

### **3. Libya**

Prior to the Libyan conflict, the country was facing profound decent work challenges. These challenges included high unemployment rates, especially among the youth (estimates indicate rates of above 30 per cent), inadequate rights at work, lack of freedom of association, a weak social protection system, and the absence of social dialogue. Following the outbreak of the Libyan conflict, these challenges further deepened. The reconstruction of Libya's infrastructure, economic system, social compact, and governance are now an enormous task for the country. As a result, the transitional, post conflict government of Libya has adopted ten transitional goals focusing on its priority areas. All ministries in the country have been assigned the task of translating the ten broad priorities into sectoral plans for the transition period which focus on strategic goals as well as immediate and short-term needs. Subsequently all ministries have prepared their sectoral plans articulating the overall government priorities.

The Ministry of Planning has articulated the following ten priorities:

1. Provide care and support to injured revolutionaries, families of martyrs, missing persons, and those affected by the conflict.
2. Provide support to the combatants and facilitate their integration in civil life.
3. Reinforce national and domestic security as well as maintain the country's unity.
4. Return to normalcy and ensure a dignified life for all Libyan citizens.
5. Commitment to achieving democracy, transparency, rule of law, respect for human rights, and provide support to civil society organizations.
6. Revive the national and local economy and set the stage for a new national economic policy.
7. Assess, preserve, and develop Libyan investments and assets, whether in Libya or abroad.
8. Achieve transitional justice and national reconciliation.
9. Prepare for the election and convening of a National Congress.
10. Develop a future vision for Libya in the economic, social, and service sectors.

#### **ILO Post Conflict Strategy to Libya**

At the insistence of Libya's transitional authorities, the support of the international community, in particular in terms of the technical assistance, will be key to ensure rapid stabilization, recovery and transition towards sustainable development. The ILO Cairo in collaboration with ILO Crisis and the Regional Office for Africa (ROAF) has developed a post conflict strategy to guide support to Libya in the transitional period. The decent work agenda is placed at the center of ILO's post conflict strategy for Libya. The immediate objectives of the strategy are:

- To provide fast track support to the interim government for socio-economic stabilization, recovery, and sustainable development.
- To promote the decent work agenda as a key instrument for post conflict recovery and peace-building within UN, key development partners, and transitional government policy and technical cooperation agendas.
- To undertake seed activities that position the decent work agenda at the centre of policy and technical cooperation initiatives in Libya, including participating in the Libya Coordinated Needs Assessment (LCNA) that will materialize through a joint post conflict needs assessment.

In this context the ILO has been requested by the Ministry of Labour in Libya to provide capacity building and assistance in the following fields:

### **1. International labour standards**

With regards to international labour standards (ILS), the post conflict strategy includes reviewing Libya's existing labour legislation with the aim of drafting a new labour law in line with ILO ILS.

### **2. Employment**

In the area of employment, ILO will identify key indicators of the labour market (KILM) in order to benchmark active labour market measures. The strategy will also include improving the match between labour market demand and supply, as well as the intermediation by public and private employment services

### **3. Skills Development**

For skills development the ILO plans to bridge the gap in youth skills in order to boost employability and increase access to employment opportunities. Capacity building in labour administration and labour market analysis will also be provided to Ministry staff.

### **4. Social dialogue**

The ILO will provide capacity building in social dialogue for newly emerging trade unions in Libya. Initial discussions will take place with new employers' organisations with the aim of providing necessary support to strengthen their role in building a strong economic policy in Libya. Further consultations with the social partners are also required to build a solid platform for social dialogue in new Libya.

### **5. Occupational safety and health (OSH)**

OSH has not yet been identified by the Ministry of Labour as a priority for post conflict support in the transitional period. However, advocacy efforts and awareness raising on OSH need to be carried out with the constituents.

## **Possible areas of technical cooperation**

- Restructuring and/or rebuilding of Labour Administration Units within the MOL its attached institutions.
- Renovating existing vocational rehabilitation centers in Tripoli and Benghazi, and establishing new centers in the most needed areas.
- Establishment of a labour market information and analysis system (LMIAS)
- Conducting a labour force survey
- Composing a youth employment policy

## **Key ongoing initiatives**

### **1. Active ILO projects in Libya**

The ILO currently does not have any active projects in Libya

### **2. Pipeline projects under discussion**

- Regional project on improving governance of labour migration and protection of migrant workers' rights (Egypt, Morocco, Libya and Tunisia)  
**Donor:** Swiss Development Cooperation  
**Foreseen budget:** US\$2,200,000; **Status:** Project proposal has been submitted and was well received, project document under preparation

### **3. Main ILO activities**

Consultations with the Ministry of Labour have been initiated. These consultations will provide the required support in the above identified priority areas of work. A planned multi-disciplinary mission is envisaged to take place mid-2012 to make an initial assessment of on-the-ground current needs. This mission will also provide the basis for an agreed work plan to begin implementation of a post conflict strategy with the Libyan authorities

### **4. Decent Work Country Programme (DWCP)**

Libya currently does not have a decent work country programme.