

# Research Terms of Reference

Labour Market Assessment

LBY2010

Libya

February 2020

Version 1

**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"/>	<b>Conflict</b>	
<b>Type of Crisis</b>	<input type="checkbox"/>	Sudden onset	<input type="checkbox"/>	Slow onset	<input checked="" type="checkbox"/> <b>Protracted</b>
<b>Mandating Body/ Agency</b>	EUTF				
<b>Project Code</b>	14EHG				
<b>Overall Research Timeframe</b> (from research design to final outputs / M&E)	03/11/2020 to 04/05/2021				
<b>Research Timeframe</b> Add planned deadlines (for first cycle if more than 1)	1. Start collect data: 10/02/2021		5. Preliminary presentation: TBD		
	2. Data collected: 15/03/2021		6. Outputs sent for validation: 26/04/2021		
	3. Data analysed: 29/03/2021		7. Outputs published: 10/05/2021		
	4. Data sent for validation: 30/03/2021		8. Final presentation: TBD		
<b>Number of assessments</b>	<input checked="" type="checkbox"/>	<b>Single assessment (one cycle)</b>			
	<input type="checkbox"/>	Multi assessment (more than one cycle) [Describe here the frequency of the cycle]			
<b>Humanitarian milestones</b> Specify <b>what</b> will the assessment inform and <b>when</b> e.g. The shelter cluster will use this data to draft its Revised Flash Appeal;	<b>Milestone</b>		<b>Deadline</b>		
	<input type="checkbox"/>	Donor plan/strategy	_ _ / _ _ / _ _ _ _		
	<input type="checkbox"/>	Inter-cluster plan/strategy	_ _ / _ _ / _ _ _ _		
	<input type="checkbox"/>	Cluster plan/strategy	_ _ / _ _ / _ _ _ _		
	<input checked="" type="checkbox"/>	NGO platform plan/strategy	02/04/2021		
	<input type="checkbox"/>	Other (Specify):	_ _ / _ _ / _ _ _ _		
<b>Audience Type &amp; Dissemination</b> Specify <b>who</b> will the assessment inform and <b>how</b> you will disseminate to inform the audience	<b>Audience type</b>		<b>Dissemination</b>		
	<input type="checkbox"/> Strategic		X General Product Mailing (e.g. mail to NGO consortium; HCT participants; Donors)		
	<input checked="" type="checkbox"/> Programmatic		X Cluster Mailing (Education, Shelter and WASH) and presentation of findings at next cluster meeting		
	<input checked="" type="checkbox"/> Operational		X Presentation of findings (e.g. at HCT meeting; Cluster meeting)		
	<input type="checkbox"/> [Other, Specify]		X Website Dissemination (Relief Web & REACH Resource Centre)		
			<input type="checkbox"/> [Other, Specify]		

Detailed dissemination plan required	X	Yes	<input type="checkbox"/>	No
General Objective	This labour market assessment (LMA) aims to provide an up-to-date, comprehensive understanding about the functioning of the labour market from a labour supply, labour demand and institutional perspective concerning Libyan youth and migrants in two of the municipalities in southern Libya, namely Sebha and Ubari during the first quarter of 2021. It will also inform practical procedures, gender and youth responsive operational strategies for ACTED programming that aims to boost economic activity in the region by offering technical knowledge transfer to local institutions working on economic development, designing relevant employability and vocational training, and providing grants to upcoming social enterprises that enhance social and economic inclusion.			
Specific Objective(s)	<ol style="list-style-type: none"> <li>1. <b>Opportunities</b> – Describe the current and potential labour opportunities for youth and migrants by identifying: <ol style="list-style-type: none"> <li>a. the main formal economic sectors/sub-sectors and industries that are expected to see strong employment growth in the foreseeable future</li> <li>b. the various employment and training opportunities available in these identified formal sectors, as well as in the informal sector and the actors providing these opportunities</li> <li>c. the main information channels used by migrants and Libyan youth to find and access these opportunities.</li> <li>d. the current status of employment among Libyan youth and migrants</li> </ol> </li> <li>2. <b>Skills</b> – To determine the technical and transferable skills that young workers and migrants need to successfully pursue existing or anticipated labour opportunities in the local market by identifying: <ol style="list-style-type: none"> <li>a. the main skillsets possessed by the Libyan youth and migrants and how they are being currently utilized</li> <li>b. the skillsets in demand from potential employers</li> <li>c. the current skill mismatches</li> </ol> </li> <li>3. <b>Barriers</b> – To determine the barriers faced by the Libyan youth and migrants in accessing employment opportunities and the constraints for local business to increase economic activity by identifying: <ol style="list-style-type: none"> <li>a. the social, economic and cultural barriers faced by Libyan youth and migrants to find decent work<sup>1</sup></li> <li>b. the main challenges for both formal and informal employers to improve employment opportunities to increase economic activity</li> <li>c. the effect of COVID-19 on the labour market from both a supply and demand perspective</li> </ol> </li> <li>4. <b>Enabling environment</b> – To determine the role of local authorities and institutions in boosting the economic activity in the baladiya and improving the access to economic opportunities for its citizens by identifying: <ol style="list-style-type: none"> <li>a. the main structures and institutions that govern labour and economic activities, their roles and responsibilities</li> <li>b. the coordination mechanism present among the actors to align the demand and supply of labour</li> <li>c. the current structural or institutional labour market challenges</li> </ol> </li> </ol>			

<sup>1</sup> [ILO's definition of decent work](#)

Research Questions	<ol style="list-style-type: none"> <li>1. What are the key characteristics of the labour market from a <b>supply perspective</b>? <ol style="list-style-type: none"> <li>1. What is the educational qualification, <b>skillsets</b>, and employment status of Libyan youth and migrants?</li> <li>2. How do Libyan youth and migrants access the <b>opportunities</b> available in the labour market?</li> <li>3. What are the opinions and aspirations of Libyan youth and migrants about the potential economic <b>opportunities</b> available?</li> <li>4. What are the challenges or <b>barriers</b> to finding decent work<sup>2</sup> for Libyan youth and migrants?</li> <li>5. What is the impact of COVID-19 on training and employment among Libyan youth and migrants?</li> </ol> </li> <li>2. What are the key characteristics of the labour market from a <b>demand perspective</b>? <ol style="list-style-type: none"> <li>1. What are the key firm demographics of the MSMEs (Micro, Small and Medium Enterprises) and informal enterprises operating in the baladiyas?</li> <li>2. What are the different types of occupations among the workforce and their <b>skillsets</b>?</li> <li>3. What are trends in hiring with regards to primary channels of recruitment; <b>skills</b> in high demand; employers' perception of hiring from different groups -- namely, youth, migrants and women?</li> <li>4. Are there any training <b>opportunities</b> available to present employees?</li> <li>5. What are the main <b>barriers</b> faced by these enterprises?</li> <li>6. What are the economic impacts of COVID-19, if any, on businesses?</li> </ol> </li> <li>3. What are the key characteristics of the labour market from an <b>institutional perspective</b>? <ol style="list-style-type: none"> <li>1. What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?</li> <li>2. What are the roles and mandates of the main formal and informal institutions <b>enabling</b> local development, employment, and business related activities?</li> <li>3. What are the coordination mechanisms between various formal and informal institutional actors?</li> <li>4. What are the strengths and weaknesses of these coordination mechanisms?</li> <li>5. What are the main institutional <b>barriers</b> in addressing youth unemployment and economic development?</li> <li>6. What are the various initiatives taken by the local institutions to address the impact of COVID-19 on the local economy?</li> </ol> </li> </ol>
Geographic Coverage	<p>The assessment covers two of the baladiyas in the south of Libya namely:</p> <ol style="list-style-type: none"> <li>1. Sebha</li> <li>2. Ubari</li> </ol>

<sup>2</sup> [ILO's definition of decent work](#)

<b>Secondary data sources</b>	<ul style="list-style-type: none"> <li>• UN Habitat, <a href="#">City profile Sebha</a>, 2018</li> <li>• UN Habitat, <a href="#">City profile Ubari</a>, 2018</li> <li>• REACH, <a href="#">Migrants and Refugees MSNA</a>, April 2020</li> <li>• REACH, <a href="#">Jordan Women livelihood assessment</a>, 2018</li> <li>• ILO, <a href="#">School-to-work transition survey</a>, 2009</li> <li>• ILO, <a href="#">Methodology for conducting youth labour market analysis</a>, 2017</li> <li>• ILO, <a href="#">Mapping of stakeholders working on migration and coordination mechanisms</a>, 2018</li> <li>• ILO, <a href="#">Youth and COVID-19</a>, 2020</li> <li>• World Bank Group, <a href="#">Libya economic monitor</a>, July 2020</li> <li>• World Bank Group, <a href="#">Informal sector business survey</a>, 2019</li> <li>• World Bank Group, <a href="#">STEP employer survey</a>, 2017</li> <li>• World Bank Group, <a href="#">Sector competitiveness guideline</a>, 2010</li> <li>• World Bank Group, <a href="#">Labour market dynamics in Libya, Reintegration for recovery</a>, June 2015</li> <li>• ETF, <a href="#">Labour market and employment policy in Libya</a>, 2014</li> <li>• ETF, <a href="#">Skill mismatch measurement</a>, 2019</li> <li>• IOM DTM, Libya — <a href="#">Migrant Report 32 (July-August 2020)</a>, September 2020</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> </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 checked="" type="checkbox"/>	<b>IDPs in host communities</b>	<input type="checkbox"/>	IDPs [Other, Specify]
	<input type="checkbox"/>	Refugees in camp	<input type="checkbox"/>	Refugees in informal sites
	<input checked="" type="checkbox"/>	<b>Refugees in host communities</b>	<input type="checkbox"/>	Refugees [Other, Specify]
	<input checked="" type="checkbox"/>	<b>Host communities</b>	<input checked="" type="checkbox"/>	<b>Migrants in host communities</b>
<b>Stratification</b> <i>Select type(s) and enter number of strata</i>	<input checked="" type="checkbox"/>	<b>Geographical #: 2 baladiya (Sebha and Ubari)</b> Population size per strata is known? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No (Only estimations exist)	<input type="checkbox"/>	<b>Group #: 3 (Regions of origin: West Africa, Middle East and North Africa (MENA), East Africa)</b> Population size per strata is known? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No (Only estimations exist)
			<input type="checkbox"/>	<b>[Other Specify] #:</b> __ Population size per strata is known? <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Data collection tool(s)</b>	<input checked="" type="checkbox"/>	Structured (Quantitative)	<input checked="" type="checkbox"/>	Semi-structured (Qualitative)
	<b>Sampling method</b>		<b>Data collection method</b>	
<b>Structured data collection tool # 1</b> <i>(Libyan youth individual interviews)</i>	<input checked="" type="checkbox"/> <b>Purposive</b> <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"/> Key informant interview (Target #):_____ <input type="checkbox"/> Group discussion (Target #):_____ <input type="checkbox"/> Household interview (Target #):_____ <input checked="" type="checkbox"/> <b>Individual interview (Target #):202<sup>3</sup></b> <input type="checkbox"/> Direct observations (Target #):_____ 	

<sup>3</sup> 100 interviews each in Sebha and Ubari. The interviews will be equally split among male and female respondents. As the sampling method to be used for this survey is non-probabilistic, all the results and findings should be considered indicative only.

	<input type="checkbox"/> [Other, Specify]	<input type="checkbox"/> [Other, Specify] (Target #):_____
<b>Structured data collection tool # 2</b> (Migrant individual interviews)	<b>X Purposive</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Probability / Simple random</li> <li><input type="checkbox"/> Probability / Stratified simple random</li> <li><input type="checkbox"/> Probability / Cluster sampling</li> <li><input type="checkbox"/> Probability / Stratified cluster sampling</li> <li><input type="checkbox"/> [Other, Specify]</li> </ul>	<input type="checkbox"/> Key informant interview (Target #):_____ <input type="checkbox"/> Group discussion (Target #):_____ <input type="checkbox"/> Household interview (Target #):_____ <b>X Individual interview (Target #): 192<sup>4</sup></b> <input type="checkbox"/> Direct observations (Target #):_____ <input type="checkbox"/> [Other, Specify] (Target #):_____
<b>Structured data collection tool # 3</b> (MSME KII (Employer survey))	<b>X Purposive</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Probability / Simple random</li> <li><input type="checkbox"/> Probability / Stratified simple random</li> <li><input type="checkbox"/> Probability / Cluster sampling</li> <li><input type="checkbox"/> Probability / Stratified cluster sampling</li> <li><input type="checkbox"/> [Other, Specify]</li> </ul>	<b>X Key informant interview (Target #): 60<sup>5</sup></b> <input type="checkbox"/> Group discussion (Target #):_____ <input type="checkbox"/> Household interview (Target #):_____ <input type="checkbox"/> Individual interview (Target #):_____ <input type="checkbox"/> Direct observations (Target #):_____ <input type="checkbox"/> [Other, Specify] (Target #):_____
<b>Structured data collection tool # 4</b> (Institutional actor and stakeholder mapping KII)	<b>X Purposive</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Probability / Simple random</li> <li><input type="checkbox"/> Probability / Stratified simple random</li> <li><input type="checkbox"/> Probability / Cluster sampling</li> <li><input type="checkbox"/> Probability / Stratified cluster sampling</li> <li><input type="checkbox"/> [Other, Specify]</li> </ul>	<b>X Key informant interview (Target #): 40<sup>6</sup></b> <input type="checkbox"/> Group discussion (Target #):_____ <input type="checkbox"/> Household interview (Target #):_____ <input type="checkbox"/> Individual interview (Target #):_____ <input type="checkbox"/> Direct observations (Target #):_____ <input type="checkbox"/> [Other, Specify] (Target #):_____
<b>Semi-structured data collection tool (s) # 1</b> (Libya economy experts KII)	<b>X Purposive</b> <b>X Snowballing</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> [Other, Specify]</li> </ul>	<b>X Key informant interview (Target #): 12<sup>7</sup></b> <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) # 2</b> (Libyan youth FGD) <sup>8</sup>	<b>X Purposive</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Snowballing</li> <li><input type="checkbox"/> [Other, Specify]</li> </ul>	<input type="checkbox"/> Key informant interview (Target #):_____ <input type="checkbox"/> Individual interview (Target #):_____ <b>X Focus group discussion (Target #): 8<sup>9</sup></b> <input type="checkbox"/> [Other, Specify] (Target #):_____

<sup>4</sup> 96 interviews each in Sebha and Ubari. The interviews in each location will be equally split among three regions of origin of migrants and refugees, namely West Africa, MENA and East Africa. As the sampling method to be used for this survey is non-probabilistic, all the results and findings should be considered indicative only.

<sup>5</sup> 30 interviews each in Sebha and Ubari. The interviews in each location will consist of 20 formal and 10 informal enterprises. As the sampling method to be used for this survey is non-probabilistic, all the results and findings should be considered indicative only.

<sup>6</sup> 20 interview each in Sebha and Ubari. The interviews in each location will be equally split among formal and information institutional actors. As the sampling method to be used for this survey is non-probabilistic, all the results and findings should be considered indicative only.

<sup>7</sup> The interviews will be equally split among respondent groups based on their area of expertise, namely, academicians, business practitioners and technocrats from relevant ministries. As the sampling method to be used for this survey is non-probabilistic, all the results and findings should be considered indicative only.

<sup>8</sup> This is component is tentative based on and will be conducted only if required based on the preliminary findings from the Libyan youth individual interviews

<sup>9</sup> 4 FGDs each in Sebha and Ubari. For each location, one FGD each will be conducted based on the gender and employment status of the participants. Employment status considered are employed and unemployed.

<b>Target level of precision if probability sampling</b>	__% level of confidence – N/A		__+/- % margin of error – N/A	
<b>Data management platform(s)</b>	X	IMPACT	<input type="checkbox"/>	UNHCR
	<input type="checkbox"/>	[Other, Specify]		
<b>Expected output type(s)</b>	<input type="checkbox"/>	Situation overview #: __	X	Report #: 1
	<input type="checkbox"/>	Profile #: __		
	X	<b>Presentation (Preliminary findings) #: 1</b>	<input type="checkbox"/>	Presentation (Final) #: __
	<input type="checkbox"/>	Interactive dashboard #: __	<input type="checkbox"/>	Webmap #: __
	<input type="checkbox"/>	Map #: __		
	<input type="checkbox"/>	[Other, Specify] #: __		
<b>Access</b>	X	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>Visibility</b> <i>Specify which logos should be on outputs</i>	<b>REACH</b>			
	<b>Donor:</b> EUTF			
	<b>Coordination Framework:</b> None			
	<b>Partners:</b> ACTED			

## 2. Rationale

### 2.1. Rationale

Since 2011, Libya has witnessed several waves of conflict, with episodic escalation across different regions. The year 2019 witnessed a notable deterioration in the security situation, with the conflict escalating in southern Tripoli in April 2019 as a result of the Libyan National Army's (LNA) military advances, resulting in a dramatic increase in humanitarian needs in Tripoli. The 2019 attacks on Tripoli and the closure of the country's major oil ports and terminals in January 2020 are the two major events that drive Libya's current economic challenges.<sup>10</sup> The protracted conflict characterized by chronic political instability, law and order deficiency, and national fragmentation has contributed to slow economic development in Libya. Qaddafi's rentier model and its legacy has made the population highly dependent on the state for their livelihoods. The vast majority of Libya's national labour force employed in the public sector (85% in 2012) – essentially creating a 'welfare employment' system, with salaries still paid to workers who show no presence or productivity.<sup>11</sup> Over time, the hydrocarbon dependent Libyan economy and the state rentier model has resulted in a weak formal private sector, accounting for only 5% of GDP and 4% of employment.<sup>12</sup>

Despite various efforts to diversify the sources of income for the Libyan economy, oil still accounts for about 43% of GDP, 95% of export earnings and 55% of the total revenue.<sup>13</sup> In combination with the demise of oil production in 2020, which is expected to fall to less than one-seventh of 2019 rates and the economic consequences of the COVID-19 crisis, Libya is expected to suffer from a deep recession in 2020 with a fall in GDP of 67% according to International Monetary Fund (IMF) predictions.<sup>14</sup> At 50%, Libya already has the fifth highest youth (15-24 years) unemployment rate in the world<sup>15</sup>, and the overall drop in aggregate demand due to COVID-19 will adversely affect youth employment. While the large

<sup>10</sup> [The World Bank – Libya Economic Monitor July 2020](#)

<sup>11</sup> [Clingendael 2019 - A way forward for positive migration governance in Libya](#)

<sup>12</sup> Ibid

<sup>13</sup> [The World Bank – Libya Economic Monitor July 2020](#)

<sup>14</sup> [IMF Country Page](#)

<sup>15</sup> [ILO – modelled estimates](#)



majority of the Libyan workforce is absorbed by the public service sector, foreign nationals have historically been filling labour market shortages in low-skilled and low-productivity fields, such as agriculture, construction and retail trade, but also in dynamic growth-oriented industries in urban areas since the 1970s.<sup>16</sup>

Unlike the formal economy, the war economy succeeded in flourishing across the backdrop of a weak national government and protracted conflict. Smuggling of human beings, goods, and fuel has been facilitated by porous borders and weak border management, and armed groups have been able to generate revenue from the taxation of movements of goods and people through territories under their control. The southern region is a key site for migrant smuggling as it is the entry point of flows heading towards the Mediterranean from sub-Saharan Africa, in a context marked by conducive factors such as weak or no central control over local security, political competition between a variety of local groups, demographic transformations, and a weak and deteriorating local economy. As such, smuggling or associated activities have become key components of Libya's economy, notably in the southern cities of Ubari, and Sebha.

In the South, positive migration management is inherently linked to the revival of the local economy – to both provide economic opportunities for migrants and improve their integration into society, and to provide alternatives to host communities, particularly the youth, to the smuggling business as a source of livelihoods. Programmes that effectively respond to the need to enhance employability and entrepreneurship opportunities among youth, women, and migrants require systematic information regarding the economic conditions on the ground. This has been sparse in Libya as an effect of the protracted conflict and historically fragile national institutions. National and international actors working in economic development face serious challenges due to the gaps in data and trends on the labour market at both national and local level. The last nationwide labour force survey in Libya was conducted in 2012.

ACTED, REACH's project partner for this assessment interviewed key representatives from the municipality council, civil society and private sector in Sebha and Ubari in late 2019. Lack of employment opportunities for youth and reduced private investments as a result of the conflict in 2014-15 were cited as some of the key challenges. ACTED aims to design livelihood programs and other programmatic interventions to address these challenges. While previous studies aimed to explore the role of private sectors in economic development and labour migration in Libya, little information exists about how Libyan youth and migrants access the labour market, what are the institutional challenges in addressing the lack of economic development, and the goals and aspirations of the Libyan youth and migrants. This combined with the lack on any reliable government labour statistics makes it challenging to design any robust livelihood interventions.

The assessment will inform the ACTED livelihood program design by identifying:

- the local structures or institutions that are key to local economic development and their current challenges,
- the vocational training and employability skills that are most helpful for Libyan youths and migrants to find a decent job
- the economic sectors with biggest potential for growth and enterprises working in these sector

This REACH assessment intends to address this multifaceted challenge in three aspects, namely understanding the dynamics of the labour market from a labour supply, labour demand and institutional perspective. The labour supply section of the study will aim to identify the skills profile of Libyan youth and migrants, understand the challenges faced by them in accessing the various opportunities in the labour market and the impact of COVID-19 on job opportunities, skill building and training. For the labour demand side, it will identify the potential growth sectors and the major employers in both the formal and informal market, the challenges they face to boost economic activity, the various training opportunities they provide and their attitudes towards hiring youth, women and migrants. Lastly, the assessment also aims to identify the labour market enabling institutions, their mandate and roles, the measures and policies they have put in place to address the windfalls from COVID-19, and their strategy to address other key challenges in the labour market.

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<sup>16</sup> IOM, [Living and Working in the Midst of Conflict](#), 2018

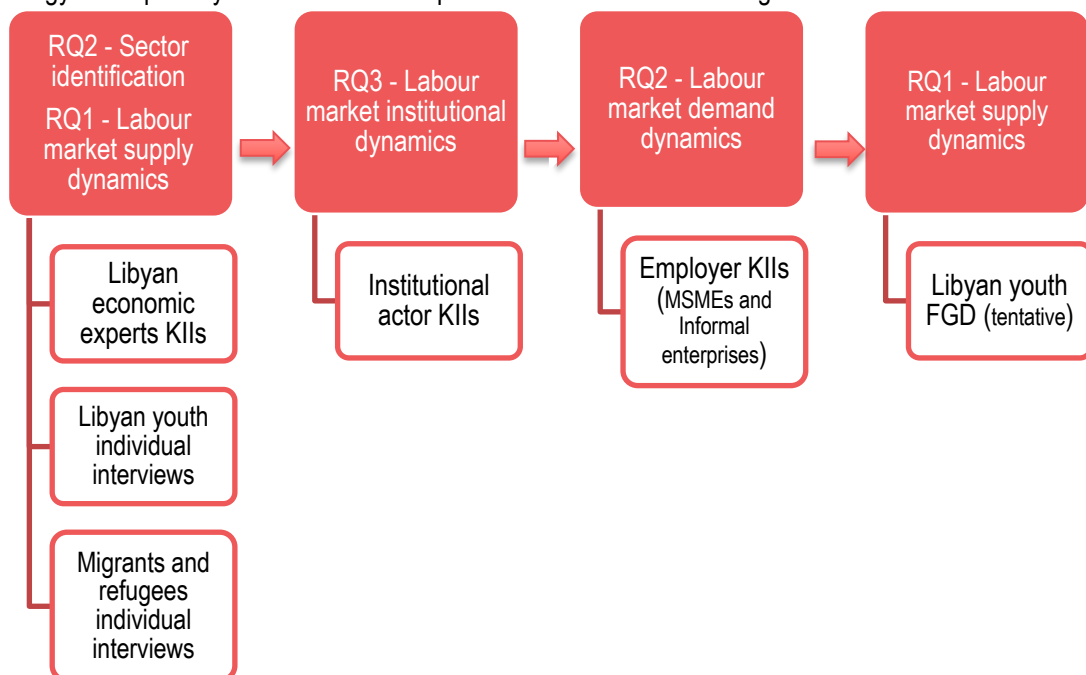
### 3. Methodology

#### 3.1. Methodology overview

##### 3.1.1 Summary

The assessment will be facilitated by the REACH team in Tunisia. The full research cycle will be coordinated by REACH from the drafting of the TOR, to the development of the research design, to the collection of data, data analysis and through the dissemination phase. The assessment will pursue a purely qualitative approach using a mix of closed-question and open-question tools to gather data. Data collection will occur over the course of six weeks from the last week of January 2021 to the first week of March 2021. There will be six distinct qualitative data collection components; four of which will use closed-question tools which includes a mix of Key Informant Interviews (KIIs) and Individual Interviews (IIs). The remaining two components will be a KII and Focus Group Discussion (FGD) using open-question tools. In total, there will be 200 Libyan youth IIs (100 in Sebha and 100 in Ubari), 192 migrant and refugee IIs (96 in Sebha and 96 in Ubari), 60 private-sector employer's KIIs (30 in Sebha and 30 in Ubari), 40 institutional actor KIIs (20 in Sebha and 20 in Ubari), 12 Libya economic expert KIIs and 8 Libyan youth FGDs (4 in Sebha and 4 in Ubari). Together, the six different components will aid in informing the skillset possessed by the Libyan youth and migrants; how these population groups access the labour market and the ensuing challenges; current skills in demand for the main employers; the skill mismatches among the current workforce; the training opportunities available for Libyan youth and migrants; the role of formal and informal institutions in enabling economic activity and skill development opportunity, and how they align demand and supply of labour in the baladiya.

The chronology of the primary data collection components are illustrated in the figure below.



##### 3.1.1 Key Definitions

###### Baladiya

Administrative level corresponding to the 'municipality' – Libya currently has 100 baladiyas.

###### Youth

According to the International Labour Organization (ILO), youth are defined as person aged 15-29; however, countries vary in their operational definitions.

###### Micro, Small and Medium Enterprises (MSMEs)

The International Financial Corporation (IFC) categorizes MSMEs mainly based on three attributes: namely, the number of employees, total assets, and annual sales. Due to the limited data on enterprises and the lack of a central repository



of registered business make it difficult to estimate the total assets and annual sales.<sup>17</sup> Hence for this assessment, only number of employees will be used to define MSMEs

Firm type	Number of employees
Micro Enterprise	Less than 10
Small Enterprise	10 to less than 50
Medium Enterprise	50 - 300

### Informal Sector

According to the ILO (15th ICLS), the informal sector is defined as a group of production units comprised of unincorporated enterprises owned by households, including informal own-account enterprises and enterprises of informal employers (typically small and non-registered enterprises). This definition limited the definition of informality to enterprises.

### Informal employment

According to the ILO, informal employment is defined as all remunerative work (i.e. both self-employment and wage employment) that is not registered, regulated or protected by existing legal or regulatory frameworks, as well as non-remunerative work undertaken in an income-producing enterprise.

### Migrant:

“Any person who is moving or has moved across an international border or within a State away from his/her habitual place of residence, regardless of (1) the person’s legal status; (2) whether the movement is voluntary or involuntary; (3) what the causes for the movement are; or (4) what the length of the stay is.”<sup>18</sup> For the purposes of this study, the expression “migrants” will refer to all non-Libyan nationals, regardless of their migratory status. Refugees will therefore be included among migrants.

### Refugee

A refugee is anyone who “[o]wing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, [a refugee is a person who] is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it.”<sup>19</sup> Libya is not signatory to the 1951 Refugee Convention but has mandated the UNHCR to identify and register refugees present in the country.<sup>20</sup>

## 3.2. Population of interest

### 3.2.1. Geographical area assessed

This assessment will focus on two of the baladiyas in southern Libya namely, Sebha and Ubari, which are the biggest urban centres in the south and the key entry points of irregular migration into Libya. REACH intends to focus data collection to present indicative results of the dynamics of the labour markets at a baladiya level.

### 3.2.2. Population assessed

This labour market assessment focuses on two main population groups: namely, the Libyan youth and migrants. According to ILO, youth is defined as any person who is between the age of 15 and 29 years. For ethical considerations, REACH assessment will use a modified youth definition to exclude minors, hence youth constitute all individuals between the age of 18 to 29 years. The Libyan population will include non-displaced, IDPs and returnees living in host communities.

<sup>17</sup> International Financial Corporation, [IFC open source study](#)

<sup>18</sup> International Organization for Migration - IOM, [Who is a migrant?](#)

<sup>19</sup> [1951 UN Refugee Convention](#).

<sup>20</sup> UNHCR (2017) [Expanded response in Libya 2017](#).

In recognition of the diversity of the complex migration dynamics characterising the Libyan context, the labour assessment will take in to consideration all people living in or transiting through Libya and falling under the concept of mixed migration. Mixed migration encompasses “highly diverse types of people on the move”<sup>21</sup> presenting diverse legal statuses, vulnerabilities and motivations for being on the move. People involved in mixed migration flows can therefore be refugees, asylum seekers, trafficked people, settlers or migrants in transit, travelling on the same routes or living in the same communities, most of whom enter Libya in an irregular manner. These individuals may also have mixed motivations for moving or may fit into more than one of these categories, making it difficult to assess them according to which sub-group they belong to and providing a further reason to assess all people on the move together.

### 3.2.3 Unit of measurement

The Libyan youth survey and the migrant and refugee survey will be conducted at an individual level. Institutional actor KII and private-sector employer KII will be conducted at an organization level. The Libya economic expert KII will produce data that can be aggregated to produce national level findings. Finally, the FGDs will produce unique findings for each gender based on their employment status.

## 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 governance 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 aid in understanding the context, the key definitions, identifying the information gaps, the definition of research 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 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 migration related assessment will be carried out in Libya simultaneously, aiming to explore how migrants access the labour market in Libya and particularly assess the role and process of labour market intermediation for migrants in the country. As findings from this assessment could provide a more nuanced, in-depth understanding of the overall labour migration 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 for this assessment are:

- UN Habitat, [City profile Sebha](#), 2018
- UN Habitat, [City profile Ubari](#), 2018
- REACH, [Migrants and Refugees MSNA](#), April 2020
- REACH, [Jordan Women livelihood assessment](#), 2018
- ILO, [School-to-work transition survey](#), 2009
- ILO, [Methodology for conducting youth labour market analysis](#), 2017
- ILO, [Mapping of stakeholders working on migration and coordination mechanisms](#), 2018
- ILO, [Youth and COVID-19](#), 2020
- World Bank Group, [Libya economic monitor](#), July 2020
- World Bank Group, [Informal sector business survey](#), 2019
- World Bank Group, [STEP employer survey](#), 2017
- World Bank Group, [Sector competitiveness guideline](#), 2010
- World Bank Group, [Labour market dynamics in Libya, Reintegration for recovery](#), June 2015
- ETF, [Labour market and employment policy in Libya](#), 2014

<sup>21</sup> [Mixed Migration Definition – IOM](#), Mixed Migration Hub

- ETF, [Skill mismatch measurement](#), 2019
- IOM DTM, Libya — [Migrant Report 32 \(July-August 2020\)](#), September 2020
- 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

### 3.4. Primary Data Collection

REACH will lead the primary data collection with experienced enumerators hired from local civil society organizations (CSOs). The CSOs will be selected based on their previous experiences working with REACH on market-related assessments and the quality of the data they have submitted for these assessments. There will be two field teams led by two REACH team staff covering two locations simultaneously. Each team will consist of a combination of a REACH field officer along with five enumerators from the selected CSOs. All enumerators and field officers will participate in a series of online trainings over a period of seven days. In the trainings, the enumerators will be briefed on survey objectives, respondent selection techniques, content of the questionnaire, and use of mobile data collection. The training will include both instruction videos, mock test sessions and a pilot data collection.

#### 3.4.1. Libyan economic expert interview

##### **Method**

Identification of sectors with growth potential and its competitiveness is key to any labour market assessment. An exhaustive sector analysis is time intensive and beyond the scope of this particular assessment. Hence, REACH is piloting a new sector identification tool by gathering the opinions of key experts on Libyan economic affairs which includes a mix of people from the academia, business practitioners and representatives from the relevant government departments. The findings from the survey will be triangulated using any existing economic sector assessment or macroeconomic study available for Libya.

For this primary data collection component, semi-structured KIs with experts on Libyan economic affairs. The interviews will be conducted remotely over phone. The findings from this survey will aid in identifying the economic sectors in Libya with the most growth potential.

##### **Sampling**

Respondents for each group will be identified through a mixture of purposive sampling and snowballing. Respondents for this survey are categorised by their area of expertise. For local experts, REACH field team members with strong local knowledge will identify key persons from academia, business groups and the local government.

Level of Analysis	Area of Expertise	Target Number
National	Academia	4
National	Business groups/Business councils	4
National	National/Sub-national govt. representatives)	4

##### **Tools**

Tool for the economic expert KIs will be a qualitative semi-structured interview. The KIs will be conducted remotely through the Computer Assisted Telephone Interview (CATI) method, meaning that the questions will be displayed in a Word format which the interviewer then reads to a respondent over a phone call and then enters the respondent's narrative answers directly into the Word form. The language used for expert interviews will be Arabic which will be translated to English by the project officer in Tunis.

#### 3.4.2. Libyan youth individual survey

##### **Method**

For this primary data collection component, structured individual interview (IIs) will be conducted with Libyan youth (18-29 years old). The face-to-face data collection will be done with Libyan youth at their household premises. The findings

from this survey will aid in informing the following characteristics of the Libyan youth; namely, their educational attainment; their employment status; how they access the opportunities present in the labour market; the barriers and challenges while accessing the labour market. Additionally, the findings will also inform the impact of COVID-19, if any, on their employment opportunities and access to training and education.

In total, 200 Libyan youths will be interviewed, 100 each from Sebha and Ubari. Though sampling method used for this survey is non-probabilistic, the final sample size for each location was determined based on the minimum surveys required to achieve a representative sample with 95% confidence level and a 10% margin of error for the available population estimate of Libyans in the two baladiyas. All the results and findings from the survey should be considered indicative only.

### Sampling

For the Libyan youth survey, a purposive sampling method with quotas for gender of the respondents will be employed. The method preferred for household selection during data collection will be through GPS points, which will be pre-determined and included in the phones for enumerators prior to starting the face-to-face data collection (location identified using mobile application Google Maps).

Using ArcGIS software, buffers are created around each survey points (usually 200 meter radius buffers). Within those buffers, survey points are randomly generated, more than the expected survey number to account for potential empty spaces, wrong population group, empty household at the time of visit, etc. The survey points are randomly distributed across the baladiya, with GPS survey points in each Muhalla. Each survey point is assigned a specific respondent group (i.e. male or female) and are equally divided among the respondent group.

The approach used in the selection of youth to be enumerated is to randomly select one youth from the assigned respondent group, if available, from the selected household. If there are multiple youth from the same respondent group within the household, final respondent to be interviewed will be selected through a randomizer app installed in the enumerators' mobile phone. During data collection, enumerators are expected to reach those GPS surveys points to conduct interviews with a household member who is between the age of 18-29 years, and to follow data collection protocols in the event where the interview was not possible. Several cases are identified:

- If youth household (HH) member is present and correctly sampled, but refuses to give consent, the interview is concluded and the household will be counted as part of the non-responses. The enumerators can proceed to the closest HH in the right direction
- If youth HH member is not present, the enumerators should interview the closest HH in the right direction
- If youth HH member is present but not from the right population group, the enumerators should survey the closest HH corresponding to the right population group

To ensure enumerator adherence to assigned GPS points, daily spatial verification will be conducted. Observations that are duplicates of the same assigned GPS point or that are collected too far (more than 200 meters) from the point will be replaced.

Baladiya	Population (Estimate) <sup>22</sup>	Households (Estimate)	Sample	Reasoning
Sebha	210,000	37,500	100	50 males and 50 females
Ubari	47,000	8,246	100	50 males and 50 females

### Tools

The questions will be displayed through the survey platform KoBo Toolbox, a free, open-source tool for mobile data collection which uses XLSForm. The interviewer will record answers directly in the Kobo platform. Surveys will be uploaded to REACH servers daily. It should be noted that due to the unreliable internet connection in certain parts of

<sup>22</sup> [City profile of Ubari, Libya](#) and [City profile of Sebha, Libya](#)

Libya, this daily uploading is expected to be time-consuming and may occasionally lead to delays in the REACH team's receipt of new data. The indicators being used for the labour assessment has been drafted based on the guidelines set by ILO for labour force surveys and school-to-work transition surveys.

### 3.4.3. Migrant and refugee individual survey

#### Method

For this primary data collection component, structured individual interviews (IIs) will be conducted with adult migrants and refugees residing in urban locations in Sebha and Ubari, in order to firstly understand how migrant and refugees in these two baladiyas access the labour market in Libya. It will aid in informing the following characteristics of the Libyan youth; namely, their educational attainment; their employment status; the barriers and challenges while accessing the labour market. Additionally, the findings will also inform the impact of COVID-19, if any, on their employment opportunities and their movements.

For migrant and refugee IIs, data collection will occur remotely by phone due to the hard-to-reach and hidden nature of migrant and refugee populations residing in Libya. In total, 192 migrants and refugees will be interviewed, 96 each from Sebha and Ubari. Though sampling method used for this survey is non-probabilistic, the final sample size for each location was determined based on the minimum surveys required to achieve a representative sample with 95% confidence level and a 10% margin of error for the available population estimate of migrants and refugees in the two baladiyas. All the results and findings from the survey should be considered indicative only.

#### Sampling

Respondents in each location will be sampled purposively based on :

- The regions from which they originate: For the purposes of this study, migrant and refugees 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.
- The locations in which they are located, being Sebha and Ubari
- How long they have been residing in Libya: In order to capture possible differences in the access to labour market opportunities between migrants and refugees 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 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 and refugees 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.

REACH field team members and enumerators from the CSOs with strong local knowledge will gather phone numbers of migrants and refugees as per the following profiles. Snowballing technique will be used during data collection to collect further phone numbers from the respondent of other migrants and refugees that fits the sampling strategy.

Baladiya	Tenure in Libya	Region of origin		
		West and Central Africa	MENA	East Africa
Sebha	Under 12 months	16	16	16
	12 months or more	16	16	16
Ubari	Under 12 months	16	16	16
	12 months or more	16	16	16

## Tools

The questions will be displayed through the survey platform KoBo Toolbox, a free, open-source tool for mobile data collection which uses XLSForm. The interviewer will read the questions to the respondent over a phone call and enter the answers directly in the KoBo platform. Surveys will be uploaded to REACH servers daily. It should be noted that due to the unreliable internet connection in certain parts of Libya, this daily uploading is expected to be time-consuming and may occasionally lead to delays in the REACH team's receipt of new data. The indicators being used for the labour assessment has been drafted based on the guidelines set by the ILO for labour force surveys, school-to-work transition surveys and the ILO's guide on developing an international migration statistic.

### 3.4.4. Employer KIs

#### Method

For this primary data collection component, structured KIs will be conducted with both formal and informal employers operating in urban locations in Sebha and Ubari, in order to firstly understand the hiring trends and practices so as to provide an additional perspective on how Libyan youth, migrants and refugees access the labour market. Additionally, the survey will also look at skills in high demand among the employers, the general challenges and barriers faced by enterprise and zoom in to the unique barriers faced by informal/unregistered enterprises.

For employer KIs, data collection will be conducted face-to-face at the location of the enterprise/business. In total, 30 interviews will be conducted in each of the location. Each location will have a mix of formal and informal enterprises. For all informal enterprises and formal enterprises with less than 50 employees, interview will be conducted only with the owner of the enterprise. For enterprise with 50 or more employees, the interview will be conducted with either the HR manager or the head of the office if the owner is unavailable. As the sampling method to be used for this survey is non-probabilistic, all the results and findings should be considered indicative only.

#### Sampling

Respondents in each location will be sampled purposively based on :

- Whether it is a formal or an informal enterprise – Informal enterprise are those firms that operate without any permit or license from the baladiya or other relevant ministries. This is to capture the unique challenges faced by unregistered/informal firms
- The locations in which they are located, being Sebha and Ubari

REACH field team members and enumerators from the CSOs with strong local knowledge will gather contact information about the main formal and informal enterprises operating in each assessed location. REACH will try to cover employers from economic sectors identified in the Libyan economic expert interviews, as well as the main sectors in which migrants are employed.<sup>23</sup> For formal enterprises, REACH try to ensure representativeness across Micro, Small, and Medium enterprise. Snowballing technique will be used during this data collection, as well during individual interviews with Libyan youth, migrants and refugees to collect additional contact information of enterprises that fits the sampling strategy. The number of interviews for each location was determined based on the recommendation for sample size for purposive samples with heterogenous population.<sup>24</sup>

Baladiya	Enterprise Type	Sample Size
Sebha	Formal MSME enterprises	18
	Informal enterprise	12
Ubari	Formal MSME enterprises	18
	Informal Sector	12

## Tools

<sup>23</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.

<sup>24</sup> [Recommended sample size of heterogenous non-probabilistic sample is between 12 and 30](#)



The questions will be displayed through the survey platform KoBo Toolbox, a free, open-source tool for mobile data collection which uses XLSForm. The interviewer will record answers directly in the Kobo platform. Surveys will be uploaded to REACH servers daily. It should be noted that due to the unreliable internet connection in certain parts of Libya, this daily uploading is expected to be time-consuming and may occasionally lead to delays in the REACH team's receipt of new data. The indicators being used to analyse this survey has been drafted based on the guidelines set by World Bank's enterprise surveys and ILOs STEP skill surveys.

### 3.4.5. Institutional Actor KIIs

#### Method

For this primary data collection component, structured KIIs will be conducted with both formal and informal institutional actors that regulate labour activities and govern economic development in Sebha and Ubari. The survey will firstly understand the mandate and role of these institutions in regulating labour market activities and their current priorities for local economic development. Additionally, this survey will also gather information about the actor's opinion on economic sectors that are relevant to Sebha and Ubari and supported by the actors to boost employment growth, the coordination mechanism used by these actors to align the demand and supply of labour. Lastly, the survey will shed light on the various interventions or programs initiated by these institutions to mitigate the economic impact of COVID-19 on businesses, Libyan youth, and refugees and migrants.

For institutional actor KIIs, data collection will be conducted face-to-face. At least 20 interviews will be conducted, each in Sebha and Ubari. Each location will have a near equal mix of formal and informal institutions. Interviews will be conducted with the officer in charge or the head of the particular institution in the specific location. If there is a dedicated officer leading the efforts to address unemployment or local economic development in the institution, interviews shall be conducted with this particular officer. As the sampling method to be used for this survey is non-probabilistic, all the results and findings should be considered indicative only.

#### Sampling

Respondents in each location will be sampled purposively based on :

- Whether it is a formal or an informal institutional actor : Formal institutions actors are mandated by law, decree, resolution or constitutional amendment, to regulate and provide support in a certain area of expertise. For this assessment we will consider institutional actors governing labour and economic activities. Informal enterprises can organization working independently without a legal mandate and providing ancillary services to economic activity in a region.
- The locations of these respondents, being Sebha and Ubari

Some examples of formal institutional actors are the ministry of labour, ministry of economy and finance, baladiya administration, multilateral organizations like the Worldbank and UNDP. Informal institutional actors entail local business council, chamber of commerce, banks and other financial institutions, vocational training centers etc.

Considering the broadness of the definition of formal and informal institutions defined above and the wide array of intermediary profiles that it encompasses, an initial list of relevant actors has been put together by the REACH field team in consultation with the local municipality council. During the data collection further, institutional actors will be identified using snowballing technique that fits the below sampling strategy. The number of interviews for each location was determined based on the recommendation for sample size for purposive samples with heterogenous population.<sup>25</sup>

Baladiya	Type of institution	Sample
Sebha	Formal institutions	10
	Informal institutions	10
Ubari	Formal institutions	10
	Informal institutions	10

#### Tools

<sup>25</sup> [Recommended sample size of heterogenous non-probabilistic sample is between 12 and 30](#)

The questions will be displayed through the survey platform KoBo Toolbox, a free, open-source tool for mobile data collection which uses XLSForm. The interviewer will record answers directly in the Kobo platform. Surveys will be uploaded to REACH servers daily. It should be noted that due to the unreliable internet connection in certain parts of Libya, this daily uploading is expected to be time-consuming and may occasionally lead to delays in the REACH team's receipt of new data.

### 3.4.6 Libyan Youth FGD

#### Method

This qualitative component of the research project will aim to (1) contextualise and better understand the findings from the quantitative component; (2) identify the individual and community-level factors hindering the Libyan youth in finding decent employment opportunities, including the barriers related to the structure of the labour market and workplace policies, the lack of supporting infrastructure and the role of gender and cultural norms. This is a tentative component and will be conducted based on any additional information gap arising from the preliminary analysis of the Libyan youth individual surveys and based on the availability of resources.

#### Sampling

A purposive sampling approach will be employed to select participants in the qualitative exercise. Respondents will be selected based on:

- Employment status – Respondents belonging to two different categories i.e. employed and unemployed will be interviewed separately. Even though for the Libyan youth survey, employment status are classified in two four categories, namely; employed, unemployed, inactive and in-education, for this activity respondents with inactive and in-education status will be interviewed along with the unemployed respondents.
- Their gender : In order to capture possible differences in the access to labour market opportunities due to various societal and cultural norms and practices.

Each FGD group will consist on six to eight respondents. A total 4 FGDs each will be conducted in Sebha and Ubari. During the Libyan youth survey, a question will be asked whether the respondent will be willing to take part in an FGD in the future. Respondents who expresses interest will be randomly recruited to different groups as described in the sampling section below.

Baladiya	Employment status	Gender	Sample	Total
Sebha	Employed	Male	1	4
	Unemployed	Male	1	
	Employed	Female	1	
	Unemployed	Female	1	
Ubari	Employed	Male	1	4
	Unemployed	Male	1	
	Employed	Female	1	
	Unemployed	Female	1	

#### Tools

While FGDs typically take place face-to-face in order to facilitate rich and active discussion amongst participants, COVID-19 access restrictions will require that FGDs be conducted through an online platform to adhere to REACH's [COVID-19 Data Collection SOPs](#). The online FGDs will be conducted asynchronously, meaning that it will not be necessary for all participants to be online at the same time. Instead, in a message board-style platform, participants will have one day per question, and can comment on each other's posts over the span of a few days. This means that all participants can in their own time can respond to the questions posed by the facilitator. In addition, within this allotted time period there will be no limitation on which messages and which individuals a respondent can reply to. As such, if someone posts a reply, and numerous respondents post responses after this reply, a participant logging in at a later point will be able to respond to the original reply or comments made by others. Through commenting on each other's posts and ideas, consensus can still be built over the course of 2 to 3 days.

By conducting FGDs through a message board-style platform, REACH acknowledges that the flow of the conversation, as well as the interaction between respondents will be different than that which is obtained during a face-to-face

discussion. However, moderators will be encouraged to ask probing questions in order to keep members engaged and will seek to encourage quieter participants (e.g., those who do not offer as much commentary to the group) to offer additional clarification or feedback when necessary. This online FGD tool was already piloted during the 2020 Libya MSNA and improvement to the online tool were made based on the lessons learnt.

### Triangulation and Debriefing of Field Staff

A session will be organized with the municipal stakeholders that took part in the initial engagement session and/or with the municipal council (TBD). Alternatively, a triangulation session or individual follow-up will be organized with key informants and stakeholders that took part in any of the data collection components on the basis of need. Secondary data from Libyan online and social media sources, and projections produced by ILO will be used to triangulate the employment statistics and current high demand skills data collected during primary data collection phase.

Before the start of the data collection, all field staff will be taken through the data collection training on Moodle and briefed remotely, and will also be asked to share a preliminary work plan. Daily briefing and debriefing activities will be conducted with field staff over Skype. It should be noted that due to the unreliable internet connection in certain parts of Libya, this daily briefing and debriefing is expected to be a challenge and time consuming.

To contextualize qualitative data collection and verify submitted data, enumerators will be asked to fill in and submit a debriefing form through Kobo after conducting qualitative interviews such as KIIs or FGDs. The enumerator debriefing will also facilitate follow-ups during data cleaning (see section 3.5 'Data Processing & Analysis').

## 3.5. Data Processing & Analysis

The data collection, carried out by enumerators from local CSOs, will be supervised and separately monitored by the field teams in Ubari, who report to the Field Officer (FO) in Sebha and the Project Officer in Tunis. Data collection for Sebha will be separately monitored by the Sebha FO. The Project Officer in Tunis is responsible over general data collection monitoring and supervision and data processing will be carried out by the assessment officers. Sebha FO will oversee the staff and activities in both Ubari and Sebha and will be asked to fill in the data collection management plan, designed to log all submissions and monitor data collection progress and targets, whenever interviews are submitted by enumerators. The project officer in Tunis will monitor the data management plan and progress of data collection in light of the targets, translate transcripts, and do an initial data quality check of submitted qualitative and quantitative data. The project officer will report inconsistencies and information gaps in the primary data on a daily basis in a logbook and discuss any issues with the assessment officer.

Quantitative data collection will be conducted through the KoBo application. Survey data will be collected online or offline using smartphone and/or tablet devices through the OpenDataKit app. Once survey data is collected, it will be uploaded to the KoBo server where the data cleaning team will download it directly in Excel. Data cleaning will be conducted by the Tunis AO in consultation with Tunis PO, field manager and the enumerators on a daily basis to produce a consolidated and cleaned dataset for analysis and in line with [IMPACT Data cleaning minimum standards](#). For qualitative data with open ended and free text entry, enumerators will be asked to write in Arabic - the language of the respondent, to minimise the risk of missing information in the translation process. Text entries will then be translated by the Tunis PO during the cleaning phase.

These qualitative entries will be processed daily in line with [IMPACT minimum standards for semi-structured data processing and analysis](#). Qualitative aspects of the semi-structured KII tool and FGD tool will be entered into a data saturation and analysis grid using [IMPACT data saturation and analysis template](#) throughout data collection until its completion. Once data saturation is achieved, responses for each issue point will be tallied and a summary of findings produced. A method report detailing the process will also be attached to the grid in line with the standards. Should there be a need for further analysis of the qualitative data set, this will be completed using Nvivo. The data collected will then be transferred into NVivo (a qualitative data processing application) for processing and analysis. Digital or scanned files from the qualitative interviews (KIIs and FGDs) will be stored in password protected folders with access rights determined

by designated staff for data cleaning. Scanned copies will be kept and can be used later to verify accuracy of data received.

Quantitative data after cleaning will be formatted such a way that it allows for easy reading and quick production of pivot tables and graphs in MS excel to allow for inferences to be made across different aggregations (employment status, country of origin, age and gender).

## 4. 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>	Assessment Officer	Assessment Officer	IMPACT HQ - Research Design and Data Unit (RDDU), ACTED PM, REACH Global Cash and Market Specialist	REACH Libya Country Coordinator
<i>Supervising data collection</i>	Tunis Project Officer (PO), Sebha Field Team	Assessment Officer	REACH operations manager	REACH Libya Country Coordinator
<i>Data processing (checking, cleaning)</i>	Tunis PO, GIS officer	Assessment Officer	RDDU	REACH Libya Country Coordinator
<i>Data analysis</i>	Tunis Database Officer, Assessment Officer	Assessment Officer	RDDU	REACH Libya Country Coordinator
<i>Output production</i>	Assessment Officer	Assessment Officer	IMPACT HQ - Research Reporting Unit (RRU), ACTED PM, REACH Libya Country Coordinator	EUTF
<i>Dissemination</i>	Assessment Officer	Assessment Officer	RRU, ACTED PM, REACH Libya Country Coordinator, ACTED Libya CD	EUTF
<i>Monitoring &amp; Evaluation</i>	Assessment Officer	Assessment Officer	RDDU	
<i>Lessons learned</i>	Assessment Officer, Tunis PO, Tunis DBO, Libya Field Manager	Assessment Officer	RDDU	

**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

**NB:** Only one person can be Accountable; the only scenario when the same person is listed twice for a task is when the same person is both Responsible and Accountable.

## 5. Data Analysis Plan

### TOOL 1; LIBYA ECONOMIC EXPERT INTERVIEW

Research questions	SUBQ#	Sub-question	Questionnaire QUESTION	Prompts	Probes	Data collection method	Key disaggregations (Group types)
What are the key characteristics of the labour market from a demand perspective?	1	What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?	In the next 5-10 years, which among the primary, secondary, or tertiary economic sectors has the highest potential for growth for the Libyan economy?	<p>1. <b>Primary sector or Agriculture</b> (Crops, animal production, forestry and logging, fishing and aquaculture etc. )</p> <p>2. <b>Secondary sector or Industry</b> (Mining and quarrying, heavy and light manufacturing etc.)</p> <p>3. <b>Tertiary sector or services</b> (Healthcare, tourism, information technology, real estate, financial services etc.)</p>	<p>1. What are the specific sub-sectors in Agriculture, Industry, and Services for potential growth?</p> <p>2. Why did you recommended these specific sub-sectors or what criteria did you consider when selecting these sub-sectors?</p>	KI	Sector compositions
	2	What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?	Among the sectors and sub-sectors you recommended, are there specific ones that are crucial for the economic development of Sebha and Ubari?	<p>1. <b>Primary sector or Agriculture</b> (Crops, animal production, forestry and logging, fishing and aquaculture etc.)</p> <p>2. <b>Secondary sector or Industry</b> (Mining and quarrying, heavy and light manufacturing)</p> <p>3. <b>Tertiary sector or services</b> (Healthcare, tourism, information technology, real estate, financial services etc.)</p>	<p>1. If yes, what are the specific sub-sectors?</p> <p>2. Why did you recommend these specific sub-sectors for Sebha and Ubari or what criteria did you consider when selecting these sub-sectors for Sebha and Ubari?</p>	KI	Geographic locations Sector compositions



	3	What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?	Will these above suggested sectors and sub-sectors cater primarily to the export market?		If no, can you elaborate why not?  If yes, can you list the sectors from the recommended ones which will cater to the export market?		Sector compositions
	4	What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?	Will these above suggested sectors and sub-sectors cater primarily to the local demand?		If no, can you elaborate why not?  If yes, can you list the sectors from the recommended ones which will cater to the local demands?		
	5	What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?	Has there been any recent local or national policies in place that support (or hinder) the growth of the above suggested sectors?		1. If yes, according to you, which are the recent policies that support the growth of these sectors or sub-sectors?  2. If yes, according to you, which are the recent policies that hinder the growth of these sectors or sub-sectors?	KI	Sector compositions
	6	What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?	What are the main challenges or critical success factors, if any for the growth of these sectors?	Critical success factors can be:  1. Capital investment/cost  2. Quality of information technology and communication services  3. Availability of natural resources	Do they differ among the sectors suggested by you? If yes, can you elaborate?  Are there specific challenges or critical success factors for two municipalities i.e. Sebha and Ubari? If yes, can you elaborate?	Ki	Geographic locations,  Sector compositions

				4. Arable lands  5. Availability of skilled labour			
	7	What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?	Do you think the growth of the sectors suggested by you could benefit and allow the creation of MSMEs (Micro, Small, Medium Enterprises)?		1. If no, why not?  2. If yes, can you elaborate which among the suggested sectors <b>could</b> benefit the MSMEs and why?	KI	Sector compositions
	8	What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?	Do you think the growth of the sectors suggested by you could increase the food security of Libya?		1. If no, why not?  2. If yes, can you elaborate which among the suggested sectors <b>could</b> benefit the food security of Libya and why?	KI	Sector compositions
	9	What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?	Do you think the growth of the sectors suggested by you could increase employment opportunities for food insecure communities?		1. If no, why not?  2. If yes, can you elaborate which among the suggested sectors could increase employment opportunities for food insecure communities why?		Sector compositions

	10	What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?	Do you think the growth of the sectors suggested by you could adversely impact the use of natural resources production and its environmental footprint?		1. If no, why not?  2. If yes, can you elaborate which among the suggested sectors could have the most adverse impact on environment and why?	KI	Sector compositions
	11	What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?	Do you think the growth of the sectors suggested by you could increase the participation of youth in the labour market?	Youth is defined all persons aged between 15 and 29 years	1. If no, why not?  2. If yes, which among the suggested sectors could increase opportunity for youth and why?	KI	Sector compositions
	12	What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?	Do you think the growth of the sectors suggested by you could increase the participation of women in the labour market?		1. If no, why not?  2. If yes, which among the suggested sectors could increase opportunity for women and why?	KI	Sector compositions
	13	What are the potential economic growth sectors/sub-sectors for Sebha and Ubari?	Do you think the growth of the sectors suggested by you could increase the participation of migrants and refugees in the labour market?		1. If no, why not?  2. If yes, which among the suggested sectors could increase opportunity for migrants and refugees, and why?	KI	Sector compositions

	14		Would it be of value to know of any outcomes at all, positive or negative for the Libyan economy in the growth of the sectors recommended by you?		If yes, can you elaborate?	KI	Sector compositions
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## TOOL 2; INSTITUTIONAL ACTOR KII

Research questions	IN#	Indicator /variable	Questionnaire QUESTION	Questionnaire Responses	Data collection method	Data collection level
Metadata	A.1.1	Enum_ID	Enter your Enumerator ID	Please enter the ID that has been assigned to you	KIs	
Metadata	A.1.2	Interview_date	Date of the interview	Enter date of the interview	KIs	
Consent	A.1.3	consent	Hello, my name is (your name). I work with ACTED, an international organisation operating in Libya. We are conducting a survey for an assessment that aims to understand the landscape of the labour market in the <insert municipality name> municipality. Please note that : - this assessment is not connected to any specific aid distributions and completing it does not make it more likely that you will receive aid.	Yes  No	KIs	

			<p>- This interview is completely anonymous, and no one will be able to know you participated in this interview through our findings.</p> <p>- 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.</p> <p>We value your participation and thank you in advance for your cooperation.</p> <p>Do you consent to participating in this interview?</p>			
<b>Geographical information</b>	<b>A.1.4</b>	Baladiya_name	Enter the baladiya name. [Enumerator observation]	Sebha Ubari	KIIs	
<b>What are the main formal and informal institutions governing and enabling labour activities and economic development in the baladiya?</b>	<b>A.2.1</b>	Org_name	Name of the organisation	Insert text	KIIs	Organization level
	<b>A.2.2</b>	Org_type	From the following choices, how would you classify your organization?	Civil society organization Community based organization Vocational and training centres Government department or subsidiary Other (please specify)	KIIs	Organization level
	<b>A.2.4</b>	Org_est_date	When was the organization established in the baladiya?	Insert the year	KIIs	Organization level
<b>Respondent information</b>	<b>A.1.5</b>	Res_designation	What is your position / designation at the organization?	Insert text	KIIs	Respondent level
	<b>A.1.6</b>	Res_gender	What is the gender of the respondent ?	Female Male	KIIs	Respondent level

What are their roles and mandates in local development and employment, labour and business-related activities?	A.3.1	Org_mandate_flag	Does your organization have a stated mandate, mission or objective codified in a decree, constitutional amendment, charter or government resolution?	Yes No Don't know	KIIs	Organization level
	A.3.2	Org_mandate_name	[If A.3.1 is Yes] Can you provide the name or title of the specific decree, constitutional amendment, charter or government resolution?	Insert text	KIIs	Organization level
	A.3.3	Org_mission_name	[If A.3.1 is No] Can you state the mission of your organization?	Insert text	KIIs	Organization level
	A.3.4	Role_drafting_law_flag	Is your organization's primary role in drafting laws or regulatory framework for the baladiya?	Yes No Don't know	KIIs	Organization level
	A.3.5	Role_drafting_law_name	[If A.3.4 is yes] What laws or regulatory frameworks are drafted by your organization?	Tax code – Income tax, sales tax, Valued added tax etc.  Education and vocation skill regulations  Labour protection, wages and labour regulations  Laws related to migration, trafficking and smuggling  Employment regulations and work permits  Licensing and business permits  Other (please specify)	KIIs	Organization level
	A.3.7	Role_drafting_law_no	[If A.3.4 is yes]	Yes	KIIs	Organization level



		<b>dal_agency_flag</b>	Is your organization the nodal agency for drafting the above mentioned laws and regulations in the baladiya?	No Don't know		
	<b>A.3.8</b>	<b>Role_enforcing_law_flag</b>	Is your organization's primary role in enforcing laws or regulatory framework for the baladiya?	Yes No Don't know	KIIs	Organization level
	<b>A.3.9</b>	<b>Role_enforcing_law_name</b>	[If A.3.8 is yes] What laws or regulatory frameworks are enforced by your organization	Tax code – Income tax, sales tax, Valued added tax etc.  Education and vocation skill regulations  Labour law and labour regulations  Laws related to migration, trafficking and smuggling  Employment regulations and work permits  Licensing and business permits  Other (please specify)	KIIs	Organization level
	<b>A.3.11</b>	<b>Role_enforcing_law_nodal_agency_flag</b>	[If A.3.8 is yes] Is your organization the nodal agency for enforcing the above mentioned laws and regulations in the baladiya?	Yes No Don't know	KIIs	Organization level
	<b>A.3.12</b>	<b>Role_data_collection_flag</b>	Is your organization's primary role in collecting data on population and businesses, and disseminating them?	Yes No Don't know	KIIs	Organization level

	A.3.13	Role_data_collection_name	[If A.3.12 is yes] What kind of data are collected and disseminated by your organization?	Economic census data Labour protection and employment data Education and training data Industrial production output data Enterprise surveys and employers data Consumer expenditure data Don't know Other (please specify)	KIIs	Organization level
	A.3.15	Role_data_collection_nodal_agency_flag	[If A.3.12 is yes] Is your organization the nodal agency for collecting and disseminating the above mentioned data?	Yes No Don't know	KIIs	Organization level
	A.3.16	Role_livelihood_flag	Is your organization's primary role in providing job placement services, vocational training and other livelihoods related services?	Yes No Don't know	KIIs	Organization level
	A.3.17	Role_livelihood_name	[If A.3.16 is yes] What kind of livelihood services are provided by your organization? (select all that apply)	Vocational training Job placement services Worker rights services / trade union services Job guarantees programs / cash for work	KIIs	Organization level

				Entrepreneurship training and Business incubation Other (please specify)		
	A.3.19	Role_livelihood_beneficiary_name	[If A.3.16 is yes] What are the different population groups you provide support to? ( <b>select all that apply</b> )	Libyan youth Women Migrant and refugees Disabled people Ex-combatants Others (please specify) Don't know	Kills	Organization level
	A.3.21	Role_livelihood_nodal_agency_flag	[If A.3.16 is yes] Is your organization the nodal agency in the baladiya for providing the livelihood services mentioned above?	Yes No Don't know	Kills	Organization level
	A.3.22	Role_business_support_flag	Is your organization's primary role in providing support and assistance to businesses?	Yes No Don't know	Kills	Organization level
	A.3.23	Role_business_support_name	[If A.3.22 is yes] What kind of support and assistance is provided by your organization? ( <b>select all that apply</b> )	Entrepreneurship training and Business incubation Start-up grants Micro finance	Kills	Organization level

				Legal, accounting and other professional services Advocacy for the business community Other (please specify) Don't know		
	A.3.25	Role_business_support_nodal_agency	[If A.3.22 is yes] Is your organization the nodal agency in the baladiya for providing the business support and assistances mentioned above?	Yes No Don't know	KIIs	Organization level
	A.3.26	Role_development_plan_flag	Does your organization have a formal or informal plan to tackle unemployment and / or support economic development in the baladiya?	Yes No Don't know	KIIs	Organization level
	A.3.27	Role_development_priorities	[If A.3.26 is yes] Can you list the top three current priorities or projects from the plan to tackle unemployment and / or support economic development in the baladiya?	Insert text	KIIs	Organization level
What are the main institutional barriers in addressing youth unemployment and improving business-	A.4.1	Challenges_operational	[If A.3.26 is yes] What are some of the challenges to successfully execute these projects	Insert text	KIIs	Organization level

government relations?						
What are their roles and mandates in local development and employment, labour and business-related activities?	A.3.28	funding	What is your organization's main source of funding? <b>[Select only one]</b>	Local taxes Funded by the national government Multilateral organizations (UN, The Worldbank etc.) International NGOs/donors Faith based organizations Philanthropic organizations Private sector funding For profit organization <b>Prefer not to answer</b> Don't know Other (please specify)	KIIs	Organization level
What are the main economic sectors that are being supported by the local institutions and why?	A.5.1	Potential_sector_name	In your opinion, which economic sectors have the biggest growth potential in the baladiya?	Agriculture, hunting, forestry and fishing Mining Manufacturing Electricity, gas and water supply Construction Wholesale and retail trade, repair	KIIs	Organization level

				Hotels and restaurants Transport, storage and communications Finance/insurance Real estate, renting and business activities Public administration and defence Education Health and social work Other community, social and personal services Don't know Other (please specify)		
	A.5.3	Potential_s ector_reas on	Can you elaborate why you choose those specific sectors?	Insert text	KIs	Organization level
	A.5.4	Potential_s ector_yout h_name	In your opinion, which economic sectors have the potential to provide substantial employment opportunities for the youth in the baladiya?	Agriculture, hunting, forestry and fishing Mining Manufacturing Electricity, gas and water supply Construction Wholesale and retail trade, repair	KIs	Organization level



				Hotels and restaurants Transport, storage and communications Finance/insurance Real estate, renting and business activities Public administration and defence Education Health and social work Other community, social and personal services Don't know Other (please specify)		
	A.5.6	Potential_sector_youth_reason	Can you elaborate why you choose those specific sectors?	Insert text	KIs	Organization level
	A.5.7	Potential_sector_women_name	In your opinion, which economic sectors have the potential to provide substantial employment opportunities for the women in the baladiya?	Agriculture, hunting, forestry and fishing Mining Manufacturing Electricity, gas and water supply Construction Wholesale and retail trade, repair	KIs	Organization level

				Hotels and restaurants Transport, storage and communications Finance/insurance Real estate, renting and business activities Public administration and defence Education Health and social work Other community, social and personal services Don't know Other (please specify)		
	A.5.9	Potential sector_women_reason	Can you elaborate why you choose those specific sectors?	Insert text	KIs	Organization level
What are the coordination mechanisms between various formal and informal institutional actors?	A.6.1	Coordination_govt_flag	Is your organization part of any taskforce, councils, working groups or coordination offices with other local or national <b>governmental organizations</b> to tackle unemployment and support local economic development?	Yes No Don't know	KIs	Organization level
	A.6.2	Coordination_govt_name	[If A.6.1 is yes] According to you, which is most important taskforce, council, or working group that your organization use to coordinate with other <b>government organizations</b> for matters related to economic development and unemployment? [state only one]	Insert text	KIs	Organization level

	A.6.3	Coordination_govt_name_flag	[If A.6.1 is yes] Is the above stated taskforce, council, or working group restricted to only <b>government organizations</b> ?	Yes  No  Don't know	KIIs	Organization level
	A.6.4	Coordination_govt_participants	[If A.6.1 is yes] Can you list the <b>government organizations</b> that are part of this taskforce, council, or working group?	Insert text	KIIs	Organization level
	A.6.5	Coordination_govt_chair_name	[If A.6.1 is yes] Which organization chairs or leads the taskforce, council, or working group?	Insert text	KIIs	Organization level
	A.6.6	Coordination_govt_roles	[If A.6.1 is yes] According to you, what are the main roles and functions of this taskforce, council, or working group?	Insert text	KIIs	Organization level
	A.6.7	Coordination_govt_freq	[If A.6.1 is yes] How frequently does the above stated taskforce, council, or working group meet?	Every week  Every two weeks  Every month  Every quarter  Every 6 months  Yearly once  On ad-hoc basis  Don't know	KIIs	Organization level
What are the strengths and weaknesses	A.7.1	Coordination_govt_strength	[If A.6.1 is yes] Are there any particular strengths of the above mentioned taskforce, council, or working group you would like to discuss here?	Insert text	KIIs	Organization level

of these coordination mechanisms?	A.7.2	Coordination_govt_weakness	[If A.6.1 is yes] Are there any particular weakness of the above mentioned taskforce, council, or working group you would like to discuss here?	Insert text	KIIs	Organization level
What are the coordination mechanisms between various formal and informal institutional actors?	A.6.8	Coordination_nongovt_flag	Is your organization part of any taskforce, councils, working groups or coordination offices with other local or national <b>non-governmental</b> organizations to tackle unemployment and support local economic development?	Yes No Don't know	KIIs	Organization level
	A.6.9	Coordination_nongovt_name	[If A.6.8 is yes] According to you, which is the most important taskforce, council, or working group that your organization use to coordinate with <b>non-governmental</b> organizations for matters related to economic development and unemployment? [state only one]	Insert text	KIIs	Organization level
	A.6.10	Coordination_nongovt_name_flag	[If A.6.8 is yes] Is the above stated taskforce, council, or working group restricted to only <b>non-governmental</b> organizations?	Yes No Don't know	KIIs	Organization level
	A.6.11	Coordination_nongovt_participants	[If A.6.8 is yes] Can you list the main <b>non-governmental</b> organizations that are part of this taskforce, council, or working group?	Insert text	KIIs	Organization level
	A.6.12	Coordination_nongovt_chair_name	[If A.6.8 is yes] Which organization chairs or leads taskforce, council, or working group?	Insert text	KIIs	Organization level
	A.6.13	Coordination_nongovt_roles	[If A.6.8 is yes] According to you, what are the main roles and functions of this taskforce, council, or working group?	Insert text	KIIs	Organization level

	A.6.14	Coordination_nongov_t_freq	[If A.6.8 is yes] How frequently does the above stated taskforce, council, or working group meet?	Every week Every two weeks Every month Every quarter Every 6 months Yearly once On ad-hoc basis Don't know	KIIs	Organization level
What are the strengths and weaknesses of these coordination mechanisms?	A.7.3	Coordination_nongov_t_strength	[If A.6.8 is yes] Are there any particular strengths of the above mentioned taskforce, council, or working group you would like to discuss here?	Insert text	KIIs	Organization level
	A.7.4	Coordination_nongov_t_weaknesses	[If A.6.8 is yes] Are there any particular weakness of the above mentioned taskforce, council, or working group you would like to discuss here?	Insert text	KIIs	Organization level
What are the coordination mechanisms between various formal and informal institutional actors?	A.6.15	Coordination_number	In total, in the baladiya, how many taskforces, councils, working groups or coordination offices related to economic development and unemployment is your organization part of? [Insert 99 if the respondent doesn't know the answer]	Insert a number	KIIs	Organization level
What are the main institutional	A.4.2	Challenges_institutional	What are the main challenges or barriers faced by your organization to successfully execute its mandate or mission?	Lack of qualified staff Lack of technical capability	KIIs	Organization level

barriers in addressing youth unemployment and improving business-government relations?				Lack of funding Lack of acceptance among the community Security problems Lack of support from government agencies Lack of support from non-government agencies Don't know Other (please specify)		
	A.4.4	Challenges_institutional_details	Can you briefly elaborate on the above chosen challenges and barriers?	Insert text	Kils	Organization level
What are the various initiatives taken by the local institutions to address the impact of COVID-19 on the local economy?	A.8.1	Covid_support_business_flag	Did your organization provide any support, assistance or intervention to mitigate the economic impact of COVID19 on business owners and employers?	Yes No Don't know	Kils	Organization level
	A.8.2	Covid_support_business_name	[If A.8.1 is yes] What kind of support, assistance or intervention was provided to business owners and employers? [Select all that apply]	Wage subsidy to retain existing employers Access to cash / short-term finance Price controls of critical goods Deferring payments of utilities, social security contributions, loans or taxes	Kils	Organization level

				COVID-19 workplace safety support (masks, thermometer etc.)  Employee upskilling and training support  Extension of social protection for workers  Other (please specify)		
	A.8.4	Covid_support_business_detail	[If A.8.1 is yes] Can you briefly describe the support provided?	Insert text	KIIs	Organization level
	A.8.5	Covid_support_business_satisfaction	[If A.8.1 is yes] What has been the level of satisfaction among business owners and employers with the support and assistance provided?	Very satisfied  Satisfied  Neutral  Dissatisfied  Very dissatisfied  Don't know	KIIs	Organization level
	A.8.6	Covid_support_libyans_flag	Did your organization provide any support, assistance or intervention to mitigate the economic impact of COVID19 on Libyan workforce?	Yes  No  Don't know	KIIs	Organization level
	A.8.7	Covid_support_libyans_name	[If A.8.6 is yes] What kind of support, assistance or intervention was provided to Libyan households?	Unemployment benefits  Cash support for reduced work hours  Compensation for self-employed  Cash transfer for informal workers	KIIs	Organization level

				Unconditional cash transfer Upskilling and job training support Debt moratoriums Other (please specify)		
	A.8.9	Covid_support_libyans_detail	[If A.8.6 is yes] Can you briefly describe the support provided?	Insert text	KIIs	Organization level
	A.8.10	Covid_support_libyans_satisfaction	[If A.8.6 is yes] What has been the level of satisfaction among Libyan households with the support and assistance provided?	Very satisfied Satisfied Neutral Dissatisfied Very dissatisfied Don't know	KIIs	Organization level
	A.8.11	Covid_support_migrants_flag	Did your organization provide any support, assistance or intervention to mitigate the economic impact of COVID19 on migrants and refugees?	Yes No Don't know	KIIs	Organization level
	A.8.12	Covid_support_migrants_name	[If A.8.11 is yes] What kind of support, assistance or intervention was provided to migrants and refugees?	Unemployment benefits Cash support for reduced work hours Cash transfer for informal workers Unconditional cash transfer	KIIs	Organization level



				Upskilling and job training support Extension of visa or work permit Financial support for repatriation Others Don't know		
	A.8.14	Covid_support_migrants_detail	<b>[If A.8.11 is yes]</b> Can you briefly describe the support provided?	Insert text	KIs	Organization level
	A.8.15	Covid_support_migrants_satisfaction	<b>[If A.8.11 is yes]</b> What has been the level of satisfaction among migrants and refugees with the support and assistance provided?	Very satisfied Satisfied Neutral Dissatisfied Very dissatisfied Don't know	KIs	Organization level

## LIBYAN YOUTH SURVEY

Research questions	IN #	Data collection method	Indicator/ variable	Questionnaire Question	Questionnaire Responses	Data collection level
Metadata	A.1.1	Individual interview	Enum ID	Enumerator ID	Enter the ID that has been assigned to you	Individual
	A.1.2	Individual interview	GPS point	GPS point [enumerator entry]		Individual
	A.1.3	Individual interview	Date	Date of interview	Enter date of the interview	Individual
	A.1.4	Individual interview	Consent	<p>Hello, my name is (your name). I work with ACTED, an international organisation operating in Libya. We are conducting a survey for an assessment that aims to understand the landscape of the labour market in the &lt;insert municipality name&gt; municipality.</p> <p>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 participation and thank you in advance for your cooperation.</p> <p>Do you consent to participating in this interview?</p>	<p>Yes</p> <p>No</p>	Individual
Key geographical information	A.2.1	Individual interview	Baladiya	Name of the baladiya? [enumerator observation]	<p>Sebha</p> <p>Ubari</p>	Individual
	A.2.2	Individual interview	Muhalla	Name of the Muhalla? [confirm with the respondent]	Inset text	Individual
Key personal information	A.3.1	Individual interview	Phone number	What is the phone number of the respondent?	Enter a number	Individual
Demographics	A.4.1	Individual interview	Sex	What is the sex of the respondent [Enumerator observation]	<p>Male</p> <p>Female</p>	Individual

	A.4.2	Individual interview	Age	What is the age of the respondent?	Insert a number	Individual
HH information	A.5.1	Individual interview	HH member – number	How many members are there in your household (include yourself)?  (Household is a group of people who live in the same dwelling and share food and other key resources.)	Insert a number	Individual
	A.5.2	Individual interview	HH children – number	How many members in your Household are below 18 years	Insert a number	Individual
	A.5.3	Individual interview	HH adults – number	How many members in your Household are above 64 years	Insert a number	Individual
	A.5.4	Individual interview	HH elderly – number	How many members in your Household are between the age of 18 and 64? (Including yourself)	Insert a number	Individual
	A.5.5	Individual interview	HH adult dependent s - number	Number of members between 18 and 64 who do not earn any income? (Including yourself)	Inset a number	Individual
What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.6.1	Individual interview	First language	What is your first language (Mother tongue)?	Arabic,  French  English  Bengali  Somali  Tigrinya  Amharic  Urdu  Other (please specify?)	Individual

	A.6.2	Individual interview	Literacy	Can you read and write in the above language?	Yes, No	Individual
	A.6.3	Individual interview	Arabic proficiency	IF A.6.2 is not selected "Arabic" How proficient are you in Arabic?	Can read, write and speak Can only speak in fluent Arabic Can only speak in basic Arabic Cannot speak Arabic Other (please specify?)	Individual
	A.6.4	Individual interview	Highest education attainment	What is your highest level of completed education?	Elementary level (primary) Vocational school Secondary level Higher education level (bachelors) Post-graduate level Post-doctoral level Never studied or went to school Other (please specify?)	Individual
	A.6.5		Reason for never attending school	[If A.6.4 selected "Never studied or went to school" ] What is/was the main reason you never attended school?	Differently abled (Disabled) Illness School was too far Cannot afford school cost Family does not allow schooling	Individual

					Not interested in school/poor in studies School not considered valuable School environment not conducive/ not safe Family responsibilities/ help at home with household Other (please specify?)	
How do Libyan youths and migrants access the opportunities available in the labour market?	A.7.1	Individual interview	Work study combo flag	Did you work while you studied (or do you work while you study)?	Yes No	Individual
	A.7.2	Individual interview	Work study combo experience	<b>[If A.7.1 is yes]</b> Which of the following best describes your work experience? (Select one)	Internship/apprenticeship in private company Internship/apprenticeship in public sector Internship/apprenticeship in non-profit organization Work in family business Work on farm Work in private company Work in public sector Community volunteer work Work in the informal ("black") economy Other (please specify?)	Individual

	A.7.3	Individual interview	Work study combo remuneration	Was the work paid or unpaid	Paid Unpaid	Individual
	A.7.4	Individual interview	Work study combo hours	How many hours per week did (do) you work?	Less than 1 1 – 5 hours 6 – 10 hours 11 – 20 hours More than 20	Individual
	A.7.5	Individual interview	Work study combo motivation	What was (is) your primary motivation in working while studying?	To earn money To gain work experience/build up a curriculum vitae To make connections that could lead to future employment Other (please specify?)	Individual
What are the opinions and aspirations of Libyan youth and migrants about the potential economic opportunities available?	A.8.1	Individual interview	Minimum education – decent job	In your opinion, a person needs at least what level of education/ training to get a decent job these days?  (Decent jobs are productive and deliver a fair income, security in the workplace and social protection for families, free to organize and a workplace that provides equal opportunity and treatment of all men and women)	Elementary level (primary) Vocational school Secondary level Higher education level (bachelors) Post-graduate level Post-doctoral level No education	Individual

	A.8.2	Individual interview	Top skill 1	Which of the following qualities or skills do you think is the most useful in finding a good job? (select one)	<p>Can read and write in Arabic</p> <p>Can read and write in English</p> <p>Driving skills</p> <p>Basic computer or information technology skills</p> <p>Advanced computer or information technology skills</p> <p>Have specific technical or scientific skills relevant to the job</p> <p>Can be relied on to get things done</p> <p>Can work well with others and listens to others' views</p> <p>Can work well in very busy or difficult situations</p> <p>Can easily adapt to new tasks or changes in the workplace</p> <p>Local social connections/networks</p> <p>Other (please specify?)</p>	Individual
	A.8.3		Top skill 1 - proficiency	On a scale of 1-5 (1 being very bad to 5 being very good), how would you rate yourself in the above skill or quality?	<p>1 – one</p> <p>2 – two</p> <p>3 – three</p> <p>4 – four</p> <p>5 – five</p>	Individual

	A.8.4		Top skill 2	Which of the following qualities or skills do you think is the second most useful in finding a good job? <b>(select one)</b>	<p>Can read and write in Arabic</p> <p>Can read and write in English</p> <p>Driving skills</p> <p>Basic computer or information technology skills</p> <p>Advanced computer or information technology skills</p> <p>Have specific technical or scientific skills relevant to the job</p> <p>Can be relied on to get things done</p> <p>Can work well with others and listens to others' views</p> <p>Can work well in very busy or difficult situations</p> <p>Can easily adapt to new tasks or changes in the workplace</p> <p>Local social connections/networks</p> <p>Other (please specify?)</p>	Individual
	A.8.5		Top skill 2 - proficiency	On a scale of 1-5 ( <b>1 being very bad to 5 being very good</b> ), how would you rate yourself in the above skill or quality?	<p>1 – one</p> <p>2 – two</p> <p>3 – three</p> <p>4 – four</p> <p><b>5 – five</b></p>	Individual



	A.8.6		Top skill 3	Which of the following qualities or skills do you think is the third most useful in finding a good job? <b>(select one)</b>	Can read and write in Arabic Can read and write in English Driving skills Basic computer or information technology skills Advanced computer or information technology skills Have specific technical or scientific skills relevant to the job Can be relied on to get things done Can work well with others and listens to others' views Can work well in very busy or difficult situations Can easily adapt to new tasks or changes in the workplace Local social connections/networks Other (please specify?)	Individual
	A.8.7		Top skill 3 - proficiency	On a scale of 1-5 ( <b>1 being very bad to 5 being very good</b> ), how would you rate yourself in the above skill or quality?	1 – one 2 – two 3 – three 4 – four <b>5 – five</b>	Individual

	A.8.8	Individual interview	Youth - job type preference	Ideally, what type of occupation do you prefer?	<p>MANAGERS</p> <p>PROFESSIONALS</p> <p>TECHNICIANS</p> <p>CLERICAL SUPPORT WORKERS</p> <p>SERVICE WORKERS</p> <p>SALES WORKERS</p> <p>Skilled AGRICULTURE, FORESTRY AND FISHERY workers</p> <p>Skilled CONSTRUCTION, CRAFTS &amp; RELATED TRADES WORKERS</p> <p>DRIVERS, PLANT &amp; MACHINE OPERATORS, &amp; ASSEMBLERS</p> <p>Elementary occupation</p>	Individual
	A.8.9	Individual interview	Youth – Job sector preference	Ideally, in which industry or sector or domain do you want to work?	<p>Agriculture, hunting, forestry and fishing</p> <p>Mining</p> <p>Manufacturing</p> <p>Electricity, gas and water supply</p> <p>Construction</p> <p>Wholesale and retail trade, repair</p> <p>Hotels and restaurants</p>	Individual

					Transport, storage and communications Finance/insurance Real estate, renting and business activities Public administration and defence Education Health and social work Other community, social and personal services Private household service Not sure Other (please specify?)	
How do Libyan youths and migrants access the opportunities available in the labour market?	A.7.6		Employment service flag	Did you register as a jobseeker with the employment services/intermediary/labour contractor?	Yes No	Individual
	A.7.6		Employment service help flag	(If A.7.6 is yes) Did you receive any advice/help/assistance from the employment services?	Yes No	Individual
	A.7.6		Employment service help name	(If A.7.3 is yes) What advice/help/assistance did you receive from the employment services?	advice on how to search for a job information on vacancies guidance on education and training opportunities	Individual

					placement in education or training programmes Other (please specify?)	
What are the opinions and aspirations of Libyan youth and migrants about the potential economic opportunities available?	A.8.10		Trade union flag	Are you a member of a trade union or association of workers?	Yes No	Individual
	A.8.11		Trade union – reason for not joining	(If A.8.10 is no) Why are you not member of a trade union?	Have a negative view of trade unionism Not aware of any unions to join in my workplace It is discouraged by my employer Not sure what a union can do to help me Never been approached to join Never considered joining Do not have time Not interested in public affairs Too expensive Other (please specify?)	Individual
	A.8.12		Employed youth – gender equality	In your opinion, do you feel that a woman has equal opportunities to a man for being employed?	Equal opportunities for women and men Greater opportunities for men Greater opportunities for women Do not know	Individual

How do Libyan youths and migrants access the opportunities available in the labour market?	A.7.7		Past training flag	In the past 18 months, did you attend or receive any vocational training?	Yes No	Individual
	A.7.8		Past training name	(If A.7.7 is yes) What was the main type of training? (choose the main one)	Apprenticeship training Mentoring (on-the-job training with other staff) Training in new technologies Business development/entrepreneurship training Basic or advanced ICT Skills Foreign language training Accounting/book-keeping Other (please specify?)	Individual
	A.7.9		Past training - provider	(If A.7.7 is yes) Who provided the training?	Your employer A private sector training institution A government training institution NGOs/International organization Other (please specify?)	Individual
	A.7.10		Past training - duration	(If A.7.7 is yes) How long was the training?	Less than a week 1 - less than 4 weeks 1 - 3 months 4 - 6 months	Individual

					7 months-1 year More than 1 year	
What are the opinions and aspirations of Libyan youth and migrants about the potential economic opportunities available?	A.8.13		Past training – usefulness	(If A.7.7 is yes) Do you feel the training you received in the past is useful in getting a job?	Very useful Somewhat useful Not useful Do not know	Individual
	A.8.14		Useful training name	What kind of training do you think would be most helpful in finding a job?	Apprenticeship with an employer Entrepreneurship training to start own business Computer and IT training Foreign language Professional skills training Other (please specify?)	Individual
	A.8.15		Career goals	What are your careers goals, if any, for the next 18 months?	Remain at my current place of employment start my own business find another place of employment in the baladiya move to another country move to the capital leave the workforce	Individual

					return to school/vocational training Other (please specify?)	
What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.6.6	Individual interview	Employment status	In the seven days, what was your main activity?	Attend education/training  Work for pay, profit or family business for at least one hour  Have a job, but temporarily absent from work  Engaged in home duties (including childcare)  Did not work or seek work for other reasons (than home duties)  Recently finished school and plan to look for work in near future  Recently finished school and have plans to start work in near future	Individual
	A.6.7		Employment status	[If A.6.6 selected is  “ Engaged in home duties (including childcare)”  or  “Recently finished school and plan to look for work in near future”  or	Yes  No	Individual

				<b>“Did not work or seek work for other reasons (than home duties)”</b>  Are you looking for work or trying to establish your own business?		
	A.6.8		Employment status	<b>(IF A.6.7 = yes)</b>  During the last four weeks, have you taken any steps to find work or to establish your own business?	Yes  No	Individual
	A.6.9		Employment status	<b>[If A.6.6 selected is</b>  <b>“Have a job, but temporarily absent from work”</b>  or  <b>“Recently finished school and have plans to start work in near future”]</b>  Even though you were not working, did you have a job, business or a land holding to which you will return to work?	Yes  No	Individual
	A.6.10		Employment status	<b>(IF A.6.9 = yes)</b>  Are you looking for work or trying to establish your own business?	Yes  No	Individual
	A.6.11		Employment status	<b>(IF A.6.10 = yes)</b>  During the last four weeks, have you taken any steps to find work or to establish your own business?	Yes  No	Individual
<b>Inactive Youth</b>						
What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.6.12		Reason for inactivity	<b>(IF A.6.8 = No</b>  <b>Or</b>  <b>A.6.7 = No</b>  <b>or</b>  <b>A.6.11 = No</b>	Own illness, injury, pregnancy  Personal family responsibilities  Education leaves or training  Awaiting recall to former job (without formal job attachment)	



			<p>Or</p> <p>A.6.10 = No</p> <p>)</p> <p>What is your main reason for not working or looking for work?</p>	<p>Awaiting busy season</p> <p>Believe no suitable work available (in area of relevance to one's skills, capacities)</p> <p>Lack employers' requirements (qualifications, training, experience, age, etc.)</p> <p>Could not find suitable work</p> <p>Do not know how or where to seek work</p> <p>Not yet started to seek work</p> <p>No reason given</p> <p>Other (please specify?)</p>		
	A.6.13		Employment status	<p>Did you ever work?</p>	<p>Yes</p> <p>No</p>	
	A.6.14		Employment status	<p>Do you want to work in the future?</p>	<p>Yes</p> <p>No</p>	
<b>Youth in Education</b>						
What is the educational qualification, skillsets, and employment status of	A.6.15		Edu youth – highest degree	<p><b>[If selected Attend education/training]</b></p> <p>What is the highest level of education/training you expect to complete?</p>	<p>Elementary level (primary)</p> <p>Vocational school</p> <p>Secondary level</p> <p>Higher education level (bachelors)</p>	

Libyan youth and migrants?					Post-graduate level	
					Post-doctoral level	
	A.6.16		Edu youth – Field of study	<p>(If A.6.15 selected</p> <p>“Higher education level (bachelors)”</p> <p>Or</p> <p>“Post-graduate level”</p> <p>Or</p> <p>“Post-doctoral level”)</p> <p>What special field would you like to study?</p>	<p>General programmes</p> <p>Education</p> <p>Humanities and arts</p> <p>Social sciences, business and law</p> <p>Science</p> <p>Engineering, manufacturing, industry, technical and construction</p> <p>Agriculture</p> <p>Medicine, Health and welfare</p> <p>Services</p> <p>Not known or unspecified</p> <p>Other (please specify?)</p>	
What are the opinions and aspirations of Libyan youth and migrants about the potential economic opportunities available?	A.8.16	Individual interview	Edu youth – Grad intentions	What do you plan to do after completing your current education / training programme?	<p>Look for a job</p> <p>Stay at home</p> <p>Immediately go for further education / training</p> <p>Do not know</p> <p>Travel abroad</p> <p>Start a business</p>	

					Other (please specify?)	
How do Libyan youths and migrants access the opportunities available in the labour market?	A.7.11	Individual interview	Edu youth – job search	Have you already started looking for a job?	Yes  No	
	A.7.12	Individual interview	Edu youth – job search channel	(If A.7.11 is yes)  How are you looking for a job?	Through education/training institution  Attending job fairs  Registration at a public employment office  Registration at a private employment office  Direct application for employers, participation in a competition  Checking at worksites, farms, factory gates, markets or other assembly places  Placing newspaper advertisements  Answering advertisements (newspaper, internet, etc.)  Seeking assistance of friends, relatives, colleagues, unions, etc.  Looking for land, building, machinery, equipment to establish own enterprise	

					Arranging for financial resources Applying for permits, licenses Other (please specify?)	
What are the challenges or barriers to finding decent work for Libyan youth and migrants?	A.9.1		Obstacles to find job	What has been the main obstacle in finding a decent job? [can mark more than one]	No education Unsuitable general education Unsuitable vocational education No suitable training opportunities Mismatch between education requirements and that received No work experiences Not enough jobs available Considered too young Being male/female Discriminatory prejudices (for example, disability, religion, race, appearance, etc.) Low wages in available jobs Poor working conditions in available jobs Other (please specify?)	
Unemployed youth						

How do Libyan youths and migrants access the opportunities available in the labour market?	A.7.13	Individual interview	Unemployed – Job search	<p>(IF A.6.8 = Yes</p> <p>Or</p> <p>IF A.6.11 = Yes)</p> <p>What steps did you take to seek work during the past four weeks?</p>	<p>Through education/training institution</p> <p>Attending job fairs</p> <p>Registration at a public employment office</p> <p>Registration at a private employment office</p> <p>Direct application to employers, participation in a competition</p> <p>Checking at worksites, farms, factory gates, markets or other assembly places</p> <p>Placing newspaper advertisements</p> <p>Answering advertisements (newspaper, internet, etc.)</p> <p>Seeking assistance of friends, relatives, colleagues, unions, etc.</p> <p>Looking for land, building, machinery, equipment to establish own enterprise</p> <p>Arranging for financial resources</p> <p>Applying for permits, licenses</p> <p>Nothing</p> <p>Other (please specify?)</p>	
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What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.6.17	Individual interview	Unemployment tenure	How long have you been available for work and actively looking for a job?	Less than a week 1- less than 4 weeks 1-2 months 3-6 months 7 months-1 year More than 1 year	
What are the opinions and aspirations of Libyan youth and migrants about the potential economic opportunities available?	A.8.17	Individual interview	Unemployed youth – Job type preference	What sort of job are you currently looking for?	MANAGERS PROFESSIONALS TECHNICIANS CLERICAL SUPPORT WORKERS SERVICE WORKERS SALES WORKERS Skilled AGRICULTURE, FORESTRY AND FISHERY workers Skilled CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS Elementary occupation	
	A.8.17	Individual interview	Unemployed youth – Job refusal	Have you ever refused a job that was offered to you?	Yes No	

	<b>A.8.18</b>	Individual interview	Unemployed youth – Refusal reason	(If <b>A.8.17 is yes</b> )  Why did you refuse? (select the main reason)	Wages offered were too low  Work was not interesting  Location was not convenient  Work would not match my level of qualifications  Work would require too few hours  Work would require too many hours  Waiting for a better job offer  There was no contract length offered or contract length was too short  Saw no possibilities for advancement  Other (please specify?)	
	<b>A.8.19</b>	Individual interview	Unemployed youth Job acceptance condition	Would you be more likely to?	Accept any job, whatever the conditions  Accept any job, provided it was stable  Accept any job, provided it was well paid  Accept any job, provided it was appropriate to my level of qualification  Accept a job only if it was stable, well paid and if it was	

					appropriate to my level of qualification  Other (please specify?)	
	<b>A.8.20</b>	Individual interview	Unemployed youth – Minimum income flag	Is there a minimum level of income per month below which you would not accept a job?  (Assuming fulltime work, i.e. minimum 35 hours per week)	Yes  No	
	<b>A.8.21</b>	Individual interview	Unemployed youth – Minimum income Number	If A.8.20 is Yes  What is the minimum income per month that you would accept?	Insert the minimum amount	
<b>What are the challenges or barriers to finding decent work for Libyan youth and migrants?</b>	<b>A.9.2</b>	Individual interview	Unemployed youth barriers to find job	What has been the main obstacle in finding a good job? [can mark more than one]	No education  Unsuitable general education  Unsuitable vocational education  No suitable training opportunities  Mismatch between education requirements and that received  No work experiences  Not enough jobs available  Considered too young  Being male/female  Discriminatory prejudices (for example, disability, religion, race, appearance, etc.)  Low wages in available jobs	



					Poor working conditions in available jobs  Other (please specify?)	
<b>Employed youth</b>						
What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.6.18		Employment status	<p>[If A.6.6 selected is "Work for pay, profit or family gain for at least one hour"]</p> <p>In your job, business or farm, do you usually work:</p>	<p>For someone else with pay?</p> <p>For someone else without pay?</p> <p>For family gain?</p> <p>In own business with or without employees?</p> <p>In own landholding with or without employees?</p> <p>As a member of a cooperative?</p> <p>Other (please specify?)</p>	
	A.6.19		Employment status reason	<p>(If A.6.18 selected</p> <p>"In own business with or without employees?"</p> <p>Or</p> <p>"In own business with or without employees?"</p> <p>Or</p> <p>"As a member of a cooperative?" )</p> <p>Why did you choose to be self-employed or an own-account worker rather than to work for someone else (as a wage &amp; salaried worker)?</p>	<p>Could not find a wage or salary job</p> <p>Greater independence as self-employed/ own-account worker</p> <p>More flexible hours of work</p> <p>Higher income level</p> <p>Other (please specify?)</p>	

How do Libyan youths and migrants access the opportunities available in the labour market?	A.7.14		Self employment funding	<p>(If A.6.18 selected</p> <p>“In own business with or without employees?”</p> <p>Or</p> <p>“In own business with or without employees?”</p> <p>Or</p> <p>“As a member of a cooperative?” )</p> <p>What was the source of income/money to start your current business?</p>	<p>No money needed</p> <p>Own savings</p> <p>Savings of other family members</p> <p>Loan from family or friends</p> <p>Loan from bank or commercial institution</p> <p>Loan from private money lender</p> <p>Loan/assistance from government institution</p> <p>Loan/assistance from NGO, donor project, etc.</p> <p>Funds from savings and credit/group</p> <p>Credit from customer/middleman/agent/supplier</p> <p>Other (please specify?)</p>	
What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.6.20	Individual interview	Employed youth - organization type	What is the type of the enterprise / organization that you work for?	<p>Central Government Local Government Parastatal/State-owned firm</p> <p>Embassy/International org.</p> <p>NGO or faith-based org.</p> <p>Private Enterprise Producers' cooperative Private household</p> <p>Self-employed or running own business</p>	

					Working for family gain Other (please specify?)	
	<b>A.6.21</b>	Individual interview	Employed youth – organization location	Where is your place of work located?	In a formal business place At a market/ shop/ kiosk On the street/ by the roadside At the client's premises No fixed location/ different places (mobile) At home/ family dwelling Employer's home Industry/ factory Plantation/ farm/ garden Construction/ Quarrying sites Other (please specify?)	

	A.6.22	Individual interview	Employed youth -job type	In your main job/business, what kind of work do you usually do?	<p>MANAGERS</p> <p>PROFESSIONALS</p> <p>TECHNICIANS</p> <p>CLERICAL SUPPORT WORKERS</p> <p>SERVICE WORKERS</p> <p>SALES WORKERS</p> <p>Skilled AGRICULTURE, FORESTY AND FISHERY workers</p> <p>Skilled CONSTRUCTION, CRAFTS &amp; RELATED TRADES WORKERS</p> <p>DRIVERS, PLANT &amp; MACHINE OPERATORS, &amp; ASSEMBLERS</p> <p>Elementary occupation</p>	
	A.6.23	Individual interview	Employed youth – employment sector	In your workplace, what kind of business/activity is mainly carried out?	<p>Agriculture, hunting, forestry and fishing</p> <p>Mining</p> <p>Manufacturing</p> <p>Electricity, gas and water supply</p> <p>Construction</p> <p>Wholesale and retail trade, repair</p> <p>Hotels and restaurants</p>	

					Transport, storage and communications Finance/insurance Real estate, renting and business activities Public administration and defense Education Health and social work Other community, social and personal services Private household service Not sure Other (please specify?)	
	<b>A.6.24</b>	Individual interview	Employed youth – employment informality	Is this enterprise / organization registered?	Yes No Do not know	
	<b>A.6.25</b>	Individual interview	Employed youth – contract type	What kind of employment contract are you currently working under?	I do not have one I have an oral contract of unlimited duration (permanent) I have an oral contract of limited duration between 12 and 36 months (temporary)	

					<p>I have an oral contract of limited duration under 12 months (temporary)</p> <p>I have a written contract of unlimited duration (permanent)</p> <p>I have a written contract of unlimited duration between 12 and 36 months (temporary)</p> <p>I have a written contract of limited duration under 12 months (temporary)</p> <p>Do not know</p>	
	A.6.26	Individual interview	Employed youth – contract (un)satisfaction reasons	<p>If A.6.25 not in “I do not have one” or “Do not Know”)</p> <p>Please select which of the following best describes your perception of the contract arrangement (select one only)?</p>	<p>It gives me the job security I need</p> <p>It gives me the flexibility that I need</p> <p>The wage is high enough that I do not care about the terms of the contract</p> <p>Satisfied, but other reasons (please specify?)</p> <p>It does not give me the job security that I need</p> <p>It does not give me the flexibility that I need</p> <p>I do not get the same benefits as other employees</p> <p>Unsatisfied, but other reason (please specify?)</p>	

	<b>A.6.27</b>	Individual interview	Employed youth – second job	In addition to your main job, do you have a second job?	Yes No	
	<b>A.6.28</b>	Individual interview	Employed youth – total work hours	How many hours per week are you contractually obligated to work at your main job?	Less than 10 hours 10 -20 hours 21-30 hours 31-40 hours 41-50 hours More than 50 hours I don't know	
	<b>A.6.29</b>	Individual interview	Employed youth – last week total work hours	Last week, how many hours did you actually work at your main job (including meal breaks, overtime, travel time, etc.)?	Less than 10 hours 10 -20 hours 21-30 hours 31-40 hours 41-50 hours More than 50 hours	
	<b>A.6.30</b>	Individual interview	Employed youth – work hour choices	Given the choice, would you opt for:	More income and more hours Less income and fewer hours The same income and hours	
	<b>A.6.31</b>	Individual interview	Employed youth – monthly income	On average, what is your total income from work per month?	less than 400 LYD between 400 and 800 between 801 and 1200 between 1201 and 1600 between 1601 and 2000	

					between 2001 and 2400 More than 2400 I do not want to answer	
What are the opinions and aspirations of Libyan youth and migrants about the potential economic opportunities available?	A.8.22	Individual interview	Employed youth – job refusal flag	Have you ever refused a job that was offered to you?	Yes  No	
	A.8.23	Individual interview	Employed youth - job refusal reason	(If A.8.22 is yes)  Why did you refuse? (select the main reason)	Wages offered were too low  Work was not interesting  Location was not convenient  Work would not match my level of qualifications  Work would require too few hours  Work would require too many hours  Waiting for a better job offer  There was no contract length offered or contract length was too short  Saw no possibilities for advancement  Other (please specify?)	
	A.8.24	Individual interview	Employed youth job - acceptance condition	In your job-search period, were you more likely to	Accept any job, whatever the conditions  Accept any job, provided it was stable	



					Accept any job, provided it was well paid  Accept any job, provided it was appropriate to my level of education  Accept a job only if it was stable, well paid and if it was appropriate to my level of qualification  Other (please specify?)	
	A.8.25	Individual interview	Employed youth – Minimum income flag	Is there a minimum level of income per month below which you would not accept a job?  (Assuming fulltime work, i.e. minimum 35 hours per week)	Yes  No	
	A.8.26	Individual interview	Employed youth – Minimum income Number	<b>If A.8.25 is yes</b>  What is the minimum income per month that you would accept? (LYD)	Insert the minimum amount	
What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.6.32	Individual interview	Employed youth – Unemployment tenure	How long were you available and actively looking for work before finding your current job (or establishing your current business)?	Less than a week  1 – less than 4 weeks  1 - 2 months  3 - 6 months  7 months-1 year  More than 1 year	
What are the challenges or barriers to finding decent	A.9.3	Individual interview	Employed youth -	What would you say was the main obstacle in finding a job?	No education  Unsuitable general education	

work for Libyan youth and migrants?			barriers to find job		Unsuitable vocational education No suitable training opportunities Requirements for job higher than education/ training received No work experiences Not enough jobs available Considered too young Being male/female Discriminatory prejudices (for example, disability, religion, race, appearance, etc.) Low wages in available jobs Poor working conditions in available jobs Other (please specify?)	
What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.6.32	Individual interview	Employed youth – employmen t benefits	In your current job, which of the following benefits are you entitled to? (Choose all that apply)	Transport or transport allowance Meals or meal allowance Annual paid leave (holiday time) Paid sick leave Pension/old age insurance Severance/end of service payment Medical insurance coverage	

					<p>Bonus/reward for good performance</p> <p>Social security contribution</p> <p>Educational or training courses</p> <p>Occupational safety/protective equipment or clothing</p> <p>Childcare facilities</p> <p>Maternity/paternity leave</p> <p>Other (please specify?)</p>	
How do Libyan youths and migrants access the opportunities available in the labour market?	A.7.15	Individual interview	Employed youth – Current job referral	How did you get your present job?	<p>Through education/training institution</p> <p>Directly recruited by employer</p> <p>Through public employment service</p> <p>Through job fairs</p> <p>Through advertisement (radio, TV, newspaper, etc.)</p> <p>Through online or social media advertisement</p> <p>Through friends and relatives</p> <p>Through labour contractor</p> <p>Other (please specify?)</p>	
COVID Questions						

What is the impact of COVID-19 on education, training and employment among Libyan youth and migrants?	A.10.1		Youth employment status – pre covid19	<b>(If unemployed or inactive)</b>  Were you employed (work for pay, profit or family business for at least one hour per week) before the COVID-19 outbreak and the consequent restrictions?	Yes  No	
	A.10.2		Youth job loss – post covid 19	<b>(If A.10.1 is Yes)</b>  What impact (if any) did COVID-19 and the consequent restrictions have on your employment?	Job loss  Reduced pay  Reduced hours  Other (please specify?)  Prefer not to answer	
	A.10.3		Youth post covid19 – reason for job loss	What was the main reason for losing your job?	Place of work closed down due to COVID-19  Place of work reduced the number of personnel  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 no longer able to pay salary  Fear of contracting the virus  I don't know  Other (please specify?)	

	A.10.4		Youth post covid19 – reason for job loss	Specify the other option	Insert text	
	A.10.5		Youth in education – pre covid	<b>(If unemployed or inactive)</b>  Were you attending any kind of education (university, school or vocation training) before the COVID-19 outbreak and the consequent restrictions?	Yes  No	
	A.10.6		Youth discontinued education – post covid	Did you temporarily or permanently stop attending the education program (university, school or vocation training) due to the COVID-19 outbreak and the consequent restrictions?	Yes  No	
	A.10.7		Youth post covid - reason for stopping education	What was the main reason for discontinuing your education program (university, school or vocation training)?	Place closed down due to COVID-19  Trainers/teachers not available as a result of COVID-19 restrictions  Unable to travel to my place of work due to C-19 movement restrictions  Fear of contracting the virus  The program was moved online, and I do not have the resources to attend it  The course was not useful  Finished the course  Other (please specify?)	

	A.10.8		Useful govt support	What support or assistance, if any, do you need from the Libyan authorities (local or national) to mitigate the economic impacts of COVID-19?	Unemployment benefits  Cash support for reduced work hours  Compensation for self-employed  Cash transfer for informal workers  Unconditional cash transfer  Upskilling and job training support  Debt moratoriums  Other (please specify?)  Don't know	
	A.10.9		Govt support flag	Have you received any support or assistance from the Libyan authorities (local or national) to mitigate the economic impacts of COVID-19?	Yes  No  Prefer not to answer	
	A.10.10		Govt support name	(If A.10.9 is Yes)  What support or assistance have you received from the Libyan authorities (local or national) to mitigate the economic impacts of COVID-19?	Unemployment benefits  Cash support for reduced work hours  Compensation for self-employed  Cash transfer for informal workers	

					Unconditional cash transfer Upskilling and job training support Debt moratoriums Other (please specify?)	
	A.10.1 1		Govt support satisfaction	(If A.10.10 is Yes) What has been your level of satisfaction with the support and services provided?	Very satisfied Satisfied Neutral Dissatisfied Very dissatisfied	

### KIIs WITH EMPLOYERS (MSMEs)

Research questions	IN #	Data collection method	Indicator/variable	Questionnaire Question	Questionnaire Responses	Data collection level
Metadata	A.1.1	KII	GPS	GPS Point		

	A.1.2	KII	Consent	<p>Hello, my name is (your name). I work with ACTED, an international organisation operating in Libya. We are conducting a survey for an assessment that aims to understand the landscape of the labour market in the &lt;insert municipality name&gt; municipality.</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.</li> </ul> <p>We value your participation and thank you in advance for your cooperation.</p> <p>Do you consent in participating in this interview?</p>	<p>Yes</p> <p>No</p>	
	A.1.3	KII	Date	Date of interview	Date format	
Respondent details	A.2.1	KII	Respondent_sex	Sex of respondent [enumerator observation]	<p>Male</p> <p>Female</p>	Individual level
	A.2.2	KII	Respondent_job_title	From the following choice, what is your job title or designation	<p>Owner, Co-Founder</p> <p>HR Manager</p> <p>Operations Manager</p> <p>Other</p>	Individual level
	A.2.3	KII	Respondent_job_title_other	Specify the other options?	Insert text	Individual level
	A.2.4	KII	Respondent_age	What is your age?	<p>18-29</p> <p>30 – 65</p> <p>Above 65</p>	Individual level



	A.2.5	KII	Respondent_phone_number	Can you provide your phone number? <b>[Highlight to the respondent that this information is only for any follow-ups and it will not be shared with anyone and the information will be store securely]</b>	Insert phone number	Individual level
What are the key firm demographics of the MSMEs(Micro, Small and Medium Enterprises) and informal enterprises operating in the municipality?	A.3.1	KII	Owner_sex	<b>[If A.2.2 is not Owner, Co-Founder]</b>  What is the gender of the owner of this enterprise/business? <b>[If it is an national or international organization with a branch office, you can ask the gender of the head of the branch]</b>	Male  Female	Enterprise level
	A.3.2	KII	Owner_Age	<b>[If A.2.2 is not Owner, Co-Founder]</b>  What is the age of the owner of this enterprise/business? <b>[If it is an national or international organization with a branch office, you can ask the age of the head of the branch]</b>	18-29  30 – 65  Above 65	Enterprise level
	A.3.3	KII	Enterprise_name	Name of the enterprise?	Insert text	Enterprise level
	A.3.4	KII	All_business_total_workers_number	How many workers does your organization or business currently employ in the baladiya? <b>[Include both permanent workers temporary workers, paid and unpaid family members]</b>	Insert a number	Enterprise level
	A.3.5	KII	Business_start_date	In which year did your organization or business begin its operation in the baladiya?	<b>Insert year (yyyy)</b>	Enterprise level
	A.3.6	KII	Business_type	What would best describe the enterprise/business/organization?	Family business  Government/public sector enterprise  Branch of a foreign enterprise/company  Private company	Enterprise level

					Joint venture Non-governmental organization (NGO) Other	
	A.3.7	KII	Business_type_other	Specify the other option?	Insert text	Enterprise level
	A.3.8	KII	Business_sector	In which industry does this enterprise / organization operate?	Agriculture, hunting, forestry and fishing Mining Manufacturing Electricity, gas and water supply Construction Wholesale and retail trade, repair Hotels and restaurants Transport, storage and communications Finance/insurance Real estate, renting and business activities Public administration and defence Education	Enterprise level

					Health and social work Other community, social and personal services Other (please specify?)	
	A.3.9	KII	Business_customer_base	Who does the enterprise/business normally sell its goods or services to?	Private individuals or households Small businesses, trade, farmers Middlemen, agents, contractors Large shops or enterprises in domestic market International market, export products Other (please specify?)	Enterprise level
	A.3.10	KII	Business_registration_flag1	Is this business or organization currently registered with the municipality?	Yes No Prefer not to answer	Enterprise level
	A.3.11	KII	Business_registration_flag2	Is this business or organization currently registered with the Ministry of Labour and Rehabilitation?	Yes No Prefer not to answer	Enterprise level
	A.3.12	KII	Business_registration_flag3	Is this business or organization currently registered with the Ministry of Economy and Finance?	Yes No	Enterprise level

					Prefer not to answer	
A.3.13	KII	Business_registration_flag4	Does this business or organization currently have an operating license, business permit from any other relevant authority or ministry?	Yes No Prefer not to answer	Enterprise level	
A.3.14	KII	Business_registration_flag5	[If A.3.13 yes] Can you name the type of permit or the govt office that issued this permit?	Insert text	Enterprise level	
A.3.15	KII	Informal_business_activity	[IF A.3.10 to A.3.13 is no] What is the main business activity?	Manufacturing of clothes or shoes  Manufacturing of baked food (Baker)  Manufacturing of coffee, sugar, oil, dry fruits and other processed foods (exclude restaurants, street food-sellers)  Manufacturing of handcrafts  Manufacturing of furniture  Manufacturing of metal products  Manufacturing of household items  Manufacturing of tools and instruments  Other manufacturing	Enterprise level	

					Selling food or groceries (street food sellers, restaurants)  Selling of clothes or household items  Selling of business/computer/phone services  Selling of other goods  Transport services  Cleaning and washing services  Hairdressers and barber shops  Professional services (including internet services)  Repair of motor vehicles and motorcycles  Repair of machinery and equipment  Repair of computers, personal and household goods  Construction  Other	
	A.3.16	KII	Informal business_	[IF A.3.10 to A.3.13 is no] Specify the other option	Insert text	Enterprise level

			business_ activity_ot her			
A.3.17	KII	Informal business_i nception	[IF A.3.10 to A.3.13 is no] Did you start this business or activity?	Yes  No		Enterprise level
A.3.18	KII	Informal business_ owner_ac quisition	[IF A.3.10 to A.3.13 is no] And [If A.3.17 no] How did you acquire ownership of this business or activity?	Purchased an existing business  Joined an existing family business  Joined an existing non- family business  Inherited  Other		Enterprise level
A.3.19	KII	Informal business_ owner_ac quisition_o ther	[IF A.3.10 to A.3.13 is no] And [If A.3.17 no] Specify the other option	Insert text		Enterprise level
A.3.20	KII	Informal business_i nitial_capit al	[IF A.3.10 to A.3.13 is no] What was the main source of funding used to buy or start this by business or activity?	Own funds  Moneylenders  Microfinance institutions  Bank loans  Family, friends or relatives  Grant from international NGOs  Other		Enterprise level
A.3.21	KII	Informal business_i	[IF A.3.10 to A.3.13 is no] Specify the other option	Insert text		Enterprise level

			initial_capital_other			
	A.3.22	KII	Informal business_owner_past_occupation	[IF A.3.10 to A.3.13 is no] What was your primary occupation prior to this business or activity?	Employed in business or activity  Self-employed in business or activity  Unemployed  Was a student  Homemaker or housewife  Other  Don't know	Enterprise level
	A.3.23	KII	Informal business_owner_past_occupation_other	[IF A.3.10 to A.3.13 is no] Specify the other option	Insert text	Enterprise level
	A.3.24	KII	Informal business_owner_secondary_job	[IF A.3.10 to A.3.13 is no] Do you currently have another job with either a temporary or permanent contract?	Yes  No	Enterprise level
	A.3.25	KII	Informal business_owner_education	[IF A.3.10 to A.3.13 is no] What is your highest level of education?	No education  Elementary level (primary)  Vocational school  Secondary level  Higher education level (bachelors)	Enterprise level

					Post-graduate level	
					Post-doctoral level	
	A.3.26	KII	Informal business_ business_ building	[IF A.3.10 to A.3.13 is no] What is the type of structure the enterprise or the firm is operating from? [Enumerator observation]	Household  Non-household with permanent structure  Non-household with temporary structure, including stall or stands  Non-fixed premises, including hawkers or street vendors  Other	Enterprise level
	A.3.27	KII	Informal business_ business_ building_o ther	[IF A.3.10 to A.3.13 is no] Specify the other option	Insert text	Enterprise level
	A.3.28	KII	Informal business_ reason_for _operating _in_house hold	[IF A.3.10 to A.3.13 is no] And [If A.3.26 = household]  Why is the business or activity being run from the household premises?	It costs less to run a business from home  It makes it easier to manage family responsibilities along with work.  There is no benefit working outside the household premises.  Safe and secure for my customers.  Minimizes the chance of being identified by tax authorities	Enterprise level



	A.3.29	KII	Informal business_office_space_ownership	[IF A.3.10 to A.3.13 is no] Do you own the location or space occupied by the business or activity?	Yes No	Enterprise level
	A.3.30	KII	Informal business_office_rent	[IF A.3.10 to A.3.13 is no] And [If A.3.29 is no] Does this business or activity pay any rent for the location or space it occupies?	Yes No	Enterprise level
What are the main barriers faced by these enterprises?	A.4.1	KII	Informal business_registration	[IF A.3.10 to A.3.13 is no] Over the last 18 months or since you started the business, have you taken any steps to register the business or activity?	Yes No	Enterprise level
	A.4.2	KII	Informal business_reason_for_non_registration	[IF A.3.10 to A.3.13 is no] What is the reason why this business or activity is still not registered? <Select all the apply>	Because of time, fees, and paperwork required to complete registration  Because of the taxes that need to be paid if registered  Because of the inspections and meetings with government officials that would take place if registered  Because of the bribes registered businesses need to pay  Because there is no benefit for my business or activity from being registered  Because of lack of information about the process of registration, including where to register  Prefer not to answer	Enterprise level

	A.4.3	KII	Informal business_reason_for_non_registration_other	[IF A.3.10 to A.3.13 is no] Specify the other option	Other Insert text	Enterprise level
	A.4.4	KII	Informal business_benefits_of_registration	[IF A.3.10 to A.3.13 is no] According to you, please indicate any potential benefit for your business or activity that could be obtained from being registered?	Better access to financing or loans  Better access to raw materials and infrastructure services  Better access government services  Less bribes to pay  Better access to potential customers  Don't know  Other  None	Enterprise level
	A.4.5	KII	Informal business_benefits_of_registration_other	[IF A.3.10 to A.3.13 is no] Specify the other option	Insert text	Enterprise level
What are the key firm demographics of the MSMEs(Micro, Small and Medium	A.3.31	KII	All business_total_female_workers	How many female workers does your workplace currently employ? (Include both permanent workers temporary workers, paid and unpaid family members)	None  Less than 25%  25 – 50%  Above 50%	Enterprise level

Enterprises) and informal enterprises operating in the municipality?					Don't know	
	A.3.33	KII	All business_total_youth_workers	How many <b>youth(18-29)</b> workers does your workplace currently employ? (Include both permanent workers temporary workers, paid and unpaid family members)	None Less than 25% 25 – 50% Above 50% Don't know	Enterprise level
	A.3.34	KII	All business_total_migrant_workers	How many <b>migrant and refugee</b> workers does your workplace currently employ? (Include both permanent workers temporary workers, paid and unpaid family members)	None Less than 25% 25 – 50% Above 50% Don't know	Enterprise level
What are the different types of occupations among the workforce and their skill profiles?	A.5.1	KII	All business_occupation_types	Which of the following occupation do you have working in your enterprise? [Select al that apply]	MANAGERS PROFESSIONALS TECHNICIANS CLERICAL SUPPORT WORKERS SERVICE WORKERS SALES WORKERS Skilled AGRICULTURE, FORESTRY AND FISHERY workers Skilled CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS	Enterprise level

					DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS Elementary occupation <sup>26</sup>	
	A.5.2	KII	All business_professionals_education_level	[If A.5.1 selected Managers, Professionals or Technicians occupation] For a typical worker in Managers, Professionals or Technicians occupation, what is the highest education level this worker has completed?	No education Elementary education Vocational education Secondary education University Post-graduate studies Other	Enterprise level
	A.5.3	KII	All business_professionals_education_level_other	[If A.5.1 selected Managers, Professionals or Technicians occupation] Specify the other option	Insert text	Enterprise level
	A.5.4	KII	All business_professionals_contract	[If A.5.1 selected Managers, Professionals or Technicians occupation] For a typical worker in <b>Managers, Professionals or Technicians occupation</b> , what is the most common type of contract offered?	No contract Oral contract of unlimited duration (permanent) Oral contract of limited duration between 12 and 36 months (temporary)	Enterprise level

<sup>26</sup> The occupations are based on the [International Standard of Occupation Classification \(ISCO-08\)](#) by the ILO. Elementary occupation includes manual laborer, cleaners, food preparation assistance etc.

					Oral contract of limited duration under 12 months (temporary)  Written contract of unlimited duration (permanent)  Written contract between 12 and 36 months (temporary)  Written contract of limited duration under 12 months (temporary)	
A.5.5	KII	All business_professionals_number	[If A.5.1 selected Managers, Professionals or Technicians occupation]  How many current <b>Managers, Professionals or Technicians occupation</b> are there in the workplace?	Insert a number	Enterprise level	
A.5.6	KII	All business_non_professionals_education_level	[If A.5.1 <u>NOT Selected</u> Managers, Professionals and Technicians occupation]  For a typical worker <b>NOT in Managers, Professionals or Technicians occupation</b> , what is the highest education level this worker has completed?  [Will be highlighted in the hint what all are these occupation types]	No education  Elementary education  Vocational education  Secondary education  University  Post-graduate studies  Other	Enterprise level	
A.5.7	KII	All business_non_professionals_education_level_other	[If A.5.1 <u>NOT Selected</u> Managers, Professionals and Technicians occupation]  Specify the other option	Insert text	Enterprise level	

	A.5.8	KII	All business_non_professionals_contract	<p>[If A.5.1 <b>NOT Selected</b> Managers, Professionals and Technicians occupation]</p> <p>For a typical worker <b>NOT</b> in <b>Managers, Professionals or Technicians occupation</b>, what is the most common type of contract offered?</p>	<p>No contract</p> <p>Oral contract of unlimited duration (permanent)</p> <p>Oral contract of limited duration between 12 and 36 months (temporary)</p> <p>Oral contract of limited duration under 12 months (temporary)</p> <p>Written contract of unlimited duration (permanent)</p> <p>Written contract between 12 and 36 months (temporary)</p> <p>Written contract of limited duration under 12 months (temporary)</p>	Enterprise level
	A.5.9	KII	All business_non_professionals_number	<p>[If A.5.1 <b>NOT Selected</b> Managers, Professionals and Technicians occupation]</p> <p>How many current employees are there in the workplace that are <b>NOT</b> <b>Managers, Professionals or Technicians occupation</b>?</p>	Insert a number	Enterprise level
What are trends in hiring with regards to primary channels of recruitment; skills in high demand; employers' perception of hiring from	A.6.1	KII	All business_professionals_past_hiring_flag	<p>In the past 18 months or since the firm began operations, have you tried to hire any of the following Occupation? (even if you did not finally hire a person)?</p> <p><b>MANAGERS; PROFESSIONALS; TECHNICIANS</b></p>	<p>Yes</p> <p>No</p>	Enterprise level
	A.6.2	KII	All business_professionals_reason_for_not_hiring	<p>[If A.6.1 = NO]</p> <p>Why did you not try to hire any the above mentioned occupations in the past 18 months?)</p>	<p>These occupation categories are not required</p> <p>We have enough workers in these occupation categories</p>	Enterprise level

different groups -- namely, youth, migrants and women?			hiring_in_the_past		<p>We think applicants for these occupation categories will be too costly for our firm</p> <p>There are too many taxes and employee costs to hire (high fiscal burden)</p> <p>We do not think we will find qualified applicants</p> <p>We think applicants will not like working conditions</p> <p>Other</p>	
	A.6.3	KII	All business_professionals_reason_for_not_hiring_in_the_past	<p>[If A.6.1 = NO]</p> <p>Specify the other option</p>	Insert text	Enterprise level
	A.6.4	KII	All business_professionals_past_hiring_female_applicants_flag	<p>[If A.6.1 = Yes]</p> <p>Did you receive female applicants when TRYING to hire for the above occupations?</p>	<p>Yes</p> <p>No</p> <p>Don't know</p>	Enterprise level
	A.6.5	KII	All business_professionals_past_hiring_youth_applicants_flag	<p>[If A.6.1 = Yes]</p> <p>Did you receive youth (18-29 years) applicants when TRYING to hire for the above occupations?</p>	<p>Yes</p> <p>No</p> <p>Don't know</p>	Enterprise level

	A.6.6	KII	All business_ professionals_past_hiring_challenges	<p><b>[If A.6.1 = Yes]</b></p> <p>Did you encounter any of these problems when TRYING to hire for the above occupations?</p>	<p>There were no or few applicants</p> <p>Applicants lacked required skills</p> <p>Applicants expected wages higher than we can offer</p> <p>Applicants did not like working conditions</p> <p>Applicants lacked required work experience</p> <p>Others</p>	Enterprise level
	A.6.7	KII	All business_ professionals_past_hiring_challenges	<p><b>[If A.6.1 = Yes]</b></p> <p>Specify the other option</p>	Insert text	Enterprise level
	A.6.8	KII	All business_ professionals_past_hiring_recruitment_channel	<p><b>[If A.6.1 = Yes]</b></p> <p>Which of the following sources did you use for recruitment for the above mentioned occupations?</p>	<p>Employment Office</p> <p>Private Employment Services</p> <p>Job Fairs</p> <p>Offers to experienced people in other firms</p> <p>Direct contact with educational institutions, schools, training centres, universities, etc.</p> <p>Internet postings</p>	Enterprise level



					Other media advertisements/postings (not including internet)	
					Informal channels (personal contacts, people recommended by others)	
					Others	
	A.6.9	KII	All business_professionals_past_hiring_recruitment_channel_other	[If A.6.1 = Yes] Specify the other option	Insert text	Enterprise level
	A.6.10	KII	All business_non_professionals_past_hiring_flag	In the past 18 months [or since the firm began operations], have you tried to hire any of the following Occupation? (even if you did not finally hire a person)?  CLERICAL SUPPORT WORKERS;  SERVICE WORKERS;  SALES WORKERS;  Skilled AGRICULTURE, FORESTRY AND FISHERY workers;  Skilled CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS;  DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS  Elementary occupation	Yes  No	Enterprise level
	A.6.11	KII	All business_non_professionals_reason_for_not_hiring	[[If A.6.10 = No]  Why did you not try to hire any the above occupation in the past 18 months?	These occupation categories are not required  We have enough workers in these occupation categories	Enterprise level

			g_in_the_past		<p>We think applicants for these occupation categories will be too costly for our firm</p> <p>There are too many taxes and employee costs to hire (high fiscal burden)</p> <p>We do not think we will find qualified applicants</p> <p>We think applicants will not like working conditions</p> <p>Other</p>	
A.6.12	KII	All business_non_professionals_reason_for_not_hiring_in_the_past	[If A.6.10 = No] Specify the other option		Insert text	Enterprise level
A.6.13	KII	All business_non_professionals_past_hiring_female_applicants_lag	[If A.6.10 = Yes] Did you receive any female applicants when TRYING to hire for the above occupations?		<p>Yes</p> <p>No</p> <p>Don't know</p>	Enterprise level
A.6.14	KII	All business_non_professionals_past_hiring_youth_ap	[If A.6.10 = Yes] Did you receive any youth (18-29 years) applicants when TRYING to hire for the above occupations?		<p>Yes</p> <p>No</p> <p>Don't know</p>	Enterprise level

			plicants_flag			
	A.6.15	KII	All business_non_professionals_past_hiring_challenges	<p><b>[If A.6.10 = Yes]</b></p> <p>Did you encounter any of these problems when TRYING to hire for the above occupations?</p>	<p>There were no or few applicants</p> <p>Applicants lacked required skills</p> <p>Applicants expected wages higher than we can offer</p> <p>Applicants did not like working conditions</p> <p>Applicants lacked required work experience</p> <p>Others</p>	Enterprise level
	A.6.16	KII	All business_non_professionals_past_hiring_challenges	<p><b>[If A.6.10 = Yes]</b></p> <p>Specify the other option</p>	Insert text	Enterprise level
	A.6.17	KII	All business_non_professionals_past_hiring_recruitment_channel	<p><b>[If A.6.10 = Yes]</b></p> <p>Which of the following sources did you use for recruitment for hiring the above mentioned occupation?</p>	<p>Employment Office</p> <p>Private Employment Services</p> <p>Job Fairs</p> <p>Offers to experienced people in other firms</p> <p>Direct contact with educational institutions,</p>	Enterprise level

					<p>schools, training centres, universities, etc.</p> <p>Internet postings</p> <p>Other media advertisements/postings (not including internet)</p> <p>Informal channels (personal contacts, people recommended by others)</p> <p>Others</p>	
		KII	<p>All business_non_professionals_past_hiring_recruitment_channel_other</p>	<p><b>[If A.6.10 = Yes]</b></p> <p>Specify the other option</p>	Insert text	Enterprise level
	A.6.18	KII	<p>All business_professionals_age_pref</p>	<p>For your kind of business/enterprise, if you had to hire someone for the following occupation (<b>MANAGERS; PROFESSIONALS; TECHNICIANS</b>) would you have a preference in regards to age from the following choices?</p>	<p>Between 18 and 29 years</p> <p>30 years and above</p> <p>No preference</p>	Enterprise level
	A.6.19	KII	<p>All business_professionals_gender_pref</p>	<p>For your kind of business/enterprise, if you had to hire someone for the following occupation (<b>MANAGERS; PROFESSIONALS; TECHNICIANS</b>) would you have a preference in regards to sex from the following choices?</p>	<p>Male</p> <p>Female</p> <p>No preference</p>	Enterprise level
	A.6.20	KII	<p>All business_professionals_nationality_pref</p>	<p>For your kind of business/enterprise, if you had to hire someone for the following occupation (<b>MANAGERS; PROFESSIONALS; TECHNICIANS</b>) would you have a preference in regards to nationality from the following choices?</p>	<p>Libyans</p> <p>Foreigners</p>	Enterprise level

			nals_nationality_pref		No preference	
A.6.21	KII	All business_professionals_educational_pref	For your kind of business/enterprise, if you had to hire someone for the following occupation ( <b>MANAGERS; PROFESSIONALS; TECHNICIANS</b> ) would you have a preference in regards to educational qualification from the following choices?	Elementary education Vocational education Secondary education University Post-graduate studies No preference	Enterprise level	
A.6.22	KII	All business_professionals_language_pref	For your kind of business/enterprise, if you had to hire someone for the following occupation ( <b>MANAGERS; PROFESSIONALS; TECHNICIANS</b> ) would you have a preference in regards to language fluency from the following choices?	Fluency in Arabic Fluency in English Fluency in English and Arabic No preference	Enterprise level	
A.6.23	KII	All business_non_professionals_age_pref	For your kind of business/enterprise, if you had to hire someone for the following occupation ( <b>CLERICAL SUPPORT WORKERS; SERVICE WORKERS; SALES WORKERS; Skilled AGRICULTURE, FORESTRY AND FISHERY workers; Skilled CONSTRUCTION, CRAFTS &amp; RELATED TRADES WORKERS; DRIVERS, PLANT &amp; MACHINE OPERATORS, &amp; ASSEMBLERS; Elementary occupation</b> ) would you have a preference in regards to age from the following choices?	Between 18 and 29 years 30 years and above No preference	Enterprise level	
A.6.24	KII	All business_non_professionals_gender_pref	For your kind of business/enterprise, if you had to hire someone for the following occupation ( <b>CLERICAL SUPPORT WORKERS; SERVICE WORKERS; SALES WORKERS; Skilled AGRICULTURE, FORESTRY AND FISHERY workers; Skilled CONSTRUCTION, CRAFTS &amp; RELATED TRADES WORKERS; DRIVERS, PLANT &amp; MACHINE OPERATORS, &amp; ASSEMBLERS; Elementary occupation</b> ) would you have a preference in regards to sex from the following choices?	Male Female No preference	Enterprise level	
A.6.25	KII	All business_non_professionals_nationality_pref	For your kind of business/enterprise, if you had to hire someone for the following occupation ( <b>CLERICAL SUPPORT WORKERS; SERVICE WORKERS; SALES WORKERS; Skilled AGRICULTURE, FORESTRY AND FISHERY workers; Skilled CONSTRUCTION, CRAFTS &amp; RELATED TRADES WORKERS; DRIVERS, PLANT &amp; MACHINE OPERATORS, &amp;</b>	Libyans Foreigners	Enterprise level	

			nationality _pref	<b>ASSEMBLERS; Elementary occupation</b> ) would you have a preference in regards to nationality from the following choices?	No preference	
	A.6.26	KII	All business_ _non_prof essionals_ edu_pref	For your kind of business/enterprise, if you had to hire someone for the following occupation ( <b>CLERICAL SUPPORT WORKERS; SERVICE WORKERS; SALES WORKERS; Skilled AGRICULTURE, FORESTRY AND FISHERY workers; Skilled CONSTRUCTION, CRAFTS &amp; RELATED TRADES WORKERS; DRIVERS, PLANT &amp; MACHINE OPERATORS, &amp; ASSEMBLERS; Elementary occupation</b> ) would you have a preference in regards to educational qualification from the following choices?	Elementary education Vocational education Secondary education University Post-graduate studies No preference	Enterprise level
	A.6.27	KII	All business_ _non_prof essionals_ lang_pref	For your kind of business/enterprise, if you had to hire someone for the following occupation ( <b>CLERICAL SUPPORT WORKERS; SERVICE WORKERS; SALES WORKERS; Skilled AGRICULTURE, FORESTRY AND FISHERY workers; Skilled CONSTRUCTION, CRAFTS &amp; RELATED TRADES WORKERS; DRIVERS, PLANT &amp; MACHINE OPERATORS, &amp; ASSEMBLERS; Elementary occupation</b> ) would you have a preference in regards to language fluency from the following choices?	Fluency in Arabic Fluency in English Fluency in English and Arabic No preference	Enterprise level
	A.6.28	KII	All business_ profession als_skills1	<b>[If A.5.1 selected Managers, Professionals or Technicians occupation]</b>  Among the skills listed, which ones do you think is the most important when making decisions regarding hiring or retaining for the following occupation types : ( <b>MANAGERS; PROFESSIONALS; TECHNICIANS</b> )	Can read and write in Arabic Can read and write in English Driving skills Basic computer or information technology skills Advanced computer or information technology skills Have specific technical or scientific skills relevant to the job	Enterprise level

					<p>Can be relied on to get things done</p> <p>Can work well with others and listens to others' views</p> <p>Can work well in very busy or difficult situations</p> <p>Can easily adapt to new tasks or changes in the workplace</p> <p>Local social connections/networks</p>	
	A.6.29	KII	All business_professionals_skills_diff_flag	<p>[If A.5.1 selected Managers, Professionals or Technicians occupation]</p> <p>For the skill chosen above, is there a difference between what is required for the job and the current level of skill in a typical employee in this occupation?</p> <p><b>(MANAGERS; PROFESSIONALS; TECHNICIANS)</b></p>	<p>Yes, there is a difference</p> <p>No, there is no difference</p>	Enterprise level
	A.6.30	KII	All business_professionals_skills_gap	<p>[If A.5.1 selected Managers, Professionals or Technicians occupation] And [If A.6.29 = Yes, there is a difference]</p> <p>How large is the difference between the current skills and the required skills</p>	<p>Small difference</p> <p>Medium difference</p> <p>Large difference</p>	Enterprise level
	A.6.31	KII	All business_professionals_skills2	<p>[If A.5.1 selected Managers, Professionals or Technicians occupation]</p> <p>Among the skills listed, which ones do you think is the second most important when making decisions regarding hiring or retaining for the following occupation types : (<b>MANAGERS; PROFESSIONALS; TECHNICIANS</b>)</p>	<p>Can read and write in Arabic</p> <p>Can read and write in English</p> <p>Driving skills</p> <p>Basic computer or information technology skills</p>	Enterprise level

					<div>Advanced computer or information technology skills</div> <div>Have specific technical or scientific skills relevant to the job</div> <div>Can be relied on to get things done</div> <div>Can work well with others and listens to others' views</div> <div>Can work well in very busy or difficult situations</div> <div>Can easily adapt to new tasks or changes in the workplace</div> <div>Local social connections/networks</div>	
A.6.32	KII	All business_professionals_skills2_diff_flag	<div>[If A.5.1 selected Managers, Professionals or Technicians occupation]</div> <div>For the skill choosen above, is there a difference between what is required for the job and the current level of skill in a typical employee in this occupation?</div> <div>(MANAGERS; PROFESSIONALS; TECHNICIANS)</div>	<div>Yes, there is a difference</div> <div>No, there is no difference</div>	Enterprise level	
A.6.33	KII	All business_professionals_skills2_gap	<div>[If A.5.1 selected Managers, Professionals or Technicians occupation] And [IF A.6.32 = Yes, there is a difference]</div> <div>How large is the difference between the current skills and the required skills</div>	<div>Small difference</div> <div>Medium difference</div> <div>Large difference</div>	Enterprise level	
A.6.34	KII	All business_professionals_skills3	<div>[If A.5.1 selected Managers, Professionals or Technicians occupation]</div>	<div>Can read and write in Arabic</div> <div>Can read and write in English</div>	Enterprise level	



				Among the skills listed, which one do you think is the third most important when making decisions regarding hiring or retaining for the following occupation types : ( <b>MANAGERS; PROFESSIONALS; TECHNICIANS</b> )	Driving skills  Basic computer or information technology skills  Advanced computer or information technology skills  Have specific technical or scientific skills relevant to the job  Can be relied on to get things done  Can work well with others and listens to others' views  Can work well in very busy or difficult situations  Can easily adapt to new tasks or changes in the workplace  Local social connections/networks	
	A.6.35	KII	All business_professionals_skills3_diff_flag	<b>[If A.5.1 selected Managers, Professionals or Technicians occupation]</b>  For the skill choosen above, is there a difference between what is required for the job and the current level of skill in a typical employee in this occupation?  <b>(MANAGERS; PROFESSIONALS; TECHNICIANS)</b>	Yes, there is a difference  No, there is no difference	Enterprise level
	A.6.36	KII	All business_professionals_skills3_gap	<b>[If A.5.1 selected Managers, Professionals or Technicians occupation] And [IF A.6.35 = Yes, there is a difference]</b>  How large is the difference between the current skills and the required skills	Small difference  Medium difference  Large difference	Enterprise level

	A.6.37	KII	All business_non_professionals_skills1	<p><b>[If A.5.1 NOT Selected Managers, Professionals and Technicians occupation]</b></p> <p>Among the skills listed, which ones do you think is the most important when making decisions regarding hiring or retaining for the following occupation types : ( <b>CLERICAL SUPPORT WORKERS; SERVICE WORKERS; SALES WORKERS; Skilled AGRICULTURE, FORESTRY AND FISHERY workers; Skilled CONSTRUCTION, CRAFTS &amp; RELATED TRADES WORKERS; DRIVERS, PLANT &amp; MACHINE OPERATORS, &amp; ASSEMBLERS; Elementary occupation</b>)</p>	<p>Can read and write in Arabic</p> <p>Can read and write in English</p> <p>Driving skills</p> <p>Basic computer or information technology skills</p> <p>Advanced computer or information technology skills</p> <p>Have specific technical or scientific skills relevant to the job</p> <p>Can be relied on to get things done</p> <p>Can work well with others and listens to others' views</p> <p>Can work well in very busy or difficult situations</p> <p>Can easily adapt to new tasks or changes in the workplace</p> <p>Local social connections/networks</p>	Enterprise level
	A.6.38	KII	All business_non_professionals_skills_diff_flag	<p><b>[If A.5.1 NOT Selected Managers, Professionals and Technicians occupation]</b></p> <p>For the skill chosen above, is there a difference between what is required for the job and the current level of skill in a typical employee in this occupation?</p> <p>( <b>CLERICAL SUPPORT WORKERS; SERVICE WORKERS; SALES WORKERS; Skilled AGRICULTURE, FORESTRY AND FISHERY workers; Skilled CONSTRUCTION, CRAFTS &amp;</b></p>	<p>Yes, there is a difference</p> <p>No, there is no difference</p>	Enterprise level

				RELATED TRADES WORKERS; DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS; Elementary occupation)		
	A.6.39	KII	All business_non_professionals_skills_gap	<p>[If A.5.1 NOT Selected Managers, Professionals and Technicians occupation] And [IF A.6.38 = Yes, there is a difference]</p> <p>How large is the difference between the current skills and the required skills</p>	<p>Small difference</p> <p>Medium difference</p> <p>Large difference</p>	Enterprise level
	A.6.40	KII	All business_non_professionals_skills2	<p>[If A.5.1 NOT Selected Managers, Professionals and Technicians occupation]</p> <p>Among the skills listed, which ones do you think is the second most important when making decisions regarding hiring or retaining for the following occupation types :</p> <p>( CLERICAL SUPPORT WORKERS; SERVICE WORKERS; SALES WORKERS; Skilled AGRICULTURE, FORESTRY AND FISHERY workers; Skilled CONSTRUCTION, CRAFTS &amp; RELATED TRADES WORKERS; DRIVERS, PLANT &amp; MACHINE OPERATORS, &amp; ASSEMBLERS; Elementary occupation)</p>	<p>Can read and write in Arabic</p> <p>Can read and write in English</p> <p>Driving skills</p> <p>Basic computer or information technology skills</p> <p>Advanced computer or information technology skills</p> <p>Have specific technical or scientific skills relevant to the job</p> <p>Can be relied on to get things done</p> <p>Can work well with others and listens to others' views</p> <p>Can work well in very busy or difficult situations</p> <p>Can easily adapt to new tasks or changes in the workplace</p>	Enterprise level

					Local social connections/networks	
A.6.41	KII	All business_non_professionals_skills2_diff_flag	<p><b>[If A.5.1 <u>NOT Selected</u> Managers, Professionals and Technicians occupation]</b></p> <p>For the skill choosen above, is there a difference between what is required for the job and the current level of skill in a typical employee in this occupation?</p> <p><b>( CLERICAL SUPPORT WORKERS; SERVICE WORKERS; SALES WORKERS; Skilled AGRICULTURE, FORESTRY AND FISHERY workers; Skilled CONSTRUCTION, CRAFTS &amp; RELATED TRADES WORKERS; DRIVERS, PLANT &amp; MACHINE OPERATORS, &amp; ASSEMBLERS; Elementary occupation)</b></p>	Yes, there is a difference  No, there is no difference	Enterprise level	
A.6.42	KII	All business_non_professionals_skills2_gap	<p><b>[If A.5.1 <u>NOT Selected</u> Managers, Professionals and Technicians occupation] And [IF A.6.41 = Yes, there is a difference]</b></p> <p>How large is the difference between the current skills and the required skills</p>	Small difference  Medium difference  Large difference	Enterprise level	
A.6.43	KII	All business_non_professionals_skills3	<p><b>[If A.5.1 <u>NOT Selected</u> Managers, Professionals and Technicians occupation]</b></p> <p>Among the skills listed, which one do you think is the third most important when making decisions regarding hiring or retaining for the following occupation types :</p> <p><b>( CLERICAL SUPPORT WORKERS; SERVICE WORKERS; SALES WORKERS; Skilled AGRICULTURE, FORESTRY AND FISHERY workers; Skilled CONSTRUCTION, CRAFTS &amp; RELATED TRADES WORKERS; DRIVERS, PLANT &amp; MACHINE OPERATORS, &amp; ASSEMBLERS; Elementary occupation)</b></p>	Can read and write in Arabic  Can read and write in English  Driving skills  Basic computer or information technology skills  Advanced computer or information technology skills  Have specific technical or scientific skills relevant to the job  Can be relied on to get things done	Enterprise level	

					<p>Can work well with others and listens to others' views</p> <p>Can work well in very busy or difficult situations</p> <p>Can easily adapt to new tasks or changes in the workplace</p> <p>Local social connections/networks</p>	
	A.6.44	KII	All business_non_professionals_skills3_diff_flag	<p><b>[If A.5.1 NOT Selected Managers, Professionals and Technicians occupation]</b></p> <p>For the skill chosen above, is there a difference between what is required for the job and the current level of skill in a typical employee in this occupation?</p> <p><b>( CLERICAL SUPPORT WORKERS; SERVICE WORKERS; SALES WORKERS; Skilled AGRICULTURE, FORESTRY AND FISHERY workers; Skilled CONSTRUCTION, CRAFTS &amp; RELATED TRADES WORKERS; DRIVERS, PLANT &amp; MACHINE OPERATORS, &amp; ASSEMBLERS; Elementary occupation)</b></p>	<p>Yes, there is a difference</p> <p>No, there is no difference</p>	Enterprise level
	A.6.45	KII	All business_non_professionals_skills3_gap	<p><b>[If A.5.1 NOT Selected Managers, Professionals and Technicians occupation] And [IF A.6.44 = Yes, there is a difference]</b></p> <p>How large is the difference between the current skills and the required skills</p>	<p>Small difference</p> <p>Medium difference</p> <p>Large difference</p>	Enterprise level
Are there any training opportunities available to present employees?	A.7.1	KII	All business_collaboration_with_training_institutes	Does your workplace have regular contacts with educational, vocational or training institutions in regards to recruitment, training, work placement, or any other reason?	<p>Yes</p> <p>No</p> <p>Don't know</p>	Enterprise level
	A.7.2	KII	All business_reason_for_collaboration	<p><b>[If A.7.1 is YES]</b></p> <p>For what purpose does your workplace have these contacts?</p>	Recruitment of students for your business	Enterprise level

			tion_with_t raining_in situtes		Participates in testing of students  Feedback to the institution for their curriculum development  For further training of the current employees  Provides work experience for students (internships and apprenticeships)  Other	
A.7.3	KII	All business_reason_for_collaboration_wit_training_institutes	Specify the other option		Insert text	Enterprise level
A.7.4	KII	All business_training_flag	Did the employees in your workplace receive any on-the-job training in that last 18 month, including online training?( <b>Includes all occupation types</b> ) [Do not include any training mandated by law]		Yes  No  Don't know	Enterprise level
A.7.5	KII	All business_type_of_training	<b>[If A.7.4 is yes]</b>  What was the main type of education / training?		Job-related education/training  Non-job-related education/training	Enterprise level
A.7.6	KII	All business_training_location	<b>If A.7.4 is yes]</b>  Where did the education/training take place?		On-the-job, informal  Classroom, on premises	Enterprise level

					Classroom, off premises Online Other	
	A.7.7	KII	business_training_location_other	If A.7.4 is yes] Specify the other option	Insert text	Enterprise level
	A.7.8	KII	All business_training_provider	If A.7.4 is yes] Who provided the training?	Your enterprise A private sector training institution A government training institution NGOs/International organizations Equipment suppliers Other	Enterprise level
	A.7.9	KII	All business_training_provider_other	If A.7.4 is yes] Specify the other option	Insert text	Enterprise level
	A.7.10	KII	All business_training_duration	If A.7.4 is yes] How long did the training last?	Less than a week 1 week to 1 month 2 to 3 months 4 to 6 months	Enterprise level

					7 months to 1 year	
					More than 1 year	
	A.7.11	KII	All business_training_funding	<p>If A.7.4 is yes]</p> <p>For the most part, who paid for the training?</p>	<p>The enterprise</p> <p>Workers</p> <p>Government</p> <p>International organization</p> <p>Other</p>	Enterprise level
	A.7.12	KII	All business_training_funding_other	<p>If A.7.4 is yes]</p> <p>Specify the other option</p>	Insert text	Enterprise level
	A.7.13	KII	All business_training_content	<p>If A.7.4 is yes]</p> <p>What was the content of the longest training received?</p>	<p>ICT SKILLS TRAINING (INCLUDING USE OF COMPUTERS, INTERNET AND BASIC SOFTWARE SUCH AS A WORD PROCESSOR)</p> <p>BASIC SKILLS TRAINING</p> <p>LANGUAGE TRAINING</p> <p>OCCUPATION-SPECIFIC TRAINING</p> <p>PERSONAL DEVELOPMENT TRAINING (including working in a team, time-use, leadership, handling stress, etc.)</p>	Enterprise level



					Other	
	A.7.14	KII	All business training content other	If A.7.4 is yes] Specify the other option	Insert text	Enterprise level
What are the main barriers faced by these enterprises?	A.4.7	KII	All business – top_1_barriers	Which of the elements of the business environment included in the list, if any, currently represents the biggest obstacle faced by this establishment?	Access to finance Access to land Business licensing and permits Corruption Courts Crime, theft and disorder Customs and trade regulations Electricity Inadequately educated workforce Labour regulations Political instability Practices of competitors in the informal sector Tax administration Tax rates Transport	Enterprise level

	A.4.8	KII	All business – top_2_barriers	Which of the elements of the business environment included in the list, if any, currently represents the second biggest obstacle faced by this establishment?	Access to finance Access to land Business licensing and permits Corruption Courts Crime, theft and disorder Customs and trade regulations Electricity Inadequately educated workforce Labour regulations Political instability Practices of competitors in the informal sector Tax administration Tax rates Transport	Enterprise level
	A.4.9	KII	All business – top_3_barriers	Which of the elements of the business environment included in the list, if any, currently represents the third biggest obstacle faced by this establishment?	Access to finance Access to land Business licensing and permits	Enterprise level

					Corruption Courts Crime, theft and disorder Customs and trade regulations Electricity Inadequately educated workforce Labour regulations Political instability Practices of competitors in the informal sector Tax administration Tax rates Transport	
	A.4.10	KII	All business_opinion_on_corruption	To what extent would you say that in this town corruption is an obstacle to the current operations of the firm?	No obstacle Minor obstacle Moderate obstacle Major obstacle Very severe obstacle Don't know Prefer not to answer	Enterprise level

What are the economic impact of COVID-19, if any, on businesses?	A.8.1	KII	COVID19_temp_shutdown	Did you temporarily stop operations because of the COVID-19 pandemic?	No, operations are still running  Yes, temporarily stopped because of COVID-19 cases in our business  Yes, temporarily stopped because of reduced orders  Yes, temporarily stopped because of instructions by authorities  Yes, stopped operations previously but currently running again  Other	Enterprise level
	A.8.2	KII	COVID19_temp_shutdown_other	Specify the other option	Insert text	Enterprise level
	A.8.3		COVID19_temp_shutdown_duration	[IF A.8.1 is <u>NOT Selected No</u> ]  How long did you temporarily shutdown your operations?	Less than a week  Less than 2 weeks  2 weeks to 1 month  More than a month	Enterprise level
	A.8.4	KII	COVID19_impact_on_revenues	What has been the impact of COVID-19 on your business until now on the revenues?	None  Decreased 0 to 25%  Decreased 25% to 50%  Decreased 50% to 100%	Enterprise level

					Increased Don't know	
	A.8.5	KII	COVID19 _impact_o n_orders	What has been the impact of COVID-19 on your business until now on the orders or service requests?	None Decreased 0 to 25% Decreased 25% to 50% Decreased 50% to 100% Increased Don't know	Enterprise level
	A.8.6	KII	COVID19 _impact_o n_workfor ce	What has been the impact of COVID-19 on your business until now on the size of your workforce?	None Decreased 0 to 25% Decreased 25% to 50% Decreased 50% to 100% Increased Don't know	Enterprise level
	A.8.7	KII	COVID19 _shortage _of_suppli es	Have you faced a shortage of supplies/input materials due to Covid-19?	Yes No	Enterprise level
	A.8.8	KII	COVID19 _difficulty_ in_shippin g	Have you faced difficulty shipping finished goods or providing services due to Covid-19?	Yes No	Enterprise level

	A.8.9	KII	COVID19_cashflow_problems	Did the business have shortage of cash flow due to Covid-19?	Yes No	Enterprise level
	A.8.10	KII	COVID19_shortage_of_workers	Do you face a shortage of workers? If yes, for what reasons?	No  Yes, because workers are infected with Covid-19  Yes, because workers stay away due to fear of getting infected  Yes, because workers are restricted in their movement or quarantined  Yes, because workers are taking care of family  Other	Enterprise level
	A.8.11	KII	COVID19_shortage_of_workers_other	Specify the other option	Insert text	Enterprise level
	A.8.12	KII	COVID19_mitigation_measures	What, if any, actions are you currently taking to mitigate the economic impact of COVID-19 on your business or activity?	Reducing production of goods or services  Increasing production due to increased demand  Diversifying products to respond to new demands (producing masks, sanitizer etc.)	Enterprise level

					Diversifying sales channels – online marketing, sales, delivery  Negotiating payment terms with banks and suppliers  Negotiating with workers  Using downtime to retrain workers  Other  No action	
A.8.13	KII	COVID19 _mitigation_measures_other	Specify the other option		Insert text	Enterprise level
A.8.14	KII	COVID19 _idle_workers	<b>[If A.8.12 = Reducing production of goods or services]</b>  Do you have idle workers due to reduced operations? If yes, have you done any of the following?	No  Yes, reduced number of temporary workers  Yes, laid off permanent workers  Yes, reduced working hours  Yes, asked workers to take paid leave  Yes, asked workers to take unpaid leave  Yes, asked workers to work for reduced pay	Enterprise level	

					Other	
A.8.15	KII	COVID19 _idle_work ers_other	Specify the other option		Insert text	Enterprise level
A.8.16	KII	COVID19 _govt_sup port_requi red	What, if any, government support do you need to mitigate the economic impact of COVID-19 on your business or activity?		Wage subsidy to retain existing employers  COVID-19 workplace safety support (masks, thermometer etc.)  Access to cash / short-term finance  Price controls of critical goods  Deferring payments of utilities, social security contributions, loans or taxes  Extension of social protection for workers  Employee upskilling and training support  Other	Enterprise level
A.8.17	KII	COVID19 _govt_sup port_requi red_other	Specify the other option		Insert text	Enterprise level
A.8.18	KII	COVID19 _govt_sup	Has the government promised or already provided support to mitigate the economic impact of COVID-19 on your business and activity		Yes  No	Enterprise level



			port_provided_flag		Don't know	
A.8.19	KII	COVID19_govt_support_provided_name	<p><b>[IF A.8.18 selected yes]</b></p> <p>What kind of support was provided or has been promised to mitigate the economic impact of COVID-19 on your business and activity?</p>	<p>Wage subsidy to retain existing employers</p> <p>COVID-19 workplace safety support (masks, thermometer etc.)</p> <p>Access to cash / short-term finance</p> <p>Price controls of critical goods</p> <p>Deferring payments of utilities, social security contributions, loans or taxes</p> <p>Extension of social protection for workers</p> <p>Employee upskilling and training support</p> <p>Other</p>	Enterprise level	
A.8.20	KII	COVID19_govt_support_provided_name_other	Specify the other option	Insert text	Enterprise level	
A.8.21	KII	COVID19_govt_support_provided_satisfaction	<p><b>[IF A.8.18 selected yes]</b></p> <p>What has been the level of satisfaction regarding the above provided support and assistance by the government?</p>	<p>Very satisfied</p> <p>Satisfied</p> <p>Neutral</p>	Enterprise level	

					Dissatisfied Very dissatisfied Don't know	
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## INDIVIDUAL INTERVIEWS WITH MIGRANTS AND REFUGEES

Research questions	IN #	Data collection method	Indicator/variable	Questionnaire Question	Questionnaire Responses	Data collection level
Metadata	A.1.1	Individual interview	Enum ID	Enumerator ID	Enter the ID that has been assigned to you	
	A.1.2	Individual interview	Enum ID	Respondent ID	Enter the ID from the respondent list	
	A.1.3	Individual interview	Date	Date of interview	Enter date of the interview	
	A.1.4	Individual interview	Consent	<p>Hello, my name is (your name). I work with ACTED, an international organisation operating in Libya. We are conducting a survey for an assessment that aims to understand the landscape of the labour market in the &lt;insert municipality name&gt; baladiya.</p> <p>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 participation and thank you in advance for your cooperation.</p> <p>Do you consent to participating in this interview?</p>	<p>Yes</p> <p>No</p>	
Key geographical information	A.2.1	Individual interview	Baladiya name	Name of the baladiya? [enumerator observation]	<p>Sebha</p> <p>Ubari</p>	
	A.2.2	Individual interview	Muhalla name	Name of the Muhalla you reside in? [confirm with the respondent]	Enter text	
Demographics	A.3.1	Individual interview	Sex	Sex of the respondent [enumerator observation]	Male, Female	Individual
	A.4.2	Individual interview	Age	Can you tell me your age	Insert number	Individual

	A.3.3	Individual interview	Country of origin	What is your country of origin?	Algeria Bangladesh Burkina Faso Cameroon Chad Ivory Coast Egypt Eritrea Ethiopia Ghana Guinea Mali Morocco Niger Nigeria Pakistan Palestine Senegal Somalia Sudan Syria	Individual
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					Tunisia Other (please specify?)	
	A.3.5	Individual interview	Date of arrival	When did you arrive to your current Baladiya / city of residence?	0 - less than 6 months 6 months - less than 1 year 1 - less than 2 years 2 years or more	Individual
What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.4.1	Individual interview	First language	What is your first language (Mother tongue)?	Arabic French English Bengali Somali Tigrinya Amharic Urdu Other	Individual
	A.4.2	Individual interview	First language	Specify the other option	Insert text	Individual
	A.4.3	Individual interview	Literacy	Can you read and write in the above language?	Yes, No	Individual
	A.4.4	Individual interview	Arabic proficiency	How proficient are you in Arabic?	Can read, write and speak	Individual

					<p>Can speak in fluent Arabic, but can't read or write</p> <p>Can only speak in basic Arabic</p> <p>Cannot speak Arabic</p> <p>Other (please specify?)</p>	
	A.4.6	Individual interview	Edu staus	What is your highest level of completed education?	<p>Never attended school</p> <p>Elementary level (primary)</p> <p>Vocational school</p> <p>Secondary level</p> <p>Higher education level.</p> <p>Post-graduate, post-doctoral level</p>	Individual
	A.4.7	Individual interview	Past employment status	What was your employment status before coming to Libya?	<p>Employed</p> <p>Self-employed</p> <p>Unemployed and looking for a job</p> <p>Unemployed and not looking for a job</p> <p>Student</p> <p>Homemaker or housewife</p> <p>Retired</p> <p>I don't want to answer</p>	Individual
	A.4.8	Individual interview	Past employment status	<p>(IF A.4.7 is selected "Employed" or " Self-employed")</p> <p>What was your role/position in this job ?</p>	<p>MANAGER</p> <p>PROFESSIONAL</p>	Individual

					TECHNICIAN CLERICAL SUPPORT WORKER SERVICE WORKER SALES WORKER Skilled AGRICULTURE, FORESTRY AND FISHERY worker Skilled CONSTRUCTION, CRAFTS & RELATED TRADES WORKER DRIVER, PLANT & MACHINE OPERATOR, & ASSEMBLER Elementary occupation Other	
	A.4.9	Individual interview		Specify other option	Insert text	
	A.4.10	Individual interview	Past experience years	For how many years did you practice this profession / occupation prior to coming to Libya ?	Less than 1 year 1 to 3 years 4 to 6 years 6 to 10 years More than 10 years I don't want to answer	Individual
	A.4.11	Individual interview	Work permit flag	Do you have a work permit from the municipality or the relevant ministry of the Libyan government?	Yes No Prefer not to answer	

	A.4.12	Individual interview	Work permit processing time	(If A.4.11 is Yes)  How long did it take to receive the work permit after the first time you applied?	Less than a month  1 – 3 months  4 – 6 months  7 – 12 months  More than a year	
	A.4.13	Individual interview	Work permit application flag	(If A.4.11 is No)  In the last 18 months or since you came to this baladiya, have you taken any steps to obtain a work permit?	Yes  No	
What are the challenges or barriers to finding decent work for Libyan youth and migrants?	A.5.1	Individual interview	Work permit challenges text	(If A.4.13 is Yes)  In your opinion, what are the biggest barriers or challenges in obtaining a work permit?	Insert text	
What are the opinions and aspirations of Libyan youth and migrants about the potential economic opportunities available?	A.6.1	Individual interview	Edu requirement	In your opinion, a person needs at least what level of education/ training to get a decent job these days?	Elementary education  Vocational education  Secondary education  University  Post-graduate studies  Other	Individual
	A.6.2	Individual interview		Specify other option	Insert text	
	A.6.3	Individual interview	Top skills 1	Which of the following qualities or skills do you think is the most useful in finding a good job? (select one)	Can read and write in Arabic	Individual



					<p>Can read and write in English</p> <p>Driving skills</p> <p>Basic computer or information technology skills</p> <p>Advanced computer or information technology skills</p> <p>Have specific technical or scientific skills relevant to the job</p> <p>Can be relied on to get things done</p> <p>Can work well with others and listens to others' views</p> <p>Can work well in very busy or difficult situations</p> <p>Can easily adapt to new tasks or changes in the workplace</p> <p>Local social connections/networks</p> <p>Other</p>	
	A.6.4	Individual interview		Specify others	Insert text	Individual
	A.6.5	Individual interview	Top skills 1 - proficiency	On a scale of 1-5 (1 being very bad to 5 being very good), how would you rate yourself in the above skill or quality?	<p>1 – one</p> <p>2 – two</p> <p>3 – three</p> <p>4 – four</p> <p>5 – five</p>	

	A.6.6	Individual interview	Top skills 2	Which of the following qualities or skills do you think is the second most useful in finding a good job? (select one)	<p>Can read and write in Arabic</p> <p>Can read and write in English</p> <p>Driving skills</p> <p>Basic computer or information technology skills</p> <p>Advanced computer or information technology skills</p> <p>Have specific technical or scientific skills relevant to the job</p> <p>Can be relied on to get things done</p> <p>Can work well with others and listens to others' views</p> <p>Can work well in very busy or difficult situations</p> <p>Can easily adapt to new tasks or changes in the workplace</p> <p>Local social connections/networks</p> <p>Other</p>	Individual
	A.6.7	Individual interview		Specify others	Insert text	Individual
	A.6.8	Individual interview	Top skills 2 - proficiency	On a scale of 1-5 (1 being very bad to 5 being very good), how would you rate yourself in the above skill or quality?	<p>1 – one</p> <p>2 – two</p> <p>3 – three</p> <p>4 – four</p> <p>5 – five</p>	

	A.6.9	Individual interview	Top skills 3	Which of the following qualities or skills do you think is the third most useful in finding a good job? (select one)	<p>Can read and write in Arabic</p> <p>Can read and write in English</p> <p>Driving skills</p> <p>Basic computer or information technology skills</p> <p>Advanced computer or information technology skills</p> <p>Have specific technical or scientific skills relevant to the job</p> <p>Can be relied on to get things done</p> <p>Can work well with others and listens to others' views</p> <p>Can work well in very busy or difficult situations</p> <p>Can easily adapt to new tasks or changes in the workplace</p> <p>Local social connections/networks</p> <p>Other</p>	Individual
	A.6.10	Individual interview		Specify others	Insert text	Individual
	A.6.11	Individual interview	Top skills 3 - proficiency	On a scale of 1-5 (1 being very bad to 5 being very good), how would you rate yourself in the above skill or quality?	<p>1 – one</p> <p>2 – two</p> <p>3 – three</p> <p>4 – four</p> <p>5 – five</p>	

	A.6.12	Individual interview	Occupation preference	Ideally, what type of occupation job do you prefer?	<p>MANAGER</p> <p>PROFESSIONAL</p> <p>TECHNICIAN</p> <p>CLERICAL SUPPORT WORKER</p> <p>SERVICE WORKER</p> <p>SALES WORKER</p> <p>Skilled AGRICULTURE, FORESTRY AND FISHERY worker</p> <p>Skilled CONSTRUCTION, CRAFT &amp; RELATED TRADES WORKER</p> <p>DRIVERS, PLANT &amp; MACHINE OPERATOR, &amp; ASSEMBLER</p> <p>Elementary occupation</p>	Individual
	A.6.13	Individual interview	Sector preference	Ideally, in which industry or sector or domain do you want to work?	<p>Agriculture, hunting, forestry and fishing</p> <p>Mining</p> <p>Manufacturing</p> <p>Electricity, gas and water supply</p> <p>Construction</p> <p>Wholesale and retail trade, repair</p> <p>Hotels and restaurants</p> <p>Transport, storage and communications</p> <p>Finance/insurance</p>	Individual

					Real estate, renting and business activities Public administration and defense Education Health and social work Other community, social and personal services Private household service Other	
	A.6.14	Individual interview		Specify other option	Insert text	
How do Libyan youths and migrants access the opportunities available in the labour market?	A.7.1	Individual interview	employment services flag	Did you register as a jobseeker with the employment services/intermediary/labour contractor?	Yes No	Individual
	A.7.2	Individual interview	employment services assistance flag	(If A.7.1 is yes) Did you receive any advice/help/assistance from the employment services?	Yes No	
	A.7.3	Individual interview	employment services assistance name	(If A.7.2 is yes) What advice/help/assistance did you receive from the employment services?	advice on how to search for a job information on vacancies guidance on education and training opportunities placement in education or training programmes	Individual

					Other	
	A.7.4	Individual interview		Specify other option	Insert text	
What are the opinions and aspirations of Libyan youth and migrants about the potential economic opportunities available?	A.6.15	Individual interview	Union membership flag	Are you a member of a trade union or association of workers?	Yes No	Individual
	A.6.16	Individual interview	Reason for not joining a union	(If A.6.15 is yes) Why not?	Have a negative view of trade unionism Not aware of any unions to join in my workplace It is discouraged by my employer Not sure what a union can do to help me Never been approached to join Never considered joining Do not have time Not interested in public affairs Too expensive Other	Individual
	A.6.17	Individual interview		Specify other option	Insert text	
	A.7.5	Individual interview	Current job training flag	In the past 18 months or since you arrived in the baladiya, did you attend or receive any vocational training?	Yes No	Individual

access the opportunities available in the labour market?	A.7.6	Individual interview	Current job training type	<p>(If A.7.5 is yes)</p> <p>What was the main type of training? (choose the main one)</p>	<p>Apprenticeship training</p> <p>Mentoring (on-the-job training with other staff)</p> <p>Training in new technologies</p> <p>Business development/entrepreneurship training</p> <p>Basic or advanced ICT Skills</p> <p>Foreign language training</p> <p>Accounting/book-keeping</p> <p>Other</p>	Individual
	A.7.7	Individual interview		Specify other option	Insert text	
	A.7.8	Individual interview	Current job training provider	Who provided the training?	<p>Your employer</p> <p>A private sector training institution</p> <p>A government training institution</p> <p>NGOs/International organization</p> <p>Other</p>	Individual
	A.7.9	Individual interview		Specify other option	Insert text	
	A.7.10	Individual interview	Current job training duration	How long was the training?	<p>Less than a week</p> <p>1 - less than 4 weeks</p> <p>1 - 3 months</p>	Individual

					4 - 6 months 7 months-1 year More than 1 year	
What are the opinions and aspirations of Libyan youth and migrants about the potential economic opportunities available?	A.6.19	Individual interview	Training usefulness	Do you feel the training you received in the past is useful in getting a job?	Very useful Somewhat useful Not useful Do not know	Individual
	A.6.20	Individual interview	Useful training names	What kind of training do you think would be most helpful in finding a job?	Apprenticeship with an employer Entrepreneurship training to start own business Computer and IT training Foreign language Professional skills training Other	Individual
	A.6.21	Individual interview		Specify other option	Insert text	
	A.6.22	Individual interview	Career goals	What are your careers goals, if any, for the next 18 months?	Remain at my current place of employment start my own business find another place of employment in the baladiya move to another country	



					move to the capital move back to my home country leave the workforce return to school/vocational training other	
	A.6.23	Individual interview		Specify other option	Insert text	
What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.4.14	Individual interview	Employment status	In the seven days, what was your main activity?	Attend education/training Work for pay, profit or family business for at least one hour Have a job, but temporarily absent from work Engaged in home duties (including childcare) Did not work or seek work for other reasons (than home duties) Recently finished school and plan to look for work in near future Recently finished school and have plans to start work in near future	Individual

	A.4.15	Individual interview	Employment status	<p>[If A.4.14 selected is</p> <p>“ Engaged in home duties (including childcare)”</p> <p>or</p> <p>“Recently finished school and plan to look for work in near future”</p> <p>or</p> <p>“Did not work or seek work for other reasons (than home duties)”]</p> <p>Are you looking for work or trying to establish your own business?</p>	<p>Yes</p> <p>No</p>	Individual
	A.4.16	Individual interview	Employment status	<p>(IF A.4.15 = yes)</p> <p>During the last four weeks, have you taken any steps to find work or to establish your own business?</p>	<p>Yes</p> <p>No</p>	Individual
	A.4.17	Individual interview	Employment status	<p>[If A.4.14 selected is</p> <p>“Have a job, but temporarily absent from work”</p> <p>or</p> <p>“Recently finished school and have plans to start work in near future”]</p> <p>Even though you were not working, did you have a job, business or a land holding to which you will return to work?</p>	<p>Yes</p> <p>No</p>	Individual
	A.4.18	Individual interview	Employment status	<p>(IF A.4.17 = yes)</p> <p>Are you looking for work or trying to establish your own business?</p>	<p>Yes</p> <p>No</p>	Individual
	A.4.19	Individual interview	Employment status	<p>(IF A.4.18 = yes)</p> <p>During the last four weeks, have you taken any steps to find work or to establish your own business?</p>	<p>Yes</p> <p>No</p>	Individual
	Inactive migrants					

	A.4.20	Individual interview	Inactive Migrant – reason for not working	<p>(IF A.4.16 = No</p> <p>Or</p> <p>IF A.4.19 = No)</p> <p>What is your main reason for not working or looking for work?</p>	<p>Own illness, injury, pregnancy</p> <p>Personal family responsibilities</p> <p>Education leaves or training</p> <p>Already found work to start later</p> <p>Already made arrangements for self-employment to start later</p> <p>Awaiting recall to former job (without formal job attachment)</p> <p>Awaiting busy season</p> <p>Believe no suitable work available (in area of relevance to one's skills, capacities)</p> <p>Lack employers' requirements (qualifications, training, experience, age, etc.)</p> <p>Could not find suitable work</p> <p>Do not know how or where to seek work</p> <p>Not yet started to seek work</p> <p>No reason given</p> <p>Other</p>	Individual
	A.4.21	Individual interview		Specify other option	Insert text	
	A.4.22	Individual interview	Inactive Migrant –	Did you ever work?	Yes	Individual

			work history flag		No	
	A.4.23	Individual interview	Inactive Migrant – willingness to work flag	Do you want to work in the future?	Yes No	Individual
<b>Migrants in Education</b>						
What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.4.24	Individual interview	Edu migrant – Grad intentions	(If A.4.14 selected “Attend education/training” ) What is the highest level of education/training you expect to complete?	Elementary education Vocational education Secondary education University or bachelors degree Post-graduate studies Doctorate or post-doctorate studies	Individual
How do Libyan youths and migrants access the opportunities available in the labour market?	A.7.11	Individual interview	Edu migrant – job search	Have you already started looking for a job?	Yes No	Individual
	A.7.12	Individual interview	Edu migrant – job search channel	(IF A.7.11 = yes) How are you looking for a job? (select all that apply)	Through education/training institution Through intermediaries / labour contractors Attending job fairs Registration at a public employment office Registration at a private employment office	Individual

					<p>Direct application for employers, participation in a competition</p> <p>Checking at worksites, farms, factory gates, markets or other assembly places</p> <p>Placing newspaper advertisements</p> <p>Answering advertisements (newspaper, internet, etc.)</p> <p>Seeking assistance of friends, relatives, colleagues, unions, etc.</p> <p>Applying for work permits, licenses</p> <p>Other</p>	
	A.7.13	Individual interview		Specify other option	Insert text	
What are the challenges or barriers to finding decent work for Libyan youth and migrants?	A.5.2	Individual interview	Main obstacle to find job	What has been the main obstacle in finding a decent job? [can mark more than one]	<p>No education</p> <p>Unsuitable general education</p> <p>Unsuitable vocational education</p> <p>No suitable training opportunities</p> <p>Mismatch between education requirements and that received</p> <p>No work experiences</p> <p>Not enough jobs available</p> <p>Considered too young</p> <p>Being a migrant or refugee</p>	

					Being male/female  Discriminatory prejudices (for example, disability, religion, race, appearance, etc.)  Low wages in available jobs  Poor working conditions in available jobs  Other	
	A.5.3	Individual interview		Specify other option	Insert text	
<b>Unemployed migrants</b>						
How do Libyan youths and migrants access the opportunities available in the labour market	A.7.14	Individual interview	Unemployed Migrant – Job search	(IF A.4.16 = Yes Or IF A.4.19 = Yes)  What steps did you take to seek work during the past four weeks? (select all that applies)	Through education/training institution  Through intermediaries / labour contractors  Personal contacts from the community  Attending job fairs  Registration at a public employment office  Registration at a private employment office  Direct application to employers, participation in a competition	Individual

					<p>Checking at worksites, farms, factory gates, markets or other assembly places</p> <p>Placing newspaper advertisements</p> <p>Answering advertisements (newspaper, internet, etc.)</p> <p>Seeking assistance of friends, relatives, colleagues, unions, etc.</p> <p>Looking for land, building, machinery, equipment to establish own enterprise</p> <p>Arranging for financial resources</p> <p>Applying for permits, licenses</p> <p>Nothing</p> <p>Other</p>	
	A.7.15	Individual interview		Specify other option	Insert text	
What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.4.25	Individual interview	Migrant Unemployment tenure	How long have you been available for work and actively looking for a job?	<p>Less than a week</p> <p>1 week – Less than a month</p> <p>1-2 months</p> <p>3-6 months</p> <p>7 months-1 year</p> <p>More than 1 year</p>	Individual

How do Libyan youths and migrants access the opportunities available in the labour market?	A.7.16	Individual interview	Unemployed Migrant – Job refusal	Have you ever refused a job that was offered to you?	Yes No	Individual
	A.7.17	Individual interview	Unemployed Migrant – Refusal reason	(If A.7.16 = Yes) Why did you refuse? (select the main reason)	Wages offered were too low Work was not interesting Location was not convenient Work would not match my level of qualifications Work would require too few hours Work would require too many hours Waiting for a better job offer There was no contract length offered or contract length was too short Saw no possibilities for advancement Other	Individual
	A.7.18	Individual interview		Specify other option	Insert text	
	A.7.19	Individual interview	Unemployed Migrant – Minimum income flag	Is there a minimum level of income per month below which you would not accept a job?	Yes No	Individual
	A.7.20	Individual interview	Unemployed Migrant – Minimum	(If A.7.19 = Yes) What is the minimum level of income per month below which you would not accept a job?	Enter the minimum number	Individual



			income Number			
What are the challenges or barriers to finding decent work for Libyan youth and migrants?	A.5.4	Individual interview	Unemployed Migrant barriers to find job	What has been the main obstacle in finding a good job? [can mark more than one]	No education Unsuitable general education Unsuitable vocational education No suitable training opportunities Mismatch between education requirements and that received No work experiences Not enough jobs available Considered too young Being a migrant or refugee Being male/female Discriminatory prejudices (for example, disability, religion, race, appearance, etc.) Low wages in available jobs Poor working conditions in available jobs Other	Individual
	A.5.5	Individual interview		Specify other option	Insert text	
<b>Employed migrants</b>						

What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.4.26	Individual interview	Employed Migrant – employment type	[If A.4.14 selected is “Work for pay, profit or family gain for at least one hour”]  In your job, business or farm, do you usually work:	For someone else with pay?  For someone else without pay?  For family gain?  In own business with or without employees?  In own landholding with or without employees?  As a member of a cooperative?  Other	Individual
	A.4.27	Individual interview		Specify other option	Insert text	
	A.4.28	Individual interview	Self-employed Migrant – reason for self-employment	(If A.4.26 selected  “In own business with or without employees?”  Or  “In own business with or without employees?”  Or  “As a member of a cooperative?” )  Why did you choose to be self-employed or an own-account worker rather than to work for someone else (as a wage & salaried worker)?	Could not find a wage or salary job  Greater independence as self-employed/ own-account worker  More flexible hours of work  Higher income level  Other	Individual
	A.4.29	Individual interview		Specify other option	Insert text	
How do Libyan youths	A.7.21	Individual interview	Self-employed Migrant –	What was the source of income/money to start your current business?	No money needed	Individual

and migrants access the opportunities available in the labour market?			source of capital		Own savings Savings of other family members Loan from family or friends Loan from bank or commercial institution Loan from private money lender Loan/assistance from government institution Loan/assistance from NGO, donor project, etc. Funds from savings and credit/group Credit from customer/middleman/agent/supplier Other	
	A.7.22	Individual interview		Specify other option	Insert text	
What is the educational qualification, skillsets, and employment status of Libyan youth and migrants?	A.4.30	Individual interview	Employed Migrant - organization type	(If A.4.26 selected “I For someone else with pay?” Or “For someone else without pay?” or “For family gain?” Or	Central Government Local Government Parastatal/State-owned firm Embassy/International org. NGO or faith-based org. Private Enterprise Producers’ cooperative Private household Self-employed or running own business	Individual

			“Other” ) What is the type of the enterprise / organization that you work for?	Working for family gain Other	
A.4.31	Individual interview		Specify other option	Insert text	
A.4.32	Individual interview	Employed Migrant – organization location	Where is your place of work located?	In a formal business place At a market/ shop/ kiosk On the street/ by the roadside At the client's premises No fixed location/ different places (mobile) At home/ family dwelling Employer's home Industry/ factory Plantation/ farm/ garden Construction/ Quarrying sites Other	Individual
A.4.33	Individual interview		Specify other option	Insert text	
A.4.34	Individual interview	Employed Migrant -job type	In his/her main job/business, what kind of work do you usually do?	MANAGERS PROFESSIONALS TECHNICIANS CLERICAL SUPPORT WORKERS SERVICE WORKERS	Individual

					<p>SALES WORKERS</p> <p>Skilled AGRICULTURE, FORESTRY AND FISHERY workers</p> <p>Skilled CONSTRUCTION, CRAFTS &amp; RELATED TRADES WORKERS</p> <p>DRIVERS, PLANT &amp; MACHINE OPERATORS, &amp; ASSEMBLERS</p> <p>Elementary occupation</p>	
	A.4.35	Individual interview	Employed Migrant – employment sector	In your workplace, what kind of business/activity is mainly carried out?	<p>Agriculture, hunting, forestry and fishing</p> <p>Mining</p> <p>Manufacturing</p> <p>Electricity, gas and water supply</p> <p>Construction</p> <p>Wholesale and retail trade, repair</p> <p>Hotels and restaurants</p> <p>Transport, storage and communications</p> <p>Finance/insurance</p> <p>Real estate, renting and business activities</p> <p>Public administration and defense</p> <p>Education</p>	Individual

					Health and social work Other community, social and personal services Private household service Happy with current sector/would not change Not sure Other	
	A.4.36	Individual interview		Specify other option	Insert text	
	A.4.37	Individual interview	Employed Migrant – employment informality	Is this enterprise / organization registered?	Yes No Do not know Prefer not to answer	Individual
	A.4.38	Individual interview	Employed Migrant – tax payment	Did you pay taxes last year on your earnings?	Yes No Prefer not to answer	Individual
	A.4.39	Individual interview	Employed Migrant – contract type	What kind of employment contract are you currently working under?	I do not have one I have an oral contract of unlimited duration (permanent) I have an oral contract of limited duration between 12 and 36 months (temporary)	Individual

					<p>I have an oral contract of limited duration under 12 months (temporary)</p> <p>I have a written contract of unlimited duration (permanent)</p> <p>I have a written contract of unlimited duration between 12 and 36 months (temporary)</p> <p>I have a written contract of limited duration under 12 months (temporary)</p> <p>Do not know</p>	
	A.4.40	Individual interview	Employed Migrant – contract (un)satisfaction reasons	Please select which of the following best describes your perception of the contract arrangement (select one only):	<p>It gives me the job security I need</p> <p>It gives me the flexibility that I need</p> <p>The wage is high enough that I do not care about the terms of the contract</p> <p>Satisfied, but other reasons</p> <p>It does not give me the job security that I need</p> <p>It does not give me the flexibility that I need</p> <p>I do not get the same benefits as other employees</p> <p>Unsatisfied, but other reason</p>	Individual
	A.4.41	Individual interview	Employed Migrant –	In your current job, are you entitled to the following benefits? (Choose all that apply)	Transport or transport allowance	Individual

			employment benefits		Meals or meal allowance  Annual paid leave (holiday time)  Paid sick leave  Pension/old age insurance  Severance/end of service payment  Medical insurance coverage  Bonus/reward for good performance  Social security contribution  Educational or training courses  Occupational safety/protective equipment or clothing  Childcare facilities  Maternity/paternity leave  Other	
	A.4.42	Individual interview		Specify other option	Insert text	
	A.4.43	Individual interview	Employed Migrant – total work hours	How many hours per week are you contractually obligated to work at your main job?	Less than 10 hours  10 – 20 hours  21 – 30 hours  31 – 40 hours  41- 50 hours	Individual



					Above 50 hours	
	A.4.44	Individual interview	Employed Migrant – last week total work hours	Last week, how many hours did you actually work at your main job (including meal breaks, overtime, travel time, etc.)?	Less than 10 hours 10 – 20 hours 21 – 30 hours 31 – 40 hours 41- 50 hours Above 50 hours	Individual
	A.4.45	Individual interview	Employed Migrant – work hour choices	Given the choice, would you opt for:	More income and more hours Less income and fewer hours The same income and hours	Individual
	A.4.46	Individual interview	Employed Migrant – monthly income	On average, what is your total income from work per month?	less than 400 LYD between 400 and 800 between 801 and 1200 between 1201 and 1600 between 1601 and 2000 between 2001 and 2400 More than 2400 I do not want to answer	Individual
	A.4.47	Individual interview		To what extent are you satisfied with your main job?	Mostly satisfied Mostly unsatisfied	
	A.4.48	Individual interview	Employed Migrant – switching job flag	Do you hope to change your main job in the future?	Yes No Not sure	Individual

	A.4.49	Individual interview	Employed Migrant – switching job reason	[IF A.4.48 is Yes] What is the most important reason for wanting to change your job?	To get higher pay To have better working conditions To have better career prospects To be able to better combine work with family responsibilities Other	Individual
	A.4.50	Individual interview		Specify other option	Insert text	
How do Libyan youths and migrants access the opportunities available in the labour market?	A.7.23	Individual interview	Employed Migrant – job refusal flag	Have you ever refused a job that was offered to you?	Yes No	Individual
	A.7.24	Individual interview	Employed Migrant - job refusal reason	(If A.7.23 is yes) Why did you refuse? (select the main reason)	Wages offered were too low Work was not interesting Location was not convenient Work would not match my level of qualifications Work would require too few hours Work would require too many hours Waiting for a better job offer There was no contract length offered or contract length was too short Saw no possibilities for advancement	Individual

					Other	
	<b>A.7.25</b>	Individual interview		Specify other option	Insert text	
	<b>A.7.26</b>	Individual interview	Employed Migrant job - acceptance condition	In your job-search period, were you more likely to	Accept any job, whatever the conditions  Accept any job, provided it was stable  Accept any job, provided it was well paid  Accept any job, provided it was appropriate to my level of education  Accept a job only if it was stable, well paid and if it was appropriate to my level of qualification  Other	Individual
	<b>A.7.27</b>	Individual interview		Specify other option	Insert text	
	<b>A.7.28</b>	Individual interview	Employed Migrant – Minimum income flag	Was there a minimum level of income per month below which you would not accept a job?	Yes  No	Individual
	<b>A.7.29</b>	Individual interview	Employed Migrant – Minimum income Number	<b>(If A.7.28 is Yes)</b>  What is the minimum level of income per month below which you would not accept a job?? (LYD)	Enter the minimum amount?	Individual
	<b>A.7.30</b>	Individual interview	Employed Migrant –	How long were you available and actively looking for work before finding your current job (or establishing your current business)?	Less than a week  1 – less than 4 weeks	Individual

			Unemployment tenure		1 - 2 months 3 - 6 months 7 months-1 year More than 1 year	
What are the challenges or barriers to finding decent work for Libyan youth and migrants?	A.5.6	Individual interview	Employed Migrant - barriers to find job	What would you say was the main obstacle in finding a job?	No education Unsuitable general education Unsuitable vocational education No suitable training opportunities Requirements for job higher than education/ training received No work experiences Not enough jobs available Considered too young Being male/female Discriminatory prejudices (for example, disability, religion, race, appearance, etc.) Low wages in available jobs Poor working conditions in available jobs No obstacles Other	Individual

	A.5.7	Individual interview		Specify other option	Insert text	
How do Libyan youths and migrants access the opportunities available in the labour market?	A.7.31	Individual interview	Employed Migrant – Current job referral	How did you get your present job?	Through education/training institution  Directly recruited by employer  Through public employment service  Through job fairs  Through traditional media (radio, TV, newspaper, etc.)  Through online media ( social media, online ads etc.)  Through friends and relatives  Through intermediary/labour contractor  Other	Individual
	A.7.32	Individual interview		Specify other option	Insert text	
What are the opinions and aspirations of Libyan youth and migrants about the potential economic opportunities available?	A.6.18	Individual interview	Employed Migrant – gender equality	In your current job, do you feel that a woman has equal opportunities to a man for being promoted or being successful?	Equal opportunities for women and men  Greater opportunities for men  Greater opportunities for women  Do not know	Individual
	A.6.19	Individual interview	Employed Migrant – equality	In your current job, do you feel that a migrant has equal opportunities to a Libyan for being promoted or being successful?	Equal opportunities for migrants/refugees and Libyans	Individual

					<p>Greater opportunities for Libyans</p> <p>Greater opportunities for migrants/refugees</p> <p>Do not know</p>	
What is the impact of COVID-19 on training and employment among Libyan youth and migrants?	A.8.1	Individual interview	Migrant job loss – post covid 19	<p>If unemployed or inactive</p> <p>Were you employed (work for pay, profit or family business for at least one hour per week) before COVID-19 outbreak and the consequent restrictions</p>	<p>Yes</p> <p>No</p>	Individual
	A.8.2	Individual interview	Migrant reduce pay – post covid19	<p>(If A.8.1 is Yes)</p> <p>What impact (if any) did COVID-19 and the consequent restrictions have on your employment?</p>	<p>Job loss</p> <p>Reduced pay</p> <p>Reduced hours</p> <p>Other</p> <p>Prefer not to answer</p>	Individual
	A.8.3	Individual interview	Migrant post covid19 – reason for job loss	<p>(If A.8.2 is “Job loss”)</p> <p>What was the main reason for losing your job?</p>	<p>Place of work closed down due to COVID-19</p> <p>Place of work reduced the number of personnel</p> <p>Unable to travel to my place of work due to COVID-19 movement restrictions</p> <p>I had to stop working to look after family/friends</p> <p>Place of work no longer able to pay salary</p> <p>Fear of contracting the virus</p>	Individual

					I don't know Other	
	A.8.4	Individual interview	Migrant post covid19 – reason for job loss	Specify the other option	Insert text	Individual
	A.8.5	Individual interview	Migrant pre covid19 - remittances	Prior to the outbreak of COVID-19 and the consequent movement restrictions, were you sending remittances to your family back home?	Yes No I don't want to answer	Individual
	A.8.6	Individual interview	Migrant pre covid19 - remittances	(If A.8.5 is Yes) Were these remittances their main source of income ?	Yes No I don't know I don't want to answer	Individual
	A.8.7	Individual interview	Migrant post covid19 - remittances	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	Individual
	A.8.8	Individual interview	Migrant pre covid19 – movement intentions	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	Individual

					<p>No, I intended to continue to another destination as soon as possible</p> <p>No, I intend to return to my home country as soon as possible</p> <p>I don't know</p> <p>I don't want to answer</p>	
	A.8.9	Individual interview	Migrant post covid19 – movement intentions	How has this changed due to COVID-19?	<p>No change due to COVID-19</p> <p>I changed my intended destination</p> <p>I intend to return home</p> <p>I intend to stay in Libya for the time being</p> <p>I intend to continue to another destination as soon as possible</p> <p>Other</p> <p>I don't know</p> <p>I don't want to answer</p>	Individual
	A.8.10	Individual interview	Useful govt support	What support or assistance, if any, do you need from the Libyan authorities (local or national) to mitigate the economic impacts of COVID-19?	<p>Unemployment benefits</p> <p>Cash support for reduced work hours</p> <p>Cash transfer for informal workers</p> <p>Unconditional cash transfer</p>	



					Upskilling and job training support Extension of visa or work permit Financial support for repatriation Others	
	A.8.11	Individual interview		Specify other option	Insert text	
	A.8.12	Individual interview	Govt support flag	Have you received any support or assistance from the Libyan authorities (local or national) to mitigate the economic impacts of COVID-19?	Yes No Prefer not to answer	
	A.8.13	Individual interview	Govt support name	(If A.8.12 is Yes) What support or assistance have you received from the Libyan authorities (local or national) to mitigate the economic impacts of COVID-19?	Unemployment benefits Cash support for reduced work hours Cash transfer for informal workers Unconditional cash transfer Upskilling and job training support Extension of visa or work permit Financial support for repatriation Others	

	A.8.14	Individual interview		Specify other option	Insert text	
	A.8.15	Individual interview	Support satisfaction	<p>(If A.8.12 is Yes)</p> <p>What has been your level of satisfaction with the support and services provided?</p>	<p>Very satisfied</p> <p>Satisfied</p> <p>Neutral</p> <p>Dissatisfied</p> <p>Very dissatisfied</p>	

## 6. 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  Number of individuals accessing IMPACT services/products	# of downloads of x product from Resource Centre	Country request to HQ	User_log	X Yes
		# of downloads of x product from Relief Web	Country request to HQ		X Yes
		# of downloads of x product from Country level platforms	Country team		<input type="checkbox"/> Yes
		# of page clicks on x product from REACH global newsletter	Country request to HQ		X Yes
		# of page clicks on x product from country newsletter, sendingBlue, bit.ly	Country team		X 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	ACTED country strategy plan, EUTF country strategy plan
		# references in single agency documents			
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	Usage survey to be conducted at the end of the research cycle related to all
		Perceived usefulness and influence of IMPACT outputs			
		Recommendations to strengthen IMPACT programs			

	Number of humanitarian documents (HNO, HRP, cluster/agency strategic plans, etc.) directly informed by IMPACT products	Perceived capacity of IMPACT staff			outputs, targeting at least 5 partners and stakeholders.
		Perceived quality of outputs/programs			
		Recommendations to strengthen IMPACT programs			
<b>Humanitarian stakeholders are engaged in IMPACT programs throughout the research cycle</b>	Number and/or percentage of humanitarian organizations directly contributing to IMPACT programs ( <i>providing resources, participating to presentations, etc.</i> )	# of organisations providing resources (i.e. staff, vehicles, meeting space, budget, etc.) for activity implementation	Country team	Engagement_log	<input type="checkbox"/> Yes
		# of organisations/clusters inputting in research design and joint analysis			<input type="checkbox"/> Yes
		# of organisations/clusters attending briefings on findings			X Yes

