



Assessment of Migration Governance Capacities of Libya and Selected Countries of Origin

1. Objective:

The overall objective of this study is to adequately understand the existing migration flows between Libya and the main countries of origin of migrants in the country i.e. Chad, Mali, Mauritania, Niger and Ghana¹, mapping and analysing the compatibility of their social protection mechanisms to explore compatibility and gaps between them and assess the labour market requirements and skills in demand in Libya based on the ongoing and upcoming labour market assessment studies. This will be compared with the standards in force in selected countries of origin.

The study would further identify the sectors and skills with surplus labour in the selected countries of origin in relation to the nature and scope of demand and protection mechanisms available for migrant workers in Libya.

The study report will be used as a tool to facilitate the negotiations for bilateral labour agreements between Libya and the selected countries of origin.

2. Background and context

Libya has long been a country of transit and destination for migrants. Before the crisis outbreak, the most quoted figure estimated that of 600,000 regular plus between 750,000 and 1.2 million irregular foreign workers were living in Libya in 2011.² Considering the difficulties of gathering reliable data on undocumented workers, this estimation remains hard to verify.

Starting from 2011, the successive conflicts in Libya resulted in large scale displacement of migrants and local populations alike. Since then, migrants in Libya including those who initially migrated for work are facing significant challenges at all the stages of their journey, particularly due to their vulnerability to abuse, marginalization and exploitation.

The Government of Libya has confirmed its commitment to facilitate and protect migrant workers in the country benefiting the national workforce and migrants' alike. The Libyan government is also actively engaged in discussions with major countries of origin in an effort to regularize labour migration and address the concerns pertaining to the welfare workers including migrant workers.

¹ IOM DTM 2018

² CARIM Migration Profile: Libya, 2011

In fact, labour migration to Libya from across the region continues to be insufficiently documented, whereby a match between migrants and existing and upcoming structural policies are made based on little or incomplete information. Further, in North Africa, Libya hosts the highest population of migrant workers from African countries and these skilled migrants are playing a pivotal role in promoting the economic and social development of both the origin and destination countries. The integration of migrant workers in the Libyan society is therefore a key issue. To this end, bilateral labour agreements are widely looked upon as a tool to balance labour migration and integration.

The proposed feasibility study will be part of and will facilitate a broader set of frameworks, laws, technical instruments and practices that will form the basis of negotiation on Bilateral Labour Agreements (BLAs) between Libya and selected countries of origin in Africa. The feasibility study will also act as a first step towards improving the understanding of the need for a bilateral labour agreement between the state of Libya as a destination country and major countries of origin. Recent data from IOM's DTM has shown that Mali, Niger and Ghana are major countries of origin.

These proposed BLAs will assist in promoting regional partnerships and will play a pivotal role in improving the governance of migration in the country as well as ensuring adequate processes for return and reintegration in countries of origin. It will also promote migration and development linkages between Libya and countries of origin thus facilitating the protection of rights and the promotion of welfare system for both national and migrant workers.

The proposed study will closely analyse the existing and potential incentives and safeguards that would work as key drivers for negotiations and will focus on understanding the modalities pertaining to migration in this corridor among migrant workers. **Scope of work for the consultant**

The feasibility study is expected to deliver practical and workable information and recommendations useful for both Libya as a destination country and selected countries of origin, to negotiate and formulate Bilateral Labour Agreements.

As part of the engagement, the consultant shall perform the following activities -

- Analyse the existing flows of displacement and mobility between Libya and selected countries of origin. This would also include the study of the demographic profile of migrant workers in Libya, disaggregated into gender, age, education level based on IOM DTM data.
- Identifying regions and areas of origin for departures to Libya in selected origin countries and further exploring key factors influencing migrants from these localities to choose Libya as a destination country.
- Study the conditions of employment and recruitment in Libya including identification of main stakeholders involved, wages and benefits provided to migrants, duration of migration cycle and any major challenges faced by migrant workers;
- Identification of protection mechanisms in Libya including a short review of the state of existing legislation regarding migrant workers. Analyse the compliance of Libyan with international standards; approachability of labour courts and any other available grievance redressal mechanism in place for migrant workers in Libya.
- Compatibility of social protection mechanisms of Libya and continuity of access to health care for migrants.

- Recognition of qualifications and competencies between Libya and origin countries and recommendation for enhancement of the existence of adequate mechanisms at both ends.
- Review of concluded and ongoing labour market assessments in Libya, especially by IOM, to determine the sectors which are demand-driven and to identify the nature and scope of demand including skills which will be in shortage over time in Libya.
- Analyse the positive and negative impact of migration on the labour market in Libya at both urban and national level with emphasis on outlining its impact on employment opportunities for local labour force including long term effects on local wages.
- Mapping of main workers and migrants' organizations operating in Libya including their scope of work and level of inclusiveness of migrant workers and ability to defend and serve migrant workers interests efficiently.
- Identify sectors, skills groups, geographical areas where there is surplus labour in the selected origin countries and further analysing the possibility and ability of origin countries to provide necessary skill trainings to labour according to labour market requirements in Libya, through secondary research.
- Identify and map relevant governmental and non-governmental organizations and institutions in selected origin countries with capacities to provide support and necessary training to potential migrants on pre-departure, reintegration and other employment-related services.
- Look into the current financial regulations and their impact on remittance flows pertaining to banking services in both Libya and selected origin countries.

3. Key deliverables

In close consultation and coordination with IOM and as per project document, the following are the key deliverables expected from the Consultant conducting the assessment.

- Research plan, detailing
 - a. the process and methodologies to be employed for the assignment including time and interview schedules for this exercise;
 - b. a list of stakeholders to be targeted for participation. This document should be presented to IOM for review and further inputs before proceeding to the field for data collection.
- Desk review: As background research, the consultant(s) will review the relevant studies and documents including policies, existing guidelines, strategies, reports and any other relevant literature to identify the challenges, gaps and opportunities as well as the institutional responsibilities and capacities related to the assigned task.
- Initial draft report: This should capture key findings against objectives of the feasibility study to the IOM team for review
- Final feasibility report to be submitted to IOM with all the annexures.

4. Delivery schedule

The timeframe for this assessment is six months (including time for IOM review, feedback and presentation of the findings to relevant stakeholders).

5. Role of IOM

- IOM will provide financial and logistical support to organize the stakeholders' workshop to present the assessment findings.
- Provide available relevant documents and information.
- Review the submitted draft reports of the technical assessment.
- Support in contacting the government and other relevant officials for meetings and consultations (responsibility for scheduling the meetings will remain with the consultant).

1. Competencies required:

- A team composed of qualified researchers with advanced University Degrees in Economics, Development Studies/Business Management.
- Experience and expertise in the areas of macro- and micro-economic research and analysis.
- Demonstrated experience in quantitative and qualitative data collection and analyses.
- Research experience relevant to analysis of technical and vocational skills education and training programming / management of training institutions in similar environments.
- Good knowledge of the migration, socioeconomic and political dynamics of Libya as well as experience in livelihoods and employment promotion programming and/or research in a post-conflict context relevant to Libya.
- A demonstrated understanding and analytical capacity in the identification of issues relating to indicators of performance in development projects.
- Excellent report writing and presentation skills and ability to meet deadlines.

2. Performance indicators for evaluation of results:

- Coordination of meetings, outline of project goals and outcomes of meetings;
- Quality of the report (e.g. sound research methodology, clear and clean texts, adherence to the policy discussion, and level of innovation);
- Punctuality of the submission of the deliverables;
- Level of adherence to the objectives;
- Periodic and regular update on the progress of the study provided to IOM;
- Attendance and quality of the presentation made at the country level meetings/workshops

3. Proposal submission instructions

Proposals must include two components: technical proposal and financial proposal, submitted as separate files.

The technical proposal must include the following components:

- Consultants/Organization's background and experience in conducting similar studies.
- Clear methodology of the necessary activities to satisfy the ToR, including proposed quantitative and qualitative sampling strategies, sample sizes, etc.
- A detailed work plan, clearly presenting the activity action plan in accordance with the number of the required days.
- Curricula of senior technical team members.

Financial proposal: Please include a detailed budget clearly showing all budget lines and its relevance to the proposal.

Applications should be in English.

Interested organizations are invited to submit technical and financial proposals to iomlibyaresearch@iom.int, not later than **20 August 2019**. The subject line for expressions of interest should read "Assessment of MG - [Name of applicant organization]."