

Partnerships for Development-Oriented Vocational Training and Labour Migration

Qualifying talents for the future and promoting the migration of skilled workers- in a sustainable and development-oriented manner

Context

Global economic integration, demographic developments and a growing international demand for a flexible and skilled workforce are drivers for international labour migration. Labour mobility offers new opportunities for job seekers and reduces skills shortages in destination countries. It also brings remittances to countries sending out workers and enhances the knowledge and experiences of returnees.

In 2024, more than 158.000 Vietnamese migrated overseas for work, in which 33% are women. In total, an estimated 700.000 Vietnamese contract workers are working in over 40 countries.

However, migrant workers are often at risk, especially women. In addition to language barriers and volatile legal status, work environments for unskilled workers are often hazardous. On the other hand, due to lack of gender-responsive measures, women migrants become more vulnerable when facing discrimination and inequality. Migrant workers can be better protected by effectively enforcing human and labour rights and raising awareness about safe, orderly and regular migration pathways. Access to decent job opportunities can be improved through technical and technical vocational education and training (TVET) based on international standards and effective recognition of foreign professional qualifications. A development-oriented labour migration policy will benefit all stakeholders and promote international cooperation to expand pathways for safe, orderly and regular migration.

Our goal: A win for all concerned

In line with the Global Compact for Migration (GCM), the aim pursued by the Federal Ministry for Economic Cooperation and Development (BMZ) is to make international migration and mobility safe, orderly, and regular, and to harness it for development. Through commissioning the GIZ project “Partnerships for Development-oriented Vocational Training and Labour Migration” (PAM) to support partnership processes that are designed to benefit the countries of destination and migrants themselves, but also to create added value for the countries of origin.

Programme	Partnerships for Development-Oriented Vocational Training and Labour Migration (PAM)
Commissioned and financed by	Federal Ministry for Economic Cooperation and Development (BMZ), Germany
Implementing organisation	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
Duration	Tentative 2026- 2027

A win for all concerned

Apprentices and skilled workers	<ul style="list-style-type: none"> ➤ Placement with employers and preparation for regular migration to Germany ➤ Access to higher income and international work experience ➤ Better opportunities on the local labour market through improved education and training (e.g. as part of “skills partnerships”)
Country of origin	<ul style="list-style-type: none"> ➤ Strengthening the vocational training system ➤ Higher qualified workforce (within the framework of “skills partnerships”) ➤ Relieving the burden on the local labour market through labour migration ➤ Remittances from migrant workers can alleviate the burden on social security systems and contribute to development ➤ Networks with relevant actors in the country of destination in other partner countries
Country of destination	<ul style="list-style-type: none"> ➤ Meeting the demand for apprentices and skilled workers, especially in occupations that are in high demand ➤ Supporting German companies in finding and integrating qualified workers

Approach

In the light of increasing mobility of goods and people globally, with some countries facing a surplus of workers while others lack workforce, the German government fosters international cooperation with selected partner countries to advocate international skills partnerships for both countries of origin and destination countries. Against this background, the global Programme “Partnerships for Development-oriented Vocational Training and Labour Migration” (PAM), commissioned by the German Federal Ministry for Economic Development and Cooperation (BMZ) and implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, develops a development-oriented and gender-responsive migration for work and training purposes based on the successful pilot programme and knowledge-sharing experience between different countries and actors.

The project is implemented in three countries (Jordan, Ecuador and Viet Nam) and has three expected main results:

- (1) Partnerships are strengthened to shape gender-responsive, development-oriented migration for work and training purposes.
- (2) The organizational capacity of partners for implementing measures to enhance the employability of individuals considering migration for the international or national labour market is developed.
- (3) Strategies to consolidate partnerships for gender-responsive, development-oriented migration for training and work purposes are available to partners.

On behalf of BMZ, GIZ, in cooperation with Vietnamese partners, creates a skills and mobility partnership in climate-friendly occupations that enables development-oriented migration between Viet Nam and Germany. Proposed mobility pathways include: the migration of skilled workers.

Published by	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH Registered offices Bonn and Eschborn, Germany	Printed by	Programme Partnerships for Development-Oriented Vocational Training and Labour Migration, Country Component Viet Nam
	Afsana Rezaie, Darjush Tafreschi Programme “Partnerships for Development-Oriented Labour Migration”, Country Component Viet Nam No 1, Alley 17, Ta Quang Buu Street - Hanoi, Viet Nam T +84 24 39746571	Photo credits Text	GIZ Programme Partnerships for Development-Oriented Vocational Training and Labour Migration, Country Component Viet Nam
	F +84 24 39746570 E darjush.tafreschi@giz.de www.giz.de/vietnam ; www.tvet-vietnam.org August 2025.	GIZ is responsible for the content of this publication.	
As at		On behalf of	Federal Ministry for Economic Cooperation and Development (BMZ)