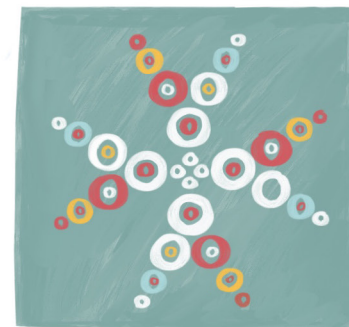


Implementation of the Union for the Mediterranean Roadmap on Employment and Labour



European Union



Union for the Mediterranean
Union pour la Méditerranée
الاتحاد من أجل المتوسط



The Hashemite
Kingdom of Jordan

"The implementation of the Marrakech Declaration and its Employment and Labour Roadmap (2022–2025) has reaffirmed the enduring value of multilateral cooperation in tackling the region's most pressing employment challenges. Over the past three years, the Union for the Mediterranean has strengthened regional solidarity, deepened social dialogue, and promoted inclusive labour policies that empower youth, women, and vulnerable groups across the Euro-Mediterranean region. These collective efforts reflect the shared pursuit of decent work, social justice, and sustainable development. As we look to the future, we remain firmly committed to advancing resilient, adaptable, and equitable labour markets that leave no one behind."

H.E. Mr Khaled Albakkar

Minister of Labour of the Hashemite Kingdom of Jordan

"Over the past three years, the implementation of the Union for the Mediterranean's Marrakech Ministerial Declaration has strengthened regional cooperation on labour rights. It has helped drive progress on inclusion, especially for young people and women. As labour markets continue to evolve, we have a strong foundation to build on and a clear path forward to achieve decent jobs for everyone."

H.E. Ms Roxana Mînzatu

Executive Vice-President for Social Rights and Skills, Quality Jobs, and Preparedness, European Commission

"Employment in the Euro-Mediterranean region cannot be tackled in isolation. Employment and labour dynamics pose multilayered, complex challenges that call for a holistic and multi-stakeholder approach. Addressing these challenges demands a comprehensive, cross sectoral collaboration. Only through policies that take into account an integrated approach – from curricula to the transition to the labour market - can we ensure inclusive and dignified work for all."

H.E Mr Nasser Kamel

Secretary General of the Union for the Mediterranean

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The road so far...



UFM HIGH LEVEL MEETING ON SKILLS IN THE MEDITERRANEAN

- 12 JULY 2023 • MADRID, SPAIN -

WE UNITED TO EXPLORE
PRACTICES IN SKILLING, UPSKILLING
& RESKILLING AS ESSENTIAL FOR BOOSTING
EMPLOYABILITY & GROWTH & ADDRESSING THE
CHALLENGES OF GREEN TRANSITION, DEMOCRATIC
CHANGES & DIGITALISATION

MINISTERS, MINISTRIES REPRESENTATIVES
SOCIAL PARTNERS & CIVIL SOCIETY
FROM THE 43 UFM MEMBER STATES







SESSION ON

HIGH-LEVEL MEETING ON SKILLS IN THE MEDITERRANEAN 2023



SKILLS & ANTICIPATING THE FUTURE OF WORK...

CULTIVATE LIFE LONG LEARNING

INVERT TABOO



UNEMPLOYMENT = TIME GROWING NEW SKILLS

EMPOWER & ENCOURAGE STUDENTS TO OWN THEIR LEARNING

TO QUESTION TO BE CURIOUS

STUDENTS at the FOREFRONT

RADICAL CHOICES & RISKS

METASKILLS FROM EARLY ON... LOVING LEARNING



GRAPHIC RECORDING by @BLANCHE ILLUSTRATES

PROVIDE A SAFE WAY TO FAIL, FAST & LEARN

IT WON'T ALWAYS BE EASY... THAT'S OK! YOU CAN STILL GATHER THE FRUITS

EDUCATE INNOVATE EMPLOY

TRANSITION SCHOOL → WORK

16 months



NEW MODEL

THEORY & PRACTICE

INVOLVE EMPLOYERS & ALL PARTIES

20% OF YOUNG PEOPLE

NEED TO CHANGE CULTURE TO ENGAGE MORE

PRIVATE SECTOR

CENTRES OF EXCELLENCE

DUAL EDUCATION

CO-MANAGING SCHOOLS

STRATEGIC PARTNERSHIPS

EACH...

...KNOW YOUR STRENGTHS

CAREER GUIDANCE

CHALLENGES & STRATEGY

SCALE

QUALITY

e.g.

750,000 STUDENTS GRADUATE YEARLY TO ENTER THE LABOUR MARKET

RELEVANCE

FUNDING

FROM PUBLIC TO PRIVATE

IMPLEMENTING

TEACHER TRAINING



EQUIP TO SERVE GREEN BLUE ECONOMIES



European Union



Union for the Mediterranean
Union pour la Méditerranée
الاتحاد من أجل المتوسط



The Hashemite Kingdom of Jordan

SESSION ON

HIGH-LEVEL MEETING ON SKILLS IN THE MEDITERRANEAN 2023



TRANSITIONS & SKILLS...

SKILL ... RESKILL ... UPSKILL
leave no one behind

READING SIGNALS OF FUTURE MARKET



GREEN
DIGITAL



- DIGITAL SKILLS
- LEADERSHIP SKILLS
- INVENTION INITIATIVE
- ADAPTABILITY
- LOVING LEARNING



THEORY + PRACTICE
- DIGITIZATION
- SOCIAL ECONOMY

GOOD EDUCATION BUT HIGH UNEMPLOYMENT



THEY HAVE NEEDS ALSO
DIALOGUE & COOPERATE

PROGRAMME DESIGN

INTERNSHIPS

ENTREPRENEURSHIP
is a way of life
IS THE SOLUTION TO UNEMPLOYMENT

EVERY JOB WILL BE TECHNOLOGY RELATED
TRAINING

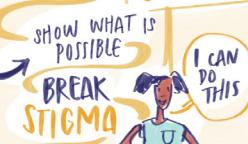
WOMEN'S ACCESS TO THE LABOUR MARKET

CHANGE MINDSET

ORIENTATION OF YOUNG PEOPLE

PATHWAYS... GUIDANCE

INTERNSHIPS PLACEMENTS



MENTORSHIP COACHING THEN FUNDING

CHANGE CULTURE (PEOPLE ARE AFRAID)

EMPOWER AND ENGAGE



SUCCESS STORIES
PUBLIC AWARENESS
CHANGE THE NARRATIVE



GRAPHIC RECORDING by @BLANCHE ILLUSTRATES



Union for the Mediterranean
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The Hashemite Kingdom of Jordan

HIGH-LEVEL MEETING ON **SKILLS** IN THE MEDITERRANEAN 2023



INSPIRATIONAL
TALK

TOURED MY COUNTRY
IN JUST 7 DAYS
I WAS AMAZED BY MY COUNTRY

GUINNESS WORLD RECORD!

PLANNED A 100 DAY TOUR FOR 2020

STOPPED BY THE
PANDEMIC

WHEN I DID IT,
I SAW THE CHANGE...
NO POLLUTION... I BECAME INTERESTED IN
ECOLOGY

2022 ... 30 DAY TOUR
ON AN ELECTRIC BIKE
TO RAISE AWARENESS OF

ENVIRONMENTAL ISSUES

COP 27
FOLLOWED BY
MILLIONS OF
PEOPLE

GIVEN THE TOOLS... ONE
PERSON CAN MAKE A DIFFERENCE

COP 28 →



I BOUGHT
AN OLD
BIKE

HERE'S

STORY...

GRAPHIC RECORDING by → @BLANCHE ILLUSTRATES



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The Hashemite
Kingdom of
Jordan

UFM 5TH SOCIAL DIALOGUE FORUM

- 21-22 NOVEMBER 2023 • MARSEILLE, FRANCE -



WE MET TO DISCUSS
PRACTICES OF SOCIAL DIALOGUE,
GREEN & DIGITAL TRANSITIONS,
ACTIVE INCLUSION, EFFECTIVE SOCIAL PROTECTION
ECONOMIC MIGRATION, BRAIN DRAIN &
REGIONAL PROGRAMMING
SETTING THE STAGE FOR ENHANCED REGIONAL COLLABORATION

PARTNERS & REPRESENTATIVES
FROM MEDITERRANEAN EMPLOYERS'
& WORKERS ORGANISATIONS



UNION FOR THE MEDITERRANEAN

SOCIAL DIALOGUE

FORUM 2023

GREEN & DIGITAL TRANSITIONS IN PRACTICE

WHICH ROLE FOR SOCIAL PARTNERS?

LINKED

FIT FOR '55

EMPLOYMENT & GROWTH

CONSTRUCTION SECTOR...

BIGGEST CHANGES IN A LIMITED NUMBER OF SECTORS

CLIMATE JUSTICE & MIGRATION

DROUGHT POVERTY FREEDOM

NATURAL DISASTERS...

PREVENTION NOT ONLY RECOVERY

CONSENSUS ON URGENCY

SKILLS RECOGNITION SYSTEMS
TRANSITION TOWARD FORMALITY

SOCIAL CARE RIGHTS VOICE SOCIAL PROTECTION

TRAINING & RESKILLING PROGRAMMES

- NEW & EMERGING
- ENHANCED SKILLS
- INCREASED DEMAND



30% JOBS HIGHLY DIGITALISED

LABOUR & SKILL SHORTAGES

DISPARITY OF DIGITAL SKILLS

A MEDITERRANEAN GREEN DEAL

DIGITAL OPPORTUNITY TO REDUCE CORRUPTION WITH TRANSPARENCY

ADDRESS SHORTAGE OF SKILLS

STAKEHOLDERS NEED TO WORK TOGETHER

COUNTRIES ARE LINKED BY EXPORTS

BUT THE SITUATIONS ARE DIVERSE

"GLOBALISATION IS SOMETHING WE'RE SUBJECTED TO"

HISTORY INDUSTRY POLLUTION POLITICS

IMPACT OF EU POLICY ON OTHER COUNTRIES



FRANCE OVER 50 EMPLOYEES...
MANDATORY DISCUSSION ON ECO-TRANSITION
MANUAL WHAT TO TALK ABOUT...

ACTIONS TO FACILITATE SUCCESSFUL TRANSITIONS
WILL IMPOSING TRANSITION MEAN WE LOSE COMPETITIVENESS?
FEAR OF NEW TECHNOLOGIES

PRIVATE SECTOR LINK UNIVERSITIES

COLLECTIVE BARGAINING ACROSS DIVERSE UFM COUNTRIES

THE GREEN TRANSITION IS AN OPPORTUNITY MADE OUT OF CRISIS

FUNDING NEEDS TO GET TO THE GROUND

UPSKILL RESKILL TRAINING CAPACITY

just transitions

CLIMATE TECH YOUTH SOCIAL VALUES

RAPID CHANGE & RESPONSE through SOCIAL DIALOGUE
GLOBAL VALUES
SOCIAL PROTECTION
FUNDING SUSTAINABILITY

EQUALITY FORUM
LIFE-LONG LEARNING
TRADE UNION ACADEMY
TRAINING EDUCATION
AWARENESS BEYOND THE ELITE

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The Hashemite Kingdom of Jordan

UNION FOR THE MEDITERRANEAN

SOCIAL DIALOGUE

FORUM 2023

ACTIVE INCLUSION & EFFECTIVE SOCIAL PROTECTION

AS AN INVESTMENT
NOT A COST

GOVERNMENT
WORKERS
TRI-PARTITE
DIALOGUE
EMPLOYERS

MARGINAL & UNSTABLE
EMPLOYMENT

SHORT-TERM
CONTRACTS
SELF-EMPLOYMENT

EU 1/4 WORKING AGE PEOPLE
INACTIVE
UNFIT FOR WORK
CARING ROLES
EARLY RETIREMENT

INACTIVITY RISKS

SOCIAL EXCLUSION
SOCIAL PROTECTION
RIGHTS
EMPLOYABILITY
PROFESSIONAL DEVELOPMENT

INACTIVITY up to 35%

SOUTH MED
UNEMPLOYMENT over 10%

HIGH INFORMALITY

LESS THAN HALF COVERED
SOCIAL SECURITY

TAKING DOWN THE BARRIERS

CHANGING COMPLEX SO...

MORE THAN 1/2 HAVE AT LEAST 2 BARRIERS

WHICH ARE MOST COMMON? they must be TACKLED TOGETHER

SIMPLIFICATION OF LEGAL FRAMEWORKS

PERSON CENTRED APPROACH

MAP BARRIERS

INCENTIVES

CAPABILITIES

LACK OF EXPERIENCE YOUTH 1ST JOB

RE UP SKILL

INVESTMENT

LIFE LONG LEARNING

SUSTAINABLE JOBS

COOPERATION & COORDINATION

REGIONAL DIVERSITY

FUNDING

GOVERNANCE & INVESTMENT

CLEAR & TRANSPARENT

earmark REVENUE

SOCIAL PROTECTION

60% NO PENSION IN THE ARAB WORLD

UP TO 70% UNEMPLOYMENT WOMEN & DISABILITIES NOT ADDRESSED

NEED FOR REFORM & VULNERABLE

TAILOR MEASURES TO SPECIFIC GROUPS

FACILITATE MOBILITY

UNEMPLOYMENT

BUILD STEP BY STEP

UNIFIED

EVALUATION OF FUNDING

INCLUSION

STARTS HOME

ROLE 4 MEN AWARENESS RAISING

CLOSE GENDER GAP

EQUALITY AT WORK

RECOGNISE CARE ROLES

COST OF CHILD CARE

PARENTS CARERS LEAVE

DIGITALISATION

ACCESS

CREATE EMPLOYMENT PATHWAYS

BENEFITS link to EMPLOYMENT SERVICES

EARLY ENGAGEMENT REFERRAL TO SCHEMES

ENHANCE BUSINESS ENVIRONMENT
e.g. ANTI COMPETITION LAW

RESPONSIVE FLEXIBLE

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UNION FOR THE MEDITERRANEAN

SOCIAL DIALOGUE

FORUM 2023

ECONOMIC MIGRATION & BRAIN DRAIN:

GOVERNMENTS NEED TO COMMIT

A ROLE OF SOCIAL DIALOGUE

ORIGIN COUNTRIES

DESTINATION COUNTRIES

SKILLED MIGRATION
TALENT FLIGHT

POTENTIAL
BRAIN
GAIN

RETURN WITH
PROGRESSIVE
IDEAS
↓
FURTHER
SKILLS

TRANSPARENT
FAIR
RECRUITMENT
NEEDS MATCH SUPPLY

"SEND US
YOUR
DATABASE
OF WHO WANTS
TO EMIGRATE
WE'LL CREATE PATHWAYS"

"WE WANT
PEOPLE
TO COME
IN THE
DOOR
LEGALLY"

OPEN THE
DOOR

TO AVOID
HUMAN
SMUGGLING

CULTURE
TRAINING

LANGUAGE
CLASSES

CHILD
CARE

TALENT
PARTNERSHIPS

SOCIAL
SERVICES

WELCOME
CULTURE &
POLITICAL
WILL

RECOGNISE SKILLS
QUALIFICATIONS
& COMPETENCIES

WHY ARE WE
ABLE TO RECOGNISE
PRODUCTS, BUT
NOT EDUCATION??

ALL WORKERS HAVE
SAME
RIGHTS... BUT
HARD TO CLAIM WITHOUT
WORK PERMITS...
DIFFERENTIATE
KINDS OF MIGRANTS &
SOLUTIONS

ARE WE TOO STRICT WITH
DOCUMENTATION??

COSTLY
ORIGINAL
COPIES

ACCEPT
DIGITAL
COPY

MIGRANTS
RIGHTS &
DUTIES
CHARTER
CLEAR &
TRANSPARENT

DRAFT A

DEVELOP REMOTE SOLUTIONS

OPPORTUNITIES
RENUMERATION
QUALITY OF LIVING

BUT THE OFFER IS GETTING
WORSE

CONSTRUCTION
CLEANING
RUBBISH COLLECTION

I WANT A
BETTER
FUTURE!

TRADE UNIONS FOR ALL WORKERS

GOOD
WORKING
CONDITIONS
& TRAINING
TO EMPOWER MIGRANTS
& END
MODERN
SLAVERY

TO RETURN
WORKERS
NEED GOOD
WAGES

RIGHTS & RECOGNITION

"OUR
EXPORT
UNIVERSITY
GRADUATES"

COST OF TRAINING DOCTORS
WHO LEAVE

NEED FOR DOCTORS
COUNTRY

CHALLENGES

WELLFARE
EDUCATION
INVESTMENT
YOUNG PEOPLE
& PROGRESSIVE
MINDSETS

LOSS OF

DEMOGRAPHIC CHANGE

AGING
POPULATIONS

INTRA-EU
MOBILITY (low rates)

LABOUR & SKILLS
SHORTAGES

CHALLENGE
IMPERIALIST
ATTITUDE OF
BUSINESSES
PROFIT
OVER PEOPLE

TALK ABOUT
"GLOBAL
HUMAN
RESOURCES"

POVERTY
BRAIN DRAIN

YOUNG
POPULATIONS

HIGH-RATES
INACTIVITY

EUROPEAN UNION

SOUTH

WHO DOES THE
POLICING? FALLS ON

INSTEAD OF
DETECTION
CENTRES...

PAY FOR TRAINING...

TRANSIT
COUNTRIES

ILLEGAL MIGRATION

MOBILITY
CORRIDORS
TO ADDRESS

GRAPHIC RECORDING by → @BLANCHE ILLUSTRATES



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The Hashemite
Kingdom of
Jordan

UFM YOUTH FORUM

MEDITERRANEAN YOUTH BUILDING INCLUSIVE ENTREPRENEURIAL ECO SYSTEMS

- 16-18 SEPTEMBER 2024 • HELSINKI, FINLAND -



ELEVATING

UNION FOR THE MEDITERRANEAN YOUTH FORUM









GRAPHIC RECORDING by @ BLANCHE ILLUSTRATES

UFM GREEN ENTREPRENEURSHIP FORUM

- 30 APRIL 2025 • AMMAN, HASHEMITE KINGDOM OF JORDAN -

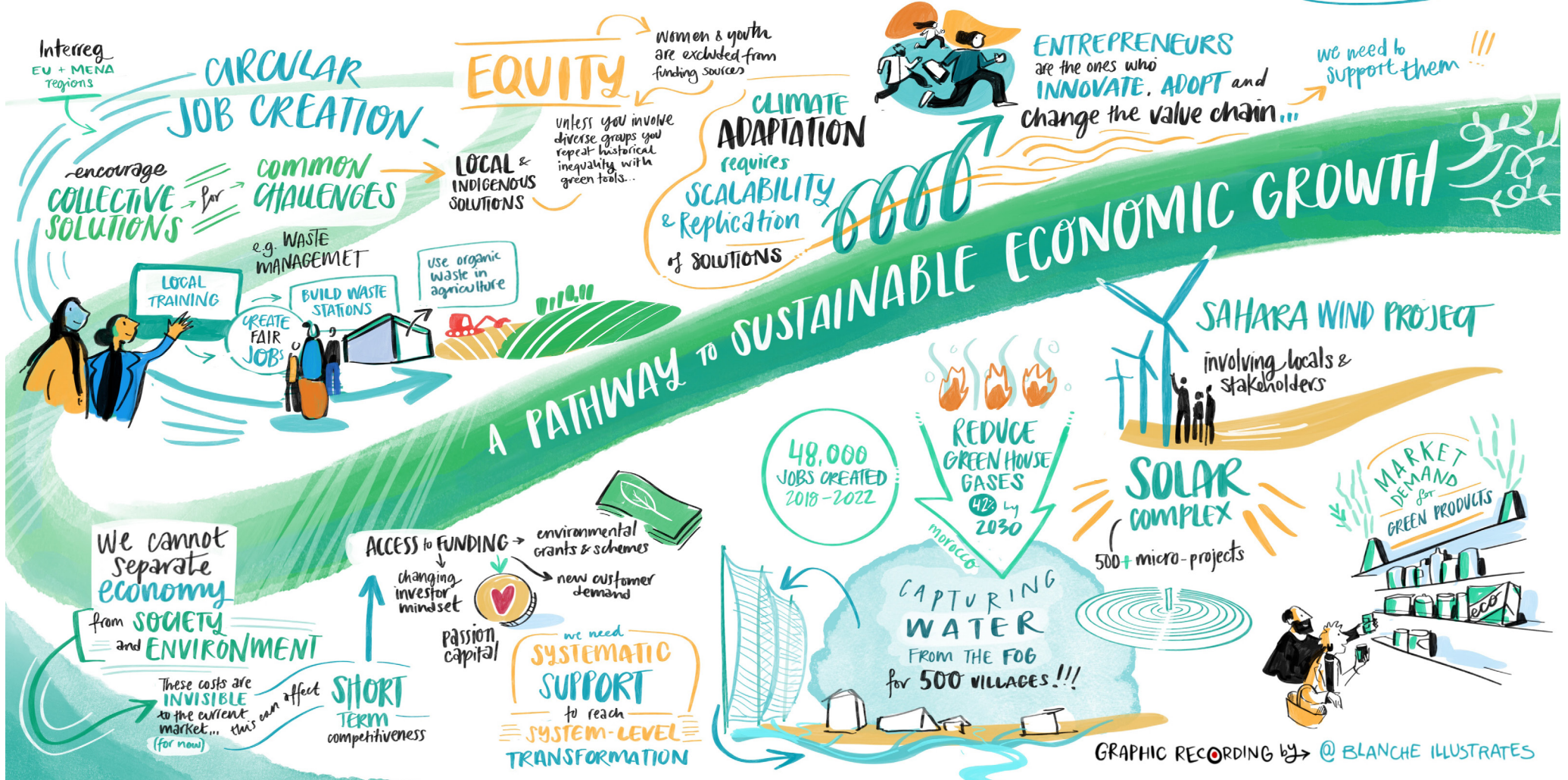


WE GATHERED TO
EXCHANGE INSIGHTS & SHARE BEST PRACTICE
THROUGH COLLABORATIVE PANELS THAT
FOCUSED ON INCLUSIVE & SUSTAINABLE
GROWTH AND THE ROLE OF TECHNOLOGY & SKILLS
& ENGAGING YOUTH & WOMEN
IN THE GREEN ECONOMY

— — —
YOUNG PEOPLE, POLICY MAKERS, PRIVATE SECTOR
REPRESENTATIVES, SOCIAL PARTNERS,
& MORE STAKEHOLDERS FROM
THE REGION

GREEN ENTREPRENEURSHIP

A PATHWAY TO SUSTAINABLE AND INCLUSIVE EMPLOYMENT



GREEN ENTREPRENEURSHIP

A PATHWAY TO SUSTAINABLE AND INCLUSIVE EMPLOYMENT



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GREEN ENTREPRENEURSHIP

A PATHWAY TO SUSTAINABLE AND INCLUSIVE EMPLOYMENT



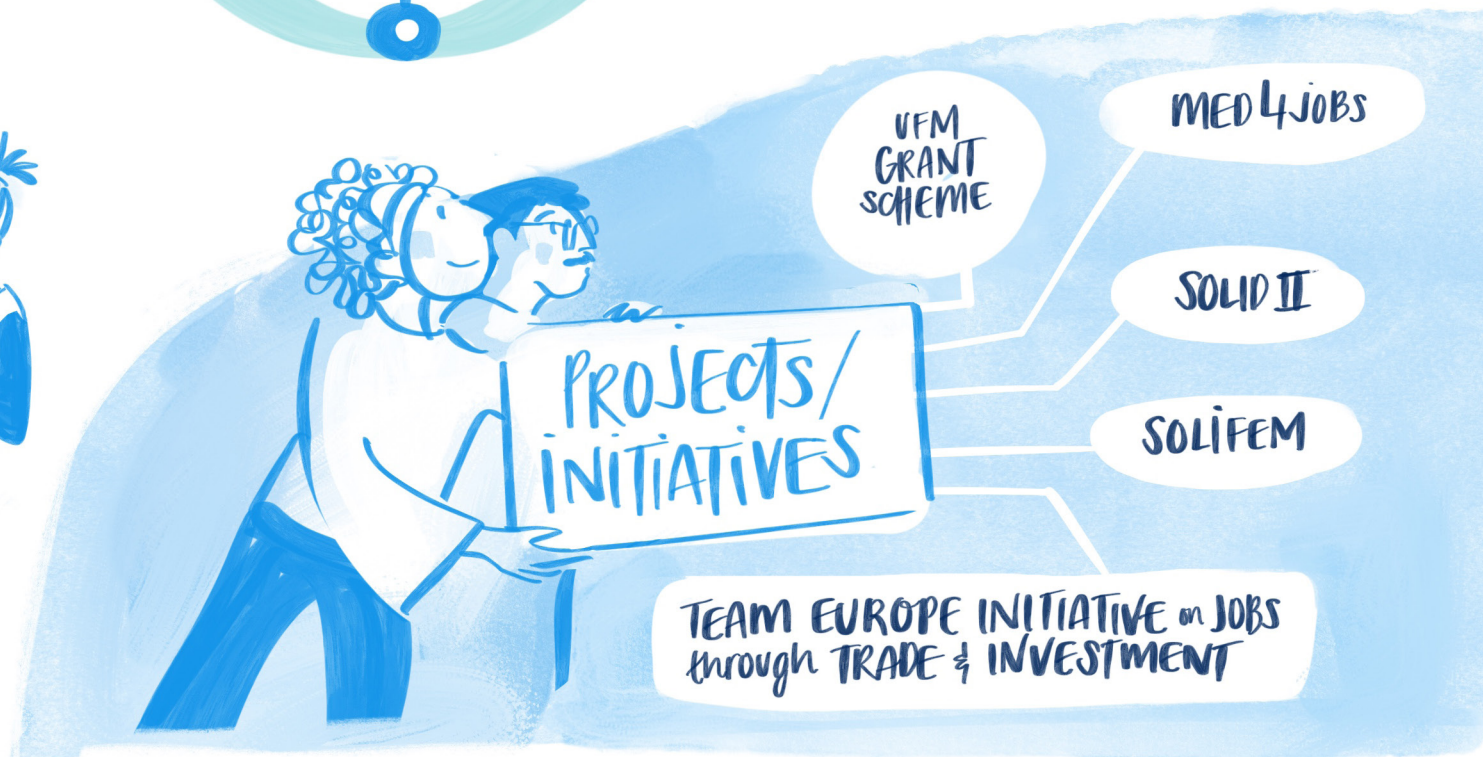
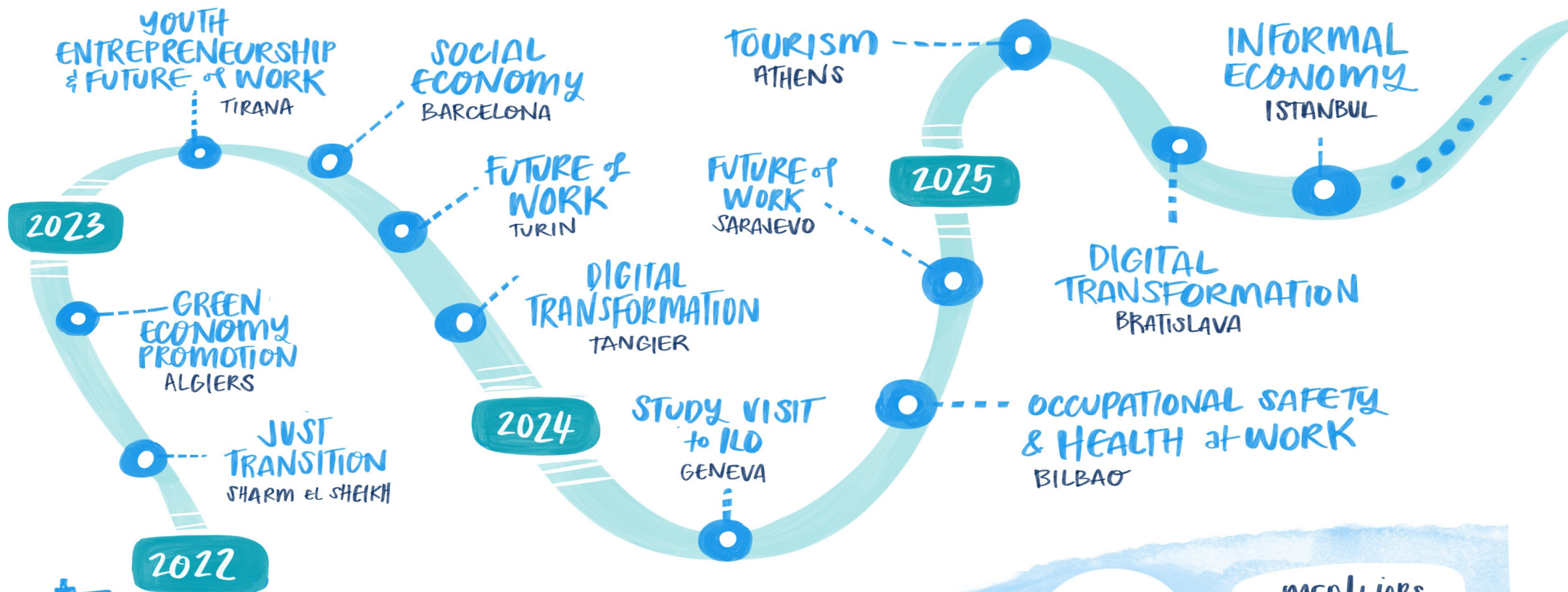


2022 RECURRENT MEETINGS 2025



REGIONAL PLATFORM ON EMPLOYMENT & LABOUR







*Together for a Stronger
Euro-Mediterranean Partnership*

