

**COUNTRY MANUAL FOR WORKERS ON  
TEMPORARY CONTRACTUAL EMPLOYMENT  
TO  
LIBYA**



प्रवासी भारतीय कार्य मंत्रालय  
Ministry of Overseas Indian Affairs

**This document can also be used as Pre-Departure  
Information Manual**

March 2014

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## **PART – I**

### **GENERAL INFORMATION FOR OVERSEAS MIGRANTS**

#### **1. Definition**

Emigration, in this context, means the departure of any person from India with a view to taking up any employment (whether or not under an agreement or other arrangements to take up such employment, with or without the assistance of a registered Recruiting Agent or employer) in any country or place outside India.

#### **2. The Present Situation**

Every year thousands of Indians emigrate in search of job. The effect of economic liberalization in India is visible on labour migrants too. One of the striking features of labour migration from India is that more than 90 per cent of the total outflow is to the Middle East.

#### **3. The Emigration Act**

The Emigration Act, 1983, seeks to safeguard the interests and ensure the welfare of emigrants. Only the recruiting agents registered with the Ministry of Overseas Indian Affairs are eligible as per the Act to conduct the business of recruitment for overseas employment and they are required to obtain proper Registration Certificates (RC) from the Protector General of Emigrants. The Ministry of Overseas Indian Affairs, administers the Emigration Act through the 10 (ten) offices of Protector of Emigrants (POEs). These offices are located at Delhi, Mumbai, Kolkata, Chennai, Chandigarh, Cochin, Thiruvananthapuram, Hyderabad, Jaipur, and Rae Bareilly.

#### **4. Service Charge**

No recruiting agent shall collect from the worker the service charges more than the equivalent of his wages for forty-five days as offered under the employment contract, subject to a maximum of twenty thousand rupees, in respect of the services provided and shall issue a receipt to that worker for the amount collected in this regard.

#### **5. Emigration Check Required (ECR) Category**

Categories of persons, whose passports have been endorsed as “Emigrant Check Required” (ECR), if intending to travel to an ECR country (Listed below) for employment purposes, are required to obtain emigration from any of the offices of the Protector of Emigrants (POEs) either directly, or through the recruitment agents.

## **6. Countries with ECR status**

Following is the list of countries for which Emigration Clearance is required before emigrating –

- 1) Afghanistan
- 2) Bahrain
- 3) Indonesia
- 4) Iraq
- 5) Kingdom of Saudi Arabia
- 6) Kuwait
- 7) Jordan
- 8) Lebanon
- 9) Libya
- 10) Malaysia
- 11) Oman
- 12) Qatar
- 13) Sudan
- 14) Syria
- 15) Thailand
- 16) United Arab Emirates
- 17) Yemen

## **7. List of persons / categories of workers for whom Emigration Check is not required**

- 1) All holders of diplomatic / official passports
- 2) All gazetted government servants
- 3) All income-tax payers in their individual capacity.
- 4) All professional degree holders, such as Doctors holding MBBS degrees or Degrees in Ayurveda or Homeopathy; Accredited journalists; Chartered Accountants; Lecturers; Teachers; Scientists; Advocates etc.
- 5) Spouses and dependent children of category of persons listed from (2) to (4)
- 6) Persons holding class 10 qualification or higher degrees.
- 7) Seamen who are in possession of CDC or Sea Cadets, Desk Cadets (i) who have passed final examination of three years B.(Sc.) Nautical Sciences Courses at T S Chankya, Mumbai; and (ii) who have undergone three months pre-sea training at any of the government approved Training Institutes such as T S Chankya, T S Rehman, T S Jawahar, MTI (SCI) and NIPM, Chennai after production of identity cards issued by the Shipping Master, Mumbai/ Kolkata/ Chennai.

- 8) Persons holding permanent immigration visas, such as the visas of UK, USA and Australia.
- 9) Persons possessing two years' diploma from any institute recognized by the National Council for Vocational Training (NCVT) or State Council of Vocational Training (SCVT) or persons holding three years' diploma/ equivalent degree from institutions like polytechnics recognized by Central/ State Governments.
- 10) Nurses possessing qualifications recognized under the Indian Nursing Council Act, 1947.
- 11) All persons above the age of 50 years.
- 12) All persons who have been staying abroad for more than three years (the period of three years could be either in one stretch or broken) and spouses.
- 13) Children below 18 years of age.

## **8. Guidelines for Emigration Clearance**

The procedure for emigration clearance has been simplified. Emigration clearance to individuals/groups is granted on the same day on which the application is made at any of the offices of the Protector of Emigrants (POE).

### **8.1. Procedure for Emigration Clearance**

- 1) Emigration clearance will be made on the passport when the individual approaches either directly or through a registered Recruiting Agent or through the employer concerned or through Project Exporter.
- 2) No emigration clearance shall be granted for Indian nationals for any Foreign Employer placed in 'Prior Approval Category' (PAC).

## **9. Applying for Emigration Clearance**

The application for emigration clearance should be made in the prescribed form with prescribed particulars by the applicant directly or through a Recruiting Agent or through the employer concerned or through Project Exporter to the POE.

### **9.1. Documents required for Emigration Clearance: Semi-Skilled Workers**

Semi-skilled individuals who seek emigration clearance directly from the Protectors of Emigrants (and not through Recruiting Agents) are required to produce the following documents in original for scrutiny and return:

- 1) Passport valid for a minimum period of six months with valid visa.
- 2) Employment contract from foreign employer duly attested by the Indian Mission.
- 3) Challan towards deposit of prescribed fee.
- 4) Valid Pravasi Bharatiya Bima Policy

## **9.2. Documents required for Emigration Clearance: Unskilled Workers**

Unskilled workers and women (not below 30 years of age) seeking employment abroad as housemaids/ domestic workers shall continue to furnish (in original) the following documents at the time of obtaining emigration clearance.

- 1) Passport valid for a minimum period of 2 years with valid Visa.
- 2) Work agreement from the foreign employer duly attested by the Indian Mission and signed by employer and employee or Permission letter from the concerned Indian Mission/ Post mentioned below:

### **Embassy of India –**

Nafleen Area, Near Fashloom Round about,

Post Box 3150, Tripoli, State of Libya

Telephone: +218-21-3409288 & 89 (PABX)

Fax: +218-21-3409281

E-Mail: [ambassador@indianembassy.ly](mailto:ambassador@indianembassy.ly) (Ambassador),  
[hoc.tripoli@mea.gov.in](mailto:hoc.tripoli@mea.gov.in) (Head of Chancery and Consular Officer),  
[administration@indianembassy.ly](mailto:administration@indianembassy.ly) (Administration),  
[com.tripoli@mea.gov.in](mailto:com.tripoli@mea.gov.in) (Commercial),  
[consularvisa@indianembassy.ly](mailto:consularvisa@indianembassy.ly) (Consular & Visa),  
[information@indianembassy.ly](mailto:information@indianembassy.ly) (Information/Culture)

- 3) Challan towards deposit of prescribed fee.
- 4) Valid Pravasi Bharatiya Bima Policy.

## **9.3. Documents required for Emigration Clearance (Through Project Exporter)**

- 1) Valid Passport (valid for at least 2 years)
- 2) Valid visa in English language
- 3) Permit issued by Ministry of Overseas Indian Affairs, with effective date of validity.
- 4) Valid Pravasi Bharatiya Bima Policy.

The Protector of Emigrants (POE) shall, after satisfying the accuracy of the particulars mentioned in the application and in the other documents submitted along the application, grants emigration clearance in the prescribed manner and form. In case there is any deficiency, the POE shall intimate the same by order in writing to the applicant or, as the case may be, the Recruiting Agent or Employer or Project Exporter, through whom the applications have been made about the deficiencies and require him to make good such deficiencies within such time as may be specified in the order or reject the application.



## 10. Pravasi Bharatiya Bima Yojana (PBBY)

The Pravasi Bharatiya Bima Yojana (PBBY) is a compulsory Insurance policy scheme for all emigrant workers going abroad for temporary / contractual employment.

### 10.1. Salient features of PBBY w.e.f. 1/04/2008

- The Insurance policy shall be valid for a minimum period of two years.
- An insurance cover of a minimum sum of **Rs.10,00,000/-** (Rupees Ten Lakhs) payable to the nominee/ legal heir in the event of death or permanent disability of any Indian emigrant who goes abroad for employment purpose after obtaining emigration clearance from concerned Protector of Emigrants (POE).
- In case of death, besides the cost of transporting the dead body, the cost incurred on economy class return airfare of one attendant shall also be reimbursed by the Insurance Company. The claim for reimbursement shall be filed with the Insurance Company within ninety days of completion of journey.
- In the event of death or permanent disability due to any accident/physical injury sustained while in employment abroad, the Insurance Company shall reimburse the sum assured even after expiry of the insurance policy provided the accident occurred during currency of the insurance cover and claim in this regard is filed within 12 calendar months from the date of the accident.
- If the emigrant worker is not received by the employer or if there is any substantive change in the job/Employment Contract/Agreement to the disadvantage of the insured person, or if the employment is prematurely terminated within the period of employment for no fault of the emigrant, the Insurance Company shall reimburse one-way Economy Class airfare, provided the grounds for repatriation are certified by the concerned Indian Mission/Post and the Air-tickets are submitted in original.
- A medical insurance cover of a minimum of **Rs.75,000/-** only in case of hospitalization of the insured worker in an emergency on grounds of accidental injuries and/or sickness/ailments/diseases occurring during the period of Insurance whether in India or in the country of his employment.
- The Insurance Company shall either provide cash-less hospitalization and/or reimburse the actual medical expenses in above eventuality, provided the medical treatment is in India.
- Hospitalization cover of **Rs.50,000/-** per annum for the family of the emigrant worker in India consisting of spouse and two dependent children up to twenty one years of age in the event of death or permanent disability of the insured person.
- In case of falling sick or declared medically unfit to commence or continue or resume working and the service contract is terminated by the Foreign Employer

within the first 12 months of taking the insurance cover, the actual one-way Economy Class airfare shall be reimbursed by the Insurance company provided the grounds for repatriation are certified by the concerned Indian Mission/Post and the Air-tickets are submitted in original.

- In case the repatriation is arranged by the Indian Mission/Post, the Insurance Company shall reimburse the actual expenses to the concerned Indian Mission/Post.
- Maternity benefits to women emigrants, subject to a minimum cover of **Rs.25,000/-**. In case of medical treatment in the country of employment, the maternity benefits would be provided only if the requisite documents are certified by the concerned Indian Mission/Post. The re-imbursement shall be restricted to actuals.
- A cover of **Rs.30,000/-** for legal expenses incurred by the emigrant in any litigation relating to his/her employment, provided the necessity of filing such case is certified by the appropriate Ministry of that country. The actual expenses incurred will be certified by the concerned Indian Mission/Post.
- Actual premiums charged for PBBY policy periods of 2 and 3 years are **Rs.275** and **Rs.375**; plus applicable service tax respectively.

#### **10.2. Insurance Companies providing PBBY**

The PBBY policy is available from the following General Insurance Companies –

- 1) Oriental Insurance Company Ltd.
- 2) United India Insurance Company Ltd.
- 3) National Insurance Company Ltd.
- 4) ICICI Lombard
- 5) Star Health & Allied Insurance Co. Ltd.
- 6) IFFCO Tokyo
- 7) Bajaj Allianz General Insurance Co. Ltd.
- 8) Reliance General Insurance Co. Ltd.

#### **10.3. Claim Procedure under PBBY**

- Insured worker is supposed to have the copy of PBBY insurance policy with him/her. Name of the nominee is so mentioned on the policy, in view of the eventuality of death of insured.
- In the event of claim, insured worker/ claimant have to lodge a claim under the policy, with the respective insurance company's office wherefrom the policy was issued, if not otherwise specifically provided by the insurance company otherwise.

While doing so, claimant has to indicate the policy number and details of accident. In the event of death, nominee has to lodge the claim.

- After intimation of reported claim, insurance company intimates the insured/ claimant the details of documents required to settle the claim. After processing such requisite documents, claim amount is paid to the insured worker/ claimant, as the case may be.

#### **10.4. Verification of the genuineness of visa/ employment documents**

The documents may be referred to the Embassy of India (for verification by POE) in the destination country, if necessary, with full particulars of the sponsor company (Name, Address, Telephone and Fax No.), which issued the visa, along with Passport particulars.

### **11. Indian Nationals working with 'Visit visa'**

Some employers may be bringing people into Libya on 'Visit Visa' to meet their urgent manpower requirements for short-term work. Under the appropriate Laws, employers are not permitted to bring workers on visit visa. However, short term business work visas are permitted for the skilled and highly specialized categories of workers. In case the employer needs them for further period; employer must arrange employment visa for such workers.

Visit visa is different from employment visa and it is not covered by the labour laws of Libya. Thus, the holder of visit visa do not have right to work in Libya.

### **12. Employment Contract**

Indian workers are advised to obtain written contract duly signed by the sponsor/ employer company before their arrival in the destination country.

The official language of the contract recognized by Libya is Arabic. In a bilingual contract (English and Arabic), the Arabic version prevails in case of any dispute on the clauses of the contract.

#### **12.1. Essential Terms for a Contract**

The contract should contain all important terms of employment as per 15(2) of Emigration Rules.

- 1) Period employment/ place of employment.
- 2) Wages and other conditions of service;
- 3) Free food or food allowance provision;
- 4) Free accommodation;
- 5) Provision in regard to disposal, or transportation to India, of dead body of the Emigrant;

- 6) Working hours, overtime allowance, other working conditions, leave and social security benefits as per local labour laws;
- 7) To and fro air passage at the employers' cost; and
- 8) Mode of settlement of disputes;
- 9) Medical facilities

#### **12.2. Obtaining copy of the contract while in India**

As per the instructions of the Government of India, recruitment body is expected to provide a copy of employment contract to each worker before his/ her departure. To safeguard his/ her own interest, an individual worker has to demand from the recruitment agent a copy of the contract duly signed by employer before departure. Complaints may be lodged against defaulting agencies with the nearest Protector of Emigrants or the Protector General of Emigrants.

#### **13. Important Documents**

Copies of the following documents should be kept by the family members of the worker–

- 1) Employment contract,
- 2) Passport,
- 3) Visa,
- 4) Certificates of educational qualification and
- 5) OWRC Helpline Number

#### **14. Check Before Departure**

- Ensure you have a valid passport at least for two years. A valid Visa must be either stamped on or accompany your passport. Always keep a photocopy of your passport and visa.
- You must possess a copy of the Employment Contract signed by you and your foreign employer duly attested by the registered recruiting agent.
- Insist on a copy of Employment Contract in English duly authenticated by the recruiting agent.
- Open a Savings Bank N.R.E. Account in one of the Banks in India to enable you to send your remittances from abroad.
- Get familiar with local labour laws, working and living conditions of the country of employment. Keep complete address of the Indian Embassy there, with you.

## **15. In the country of your employment**

- Obtain a Resident Permit, or Identity Card, or Labour Card (as applicable) as early as possible after arrival in Libya.
- DO NOT part with your passport and copy of employment contract signed by you.
- DO NOT sign any other employment contract or any blank paper.
- DO NOT strike work or resort to agitations. These are illegal under Libya's labour laws. You could be arrested, imprisoned and also deported.
- AVOID all contacts that may result in AIDS – a dreaded disease.
- Keep in touch with the Indian Mission/Post and report any complaints about non-payment or delayed payment of wages or compensation or any other problem to the Indian Mission.

## **16. Customs Formalities**

- Personal baggage – Customs checking is VERY STRICT. Kindly cooperate with the Customs staff at the International airport.
- Ensure that one should not carry any narcotics.
- DO NOT accept any unchecked parcel from any one. If you have to take a parcel for someone unknown to you, check thoroughly that it does not contain narcotics. Otherwise, it may land you in serious difficulties on arrival in the country of employment.

## **17. Precautions**

- One must make and keep a photocopy of all the pages of your passport. DO NOT lose your passport or its photocopy.
- In case you misplace your passport, inform the nearest Indian Mission immediately giving those details i.e. passport number, date and place of issue, your name and date of your entry into the country of employment. You can give these details only if you keep a photocopy of your passport.
- DO NOT lose your copy of the employment contract. Make photocopies and always keep them with you.
- You and your family members must have the full name, address, telephone/ fax number of your foreign employer, before you leave India.
- If you have difficulty in locating your foreign employer, contact the Indian Mission/Post immediately.
- DO NOT accept temporary or permanent employment with another person or establishment other than the sponsoring company/ establishment/ person.

Employment with persons other than your original sponsor is strictly prohibited and attracts severe punishment.

- Before the visa or employment contract expires, get them renewed. If you are returning to India for a short while during the tenure of your Employment Contract abroad, ensure that the validity period of visa does not expire before you return to the country of employment.
- Ensure also that one's passport is valid. Get it revalidated from the concerned Indian Mission abroad or from the Regional Passport Office (RPO) in India, at least two months before its expiry.

## 18. Important Contacts

### 1) **Embassy of India in Libya**

Nafleen Area, Near Fashloom Round about,

Post Box 3150, Tripoli, State of Libya

Telephone: +218-21-3409288 & 89 (PABX)

Fax: +218-21-3409281

E-Mail: [ambassador@indianembassy.ly](mailto:ambassador@indianembassy.ly) (Ambassador),  
[hoc.tripoli@mea.gov.in](mailto:hoc.tripoli@mea.gov.in) (Head of Chancery and Consular Officer),  
[administration@indianembassy.ly](mailto:administration@indianembassy.ly) (Administration),  
[com.tripoli@mea.gov.in](mailto:com.tripoli@mea.gov.in) (Commercial),  
[consularvisa@indianembassy.ly](mailto:consularvisa@indianembassy.ly) (Consular & Visa),  
[information@indianembassy.ly](mailto:information@indianembassy.ly) (Information/Culture)

***Important:*** Jurisdiction of the Embassy of India, Tripoli, extends to Libya and Malta.

### 2) **Ministry of Overseas Indian Affairs**

Government of India

Akbar Bhavan, Chanakya Puri,

New Delhi-110021

Telephone No. 0091-11-24197900/52

Fax No. 0091-11-24197919

Email: [info@moia.nic.in](mailto:info@moia.nic.in)

### 3) **Minister of Overseas Indian Affairs**

Shri Vayalar Ravi, Minister

Ministry of Overseas Indian Affairs

Telephone No. (O) 0091-11-24676836 / 37 / 39

Fax No. (O) 0091-11-24197985

Email: [minister@moia.nic.in](mailto:minister@moia.nic.in)

Telephone No. (R) 0091-11-23792148 / 49

Fax No. (R) 0091-11-23792142

### 4) **Secretary, MOIA**

Shri Prem Narain,  
Ministry of Overseas Indian Affairs  
Telephone No. 0091-11-24674143 / 44  
Fax No. : 0091-11-24674140  
Email: secretary@moia.nic.in

**5) Protector General of Emigrants**

Shri R.Buhril,  
Ministry of Overseas Indian Affairs  
Telephone No. 0091-11-26874250  
Fax No. : 0091-11-24197984  
Email: pge@moia.nic.in

**19. List of Offices of Protector of Emigrants in India**

1. Protector of Emigrants, New Delhi  
Jaisalmer House, Canteen Block, Mansingh Road, New Delhi-110001  
Tel: 0091-11-23382472, Fax: 0091-11-23073908
2. Protector of Emigrants, Mumbai  
Building E, Khira Nagar, S V Road, Santa Cruz (West), Mumbai-400054  
Tel: 0091-22-26614393, Fax: 0091-22-26614353
3. Protector of Emigrants, Thiruvananthapuram  
5<sup>th</sup> Floor, NORKA Centre, Thycaud, Thiruvananthapuram-695014  
Tel: 0091-471-2336625, Fax: 0091-471-2336626
4. Protector of Emigrants, Kochi  
3<sup>rd</sup> Floor, Putherikal Building, Market Road, Kochi-682035.  
Tel: 0091-484-2360187, Fax: 0091-484-2360187
5. Protector of Emigrants, Chennai  
TNHB Shopping Complex (Annexe), Ashok Nagar, Chennai-600083  
Tel: 0091-44-24891337, Fax: 0091-44-24891337
6. Protector of Emigrants, Chandigarh  
Kendriya Sadan, 5<sup>th</sup> Block, Ground Floor, Sector-9A, Chandigarh-160017  
Tel: 0091-172-2741790, Fax: 0091-172-2741790
7. Protector of Emigrants, Kolkata  
Room No.18, A-Wing, 3<sup>rd</sup> Floor, M.S.O Building, D-F Block, Salt Lake,  
Kolkata-700084. Tel: 0091-33-23343407, Fax: 0091-33-23343407
8. Protector of Emigrants, Hyderabad  
Gruhkalpa, Ground Floor, Opposite to Gandhi Bhawan, Nampally,  
Hyderabad-500001. Tel: 0091-40-24652557, Fax: 0091-40-24652557
9. Protector of Emigrants, Jaipur  
CFC Building, RIICO, Sitapura Industrial Area, Tonk Road,  
Jaipur-302022. Tel: 0091-141-2771529, Fax: 0091-141-2771529
10. Protector of Emigrants, Rae Bareli  
Rudra Plaza, Hospital Road, Opposite Reform Club, Rae Bareli-229001  
Tel: 0091-535-2211122

## **20. Information available on the website of MOIA**

- Revised emigration requirements
- Recruiting agents having suspended RC
- Online emigration clearance system
- List of registered recruiting agents with valid RC at [poeonline.gov.in](http://poeonline.gov.in)
- Recruiting agents having cancelled RC
- Foreign employers on PAC
- Project Exporters at [peoonline.gov.in](http://peoonline.gov.in)
- Emigration Act, 1983 (Amended 2009)
- Emigration Rules, 1983
- Pravasi Bharatiya Bima Yojana
- Redressal of Public Grievances Information on RAs
- Guidelines for recruiting agents/ guidelines for prospective Emigrant workers.



## **PART – II**

### **COUNTRY MANUAL - LIBYA**

#### **1. Introduction**

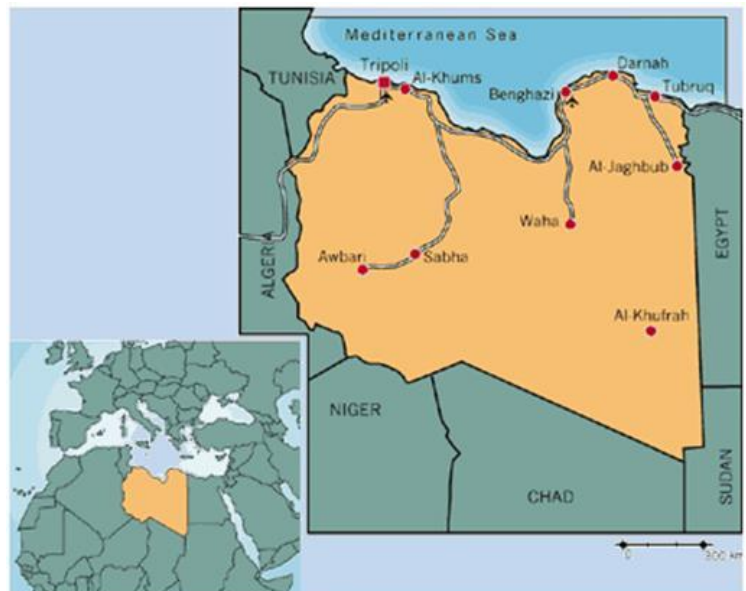
Situated in the north of Africa, the State of Libya, is a country in the Maghreb region sharing its border with Algeria. More than a quarter of the country's six million plus inhabitants live in its capital city, Tripoli.

#### **2. Time Zone**

In October 2013 Libya cancelled the return to standard time and effectively moved its standard time to GMT+2 hours i.e. 3½ hours behind IST.

#### **3. Location & Size**

Libya is bordered by the Mediterranean Sea to the north, Egypt to the east, Sudan to the southeast, Chad and Niger to the south. To the west, Libya stretches along the northeast coast of Africa between Tunisia and Algeria. Much of the country lies within the Sahara. Along the Mediterranean coast and farther inland is arable plateau land.



It lay within easy reach of the major European nations and linked the Arab countries of North Africa with those of the Middle East.

Libya is 4th largest in size among the African countries, and 16th largest country in the world in terms of land mass, comprising around 1,760 thousand square kilometers.

#### **4. Population**

Libya is a country which has a small population residing in a large land area. Libya's overall population size has increased from approx. 3.1 million in 1980 to 6.41 million inhabitants as of 2013, spreading across the 1,760 thousand square kilometers of land mass.

Libya's population density is about 4 persons per km<sup>2</sup> (*50 persons per km<sup>2</sup> in the two northern regions of Tripolitania and Cyrenaica, but the same falls to less than one person per km<sup>2</sup> elsewhere*). 90% of the Libya's population lives in less than 10% of its area, primarily along the coast. As of 2013 about 88% of the population is urban, mostly concentrated in the four largest cities, Tripoli, Benghazi, Misrata and Bayda. Thirty percent of the population is estimated to be under the age of 15, but this proportion has decreased considerably during the past decades.

During 2010, it was observed that the population growth rate of Libya has decreased from 3.98% (for the period 1980-1985) to 1.54%. The projections based on this downward trend shows that the population growth rate will reach 0.39% and the population will be approximately 8.4 million by 2050. The sex ratio of Libya as of 2013 is 1.08 Males/Female, and the life expectancy at birth is estimated at 75.83 years.

## **5. Major Cities**

Tripoli is Libya's capital with an estimated population of 1,555,000 (approx.). Benghazi and Sebha are other major cities of Libya with an estimated population of 1,100,000 (approx.) and 400,000 (approx.) respectively. Other prominent cities are - Bani Walid, Derna, Misurata, Sirte, Tobruk, Zawia, Zuwara

## **6. Climate**

Libya's climate is temperate around the Coastal zone can be classified as Mediterranean and therefore is very similar to that of southern European countries. Deep-south in the Sahara region, the climate is Arid. Although the average year round temperature is about 30° degrees Celsius, it can be very hot during the middle of the day and freezing cold at midnight.

Winter rainfall occurs during November-December, where the winter temperature ranges between 8° to 16° C. The coldest day generally falls in January/February. The hottest period in Libya ranges from end of May to September but generally goes more pleasant on the Libyan Coast than in North India. The average July temperature is around 40°C degrees Celsius.

## **7. Natural Resources**

The principal natural resource of Libya is Petroleum. Libya has the largest oil resource in Africa. Natural Gas and Gypsum are also the major natural resources of Libya. Apart from these, Limestone, Marine Salt, Potash and Natron are other commonly found natural resources in Libya.

## **8. History**

The first inhabitants of Libya were Berber tribes. In the 7th century B.C. Phoenicians colonized the eastern section of Libya, called Cyrenaica, and Greeks colonized the western portion, called Tripolitania. It became part of the Roman Empire from 46 B.C. to A.D. 436, after which it was sacked by the Vandals. Cyrenaica belonged to the Roman Empire from the 1st century B.C. until its decline, after which it was invaded by Arab forces in 642. Beginning in the 16th century, both Tripolitania and Cyrenaica nominally became part of the Ottoman Empire.

Libya has been a Part of Ottoman (Turkish) Empire till 1911 and Italian colony between 1st and 2nd World Wars. Following the outbreak of hostilities between Italy and Turkey in 1911, Italian troops occupied Tripoli. Libyans continued to fight the Italians until 1914, by which time Italy controlled most of the land. Italy formally united Tripolitania and Cyrenaica in 1934 as the colony of Libya. It was the scene of much desert fighting during World War II. After the World War II and fall of Tripoli on Jan. 23, 1943 Libya came under Allied British-French administration. In 1949, the UN voted that Libya should become independent, and in 1951 it became the United Kingdom of Libya. Oil was discovered in the impoverished country in 1958 and eventually transformed its economy.

In mid-2011, after months of seesaw fighting between government and opposition forces, Libya witnessed the end of Gadhafi regime, which was replaced by a transitional government.

In July 2012, Libya witnesses its First Democratic Elections and formed a new parliament and elected a new prime minister. Dr. Ali Zeidan was elected as the Prime Minister whose Cabinet was sworn in November 2012. During this transition period from Gadhafi regime to Democratic setup, the General National Congress took over, headed by its President Nuri Ali Sahmain as Head of State.

## **9. Age Composition**

The population under 15 years of age has been decreasing since 1980 and this downward trend is projected to continue till the year 2050. At the same time, the proportion of the working-age group (15-64) has been increasing since 1980 where it went up from 51.0 per cent in 1980 to 66.0 per cent in 2010. Projections show that it will increase further and will reach 70.2 per cent in 2035 and then it will start decreasing to reach 64.5 per cent in 2050. The proportion of the elderly (65+) population has been increasing since 1985 going up from 2.9 per cent to 4.6 per cent in 2010. It is expected to continue increasing to reach 18.7 per cent in 2050.

## 10. Ethnic Composition

The native population of Libya is primarily Berber or a mixture of Arab-Berber ethnicities (97%), with a small minority of Berber-speaking tribal groups concentrated in northwest part of Tripolitania. Tuareg and Toubou tribes can be found in southern Libya, which are nomadic or semi-nomadic. Apart from these, some Punic admixture from the Romanized Punics such as the Roman toga are found in Tripoli. Greeks, Maltese, Italians, Egyptians, Pakistanis, Turks, Indians, and Tunisians are also seen in Libya.

## 11. Languages

The official language of Libya is Arabic. All official correspondence is done in Arabic. Besides the official language of Arabic, English is also used for commercial correspondence with a few companies, though common people generally do not understand English or other international language except Arabic.

Citizens speak a distinctive dialect of Arabic in public while modern standard Arabic is taught in the schools and used in government and business. Italian and English are sometimes spoken in the big cities, although Italian speakers are mainly among the older generation.

## 12. Economy

Since Libya is strategically located at the midpoint of Africa's northern rim whose only important physical asset appeared to be its oil discoveries of the 1960s have brought it immense petroleum wealth. The Economy of Libya depends primarily upon revenues from the petroleum sector, which contributes practically all export earnings and over half of GDP.

These oil revenues and a small population have given Libya the highest nominal per capita GDP in Africa. After 2000, Libya recorded favorable growth rates with an estimated 10.6% growth of GDP in 2010.

In 2011, the economic development was interrupted as Libya underwent an 8-months long civil war, seriously affecting its economy and business. This resulted in contraction of the economy by 62.1%. After the war the economy rebounded by 104.5% in 2012, but it has yet to achieve its pre-war level.

### As per economic statistics presently available –

- Currency of Libya : Libyan Dinar (LYD) (1US\$=1.25LYD as of 7/03/2014)
- National GDP : US\$ 83,008 Million
- Foreign Exchange Reserves : US\$ 130,300 Million (December 2012)
- Inflation Rate : 6.1% (average in 2012)
- Oil Sector Exports : 95% of the total exports

- Proven Oil Reserves : 47.1 Billion Barrels (as of January 2012)
- Proven Natural Gas Reserves: 52.8 Trillion Cubic Feet (Jan 2011)

Libya is an OPEC member and holds the largest proven oil reserves in Africa (followed by Nigeria and Algeria). Libya's crude oil production in pre-conflict period was touching 1.6 million barrels per day which severely went down during conflict. However, now this level of oil production has already been reached. Most of the produced oil is exported.

Libya's economic prospects remain very positive, due to the country's high potential for oil and gas reserves which remain unexploited.

Libya wants to have closer economic cooperation with the outside world with an overt preference to the countries that helped during revolution. There have been number of economic reforms as well as several domestic measures including greater opening up of the economy, particularly in the hydrocarbon sector, banking reforms, greater stress on privatization, measures aimed at progressively easing the current cumbersome.

### **13. Relations with India**

India has cordial relations with new Libya and has welcomed it as the newest democracy in the world. India opened its resident mission in Libya in 1969. During the oil boom years of late 1970s, several public and private sector Indian companies participated in construction and development activities in Libya and executed projects worth more than US\$ 2.5 billion. These included building hospitals, houses, schools, roads, power plants, airports, dams, transmission lines etc. Libya also employed a large number of Indian doctors, nurses, engineers, university professors, workers and other professionals and their number had reached a peak of 40,000 in early 1980s. From the mid-80s, presence of Indian companies and manpower in Libya started declining due to various reasons, including lower oil prices and the non-resolution of outstanding dues of Indian companies. Again after the revolution Indian companies are awaiting settlement of their compensation claims, while gearing up to return in full force.

The presence of Indian expatriates, both professionals and workers, has been an important element of India's relationship with Libya. Till pre-conflict, in 2011, there were about 18,000 Indians working in Libya in various fields and locations. Due to uprising in Libya most of the Indians were evacuated and presently about 2,500 few Indians are engaged in Libya.

#### **13.1. Bilateral Trade with India**

Bilateral trade between India and Libya witnessed a phenomenal growth. During April, 2012-March 2013 period India's exports to Libya have reached US\$ 215 million

whereas imports from Libya have been US\$ 1834 million. The trade volume has seen a huge jump in the years following the revolution, exceeding even the pre-revolution values particularly the imports. The main items of India's exports to Libya are coffee, tobacco manufactured, marine products, processed minerals, drugs, pharmaceuticals & fine chemicals, machinery & instruments, transport equipments, natural silk yarn, fabrics, and other commodities. The main item of India's imports from Libya is petroleum (crude and products) which itself accounted to US\$ 1,197 million. Libya's trade with India during the last five years remained as follows:

*Dated: 29/08/2013; All values in US \$ Millions*

Year	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
<b>EXPORT</b>	128.68	221.98	131.99	60.98	215.30
%Growth		72.51	-40.54	-53.80	253.07
India's Total Export	185,295.36	178,751.43	251,136.19	305,963.92	300,400.68
%Growth		-3.53	40.49	21.83	-1.82
%Share	0.07	0.12	0.05	0.02	0.07
<b>IMPORT</b>	684.61	622.64	969.09	38.33	1,834.80
%Growth		-9.05	55.64	-96.04	4,687.03
India's Total Import	303,696.31	288,372.88	369,769.13	489,319.49	490,736.65
%Growth		-5.05	28.23	32.33	0.29
%Share	0.23	0.22	0.26	0.01	0.37
<b>TOTAL TRADE</b>	813.29	844.62	1,101.08	99.31	2,050.09
%Growth		3.85	30.36	-90.98	1,964.40
India's Total Trade	488,991.67	467,124.31	620,905.32	795,283.41	791,137.33
%Growth		-4.47	32.92	28.08	-0.52
%Share	0.17	0.18	0.18	0.01	0.26
<b>TRADE BALANCE</b>				22.65	
India's Trade Balance	-118,400.95	-109,621.45	-118,632.94	-183,355.57	-190,335.97

#### 14. Labour Market

Although no reliable estimates are available, unemployment is reportedly acute. Moreover, despite the bias of labor market regulations favoring Libyan workers, the mismatch of the educational system with market demand has produced a large pool of expatriate workers, with typically better-suited education and higher productivity. However, because of shortages for manual labor, Libya has also attracted important numbers of less skilled immigrants. Expatriate workers represent an estimated fifth of the labor force.

Although significant, the proportion of expatriate workers is still below oil producing countries in the Persian Gulf. Foreign workers mainly come from the Maghreb, Egypt, Turkey, India, the Philippines, Malaysia, Thailand, Vietnam, Poland, Chad, Sudan, and Bosnia and Herzegovina. They tend to earn relatively high wages, taking either skilled or hard manual jobs.

Census data for 2000 show the share of expatriates earning over LYD 300 per month was 20%, compared to 12% for Libyan nationals.

## **15. Labour Law**

Labour law has not been updated since the new Government took control and all pre-revolutionary policies still stand. In accordance with the law, administration and support function positions must be held by Libyan nationals. Foreign companies tend to operate through a branch or the branch of a subsidiary. The oil and gas industry remains largely State owned, although more than 40 international oil companies operate in Libya under Exploration and Production Sharing Agreements. These agreements are very complicated with regard to terms and conditions, causing major concerns among the oil and gas companies.

A minimum wage of 450 Libyan Dinars per month has been determined by the National Wage Council. An employee may not be engaged in actual work for more than eight hours per day, excluding breaks for meals or rest, with total working hours not exceeding 48 hours per week over a maximum of six days. Typically, employees work from Sunday to Thursday. Any hours worked beyond these entitle the employee to overtime.

## **16. Criminal Laws**

Penalties for breaking the law are severe in the Libya. Persons violating the Libyan laws, knowingly or unknowingly, may be expelled, arrested or imprisoned. Penalties for possession and use of, or trafficking in, illegal drugs are severe and usually invite lengthy jail sentences and heavy fines. Paedophiles and child pornographers are also heavily punished. Drug trafficking is an offence for which death sentence may be awarded. Crimes of fraud and non-payment of bills may result in imprisonment and fines. Drinking alcohol is illegal and might result in arrest, fines and imprisonment.

## **17. Political Setup**

Till recent, the 'Jamahiriya' system (based on Col. Gaddafi's concept – 'Third Universal Theory') was in force. The term "Jamahiriya" means "the masses," as a plural form of the Arabic "Jumhuriya" or "Republic".

Jamahiriya used to indicate a communist society in which, theoretically, there was no Head of State, the people being directly sovereign. However, the Gadhafi's government was actually the power concentrated in the hands of a non-elected ruler.

In 2011, Col. Gaddafi's 4 decade long regime came to an end. On 23 October, 2011, Libya was declared 'liberated' and became a democracy. In November 2011, an interim government was formed. Subsequently during July 2012, nationwide general elections to the 200-member General National Congress (GNC) were conducted and power was handed over to the GNC. The existing new Cabinet was sworn in November 2012.

In May, 2013 the controversial "Political Isolation Law" was passed under threat from Islamist groups which had seised several Ministries and GNC even attacking the former GNC President Magarief. As a result he resigned and a new President was elected on June 25, 2013. Also the General National Congress (GNC) has agreed for the elections of a 60-member Constitution Drafting Committee representing equally all three regions of Libya, for which an electoral law was passed on July 16, 2013.

The dates for elections are yet to be declared. Once the Constitution is adopted it will be put to the referendum whereby new elections will be held. It will then be decided whether Libya will adopt a Parliamentary or Presidential form of government. Thereafter the next general elections will be held accordingly sometime in mid-2014 only. The time line initially set for the completion of the mandate of the GNC was 18 months which now may require extension towards early 2014 when its term expires.

## **18. Religion**

Libya is an Islamic nation, as the state religion in Libya is "Islam" and is a very important aspect of Libyan life. Almost 97% of population adheres to the Islamic faith; out of which the 90 to 95% of population consist of "Sunnis", whereas "Ibadis" are between 5 and 10%.

Besides these there are small Christian communities consisting of foreigners and expatriot employees. Coptic Orthodox Christianity, which is the Christian Church of Egypt, is the most historical Christian denomination in Libya. Other denominations include Roman Catholic Christians (Anglicans) and Greek Orthodox Christians. There is also a very small Jewish community in Libya.

## **19. Religious Freedom**

Although Islam is the official religion in Libya, other religions are always respected in the workplace and elsewhere. Foreigners are expected to respect Islam and Islamic traditions; for example one should not smoke or eat in public places during the month of



Ramadan. During Ramadan Libyans fast in the daytime and stop whatever they are doing to offer prayers five times a day.

Other religions are generally respected in Libya, but government has placed a number of restrictions which essentially limit the practice of non-Muslim faiths. For example, there is a government imposed limit of one church per denomination per city and there are no known places of worship for the small number of Hindus, Baha'is and Buddhists within the country. Members of non-Muslim faiths are however free to worship within their own homes.

In 1997 the 'Vatican' established diplomatic relations with Libya, stating that Libya had taken steps to protect freedom of religion.

## **20. Social Life in Libya**

Libya is a highly conservative Islamic society. Because of over-crowding, many Libyans live in single homes with extended family. High-rise buildings can be seen only in large cities meant for offices and apartments. Rural people live in stone or mud brick houses often having a single room for all their activities apart from a shed for animals. Women have very little educational opportunity and it is not quite common to see working women.

## **21. Socio-Cultural Customs**

Libya is culturally homogeneous and similar to its neighbouring Maghrebian states. Libyans consider themselves very much a part of a wider Arab community. Arab customs are, generally, very different from those in the west, and you should be aware of what you're expected to do and not to do. Acquaintance with local customs and social behavior will make your adaptation easier. And being a foreigner, this adaptation is inevitable for you. Apart from criminal actions and behavior, there are certain unwritten rules that you must observe in order to avoid offending local sensibilities. Libyan Arabs have a heritage in the traditions of the nomadic Bedouin and associate themselves with a particular Bedouin tribe.

Libya boasts few theatres or art galleries. For many years there have been no public theatres, and only a few cinemas showing foreign films. The tradition of folk culture is still alive and well, with troupes performing music and dance at frequent festivals, both in Libya and abroad.

**Gender** – Women in Libya have the same rights as men. They get promotions or to have the same chance to apply and get the jobs as men. However, some workplaces cannot be run by women such as places that need men's physical strength. Female workers in Libya usually get special considerations from their bosses due to their other responsibilities as mothers and wives.

**Women Freedom** – There are no legal restrictions on women's freedom of movement, but societal norms limit their right to move freely, especially in the evenings or in rural areas where social norms are more conservative. There is no legal requirement for women to obtain their husband or male guardian's permission to secure a passport or travel independently. But it is difficult for women to travel on their own within Libya, as most hotels will not accept unaccompanied women. It is also socially unacceptable for an unmarried or divorced woman to live on her own.

**Alcohol Consumption** – Throughout Libya, it is forbidden to possess, consume, or traffic alcohol. You will not find alcohol even served within hotel bars limited to foreigners. Please make sure you have no alcoholic drinks in your possession, and preferably do not drink before entering Libya. Narcotics may lead to long sentences and even life imprisonment in some cases.

**Marriages** – The legal age of marriage is 20 years for both men and women in Libya, but judges can grant permission for marriage at an earlier age. Most marriages are arranged, and it is socially unacceptable to marry without parental consent. Unions between the children of brothers were customarily preferred, or at least matches between close relatives or within the same tribe.

A non-Libyan man must convert to Islam in order to marry a Libyan woman, while a non-Libyan woman is not required to convert if she wishes to marry a Libyan man. Sexual relations outside of marriage are a criminal offence.

**Polygamy** – Though no longer common, polygamy is still legal in Libya. A woman, however, can have only one husband at a time.

**Divorce** – A man can divorce his wife simply by repeating "I divorce thee" three times before witnesses; a woman can initiate divorce proceedings only with great difficulty. Any children of the union belong to the husband's family and remain with him after the divorce.

**Traditional Dress** – The traditional dress of Libya consists of a long and loose gown along with the trouser for the lower body. They also use a cloak to cover their bodies and use the traditional cap on their heads. The Libyan youth is rapidly turning toward the Western clothing and the boys are normally seen in the jeans and shirts in the main cities.

The Libyan women also wear the typical long gowns (Hijab) which are also usually used to cover the heads.

**Class** – In the workplace, characteristics such as education can count and well-educated people earn other people's respect both at work and outside of the workplace. The majority of the population in Libya belongs to the middle class.

## **22. Expatriate Life Style in Libya**

Libyans are welcoming and generous to expats and would always try to help them adjust to the Libyan lifestyle. Expats should know what topics to bring up when meeting

Libyans. One may need to approach the people differently depending on their ages, education and gender. As long as expats remember to remain respectful of the tenets of Islam during their time in Libya, they would not find any friction.

Women are now able to drive, though society still remains gender segregated – necessitating that expat women have male companions for many daily activities that would normally be carried out independently, in a Western setting.

Furthermore, while meeting middle-aged or younger people, one could start the conversation by using the weather and then switch and talk about sports such as football (soccer). Football is the most popular sport in Libya and people enjoy playing it and talking about the matches they watch. The well-known clubs in Tripoli are Al-Ittihad, AL-Ahli, AL-Madina and AL-Wahda. In Benghazi, the second largest city in Libya, Ahli-Benghazi, Al-Nasser, AL-Tahadi and AL Hellal are the most popular and oldest clubs in the city.

On the other hand, some subjects should be avoided, such as sexuality in general, religion, and politics. Dress code in Libya is largely dependent on the area of the country in which you reside or work. The larger cities of Tripoli and Benghazi nurture more freedom, while the smaller desert towns adhering to a more conservative nature. In the cities, men can feel free to wear t-shirts and shorts below the knees. If journeying outside city limits, the dress code has to be more modest for men.

Foreign women in Libyan cities can wear jeans and other ordinary European clothing. They are accepted in three-quarter-length pants and skirts, t-shirts and long sleeves, and they can keep their heads uncovered, except when in religious places. Although long sleeves and full-length skirts or trousers are recommended for women. Women may choose to carry a light shawl in anticipation of unexpected situations begging for further modesty. ***It is advisable for women to cover their heads with a scarf or a suitable cloth while going out.***

### **22.1. Meeting & Greeting:**

Greetings are enthusiastic and warm in Libya. Handshakes can be long affairs and extended as long as the verbal niceties take to cover. Smiling and direct eye contact is important although the eye contact should be intermittent rather than constant. Men shake hands. A man must wait for a woman to extend her hand first. The most common greeting is "Asalaamu alaikum" ("Peace be with you") to which one would respond with "wa alaikum salam" ("and Peace be with you").

You should always shake hands when greeting and parting from local men. In the case of women, you should be guided by the woman's behaviour: many local women won't shake

hands with foreign men, although educated women might. This is normal even with close friends whom you meet frequently.

If the handshake you receive when leaving somebody is longer than the one you received when meeting him, it indicates that you've made a good impression. Incidentally, newcomers should note that refusals or protracted reluctance to meet people are frowned upon.

Note also that you should not approach local women, look at them or talk to them unless you've been properly introduced. After handshaking, it's customary to enquire after the other person's health and other matters, and you should expect similar enquiries to be directed at you. (Don't enquire about the health of female members of a Libyan's family, however, but restrict your questions to those regarding the family in general or the sons).

Foreigners aren't expected to know or use all the subtleties this ritual involves, but you will make a good impression if you learn at least some of the standard expressions and use them in the correct way. Whether in face-to-face conversation or speaking to people on the telephone don't talk business straight away; if you do so, Arabs will assume that you're impatient or not interested in them personally.

#### **22.2. Hands and Feet Conduct:**

You should accept refreshment whenever it's offered, but note that you should always use your right hand for drinking and eating, as the left hand is regarded as unclean (as it's used for 'toilet purposes'). Similarly, you should avoid showing the soles of your shoes or feet, which implies that you think the other person is 'dirt', which is obviously highly offensive. You should therefore keep your feet flat on the ground and not cross your legs.

#### **22.3. Forms of Address:**

It is important to greet local people in the correct way. It is important to address a person by his full name, particularly on formal occasions and in correspondence. The general formal address is Sayyed (sir) for men and Sayeeda or Sayeedity (Madam) for women, followed by the person's full name.

#### **22.4. Gift Giving Etiquette:**

If you are invited to a Libyan's home bring something sweet such as pastries, fruit or a small gift from your home country. If a man gives a gift to a woman, he should say that it is from his wife, mother, sister, or some other female relation. A small gift for the children is always a nice touch. Gifts are given with two hands or the right hand and are generally not opened when received.

### **22.5. Dress Code:**

Libyan men wear loose cotton shirts upon trousers and cover themselves with a cloak. They also wear a flat, brimless cap. Libyan women wear full-length robe. Most of the Libyan population living in cities is turning towards western styles of dress. Some older men and women continue their affiliation to traditional clothing, especially during festivals and celebrations. It is very common to see members of the same family dressed in traditional and in European styles. Urban girls of Libya wear bright colored western costumes while boys wear jeans and shirts. Though many resort to European styles, most women continue the Islamic tradition by covering their faces.

### **22.6. Food:**

Libyan cuisines are a mix of Arabic and Mediterranean, strongly influenced by Italian delicacy. Pasta and macaroni, typical to Italy are very popular in Libyan menus. The national dish is the most popular couscous, a dish made from semolina or a type of wheat flour. Mutton is the most popular meat, while chicken is served occasionally. Sharba is a type of highly spiced soup typical to the country. Bazin is a local dish like a hard paste made from barley adding salt and water.

### **22.7. Alcohol:**

Since 1969, the consumption and sale of alcohol has been banned throughout Libya.

### **22.8. Dining Etiquette:**

Following should be kept in mind, if you are invited to a Libyan's home for food (dinner/lunch):

- Try to be on-time; although being 15-20 minutes late would not be considered as rude
- Dress conservatively - locally acceptable attire
- Check if you should remove your shoes at the door
- Show respect for the elders by greeting them first
- Accept any offer of coffee or tea
- It is increasingly common in urban areas for men and women to eat together; in some families men and women will eat in separate rooms or one after the other
- A bowl of perfumed water may be passed around the table before the meal– dip three fingers into the water as a form of ritual cleansing
- A short prayer may be said before and after the meal
- Honored guests are generally asked to serve themselves first or the host may serve them

- Eat only with the right hand
- Expect there to be more food than can be consumed by the number of guests present
- You will be urged to take more food even after you have said you are full
- Always leave a small bit of food on your plate when you have finished to show that your host has showered you with generosity and abundance

### **23. Entry in Libya**

The items prohibited while entering Libya includes products manufactured in Israel, alcohol & alcoholic products, drugs, pork & pork products, preserved meat, food (including tinned food) prepared with preserved meats and animal fats (which may contain pork products), poultry, obscene literature, toy guns and animal furs. The import of dogs and cats requires veterinary health certificate and a rabies inoculation card. In case of doubt regarding other items that are not mentioned here, it is suggested to contact the Libyan embassy for their latest list of prohibited items.

The Libyan financial infrastructure is still under development. According to Libyan law you must not leave Libya with more money in your possession than the money you had when you first arrived.

### **24. Living Conditions**

It is important to pay careful attention to perks when arranging your expat package for Libya, as services that would merely satisfy expat standards are often considerably more expensive for the average Libyan local. Further, many basic services, including emergency assistance, are not yet fully operational though some private emergency services are in operation including those run by foreign embassies.

Libya is a developing country and one that is recovering from a devastating conflict. Libya may not suit someone looking for a vibrant modern country, replete with cultural, retail and nightlife opportunities. Added to this, the uncertain security situation is certainly a major hindrance to any expat seeking to live and work in Libya.

### **25. Working Condition**

The Libyan labor law provides for wages and pensions, but prohibits independent trade unions. The government-created National Trade Unions' Federation is the only legal workers' organization.

The minimum age of labor is 18, the maximum work week is 48 hours, and the average monthly wage is roughly 450 Libyan Dinars. The labor law provides for the equality of women with men, but traditional social restrictions on women's activities outside the home

limit the practical effects of the law, and therefore create barriers to full participation of women in the workforce. Foreign workers may be denied rights provided for Libyan workers, and there are restrictions on their repatriation of income.

## **26. Accommodation**

In cities the average rent for a single bed-room apartment is LYD 700/- per month. The average rents for a single bed-room apartment outside cities is around LYD 450/-.

## **27. Transportation**

There are 12 Airports (servicing commercial airlines) and 2 Heliports in Libya. The length of Roadways in Libya is approx. 100,024 km. Besides, Libya possesses 23 Merchant marines. Marsa al Burayqah (Marsa el Brega) located in Tripoli is the major seaport. Other sea ports in Libya are Benghazi, Khoms, and Misurata.

## **28. Educational Facilities**

Education standards in Libya are well below than in India. It is only in recent years that more options have become available for education of kids of expats, though choices remain few. The handful of international schools in Libya, are generally well-organized and reputed.

## **29. Medical Facilities**

Medical facilities in Libya are limited. It is essential for expats to become a member of a private clinic. For example, The Medilink Clinic in Tripoli is staffed by English-speaking expat doctors, and is a popular choice of expats. The clinic offers family services, ER services and is equipped with modern ambulances to boot. Medilink is a “members only” private clinic that functions according to either a basic membership and pay-as-you-go service fees, or all-inclusive style membership. Many of the oil company and other corporate employees and their families are known to be paying members.

## **30. Banks, ATM's, Travellers Cheques & Exchange Bureaus:**

Money exchange services are offered by limited number of banks in Libya. It may be needed to change enough money even in a large town or city. Exchange bureaus are also available in some areas.

Not many businesses accept credit cards in Libya, and ATMs are mostly found in the capital Tripoli, Benghazi, the main international airports, as well as in some cities like Zuwarah, Cyrene, Sert and Musratha. The daily limit for withdrawal from an ATM machine is set by one's own bank and often varies from 400 Libyan Dinars to 1000 Libyan Dinars, depending on type of card.

### 31. Public Holidays

The following dates are observed as public holidays in Libya:

- 17th February - February 17th Revolution - The start of the Libyan civil war on 17 February 2011.
- 1st May - Labour Day - Celebrates the achievements of workers.
- 16th September - Martyr's Day - Remembers Libyans killed or exiled under Italian rule and those who are killed in the 17 of February revolution.
- 23rd October - Liberation Day - Day of Liberation from Gaddafi's Jamahiriya declared on 23 October 2011.
- 24th December - Independence Day - Anniversary of Libyan independence in 1951.

In addition, the following Muslim holidays, which may take place according to the Islamic Calendar (Hijri year), are observed as public holidays:

Date	English Name	Arabic Name	Description
1st <i>Muharram</i>	Islamic New Year	الهجرية السنة رأس	Islamic New Year (also known as: <i>Hijri New Year</i> ).
12th <i>Rabiul Awwal</i>	Prophet Muhammad's birthday	الذبيح المولد	Commemorates Prophet Muhammad's birthday, celebrated in most parts of the Muslim world.
1st, 2nd, 3rd <i>Shawwal</i>	Little Feast	الفطر عيد	Commemorates end of Ramadan.
9th <i>Zulhijjah</i>	Arafat Day	عرفة يوم	
10th, 11th, 12th <i>Zulhijjah</i>	Feast of the Sacrifice	الأضحية عيد	Commemorates Ibrahim's willingness to sacrifice his son. Also known as the <i>Big Feast</i> (celebrated from the 10th to 12th).

Muslim festivals are timed according to local sightings of various phases of the moon. During the lunar month of Ramadan that precedes Eid al-Fitr, Muslims fast during the day and feast at night and normal business patterns may be interrupted. Eid al-Fitr and Eid al-Adha may last up to several days, depending on the region.



## **32. Media**

Most of the Libyan population prefers to entertain itself by watching videos or foreign stations via satellite. Indian channels are available through satellite connections, and the equipment is available locally, but is expensive, costing about 700 Libyan Dinars per year.

Libyan Television Programmes are mostly in Arabic with a 30-minute news broadcast each evening in English and French. It is also possible to watch the occasional sports programs. However, the majority of programming is cultural and thus showcases more traditional Libyan music and entertainment.

Libya's daily newspaper is Al-Fajr al-Jadid and is published in Tripoli. Foreign newspapers are available, but are often very out-of-date by the time they reach the shops.

## **33. Communication Network**

Libya has satisfactory Internet services, but mostly in the major cities. Internet is not available in rural areas. There are two major telephone operators: Libyana and Al Madar, and one can get a SIM card on production of a passport copy and valid visa. Both these operators also provide 3G services, but these are totally inadequate. Libya's international dialing code is +218".

## **34. Connectivity to India**

The convenient air routes from India to Libya are via Abu Dhabi (Etihad Airways), Dubai (Emirates), Istanbul (Turkish Airways) and via Europe. Royal Jordanian offers flights to India from Tripoli and Benghazi.

## **35. Do's and Don'ts**

### **35.1. Do's**

- All NRIs/PIOs must register with the Indian Embassy through online facility.
- Passport is a valuable document. It should always be kept, either in your own custody, or in the custody of a person duly authorized by you. It must not be altered or mutilated in any way. If lost or destroyed, the fact and circumstances should be immediately reported to the nearest Indian Mission and to the local police.
- Please keep a photocopy of your Passport in a safe place. Without this, issuance of a duplicate Passport in case of loss/damage/theft may be delayed. It is also useful to email a scanned copy of your Passport and Visa to yourself.

- Please check the expiry date of your Passport on receiving it for the first time and remember to get your Passport renewed well in advance of the expiry date.
- An Applicant has the option to apply for an ordinary Passport booklet of 36 pages or Jumbo Passport booklet of 60 pages with ten year validity. The option should be clearly indicated in the application itself.
- Documents in Arabic should be accompanied by typed English translation from authorized translator.
- Supportive documents like Marriage Certificate, Birth Certificate, Affidavits, etc. should have been pre-attested in India by the Ministry of External Affairs, New Delhi.
- The validity of a Passport can be extended up to 10 years from the date of issue, in case a person is holding a short validity Passport. No fee is charged for such extension of a short validity Passport.
- Please keep a margin of 45days for issuance of a new Passport from the date of Application.

### **35.2. Don'ts**

- Do not give false information in the Passport Application Form. It is an offense under the Passports Act 1967 to give false information in the Application Form. Passport facilities can be denied on grounds of suppression of factual information, submission of false particulars, willful damage of Passport and for making unauthorized changes in the Passports.
- Do not hold more than one valid passport. It is an offence to hold more than one valid Passport at a time. Those Indian citizens acquiring citizenship/Passport of another country should immediately, surrender their Indian Passport to the nearest Indian Embassy/Consulate.
- Alcoholic drinks are completely banned in Libya. Anyone found drinking is liable to face strict penal action.
- Don't walk on a prayer mat or in front of any person at prayer and try not to stare at people who are praying.
- Don't try to enter a mosque without first asking permission. It's unlikely that you will be allowed in.
- Don't try to enter the Holy sites or mosques. The roads are well signposted to notify everybody of this restriction. If a non-Muslim is found within the prohibited areas, he's likely to be assaulted and will be afforded no protection against the assailants.
- Avoid blasphemy.

- Avoid putting a local in a position where he might suffer a 'loss of face' in front of other Locals.
- Don't beckon to people with a finger, as this is considered particularly impolite. Libyans might use such a gesture to summon a dog.
- Avoid shouting and displays of aggression or drunkenness at all times, as such behavior is rarely tolerated.
- During Ramadan, don't eat, drink or smoke anywhere where you can be seen by Muslims during the hours of daylight and don't engage in any noisy behavior or embrace or kiss anyone in public.

### **36. Indian Embassy Location:**

Nafleen Area, Near Fashloom Roundabout

Post Office Box: 3150, Tripoli (Libya)

Telephone: 218-21-3409288 & 89 (PABX)

Fax: 3409281 (General) Email: info@indianembassy.ly

**Office hours:** 08:30 till 17:00 hours

**Lunch break:** 13:00 – 13:30

**Working days:** Sunday to Thursday

Jurisdiction of the Embassy of India, Tripoli, extends to Libya and Malta.

#### **36.1. Timings – Consular/Emergency Services:**

Consular services are accepted between 0900 to 1200 hours on all working Sunday to Wednesday. Applications are accepted after 1200 hours only in case of emergencies, such as death or serious illness in the family.

Passports and other documents, irrespective of date or time of submission, are delivered only between 1500 to 1600 hours on working Sunday to Wednesday. This does not apply to services where prior approval is required from the authorities in India.

An additional amount of US\$ 90 is charged for rendering emergency service. This service is available only in cases of genuine emergency. For issue of Machine Readable Passport it may take upto 45days so applicants are advised to apply well in advance.

### **37. Application for a new passport in lieu if lost / damaged Passport**

List of documents to be submitted to the Embassy of India, for processing the request for issue of Duplicate Passport in lieu of Lost Passport :-

- 1) Police report in Original and one Photocopy.

- 2) Letter from Sponsor/Company briefly stating the Circumstances of Loss. S/He has also to certify the period of employment of the applicant with the Sponsor / Company
- 3) Copy of Sponsor's Identity Card.
- 4) Letter from the applicant intimating the Circumstances of Loss of Passport.
- 5) Copy of Employment Agreement or Labour Card or Residence Card of the applicant.
- 6) Photocopy of the Passport reported Lost.
- 7) Two sets of Passport application form duly filled and affixing Photos in the space provided with signature of the applicant across the photo.
- 8) Affidavit duly filled (Format available at the Counter)
- 9) Two sets of Personal Particulars Form duly filled. (Format available at the counter)
- 10) Total Seven (7) Numbers of Recent Passport Size Photograph of the applicant.
- 11) Applicant should come personally or the Documents should have been verified by the Honorary Consular Agent authorized by the Embassy.
- 12) Original Newspaper advertisement of Loss of Passport, published in Arabic and English Dailies in Libya. Full page of the newspapers containing the advertisement should be produced.

### **37.1. Passport Renewal**

Renewal of passport is applicable only in case the passport was issued with short validity initially. The passport may be extended to its full ten-year validity on application. (In case the applicant is a housemaid, it is extended only for a further period of 1 year).

Applications for expired (over a year) Passports must be submitted in person by the applicant and not sent by post. Tatkal Scheme is not applicable in such cases. In case the applicant has valid visa on the expired Passport, full validity Passport can be issued subject to the fulfilling of other conditions. In the situation of expired visa, the applicant can be issued short validity Passport and after obtaining the visa, full validity Passport can be issued.

### **37.2. Miscellaneous Passport Services Available at Embassy of India**

- Change of name after marriage
- Change of name
- Change of address
- Update to ECNR
- Deletion of Child's name from the mother's passport
- Certificate pertaining to the deletion of a Child's name from the mother's passport
- Emergency Certificate
- Confirmation of passport details (in case of applying in India) - Telex Charges

- Registration of Indian nationals

### **37.3. Visa Copy Attestation**

Original Visa to be brought to the Embassy for verification along with two photocopies and photocopy of passport of the passenger.

### **37.4. Affidavit / Declaration**

The Affidavit / Declaration is to be signed by the applicant before concerned Consular Officer in the Embassy. It is to be submitted to the Embassy in duplicate along with passport copy of the applicant.

## **38. Documents to be submitted along with the forms for individual service contract –**

- 1) Photocopy of passport of person being recruited
- 2) Commercial Registration (CR) copy of the sponsoring company.
- 3) Signatory copy (authorised signatories of the sponsoring company)
- 4) Labour Clearance from Ministry of Manpower
- 5) Original Visa alongwith two photocopies.

**Note:** Service/Employment agreement [in bilingual i.e. English & Arabic] should be attested by Ministry of Foreign Affairs and International Cooperation, State of Libya.

### **38.1. Individual Employment Contract (Domestic Servants)**

Following documents are required to submitted along with the forms below: -

- 1) Photocopy of passport of person recruited
- 2) Commercial Registration (CR) copy of the sponsoring company.
- 3) Signatory copy (authorised signatories of the sponsoring company)
- 4) Labour Clearance from Ministry of Manpower
- 5) Original Visa along with two photocopies.

Please note that the Service / Employment agreement: [in bilingual i.e. English & Arabic] should be attested by Ministry of Foreign Affairs and International Cooperation, State of Libya.

### **38.2. Permit for Recruitment (Form VI) and Demand Letter Attestation**

The following are the documents to be attached along with Form – VI

- a) Demand Letter - addressed to recruiting agent with details on account of number of persons to be employed, description of employment, qualification, eligibility, salary.
- b) A specimen of the Employment Contract.
- c) Commercial Registration (CR) copy of the sponsoring company.

- d) Signatory copy (authorized signatories of the sponsoring company).
- e) Labour Clearance from State of Libya.

On the basis of above Permit for recruitment (Form VI) and Demand Letter attestation, recruiting agent obtains permission of the concerned Protector of Emigrants for recruitment.