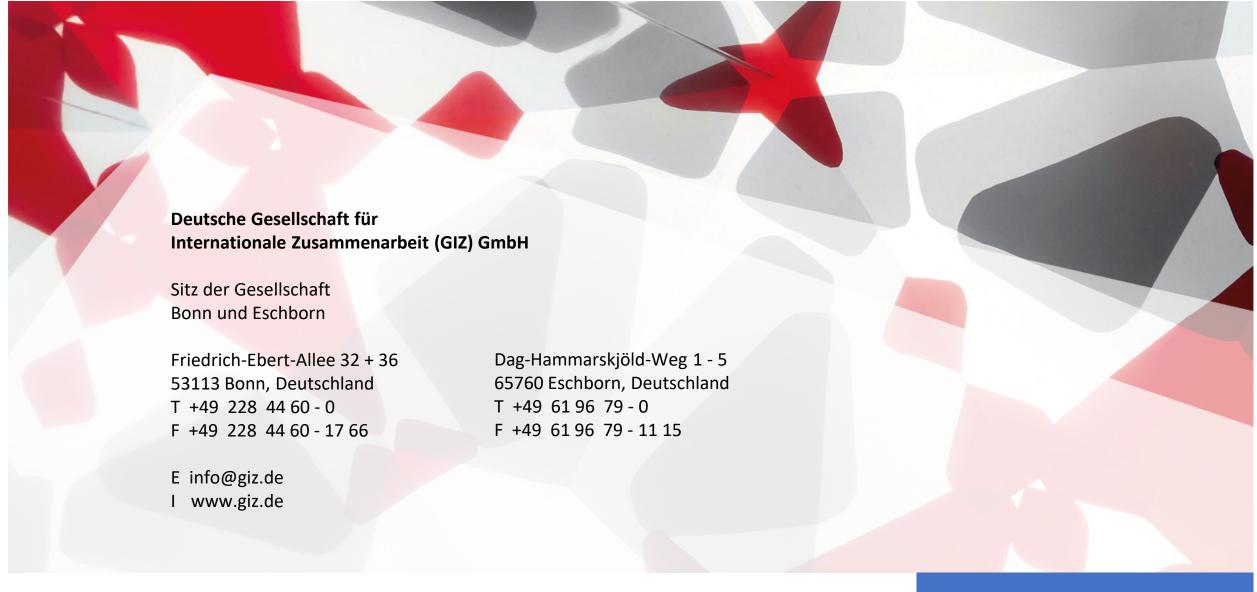


on bottleneck
professions and skills
in demand in Germany
and the ECOWAS
Region

Enhancing the skills dimension of labour migration policy

- 1. Enhancing recognition systems
- 2. Investing in language and skills trainings
- 3. Strengthening data collection and forecasting
- 4. Promoting bilateral and multilateral agreements
- By placing the skills dimension at the centre of labour migration frameworks, countries can transform migration from a challenge into an opportunity—creating pathways for shared prosperity, economic resilience, and human dignity in an increasingly mobile world.











Responsable de coopérations décentralisées France Maroc









PDG du Groupe Agel





FOR YOUNG MOROCCANS LIVING ABROAD AU PROFIT DES JEUNES MAROCAINS RÉSIDANT À L'ETRANGER



Labour mobility programs: CIRCULAR MIGRATION

Ministry of Inclusion, Social Security and Migrations of Spain

Abuja 13-14 May, 2025





New Royal Decree 1155/2024, rights and freedoms of the foreigners in Spain and their social integration

REFORM OBJECTIVES

- 1 Promote safe, orderly and regular migration
- Address the need to fill vacancies in specific sectors
- 3 Combat the underground economy
- 4 Improve legal certainty

TOOLS

Student status

Reform of authorizations stemming from having ties in Spain (arraigo)

Consolidate circular migration model

Reform of the List of Difficult-to-Fill Jobs

Renewals



1. Multiannual circular migration model

A circular migration model adapted to the labour reform is created, which rewards the worker's commitment to return, reduces administrative burdens and offers stability to enterprises.

The amendments are in line with the changes introduced very in **Greece, Italy and France**, enabling applications for a **multiannual permit**.



BEFORE

Work authorizations **for a few months** that were applied for every year, with temporary contracts.

In practice, it applied **only to the agricultural sector** (because of the **limitation imposed by the list of difficult-to-fill jobs**). Some sectors, such as road transport, required certification of professional skills.

Workers were **recruited on a yearly basis**, signing a new contract each year. Some people had been returning to the same enterprise for more than 14 years.

THE NEW MODEL

Multi-year authorizations, of 4 years' duration, entitling the holder to work for a maximum of 9 months per year.

For **any sector considered to be in deficit**, according to the new way of determining the national employment situation.

Easier to obtain, prior to the work permit, the required certifications, in the form of residence.

The **multi-year** contract gives **workers** the guarantee that, if they return, they shall be called back the following year. After the first 4 years, there is the possibility to **extend seasonal contracts for further periods of 4 years, or to remain in Spain** with a residence and work permit for 2 years.

1.1 The GECCO Order

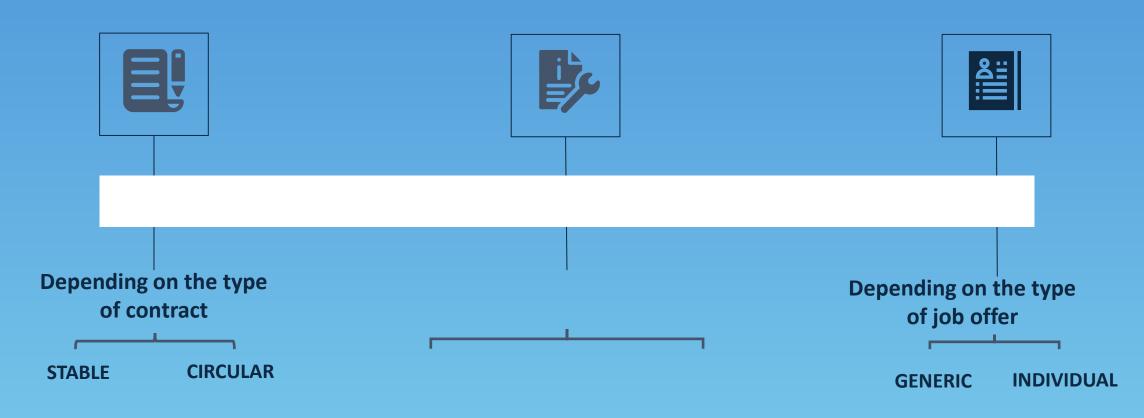
- The GECCO Order (Collective Management of Hiring at Management, Spanish acronym "GECCO") is approved annually: currently in force is regulating the collective management of recruitment at origin for 2025 (approved 25.293 for 2025).
- The Order lays down the conditions for recruitment at origin for applications submitted in the following year.
- It regulates the procedures and details of collective recruitment at origin, pursuant to the provisions of the Immigration Regulations (RLOEX) in articles 100 to 123, and of the Organic Law on Immigration (LOEX), article 39.

Order ISM/1488/2024, of 27 December, regulating the collective management of recruitment at origin for 2025:

- Completely transforms all the procedures in accordance with the reform of the Immigration Regulations
- Develops the form of circular migration with 4-year authorizations
- Strengthens workers' rights and legal certainty and transparency in recruitment
- Improves **governance, monitoring and evaluation models**, creating a new body for monitoring migration projects: the Provincial Commissions on Migration Flows



1.1 TYPES OF GECCO APPLICATIONS IN THE ORDER



- For the first time, the order makes an effort to clearly define and simplify a technically complex process.
- The Order provides for 1) elements common to all types of applications; 2) the specific characteristics of each type of application; 3) monitoring and governance mechanisms.

1.2 Key developments in circular migration

BEFORE



YEAR-BY-YEAR AUTHORIZATION

Approximately 15,000 circular migration authorizations were processed each year for the same persons, and about 2,000 for a fixed duration.



YEAR-BY-YEAR VISAS

Approximately 15,000 visas associated with these authorizations were processed each year, causing delays in other types of authorizations.





Workers returned to their countries after the end of their temporary contracts, with no certainty that they would be rehired the following year. Employers had to draw up annual justification reports for each job offer.

NOW

4-YEAR AUTHORIZATIONS



Authorization is granted for 4 years: huge reduction of administrative burden for enterprises, Immigration Offices and workers.

1 VISA + 1 4-YEAR FOREIGNER ID



A single visa is processed, and a Foreigner ID (Spanish acronym, TIE) is issued to each worker, for the first time in GECCO's history, enabling them to cross the border each year.

PERMANENT SEASONAL CONTRACTS, TRANSLATED



Permanent seasonal contracts, which offer stability and guarantees to workers and enterprises, and reward commitment to return. After 4 years, workers can decide whether to extend their seasonal contracts or take up permanent residence. There is an obligation to translate such a contract into a language understood by the worker.



1.3 KEY DEVELOPMENTS OF THE ORDER: STABLE MIGRATION



There is the possibility of stable collective recruitment

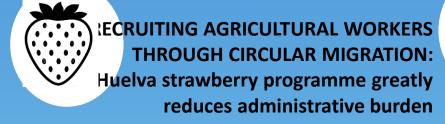
- ✓ Stable migration, understood as the collective processing of work authorizations.
- ✓ Not linked to the return of the worker to their country of origin: authorizations of one year's duration.
- ✓ Not limited to qualification level.
- ✓ Linked to an employer and a province.
- ✓ For jobs that are difficult to fill.
- ✓ Format oriented towards providing solutions to specific projects, rather than "large cohorts".



Advantages and guarantees associated with GECCO projects include, for enterprises and for workers:

- ✓ Selection processes at the point of origin, supported by the administration.
- ✓ Ethical recruitment, right to housing, and payment of a oneway ticket.
- ✓ Collective processing: reduction of administrative burden.

1.4 PRACTICAL EXAMPLES OF IMPLEMENTATION OF THE ORDER





HIRING SUMMER LIFEGUARDS IN MADRID AND BARCELONA: Improving worker monitoring and guarantees



RECRUITMENT IN THE CONSTRUCTION SECTOR: Ethical recruitment and safe, orderly and regular migration

- ✓ In Huelva, 20% of the workers in agricultural campaigns are now linked to the GECCO programme.
- ✓ In 2024, the number will rise to 18,000, following the selection of 5,000 new workers.
- ✓ Prevention of annual workload spikes at the Immigration Office and in Consulates.
- ✓ Improved guarantees of transparency, communication and workers' rights (permanent contracts).

- ✓ Madrid processes more than 1,000 authorizations every summer for foreign lifeguards, issuing temporary contracts.
- ✓ These flows are to become permanent seasonal contracts.
- ✓ The public administration will monitor the recruitment and training of these workers.
- ✓ Employees receive from GECCO benefits: they are provided with a one-way ticket and accommodation, and their rights are guaranteed.
- ✓ Reduction of annual workload spike for Immigration Offices.

- ✓ For jobs identified as difficult to fill.
- ✓ Selection processes at the point of origin, in the framework of a bilateral relationship between countries.
- ✓ Promotion of migration and regular recruitment from the point of origin: no irregular transition period, combating the underground economy.
- ✓ Possibility of organizing training and capacity-building at the point of origin or destination.
- Advantages of reducing administrative burden through collective processing of authorizations.



EXAMPLE OF SUCCESS

WAFIRA

https://youtu.be/AWzb O3Dai0

AFRICA

GECCO 2025

	CD LIV
	SPAIN
COUNTRY GAMBIA MAURITANIA	50
SENEGAL MOROCCO	50 380
	18.464
Total general Total general	18.944 1



Thank you!!!!
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MINISTERIO DE INCLUSIÓN, SEGURIDAD SOCIAL Y MIGRACIONES



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Guiding questions / Questions directrices

- What existing opportunities enable young people to access regular migration pathways for skills development between Africa and Europe?
- What are the main challenges youth, including young women and girls, face in accessing regular migration pathways? What lessons can be drawn from successful youth mobility programmes, and how can they be scaled up or replicated?

- Quelles sont les opportunités qui permettent aux jeunes d'avoir accès aux voies de migration régulière pour le développement des compétences entre l'Afrique et l'Europe ?
- Quels sont les défis principaux que les jeunes, y compris les jeunes filles et femmes, rencontrent dans l'accès aux voies de migration régulières ? Quelles leçons peuvent-être tirées de programmes réussis de mobilité des jeunes, et comment peuvent-ils être élargis et répliqués ?



