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Creating and facilitating employment in post-conflict environments



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Introduction

Lakhdar Brahimi states that "the end of fighting does propose an opportunity to work towards lasting peace, but that requires the establishment of sustainable institutions, capable of ensuring long-term security". When a country is affected by a conflict it leads to terrible human loss and physical devastation; it also leads to the breakdown of the systems and institutions that make a society work. Those are the systems that need to be revived. Failure to keep the peace is a common occurrence. This is why a "post-conflict" designation can be fleeting and imprecise: it may only describe a country's situation for a short time unless necessary and effective measures are put in place. Large numbers of unemployed are among the factors likely to destabilize the peace process, which could lead to renewal of conflict.

It is primordial to understand how each economy works and are different from each other. We can categorise economies according to three criteria: Poverty and lack of opportunity, with economies that have very low incomes differentiated from middle- or upper-income economies. Along with poverty comes a particular economic structure (heavily based on primary production), poor human capacities, and a lack of good employment opportunities. It is also often associated with high debt. Appropriate policies for this category of countries are likely to differ from the middle- or upper-income countries. Also, countries with considerable high-value natural resources generally face a very different (more favourable) situation with respect to resource constraints, and (less favourable) to the possibility of conflict recurrence. Post-conflict policies need to be designed to take these differences into account.

Definition of Key Terms

Organized Crime



Ongoing conspiratorial enterprise engaged in illicit activities as means of generating income. Structured like a business into a pyramid shaped hierarchy, it freely employs violence and bribery to maintain its operations, threats of grievous retribution to maintain internal and external control, and thuggery and contribution to election campaigns to buy political patronage for immunity from exposure and prosecution.

Genocide

The deliberate and systematic extermination of national, racial, political, or cultural group.

Conflict

There are three types of conflict recognized in international relations: interstate, internal or intrastate and state-formation conflicts. Interstate conflicts are violations of the state system by an external force or disputes between two states. Internal and state formation conflicts include, but are not limited to, territorial conflicts, ethnic and civil wars, anti-colonial struggles, autonomous and secessionist movements.

Post-Conflict

“A conflict situation in which open warfare has come to an end. Such situations remain tense for years or decades and can easily relapse into large-scale violence” (Junne, G. & Verokren, W. (Ed). *Post-conflict development: meeting new challenges*. 2005, Boulder, CO)



General Overview

Post-conflict zones



“How global map of war will change”, Professor Harvard Hegre, <http://www.dailymail.co.uk/news/article-2237378/Peace-time-Scientist-makes-bold-prediction-war-wane-halve-40-years.html>

Between 1946 and 2001, there were 220 armed conflicts in the world, half of them since the end of the Cold War in 1989/90. In the overall figure, this includes, more than 140 civil wars, with 20 million casualties and 67 million displaced persons. The number is even higher today as a result of a combination of interstate, internal and internationalised internal wars in countries such as Iraq, Afghanistan, Sudan and the Democratic Republic of Congo. The human cost of armed conflicts is, in fact, even greater than the data suggests because civil wars are not the only form of organised aggression and brutality. Intercommunal violence, coups and high levels of organised crime, even genocide, have occurred in many countries.

The shortage of highly skilled and professional personnel is a major obstacle to economic development in all developing low income countries, it is the post-conflict countries that are likely to feel their absence most acutely. The reason is that, because of their social standing and influence, these individuals could make a major contribution to the process of

reconciliation and reconstruction and in this way increase the likelihood of sustainable peace. More difficult to assess its long-term impact, is the effect of radical changes in the social cohesion of a post-conflict environment: its social structures, responsibilities and norms break down. The changes will affect especially some vulnerable members of society such as children and old people. As a result, the state in post-conflict countries (such as Iraq) finds itself with much greater social responsibilities than before the conflict at a time when it is least able to discharge them.

In addition to their heavy human cost, civil wars, especially those of long duration, also destroy physical capital and make it obsolete, reducing further productive capacity of a post-conflict country. Unemployment levels will be high and employment opportunities will remain limited for some time, as it may take post-conflict countries up to five years, even longer in some cases, to become able to use external assistance effectively.

It is important to understand that unemployment is a critical factor leading to conflict; that employment is a casualty of conflict; and that therefore the creation of jobs should be a priority in post-conflict situations. This is in order to make the recurrence of conflict less likely as well as to generate spread incomes and production.

Employment policies in a post-conflict setting

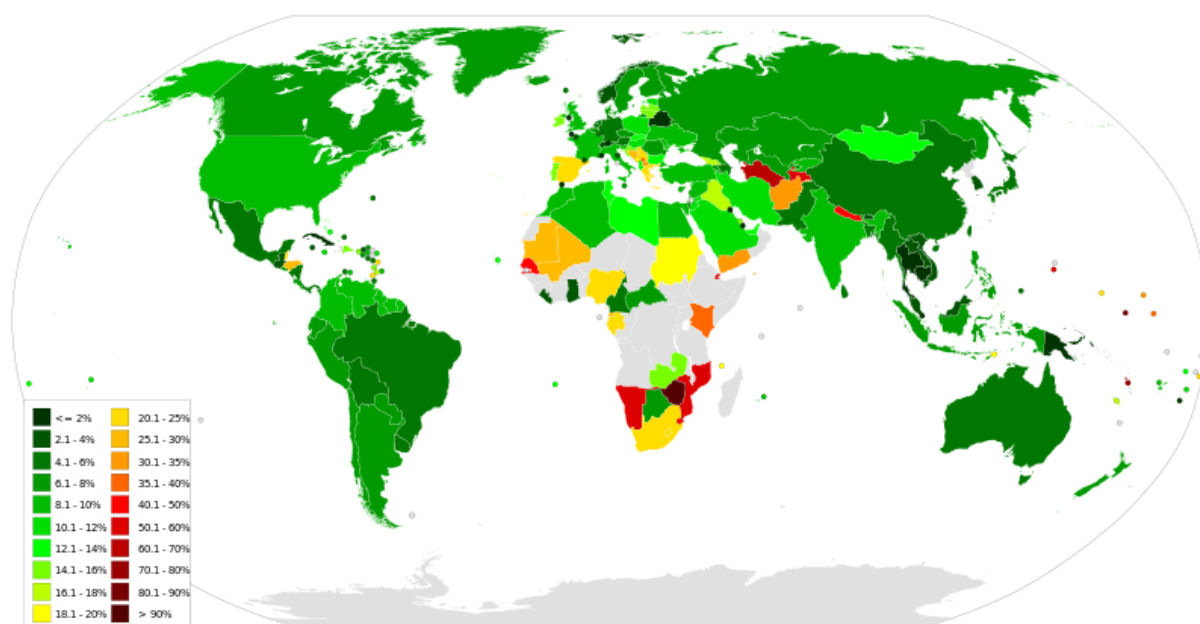
Post-conflict policies done by the UN have three aims: reconstruction of the economy, reintegration of those who fought and the displaced, and addressing the root causes of the conflict. It has long been decided and recognized that employment has a bearing on all three. For example, a report by the International Labour Organization states “acknowledged that employment creation was critical for building sustainable peace”. Or, another statement: “In post-conflict situations, employment is vital to short-term stability, reintegration, economic growth and sustainable peace” (United Nations 2009)

Key challenges and opportunities for employment in post-conflict settings

Employment enables conflict-affected men and women to establish sustainable livelihoods: they are essential peacebuilding tools. Employment growth facilitates broad, inclusive recovery and is of key importance in sustaining the reintegration of male and female ex-combatants and returnees. Promoting employment growth is difficult in peacetime, and doubly so in post-conflict situations. This is because conflict destroys infrastructure, stalls private investment and exports, damages the social fabric, destroys jobs and drives down wages. Post-conflict situations are also often characterized by the added burden of

uncertainty and insecurity, including theft and looting. The main challenge for post-conflict employment is to effect the transition from aid supported employment generation to sustainable, unsubsidized private and public sector job growth. Another challenge would be creating youth employment opportunities: the victims and perpetrators of conflict include a disproportionate number of workers in the 15-24 age groups. Even in peacetime youth unemployment is often triple average rates. Not only is the post-conflict local economy too small for young workers to get their first job or start a business, but young workers are often victims and ill-prepared to enter the labour market or start their own business. Other challenges would be:

- armed conflict employs and gives powers to the young, but often in a negative way
- employment and reintegration need functioning markets for labour, but also for goods and services
- Urban and rural areas present very different challenges with regard to employment and reintegration in the post-conflict context
- Markets for labour and goods benefit from clear delineation of individual and community property rights



“World Map of countries by rate of unemployment”, https://commons.wikimedia.org/wiki/File:World_map_of_countries_by_rate_of_unemployment.svg. We can clearly see higher unemployment rates in post-conflict countries situated in the Middle-East and Africa.

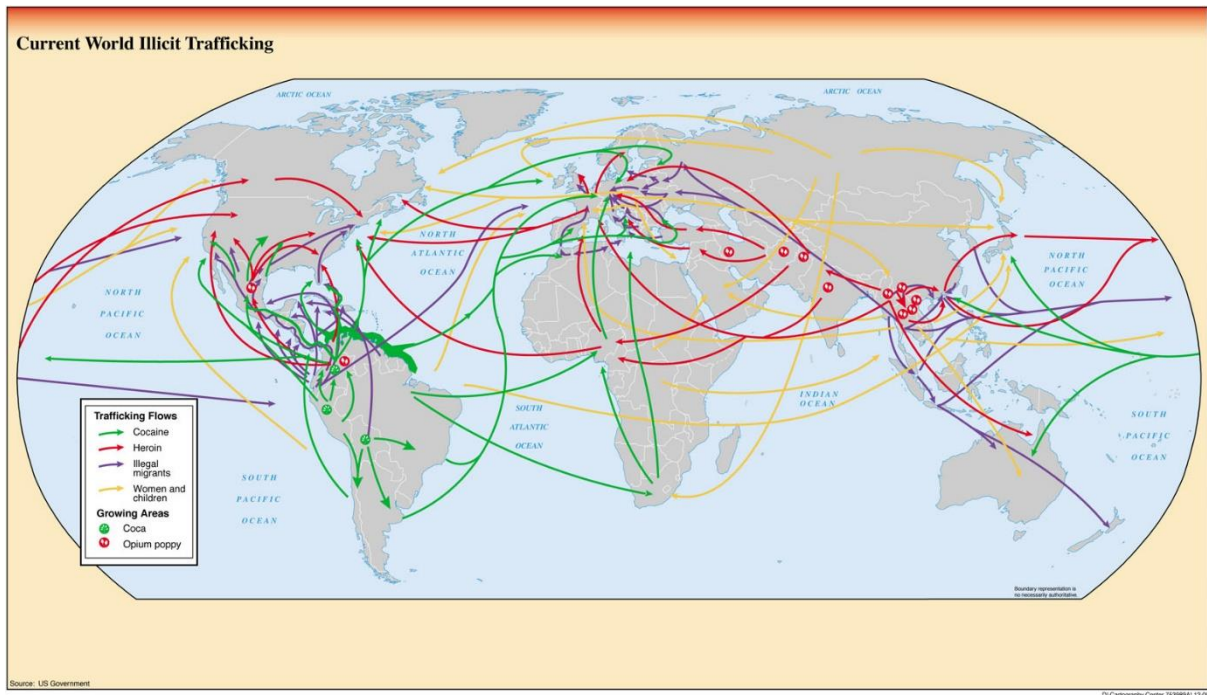
Although there are many challenges that follow post-conflict employment, we can still find opportunities. The end of conflict creates a window of opportunity for social and economic reform. Peace negotiations and the post-peace agreement phase can be

opportunities to implement political and labour market reforms that improve the status of women and previously disenfranchised groups. Also post-conflict relief and reconstruction activities can provide young workers with their first experiences of organized work, facilitation what is commonly a difficult transition to the workplace. This is especially an opportunity for young women whose domestic obligations may previously have limited their access to work or educational activities. Women previously restricted to unpaid and informal markets may also gain access to formal, organized work. Other opportunities would be:

- investment in small-scale agricultural production can deliver multiple and rapid benefits in post-conflict settings
- The surge of aid directed to infrastructure investment can make use of labour-intensive and labour-friendly techniques

Black Market

A black market underground economy or shadow economy is a clandestine market or transaction which has some aspect of illegality or is characterized by some form of noncompliant behaviour with an institutional set of rules. There are several reasons why black markets form: to avoid government price controls or rationing of goods, to avoid paying taxes on the goods or service, and to obtain goods or services that the government does not want people to have. Avoidance of government control is widespread, particularly during times of war or natural disaster. Goods may be in short supply and consumer use is restricted to ensure that the government has adequate resources for the war or rebuilding effort. In general, black market activity will support a larger fraction of the country's economic activity. The very basic principles of supply and demand play a key role in black markets. They will continue to expand as long as sellers can be matched with buyer. Black markets account for a substantial portion of Gross National Product (GNP) in various countries worldwide.



“Current World Illicit Trafficking”, 2013, <https://blog.richmond.edu/livesofmaps/2014/10/03/current-world-illicit-trafficking/>

This map shows how due to conflicts in countries illicit trafficking flourishes easily, therefore their presence is higher in unstable states.

Black markets flourish in most countries during wartime. States that are engaged in total war or other large-scale, extended wars often impose restrictions on home use of critical resources that are needed for the war effort, such as food, gasoline, rubber, metal, etc. One of the most significant ways the black market affect our economy is through employment. Some estimates place the worldwide employment in the black market at 15%-18%. Also, by avoiding taxes, the various governments tend to lose revenue amounting to millions of dollars, which otherwise would have been used for the benefit of countries and their citizens.

The management of black markets in post-conflict countries is therefore very important for the much needed economic growth of the state.

Major Parties Involved

Libya

In 1951 Libya achieves independence. Following a 1969 military coup, Col. Muammar al-QADHAFI assumed leadership and began to espouse his political system which was a

combination of socialism and Islam. During the 1970s, he used oil revenues to promote his ideology outside Libya, supporting subversive and terrorist activities that included the downing of two airlines. UN sanctions in 1992 isolated QADHAFI politically and economically following attacks; sanctions were lifted in 2003. Protesters, in early 2011, were brutally cracked down by QADHAFI's forces which spawned into a civil war. After months of fighting the government was toppled and the National Transitional Council (NTC) was put in place. In June 2014 the House of Representatives (HoR) was created and in 2016 the HoR voted to approve the Libyan Political Agreement, including the Presidency Council, while voting against a controversial provision on security leadership positions.

With the countries plunge into civil war, Libya has struggled with its economy that is dependent on oil and gas exports. Libya's economic transition away from QADHAFI's model has completely stalled as political chaos persists and security continues to deteriorate. Libya's leaders have hindered economic development by failing to use its financial resources to invest in national infrastructure. The country suffers from widespread power outages in its largest cities, caused by shortages of fuel for power generation. Living conditions, including access to clean drinking water, medical services, and safe housing, have all declined as the civil war has forced more people to become internally displaced, further straining local resources.

United Nations Development Program

UNDP works in nearly 170 countries and territories, helping to achieve the eradication of poverty, and the reduction of inequalities and exclusion. They help countries to develop policies, leadership skills, partnering abilities, institutional capabilities and build resilience in order to sustain development results. UNDP focuses on helping countries build and share in three main areas: Sustainable development, Democratic governance and peacebuilding, and climate and disaster resilience.

International Labour Organization (ILO)

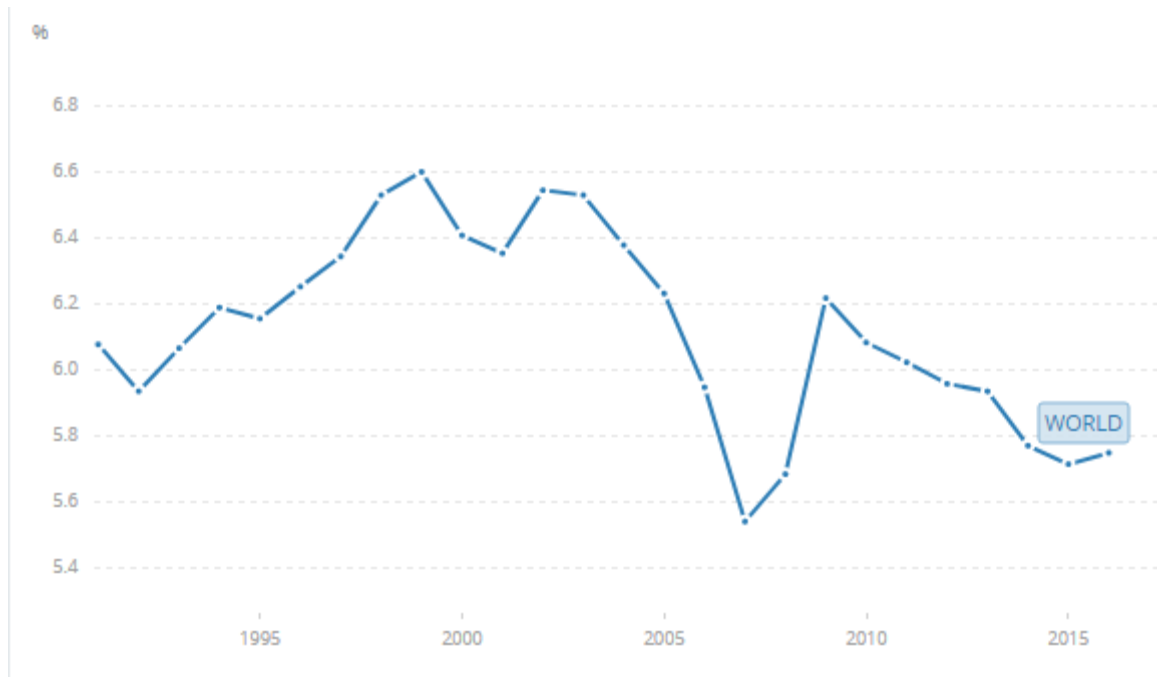
The ILO was created in 1919, as a part of the Treaty of Versailles that ended the World War I, to reflect the belief that universal and lasting peace can be accomplished only if it is based on social justice. The ILO has made signal contributions to the world of work from the beginning. It is a tripartite United Nations agency that sets labour standards, develops policies and devises programmes promoting decent work for all women and men. The ILO is



devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that social justice is essential to universal and lasting peace.

World Bank

The World Bank Group works in every major area of development. They provide a wide array of financial products and technical assistance and help countries share and apply innovative knowledge and solutions to the challenges they face. They have three priorities to guide their work with countries to end poverty and boost prosperity for the poorest people. Helping create sustainable economic growth, the surest path out of poverty. Investing in people, through access to health care, education, water and sanitation, and energy. Building resilience to shocks and threats that can roll back decades of progress.



“Unemployment, total(per cent of total labor force)” World Bank

This graphic is an example of the work produced by the World Bank, it also shows unemployment rates in the world.

Timeline of Key Events

Timeline of events in reverse chronological order leading up to present day.

Date	Description of Event
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February 2017	G20 Employment Working Group, meeting held in Hamburg
2014	End of the Iraq War and Insurgency
December 2009	Rise of unemployment after beginning of the recession
2008	ECOSOC resolution of Promoting full employment and decent work for all
April 2004	UN calls upon all countries to prevent spread of black markets
Late 2000	Great Recession
1930s	The Great Depression

UN involvement, Relevant Resolutions, Treaties and Events

Due to the experience of recent years, the United Nations focus on peacebuilding has never before been so important. This has led to efforts to reduce a country's risk of lapsing or relapsing into conflict by strengthening national capacities for conflict management, and to lay the foundations for sustainable peace and development.

The United Nations has been at the centre of expanding international peace building efforts, from the verification of peace agreements in southern Africa, Central America and Cambodia in the 1990s, to subsequent efforts to consolidate peace and strengthen states in the Balkans, Timor-Leste, and West Africa, to contemporary operations in Afghanistan, Haiti and Sudan.

Important events, resolutions and treaties would be:

- 2005 World Summit: recognizing that the United Nations needs to better anticipate and respond to the challenges of peacebuilding therefore approving of the creation of a new Peacebuilding Commission.
- Resolution 60/180 and resolution 1645 (2005) established by the Peacebuilding Commission.
- In 2002, The ECOSOC Ad Hoc Advisory Groups were established to help define long-term programmes of support for countries emerging from conflict and created two groups on Guinea-Bissau and Burundi.



Previous Attempts to Resolve the Issue

Many organizations- such as UNDP, ILO and other- and projects have aimed to create and facilitate employment in post-conflict environments, may it be through developing education or rebuilding infrastructures.

Multiple studies are made to calculate the unemployment rates in the world (like done by the World Bank) while others take more active positions by economically helping countries to rebuild their infrastructures. We also notice labour and employment ministers being created in multiple countries (such as Germany) with themes such as: “Towards an inclusive Future: Shaping the World of Work”. Also, the G20 has an Employment Working Group where they discuss the measures and potential goals on the topics of “sustainable global supply chains” and “the future of work”. Also in 2004 the United Nations ordered all countries to take strong action to stop the proliferation of illegal products in the black markets.

Possible Solutions

Creating and facilitating employment in a post-conflict environment is not an easy task. There are multiple things that can be done in order to do this: firstly, the state should respect human rights by respecting equal rights and opportunities for all, irrespective of their ethnic origin, race, religion, gender or social class. This can be done by –for example- outlawing all forms of discrimination. In a post-conflict country this can be achieved only by reconciliation that make possible participation of all sections of the community in the collective effort.

Secondly, the state could ensure personal security for all, a priority in post-conflict countries seeing as some have terribly suffered traumatic experiences. Another reason would be that many criminals are freed and used by the warring faction to terrorise the population into submission. This can be done with the potential creation of an impartial, well-trained judiciary and police force that enjoy the trust and respect of the whole community.

Thirdly, the state needs to have the means to provide economic security (particularly in employment and income) for all, so that they can lead a healthy life, be knowledgeable, have resources needed for a decent standard of living and to participate in the life of the community. This demands rapid and effective post-war reconstruction and development. Further providing: employment opportunities for the unemployed on important public and other projects; food, shelter, clothing, medical services and education; clean water and sanitation; and growth of the productive potential.

We could also consider foreign help from major parties but in a way where the helped country does not depend completely off it.

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