

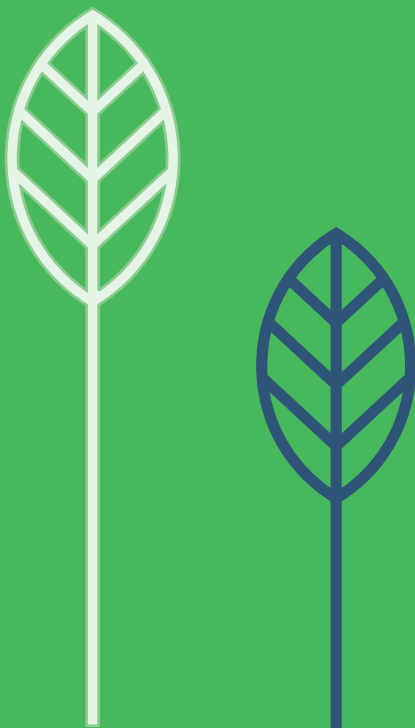
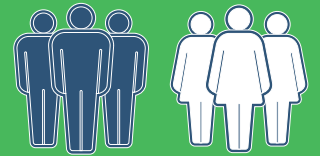


Shared Prosperity Dignified Life



Human capital,

youth and women empowerment, and the integration of militant forces



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NOTE

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This document is one of a set of eight studies² on policy options relating to the socioeconomic vision mentioned above, conducted by ESCWA in collaboration with a group of Libyan experts. These studies are meant to contribute to realising this vision, addressing its challenges, and facilitating the process of drafting policies and developing strategies that take into account its socioeconomic and institutional dimensions.

1 Vision for Libya: towards prosperity, justice and strong State institutions.

2 Titles of these studies:

1. Towards an inclusive national identity in light of a just citizenship State.
2. Social protection system.
3. **Human capital, youth and women empowerment, and the integration of militant forces.**
4. The role of the State in sustainable economic development and the strategic positioning of Libya in the global economy.
5. Strengthening the State authority and the rule of law through a fair and independent justice system, and human security based on human rights and the principles of comprehensive justice.
6. Restoring trust and reconciliations to establish a national charter.
7. Building a State of institutions, regional integration and international cooperation.
8. Mechanisms for economic reform and recovery.



Executive summary

The Libyan economy has remained largely undiversified, relying on oil as its main resource and the bedrock of its gross domestic product (GDP). This has led to limiting the choices available to its youth and labour force, and contributed to reducing its diversity in human capital. That being the case, the private sector has in turn faced constant problems that have prevented its growth.

When it comes to human capital, the most important development to take place during the transitional period has perhaps been the emergence of a youth elite concerned with public affairs. This group of young people has focused on a set of pressing issues affecting the current situation in Libya, most notably issues of freedoms, combating poverty, providing decent employment, women's empowerment and state-building. The transitional period has also witnessed growth in the fields of entrepreneurship, training and capacity-building. In this, however, women have had less access to funding than men. Another phenomenon that has emerged during this period is that of large numbers of young people getting involved in armed militancy, with the aim of securing a suitable income, and as a result of being affected by violent extremist rhetoric. The armed conflict currently taking place in Libya has had dire implications for human capital, when it comes to the process of nation-building and state-building. In terms of nation-building, the conflict has led to large portions of the country's youth abandoning their education and professional employment to engage in armed militancy and fighting for several years. That is

why concerted efforts must be made to achieve the disarmament and demobilisation of those young people, and their reintegration into society. Such reintegration represents a long-term process aimed at ensuring permanent demilitarisation and continued peace.

Reforming the human capital system requires comprehensive planning that would make the issue of human capital its top priority. The diversification of the economy should also be one of its goals, to create diverse sources of income and develop the economy. There is a dire need to reform the human capital system in Libya, especially in terms of legislative reform (legislation connected to labour and the right to work), bringing the mechanism of State appointments under control, linking public sector employment to productivity and incentivisation, and reducing the number of employees being appointed as part of political power-sharing. Social protection mechanisms should also be put in place, to protect workers in both the public and private sectors. The State should put forward suitable plans aimed at revitalising the local economy, achieving economic reform, strengthening an education system rooted in creativity and capacity-building, and providing the funding needed for pilot projects. All of this can be achieved with a unified comprehensive vision, rooted in an all-inclusive socio-economic perspective, that would be able to formulate a deliberate strategy to empower the youth and women, and integrate them in economic and social sectors.

Introduction and historical background

Human capital plays a vital role in achieving development. In fact, the strength of an economy is measured today by the quality of its human resources, as well as the capabilities and sound use of such resources. This has led numerous countries to turn their attention to the issue of human capital. The development of human capital represents an essential element of the socio-economic reform needed for Libya during its transitional period, which began in 2011. In this brief, we will be reviewing some of the most important aspects relating to human capital in Libya.

Population structure and demographic challenges

The population of Libya is estimated at 6.3 million people, with 90 per cent of them living in a mere 10 per cent of its coastal territory. The population density is of about 50 people per square kilometre in the Northern areas of Tripolitania and Cyrenaica, but drops to less than one person per square kilometre in other parts of the country. Those living in urban areas represent about 80.1 per cent of the total population, as per 2018 estimates. The capital city of Tripoli is home to 1,158,000 people, while the second-most populated city in the country is Benghazi, with 801,000 people, closely followed by Misrata, with 799,000 people.

Population growth has dropped from an annual growth rate of 2.17 per cent in 2007 to one of 1.06 per cent in 2018. There are multiple reasons for this, most prominently the reluctance to marry, due to the high cost of living, low wages and salaries, the high cost of marriage and the unavailability of housing. There is also the issue of the loss of life resulting from the wars that have been ongoing since 2011. Indeed, the majority of those lost in those wars have been young people, and this is expected to reflect on future population growth in Libya.

A. Youth

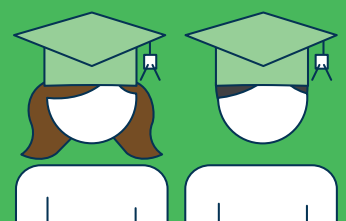
Young people make up 50 per cent of the current population in Libya, and 43 per cent of the country's labour force. They are also considered the most well-educated segment of society, and the one most open to modernity and progress. Indeed, the proportion of young people between the ages of 25 and 29 with no academic qualifications is a mere 12.7 per cent, while those holding high school diplomas make up 77.3 per cent. Yet they are also the age-group most likely to be unemployed and least likely to be engaged in economic activity, as well as the one least represented in positions of decision-making. Likewise, their level of participation in civic and political institutions remains at its lowest.

The population of Libya
6.3 million people

Population growth has dropped

from 2.17 per cent in 2007

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The transitional period has been marked by the emergence of the phenomenon of large numbers of young people becoming engaged in armed militancy. Several factors have converged to cause this problem, most prominently that of attempting to secure sufficient income under difficult economic circumstances, which have grown worse as the conflict has developed. The impact of extremist rhetoric also ranks as a major factor leading a large proportion of young people to become engaged in armed militancy.

When it comes to human capital, the most prominent development to have taken place during the transitional period is perhaps the emergence of a youth elite concerned with public affairs, which has made its presence felt and has been active on several levels. This new elite is made up of male and female experts and activists of various generations. They have focused on a set of pressing issues affecting the current situation in Libya, most notably issues of freedoms, combating poverty, providing decent employment, women's empowerment and state-building. Members of this elite have become specialised in women's empowerment issues, and in mainstreaming the perspectives of social gender and gender equality. The role played by this elite has gained prominence by creating a large number of civil society platforms, and launching a large number of initiatives that have been impactful. A number of such young people have also been appointed to positions in State institutions. This has led to the creation of a partnership between members of this elite on the community side and on the Government side. During the transitional period, this elite has been increasingly interacting with the international community, leading its members to become active in developmental work, and to create partnerships with international organisations and agencies with the aim of providing assistance to marginalised groups. These efforts have been accompanied by the very extensive growth of civil society in Libya. One of the most important accomplishments of this youth elite has been to solidify the process of bringing social classes, from the base to the elites and up to leadership levels, closer together, and to create dialogue and communication channels between them, all while actively confronting patriarchal authority.

B. Women

Between 1950 and 1960, Libyan State authorities exerted enormous efforts to strengthen the status of women and empower them, launching an official legislative movement that aspired to empower the nation in general, and women in particular. A set of laws were also passed to allow for the participation of women in State institutions, but they were subject to much hesitancy and discrimination. More

recently, the Labour Relations Law of 2010, states that there should be no discrimination in wages on the basis of gender, and that "men should not be distinguished from women in employment and wages of equal value". Yet this same law argues that societal realities sometimes impose some form of discrimination between men and women in terms of the type of employment and wages (ESCWA and others, 2018).

Women make up 46.5 per cent of the total population of Libya, yet their level of employment in different sectors does not at all reflect such a proportion. This is especially true under circumstances of insecurity and ongoing conflict, which have had a negative impact on women's participation in the economy. According to data published by the Organisation for Economic Co-operation and Development (OECD) in 2016, the unemployment rate among young women in Libya is as high as 69.2 per cent. Sources and studies available today indicate that the employment rate of women makes up only 26.3 per cent of total employment in the country, and that the rate of participation of Libyan working women does not exceed 50 per cent, except in scientific professions (Bugaghis and Tantoush, 2017). In other professions, including management, agriculture, services, manufacturing and trade, women's representation in the labour force ranges between 3.5 per cent and 21 per cent (Bugaghis and Tantoush, 2017). Similarly, in the business sector, women face challenges to access funding and run their own businesses, and the process of strengthening equal access to resources between genders has only made minimal progress. This has been attributed to social traditions regarding access to financing and land ownership.

As is the case in all conflicts, the level of exposure of women and girls to violence, harm and the effects of conflict has been much greater than it is for men. And while this requires making the legislative environment a safe environment that would offer women protection and security, this legislative environment has in fact remained incomplete, as a result of inaction and neglect. The phenomenon of violence against women, in its different forms, has thus persisted throughout the transitional period. Meanwhile, related violations have worsened, and the legislative movement has failed to provide women with even the bare minimum of protection and security.

Yet the transitional period has also witnessed a new process of institutionalisation of women's participation and empowerment, and an integration of the gender perspective, which has become part of the national public agenda. An elite class of women of all ages has also emerged, and imposed its presence on the scene. This new elite has focused on a number of issues, most prominently that of confronting and putting an end to violence against women, gender equality, mainstreaming the gender perspective, institutionalising women's

participation and empowerment, and correcting negative stereotypes about women. When it comes to civil society, hundreds of platforms have been created, focusing on women's empowerment and gender equality, as well as on making the agenda of women, safety and peace

a national agenda. Those movements have engaged in a variety of actions, including awareness-raising campaigns, capacity-building workshops, and experience exchange sessions on peace-building, mediation and human security.

I. Methodology

Over the course of an entire year, the ESCWA team conducted preliminary studies to identify and analyse the challenges facing Libya, relying on official statements issued by Government officials. The research team then recommended mechanisms for reform, connected to the role of the State in initiating the process of economic recovery and furthering sustainable development, which were presented to 88 Libyan experts, so that they may assess them, suggest additions and provide appropriate clarifications, making use of the best past experiences at the global level. Priority issues were then identified, particularly when it comes to the notion of human capital in Libya and related concepts, ideas and policies, in addition to the issues of women's empowerment and the reintegration of armed militants in society, and especially young people among them. These recommendations were then discussed in a wide-ranging societal dialogue, which included various different social groups, including public

and private sector employees, people with disabilities, and representatives from every region of Libya. This dialogue went on for eight sessions, with discussions involving 262 Libyan participants, and over 857 written submissions received. All of these efforts led to a set of important recommendations and priorities for the preparation of a unified national vision for the future. All of the data previously obtained were then gathered, reformulated and presented in a validation session, with the participation of 81 Libyan citizens of diverse backgrounds.

A historical approach was used for the literature review on the notion of human capital in Libya, while an analytic-descriptive approach was used to address the reality of human capital in Libya, obstacles to its development, and ways to help revitalise it. An inductive approach was also used for analysis and for moving from part to whole.



II. Recommended options and policies

A. Economic policy

The Libyan economy has remained largely undiversified, relying on oil as its main resource and the bedrock of its gross domestic product (GDP). This has led to limiting the choices available to its youth and labour force, and contributed to reducing its diversity in human capital. After oil was discovered in the late 1950s, Libya became an oil-exporting country, and the State adopted a policy of giving priority to research, development and learning, especially when it comes to capacity-building, the improvement of skills, and the transmission of technical knowledge. Within a few years, Libyan cities became cultural and scientific beacons in the Arab region. Efforts were made to diversify the economy by strengthening other economic sectors, such as fishing, agriculture and animal husbandry. The country in fact took great strides towards the diversification of its economy, yet those efforts never reached a level that would allow for such sectors to significantly contribute to the GDP. The country's human capital faced considerable difficulties, as a result of the terrible isolation experienced by Libyan society under the 1992-1998 embargo, which also resulted in a lack of interaction with the international community. Indeed, participation, opening up public space and interacting with the outside world represent the main foundations that would allow human capital to develop in a dynamic way. During this period, State authorities focused on the energy sector, while other economic sectors fell behind.

B. The private and public sectors

The private sector in Libya has faced continuous problems that have prevented its growth. Non-State societal economic activity has been eroded, due to its failure to face the challenges of modernisation, but also due to colonial policies and the undermining of the Libyan economy. With the emergence of the notion of a public and a private sector, which reflects the modern conceptual division of economic activity, State authorities used labour legislation and public sector appointments as a means of empowering the Libyan nation, and strengthening the bonds between society and State. The State also sought to fill the tremendous vacuum in private sector appointments, resulting from the decline of the unofficial economic framework inherited from previous eras, and the weakness of the fledgling private sector (and this problem was never fully resolved). In light of these developments, State authorities started to monopolise employment, and the State became the main

employer of the vast majority of Libyan citizens.

No legislation was issued that would have contributed to developing the inherited unofficial economic framework, or making the new private sector a real partner in economic activity. Likewise, no legislation was issued to incentivise women's participation in the fledgling private sector, such as to match women's participation in the public sector.

C. Resolving the issue of migration

Over the past years, passage across the Mediterranean has become the main channel of migration from Africa to Europe, with Libya becoming the main point of departure for successive waves of migration. In 2011, the International Organization for Migration (IOM) estimated the total number of foreign nationals living in Libya at about 2.5 million. The IOM also recorded 768,372 migrants leaving Libya as a result of armed conflict during the 2011 crisis. There are now about 800,000 migrants on Libyan soil benefiting from free medical services and subsidised fuel, and owning businesses in the unofficial private sector without paying any fees or taxes to the State. The continued influx of migrants perpetuates smuggling and criminal activity, strengthens relations between migrants and other social groups, and implicates Libyan citizens in providing migrants with unlawful services. This in turn leads to the prevalence, normalisation and spread of criminal activity in society. The increasing numbers of migrants have affected the ability of Libyan workers to find suitable employment. Meanwhile, their inability to reach their European destination is leading many migrants to try to remain in Libya, which is resulting in demographic change, as it becomes necessary to grant them rights of citizenship and nationality.

D. Education and training

The education sector in Libya is facing problems in its performance and its ability to prepare graduates for the local and international job markets. When it comes to higher learning, there are 17 licensed universities, and over 100 technical and vocational institutions working in Libya. Yet those universities and institutions suffer from weak achievement programmes, and have been unable to keep up with scientific and technological advancements. When it comes to institutes and training centres, Libya has established a Technical and Vocational Education and Training (TVET) institute, which was supposed to train Libyan workers and prepare them to meet the demands

of the market. Yet technical and vocational training is currently taking place in relative isolation from the job market, creating a gap between skilled and unskilled workers. In fact, the private sector is having difficulties finding skilled workers on the Libyan market, with Libyan employees constantly complaining about their work, and often displaying problematic behaviour such as irresponsibility. All of these problems have created an incompatibility between the education system and the demands of the market, which in turn has provided an opportunity for foreign workers to fill the vacuum (Abuhadra and Ajaali, 2014).

E. Employment and unemployment

Libya has one of the highest unemployment rates in the world, especially when compared to high average employment rates. In 2012, the unemployment rate in Libya reached 19 per cent, and remained about the same until 2019, when it dropped to 17.3 per cent, an average it is expected to maintain for the foreseeable future. Among young people in 2015, the unemployment rate was as high as 47.7 per cent (Trading Economics, 2021; BTI, 2018).

Employment in the public sector continues to attract job-seekers, with Government employment accounting for 85 per cent of all Libyans in the job market (numbering about 1.8 million workers). Statistics from the Ministry of Finance, dated May 2013, show that the Government paid the salaries of 1.486 million employees in April of the same year. In 2017, the total number of public sector employees reached 1.569 million, according to data from a Court of Accounts report dated that year.

The public sector in Libya is greatly affected by the employment of workers who are in fact inexistent (as reflected in the phenomenon of "ghost workers" or fictional employees, or in that of redundant employment). This is a practice in which salaries are paid to employees who never show up to work or contribute any productivity to the workplace. State officials estimate saving as much as 5 billion Libyan dinars of the yearly State budget, which had been spent on fake and duplicated salaries since March 2015. Indeed, more than 100,000 national ID numbers were identified as duplicated, and multiple salaries were discovered to have been paid to individual employees, each claiming between 2 and 8 positions (Libya Administrative Control Authority, 2017; Abuhadra and Ajaali, 2014).

When it comes to employment in the private sector, some international reports estimate the sector to employ as little as a mere 4 per cent of the country's labour force, with private sector employees numbering about 200,000. Unregulated employment in Libya, on the other hand, is estimated to involve 40 to 60 per cent of the country total labour force. Estimates by the European Training Foundation (ETF) indicate that between 1.2 and 1.6 million people are engaged in unregulated labour in Libya, particularly in sectors such as agriculture, construction and retail. It should be mentioned here that unregulated employment provides income-seekers with ease of access to jobs, with little paperwork or procedures. This form of employment has had a negative impact on State revenue, as unregulated workers do not fulfil their tax obligations towards the State (African Development Bank, 2011; Abuhadra and Ajaali, 2014).

Unregulated
employment
in Libya is
estimated at
40 to 60
per cent

Between **1.2**
and **1.6 million**
people are engaged
in unregulated
labour in Libya

Seats won by
women:
17 per cent
in the General
National Congress
elections

16 per cent in
the House of
Representatives
6 per cent in the
Government of
National Accord

1 per cent in
the Interim
Government



Private sector employees in Libya are not very different from public sector employees, in terms of their lack of experience, underachievement, and educational knowledge not matching the needs and requirements of the market. This has been reflected in low salaries and wages in the public sector, and a preference for hiring foreign labour, especially when skilled.

F. The integration of militant forces

The armed conflict currently taking place in Libya has had dire implications for human capital when it comes to the process of nation-building and state-building. In terms of nation-building, the conflict has led to large portions of the country's youth abandoning their education and professional employment to engage in armed militancy and fighting for several years. It has also led to division, polarisation, confrontation and fragmentation in the country's social fabric, between different social groups (including women and young people), on the basis of regional (East-West), tribal, ethnic, cultural and social (sedentary-nomadic) differences.

That is why concerted efforts must be made to achieve the disarmament and demobilisation of those young people, and their reintegration into society. Such reintegration represents a long-term process aimed at ensuring permanent demilitarisation and continued peace. Efforts to rehabilitate militants and integrate them into society include a set of steps to be taken, chiefly that

of reforming institutions (prisons; schools; social service systems, including healthcare systems), as well as a civic action training programme (human rights; peace-building; media literacy), and sound religious education.

G. Women's empowerment

Despite the role played by women as essential partners in society, there nonetheless remains a kind of exclusion and marginalisation of women during the state-building phase. The fact is that women's participation in political life in Libya has always been limited. Thus, for example, the number of seats won by women in the General National Congress elections made up about 17 per cent of all seats. Similarly, the rate of women's representation reached 16 per cent in the House of Representatives, 6 per cent in the Government of National Accord, and a mere 1 per cent in the Interim Government – despite repeated calls by the United Nations to adopt a quota of no less than 30 per cent for women's representation.

The absence of a principle of equality, and of mechanisms that would ensure that women are not discriminated against (especially when it comes to political and leadership positions, and certain ministerial portfolios), represents a challenge that must be resolved. Moreover, the role played by religious rhetoric and its effect on Libyan society, which sometimes takes the form of violence against women, must not be overlooked (Obeidi, 2013; Bugaighis and Tantoush, 2017).

III. Moving forward

A. On economic policy

- Determining the economic identity best suited to the Libyan economy, and designing an alternative economic model that will form the basis for developing suitable public State policies, as well as strategies and action plans.
- Developing strategies to diversify the local economy, and focusing on competitive sectors that would create new jobs.
- Working to repair and develop the industrial sector, and restructuring it; allowing the private sector to contribute to the ownership and management of industrial enterprises, and reducing the role of the public sector in this regard.
- Restructuring, reorganising and developing non-oil sectors; diversifying the national economy; taking advantage of oil revenue to fund and develop diversification.

- Including mechanisms in the new economic system that would ensure impoverished and marginalised social groups access to public services and the right to live with dignity; giving priority, inevitably, to low-income communities, the dispossessed, the youth and women.
- Establishing research centres focused on identifying economic indicators and gathering data and knowledge on economic activity.
- Imperatively including the participation and representation of all segments of the population, including women and young people, in economic activity, from the early stages of planning for economic projects and throughout their implementation.

B. On the public and private sectors

- Reconsidering current legislation and procedures relating to trade and to employers, and in particular

legislation relating to small investors. Indeed, it is very important to provide guarantees to the private sector, as this would incentivise employers to develop it. Similarly, legislation relating to taxes and to setting up companies needs to be reviewed and developed, so as to match international standards.

- Resolving the challenges of funding, such as: the public sector's ownership of commercial banks; the limited financial experience of employees, the lack of incentives and prevalence of low salaries in the banking sector; the difficulty of allowing for foreign banks and finance companies to enter the Libyan market; and the absence of institutions specialised in examining the liability and financial background of debtors on behalf of lenders.
- Creating industrial areas, and special areas for industrial activity, such as work yards and incubators. Indeed, allowing the industrial sector to set up incubators and industrial areas, and encouraging industrial projects, would provide locations and job opportunities for small businesses, especially those run by women and young people.
- Reducing State interference in the private sector. This would make it imperative to eliminate ill-conceived lending mechanisms from specialised banks to specific segments of society, which are often steeped in corruption and clientelism, and thus lead to an absence of competition.
- Ensuring transparency and combating unlawful mediation. This would require the State to take outright steps to combat corruption and strengthen the principles of transparency, so as to afford everyone a fair chance.
- Ensuring justice in the creation of opportunities, and in competition between public companies owned by the State and private sector companies. Indeed, public companies represent a major challenge for the private sector, as companies owned by the Libyan State receive financial support to cover their expenses, are given priority to open documentary credits to import what they need, and are most often exempted from taxes and customs duties.
- Supporting the creation and development of small, medium-sized and micro businesses, without any interference from the State. This can be done by building a suitable infrastructure, providing mechanisms and sources of financing, revitalising the role of loan insurance providers (while limiting their interference in decision-making), finding solutions to real estate ownership problems, and providing guarantees to commercial banks.
- Strengthening the principle of fair opportunity in employment and in appointments, linking work in the public sector to productivity, providing employees with increased incentives, and limiting appointments based on political power-sharing. This can be done by enforcing and implementing existing laws, and promoting a culture of sound work ethic.
- Developing existing legislation relating to business (such as labour laws, social security laws, health insurance laws and trade laws) to ensure social protection and help create a viable and productive business environment. At the same time, related legislation should be reviewed, with the aim of enabling the private sector to perform its function of revitalising and diversifying economic activity. Economic policies should also be developed that would determine the benefits the private sector should be afforded, and the role the State should play in professional education. This would include drafting policies to identify laws that are impeding the process and should be amended or



revoked, within a framework with a grasp on general civil law, and issuing executive regulations for laws that have been passed (indeed, there are a number of executive regulations connected to the business environment that have not been issued since 2010).

C. On migration

- Working to unify international efforts to combat the phenomenon of illegal migration, and making use of international covenants as instruments for combating illegal migration. Those would include the United Nations Convention Against Transnational Organized Crime and the Universal Declaration of Human Rights, as well as secondary covenants, such as the United Nations Convention on the Law of the Sea and the International Convention on Maritime Search and Rescue.
- Supporting the role played by international and regional organisations in combating illegal migration, preventing and combating smuggling, protecting human rights, and strengthening cooperation between the countries affected by migration waves.
- Working to achieve partnership with neighbouring countries, and other parties concerned, to fund and implement development projects in migrants' countries of origin, which would focus on providing healthcare, education, training, infrastructure development and more.
- Working to develop the means of combating illegal migration, and drawing on lessons learned from the experiences of other countries.
- Working to implement the sanctions and penalties set by Libyan law for illegal migration, for employing illegal migrant workers, for committing one of the acts falling under illegal migration, and for migrant-smuggling organised gangs; and working to confiscate the funds collected from such criminal activity.
- Combating corruption and corrupt officials implicated in illegal migration.
- Working to develop the country's security apparatus and border protection system.

D. On education and training

- Improving education outcomes and developing training centres to match both international standards and the needs and requirements of the market, so as to allow graduates of both genders to find employment in the private sector and in foreign companies; and improving the overall capabilities of public sector employees.
- Reconsidering the mechanisms that govern the work and outcomes of training centres, especially as those centres are expected to play a major role in rehabilitating public sector employees and integrating them into the private sector if they lose their positions in the public sector.

- Developing educational curricula and training mechanisms, with the assistance of international centres specialised in training trainers and updating curricula. Indeed, relying on local expertise alone would not enable the education sector to improve, and would limit the ability to transmit knowledge.
- Working to revitalise foreign support for education and training institutions, by drawing on the experience of international training centres and universities, forming international partnerships, and taking part in twinning programmes with renowned institutions and research centres.
- Focusing on scientific research and development, and continuing to match education outcomes to the needs of the market, so as to ensure continued improvement and provide the needs of the market in terms of skilled labour.

E. On unemployment

- Developing suitable action plans to decrease employment in the public sector and provide alternative job opportunities in the private sector.
- Driving towards the diversification of the economy; supporting private economy-building, especially small and micro businesses; opening up investment opportunities that are expected to create sufficient jobs to absorb the excess employment from the public sector.
- Providing real social protection mechanisms capable of protecting workers in both the public and private sectors, such as health insurance and social security. Indeed, strengthening institutions connected to labour would in turn strengthen employability and social protection, the latter ranking as one of the main goals of the current social dialogue taking place between the different segments of Libyan society.
- Developing plans to revitalise the local economy, stimulate job opportunities and increase productivity, by developing the capabilities of local governance bodies, commercial service providers and other associations.
- Creating sustainable job opportunities that would ensure dignified work and a decent life for everyone. This can be achieved by supporting and developing macroeconomic policies, financial policies, active job market policies, labour laws and investment policies, all while supporting employment-generating sectoral policies. The role of the State in the economic sector should also be redefined.
- Offering tax exemptions to large-scale projects during the reconstruction phase, if they associate with small and medium-sized businesses, as well as tax exemptions for building hospitals and schools.
- Providing the funding needed for small and medium-sized businesses.

- Focusing on technical and artisanal work, by reforming the artisanal and handmade work system. This would require conducting studies on the number of factories and institutes specialised in technical and artisanal work, and the possibility of developing them to keep up with technological change and the requirements of the market. It would also require raising awareness about the importance of artisanal work, and strengthening and developing technical institutes and universities.
- Working to improve the outcomes of the education system, restructuring it and steering it towards technical education.

F. On the integration of militant forces

- Developing a unified and comprehensive vision for the integration process, rooted in an all-inclusive socio-economic perspective.
- Preparing a suitable approach for gathering information, data and statistics on the ground.
- Creating a real political will to deal with the issue of the militarised youth.
- Working to psychologically rehabilitate young militant fighters before integrating them.
- Working to dry out the sources of support and funding armed militant groups rely on.
- Ensuring that the integration process includes all segments of society (armed fighters, the displaced, women, people with disabilities, those returning to Libya, etc.).
- Having the processes of integrating militant youth and women's empowerment be rooted in a social approach.
- Developing and strengthening sources of human capital, such as labour unions, syndicates, cultural clubs, athletic clubs, student unions and civil society organisations.
- Working to include the participation of the international community in the process of integrating militant forces. This can be done by adopting a holistic multidimensional

approach. Thus, there is the security dimension, embodied in the need to prevent the influx of illegal weapons, reform security institutions, and rebuild them on a rights-based developmental foundation that adopts the gender perspective. But there is also a socio-economic dimension, embodied in supporting youth rehabilitation programmes and finding job opportunities for those who have been rehabilitated.

- Working to dilute extremist and violent ideas within the framework of a culture of tolerance, and restoring trust as a foundation for accepting others and engaging in dialogue with them.
- Working to strengthen financial support aimed at creating small businesses, especially for those who have suffered permanent physical disabilities as a result of the war.
- Creating professional institutions, training centres, rehabilitation centres and social institutions in which the young people emerging from the integration process would participate.

G. On women's empowerment

- Reviewing current legislation on labour and entrepreneurship, particularly with regard to issues of pregnancy and maternity leave.
- Developing mechanisms to resolve the issue of high unemployment rates among women, and create job opportunities for women in the private sector.
- Developing mechanisms to enable women to attain leadership and political positions in Government.
- Working to develop the skills and capabilities of women in business.
- Providing security and social protection in the work environment, to allow women to participate and perform their work without fear of blackmail, kidnapping or other forms of violence.

IV. Conclusion

To empower women and young people, and to develop human capital, several challenges must be addressed. Work should be done to diversify the national economy, and to diversify sources of income, so as to ensure the creation of sustainable job opportunities. Education curricula and professional training centres should be developed and improved, to keep pace with the job market and allow job-seekers a fair chance. Addressing the issue of unemployment, as well as excess employment in the public sector, also represents a major challenge. Yet it can be resolved by creating new job opportunities, and

encouraging banks and financing bodies to fund small and medium-sized businesses. Moreover, the issue of the integration of young militants in society is of the utmost importance, to ensure that they do not re-join armed militant groups, and to make use of their capabilities as young people to develop the economy and build peace in Libyan society. This is why a comprehensive strategy must be developed, and mechanisms and job opportunities must be created, to ensure the sound and healthy integration of those young people in society.

List of Publications Issued by the Libya Project

Document Number	Title	العنوان
E/ESCWA/CL6.GCP/2020/TP.3	An Introductory Study on the Status, Challenges and Prospects of the Libyan Economy Part I of a Baseline Study for the Libya Socioeconomic Dialogue Project	دراسة تمهيدية عن الاقتصاد في ليبيا: الواقع والتحديات والآفاق الجزء الأول من دراسة أولية لمشروع الحوار الاجتماعي والاقتصادي الليبي
E/ESCWA/CL6.GCP/2020/TP.2	An Introductory Study on the Status, Challenges and Prospects of the Libyan Society Part II of a Baseline Study for the Libya Socioeconomic Dialogue Project	دراسة تمهيدية عن المجتمع في ليبيا: الواقع والتحديات والآفاق الجزء الثاني من دراسة أولية لمشروع الحوار الاجتماعي والاقتصادي الليبي
E/ESCWA/CL6.GCP/2020/TP.1	An Introductory Study on the Status, Challenges and Prospects of Governance and Institutions in Libya Part III of a Baseline Study for the Libya Socioeconomic Dialogue Project	دراسة تمهيدية عن الحوكمة والمؤسسات في ليبيا: الواقع والتحديات والآفاق الجزء الثالث من دراسة أولية لمشروع الحوار الاجتماعي والاقتصادي الليبي
E/ESCWA/CL6.GCP/2020/TP.8	The economic cost of the Libyan conflict	الكلفة الاقتصادية للصراع في ليبيا
E/ESCWA/CL6.GCP/2020/TP.5	Economic cost of the Libyan conflict Executive Summary	الكلفة الاقتصادية للصراع في ليبيا ملخص تنفيذي
E/ESCWA/CL6.GCP/2020/2	Benefits of Peace in Libya :Neighbouring Countries and Beyond	السلام في ليبيا: فوائد للبلدان المجاورة والعالم
E/ESCWA/CL6.GCP/2020/2/ SUMMARY	Benefits of Peace in Libya :Neighbouring Countries and Beyond Executive Summary	السلام في ليبيا: فوائد للبلدان المجاورة والعالم ملخص تنفيذي
E/ESCWA/CL6.GCP/2021/TP.1	Vision for Libya: towards prosperity, justice and strong State institutions	رؤية لليبيا: نحو دولة الازدهار والعدالة والمؤسسات
E/ESCWA/CL6.GCP/2021/ POLICY BRIEF.1	Towards an inclusive national identity in light of a just citizenship State	نحو هوية وطنية جامعة في ظل دولة العدالة المواطنة
E/ESCWA/CL6.GCP/2021/ POLICY BRIEF.2	Social protection system	منظومة الحماية الاجتماعية
E/ESCWA/CL6.GCP/2021/ POLICY BRIEF.3	Human capital, youth and women empowerment, and the integration of militant forces	رأس المال البشري وتمكين الشباب والمرأة ودمج المسلحين
E/ESCWA/CL6.GCP/2021/ POLICY BRIEF.4	The role of the State in sustainable economic development and the strategic positioning of Libya in the global economy	دور الدولة في التنمية الاقتصادية المستدامة والتموضع الاستراتيجي لليبيا في الاقتصاد العالمي
E/ESCWA/CL6.GCP/2021/ POLICY BRIEF.5	Strengthening the State authority and the rule of law through a fair and independent justice system, and human security based on human rights and the principles of comprehensive justice	تعزيز سلطة الدولة وسيادة القانون في ليبيا: دور مبادئ حقوق الإنسان والعدالة الشاملة في إرساء منظومة مجتمعية عادلة، وقضاء نزيه ومستقل، وأمن إنساني مستدام
E/ESCWA/CL6.GCP/2021/ POLICY BRIEF.6	Restoring trust and reconciliations to establish a national charter	ترميم الثقة والمصالحات: الطريق نحو تأسيس ميثاق وطني ليبي
E/ESCWA/CL6.GCP/2021/ POLICY BRIEF.7	Building a State of institutions, regional integration and international cooperation	بناء دولة المؤسسات والتكامل الإقليمي والتعاون الدولي
E/ESCWA/CL6.GCP/2021/ POLICY BRIEF.8	Mechanisms for economic reform and recovery	آليات الإصلاح والتعافي الاقتصادي

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