Migration Partnership Facility

LEGAL MIGRATION AND MOBILITY

SEASONAL AND FAIR EMPLOYMENT BLUEPRINTS (SaFE)

About the Project

Industries such as agriculture and tourism are heavily reliant on non-EU seasonal workers to address labour shortages. In 2021, an estimated 420,000 non-EU seasonal workers were employed in the EU agriculture sector, while in 2023, 9% of the tourism workforce came from outside the EU. Despite their importance, these sectors face systemic challenges that undermine fairness and sustainability. Unethical recruitment practices and poor working and living conditions perpetuate exploitation, and these challenges persist despite EU protections such as the Seasonal Workers Directive.

SaFE is a technical assistance initiative aimed at addressing these gaps by developing implementation-focused blueprints that EU Member States can use to design and refine fair seasonal worker mobility programmes. These modular tools will promote ethical recruitment and ensure decent working and living conditions, while fostering peer learning and alignment with EU objectives.

Partners

This project is implemented by the International Centre for Migration Policy Development (ICMPD) under the Technical Assistance and Support Component of MPF.

Countries

EU Member States
Morocco, Tunisia, Egypt, Bangladesh, and Pakistan.

Time frame

August 2025 – November 2026 (15 months)

Budget

EUR 150,000 (100% from AMIF)

Activities

Research, Consultations, and Dissemination

The project will begin with a comprehensive review of existing seasonal work schemes in the EU and beyond, identifying good practices and challenges in recruitment, working conditions, and programme governance. Insights will be complemented by broad consultations with EU Member States, with at least four countries engaged in deeper collaboration. Parallel consultations with partner countries, including Morocco, Tunisia, Egypt, Bangladesh, and Pakistan, will ensure that origin-country perspectives are fully integrated. Findings will be validated through multi-stakeholder workshops, and the finalised blueprints will be widely disseminated among Member States to support adoption and replication.

Blueprint Development

Two modular blueprints, focused on agriculture and horticulture and on tourism, will be developed to provide practical tools for fair and sustainable seasonal mobility. Structured around all phases of the migration cycle, they will cover pre-mobility, mobility, and post-mobility. In addition, cross-cutting modules will address overarching programme management aspects and foundational elements, including stakeholder engagement and partnerships, rights protection and ethical practices, capacity development, and research and knowledge management, which support and enhance the entire mobility initiative.

The Migration Partnership Facility

MPF
Migration Partnership Facility

This project is implemented in the framework of the Migration Partnership Facility (MPF), an EU-funded initiative implemented by ICMPD in support of the external dimension of EU migration policy. Through its grants and initiatives under the technical assistance and services component, the MPF facilitates the execution of projects to strengthen dialogue and cooperation on migration and mobility between Member States and partner countries outside the EU.

Funded by the European Union

Implemented by ICMPD

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