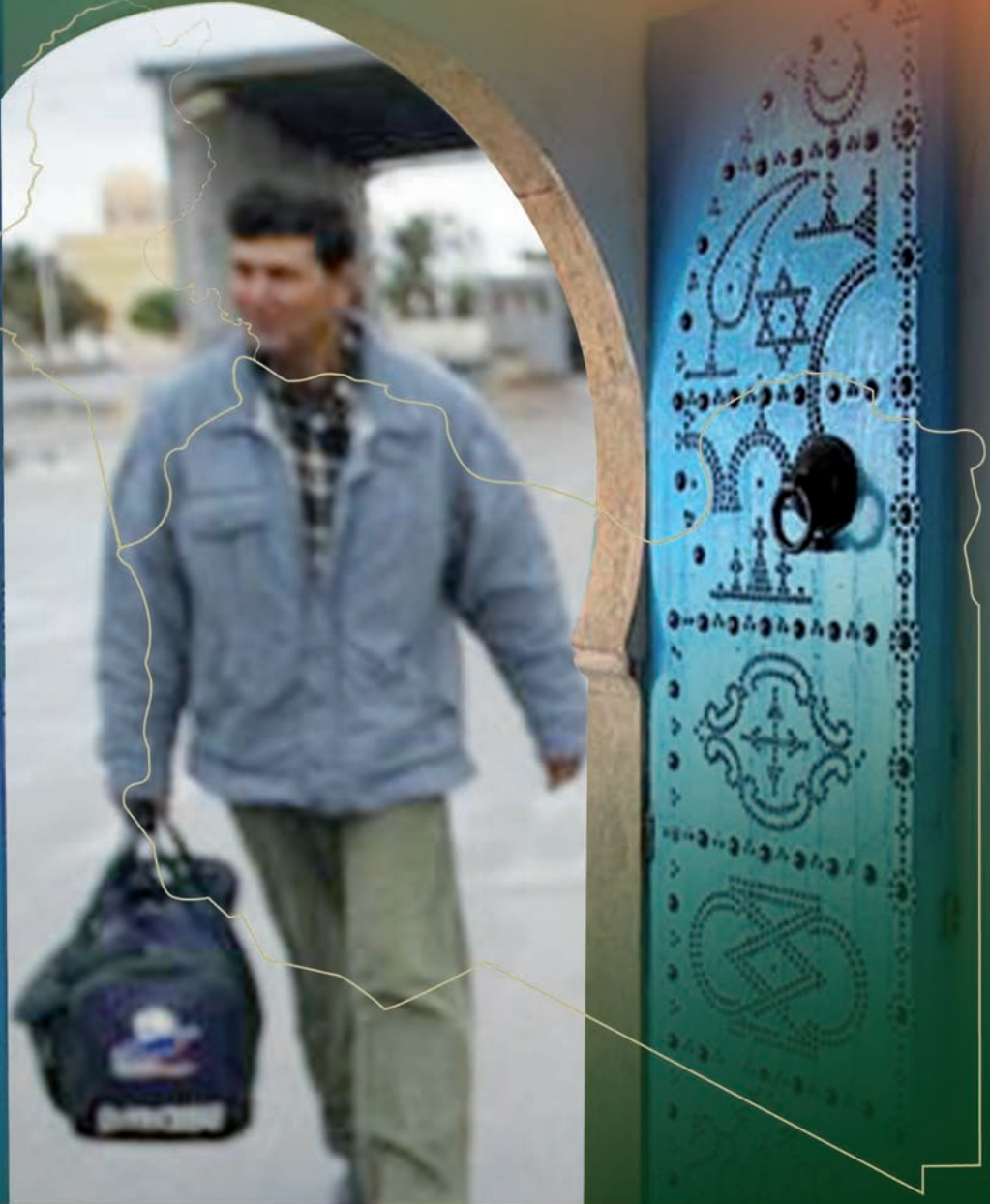


Migration of Tunisians to Libya

Dynamics, Challenges and Prospects





International Organization for Migration (IOM)
Organisation internationale pour les migrations (OIM)



Migration of Tunisians to Libya

Dynamics, Challenges and Prospects

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and the African Development Bank (AfDB)

Synthesis note on the main findings of the study entitled
Migration of Tunisians to Libya:
Dynamics, Challenges and Prospects

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- The Office for Tunisians Living Abroad (OTE)
- The Ministry of Foreign Affairs - General Directorate of Consular Affairs (MAE-DGAC)
- The Ministry of Employment - National Agency for Employment and Self-employment (ANETI)
- The Ministry of Investment and International Cooperation
- The Ministry of Regional Development and Planning
- The National Institute of Statistics (INS)
- The Tunisian Agency for Technical Cooperation (ATCT)
- The Centre for Social Security Research and Studies (CRESS)
- The Tunisian Union for Industry, Trade and Handicrafts (UTICA)
- The Export Promotion Centre (CEPEX).

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This paper is a synthesis of the report of the study which is available on the websites of IOM Tunisia and the AfDB (in french). It highlights, in more detail, the methodology adopted and contains a series of useful annexes.

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Summary

The movement of people has been a key element in the partnership between Tunisia and Libya and promotes cooperation between and the economic development of both countries. Economic relations between Tunisia and Libya are excellent. Libya is Tunisia's leading economic partner in the Arab world and in Africa, and its fifth biggest partner in the world.

The proximity between Tunisia and Libya is the reason for the migration between the two countries, whose relationship has often been unstable. From 1969 to 2012, the migration of Tunisians to Libya was characterized by eight waves of expulsions and three phases of an open-door policy. Similarly, and according to the Office for Tunisians Living Abroad (OTE), more than 40,000 Tunisian migrants have left Libya since the events of February 2011. After the two revolutions, Libyan officials have, at every opportunity, continued to express their gratitude to the Tunisian people for their unconditional support to the Libyan people during their revolution.

Migration represents a strategic focus and an efficient tool for Tunisia in a bid to fight unemployment and revitalize its cooperation

with Libya. Against this backdrop, this study seeks to assess the status of migration of Tunisians to Libya and to evaluate the cooperation potential between Tunisia and Libya in terms of labour migration. The study comprises four components: two quantitative surveys of a first sample of Tunisian returnees from Libya (TRLs), a second sample of unemployed Tunisians, and two sets of interviews with Tunisian and Libyan officials.

The main findings of the study highlight the precarious situation of most TRL respondents and the desire of some of them to rapidly return to their jobs, with 39.5 per cent of these TRLs having already returned to Libya. The second component shows that 30.1 per cent of unemployed respondents are willing to join the Libyan labour market. The characteristics of the latter distinguish them not only from the rest of the unemployed Tunisians but also from TRLs, thus describing a specific profile of potential migration of Tunisians to Libya.

At present, the Libyan labour market has great employability potential in quantitative and qualitative terms. Although it is necessary to identify and specify needs, in the meantime,

the market remains largely open to skilled Tunisians. The types of jobs available to Tunisians in Libya differ according to various factors, including differences between the public and private sectors. The priority for Libya regarding its cooperation with Tunisia is the need to train the currently unskilled Libyan workforce.

Lastly, despite all the policy measures taken up by both countries, Tunisians seem to be in no haste to join the Libyan labour market. Several factors explain this reluctance. The first factors are internal and specific to the

Tunisian market, which is mainly characterized by a lack of cooperation between institutional services and actors in the migration process. The second factors are external and specific to the situation in Libya, which is still facing security challenges and has needs that are difficult to anticipate and articulate.

The work carried out has contributed to the formulation of a series of recommendations to enable Tunisia to develop an effective and operational migration policy and optimize the management of job offers in Libya.

Introduction

During the last decade, Libya had the highest growth rate of a Tunisian population living abroad, having 95,000 Tunisian migrants before the revolution (Santi, Ben Romdhane and Ben Aissa, 2012). This situation probably remains underestimated since: first, the Tunisian community in Libya is characterized by widespread informality; second, this growth rate considers only resident Tunisian workers and does not include circular migrants.

If the number of Tunisian workers operating in an informal setting was taken into account, Libya would have been the most popular destination for Tunisian migrants over the past decade. Despite the significant uptrend in such migration, the profile of Tunisian emigrants has remained undiversified and is dominated by unskilled labour (Santi, Ben Romdhane and Ben Aissa, 2012). However, the impact of such migration on the Tunisian economy is positive in terms of access to a source of income, foreign exchange remittances and the assertion of Tunisian know-how and the marketing of Tunisian products.

The events of the two revolutions in Tunisia and Libya resulted in an opportunity to strengthen

fraternity and solidarity between the two countries' peoples. The authorities of both countries have on several occasions highlighted this proximity and willingness. They have expressed their readiness to play the complementarity card between the two countries, despite the return of over 40,000 Tunisians residing in Libya who fled insecurity in the wake of the Libya crisis.

Valued at over EUR 150 billion in infrastructure reconstruction projects, the Libyan market is vital to Tunisia (Jeune Afrique, 2011). Today, however, a large portion of Tunisian economic operators are unwilling to set up in a post-revolutionary Libya. However, several delegations of senior Tunisian officials and businessmen have visited Libya despite the difficult security situation. Their Libyan counterparts occasionally express some dissatisfaction with the wait-and-see policy, passiveness and even with what they qualify as the 'arrogance' of Tunisians regarding the Libyan labour market.

The post-revolution Tunisian labour market presents a quantitative and qualitative imbalance characterized by an oversupply of university graduates and a shortage of skilled jobs. Unemployment therefore

affects all levels of education, but particularly university graduates, with a very high unemployment rate exceeding 19 per cent in 2012 (Kriaa, 2012). The Tunisian productive system will not be able to absorb new labour force entrants, especially the most qualified among them, without structural change. Furthermore, the Libyan economy is to be rebuilt and the labour force requirements of the Libyan labour market are numerous and varied. The public sector and the Libyan administration are in the organizational phase; the private sector is embryonic and in the construction phase.

In this context, the complementarity between the two countries therefore seems obvious. Declarations of goodwill should be translated

into close collaboration that promotes genuine economic integration between the two countries. This would help Tunisia to address, even if only partially, its unemployment problems, and Libya to have enough skilled workers needed to implement expertise, training and employment operations at all levels of qualification required for its reconstruction.

This study therefore seeks to assess the situation of migration of Tunisians to Libya and to evaluate its potential and the profile of future migration. Lastly, it aims to identify the necessary pillars of a migration policy that is oriented towards the Libyan labour market, in particular a framework for cooperation between Tunisia and Libya in terms of training and employment.

I. Characteristics of Tunisian migrants in Libya

After the two revolutions, the present pattern of relations between the two countries and policy predispositions suggest that the Libyan labour market can absorb between 200,000 and 500,000 Tunisian workers within two years, which would far exceed the number of Tunisian workers currently residing in Libya (Santi, Ben Romdhane and Ben Aissa, 2012).

In fact, the characteristics of the Tunisian diaspora in Libya are unknown. This community is poorly organized; a cultural centre and two Tunisian schools are the main educational and cultural services provided by Tunisian authorities. Consular officials and those of the Office for Tunisians Living Abroad (OTE) who intervene when there are problems or conflicts with Libyan employers, authorities or the justice system, provide administrative and social monitoring.

Understanding the specific characteristics of this migrant population will first enable the

Tunisian authorities to define effective processes and means of guiding it and perhaps managing its return. It will also help to lay the basis for a migration policy that matches Libyan market needs with the potential of Tunisians, thereby defining the profile of the future migration of Tunisian workers that Libya would need. In this regard, a sample survey was carried out among a random sample comprising 700 Tunisian returnees from Libya (TRLs) in 2011¹. The sampling frame was taken from 40,582 declaration files by Tunisian returnees from Libya following the events of February 2011², completed by TRLs and submitted to the various OTE regional delegations. These files are currently available at the OTE headquarters.

In this first part of the study, we are therefore seeking to determine the profile of Tunisian migrants in Libya, how they coped with the post-crisis return to Libya and their predisposition and prospects of returning to Libya.

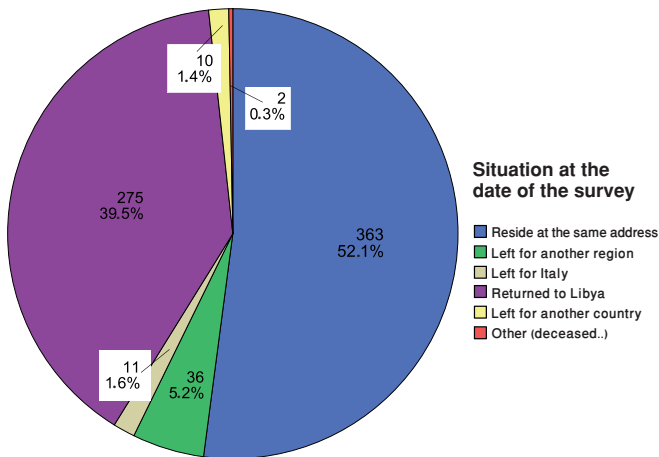
¹ The sampling plan was designed in March 2012 by Habib Fourati, after printing the list of names of TRLs to be interviewed based on documents available at the OTE. The first questionnaire administered to a sample of TRLs comprises five parts: identification variables; paths and movements (geographical and vocational); remittances; coping strategies; and prospects of movement and eventual return to Libya (designed by Lina Zekri, Mohamed Kriaa and Habib Fourati, in collaboration with the project team of IOM Tunis and the AfDB). Data collection lasted one month, after which 698 questionnaires were collected, representing a 99.7 per cent total response rate.

² These declarations are also used as requests for compensation for losses suffered by TRLs.

1.1 General characteristics of Tunisian returnees from Libya

The first finding illustrated by the figure below highlights an important feature: 39.5 per cent of TRLs returned to Libya while the survey was

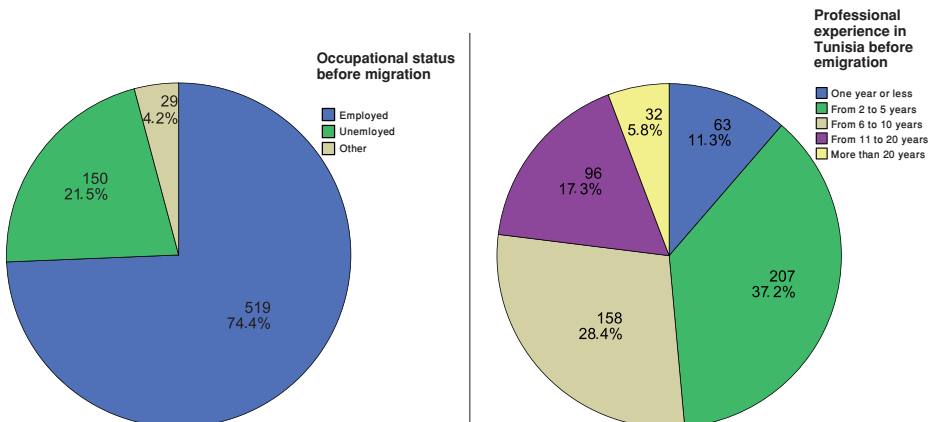
being conducted. This behaviour defies all predictions made based on the security issue. Furthermore, the survey reveals that most migrants are married male Tunisians living in large households. They have a very low levels of education, qualification and skills (see Annex 1).



1.2 Situation before emigration

Besides the impact of sociodemographic characteristics, the experience of Tunisian migrants in Libya is largely influenced by

their occupational status in Tunisia prior to emigration. Accordingly, before going to Libya, 21.5 per cent of TRLs were unemployed and 48.5 per cent had less than five years of work experience.



Before emigration, TRLs were mainly unskilled paid workers or worked in the trade sector, in the broad sense of the word. They were mostly employed in the commercial sector and to a lesser extent in agriculture and industry (see Annex 2).

1.3 Occupational status in Libya

The different (first and last) phases of the work experience in Libya of the TRLs included in our sample have the same characteristics. Thus, they have low-skilled jobs in the areas of trade, agriculture and industry. These jobs are unstable. The region of Tripoli is the main destination for TRLs owing to the possibility of visa-free entry into Libya, its geographical proximity and economic attractiveness.

From a financial standpoint, the wages of TRLs in Libya seem to be much higher than those they could have earned in Tunisia. Working conditions are considered to be difficult by more than a third of TRLs, who mention problems of discrimination, poor relationships with employers or difficulty in obtaining residence permits (see Annex 3).

1.4 Current status of Tunisian returnees from Libya

TRLs suffered traumatic return experience following the Libyan civil war. Most of them had to rapidly find a means of livelihood or assistance.

The survey shows that 20.1 per cent of TRLs were able to find a job in Tunisia and declared themselves as employed workers, 73 per cent of which are wage earners and 17 per cent self-employed.

Excluding employed workers, 42.6 per cent of returnees have emigrated again, either to Libya (39.5%) or Italy; 28.7 per cent are unemployed and 8.7 per cent are inactive. The survey revealed that, administratively, about 80 per cent of TRLs were in an irregular situation when they left Libya. Their abrupt return put them in a difficult situation. Thus, to meet their needs, they resorted to various means, with the main one being receiving support from relatives followed by savings made while in Libya, assistance from the Tunisian Government and finding employment.

1.5 Prospects of returning to Libya for Tunisian returnees from Libya

The survey shows that 70.4 per cent of TRLs wish to return (or have already returned) to Libya, while 20.1 per cent wish to remain in Tunisia. The precarious situation of most TRLs and the desire of some of them to quickly return to their jobs have already motivated 39.5 per cent of them to return to Libya. At present, the situation of these people is not necessarily insecure.

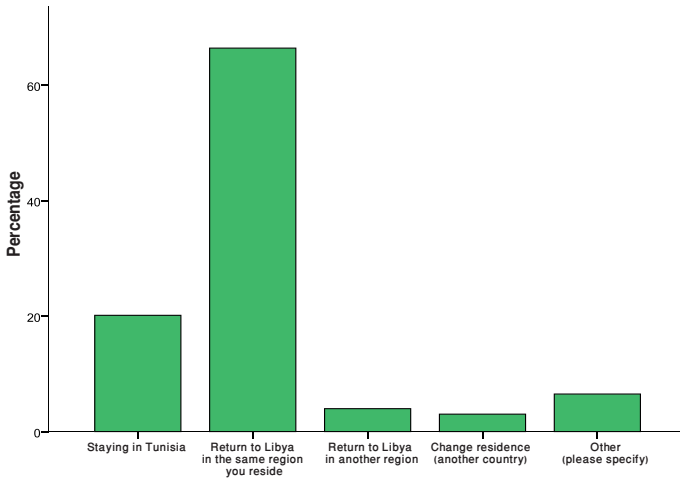
TRLs would need some assistance to return to Libya. This mainly includes (in order of importance):

security information and support in finding paid employment.

According to the survey, the main reasons for returning to Libya would be, above all, improved

security conditions, followed by finding or returning to paid employment, and, lastly, securing a good wage. The main reasons for unwillingness to return to Libya would be the fragile security situation and the severe trauma or serious material damage suffered.

What do you plan to do ?



1.6 Characteristics of Tunisian returnees from Libya who have returned to Libya

It should be recalled that our survey shows that 39.5 per cent of TRLs have already returned to Libya. These people have some specific characteristics distinguishing them from the rest of the TRLs which should be kept in mind. On the whole, the TRLs who have returned to Libya are generally more vulnerable and more unlikely to find employment in Tunisia to meet their needs than the

other TRLs. Generally, those who have returned to Libya are more likely to hail from the most disadvantaged areas, particularly the centre-west region, and have large households. They are also more likely to have low levels of education and job skills, which explains the lowest wage levels for their last jobs held in Libya. Some worked for very short and others for very long periods in the last jobs held. This contrast shows that this population is not homogeneous, although age and marital status are not discriminating variables. Many of the TRLs

who have already returned to Libya faced difficulties in the labour market even prior to migration; they say they received the least support and faced the most difficulties in meeting their needs. They generally seek

employment on the spot, in an individual and unstructured manner. However, many are familiar with their regions of destination and are guaranteed minimum security through contacts with Tunisian consular authorities in Libya.

II. Prospects of Tunisians migrating to Libya

Currently, the Libyan labour market has a great employability potential in quantitative and qualitative terms. Although employment needs should be identified and specified through forward-looking sector studies, the market remains largely open to Tunisian competencies. It is therefore urgent for Tunisian authorities and their Libyan counterparts to coordinate the placement of Tunisians, particularly for the highly skilled.

Such placement will also depend on the willingness of Tunisians to work in Libya. It is therefore important to identify the readiness of the Tunisian workforce to join the Libyan labour market and to understand their perception of the potential of this market.

To this end, a second survey was carried out among a sample of unemployed Tunisians to determine the profiles of potential migrants interested in working in Libya, their perceptions

and predispositions to join the Libyan labour market.

2.1 General characteristics of the unemployed persons in our sample

Each TRL sample of the first module corresponds to a sample household for the second module of the survey among unemployed persons³.

The initial observation is very important and confirms that the sample is representative. Thus, the sample distributions obtained for the main sociodemographic variables are similar to those obtained from the employment and population survey published by the National Institute of Statistics (INS) in 2011.

The distributive equivalence of the main characteristics of employed persons, namely, age (according to INS, 61.9% of employed persons are between 25 and 50 years of

³ This second survey module helped to carry out a survey within 579 households (of which no member returned from Libya following the events of February 2011). Some 2,586 individuals who are members of the households listed aged 18 years or more (active population, retired and inactive population) were recorded and entered into household forms. The application of the International Labour Office criteria helped to identify 266 unemployed persons in the labour force, of which only 256 unemployed persons were actually interviewed, constituting our analysis sample. The questionnaire for this survey module comprised four parts, namely: identification variables; trajectories and movements (geographical and occupational); coping strategies; and prospects of movement and possibility of migration to Libya (designed by Lina Zekri, Mohamed Kriaa and Habib Fourati, in collaboration with the IOM and AfDB project team). It should be noted that for the survey of "unemployed", the Douz-Kébili cluster was substituted by that of Médénine-Boughrara owing to field constraints.

age), sex (60% are male according to INS) or level of education (65% primary and secondary and 30.9% higher education, according to INS) (see Annex 4).

2.2 Work experience and job-seeking

More than half of the respondents have previously been employed, mainly as wage earners and as unskilled workers, or in various trades in agriculture or industry. During the last 12 months, one out of four people were engaged in some professional activity (see Annex 5).

According to the survey, respondents faced major difficulties securing employment. They therefore turned to employment agencies whose services proved to be less than satisfactory. The search for employment would be more fruitful if unemployed people received targeted training or assistance in preparing CVs and job interviews.

2.3 Prospects of migrating to Libya

The prospects of migrating to Libya depend on several factors that are either found in Tunisia, in particular the saturation of the local market and its low employability potential, or in Libya, namely a huge employment potential and earnings differential, all things being equal.

The rest of the questionnaire therefore focused on exploring respondents' perception of the Libyan market. First, jobless respondents feel that employment prospects in Tunisia are bad, average or very bad. However, they are more optimistic about job opportunities in Libya and believe that opportunities in Libya are average or good. Thus, 30.1 per cent of jobless Tunisians are willing to migrate to Libya to find employment.

According to respondents, the main attraction of the Libyan market is the prospect of finding a job, which is the reason most frequently given, followed by earning potential, which is the income differential compared to the Tunisian market. In addition, they give two other minor reasons, namely no visa requirement to emigrate to Libya and geographical proximity.

The expectations of the respondents regarding migration to Libya mainly include the achievement of some autonomy and independence, acquisition of job experience and the hope of escaping job insecurity and unemployment. Regarding wage expectations, 50 per cent of respondents would be satisfied and achieve their objective if they could double their reservation wages⁴, which are less than D 1,000⁵ (EUR 500) for 88.2 per cent of the sample.

⁴ This is the wage below which an unemployed person would not be willing to return to work.

⁵ 1 D = EUR 0.49 = USD 0.64 (on 19 September 2012).

More than 70 per cent of prospective migrants are not familiar with the region of destination they prefer. Over 85 per cent of those who have already made their choice prefer Tripoli. The region chosen must meet at least two conditions: security and proximity to Tunisia.

Lastly, respondents say that they need support from Tunisia, which includes (in order of importance) information on the security situation in Libya, job search support and information on their rights and obligations. Regarding support needs in Libya, respondents also mention access to information on job opportunities, job search support and information on migrants' rights and obligations. However, potential migrants express some reservations, the most common of which are insecurity, dissuasion by their families or fear of not finding employment in Libya.

2.4 Characteristics of prospective migrants to Libya

More than 30 per cent of unemployed respondents state their willingness to migrate to Libya. An understanding of the characteristics that distinguish them from other persons in the sample will help to deepen our understanding of their perception of the Libyan market.

The section that follows seeks to identify the specific profiles of Tunisians willing to migrate to Libya. It presents only cases where statistical

tests detect differences between candidates and non-candidates for emigration. Some of these characteristics match those of TRLs, while others are classified as being in a potential migrant population whose characteristics differ from those of TRLs, that, is those of traditional migration to Libya.

Some 84.4 per cent of prospective migrants are male, and they account for 59.8 per cent of the entire unemployed population. This characteristic, which distinguishes them from the rest of the unemployed population, is more in line with the TRLs, the vast majority of whom are men.

Furthermore, like TRLs, prospective migrants to Libya have low levels of education; 78 per cent have completed primary and secondary education, 16.9 per cent have completed university education, while the proportion of unemployed respondents with this level of education is 30.5 per cent.

In fact, the similarity with TRLs ends here, as prospective migrants also have different characteristics compared with TRLs, who tend to focus on improving the 'quality' of migrants. First, this involves a greater spatial diversity; 19.5 per cent are said to originate from Greater Tunis (Greater Tunis accounts for 14.8% of the total unemployed population), 14.3 per cent from the north-east and 14.3 per cent from the central eastern part of the country. Despite their generally low levels of education, they have occupational skills and higher professional

certificates compared with the remaining number of unemployed persons and TRLs. Some 42.9 per cent of prospective migrants have occupational skills, while 47.1 per cent of graduates among them have a CAP (certificate of occupational competence), BTP (technical and vocational education certificate) or other professional certificates.

Some 66.2 per cent of Tunisians willing to migrate to Libya are not registered with employment

agencies; they tend not to use formal job search channels and 72.8 per cent of them feel that employment prospects in Tunisia are bad or even very bad. Conversely, 63.3 per cent of potential migrants feel that employment prospects in Libya are good and even very good. Lastly, this population is more active on the labour market than those who are not willing to migrate to Libya, as 40.3 per cent of them have had at least one job over the last 12 months.

III. Governing the migration of Tunisians to Libya

To better understand the Tunisian Government's role in designing and managing the migration process of Tunisian workers to Libya, a series of interviews were conducted with Tunisian and Libyan actors and officials involved in the process. The findings of this qualitative survey enable us to better understand the predispositions and mechanisms used by Tunisian institutions to manage the process. We will present the current structure of Tunisian migration to Libya and the role of the Tunisian Government, and examine the institutional and functional deficiencies of existing migration entities.

In all of their statements, Libyans praise the role played by Tunisia during their revolution. In fact, senior officials emphasize Libya's readiness to cooperate with Tunisia in all areas; they mention especially the agreements signed in March 2012, but also those concluded before the two revolutions, with regard to travel, residence, property and labour, with particular consideration for the Free Trade Zone Agreement and the Four Freedoms Agreement. Thus, it is necessary to revitalize and implement the agreements and conventions concluded between both countries.

Economic ties between the two countries are excellent. Libya is Tunisia's leading economic partner in the Arab world, and its fifth biggest partner in the world. Over 125 agreements and conventions on economic, social, political, cultural and other areas exist between them. These agreements were managed by the High Tunisia-Libya Joint Commission, the highest body that managed cooperation between both countries. A so-called "Future Prospects Commission" was responsible for the strategic component of this cooperation. After the two revolutions, these two commissions have not resumed their activities. The agreements have hardly been implemented and most of them even seem to have been forgotten.

Despite all their assets in terms of complementarity and convergence, the economies of Tunisia and Libya are very poorly integrated. Libya's financial system is very rigid and does not facilitate the transfer of funds by foreigners and even impedes Tunisian investments. The labour laws of the two countries differ despite the existence of bilateral agreements in this regard. Communication is restricted and, although agreements between both countries

favour customs facilities, they have remained dependent on the mood of the moment.

The Libyan labour market has genuine potential for the employment of foreign labour. The fact remains that the outdated administrative structure, the absence of a production tradition and a structured private sector, in addition to the weight of some practices and traditions, all constitute serious obstacles for migrant workers. These problems make this market potentially unstable and unattractive to migrants who are highly qualified and aware of their rights. There are two types of impediments: those concerning foreign workers and those that limit foreign investment.

3.1 Organizing the migration of Tunisians to Libya

The most striking feature of the Libyan labour market from the Tunisian perspective relates to the perception of this market by Tunisian actors. There is significant information asymmetry concerning wages offered in Libya; their levels are not well understood in Tunisia and are above all automatically underrated. This information asymmetry also concerns job opportunities for Tunisians; at present, there is a genuine employment potential and effective demand for Tunisian workers in Libya.

Security conditions in Libya are also misunderstood in Tunisia. Often, insecurity is even amplified

by Tunisian press agencies. People express reservations about the working conditions of Tunisians in Libya and criticize the mentality, arrogance and discrimination of Libyan bosses. Tunisians also have reservations about the general absence of formal work contracts to guide work relations, resulting in the absence of a social safety net and other guarantees and rights of workers. This situation is exacerbated by the rather negative profile of most Tunisian migrants in Libya, in view of their low skill levels, poor behaviour and employment instability.

3.2 Management of job offers by Tunisian authorities

The Consulate manages the affairs of migrants and issues consular cards which serve as identity cards for Libyan authorities during checks. Libyan employers have adopted the illegal habit of confiscating the passports of foreign workers during the employment period. Until October 2011, Tunisian consular services were not responsible for prospecting for jobs in Libya. Since then, social attachés have been authorized to manage employment issues.

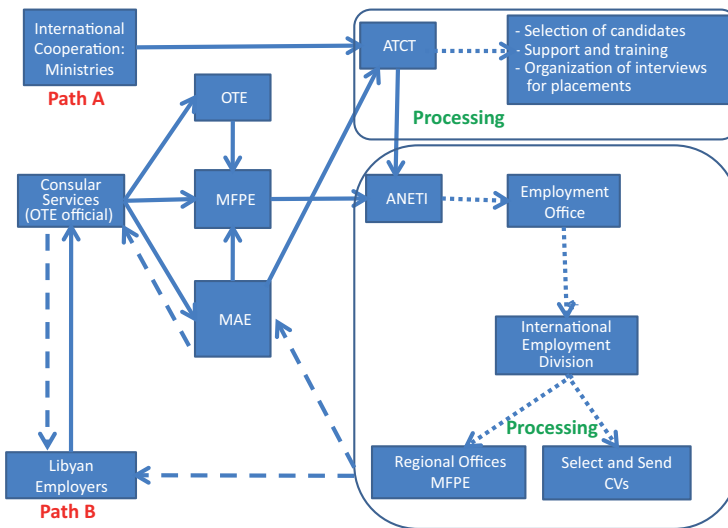
Thus, there is no standard procedure for managing job offers in Libya. So far, the Tunisian authorities have not instituted a formal procedure for prospecting or managing foreign job offers. For example, job prospecting

in Tripoli is carried out by one OTE official who processes migration based on an active prospection phase approach (direct contact), generating job opportunities. The official sends the offers to the Ministry of Vocational Training and Employment (MFPE) and OTE for their information. The records of Tunisian employees selected by the National Agency for Employment and Self-employment (ANETI) are then sent to consular services in Libya which propose them to Libyan employers, as illustrated in path B of

the figure below showing the path of job offers from Libya.

On the other hand, the Tunisian Agency for Technical Cooperation (ATCT) still manages issues related to cooperation with Libya the same way as before, that is, without prior prospection. However, emphasis is still placed on the same requirements of experience and level of education, which often necessitate training, particularly language training, provided by ATCT (path A in figure below).

Path of job offers from Libya



Although the procedure carried out by the OTE official fills an institutional gap regarding the management of job offers from Libya, it has several shortcomings that must be rectified during the implementation of the migration policy. These include:

- The lack of follow-up (checks and follow-up action) after CVs are sent to Libyan employers.
- The increase in the number of institutional actors at the procedural level (excluding prospection). The same files pass through several services and are reprocessed or delayed during the processing phase.
- Many services of different ministries, and sometimes coming from the same ministry, compete for the processing of files. Therefore, there is no clear definition of responsibilities.
- Considering the aforementioned shortcomings, the time taken to reply to Libyan offers is very long (two to three months on average). This delay would partly explain the dissatisfaction relating to almost all files processed. Thus, the official records of ANETI show that nearly 3,000 Libyan offers were processed by employment services following the aforementioned path. A most unsettling fact is that from March to July 2012, no Tunisians have been offered employment or registered so.

Despite this situation, the consular authorities have put forward a high figure, which is significant.

From January to the end of May, more than 10,000 new Tunisian migrants applied for consular cards. The consular card serves as an identification document for Tunisians in Libya and is needed for checks carried out by rebels, thus indicating the reliability of this figure. Furthermore, this figure also shows that the number of new Tunisian migrants would be significant and contradict official forecasts and statements.

3.3 Labour demand in Libya and migratory flows

The management of migratory flows by the Libyan authorities can be arbitrary and lacks clearly defined legislation. It is common practice for employers not to issue employment contracts, which has strained employer–employee relations. Thus, migrants are exposed to the risk of exploitation, have little social security and sometimes encounter violations of their rights. In addition, many intermediaries are involved in the migration process, particularly in the placement of foreign workers; their existence is not always authorized and they often undermine the interests of migrants.

The nature of jobs offered to Tunisians varies depending on whether they are in the public or private sector. In the public sector, mostly skilled jobs are offered. In order to identify these jobs, close collaboration is required between Tunisian employment services and Libyan officials, sector

by sector, to determine all the specialties required. Today, the Libyan public sector lacks skilled workers and therefore it is necessary to have training at all levels and to provide expertise for purposes of reorganization.

It is more difficult to carry out job prospecting in the private sector. Libyans excel in trade, but have no traditions in the private sector. Sector guidelines are still very vague and skill needs are very difficult to specify. At the same time, the Libyan private sector needs moderately skilled Tunisian workers, particularly in the trades sector. These traditional niches remain open to Tunisians and are easy to target. However, major prospecting is yet to be carried out in the private sector. First, the purpose of prospecting is to open up to Tunisians new niches held by other nationals prior to the revolution and, second, to identify the skilled and highly skilled jobs that will be generated by the future development of the private sector.

It is necessary to distinguish between the two types of jobs available to Tunisians in Libya and the two different ways of looking for jobs:

- Private sector jobs:** Although these are widely available, Tunisians face difficulties related to bad practices and infringement of migrant workers' rights, a lack of transparency regarding job opportunities in this sector, certain social practices and laws prohibiting foreigners from taking advantage of a free-market economy.
- Public sector jobs:** Very few Tunisians used to gain access to public sector jobs through technical cooperation. These jobs are now becoming increasingly available to Tunisians, who have to identify them. However, this sector still generates low incomes despite the recent revaluation. There are also serious administrative problems when looking for jobs in this sector. Libyans find it hard to meet the repeated requests made by Tunisians who require clarification of the profiles needed, particularly in the medical, paramedical, expert, training and other sectors.

On the whole, migration suffers from an almost complete lack of planning and coordination between the public and private sectors; needs are poorly defined, without sufficient details regarding specialties, skills or even the work force needed.

Libya therefore lacks a clearly defined migration policy or strategy and an information system for the management of migration. The market for migrant labour in Libya seems to be very sector-specific and the relationship between the sector and the nationality of migrants is clearly established. This form of specialization existed before the revolution and should disappear with improvements to the management of migration to Libya.

The Libyan authorities are aware of the need to develop a genuine migration policy based

on the following elements:

- Organizing the stock of migrants: the aim is to identify current migrants and integrate them into the formal sector, administratively regularize their stay and improve their economic and social situation.
- Defining labour market needs on the whole through diagnosis and predictive sector analysis: first, the aim is to plan the local potential and provide for its general and vocational training needs. Then it will be possible, through proper targeting, to determine the labour market needs for foreign manpower, appropriate qualifications and specializations.
- Establishing an information system for collecting and processing migration data.
- Identifying the various sectors and reducing the risk of illegal migration.
- Engaging in dialogue with neighbouring countries from where the migration flows originate. Libya has even considered an investment strategy in these countries to reduce migration flows and channel them according to Libyan labour market needs.
- Developing a common migration policy with North African countries, involving Europe as a partner.

3.4 Development challenges of the emigration of Tunisians to Libya

Senior Libyan officials and civil society representatives have, at every opportunity, continued to declare their gratitude to the Tunisian people for their unconditional support to the Libyan people during the revolution. They intend to translate this gratitude into giving priority to employment and business opportunities to Tunisians. Despite this favourable environment, Tunisians are slow to join the Libyan market and the cooperation between Tunisia and Libya is not yet up and running. There are several reasons for the slow implementation of cooperation between both countries and of targeted and sustained migration. Some of these reasons are internal and relate to the Tunisian market and actors, and some are external and relate to the Libyan market.

a. Difficulties faced by workers

- Problems of insecurity: Although the fighting has ended in Libya, the possession and circulation of weapons remains a major problem, creating a climate of insecurity. There are many poorly organized armed groups which show little respect for the authorities⁶. Checkpoints are frequent

⁶ This was ascertained in the interviews carried out with resource persons and institutions by Mohamed Kriaa and Med Safouane Ben Aissa under the qualitative survey conducted in Tripoli in June 2012.

and some migrants are poorly treated when they pass through them. Although there is an issue of insecurity, this is relative since Libyans have a close affinity with arms as part of their culture.

- Difficulty in regularizing the administrative situation of migrants: The administrative status of migrant workers depends on obtaining an employment contract signed by their employer. Furthermore, even with a signed contract, some migrants are unable to obtain a residence card.
 - The absence of an employment contract naturally results in illegality. Although this situation is advantageous to Libyan employers, it places Tunisians in unskilled and unprotected employment. When this occurs, migrants are exploited, often attacked or intimidated physically; they are paid very low wages and have no social security, health and retirement cover.
 - Even with all the necessary administrative authorizations, there are still some constraining practices. One example of this is that Tunisian migrants must request permission to leave the country when they want to visit Tunisia. Even migrants in a regular situation face difficulties related to currency transfers from Libya. It is practically impossible to open a bank account without a residence certificate.
 - Many intermediaries are involved in the migration process, notably to facilitate the arrival of foreign workers. Their activities are not regulated and are often detrimental to migrants. Although their interaction with migrants remains limited, it is necessary to prevent the development of such practices.
 - Tunisians do not compete for unskilled, low-wage jobs (handymen, cleaning, handling, etc.); this is not the case for migrants from other countries like sub-Saharan African countries, Morocco or Egypt. Rather, Tunisians compete for trades in general or for jobs in the service sector, such as caterers, mechanics, carpenters, and so on.
- b. Obstacles generated by the Libyan market**
- At present, there are many impediments to the implementation of agreements and expressions of willingness:
- There is a lack of political transparency in Libya today; democratic transition will take time⁷.
 - Libya is suffering from insecurity problems characterized by, among other things, difficulties in disarming revolutionary groups.

⁷ This was ascertained in the interviews carried out with resource persons and institutions by Mohamed Kriaa and Med Safouane Ben Aissa under the qualitative survey conducted in Tripoli in June 2012.

- Some Libyan businessmen advocate the logic of putting ‘Libya first’ in their relations with Tunisia. This position is rational but contradicts the spirit of collaboration between both countries after the two revolutions.
 - The security deposit required for all foreign investments poses a serious liquidity problem to companies wishing to invest in Libya.
 - Libyan banks do not grant overdraft facilities to foreign companies.
 - Business is generally done off the beaten track and administrative formalities are cumbersome and have very vague procedures.
 - Reconstruction in Libya is slow; sectors such as building and public works, which are labour-intensive, are slow in recovering due, notably, to the freezing of funds needed for the country’s reconstruction.
 - Most job offers in Libya do not provide sufficient contractual guarantees in terms of social security, contract duration or wages.
 - Job offers are hardly ever attractive financially and the current exchange rate is unfavourable to Tunisians compared with other nationals (Egypt, Jordan, Turkey, etc.).
 - Lastly, job offers in both the private and public sectors, which are transmitted to Tunisian officials, are rarely precise or detailed and only vaguely define requirements in quantitative and qualitative terms.
- c. Institutional obstacles in Tunisia**
- The absence of a migration policy in the true sense of the term, particularly the absence of a structured prospecting strategy in Libya.
 - Incompleteness of the technical components of agreements, particularly those relating to employment in Libya.
 - The Tunisian Government does not provide a formal and material framework to support its citizens in Libya, that is, there are no guarantees to Tunisian businessmen wishing to invest in Libya, unlike other countries such as Turkey, which approaches the Libyan market as a State target, with direct or indirect migration induced by investment.
 - Currently, diplomatic efforts are inadequate; Tunisia does not have an ambassador in Tripoli or a consulate general in Benghazi⁸.
 - Bilateral and multilateral agreements (mainly with France, Italy and Turkey) are slow to be implemented.
 - The joint commissions set up before the revolutions have not yet been revived or remain inoperative.
- d. Obstacles generated by other Tunisian actors**
- Given that Tunisian companies are small and lack adequate resources, they are

⁸ Ibid.

unable to win government contracts in Libya.

- Tunisian businessmen are still holding back; the private sector is not aggressive (in the positive sense of the term) in its approach to the Libyan market. Businessmen of other nationalities are already operating in Libya (Turkey, Jordan, etc.) braving insecurity problems, and are thus working a step ahead of Tunisians, who run the risk of losing the Libyan market permanently.
- Tunisian workers' are hesitant and frightened to return to Libya, mainly because of the trauma suffered by many Tunisians who

fled the civil war in the country (some were assaulted or robbed). Furthermore, the Tunisian media plays up various incidents caused by insecurity in Libya or on the borders and this contributes to misinformation regarding the reality of the situation in Libya.

- Smuggling and informal border trade problems, besides being damaging to the Tunisian economy, are perceived by most Libyans as a form of 'exploitation' or opportunism. If not checked, this situation could sap the prevailing popular support, thus impeding the employment of Tunisians in Libya.

IV. Recommendations for an efficient Tunisia-Libya migration policy

Although the return to normal life in Libya is slow and depends on the outcome of the elections of July 2012⁹, the Tunisian Government and people are urged to support Libya in its development efforts, as they did during the revolution. This support is promoted by the leaders of both countries and has resulted in the signing of several new agreements since the advent of the two revolutions which are yet to be implemented. The Libyan economy is very promising; everything has to be constructed or reconstructed; the private sector is to be developed and the public sector is to be reformed. Today, Libyans seem to be wondering about the timid return of Tunisians to Libya and do not understand their reluctance to join their market.

We have already identified and made a detailed presentation of the functional or institutional barriers to economic integration between both countries, especially the migration of Tunisian workers to Libya. To improve the management of labour migration, it is necessary to understand this reality as a process that comprises four phases: identification of job opportunities

(phase 1); follow-up of recruitment and provision of pre-departure assistance (phase 2); employment abroad (phase 3); and return and reintegration (phase 4).

The section that follows presents recommendations to enhance the Tunisian Government's role in steering a migration policy geared towards the Libyan market that is still to be built. It also proposes some ideas on how to establish a labour migration process and operational and standardized procedures to effectively manage job offers from the Libyan market.

4.1 The two revolutions and the advent of a new agreement

Before the two revolutions, Tunisia did not have a migration policy in the strict sense of the term, let alone an employment strategy geared towards the Libyan market. Tunisian official representation comprised an embassy in Tripoli and two consulates in Tripoli and Benghazi. Prospecting for employment opportunities was not structured or permanent.

⁹ This was ascertained in the interviews carried out with resource persons and institutions by Mohamed Kriaa and Med Safouane Ben Aissa under the qualitative survey conducted in Tripoli in June 2012.

The social attachés of the OTE were merely responsible for communicating the job offers received, that is to say, those that managed to reach diplomatic representations.

Following the two revolutions, the officials of both countries have expressed their genuine political will to strengthen cooperation. Thus, the Tunisian President, Mr Marzouki, paid his first official visit abroad to Libya in early January 2012. Furthermore, during the presentation of his Government's policy, the Tunisian Prime Minister underscored the promotion of Tunisian labour migration to Libya as one of the solutions to the cyclical unemployment problem affecting the Tunisian labour market. During his visit to Tunisia, the head of the Libyan Government, who was accompanied by a large delegation, in May 2012, confirmed the commitment of both parties to implement the new agreements and revitalize previous existing agreements.

It should also be noted that new agreements have been signed between both countries. In March 2012, the Ministers of Health of both governments signed agreements for the training of Libyans in Tunisian training centres, particularly those in southern Tunisia, and for the employment of Tunisian auxiliary health workers in Libya. In April, the Ministers of Employment agreed to explore the possibility of exchanging representatives from their Ministries in order to properly channel job offers from the public

and private sectors in Libya and to employ about 8,000 Tunisians in Libya in the short term. In the meantime, several delegations of government officials or businessmen have visited both countries in order to boost business relations between Tunisia and Libya.

4.2 Predisposition of the Libyan labour market to the immigration of Tunisians

Libya's labour market needs are said to be numerous and varied. The new vision of Libya calls for an extensive overhaul in terms of knowledge, capacity building and institutional organization. The last niche could constitute an exceptional opportunity to align Tunisian competences and skilled manpower, which would represent a turning point in the future configuration of the Tunisian diaspora in Libya.

The long-awaited economic integration of the two countries should enable Tunisia to mobilize its competencies and experts to assist Libya in its efforts to ensure its reconstruction, reform its administration and develop its private sector. In fact, the Libyan labour market is capable of employing thousands of Tunisian workers in the coming years, if genuine cooperation between the two countries is quickly developed with a view to ensuring regional economic integration. The Libyan labour market certainly has a qualitative and quantitative imbalance between labour supply and demand. This

situation reflects the paradox of this market, which, despite its high unemployment rate, has a huge need for migrant workers of all skill levels.

This market, made up of the public and private sectors, also appears to be disorganized, with regulations that are not often complied with. Jobs in the public sector are often 'quasi-fictitious' and poorly paid. Therefore, most civil servants look for a second source of income and hold multiple jobs. The private sector is embryonic; Libyans occupy positions as bosses or associates, mainly in the service sector. This sector employs a large number of foreign workers.

However, after the revolution, there is a strong tendency towards the employment of local manpower for service sector jobs. On the whole, there is a dual configuration of the Libyan labour market, characterized by a public sector offering low wages (with a few exceptions for some trades) and a private sector where wages are higher, but which are hardly governed by demand and supply.

4.3 The Libyan approach to cooperation with Tunisia

Libya's priority in its cooperation with Tunisia is to train a currently low-skilled Libyan workforce. In this respect, the country seeks to foster collaboration in various areas to train

Libyan workers in training centres in Tunisia, build joint training centres in both countries or employ Tunisian trainers in Libya. The aim is to also employ qualified Tunisian workers in Libya to help train a number of Libyans and carry out productive activities. Libya is also looking for Tunisian experts to develop and manage businesses.

Furthermore, Libyans refuse to use the term 'migration' for Tunisian workers in Libya and consider that it is just workforce mobility between two brotherly countries. Libyan authorities want Tunisians to return to Libya and promise to improve their working conditions through legal measures.

In addition, Libya underlines the need to set up a database on migration that is shared by both countries. The aim is to organize job supply and match it to demand using an information system to be established, similar to the existing database between Libya and Egypt.

Lastly, it is necessary to pay special attention to disadvantaged border areas between both countries so as to implement a genuine programme of economic integration in the form of integrated development projects on both sides of the border. Time has come to seriously consider a free trade area agreement that may become an important step towards achieving economic integration between both

countries.

Additionally, Libyan legislation requires that at least 35 per cent – which has just been raised to 50 per cent – of jobs created by foreign investments should be reserved for Libyans¹⁰. However, often the quantity of qualified Libyans is not sufficient enough to meet this required percentage or they refuse to remain in their positions for long. It is therefore necessary to clearly define Libya's needs so as to meet them with a well-targeted Tunisian workforce.

Identifying Libyan labour market needs and targeting suitable profiles of potential migrants are an important step towards developing a migration policy. Unfortunately, public employment services in both countries do not perform this function. Certified and controlled private intermediation can enhance the efficiency of this targeting phase, in particular, through much flexible fieldwork.

Thus, in the Libyan Ministry of Labour and Vocational Training, officials emphasize the importance of private intermediation in defining the needs of the Libyan market and targeting vacancies, as well as identifying Tunisian workers with the required profiles. They also make reference to the memorandum of understanding (MoU) signed in March

2012 between the ministries of labour of both countries and stressed the need to train Libyans in training centres in Tunisia.

4.4 Prospects for future relations between Tunisia and Libya: Role of the Tunisian government

Although many agreements have been signed between Tunisia and Libya since the end of the two revolutions, there has been no real improvement in the field regarding the management and governance of the migration of Tunisians to Libya. This malfunction is due to two major shortcomings. First, there is the absence of an overall strategic vision on migration and its role in the economic integration between both countries, particularly at the institutional level. In Tunisia, there is no body that brings together and coordinates the actions of all stakeholders in the migration process. Thus, there is a lack of coordination among the various ministries or even among the various departments in the same ministry with regard to the management of migrants' files.

Next, the profusion of conventions and agreements between the two countries creates conflict and redundancy, making it difficult to implement such agreements; the weak technical components of these agreements

¹⁰ According to discussions with resource persons and institutions carried out by Mohamed Kriaa and Med Safouane Ben Aissa within the context of the qualitative survey conducted in Tripoli in June 2012.

only exacerbate these problems.

The sluggishness or even passiveness of Tunisian authorities in the management of the migration files of Tunisians in Libya is obvious. The absence of a clear vision and sustained dialogue with all actors and stakeholders in the migration process makes the implementation of appropriate migrant-specific support measures more complex. Lastly, current domestic policy priorities and concerns impede the implementation of a migration policy that is specific to the Libyan market.

The future of relations between Tunisia and Libya also depends on Libya's capacity to engage in a democratic process and reorganize its administration and public and private sectors. In this regard, Tunisia has a key role to play and an opportunity to seize to help Libya to develop these two aspects. In this sense, the future development of economic integration between both countries is at stake. Such cooperation will guarantee Tunisia a prominent position in the reconstruction of Libya and open its labour market to Tunisians of all levels of qualification to provide training, expertise, engineering and management services, in addition to the traditional niche that is already open to low-skilled Tunisian workers.

The objective is to establish an entity to coordinate all agreements between Tunisia and Libya and steer the migration process

between the two countries, by reviving many entities and actions, the most important of which are:

- To establish an inter-ministerial committee dedicated to the Libyan market that is responsible for steering the migration policy and regional economic integration; the committee will especially optimize agreements and ensure their efficacy;
- Revive Tunisia-Libya joint commissions;
- Establish a Tunisia-Libya centre for strategic studies.
- Ensure the participation of professional operators in the definition and design of cooperation and migration strategies, and particularly, in the building of bridges between the private sectors of both countries;
- Foster reciprocity with Libyans in all areas of cooperation;
- Pay special attention to the disadvantaged border regions of both countries to institute a genuine economic programme in the form of integrated development projects on both sides of the border;
- Promote the implementation of the two fundamental agreements to enhance future relations between the two countries, namely, the free trade area agreement and the agreement guaranteeing the four freedoms: travel, work, property and housing and particularly in terms of job mobility.

In the end, despite some reservations, particularly

with regard to the political and security situation, all the actions and statements of policy-makers in both countries regarding their future relations reveal a mood of optimism. Conditions for a thriving, win-win future cooperation between the two countries exist, indeed. What needs to be done is to focus on the potentials and the complementarity of both countries. The geography, history and popular support bode well for the success of a Tunisia/Libya axis in the development of the entire Maghreb region.

4.5 Establishment of a procedural framework for immigration

The presentation of the processing of job offers in Libya by Tunisian consular services highlights the absence of a migration process approach that has standardized procedures. Processing is carried out by OTE officials and its efficiency largely depends on their willingness. It is therefore necessary to define an institutional standardized formal procedural framework to ensure the optimum and efficient processing of job offers. Furthermore, it is necessary to define and operationalize the different stages of the Tunisian-Libyan migration process.

It is a matter of defining mechanisms and procedures for establishing an institutional framework for managing the migration process to achieve the following objectives:

- Match supply and demand and optimize the filling of Libya's job offers in terms of

quantity, quality as well as deadlines.

- Supervise, guide and protect Tunisian workers who are willing to emigrate to Libya. This entails providing accurate information on job opportunities in Libya through the targeted training of prospective migrants and proposing contracts with clear terms.
- Prevent and fight illegal migration with all its inconveniences, namely the economic, social and human exploitation of migrants.
- Improve the bad reputation of Tunisian workers and reduce job instability.
- Channel the return of Tunisian migrants in a regional development perspective.

To achieve these objectives, it would be essential to:

1) Prepare a clear and operational standard procedures guide and manual that describes all the phases of the migration process, and then define the ways of managing this process, that is, the articulation of the various phases and their implementation time frames. It is necessary to depersonalize, systematize and control all tasks.

2) Establish an employment office at the consulate to:

- Systematically prospect for jobs in Libya using different procedures depending on whether it is the public or private sector;
- Facilitate communication operations on

skills and potentials in Tunisia and collect information on the Libyan market's manpower needs;

- Process job offers obtained in Libya;
- Send job offers to Tunisia using a transparent procedure, a single trajectory and a digital format that is immediately exploitable upon receipt of offers;
- Receive replies from Tunisia, that is, files retained and CVs prepared, as well as monitor the process with employers until contracts are signed;
- Specify contract terms and obtain all details related to wages, housing, social security, and so on;
- Ensure the respect of Tunisian workers' rights and compliance with agreements while striving to revive agreements on social security coverage.

The employment office in Libya should manage all phases of the migration process, which includes prospecting, classifying and transmitting job offers for processing in Tunisia; the office will be responsible for receiving, following up, organizing and communicating replies as soon as files processed in Tunisia are returned. Lastly, it should manage the drafting of contracts and monitor job placements.

3) Ensure that in Tunisia, only one office, preferably

in the Ministry of Vocational Training and Employment, centralizes screening and coordination with other ministries and departments. In other words, it should be responsible for receiving, processing and communicating job offers to the services concerned, selecting candidates and sending preselected files to the employment office in the Tunisian Embassy in Tripoli..

4) Organize the digital processing of job offers in Libya. The idea of launching a job portal between both countries must be seriously considered and could serve as a platform for a Maghreb employment portal.

5) Establish an interactive and systematically updated database on migration by setting up a comprehensive information system on possible migration trajectories between Tunisia and Libya, and place this information system at the service of migrants.

6) Substantially reduce the time taken to screen candidates for emigration, which, at present, often takes two to three months. This involves systematizing procedures, ensuring the division of tasks and depersonalizing actions.

7) Establish a permanent service to support

returnees which would mainly be responsible for their reintegration - which would involve assisting and guiding migrants -and supporting their investments – based on a

¹¹ See also two key references on this subject, namely:

International Labour Organization, ILO Multilateral Framework on Labour Migration: Non-binding Principles and Guidelines for a Rights-based Approach to Labour Migration, First edition (Geneva, 2006). Available from www.ilo.org/public/english/protection/migrant/download/multilat_fwk_fr.pdf.

Organisation for Security and Co-operation in Europe (OSCE), IOM and ILO, Handbook on Establishing Effective Labour Migration Policies in Countries of Origin and Destination (Vienna, 2007). Available from www.osce.org/node/29632.

Conclusions

Following the two revolutions, the decision makers of both countries have, at every opportunity, declared their readiness and willingness to promote complementarity and economic integration between both countries. Tunisia hopes to develop and better manage its diaspora in Libya; at present, there are many job opportunities in Libya and the Tunisian workforce and managerial potential can meet a large part of Libyan needs, thus contributing to partially reducing unemployment in Tunisia.

Libya rather wants to train and upgrade the skills of its workers. Many new agreements have been signed, focusing mainly on the implementation of targeted migration of Tunisians to Libya and the training of Libyans. However, these new agreements do not seem to take technical aspects into account, rendering their implementation difficult.

Today, new economic and political developments offer a unique opportunity for boosting the economic integration of both countries. This prospect implies the efficient management of manpower between the two countries. In view of the huge challenge of high unemployment, Tunisia can and should take full advantage of the opportunities offered by the Libyan market.

Thus, it would be advantageous for Tunisia to set up an entity to coordinate all agreements concluded between Tunisia and Libya and steer the migration process between the two countries. This entity will especially be responsible for setting up an interactive and updated migration database, managing an information system on possible migration trajectories between Tunisia and Libya and ensuring that the system is at the disposal of prospective migrants.

It is also necessary to pay special attention to the border regions of both countries, revive the free trade area agreement and establish reciprocity with Libyans in all areas of cooperation.

It is also important for Tunisia to develop standard mechanisms and procedures to improve the governance of migration. This entails optimizing the management of Libyan job offers by establishing entities to prospect for jobs in Libya and supervise, guide and protect the rights of Tunisian workers and potential migrants.

Lastly, it is necessary to support Tunisians returning from Libya in their reintegration efforts, guide and provide them with all necessary information to optimize their potential investments.

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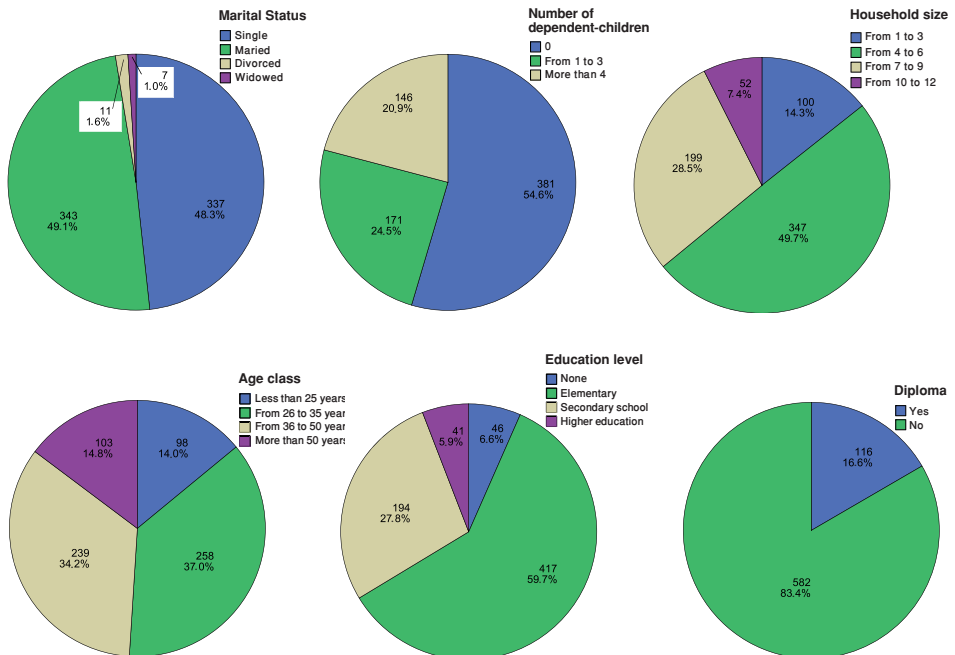
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Annexes

Annexe 1: Profile of migrants

Most migrants are men (94.4%) aged between 25 and 50 years (71.2%) about half of whom are married without child dependants. However, about 21 per cent of them declared having more than four children and 85.7 per cent live in large households. Lastly, there is a strong bias towards low levels of education, as 87.5 per cent of them have a primary or secondary school level of education.

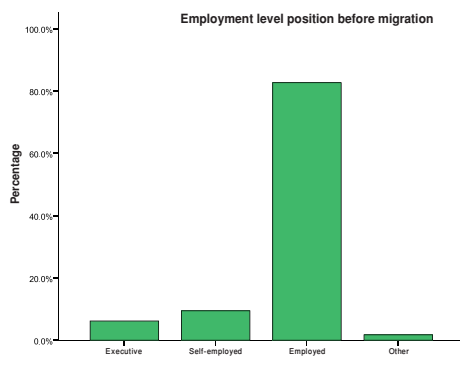
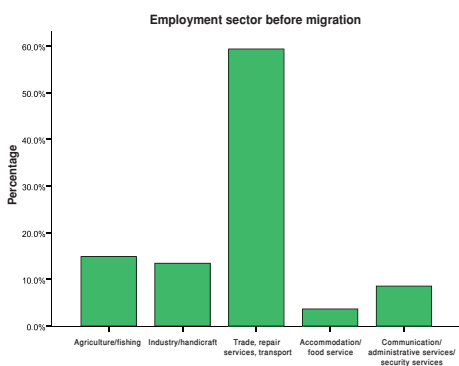
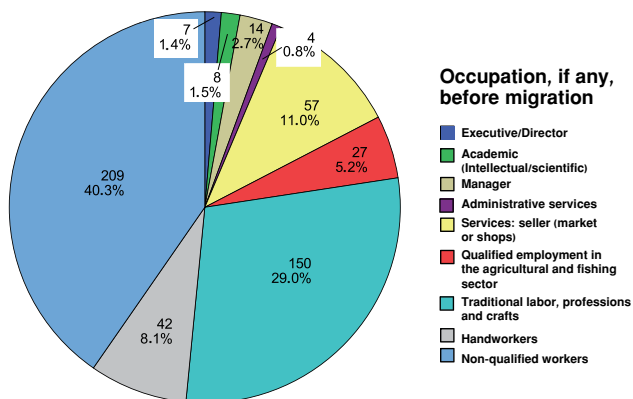
The analysis of results shown in the diagrams below confirms the low levels of education of migrants. Graduates represent only 16.6 per cent of the migrant population, of whom 63.7 per cent hold professional certificates (CAP, BEP, etc.); 38.3 per cent of non-graduates are unskilled workers, 12.6 per cent have service skills or work as vendors, and 38.5 per cent are skilled workers (traditional trades and professions).



Annexe 2: Occupational status of Tunisian Returnees from Libya before emigration

TRLs had occupational experience before joining the Libyan labour market. They are therefore grouped into three major categories: unskilled workers (e.g. mine workers, messengers, porters, gatekeepers and guards) who make up 40.3 per cent of TRLs, followed by trades (e.g. mechanics, blacksmiths, craftsmen and

carpenters, welders, textile craftsmen, painters) who make up 29 per cent, and servicing workers and vendors (e.g. catering, house-keepers, health care assistants) who represent 11 per cent. Lastly, 82.7 per cent of TRLs held paid jobs, followed by employers and self-employed (15.6%). There is a high concentration or specialization according to area of activity, as nearly 60 per cent were employed in the commercial sector, followed by agriculture and industry.



Annexe 3: Occupational status in Libya

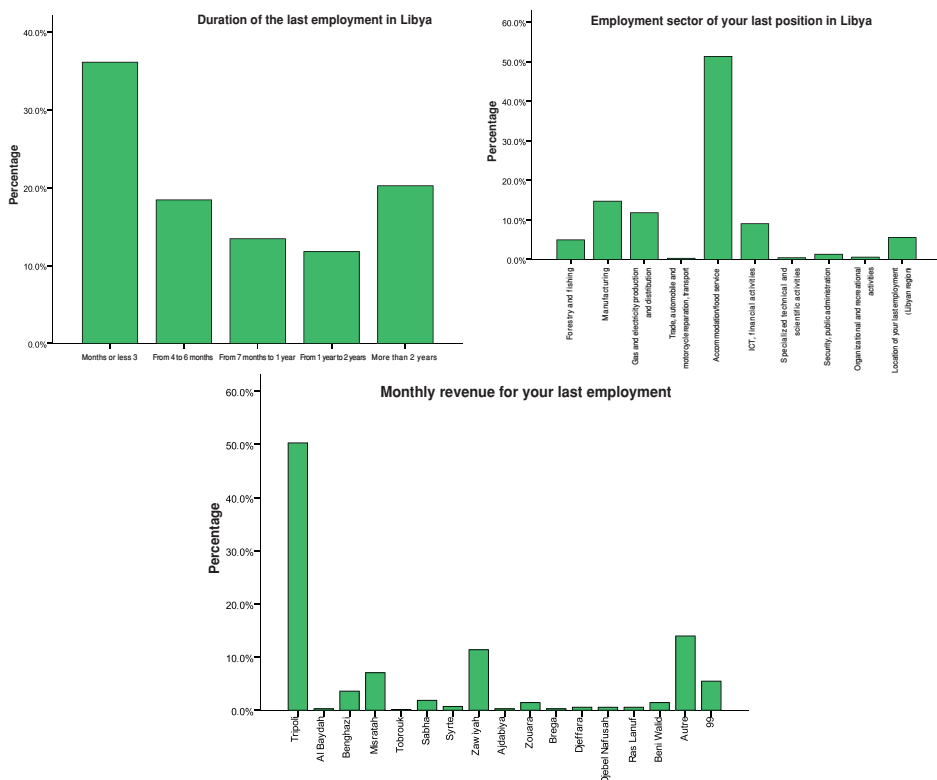
During the first occupational experience in Libya, the wage-earning employment rate was 89.7 per cent, mainly consisting of unskilled workers (40%), trades (30.3%), servicing workers and vendors (15.3%) and assembly-line workers (8.8%). The structure by sector shows marked specialization: 54.7 per cent of TRLs were employed in the commercial sector, 15.3 per cent in agriculture and 13.1 per cent in industry.

The main features of initial jobs were insecurity and instability. More than 66 per cent of TRLs spent less than a year in their first job. Furthermore, nearly one out of three TRLs (27.5%) stayed less than three months in their first job. Instability damages the reputation of Tunisian workers in Libya, who are sometimes considered unreliable. In fact, in most cases, work relationships are not governed by a contract. The absence of contracts clearly specifying the rights and obligations of both parties would also explain this situation.

Many TRLs prefer the region of Tripoli which is far ahead of other regions like Zaouiah or

Misratah. Lastly, according to respondents, the three main reasons that determined the choice of a destination during the first migration experience are the possibility of entering Libya without a visa (47.9%), followed by geographical proximity (39.3%) and economic attractiveness (33%) of the country.

More than 68 per cent of migrants spent less than a year in their last jobs, and 34.2 per cent changed jobs after three months. These figures are slightly higher than for the first job, resulting in high insecurity, which is not a mere characteristic of a first job or a steady job, but rather a trait of the employment of Tunisians in Libya. Once more, just as in the first job, Tripoli and, to a lesser extent, Zaouiah and Misratah, are the main destinations for the last jobs. The three main reasons for choosing a destination during the last migration experience are the possibility of entering Libya without a visa (42.4%), followed by the geographical proximity (40.3%) and the economic attractiveness (35.3%) of Libya. In fact, regardless of the migration episode, the reasons for choosing a destination – as stated above – are always the same.



In their last job, 86 per cent of TRLs were wage earners, as unskilled workers (38.6%), tradesmen (30.6%), servicing workers and vendors (15.7%) and assembly-line workers (6.5%).

When compared to the first jobs, the last jobs held were characterized by fewer paid jobs and more skilled jobs. The sectoral distribution between the first and last jobs held has slightly changed. In the last jobs, they were

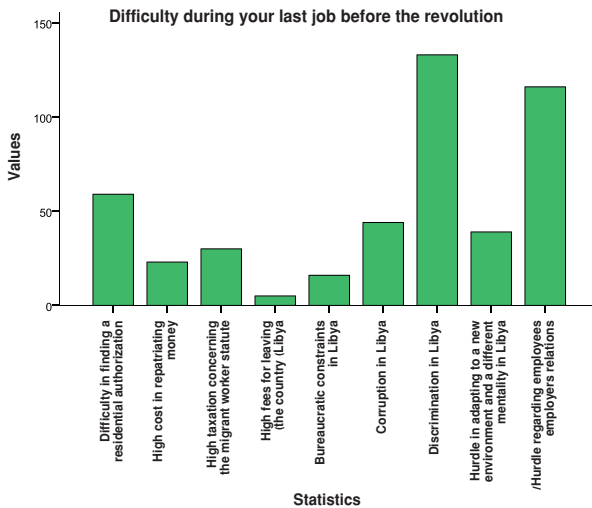
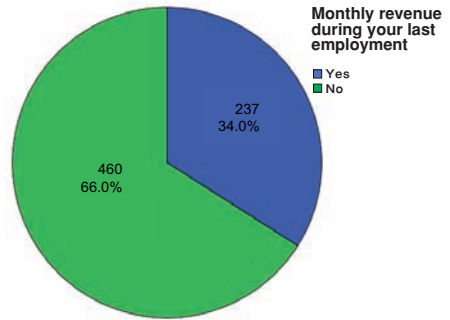
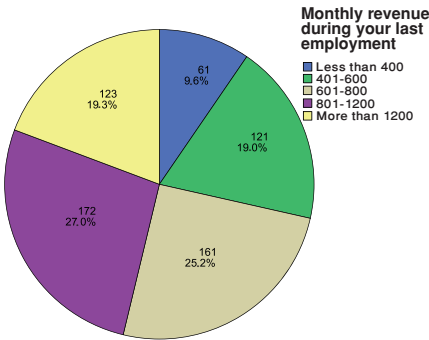
50.4 per cent in the commercial sector, 14.5 per cent in agriculture and 11.6 per cent in industry.

Furthermore, in the last jobs held, more than 70 per cent of the TRLs surveyed declared earnings of more than DL 600 (EUR 360); and 19.3 per cent even earned over DL 1200 (EUR 720). These wages seem to be much higher than what they would have earned in Tunisia.

¹² LYD 1 = EUR 0.61; = USD 0.79 (as of 19.09.2012).

Concerning the search for employment, more than 90 per cent of TRLs found their jobs through personal initiatives in Libya (on-the-spot search or through friends or family members). Public job placement bodies seem to be marginally involved in the employment

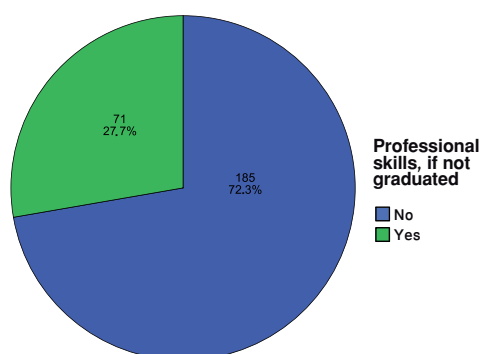
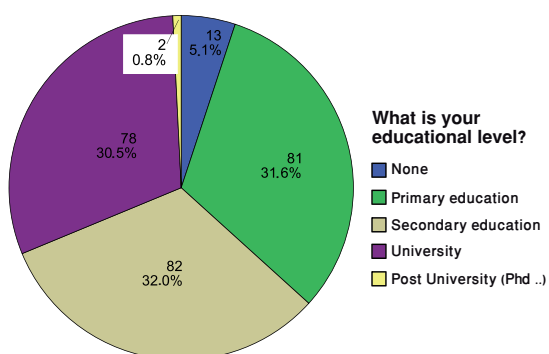
process. Regarding employment conditions, 34 per cent of migrants reported facing difficulties in the last jobs held in Libya. The three main difficulties mentioned are discrimination, poor employer/employee relations and difficulties faced in obtaining a residence permit.



Annexe 4: sociodemographic characteristics of the unemployed persons in the sample

The analysis of the sociodemographic features of a sample of unemployed persons shows that 59.8 per cent are men, 64.1 per cent are aged between 25 and 50 years, with 84 per cent less than 35 years old, and more than 77 per cent are single. Lastly, 98.4 per cent of respondents have less than three child dependents, while 81.3 per cent do not have children.

The analysis of the training received by the respondents reveals that 31.3 per cent have a higher level of education, 31.6 per cent and 32 per cent have primary and secondary levels of education respectively, while 35.9 per cent hold a general (76.1%) or professional (23.9%) certificate. Lastly, 27.7 per cent of non-graduates declared having occupational skills in the services and catering sectors, while others worked as painters, textile craftsmen, carpenters, miners, machine operators, and so on.



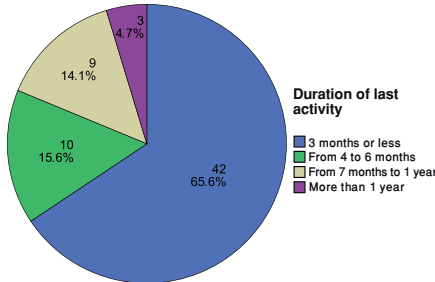
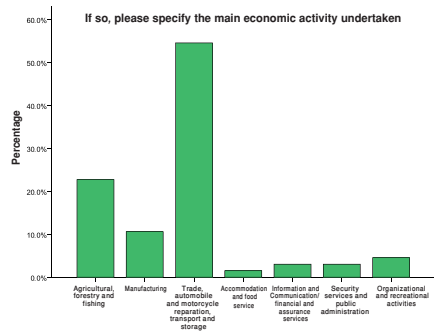
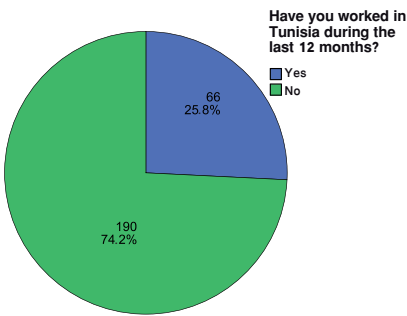
Annexe 5: Work experience of unemployed persons

Concerning the overall work experience of unemployed persons, the survey shows that 55.5 per cent had been formerly employed, 88 per cent of which as wage earners and less than 5 per cent as self-employed workers. Approximately 30 per cent were unskilled workers, 20 per cent were engaged in trades, 16 per cent worked as vendors and 10% as farmers and skilled workers in agriculture.

These activities cover three main areas: trades (49.3% of workers), agriculture (16.9%) and industry (10.6%). Lastly, 79.8 per cent of workers have work experience of

less than 5 years.

During the last twelve months, 25.8% of respondents carried out a professional activity, 65.6 per cent of them for less than three months and 29.7 per cent for a period lasting between four months and one year. These were businesses (54.5%), agricultural (22.7%) and manufacturing (10.6%) activities. About 14.5 per cent of unemployed respondents carried out informal activities, mainly as fruit and vegetable vendors (29.7%) or in the clothing and second-hand clothes trade (13.5%). Lastly, 75.7 per cent were engaged in informal activities in their own localities, while only 2.7 per cent went to the capital to carry out such activities.



The search for employment by respondents reflects the major difficulties they faced to access the job market. Thus, 37.1 per cent have been hunting for jobs for more than three years.

To optimize their search for employment, 46.1 per cent of respondents registered with employment agencies. They expressed their dissatisfaction with the services provided, as they did not receive the information or training requested. Other main job search means used by job seekers include, in order of importance, the mobilization of family and friends, internet or newspaper searches.

The search period for employment generally mentioned is four days a week, at the rate of 1 to 2 hours per day. Lastly, 94.5 per cent of respondents carried out their job search exclusively in Tunisia, while only 2.7 per cent declared to have looked for employment abroad.

The outcome of job seeking would be improved if unemployed persons were able to use and maximize available means. Thus, 42.2 per cent of respondents expressed their need for special training, while about 47 per cent stated that they need advice and guidance on how to look for information, prepare for an interview or write and present a CV.

In the aftermath of the Arab Spring and the two revolutions in Tunisia and Libya, the new authorities in both countries have repeatedly expressed their willingness for collaboration in a wide range of areas. Thus, management of the migration flows with the aim of meeting the demands of the job markets in both countries is an important component of this desired economic integration between the two countries. In this context, this study aims at giving recognition to the significance of the trends in both countries, and to assess the potentials for Tunisian-Libyan cooperation in the areas of professional training and employment.

The nature of jobs available to Tunisians in Libya differs depending on whether it is based in the public or private sector, while Libya's priority in cooperation with Tunisia is considered in the context of the need for developing a skilled Libyan labour force. It is, therefore, necessary to clearly define the Libyan needs in order to coordinate them more closely with a potential targeted Tunisian labour supply.

This work has allowed us to propose a series of recommendations that could enable Tunisia (i) to build a migration policy oriented towards the Libyan market and (ii) to optimize the management of Libyan employment offers. Therefore, from a strategic point of view, it is fundamental to develop an information system on labor migration between Tunisia and Libya. Finally, at the organizational level, it is necessary for Tunisia to define standardized procedures in order to dispose the optimal processing of job offers from Libya.



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