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Labor Mobility and Skills Profiles of Refugees and Asylum Seekers in Algeria, Mauritania, Morocco and Tunisia

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Cover Photograph
Mauritania. Mbera Fire Brigade honoured for environmental activism. ©UNHCR/Colin Delfosse 2022

Executive Summary

Algeria, Tunisia, Mauritania and Morocco, are countries that host a significant number of refugees and asylum seekers displaced by conflict across the Middle East and Sub-Saharan Africa. The four countries in the Maghreb are at the crossroads of mixed and onward movement of refugees and migrants, which can result in high-risk, life-threatening journeys. In this context, they remain important destination, departure and transit countries at the heart of the Central Mediterranean route.

UNHCR continues to pursue long lasting, sustainable solutions that allow refugees to build their lives in safe and dignity across the region. Regular pathways for safe, orderly and regular migration along the migratory routes are fundamental to create alternatives to dangerous journeys, in line with a whole-route approach. In response to global demand for skilled workers, UNHCR partnered with Headway to conduct a skills mapping survey in March 2025. The objective was to assess the skills, qualifications, employment potential and readiness for labour mobility of refugees and asylum seekers registered with UNHCR in the four countries.

A total of 835 individuals were surveyed across Algeria, Mauritania and Morocco. The sample prioritized individuals working in priority employment sectors, aged between 25 to 40, including additional individuals aged between 18 and 55 with varying education and work experiences to promote a representative sampling. Data from UNHCR database in Tunisia was additionally included to include comparable data points into the report.

Key findings highlight untapped potential among the refugee population in Algeria, Tunisia, Mauritania and Morocco. Despite the limited ability to pursue legal employment and formal education, the majority of respondents report working in skilled labour, healthcare and sales. Reported education levels are also high, with a large share attending or having completed tertiary education or vocational training. Combined with a high willingness to upskill and re-skill, the findings suggest high potential for the integration of refugees in the region into the global labour market.

Recommendations from the report aim to expand access to labor mobility for refugees and asylum seekers by expanding the access to language and training certifications, as well as the inclusion of innovative upskilling and reskilling programmes. This, combined with an expanded approach to data collection and information sharing, and the promotion of an administrative ecosystem aimed at promoting train to hire models, would support access to durable solutions for refugees and asylum seekers which respond to economic and demographic needs of third countries.

The expansion of labour mobility pathways is key to support access to safe migration options that restore refugees' agency, empowering them to make their own life choices and build a better future using their skills, family ties and social connections.

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Introduction

Mixed and onward movements of refugees and migrants continue to result in high-risk, life-threatening journeys and pose significant and multifaceted challenges for States, host communities, and humanitarian actors across countries of origin, asylum, transit, and destination. In this context, Algeria, Tunisia, Mauritania and Morocco, the countries covered in this report, continue to be important destination, departure and transit countries for migratory movements in and beyond North Africa.

The Route-Based Approach, offers a strategic framework to better understand and address the full complexity of mixed movements. It allows for targeted interventions at key points along the journey, from countries of origin to transit hubs and onward to destination. It is grounded in the idea that protection and solutions must be brought closer to people along the route.

All four countries covered in this report are signatories to the 1951 Refugee Convention, with Algeria, Mauritania and Morocco currently developing national asylum laws. In the same, UNHCR carries out registration and mandated Refugee Status Determination (RSD) procedures while waiting for the new legal framework to be enacted.

Dispositions related to access to education and the formal labour market vary across the sub-region. Refugees across these countries do not have an automatic right to work due to administrative and legal constraints, which prevent effective inclusion even in cases where legislation would support this. Moreover, refugees have limited access to formal education opportunities within national systems.

Protection needs in these contexts persist. Across the region, refugees face roundups alongside migrants, with the risk of arrests and deportations limiting their capacity to access opportunities to become self-reliant. LGBTIQ+, survivors of GBV and trafficking, and unaccompanied and separated minors face heightened protection risks in this context.

To address the complexity of mixed movements, and through focused interventions grounded in the Route-Based Approach, a shift in mindset is required. Refugees often have valuable skills and aspirations and can contribute to local economies, and those of third countries, and communities. With the right support and in line with the Route-Based Approach, countries like Algeria, Mauritania, Morocco and Tunisia have an opportunity to build on this potential through targeted inclusion initiatives—ensuring refugees can access documentation, employment, training, and development programmes.

Complementary pathways include labor mobility opportunities to third countries, centered around safeguards for those in need of international protection, which are not fully realized in their countries of asylum. These pathways offer refugees access to safety, stability, and opportunities to rebuild their lives with dignity in third countries. Expanding access to such solutions helps alleviate pressure on national systems, fosters international responsibility-sharing, and reinforces the broader protection environment. Third country solutions contribute to a balanced and sustainable approach to refugee protection and long-term solutions.

Background

In March 2025, the UNHCR Middle East and North Africa (MENA) Regional Bureau conducted a skills survey in Algeria, Mauritania, and Morocco. This initiative responds to the need for a more comprehensive understanding of refugees' education background, skills, work experience, and language proficiency across these countries. Tunisia, while covered in this report was not included in this mapping exercise[1], however existing data available to UNHCR was used to include comparable dataset to further complement the analysis and expand its geographical scope.

Specifically, the survey sought to provide:

- An understanding of refugees and asylum seekers' education, skills, work experience, and language levels in the targeted countries.
- Their level of awareness and perception of complementary pathways with a specific focus on labor mobility opportunities.
- The extent to which awareness of safe and legal pathways influences decision-making regarding onward movements.

Many refugees and asylum seekers face significant barriers to local integration and legal employment in their host countries, including restrictions on work permits, lack of credential recognition, and limited access to training programs. Without viable livelihood opportunities or knowledge of legal migration options, some individuals resort to irregular migration, exposing themselves to severe protection risks such as exploitation, detention, and human trafficking.

Against this backdrop, the report aims to generate evidence that can inform more effective and targeted programming, supporting UNHCR's efforts to facilitate access to complementary pathways as safe solutions for refugees in the region. By mapping refugees' skills and professional backgrounds, the findings can provide insights and linkages between refugee profiles and labor market needs in host and third countries. The data collected will also contribute to ongoing efforts to engage stakeholders—including governments, employers, and training providers—to strengthen access to safe migration pathways and advocate for inclusive policies that recognize refugees as economic contributors.

By better understanding the existing capacities and aspirations of refugees, UNHCR and its partners can work toward expanding access to safe migration pathways, reducing reliance on dangerous and irregular routes, and fostering a more sustainable approach to refugee economic empowerment.

[1] Due to restrictions imposed on registration in Tunisia, conducting an independent survey was deprioritized.

Methodology

2.1. Survey methodology

The skills survey for Algeria, Mauritania and Morocco, was designed purposefully to gather information related to labor mobility readiness. The survey builds on previous iterations of skills mapping exercises conducted in the MENA region. Over time, the survey has been refined to reflect evolving information needs, ensuring that it captures relevant data to inform labor mobility programming and advocacy efforts.

Survey Design and Sampling Approach

UNHCR partnered with Headway to conduct the survey, which targeted a sample of refugees and asylum seekers registered in UNHCR's ProGres database in Algeria, Mauritania, and Morocco. The selection criteria prioritized:

- Active process status with UNHCR;
- Individuals between the ages of 18 and 55, with a particular focus on those aged 25 to 40;
- Employment data indicating work in an in-demand sector (including healthcare, skilled trades, general industries, engineering, and IT), or whose occupation data were not previously recorded;
- Education level above 12 years, or no recorded education data.

The remaining respondents had varying levels of education and work experience to ensure a diverse and representative sample.

Limitations

While the survey provides valuable insights into the skills and aspirations of refugees in North Africa, certain limitations should be noted:

- **Data Limitations:** The limited availability of detailed skills, education, and employment data in UNHCR's ProGres database presented challenges in identifying targeted respondents. This highlights the need for continued improvements in refugee profiling and data management.
- **Self-Reported Information:** The survey relied on self-reported data, which may be subject to inaccuracies.
- **Access and Connectivity:** Some respondents faced challenges in participating due to limited phone access, network issues, or limitations in providing detailed responses over the phone.

Despite these constraints, the findings offer a foundation for strengthening labor mobility pathways in the sub-region, helping to shape future data collection methodologies and improve refugee profiling for economic inclusion opportunities.

2.2 Methodology for Tunisia

To provide comparable data for Tunisia without carrying out the survey, a desk-based review of UNHCR's database was conducted. The data available from the respective operations was therefore included in the analysis for the report on comparative data points. For full information on the weighting, methodology, and statistical validity of the exercise, refer to Annex 1.

Sampling

The data for Tunisia was aligned with the sampling adopted in the survey in the other three locations by developing a similar inclusion criteria. The dataset considered for this exercise was that of individuals between the ages of 18 and 55 years old with recorded education or work experience. The dataset was further stratified into tiers based on the priority criteria as defined in the survey, either through priority sector occupation or through the priority age bracket (25-40) with recorded work experience.

Limitations

As the analysis for Tunisia was based on a desk review of collected data during registration and protection activities, the following limitations should be noted:

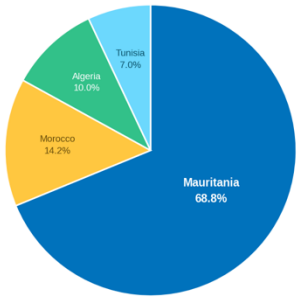
- **Data gaps**: Even though, UNHCR Tunisia carries out continuous registration renewals for those registered with UNHCR on a bi-annual basis the indicators for a number of data points presented in the survey are not collected through registration activities.[2] The analysis hence refers to "surveyed countries" to distinguish results where information from Tunisia is not available.
- **Self-reported information**: data collection activities in relation to UNHCR's ProGres database rely on self-reporting, which may be subject to inaccuracies, particularly regarding skill levels, work experience, and language proficiency.

Despite these constraints, the inclusion of available datasets from Tunisia offers a precious opportunity for the analysis of profiles of labor mobility candidates. This analysis therefore represents an estimated 83,430 labor mobility candidates residing in countries covered in this report — refugees and asylum seekers aged 18-55 with any education or documented work experience, based on 6,636 eligible records across four countries.

[2] UNHCR Tunisia carries out documentation renewals for refugees and asylum seekers every year and six months respectively. During renewal appointments, information related to contact information, specific needs, relatives, education and work experience is confirmed and updated as necessary. However, information is not systematically collected regarding languages, residency, and not collected for indicators specific to complementary pathways such as visa applications, interest in labour mobility etc.

Refugee Profiles and Demographics

Figure 1
Refugees by Country of Asylum



Source: UNHCR
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The survey sample consisted of 835 individuals for Algeria, Mauritania and Morocco. The breakdown of respondents per country of asylum is 323 for Mauritania, 238 for Morocco and 274 for Algeria. The data sample for Tunisia, taken from UNHCR's database, comprised 5,801 individuals. Following weighting, the breakdown of individuals per country was approximately 69% for Mauritania, 14% for Morocco, 10% for Algeria and 7% for Tunisia.

Malians made up the majority of respondents at 63%, followed by Syrians at 14% and Central Africans at 8%. Other nationalities include Sudanese (5%), Senegalese (1%), Ivorians (1%) and Yemeni (1%)

The sample was composed at 68% by women and 32% by men, with large variations depending on the country of asylum considered. The age distribution shows a predominance of individuals in the 25-34 age group, representing nearly 43% of the sample, with 26% between in the 35-44 age group, and almost 24% in the 18-24 age group.

The majority of respondents are married (51%), with a smaller percentage (46%) being single.

Table 1

Sample demographics

Characteristics		Percentage	Country of asylum			
			Algeria	Mauritania	Morocco	Tunisia
Gender	Male	32%	75%	19%	32%	91%
	Female	68%	25%	80%	66%	9%
Age group	18-24	24%	1%	26%	17%	46%
	25-34	43%	42%	41%	52%	41%
	35-44	26%	52%	24%	27%	9%
	44-54	7%	5%	9%	4%	4%
Nationality	Mali	63%	0%	92%	0%	1%
	Syria	14%	94%	0.5%	23%	13%
	Central Africa	8%	0%	3%	42%	1%
	Sudan	5%	2%	0%	4%	62%
	Senegal	1%	0%	1%	4%	0%
	Cote d'Ivoire	1%	0%	0%	5%	1%
	Yemen	1%	0%	0%	6%	1%

Source: UNHCR
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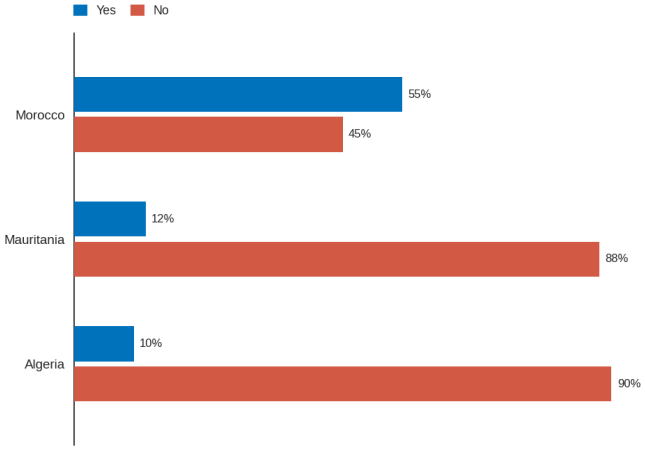
Legal status and documentation

The findings show that respondents hold a variety of legal status in the respective countries of asylum as well as national documents. 80% of survey respondents report never having residency in their country of asylum. Notably, the highest rate of individuals having had residency is at 55% in Morocco, due to comparatively accessible residency procedures for refugees, while the lowest is in Algeria, at 10%. Of those having held this at some point, 54% currently have valid residency, with the highest rate once again in Morocco at 69%.

Figure 2
Residency rates by country of asylum



Source: UNHCR
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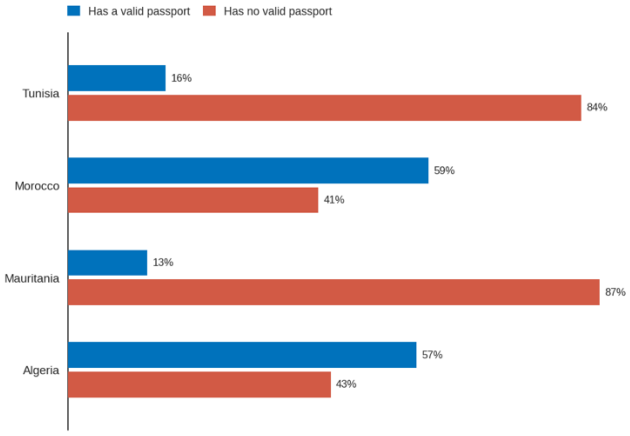
Only approximately 25% of respondents hold a valid passport. Algeria and Morocco have the highest rates of displaced people holding national passports (almost 57% and 59% respectively) while Mauritania and Tunisia have lower rates (around 13% and 16% respectively).

Figure 3
Passport rates by country of asylum



Source: UNHCR
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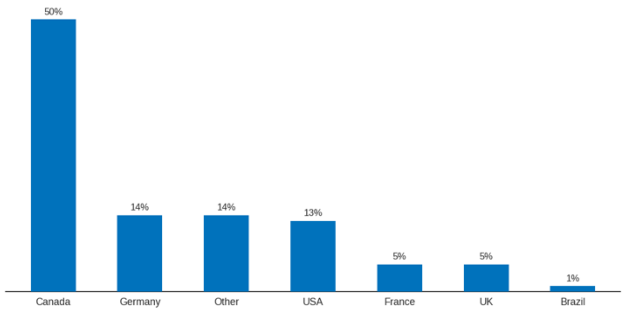
Figure 4
Top countries with ongoing visa applications



Source: UNHCR
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For the surveyed countries, currently only 7% of respondents have an active visa application in process, with Canada being the main destination country (50% of active applications), followed by Germany (14%) and USA (13%).

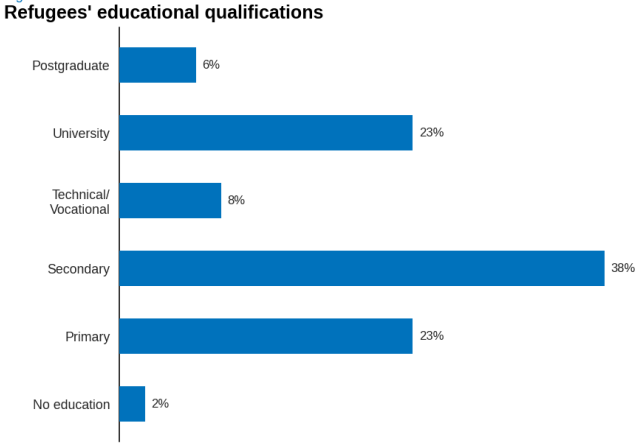
Overall, 5% of respondents reported having been denied a visa.

Education and Skills Background

Educational qualifications

Overall, **29% of respondents from the four countries reported that they are currently attending or have completed tertiary education** (bachelor's degree or higher), with 38% currently being enrolled in or having completed secondary education and 8% attending or having completed vocational training. Notably, respondents in Morocco reported a rate of attendance or completion of tertiary education at 40%, followed by respondents in Mauritania at 30%. Higher education completion is comparatively lower in Tunisia (19%) and Algeria (6%).

Figure 5
Refugees' educational qualifications



Source: UNHCR
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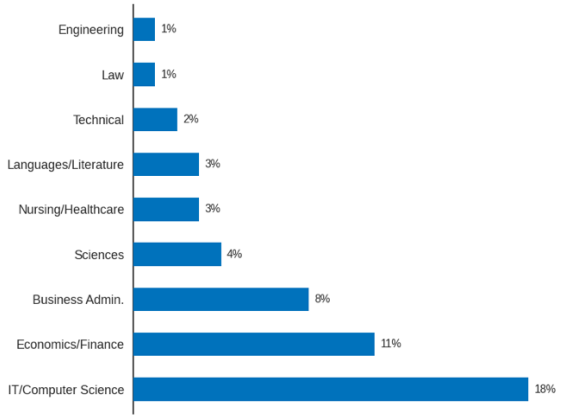
Of the surveyed respondents, the majority have certification attesting their education level (71%). Amongst individuals who have attended tertiary education, 93% of individuals hold a certificate attesting their level. For individuals who have completed secondary education, approximately 58% holds a certificate attesting this, while 79% of those who attended technical or vocational training have the same.

The main fields of studies for those with higher education in surveyed countries are IT and Computer science, followed by Economics, Finance and Commerce, as well as Business and Management.

Figure 6
Top fields of study for refugees with formal education



Note: Responses not classified under a specific field of study are excluded.

Source: UNHCR

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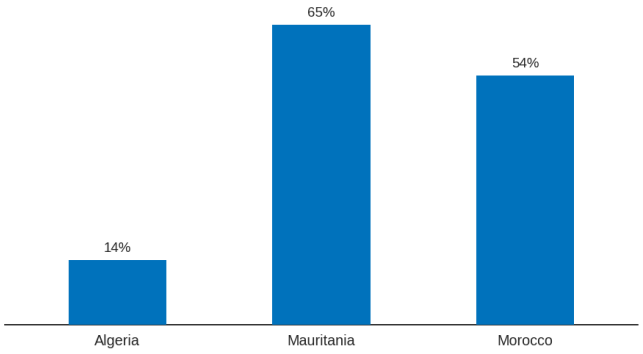
Vocational training and certifications

Of the surveyed group, **58% reported having completed training**. The large majority (46%) reported having completed training in digital skills, showing a large interest and capabilities in digital literacy. This is followed by humanitarian and life skills training and leadership and management courses. The vast majority of respondents hold a certification for the training they attended (83%). In most cases, training was provided by private enterprises (around 26%), followed by international or non-governmental organizations (19%) international organizations (16%) and government (13%). For 41% of surveyed individuals who underwent training, the completion of this led to employment opportunities.

Figure 7
Training rates per country of asylum
Percentage who completed vocational training



Note: No figures are available for Tunisia.

Source: UNHCR

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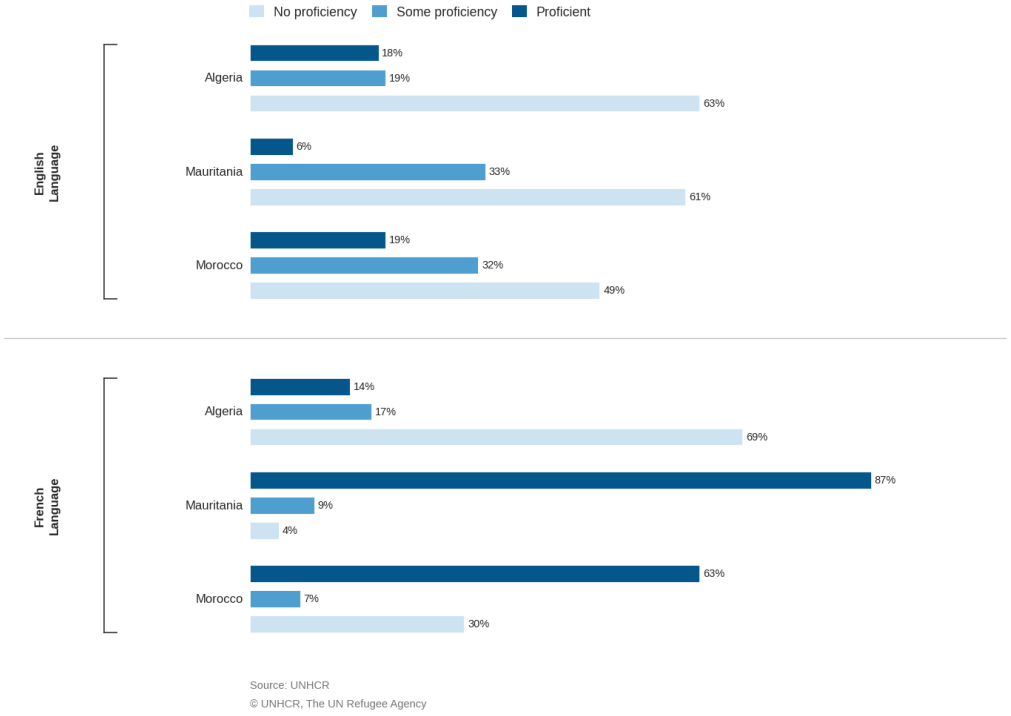
Respondents to the survey further reported being interested in further training and upskilling primarily in IT and digital literacy (around 25%), business, finance and administration (25%), healthcare (8%) and hospitality, catering and tourism (around 7%).

Language proficiency

For the surveyed group, a high percentage of individuals reports speaking French, with 76% reporting full proficiency and almost 10% reporting limited proficiency. The prevalence of English-speaking capabilities is more limited in the region, with only 40% reporting either limited or fluent proficiency.

For both Morocco and Mauritania, **respondents report high levels of fluency in French, with 63% and 87% reporting full capabilities respectively.** Morocco reports the highest rate of individuals fluent in English, at 19%, followed by Algeria with almost 18% of respondents. In Morocco, 15% of individuals are fluent in both English and French, while 7% report the same in Algeria and only 5% in Mauritania.

Figure 8
English and French language (speaking) proficiency by country of asylum



Source: UNHCR
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The majority of survey respondents are interested in improving their English language skills (81%), with high rates amongst those already reporting to speak English well (89%) or somewhat (95%). The same holds true for French speakers, with 70% of respondents interested in improving, with higher rates amongst those already speaking it well (76%) and somewhat (81%).

Proficiency in English and/or French is high when looking at individuals who have completed tertiary education, with 95% of those reporting speaking French, and 57% reporting speaking English. Rates are relatively lower when looking at individuals in secondary education, reporting 91% rates of French speaking and 39% of English speaking.

In relation to the priority employment groups, healthcare workers reported speaking French in 99% of cases, English in 41% of cases, and both languages in 40% of cases. For hospitality workers, 85% reported speaking French, 68% reported speaking English, and 59% being bilingual. Finally, 50% of skilled traders reports speaking French, 31% speaking English, and only 16% is bilingual.

The rate of language certificate for the surveyed respondents remains low, with respondents in Algeria only having a certification in either English or French 1% of cases, in Mauritania in 4% of cases, and in Morocco in almost 5% of cases.

Work history and economic participation

The majority of displaced people report as **primary occupation skilled trades (22%), healthcare related professions (7%), and sales (6%)**. Other common work fields include business and administration, IT and technology, and the humanitarian sector. On average, survey respondents report having worked for almost 8 years in their primary profession. The unavailability of formal work for the majority of refugees in the four countries is a key consideration when assessing the employment patterns, as it negatively impacts the ability to undertake formal training and legal work.

Table 2

Primary work sector by country of asylum

Primary Occupation	Percentage	Country of asylum			
		Algeria	Mauritania	Morocco	Tunisia
Not working	26%	2%	32%	24%	N/A
Skilled Trades	22%	85%	12%	18%	40%
Healthcare	7%	1%	10%	6%	1%
Sales	6%	2%	7%	6%	26%
Business/Admin	5%	0%	7%	6%	4%
IT/Technology	5%	1%	6%	9%	0%
Humanitarian/NGO	4%	0%	7%	1%	0%
Education	4%	0%	5%	2%	1%
Hospitality	4%	2%	3%	11%	2%
Services	4%	2%	2%	11%	11%
Transport	3%	2%	4%	1%	2%
Agriculture	2%	0%	0%	0%	9%
Professional services	1%	0%	0%	1%	2%
Other	7%	3%	5%	4%	2%

Source: UNHCR

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Looking at priority professions, Algeria reports the highest level of skilled trades worker, at 85%, followed by Tunisia at 40%. Figures from Mauritania show a relatively high level of healthcare workers, at 10%, followed by Morocco at 6%. Rates of individuals working in IT and technology are also high in those countries, with Morocco at 9% and Mauritania at 6%. In relation to hospitality workers, respondent in Morocco report it at 11%, while this ranks at around 2% in Algeria and Tunisia, and 3% in Mauritania. Sales workers are prevalent in Tunisia, at 26%, while this is less common in the other countries (7% in Mauritania, 6% in Morocco and 2% in Algeria).

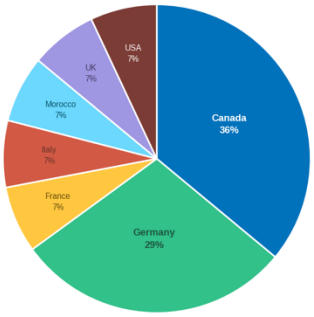
Looking in more detail, of surveyed individuals who work in the healthcare sector, 39% reported working as nurse aid or healthcare assistants, 30% as nurses and 8% as doctors. In the field of skilled

trades, 21% of surveyed individuals report working as welders, 19% as construction workers, 19% as drillers, and 6% as carpenters. In the field of hospitality, 68% reported working as cooks, chefs or bakers, and 8% as waiters.

Around 39% of individuals surveyed report working in their desired profession. Notably, only 43% of healthcare workers report being in their preferred field of employment, possibly due to the regulated nature of the profession in the country of asylum. For hospitality workers, 44% report working in their preferred field, while 74% of skilled traders report doing the same. Approximately 26% of all respondents, including refugees in Tunisia, report being out of work.

Interest and readiness for labour mobility

Figure 10
Top countries where refugees' relatives live



Source: UNHCR
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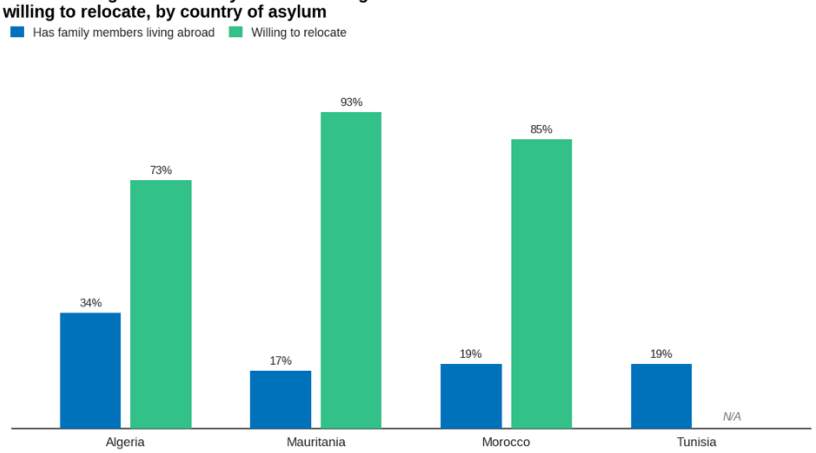
Around 20% of surveyed respondents report having a spouse or child abroad. For surveyed individuals, 36% of relatives live in Canada, followed by 29% in Germany. Relatives are also reported in France, Italy, UK and USA.

89% of surveyed individuals are interested in relocating abroad. Individuals educated to tertiary level are the most willing to relocate abroad, at 92%, followed by people educated to secondary level, 91%. People who have attended less education are slightly less willing to relocate, with individuals who attained primary education classing at 80%, and people without education at 86%. Across, however, readiness to relocate remains high.

Figure 9
Share of refugees with family members living abroad and willing to relocate, by country of asylum



Note: Data on willingness to relocate is not available for Tunisia.

Source: UNHCR
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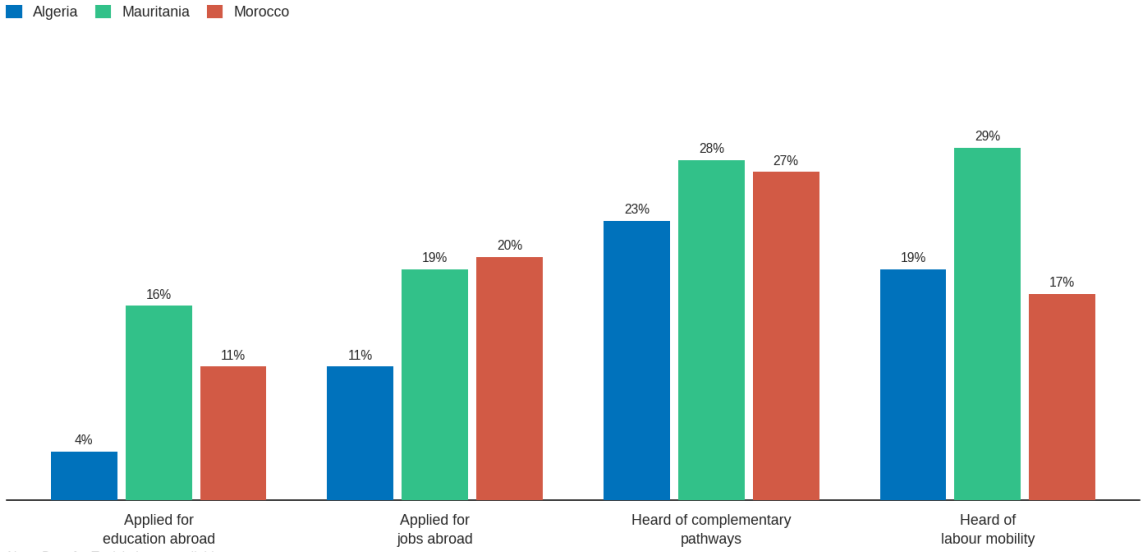
Awareness of complementary pathways

Awareness of complementary pathways remains relatively low for surveyed countries, at 27%. Consequently, while the rates of people willing to relocate for work are very high, at 89%, only approximately 18% of respondents have applied for jobs abroad, and only about 14% have applied for education opportunities abroad.

Figure 11
Labour mobility indicators by country of asylum



Note: Data for Tunisia is not available.

Source: UNHCR

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While recognition of actors in the labour mobility sphere is low (with only 7% of respondents being aware of Talent Beyond Boundaries and only 3% percent of Talent Lift), informal knowledge about the possibilities of working abroad is comparatively higher, with 54% of respondents knowing that some refugees travel abroad for work or education, and 19% having met someone who has accessed this pathway. Furthermore, approximately 90% of respondents report believing they would qualify for complementary pathways, based on what they know. It therefore appears that the gap of knowledge relates to the regulations and actors involved in complementary pathways, particularly skills-based opportunities, rather than on the willingness to relocate for work.

This is then reflected into a high interest in learning more about complementary pathways, with 87% of respondents being interested in learning more about the subject. The preferred communication method in relation to this is WhatsApp (50%), followed by UNHCR social media (18%) and SMS (17%).

Key findings and trends

Key findings from the survey and data analysis highlight **considerable untapped potential** among the refugee population in North Africa. Despite challenges in attending formal education in the hosting country, approximately 65% of refugees and asylum seekers in North Africa are attending or have completed secondary education, with a large share attending or having completed tertiary education or vocational training. The majority of displaced people, moreover, can attest to their academic achievements through diplomas and other relevant documentation.

French remains the prevalent language of refugees and asylum seekers in North Africa, with 86% reporting being able to communicate in the same, and 76% being fluent. A smaller minority of surveyed individuals reports ability to communicate in English, around 40%. The rates of fluency in French and English are higher when considering individuals who have attained tertiary education. However, very few respondents can attest to their skills due to lack of formal certifications. Language skills are further complemented by good rates of digital literacy, with IT skills figuring as the major area that refugees have undertaken trainings on (46%).

Refugees and displaced people in the reporting countries **manifested interest in further upskilling** and training. Almost 85% of surveyed respondents are interested in further certified training, with IT and digital literacy featuring as main areas of interest, followed by business, finance and administration, healthcare, hospitality, catering and tourism. Additionally, around 25% of respondents report either currently being in or about to begin attending school. Finally, around 81% of respondents is interested in improving their English language skills, and 70% is interested in doing the same for French language. Over 92% of respondents report having access to the internet, with an additional 4% able to access it sometimes, which positions it as a key resource for upskilling and supporting displaced people in their ambition to improve their language and technical competences.

The ability to pursue legal employment in North African countries is rather limited, due to hurdles related to legislation, paperwork and lack of recognition of previous experience. Only 24% of survey respondents reported having ever had a residency permit, and of those 63% are currently valid, meaning at the time of the interview, only around 5% have a valid residency in their country of asylum.

Furthermore, only 25% of respondents have a passport, further limiting employment opportunities nationally and internationally. In this context, the majority of displaced people in North Africa report **working in skilled labour, followed by healthcare and sales**. A large share of the population further reports not working (around 26%). A good proportion of survey respondents, moreover, reports having worked for at least a year in a different field – including construction and skilled trades, business, sales and administration, hospitality and catering, and personal services.

The availability of labour mobility corridors in light of barriers to employment can therefore be fundamental in **preventing onwards movements** and promoting access to safe and regular migration along the route, in line with the route-based approach.

Recommendations and Next Steps

To expand access to labour mobility for refugees and asylum seekers in North Africa, a set of recommendations is proposed to unlock innovative programming and cross-sectors collaborations in this field.

Information Sharing and Outreach

A high percentage of displaced individuals are interested in relocating for work and is aware of the existence of such initiatives but lacks knowledge of the specific pathways and actors involved in them. It is therefore recommended to:

- Scale up information sharing activities through information sessions disseminated by messaging platforms and community networks;
- Build into training programs conducted by partners webinars to share information on labour mobility pathways and capacitate individuals in their application processes through talent platforms.

Language learning and certification

The large majority of respondents reported good French language command while less than half reported good English command. To enhance opportunities for international placements, it is therefore recommended to:

- Facilitate French language certification. In order to access opportunities for Francophone workers, refugees must be able to attest to their language competencies. While rates of proficiency are very high, a negligible percentage of the population holds certificates in these regards. Providing support in obtaining accreditation should therefore be included in labour mobility programming.
- Increase English language proficiency and certification. To tap into opportunities in bilingual markets and Anglophone regions, the willingness of respondents to enhance their English language skills should be capitalized upon. English language learning and certification should therefore be mainstreamed into programming, especially for individuals already holding some competences in the same.

Upskilling and Reskilling

The majority of displaced people in North Africa have attended training and further demonstrate a strong interest in further upskilling and reskilling. In order to align competences with the international labour market standards, an increased focus on certifying professional trainings is required, formalizing competences of candidates with relevant work experience or previous certificates with limited international validity.

- Implement upskilling and reskilling certified programs. To enhance the employability in the international labour market, these programs would focus on upskilling and certifying

refugees in high-demand skills, capitalizing on the pre-existing experience of qualified candidates. Moreover, job reskilling programs will help align workforce capacities with existing fields of interest.

- Advocate for train-to-hire Technical and Vocational Education and Training. In line with global trends on labour mobility, partnerships with foreign enterprises should be enhanced to promote train-to-hire models in North Africa, creating a talent pipeline of skilled candidates ready to take on employment abroad.
- Promote inclusion into job placements in collaboration with the private sector. Skilled refugees should be further integrated in local regular job markets to expand their job experience in their field of work. This should be implemented through partnerships with private sector actors in asylum countries who may provide work permits through job placements for displaced people.

Improved Data Collection

Data remains a central tenant in the planning and advocacy for labour mobility pathways globally. The sampling and targeting for the survey and data review in North Africa underscores an ongoing need for better information collection and further research to fully tap into the potential of displaced people in the region.

- Identification of skills and competences: SOPs of registration procedures should be aligned, when possible, with the required data points for evaluating individual eligibility and operation-wide trends in relation to labour mobility pathways.
- Reporting of departures: to more accurately capture departures for autonomously accessed complementary pathways, it is recommended that data system to capture this information are improved through self-reporting, collaboration with third countries and IOM, and surveys.

Removal of administrative barriers

To facilitate autonomous access to labour mobility, as well as attracting companies interested in investing through train-to-hire models, administrative barriers to the access of complementary pathways should be reduced. It is therefore recommended that:

- Improve access to travel documents. In order to access international employment, it is recommended that advocacy continues with both national and third-country authorities to improve the accessibility and availability of travel documents, including MRCTDs and laissez-passers. This will reduce dependency on national passports, whose issuance and renewal can put refugees and asylum seekers at risk.
- Facilitate access to legal work. Support should be provided to displaced people in regularizing their status through residence permits to increase the opportunities to access legal work. Additionally, advocacy should be conducted with national authorities and private sectors in expanding opportunities for refugees and asylum seekers seeking to engage in the formal labour market.

Annexes

Annex 1 – Survey methodology

Labor Mobility Target Population Framework

Methodology Statement

Regional Target Population Estimate: ~**77,778** Labor Mobility Candidates

Based on 6,241 eligible records across Tunisia, Algeria, Mauritania, and Morocco

Methodology Overview

This analysis employs a **Target Population Frame** methodology — a recognized approach in survey statistics for representing defined subpopulations. Rather than claiming national representativeness of all refugees, this framework accurately estimates the population of *labor mobility candidates* who meet explicit eligibility criteria for employment pathways.

Eligibility Criteria

Criterion	Requirement
Age	18-55 years (priority: 25-40)
Education	Secondary education or higher
Work Experience	Documented occupation or employment history
Composite Rule	*Age 18-55 AND (Secondary Education OR Work Experience)*

Data Sources & Weighting

Survey Countries: The Labor Mobility Survey employed purposive sampling targeting individuals aligned with pathway eligibility. Base weights are calculated as: Target Population / Sample Size, where target population is estimated by applying Tunisia's eligibility rate to each country's registered population.

Tunisia (Registration Data): Complete administrative records from UNHCR ProGres registration system. No sampling weight required (weight = 1.0) as data represents 100% of registered population meeting eligibility criteria.

Country	Source	Sample	Weight	Est. Pop	Coverage
Tunisia	ProGres Registration	5,408	1.00	5,408	**100%**
Algeria	LM Survey	274	28.49	7,805	3.5%
Mauritania	LM Survey	323	165.78	53,547	0.6%
Morocco	LM Survey	236	46.69	11,018	2.1%

Candidate Tier Distribution (Weighted)

Tier	Definition	Weighted N	%
Tier 1: Priority	Age 25-40 + Priority Sector	7,030	9.0%
Tier 2: Skilled	Age 25-40 + Any Sector	5,097	6.6%
Tier 3: Potential	Age 18-55 + Education/Work	65,651	84.4%

Statistical Validity

This framework provides valid representation of the ***Labor Mobility Target Population*** — not the total refugee population. The approach is statistically appropriate because:

1. **Explicit eligibility criteria** are defined and consistently applied across all data sources.
2. **Design-based inference** is valid as the survey was purpose-built to capture this population.
3. **Registration Census component (Tunisia)** provides exact count and eligibility rate for estimation.
4. **Transparent estimation** with documented assumptions for non-census countries

Scope & Limitations

- Findings pertain to labor mobility candidates (defined subpopulation with explicit criteria) specifically and should not be generalized to all refugees. However, Tunisia registration data provides exact eligibility rate (85.3%) used for estimation.
- Behavioral variables (interest in migration, pathway awareness) are available only for survey countries.
- Non-survey country estimates apply Tunisia's eligibility rate — actual rates may vary.
- Analysis covers registered population only; unregistered individuals are not included.

Recommended Citation

"This analysis represents an estimated 77,778 labor mobility candidates in North Africa — refugees and asylum seekers aged 18-55 with secondary education or documented work experience, based on 6,241 eligible records across four countries."

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