

Committee/Council: The Economic and Social Council

Issue: Job Creation And Training In Post-Conflict Countries

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Introduction

During the peacebuilding process following a conflict, it is essential that there is focus on the issue of employment. In today's world, employment and job creation projects are often perceived as “unimportant” or neglected. This however, is false since jobs play an important role in not only restoring peace but also helping the community move away from conflict and towards sustainable growth and development.

F. Steward once quipped: “The greater part of the human costs of war does not result directly from battle deaths and injuries, but rather ‘indirectly’ from the loss of livelihoods caused by the dislocation of economy and society resulting from conflict.” This adds onto the statistics that show that there were between 29 and 36 conflicts in 2003 alone as well as those that claim that since 1980, half of the worlds More Economically Developed Countries (MEDCs) have suffered a major conflict.

TABLE I. ARMED CONFLICTS IN 2003		
REGION	<i>PLOUGHSHARES MONITOR</i>	<i>JOURNAL OF PEACE</i>
Africa	15	10
Asia	15	14
Europe	2	1
Americas	1	3
Middle East	3	3
Total	36	29

Figure 1: Table depicting the amount of conflicts that took place in 2003 in each continent

The “human costs” referred to by F. Steward do not only include poverty and death, but also dislocated communities, destroyed camps, increased crime, the spread of both death and diseases over wide areas, as well as the disruption, or even the cessation, of national educational services. The economic effects of war include a decreased or destroyed Gross Domestic Product (GDP), along with savings and tradable goods being fractions of what they were at pre-conflict times. Additionally, the governance institutions of the region have either being compromised or disabled as a result of the conflict. Finally there are significant social and physical barriers that contribute to damages against national infrastructure. This makes trade in domestic and international markets harder and thus leading to further exacerbate effects ranging from malnutrition to a damaged economy.

Definition of Key-Terms

Structural Unemployment

- Unemployment due to shifts in an economy including lack of required skill, inability to locate jobs in a specific region as well as unwillingness to work.

Peace dividends

- Money available to a national government during a time of peace where defence spending can be reduced

Comparative Advantage

- Advantage of a firm over its competitors allowing it to have a greater profit and more consumers than other firms.

Spillover

- Secondary effect due to a primary effect.

Externality

- Third party consequence following a two party transaction.

Absorptive Capacity

- The ability of a firm to transform, identify and apply external knowledge.

Handoff

- The act of passing up control over an item and giving it to another person or firm to control.

Microenterprise

- Relatively small business with a small amount of employees (<10)

Background Information

Challenges

There is a plethora of issues pertaining to employment in post-conflict countries (i.e. Sierra Leone). Initially, the labour market issues relating to conflict may lead to structural unemployment which can jeopardize peace & stability. This effect can take up to a generation to be restored to pre-war conditions. Moreover, the causes of conflict may be unrelated to the economy of a country but may be caused by hostilities in the area, political tensions, independence movements or inequality. This, though, does not mean that the economy is not impacted. In fact, the results of conflicts – lack of jobs, opportunities, resources and poverty- tend to worsen the conflict.

If unemployment and other economic mishaps are not addressed in both the short and long term there is a heightened chance of a renewed conflict. World Bank statistics show that there is an average 44% chance that a country will relapse to a conflict within the first five years of peace. This calls for nations to act quickly and with determination in order to both bring and sustain peace, as well as avoid any occurrences that may lead to conflict.

In the occupations department, especially following a war, a mismatch of skills is not a rare occasion as a workforce may become outdated or even deteriorated. When trying to come up with policies to increase employment, governments need to focus on the areas that can trigger conflict first and make sure that those who can hinder any efforts for peace are employed. This includes rebels, soldiers or those leaving conflict or conflict related jobs behind.

As mentioned above, reintegration of ex-combatants needs to be done cautiously in order to prevent a conflict. Despite this, ex-combatants as well as other groups (i.e. refugees) are to be treated with caution. This is the result of differing perspectives on social, legal, political and cultural issues that can spark a conflict.

The biggest challenge towards employment growth is that of the government. In order for these policies to be successful, a country's economy must be stable - which is difficult to do after a conflict. In order to be stable, there must be a demand for a country's

goods on a domestic and international level. Governments will often seek to provide international trade agreements to alleviate this strain. Furthermore, governments have the responsibility to restore all damaged infrastructure (i.e. roads and airports) to promote trade. Despite all having been affected in different ways by a conflict, balancing international trade and the restoration of public infrastructure is a daunting task that many countries struggle to overcome.

Following a conflict, the generation that is most affected is the youth (>25 years). These individuals have been scarred by conflict and will often know no other life than conflict. They may lack the necessary skills to join the workforce and can be trapped in cycles that include violence, malnutrition, poverty, social exclusion and illiteracy. This feature of job creation in post conflict countries is paramount as there is no standard solution that countries and the international community can apply and call for a more personalized approach to resolving the issue.

Opportunities

The transition from conflict to peace brings along the rise in opportunities for social and economic change. This change or recovery must benefit all or most of the population in order to be deemed successful. The way employment here relates is because employment must be used to deliver both economic benefits as well as peace dividends to the affected communities. Furthermore, peacebuilding in communities with those economic benefits and peace dividends should improve the rights of the affected population as well as the inequalities and discriminations of the area and the previous disenfranchised groups such as people with disabilities, women and children. This calls for reforms that are political, economic and in the labour market. These reforms can include changes in infrastructure since it is crucial that these changes increase the use of employment incentive and promote employment friendly techniques, thus increasing employment.

The Role of Donors and Aid

Following a conflict, the creation of jobs is not one of the initial priorities of the donors, yet it is essential in terms of dignity and income since they determine successful

peacekeeping. Additionally, another issue that is raised through the donor aid programs is resource mobilisation since its mechanisms for funding post-conflict recovery are not as well established as those in humanitarian crises. With that in mind, the USAID suggests that humanitarian assistance, (that is, emergency job creation) can and should begin at the soonest possible moment even when there are parts of the country that are still in conflict

How donors can help

A strong and credible government is essential in terms of donor budget support for employment in war torn areas. The aid provided by the donors can be distributed through the central government and then onto the local governments. This builds social infrastructure, enhances economic development and prioritises emergency job creation programs. Donors can distribute aid for job creation in many ways, some being donations to NGOs or communities and may replace budget support.

Employment

One of the most effective ways to stabilise communities and restore peace is through the creation of jobs. Employment is a fundamental basis for the healing and reconciliation of a country after a war. Through employment, there is an increased access to resources, a creation of confidence in the future in terms of the country's market as well as recovery. This causes the moderation of the conditions that may cause a relapse in the conflict.

Job Promotion

Promoting employment in a region is one of the first steps to sustainable peacekeeping. This promotion involves counselling, training as well as retraining, the provision of information about skills required and jobs available as well as placement services. Normally, the short term employment opportunities require little to no training which is normally done on the job, especially in emergency job creation program. Long term promotion institutions however, must be put in place in order to have permanent jobs in post conflict societies.

Effects on Economy and Development

The assumption that a post conflict economic recovery is rapid is wrong. Stimulating economic growth and development after a conflict however, is essential. This growth is mainly stimulated through jobs and when sustained can generate both economic and social foundations which assure stable, long term employment and radical lifestyle improvements. In the local scale, local economic development is directly dependent on the knowledge and commitment of the leaders, businesspeople and civil society within the community while autonomy and reliable, sustainable sources of funding are essential.

Local Development

In terms of development in the local scale, local development improves the standards of living since business investments create more jobs and larger incomes. This calls for local governments to plan economic development activities during the aftermath of a conflict or calls for a local development city council created by donors, the government or a community wishing to take the lead. These councils can focus on the expansion of businesses through startup support, training, and technical support services. The priority objectives of the councils should be to attract investment in the local, national and international scale.

Solving the Issue at Hand: What needs to be done when hostilities stop

When hostilities have ceased there are a few steps that need to be taken in order to ensure the swift recovery of the market. First of all, the basic humanitarian relief needs to be arranged. This requires emergency job creation in order to generate confidence in the peace process for the future. The economic recovery must include handoffs from any emergency job creation project to long term employment. This brings confidence in the peace process and thus must be promoted. Additionally, everything in the peace agreement as well as specific commitments such as demobilization and refugee returns must be completed.

Local and regional emergency job programs are very crucial to stop the hostilities. These programs may include small and local clean-ups as well as basic reconstruction projects. At all times, it is a prerequisite for funding and technical assistance to be available for local economic development work and counselling.

Special Groups

Although international law forbids distributing aid with discrimination on race, nationality, belief, opinion or class during a hostile period, there are factors such as disabilities, age, and sex which can lead to discrimination when handing out aid. When distributing aid, those considered most need to be those who have a previous conflict related employment, are displaced and seeking reintegration in the community, are women and youth or members of a vulnerable group. This does not, however, mean that there should be favouritism in groups since there is a large possibility that this may regenerate conflict.

Women

In hostilities that took place in countries such as Eritrea, Angola and El Salvador, 30% of the combatants were women. The women that did not fight also gained new roles and responsibilities, something that is a crucial step to gender equality. This however, did not last. After conflicts ceased, the female population that was involved with the war became invisible as ex combatants and became invisible to the eyes of the community as well as expected to return to their pre-conflict lifestyle with ceasefire. This does not mean that women should be ignored in the post conflict job creation project since both men and women have the same possibility to be negatively affected by the war, both genders should participate in emergency job creations equally with the same sustainable employment opportunities.

Women need to be financially strengthened to contribute to their community and families. Studies show that there is a relation between gender discrimination and poor development. Financially strengthening women is an important empowerment measure and encourages microenterprise. With microenterprise, women participate in the decision

making process of their families and household affairs. This results in more confidence and helps them become more involved within their communities and aware of their rights.

Children

There is no doubt that the lives of children have not been intervened with during conflict. Children may be forced into the military as combatants or child soldiers leading them to miss out on their education and become illiterate, lose touch with their families as well as live hungry and with illness. This leads to a general fear among the youngsters calling for rebuilding their lives. Children reintegration needs support, counselling and security as well as post conflict equivalents for their role at war. The jobs available are usually given to the older and more experienced, requiring training, educational programs, and better integration in the labour market for future employees. This is an obstacle for children wishing to contribute to their family's income and leads to youth unemployment as a result.

People with disabilities

Following a conflict, there are more disabled people in the aftermath than in normal situations. The "newly disabled" include wounded ex-combatants, injured civilians and soldiers, mine victims, malnourished people, those mentally and physically ill or disabled due to war, malnutrition, disease and untreated infections.

The Swedish Disabled International Aid Association has suggested five principles for policy framework in terms of post-conflict development. The first one is social protection in terms of housing, health care, rehab, as well as provision of access devices. The second one is access to education, income and employment opportunities, information and credit. The third one is to give those with disabilities consciousness of their own needs and rights as well as make them aware of the consequences society can face for their attitude. The fourth principle is that disabled people have an equal opportunity in influencing decisions and the creation of policies in communities. Finally, the fifth principle wants to give disabled people the right to take initiatives and assert their influence in all sectors as well as be aware of their rights. In this way, they will have a larger control of their sources and benefits.

Major Countries and Organizations Involved

Somalia

Following the conflict in Somalia, the policies implemented were unsuccessful leading to a lack of job opportunities. This, however, resulted into a demobilization failure since ex-combatants were able to rekindle the conflict.

USAID

USAID claims that it takes the need of job creation in post conflict communities seriously. It also states that it includes job creation in its humanitarian programming and has published a paper on how to assist Internally Displaced Persons (IDPs), with the five phases of addressing displacement being: preparedness, early emergency, maintenance, reintegration and development.

During crises, USAID places creating jobs as one of the initial courses of action in its programmatic options along with income reforms and school enrolment increase, especially for populations that are underserved.

In terms of funding, the USAID gives special funding to NGO's working with affected and vulnerable children which are not taken care of. It also provides assistance to war victims and the disabled and works with victims of torture to treat them as well as their families from the physical and psychological pain they underwent through. These funds have the following names: Displaced Children and Orphans Fund, Leahy War Victims Fund, Victims of Torture Fund.

When aiming for development, USAID has prioritised engaging foundations, corporations, NGOs with assistance program and forming co-investment programs for development such as the USAID-Chevron Texaco one which aimed to develop the agricultural sector of Angola.

International Labour Organisation (ILO)

The ILO has worked in Timor-Leste since 1999 through skills training projects, inclusion of the disabled, improving labour mechanisms and relations as well as capacity building.

Office of Transition Initiatives (OTI)

The OTI is a USAID Office which has worked in 2000 in Kosovo to initiate transitions for the improvement of the community council and provide local factories with funding for purchasing raw goods to increase their employee number and provide work to more people. In 2001, OTI began to work in Colombia, with reintegrating children that were either captured or had escaped from being child soldiers into society. OTI worked with counsellors, educators and doctors to meet the needs of the children in order to help them recover. In addition to that, the work of OTI leads the Colombian government to review their previous laws on children in terms of ex-combatants and created new legislation regarding the matter. In 2002, OTI worked in Afghanistan, where it financed the construction of a factory in order to create more employment opportunities for the civilian population.

United Nations Development Program (UNDP)

The UNDP has launched the “Community Action for the Reintegration and Recovery of Youth and Women in the Democratic Republic of Congo” project as a women- oriented program that would increase the role of women within the society.

Sierra Leone and Liberia

Some of the priorities of the newly-elected governments of Sierra Leone and Liberia following their individual conflicts were to solve the issues of refugee and displaced persons settlement as well as reintegrate ex-combatants into the society. The Disarmament, Demobilization and Reintegration (DDR) programs that were established allowed 70,000 (100,000 in Liberia) ex-combatants to benefit in forms including skills training, short-term employment as well as subsidies. As a result, the ex-combatants were able to become

reintegrated into their pre-conflict societies without turning back to fighting and possibly another war.

Timeline of Events

Date	Description of event
1919	Formation of the ILO
1961	Formation of USAID
1989	Beginning of Liberian Civil War
1991	Beginning of Sierra Leone Civil War
1994	Office of Transition Initiatives (OTI) Formed
1997	End of Liberian Civil War
1999	Beginning of Second Liberian Civil War
2002	End of Sierra Leone Civil War
2003	End of Second Liberian Civil War
2005	UN Peacekeeping Commission set up
2006	"Infrastructure for Employment" Program launched in Liberia

Relevant UN Treaties, Resolutions and Events

UN Peacebuilding Fund (PBF)

The UN Peacebuilding Fund supports over 25 countries in terms of funding. After being established in 2006, the PBF aims to support peacebuilding and peacekeeping activities in post conflict regions through funding in order to stabilise new governments, institutions and authorities.

UN Peacebuilding Commission

The UN Peacebuilding Commission (PBC) is an intergovernmental organisation which both supports and enhances peacebuilding operations in post conflict region It was established in 2005, following the 60/180 General Assembly resolution and the 1645 Security Council

resolution. Its goals are to bring together all factors that play a role in integrating peace and recovery after a conflict, to lay the foundations for sustainable development, and, to recommend improvements both within and outside the UN in post conflict strategies.

Previous Attempts to solve the Issue

One approach to solving the issue is the Community Based Rehabilitation approach (CBR). Through CBR, medical care is combined with physical rehabilitation leading to empowerment. Additionally, Social inclusion is derived from the joint participation of the disabled into the community. It is cost effective and improves integration and finally, the CBR can occur during times of conflict and peace, with efforts to heal the society and reform the social sector.

Another approach is that of donors. As mentioned above, donors play an important role in the peace building process. One of the largest donors, the UN has assisted financially countries in post conflict crises such as Sierra Leone and Liberia in order for their people to escape poverty and the will for another war. The assistance of the UN can be seen through loans and grants as well as short term employment projects that keep people busy, employed and well nourished in comparison to the conflict period.

Possible Solutions

It is rather obvious that policies mean little or nothing if they're un-implementable. This means that economic policy framework needs to be able to keep inflation at an acceptable level without becoming an obstacle for socio-economic recovery and job creation. In fact, inflation must be regulated; however low inflation in the first year of peace is unreachable and unnecessary. While economic policy needs to assess spending partners and amounts for the backup plan in case a donor does not assist, the major objective for reviving a country's markets and economy is to increase access to international markets through trade. More trade tends to lead to more jobs and friendlier taxes to businesses in order to encourage the creation of some or to attract others' investments. This is because it

is crucial for policies after a conflict to be liberal in order to be able to support and facilitate a country's private sector as well as its investments and job creation and opportunities

Creating a Policy Friendly Environment

With the ceasing of gunfire, countries tend to rely on the private sector for economic growth and employment since its successes and failures are key factors in the country's long term stability. There are however, certain factors determining the vitality of the private sector. The first factor is governance, the second is socio-economic policies and the final one is institutional foundations. These three factors highlight just how important a transparent and honest framework is when trying to regulate a country, economy or community. Additionally, it is suggested that instead of being isolated from each other, the government and private sector should work together as social partners to maximise the chances of peace and encourage long term growth in the economy and for job creation.

When creating economic policies for sustainable growth though, it is important to keep in mind three economic factors. First of all, good policies are necessary. Secondly, business operations need to be facilitated by economic governance, and finally, there needs to be a responsible macroeconomic management. These, along with early implementation will lead to faster, more stable and broader economic recovery. On the other hand, social policies are slightly different. Social policies need to be responsive and inclusive. An example of this may be healthcare. Additionally, they need to show that a government's goal is to have peace and reconciliation. Finally, they need to embed emergency job creation and employment promotion in their long term activities.

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