



International Organization for Migration (IOM)
The UN Migration Agency

IOM Libya Project Proposal:

Multi-Sectoral Support For Vulnerable Migrants in Libya

Project type:	Return and Reintegration Assistance for Migrants and Governments (RR)
Secondary project type:	Immigration and Borders (IB)
Geographical Coverage:	Libya
Executing agency:	International Organization for Migration (IOM)
Beneficiaries:	Migrants, host communities, Government authorities, such as the Libyan Coast Guard (LCG), Ministry of Interior, Ministry of Labour and Rehabilitation, Ministry of Local Governance, Municipalities.
Partner(s):	Ministry of Interior, Ministry of Foreign Affairs, Ministry of Labour and Rehabilitation, Ministry of Local Governance, Municipalities.
Management site:	Tripoli, CO, LIBYA
Duration:	24 Months
Budget:	7,000,000 EUR

Summary

Libya is a country of transit and destination for thousands of migrants, mainly from neighboring countries, seeking to improve their socioeconomic conditions. In recent years, protracted conflict, political fragmentation, and prolonged instability have altered Libya's posture towards migration, profoundly exacerbating migrants' vulnerabilities. Given that migrants in Libya are confronted with numerous and multifaceted challenges, the scope of response must amount to the scale of issues and difficulties. Through this funding, and in complementarity with different projects being implemented across the entire humanitarian and development spectrum, namely: Supporting A Human Rights-based Response To Cross-border Movements To Libya- Focus On The Tunisia/Libya Border Situation (Italy) ; Protecting vulnerable migrants and stabilizing communities in Libya (NDICI) ; Boosting Youth Employment In The South Of Libya Through Skills Enhancement And Livelihood Opportunities (AICS) ; Multi-sectoral support for vulnerable mobile populations and communities in Libya Phase III (Italy Mig Fund). IOM will intervene holistically and comprehensively along four main pillars, namely Voluntary

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Humanitarian Return, Search and Rescue in the Desert, Labour Mobility and Data to contribute towards reducing the vulnerabilities, strengthening the resilience, and promoting the socio-economic empowerment of migrants in Libya.

1. Rationale

Libya is a country of transit and destination for thousands of migrants, mainly from neighboring countries, seeking to improve their socioeconomic conditions. Most migrants arrive to Libya in search for employment opportunities, and a small proportion chooses to continue their journey to the northern shore of the Mediterranean. In recent years, protracted conflict, political fragmentation, and prolonged instability have altered Libya's posture towards migration, profoundly exacerbating migrants' vulnerabilities.

In 2020, a cease-fire agreement concluded under the auspices of the UN between rival Libyan factions put an end to a 6-year long civil war. The agreement set the stage for fostering consensus among national stakeholders on the imperative of promoting peacebuilding and development, which ultimately translated into the signature of the United Nations Sustainable Development Framework (UNSDCF) in 2022 between the Government of Libya and the United Nations. The UN-Libya's 2023-2025 UNSDCF ushered in a new era characterized by the transition from emergency to recovery and reconstruction through a humanitarian-peace-development nexus approach.

While this is a major leap for Libya, the shift from a humanitarian to a development scope – characterized by a phase out of the Cluster/Sector System, and a reduction in humanitarian coordination and funding – put vulnerable groups, and especially migrants, at an increased risk of being left behind. Generally speaking, migrants in Libya are disproportionately impacted by conflict and instability owing to their legal status; the criminalization of irregular entry and exit under Libyan law provides a basis for the apprehension and detention of undocumented migrants i.e. the majority of migrants in Libya. Undocumented migrants have no access to legal recourse and are therefore prone to detention in dismal and deplorable conditions where they remain at constant risk of being subjected to severe abuse and human rights' violations by state and non-state actors. At any given time, thousands of men, women, and children are detained by state and non-state actors across the country – 4,361 migrants in 12 state-run active DCs as of January 2024 and many more believed to be detained in unofficial DCs.

Further to the legal status, unemployment is a major exacerbator of migrants' vulnerability in Libya. As of September 2023, the unemployment rate among migrant populations was estimated at 18%. Unable to secure a steady stream of revenue, many find themselves stranded and abandoned, with little to no access to basic services; While most migrants in Libya, regardless of their unemployment status, face several challenges, a greater percentage of migrants (surveyed between July and September 2023) who were unemployed reported facing financial issues (86%) as well as hunger or insufficient clean drinking water (33%) or attacks or assaults (31%) compared to those who were employed (49%,14% and 19% respectively).¹

The situation of employed migrants is not to be construed as significantly better. Migrants' employment condition is characterized by precarity; when surveyed by DTM, nearly half of migrants (48%) cited that job insecurity is one of the main risks they face on the labour market and nearly as

¹ Libya — Migrant Report 49 (July - September 2023). Accessible [here](#).

many (47%) reported that they were employed on a short-term or casual basis (47%). Other challenges that migrants expressed included employers paying lower wages than agreed (43%), verbal abuse (32%) and withheld wages (25%).²

Since mid-2023, migrants' situation in Libya further worsened owing to events that transpired on the other side of the western borders, in the neighboring country Tunisia. In the context of Tunisia's deteriorating economic situation, anti-migrant public sentiments and xenophobic expressions fueled by political discourse became increasingly palpable, culminating into indiscriminate security crackdowns against regular and irregular Sub-Saharan African migrants. In July 2023, Tunisian authorities conducted raids in the city of Sfax, and arrested and forcibly expelled hundreds of migrants to a militarized border zone between Libya and Tunisia. Migrants were abandoned in the desert, and many were stranded and lost; some even perished due to dehydration and very high temperatures. As of January 2024, expulsions from Tunisia to Libya continue uninterrupted, putting in peril the safety and wellbeing of thousands of migrants.

Considering that migrants in Libya are confronted with numerous and multifaceted challenges, it stands to reason that the scope of response must amount to the scale of issues and difficulties. Through this funding, and in complementarity with different projects being implemented across the entire humanitarian and development spectrum, IOM will intervene holistically and comprehensively along four main pillars:

- a) **Voluntary Humanitarian Return and Reintegration (VHR-R):** Since 2015, IOM's VHR-R program has been a pathway to safety, protection, and support for thousands of migrants in Libya. The program provides essential support to migrants in precarious situations, such as those facing exploitation, abuse, or extreme hardship. It offers various services, including safe and dignified return assistance and medical support, and facilitates returnees' socio-economic reintegration in their countries of origin. In 2023 alone, 9,370 migrants were supported to return to 26 countries of origin across Africa and Asia through IOM Libya's VHR program. 43% of VHR beneficiaries in 2023 were in detention at the time of their identification and support and close to 7% were victims of trafficking. IOM will continue to support VHR beneficiaries as part of this project, offering a lifeline for migrants in distress.
- b) **Immigration and Border Governance (IBG):** Through its IBG program, within the scope of this project, IOM will focus on strengthening Libyan authorities' Search and Rescue in the Desert (SARD) capacities. The proposed intervention will focus on strengthening authorities' SARD institutional capacities in the western desert border region with Tunisia where expulsions are regularly taking place. Equipment will be provided, and practical skills will be enhanced, ultimately enabling authorities to conduct swift and efficient interventions aimed at the provision of life-saving support to migrants in distress.
- c) **Labour Migration and Social Inclusion (LMI):** IOM will continue to strengthen national officials' capacities in labour migration governance and management of foreign labour force in Libya to foster a culture of respect of labour migrants' socio-economic rights and to raise

² *Ibid.*

awareness on migrants' pivotal role in Libya's economic development. Private sector actors will also be sensitized on their responsibility with respect to upholding migrant workers' rights and ensuring fair recruitment practices. Institutional improvement will be complemented by the provision of technical and advisory support on the expansion of the IOM-developed labour market administration tool – Labour Market Administration System (LMIS) – a tool that enables, inter-alia, matching available skills with the demands of the labour market. Furthermore, Libyan, and migrant youth will be socio-economically empowered through hard and soft skills enhancement. Tailored training opportunities in highly sought-after technical and soft skills will allow for youth beneficiaries' improved access to the labour market, thus contributing to reducing vulnerabilities linked to precarity and financial insecurity.

- d) Displacement Tracking Matrix (DTM):** IOM Libya's DTM has been providing a common operating picture concerning the movement of populations in Libya since 2016, allowing humanitarian actors to provide timely and tailored assistance to those in need. Quantitative and qualitative studies conducted by DTM enable the effective and efficient implementation of the above-mentioned components as well as all IOM Libya's interventions. This robust data collection and analysis tool is indispensable for the organization's knowledge production and operations. Through this project, inter-alia, DTM's flow monitoring coverage will be expanded to capture mobility trends and gather data on new migration routes. Furthermore, DTM will conduct migration related socio-economic studies to better inform IOM's labour migration interventions.

Cross-Cutting Considerations:

Protection principles will be mainstreamed throughout by ensuring people have access to assistance and support based on need and without any barriers such as discrimination. IOM will, during the implementation of this action, target population sub-groups/geographical areas identified as in greatest need of assistance, this is to achieve the greatest impact with resources awarded and due to the limitation of resources in respect to needs. Assistance provided will, in line with the principles of non-discrimination, assist all demographic groups, from all ethnicities and of all ages.

Gender: Migration risks often affect men and women differently, and it is important to analyze a variety of factors in specific contexts to appropriately address this. In some instances, women may be at a heightened risk, such as of sexual exploitation, and in other instances men may be at heightened risks, such as of labour exploitation. However, this can never be generalized, and no one is inherently vulnerable but rather vulnerability is based on the interaction between specific risks and resilience.

Gender misperceptions can also have important consequences and need to be considered throughout the project cycle. Myths such as that men are not victims of sexual violence prevail, which may impact both the identification and treatment of men survivors and make it more difficult for men to seek assistance due to social stigma or cultural attitudes. The Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ+) community can also face extreme risks of violence, discrimination, and detention among others, and stigmatization in the access to appropriate services.

IOM will ensure gender mainstreaming and equal programming opportunities for women and men by adhering to IOM's 2015-2019 Gender Equality Policy, which establishes a framework for IOM's work on gender issues. In the context of this project, this Policy will translate into the following measures:

IOM makes gender balance within its workforce a pivotal element of its Gender Policy. IOM will ensure the makeup of the IOM staffing includes gender-representative teams to facilitate gender-specific assistance.

IOM will ensure that attitudes and practices that contribute to discrimination against, marginalization of, or violence against women, girls, men or boys are challenged within the project.

IOM explicitly recognizes that men, boys, women, and girls require specific assistance services, and that social stigma is often most serious for those recovering from sexual abuse. IOM has the Gender-Based Violence in Crisis Framework which provides a Framework on how IOM responds to survivors of sexual violence and abuse. IOM will work with service providers to ensure that beneficiaries have access to services that meet their individual needs, and it is non-discriminatory, and that they have access to care providers with appropriate expertise (e.g., child protection specialists, male and female social workers).

Collection of disaggregated data by gender and age: this is common practice of IOM's programmes. Particular concern will be given to confidentiality and informed consent, and other survivor centered principles such as respect and non-discrimination.

Do no harm and Accountability to the affected populations (AAP): IOM will use its long experience applying the 'Do No Harm' and "Best interest" principles to minimize the risk of harm for all beneficiaries. This includes placing the best interest of migrants at the centre of all activities and referrals to appropriate specialized services for those in need of specific protection assistance.

Recognizing that the most vulnerable migrants often have the least access to services in Libya, including due to security concerns and risks of detention, IOM will arrange for targeted outreach to these groups, and also arrange activities in appropriate locations, with safeguards in place, and during daytime when affected populations can safely approach IOM staff, and request and receive IOM's support and services. Special attention will be paid to reducing barriers to access to vulnerable groups, such as to persons with disabilities and children.

Monitoring and evaluation tools will be designed to include feedback mechanisms on the adequacy of interventions, as well as concerns and complaints. Issues identified will be addressed in the future design of activities, and complaints will be referred through appropriate channels.

In line with AAP approach of ensuring a two-way information channel and prioritizing the incorporation of the views and analysis of affected populations in programme decisions, IOM will ensure the availability of a feedback mechanism. IOM Libya's existing hotline number will be provided to migrants wishing to provide feedback or to address concerns. Their feedback will be part of the evidence-base for future interventions. IOM is also part of the UN common feedback mechanism.

Protection from Sexual and Abuse (PSEA): In line with IOM's commitments to protect affected populations from sexual exploitation and abuse (SEA), a range of measures are undertaken to prevent, mitigate the risks of, and respond to SEA. Measures may include but are not limited to: identifying and developing SEA risk mitigation actions to be integrated into all sectors of response; strengthening the capacity of frontline workers, implementing partners, national authorities and others to address SEA; strengthening or establishing where needed, complaint and feedback mechanisms that are safe and accessible for affected populations to report SEA concerns; supporting and actively participating in

inter-agency and collective PSEA response at country and/or regional level; and taking steps to ensure that SEA survivors, in addition to GBV survivors, have access to quality and timely assistance and support services.

Data protection: To ensure the security and privacy of its beneficiaries, IOM will not disclose any personal data shared with the organization. IOM has data protection regulations and a manual which will be shared with all staff working on the project. The IOM data protection guidelines are applicable to all IOM projects and compliance is mandatory.

2. Project Description

The primary objective of this project is to contribute towards reducing the vulnerabilities, strengthening the resilience, and promoting the socio-economic empowerment of migrants in Libya.

Outcome 1: Stranded and vulnerable migrants have the opportunity to re-establish themselves in their home communities.

Output 1.1 Migrants benefit from a safe and dignified voluntary return assistance (VHR)

Activity 1.1.1 Provide Voluntary Humanitarian Return (VHR) assistance to stranded and vulnerable migrants.

IOM will provide VHR assistance to migrants rescued at sea, detained in detention centers, or stranded in urban and rural areas in Libya. IOM will conduct extensive outreach activities to inform migrant communities on the services they are entitled to within the scope of IOM's VHR program. Furthermore, IOM will support returnees' socio-economic reintegration in their countries of origin. 820 migrants will benefit from voluntary humanitarian and reintegration assistance under this project.

Output 1.2 Migrants Returning migrants are reintegrated in selected countries of origin

Activity 1.2.1 Provide reintegration support to VHR beneficiaries supported under Activity 1.1.1.

Upon return to their countries of origin, eligible beneficiaries will receive individualized reintegration assistance, which would form part of the individual or collective assistance that will be managed and coordinated by IOM offices in returnees' countries of origin. Individual reintegration assistance will cover costs pertaining to medical and psychosocial support, housing support, vocational training, income-generation, and any type of assistance deemed relevant and appropriate during counselling sessions with prospective beneficiaries and based on assessed vulnerability as per the guidelines and recommendations outlined in the IOM Handbook on Assistance to vulnerable migrants and the IOM Handbook on Reintegration.

The long-term aim is to ensure that all returnees from Libya to countries of origin receive some form of reintegration assistance upon return, and that the reintegration assistance received is appropriate. Working with IOM offices in countries of return and paying particular attention to the needs of vulnerable migrants, the reintegration support to returnees will include the development of their Individual Reintegration Plan (IRP) in line with IOM's reintegration guidelines. Individual Reintegration plans will be uploaded on the IOM case management tool (MIMOSA) using a specific MIMOSA reference for each beneficiary to allow for easier monitoring, and evaluation of support provided and

to ensure case follow up and continuum of care by IOM Libya as well as effective coordination with receiving missions.

To ensure complementarity between IOM projects, reintegration assistance will be offered to beneficiaries of nationalities that do not have access to reintegration support under different funding streams, and particularly EU funding.

Outcome 2: Libyan authorities are better equipped and trained to provide life-saving assistance to migrants and persons in need of international protection along the western border.

Output 2.1 Libyan authorities have the necessary infrastructure and equipment to effectively perform SARD operations at the western border

Activity 2.1.1 Establish and/or improve SARD infrastructure at the western border.

IOM is committed to establishing a new infrastructure or enhance the existing facilities of designated SARD entities, ensuring the effective implementation of SARD operations along the Tunisia-Libya border region. The primary objective is to streamline search and rescue efforts for migrants and individuals requiring international protection who may find themselves in distress within the desert border areas. This comprehensive approach involves deploying mobile patrolling stations equipped with essential operational tools, including auxiliary generators, photovoltaic power stations, water tanks, and WASH facilities. Additionally, the project encompasses the strategic establishment of basic first aid clinics across the Sahara Desert, ensuring the provision of emergency first aid assistance in remote locations. This holistic infrastructure development initiative is designed to optimize responses to critical situations and contribute significantly to the overall safety and well-being of those in need.

Activity 2.1.2 Provide SARD equipment to relevant SARD entities along the western border.

Specialized Search and Rescue in the Desert (SARD) equipment will be provided to enhance the effectiveness of operations along the western border with Tunisia, in remote desert areas. The equipment includes first aid kits, tents, sleeping bags, GPS devices, and modern radio communication devices like HF/VHF/Thuraya satellite phones. Off-road ambulances will also be made available for the transportation of injured or sick persons. Additionally, Personal Protective Equipment (PPE) and dead body bags will be provided to facilitate the retrieval and respectful transfer of migrants who have lost their lives in the desert.

Output 2.2 Libyan authorities are equipped with the necessary knowledge and skills to provide life-saving assistance and to protect the rights of migrants in distress during SARD operations

Activity 2.2.1 Facilitate rights-based capacity-building and sensitization sessions for Libyan Border Guard and other relevant authorities active in SARD operations.

IOM will enhance the capacities of key entities involved in Search and Rescue in the Desert (SARD) operations, including the Libyan Border Guard, DCIM, and the Customs Authority. The objective is to bolster their ability to provide assistance and emergency first aid to migrants and individuals requiring international protection, particularly those rescued in the desert border area. To achieve this, IOM will facilitate capacity-building and sensitization training sessions with a strong focus on human rights. These training sessions will address emergency first aid and dead body management in the peculiar context of the desert. Additionally, IOM will facilitate comprehensive capacity building sessions on

international protection principles to enhance relevant officials' understanding of migrants' rights and protection requirements during Search and Rescue operations.

To ensure optimum conditions for knowledge transfer when conducting training under this activity, IOM will procure equipment and materials and refurbish and/or equip training facilities with furniture and office essentials as relevant and necessary. This integrated approach is conceptualized with the specific aim of equipping authorities with knowledge and resources to carry out SAR operations while upholding the rights and well-being of migrants in distress.

Outcome 3: Libyan and migrant youth are equipped with knowledge and skills required to pursue employment opportunities in a well-managed and improved business environment characterized by fair and indiscriminatory recruitment practices

IOM will work towards strengthening labour migration governance by improving labour conditions and strengthening public-private partnerships (PPPs) to significantly increase job opportunities for the youth, with a specific emphasis on the inclusion of migrant workers. By fostering collaborative efforts between government bodies and private enterprises, IOM aims to create a more inclusive and equitable job market, providing migrant workers with opportunities for regularization and dignified employment opportunities while safeguarding their rights and fostering social cohesion between Libyan and migrant youth.

This will include the development and/or strengthening of policies that specifically address the rights and protections of migrant workers, ensuring fair wages, safe working conditions, and access to essential services. Furthermore, the initiative will work towards integrating migrant workers into skills development programs, promoting cultural sensitivity, and providing language training, when necessary, through IOM's flagship Youth Employment One Stop Shop (YESS). This approach aims to foster a more inclusive job market that not only boosts economic growth but also respects and protects the rights of all workers, contributing to a diverse and harmonious society.

Output 3.1 National authorities have an improved capacity to manage labour migration in partnership with a private sector committed to inclusive, ethical, and fair labor practices.

IOM will facilitate comprehensive training programs for public officials to enhance their regulatory capabilities in managing labour migration and fostering partnerships between public and private sectors. This will involve training sessions, workshops, developing training manuals and upgrading labour market administration tools to equip government personnel with the necessary knowledge and tools to effectively administer labour market demands, and acknowledging and recognizing the role and legal status of migrant workers per sectorial needs.

Activity 3.1.1 Provide capacity building to public and private sector stakeholders on Labour Migration Governance (LMG) or policy development, including through the development of training content on Ethical Recruitment

IOM will continue to collaborate with the Ministry of Labour and Rehabilitation and other relevant stakeholders, including the private sector to foster awareness about migrant workers' rights and protection needs (including social protection) and the added value of migrant profiling for better labour force matching and information dissemination on various job opportunities for local youth and migrants. To achieve this, IOM will provide pertinent capacity building sessions to public and private sector stakeholders on labour migration governance and/or other relevant migration policy development areas in Libya. A minimum of 40 training participants will be targeted by this initiative.

Furthermore, IOM will develop training content to promote ethical recruitment practices emphasizing fair treatment of local youth and migrant workers among private sector actors. By engaging the private sector in this initiative, the project aims to create a business environment that prioritizes ethical recruitment, upholds human rights, and fosters a socially responsible approach to workforce management.

Activity 3.1.2 Upgrade labour market administration tools

To enhance and widen labour market administration for improved access to employment opportunities, IOM initiated the development of a comprehensive Labour Market Information System (LMIS). At the initial phase, a thorough system analysis was carried out, and a web-portal based foundation was developed for the demand and supply sides of national labour on a real-time basis by providing current information on, among others, the matching of available skills with existing employment opportunities. In phase two, the LMIS focused on the collation of all the data pertaining to labour market, industries, and other sectors of the economy, to facilitate evidence-based policymaking. It included features for national stakeholders to collect information on private sector industries as well as guided support for jobseekers to define their qualifications and skillset. In the next phase, it is envisioned to provide initial recommendations on ways to capture and include foreign labour force in the LMIS.

As a continued service to the MoL, this system will be further enhanced and expanded with registration possibility in other municipalities to store all data in compliance with IOM's and global data protection principles. The software will generate a unique enrolment number for each local and migrant youth and will provide details on the skillset of those registered. The data will be used to prepare the skill profile of each registered user to facilitate employment through the matching of skills with current market demands as reflected by the LMIS platform that is being developed under a different EU funded project. To streamline information sharing between such software systems and the LMIS platform, IOM will support the MoL with technical capacity building as well as with the integration of the two systems to generate information between vocational qualification software and LMIS for efficient policymaking. As part of strengthening the labour market administration system, capacity building sessions will be offered to national counterparts in charge of operating, administering, and overseeing the system

Output 3.2 *Libyan and migrant youth have new or improved skills and thus better access to labour opportunities*

Activity 3.2.1 Conduct community-wide outreach efforts and organize social mixing events to strengthen social cohesion with a special focus on youth

IOM will conduct community wide outreach efforts in Tripoli and Misrata and other cities as necessary to disseminate information about YESS. Additionally, IOM will facilitate social mixing initiatives and events such as artistic, cultural and sports activities to strengthen social bonds between youth from different backgrounds and nationalities. Toward that aim, IOM will continue working closely with migrant and IDP community leaders, municipalities, schools, local CSOs and private and public TVET centres. Additionally, IOM will produce different Information and Education Materials (IEC) that will be distributed to targeted populations during outreach activities.

Activity 3.2.2 Provide tailored vocational training to migrants and youth to improve their technical skills

IOM will continue close collaboration with MoL, CSOs, private sector actors and relevant stakeholders to build unemployed youths' capacities. Guided by the findings of IOM Libya's Labour Market Assessment (2021) and emerging new labor market demands, IOM will facilitate tailored training packages and provide vocational training to youths at the YESS centers in Tripoli and Misrata to enhance their skills and improve their employability. In addition to vocational training programmes, IOM will equip youths with soft skills such as language proficiency (incl. Libyan business vocabulary for migrants), IT literacy and managerial training skills. With regard to vocational training design and delivery methodology and modality, IOM will adopt a 75/25 approach, whereby the practical and theoretical aspects constitute 75 % and 25 % respectively. A gender-sensitive approach will be employed and skills highly demanded by the migrants will be considered when developing training packages.

Furthermore, IOM will organize different skills enhancement workshops and soft skills trainings primary targeting YESS graduates and other youths (as needed) that aims equipping youths with pertinent and highly sought-after skills including but not limited to entrepreneurship and management of small business communication, CV and cover letter drafting, thriving in diversity, and problem solving and time management skills. In doing so, IOM strives to increase targeted youths' access to employment opportunities in different private companies and to empower them to establish and run their own business.

Vulnerability criteria will be applied when selecting training beneficiaries and the training packages will be developed from an end-user perspective, thus ensuring a human-centered approach. As such, IOM will conduct focus group discussions and surveys to have a clear understanding of beneficiaries' needs and expectations.

This fund will allow for capacitating youths through IOM's YESS program in Tripoli in Misrata in complementarity with AICS and EU funded projects, currently supporting YESS efforts in enhancing youths' skills in Benghazi and Sabha.

Activity 3.2.3 Strengthen vocational institutional capacities for improved and sustainable labour force

IOM will build on the current Technical and Vocational Education and Training (TVET) initiatives in Libya to strengthen existing TVET institutional capacities by upgrading technical training curricula based on labour market assessment findings (identified economic sectors that projects job creation, incl. for labour migrants) and by capacitating TVET trainers and management of TVET centers that fall under the Ministry of Labour and Rehabilitation administration.

Outcome 4: IOM and humanitarian/development actors have access to evidence-based data and analysis for tailored response.

Output 4.1 Updates on the changing situation of migrants in Libya are produced and made available for humanitarian/development partners and national stakeholders

The Displacement Tracking Matrix (DTM) is a set of tools and methods that systematically gather and provide accurate and timely information to inform humanitarian response, and to guide development efforts and interventions aimed at supporting post-conflict transition and recovery.

Since 2016, IOM Libya's DTM proved instrumental in informing actors and stakeholders on quantifiable migration trends in the Mediterranean and broader region. DTM data encompasses information relevant to all sectors of assistance and flags urgent concerns (protection concerns, food shortages, sanitation problems, diseases, etc.) to relevant sectoral coordination focal points and

relevant national or local counterparts involved in the coordination of humanitarian response. Relevant stakeholders act on DTM data to ensure that migrant and displaced populations are living in conditions that meet minimum requirements as defined by international guidelines. Furthermore, DTM serves as an accountability mechanism by capturing beneficiaries feedback and/or complaints and by conveying their perceptions on duty bearers' response to identified needs. The DTM has also fed into IOM's broader regional efforts and captured the number of people crossing the Central Mediterranean route towards Europe and advanced the quantification of migrant deaths in transit.

Activity 4.1.1 Conduct data collection to shed light on the situation of migrants in Libya

DTM will expand the coverage of flow monitoring initiatives to capture migration trends and gather data on new routes while improving its systemic capacity to comprehensively collect data on migrants' demographics and profiles. Captured data will be invaluable for research and assessments aimed at informing evidence-based decisions and interventions.

Activity 4.1.2 Analyze collected data and draft and publish assessment reports

Under this project, DTM will continue to produce quantitative data on migration flows and migration routes to and within Libya, migrants' geographical presence in Libya, migrants' demographic profiles and origins, and migrants' humanitarian needs and protection concerns.

DTM will study mobility patterns and dynamics with a focus on the socio-economic aspect of labour migration in Libya to inform IOM Libya's Labour Migration division on existing gaps and available opportunities with the ultimate aim of supporting the Libyan state in harnessing the potential of labour migration for Libya's economic development and migrant workers' prosperity.

Theory of change:

The proposed project is designed to reduce migrants' vulnerabilities, strengthen their resilience, and support their socio-economic integration in the host country and reintegration in their countries of origin.

Output 1.1 By offering migrants in distress robust and reliable voluntary humanitarian return services, IOM's VHR program will effectively serve as a lifeline for stranded migrants who may encounter insurmountable hardships in the host country, yet unable to return to their countries of origin for a variety of financial and administrative reasons. Output 1.2 Through IOM's reintegration support, VHR beneficiaries who choose to return to their countries of origin will be supported to re-establish themselves in their home communities.

- ⇒ **Outcome 1:** In implementing this dual-track response modality, IOM will offer beneficiaries a way out of vulnerability and fragility and will support them to fulfill their aspirations in their home countries. Beneficiaries' situation will drastically change from distress and lack of prospects to resilience and self-determination.

Outputs 2.1 and 2.2 By improving the operational capacity of Libyan authorities in charge of search and rescue operations in the desert (SARD), SARD actors will be better prepared to render life-saving assistance to migrants in the desert.

- ⇒ **Outcome 2:** Improving relevant authorities' SARD operational capacities could result in a decreased mortality rate among migrants in the desert. Improving SARD capacities in this particular juncture - characterized by continuous expulsions of migrants from Tunisia to Libya

along the desert border region - is highly important. Decreasing mortality is an overriding objective that takes precedence over any other consideration.

Output 3.1 By capacitating national stakeholders on themes pertaining to labour migration governance and management of foreign labour force ; by sensitizing private sector actors on their ethical and legal responsibilities with respect to upholding migrant workers' rights ; and by improving labour market administration tools - Key actors will have a well-functioning labour administration system and will acquire improved understanding of their respective roles and responsibilities in creating a fair labour environment for both the local and migrant labour force in Libya Output 3.2 By equipping Libyan and migrant youths with highly sought-after technical and soft skills, the current labour market skills mismatch can be reduced, and youths' livelihood and socio-economic conditions will be improved.

- ⇒ **Outcome 3:** Ultimately, IOM aspires to a future where migrants contribute their labour, skills and knowledge to Libya in a safe, regular and orderly fashion, while sending remittances and supporting local development in their countries of origin. Outcome 3, under this project, is part of a wider effort aimed at bringing about cultural and institutional – incremental change, with respect to upholding local and migrant workers' rights and devising and implementing effective labour migration governance policies in Libya.

Output 4.1 By capturing changing and evolving migration dynamics in Libya, IOM will have a clear understanding of the operational environment and the specific requirements for the effective implementation of activities within and beyond the scope of this project.

- ⇒ **Outcome 4:** The importance of knowledge production for IOM's interventions and operations cannot be overstated. The effective implementation of the above-listed components – VHR-R, IBG-SARD and LMI – is predicated upon access to reliable, accurate, and up-to-date quantitative and qualitative studies and research produced by IOM's DTM. Without such access, these components are likely to fall short of achieving their intended results. The activities under Outcome 4 will therefore inform the overall implementation of the project.

These mutually reinforcing and complementary outcomes are expected to contribute towards reducing the vulnerabilities, strengthening the resilience, and promoting the socio-economic empowerment of migrants in Libya and the socio-economic reintegration of migrants in their countries of return. The project will also positively impact national government entities (improvement of institutional performance) and local community members with a special focus on the demographic group of youths (skills enhancement, thus improved capacity to generate income).

A set of required preconditions have to be met in order to achieve these results, as follows: (a) A relative level of political, security and economic stability is in place at the time of implementation of this project. (b) The Government of Libya is committed and willing to work closely with IOM and partners involved to achieve the objective of this project. (c) International migration remains high on the agenda for the stakeholders involved.

IOM's added value/comparative advantage:

IOM has maintained a strong operational footprint since the establishment of the IOM Libya Mission in Tripoli in 2006. At present, IOM has its main offices in Tripoli and Tunis, a Sub-Office in Benghazi and field bases in Sabha, Qatroun, Bani Waleed and Ghat, with more than 590 staff, including third-party contractors with access to remote areas inaccessible to regular UN staff. IOM in Libya has the

operational ability to deliver across a wide spectrum of needs and priorities, with active interventions in humanitarian relief, migration governance, peace and security, resilience, and community stabilization. IOM programming is flexible and highly capable of adapting to dynamic and complex environments with evolving problem sets. IOM in Libya provides continuous support to the Libyan Authorities in managing migration through capacity-building, advisory services, and technical assistance.

IOM chairs the United Nations Network on Migration in Libya, chairs the UNSDCF Outcome 2 on Migration Management.

3. Partnerships and Coordination

IOM will ensure close cooperation with national and international actors involved in migrant response and protection in Libya. Humanitarian priorities and activities are identified through consultation with the Libyan Government, and the humanitarian community for Libya. IOM is coordinating its actions with other UN partners through the OCHA-led sector led coordination mechanism. Furthermore, in 2018, IOM and UNHCR introduced Joint Counselling for migrants to ensure that individuals originating from at risk locations are informed about their options to enable them to make an informed decision regarding their return to their country of origin. IOM also co-leads the “Migrants and Refugees Platform” together UNHCR and the IRC (on behalf of the members of the INGO forum). The main aim of the platform is to coordinate and bring consensus to the policy direction of all humanitarian action supporting migrants and asylum seekers both inside and outside detention centres. Relevant UN agencies, INGOs and other organizations are members and observers of the platform. To avoid duplication of actions, close cooperation will also be sought with other initiatives implemented by other humanitarian partners in Libya.

4. Monitoring

Monitoring will be an important part of the implementation of this project and will be crucial in ensuring timely learning, reporting and continuous improvement in the project implementation. M&E efforts will be led by IOM’s Programme Development Support Unit based that provides strategic and thematic assistance to the programmes as well as programme development, reporting and M&E support. The M&E and programme teams will conduct regular data collection through interviews, surveys and assessments and field visit reports to ensure that activities are monitored, results and progress are captured. The primary function of M&E will be to ensure a continuous measurement of the progress made towards achieving the short- and long-term results as set out in the results matrix through the routine tracking of indicators. The implementation of project M&E will also involve routine collection of timely feedback from project stakeholders, particularly beneficiaries during periodically organized site monitoring visits. Relevant feedback and recommendations for improvement emanating from field visits will inform project management teams’ decision on areas that need improvement and provide early warning on potential risks and possible mitigation strategies.

5. Evaluation

During the project period, IOM will submit interim narrative and financial reports. An end-of-project evaluation will be carried out to assess the extent to which the project was able to achieve the expected outcomes and objectives

6. Results Matrix

	Indicators	Data Source and Collection Method	Baseline	Target	Assumptions
Objective: To contribute towards reducing the vulnerabilities, strengthening the resilience, and promoting the socio-economic empowerment of migrants in Libya.	% of beneficiaries (migrants or host community) who report improved access to services	Monitoring reports following baseline and endline DTM data assessments	75	75	
Outcome 1: <i>Stranded and vulnerable migrants have the opportunity to re-establish themselves in their home communities.</i>	% of beneficiaries (returning migrants) declaring they have been able to return in a safe and dignified manner % of beneficiaries (returning migrants) declaring sufficient level of economic self-sufficiency, social stability, and psychological wellbeing in their community of return	Monitoring reports following baseline and endline assessments	N/A N/A	100 90	Assumptions necessary for the outcomes to contribute to the achievement of the objective.
Output 1.1: Migrants benefit from a safe and dignified voluntary	# of migrants provided with voluntary return assistance	MIMOSA	0	820	

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humanitarian return assistance (VHR)					Libyan authorities cooperate with IOM and facilitate the VHR process.
Activities that lead to Output 1.1:					
<u>Activity 1.1.1:</u> Provide Voluntary Humanitarian Return (VHR) assistance to stranded and vulnerable migrants.					
Output 1.2: Returning migrants are reintegrated in selected countries of origin	# of returnees receiving reintegration support	MIMOSA	0	820	Returnees are willing to pursue employment opportunities or to enrol in trainings in their countries of origin.
	% of beneficiaries declaring they are employed or in training within 6 months of reception of reintegration assistance	Data collection and surveys	N/A	85	
Activities that lead to Output 1.2:					
<u>Activity 1.2.1:</u> Provide reintegration support to VHR beneficiaries					
Outcome 2: <i>Libyan authorities are better equipped and trained to provide life-saving assistance to migrants and persons in need of international protection along the western border.</i>	% of national authority representatives reporting increased capacity to provide life-saving assistance to migrants and persons in need of international protection along the western border.	Key informant interviews/meeting reports.	0	75	National SARD officials are willing to take part in these performance evaluation meetings.
Output 2.1: Libyan authorities have the necessary infrastructure and equipment to effectively perform SARD operations at the western border	# of SARD facilities improved	Engineering reports	0	1	National authorities are willing to improve SARD facilities and to
	SARD equipment provided to Libyan SARD entities	Handover documents	No	Yes	

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					<p>receive SARD equipment.</p> <p>IOM has access to the desert area along the western border to improve Libya's SARD facilities</p> <p>SARD equipment are available in the country or alternatively swiftly on the global market</p>
<p>Activities that lead to Output 2.1:</p> <p><u>Activity 2.1.1:</u> Establish and/or improve SARD infrastructure at the western border</p> <p><u>Activity 2.1.2:</u> Provide SARD equipment to relevant SARD entities at the western border</p>					
<p>Output 2.2: Libyan authorities are equipped with the necessary knowledge and skills to provide life-saving assistance and to protect the rights of migrants in distress during SARD operations</p>	<p># of national SARD officials trained</p>	<p>Training reports, signed attendance sheets</p>	<p>0</p>	<p>100</p>	<p>National authorities are willing to nominate trainees to participate in IOM's trainings under Output 2.2.</p>

Activities that lead to Output 2.2:					National officials are willing to attend trainings facilitated by IOM under Output 2.2.
<u>Activity 2.2.1</u> Organize human rights-based capacity-building and sensitization training courses on Emergency First Aid and Dead Body Management for Libyan Border Guards and other relevant authorities engaged in SARD operations.					
Outcome 3: Libyan and migrant youth are equipped with knowledge and skills required to pursue employment opportunities in a well-managed and improved business environment characterized by fair and indiscriminatory recruitment practices	% of of registered YESS users report to have gained necessary information and/or skills to enter the labour market.	Training report, signed attendance sheet	0	75	YESS users are willing to express their opinion and provide feedback on YESS services.
Output 3.1: National authorities have an improved capacity to manage labour migration in partnership with a private sector committed to inclusive, ethical, and fair labor practices.	# of national officials trained on Labour Migration Governance	Signed attendance sheet, training report	0	40	
	% of national officials reporting to have increased knowledge on Labour Migration Governance.	Survey	0	75	
	# Of labour market system is strengthened enhanced, including knowledge transfer as part of the system enhancement	Survey.	0	1	

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<p>Activities that lead to Output 3.1:</p> <p><u>Activity 3.1.1</u> Provide capacity building to public and private sector stakeholders on Labour Migration Governance (LMG) or policy development, including through the development of training content on Ethical Recruitment</p> <p><u>Activity 3.1.2</u> Upgrade labour market administration tools</p>					
<p>Output 3.2 Libyan and migrant youth have new or improved skills and thus better access to labour opportunities</p>	<p># of outreach and social mixing events delivered</p>	<p>Internal record.</p>	<p>0</p>	<p>5</p>	
	<p># of Libyan and migrant youth attending skills enhancement trainings</p>	<p>Signed attendance sheet, training report.</p>	<p>0</p>	<p>400</p>	
	<p># of TVET capacity building sessions provided</p>	<p>Capacity building reports, project documents.</p>	<p>0</p>	<p>3</p>	
<p>Activities that lead to Output 3.2:</p> <p><u>Activity 3.2.1</u> Conduct community-wide outreach efforts and organize social mixing events to strengthen social cohesion with a special focus on youth</p> <p><u>Activity 3.2.2</u> Provide tailored vocational training to migrants and youth to improve their technical skills.</p> <p><u>Activity 3.2.3</u> Strengthen vocational institutional capacities for improved and sustainable labour force.</p>					
<p>Outcome 4: IOM and humanitarian/development actors have access to evidence-based data and analysis for tailored response.</p>	<p># of humanitarian and development actors report having access to the analyses/assessment/study reports</p>	<p>Evaluation report</p>	<p>0</p>	<p>10</p>	<p>IOM has unrestricted access to the entirety of the Libyan authorities and thus able to monitor migration and mobility flows in</p>
<p>Output 4.1: Updates on the changing situation of migrants in Libya are regularly produced and made available for humanitarian/development</p>	<p># DTM Migrant statistical reports produced and disseminated</p>	<p>DTM Website, DTM Mailing list, DTM presentations, DTM factsheets, DTM reports published, DTM researches published</p>	<p>0</p>	<p>2</p>	

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partners and national stakeholders	# of Thematic extensive research case studies disseminated		0	2	a constant and uninterrupted manner
<p><i>Activities that lead to Output 4.1:</i></p> <p><u>Activity 4.1.1</u> Conduct data collection to shed light on the situation of migrants in Libya</p> <p><u>Activity 4.1.2</u> Analyze collected data and draft and publish assessment reports</p>					

7. Work Plan

Activity	Responsible Party																								
		M 1	M 2	M 3	M 4	M 5	M 6	M 7	M 8	M 9	M 10	M 11	M 12	M 13	M 14	M 15	M 16	M 17	M 18	M 19	M 20	M 21	M 22	M 23	M 24
Activity 1.1.1:	OM																								
Activity 1.2.1	OM																								
Activity 2.1.1	OM																								
Activity 2.1.2	OM																								
Activity 2.2.1	OM																								
Activity 3.1.1	OM																								
Activity 3.1.2	OM																								
Activity 3.2.1	OM																								
Activity 3.2.2	OM																								
Activity 3.2.3	OM																								
Activity 4.1.1	OM																								
Activity 4.1.2	OM																								

8. Budget

	Item	Total Budget
	A. Total Staff Budget	1.400.000
	B. Total office Budget	700.000
	Total of Staff and Office Budget	2.100.000
	C. Operational Costs;	4.431.715
Outcome 1: Stranded and vulnerable migrants have the opportunity to re-establish themselves in their home communities.		2.450.000
	Output 1.1: Migrants benefit from a safe and dignified voluntary return assistance (VHR)	970.000
	Output 1.2: Returning migrants are reintegrated in selected countries of origin	1.480.000
Outcome 2: Libyan authorities are better equipped and trained to provide life-saving assistance to migrants and persons in need of international protection along the western border.		950.000
	Output 2.1: Libyan authorities have the necessary infrastructure and equipment to effectively perform SARD operations at the western border	700.000
	Output 2.2: Libyan authorities are equipped with the necessary knowledge and skills to provide life-saving assistance and to protect the rights of migrants in distress during SARD operations	250.000
Outcome 3 Libyan and migrant youth are equipped with knowledge and skills required to pursue employment opportunities in a well-managed and improved business environment characterized by fair and indiscriminatory recruitment practices		500.800
	Output 3.1 National authorities have an improved capacity to manage labour migration in partnership with private sector committed to inclusive, ethical, and fair labor practices	152.000
	Output 3.2 Libyan and migrant youth have new or improved skills and thus better access to labour opportunities	348.800
Outcome 4: IOM and humanitarian/development actors have access to evidence-based data and analysis for tailored response.		500.000
	Output 4.1 Updates on the changing situation of migrants in Libya are regularly produced and made available for humanitarian/development partners and national stakeholders	500.000
	M&E and Visibility	41.256
	Subtotal Operations Costs	4.442.056
	Total Direct costs	6.542.056
	D. Overhead (7%)	457.944
	Total Budget	7.000.000