



**Report on the WAPES-MEAC International Conference in Nouakchott
on “the role of public employment services in implementing migration
policies in their countries”**

The International Conference of the World Association of Public Employment Services (WAPES), organised by the Middle-East and Arab Countries (MEAC), at which Mauritania acted as the Deputy Chair, began its work on Tuesday, 16 April 2019, which continued for two days.

This important meeting, on “**the role of public employment services in implementing migration policies in their countries**”, brought together top officials (Directors General, Directors, associated experts, etc.) from a number of public employment services (PES) from more than 20 countries around the world, together with representatives of international and regional organisations and renowned experts on migration issues. Those attending at national level were primarily representatives of technical departments involved in youth, employment and migration issues, technical and financial partners operating in Mauritania, bilateral and multilateral partners and representatives of the voluntary sector.

I- OPENING CEREMONY

After a word of welcome to conference participants by Mr **Beyte Allah AHMED LESWED**, the Director General of ANAPEJ (the Mauritania National Agency for the Promotion of Youth Employment), which had coorganised this WAPES event, and a speech by Mr **Abdelmomine EL MADANI**, Director General of the Kingdom of Morocco ANAPEC (National Agency for the Promotion of Employment and Skills) and the current WAPES President, highlighting the importance of migration issues for the employment strategies and policies of all the participating member states, the official speech launching the work was given by His Excellency, Mr **Seydina Ali MOHAMED KHOUNA**, the Mauritanian Minister for the Civil Service, Labour, Employment and Modernisation of Administration (MFPTEMA).



II- INTRODUCTORY SESSION

Moderator: Mr Brahim MESSAOUD, Secretary General of the MFPTEMA

Following the opening ceremony, the conference started with an introductory session during which several speakers presented an overview of migration issues around the world: background, scale, mapping of the phenomenon, characteristics, patterns and trends.

The speakers at this introductory session, moderated by Mr **Brahim MESSAOUD**, Secretary General of MFPTEMA, included in particular His Excellency, Mr **José Luis PARDO**, Special Ambassador for Migration Affairs for Spain to the AECID (the Spanish Agency for International Development Cooperation) in Mauritania, who set out the historic background to the question of migration through the ages and focused in particular on contemporary migration between Africa and Europe. This speech, which was very well researched and backed up by figures, provided clarification of the scale of the phenomenon that existed between the two continents and underlay the challenges currently faced by the players concerned. In particular, he stressed the need to reconcile approaches to this phenomenon and emphasised the fact that migration was not necessarily a threat but an opportunity.

The Chef de Mission for the International Organization for Migration (IOM) in Mauritania, Ms **Laura LUNGARROTI**, took the floor to give a speech focusing on work migration, the links between migration and development and, finally, on the strategies and intervention put in place by her organisation in Mauritania. This presentation provided participants with an idea of the scale of global migratory phenomena, with a focus on the African continent, based on United Nations Department of Economic and Social Affairs (UN DESA) and IOM sources for 2017. What emerged in particular was that more than 80% of African migrants remained in Africa. The links between migration and the sustainable development goals (SDGs) also showed that the question of migration was essentially a question of development. After having presented the Global Compact for Safe, Orderly and Regular Migration (GCM), adopted in 2018, and the Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP), the Chef de Mission provided an overview of the IOM's focal areas in Mauritania: humanitarian response, peace and development; protection; rights-based orientation and approach and the prevention of violent extremism, and youth involvement.

Ms **Aurelia SEGATTI**, speaking on behalf of the International Labour Organisation (ILO) Regional Office for the Maghreb countries, presented the work conducted by the



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Regional Office in Africa, the statistics on labour migration in this region and the problems linked to this migration in Africa (visas, illegal migration, protection of foreign workers, non-alignment of bilateral agreements, limited capacities of public employment services, etc.). She then set out in detail the key points of the ILO Regional Office labour migration strategy. She also presented the African Union Migration Policy Framework for Africa (2018-2030) and its action plan.

In turn, Ms **Kenza YAMOUNI**, Project Leader for the United Nations High Commissioner for Refugees (UNHCR) Protection Project in Mauritania, spoke on the means used to ensure the subsistence and economic inclusion of refugees in Mauritania. In this regard, she indicated that the number of refugees continued to increase and the scope and solutions for remedying the situation continued to decline. She then set out the global commitments in this area, including the New York Declaration for Refugees and Migrants, the Comprehensive Refugee Response Framework (CRRF) and the Global Compact on Refugees. She called in particular for the economic inclusion of refugees, explaining why and how, while focusing on the need for an interdependent and multisectoral institutional environment to foster the economic inclusion of refugees. Finally, she concluded her speech by presenting certain good practices, notably in Morocco and Tunisia, before focusing on the UNHCR's achievements in Mauritania (draft asylum bill under consideration, commitments undertaken with the World Bank to support basic social services, socio-economic studies and a market survey conducted, targeting of urban areas as the focal points for intervention).

Finally, this introductory session closed with a speech by Mr **Adam JANSSEN**, Chargé d'affaires with the Delegation of the European Union to Mauritania, on EU trends for vocational migration, legal mobility and development. In this speech, he first set out the overall framework, namely the 2030 Agenda and the European development consensus and Goal 10.7 of the United Nations sustainable development goals (SDGs). In explaining the EU approach, he then focused on the commitments of the countries of origin, transit and host countries, and in particular the need to understand and tackle the underlying causes of illegal migration and forced displacement, to build capacities and to improve the impact of migration on development. Finally, he set out the different EU tools for dealing with this phenomenon (the 2014 Asylum, Migration and Integration Fund (AMIF) and the 2016 External Investment Plan) punctuated, here and there, by concrete examples of pilot projects implemented or under way.

Following the speeches by the panellists, the floor was passed to the participants, who all expressed their appreciation of the quality of the presentations and congratulated the panellists concerned. Debate focused in particular on clarification of the situation and examples of scenarios. The participants raised the following issues:



- the limitations on the competence of public employment services with respect to certain institutional issues relating to migration;
- the scant resources available to the public employment services for dealing with the vast needs raised by migration management programmes;
- the question of support strategies for migrants who have left their countries of origin; and,
- in particular the question of the intrinsic paradox between the perception of migration as an opportunity for development and current national policies that instead tended to favour restrictions.

III- PANEL 1: HOW TO MAKE A SUCCESS OF ONE'S PROFESSIONAL MOBILITY PROJECT? WHAT SERVICES DO PUBLIC EMPLOYMENT SERVICES OFFER IN TERMS OF PRE-DEPARTURE ASSISTANCE AND ORIENTATION?

Moderator: Ms Mariem **SIDI MOHAMED**, Legal Advisor, ANAPEJ

The speeches began after the lunch break. The panel consisted of:

- Mr **Yves Thomas LUNDY**, Coordinator for the *Migra'Actions* Project, Pôle emploi-France (the French Government Employment Agency)
- Mr **Taoufik OULED ALI**, Head of the International Placement Unit of ANETI (National Agency for Employment and Self-Employment), Tunisia
- Mr **Igor AGUEH**, Deputy Director General of ANPE (National Employment Agency), Benin
- Mr **Mohamed BELARBI**, Senior Technical Officer, AMEM (Support for Equitable Migration for the Maghreb) project, ILO Regional Office

The first speech, by Mr **Yves Thomas LUNDY**, was on the *Migra'Actions* Project financed by the European Union and implemented by a consortium of public employment services partners (Pôle emploi, ANAPEC, ANETI and Arbetsformedlingen (the Swedish Public Employment Service)) for the benefit of five countries in West Africa: Senegal, Cape Verde, Ghana, Togo and Mauritania. He set out the background to the emergence of the project, which fell within the framework of the Programme establishing the Euro-African Dialogue on Migration and Development (Rabat Process). This document is based on four key pillars:

- organising legal migration;
- combating illegal migration;



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- strengthening the synergies between migration and development;
- international protection.

He then set out the goals of the Migr'Actions Project, namely:

- to assist national public employment services with organising legal vocational mobility at international level;
- to foster the exchange of information and the networking of the final beneficiaries.

He explained that the way in which the project was structured was designed to foster south-south cooperation by involving the public employment services of Morocco and Tunisia in its governance, in particular by mobilising their expertise for the benefit of beneficiary countries.

He then gave a presentation of the path taken by users of vocational mobility projects and explained the different stages and criteria essential for the success of such projects, while highlighting the role of the public employment services in this process.

The second speaker, Mr **Taoufik OULED ALI**, Head of the International Placement Unit of ANETI in Tunisia, gave a presentation of the Tunisian experience of the provision of support to vocational migration applicants. He first presented the scale of the flows in his unit and the destinations concerned. He set out the unit's objectives: to promote employment abroad to generate additional employment for Tunisians, to reduce the pressure on the national labour market, to combat unemployment and to ensure that the international recruitment process complied with the general principles and operational guidelines on fair recruitment.

Finally, he explained all the stages of the assistance provided to applicants until they departed.

A third panellist, Mr **Igor AGUEH**, Deputy Director General of the Togo ANPE, set out the political and institutional framework on which any labour migration and vocational mobility programme must be based and identified the place and role to be played by public employment services in this ecosystem. After having outlined the general situation as regards migration and the stakes and challenges faced by countries, the speaker emphasised the need for all countries to have a national vocational migration management strategy in place that involved multisectoral players and was focused on development before establishing the level to which public employment services were involved.



The fourth panellist, Mr **Mohamed BELARBI**, Senior Technical Officer for the ILO Regional Office AMEM Project, focused his speech on the roles and responsibilities of public employment services in cross-border intermediation. In his speech, he explained in detail the entire process to be put into effect by the public employment services in their international placement units, the implications at each stage and the optimal conditions for offering an ideal service. For each stage, he explained the role of the public employment services, the tasks to be performed, the checks to be made and the multiple measures to be taken. He highlighted, in particular, the key tasks for the public employment services in undertaking crossborder intermediation, namely:

- assessing current and future requirements for skills, vocational training and education;
- contributing to a reduction in the costs linked to migration;
- combating illegal migration;
- implementing intergovernmental agreements on vocational mobility;
- preventing exploitation and promoting fair recruitment.

PANEL II: WHAT SERVICES ARE OFFERED FOR RETURNING MIGRANTS?

Moderator: Mr **Edmond Comlan AMOUSSOU**, Director General, ANPE, Togo

Panellists:

- Ms **Hedayat SELIM** (unable to attend and replaced by Ms **Aurélia SEGATTI**), Associate Expert, Labour Migration Programme, ITCILO (International Training Centre of the International Labour Organization): "Challenges in the vocational reintegration of returning migrants: what is the role of public employment services? "
- Mr **Mohamed Abderrahmane LEITOU**, Reintegration Assistant, IOM, Nouakchott
- Mr **Jean-Louis KOUADIO**, Director, Youth Employment Agency (AEJ), Ivory Coast
- Mr **Bréhima Noubary SIDIBE**, Head of the Migration Cooperation Department, ANPE, Mali



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- Mr **Oumar DIOP**, Coordinator of the AU-ILO-IOM-ECA Joint Programme on Labour Migration Governance for Development and Integration, and Ms **Evelyne NKENG PEH**, Migration Advisor, Department of Social Affairs, African Union Commission

Speaking on behalf of Ms **Hedayat SELIM**, Ms **Aurélia SEGATTI** examined the question of the integration of returning migrants, focusing on the challenges to be met to ensure their vocational reintegration and the role of the public employment services for each type of migrant:

- **Complete migration cycle:** To set up a business in the home country; expiry of an employment contract; to finish studies/training in the home country; migration objectives met (for example, studies completed); improvement in the situation in the country of origin.
- **Incomplete migration cycle:** Vocational insecurity abroad; personal and family problems; difficult social and cultural environment/racism and discrimination abroad; migration objectives not met (for example, studies not completed).
- **Interrupted migration cycle:** Foreign residence permit not renewed; expulsion/readmission; administrative/financial obstacles; sudden loss of employment; serious health problems; family pressures; forced marriage in the home country; war/conflict.

With regard to the second speaker, Mr **Mohamed Abderrahmane LEITOU**, Reintegration Assistant with the IOM, Mauritania, he presented the experience of the IOM in the field of assistance with voluntary return and reintegration in Mauritania. Concerning its activities in Mauritania, the IOM was involved in assisting returning migrants through various initiatives: humanitarian, peace-promotion and development actions, gender and rights-based approaches; prevention of violent extremism, and the economic participation and inclusion of returning migrants.

The third panellist, Mr **Jean-Louis KOUADIO**, Director of AEJ, Ivory Coast, gave a presentation based on experience in the Ivory Coast that was entitled: ***What services do PES offer for the integration of those who migrated to obtain employment or who left their home country for other reasons? How to make one's return a success, the case of the Ivory Coast.*** After having set out the background and provided figures for the number of Ivory Coast migrants (around 3.3% of the population, that is to say about 830 000 people), the panellist provided a



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breakdown of the characteristics of this population by sex, provenance, qualifications, etc.

He then presented the Youth Employment Agency Action (Ivory Coast) and the initiatives undertaken by other institutions to support and assist the reintegration of returning migrants before setting out the trends in this field.

On taking the floor, the fourth panellist, Mr **Bréhima Noubary SIDIBE**, Head of the Migration Cooperation Department, ANPE, Mali, presented Mali's experience of assisting returning migrants. He first set out the ecosystem in which the ANPE offered its services, that is to say the institutional, legislative and organisational environment for managing returning migrants. Mali, a country that has traditionally provided migrants, had experimented with various measures to assist returning migrants. Hence, there were numerous returning migrant associations (some 60) that worked closely with the ANPE and other government structures and development partners. A specific offer for this category of public had been set up and implemented by the ANPE that complied with the guidelines laid down in the National Migration Policy adopted by the Mali Government and that called for the involvement of a range of partners.

By way of examples of such activities and programmes, he referred to Mali's contribution since 2009 to implementation of the Mali seasonal workers programme in Spain further to the bilateral agreement concluded between these two countries in 2007. The ANPE had participated fully in the implementation process for this agreement by selecting candidates, handling their recruitment and training, and regularly monitoring and assessing the programme. The ANPE had also been involved in other operations of this type: Kuwait, Kingdom of Saudi Arabia, Egypt, Libya, etc.

The ANPE's institutional arrangements in this area were diverse and also encompassed the following structures:

- the DCM (Migration Cooperation Department);
- the ANPE DFPE (ANPE Vocational Training and Employment Department);
- the Migration Focal Points within the ANPE's operational structures;
- the AEK (Kayes School Workshop), an initiative to deal with migration in the countries of the Senegal River Basin (Mali - Mauritania - Senegal);
- the ANPE CPR (ANPE Vocational Training and Retraining Centre): Bamako, Kayes, Sikasso, Mopti and Gao;
- The ANPE-OFII (French Office of Immigration and Integration) Cooperation Framework for Malis returning from France.



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The fifth panellist, Mr **Oumar DIOP**, Coordinator of the Joint Programme on Labour Migration Governance for Development and Integration in Africa (AU-ILO-IOM-ECA), gave a brief presentation on this African Union programme and provided figures on African migrant numbers and their key characteristics and preferred destinations. He also set out certain factors favouring the development of vocational migration in Africa, while specifying, however, that more than half of African migrants remained in Africa. He then listed the African Union texts, commitments and protocols on migration-related issues and the movement of people.

Finally, he focused on the Joint Programme on Labour Migration Governance for Development and Integration in Africa, setting out its objectives, mechanisms (e.g. tripartite agreement: Africa-Arab countries-EU) and all the implementation stages.

He then gave the floor to his colleague, Ms **Evelyne Nkeng Pe**, from the Department of Social Affairs of the African Union Commission, who presented a draft version of the guidelines on the sustainable reintegration of returning migrants into the labour market that had been drawn up by the African Union for its member countries. This presentation set out the guidelines laid down in this document by the African Union Commission in response to the waves of migrants and displaced persons, voluntary or otherwise, on the continent.

She then went over these guidelines, presenting their objectives:

- to provide guidance to member states on the concrete measures to be taken to support the sustainable reintegration of returning migrants into the labour market;
- to identify the roles and responsibilities of the stakeholders.

She added that returning migrants had specific needs, and in particular:

- a favourable political environment that met their multiple requirements;
- assistance with psycho-social, medical and legal advice at all stages of migration;
- skills recognition in the country left and the country of return;
- profiling of the skills of returning migrants and information on training possibilities to improve their employability in the country of return;
- information on business and employment opportunities in the country of return;
- information on the legislation on decent employment (as an employee or as self-employed);
- appropriate social security benefits;
- technical and financial support for entrepreneurs; and,



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- support for the process of reintegration of dependants (guidance, housing, education for children, vocational training, health, etc.).

She then set out the responsibilities incumbent on migrant management institutions in all three stages: before departure, and prior to and after a return, specifying, for each of these stages, the specific role incumbent on the public employment services.



PANEL III: INNOVATIVE EXPERIENCES OF PUBLIC EMPLOYMENT SERVICES IN MANAGING MIGRATORY FLOWS

Moderator: Mr **Igor AGUEH**, Deputy Director General/Expert in vocational migration, ANPE, Benin

Speakers:

- Ms **Aurelia SEGATTI**, Labour Migration and Mobility Specialist for North Africa, ILO Regional Office for the Maghreb countries in Algiers
- Mr **Oualid CHOURAK**, National Technical Assistant - Expert in Migration & Economic Integration, Enabel (the Belgian Development Agency), Morocco
- Mr **Kamal REHIOUI**, Director of the Local Agency for Salé, ANAPEC, Morocco
- Ms **Méria DIABIRA**, the PMD (Programme for Migration for Development) Representative, Senegal, GIZ GmbH (the German International Cooperation Association)
- \$Ms **Khouredia NDIAYE**, Coordinator of the Migration Information Centre, ANPEJ (National Agency for the Promotion of Youth Employment), Senegal

The third and last panel of the Conference consisted of inviting the participants to share the experiences of certain countries in migrant management and vocational mobility related issues.

Ms **Aurelia SEGATTI**, Labour Migration and Mobility Specialist for North Africa, ILO Regional Office for the Maghreb countries in Algiers, opened the panel by presenting a summary of the international labour standards and conventions and the role of public employment services in managing vocational migration (Convention 88, Convention 97, etc.).

She then provides a certain number of examples of support, conventions and programmes from around the world, and in particular:

- Mali-Qatar: Technical comments for preparation of the agreement;
- Lebanon – Ethiopia; United Arab Emirates - Ethiopia: Technical support for negotiations;
- Lebanon - Madagascar: Technical support for negotiations;
- FAIR (Integrated Programme on Fair Recruitment) I project - SDC (Swiss Agency for Development and Cooperation): Technical support to ANETI in Tunisia through strategic reflection to respond to the need for a placement operation (Qatar);



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- FAIRWAY (Regional Fair Migration Project in the Middle East) project: Asia corridor - Gulf countries;
- Bilateral agreement between Germany and the Philippines on health-sector workers;
- FAIR I and II programmes (SDC)/TUNISIA;
- Technical support to the National Employment Agency of Albania;
- FOIL (Job Placement and Skills Training) project in Latin America (2006-2010 and 2015-2018), *AECID* - Spanish cooperation;
- TRIANGLE (Tripartite Action to Protect Migrants within and from the Greater Mekong Subregion from Labour Exploitation) Project/Dept of Foreign Affairs and Trade (Australia);
- FAIR I and II projects/TUNISIA – HONG-KONG;
- Reintegration of migrants project/European Union and Promote Effective Labour; Migration Governance/UK Department for International Development/ETHIOPIA;
- FOIL project/Spanish cooperation/Latin America;

The second panellist to take the floor was Mr **Oualid CHOURAK**, National Technical Assistant - Expert in Migration & Economic Integration, Enabel, Morocco He spoke about four innovative projects under way supported by Belgian cooperation (Enabel):

- Amuddu project: Support for implementation of the SNIA (National Immigration and Asylum Strategy);
- Pilot Project Addressing Labour shortages through Innovative labour-migration Models (PALIM);
- Maghreb Belgium Impulse (MBI) project: Support for implementation of the SNMRE (National Strategy in favour of Moroccans Residing Abroad);
- Legal empowerment of migrant persons project.

The speaker outlined each of these projects, setting out the background, objectives and anticipated results.

Mr **Kamal REHIOUI**, Director of the Local Agency for Salé of ANAPEC in Morocco, gave a presentation on the services offered by ANAPEC's Immigrants and Refugees Department. Falling within the overall framework of the National Immigration and Asylum Strategy (*SNIA*), the services offered by ANAPEC's Immigrants and Refugees Department were based on the principle that these populations had the same rights as Moroccans in terms of opportunities to access the labour market. These services were offered by the Agency (with the support of an adviser or accessed directly) through service providers or over the web or the telephone. To make them as effective



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as possible, specialised advisers had been trained, as had trainers, and pilot branches put in place.

Five pilot branches had been picked out to test the services offered to migrants and refugees; 2 021 migrants had been registered, of which 643 had taken part in pre-recruitment interviews, 831 in job search workshops, 62 integrated into work and 16 had benefited from income-generating activities.

Ms **Meria DIABIRA**, representing the Migration for Development Programme (PMD) supported in Senegal by the GIZ, explained that the programme fell within the framework of the **BMZ** (German Federal Ministry for Economic Cooperation and Development) general programme to assist returning migrants that had been established by the GIZ in 12 countries across the world: Kosovo, Albania, Serbia, Tunisia, Morocco, Nigeria, Ghana, Senegal, Iraq, Afghanistan, Egypt and Pakistan.

With regard to the PMD, it was divided into three component parts: Germany (information and preparation for return), the countries of origin (information and guidance centres) and return, and the voluntary sector (cooperation). In Germany, the programme was based notably on reintegration scouts put in place in the offices to provide information and advice and to assist with return. In the countries of origin, Germany had created, in conjunction with the public employment services of partner countries, Employment, Migration and Reintegration Information Centres.

The speaker then gave a presentation of the activities of the Senegal-Germany Employment, Migration and Reintegration Information Centre put in place by the GIZ and ANAPEJ in Senegal, which had involved:

- awareness/information sessions (individual and collective);
- training sessions on business enterprise and technical training courses, depending on the target needs;
- collective and individual coaching on job-search techniques.

In turn, Ms **Khouredia Ndiaye**, Coordinator of the Employment, Migration and Reintegration Information Centre, gave a presentation of the experiences of ANPEJ in providing support to migrants on their departure and return, and shared the strengths and weaknesses of this support. She also specified that ANPEJ was a member of the Technical Committee for Preparation of the National Migration Policy in Senegal. In addition to the creation of a dedicated team within ANPEJ that was responsible for migration and vocational mobility, its achievements included initiatives, whilst still modest, aimed at those who had left their home countries, notably in terms of project financing.



RECOMMENDATIONS

Following the communications by the panel, debate turned to the following issues and recommendations:

- ✓ Greater involvement of the public employment services in the institutional issues linked to migration was needed so that the roles could be delineated clearly from the moment that migration policies were conceived;
- ✓ Given that organised parallel or hidden migration was impossible to control, public employment services needed to develop suitable approaches providing significant value added if they were to participate effectively in management of the legal migration market;
- ✓ In general, public employment services should develop effective bilateral or multilateral partnerships with private-sector agencies, the voluntary sector and development-aid and cooperation institutions in order to get to grips with the question of legal migration;
- ✓ Public employment services should take ownership of the applicable international treaties and texts and bilateral agreements, and should participate actively in the application;
- ✓ Public employment services should benefit from suitable training in relation to the management of migrants or people on the move;
- ✓ Public employment services should have sufficient financial resources to facilitate implementation of their offers of “International Mobility” services, and in particular to support returning migrants;
- ✓ Vocational migration should no longer be seen as a problem or a burden for the host country, but rather as a development opportunity for both countries (the country of origin and the host country);
- ✓ Public employment services should participate actively in promoting and implementing bilateral agreements on vocational migration and be able to measure their support in this area;
- ✓ Innovative experiences in countries that have seen concrete results should be extended to other countries.



WAPES/MEAC meeting

Alongside the conference, a meeting of the Middle-East and Arab Countries (MEAC) region took place in the presence of the participating member countries. This meeting provided an opportunity for participants to congratulate the Mauritanian Government on the success of the Conference and the quality of the welcome and organisation. Those attending this meeting discussed, in particular, the bilateral agreements and their implementation. The discussions also related to the need to revitalise the MEAC region and to speed up the accession of other countries, such as the Sudan and Jordan.

The organisation of the next WAPES/MEAC international conference in Algeria in 2020 was approved at this meeting.

CLOSING SESSION

On conclusion of the communications, a brief summary was given to the participants that was read out by Mr **DIOP Abdoulaye**, Expert Adviser and Head of Communications for ANAPEJ. It provided an overview of the content of the presentations and debates. The official closing session, chaired by the acting Secretary General of the Ministry for the Civil Service, Labour, Employment and Modernisation of Administration, Mr **Brahim MESSAOUD**, consisted of an exchange between the following persons:

- Ms **Eve-Marie MOSSERAY**, Executive Secretary of WAPES, thanked the participants and congratulated Mauritania, in the person of the Minister for the Civil Service, Labour, Employment and Modernisation of Administration, for the success of this conference. She also expressed her appreciation for the detail provided by the communications made throughout the workshop and the speeches that had added to this. Finally, she thanked the staff of ANAPEJ for the excellent work they had done, from preparation of the event through to completion of the work.

- For his part, Mr **Beyte Allah AHMED LESSWED**, Director General of ANAPEJ and Vice President for the MEAC region, thanked the participants for their contributions to the success of this event. He acknowledged the quality of the presentations and the high standard of the debates. Finally, he was pleased that the event had been widely attended by WAPES member countries, this being the first time that it had been held in Mauritania. He thanked WAPES in particular for its valuable support in organising



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this event. Finally, he wished all the participants a safe journey home and stressed his conviction that this conference would have a positive effect on the vocational migration and mobility programmes of the countries that had taken part.

- Finally, the official closing speech was given by Mr **Brahim MESSAOUD**, acting Secretary General of the Ministry for the Civil Service, Labour, Employment and Modernisation of Administration. On behalf of the Minister, he thanked all those who had taken part from sister countries and hoped they would have a pleasant journey home. He then announced the official closure of the WAPES/MEAC Conference in Nouakchott.

Report drawn up by:

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Nouakchott, 25-May-2019