Employment for Peace,
ILO Decent Work contribution on Peace Building

“Whereas universal and lasting peace can be established only if it is based upon social justice; And whereas conditions of labour exist involving such injustice hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled.”

Preamble ILO Constitution 1919

Alfredo LAZARTE HOYLE
Director
ILO/CRISIS
TOKYO, January 2008
ILO’s constitution (1919) states its mandate to contribute to peace and social stability through social justice.

ILO’s unique tripartite constituency (governments, workers and employers), ensures private sector participation into the establishment and supervision of International Labour Standards and Conventions, a crucial part of the International Legal Framework and a powerful tool to address critical root causes to several conflicts.

2006, ILO jointly with UNDP receive mandate from UNSG for post-conflict employment creation and reintegration in Peace Building Commission.

The Declaration of Philadelphia (1944) requested the organization to contribute to conditions for full employment and to improve social protection for the most vulnerable.

In 1945 1st UN Specialized Agency.

Due to its contribution to peace and social stability ILO was awarded the Nobel Peace Prize in 1969.

A programme on crisis response and reconstruction was launched in 1999 to coordinates ILO’s involvement.

2006, leading roles in Early recovery cluster on capacity building and livelihood recovery and in UNWG ISDDR on reintegration standards.
ILO has intervened directly in several conflict-torn countries worldwide: some recent examples

- Cambodia
- Sri Lanka
- Bosnia & Herzegovina
- Croatia
- Kosovo
- Palestine
- Lebanon
- Rwanda
- Burundi
- Iraq
- Nepal
- Cambodia
- Philippines
- Somalia
- Indonesia
- Somalia
- Timor Leste
- Mozambique
- DRC
- Angola
- Sierra Leone
- Liberia
- Sudan
- Central America
Enabling peace through Decent Work some relevant ILO tools and mechanisms

- ILO Fundamental Rights of Work and other relevant conventions are encompassed in the concept of Decent Work and provides important legal and programmatic frameworks to be included in peace negotiation processes.

- Domestic tripartite mechanisms can support peace dialogue as well as monitor implementation of relevant peace agreements.

- International and/or national workers’ and employers’ organizations can encourage private sector stakeholders to play an active role in brokering peace.

- Mechanisms for supervision of compliance of ratified international labour conventions can contribute to additional international pressure to move towards peace negotiations.
UN-wide Policy on Socio-economic Dimensions of Post-Conflict (1)

- Post-conflict job creation is essential to peacebuilding: employment and self-employment help consolidate peace, reintegrate displaced persons and jump-start economic growth.
- UNSG has mandated the ILO as joint lead agency with UNDP/BCPR, of a Working Group to draft a UN system-wide policy paper on “Post-conflict employment creation, income generation and reintegration”.
- The UNWG includes UNDP, UN-DESA, DPKO, UNICEF, UNHCR, the Special Representative of the Secretary-General for Children and Armed Conflict, the World Bank and IMF.
- Policy paper, finalized in October 2007, operational guidance note to promote implementation at country level, in process of elaboration.
- These exercise is also intended to address the gap between existing knowledge on employment generation and reintegration, and implementation of that knowledge in the field.
- UNDP and ILO are both requested by the Secretary-General to develop internal capacity to support implementation of the Decent Work Country Programmes in post-conflict settings.
The policy has organized the different type of intervention in a preparatory phase and three programmatic baskets:

- **Pre-peace accord planning**: initial preparatory activities should start even before a formal peace accord, such as: initial job creation programmes in safe areas to prepare partners and create capacities, PCNA and other specialized assessments can gather relevant information to identify employment and other socioeconomic needs. Profiling returning refugees and IDPs in terms of their skills and work experience can facilitate the design of employment and income generation schemes.

- **Basket 1: Stabilizing income generation and emergency employment** programmes help consolidate security and stability by providing basic needs and by helping to quickly restore key public services.

- **Basket 2: Local Economic Recovery for Employment and Reintegration** programs involve working with communities in both urban and rural environments to create local wage and self-employment opportunities.

- **Basket 3: Sustainable Long-term Employment Creation and Decent Work**. A national enabling environment for employment and decent work is essential to sustain employment and reintegration progress achieved by the previous two programmatic baskets.
UN-wide Policy on Socio-economic Dimensions of Post-Conflict

Conflicted groups / Youth / Gender sensitivity / Vulnerable Groups

Income security / Basic Social Needs

Stabilization
- Stability, Early Recovery
- Peace Settings

Security, Early Recovery
- Peace Dividends

Pre-Peace Accord Planning

Reintegration
- Reconciliation, Peace
- Consolidation, Equity, Recovery
- Quick Peace Dividends

Post-Peace Accord Planning

Transition
- Sustainable Growth,Enabled
- Economic Environment, Social Justice

Peace Building Process

Sustainable Employment Creation and Decent Work

Stabilizing Income Generation & Emergency Employment
1) Emergency/temporary jobs
   - Cash/food for work projects
   - Emergency Public Employment Services
   - Short cycle skills training
2) Targeted emergency & livelihood startup grants
   - Cash Grants
   - Start-up packages
   - Food Aid

Local Economic Recovery for Employment Opportunities and Reintegration
1) Local Capacity Building
   - Local Governance
   - Capacity for BDS
   - Building Labour Market institutions
   - Strengthening Socioeconomic Actors
2) Community Driven Recovery (CDR)
   - Community Infrastructure Reconstruction & Labour Base Approaches
3) Local Economic Recovery (LER)
   - Business Recovery
   - Microfinance
   - Technical assistance
   - Referral & Labour Inform. Services
   - Employability & Voc. Training

Sustainable Employment Creation and Decent Work
1) Appropriate Policy Environment
   - Macro, Fiscal, Investment, and Labour Legislation
   - Promote decent work, job creation, sectoral policies
   - Transparency, accountability, stability
   - Decent Work Conditions promote social stability
2) Private Sector Development
   - Local firms development
   - Inward investments
   - Expanded Financial and other BD Services
   - Efficiency through Infrastructure investments
3) Labour related Mechanisms and Institutions
   - Social dialogue, Labour Standards & Administration
   - Employability & Job placement
   - Social protection/Social Insurance
Business for Peace vs. Business for War: Peace dividends should reach the local business community and provide an enhanced environment for all social partners.

Reintegration of conflict affected groups is only possible if we ALL contribute to a local economic recovery process. The challenges to the local labour market and local economies are of a magnitude that requires an important national and international political consensus in order to generate opportunities for recovery and employment creation in all the investments from relief to recovery and reconstruction.

Local Economic Recovery can play a key role in building consensus, heal damaged social fabric and contribute to reconciliation processes. A more inclusive economic approach and a particular attention to the most vulnerable are compulsory.
Component 1:

Local Economic Development through Labour

Intensive Road Works, small enterprise and
coopertives development

Liberian Emergency Employment Programme (LEEP) has provided jobs for more of 20,000 Liberians in their 1st year of operation.
Component 1:
Local Economic Development through Labour Intensive Road Works, small enterprise and cooperatives development

Please click here to watch the video
Component 2: Waste Management in Monrovia, Entrepreneurship and Skills Development

LEEP apply Local Economic Recovery Principles in order to maximize the employment intensives approaches among the different recovery, reintegration and reconstruction programmes. As a National programme coordinated by the office of the presidency of the Republic, has as main associated: ILO, UNDP, UNHCR, WFP, WB & USAID, participates in
Component 2:
Waste Management in Monrovia, Entrepreneurship and Skills Development

Please click here to watch the video
For more information please see: 
http://www.ilo.org/crisis

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