



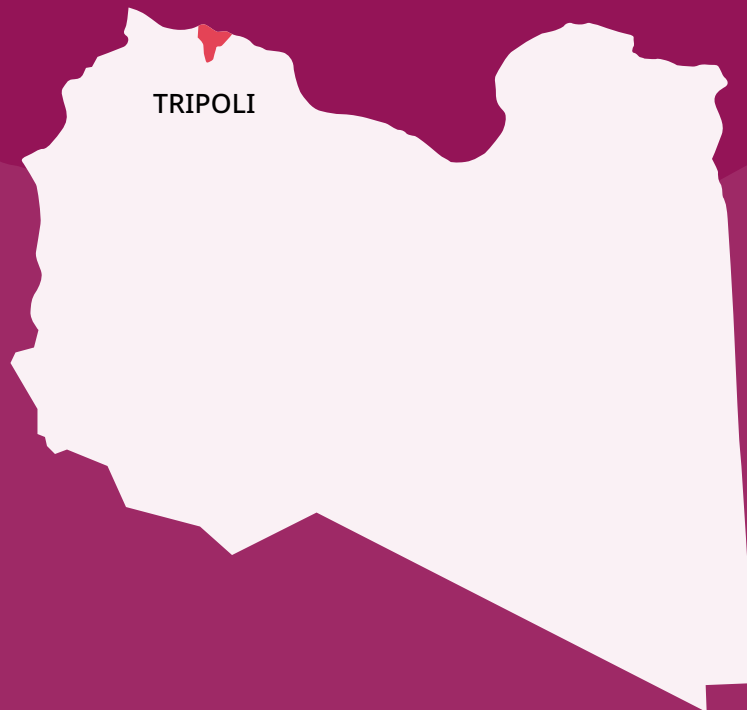
► Contributing to peace and resilience in through entrepreneurship ecosystems for women and youth in Tripoli

Libya's labour market and economy have been severely affected by prolonged political instability, violent conflict, and the collapse of centralized governance, leading to **high unemployment, especially among women and youth**, and widespread multidimensional poverty. Underpinned by a fragile socioeconomic environment, the lack of access to job opportunities has led some male youth to engage in criminal or militia activities, underscoring the contributions of youth employment support to peace and stabilization.

The situation is compounded by environmental degradation and climate change, including water scarcity and declining agricultural productivity, which have increased food insecurity, livelihood instability, and the risk of resource-based conflicts. These challenges disproportionately affect women's access to sustainable livelihoods by further limiting their access to resources, reducing mobility, and restricting their ability to adapt and engage in entrepreneurship.

In this fragile and conflict-affected context, promoting decent work with focus on inclusive and sustainable entrepreneurship ecosystems offers a pathway to empower marginalized groups (including women, youth, and internally displaced populations), create economic opportunities, and contribute to peacebuilding and resilience.

The project in a nutshell



PROJECT NAME

Contributing to Peace and Resilience in Libya by developing an Inclusive Entrepreneurship Ecosystem for Women and Youth

TIMEFRAME

1 June 2025 – 31 May 2026

BUDGET

750,000 USD

PRIORITY GROUPS

Vulnerable and marginalized populations, including women and youth

POLICY AREAS

- Enterprise recovery and development
- Skills development
- Social cohesion
- HDP Nexus

KEY PARTNERS

Government

Ministry of Labour
TVET Institutions

Social partners

Libyan General Union of Chambers of Commerce, Industry and Agriculture
Trade Unions

Private sector

Sectorial Business Associations
Business Development Support providers

UN partners

UN Country team

Project summary

The project aims first and foremost at establishing a stable ILO presence in Tripoli, to support constituents to promote decent work in the country. The specific project intervention aims to foster stability in Libya by strengthening entrepreneurship and related institutions, using the [ILO's Inclusive Entrepreneurship Ecosystem Development \(IEED\) approach](#).

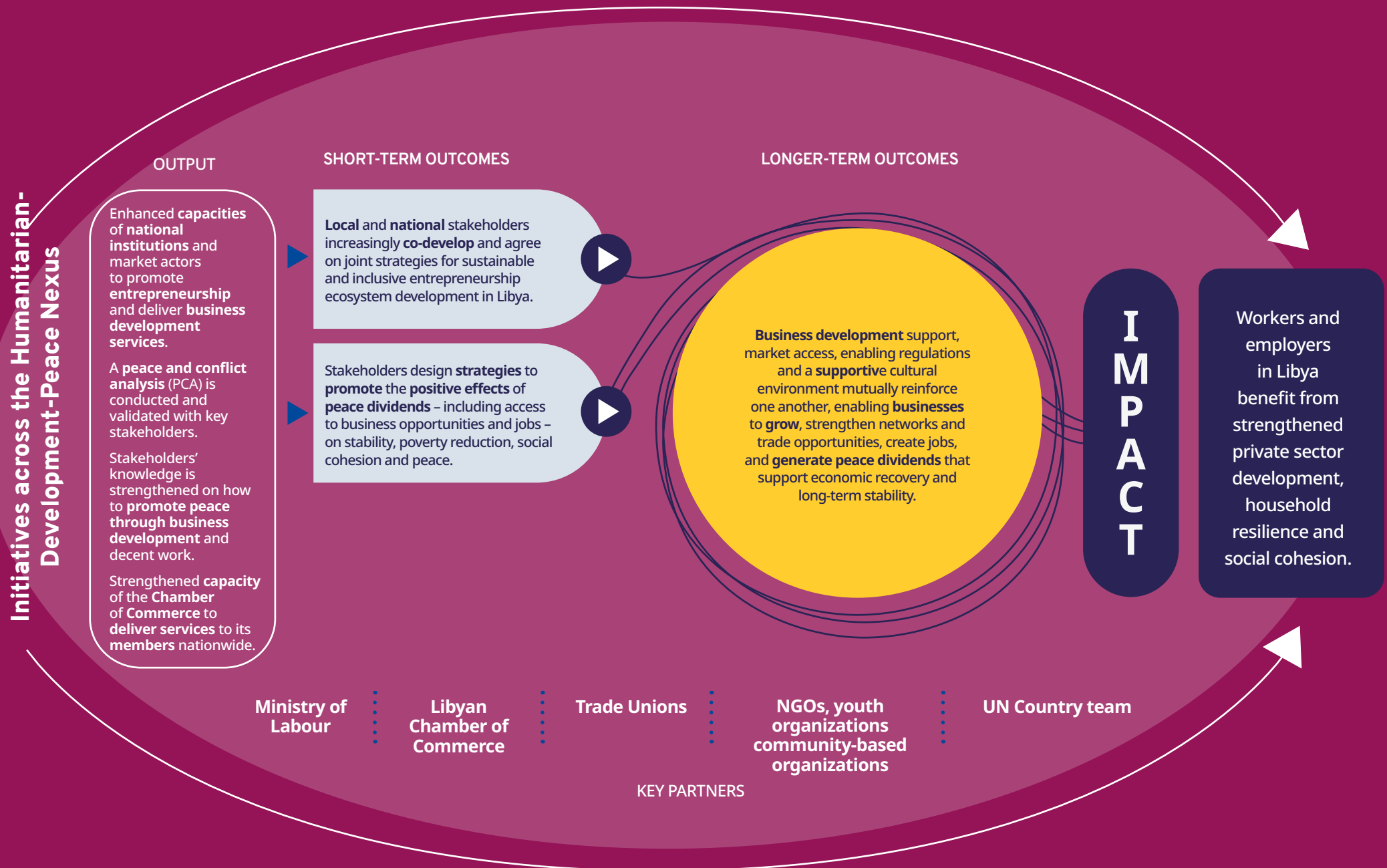
Strengthening entrepreneurship ecosystems to promote decent work, foster stability and support inclusive recovery in Libya.

This approach holistically assesses and develops the entrepreneurship ecosystem, focusing on business support services, market access, regulations, and cultural factors to create an environment conducive to business growth and job creation—crucial for peace dividends and stabilisation. While special emphasis is placed on the green economy and the digital economy as critical cross-cutting themes, the strategy is designed to be conflict-sensitive and inclusive, engaging national stakeholders, and particularly targeting marginalised groups such as women, youth, migrants, and displaced persons.

The project is based on a series of thorough assessments, including socio-economic, gender, and conflict analyses, to allow a comprehensive understanding of the dynamics affecting the labour market and entrepreneurship. Assessments inform tailored capacity development for key actors, ensuring that interventions consider security, inclusivity, gender, and the specific needs of youth and address challenges in the green and digital economies. The approach also involves **mapping current employment and skills initiatives, reviewing policies, and engaging stakeholders to co-design of interventions**. All activities are guided by established ILO frameworks and tools, with particular attention to peacebuilding, gender equality, and sustainable development within crisis-affected contexts.



The Theory of Change below sums up the approach:



Expected results



Translating the HDP Nexus into practice

DW4P: Operationalizing the Humanitarian–Development–Peace Nexus through Decent Work

COORDINATION: The ILO and social partners work closely with national systems, UN actors, and other stakeholders to integrate decent work principles into crisis response, recovery, and reconstruction.

PROGRAMMING: Through local employment creation, enterprise and skills development, capacity building and social dialogue, DW4P initiatives deliver immediate livelihoods that contribute to long-term recovery, advancing inclusion, gender equality, and social cohesion in fragile settings. Community focus group discussions (separate groups for women and men) ensure the participation of community members in the planning and monitoring of the project.

FINANCING: DW4P entails seed funding for a demonstration project to inform, sustain and expand resource mobilization efforts. It is strategically used to achieve multi-year and flexible financing arrangements that strengthen nationally owned systems and resilient livelihoods, ensuring that recovery and peacebuilding efforts are grounded in decent work and sustainability.

The Humanitarian–Development–Peace (HDP) Nexus refers to a collaborative and integrated approach that seeks to strengthen the complementarity between humanitarian response, long-term development, and peacebuilding efforts. It aims to reduce need, risk, and vulnerability over time by fostering coherence and comprehensiveness of support delivered by the UN, leveraging the comparative advantages of different agencies. The HDP Nexus approach is built on three mutually reinforcing principles: coordination, programming, and financing. These principles ensure that humanitarian, development, and peace actors work in a coherent way toward shared outcomes. They are used here to underline how the DW4P initiatives apply and reinforce the Nexus approach.



Collective action for long-term recovery in Libya

The project contributes to the realization of Strategic Priorities 1 and 2 of the [UNSDCF Libya 2023-2025](#) and is implemented in coordination with the UNCT under the umbrella of the framework. It contributes to needs assessments and key strategic priorities and frameworks developed jointly by UN agencies and other stakeholders in Libya, to ensure coherence and complementarity with national and international efforts to promote decent work, resilience and peace in crisis-affected areas. It aims to re-position the ILO in Libya, promoting partnerships with key organizations in the HDP nexus sphere, such as UNDP and IOM who have been implementing complementary projects and initiatives on TVET strengthening, labour market assessments and the Labour Market Information System. Through closer collaboration with humanitarian, development and peace actors in Libya, the ILO seeks to ensure that the contribution of the Decent Work Agenda across the HDP nexus in the country is recognized and that Libyan national actors (such as Government, Local Governments and Employers and Business Membership Organizations, EBMOs) participate in UN-led initiatives pertaining to the world of work and are engaged more broadly in actions aiming at crisis prevention, preparedness, response, and recovery, including through strengthened social dialogue. As such, the project makes an important contribution to the strategic objectives of the government to support and encourage the private sector to create new jobs and reduce recourse to the public sector.



Localized and inclusive, with people at the centre

The project works with actors across the entrepreneurship ecosystem to develop the capacities needed to foster job creation and contribute to peace and stabilization. The approach places people at the centre, ensuring strong participation of civil society, social partners, and vulnerable populations in the shaping of an [Inclusive Entrepreneurship Ecosystem Development \(IEED\)](#), within the ILO's [Approach to Inclusive Market Systems \(AIMS\)](#) and the ILO's [Market Systems Development \(MSD\)](#) as adapted in conflict-affected settings.

At the same time, it promotes and facilitates the adoption of locally driven, conflict-sensitive solutions to address the root causes of deficits in the ecosystem for the creation and scaling up of sustainable micro, small and medium enterprises (MSMEs) in an equitable manner. It ensures inclusion, supporting women- and youth-led enterprises in improving access to business development services (BDS), focusing on competitiveness and resilience. The IEED approach helps address immediate economic needs while promoting long-term development and systemic changes that endure beyond the expected duration.



From seed funding to peace-responsive recovery at scale

The project is implemented under the ILO Initiative on Decent Work for Peace, which leverages ILO internal resources as strategic seed funding for innovative interventions. This ILO-internal resource contribution is intended to attract additional investments from other donors. In Libya, the aim is to showcase successful pilot activities to bilateral donors, UN Multi-Donor Trust Funds, including the Peacebuilding Fund (PBF), and International Financial Institutions (IFIs) as a basis for new joint programmes anchored in a recognition of the importance of private sector actors in fragile contexts. Engaging these entities through evidence-based results will highlight the impact and scalability of the ILO's initiatives, encouraging further investment and support for sustainable crisis response efforts in the country. In parallel, the demonstration of tangible outcomes and alignment with national development and peacebuilding priorities also presents an opportunity to attract domestic resources, including potential contributions from the government and local stakeholders, reinforcing national ownership and long-term sustainability and economic recovery.

Zooming in on peace and inclusion

Building on the analysis already undertaken in 2022, and later assessments in connection with more recent ILO missions, the ILO will verify the validity of the peace and conflict analysis, which seeks to better understand conflict dynamics influencing or having direct impact on the labour market (notably potentially also negative effects of the interventions on these delicate dynamics and opportunities for positive impact of the intervention on peace and conflict dynamics), and how to minimize and/or manage these risks through a do no harm approach, including with regards to the capacity to achieve the desired objectives. Based on this information and involvement of key stakeholders and national counterparts, including EBMOs and possibly workers' organisations, the ILO designs tailor-made capacity development interventions aimed to tackle identified constraints and develop the ecosystem in a holistic, conflict-sensitive and inclusive manner. The ILO pays particular attention to women and gender dynamics considering that crisis affect women and men differently.

Specific focus will therefore be devoted to women's access to markets and jobs along the selected value chains. ILO constituents are further capacitated on gender dynamics in crisis setting to absorb and disseminate approaches on this matter.

The implementation is informed by ILO guidance on peace and conflict analysis as well as other ILO materials including on gender in conflict settings and a "Peace responsiveness checklist for Value Chain and Inclusive Market System strategy" developed by the Humanitarian Development and Peace Nexus (HDPN) component of the Sida-ILO partnership 2022-2025.



Conflict-sensitive approach:

Analysis guides interventions to minimize risks and support peace.



Tailored capacity

development: Training strengthens institutions and market systems.



Inclusive stakeholder

engagement: Social partners shape solutions and implementation.



Gender-responsive focus:

Women's access to jobs and markets is prioritized.

DW4P projects serve to demonstrate the importance of ILO contributions to post-crisis recovery and reconstruction. To support the strengthened position of the ILO in this context, DW4P in Libya places strong emphasis on monitoring and evidence generation, including baseline and endline studies, to capture results and demonstrate ILO effectiveness.



International
Labour
Organization

**ILO Country Office for Algeria, Libya, Mauritania,
Morocco and Tunisia**

6, Rue Sidi Merzouk, chemin El Bakri. Ben Aknoun. BP
365, poste cité Malki | Alger, Algérie 16030
T: +213 (0) 23 18 73 59/61 /67 | E: algiers@ilo.org

**ILO Priority Action Programme
on Decent Work in Crisis and Post-Crisis
Situations (AP/CRISIS)**

4 Route des Morillons 4 CH-1211
Geneva 22 - Switzerland
T: +41 22 799 61 11 | E: crisis@ilo.org