



CALL FOR PROPOSAL

Labour Market Assessment in Benghazi and Kufrah

Terms of Reference (ToR) for Consultancy Service

1. Background and objective of the assessment

The IOM Libya 'Together We Rebuild' Community Stabilization (CS) program supports the stability and resilience of conflict-affected communities in Libya. The CS program seeks to address drivers of displacement and instability through restoring public services and community infrastructure, promoting social cohesion and supporting the regeneration of livelihoods. The program engages with a variety of local stakeholders and all communities affected by violence, displacement and mass migration, including host communities, IDPs and migrants, women and youth among these groups. It also engages with government stakeholders, local and municipal authorities and civil society organizations as key actors promoting stability.

To support its efforts in livelihoods generation under the CS Program, IOM Libya wants to conduct a Rapid Labour Market Assessment in two of its target areas, Benghazi and Kufrah. The outcome of the assessment will inform IOM's interventions supporting local micro entrepreneurs through targeted vocational skills and entrepreneurship trainings and provision of small-scale in-kind support in relevant sectors of the economy in the target areas. Specifically, the assessment should focus on identifying the relevant skills and needs (capacity-building, equipment and input etc.) of the working age community members targeted by the program. It should specify the situation of vulnerable host community members, migrants, IDPs, vulnerable youth and take a gender-responsive approach capturing desirable and perceived culturally appropriate labour market needs.

2. Scope of work for the consultant

Geographically the assessment shall focus on a sample of two target locations, Benghazi and Kufrah. The target group will be existing and aspiring micro-entrepreneurs, including host community members, migrants, IDPs, vulnerable youth and women (including widows and single-headed households) among them. Government stakeholders, local and municipal authorities, civil society and private sector and business community shall be engaged as key informants and potential service provider. In terms of economic sectors, this can include garment, small-scale manufacturing, food and catering, health and beauty, agriculture & livestock etc. in which the prime target group engages.

The Rapid Labour Market Assessment should provide at least the following vital information:

- An analysis of the current labour market situation in Benghazi and Kufrah
- Information of current market driven sectors, and services and goods with the most growth potential in the local market, that are relevant to micro-entrepreneurs from the target group
- Assessment of corresponding vocational and entrepreneurship skills, capacity gaps and needs in terms of training, tools, equipment and other inputs
- List of stakeholders with whom IOM should coordinate and collaborate on micro-enterprise support, including other development partners, UN agencies, INGOs and NGOs, private sector and CSOs and gather relevant referrals on stakeholder coordination structures/platforms through key informants
- Mapping of of potential service providers, including CSOs, NGOs, technical and vocational training centers, private sector service provider which could facilitate capacity building of micro-entrepreneurs

The methodology of the assessment will include, but is not limited to:

- Desk review, including review existing reports, data past and present interventions
- Representative quantitative surveys of the working-age population of Benghazi and Kufrah
- A series of focus group discussions with primary stakeholders (target group/beneficiaries) of IOM projects, including working-age host, migrant and IDP community members, including youth and women
- A set of targeted key informant interviews with market stakeholders in the area, including municipality authorities, line department representative, community elders, CSOs, private sector representatives etc.
- Mapping of other development partners (UN, INGOs, NGOs etc.) in the area, as well as potential service providers including INGOs, NGOs, CSOs, TVET centers etc.
- Compilation and analysis of collected data and information (using recognised analysis tools)
- Preparation of a final report with presentation of analysed data and information, including narrative and infographics

3. Key deliverables and delivery schedule

The assessment should be carried out within **6 weeks** of signing the agreement as follows:

Phase 1. Inception and mobilization phase (2 week):

IOM and the selected service provider will hold a kick-off meeting to agree on the precise scope of the work, tools to be developed, and research plan. During this time the service provider will also mobilize its teams in Benghazi and Kufrah.

Deliverables:

- **Final research Plan:** detailing process, methodology, daily workplan, interview schedules and list of stakeholders. The document should be presented to IOM for review and further inputs before proceeding to the field for data collection.

Phase 2. Fieldwork phase (3 weeks): the service provider will conduct the quantitative surveys, convene the focus groups and conduct the key informant interviews

Deliverables:

- Weekly report on progress of fieldwork
- Initial draft report at the end of field work to capture findings against objectives of assessment to the IOM team for review

Phase 3. Final Rapid Labour Market Assessment report (1 week): The service provider will compile and analyze the results of the labour market assessment, culminating in delivery of a final report to be submitted in electronic and hard copy.

Deliverables:

- Final report in electronic and hard copy
- Presentation of main findings to IOM

4. Role of IOM

- IOM will provide available relevant documents and information
- IOM will review the submitted research plan and draft reports of the assessment
- IOM will provide support with linking up consultant with key informants, community members, local authorities etc. that IOM has contacts with

5. Competencies required

- A team composed of qualified researchers with advanced University Degrees in Economics and/or Development Studies/Business Management allowing the consultant(s), or other relevant subject
- Experience and expertise in the areas of macro- and micro-economic research and analysis, including labour market assessments.
- Research experience relevant to analysis of technical and vocational skills education and training programming / management of training institutions in similar environments.

- Good knowledge of the migration, socioeconomic and political dynamics of Libya as well as experience in livelihoods and employment promotion programming and/or research in a post-conflict context relevant to Libya.
- At least five years of experience in monitoring, quality control and institutional capacity building efforts and development projects, preferably in post-conflict countries.
- A demonstrated understanding and analytical capacity in the identification of issues relating to indicators of performance in development projects.
- Excellent report writing and presentation skills and ability to meet deadlines.

6. Eligibility and application/submission instructions

Any individual, organisation, research institute etc. may apply which is,

- Legally recognized and registered with relevant authorities
- Able/have access to work in Libya, in Benghazi and Kufrah

Application Components: Proposals must include three components: Application, budget, and proof of registration

- **Application:** The application must include the following points:
 - Narrative proposal, presenting the organization's background and experience in similar activities/trainings, including the activities final report, year of conduct, name of donor if applicable
 - A detailed work plan, clearly presenting the activity action plan in accordance with the number of the required days
 - If there are implementing partners, please clearly indicate them and their role in the work plan
 - A list of researchers who will be engaged in the assessment, including their previous experience in similar activities, and copies of their CVs attached to the proposal if applicable
 - Clear implementation methodology of the proposed activities.
- **Budget:** Please include a detailed budget clearly showing all budget lines and its relevance to the proposal.
- Applications should be in English and offers in USD

Clarifications should be submitted by email to togetherwebuild@iom.int and offer signed and stamped, submitted in a sealed envelope to the program office, located in

- Tripoli: Hay Al Andalos Post Office



Deadline for submission of application: 31.12.2018

Application review information

Within 7 days of the submission deadline, a Grants Review Committee (GRC) will convene to review all applications. The GRC will verify the application submission requirements. If an application is deemed suitable, an award will be made within 7 working days of the GRC meeting provided that the awardee furnishes the call with all the required documentation as listed in this RFP.