



**Are you a civil servant in the Middle East and Northern Africa (MENA) region? If so, please register for a professional development training course on**

**Social Affairs and Employment**

### Who is the course for?

We invite civil servants who are ambitious about professionalising their public services in social affairs and employment to register for this training course. This is a unique opportunity to share your knowledge and skills with other participants and be inspired by colleagues abroad.

This training course is for civil servants in the target countries of Algeria, Egypt, Iraq, Yemen, Jordan, Lebanon, Libya, Morocco, Oman, Palestinian Territories and Tunisia.



To register, you must have between 5 to 10 years of relevant work experience in social affairs and employment. Since this is a once in a lifetime experience, you can only participate in a Shiraka training once, and only if you have not previously participated in another Shiraka training programme.

Since we value diversity among our participants, we encourage women to take part.

This training programme is part of the 'Shiraka' training programme, an initiative of the Ministry of Foreign Affairs. Shiraka aims to strengthen and improve bilateral relations between the Netherlands and the MENA region in the public sector and offers an opportunity to improve public services through reciprocal inspiration. For more information on the Shiraka Training Programme please watch this [video](#).

## Training course goals

The Shiraka Training Programme on Social Affairs and Employment will help you:

- Increase your knowledge of theories and concepts related to the different aspects of policy in the field of social affairs and employment;
- Improve your practical skills, such as change management and project management, working in teams, dealing with cultural differences, negotiation and presentation skills;
- Increase your knowledge of the Dutch practice and the practice in the MENA region in the field of social affairs and employment policy;
- Share your knowledge and skills in your home country;
- Develop a valuable network of peers in your region, country and in the Netherlands;
- Strengthen your connections with the Netherlands and stakeholders in the Dutch social affairs and employment sector.

## Training course topics

The training course covers the following topics;

- Social Affairs and Employment in a social-economic context;
- Employment and the informal sector;
- Inclusive labour market;
- Multi-level governance of social affairs and employment;
- The role of local actors in social affairs and employment;
- Youth unemployment and linking education to labour market needs;
- Labour rights and social dialogue;
- Developing back home action plans.

## Training course details

- Since all the sessions are in English, we recommend an intermediate level of English.
- Live interpretation during meetings and sessions into Arabic and/or French is available.
- We can offer the training course to 25 people. We will allocate these places to the participating countries based on the quality of the applications.
- The entire training course will last for 2 weeks (10 working days). We expect you to attend all sessions.
- Study visits and social activities are part of the training course.
- You will receive a certificate of participation upon completing the course.

### Training course itinerary

The training course will be in 2 parts, and held at 2 locations:

	Dates	City	Country
<b>Part 1</b>	07 - 11 June 2026	Amman	Jordan
<b>Part 2</b>	14 - 18 September 2026	The Hague	Netherlands

Part of the course may take the form of blended learning (partly online, partly offline).

If international health and travel restrictions make it impossible to hold a training session in the Netherlands, an alternative will be offered. This may be an online training.

If the training is held online, we expect participants to have good computer skills, access to an adequate computer with a recent operating system and a good internet connection (participants must be able to use Zoom, Word, PowerPoint etc.).

### For all participants



- You must organise and pay for your journey to the airport in your home country.
- You are responsible for organising your visa in your home country.

### Costs for participants from countries on the [OECD-DAC list](#)



- The Dutch government will cover all relevant costs. This includes international travel, accommodation, meals during training days, visa and insurance and tuition fees.
- If you travel from an international airport outside your home country, you will need to cover local travel costs yourself. You will receive compensation for the international leg of your journey.

### Costs for participants from countries not on the [OECD-DAC list](#)



- You must organise and pay for your own international travel and visa.
- The Dutch government will cover the cost of accommodation, insurance and tuition fees.

### No-show or cancellation costs



- If you cannot attend or cancel your participation within 4 weeks prior to the training course, the organisation has the right to claim all the associated costs from your employer.

## How to apply

- Applications should be made online before the deadline: **Sunday 8 February 2026, 23:59 CET.**
- Visit our [Shiraka training courses overview](#) and select the course of your choice by clicking on 'apply'.
- [Log in](#) or create an account using the '[register](#)' button.

### More information

[shiraka@rvo.nl](mailto:shiraka@rvo.nl) (for questions concerning your application and the database)  
[shiraka.sae@thehaqueacademy.com](mailto:shiraka.sae@thehaqueacademy.com) (for questions concerning the course)

The Shiraka Training Programme is an initiative of the Ministry of Foreign Affairs of the Kingdom of the Netherlands. The Department for International Entrepreneurship of the Netherlands Enterprise Agency implements the Shiraka Training Programme. The **Social Affairs and Employment** professional development course will be organised by **The Hague Academy for Local Governance**.

Ministry of Foreign Affairs  
Rijnstraat 8  
P.O. Box 20061 | 2500 EB

## Information on the training course

### Experts

Experts who are involved in this training course



**Ghada Zeidan** has over 27 years of experience in development work on conflict and gender issues in the MENA region. She advocates for human rights, social justice, gender equality, and conflict transformation, contributing to issues of social affairs and employment in the MENA region.



**Alfonso García Salaues** is an all-round specialist in multi-level governance, local government and local economic development. In the past, he held various management positions in the public sector in Bolivia. As a technical expert for development programmes in various countries he advised a.o. on strengthening local government associations, decentralisation in rural areas, and urban economic development.

### Study visits

During the training course the following study visits may be organised

#### **The Netherlands Social Economic Council**

The Dutch Social and Economic Council (SER) advises the government and parliament on key social affairs and employment issues by bringing together employers, employees, and independent experts through social dialogue.

#### **Jordanian National Commission for Women**

The Jordanian National Commission for Women promotes gender equality and women's empowerment through policy advocacy and social programs around social affairs and employment.

#### **The Netherlands Ministry of Social Affairs and Employment**

The Netherlands Ministry of Social Affairs and Employment focuses on labour market policies, social security, and improving working conditions for the sphere of social affairs in the Netherlands.

### Back Home Action Plan

During your participation in the training course you will work on a Back Home Action Plan (BHAPs). Hereunder you find a few examples of the BHAPs participants worked on in the past.

*This BHAP sought to improve equity in employment by empowering marginalized youth in rural areas. Their aim was to provide workshops and raise awareness on the importance of **youth employment** in collaboration with national and local government through a structural social dialogue.*

*This BHAP focussed on the skills mismatch among female university graduates. They aimed to raise graduate awareness about employment opportunities through job fairs, targeted training sessions, and entrepreneurship workshops to **bridge the gap between education and labour market needs***

*This BHAP focused on empowering rural workers by facilitating their **transition from the informal to the formal sector**. A three-phase approach included community engagement sessions, targeted training workshops, and tailored coaching.*

**"The Back Home Action Plan actually worked because of how we approached it: first, we brought together the government, the NGOs, and the private sector, and we tried to make all of them part of the solution"**

- Alumna Tara Mohammed Abdalla, Director of the Labour and Vocational Training Directorate, Halabja, Iraq.