

# Research Terms of Reference

Labour Market's Access for Migrants in Libya and the Impact of COVID-19

LBY2008

Libya

December 2020

V1

**REACH** Informing  
more effective  
humanitarian action

## 1. Executive Summary

<b>Country of intervention</b>	Libya				
<b>Type of Emergency</b>	<input type="checkbox"/>	Natural disaster	<input checked="" type="checkbox"/>	Conflict	<input type="checkbox"/> Other ( <i>specify</i> )
<b>Type of Crisis</b>	<input type="checkbox"/>	Sudden onset	<input type="checkbox"/>	Slow onset	<input checked="" type="checkbox"/> Protracted
<b>Mandating Body/ Agency</b>	International Labour Organisation (ILO)				
<b>IMPACT Project Code</b>	14AOG 6Z6				
<b>Overall Research Timeframe</b>	19/10/2020 to 30/03/2021				
<b>Research Timeframe</b>	1. Training: 28/12/2020		6. Preliminary presentation: TBC with donor		
	2. Start collect data: 30/03/2021		7. Outputs sent for validation: 15/05/2021		
	3. Data collected: 15/04/2021		8. Outputs published: 30/05/2021		
	4. Data analysed: 22/04/2021		9. Final presentation: Date to be confirmed with donor		
	5. Data sent for validation: 22/04/2021				
<b>Number of assessments</b>	<input checked="" type="checkbox"/>	Single assessment (one cycle)			
	<input type="checkbox"/>	Multi assessment (more than one cycle) <i>[Describe here the frequency of the cycle]</i>			
<b>Humanitarian milestones</b> <i>Specify what will the assessment inform and when</i> <i>e.g. The shelter cluster will use this data to draft its Revised Flash Appeal;</i>	<b>Milestone</b>		<b>Deadline</b>		
	<input checked="" type="checkbox"/>	Donor plan/strategy : Support ILO's engagement with the Libyan Ministry of Labour on migrant workers' strategy and the development of the AMEM (Promoting Fair Migration for the Maghreb) Project strategy	30/03/2021		
	<input type="checkbox"/>	Inter-cluster plan/strategy	_ _ / _ _ / _ _ _ _		
	<input type="checkbox"/>	Cluster plan/strategy	_ _ / _ _ / _ _ _ _		
	<input type="checkbox"/>	NGO platform plan/strategy	_ _ / _ _ / _ _ _ _		
<input type="checkbox"/>	Other (Specify):	_ _ / _ _ / _ _ _ _			
	<b>Audience type</b>		<b>Dissemination</b>		

<p><b>Audience Type &amp; Dissemination</b> Specify <i>who</i> will the assessment inform and <i>how</i> you will disseminate to inform the audience</p>	<p>X Strategic X Programmatic <input type="checkbox"/> Operational <input type="checkbox"/> [Other, Specify]</p>	<p>X General Product Mailing (e.g. mail to NGO consortium; HCT participants; Donors) (Mailing list to be approved by ILO prior to dissemination) <input type="checkbox"/> Cluster Mailing (Education, Shelter and WASH) and presentation of findings at next cluster meeting <input type="checkbox"/> Presentation of findings (e.g. at HCT meeting; Cluster meeting) X Website Dissemination (Relief Web &amp; REACH Resource Centre upon donor's validation of the output) <input type="checkbox"/> [Other, Specify]</p>
<p><b>Detailed dissemination plan required</b></p>	<p><input type="checkbox"/> Yes</p>	<p>X No</p>
<p><b>General Objective</b></p>	<p>Firstly, this assessment will explore how migrants<sup>1</sup> access the labour market in Libya and particularly assess the role and process of labour market intermediation for migrants in the country. Secondly, it 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 reinforce migration and other relevant actors' capacity to plan an efficient, evidence-based response. Overall, findings from this assessment will support ILO and other stakeholders in the development of a migrant workers' strategy and the design of ILO's AMEM Project strategy in the country.</p>	
<p><b>Specific Objective(s)</b></p>	<ol style="list-style-type: none"> <li>1. To explore how migrants access the labour market in Libya.             <ol style="list-style-type: none"> <li>a. To explore how migrants access formal and informal jobs.</li> <li>b. To explore what sectors of work migrants are engaged in.</li> <li>c. To explore the role of labour market intermediaries<sup>2</sup> in facilitating migrants' access to the labour market for permanent and non-permanent employment.                 <ol style="list-style-type: none"> <li>i. To explore how intermediation and recruitment is regulated in Libya.</li> <li>ii. To understand the perception of national and local level stakeholders of the role of intermediaries.</li> </ol> </li> <li>d. To explore how migrants interact with the intermediaries, build such contact, maintain, and use them, and vice versa.</li> <li>e. To explore how much migrants pay intermediaries for facilitating access to jobs (i.e. do they undertake a one off or regular payment? What guarantees are given? Are they indebted to intermediaries? )</li> <li>f. To understand what type of job stability/security migrants enjoy, if they are under any type of contracts/verbal or written agreements, and the duration of these contracts/agreements (long or short term).</li> </ol> </li> </ol>	

<sup>1</sup> Throughout this document and unless the distinction is clearly made, the word "migrants" will be used to refer to all individuals involved in the mixed migration flows (including, but not limited to, asylum seekers, trafficked persons, smuggled, economic migrants, and refugees)

<sup>2</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. ILO, [Findings from the global comparative study on the definition of recruitment fees and related costs](#), 2018

	<ol style="list-style-type: none"> <li>2. To understand 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:             <ol style="list-style-type: none"> <li>a. To explore the impact of Covid-19 on migrants' ability to access the labour market and sectors of employment.</li> <li>b. To explore the impact of Covid-19 on migrants' ability to sustain themselves<sup>3</sup> in light of disruptions to their livelihoods.</li> <li>c. To explore the impact of Covid-19 on migrants' ability to send remittances to their home country.</li> <li>d. To explore the impact of COVID 19 on the mobility of migrants and on intentions.</li> </ol> </li> </ol>
<p><b>Research Questions</b></p>	<ol style="list-style-type: none"> <li>1. How do migrants access the labour market in Libya?             <ol style="list-style-type: none"> <li>a. How do migrants access formal and informal jobs?</li> <li>b. What sectors of work are migrants engaged in?</li> <li>c. What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?                 <ol style="list-style-type: none"> <li>i. How are intermediation and recruitment regulated in Libya?</li> <li>ii. What is the perception of national and local level stakeholders on the role of intermediaries?</li> </ol> </li> <li>d. How do migrants interact with the intermediaries, how do they build such contact, maintain, and use them, and vice versa?</li> <li>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?)</li> <li>f. What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements? What is the duration of these contracts/agreements (long or short term)?</li> </ol> </li> <li>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?             <ol style="list-style-type: none"> <li>a. What is the impact of Covid-19 on migrants' ability to access the labour market and sectors of employment?</li> <li>b. What is the impact of Covid-19 on migrants' ability to sustain themselves in light of disruptions to their livelihoods?</li> <li>c. What is the impact of Covid-19 on migrants' ability to send remittances to their home country?</li> <li>d. How is the mobility of migrants impacted by COVID 19? What is the impact is it having on intentions?</li> </ol> </li> </ol>
<p><b>Geographic Coverage</b></p>	<p>Tripoli and Misrata in the west of Libya and Sebha in the south.</p>
<p><b>Secondary data sources</b></p>	<p>Below is a list of the main secondary literature that was reviewed to help improve the understanding of the labour migration context in Libya and inform the design of the research:<sup>4</sup></p> <ul style="list-style-type: none"> <li>• REACH, <a href="#">Migrants and Refugees MSNA</a>, April 2020.</li> </ul>

<sup>3</sup> Meaning their ability to meet their basic needs, being for the purposes of this assessment: healthcare; water, sanitation and hygiene (WASH); food security and shelter.

<sup>4</sup> An explanation of how the secondary literature that has been consulted has been and will be used for the purposes of this research is detailed below in the section "3.3 Secondary data review".

	<ul style="list-style-type: none"> <li>• REACH, <a href="#">Libya : Protection Monitoring During COVID-19, Round Two, 30 April-5 May 2020</a>, May 2020.</li> <li>• REACH/UNHCR, <a href="#">Access to cash and the impact of the liquidity crisis on refugees and migrants in Libya</a>, June 2018.</li> <li>• REACH, <a href="#">Refugees and migrants' access to resources, housing and healthcare in libya</a>, December 2017.</li> <li>• Libyan labour codes, general labour and employment acts : <a href="#">Law No. 12 of 2010 concerning of labour relations</a> and <a href="#">Law No. 13 of 2016</a> amending some provisions of Law No. 12 of 2010 concerning Labour Relations Law.</li> <li>• Global Initiative Against Organised Crime, <a href="#">From abuse to cohabitation: A way forward for positive migration governance in Libya</a>, October 2019.</li> <li>• IOM DTM, Libya — <a href="#">Migrant Report 32 (July-August 2020)</a>, September 2020.</li> <li>• ILO - Asia Pacific Migration Network, <a href="#">Migrant workers in Libya</a>.</li> <li>• MMC 4MI, <a href="#">Invisible Labour Women's labour migration to Libya</a>, December 2017.</li> <li>• Missing Migrants, <a href="#">Migrant Workers in Libya at Growing Risk, Could Feed Deadly Mediterranean Exodus</a>.</li> <li>• The New Humanitarian, <a href="#">In Libya, hard economic times force migrant workers to look elsewhere</a>, February 2019.</li> <li>• ILO, <a href="#">Findings from the global comparative study on the definition of recruitment fees and related costs</a>, November 2018</li> <li>• IOM, <a href="#">Living and working in the midst of conflict: The status of long-term migrants in Libya</a>, 2019.</li> <li>• IOM, <a href="#">Migration in West and North Africa and across the Mediterranean, Labour migration dynamics in Libya</a>, 2020</li> <li>• ETF, <a href="#">Labour market and employment policy in Libya</a>, 2014.</li> <li>• World Bank Group, <a href="#">Labour market dynamics in Libya, Reintegration for recovery</a>, June 2015.</li> </ul>					
<b>Population(s)</b> <i>Select all that apply</i>	<input type="checkbox"/>	IDPs in camp	<input type="checkbox"/>	IDPs in informal sites		
	<input type="checkbox"/>	IDPs in host communities	<input type="checkbox"/>	IDPs [Other, Specify]		
	<input type="checkbox"/>	Refugees in camp	<input type="checkbox"/>	Refugees in informal sites		
	<input type="checkbox"/>	Refugees in host communities	<input type="checkbox"/>	Refugees [Other, Specify]		
	<input type="checkbox"/>	Host communities	<input checked="" type="checkbox"/>	People in mixed migration flows <sup>5</sup>		
<b>Stratification<sup>6</sup></b> <i>Select type(s) and enter number of strata</i>	<input checked="" type="checkbox"/>	Geographical #:3 Population size per strata is known? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No IOM DTM estimates available	<input checked="" type="checkbox"/>	Region of origin #: 3 (West Africa, East Africa and MENA <sup>7</sup> ) Population size per strata is known? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No IOM DTM estimates available	<input checked="" type="checkbox"/>	Length of stay #: 2 (More/ less than 12 months of stay in Libya) Population size per strata is known? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Data collection tool(s)</b>	<input type="checkbox"/>	Structured (Quantitative)	<input checked="" type="checkbox"/>	Semi-structured (Qualitative)		

<sup>5</sup> According to the definition of mixed migration provided by the IOM: "Mixed flows have been defined as 'complex population movements including refugees, asylum seekers, economic migrants and other migrants'. Unaccompanied minors, environmental migrants, smuggled persons, victims of trafficking and stranded migrants, among others, may also form part of a mixed flow", MHub, [What is Mixed-Migration?](#)

<sup>6</sup> Due to the non-probabilistic sampling methods and the small sampling size, findings from this assessment will not be representative of the migrant population in Libya and any nuances or comparisons made based these disaggregation are only indicative.

<sup>7</sup> Being the regions from which the largest populations of migrants in Libya originate.

	Sampling method		Data collection method			
<b>Structured data collection tool # 1</b> <i>Select sampling and data collection method and specify target # interviews</i>	<input checked="" type="checkbox"/> Purposive <input type="checkbox"/> Probability / Simple random <input type="checkbox"/> Probability / Stratified simple random <input type="checkbox"/> Probability / Cluster sampling <input type="checkbox"/> Probability / Stratified cluster sampling <input type="checkbox"/> [Other, Specify]		<input type="checkbox"/> Key informant interview (Target #):_____ <input type="checkbox"/> Group discussion (Target #):_____ <input type="checkbox"/> Household interview (Target #):_____ <input checked="" type="checkbox"/> Individual interview with migrant workers (Target #): 135 = 45 interviews per location (in each location, 15 interviews per region of origin) <input type="checkbox"/> Direct observations (Target #):_____ <input type="checkbox"/> [Other, Specify] (Target #):_____			
<b>Structured data collection tool # 2</b> <i>Select sampling and data collection method and specify target # interviews</i>	<input checked="" type="checkbox"/> Purposive <input type="checkbox"/> Probability / Simple random <input type="checkbox"/> Probability / Stratified simple random <input type="checkbox"/> Probability / Cluster sampling <input type="checkbox"/> Probability / Stratified cluster sampling <input type="checkbox"/> [Other, Specify]		<input type="checkbox"/> Key informant interview (Target #):_____ <input type="checkbox"/> Group discussion (Target #):_____ <input type="checkbox"/> Household interview (Target #):_____ <input checked="" type="checkbox"/> Individual interview with employers (Target #): 60 = 20 interviews per location <input type="checkbox"/> Direct observations (Target #):_____ <input type="checkbox"/> [Other, Specify] (Target #):_____			
<b>Semi-structured data collection tool (s) # 3</b> <i>Select sampling and data collection method and specify target # interviews</i>	<input checked="" type="checkbox"/> Purposive <input checked="" type="checkbox"/> Snowballing <input type="checkbox"/> [Other, Specify]		<input checked="" type="checkbox"/> Key informant interview with labour intermediaires (Target #): 15 = 5 interviews per location <input type="checkbox"/> Individual interview (Target #):_____ <input type="checkbox"/> Focus group discussion (Target #):_____ <input type="checkbox"/> [Other, Specify] (Target #):_____			
<b>Semi-structured data collection tool (s) # 4</b> <i>Select sampling and data collection method and specify target # interviews</i> ***If more than 2 structured tools please duplicate this row and complete for each tool.	<input checked="" type="checkbox"/> Purposive <input type="checkbox"/> Snowballing <input type="checkbox"/> [Other, Specify]		<input checked="" type="checkbox"/> Key informant interview with national and local level stakeholders and subject-matter experts (Target #): 10 to 20 <input type="checkbox"/> Individual interview (Target #):_____ <input type="checkbox"/> Focus group discussion (Target #):_____ <input type="checkbox"/> [Other, Specify] (Target #):_____			
<b>Data management platform(s)</b>	<input checked="" type="checkbox"/>	IMPACT	<input type="checkbox"/>	UNHCR		
	<input type="checkbox"/>	[Other, Specify]				
<b>Expected output type(s)</b>	<input type="checkbox"/>	Situation overview #: __	<input checked="" type="checkbox"/>	Report #: 1	<input type="checkbox"/>	Profile #: __
	<input type="checkbox"/>	Presentation (Preliminary findings) #: __	<input type="checkbox"/>	Presentation (Final) #: TBC	<input type="checkbox"/>	Factsheet #: __
	<input type="checkbox"/>	Interactive dashboard #: _	<input type="checkbox"/>	Webmap #: __	<input type="checkbox"/>	Map #: __
	<input type="checkbox"/>	[Other, Specify] #: __				
<b>Access</b>	<input checked="" type="checkbox"/>	Public (available on REACH resource center and other humanitarian platforms)				
	<input type="checkbox"/>	Restricted (bilateral dissemination only upon agreed dissemination list, no publication on REACH or other platforms)				
<b>REACH</b>						

<b>Visibility</b> Specify which logos should be on outputs	<b>Donor:</b> ILO
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## 2. Rationale

### 2.1 Background

Although around the turn of the 21st century, a significant proportion of migrants came to view Libya as a transit country to continue their journey to Europe,<sup>8</sup> a sizable migrant population still considers Libya as a country of destination, primarily coming to the country in the quest of seasonal or long term work opportunities.<sup>9</sup> Labour migration to Libya is not a new phenomenon. Historically, in the wake of the discovery of oil and hydrocarbon reserves across the country and the launch of large scale development projects such as the Great Man-Made River, Libya sought foreign manpower to fill the local labour market deficiencies, unable to cover the scale of work resulting from its expanding economy.<sup>10</sup> Foreign manpower was mostly supplied by Arab countries, mainly from neighbouring Egypt and Tunisia, but also by Asian and East European nationals.<sup>11</sup> Later on, following an arm and air Embargo imposed on Libya, the Gaddhafi regime, perceiving a lack of support from fellow Arab countries, adopted a Pan-Africanist approach.<sup>12</sup> In doing so, it redirected the country's foreign policies towards neighbouring sub-Saharan African states.<sup>13</sup> This resulted in multiple bilateral and multilateral cooperation agreements between Libya and several sub-Saharan African countries, primarily characterised by the introduction of visa-free travel<sup>14</sup> and facilitation of land borders' crossing for sub-Saharan migrants.<sup>15</sup> Consequently, the composition of the migrant population in Libya became more diverse, coming from a wide array of countries and regions of origin.<sup>16</sup> Since then, and despite the country's deterioration into protracted conflict and the imposition of stricter migration policies, the lucrative economic opportunities in Libya continued to attract foreign workers from Sub-Saharan Africa, the MENA region and to a lesser extent, from South Asia, occupying jobs in key sectors of the country's economy.<sup>17</sup>

As of December 2020, 574,146 migrants are estimated to be living in Libya.<sup>18</sup> A large proportion of the migrant population resides in the country irregularly and works in the informal sector.<sup>19</sup> This, coupled with the absence of legal instruments safeguarding migrants' rights,<sup>20</sup> exacerbates migrants' vulnerability to protection risks outside as well as inside the workplace and imposes further barriers to accessing employment.<sup>21</sup> A previous assessment conducted by REACH,<sup>22</sup> in 2017, found that the majority of migrants in Libya drew their main source of income from lower-skilled informal jobs, often daily or temporary, in sectors such as construction, cleaning and the restaurant industry. The study also showed that migrants frequently relied on their social network, particularly friends and family to obtain information regarding employment in Libya.

Migrants' ability to access livelihoods and employment opportunities has been severely affected by the onset of the COVID-19 health crisis in Libya. As the pandemic spread to Libya on 24 March 2020, several measures were introduced by the Libyan authorities aiming to combat the spread of the virus such as curfews, movement restrictions, the interdiction of all

<sup>8</sup> Sara Hamood, [African transit migration through Libya to Europe: The human cost](#), The American University of Cairo, January 2006.

<sup>9</sup> REACH/UNHCR, [Access to cash and the impact of the liquidity crisis on refugees and migrants in Libya](#), June 2018.

<sup>10</sup> MMC 4Mi, [Invisible Labour: Women's labour migration to Libya](#), December 2017.

<sup>11</sup> Sara Hamood, [African transit migration through Libya to Europe: The human cost](#), The American University of Cairo, January 2006.

<sup>12</sup> Giselle Lopez, [Responsibility to protect at a crossroads: The crisis in Libyan](#), Humanity in Action, February 2015.

<sup>13</sup> Solomon, Hussein, [Libya's Foreign Policy in Flux. African Affairs - AFR AFFAIRS](#), July 2015.

<sup>14</sup> REACH/UNHCR, [Access to cash and the impact of the liquidity crisis on refugees and migrants in Libya](#), June 2018.

<sup>15</sup> Sara Hamood, [African transit migration through Libya to Europe: The human cost](#), The American University of Cairo, January 2006.

<sup>16</sup> IOM and WFP, [Hunger, displacement and migration, A joint innovative approach to assessing needs of migrants in Libya](#), November 2019.

<sup>17</sup> REACH/UNHCR, [Access to cash and the impact of the liquidity crisis on refugees and migrants in Libya](#), June 2018.

<sup>18</sup> IOM DTM, [Libya's migrant report \(September - October 2020\)](#), December 2020.

<sup>19</sup> The New Humanitarian, [In Libya, hard economic times force migrant workers to look elsewhere](#), February 2019.

<sup>20</sup> UNSMIL, OHCHR, [Desperate and Dangerous: Report on the human rights situation of migrants and refugees in Libya](#), December 2018.

<sup>21</sup> ILO - Asia Pacific Migration Network, [Migrant workers in Libya](#).

<sup>22</sup> REACH, [Refugees and migrants' access to resources, housing and healthcare in Libya](#), December 2017.

gatherings and the closure of all non-essential shops.<sup>23</sup> These restrictions presented an enormous economic risk for certain segments of the population and made specific groups particularly vulnerable. As a result of the government-imposed confinement, many migrant day labourers have been deprived of their income sources for reasons such as the loss of their jobs or the closure of the places where they operate, as highlighted by a recent REACH study on the impact of Covid-19 on vulnerable communities.<sup>24</sup>

While previous studies aimed to explore labour migration in Libya, little information exists on how migrants access the labour market, the role intermediaries play in enabling them to access the labour market and how such dynamics differ by migrant communities, skills set and length of stay in Libya. Furthermore, following the onset of the COVID-19 crisis hindering access to livelihoods, an understanding of how the health crisis impacted migrants' ability to access employment opportunities as well as their ability to sustain themselves remains limited. For the abovementioned reasons, REACH, in partnership with ILO, is conducting an assessment that aims to improve understanding of how migrants access the labour market in Libya, while zooming in on the role intermediaries play in facilitating that. Additionally, the proposed assessment will explore the impact of Covid-19 on migrant's ability to access the labour market in Libya and to sustain their livelihoods.

## **2.2 Intended impact**

Through its findings, this assessment intends to:

1. Support the International Labour Organisation (ILO) and other relevant stakeholders in the process of developing a legal framework that will ensure the fair recruitment of migrant workers and the safeguarding of their rights;
2. Feed into ILO's work with the Ministry of Labour to identify opportunities to develop bilateral agreements with neighbouring countries and advocate for the fair recruitment of migrants;
3. Provide a general understanding of the Libyan economy's needs in regards to the migrant labour force;
4. Support actors in the planning of an efficient, evidence-based response.

## **3. Methodology**

### **3.1 Methodology overview**

The methodology for the study proposed will be mixed, involving structured individual interviews with migrants and employers, as well as semi-structured key informant interviews with labour intermediaries, other key national and local-level stakeholders and subject-matter experts. Data collection will be conducted in three Mantikas in Libya, which were selected based on the size and composition of the migrant population they host, the differences in the labour dynamics within them and ILO's programmatic priorities. The selected locations are Tripoli, Misrata and Sebha.

Migrants will be identified through purposive sampling based on their region of origin (East Africa, West Africa and MENA, being regions from which the largest migrant populations originate), the length of their stay in Libya, their skill sets and the type of work they engage in. For data collection with employers, REACH will aim to cover the main sectors and industries in which migrants are employed.

Given current restrictions related to COVID-19 and the associated health risks, all training and data collection activities will be done remotely. Considering the Libyan context and the fact that gaining migrant respondents' trust over the phone could be very difficult, and in case conducting phone interviews turns out to be too challenging and time consuming, REACH will resort to face to face interviews, while respecting the applied governmental measures and IMPACT's [SOPs and guidelines on data collection during COVID-19](#), and ensuring that all the necessary precautionary health measures are followed.

### **Key definitions:**

Labour migrants: The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families defines a migrant worker as "a person who is to be engaged, is engaged or has been engaged in a remunerated

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<sup>23</sup> Borzou Daragahi, [Libya war left unimpeded by coronavirus outbreak](#), *Independent*, March 2020.

<sup>24</sup> REACH, [Libya : Protection Monitoring During COVID-19, Round Two, 30 April-5 May 2020](#), May 2020.

activity in a state of which he or she is not a national".<sup>25</sup> Based on this definition, the term migrant worker is not only limited to economic workers and can encompass other profiles of people in mixed migration flow, who have not necessarily left their countries of origin with the intention to find work.

Labour Intermediary/recruiter: As defined by ILO. 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".<sup>26</sup> Private entities can take many forms: formal (e.g. registered under commercial or other law) or informal (not registered, such as informal sub-agents), profit-seeking (e.g. fee charging agencies) or non-profit (e.g. trade union hiring halls).

According to ILO's general principles and operational guidelines for fair recruitment (GPOG)<sup>27</sup>, the terms "recruitment" encompasses "the advertising, information dissemination, selection, transport, placement into employment and – for migrant workers – return to the country of origin where applicable." This involves both jobseekers and individuals engaged in an employment relationship.

Formal and informal employment: Opposite to formal employment, a person occupying an informal job often:<sup>28</sup>

- has no formal contract with his employer
- has no systematic work conditions
- gets irregularly and unevenly paid.
- has no forum to express his grievances
- has no fixed hours of work and mostly earns hand to mouth
- is not covered by any kind of social security system and has poor knowledge about the need to protect himself socially and economically

### **3.2 Population of interest**

The population of interest consists of adult migrant workers (over 18 years of age) residing in urban locations in three Mantikas in west and south Libya. The assessed locations have been selected based on the density and diversity of the migrant population they host. Data collection will be conducted in 3 Mantikas in south and west Libya to provide snapshots on situations of migrants in two different economic hubs in Libya – the South (primarily Sebha) being the first entry point for migrants in Libya while West Libya includes the most important economic hubs where migrants are present for labour work (Tripoli, Misrata).

Migrants will be identified through purposive sampling, primarily based on their region of origin (East Africa, West Africa and MENA, being regions from which the largest migrant populations originate), the length of their stay in Libya (Less or more than 12 months since their arrival in Libya), their skill sets (based on their educational backgrounds and previous work experience) and the type of work they engage in (the employment sector, the role/position they occupy, the nature of job/work, etc.).

### **3.3 Secondary data review**

A secondary data review (SDR) was carried out with the aim of compiling the findings of relevant studies and news articles recently carried out on labour migration in Libya and contextualizing and triangulating the results of primary data collection. The secondary sources thus consulted will be used in a two-step process. Firstly, they helped guide the definition of research

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<sup>25</sup> The UN General Assembly, [The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, Article 2](#), Adopted by General Assembly resolution 45/158 of 18 December 1990 and entered into force on 1 July 2003.

<sup>26</sup> ILO, [Findings from the global comparative study on the definition of recruitment fees and related costs](#), 2018, p. 8.

<sup>27</sup> ILO, [General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs](#), May 2019, p. 12.

<sup>28</sup> Teodora MIHĂILĂ, [Considerations on the distribution of informal economy in the European Union](#), 2016.

questions and overall methodology, the choice of indicators and the development of data collection tools. Secondly, at the analysis and output production stages, they will be contrasted with findings from the primary data collection and used for triangulation purposes. Up until the analysis stage, the assessment team will continue to update the list of the secondary literature with new relevant studies and articles, if released, to ensure that the most accurate and up-to-date information is used to triangulate the primary data collection's findings. Another REACH labour-related assessment will be carried out in Libya simultaneously, aiming to provide up-to-date information about the dynamics of the labour market from a labour demand, labour supply and an institutional perspective in two municipalities in southern Libya, being Ubari and Sebha. As findings from this assessment could provide a more general, macro understanding of the overall labour dynamics in Libya, both assessment teams will regularly consult each other and share preliminary findings throughout the research process. All relevant sources used to triangulate the findings will be referenced in the final report.

The main secondary literature consulted so far for the purposes of this assessment are:

- REACH, [Migrants and Refugees MSNA](#), April 2020.
- REACH, [Libya : Protection Monitoring During COVID-19, Round Two, 30 April-5 May 2020](#), May 2020.
- REACH/UNHCR, [Access to cash and the impact of the liquidity crisis on refugees and migrants in Libya](#), June 2018.
- REACH, [Refugees and migrants' access to resources, housing and healthcare in libya](#), December 2017.
- Libyan labour codes, general labour and employment acts : [Law No. 12 of 2010 concerning of labour relations](#) and [Law No. 13 of 2016](#) amending some provisions of Law No. 12 of 2010 concerning Labour Relations Law.
- Global Initiative Against Organised Crime, [From abuse to cohabitation: A way forward for positive migration governance in Libya](#), October 2019.
- IOM DTM, Libya — [Migrant Report 32 \(July-August 2020\)](#), September 2020.
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- IOM, [Migration in West and North Africa and across the Mediterranean, Labour migration dynamics in Libya](#), 2020
- ETF, [Labour market and employment policy in Libya](#), 2014.
- World Bank Group, [Labour market dynamics in Libya, Reintegration for recovery](#), June 2015.

### **3.4 Primary Data Collection**

Primary data will be collected following a mixed methods approach, as follows:

1. Through structured individual interviews (IIs) with adult migrant workers residing in urban locations in Tripoli, Misrata and Sebha, in order to firstly understand how migrant workers in these three mantikas access the labour market in Libya, while zooming in on the role intermediaries play in facilitating that. Additionally, findings from the IIs with migrant workers will help explore the impact of Covid-19 on their ability to access the labour market in Libya and to sustain their livelihoods. Respondents in each location will be sampled purposively based on :

- The regions from which they originate: For the purposes of this study, migrant workers from three regions of origin will be assessed: East Africa, West Africa and the MENA, being the regions from which the largest migrant populations in Libya originate.<sup>29</sup>
- The locations in which they are located, being Tripoli, Misrata or Sebha.
- How long they have been residing in Libya: In order to capture possible differences in the access to labour market opportunities between migrants who spent a short time (up to 12 months) in Libya, and who are more likely to be less integrated in the Libyan society, potentially face more challenges accessing stable employment and be more vulnerable to protection risks within the workplace, and a long time (12 months and more), who have spent enough time in Libya to potentially be able to build stronger connections and ties, possibly allowing them to access more stable and less precarious jobs.
- Their gender: While gender does not represent one of main sampling criteria, and taking into account the fact that female migrants in Libya tend to be more difficult to identify and approach, REACH will try to ensure gender representativeness, in order to capture the full range of nuances between the experiences of migrant men and women.

While the sampling will not be based on the following criteria, the received data will be disaggregated based on:<sup>30</sup>

- Migrants' skill sets: To do so, REACH will look into migrants' educational backgrounds and past employment experiences both in Libya and countries of origin when analysing the data.
- The languages they speak: The level of language proficiency (particularly Arabic proficiency) could highly result in an easier assimilation in Libya, greater returns to human capital and better job opportunities and job matches, as well as non-economic outcomes such as social integration and the size of the migrant's social network. Therefore, data will be disaggregated by migrants' spoken languages so as to explore if and how language proficiency is correlated with migrants' ability to access employment, the sectors of employment they're engaged in and the level of work stability/security migrants enjoy.
- The type of work they are engaged in: REACH will try to select migrants occupying jobs in different employment sectors and industries, involving low, middle and high-skilled work. This will help understand if the means used to access employment, the role and process of labour market intermediation and the level of job stability and security varies depending on the sector/nature of employment. Moreover, considering the fact that the pandemic and the associated restrictions had different and varying effects on different economic sectors, the analysis will take into account the sector and type of work when looking into the impact of COVID-19 on migrants' ability to access employment and sustain themselves.

In total, 135 IIs with migrant workers will be conducted, split equally across the three assessment locations. In each Mantika, 15 interviews will be carried out with migrants from each selected region of origin, meaning a total of 45 interviews per Mantika.

2. Through structured IIs with businesses and individuals who employ migrant workers in the selected locations, to provide a different perspective on migrants' access to the labour market to examine whether the current recruitment processes fit the needs of the employer in terms of finding the workforce and skills they require. For data collection with employers, REACH will seek to cover the main sectors and industries in which migrants are employed.<sup>31</sup> 15 interviews will be conducted with employers in each location, totalling 45 interviews across all locations.
3. Through semi-structured KIIs with labour intermediaries to dig deeper into the process and role of intermediaries in Libya and capture the types and modalities of interactions they have with migrants and employers from their

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<sup>29</sup> According to the latest IOM DTM data available, it is estimated that out of the whole migrant population residing in Libya, 58% originate from Sub-Saharan Africa, 33% from North Africa, and around 5% Middle Easterners. For a detailed list of migrants' nationality breakdown, please consult IOM DTM, [Libya's migrant report \(September - October 2020\)](#), December 2020.

<sup>30</sup> As the sampling methods to be used for this assessment are non-probabilistic, any disaggregation or comparison based on the sampling criteria that will be made when presenting the findings should be considered indicative only.

<sup>31</sup> According to a [recent IOM study](#), the main sectors and industries in which migrant workers are employed are construction, water and sanitation; craft; agriculture; service work; and plant and machine operation, retail sales and domestic work.

- points of view.
- In each location, REACH will carry out 5 KIIs with labour intermediaries (15 KIIs with labour intermediaries overall).
4. Through semi-structured KIIs with key national and local stakeholders and subject-matter experts. At least 10 KIIs will be selected among researchers and practitioners in the field of labour migration in Libya, representatives of intergovernmental organisations (IGOs) and non-governmental organisations (NGOs), local and national authorities. Findings from these KIIs will help capture an overall macro picture of labour migration dynamics in Libya and will be particularly useful and necessary to respond to the following sub-research questions :
    - How is intermediation regulated in Libya?
    - What is the perception of ministries on the role of intermediaries?

To summarise, the table below provides a breakdown of the number of interviews to be conducted in each assessed location per of the data collection method and respondent group:

Data Collection Method	# of interviews
Individual interviews with migrant workers (15 per region of origin)	45 interviews per location
Individual interviews with employers	20 interviews per location
Key informant interviews with intermediaries	5 interviews per location
Key informant interviews with other national and local level stakeholders and subject-matter experts	10 – 20 interviews at a national and local level

Considering the broadness of the definition of labour intermediaries provided by ILO, the wide array of intermediary profiles that it encompasses and the significant difference in how they operate, an initial draft of the KIIs tool with intermediaries has been developed, however, the profiles of intermediaries to be selected will be decided on once preliminary findings from the KIIs with migrant workers and employers are drawn (based on what profile of intermediaries they resort to the most). Once decided, the tools will be tweaked and tailored for each profile of labour intermediaries selected in order to capture all details and nuances in their intermediation processes and their interactions with the migrants. Similarly, different tools for each KII with key national and local stakeholders and subject-matter experts will be developed and questions will be tailored to their areas of expertise and specialisation.

Data collection will be carried out by partner organisations in the assessment locations. The partners will be selected based on their previous experiences working with REACH on migration-related assessments and the quality of the data they have submitted for these assessments. To ensure everyone's safety, and as enumerators are unable to collect face-to-face surveys owing to movement restrictions and social distancing measures imposed as part of the national response to COVID-19 in Libya, data collection will be conducted remotely through phone calls and following IMPACT's [SOPs and guidelines on data collection during COVID-19](#). Based on previous data collection experience, and considering that migrants respondents may be more reluctant to participate in phone interviews, and in case conducting phone interviews turns out to be too challenging and time consuming, REACH will resort to face to face interviews, while respecting the applied governmental measures and IMPACT's SOPs and guidelines on data collection during COVID-19, and ensuring that all the necessary precautionary health measures are followed.

Before the start of data collection, the enumerators will receive a thorough training on the research's objectives and data collection methods, how to use KoBo and the ethical and security measures to be followed in the implementation of the study. Similarly to the data collection activities, considering the health risks and travel restrictions, the training will also be conducted remotely. For this, REACH will use Moodle, an online learning platform that allows trainees to read materials, listen to audio, and watch videos. It can also be moderated to check that people have completely gone through each resource and has chat functions that allow trainees to ask questions and interact with each other. After going all the training material, the enumerator teams in each location will have to take a final quiz to ensure that the content of the training has been fully assimilated. Given that there are continuous internet connectivity issues and power outages in Libya, this software is

particularly appropriate, as it also allows people to sign in and complete the course in their own time, whenever they are able to.

Enumerators will be directly supervised by REACH field staff in Libya, who will act as a liaison between the assessment team and the enumerators during follow-up, facilitate access to the data collection sites and ensure that quality data are submitted in a timely manner. The field staff will be responsible for organizing regular briefing/debriefing sessions to ensure the smooth running of the fieldwork, with a view to quickly identifying and resolving any problems that may arise. They will be the point of contact for the teams of enumerators for the regular implementation of data collection activities and for any difficulties that may arise in the field, and will liaise daily with the assessment team in Tunis to inform them of any developments related to the fieldwork. General supervision of the data collection will be done by the assessment team in Tunis. Data will be triangulated with findings from the secondary literature review and any incongruences will be followed up upon during debrief sessions.

### **3.5 Data Processing & Analysis**

#### **Primary data will be collected:**

- For IIs with migrants and employers, through a Kobo software survey using mobile or computer devices. The data collected will be entered by the enumerators and compiled and cleaned by the assessment team/ project officer as it is collected. Special attention will be paid to open-ended questions, where interviewers will have the opportunity to complete and consolidate the form before finalizing it.
- For KIIs with intermediaries, other stakeholders and subject-matter experts, using questionnaires filled out manually by the enumerators, REACH field staff in Libya or a member of the assessment team, and transcribed using Word software.

All incoming data will be reviewed and cleaned daily by the project officer to ensure data quality and to address any potential problems in a timely manner, following Impact's [Data Cleaning Minimum Standards Checklist](#).

The analysis of quantitative data will be done using the software Excel. The results of this analysis will be reported on all migrant respondents. Where possible and where nuances are noted, a disaggregated analysis will be conducted according to gender, regions of origin, length of stay in Libya, skills sets, type of work engaged in and languages spoken.

Qualitative data processing and analysis will follow IMPACT's [Minimum Standards for Qualitative Data Analysis Checklist](#) and will involve producing a [Data Saturation And Analysis Grid \(DSAG\)](#) throughout data collection. The analysis will be done using NVivo, a qualitative data analysis software, or Excel based on the following criteria:

- Frequency: the analysis will take into account the number of times a piece of information has been reported by respondents. Given the non-probability nature of the sample, this will be considered only as an indication of the extent to which information is distributed among respondents.
- Specificity and extensiveness: While taking respondent bias into account, interviews that contain more detailed accounts with information that can be verified by secondary sources will be treated as more relevant if they contradict other information collected during primary data collection.

All data cleaning, processing and analysis will be performed following IMPACT's guidelines and SOPs.

### **3.6 Format of final output**

The main output from this project will be an overall report. Findings answering to each of the main research questions will be presented in separate chapters respectively and will be disaggregated by migrant community (based on the preselected sampling criteria) and by location. Whenever available and relevant, data from secondary sources will be incorporated in the report to triangulate and supplement the findings from the primary data collection. Strategic and programmatic recommendations will be drawn based on the assessment's results and will also be integrated in the final output.

## 4. Key ethical considerations and related risks

The proposed research design meets / does not meet the following criteria:

<b>The proposed research design...</b>	<b>Yes/ No</b>	<b>Details if no (including mitigation)</b>
<p>... Has been coordinated with relevant stakeholders to <b>avoid unnecessary duplication</b> of data collection efforts?</p>	<p>Yes</p>	<p>To our knowledge, no other stakeholders are conducting data collection for studies that overlap with this study in terms of research objectives/questions at the moment. A thorough review of the most up-to-date published reports helped the assessment team narrow down the information gaps and ensure that the indicators included in the tools are necessary and cover topics/elements that have not been explored by other recent studies. Aside from this, the assessment team working on this project has been coordinating with another REACH team leading, simultaneously, on a labour-related assessment to ensure complementarity and non-duplication of efforts.</p>
<p>... <b>Respects respondents, their rights and dignity</b> (<i>specifically by: seeking informed consent, designing length of survey/ discussion while being considerate of participants' time, ensuring accurate reporting of information provided</i>)?</p>	<p>Yes</p>	<p>An introductory message will be read out to each respondent to inform them about the research objective, highlight the fact that participation in the survey is voluntary and confidential and to ask for their consent to participate in the survey. If consent is not granted, the enumerator is required to end the interview. When it comes to the length of the surveys, while the tools are relatively long, they have been designed in a way that a lot of the questions will only be asked as follow-up, if the respondent selected a specific answer. It is very unlikely that the respondents will be asked all follow-up questions. That said, to ensure that the interviews go as smoothly and as efficiently as possible, a thorough walkthrough of the tools will be given to the enumerators to ensure that they are able to confidently and rapidly go through the surveys and effectively answer any questions/ clear out any</p>

		ambiguities that the respondents may potentially have.
... Does not <b>expose data collectors to any risks as a direct result</b> of participation in data collection?	Yes	Data collection will be conducted following IMPACT's data collection related SOPs and guidelines. Moreover, the enumerators' training will involve a section on safety and security during data collection.
... Does not <b>expose respondents / their communities to any risks as a direct result</b> of participation in data collection?	Yes	As no personally identifiable information will be collected, no risks related to data protection are foreseen.  To avoid any risks of the interviews with migrant workers jeopardising their employment stability/security, their safety in the workplace or their relationship with their employers/colleagues, no interviews will be conducted in the migrants' workplace or with their employers being present during the interviews.  REACH will ensure that data collection is conducted in a manner that prioritises the necessary precautionary measures to prevent risks associated with COVID-19, following Impact's SOP on data collection during COVID-19.
... Does not involve <b>collecting information on specific topics which may be stressful and/ or re-traumatising</b> for research participants (both respondents and data collectors)?	Potentially	The tools include one question on protection incidents and a section on migratory intentions (topics deemed necessary to explore in this assessment), which could be considered sensitive, uncomfortable and in some cases re-traumatising topics to discuss. For this, REACH will ensure that during the training, particularly in the data collection ethics section, enumerators will be trained to look for signs of discomfort using scenarios and, through this, learn when to move to the next question/section or completely stop the interview.
... Does not involve <b>data collection with minors</b> i.e. anyone less than 18 years old?	Yes	The population of interest for this assessment does not include minors.

<p>... Does not involve <b>data collection with other vulnerable groups</b> e.g. persons with disabilities, victims/ survivors of protection incidents, etc.?</p>	<p>No</p>	<p>Considering, the security situation and protection risks they are often exposed to, migrants in Libya are considered among the most vulnerable groups in the country and are frequently subject to protection incidents. To ensure that the interviewing process does not further exacerbate REACH will rely on partners who have an extensive experience collecting data with vulnerable groups and particularly, migrant populations. Furthermore, REACH will ensure that all enumerators receive a detailed training on ethics and best practices in data collection with migrants, building on REACH's expertise in conducting interviews with vulnerable groups and ensuring the most appropriate and ethical safeguards are applied.</p>
<p>... Follows IMPACT SOPs for management of <b>personally identifiable information</b>?</p>	<p>Yes</p>	<p>No personally identifiable information will be collected.</p>

## 5. Roles and responsibilities

Table 3: Description of roles and responsibilities

<b>Task Description</b>	<b>Responsible</b>	<b>Accountable</b>	<b>Consulted</b>	<b>Informed</b>
<i>Research design</i>	Senior Assessment Officer	Senior Assessment Officer	Impact HQ Research Design and Data Unit (RDDU) ILO	ILO
<i>Supervising data collection</i>	Project Officer	Senior Assessment Officer	Impact HQ RDDU	
<i>Data processing (checking, cleaning)</i>	Project Officer Senior Assessment Officer	Senior Assessment Officer	Impact HQ RDDU	
<i>Data analysis</i>	Senior Assessment Officer	Senior Assessment Officer	Impact HQ RDDU	
<i>Output production</i>	Senior Assessment Officer	Senior Assessment Officer	Impact HQ Research Reporting Unit ILO	ILO
<i>Dissemination</i>	Senior Assessment Officer	Senior Assessment Officer	Impact HQ Communications Officer ILO	ILO
<i>Monitoring &amp; Evaluation</i>	Senior Assessment Officer	Senior Assessment Officer	Impact HQ RDDU	
<i>Lessons learned</i>	Senior Assessment Officer	Senior Assessment Officer	Impact HQ RDDU ILO	

**Responsible:** the person(s) who executes the task

**Accountable:** the person who validates the completion of the task and is accountable of the final output or milestone

**Consulted:** the person(s) who must be consulted when the task is implemented

**Informed:** the person(s) who need to be informed when the task is completed

## 5. Data Analysis Plan

### INDIVIDUAL INTERVIEWS WITH MIGRANT WORKERS

Research Questions	SUBQ #	Sub-research Question	Questionnaire QUESTION	Probes	Key disaggregation s	Data collection method
<b>Metadata</b>	N/A	<b>Metadata</b>	Enumerator ID	Please enter the ID that has been assigned to you		IIs with migrant workers
	N/A		Date of the interview	Enter date of the interview		IIs with migrant workers
	N/A		<p>Hello, my name is (your name). I work with ACTED, an international organisation operating in Libya. In partnership with the International Labour Organisation, we are conducting a survey for an assessment that aims to understand how migrants access the labour market in Libya and how that has been impacted by COVID-19. Please note that :</p> <ul style="list-style-type: none"> <li>- this assessment is not connected to any specific aid distributions, and completing it does not make it more likely that you will receive aid.</li> <li>- This interview is completely anonymous and no one will be able to know you participated in this interview through our findings.</li> <li>- should you consent to this interview, you are free to not answer any question if you are unsure or do not want to and we will move on to the next question.</li> </ul> <p>We value your</p>	N/A		IIs with migrant workers

			participation and thank you in advance for your cooperation.			
	N/A		Do you consent to participating in this interview?	Yes No		Ils with migrant workers
<b>Key characteristics</b>	1	<b>Key Characteristics</b>	In which city/mantika does the respondent currently reside?	Tripoli Misrata Sebha		Ils with migrant workers
	2	<b>Key Characteristics</b>	What is the gender of the respondent ?	Female Male		Ils with migrant workers
	3	<b>Key Characteristics</b>	How old are you ?	18-30 31-64 65+		Ils with migrant workers
	4	<b>Key Characteristics</b>	What is your country of origin ?	Algeria Burkina Faso Chad Cote d'Ivoire Egypt Eritrea Ethiopia The Gambia Ghana Guinea-Bissau Guinea-Conakry Equatorial Guinea Iraq Mali Niger Nigeria Palestine Senegal Somalia Sudan South Sudan Syria Tunisia Yemen Other: (specify)		Ils with migrant workers

	5	<b>Key Characteristics</b>	<p><b>[Question to enumerator]</b> From which region of origin is the respondent ?</p> <p><b>Instructions:</b></p> <p>* East Africa: Eritrea, Ethiopia, Malawi, Somalia, Sudan, South Sudan, Burundi, Uganda, etc.</p> <p>* West Africa: Burkina Faso, Côte d'Ivoire, Chad, Central African Republic, Equatorial Guinea, Guinea Conakry, The Gambia, Ghana, Guinea-Bissau, Mali, Niger, Nigeria, Senegal, etc.</p> <p>* North Africa and Middle East: Algeria, Egypt, Morocco, Tunisia, Syria, Iraq, Yemen, Palestine, etc.</p>	East Africa West Africa MENA Region		Ils with migrant workers
	6	<b>Key Characteristics</b>	When did you arrive to Libya ?	0- less than 6 months 6 months- less than 1 year 1- less than 2years 2 years or more		Ils with migrant workers
	7	<b>Key Characteristics</b>	When did you arrive to your current Mantika/city of residence?	0- less than 6 months 6 months- less than 1 year 1- less than 2years 2 years or more		Ils with migrant workers

	8	<b>Key Characteristics</b>	What is the highest level of formal education you have reached?	No schooling - illiterate No schooling - literate Some Primary Primary Complete Some Secondary Secondary Complete Some College / University Completed College / University Madrassa / Quranic school Vocational education / training Other (please specify)		Ils with migrant workers
	9	<b>Key Characteristics</b>	<b>[If selected Some College / University, Completed College / University]</b> What is/are your field(s) of study in university/ college ?	Literature Language Law Economics, Management, Commerce Sociology International Relations Nursing and Health Sciences Medical and Dental Sciences Pharmacy Physical Science Engineering Agricultural and Fisheries Sciences Teacher training, Education Science Life Sciences Arts Integrated Science Other (please specify) I don't want to answer		Ils with migrant workers

	10	<b>Key Characteristics</b>	<b>[If selected vocational training / education]</b> What area(s) of focus did you have your vocational training/education in ?	Agriculture and Forestry (Equine industry, Agriculture, Forestry, Horticulture) Business, Administration and Law (business, entrepreneurship, leadership) Education (specialist vocational qualification: driving instructor training) Health and Welfare (Social and Health Services, Welfare, Education and Guidance) Humanities and Arts (handicrafts, music, circus, dance, theatre) Information and Communication Technologies (ICTs) Personal Services (Hair and Beauty Services, Domestic Services, Hospitality and Catering, Tourism, Sports, Cleaning Services) Security Services Transport Services (Transport, Logistics, Maritime) Social Sciences (vocational qualification: library and information services) Architecture and Construction (Construction, Building Technology, Land Survey) Industrial Supervision, Technical Planning and Product Development Mechanical, Process, Energy	Ils with migrant workers
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				and Electrical Engineering (Vehicles, Mechanical and Industrial Engineering, Electrical Engineering) Process, Chemical and Materials Engineering (Food Sciences, Material Technology, Textiles and Clothing Technology) Other (please specify) I don't want to answer		
	11	<b>Key Characteristics</b>	What was your employment status before coming to Libya?	Employed Self-employed Unemployed and looking for a job Unemployed and not looking for a job Student Retired I don't want to answer		Its with migrant workers

	12	<b>Key Characteristics</b>	<b>[If selected employed/ self employed]</b> In which sector was your main profession/ occupation prior to coming to Libya (The job to which you devoted most of your time)?	Construction, water supply, electricity, gas Agriculture, pastoralism, fishing, food industry Transportation Education Entertainment Financial Services Restaurant industry Health Care Hospitality and tourism Media Mining Real Estate Retail Domestic work Technology Other (please specify)		Ils with migrant workers
	13	<b>Key Characteristics</b>	What was your role/position in this job ?	Legislators, senior officials and managers Professionals (for example healthcare, education) Technicians and associate professionals Clerks Service workers and shop and market sales workers Skilled agricultural and fishery workers Craft and related trades workers Plant and machine operators and assemblers Elementary occupations (for example construction workers, porters, domestic work) : Please specify occupation Other (please specify) I don't want to answer		Ils with migrant workers

	14	<b>Key Characteristics</b>	<b>[If selected employed/ self employed]</b> For how many years did you practice this profession / occupation prior to coming to Libya ?	0 to less than 1 years 1 to less than 2 years 2 to less than 3 years 3 to less than 4 years 4 to less than 5 years 5 to less than 6 years 6 to less than 7 years More than 7 years I don't want to answer		Ils with migrant workers
<b>How do migrants access the labour market in Libya?</b>	15	<b>What sectors of work are migrants engaged in?</b>	In which sector is your main profession/ occupation (The job to which you devote most of your time) in your current Mantika/city of residence in Libya?	Construction, water supply, electricity, gas Agriculture, pastoralism, fishing, food industry Transportation Education Entertainment Financial Services Restaurant industry Health Care Hospitality and tourism Media Mining Real Estate Retail Domestic work Technology Other (please specify)	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

	16	<b>What sectors of work are migrants engaged in?</b>	What is your role/position in this job ?	Legislators, senior officials and managers Professionals (for example healthcare, education) Technicians and associate professionals Clerks Service workers and shop and market sales workers Skilled agricultural and fishery workers Craft and related trades workers Plant and machine operators and assemblers Elementary occupations (for example construction workers, porters, domestic work) : Please specify occupation Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	17	<b>What sectors of work are migrants engaged in?</b>	For how many years have you been practicing this profession / occupation since your arrival to Libya ?	0 to less than 1 years 1 to less than 2 years 2 to less than 3 years 3 to less than 4 years 4 to less than 5 years 5 to less than 6 years 6 to less than 7 years More than 7 years I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

	18	<b>What sectors of work are migrants engaged in?</b>	For how many years have you been practicing this profession / occupation since your arrival to your current Mantika/city of residence ?	0 to less than 1 years 1 to less than 2 years 2 to less than 3 years 3 to less than 4 years 4 to less than 5 years 5 to less than 6 years 6 to less than 7 years More than 7 years I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	19	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	How did you find the main job (The job to which you devote most of your time) you are currently occupying in your current location ?	Through (extended) family connections Through social networks with Libyans Through job placement agency/broker prior to arrival in Libya Through job placement agency/broker after arrival in Libya Through migrants from my country Through migrants from other countries Through government officials Through humanitarian staff Through migrant community/religious leaders Through smuggler/travel guides At work recruitment places or other meeting points By an employer recruiting for particular skills Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

	20	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	<b>[If selected Through job placement agency/broker prior to arrival to Libya or Through job placement agency/broker after arrival in Libya ]</b> What type of job placement agency/broker facilitated your access to this job ?	Public Employment placement agency Private Employment placement agency Public temporary work agency Private temporary work agency broker(s) working informally Other (Please specify) I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	21	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	<b>[If selected Through job placement agency/broker prior to arrival to Libya or Through job placement agency/broker after arrival in Libya ]</b> How did you hear about the job placement agency/broker?	They (or someone working with them) reached out to me directly Through friends/family Through community/religious leaders Through government officials Through humanitarian staff Through smugglers/travel guides Internet (through the agency/broker's website) Internet (through another website) Social media Radio TV Word of mouth Posters Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	22		<b>[If not selected At work recruitment places or other meeting points or By an employer recruiting for particular skills]</b> In the next section, I will ask you questions about the individual(s)/ company/institution		Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

		who facilitated your access to the main job you are currently occupying. For this, I will be referring to them as intermediaries.			
23	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	<b>[If not (extended) family connections]</b> How did you initially get in contact with the intermediary?	Face to face contact Through friends/family Through community/religious leaders Through government officials Through humanitarian staff Through smugglers/travel guides Internet (through the intermediary's website) Internet (through another website) Social media Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
24	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	When did you initially get in contact with the intermediary?	Enter date [MM/YYYY]	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

	25	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	What other services/assistance (if any) did the intermediary agree to provide you with besides facilitating job access?	No other services/assistance Obtaining a work/residency permit Travel arrangements (visa, passport, flight booking, border crossing, etc..) Access to accommodation Access to basic services (healthcare, education) Professional skills development (for example through trainings) Transportation within Libya Access to food/non-food items Protection inside the workplace Protection outside the workplace Cash assistance Facilitating integration within the host/migrant community Transfer of remittances to home country Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	26	<b>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?)</b>	What type of contract (if any), did you have with the intermediary?	No contract Written contract Oral agreement Other (please specify) I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

	27	<b>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?)</b>	<b>[If selected written contract]</b> Did the contract clearly state all the services/assistance you have agreed on with the intermediary?	Yes, all the services/ assistance were included No, only some of the services/ assistance were included No, none of the services/assistance were included I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	28	<b>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?)</b>	What type(s) of payment (if any) did you agree to use to pay the intermediary?	No payment required Single monetary payment in advance Single monetary payment after provision of services/assistance Monetary payment on instalments Collateral In-kind payment Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	29	<b>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?)</b>	<b>[If not selected No payment required or only In-kind payment]</b> In total, how much money did the intermediary request in return for their services/assistance?	Enter amount in LYD	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	30	<b>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?)</b>	How much of that amount have you paid them so far? (Please provide amount in LYD)	Enter amount in LYD	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

	31	<b>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? )</b>	<b>[If amount paid&gt;0]</b> What payment modality(ies) did you use?	Cash Credit/debit card payment Certified cheque Bank transfer Mobile money Salary deduction Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	32	<b>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? )</b>	<b>[If In-kind payment]</b> Please specify what you agreed to offer as in-kind payment?	Text	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	32.b	<b>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? )</b>	<b>[If not selected No payment required or only In-kind payment]</b> Did you have to take out a loan in order to pay for the intermediation fees?	Yes No I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	33	<b>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? )</b>	<b>[If total amount &lt; amount paid so far]</b> To what extent are you facing difficulties paying the remaining amount?	No, no difficulty Yes, some difficulties Yes, great difficulties Completely unable to pay the remaining amount I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	34	<b>How do migrants interact with the intermediaries, how do they</b>	<b>[If not No other services provided]</b> So far, has this intermediary provided/been providing the	Yes, the services/assistance have so far been provided No, only some of the	Gender Location Region of origin Type of work Skills sets	Ils with migrant workers

		<b>build such contact, maintain, use them?</b>	services/assistance as agreed?	services/assistance have so far been provided No, none of the services/assistance have so far been provided I don't know I don't want to answer	Language(s) spoken	
	35	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	If no, what services haven't been provided as agreed ?	Obtaining a work/residency permit Travel arrangements (visa, passport, flight booking, border crossing, etc..) Access to accommodation Access to basic services (healthcare, education) Professional skills development (for example through trainings) Transportation within Libya Access to food/non-food items Protection inside the workplace Protection outside the workplace Cash assistance Facilitating integration within the host/migrant community Transfer of remittances to home country Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	36	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	Prior to starting your main job, did the intermediary provide with the following information about the job?	Anticipated Wages or Compensation Anticipated working hours/days Employment status (daily, permanent, temporary, etc.) Anticipated period of employment Type of work	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

			Benefits provided by employer (if any) (including insurance, housing, transportation, holidays, etc.) Security conditions at workplace Other information (please specify)		
37	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	Which of the provided information (if any) has been accurate so far?	Anticipated Wages or Compensation Frequency of payment Anticipated working hours/days Employment status (daily, permanent, temporary, etc.) Anticipated period of employment Type of work Benefits provided by employer (if any) (including insurance, housing, transportation, holidays, etc.) Security conditions at workplace Other information (please specify)	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
38	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	On average, how frequently have you been in contact with the intermediary since you started your main job?	No contact Daily Weekly Bi-weekly Monthly Every three months Every six months Other (please specify)	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
39	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	<b>[If not no contact]</b> What are the main reasons why you have been in contact with the intermediary?	Text	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
40	<b>How do migrants interact with the intermediaries,</b>	Have you been subject to any of the following practices by the intermediary?	Threats and intimidation, including verbal and psychological abuse	Gender Location Region of origin Type of work Skills sets	Ils with migrant workers

	how do they build such contact, maintain, use them?		Deception with regards to contracts, working and living conditions as well as failure to provide accurate information Restriction on the freedom of movement Retention of identity documents Physical and sexual violence Recruitment of workers into hazardous and unsafe work Forced labour Other forms of abuses (please specify) I don't want to answer	Language(s) spoken	
41	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	<b>[If selected At work recruitment places or other meeting points or By an employer recruiting for particular skills]</b> Did any individual/agency or institution help you find job (other than your main one) in your current mantika of residence?	Yes No I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Its with migrant workers
42	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	<b>[If yes]</b> In the next section, I will ask you questions about the main individual/ company / institution (the one you resorted to/used the most) that facilitated your access to employment. For this, I will be referring to them as intermediaries.		Gender Location Region of origin Type of work Skills sets Language(s) spoken	Its with migrant workers
43	<b>What role do labour market intermediaries play in facilitating migrants' access to the</b>	<b>[If yes]</b> What type of intermediary was it ?	(Extended) Family connections Social networks with Libyans Job placement agency/broker prior to arrival in	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Its with migrant workers

		labour market for permanent and non-permanent labour?		Libya Job placement agency/broker after arrival in Libya Migrants from my country Migrants from other countries Government officials Humanitarian staff Migrant community/religious leaders Smuggler/travel guides Other (please specify) I don't want to answer		
	44	What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?	[If selected Through job placement agency/broker prior to arrival to Libya or Through job placement agency/broker after arrival in Libya ] What type of job placement agency/broker was it?	Public Employment placement agency Private Employment placement agency Public temporary work agency Private temporary work agency broker(s) working informally Other (Please specify) I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	45	How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?	[If selected Through job placement agency/broker prior to arrival to Libya or Through job placement agency/broker after arrival in Libya ] How did you hear about the job placement agency/broker?	They (or someone working with them) reached out to me directly Through friends/family Through community/religious leaders Through government officials Through humanitarian staff Through smugglers/travel guides Internet (through the agency/broker's website) Internet (through another website) Social media	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

				Radio TV Word of mouth Posters Other (please specify) I don't want to answer		
46	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	<b>[If not (extended) family connections]</b> How did you initially get in contact with the intermediary?	Face to face contact Through friends/family Through community/religious leaders Through government officials Through humanitarian staff Through smugglers/travel guides Internet (through the intermediary's website) Internet (through another website) Social media Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers	
47	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	What other services/assistance (if any) did the intermediary agree to provide you with besides facilitating job access?	No other services/assistance Obtaining a work/residency permit Travel arrangements (visa, passport, flight booking, border crossing, etc..) Access to accommodation Access to basic services (healthcare, education) Professional skills development (for example through trainings) Transportation within Libya Access to food/non-food items Protection inside	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers	

			the workplace Protection outside the workplace Cash assistance Facilitating integration within the host/migrant community Transfer of remittances to home country Other (please specify) I don't want to answer		
48	<b>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? )</b>	What type of contract (if any), did you have with the intermediary?	No contract Written contract Oral agreement Other (please specify) I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
49	<b>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? )</b>	<b>[If selected written contract]</b> Did the contract clearly state all the services/assistance you have agreed on with the intermediary?	Yes, all the services/ assistance were included No, only some of the services/ assistance were included No, none of the services/assistance were included I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
49.b	<b>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? )</b>	<b>[If selected written contract]</b> Was the contract written in a language you could understand?	Yes No I don't know Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
50	<b>How much do migrants pay intermediaries for facilitating</b>	What type(s) of payment (if any) did you agree to use to	No payment required Single monetary payment in	Gender Location Region of origin Type of work	Ils with migrant workers

		jobs (i.e. do they undertake a one off or regular payment? What guarantees are given? Are they indebted to intermediaries? )	pay the intermediary?	advance Single monetary payment after provision of services/assistance Monetary payment on instalments In-kind payment Other (please specify) I don't want to answer	Skills sets Language(s) spoken	
	51	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? )	<b>[If not selected No payment required or only In-kind payment]</b> In total, how much money did the intermediary request in return for their services/assistance ?	Enter amount in LYD	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Its with migrant workers
	52	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? )	How much of that amount have you paid them so far ? (Please provide amount in LYD)	Enter amount in LYD	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Its with migrant workers
	53	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? )	<b>[If amount paid&gt;0]</b> What payment modality(ies) did you use ?	Cash Credit/debit card payment Certified cheque Bank transfer Mobile money Salary deduction Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Its with migrant workers
	54	How much do migrants pay intermediaries for facilitating jobs (i.e. do they undertake	<b>[If In-kind payment]</b> Please specify what you agreed to offer as in-kind payment ?	Text	Gender Location Region of origin Type of work Skills sets	Its with migrant workers

		a one off or regular payment? What guarantees are given? Are they indebted to intermediaries? )			Language(s) spoken	
55	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? )	<b>[If total amount &lt; amount paid so far]</b> Are you facing difficulties paying the remaining amount?	Yes No I don't want to answer		Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
56	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? )	<b>[If not No other services provided]</b> So far, has this intermediary provided/been providing the services/assistance as agreed?	Yes, the services/assistance have so far been provided No, only some of the services/assistance have so far been provided No, none of the services/assistance have so far been provided I don't know I don't want to answer		Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
57	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? )	If no, what services/assistance haven't been provided as agreed ?	Obtaining a work/residency permit Travel arrangements (visa, passport, flight booking, border crossing, etc..) Access to accommodation Access to basic services (healthcare, education) Professional skills development (for example through trainings) Transportation within Libya Access to food/non-food		Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

			<p>items</p> <p>Protection inside the workplace</p> <p>Protection outside the workplace</p> <p>Cash assistance</p> <p>Facilitating integration within the host/migrant community</p> <p>Transfer of remittances to home country</p> <p>Other (please specify)</p> <p>I don't want to answer</p>		
58	<p><b>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? )</b></p>	<p>Prior to starting the job they helped you access, did the intermediary provide with the following information about the job?</p>	<p>Anticipated Wages or Compensation</p> <p>Anticipated working hours/days</p> <p>Employment status (daily, permanent, temporary, etc.)</p> <p>Anticipated period of employment</p> <p>Type of work</p> <p>Benefits provided by employer (if any) (including insurance, housing, transportation, holidays, etc.)</p> <p>Security conditions at workplace</p> <p>Other information (please specify)</p>	<p>Gender</p> <p>Location</p> <p>Region of origin</p> <p>Type of work</p> <p>Skills sets</p> <p>Language(s) spoken</p>	<p>Ils with migrant workers</p>
59	<p><b>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? )</b></p>	<p>Which of the provided information (if any) was accurate?</p>	<p>Anticipated Wages or Compensation</p> <p>Frequency of payment</p> <p>Anticipated working hours/days</p> <p>Employment status (daily, permanent, temporary, etc.)</p> <p>Anticipated period of employment</p> <p>Type of work</p> <p>Benefits provided by employer (if any) (including insurance, housing, transportation, holidays, etc.)</p> <p>Security conditions at workplace</p>	<p>Gender</p> <p>Location</p> <p>Region of origin</p> <p>Type of work</p> <p>Skills sets</p> <p>Language(s) spoken</p>	<p>Ils with migrant workers</p>

			Other information (please specify)		
60	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	On average, how frequently have you been in contact with the intermediary after you started the job they helped you find?	No contact Daily Weekly Bi-weekly Monthly Every three months Every six months Other (please specify)	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
61	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	<b>[If not no contact]</b> What are the main reasons why you have been in contact with the intermediary?	Text	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
62	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	Have you been subject to any of the following practices by the intermediary?	Threats and intimidation, including verbal and psychological abuse Deception with regards to contracts, working and living conditions as well as failure to provide accurate information Restriction on the freedom of movement Retention of identity documents Physical and sexual violence Recruitment of workers into hazardous and unsafe work Forced labour Other forms of abuses (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
63	<b>What type of job stability/security migrants enjoy? Are they under any type of</b>	Do you currently work for more than one employer?	Yes No I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

		contracts/verbal or written agreements?				
64	What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?	[If yes] In the next section, I will be asking you questions about your main job (The job to which you devote most of your time)		Gender Location Region of origin Type of work Skills sets Language(s) spoken	Its with migrant workers	
65	What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?	Is this job a permanent or temporary job, is it daily labour?	Permanent job (go to work regularly with predictable monthly salary) Temporary job (short-term employment, less predictable source of income) Daily labour (highly unpredictable form of work, day-to-day knowledge of income source) I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Its with migrant workers	
66	What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?	Is this job in the private or public sector?	Private sector Public sector I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Its with migrant workers	
67	What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?	How are you compensated for this job?	Cash in hand Bank transfer In-kind (offering good/services instead of money) Certified check Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Its with migrant workers	

	68	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If not selected In-Kind]</b> On average, how much do you get paid per month? (in LYD)	less than 350 LYD between 350 and 550 between 550 and 750 between 750 and 950 between 950 and 1150 between 1150 and 1350 between 1350 and 1550 between 1550 and 1750 between 1750 and 1950 between 1950 and 2150 between 2150 and 2350 More than 2350 (Please specify) I don't know I do not want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	69	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If not selected In-Kind]</b> Do you get paid regularly?	Yes No I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	70	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If yes]</b> How frequently do you get paid?	Every day worked Every week Every month Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	71	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If no]</b> Why do you not get paid regularly ?	My employer has no money My employer gives work but does not pay My employer sees no urgency in paying according to a fixed schedule Other (please specify) I don't know	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

				I don't want to answer		
72	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If selected In-Kind]</b> What types of goods/services do you receive as compensation?	Accommodation Food items Non-food items Transport to/from workplace Security/protection Other (please specify) I do not want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers	
73	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	How many days per week do you usually work?	Enter number of days	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers	
74	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	How many hours per day do you usually work?	Enter number of hours	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers	
75	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	What type of contract do you have with your current employer?	No contract Written contract Oral agreement Other (please specify) I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers	

	76	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If written contract]</b> Has this contract been certified by a notary ?	Yes No I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	77	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	Are you covered by any social security system or other social insurance programs through your job ?	Yes No I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	78	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	If so, what type(s) of social security/ insurance program is it ?	Public social security/ insurance program(s) (please specify name of social security/insurance system) Private social security/ insurance program(s) Other (Please specify) I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	79	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	Do you have access to complaint/ grievance mechanisms in your workplace ?	Yes No I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	79.b	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If yes]</b> Have you made use of/ resorted to these mechanisms?	Yes No I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

	80	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	Do you have a valid work permit in Libya ?	Yes No I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	81	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	To what extent do you feel safe in your workplace ?	Completely safe Somewhat safe Neutral Somewhat unsafe Completely unsafe I don't want to answer I don't know	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	81.a	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If selected Somewhat unsafe or Completely unsafe] Can you please provide more details?</b>  <i>Instructions to enumerators : Respondents might find this question too sensitive or feel uncomfortable responding to it. Therefore, if you notice signs of discomfort or hesitation, or if the respondent says that they prefer not respond, please put that as an answer, remind the respondent that they do not have to respond if the question makes them uncomfortable and move on to the next one.</i>	Text	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
<b>What is the impact of Covid-19 on migrant's ability to access the labour market in Libya and implication to</b>	82	<b>What is the impact of Covid-19 on migrants' ability to access the labour market and sectors of employment?</b>	What impact (if any) did COVID-19 and the consequent restrictions have on your access to work ?	No impact Reduced access to work Increased access to work Completely unable to access work I don't know	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

<b>migrants' ability to sustain their livelihoods?</b>				I don't want to answer		
	83	<b>What is the impact of Covid-19 on migrants' ability to access the labour market and sectors of employment?</b>	<b>[If Reduced access to work or Completely unable to access work]</b> Why is that ?	Place of work closed down due to C-19 Place of work reduced working hours/days due to C-19 Unable to travel to my place of work due to C-19 movement restrictions I had to stop working to look after family/friends Place of work only able to pay a portion of the salary Place of work no longer able to pay salary Fear of contracting the virus Other (please specify) I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	84	<b>What is the impact of Covid-19 on migrants' ability to access the labour market and sectors of employment?</b>	Has the number of migrant workers in your workplace changed since the COVID-19 outbreak?	Increased Decreased No change I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	85	<b>What is the impact of Covid-19 on migrants' ability to sustain themselves in light of disruptions to their livelihoods?</b>	What is your main source of income currently?	Work Savings Support from other migrants in Libya Support from Libyans Support/ remittances from friends/family Humanitarian assistance Other (Please specify)	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

			I don't want to answer		
86	<b>What is the impact of Covid-19 on migrants' ability to sustain themselves in light of disruptions to their livelihoods?</b>	Has your income changed since the COVID-19 outbreak?	Complete loss of income Increased Decreased No change I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
87	<b>What is the impact of Covid-19 on migrants' ability to sustain themselves in light of disruptions to their livelihoods?</b>	<b>[If decreased]</b> To what extent has this impacted your ability to sustain yourself and meet your basic needs (and your household if applicable) ?	Greatly hindered my ability to sustain myself Somewhat hindered my ability to sustain myself Slightly hindered my ability to sustain myself No impact I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
88	<b>What is the impact of Covid-19 on migrants' ability to send remittances to their home country?</b>	Prior to the outbreak of COVID-19, were you sending remittances to your family back home?	Yes No I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
89	<b>What is the impact of Covid-19 on migrants' ability to send remittances to their home country?</b>	<b>[If yes]</b> Were these remittances their main source of income ?	Yes No I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
90	<b>What is the impact of Covid-19 on migrants' ability to send remittances to their home country?</b>	Has your ability to send remittances changed since the COVID-19 outbreak ?	Completely stopped sending remittances Increased Decreased No change I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

	91	<b>What is the impact of Covid-19 on migrants' ability to send remittances to their home country?</b>	<b>[If decreased]</b> How so?.	I send money less frequently I send less money It's more difficult/It takes longer to transfer money Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	92	<b>What is the impact of Covid-19 on migrants' ability to send remittances to their home country?</b>	<b>[If decreased]</b> Why so?.	Reduced income as a result of COVID-19 Reduced income because of factors other than COVID-19 Reduced mobility as a result of COVID-19 Reduced mobility because of factors other than COVID-19 Less/no need for remittances anymore Mean used to transfer money less/ no longer operating/available Fees for money transfer increased Other (please specify) I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	93	<b>What is the impact of Covid-19 on migrants' ability to send remittances to their home country?</b>	<b>[If increased]</b> How so?.	I send money more frequently I send more money It's easier/It takes less time to transfer money Other (please specify) I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	94	<b>What is the impact of Covid-19 on migrants' ability to send remittances to their home country?</b>	<b>[If increased]</b> Why so?.	Increased income More need for remittances Fees for money transfer decreased Other (please specify) I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers

	95	<b>How is the mobility of migrants impacted by COVID 19? What is the impact is it having on intentions?</b>	Before the outbreak of Covid-19, were you intending on staying in Libya ?	Yes, I intended to stay in Libya indefinitely Yes, I intended to stay in Libya for some time but continue to another destination in the future Yes, I intended to stay in Libya for some time but return to my home country in the future No, I intended to continue to another destination as soon as possible I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	96	<b>How is the mobility of migrants impacted by COVID 19? What is the impact is it having on intentions?</b>	How has this changed due to COVID-19?	No change due to COVID-19 I changed my intended destination I intend to return home I intend to stay in Libya for the time being I intend to continue to another destination as soon as possible Other (please specify) I don't know I don't want to answer	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	97	<b>How is the mobility of migrants impacted by COVID 19? What is the impact is it having on intentions?</b>	Why did you change your intentions ?	Text	Gender Location Region of origin Type of work Skills sets Language(s) spoken	Ils with migrant workers
	98	N/A	Thank you for participating in the survey, is there something else you would like to share?	Text		Ils with migrant workers
	99	N/A	Do you have any questions ?	Text		Ils with migrant workers

INDIVIDUAL INTERVIEWS WITH EMPLOYERS

Research Questions	SUBQ#	Sub-research Question	Questionnaire QUESTION	Probes	Key disaggregations	Data collection method
<b>Metadata</b>	N/A	<b>Metadata</b>	Enumerator ID	Please enter the ID that has been assigned to you		Ils with employers
	N/A		Date of the interview	Enter date of the interview		Ils with employers
	N/A		<p>Hello, my name is (your name). I work with ACTED, an international organisation operating in Libya. In partnership with the International Labour Organisation, we are conducting a survey for an assessment that aims to understand how migrants access the labour market in Libya and how that has been impacted by COVID-19. Please note that :</p> <ul style="list-style-type: none"> <li>- This interview is completely anonymous and no one will be able to know you participated in this interview through our findings.</li> <li>- should you consent to this interview, you are free to not answer any question if you are unsure or do not want to and we will move on to the next question.</li> </ul> <p>We value your participation and thank you in advance for your cooperation.</p>	N/A		Ils with employers

	N/A		Do you consent to participating in this interview?	Yes No		Ils with employers
<b>Key characteristics</b>	1	<b>Key Characteristics</b>	In which city/mantika is the individual/business located?	Tripoli Misrata Sebha		Ils with employers
	2	<b>Key Characteristics</b>	What is the gender of the respondent ?	Female Male		Ils with employers

	3	<b>Key Characteristics</b>	What is the respondent's country of origin ?	Libya Algeria Burkina Faso Chad Cote d'Ivoire Egypt Eritrea Ethiopia The Gambia Ghana Guinea-Bissau Guinea-Conakry Equatorial Guinea Iraq Mali Niger Nigeria Palestine Senegal Somalia Sudan South Sudan Syria Tunisia Yemen Other: (specify)		Is with employers
	4	<b>Key Characteristics</b>	Is the individual a business owner/ manager in a company or a non-business owner who employs migrant workers ?	Business owner Manager Non-business owner		Is with employers

	5	<b>Key Characteristics</b>	<b>[If business owner/Manager]</b> For how long has your business been running?	0- less than 6 months 6 months- less than 1 year 1- less than 2years 2 years or more		Ils with employers
<b>How do migrants access the labour market in Libya?</b>	6	<b>What sectors of work are migrants engaged in?</b>	<b>[If business owner/Manager]</b> Does your business operate in the public or private sector ?	Public sector Private sector Non-profit/humanitarian sector Other (please specify)		Ils with employers
	7	<b>What sectors of work are migrants engaged in?</b>	<b>[If business owner/Manager]</b> What employment sector does your business operate in ?	Construction, water supply, electricity, gas Agriculture, pastoralism, fishing, food industry Transportation Education Entertainment Financial Services Restaurant industry Health Care Hospitality and tourism Media Mining Real Estate Retail Technology Other (please specify)		Ils with employers
	8	<b>What sectors of work are migrants engaged in?</b>	In total, how many individuals are you currently employing ?	Enter number	Sector/industry	Ils with employers
	9	<b>What sectors of work are migrants engaged in?</b>	Of those, how many are migrant workers?	Enter number	Sector/industry	Ils with employers

	10	<b>What sectors of work are migrants engaged in?</b>	Among the migrant workers you are currently employing, how many are permanent workers ? (regular employment)	Enter number	Sector/industry	Ils with employers
	11	<b>What sectors of work are migrants engaged in?</b>	Among the migrant workers you are currently employing, how many are temporary workers ? (short-term employment)	Enter number	Sector/industry	Ils with employers
	12	<b>What sectors of work are migrants engaged in?</b>	Among the migrant workers you are currently employing, how many are daily workers ? (day to day employment)	Enter number	Sector/industry	Ils with employers
	13	<b>What sectors of work are migrants engaged in?</b>	Among the migrant workers you are currently employing, how many are from West Africa ? (Burkina Faso, Côte d'Ivoire, Chad, Central African Republic, Equatorial Guinea, Guinea Conakry, The Gambia, Ghana, Guinea-Bissau, Mali, Niger, Nigeria, Senegal, etc. )	Enter number	Sector/industry	Ils with employers
	13.2	<b>What sectors of work are migrants engaged in?</b>	Among the migrant workers you are currently employing, how many are from East Africa ? (Eritrea, Ethiopia, Malawi, Somalia, Sudan, South Sudan, Burundi, Uganda, etc.)	Enter number	Sector/industry	Ils with employers
	14	<b>What sectors of work are migrants engaged in?</b>	Among the migrant workers you are currently employing, how many are from the MENA region ? (Algeria, Egypt, Morocco, Tunisia, Syria, Iraq, Yemen, Palestine, etc. )	Enter number	Sector/industry	Ils with employers

	15	<b>What sectors of work are migrants engaged in?</b>	Among the migrant workers you are currently employing, how many are females ?	Enter number	Sector/industry	Ils with employers
	16	<b>What sectors of work are migrants engaged in?</b>	Among the migrant workers you are currently employing, how many are males ?	Enter number	Sector/industry	Ils with employers
	17	<b>What sectors of work are migrants engaged in?</b>	What role(s)/position(s) are you currently employing migrants for ?	Legislators, senior officials and managers Professionals (for example healthcare, education) Technicians and associate professionals Clerks Service workers and shop and market sales workers Skilled agricultural and fishery workers Craft and related trades workers Plant and machine operators and assemblers Elementary occupations (for example construction workers, porters and cleaners) : Please specify occupation Other (please specify) I don't want to answer	Sector/industry	Ils with employers

	18	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	What are the main means you use to find migrant workers?	Through social networks with Libyans Through job placement agency/broker in county(ies) of origin Through migrant community/religious leaders Through job placement agency/broker in Libya Through other migrants Through government officials Through humanitarian staff At work recruitment places or other meeting points Migrant(s) directly come to me for work/apply to my business Other (please specify) I don't want to answer	Sector/industry	Its with employers
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	19	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	<b>[If selected Through job placement agency/broker in county(ies) of origin or Through job placement agency/broker in Libya ]</b> What type of job placement agency/broker facilitated your access to migrant workers ?	Public Employment placement agency Private Employment placement agency Public temporary work agency Private temporary work agency broker(s) working informally Other (Please specify) I don't know I don't want to answer	Sector/industry	Its with employers
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	20	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	<b>[If selected Through job placement agency/broker in county(ies) of origin or Through job placement agency/broker in Libya ]</b> How did you hear about the job placement agency/broker?	They (or someone working with them) reached out to me directly Through Libyan social network Through migrant community/religious leaders Through other migrants Through government officials Internet (through the agency/broker's website) Internet (through another website) Social media Radio TV Word of mouth Posters Other (please specify) I don't want to answer	Sector/industry	Ils with employers
	21	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	<b>[If selected options other than Through At work recruitment places or other meeting points or Migrant(s) directly come to me for work/apply to my business]</b> In the next section, I will ask you questions about each of the individual(s)/ agency who facilitated your access to migrant workers. For this, I		Sector/industry	Ils with employers

			will be referring to them as intermediaries.		
	22	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	<b>Repeat the questions in the next section for each type of labour intermediary selected:</b>		Sector/industry IIs with employers
	23	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	Out of the following, which employment information did/do you provide the intermediary with ?	Anticipated Wages or Compensation Frequency of payment Anticipated working hours/days Employment status (daily, permanent, temporary, etc.) Anticipated period of employment Type of work Skills needed Benefits provided to employee (if any) (including insurance, housing, transportation, holidays, etc.) Other (please specify)	Sector/industry IIs with employers
	24	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	Aside from facilitating access to the migrant workforce, what other services (if any) do(es) the intermediary offer ?	No other services Facilitating access to work/residency permit for selected migrant workers Facilitating travel arrangements for selected migrant workers (visa, passport, flight booking, border crossing, etc..) Transportation of migrant workers from/to workplace	Sector/industry IIs with employers

				Professional skills development of migrant workers (for example through trainings) Other (please specify) I don't know I don't want to answer		
	25	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	What type of contract (if any) did you have with the intermediary?	No contract Written contract Oral agreement Other (please specify) I don't know I don't want to answer	Sector/industry	Ils with employers
	26	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	<b>[If amount&gt;0]</b> What type of payment do you usually use to pay the intermediary?	No payment required Single monetary payment in advance Single monetary payment after provision of services/assistance Monetary payment on instalments In-kind payment Other (please specify) I don't want to answer	Sector/industry	Ils with employers
	27	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	<b>[If not selected No payment required or In-kind payment]</b> In total, how much money do/es the intermediary usually request in return for their services?	Enter amount in LYD	Sector/industry	Ils with employers
	28	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for</b>	<b>[If In-kind payment]</b> Please specify what you usually offer as in-kind payment ?	Text	Sector/industry	Ils with employers

		permanent and non-permanent labour?				
	29	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	Do you rely on this type of intermediaries particularly to find specific profiles of migrants workers (from certain nationalities, with certain skills sets, experience, for certain roles/positions, etc)?	Yes No I don't know I don't want to answer	Sector/industry	Ils with employers
	30	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	If yes, please specify the migrants workers' profiles you rely on this type of intermediaries to find?	Text	Sector/industry	Ils with employers
	31	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	If yes, why do you rely on this type of intermediaries particularly to find these profiles ?	Text	Sector/industry	Ils with employers
	32	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	How long does the process of intermediation usually take (from agreement with the intermediary to finding the migrant worker) with this type of intermediaries ?	One day More than one day - Less than a week More than a week - Less than a month More than a month - Less than 6 months More than 6 months Other (Please specify) I don't know I don't want to answer More than a month - Less than	Sector/industry	Ils with employers

				6 months More than 6 months		
	33	<b>How do migrants access jobs in formal and informal sectors?</b>	Are there particular roles /positions related to your labour necessities that are hard to fill with Libyan workforce ?	Yes No I don't know I don't want to answer	Sector/industry	Ils with employers
	34	<b>How do migrants access jobs in formal and informal sectors?</b>	If yes, What roles/ positions ?	Legislators, senior officials and managers Professionals (for example healthcare, education) Technicians and associate professionals Clerks Service workers and shop and market sales workers Skilled agricultural and fishery workers Craft and related trades workers Plant and machine operators and assemblers Elementary occupations (for example construction workers, porters and cleaners) : Please specify occupation Other (please specify) I don't want to answer	Sector/industry	Ils with employers
	35	<b>How do migrants access jobs in formal and informal sectors?</b>	<b>[If business owner/ manager]</b> Are there limits imposed by the authorities on the percentage of the migrant workers you're allowed to hire out of all staff ?	Yes No I don't know I don't want to answer	Sector/industry	Ils with employers

	36	<b>How do migrants access jobs in formal and informal sectors?</b>	If yes, can you please specify the percentage ?	Text	Sector/industry	Ils with employers
	37	<b>How do migrants access jobs in formal and informal sectors?</b>	Are there any concerns or barriers you face to hiring migrant workers ?	No barriers or concerns Language barriers Migrant workers considered transient workforce/ less committed Socio-cultural barriers (hindering integration) Legal barriers (i.e. related to work permits/ regularisation procedures) Financial barriers (i.e. high cost of recruitment) Access barriers (difficulties finding/getting in contact with migrant workers) Widespread stigma and discrimination against migrant workers Other (please specify) I don't know I don't want to answer	Sector/industry	Ils with employers
	38	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	In the next section, I will be asking you questions about the employment conditions and qualifications of the migrant worker(s) you employ, for each of mentioned roles/positions they occupy.		Sector/industry	Ils with employers
	39	<b>What type of job stability/security migrants enjoy? Are they under any type of</b>	<b><i>Repeat the questions in the next section for each role/position selected</i></b>		Sector/industry	Ils with employers

		contracts/verbal or written agreements?				
	40	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	What is the minimum education level required from migrant workers for this role/position ?	No schooling - illiterate No schooling - literate Some Primary Primary Complete Some Secondary Secondary Complete Some College / University Completed College / University Vocational education / training I don't know Other (please specify) I don't want to answer	Sector/industry	ILs with employers
	41	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	How many years of work experience are usually required from migrant workers for this role/position ?	No experience required less than 1 year 1 to less than 2 years 2 to less than 3 years 3 to less than 4 years 4 to less than 5 years 5 to less than 6 years 6 to less than 7 years More than 7 years I don't know I don't want to answer	Sector/industry	ILs with employers

	42	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	How are they usually compensated for this job?	Cash in hand Bank transfer In-kind (offering good/services instead of money) Certified check Other (please specify) I don't want to answer	Sector/industry	Ils with employers
	43	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If not only selected In-Kind]</b> On average, how much do they get paid per month? (in LYD)	less than 350 LYD between 350 and 550 between 550 and 750 between 750 and 950 between 950 and 1150 between 1150 and 1350 between 1350 and 1550 between 1550 and 1750 between 1750 and 1950 between 1950 and 2150 between 2150 and 2350 More than 2350 (Please specify) I don't know I do not want to answer	Sector/industry	Ils with employers
	44	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If not selected In-Kind]</b> Do they get paid regularly?	Yes No I don't want to answer	Sector/industry	Ils with employers

	45	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If yes]</b> How frequently do you get paid?	Every day worked Every week Every month Other (please specify) I don't want to answer	Sector/industry	Ils with employers
	46	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If no]</b> Why do they not get paid regularly ?	I don't have money to pay them I don't see the urgency in paying according to a fixed schedule I am not satisfied with their work Other (please specify) I don't know I don't want to answer	Sector/industry	Ils with employers
	47	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If selected In-Kind]</b> What types of goods/services do they receive as compensation?	Accommodation Food items Non-food items Transport to/from workplace Security/protection Other (please specify) I do not want to answer	Sector/industry	Ils with employers

	48	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	Do they get paid the same wage as Libyans filling the same position/role ?	N/A, only Migrant workers fill this position/role Yes, they get paid the same wage No, they get paid less No, they get paid more I don't know I don't want to answer	Sector/industry	Ils with employers
	49	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	How many days per week do they usually work?	Enter number of days	Sector/industry	Ils with employers
	50	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	How many hours per day do they usually work?	Enter number of hours	Sector/industry	Ils with employers
	51	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	What type of contract do you usually have with them?	No contract Written contract Oral agreement Other (please specify) I don't know I don't want to answer	Sector/industry	Ils with employers
	52	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	<b>[If written contract]</b> Are the contracts certified by a notary ?	Yes No I don't know I don't want to answer	Sector/industry	Ils with employers

	53	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	Are they usually covered by any social security system or other social insurance programs through your job ?	Yes No I don't know I don't want to answer	Sector/industry	Ils with employers
	54	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	If so, what type(s) of social security/ insurance program is it ?	Public social security/ insurance program(s) (please specify name of social security/insurance system) Private social security/ insurance program(s) Other (Please specify) I don't know I don't want to answer	Sector/industry	Ils with employers
	55	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	Do they have access to complaint/ grievance mechanisms in the workplace ?	Yes No I don't know I don't want to answer	Sector/industry	Ils with employers
	56	<b>What type of job stability/security migrants enjoy? Are they under any type of contracts/verbal or written agreements?</b>	Do they have residency/work permits ?	Yes No I don't know I don't want to answer	Sector/industry	Ils with employers

<p><b>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?</b></p>	<p>57</p>	<p><b>What is the impact of Covid-19 on migrants' ability to access the labour market and sectors of employment?</b></p>	<p><b>[If business owner/manager]</b> What impact (if any) did COVID-19 and the consequent restrictions have on your business's operations ?</p>	<p>No impact                      Business (temporarily) closed down                      Reduced operations/production                      Increased operations/production                      Supply chain interrupted                      Significant increase in demand                      Significant decrease in demand                      Reduced working hours                      Increased working hours                      Reduced profitability                      Increased profitability                      Increased staff                      Reduced staff                      Other (please specify)                      I don't know                      I don't want to answer</p>	<p>Sector/industry</p>	<p>Its with employers</p>

	58	<b>What is the impact of Covid-19 on migrants' ability to access the labour market and sectors of employment?</b>	What impact (if any) did COVID-19 and the consequent restrictions have on the migrant workers you are employing ?	No impact (Some) Migrant workers have been laid off Increased hiring of migrant workers (Some) Migrant workers unable to travel to place of work due to C-19 movement restrictions (Some) Migrant workers resigned/stopped working Reduced wages of (some) migrant workers Stopped paying (some) migrant workers Other (please specify) I don't know I don't want to answer	Sector/industry	Ils with employers
	59	<b>N/A</b>	Thank you for participating in the survey, is there something else you would like to share?	Text		Ils with employers
	60		Do you have any questions ?	Text		Ils with employers

## KEY INFORMANT INTERVIEW WITH INTERMEDIARIES

Research Questions	SUBQ #	Sub-research Question	Questionnaire QUESTION	Probes	Key disaggregation s	Data collection method
<b>Metadata</b>	N/A	<b>Metadata</b>	Enumerator ID	Please enter the ID that has been assigned to you		KIIs with Intermediaries
	N/A		Date of the interview	Enter date of the interview		KIIs with Intermediaries
	N/A		<p>Hello, my name is (your name). I work with ACTED, an international organisation operating in Libya. In partnership with the International Labour Organisation, we are conducting a survey for an assessment that aims to understand how migrants access the labour market in Libya and how that has been impacted by COVID-19.</p> <p>Please note that :</p> <ul style="list-style-type: none"> <li>- This interview is completely anonymous and no one will be able to know you participated in this interview through our findings.</li> <li>- should you consent to this interview, you are free to not answer any question if you are unsure or do not want to and we will move on to the next question. We value your participation and thank you in advance for your cooperation.</li> </ul>	N/A		KIIs with Intermediaries
	N/A		Do you consent to participating in this interview?	Yes No		KIIs with Intermediaries
<b>Key Characteristics</b>	1	<b>Key characteristics</b>	In which city/mantika is the individual/business located?	Tripoli Misrata Sebha		KIIs with Intermediaries

	2	<b>Key characteristics</b>	What is the gender of the respondent ?	Female Male		Kills with Intermediaries
	3	<b>Key characteristics</b>	What is the respondent's country of origin ?	Libya Algeria Burkina Faso Chad Cote d'Ivoire Egypt Eritrea Ethiopia The Gambia Ghana Guinea-Bissau Guinea-Conakry Equatorial Guinea Iraq Mali Niger Nigeria Palestine Senegal Somalia Sudan South Sudan Syria Tunisia Yemen Other: (specify)		Kills with Intermediaries
	4	<b>Key characteristics</b>	What is the profile of the respondent ?	Job placement agency staff /broker Community/religious leaders Government official Humanitarian worker Other (please specify) I don't want to answer		Kills with Intermediaries

	5	<b>Key characteristics</b>	<b>[job placement agency/broker]</b> What type of job placement agency/broker does the respondent represent ?	Public Employment placement agency Private Employment placement agency Public temporary work agency Private temporary work agency broker(s) working informally Other (Please specify) I don't know I don't want to answer		Kills with Intermediaries
	6	<b>Key characteristics</b>	<b>[If not public]</b> For how long have you been providing labour intermediation services for migrant workers?	0- less than 6 months 6 months- less than 1 year 1- less than 2years 2 years or more		Kills with Intermediaries
	7	<b>Key characteristics</b>	Do you specialise in (a) specific sector(s) of employment ?	No specific sector Construction, water supply, electricity, gas Agriculture, pastoralism, fishing, food industry Transportation Education Entertainment Financial Services Restaurant industry Health Care Hospitality and tourism Media Mining Real Estate Retail Technology Other (please specify)		Kills with Intermediaries
	8	<b>Key characteristics</b>	<b>[If broker(s) working informally]</b> Are the job opportunities you provide access to permanent, temporary or daily jobs?	Permanent jobs (regular employment with predictable monthly salary) Temporary jobs (short-term employment, less predictable source of income) Daily labour (highly unpredictable form of work, day-to-day knowledge of		Kills with Intermediaries

				income source) I don't know I don't want to answer		
<b>How do migrants access the labour market in Libya?</b>	9	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	Do you primarily work with migrants coming from (a) particular region(s)/country(ies)? If so, which ones? Why?	East Africa (specify countries if any) West Africa (specify countries if any) MENA Region (specify countries if any) Other (please specify)	Type of intermediary	Kills with Intermediaries
	10	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	In the next section, we will ask you questions to walk me through, step-by-step, how the process of labour intermediation works:		Type of intermediary	Kills with Intermediaries
	11	<b>How do migrants interact with the intermediaries, how do they build such contact, maintain, use them?</b>	How do you come into contact with migrant workers?	Face to face contact Through friends/family Through community/religious leaders Through government officials Through humanitarian staff Through smugglers/travel guides Internet (through the intermediary's website) Internet (through another website) Social media Other (please specify)	Type of intermediary	Kills with Intermediaries

				I don't want to answer		
	12	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	What assistance/services do you offer migrant workers aside from job placement ?	<p>No other services/assistance</p> <p>Obtaining a work/residency permit</p> <p>Travel arrangements (visa, passport, flight booking, border crossing, etc..)</p> <p>Access to accommodation</p> <p>Access to basic services (healthcare, education)</p> <p>Professional skills development (for example through trainings)</p> <p>Transportation within Libya</p> <p>Access to food/non-food items</p> <p>Protection inside the workplace</p> <p>Protection outside the workplace</p> <p>Cash assistance</p> <p>Facilitating integration within the host/migrant community</p> <p>Transfer of remittances to home country</p> <p>Other (please specify)</p> <p>I don't want to answer</p>	Type of intermediary	Kills with Intermediaries

	13	<b>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 ? )</b>	What documents do you require from migrants workers in order for you to find/place them in a job?	Passport Residence/work permit Resume Diplomas Other (please specify) I don't want to answer	Type of intermediary	Kills with Intermediaries
	14	<b>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 ? )</b>	What contract(s) (if any) do you usually have with migrant workers ? If written, what do these contracts include ?	Text	Type of intermediary	Kills with Intermediaries
	15	<b>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 ? )</b>	Do you get paid by migrant workers? If so, how much on average? When and through which payment modalities ?	Text	Type of intermediary	Kills with Intermediaries

	16	<b>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 ? )</b>	What guarantees do you provide migrant workers for in case you're not able to provide them with the services/assistance as agreed ?	Text	Type of intermediary	Kills with Intermediaries
	17	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	how do you come into contact with potential employers ?	Face to face contact Through friends/family Internet (through the intermediary's website) Internet (through another website) Social media Other (please specify) I don't want to answer	Type of intermediary	Kills with Intermediaries
	18	<b>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 ? )</b>	What information do you require from employers that you communicate with migrant workers ?	Anticipated Wages or Compensation Frequency of payment Anticipated working hours/days Employment status (daily, permanent, temporary, etc.) Anticipated period of employment Type of work Skills needed Benefits provided to employee (if any) (including insurance, housing, transportation, holidays, etc.) Other (please specify)	Type of intermediary	Kills with Intermediaries

	19	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	What contract(s) do you usually have with employer ? If written, what do these contracts include ?	Text	Type of intermediary	Kills with Intermediaries
	20	<b>What role do labour market intermediaries play in facilitating migrants' access to the labour market for permanent and non-permanent labour?</b>	What assistance/services do you offer employers aside from facilitating access the migrant labour force ?	No other services Facilitating access to work/residency permit for selected migrant workers Facilitating travel arrangements for selected migrant workers (visa, passport, flight booking, border crossing, etc..) Transportation of migrant workers from/to workplace Professional skills development of migrant workers (for example through trainings) Other (please specify) I don't know I don't want to answer	Type of intermediary	Kills with Intermediaries
	21	<b>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 ? )</b>	Do you get paid by employers? If so, how much on average? When and through which payment modalities ?	Text	Type of intermediary	Kills with Intermediaries

	22		How long does the intermediation process usually take ? (from agreement with the migrant to finding them a job)	One day More than one day - Less than a week More than a week - Less than a month More than a month - Less than 6 months More than 6 months Other (Please specify) I don't know I don't want to answer More than a month - Less than 6 months More than 6 months	Type of intermediary	Kills with Intermediaries
	23	<b>How do migrants interact with the intermediaries , how do they build such contact, maintain, use them?</b>	Do you maintain contact with the migrant workers after employment? If yes, why ?	Text	Type of intermediary	Kills with Intermediaries
	24	<b>How is intermediation regulated in Libya?</b>	Are you aware of any statutory laws regulating labour intermediation in Libya?	Text	Type of intermediary	Kills with Intermediaries
	25	<b>How is intermediation regulated in Libya?</b>	Are these laws being enforced in reality ?	Text	Type of intermediary	Kills with Intermediaries
	26		In your opinion, what impact (if any) have COVID-19 and the consequent restrictions had on migrants' ability to access the labour market ?	Text	Type of intermediary	Kills with Intermediaries
<b>What is the impact of Covid-19 on migrant's ability to access the labour market in Libya and implication to migrants' ability to</b>	27	<b>What is the impact of Covid-19 on migrants' ability to access the labour market and sectors of employment?</b>	To what extent has the COVID-19 outbreak impact your ability to act as an intermediary ?	Greatly hindered my ability to act as an intermediary Somewhat hindered ability to act as an intermediary Slightly hindered ability to act as an intermediary No impact I don't know	Type of intermediary	Kills with Intermediaries

sustain their livelihoods?				I don't want to answer		
	28	<b>What is the impact of Covid-19 on migrants' ability to access the labour market and sectors of employment?</b>	If impacted, please explain why and how it has impacted your ability to act as an intermediary?	Text	Type of intermediary	Klls with Intermediaries
	29	<b>What is the impact of Covid-19 on migrants' ability to access the labour market and sectors of employment?</b>	Has there been a decrease/increase in job opportunities as a result of the outbreak of COVID-19? Is this the case certain types of jobs/sectors particularly?	Text	Type of intermediary	Klls with Intermediaries
	30	<b>What is the impact of Covid-19 on migrants' ability to access the labour market and sectors of employment?</b>	Has there been a decrease/increase in the available migrant workforce as a result of the outbreak of COVID-19? Is this the case certain types of profiles of migrant workers specifically ?	Text	Type of intermediary	Klls with Intermediaries
	31	<b>N/A</b>	Thank you for participating in the survey, is there something else you would like to share?	Text	Type of intermediary	Klls with Intermediaries
	32		Do you have any questions ?	Text	Type of intermediary	Klls with Intermediaries

## 7. Monitoring & Evaluation Plan

IMPACT Objective	External M&E Indicator	Internal M&E Indicator	Focal point	Tool	Will indicator be tracked?
Humanitarian stakeholders are accessing IMPACT products	Number of humanitarian organisations accessing IMPACT services/products	# of downloads of x product from Resource Center	Country request to HQ	User_log	<input checked="" type="checkbox"/> Yes
		# of downloads of x product from Relief Web	Country request to HQ		<input checked="" type="checkbox"/> Yes
		# of downloads of x product from Country level platforms	Country team		<input type="checkbox"/> Yes
	Number of individuals accessing IMPACT services/products	# of page clicks on x product from REACH global newsletter	Country request to HQ		<input type="checkbox"/> Yes
		# of page clicks on x product from country newsletter, sendingBlue, bit.ly	Country team		<input checked="" type="checkbox"/> Yes
		# of visits to x webmap/x dashboard	Country request to HQ		<input type="checkbox"/> Yes
IMPACT activities contribute to better program implementation and coordination of the humanitarian response	Number of humanitarian organisations utilizing IMPACT services/products	# references in HPC documents (HNO, SRP, Flash appeals, Cluster/sector strategies)	Country team	Reference_log	<i>Documents produced by migration actors</i>
		# references in single agency documents			<i>ILO Country/regional (labour) migration strategy</i>
Humanitarian stakeholders are using IMPACT products	Humanitarian actors use IMPACT evidence/products as a basis for decision making, aid planning and delivery	Perceived relevance of IMPACT country-programs	Country team	Usage_Feedback and Usage_Survey template	<i>Through debriefing session with ILO at the end of the project</i>
		Perceived usefulness and influence of IMPACT outputs			<i>Through debriefing session with ILO at the end of the project</i>
		Recommendations to strengthen IMPACT programs			
		Perceived capacity of IMPACT staff			
	Perceived quality of outputs/programs				
Number of humanitarian documents (HNO, HRP, cluster/agency strategic plans, etc.) directly informed by IMPACT products	Recommendations to strengthen IMPACT programs		<i>Through debriefing session with ILO at the end of the project</i>		
Humanitarian	Number and/or percentage of	# of organisations providing resources (i.e.staff, vehicles,	Country team		<input type="checkbox"/> Yes

<b>stakeholders are engaged in IMPACT programs throughout the research cycle</b>	humanitarian organizations directly contributing to IMPACT programs ( <i>providing resources, participating to presentations, etc.</i> )	meeting space, budget, etc.) for activity implementation		Engagement_log	<input type="checkbox"/> Yes  <input type="checkbox"/> Yes
		# of organisations/clusters inputting in research design and joint analysis			
		# of organisations/clusters attending briefings on findings;			