Reconciling Vision of the Future

Education for a Peaceful, Inclusive and Resilient Society

Donato Kiniger-Passiglì
International Labour Organization
“The Shadow of Desire”
ILO – A people-centred organization

- Universal representation of the world of work
- Lasting Peace based on Social justice
- Decent work through employment generation, social dialogue, social protection and adherence to international labour standards
- Income security but also education, heath care and occupational standards
- Linchpin between humanitarian and developing action – Agenda 2030
Fragility factors

**Exogenous Factors**
- Catastrophic events
- Health pandemics
- Global trade and financial flows
- External military threats
- Flows of refugees or migrant workers

**Endogenous Factors**
- Weak democratic governance and dysfunctional public institutions
- Socio-political crises
- High levels of non-conflict violence
- Armed group activity
- Population movements
- Demographic pressures
- Socio-economic inequalities and marginalisation
External/Internal
Armed Groups
Catastrophic events
Health Epidemics
Global Trade/Financial Crisis
Migratory Flows/Population Movements
Weak Democratic Governance
Socio-Political Crisis
Socio-economic Inequalities and Marginalization
The disaster response cycle

- RESILIENCE
- Employment and decent work
- Social dialogue
- Stability
- Inclusive societies
- Opportunity for sustainable development
Employment and decent work for peace and resilience Recommendation, 2017 (No. 205)

An up-to-date international labour standard for ILO constituents to address employment and social issues in crisis situations arising from conflict and disaster.

The latest normative instrument of the ILO, adopted by the International Labour Conference in June 2017

VI. Education, vocational training and guidance

• Provision of education for all children
• Second chance programmes
• Adapting programmes to emerging skill needs for recovery and reconstruction
• Adapting curricula to promote peace and resilience
• Training, retraining and economic empowerment in rural and informal economies
• Equality and opportunity for women and girls
Vision for the Future: People First
Global action against natural and human-made risks

• Reduce the scale and costs of humanitarian interventions / effectiveness
• Invest in education, professional experience, social networks and job-related skills and competences
• Adopt a people-centred approach helping local governance with bottom-up initiatives and supporting local people needs and aspirations, especially the youth
• Direct the energy and creativity of youth towards community resilience
• Promote a cultural change to support community-level engagements and social empowerment
Vision for the Future
Help Youth Become Employable....

• Mobilize key actors including government, workers’ and employers’ organizations, and civil society organizations focusing the attention on youth employability.

• Create programmes to help youth become employable (e.g. job search assistance, coaching, core skills training, demand-driven training programmes, and small-business creation)

• Address specific needs of the most vulnerable sub-groups of young people such as women, ethnic minorities, the disables and conflict-affected.
Vision for the Future
...For a Peaceful, inclusive and resilient society

- Minimize risks - invest in opportunities, in quality education and employment creation;
- Match educational skills with demand
- Expand and upgrade emerging skills, vocational apprenticeship, enhanced research and technological transfer
- Privilege positive peace / engagement versus negative peace
- Promote pedagogic approach based on trust, fairness, culture of peace
- Ethos/ Pathos /Logos – Ethical Approach – Values – Others First
The Peace Effect: Three Theories of Change

**Drivers of adverse behaviour**

- Lack of Contact
  - In-group bias
    - Stereotypes
  - Negative interactions
- Lack of Opportunity
  - Low opportunity costs of adverse behaviour
    - “Idle” Groups at Risk
- Existence of grievances
  - Perceptions of unfair group treatment
    - Limited state legitimacy

**Intervention outputs**

- Creating constructive contact
  - Positive interactions at the workplace
  - Inter-group programme activities
- Increasing opportunities
  - Education and sustainable income
  - Access to counselling and skills training
- Addressing grievances
  - Fair treatment and distribution of jobs and services
  - Targeting marginalized groups

**Peace outcomes**

- Improved inter-group knowledge and perceptions
- Higher opportunity costs of adverse behaviour
- Improved perceptions of fairness and equality

Source: Kiniger/Rüdiger (ILO) elaboration based on Brück et al. (2016) “Jobs Aid Peace”
Thank you!