

## Terms of Reference

# Migrants' Access to the Labour Market in Libya and the Impact of Covid-19 on this group

October 01, 2020 to February 28, 2021

### I. Background and Objectives

---

The Italian Agency for Development Cooperation (AICS) and the International Labour Organization (ILO) concluded in May 2018 a partnership agreement for the implementation of AMEM project ( Appui à la Migration Equitable pour le Maghreb), to improve the governance of migration and the promotion of fair labour migration in the Maghreb (Libya, Morocco, Mauritania, Tunisia).

The main objective of the project is to strengthen the capacities of the constituents in target countries to better manage labour migration and to ensure a continuum of protection of the rights of migrant workers, nationals emigrated and migrants from other countries employed in their territories. In particular, 03 objectives are targeted:

1. Better coherence between migration and employment policies;
2. Better coordination between labour migration key actors in the labour market;
3. Improving the governance of labour migration.

The main expected results corresponding to the above-mentioned objectives are:

- 1. Information systems on labour migration are improved;**
2. The Social Dialogue on labour migration is consolidated;
3. Coherent approach between public and private intermediation services and those of social protection.

ILO technical mission to Tripoli in August 2018 organized to understand the Government's priorities for potential ILO's technical support have identified the labour migration as one of the priorities for bilateral cooperation to: address decent work deficit for migrant workers; support assessment of the economy needs of migrant workers and establish fair intermediation tools; support establishing BLAs with neighbouring countries, African union and other countries.

In the perspective of the support of the AMEM Project to the improvement of information systems on labour migration in Libya, this consultancy aims to conduct a qualitative study to improve knowledge of migrants' access to the labour market in Libya and to evaluate the impact of Covid-19 on this group.

The assessment will first explore how migrants access the labour market in Libya and particularly assess the role and process of labour market intermediation for migrants in the country. Findings falling under this research objective will:

- 1) Support the developing of a legal framework that will ensure the fair recruitment of migrant workers and the safeguarding of their rights;
- 2) Support the Ministry of Labour to identify opportunities to develop bilateral agreements with neighbouring countries;
- 3) Provide a general understanding of the Libyan economy's needs in regards to the migrant labour force.

Secondly, this assessment will also aim to understand the repercussions of COVID-19 on migrants' access to the labour market and their ability to sustain themselves, in order to support actors in the planning of an efficient, evidence-based response.

## II. Research questions

---

- 1) How do migrants access the labour market in Libya?
  - a. How do migrants access jobs in formal and informal sectors?
  - b. What sectors of work are migrants engaged in?
  - c. What role do labour market intermediaries<sup>1</sup> play in facilitating migrants' access to the labour market for permanent and non-permanent labour?
    - i. How is intermediation regulated in Libya?
    - ii. What is the perception of ministries on the role of intermediaries?
  - d. How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?
  - e. How much do migrants pay intermediaries for facilitating jobs (i.e. do they undertake a one off or regular payment? What guarantees are given? Are they indebted to intermediaries?)
  - f. What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?
- 2) What is the impact of Covid-19 on migrant's ability to access the labour market in Libya and implication to migrants' ability to sustain their livelihoods?
  - a. What is the impact of Covid-19 on migrants' ability to access the labour market and sectors of employment?
  - b. What is the impact of Covid-19 on migrants' ability to sustain themselves in light of disruptions to their livelihoods?
  - c. What is the impact of Covid-19 on migrants' ability to send remittances to their home country?
  - d. How is the mobility of migrants impacted by COVID 19? What is the impact is it having on intentions?

---

<sup>1</sup> The term "labour recruiter" refers to both public employment services and to private employment agencies and all other intermediaries or sub-agents that offer labour recruitment and placement services. Labour recruiters can take many forms, whether for profit or non-profit, or operating within or outside legal and regulatory frameworks. See :[https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---travail/documents/meetingdocument/wcms\\_646693.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/meetingdocument/wcms_646693.pdf)

### III. EXPECTED OUTPUTS

1. Methodological note detailing:
  - Review of the literature of existing and when possible tasks of ongoing studies covering labour migration in Libya;
  - The sampling technique and envisaged corrections;
  - Estimated size of overall sample;
  - Operational procedures for conducting the study;
  - Proposed format of final report
  - The work plan
2. Questionnaire (with coding);
3. Report of the study, including a priori:
  - Synthesis of the existing literature in Libya on the issue of labour migration;
  - analytical analysis of the results of the study linked to tasks
4. PowerPoint presentation of the report of the study (key results and recommendations).
5. The complete anonymized survey database with data;

**The following approach is recommended**

1. Develop Methodological note;
2. Validate the methodology (OIT with concertation with Libyan Ministry of labour)
3. Develop and validate the questionnaire of the survey
4. Develop the report of the study.

The results will be sent to:

- Mohamed Belarbi, Project manager/AMEM, [belarbi@ilo.org](mailto:belarbi@ilo.org)
- (CC) Meriem Benkraiem, [benkraiem@ilo.org](mailto:benkraiem@ilo.org)

### 3) DURATION OF THE ASSIGNMENT :

Assignment	Expected date/ time
1. Methodological note detailing: <ul style="list-style-type: none"> <li>- Review of the literature of existing and when possible tasks of ongoing studies covering labour migration in Libya;</li> <li>- The sampling technique and envisaged corrections;</li> <li>- Estimated size of overall sample;</li> <li>- Operational procedures for conducting the study;</li> <li>- Proposed format of final report</li> <li>- The work plan</li> </ul>	November 10, 2020
2. Questionnaire (with coding)	November 10, 2020



3. First draft of the final report	January 25, 2021
4. Final report	February 28, 2021

#### 4) SUPERVISION OF THE MISSION

The provider agrees to:

- Ensure a regular relationship with the ILO team for the AMEM project (project manager)
- as far as possible ensure presentations of the results of the study for representatives of constituents or stakeholders within a period of 12 months after the end of the consultancy contract, all travel expenses being covered by the ILO.

#### 5) ELIGIBILITY CRITERIA

- ✓ Minimum 7 years of experience in conducting assessments and collecting data on labour market
- ✓ Experience in dealing with the issue of labour migration/ human trafficking/ forced labour/ labour rights and Women's Rights;
- ✓ Confirmed experience on production of reports of study, assessment, etc.

#### 6) PAYMENT MODALITY

The payment on the awarded contract will be made in US Dollar (USD) against achieved output and on submission of report as per ILO financial rules and payment conditions that will be stipulated in the Purchase Order (Service for Contract).

#### 7) QUOTATION SUBMISSION AND SELECTION PROCESS OF COMPETENT ORGANIZATION/FIRM/ENTITY

The ILO invites technical and financial proposal from qualified organization/firms/entities having relevant experience in delivering similar services as mentioned in this Terms of Reference (TOR). Only a single technically responsive and financially viable organization/firm/entity will be selected following ILO procurement rules/procedure on evaluation by an ILO team of professionals, and awarded with the contract for the expected deliverables and outputs as per the TOR.

Cumulative Evaluation Method will be used for this procurement exercise and Contract will be awarded to highest scorer in Cumulative analysis considering Technical and Financial Evaluation. The technical proposal will contain 70% and financial proposal will contain 30% weight whereas Technical Evaluation passing score is 70%. Any firm scores less than 70% in technical evaluation, the financial proposal of the firm shall not be considered for financial evaluation.

**The technical and financial proposal to be submitted to:**

- Mohamed Belarbi, Project manager/AMEM, [belarbi@ilo.org](mailto:belarbi@ilo.org)
- (CC) Meriem Benkraiem, [benkraiem@ilo.org](mailto:benkraiem@ilo.org)



International  
Labour  
Organization

**Proposal submission Procedure and Submission Deadline:**

Proposals shall be sent to the above email addresses on or before 26 September, 2020 by 18h00 (GMT). The proposer must submit the Technical and Financial Proposals in separate files “Technical Proposal” and “Financial Proposal”. Proposal received after the deadline would be ground for rejection.