

## Can Jobs Programs Build Peace?

Tilman Brück<sup>\*</sup>, Neil T. N. Ferguson<sup>†</sup>, Valeria Izzi<sup>‡</sup> and Wolfgang Stojetz<sup>§</sup>

### HiCN Working Paper 297

March 2019

**Abstract:** In the last decade, well over \$10bn has been spent on interventions that aim to build peace and social stability through employment. Despite this degree of investment, whether or not these programs perform, and how they do so, remain open questions. We conduct three reviews to condense the status quo of knowledge. First, we review academic literature on drivers of instability and develop testable theories of how employment programs interrupt these drivers. Second, we review academic and grey literature that directly tests the impact of employment programs on peace-related outcomes. Third, we conduct a systematic review of program-based learning. We find good reasons to hypothesize that employment programs might build peace but often, causal chains suffer missing empirical links. Consequently, we find only a very small number of case-studies in the academic literature, and a lack of consistent results, and even consistent indicators, therein. Finally, based on a systematic review of over 400 interventions, we find little evidence that programs have been measured against peace-related outcomes. We conclude that while we see little evidence to disregard the idea that employment programs can contribute to stability, significant learning gaps are present that do not justify the extent of the outlay.

**Keywords:** Jobs for peace; employment programmes; economic development; social stability; antisocial behaviour

**JEL Codes:** O12; O19; D74

*Acknowledgement:* This work was supported by the World Bank's Trust Fund for Jobs, in conjunction with the United Nations Peacebuilding Support Office (PBSO); the International Labour Organisation (ILO); and the United Nations Development Program (UNDP).

---

<sup>\*</sup> ISDC – International Security Development Center and Leibniz Institute for Vegetable and Ornamental Crops (IGZ). Corresponding author: Ferguson. Email: [ferguson@isdc.org](mailto:ferguson@isdc.org). Telephone: +49(0)152-0950-9144.

<sup>†</sup> ISDC – International Security and Development Center

<sup>‡</sup> University of Edinburgh

<sup>§</sup> ISDC- International Security and Development Center and Humboldt-Universität zu Berlin

It is logical, if sometimes hopeful, that an employment program should boost the labor market performance of its participants (Attanasio et al., 2015; Cho and Honoratie, 2014; Adoho et al., 2014), even if much remains to be learned (Blattman and Ralston, 2015). Similarly, well-designed peacebuilding interventions might, reasonably, be expected to build peace and promote stability (Blattman et al., 2017; Gaarder and Annan, 2013; Gilligan et al., 2013; Ackett, 2011; Fearon et al., 2008). A subset of employment programs, however, also aim to build peace and social stability. Building peace and stability through employment programs has become a centerpiece of international development programming in fragile and conflict-affected countries. Since 2005, well over \$10bn has been spent by international donors on this class of intervention.<sup>1</sup> In this article, we seek to understand what we know about the performance of these programs. Do employment programs really build peace? And if so, how?

To answer these questions, we produce the first systematic overview of theory and evidence on the linkages between employment programs and social stability, by conducting three related reviews. First, we review the academic literature on drivers of conflict and antisocial behaviors that could, potentially, be influenced by employment programs. We then apply these insights to specify testable theories of change. Second, we review academic and grey literature in order to critically evaluate the empirical evidence for linkages between employment programs and social stability. Finally, we use a systematic review methodology to assess how employment program impacts on stability outcomes are theorized and tested in practice and on how this feeds into learning at the program level.

Our first review identifies four key “theories of change” that might explain a link between employment programs and antisocial behavior, which we denote: “Opportunity”; “Grievance”; “Contact”; and “Competition” theories. The basic idea of these theories is that employment programs can reduce antisocial behavior by increasing the opportunity costs of engaging in illegal activities (Becker, 1968); by reducing (perceived) inequalities and unfairness, especially between groups (Collier and Hoeffler, 2004); by stimulating positive inter-group interactions (Pettigrew and Tropp, 2006); or by reducing (perceptions of) competition for scarce economic resources (Abbinck et al., 2010). At the same time, empirical validation of many important links in the causal chains is often missing. We conclude, therefore, that academic literature gives good reasons to think that employment programs can build peace in theory. However, this evidence is insufficient to assume that these effects materialize, without further evidence at the program level.

However, our second review reveals that there are only a very small number of employment programs for which the impacts on stability outcomes have been evaluated rigorously, and the findings suggest a general lack of optimism. Blattman et al. (2014) find no impacts of an unconditional cash transfer on a range of stability outcomes; as does Mercy Corps (2015) from a TVET program. Blattman et al. (2017) find that the provision of cash transfers has no impacts on anti-social behaviors when provided in isolation (but they also find that these transfers boosted gains from a psycho-social program when both are provided together). Finally, Lyall et al. (2018) show mixed effects from a range of cash and training programs. Not only do these findings on program impacts lack consistency, however, they are also based on an array of indicators that are not, *a priori*, comparable across locations or programs.

Third, we conduct a systematic review of recent employment programs intended to contribute to social stability, either explicitly or implicitly. Of over 400 interventions included in this

review, we find no evidence that any have critically examined the link between the program and stability, either as an input to program design or in a rigorous impact evaluation. Rather, we find strong evidence that peace and stability benefits are usually *assumed* to have occurred.

In combination, we conclude that, while there are satisfactory theoretical grounds to believe that employment programs can build peace and promote stability, such outcomes are far from the foregone conclusion they are often assumed to be. The lack of case study evidence and program-level learning, suggests that the picture is certainly more nuanced than appears to be accepted. Furthermore, the empirical gaps in the key theories that undergird the idea of stability through employment program suggest an urgent requirement of more background studies for better program design and learning. These conclusions do *not* suggest that employment programs do not build peace; nor should the conclusions be interpreted as suggesting that the key relationships do not exist. Rather, they show a lack of critical reflection and a lack of rigorous evidence present in research, practice and implementation. It is, therefore, essential that the impacts of the next generation of employment for peace programs are studied and disseminated if social stability is to be built with employment programs.

The remainder of this article is structured as follows: in Section 2, we conduct what we call an “applied literature review” in order to establish the theoretical reasons why employment programs might build peace and promote stability. In Section 3, we present reflections on our review of case-study evidence from the academic and grey literatures. In Section 4, we present our systematic review of program-level learning. In Section 5, we present conclusions, reflections and recommendations.

## **2. What drives antisocial behavior and why might employment programs interrupt it?**

In this section, we define, from economic first principles, the reasons why individuals might engage in antisocial behavior, and how these motives might change as a consequence of employment, and of employment programs specifically.<sup>2</sup> To do so, we focus on four key theories that have been proffered to explain antisocial behavior: opportunity costs of illegal activities (Becker, 1968); greed and grievance (Collier and Hoeffler, 2004); contact theory (Allport, 1954); and competition and discrimination between groups (Fehr et al., 2013). In the subsections below, we first define the links between each theory and antisocial behavior; subsequently, we discuss how employment programs can interact with and interrupt these theories.<sup>3</sup>

### *2.1 The Grievance Theory*

Especially at the individual level, much importance has been attributed to the ‘grievances’ that people hold and how they are formed (Gergen, 1995). These grievances could be targeted at any of a range of well-defined groups but generally stem from unfairness – real or imagined – between groups. In turn, such grievances can exist vertically (between civilians and elites) or horizontally (between social groups). In this section, we discuss two main routes through which the existence of grievances can be linked to conflict and other violent behaviors: low trust between the populace and the government; and tensions between socio-demographic groups.

First, attitudes towards governments and other elites are a key predictor of violent and other antisocial behaviors. Wood (2003) presents a ‘non-material’ theory of insurgent collective violence. Based on data collected from peasants in El Salvador, this theory seeks to explain the reasons why some individuals actively supported the insurgency – despite a lack of private gains and high personal risks – while others did not. Amongst other key factors, local conditions before the conflict and perceptions of the government come to the fore in choices to offer active support to rebels.

These findings adhere closely to the more general “hearts and minds” theories of civil war. For example, on observing that violence against civilians by government troops tends to result in increased insurgent violence, Kalyvas (2006) theorizes that those victimized will be less likely to offer support or information to government forces, increasing the capacity of rebels to attack. Similar observations suggest that higher rebel violence against civilians in the current period predicts reduced violence by that group in subsequent periods, due to the loss of hearts and minds (Condra and Shapiro, 2011). MercyCorps (2013) suggest that perceptions of government corruption among Afghan youths is a strong predictor of sympathy towards armed opposition groups.

While it is unclear if such findings extend to the onset of conflicts, it is clear that there is a strong interaction between government activities, perceptions of the government, and the intensity of violence. Poor provision of services, (real or perceived) corruption, violent crackdowns and other government failings increase incentives for individuals to participate – non-violently and violently – in rebellion. This suggests that if jobs programs can increase support for the government or reduce it for insurgent organizations, that they have a role to play in peace and stability. For example, programs that prominently feature the government likely have similar impacts on winning hearts and minds as service provision, which should reduce incentives to support insurgent groups. Dasgupta et al. (2017) show a long-run reduction in Maoist violence in India, due to a rural employment guarantee program, as does Fetzer (2014) who argues that the program helps to smooth income shocks that could otherwise stimulate violence. Berman et al. (2011) predict and empirically confirm that improved government service provision is causally linked to reductions in insurgent violence in Iraq.

A key concern about such findings, however, is that they are derived from large-scale government programs that are targeted regionally. Programs of this scale and complexity are not always available, practical, or even possible in the low capacity and highly fragile situations that often characterize conflict. Whether programs that target a limited number of participants, selected on the basis of their individual characteristics can replicate the impact of large-scale government transfers, therefore, is an open question. Here, a “unit of analysis” problem is posited (Blattman and Ralston, 2015): That is, given that the reasons for individual selection into violence are often unclear, it is also unclear which programs that target the individual are well-placed to reduce violence.

Second, perceptions of poverty and / or inequality have long been associated with violence and other antisocial behaviors (Gurr, 1970; Sen, 1973). Such inequalities exist – or are perceived to exist – in a number of dimensions (such as opportunity, power, income, health, or access to services) and can be captured between social strata (‘vertical inequality’) or between groups (‘horizontal inequality’) (Murshed, 2015; Stewart, 2000). While such inequalities do not feature prominently in macro-level studies (Fearon and Laitin, 2003; Collier and Hoeffler, 2004), at the micro-level it is argued to directly influence violent and

antisocial behavior (Østby, 2013). Both vertical (Bircan et al., 2017) and horizontal (Stewart, 2008; Roemer, 1998; Tilly, 1998) inequalities have been associated with group-based conflict. Buhaug et al. (2014) suggest that inequalities between groups plays a role in conflict onset. Therefore, while large differences in income or wealth in a country may not, itself, stimulate conflict,<sup>4</sup> those that exist (or are perceived to exist) between recognizable groups could be a major threat.

The role that employment programming can play in reducing inequalities appears intuitive. At the individual level, any efforts to increase incomes or access to economic opportunities should reduce such perceptions of unfairness. Careful cross-group rollout of the program, on the other hand, could equally mitigate between-group tensions. However, such logic also implies serious risks – programs that are, or are perceived to be, exclusive (Karell and Schutte, 2018), prone to elite capture or are otherwise perceived to be unfairly rolled out could all stimulate violence.

Even on the headline level, however, the optimal policies that can be followed to mitigate inequalities are debated (Coady and Gupta, 2012; Immervoll and Richardson, 2011, Ravallion, 2011; Stewart et al., 2008; Stewart, 2005) as are the performance of such programs (Martin, 1999). Forster et al. (2011) and Liebbrandt et al. (2011) argue a critical role for employment policies in reducing inequality; however, these arguments focus mostly on labor market reform, rather than on access to jobs. By contrast, Banerjee and Duflo (2007, 2008) and Reardon et al. (2000) show positive impacts of income diversification on mitigating inequalities. Such diversification could be stimulated by employment programs but empirical confirmation that this happens remains scant. More so, available evidence points to a much longer causal chain that might be imagined.

## *2.2 The Opportunity Theory*

Collier and Hoeffler (1998) hold that while grievance is universal, opportunity is not. That is, should grievance be the necessary and sufficient condition for political violence, there should be significantly more of it than there is. Offered against the notion that grievance, alone, can drive violence is a long line of economic literature that posits a relatively simple idea: engagement in crime, rebellion, or any other illegal activity can be thought of as a utility maximization problem (Becker, 1968). In such theories, individuals weigh the relative costs and benefits of engaging in a particular act and decide to do so when their anticipated utility from doing so exceeds the costs and opportunity costs of this act. Thus an individual will commit an act of robbery when the anticipated proceeds from doing so are greater than the costs of foregone income in the legal labor market, as well as other costs, such as reputational damage and potential punishment.

These ideas have been applied to a range of criminal typologies (see Draca and Machin, 2015 for a review or supporting literature) and to various forms of political violence (Hirschleifer, 1995; Collier and Hoeffler, 1998). The argument put forth here is that what deters people from engaging in conflictual acts is not a lack of motive, but rather, the fact that they expect to gain less from rebellion than the costs implied in doing so. In turn, anything that increases the costs of rebellion, or reduces the benefits of it, will deter individuals from choosing that course of action.

Thought of in terms of a materially self-interested economic agent, whose interest in conflict is his or her income post-conflict, vis-à-vis his or her income pre-conflict, this suggests two

major roles that employment plays in such decisions. On the one hand, if one starts from a high income base, the space in which that income can move (or is expected to move) as a consequence of victory will be lower, reducing the benefits of rebellion. On the other, having a higher income implies greater income from the legal labor market foregone. Thus, for a given vector of inputs (e.g. set risks of death and injury; a set probability of victory; and a set of associated outcomes post-conflict), increases in income should reduce, at the individual level, the willingness to engage in antisocial behaviors.

These theories, however, build explicitly from a macro-foundation that is not, immediately, tractable at the individual level. For example, an argument could be made that conflict tends to happen in places that are poor, rather than poverty expressly causing conflict. At the individual level, it is noted that those who have demonstrably engaged in rebellion are not the most disadvantaged in those societies (de Mesquita, 2005; Krueger and Malečková, 2003). In turn, while a narrative has formed that employment is synonymous with peace, the underlying logic remains unquestioned and untested (International Alert, 2014a; 2014b; Cramer, 2010) at the individual level at which employment programs take place. In turn, it is not immediately clear that changes to employment at the individual level should be expected to influence decisions to take part in antisocial behavior of those same individuals.

A more direct opportunity theory states that poverty, itself, is distressing and that associated frustrations can manifest as violence (Blattman and Miguel, 2010). Related to this is ‘idleness’ theory (Goldstone, 2001; Huntington, 1996), which espouses that individuals with nothing to do (especially youth – Urdal, 2004) are a conflict risk. Thus, keeping frustrated individuals occupied (the so-called ‘incapacitation effect’ – Jacob and Lefgren, 2003) should minimize conflict risk. In the developed world, such strategies have been shown to mitigate behaviors such as skipping school, and low-level criminal behaviors (Anderson, 2014; Luallen, 2006; Jacob and Lefgren, 2003). Yet evidence of such outcomes in developing countries, or in the context of organized political violence, is extremely weak (Mercy Corps, 2015). In turn, while the links between jobs programs and opportunity is clear, the links between opportunity and violence – at least at the individual level at which most employment programs take place – lack empirical confirmation.

### *2.3 The Contact Theory*

The formation of groups, and of group identities more generally, is commonly defined as a key social issue in conflictual societies (Bauer et al., 2018; Beekman et al., 2014). On the one hand, the presence of in-group bias is not surprising. Whether in the form of “minimal groups” created in the lab (Brewer and Silver, 1978) or “real” groups (Ostrom and Sedikides, 1992), significant evidence has shown that individuals bias towards their own group and discriminate against those of others – the so-called “parochial social norms” theory (Fehr et al., 2013). Extreme group-biases are also commonly linked to the onset of (group-based) conflict (Halevy et al., 2018; Struch and Schwartz, 1989). Similarly, willingness to punish ‘norm violators’ is delineated along group lines (Fehr and Fischbacher, 2004). Long-term systematic evidence (see Pettigrew and Tropp, 2006 for a review) shows that bringing individuals from different groups together can help to alleviate social tensions, at least in the developed world. It follows that employment interventions that bring individuals of different ethnicities together might mitigate conflict.

In complex environments, however, findings are not so clear cut. Rydgren et al. (2013) find strong evidence of improvements in inter-group contact in shared environments in Iraq,

Those who use shared spaces are more likely to develop friendships that cross group boundaries, and are consequently, more likely to express trust and tolerance towards outgroups. Hjort (2014) on the other hand, shows that individuals accept lower total pay and output in order to bias against out-groups in a flower factory in Kenya. Upstream workers, who distribute flowers to two downstream workers to be assembled into bunches, undersupply out-groups and oversupply in-groups when working in mixed teams. Cilliers et al. (2016) show positive inter-group perspectives from contact workshops, but this comes at the cost of reduced personal wellbeing. Okunogbe (2016) studies a program that relocates university graduates in across Nigeria. Those who are assigned to neighborhoods in which their own tribal ethnicity is not in a majority show greater national pride and higher levels of knowledge about other ethnicities.

Similar analogues can be drawn to ‘community driven development’ (CDD) programming, which are built on the idea that social cohesion emerges from individuals collaborating under the given institutional arrangements. However, when considered in terms of altering individual relationships, such programs have struggled to produce an impact (King and Samii, 2014; Avdeenko and Gilligan, 2015; King, et al., 2010), even when they have brought individuals of different groups together (Brück and Ferguson, 2018).

While it is obvious that well-designed work and training programs could bring different groups together in the same place, it is less clear whether or not such efforts will bear fruit. On one side of this argument is a body of evidence suggesting that contact has successfully reduced tensions between groups. Another is that when such tensions have been the focus of the contact, it has produced undesirable side-effects, such as lowering welfare in other dimensions (Cilliers et al., 2016). In turn, workplaces and training centers offer an opportunity to stimulate contact, without placing such contact at the heart of the activities in question. Scacco and Warren (2018) nominally show such findings in a vocational training program in Nigeria. Some participants are randomly assigned to multi-ethnic training groups, and others to mono-ethnic ones, with those in the multi-ethnic trainings discriminating less against out-groups than those in mono-ethnic ones. Closer inspection of these results, however, show that discrimination worsened significantly amongst individuals in mono-ethnic training groups, rather than improving amongst those in multi-ethnic groups. Related to this is the question as to whether or not such outcomes are a product of the training, of how the training was administered, or both. Coupled with Hjort’s (2014) finding of significant and costly discrimination in the workplace, this suggests that there is little guarantee that multi-ethnic jobs programs will improve group relationships. Furthermore, they also raise a secondary question – even if jobs programs did definitively stimulate such change, are they the optimal way of doing so? Ultimately, the answer to this question likely depends on what the main purpose of a program is – if it is to stimulate jobs, or improve competitiveness, such a positive spillover should be welcomed. If improving group-based relationships is the key goal, however, there may be more effective ways of achieving it.

#### *2.4 The Competition Theory*

Competition, especially that for scarce services and other economic resources, is commonly cited as a hypothesis in the link between climate shocks and violence (Harari and Ferrara, 2018; Theisen et al., 2013; Hsiang et al., 2013; Hendrix and Salehyan, 2012). This argument goes that extreme weather, such as drought, leads vulnerable people to flee. In turn, this increases (perceived) competition for scarce resources in the places to which they are displaced. This causes tensions between displaced and host communities, due to water

shortages, increased prices, worse access to jobs and so on. As well as being a potential cause of intergroup tensions, displacement can also be a consequence of them, suggesting the potential for a pernicious displacement-competition-conflict-displacement cycle (Alsharabati and Nammour, 2015).<sup>5</sup>

These ideas are also well-grounded in more general theory. Sääksvuori et al. (2011) and Abbink et al. (2010), show that discrimination against out-groups and willing to punish them increases in more competitive scenarios. As per the more general discussion in the previous sub-section, it is possible to draw a line between these worsening parochial social norms and violence. Indeed, this also opens up the possibility for a pernicious cycle – those who experience resource conflicts, for example, often have worsened expectations of the future (Bozzoli et al., 2011), inhibiting buy-in to existing social structures and further fostering grievances.

It can be argued that generating employment may well be an efficient way of reducing perceptions of competition and of combating such adverse social norms. Individuals in employment tend to report higher wellbeing and better perceptions of the future than those who are unemployed (Dolan et al., 2008; Rainer and Siedler, 2008; Korpi, 1997). Similarly, access to scarce services or employment seems likely to lessen perceptions of competition, which in turn should lessen competition-based biases. However, we are not aware of any work that has attempted to model such outcomes specifically.

Perhaps more important are questions about whether such expectations and beliefs are formed at the individual level. That is, do individuals base such perceptions on their own experiences, or of those around them? In the developed world, for example, a key trend has emerged that shows that those who express the highest concerns about immigration are those who live in the most homogeneous places (e.g. Citrin and Sides, 2007). This could be taken to imply that those least likely to face increased perceived competition are those who are most concerned about it. In turn, it is unclear if, or how, employment programs that take place at the individual level will shift more aggregated adverse social norms.

### **3. What is the evidence that employment programs reduce violence?**

Three takeaways are clear in from Section 2. First, economic first principles provide solid grounds to believe that employment programs might be able to build peace. Indeed, such theories equally apply to the programs themselves (that is, that regardless of whether or not the program builds employment, the existence of that program could build peace) as to the employment impact of the program. Second, the causal chains are often long and contain multiple links. At times, robust empirical information on some of the links is either missing or thin. For example, while we know that in-group biases can stimulate conflict, and that in-group biases can be mitigated with contact, it is not clear whether or not the workplace stimulates contact in such ways. In turn, given these missing links, we cannot say with certainty that employment programs will build peace, based on a review of knowledge to date. Thus, it is insufficient to simply assume that peace and stability will be built from employment programs, based on these theories. Third, the first two takeaways imply that there is a need for work that aims to directly model the impact of employment programs on peace and stability outcomes.

In this section, we review academic and grey literature in order to establish a baseline for such learning. To do so, we conduct a review that focuses, very specifically, on employment



programs that take place at the individual level. That is, we do not seek to understand the impact of seismic regulatory change in the labor market, nor do we study programs that, while ostensibly based on stimulating employment, take the form of large government transfers. For example, while Dasgupta et al., (2017) and Fetzer (2014) show a reduction in violence in India from a guaranteed-work program, the program itself was large-scale and available to all individuals in a given region. From this, it is not immediately clear if it was the employment this program provided; a wider provision of government services that is implied; that it sent some kind of signal to the population about government capacity or priorities; or even the more direct Keynesian stimulus, that drives the outcomes. As Berman et al. (2011) show similar findings from wider government transfers in Iraq; and a wide range of writers have shown aid stimuli to reduce violence (Gutting and Steinwand, 2017; Böhnke and Zürcher, 2013; Nielsen et al., 2011; Young and Findlay, 2011; Azam and Thelen, 2008), it is questionable what one could learn, specifically, about employment programs from such an analysis. In other words, we seek to establish understandings from the academic and grey literature on the impact of employment, as a stimulus, on peace as an outcome. That is, we focus on cases where the program itself, or its implications for employment, can be isolated as the catalyst for change.

To do so, we conduct a thorough review of agency reports (see Section 4 for more information on this methodology), as well as a survey of recent academic literature. In order to capture the widest base of literature, we undertook the following process: First, we conducted keyword searches on Google Scholar with publications assessed against relevance and quality criteria. Second, the reference lists of each relevant study were analyzed, as were all studies that cite the article in question, with all articles again assessed against quality and relevance criteria.

We adopt two relevance criteria. The first pertains to what we call the “quality” of the evaluation. While we do not restrict our attention, only, to randomized studies, we do impose that studies must at least have a credible quasi-experimental design. That is, where treatment and reference groups are studied both before and after the program has been rolled out, and where biases in the rollout are credibly dealt with methodologically. Second, we focus on studies that make credible claims to measure peace or stability as an outcome. That is, we exclude studies that look at outcomes part of the way along the causal chain between employment and peace and stability.

On one hand, this has the effect of excluding some high quality work that, partially, bridges the gap between employment and peace. For example, Adoho et al. (2014) show that – along with significant increases in economic well-being – a program for young women in Liberia also had significant positive impacts on women’s empowerment while Scacco and Warren (2018) show that mixed-ethnicity training groups can mitigate discrimination against outgroups in Nigeria. On the other hand, while these studies establish the fact that employment programs can generate positive externalities - and at that, externalities that link to some of the causal chains discussed in Section 2 – our conclusions from this section suggest this is insufficient, as we cannot be certain about the links between these intermediate outcomes and peace or stability. Put another way, just as there is no guarantee that an employment program builds peace because it has a positive employment outcome, there is also no guarantee that programs that generate other positive externalities build peace. Other studies, although ostensibly economic (e.g. Heller et al., 2017) show impressive social stability outcomes but do not, explicitly, contain a jobs-based input.

Based on a review conducted with these parameters, we find only four studies that are both relevant and of sufficient quality:

Blattman et al. (2014) use a randomized design to study the Youth Opportunity Program, a government program in Uganda, which attempts to help unemployed individuals transition into self-employment. Joint aims of the program are to promote employment and social stability, in the highly violent context of Northern Uganda. Based on a cash grant of, on average, just under US \$400 per participant, the program shows what the authors call “impressively large” economic impacts. Four years after the program was rolled out, it is shown that beneficiaries: invested in skills, training, tools and materials; seldom ‘waste’ the grant (e.g. on tobacco, alcohol or drugs); are more than twice as likely to practice a ‘skilled trade’; and have 57% greater capital stocks, 38% higher earnings and 17% higher hours worked. These impressive economic gains, however, are not matched by positive outcomes in terms of stability: individuals in the treatment group do not show comparable shifts in terms of integration into their communities; engagement in collective action; engagement in antisocial behavior; or in terms of support of the government.

Mercy Corps (2015) uses quasi-experimental approach to study the Introducing New Vocational Education and Skills Training (INVEST) program in Northern Afghanistan. To do so, it compares the outcomes of a group who have already graduated from the program to a new intake who have yet to start the training. Like Blattman et al. (2014), this study shows impressive economic impacts, with graduates reported to be 36 percentage points more likely to be employed than the reference group.<sup>6</sup> Program participation is also associated with increases in the income in the previous four weeks (increasing by 12.7 percentage points). Economic optimism, the extent of business connections and inter-tribal economic activity also increased for the treatment group. However, peace and stability related outcomes are reported as “inconclusive”. Self-reported willingness to engage in political violence if provoked decreased for the treatment group, but willingness to use violence against an unfair government decision actually increased. No effects were found on beliefs governing whether or not the use of political violence is justified, or on support for the Taliban.

Blattman et al. (2017) use a randomized design in order to study the impact of two treatment arms – eight weeks of cognitive behavioral therapy, and a \$200 unconditional cash grant – on young men engaged in criminal behaviors in Liberia. That is, some young men received both the CBT and cash grant; some received CBT only; some the cash-grant only; and some nothing at all, with an aim to impact on two outcomes: economic performance and antisocial behaviors. In the short-term, there is a range of significant improvements from the cash only and therapy treatments, but these effects approached zero in the medium-term. Similar effects are shown on estimated income, consumption and ownership of durable assets. When provided by itself, cash did not lead to any significant reductions in a range of antisocial behaviors, including: selling drugs and other crime; engagement in fights; carrying of weapons; arrests; aggressive and hostile behaviors; or intimate partner violence. In the short-term, the therapy by itself did reduce engagement across the full index of antisocial behaviors; but only when therapy and cash are given together were these reductions sustained after a year.

Finally, Lyall et al. (2018) use a randomized design in order to evaluate the impact of MercyCorps’ INVEST program and an associated cash grant of \$75 in Afghanistan. Economically, this study tests impacts on employment, recent economic activity, cash earned and days worked in the previous month. By the end of the study period, those who took part

in the TVET training are 43 percentage points more likely to report having engaged in economic activity, have worked 1.13 days more in the past month, and are 5.3 percentage points more likely to have earned cash in the last month. By contrast, recipients of the cash transfer, and (oddly) of both treatment arms show no improvements, compared to the reference group, in terms of personal income or economic activity. Findings for support of militants is also mixed. Vocational training has no effect on support for combatants. Recipients for the cash transfer report increased support for the government during the first follow-up, with support for the Taliban reduced by 12.8 percentage points and willingness to undertake pro-Taliban activities 9.6 percentage points lower. However, by a second follow-up, an apparent “backlash” is shown, with support for the government declining for those who received the cash transfer, with no significant effects on willingness to carry out pro-Taliban activities. Similar results are shown for those who receive both treatment arms.

Two takeaways from this review are obvious. The first is that there is good evidence that employment programs can boost labor market outcomes and income in violent and complicated environments. To some degree or other, all four exhibit improvements in their participants, even if this cannot be sustained in the long-run. However, the opposite is the case when we consider stability-related outcomes, although the story here is a little more nuanced. In general, however, we see little sustained positive impacts of programs on stability, even in the face of impressive economic gains. From this, it is not possible to draw conclusions that employment is either a necessary nor a sufficient condition to build peace or stability, as there is no firm evidence to link the “employment-only” aspects of these programs to our outcomes of interest.

However, drawing wider conclusions on the veracity of the idea that employment can build peace is not, *a priori*, possible from these findings, as we posit that the studies to date suffer at least two key limitations that prevent us drawing such firm conclusions. First, while all four studies focus on violent countries, it is not clear that the interventions studied necessarily focused on key fracture lines in these societies. Put another way, it is not often clear which theory of change is likely to be at play in a given location, and in turn, it is impossible to ascertain if the design of the program chimes with that. For example, in situations where societal fractures are driven by a lack of contact and adverse interpersonal norms, it is unclear that a cash transfer would be an optimal policy, as it does not necessarily provide the opportunity for beneficiaries to come together.

Second, related to this, is that it is unclear why employment programs should be expected to impact on the particular outcome variables chosen for analysis, even if those outcome variables link to peace or stability more broadly. This is particularly important when thinking about the “unit of the intervention”, which is often at the individual level in employment programs. It is unclear whether or not positive results should be expected with the use of indicators that might relate to wider social, or cultural, norms and that don’t, necessarily, shift with changes in individual circumstances. A training program that raises an individual’s level of income, without having similar impacts on that person’s personal network, for example, is unlikely to shift perceptions surrounding government performance, or trust in other institutions.

In turn, while it is easy to be pessimistic about these findings, they suggest a need for more systematic learning on the key relationships at play. On the first level, this requires meaningful links to be drawn between the situation in which a program will take place, the design of the program, the expectations that can be formed of that program, and the outcome

indicators that are to be used. Second, it requires the development of meaningful theories of change that link the program to those fractures and to the outcomes. Third, it requires systematic learning, based on analyzing similar programs, in multiple locations, against a set of transparent indicators.

In this spirit, in the next Section, we conduct a systematic review of the employment for peace programs involving four major international organizations that have been run since 2005. We do so in order to ascertain the cross-country learning that can be pieced together from the internal and external evaluations of these programs.

#### **4. What can we learn from employment for peace programs that have taken place?**

In this Section, we conduct a systematic review of program-level learning, based on data pulled from all programs definable as “employment for peace” operated by four large international organizations (ILO, PBSO, UNDP and the World Bank) between 2005 and 2015. To identify these programs, we first conduct a keyword search of the programmatic database of each organization, namely the ILO Knowledge Portal; the World Bank Project Database, the UNDP Database, and the United Nations Peacebuilding Fund website. All multi-agency programs are reviewed to ensure that duplicates were not included.

This produced a long-list of 2,415 programs that took place in countries that have appeared on the World Bank’s list of fragile scenarios at least once since 2005. For all non-Francophone countries, the keywords empl\*, job\*, work\* and skill\* were used. For Francophone countries, we additionally included trava\* and competence\*. This restriction generated a 432 ‘long-list’ of programs that provided one or more of the following services: (1) salaried work, either directly (for example, through cash-for-work schemes) or by facilitating connections between participants and employers; (2) vocational training programs, aimed at increasing participants employability and/or their entrepreneurial skills; and (3) interventions in support of micro, small and medium-sized enterprises (MSMEs). These programs were reviewed to analyze a number of key clusters of variables, split into five components: (1) indicators of program duration; (2) target groups of programs; (3) intervention type; (4) focus(es) of the programs; and (5) availability of program documents.

From this list, a short-list of programs for in-depth analysis was generated. Due to our interest in definable program impact, programs were selected for further analysis only if a final report, internal evaluation, or external evaluation, were available. We also excluded programs where employment was not a primary (or joint primary) focus. This excluded, for example, infrastructure programs that generated short-term jobs in the process. This generated a list of 69 programs with the required focus and documentation. From these, a shortlist of 33 was defined based on them having, explicitly, a peacebuilding or social stability goal. We show this process in Figure 1 and list the interventions studied in the Annex.

We conduct an in-depth review of the identified programs reports, in order to identify outcomes on:

1. Whether or not the program has a definable theory of change running from employment stimulation to peace;
2. Whether or not an evaluation focusing specifically on peacebuilding and social stability outcomes has taken place; and

- If so, which peacebuilding and social stability indicators have been analyzed and why have they been chosen?

Of the 33-program shortlist, 19 list employment as the exclusive primary objective, with peacebuilding listed as an auxiliary objective; the remaining 14 have employment and peacebuilding as joint primary aims. We use this variation to reflect on whether or not there are design differences between “employment only” and “employment peacebuilding” targeted interventions.

We split the remainder of this section into four subsections: the first discussing the design of the interventions; the second discussing the employment impacts of the programs; the third reflecting on the peacebuilding aspects of the programs; and the fourth the application of the theories of change defined in Section 2 to these programs.

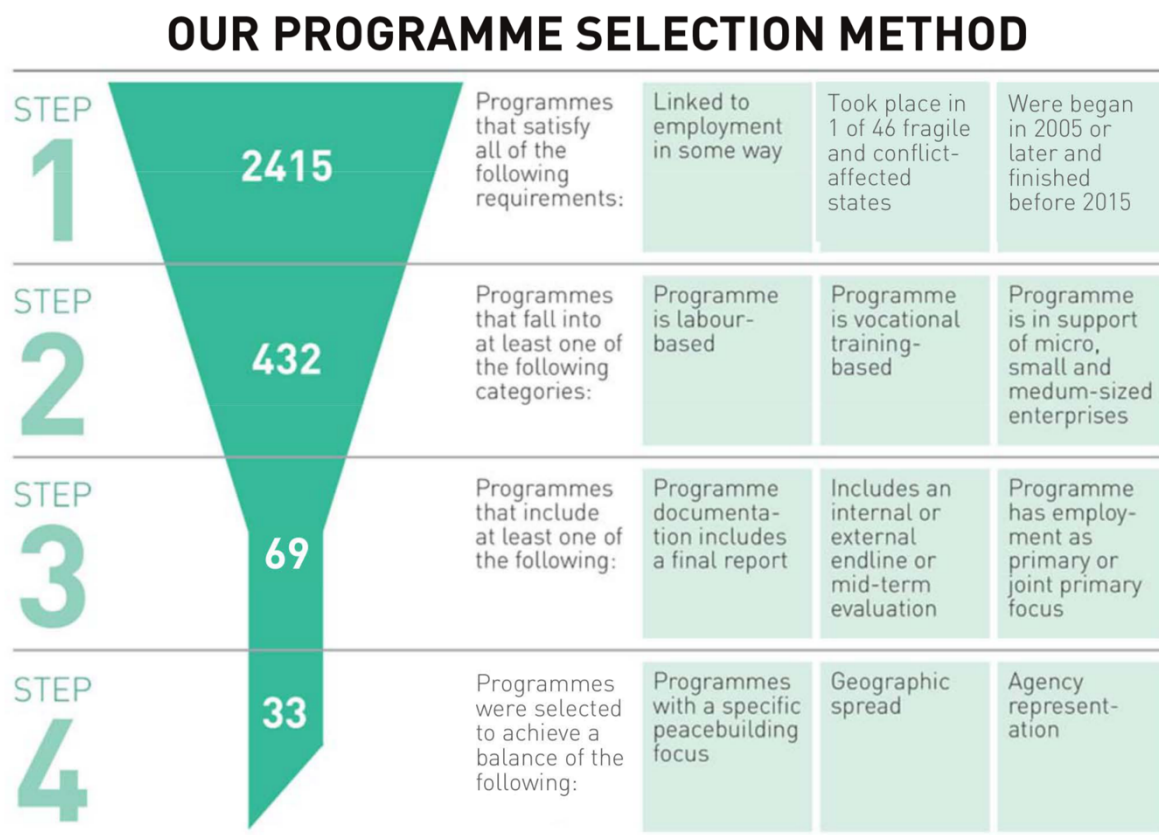


Figure 1: How we selected the programs for our systematic review.

#### 4.1 Designing Employment Programs and Employment for Peace Programs

There are no major structural differences in program design, with regards to employment creation, between the employment-only and employment-peacebuilding program typologies. In both cases, a variety of approaches are used in order to generate employment. Supply-side approaches typically seek to improve employability, especially through vocational training; while demand-side approaches attempt to increase the number of job opportunities, through private sector partnerships, entrepreneurship support, etc.

A majority of the programs reviewed contain a vocational training component (22 of 33) but only 4 exclusively use this approach. The others include training along with labor based interventions, support to MSMEs, or both. Similarly, most interventions (24 of 33) include a labor-based component that aims to directly create jobs. Most of these programs, however, rely heavily on short-term labor intensive approaches (17 of 24). 15 interventions include a focus on entrepreneurial support. We see no major differences in structure between the programs that elevate peacebuilding to a key motive and those that do not. In this regard, we conclude that most employment for peace programs are not designed, specifically, to interact with the societal fractures that necessitate the program. Rather, this suggests that standard employment programs are deployed in these complex environments.

#### *4.2 The Employment Impacts of Employment for Peace Programming*

In almost all cases, program-level monitoring and evaluation is focused only on the short-term employment impact on participants. The most frequently used indicators are: the number of people employed as a result of the program (19 of 33); the number of people trained (16 of 33); the number of workdays generated (12 of 33); the number of MSMEs benefiting from support (6 of 33); and the increase in income as a result of the program (3 of 33). In almost all cases, however, such evaluation is done at the level of outputs, rather than analyzing the impact on employment status and perspectives of beneficiaries. For example, in the cases of training programs, this ignores whether or not participants found work as a consequence of the training. In 25 of 33 cases, we find suggestion of positive impacts – beyond participation in the program itself – on participants. However, in all but 2 cases, such assessments are made without reference to a control group. In these 2 cases, however, positive employment impacts were confirmed (Mullavilli, 2008; Kavanagh, 2012). We conclude that when evidence is available, employment for peace programs do appear to have positive employment impacts but given the small number of studies that have been conducted, this should not be taken to be reflective of the complete record.

#### *4.3 The Peacebuilding Impacts of Employment for Peace Programming*

As noted, programs that place peacebuilding on an equal footing as employment do not differ in design from those that do not. It is not, therefore, *a priori* obvious how or why these programs have a peacebuilding focus. In almost all cases, generating employment is presented as the only evidence that a program will build peace. The “Appui à la formation par l’apprentissage et à l’insertion des jeunes déscolarisés et désœuvrés des régions affectées par les conflits, comme facteur de consolidation de la paix” program in CAR, for example, states “[t]o effectively contribute to the change of conditions for youth, by offering them the possibility to access employment, to create better life conditions for themselves and to become agents of peacebuilding” (UNDP, 2009: 4); while the “Jobs for Peace – 12,500 Youth Employed and Empowered through an Integrated Approach” program in Nepal states, that it will, “...contribute to the achievement of sustainable development and peace consolidation [...] by creating opportunities for decent and productive work for [...] young men and women” (UNPFN, 2009: 1). Such assertions, however, are not supported by the conclusions to Section 2.

In other cases, programs are assumed to build peace through the targeting of specific subsets of the population who are viewed as being “at risk”. In this regard, employment-peacebuilding programs are more likely to target youth than those with an employment-only primary focus. For example, the “Youth Employment Support (YES)” program in Sierra

Leone states, “The lack of productive employment for youth [is] considered not only an economic problem, but also a major political and security risk.” (World Bank, 2015c: 1). However, given the debate, especially surrounding so-called “youth bulges” it is not clear that the “devil does make work for idle hands”, or that “incapacitation” can be assumed.

Only 6 of the 33-program shortlist, and of the 14 that place peacebuilding alongside employment as a main outcome of interest, include programmatic aspects, outside of employment, that are designed to build peace. These activities fall into two key categories: those aimed at increasing awareness and understanding on conflict resolution at the individual level; and those that aim to bring people together in order to boost intra- and inter-group trust. In our assessments, however, we are not explicitly interested in the outcomes of these additional treatment arms. Rather, we look only for the outcomes of the employment arms. We do so in order to minimize the risk that we show peacebuilding impacts from peacebuilding, rather than employment, programming.

We find that in almost all cases, peacebuilding is not a focus of the evaluations that have been conducted. Indeed, some go so far as to offer a disclaimer about not being in a position to assess the peacebuilding impacts of the program. The “Employment Creation and Peace Building Base on Local Economic Development (EmPLED)” program in Nepal, for example, states, “[the] question to what extent an impact on peace building can be demonstrated or expected [...] has not been assessed by the project and of course the [Evaluation Team] was not in a position to do so itself.” (ILO, 2010: 48). Despite this, we find claims of positive peacebuilding impacts in 8 internal evaluations, and 5 external ones. These claims are typically phrased in incredibly generic terms, however, making it difficult to discern if such findings are based on an analysis, or simply assumed as a consequence of employment outcomes.<sup>7</sup> We discuss some specific examples of such claims below:

The “Work for Peace- Serbisu ba Dame” program in Timor-Leste claims, ““the project successfully managed to provide short term opportunities to groups which have played or could potentially play a destabilizing role, in particular the youth [...] As far as the impact of the project on conflict reduction is concerned, it is fair to conclude that the project managed to contribute to political stability and a peaceful environment to the extent possible” (Koekebakker, 2007: 11). The evaluation also stated, however, that “[i]t is not possible to establish whether or to what extent the project managed to meet the wider objective of reducing the potential for conflict and destabilization in Timor-Leste. This is a matter of methodology (attribution factor) rather than of project outcome.” (Koekebakker, 2007: 11). The “Jobs for Peace - 12,500 Youth Employed and Empowered through an Integrated Approach” in Nepal claims: “Many specific examples were reported for ways in which the program activities had contributed to peace. [...] wage employment created by the program during the construction of roads, irrigation canals, vegetable collection center and marketing shed engaged the youths on constructive activities” (Kumar-Range, S.K. & Acharya, H., 2011: 22).

Evaluations have noted the limited scale of interventions vis-à-vis the magnitude of the problem – making it unrealistic to expect a significant impact. For example, the “Empowerment of youth at risk through job creation program in areas of tensions” program in Lebanon states: “[i]t is difficult to determine the stabilization impact of this project, as this project is small in scale relative to the size of the problem it is seeking to address, and so the impact must also be relatively small” (Moran, 2013: 56). Similarly, the “Appui à la pérennisation de la paix par la promotion de l’emploi des jeunes et des femmes aux Comores

(APROJEC)” in Comoros states: “The project [...] had a very limited scope as it addresses the provision of employment of very few individuals (a few hundred out of a total ‘potential universe’ of 400,000 youngsters and women) [...] The project will make a modest contribution on employment creation for youth and women and therefore its impact on peacebuilding in the context of Comoros will be very limited” (Larrabure & Ouledi, 2011: 17).

In fact, the Comoros evaluation raises doubts regarding the fact that the program can be considered as a peacebuilding intervention at all, despite its definition as such in both other program documentation and design. Employment creation in general (as opposed, for example, to employment creation for ex-combatants) is seen as a ‘development objective’ rather than a peacebuilding objective (UNPBF, 2012: 1). As the evaluation mission did not consider the project a peacebuilding initiative, it could not identify any catalytic effect. The evaluation of the overall portfolio of the Peace Building Fund (PBF) in Comoros reaches a similar conclusion: “The project will make a modest contribution to employment creation for youth and women and therefore its impact on peacebuilding in the context of Comoros will be very limited. If maximizing youth and women’s employment is the objective, then, in the opinion of the evaluation mission, it would have been better to use the funds on consolidating a functional and “demand driven” national vocational training program.” (Larrabure & Ouledi, 2011: 18).

The lack of clarity on how the impact of employment on peacebuilding is supposed to work (in other words, the absence of a theory of change) is also noted elsewhere. For example, the “Promotion du rôle des petites et micro-entreprises dans la consolidation de la paix” in Burundi: evaluation states: “The link between the small enterprise project and peacebuilding was always unclear and, in the end, it was not able to identify a market for its beneficiaries’ goods, which was a primary strategy for the success of these small businesses.” (Campbell et al., 2014: 16). We thus note a discrepancy between the strong linkages of employment creation and peacebuilding, which is postulated *ex ante* in program documents, and the available evidence of the impact of employment interventions on peacebuilding that emerges from *ex post* documentation.

The final internal evaluation of the “Employment Creation and Peace Building based on Local Economic Development (EmPLED)” program in Nepal mentions some signs of positive peacebuilding impact, although these are hypothesized rather than stated as a firm finding: “in discussions with stakeholders and beneficiaries, the following indications were found that a contribution to peace building may be being made: The inclusive approach and economic impact among the poorest and marginalized is likely to have a positive effect on the roots of the conflict; the project worked in strongly conflict-affected areas; and the LED approach appears to have reduced conflict over allocation of resources.” (ILO, 2010: 48). There is no further detail as to how the intervention may have reached this positive impact.

In practical terms, the evidence that employment programs build peace is weak. Often, peacebuilding claims are not even made in program documentation; and when they are, it is simply assumed as a product of employment, which Section 2 shows is insufficient. Even when claims are made, the theory of change is unclear, as are the outcome indicators on which such conclusions are predicated.



#### *4.4 The Presence of Theories of Change in Employment for Peace Programming*

We find only 3 examples where a theory of change can be ascertained (that is, where it can be defined, rather than presumed, from the program documents). We discuss the learning that has taken place from each below.

##### *4.4.1 Program Example: Guinea-Bissau*

The theory of change of the program 'Labor-intensive employment for youth and women in the lead-up to and immediate post-electoral period in Guinea-Bissau' can be linked to the **grievance** theory and stresses the importance of providing 'peace dividends' to 'at-risk groups' such as youth and women, thus enhancing their confidence in the state and providing a foundation for civic engagement. The program document particularly stresses the importance of setting off a catalytic effect to 'show' the results of the program beyond immediate beneficiaries, thus signaling peace dividends to the broader population.

There was no evaluation available for this program. The final report of the program does not address the issue as to whether the intervention succeeded in having this 'demonstrative' catalytic effect. Two perceptions surveys are mentioned as means of verification, but were limited to assessing respondents' satisfaction with the outcome of the program.

##### *4.4.2 Program Example: Lebanon*

The theory of change elaborated in the program 'Empowerment of youth at risk through job creation program in areas of tensions' is twofold: it is linked to (1) **opportunity**, providing young people to ways of generating income as an alternative to joining an armed group, (2) **contact**, reinforcing positive interactions and creating common ground between the Palestinian and the Lebanese communities, and (3) **competition** by easing competition over access to jobs for both displaced and host communities.

With regard to the **opportunity** and **competition** transfer mechanism, the midterm evaluation found that the program involved only a relatively small number of beneficiaries – and, in all likelihood, not those who were most at risk of recruitment for violent purposes. Therefore, even if the program did succeed in creating employment, the evidence that it 'worked' is scant. "The majority of the participant beneficiaries in the activities in this project are probably unlikely to be those who are most likely to be the first to take part in violence [...] This project does not appear to actively identify and recruit these individuals into training and offers little direct incentive to divert those most at risk of being radicalized from that path, to participate in project activities" (Moran, 2013: 56-57).

Interestingly, however, the evaluation does find an indirect impact on the community more at large, which was not included in the original design: "However this project does have the effect of offering hope to the community at large that there continues to be initiatives aimed at improving their situation, that they have not been forgotten and there is a chance that at least one family member could improve their life chances. Because of the close knit family structures prevalent in the Palestine refugee community, project activities offer hope to all family members, including those most at risk of radicalization." (Moran, 2013: 57) In practical terms, the evaluation hints at a possible 'multiplier' effect that – by happenstance rather than by design – may reach young people that are at risk of being recruited into violence.

The mid-term evaluation does not find evidence for the **contact** transfer mechanism. In fact, it notes that there has been little interaction between the Lebanese and Palestinian communities: “The activities supported under this activity provided for little direct interaction or integration with local Lebanese people, apart from those participating in Apprenticeships engaging with mostly Lebanese employers and Lebanese fellow workers. [...] However given the very difficult political and security situation, it was not possible to ascertain if these activities will have any impact on improved relationships or reduce tensions between the communities. The high drop-out rate of Apprentices who received on-the-job training placements outside Palestine refugee camps suggests that there has not been much improvement.” (Moran, 2013: 58).

Furthermore, the evaluations (both midterm and final) suggest that, rather than a lack of interaction, the crucial problem was the disadvantaged position of Palestinian job-seekers vis-à-vis Lebanese employers, including frequent cases of exploitation: “The Jobseekers who attended the focus group identified that one of the main reasons for engaging with [the program] is the perception that [...] they would be somewhat better protected against exploitation by Lebanese employers. Several identified how on previous occasions they had not received payment for previous work done or had been abused in one way or another. The reality that some Lebanese employers appear to be exploiting Palestinians is clearly a source of tension between the two communities which should be addressed in order to promote PBF objectives of engendering better relations between them.” (Moran, 2013: 58-59).

A key finding of the final evaluation was that: “The project assumed that the placement and referral of Palestinian job seekers in training and employment would automatically contribute to conflict resolution and dialogue between Palestinian refugees and the Lebanese community. There was not enough emphasis on decent working conditions and social inclusion.” (Zakkar, 2013: 8). Thus, the program adopted the view that ‘giving more jobs to Palestinians’ and ‘giving them more exposure to Lebanese’ would build peace. This did not consider that the Palestinians already had experience with Lebanese through exploitative working conditions, which left beneficiaries in a condition of vulnerability, and did not “create the conditions which would deter youth from eventually becoming [...] engaged in violence”. (Zakkar, 2013: 22).

#### *4.4.3 Program Example: Nepal*

The 'Jobs for Peace' (J4P) program was primarily underpinned by an **opportunity**-based theory of change, according to which lack of cash in hand made young people vulnerable to manipulation by vested interest groups. The program also aimed to encourage the peaceful gathering of young people through business development and youth-led programs for youth empowerment (contact transfer mechanism). There was a program self-evaluation and independent final evaluation.

The program self-evaluation claims to confirm the validity of the program design and the relevance of the opportunity transfer mechanism. It also stressed the link between unemployment, idleness and violence: “the project is relevant to the target groups in the target districts because of high levels of youth un/underemployment with the inherent risk of idle and poor youth engaging in criminal activities thereby undermining the fragile Nepali peace process. There is a clear rationale and justification for the project [...] Idle youth are easy prey for recruitment by armed criminal groups across the Tarai” (McCarthy, 2010: 7).

The independent final evaluation states, with regard to the validity of the opportunity transfer mechanism: “wage employment created by the program during the construction of roads, irrigation canals, vegetable collection center and marketing shed engaged the youths on constructive activities” (Kumar-Range & Acharia, 2011: 22). The concept of employment as an antidote to idleness is again stressed: “Community members and youth reported that a new and positive self-image for youth was created, transforming them from idle vagrants into contributing community members, [whose] capabilities for bringing development programs and resources to their villages had been enhanced.” (Kumar-Range & Acharia, 2011: 22).

In this regard, we not only conclude that the peacebuilding outcomes of employment programs are very seldom, if ever, meaningfully analyzed but that there is very scant information on how these programs are designed to deliver those outputs. We find only a small number of cases where meaningful theories of change can be traced through the program’s design phase; and, even when they are included, it is not immediately clear what the program has done in order to deliver impacts via through these routes.

## 5. Conclusions

Significant amounts of energy and finance have been spent, since 2005, on the idea that peace can be built, via a hypothesized relationship with economic conditions and employment specifically, in fragile and conflict-affected countries. However, despite over 400 programs that are supposed to work on this principle, we show that significant knowledge gaps are present within this hypothesis. Not least, we note a complete absence of systematic learning on the theories of change that would drive these key relationships, on the relationship between employment and peace and on the performance of employment for peace programs. From this, we conclude that it is not only not well understood which program typologies stand to deliver the greatest impacts but that questions surround the whole idea that peace and stability can be built in this way.

In order to establish the baseline of systematic knowledge on these key relationships, we conduct three separate reviews. The first seeks to understand the theoretical reasons why we believe that employment programs might build peace. In some ways, this can be thought of in terms of the question, “Why should we intervene in this way?”. From economic first principles, we define four headline theories of change, and the nature of the causal chains therein, that could run from programs to peacebuilding. However, whilst we note that the underpinning logic gives good grounds for optimism, there are a series of missing links in the causal chains that our theories define. In other words, we conclude that it is insufficient simply to *assume* that employment programs will build peace because of the potential existence of these causal paths. In turn, there is a requirement for academic-quality program-level learning.

In the second review, we seek to understand the direct relationship between employment programs and peace. From this review, we define only a very small number of case-studies that have sought to establish this relationship. From these case-studies, we note a number of important takeaways: the first is that while, in general, these programs have delivered impressive economic gains, this has not been followed by associated stability gains. In most cases, there appears to be no long-term benefit from program participation. However, we also note that these case-studies do not, necessarily, directly engage with the social fissures that make conflict or other antisocial behaviors a risk in these environments. In turn, we are

agnostic on the headline relationship, but note that there is significant scope for more advanced thinking on this topic within the academic literature.

Finally, we conduct a systematic review of employment for peace programs involving four important international organizations. Despite over 400 such programs, we find only 33 have sufficient information to be included in our review. Of these 33, we find that none have critically examined the link between employment and peace, either as an input to program design or as a means to evaluation program outcomes. When peacebuilding effects are discussed at all, they are commonly assumed to occur because of the causal relationships between employment and peace. However, as discussed in Section 2, such relationships are far from a foregone conclusion.

In combination, this points to a cluster of available knowledge and information that does not support the large-scale investments and reliance on the idea that employment programs can build peace. At the same time, however, our findings are also insufficient to say, with certainty, that employment programs cannot or do not build peace. In this regard, we conclude that while there are good reasons to believe that employment programs can build peace, more work needs to be done to establish that this relationship holds. Specifically, we note a need to design and evaluate employment for peace programs that have a clear theory of change, and where that theory of change and the consequent design of the program directly interacts with the cleavages that make these programs necessary. In turn, there is an urgent need for quality studies to be undertaken on such programs, and for them to choose outcome indicators that capture these fissures accurately, and at the unit of analysis at which the intervention takes place. That is, we argue there is little sense measuring norm-based outcome variables from a program that, in all likelihood, can only instigate change at the individual level.

Finally, we conclude that there is significant space for better agency-based learning surrounding these programs. We find no evidence that relevant institutions have attempted to meaningfully evaluate or study key program outcomes, either themselves or by opening to research by others on their programs. Agencies, therefore, should make explicit the assumptions that underpin these programs, and should no longer take for granted that a positive set of labor market outcomes induces peace or stability.

## References

- Abbink, K., Brandts, J., Herrman, B. and Orzen, H. (2010). Intergroup Conflict and Intra-Group Punishment in an Experimental Contest Game. *American Economic Review*, 100(1), 420-447.
- Ackett, S., M. Borsenberger, P. Dickes and F. Sarrancino (2011): “Measuring and Validating Social Cohesion: A Bottom Up Approach.” *CEPS Working Paper No. 2011-08*. Center for European Policy Studies, Brussels.
- Adoho, F., Chakravarty, S., Korkoyah, D. T., Lundberg, M., and Tasneem, A. (2014). The impact of an adolescent girls employment program: The EPAG project in Liberia. World Bank Policy Research Working Paper 6832.
- Allport, G. W. (1954). *The Nature of Prejudice*. Reading, MA: Addison-Wesley.
- Alsharabati, C., and J. Nammour (2015). Survey on Perceptions of Syrian Refugees in Lebanon. Institute des Science Politiques - USJ. Université Saint-Joseph, Beirut.
- Alvaredo, F., Chancel, L., Piketty, T., Saez, E. and Zucman, G. 2018. *World Inequality Report 2018*. World Inequality Lab.
- Anderson, D. M. (2014). In school and out of trouble? The minimum dropout age and juvenile crime. *Review of Economics and Statistics*, 96(2), 318-331.
- Attanasio, O., A. Guarín, Carlos Medina, and C. Meghir (2015). Long Term Impacts of Vouchers for Vocational Training: Experimental Evidence for Colombia. Working paper.
- Avdeenko, A., and Gilligan, M. J. (2015). International interventions to build social capital: evidence from a field experiment in Sudan. *American Political Science Review*, 109(3), 427-449.
- Azam, J. and Thelen, V. (2008). The Roles of Foreign Aid and Education in the War on Terror. *Public Choice*, 135(3), 375-397.
- Banerjee, A. V. and E. Duflo (2007). The economic lives of the poor. *Journal of Economic Perspectives*, 21(1), 141–167.
- Banerjee, A. V. and E. Duflo (2008). What is middle class about the middle classes around the world? *Journal of Economic Perspectives*, 22 (2), 3–28.
- Bauer, M., Fiala, N., and Lively, I. V. (2018). Trusting Former Rebels: An Experimental Approach to Understanding Reintegration after Civil War. *Economic Journal*, 128, 1786-1819.
- Becker, G. S. (1968). Crime and punishment: An economic approach. In *The Economic Dimensions of Crime* (pp. 13-68). Palgrave Macmillan UK.

- Beekman, G., Cheung, S. L., and Lively, I. (2014). The Effect of Conflict History on Cooperation Within and Between Groups: Evidence from a Laboratory Experiment. *IZA Discussion Papers*, 8287.
- Berman, E., Shapiro, J.N., and Felter, J.H. (2011). Can hearts and minds be bought? The economics of counterinsurgency in Iraq. *Journal of Political Economy*, 119(4), 766-819.
- Bircan, C., Brück, T., and Vothknecht, M. (2017). Violent conflict and inequality. *Oxford Development Studies*, 45(2), 125-144.
- Blattman, C., Fiala N., and Martinez, S. (2014). Generating Skilled Self-Employment in Developing Countries: Evidence from Uganda. *Quarterly Journal of Economics*, 129(2), 697 - 752.
- Blattman, C., Jamison, J. and Sheridan, M. (2017). Reducing Crime and Violence: Experimental Evidence from Cognitive Behavioral Therapy in Liberia. *American Economic Review*, 107(4), 1165-1206.
- Blattman, C., and Miguel, E. (2010). Civil War. *Journal of Economic Literature*, 48(1), 3-57.
- Blattman, C., and Ralston, L. (2015). Generating Employment in Poor and Fragile States: Evidence from Labour Market and Entrepreneurship programs. *SSRN Working Paper*.
- Böhnke, J. and Zürcher, C. (2013). Aid, Minds and Hearts: The Impact of Aid in Conflict Zones. *Conflict Management and Peace Science*, 30(5), 411-432.
- Bozzoli, C., Brück, T., and Muhumuza, T. (2011). Does war influence individual expectations?. *Economics letters*, 113(3), 288-291.
- Brewer, M and Silver, M. (1978). In-group Bias as a Function of Task Characteristics. *European Journal of Social Psychology*, 8, 393-400.
- Brück, Tilman and Ferguson, Neil T. N. (2018): “Money Can’t Buy Love but Can It Buy Peace? Evidence from PEACE II.” Forthcoming in: *Conflict Management and Peace Science*.
- Buhaug, H., Cederman, L. E., and Gleditsch, K. S. (2014). Square pegs in round holes: Inequalities, grievances, and civil war. *International Studies Quarterly*, 58(2), 418-431.
- Campbell, S., Dexter, T., Findley, M., Hofmann, S., Marineau, J., and Walker, D., (2014). Independent External Evaluation: UN Peace Building Fund Project Portfolio in Burundi, 2007-2013.
- Cho, Y. and M. Honorati (2014). Entrepreneurship programs in developing countries: a meta regression analysis. *Labour Economics* 28, 110–130.
- Cilliers, J., Dube, O., and Siddiqi, B. (2016). Reconciling after Civil Conflict Increases Social Capital but Decreases Individual Well-being. *Science*, 352(6287), 787-794.
- Citrin, J. and Sides, J. (2008). Immigration and the imagined community in Europe and the United States. *Political Studies*, 56(1), 33-56.

- Coady, D. and Gupta, M. S. (2012). Income inequality and fiscal policy. International Monetary Fund.
- Collier, P., and Hoeffler, A. (1998). On economic causes of civil war. *Oxford Economic Papers*, 50(4), 563-573.
- Collier, P., and Hoeffler, A. (2004). Greed and grievance in civil wars. *Oxford Economic Papers*, 56(4), 563-595.
- Condra, Luke and Shapiro, Jacob (2011). "Who Takes the Blame? The Strategic Impact of Collateral Damage." *American Journal of Political Science*, 56(1), 167-187
- Cramer, C. (2010). Unemployment and Participation in Violence. Background Paper for the 2011 World Development Report.
- Dasgupta, A., Gawande, K., and Kapur, D. (2017). (When) do antipoverty programs reduce violence? India's rural employment guarantee and Maoist conflict. *International Organization*, 71(3), 605-632.
- De Mesquita, E. B. (2005). The Quality of Terror. *American Journal of Political Science*, 49(3), 515-530.
- Dolan, P., Peasgood, T. and White, M. (2008). Do we really know what makes us happy? A review of the economic literature on the factors associated with subjective well-being. *Journal of Economic Psychology* 29(1): 94-122.
- Draca, M., and Machin, S. (2015). Crime and Economic Incentives. *Annual Review of Economics*, 7(1), 389-408.
- Fearon, J., M. Humphreys and J. Weinstein (2008): "Can Development Aid Contribute to Social Cohesion after Civil War? Evidence from a Field Experiment in Post-Conflict Liberia." *American Economic Review: Papers and Proceedings* 99(2): 287-291
- Fearon, J. D., and Laitin, D. D. (2003). Ethnicity, insurgency, and civil war. *American Political Science Review*, 97(1), 75-90.
- Fehr, E. and Fischbacher, U. (2004). Third-party punishment and social norms. *Evolution and Human Behavior*, 25(2), 63-87
- Fehr, E., Glätze-Rützler, D. and Sutter, M. (2013). The Development of Egalitarianism, Altruism, Spite and Parochialism and Childhood and Adolescence. *European Economic Review*, 64, 363-383
- Fetzer, T. (2014). Social insurance and conflict: evidence from India. EOPP Working Paper Number 53.
- Forster, M., Chen, W., and Llenanozal, A. (2011). *Divided we stand: Why inequality keeps rising*. Paris: OECD.

- Gaarder, M. and Annan, J. (2013). Impact evaluation of conflict prevention and peacebuilding interventions. World Bank Policy Research Working Paper 6496.
- Gergen, M. (1995). The social construction of grievances: Constructive and constructionist approaches to a relational theory. In D.-M. Hosking, H. P. Dachler, and K. J. Gergen (Eds.), *Management and organization: Relational alternatives to individualism* (pp. 98-103). Brookfield, VT, US: Avebury/Ashgate Publishing Co.
- Gilligan, M. J., Mvukiyehe, E. N., and Samii, C. D. (2013). Reintegrating rebels into civilian life: Quasi-experimental evidence from Burundi. *Journal of Conflict Resolution*, 57, 588–626.
- Goldstone, J. (2001). Demography, Environment, and Security, in Paul F. Diehl and Nils Petter Gleditsch, eds., *Environmental Conflict*. Boulder, CO: Westview (84–108).
- Gurr, T. (1970). *Why Men Rebel*. Princeton, NJ: Princeton University Press.
- Gutting, R. and Steinwand, M. (2017). Donor Fragmentation, Aid Shocks and Violent Political Conflict. *Journal of Conflict Resolution*, 61(3), 643-670.
- Halevy, N., Bornstein, G., and Sagiv, L. (2008). “In-group love” and “out-group hate” as motives for individual participation in intergroup conflict: A new game paradigm. *Psychological Science*, 19(4), 405-411.
- Harari, M. and Ferrara, E. L. (2018). Conflict, climate, and cells: a disaggregated analysis. *Review of Economics and Statistics*, 100(4), 594-608.
- Heller, S. B., Shah, A. K., Guryan, J., Ludwig, J., Mullainathan, S., and Pollack, H. A. (2017). Thinking, fast and slow? Some field experiments to reduce crime and dropout in Chicago. *Quarterly Journal of Economics*, 132(1), 1-54.
- Hendrix, C. S., and Salehyan, I. (2012). Climate change, rainfall, and social conflict in Africa. *Journal of Peace Research*, 49(1), 35-50.
- Hirshleifer, J. (1995). Anarchy and its Breakdown. *Journal of Political Economy* 103(1), 26-52.
- Hjort, J. (2014). Ethnic divisions and production in firms. *Quarterly Journal of Economics*, 129(4), 1899-1946.
- Hsiang, S. M., Burke, M., and Miguel, E. (2013). Quantifying the influence of climate on human conflict. *Science*, 341(6151), 1235367.
- Huntington, S. (1996). *The Clash of Civilizations and the Remaking of World Order*. New York: Simon & Schuster.
- ILO (2010). *Employment Creation and Peace Building based on Local Economic Development, Internal Final Evaluation*, ILO Evaluation Unit.
- Immervoll, H. and Richardson, L. (2011). Redistribution policy and inequality reduction in OECD countries: what has changed in two decades? IZA Discussion Paper No. 6030.



International Alert (2014a). Real jobs in fragile contexts: Reframing youth employment programming in Liberia and Sierra Leone. London: International Alert.

International Alert (2014b). Winners or Losers? Assessing the Contribution of Youth Employment and Empowerment programs to Reducing Conflict Risk in Nigeria. Nigeria Stability and Reconciliation program (NSRP) report. London: International Alert.

Jacob, B. A., and Lefgren, L. (2003). Are Idle Hands the Devil's Workshop? Incapacitation, Concentration, and Juvenile Crime. *American Economic Review*, 93(5), 1560-1577.

Kalyvas, Stathis (2006). *The Logic of Violence in Civil War*. New York: Cambridge University Press.

Karell, D. and Schutte, S. (2018). Aid, exclusion, and the local dynamics of insurgency in Afghanistan. *Journal of Peace Research*, 55(6), 711-725.

King, E., and Samii, C. (2014). Fast Track Institution Building in Conflict Affected Countries? Insights from Recent Field Experiments. *World Development*, 64, 740-754.

King, E., Samii, C., and Snilstveit, B. (2010). Interventions to Promote Social Cohesion in Sub-Saharan Africa. *Journal of Development Effectiveness*, 2(3), 336-370.

Koekebakker, W. (2007). Timor Leste – Work for Peace Project – UNDP Final Evaluation.

Korpi, T. (1997). Is utility related to employment status? Employment, unemployment, labor market policies and subjective well-being among Swedish youth. *Labour Economics* 4(2): 125-147.

Krueger, A. B. and Malečková, J. (2003). Education, poverty and terrorism: Is there a causal connection?. *Journal of Economic Perspectives*, 17(4), 119-144.

Kumar-Range, S.K. and Acharya, H. (2011). Independent Final Evaluation of the Jobs for Peace program: 12.500 youth employed and empowered through an integrated approach in Nepal.

Larrabure, J.L. & Ouledi, A. (2011). Final Evaluation – Peace Building Fund program in the Comoros 2008-2011.

Leibbrandt, M., Woolard, I., McEwen, H., and Koep, C. (2010). Better employment to reduce inequality further in South Africa. In *Tackling Inequalities in Brazil, India, China and South Africa: The Role of Labour Market and Social Policies*. Paris: OECD.

Luallen, J. (2006). School's out... forever: A study of juvenile crime, at-risk youths and teacher strikes. *Journal of Urban Economics*, 59(1), 75-103.

Lyall, J., Zhou, Y. and Imai, K. (2018). Can Economic Assistance Shape Combatant Support in Wartime? Experimental Evidence from Afghanistan. SSRN Working Paper. Available at SSRN: <https://ssrn.com/abstract=3026531>.

- Martin, P. (1999). Are European regional policies delivering? EIB papers, 4(2), 10-23.
- McCarthy, G. (2010). Jobs for Peace Project, Nepal – Project Self-Evaluation Report.
- Mercy Corps (2013). Findings on Determinants of Support for Armed Opposition among Afghan Youth. Mercy Corps Evidence Paper.
- Mercy Corps (2015). Does Youth Employment Build Stability? Mercy Corps Evidence Paper.
- Moran, G. (2013). Empowerment of Youth at Risk Through Job Creation Programs in Areas of Tensions in Lebanon – mid-term evaluation.
- Murshed, S. M. (2015). On the nature of disagreements regarding the causes of civil war, in Paul Jackson, ed., Handbook of International Security and Development, 19-33.
- Nielsen, R., Findley, M., Davis, Z., Candland, T. and Nielson, D. (2011). Foreign Aid Shocks as a Cause of Violent Armed Conflict. American Journal of Political Science 55(2): 219-232.
- Nienta, I., Gbema, J.R., and Balemba, E. (2014). Evaluation Final du Projet de Consolidation de la Paix dans les zones minières artisanales du Nord Kivu.
- Okunogbe, O. (2016). Does Exposure to Other Ethnic Groups Promote National Integration? Evidence from Nigeria. Harvard University working paper.
- Østby G. (2013). Inequality and political violence: A review of the literature. International Area Studies Review 16(2), 206-31.
- Ostrom, T. and Sedikides, C. (1992). Out-group Homogeneity Effects in Natural and Minimal Groups. Psychological Bulletin, 113(3), 536-552
- Pettigrew, T. F., and Tropp, L. R. (2006). A meta-analytic test of intergroup contact theory. Journal of Personality and Social Psychology, 90(5), 751.
- Piketty, T. 2013. *Capital in the Twenty First Century*. Belknap/Harvard.
- Rainer, H., and Siedler, T. (2008). Subjective income and employment expectations and preferences for redistribution. Economics Letters 99(3): 449-453.
- Ravallion, M. (2001). Growth, inequality and poverty: looking beyond averages. World development, 29(11), 1803-1815.
- Reardon, T., Taylor, J. E., Stamoulis, K., Lanjouw, P., and Balisacan, A. (2000). Effects of non-farm employment on rural income inequality in developing countries: an investment perspective. Journal of Agricultural Economics, 51(2), 266-288.
- Rodrik, D. 2017. “Populism and the Economics of Globalization”, NBER Working Paper 23559. National Bureau of Economic Research, Cambridge MA.

- Roemer, J. (1998). *Equality of Opportunity*. Cambridge, MA: Harvard University Press.
- Rydgren, J., Sofi, D., and Hällsten, M. (2013). Interethnic Friendship, Trust, and Tolerance: Findings from Two North Iraqi Cities. *American Journal of Sociology*, 118(6), 1650-1694.
- Sääksvuori, L., Mappes, T. and Puurtinen, M. (2011). Costly Punishment Prevails in Intergroup Conflict. *Proceedings of the Royal Society B*, 278(1723).
- Scacco, A., and Warren, S. S. (2018). Can social contact reduce prejudice and discrimination? Evidence from a field experiment in Nigeria. *American Political Science Review*, 112(3), 654-77.
- Sen, A. (1973). *On economic inequality*. Oxford: Clarendon Press.
- Stewart, F. (2005). Horizontal inequalities: A neglected dimension of development. In *Wider perspectives on global development* (pp. 101-135). London: Palgrave Macmillan.
- Stewart, F., Brown, G. K., and Langer, A. (2008). Policies towards horizontal inequalities. In *Horizontal Inequalities and Conflict* (pp. 301-325). London: Palgrave Macmillan.
- Struch, N., and Schwartz, S. H. (1989). Intergroup aggression: Its predictors and distinctness from in-group bias. *Journal of Personality and Social Psychology*, 56(3), 364.
- Theisen, O. M., Gleditsch, N. P., and Buhaug, H. (2013). Is climate change a driver of armed conflict? *Climatic change*, 117(3), 613-625.
- Tilly, C. (1998). *Durable Inequality*. Berkeley, CA: University of California Press.
- UNPBF (2012). *Appui à la pérennisation de la paix par la promotion de l'emploi des jeunes et des femmes aux Comores (APROJEC) – Rapport Descriptif Final du program*.
- Urdal, H. (2004). *The Devil in the Demographics: The Effect of Youth Bulges on Domestic Armed Conflict, 1950-2000*. Washington, D.C.: The World Bank.
- Young, J. and Findlay, M. (2011). Can Peace Be Purchased? A Sectoral Level Analysis of Aid's Influence on Transnational Terror. *Public Choice* 149(3-4): 365-381.
- Wood, E. J. (2003). *Insurgent collective action and civil war in El Salvador*. Cambridge: Cambridge University Press.
- Zakkar, W. (2013). *Final Independent Evaluation – Project of Empowerment of Youth at Risk Through Job Creation program in Areas of Tension in Lebanon*

### Annex I : Reviewed Programs Longlist

Country	Programme title	Agency(ies)	Other UN partners	Dates	Status	Type of Intervention	Priority elements	Peacabil dimensions	Reason for inclusion	Availability
Afghanistan	Road to Jobs: Bringing decent work to rural households of the Northern Provinces in Afghanistan	ILO		2014 - 2018	Ongoing	LB	Yes	No	KW search: employment, work, job; On ILO's list	Prodoc, Summary, Website
Afghanistan	Local economic development and employment project in Herat	ILO		2007	Completed	NO INFO	NO INFO	NO INFO	KW search: employment	
Afghanistan	Expansion of Employment Service Centres to Nine Provinces in Afghanistan, 3rd phase	ILO		2006 - 2007	Completed	LB	Yes	No	KW search: employment	External Final evaluation

Afghanistan	Employment Services Centre for Returned Refugees and IDPs in Kabul	ILO	UNHCR	2005 - 2006	Completed	LB	Yes	No	KW search: employment ent	
Afghanistan	Capacity building for return, reintegration and temporary migration of Afghan workers and their protection	ILO	UNHCR	2006 - 2008	Completed	LB	Yes	No	KW search: work	
Afghanistan	Studies on Afghan Competitiveness for Job Creation - Agricultural Value Chains	ILO		2013 - 2015	Completed	VT, MSMEs	No	No	KW search: job; On ILO's list	
Afghanistan	Local Dev .through infrastructure & jobs (Afghanistan)	ILO		2008 - 2010	Completed	LB	Yes	No	KW search: job	
Afghanistan	Strengthening Skill Assessment & Certification Systems in Afghanistan	ILO		2013 - 2017	Ongoing	VT	Yes	No	KW search: skill	Summary, Website
Afghanistan	Afghanistan Access to Finance	WB		2013 - 2018	Ongoing	MSMEs	No	No	KW search: employment ent	PAD PID ISRRs
Afghanistan	Afghanistan - Second Skills Development Project	WB		2014 - 2018	Ongoing	VT	Yes	No	KW search: employment, job, skill	PID

Afghanistan	Afghanistan New Market Development	WB		2012 - 2016	Ongoing	MSMEs	No	No	KW search: employm ent, work	PID ISRS
Afghanistan	Strengthening Higher Education Additional Financing	WB		2006 - 2013	Completed	VT	No	No	KW search: employm ent, work, job; On WB's list	PID ISRS ICR
Afghanistan	AF Rural Enterprise Development Program	WB		2011 - 2016	Ongoing	VT, MSMEs	No	No	KW search: employm ent, work, skill	PID ISRS
Afghanistan	Afghanistan Skills Development Project	WB		2009 - 2014	Completed	VT	Yes	No	KW search: employm ent, skill; On WB's list	PID ISCs ICRR ICR
Afghanistan	Non-Formal Approach to Training Education and Jobs in Afghanistan Project	WB		2015 - 2018	Ongoing	VT	Yes	No	KW search: job	ISCs
Afghanistan	Afghanistan - Education Quality Improvement Project	WB		2005 - 2009	Completed	VT	No	No	On WB's list	PID ICR

Afghanistan	Afghanistan Peace & Reintegration Programme	UND P		2010 -	Unknown	LB, VT	Yes	Yes	On UNDP's list	Prodoc, Progress reports, Summary
Afghanistan	Strengthening the Resilience of Rural Livelihood Options	UND P		2014 - 2019	Ongoing	VT, MSMEs	No	No		Prodoc, Summary
Afghanistan	Gender Equality Project (Gep - II)	UND P		2013 - 2015	Completed	VT	No	No		Prodoc, External Final evaluation, Mid-term evaluation, Progress reports, Summary
Afghanistan	Local Economic Development for Afg - Initiation Phase	UND P		2015	Completed	VT	No	No		Summary
Tajikistan-Afghanistan	Project for Livelihood Improvement in Tajik-Afghan Cross-border Areas (LITACA)	UND P		2014 - 2017	Ongoing	VT, MSMEs	No	No	On UNDP's list	
Burundi	Programme de développement des filières au Burundi (PRODEFI) - Composante Emploi des Jeunes Ruraux	ILO	IFAD	2013 - 2016	Ongoing	LB, VT, MSMEs	Yes	No	KW search: employm ent	Summary, Website
Burundi	Support employment creation & reintegration	ILO		2010 - 2013	Completed	NO INFO	NO INFO	NO INFO	KW search:	

									employment	
Burundi	Public Works and Urban Management Project	WB		2010 - 2015	Completed	LB, VT, MSMEs	Yes	No	KW search: employment, work, job	PAD PID ISRs ICR
Burundi	Emergency Demobilization and Transitional Reintegration Project	WB		2010 - 2013	Completed	LB, VT, MSMEs	No	Yes	KW search: employment	PID, ISRs ICR
Burundi	Burundi Emergency Demobilization, Reinsertion and Reintegration Program	WB		2005 - 2008	Completed	LB, VT, MSMEs	No	Yes	KW search: employment	PAD PID ICR
Burundi	Burundi Road Sector Development	WB		2005 - 2015	Completed	LB	No	No	KW search: work	PAD PID ISRs ICR
Burundi	Reintegration Communautaire Et Villages Ruraux Integres	UND P			Unknown	VT, MSMEs	No	Yes		Prodoc
Burundi	Appui a La Consolidation De La Paix Et La Réintégration	UND P		2015 - 2016	Ongoing	VT, MSMEs	No	Yes		Prodoc
Burundi	Opportunités Economiques Par La Promotion De L'artisanat	UND P		2014 - 2016	Ongoing	VT, MSMEs	Yes	No		Prodoc



Burundi	Reintegration socio-economique des rapatriés du Camp de Mtabila	UNDP P		2013 - 2014	Completed	LB	No	Yes	On UNDP's list	Progress reports
Burundi	Youth participation in social cohesion at community level (Participation des jeunes a la cohesion sociale au niveau communautaire)	PBSO	UNFPA	2007 - 2008	Completed	LB, VT, MSMEs	Yes	Yes	On PBSO's list	Prodoc, Final report, Portfolio evaluation, Progress reports, Summary
Burundi	Promotion du rôle des petites et micro-entreprises dans la consolidation de la paix	PBSO, UNDP P	BINUP	2008 - 2009	Completed	VT, MSMEs	Yes	Yes	On PBSO's list	Prodoc, Final report, Portfolio evaluation, Progress reports, Summary
Burundi	Appui à la réintégration socio économique des populations affectées par les crises et au relèvement communautaire	PBSO, UNDP P		2009 - 2010	Completed	LB, VT	No	Yes	On PBSO's list	Final report, Portfolio evaluation, Internal evaluation, Progress reports, Summary
Burundi	Consolidation de la Paix à travers l'appui à la réintégration socio-économique durable en faveur des personnes affectées par le conflit	PBSO, ILO, UNDP P	UNFPA, FAO, UNW, OMEN, UNHCR	2011 - 2014	Completed	LB, VT, MSMEs	No	Yes	On PBSO's list	Prodoc, Final report, Portfolio evaluation, Progress

										reports, Summary
CAR	CAR - Emergency Urban Infrastructure Rehabilitation & Maintenance	WB		2008 - 2016	Ongoing	LB	No	No	KW search: employment, work	ISR
CAR	Projet D'appui Au Redéploiement De L'administration	UNDP		2015 - 2017	Ongoing	LB	No	Yes		Prodoc, Summary
CAR	Appui Institutionnel Pour La Transition	UNDP		2014 - 2016		LB, VT, MSMEs	No	Yes		Prodoc, Final report, Summary
CAR	Appui à la formation par l'apprentissage et à l'insertion des jeunes déscolarisés et désœuvrés des régions affectées par les conflits, comme facteur de consolidation de la paix	PBSO, UNDP		2009 - 2010	Completed	LB, VT	Yes	Yes	On PBSO's list	Prodoc, Final report, Progress reports, Summary
CAR	Redynamisation des Centres de formation professionnelle de Bozoum, Bossangoa et Bria	PBSO	UNESCO	2009 -	Completed	VT	Yes	Yes	On PBSO's list	Final report, Progress reports, Summary
CAR	Formation socioprofessionnelle et réintégration des jeunes grâce l'emploi	PBSO	UNHCR	2009 -	Completed	VT	Yes	Yes	On PBSO's list	Final report, Progress reports, Summary

	(Youth Education Pack - YEP)												
CAR	Rural communities' access to local financial services	PBSO, UNDP	UNCDF	2010 -	Completed	VT, MSMEs	Yes	Yes	On PBSO's list	Prodoc, Final report, Progress reports, Summary			
CAR	Appui à l'insertion de la Jeunesse Pionnière Nationale (JPN) dans les zones d'accueil et à l'efficacité du centre d'apprentissage et de réinsertion économique de Bossembélé.	PBSO	FAO	2010 -	Completed	VT, MSMEs	Yes	Yes	On PBSO's list	Prodoc, Final report, Progress reports, Summary			
CAR	Support for the implementation of income generating activities and self-employment in the agricultural sector in conflict zones	PBSO	FAO	2010 -	Completed	VT, MSMEs	Yes	Yes	On PBSO's list	Prodoc, Final report, Progress reports, Summary			
CAR	Prevention of recruitment, demobilisation and socio-economic reintegration of children associated with armed groups and other vulnerable	PBSO	UNICEF, UNFPA, WFP	2010 -	Completed	VT	No	Yes	On PBSO's list	Prodoc, Final report, Progress reports, Summary			

	children and women in the conflict zones											
CAR	Appui à la Réinsertion/Réintégration des ex-combattants démobilisés et au Relèvement communautaire en République Centrafricaine	PBSO, UNDP	BINUCA	2012 -	Unknown	VT, MSMEs	No	Yes	On PBSO's list	Prodoc, Progress reports, Summary		
Chad	Promotion de la micro et petite entreprise rurale	ILO		2006 - 2012	Completed	MSMEs	Yes	No	KW search: employment, work, job	Summary, Website		
Chad	Value Chain Support Project	WB		2014 - 2019	Ongoing	VT, MSMEs	No	No	KW search: employment	PAD, ISRs		
Chad	Urban Development Project	WB		2008 - 2015	Completed	LB	Yes	No	KW search: employment, work, job, skill	PAD, ISRs, PID		
Chad	Développement Des Opportunités économiques Des Femmes	UNDP		2005 - 2008	Completed	MSMEs	Yes	No		Prodoc		

Comoros	Creation of 500 youth and women employment in agricultural field in Comoros	ILO			2012 - 2013	Completed	VT, MSMEs	Yes	No	KW search: employment; On ILO's list	Prodoc
Comoros	Comoros - Emergency Crises Response Project	WB			2011 - 2015	Completed	LB	Yes	No	KW search: employment, work, job	ICRR, ICR, ISRs, PID
Comoros	Emergency Food Security and Unemployment Support Through Cash-for-Work	WB			2010 - 2014	Completed	LB	Yes	No	KW search: work	ISRs
Comoros	Comoros - Economic Governance Reform Support Grant	WB			2010 - 2011	Completed	VT	No	No	On WB's list	ISRs, Prodoc, PID
Comoros	Réforme Sécuritaire en Union Des Comores	UND P			2013 - 2015	Completed	LB	No	Yes		Final report
Comoros	Projet Agriculture Mohéli	UND P			2009 -	Unknown	LB, VT, MSMEs	Yes	No		Prodoc, Summary
Comoros	Support to sustainable peace through the promotion of youth and women employment in the Comoros (Appui à la pérennisation de la paix par la promotion de l'emploi des jeunes et	PBSO, ILO, UNDP	UNID O, FAO		2010 - 2012	Completed	LB, VT, MSMEs	Yes	Yes	On PBSO's list	Prodoc, Final report, external Final evaluation, internal evaluation, Progress reports

	des femmes aux Comores (APROJEC)												
Comoros	Appui à l'intégration socio économique des femmes et filles associées au conflit dans le cadre du DDR	PBSO	UNFPA	2010 - 2011	Completed	VT, MSMEs	No	Yes	On PBSO's list	Prodoc, Final report, external evaluation, Portfolio evaluation, Progress reports			
Comoros	Promotion des conditions économiques et sociales des jeunes et femmes dans l'île de Mohéli au travers l'appui à l'agriculture	PBSO, UNDP	UNIDP	2009 - 2011	Completed	VT, MSMEs	Yes	Yes	On PBSO's list	Prodoc, Final report, external Final evaluation, Portfolio evaluation, Progress reports, Summary			
Comoros	Appui à la pérennisation de la paix par la promotion de l'emploi des jeunes et de l'éducation civique aux Comores	PBSO, ILO		2013 - 2015	Completed	VT	Yes	Yes	On PBSO's list	Prodoc, Final report, Progress reports			
Côte d'Ivoire	Engaging multinational enterprises on job	ILO			Unknown	LB, MSMEs	Yes	No	KW search:	Summary, Website			

	creation for young women and men in Cote d'Ivoire									employment, work, job, skill	
Côte d'Ivoire	Emergency Youth Employment and Skills Development Project	WB		2012 - 2019	Ongoing	LB, VT, MSMEs	Yes	Yes	KW search: employment, work, job, skill	ISRs, PID	
Côte d'Ivoire	Emergency Post-Conflict Assistance Project	WB		2008 - 2013	Completed	VT	No	Yes	KW search: employment, work, job	ISRs, PID	
Côte d'Ivoire	Youth Employment Pilot	WB		2008 - 2010	Completed	NO INFO	NO INF O	NO INF O	KW search: employment, work, job		
Côte d'Ivoire	Support for Young Entrepreneurs and Urban Job Creation	WB		2009 - 2013	Completed	NO INFO	NO INF O	NO INF O	KW search: job		
Côte d'Ivoire	Programme Conjoint Pauvreté	UND P	UNICE F, FAO, UNFPA	2015 - 2016	Ongoing	LB, VT, MSMEs	Yes	No		Progress reports, Summary	
Côte d'Ivoire	1,000 micro-projects for socio-economic reintegration of ex-combatants and youth at risk in Côte d'Ivoire	PBSO, UNDP	ONUCL	2008 - 2009	Completed	LB, VT	No	Yes	On PBSO's list	Prodoc, Final report, Portfolio evaluation, Progress	

										reports, Summary
DRC	Programme d'activités pour l'emploi des jeunes dans la province du Katanga (PAEJK)	ILO		2012 - 2015	Completed	VT, MSMEs	Yes	No	KW search: employm ent	Prodoc, external Final evaluation, Summary, Website
DRC	Youth Employment	ILO		2008 - 2010	Completed	NO INFO	NO INF O	NO INF O	KW search: employm ent	
DRC	Programme d'appui à l'emploi des jeunes	ILO		2007 - 2008	Completed	NO INFO	NO INF O	NO INF O	KW search: employm ent	
DRC	Améliorer la gouvernance dans les mines du Katanga par la promotion du travail décent	ILO		2007 - 2009	Completed	VT	No	No	KW search: work, job; On ILO's list	Prodoc, External Final evaluation
DRC	Projet d'Appui à la Réinsertion Economique Durable des Démobilisés en République Démocratique du Congo (ARED II)	ILO, WB		2009 - 2012	Completed	VT, MSMEs	Yes	Yes	On ILO's list	External final evaluation, Summary
DRC	DRC: Financial Infrastructure and Markets	WB		2015 - 2020	Ongoing	MSMEs	No	No	KW search:	PAD PID ISRs



										employment work	
DRC	DRC Eastern Recovery Project	WB		2015 - 2020	Ongoing	LB, VT, MSMEs	Yes	No	KW search: employment, work, job	PAD PID ISRs	
DRC	Emergency Demobilization and Reintegration Project	WB		2005 - 2011	Completed	LB	No	Yes	KW search: employment; On WB's list	PID ISRs ICR	
DRC	DRC Labor Intensive Works in the Katanga Province - State and Peace-Building Fund	WB		2011	Completed	NO INFO	NO INFO	NO INFO	KW search: work		
DRC	Joint Project for Community Reintegration of Ex Child Soldiers	UND P	UNICE F, WFP, UNW OMEN	2015 - 2016	Ongoing	LB, VT	No	Yes		Prodoc, Summary	
DRC	Projet de consolidation de la paix dans les zones minières artisanales de la province du Nord Kivu (project Rubaya)	UND P	UNICE F, FAO	2012 - 2014	Completed	LB	Yes	Yes	On UNDP's list	Prodoc, Final report, External final evaluation	
DRC	Projet de Relèvement et de Relance Economique dans la Province du Maniema	UND P	FAO		Unknown	VT, MSMEs	Yes	Yes		Prodoc	

DRC	Community recovery and peacebuilding in North Kivu	UND P		2011 -	Unknown	VT, MSMEs	Yes	Yes	On UNDP's list	Prodoc, Summary
DRC	Project to support the stabilization of South Kivu	UND P	UNICE F, FAO	2012 - 2014	Completed	LB	No	Yes	On UNDP's list	Prodoc
Eritrea	Youth Employment and Skills Development	UND P, ILO	UNID O, IOM	2014 - 2016		VT, MSMEs	Yes	No		Prodoc
Eritrea	Joint Programme on Gender Equity in Eritrea	UND P, ILO	WHO, UNICE F, UNIFE M, UNFPA	2007	Completed	VT, MSMEs	No	No		Prodoc
Eritrea	Support to promotion of sustainable livelihoods, enhanced community solidarity, and resilience in Eritrea	UND P		2014 - 2016	Ongoing	LB	No	No		Prodoc, Progress reports
Ethiopia	Promoting Rights and Opportunities for People with Disabilities through legislation	ILO			Completed	VT	No	No	KW search: employment, skill	External final evaluation
Ethiopia	Organization for Women in Self Employment (WISE)	ILO		2012	Completed	VT, MSMEs	Yes	No	KW search: employment, job, skill; On ILO's list	Prodoc, Summary, Website
Ethiopia	Poverty Reduction through Decent	ILO		2007 - 2010	Completed	VT, MSMEs	Yes	No	KW search: employment	Prodoc, External

	Employment Creation in Ethiopia							ent: On ILO's list	final evaluation	
Ethiopia	Promoting access to micro-insurance for financial inclusion and decent work – Phase II	ILO		2007 -	Completed	MSMEs	No	No	KW search: work	External final evaluation
Ethiopia	Reducing decent work deficit in the informal economy	ILO			Unknown	NO INFO	NO INFO	NO INFO	KW search: work	
Ethiopia	Mekelle Prison Project - Creating sustainable livelihood opportunities for women and youth	ILO			Unknown	VT, MSMEs	No	No	KW search: skill; On ILO's list	Prodoc, Summary
Ethiopia	Edible Oil Value Chain Enhancement	ILO	UNIDO, FAO	2009 - 2012	Completed	VT, MSMEs	No	No	On ILO's list	Prodoc, External final evaluation, Mid-term evaluation
Ethiopia	Women Entrepreneurship Development Project	WB		2012 - 2017	Ongoing	VT, MSMEs	Yes	No	KW search: employment, work, skill	PAD, PID, ISRs
Ethiopia	ET Competitiveness and Job Creation Project	WB		2015 - 2020	Ongoing	MSMEs	No	No	KW search: work	PAD, PID, ISRs
Ethiopia	Entrepreneurship Development Programme	UNDP		2012 - 2016		VT, MSMEs	Yes	No		Summary

Georgia	Support Involvement Employers' Org. in implementing reintegration policies for returnees and endorsement of Trade Unions Migration Policy	ILO		2013	Completed	LB	Yes	No	KW search: employment	
Georgia	Youth Development and Inclusion	WB		2008 - 2012	Completed	LB, VT	Yes	Yes	KW search: skill	ISRs, PID
Georgia	Skills for Employment Program	UNDP		2013 - 2016	Ongoing	MSMEs	Yes	No		Prodoc, Mid-term evaluation, Summary
Georgia	Abkhazia Agriculture	UNDP		2014 - 2016	Ongoing	VT	No	No		Prodoc, Summary
Georgia	Vocational Skills Eu	UNDP			Unknown	VT	Yes	No		Prodoc, Summary
Georgia	UN Joint Programme to Enhance Gender Equality in Georgia	UNDP		2011 - 2014	Completed	VT, MSMEs	No	No		Prodoc, Summary
Guinea	Stepping Up Skills Project	WB		2014 - 2020	Ongoing	LB, VT	Yes	No	KW search: employment, work, job, skill	PAD, PID, ISRs
Guinea	Guinea - MSME Development Project	WB		2013 - 2017	Ongoing	VT	No	No	KW search: employment, skill	PAD, PID, ISRs

Guinea	Productive Social Safety Net Project	WB		2012 - 2017	Ongoing	LB, VT	Yes	No	KW search: employment, work, job, skill	PAD, PID, ISRs
Guinea	Labor Intensive Public Works - Additional Financing for Third Urban Development Project Phase II	WB		2008 - 2011	Completed	LB	Yes	No	KW search: work	
Guinea	National Rural Infrastructure Project	WB		2005 - 2013	Completed	LB	No	No	KW search: work	PID, ISRs, ICR
Guinea	Programme De Prévention Des Conflicts&consolidation Paix	UNDP	UNID O, WFP, UNFPA	2014 - 2015	Completed	VT	Yes	Yes		Prodoc
Guinea	Promotion Du Genre en République De Guinée	UNDP, ILO	FAO, WFP, UNID O	2013 - 2017	Ongoing	VT, MSMEs	Yes	No		
Guinea	Joint project to support the youth movement and some groups of young poorest	PBSO	UNICE F, UNID O	2010 - 2011	Completed	VT, MSMEs	No	Yes	On PBSO's list	Prodoc, Final report, Portfolio evaluation, Progress reports, Summary
Guinea	Socio-economic reintegration of children recruited in an	PBSO	WFP, UNICE F	2011 - 2012	Completed	VT	No	Yes	On PBSO's list	Prodoc, Final report, Portfolio

	irregular manner in the armed forces of Guinea									evaluation, Progress reports, Summary
Guinea	Projet d'appui a l'insertion économique des jeunes et des femmes	PBSO, UNDP	UNFPA, WFP, UNID	2011 - 2012	Completed	LB, VT	Yes	Yes	On PBSO's list	Prodoc, Final report, Portfolio evaluation, Progress reports, Summary
Guinea	Réintégration des jeunes associées avec les forces armées et les jeunes vulnérables – phase 2	PBSO	UNICEF	2013	Completed	VT	Yes	Yes	On PBSO's list	Prodoc, Final report, Progress reports, Summary
Guinea	Programme nationale d'emploi spécifique pour les jeunes (filles et garçons) a risque de conflit	PBSO, UNDP	UNFPA, UNID, WFO	2014 - 2015	Completed	LB, VT	Yes	Yes	On PBSO's list	Prodoc, Final report, Progress reports, Summary
Guinea-Bissau	Private Sector Rehabilitation & Agribusiness Development	WB		2014 - 2019	Ongoing	VT, MSMEs	No	No	KW search: employment, work	PAD, PID, ISRs
Guinea-Bissau	Youth Professional Training and Employment	PBSO, UNDP		2008 - 2010	Completed	VT, MSMEs	Yes	Yes	On PBSO's list	Prodoc, Final report, Portfolio evaluation, Progress reports

Guinea-Bissau	Appui à la création d'emplois et de revenus en Guinée Bissau	PBSO, UNDP, ILO	FAO, UNICEF	2011 - 2013	Completed	LB, VT, MSMEs	Yes	Yes	On PBSO's list	Prodoc, Portfolio evaluation, Progress reports
Guinea-Bissau	Quick and Multilevel Impact for Women's Economic Empowerment and Improvement of Working Conditions in Guinea-Bissau	PBSO	UNWOMEN, FAO, UNICEF	2012 - 2015	Completed	VT, MSMEs	Yes	Yes	On PBSO's list	Prodoc, Progress reports
Guinea-Bissau	LB-intensive employment for youth and women in the lead-up to and immediate post-electoral period in Guinea-Bissau	PBSO, UNDP		2013 - 2014	Completed	LB	Yes	Yes	On PBSO's list	Prodoc, Final report, Progress reports
Haiti	Programme de prévention des désastres naturels par la réhabilitation de l'environnement à travers la création d'emplois	ILO		2007 - 2009	Completed	NO INFO	NO INFO	NO INFO	KW search: employment	
Haiti	Promote the socio-economic integration of vulnerable children and youth through a multi-faceted approach and mutually reinforcing interventions as	ILO, UNDP		2015 - 2017	Ongoing	LB, VT	No	No	KW search: job	Summary, Website

	professional training, job placement, entrepreneurship and citizenship development.									
Haiti	La gestion de debris en appui au retour au foyer des populations affectées par le tremblement de terre dans des quartiers de Port-au-Prince (phase I et II)	ILO		2011 - 2013	Completed	VT, MSMEs	No	No	On ILO's list	external Final evaluation, Mid-term evaluation, Summary
Haiti	Réhabilitation de 16 quartiers et retour volontaire des familles de 6 camps associés/ Réhabilitation de la zone du Champ de Mars	ILO		2011 - 2015	Completed	VT, MSMEs	No	No	On ILO's list	Prodoc, Final report, Progress reports, Summary
Haiti	Port-au-Prince Area Community Driven Development Pilot Project (PCF) / PRODEPAP	WB		2007 - 2009	Completed	LB	No	No	KW search: employment	
Haiti	Haiti Community Driven Development (CDD) Project / PRODEP	WB		2007 - 2013	Completed	LB	No	No	KW search: employment	PAD, PID ISRs ICR
Haiti	JSDF Grant for Emergency Community Cash for Work Project	WB		2010 - 2012	Completed	LB	Yes	No	KW search: work	PID ISRs



Haiti	Creation D'emplois Inclusifs	UND P		2012	Completed	LB	Yes	No		Prodoc, Progress reports, Summary
Haiti	Post Earthquake Recovery & Livelihood	UND P		2010 - 2014	Completed	LB	Yes	No		Prodoc, Progress reports, Summary
Haiti	Programme De Relèvement Immédiat	UND P			Unknown	LB, VT, MSMEs	Yes	No		Progress reports, Summary
Haiti	Recovery through Employment Generation, Environmental Rehabilitation and Disaster Mitigation	PBSO, UND P, ILO		2010 - 2011	Completed	LB	Yes	Yes	On PBSO's list	Prodoc, Final report, Progress reports, Summary
Indonesia	Promote decent work for food security and sustainable rural development in the Nusa Tenggara Timur province	ILO	FAO	2014 - 2016		NO INFO	NO INFO	NO INFO	KW search: employment, work	Summary, Website
Indonesia	Indonesian Green Entrepreneurship Program (IGEP)	ILO		2012 - 2014	Completed	NO INFO	NO INFO	NO INFO	KW search: employment	Summary, Website
Indonesia	Education and Skills Training for Youth Employment in Indonesia (EAST)	ILO		2006 - 2010	Completed	LB, VT	Yes	No	KW search: employment	Mid-term evaluation, Summary, Website

Indonesia	Employment-intensive Growth for Indonesia: Job Opportunities for Young Women and Men (JOY)	ILO		2006 - 2010	Completed	LB	Yes	No	KW search: employment, job ent	External final evaluation, Mid-term evaluation, Summary
Indonesia	Entrepreneurship culture and business creation for youth employment in Nanggroe Aceh Darussalam, Indonesia	ILO		2005 - 2008	Completed	NO INFO	NO INF O	NO INF O	KW search: employment ent	
Indonesia	Further developing employment services and VT in Aceh and North Sumatra	ILO		2006 - 2007	Completed	NO INFO	NO INF O	NO INF O	KW search: employment ent	
Indonesia	Local Economic Recovery: Rebuilding Livelihoods and Employment Opportunities	ILO		2005 - 2007	Completed	LB, VT, MSMEs	Yes	No	KW search: employment ent	Mid-term evaluation
Indonesia	Employment-intensive Infrastructure for Aceh	ILO, UNDP		2005 - 2006	Completed	NO INFO	NO INF O	NO INF O	KW search: employment ent	
Indonesia	Aceh Employment and Livelihoods Training Support	ILO		2005 - 2006	Completed	NO INFO	NO INF O	NO INF O	KW search: employment ent	

Indonesia	Employment Creation for Poverty Creation and Livelihood Recovery	ILO, UNDP	FAO, UN-HABITAT, UNORC, OCHA	2005 - 2008	Completed	LB, VT, MSMEs	Yes	No	KW search: employment	Summary, Website
Indonesia	Emergency Employment and Livelihoods Support Network	ILO		2005 - 2006	Completed	NO INFO	NO INF O	NO INF O	KW search: employment	
Indonesia	Decent Work for food security and sustainable rural development in Nusa Tenggara Timur (NTT), INDONESIA	ILO		2013 - 2016		NO INFO	NO INF O	NO INF O	KW search: work	
Indonesia	ASEAN Small Business Competitiveness Program	ILO		2013 - 2015	Completed	NO INFO	NO INF O	NO INF O	KW search: work	Summary, Website
Indonesia	Green Entrepreneurship	ILO		2012	Completed	NO INFO	NO INF O	NO INF O	KW search: work, job	Summary, Website
Indonesia	Creating jobs: capacity building for local resource-based road works in selected districts of Aceh and Nias (Phase III)	ILO		2011 - 2012	Completed	LB, VT	Yes	No	KW search: work, job	Summary, Website
Indonesia	Green Jobs in Asia - Indonesia	ILO		2010 - 2012	Completed	VT	Yes	No	KW search: work, job	Summary, Website

Indonesia	Capacity building for local resource-based road works in selected districts in NAD and NIAS	ILO, UNDP		2006 - 2011	Completed	NO INFO	NO INF O	NO INF O	KW search: work	
Indonesia	Emergency Employment and Livelihoods Support Network	ILO		2005 - 2006	Completed	NO INFO	NO INF O	NO INF O	KW search: work	
Indonesia	Promoting Micro and Small Enterprises through Improved Entrepreneurs' Access to Financial Services (PROMISE IMPACTS)	ILO		2015 - 2018	Ongoing	MSMEs	No	No	KW search: job	Summary, Website
Indonesia	Local development through infrastructure and jobs (Indonesia)	ILO		2008 - 2010	Completed	NO INFO	NO INF O	NO INF O	KW search: job	Summary
Indonesia	Entrepreneurship skills development primarily for indigenous people	ILO		2009 - 2010	Completed	NO INFO	NO INF O	NO INF O	KW search: skill	
Indonesia	Provision of skills training and recovery of livelihoods in Central Java	ILO		2006 - 2007	Completed	NO INFO	NO INF O	NO INF O	KW search: skill	
Indonesia	The ICFTU-APRO project for skills development and VT in Indonesia	ILO		2005 - 2006	Completed	NO INFO	NO INF O	NO INF O	KW search: skill	
Indonesia	Livelihood Recovery for DI Yogyakarta and Central Java	WB		2008 - 2010	Completed	MSMEs	No	No	KW search: employm	PAD PID ISRs

									ent, work, skill	
Indonesia	Access to Finance and Capacity Building of Earthquake-Affected MSEs in Yogyakarta and Central Java	WB	IOM	2008 - 2010	Completed	MSMEs	No	No	KW search: employm ent, skill	PAD PID ISRs ICR
Indonesia	National Program for Community Empowerment in Urban Areas (PNPM UPP)	WB		2008 - 2011	Completed	VT, MSMEs	No	No	KW search: work	PAD PID ISRs ICR ICRR
Indonesia	Peace Through Development in Disadvantaged Areas (Ptdda)	UNDP		2012 - 2016	Ongoing	MSMEs	No	Yes	On UNDP's list	Prodoc, Summary
Iraq	Expansion of the KAB programme in Kurdistan targeting students enrolled in vocational education institutes and unemployed youth graduates of TVET	ILO	UNESCO	2012 - 2013	Completed	VT	Yes	No	KW search: employm ent, work	Summary, Website
Iraq	Skills development to support employment generation in Iraq	ILO	UNOPS	2007 - 2008	Completed	VT	Yes	No	KW search: employm ent, skill; On ILO's list	Prodoc, External final evaluation, Mid-term

										evaluation, Website
Iraq	Private sector development programme for Iraq	ILO, UNDP	UNIFE M, UNOPS, UNIDO, FAO, UNHABITAT	2009 - 2012	Completed	MSMEs	No	No	KW search: work; On ILO's list	Prodoc, Summary, Website
Iraq	Local Area Development Programme (LADP)	ILO	UNOPS	2007 - 2010	Completed	VT	Yes	No	On ILO's list	External final evaluation, Progress reports, Summary
Iraq	Improving quality and relevance of Technical and Vocational Education and Training (TVET) in Iraq	ILO	UNESCO, UNHABITAT	2007 - 2011	Completed	VT	Yes	No	On ILO's list	Prodoc, External final evaluation
Iraq	Iraq Emergency Community Infrastructure Rehabilitation Project	WB		2005 - 2013	Completed	LB	Yes	No	KW search: employment, work	PID ISRs ICR ICRR
Iraq	IQ-Youth Livelihoods Development in Southern Iraq	WB		2011 - 2015	Completed	LB, VT	Yes	No	KW search: work, skill	PID ISRs
Iraq	Funding Facility for Stabilization	UNDP		2015 - 2017	Ongoing	LB, MSMEs	No	No		Prodoc, Progress

										reports, Summary
Iraq/Kurdistan	Ierrp	UNDP		2014 -	Unknown	LB, MSMEs	No	No	On UNDP's list	Prodoc, Summary
Iraq	VT Msme Capacity Development in Basra	UNDP		2014 - 2015	Completed	VT, MSMEs	No	No		Prodoc, Progress reports, Summary
Iraq	Resilience Support for Syrian Refugees	UNDP		2014 - 2015	Completed	LB, VT, MSMEs	No	Yes		Prodoc, Progress reports, Summary
Iraq	P1-Is-03 Rehab for Mine Victims	UNDP		2014	Completed	LB, VT	Yes	No		Prodoc, Progress reports, Summary
Iraq	Improvement of Basic Infrastructure for Idps	UNDP		2014 - 2016		LB, VT, MSMEs	No	Yes		Prodoc, Progress reports, Summary
Kiribati	Support improved decent employment opportunities for youth in Kiribati	ILO		2012 - 2013	Completed	VT	Yes	No	KW search: employment	
Kiribati	Promotion of Youth Employment in Kiribati	ILO		2009 - 2011	Completed	VT	Yes	No	KW search: employment	
Kiribati	Sub-regional Programme on Education,	ILO		2006 - 2010	Completed	LB, VT, MSMEs	Yes	No	KW search: work	External final evaluation

	Employability and Decent Work for Youth in the Pacific Island Countries												
Kosovo	Active LB Market 2	UNDP			2014 - 2017	Ongoing		LB, VT	Yes	No			Prodoc, Summary
Kosovo	Local level response for employment generation and integrated territorial development	UNDP			2014 - 2017	Ongoing		VT, MSMEs	Yes	No			Prodoc
Kosovo	Skills Development in Kosovo	UNDP			2015 - 2016	Ongoing		VT	Yes	No			Prodoc, Summary
Kosovo	Active LB Markets Programme for Youth	UNDP			2005 - 2014	Completed		VT, MSMEs	Yes	No	On UNDP's list		Prodoc, Final report, External final evaluation, Mid-term evaluation, Progress reports
Lebanon	Employment Services For Palestinian Refugees in South Lebanon	ILO, UNDP	UNRWA		2011 - 2013	Completed		VT	Yes	No	KW search: employment		Prodoc
Lebanon	Support to Public Employment Services	ILO			2008 - 2013	Completed		LB	Yes	No	KW search: employment		Prodoc, Mid-term evaluation, Progress reports, Website



Lebanon	Skills development, employment services and local economic recovery for the construction sector	ILO		2008 - 2013	Completed	VT, MSMEs	Yes	No	KW search: employment, job, skill; On ILO's list	External final evaluation, Progress reports, Website
Lebanon	Enhancing Local Employment, Skills and Enterprises in Nahr el Bared, Lebanon	ILO		2008 - 2010	Completed	LB, VT, MSMEs	Yes	Yes	KW search: employment, skill; On ILO's list	Final report, External final evaluation, Progress reports, Website
Lebanon	Emergency employment and skills in the Nahr El Bared Palestinian Camp in North Lebanon	ILO, UNDP		2008	Completed	NO INFO	NO INFO	NO INFO	KW search: employment, skill	
Lebanon	Enabling Job Resilience and Protecting Decent Work Conditions in Rural Communities Affected by the Syrian Refugee Crisis in Northern Lebanon	ILO		2013 - 2016		LB, VT	Yes	No	KW search: work, job	Prodoc, Website
Lebanon	Conflict Prevention and Peace Building in North Lebanon	ILO		2009 - 2012	Completed	VT, MSMEs	No	Yes	On ILO's list	Prodoc, Final report, External final evaluation, evaluation

Lebanon	Local socio-economic recovery in war-affected areas of South Lebanon (II)	ILO		2009 - 2011	Completed	VT, MSMEs	Yes	Yes	On ILO's list	Prodoc, Progress reports
Lebanon	Local Socio-economic Recovery in war-affected areas of South Lebanon (I)	ILO	FAO, UNID O, ESCW A	2007 - 2008	Completed	VT, MSMEs	Yes	No	On ILO's list	External final evaluation
Lebanon	Engagement Facility - Lebanon Crisis Response Plan	UND P		2014 - 2015	Completed	LB	Yes	Yes		Prodoc, Summary
Lebanon	Support to the Economic and Social Fund for Development	UND P		2011 - 2014	Completed	MSMEs	Yes	No		Prodoc, Summary
Lebanon	Support to Economic Recovery, Community Security and Social Cohesion in Lebanese Communities Affected by the Syrian Crisis (aka Lebanese Host Communities Support Project)	UND P		2012 - 2017	Ongoing	LB	No	No	On UNDP's list	
Lebanon	Setting integrated plans and services for welfare and health in 8 municipalities	UND P		2014 -	Unknown	VT	No	No	On UNDP's list	
Lebanon	Support to employability, MSMEs, value chains and regional and national	UND P		2015 -	Unknown	MSMEs	No	No	On UNDP's list	

	development strategies and policies									
Lebanon	Empowerment of youth at risk through job creation programme in areas of tensions	PBSO, ILO	UNRW A, UNICE F	2011 - 2013	Completed	VT, MSMEs	Yes	Yes	On PBSO's list	Prodoc, Final report, External final evaluation, Mid-term evaluation, Progress reports
Liberia	UN joint programme for employment and empowerment of young women and men in Liberia	ILO, UNDP	UNESCO, UNICE F, WB, UNFPA	2009 - 2011	Completed	LB, VT, MSMEs	Yes	Yes	KW search: employment; On ILO's list	Prodoc
Liberia	Poverty Reduction through Decent Employment Creation in Liberia	ILO		2007 - 2010	Completed	LB, VT, MSMEs	Yes	No	KW search: employment; On ILO's list	External final evaluation, Mid-term evaluation
Liberia	Youth Employment Liberia	ILO		2008 - 2010	Completed	NO INFO	NO INF O	NO INF O	KW search: employment	
Liberia	Gender and employment generation: Contributing to lasting peace	ILO	UNIFEM	2007 - 2008	Completed	VT, MSMEs	Yes	No	KW search: employment; On ILO's list	Prodoc

Liberia	LB-based public works	ILO		- 2014	Completed	LB	Yes	No	KW search: On ILO's list	Prodoc, External final evaluation
Liberia	Agricultural Sector Rehabilitation Project	ILO		- 2015	Completed	MSMEs	No	No	On ILO's list	Prodoc
Liberia	Agriculture and infrastructure development project (AIDP)	ILO, WB		- 2015	Completed	LB	No	No	On ILO's list	Prodoc, Final report, Progress reports, Summary, Website
Liberia	LR: Youth, Employment, Skills Project	WB		2011 - 2016	Completed	LB, VT	Yes	No	KW search: employment, work, job, skill	PAD, PID, ISRs
Liberia	Promoting Private Sector and Natural Resource Governance	UNDP		2013 - 2018	Ongoing	MSMEs	No	Yes		Summary
Liberia	Tumutu Agricultural Training Programme	PBSO, UNDP		2008 - 2010	Completed	VT	No	No	On PBSO's list	Prodoc, Final report, Portfolio evaluation, Progress reports, Summary
Liberia	Women's Economic Empowerment: Building Peace, Promoting Prosperity	PBSO	UN Women	2013 - 2015	Completed	VT	No	Yes	On PBSO's list	Prodoc, Final report, Portfolio evaluation,

										Progress reports, Summary
Liberia	National Youth Service Programme for Peace and Development	PBSO	UNICEF	2013 - 2015	Completed	VT	No	Yes	On PBSO's list	Prodoc, Final report, Portfolio evaluation, Progress reports, Summary
Madagascar	Contribution à la réduction de la pauvreté par la promotion de l'emploi des jeunes - Phase 2 - CREPEJ 2	ILO, UNDP		2015 - 2016	Ongoing	NO INFO	NO INF O	NO INF O	KV search: employment	
Madagascar	Contribution à la réduction de la pauvreté par la promotion de l'emploi des jeunes à Madagascar, CREPEJ	ILO, UNDP		2014	Completed	VT, MSMEs	Yes	No	KV search: employment	Prodoc, Summary
Madagascar	Vers l'autonomisation des femmes et jeunes filles vulnérables à travers l'emploi décent (II)	ILO, UNDP		2013 - 2014	Completed	LB, VT	Yes	No	KV search: employment, work	Prodoc
Madagascar	Vers l'autonomisation des femmes et jeunes filles vulnérables à travers l'emploi décent: Madagascar (I)	ILO, UNDP		2011 - 2013	Completed	NO INFO	NO INF O	NO INF O	KV search: employment	

Madagascar	Promotion de l'emploi et des revenus dans la région Vatovay - Fityvinay	ILO, UNDP		2008 - 2010	Completed	NO INFO	NO INF O	NO INF O	KW search: employm ent	
Madagascar	Promotion de l'emploi et des revenus dans la région d'Atsimo Andrefana	ILO, UNDP		2008 - 2009	Completed	NO INFO	NO INF O	NO INF O	KW search: employm ent	
Madagascar	Promotion de l'emploi et des revenus	ILO, UNDP		2006 - 2007	Completed	NO INFO	NO INF O	NO INF O	KW search: employm ent	
Madagascar	Support vulnerable groups of workers in their transition from informal economy to formalization	ILO		2014 - 2016		NO INFO	NO INF O	NO INF O	KW search: work	
Madagascar	Construction des Ecoles Primaires en Madagascar, basee sur l'utilisation des ressources locales	ILO		2014	Completed	LB	No	No	On ILO's list	Prodoc
Madagascar	HIMO Batiments	ILO		2005 - 2007	Completed	LB	No	No	On ILO's list	Prodoc
Madagascar	Madagascar Emergency Food Security and Social Protection Project	WB	FAO, UNICEF	2014 - 2018	Ongoing	LB	Yes	No	KW search: employm ent, work	PAD, PID, ISRs
Madagascar	Emergency Infrastructure Preservation &	WB		2013 - 2017	Ongoing	LB	Yes	No	KW search: employm ent	PID, ISRs

	Vulnerability Reduction Project							ent, work, job			
Madagascar	Madagascar - Emergency Food Security and Reconstruction Project	WB			2008 - 2013	Completed	LB	Yes	No	KW search: employment, work, job	PID, ISRs, ICR
Madagascar	Integrated Growth Poles Additional Financing Credit	WB	UNEP, WHO		2009 - 2012	Completed	LB, VT, MSMEs	Yes	No	KW search: employment, job	Project paper
Madagascar	Resilience Communautaire	UND P, ILO	UNCD F, FAO, UNID O, UNESCO, UNHA BITAT, WPF		2015 - 2016		VT	Yes	No		Prodoc, Summary
Madagascar	Développement Accélééré De L'économie Rural	UND P			2015 - 2017	Ongoing	LB, VT	Yes	No		Prodoc, Summary
Mali	Projet d'insertion des jeunes dans la vie professionnelle a travers les investissements a haute intensite de main d'oeuvre en milieu	ILO			2007 - 2010	Completed	LB, VT	Yes	No	On ILO's list	Prodoc, External final evaluation, Progress reports

	urbain et en milieu rural (PEJIMO)									
Mali	Skills Development and Youth Employment Project	WB		2014 - 2020	Ongoing	VT, MSMEs	Yes	No	KW search: employment, skill	PAD, PID, ISRs
Mali	Education Sector Investment Program II	WB		2006 - 2009	Completed	VT	No	No	KW search: employment, work, job	PAD, PID, ISRs
Mali	Growth Support Project	WB		2005 - 2012	Completed	MSMEs	No	No	KW search: skill; On WB's list	PAD, PID, ISRs, ICR
Mali	Development Learning Center Project	WB		2005 - 2011	Completed	LB, VT	No	No	On WB's list	PAD, PID, ISRs, ICR
Mali	Projet Conjoint Jeunesse Et Résilience	UND P, ILO	FAO, UNFPA	2013 - 2015	Completed	LB, VT, MSMEs	Yes	Yes		Prodoc
Mali	Appui au Renforcement des capacités de résilience aux conflits des femmes et des jeunes dans la région de Gao et Tombouctou	UND P, PBSO		2015 - 2016	Ongoing	LB, VT, MSMEs	No	Yes		Prodoc, Summary
Myanmar	Shan State: Peace, reconciliation and development through community empowerment	ILO		2014 - 2019	Ongoing	LB, VT	No	Yes	KW search: work	Summary, Website



Myanmar	Promotion of Fundamental Principles and Rights at Work as Tools for Peace in Myanmar	ILO		2014 - 2016	Ongoing	NO INFO	NO INFO	NO INFO	NO INFO	KW search: work	Website
Myanmar	STED Asia: Skills for Trade and Economic Diversification	ILO		2014 - 2017	Ongoing	NO INFO	NO INFO	NO INFO	NO INFO	KW search: job, skill	Website
Myanmar	Start and Improve your Business in Myanmar : Building stronger SME support for job creation	ILO		2013	Completed	NO INFO	NO INFO	NO INFO	NO INFO	KW search: job	
Myanmar	Infrastructure and Jobs - Emergency Livelihood Project in Response to Cyclone Nargis in Mawlamyinegyun Region in Myanmar (Burma)	ILO		2008 - 2009	Completed	NO INFO	NO INFO	NO INFO	NO INFO	KW search: job	
Myanmar	Entrepreneurship Development and SME support in Myanmar	ILO		2013 - 2017	Ongoing	VT, MSMEs	No	No	No	KW search: skill	Summary, Website
Myanmar	Livelihood Support for Social Cohesion	UNDP	UNCD F	2013 - 2015	Completed	VT, MSMEs	Yes	Yes	Yes	On UNDP's list	Prodoc, Internal evaluation, Progress reports, Summary
Myanmar	Integrated Community Development Project- lcdp	UNDP		2008 - 2010	Completed	LB, VT, MSMEs	No	No	No		Prodoc, Summary

Nepal	Skills for Productivity and Employment	ILO			2014 - 2017	Ongoing	VT	Yes	No	KW search: employment, work, skill	Summary, Website
Nepal	Emergency response to Nepal earthquake-affected areas: Provision of OSH equipment for debris and landslide clearance workers	ILO			2015	Completed	LB	Yes	No	KW search: employment, work	Summary, Website
Nepal	Skills Enhancement for Employment	ILO	IFAD		2008 - 2011	Completed	LB, VT	Yes	No	KW search: employment, skill	Summary, Website
Nepal	Employment Creation and Peace Building based on Local Economic Development (EmPLED)	ILO			2006 - 2010	Completed	LB, VT, MSMEs	Yes	Yes	KW search: employment, job; On ILO's list	Prodoc, External final evaluation, Internal evaluation, Mid-term evaluation, Progress reports, Website
Nepal	ILO ACT/EMP Norway and Netherlands Projects in Nepal	ILO			2009	Completed	NO INFO	NO INFO	NO INFO	KW search:	Website

Nepal	Employment creation for people living with HIV and AIDS (PLHA)	ILO	UNAIDS	2008 - 2009	Completed	LB, VT	Yes	No	KW search: employment, job	Summary, Website
Nepal	Strengthening the National Rural Transport Program (SNRTP) - Nepal	ILO	IDA WB	2014 - 2019	Ongoing	LB	Yes	No	KW search: work	Website
Nepal	Local development through infrastructure & jobs	ILO		2008 - 2010	Completed	NO INFO	NO INF O	NO INF O	KW search: job	
Nepal	Adolescent Girls Employment Initiative II	WB		2015 - 2014	Completed	NO INFO	NO INF O	NO INF O	KW search: employment	
Nepal	Enhanced Vocational Education and Training	WB		2011 - 2015	Completed	VT	Yes	No	KW search: employment, skill	PAD, PID, ISRs
Nepal	Nepal: Adolescent Girls Employment Initiative (AGEI)	WB		2011 - 2012	Completed	LB, VT	Yes	No	KW search: employment, job, skill	PID, ISRs
Nepal	Nepal Poverty Alleviation Fund II Supplemental	WB		2007 -	Unknown	NO INFO	NO INF O	NO INF O	KW search: employment, work	PID

Nepal	Making markets work for the conflict affected in Nepal	WB		2013 - 2017	Ongoing	VT	No	No	KW search: work	PID, ISRs
Nepal	Micro-Enterprise Development Programme (Medep) IV	UND P		2013 - 2018	Ongoing	VT, MSMEs	Yes	No		Prodoc, Progress reports, Summary
Nepal	Renewable Energy for Rural Livelihoods (Rerl)	UND P		2014 - 2019	Ongoing	MSMEs	No	No		Prodoc, Summary
Nepal	Livelihood Recovery for Peace Project	UND P		2009 - 2014	Completed	MSMEs	No	Yes	On UNDP's list	Prodoc, Mid-term evaluation, Progress reports, Summary
Nepal	Building Back Better in Nepal	UND P	WFP, WHO, UNICE F, IOM	2015 - 2018	Ongoing	LB, VT, MSMEs	Yes	No		Prodoc, Summary
Nepal	Support to Knowledge and Lifelong Learning Skills-Skills	UND P		2015 - 2017	Ongoing	VT	Yes	No		Prodoc, Progress reports, Summary
Nepal	Jobs for Peace - 12,500 Youth Employed and Empowered through an Integrated Approach	PBSO, ILO	FAO	2009 - 2011	Completed	LB, VT, MSMEs	Yes	Yes	On PBSO's list	Prodoc, Final report, External final evaluation, Portfolio evaluation, internal evaluation,

										Progress reports, Summary, Website
Nigeria	Development Finance Project	WB		2015 - 2021	Ongoing	VT, MSMEs	No	No	KW search: employment	PAD, PID, ISRs
Nigeria	State Employment and Expenditure for Results Project	WB		2013 - 2017	Ongoing	LB, VT, MSMEs	Yes	Yes	KW search: employment	PAD, PID, ISRs, Website
Nigeria	State Education Program Investment Project	WB		2014 - 2017	Ongoing	VT	No	No	KW search: employment, skill	PAD, PID, ISRs
Nigeria	Nigeria Youth Employment & Social Support Operation	WB		2014 - 2020	Ongoing	LB, VT	Yes	No	KW search: employment, work, job, skill	PAD, PID, ISRs
Nigeria	Nigeria - Growth & Employment	WB		2012 - 2018	Ongoing	VT	No	No	KW search: employment, work	PAD, PID, ISRs
Palestine	Abraham Path: Economic Development across Fragile Communities	WB		2014 - 2017	Ongoing	VT	Yes	No	KW search: employment, job	PAD, PID, ISRs
Palestine	Emergency Municipal Services (Rehab. II)	WB		2006 - 2011	Completed	LB	Yes	No	KW search:	PID, ISRs, ICR

									employment, job; On WB's list		
Palestine	WBG: Tertiary Education Project	WB			2005 - 2012	Completed	VT	No	No	KW search: job; On WB's list	PAD, PID, ISRs, ICR
Palestine	Construction of Sewage Treatment Plant in Khan Younis	UND P			2005 - 2007	Completed	LB	Yes	No		Prodoc, Final report, Progress reports, Summary
Palestine	Emergency Employment Generation in Gaza Strip through immediate support to solid waste management and safeguarding the environment.	UND P			2010	Completed	LB	Yes	No		Prodoc, Progress reports, Summary
Palestine	Community Resilience & Dev. Prog. for Area C & Eirm	UND P			2012 - 2015	Completed	MSMEs	Yes	Yes		Prodoc, Summary
Palestine	Right to Education in the Gaza Strip	UND P				Unknown	NO INFO	NO INFO	NO INFO		
Palestine	Jerusalem Development - Islamic Development Bank	UND P			2011 - 2013	Completed	LB	Yes	No		Prodoc, Progress reports, Summary

Palestine	Poverty Oriented Infrastructure through EPGs - KfW v-VII	UND P		2006 - 2008	Completed	LB	Yes	No		Prodoc, Summary
Palestine	PI - Construction of the Jericho Agro-Industrial Park	UND P			Unknown	LB	Yes	Yes		Prodoc, Summary
Palestine	Support to Employment Generation	UND P		2015 - 2016	Ongoing	LB	Yes	Yes		Prodoc, Summary
Palestine	Safeguarding of Cultural Heritage in the Old City	UND P			Unknown	LB	No	No		Summary
Palestine	Engineering Services – UN Programmes/agencies	UND P		2008 - 2010	Completed	LB	No	No		Prodoc, Summary
Palestine	Export Development in the West Bank Project – Canadian I	UND P		2010 - 2013	Completed	MSMEs	Yes	No		Prodoc, Summary
Palestine	Employment Generation through Emergency Response to Solid Waste Management (Gaza Strip)	UND P		2009 -	Unknown	LB	Yes	No	On UNDP's list	Summary
Pakistan	Livelihood Restoration & Protection and Sustainable Empowerment of Vulnerable Peasant Communities in Sindh Province	ILO	FAO, UNW, OMEN	2013 - 2016	Ongoing	VT	No	No	KV search: employment, work, skill	Mid-term evaluation, Summary, Website

Pakistan	Empowerment of vulnerable groups through employment, education and training	ILO		2010 - 2013	Completed	VT	No	No	KW search: employm ent, work	External final evaluation, Website
Pakistan	Promotion of productive employment in Pakistan	ILO		2010 - 2013	Completed	NO INFO	NO INF O	NO INF O	KW search: employm ent	
Pakistan	Skills Development and Employment Information Centres (CBLRP)	ILO		2009 - 2011	Completed	NO INFO	NO INF O	NO INF O	KW search: employm ent, skill	
Pakistan	Women's Employment Concerns and Working Conditions in Pakistan (WEK-PK)	ILO		2005 - 2009	Completed	LB, VT	No	No	KW search: employm ent, work	external Final evaluation, Mid-term evaluation
Pakistan	Support to Pakistan Carpet Manufacturers & Exporters Association (PCMEA) for Establishing a Carpet Weaving Training Institute in Punjab	ILO		2014 - 2016	Ongoing	VT	No	No	KW search: work, skill	Summary, Website
Pakistan	Cash for Work for Floods-Affected Areas in Pakistan 2010	ILO	OCHA	2010 - 2011	Completed	LB	Yes	No	KW search: work	
Pakistan	Employable Skills Development for Improved Livelihoods	ILO		2014 - 2015	Completed	VT	Yes	No	KW search: skill	Website



	of North Waziristan IDPs																		
Pakistan	ILO/Regional Skills Programme/Japan Skills Development in Asia and the Pacific 2012	ILO			2012 - 2013	Completed	VT	Yes	No	KW search: skill	Website								
Pakistan	Vocational and skills training	ILO, UNDP			2005 - 2006	Completed	VT	Yes	No	KW search: skill									
Pakistan	Sindh Skills Development Project	WB			2011 - 2016	Ongoing	VT	No	No	KW search: employment, skill	PAD, PID, ISRs								
Pakistan	Emergency Job Training for Vulnerable Youth	WB			2011 - 2013	Completed	VT	Yes	No	KW search: job	ISRs, ICR, summary								
Pakistan	Community Resilience in Malakand	UNDP			2011 -	Completed	LB	No	Yes	On UNDP's list	Prodoc, external Final evaluation, Summary								
Pakistan	Youth and Social Cohesion Project	UNDP	UNDP		2015 - 2016	Ongoing	VT	No	Yes	On UNDP's list	Progress reports, Summary								
Pakistan	Promoting Employment & Productivity in Garment Industry	UNDP			2012 - 2017	Ongoing	LB, VT, MSMEs	Yes	No		Prodoc, Progress reports, Summary								
Pakistan	Refugee Affected & Hosting Areas Programme	UNDP, ILO	WHO, UNHCR,		2009 - 2013	Completed	MSMEs	No	Yes	On UNDP's list	Prodoc, Progress								

			FAO, WFP, UNESCO, UNIFEM							reports, Summary
Rwanda	Skills Development Project	WB		2011 - 2019	Ongoing	VT	Yes	No	KW search: employment, work, skill	PAD, PID, ISRs
Rwanda	Rwanda Transport Sector Development Project	WB		2007 - 2012	Completed	LB, VT	Yes	No	KW search: employment, work, job	PAD, PID, ISRs, ICR, ICRR
Rwanda	Promoting Economic Empowerment of Adolescent Girls and Young Women	WB		2012 -	Unknown	VT, MSMEs	Yes	No	KW search: work, job	PID
Rwanda	Seventh Poverty Reduction Support Grant	WB		2012 -	Completed	VT	No	No	KW search: work, job, skill	PAD, PID, ISRs, ICR, ICRR
Rwanda	Sixth Poverty Reduction Support Grant	WB		2011 -	Completed	VT	No	No	KW search: work	PAD, PID, ISRs, ICR
Rwanda	Building an Inclusive Financial Sector in Rwanda (Bifsir	UNDP		2009 - 2012	Completed	MSMEs	No	No		Prodoc, Progress reports, Summary

Rwanda	Joint Youth Employment Programme	UND P, ILO		2014 - 2018	Ongoing	LB, VT, MSMEs	Yes	No		Prodoc, Summary
Sierra Leone	Greater employment opportunities to secure decent youth employment Sierra Leone	ILO			Unknown	NO INFO	NO INFO	NO INFO	KW search: employment	
Sierra Leone	Youth enterprise development component of the Youth Employment Scheme (YES)	ILO			Unknown	NO INFO	NO INFO	NO INFO	KW search: employment	
Sierra Leone	Quick Impact Job Creation for Youth through LB Based Public Works	ILO, UND P		2011 - 2012	Completed	LB, VT, MSMEs	Yes	No	KW search: work, job	Prodoc, external Final evaluation
Sierra Leone	Training of contractors and unskilled workers in contract management and LB-based methods for feeder/community roads	ILO			Unknown	VT	Yes	No	KW search: work, skill	
Sierra Leone	Youth Employment Support	WB		2011 - 2015	Completed	LB, VT, MSMEs	Yes	Yes	KW search: employment, work, job, skill	PID, ISRs, ICR, ICRR

Sierra Leone	Additional Financing to NSAP - Food Crisis Response	WB		2009 - 2010	Completed	LB	No	No	KW search: employment, work, job	PID
Sierra Leone	SIERRA LEONE IDP Transport Additional Financing	WB		2009 -	Unknown	LB	No	No	KW search: employment, work	PID
Sierra Leone	Promoting Sustainable Youth Employment through Capacity Building	WB		2008 - 2010	Completed	VT, MSMEs	Yes	Yes	KW search: employment	Summary
Sierra Leone	Promoting Sustainable Youth Employment through Youth Entrepreneurship	WB		2008 - 2010	Completed	VT, MSMEs	Yes	Yes	KW search: employment	
Sierra Leone	Skills Training and Career Development Project for Disadvantaged and Disabled Youths	WB		2008 - 2011	Completed	VT	Yes	No	KW search: skill	
Sierra Leone	Reintegration of SI Red Cross Volunteers Burial Teams	UND P		2015 - 2016	Ongoing	VT	No	No		Prodoc
Sierra Leone	Youth Employment and Empowerment Programme (YEEP)	UND P		2011 - 2012	Completed	LB, VT, MSMEs	Yes	Yes		Prodoc, Summary
Sierra Leone	Youth Enterprise Development	PBSO, UND P		2007 -	Completed	VT, MSMEs	Yes	Yes	On PBSO's list	Prodoc, Final report, Portfolio evaluation,

										Progress reports
Syria	Improving Employability of Marginalized Youth JSDF	WB		2010 - 2014	Completed	VT	Yes	No	KW search: employment	ISRs
Syria	Strengthen Resilience in Syria	UND P		2015 - 2017	Ongoing	LB, VT, MSMEs	No	Yes		Prodoc, Summary
Syria	Emergency Assistance for the Restoration /Rehabilitation of Livelihoods for People Affected by the Crisis in Syria	UND P		2013 - 2014	Completed	LB	Yes	Yes	On UNDP's list	Prodoc, Final report, Summary
Syria	EU Support to Affected Communities in Syria	UND P			Unknown	LB, VT, MSMEs	Yes	Yes		Prodoc, Summary
Solomon Islands	Rapid Employment Project	WB		2010 - 2015	Completed	LB, VT	Yes	No	KW search: employment, work, job, skill	PID, ISRs
Solomon Islands	Human Security Initiative for "Tensions" Reduction	UND P, ILO	UNICE F	2012 - 2014	Completed	VT	No	Yes		Prodoc, Summary
Somalia	Federal Government of Somalia and United Nations joint programme on youth employment	ILO, UND P		2015 - 2018	Ongoing	LB, VT	Yes	No	KW search: employment	Prodoc

Somalia	Technical assistance through employment intensive investment projects	ILO			2010 - 2012	Completed	LB	Yes	No	KW search: employment ent	
Somalia	Sustainable employment and economic development programme (SEED)	ILO, V/B	FAO		2011 - 2012	Completed	LB, VT	Yes	Yes	KW search: employment ent	Prodoc
Somalia	Employment generation for early recovery in South Central Somalia	ILO, UNDP			2010 - 2012	Completed	LB, VT	Yes	No	KW search: employment ent	Prodoc
Somalia	Employment for Peace and Development in South and Central Somalia	ILO			2008 - 2010	Completed	LB, VT	Yes	No	KW search: employment ent	Prodoc
Somalia	Employment for Peace: Promoting Gender Equity	ILO			2008 - 2010	Completed	LB	Yes	No	KW search: employment ent	Prodoc
Somalia	Somali Employment, Enterprise & Livelihoods (EEL) Programme 2006-08	ILO				Unknown	LB, VT, MSMEs	Yes	No	KW search: employment ent	Prodoc, Progress reports
Somalia	Employment-Intensive Programme in Support of Peace, Mogadishu, South and Central Somalia	ILO				Unknown	LB, VT	Yes	Yes	KW search: employment ent	Progress reports
Somalia	Creating Opportunities for Productive and	ILO	UNCF		2009 - 2010	Completed	LB, VT	Yes	No	KW search: work	Prodoc

	Decent Work for Out of School Young People												
Somalia	Durable solutions for Somali refugee returnees through repatriation assistance and promoting sustainable livelihoods	ILO		2014 - 2015	Completed	LB, VT, MSMEs	No	Yes	On ILO's list	Prodoc			
Somalia	Improvement of livelihoods of vulnerable households in peri-urban areas of Galkayo	ILO	FAO, TS	- 2014	Completed	VT, MSMEs	No	No	On ILO's list	Final report, External final evaluation			
Somalia	Youth for Change: Promoting community security through engagement with youth-at-risk in Somali regions	ILO, UNDP	UNICEF	2012 - 2013	Completed	LB, VT, MSMEs	Yes	Yes	KW search: job: On ILO's list	Prodoc, Summary, Website			
Somalia	Community Employment Intensive Infrastructural Programme	ILO			Unknown	LB, VT	Yes	Yes	On ILO's list	Prodoc			
Somalia	Drought Management and Livelihood Protection	WVB		2012 - 2013	Completed	LB	No	No	KW search: work	PID, ISR			
Somalia	Alternative Livelihoods to Piracy	UNDP		2014 - 2015	Completed	VT, MSMEs	Yes	Yes	On UNDP's list	Prodoc, Progress reports			

Somalia	Poverty Reduction and Environment Protection (Prep)	UND P		2010 - 2015	Completed	LB, VT	Yes	No		Prodoc, Progress reports
Somalia	Local Economic Development Somalia	UND P		2015 -	Unknown	LB, VT	Yes	No		Progress reports
Somalia	Rule of Law and Security Programme	UND P		2012 - 2015	Completed	LB, VT, MSMEs	No	Yes		Prodoc
Somalia	Mogadishu clean up support project	UND P		2014 - 2015	Completed	LB	No	No	On UNDP's list	Progress reports
Sri Lanka	LED programmes implemented in selected provinces & districts to improve the local business environment and employment creation	ILO		2014 - 2015	Completed	NO INFO	NO INFO	NO INFO	KW search: employment	
Sri Lanka	Local Empowerment through Economic Development Projects in Sri Lanka	ILO		2011 - 2012	Completed	NO INFO	NO INFO	NO INFO	KW search: employment, job	
Sri Lanka	Youth Employment Project (ILO/ Japan)	ILO		2008 - 2010	Completed	NO INFO	NO INFO	NO INFO	KW search: employment, work	
Sri Lanka	Micro & Small Enterprise Development Project for Pro-poor Growth in Sri Lanka (Enterprise Growth Project)	ILO		2005 - 2009	Completed	NO INFO	NO INFO	NO INFO	KW search: employment	



Sri Lanka	Employment generation road project	ILO		2005 - 2006	Completed	NO INFO	NO INFO	NO INFO	NO INFO	KW search: employment	
Sri Lanka	Promotion of Decent Work for Youth in Sri Lanka (aka the ILO/Japan Youth Employment Project)	ILO		2008 - 2010	Completed	VT	Yes	No	NO INFO	KW search: work	external Final evaluation
Sri Lanka	Local Empowerment through Economic Development (LEED) Project	ILO		2010 - 2014	Completed	VT, MSMEs	No	No	NO INFO	KW search: job: On ILO's list	Progress reports, Summary, Website
Sri Lanka	Support to ACI 2: Jobs and skills for youth - Sri Lanka	ILO		2014 - 2015	Completed	NO INFO	NO INFO	NO INFO	NO INFO	KW search: job, skill	
Sri Lanka	Enhanced access to more and better jobs in Sri Lanka	ILO		2010 - 2012	Completed	NO INFO	NO INFO	NO INFO	NO INFO	KW search: job	
Sri Lanka	Skills development for economic empowerment and the creation of livelihoods	ILO		2005 - 2008	Completed	VT	Yes	No	NO INFO	KW search: skill	external Final evaluation, Summary, Website
Sri Lanka	Children affected by war: upgrading of vocational skills training centres in tsunami-affected districts	ILO	UNCF	2006 - 2008	Completed	NO INFO	NO INFO	NO INFO	NO INFO	KW search: skill	

Sri Lanka	Enhancement of employment possibilities in Sri Lanka's Sabaragamuwa Province and its two Districts of Ratnapura and Kegalle, Sri Lanka	ILO			2008 -	Unknown	VT, MSMEs	Yes	No	On ILO's list	Prodoc
Sri Lanka	Skills Development Project	WB			2014 - 2019	Ongoing	VT	Yes	No	KW search: employment, job, skill	PAD, PID, ISRs
Sri Lanka	Small and Medium Enterprise Development Facility	WB			2010 - 2015	Completed	MSMEs	No	No	KW search: employment	PAD, PID, ISRs, ICR
Sri Lanka	Higher Education for the Twenty First Century Project	WB			2010 - 2016	Ongoing	VT	No	No	KW search: employment	PAD, PID, ISRs
Sri Lanka	Emergency Northern Recovery Project	WB			2009 - 2012	Completed	LB	No	No	KW search: employment	PID, ISRs, ICR, ICRR
Sri Lanka	Second Community Development and Livelihood Improvement Project	WB			2009 - 2014	Completed	LB, VT	No	No	KW search: employment	PAD, PID, ISRs, ICR, ICRR
Sri Lanka	North East Housing Reconstruction Program	WB			2005 - 2009	Completed	VT	No	No	KW search: employment	PID, ISRs, ICR

Sri Lanka	Governance for Local Economic Development (Gled) - Dim	UND P	FAO	2013 - 2017	Ongoing	VT, MSMEs	No	No		Prodoc, Progress reports, Summary
Sri Lanka	Governance for Local Economic Development (Gled)- Nim	UND P		2013 - 2017	Ongoing	VT	No	No		Prodoc, Summary
Sri Lanka	Northern Livelihoods Development Programme (3 Phases)	UND P		2012 -	Unknown	MSMEs	No	No	On UNDP's list	Progress reports, Summary
South Sudan	Safety Net and Skills Development	WB		2013 - 2017	Ongoing	LB, VT	Yes	Yes	KW search: employment, work, skill	PAD, PID, ISRs
South Sudan	South Sudan Private Sector Development Project	WB		2013 - 2016	Ongoing	MSMEs	Yes	No	KW search: employment	PID, ISRs
South Sudan	Capacity Building Institutional and Human Resource Development Project	WB		2006 - 2011	Completed	VT	No	No	On WB's list	PID, ICR
South Sudan	Support to Inclusive Growth and Trade Capacity	UND P		2012 - 2016	Unknown	LB, VT, MSMEs	No	Yes		Prodoc, Progress reports, Summary
South Sudan	Skills and Employment for Peace in South Sudan	PBSO, ILO, O	UNID O	2013 - 2015	Completed	VT	Yes	Yes	On PBSO's list	Prodoc, Progress reports,

		UND P										Summary, Website
South Sudan	Joint programme: Creating opportunities for youth employment in South Sudan	ILO, UND P	FAO, UNICE F, UNID O, UNFPA , UNOP S, UNESC O	2009 - 2012	Completed	VT, MSMEs	Yes	Yes		Final report, External final evaluation, Mid-term evaluation		
Sudan	Joint Programme: Creating opportunities for Youth Employment in Sudan	ILO, UND P	UNV, FAO, UNICE F, IOM, UNID O, UNFPA , UNAID S, UNOPS	2009 - 2012	Completed	LB, VT, MSMEs	Yes	No	KW search: employ ment; On ILO's list	Prodoc, Final report, External final evaluation, Mid-term evaluation, Summary		
Sudan	LB Intensive Flood Protection River Gash, Kassala State	ILO		2008 -	Unknown	LB, VT	No	No	On ILO's list	Prodoc		
Sudan	Sudan Stabilization & Reintegration Programme	UND P		2015 - 2017	Ongoing	LB, VT, MSMEs	Yes	Yes		Prodoc, Website		

Sudan	Early Recovery in Darfur	UND P	UNHCT, IOM		Completed	LB, VT, MSMEs	Yes	Yes		Prodoc, Final report, Summary
Sudan	Creation of job opportunities for youth in Sudan through LB-intensive work opportunities	UND P		2014 - 2016	Unknown	LB, VT	Yes	No	On UNDP's list	Prodoc, Progress reports, Summary
Sudan	Darfur Community Based Reintegration and Czac	UND P	UNAMI D, UNFPA, UNEP, UNW, OMEN	2014 - 2016	Ongoing	LB, VT, MSMEs	Yes	Yes		Prodoc, Summary
Sudan	Emergency Assistance for the Restoration/Stabilization of Livelihoods	UND P		2014 -	Unknown	LB	No	No	On UNDP's list	
Sudan	Empowering Women for Peace & Recovery in East Sudan	PBSO, ILO	UNW OMEN	2012 - 2013	Completed	VT, MSMEs	No	Yes	On PBSO's list	Prodoc, Final report, Progress reports, Summary
Timor-Leste	Business Opportunities and Support Services (BOSS) NZAID	ILO		2013 - 2016	Unknown	MSMEs	No	No	KW search: employment; On ILO's list	Prodoc, Mid-term evaluation, Summary, Website
Timor-Leste	Support to constituents on research and training on skills and employment	ILO		2014 - 2015	Completed	NO INFO	NO INFO	NO INFO	KW search: employment, skill	

Timor-Leste	Training and Employment Support Programme (TESP)	ILO			2013 - 2014	Completed	VT	Yes	No	KW search: employment, work	Summary, Website
Timor-Leste	Youth Employment Promotion Programme (Timor-Leste)	ILO			2008 - 2012	Completed	LB, VT	Yes	No	KW search: employment, work	Mid-term evaluation, Summary, Website
Timor-Leste	Investment Budget Execution Support for Rural Infrastructure Development and Employment Generation (TIM Works) Project (Timor-Leste)	ILO			2010 - 2012	Completed	LB	Yes	No	KW search: employment, work, job	External final evaluation, Summary, Website
Timor-Leste	Community mobilization for poverty alleviation and social inclusion in service delivery (COMPASIS)	ILO, UNDP	FAO, UNICEF, UNFPA, WFP		2010 - 2013	Completed	VT, MSMEs	No	No	KW search: employment	Summary, Website
Timor-Leste	Local development through infrastructure & jobs	ILO			2008 - 2010	Completed	NO INFO	NO INFO	NO INFO	KW search: employment, job	
Timor-Leste	Women in self employment project (WISE)	ILO			2008 - 2009	Completed	NO INFO	NO INFO	NO INFO	KW search: employment	

Timor-Leste	Youth Employment Promotion Initiative (YEPIP)	ILO		2007 - 2009	Completed	NO INFO	NO INFO	NO INFO	KW search: employment ent	
Timor-Leste	Work for Peace-Serbisu ba Dame	ILO, UNDP		2007	Completed	LB	Yes	Yes	KW search: employment, work ent, work	External final evaluation, Summary
Timor-Leste	Roads for Development	ILO		2012 - 2016	Unknown	LB	Yes	No	KW search: work; On ILO's list	Prodac, Summary, Website
Timor-Leste	Fourth Rural Development (RDP IV). Component II: Rural Roads Rehabilitation and Maintenance (RRRM)	ILO		2011 - 2016	Completed	LB, VT	Yes	No	KW search: work; On ILO's list	External final evaluation, Mid-term evaluation, Summary, Website
Timor-Leste	Second Chance Education Project	WB		2010 - 2016	Ongoing	VT	Yes	No	KW search: employment, job; On WB's list	PAD, PID, ISRs
Timor-Leste	Education Sector Support	WB		2007 - 2013	Completed	VT	No	No	KW search: employment, job, skill	PID, PAD, ISRs, ICR
Timor-Leste	Third Transition Support Program	WB		2005	Completed	LB	Yes	No	KW search:	PID, ICR

									employment	
Timor-Leste	Consolidation Support Program Policy Grant	WB		2006	Completed	LB	Yes	Yes	KV search: job; On WB's list	PID, ICR
Timor-Leste	TP-Private & Fical Sector Assessment	WB			Unknown	NO INFO	NO INF O	NO INF O	On WB's list	
Timor-Leste	TP-SP & labour/labour market	WB			Unknown	NO INFO	NO INF O	NO INF O	On WB's list	
Timor-Leste	TP-Youth Sector support	WB		2009 - 2012	Completed	VT, MSMEs	No	No	On WB's list	PAD, PID, ISRs, ICR
Timor-Leste	Support to Oe-Cusse Sar and Zeasm Programme	UND P		2015 - 2017	Ongoing	VT, MSMEs	No	No		Prodoc, Summary
Timor-Leste	Mobilize Social Business to Accelerate Achievement of Timor Leste MDGs	UND P, ILO	UNCDF, UNIDO, USAID	2012 - 2015	Completed	MSMEs	Yes	No	On UNDP's list	Prodoc, External final evaluation, Summary
Timor-Leste	Local Governance Support Programme	UND P	UNCDF	2014 - 2018	Ongoing	LB	No	No		Prodoc, Mid-term evaluation, Progress reports, Summary
Timor-Leste	Inclusive Finance for Underserved Economy	UND P	UNCDF	2008 - 2012	Completed	VT	Yes	No		Prodoc, Summary



Togo	Extension de la protection sociale en lien avec les politiques de l'emploi par la mise en œuvre d'un socle de protection sociale	ILO			2011 - 2014	Completed	NO INFO	NO INFO	NO INFO	KW search: employment, work, job	
Togo	Community Development and Safety Nets Project	WB	UNICE FF		2012 - 2016	Ongoing	LB	Yes	No	KW search: employment, work, job	PID, PAD, ISRs
Togo	Community Dev. Project ERL	WB			2009 - 2013	Completed	LB	Yes	No	KW search: employment, work, job	PID, ISRs, ICR
Togo	Création Emplois & Revenus	UND P, ILO	FAO, IFAD, UNID O		2014 - 2018	Ongoing	LB, VT, MSMEs	Yes	No		Progress reports, Summary
Ukraine	Social Inclusion of People with Disabilities through Access to Employment	ILO, UNDP			2008 - 2011	Completed	NO INFO	NO INFO	NO INFO	KW search: employment	Summary
Ukraine	Access to Financial Services Project	WB			2006 - 2010	Completed	MSMEs	No	No	KW search: employment, work	PID, PAD, ICR
Ukraine	Early Recovery Programme	UND P	UNICE F		2014 - 2015	Completed	LB	No	No	On UNDP's list	Prodoc, Summary

Ukraine	Response to Idps Issues	UNDP P		2015 - 2016		LB, MSMEs	Yes	No	On UNDP's list	Prodoc, Summary
Ukraine	Economic and Social Recovery of Donbas Region	UNDP P		2015 - 2016		VT, MSMEs	Yes	Yes	On UNDP's list	Prodoc
Uganda	Joint UN Programme on Gender Equality for Uganda	ILO		2010 - 2015	Completed	NO INFO	NO INF O	NO INF O	KW search: employm ent	Summary
Uganda	Better delivery services to youth-led enterprises to provide an avenue for job creation for young people	ILO		2014 - 2015	Completed	NO INFO	NO INF O	NO INF O	KW search: job	
Uganda	Albertine Region Sustainable Development Project	WB		2014 - 2019	Ongoing	LB, VT	No	No	KW search: employm ent, skill	PAD, PID, ISRs
Uganda	Second Northern Uganda Social Action Fund Project (NUSAF2)	WB		2010 - 2016		LB	Yes	No	KW search: employm ent, work, skill	PAD, PID, ISRs
Uganda	Private Sector Competitiveness II	WB		2005 - 2013	Completed	VT, MSMEs	No	No	KW search: employm ent	PAD, PID, ISRs, ICR, ICRR

Uganda	Local Development and Social Cohesion in Northern Uganda	UNDP		2013 - 2014	Completed	LB, VT, MSMEs	Yes	No	On UNDP's list	Prodoc, Progress reports, Summary
Uganda	Support for Development of Inclusive Markets in Tourism	UNDP		2011 - 2014	Completed	MSMEs	No	No		Prodoc, Progress reports, Summary
Uganda	Livelihoods and local economic recovery	PBSO, UNDP	IOM, UNCDF, WFP, FAO	2010 - 2012	Completed	VT, MSMEs	No	Yes	On PBSO's list	Prodoc, Final report, External final evaluation, Portfolio evaluation, Progress reports
Yemen	Women Entrepreneurship Development Programme in Yemen	ILO		2010 - 2016	Ongoing	VT	No	No	KW search: employment	Website
Yemen	Entrepreneurship education - Know about business	ILO		2008 - 2015	Completed	VT	Yes	No	KW search: employment	Summary, Website
Yemen	Integrated support for young women and men in Yemen to access decent work	ILO		2012 - 2016		VT	No	No	KW search: work, skill	Website

Yemen	Support building of capacity of skills training providers and business development service providers to improve the employability of young women and men in Yemen	ILO		2012 - 2013	Completed	VT	Yes	No	KW search: work, skill	
Yemen	Labor Intensive Public Works	WB		2014 - 2017	Ongoing	LB	Yes	No	KW search: employment, work, job	PID
Yemen	SME Revitalization and Employment Pilot Project	WB		2013 - 2015	Completed	LB	Yes	No	KW search: employment	PAD, PID, ISRs
Yemen	Social Fund for Development IV	WB		2014 - 2016	Ongoing	LB	No	No	KW search: employment, work, skill	PAD, PID, ISRs
Yemen	Yemen Employment for At-Risk and Marginalized Youth	WB		2009 - 2013	Completed	LB	Yes	No	KW search: employment	ISRs
Yemen	Second VT Project	WB		2007 - 2013	Completed	VT	Yes	No	KW search: employment	PAD, PID, ISRs

									ent, job, skill	
Yemen	Corridor Highway Project	WB		2014 - 2019	Ongoing	LB	Yes	Yes	KV search: work	PAD, PID, ISRs
Yemen	Road Asset Management Project	WB		2013 - 2018	Ongoing	LB	Yes	No	KV search: work	PAD, PID, ISRs
Yemen	Emergency Social Safety Net Enhancement (EC Food Facility Grant) Project	WB		2009 - 2012	Completed	LB	No	No	On WB's list	PID, ISRs, ICR
Yemen	Community Driven Early Recovery in Sa'ada	UND P		2011 -	Unknown	LB, MSMEs	No	Yes	On UNDP's list	Prodoc, Progress reports, Summary
Yemen	Integrated Early Recovery for Abyan Governorate	UND P		2013 - 2015	Completed	LB, MSMEs	No	No	On UNDP's list	Prodoc, Progress reports, Summary
Yemen	Emergency Assistance Project for Livelihoods Restoration	UND P		2011 - 2012	Completed	LB, VT	Yes	Yes		Prodoc, Summary
Yemen	Livelihood & Economic Recovery Coordination – Pbf	UND P, ILO	FAO, WFP, IOM, UNHCR	2014 - 2015	Completed	LB, VT, MSMEs	Yes	Yes		Prodoc, Summary
Yemen	Youth Economic Empowerment Programme (YEPP) Phase I	UND P		2012 - 2013	Completed	LB, VT, MSMEs	Yes	Yes	On UNDP's list	Prodoc, Mid-term evaluation, Summary

Yemen	Youth Economic Empowerment Project in Yemen – Phase II	UNDP P		2014 - 2015	Completed	LB, VT, MSMEs	Yes	Yes	On UNDP's list	Prodoc, Summary
Zimbabwe	The Youth Employment Support (YES) Jobs for the Unemployed and Marginalized young People (JUMP)	ILO		2010 - 2011	Completed	VT, MSMEs	Yes	No	KW search: employment, work, job	Summary, Website
Zimbabwe	Skills for Youth Employment and Rural Development in Zimbabwe	ILO		2010 - 2015	Completed	LB, VT	Yes	No	KW search: employment, skill	External final evaluation, Summary, Website
Zimbabwe	Kenya-Zimbabwe: Green jobs for the young marginalized	ILO		2009 - 2012	Completed	VT, MSMEs	Yes	No	KW search: employment, job	External final evaluation, Summary, Website
Zimbabwe	Productive Safety Net - Pilot Public Works Program	WB		2013 -	Unknown	LB	Yes	No	KW search: work	PID, PAD
Zimbabwe	Support to Peacebuilding and Increased Access to Sustainable Livelihoods in Zimbabwe: 2012-2014 (PBIASL)	UNDP P		2012 - 2014	Completed	VT, MSMEs	No	Yes	On UNDP's list	Progress reports
Zimbabwe	Support to Peacebuilding, Disaster Risk Management and Increased Access to Sustainable Livelihoods	UNDP P		2014 - 2015	Completed	VT, MSMEs	Yes	Yes	On UNDP's list	Prodoc, Progress reports, Summary

	for Resilience Building and Social Cohesion																	
PAD	Project Appraisal Document																	
PID	Project Information Document																	
ISR	Implementation Status and Results Report																	
ICR	Implementation Completion and Results Report																	
ICRR	Implementation Completion and Results Review																	
VT	Vocational Training																	
LB	Labour-based interventions																	
MSMEs	support to micro, small and medium-sized enterprises																	
NO INFO	Information not available to the research team																	

## Annex 2: Shortlist of Reviewed Programs

#	Country	Agency(-ies)	Period	Title	Peacebuilding focus
1	Afghanistan	World Bank	2009-2014	Skills Development Project	No
2	Burundi	PBSO, UNDP, BINUP	2008-2009	Promotion du rôle des petites et micro-entreprises dans la consolidation de la paix	Yes
3	Burundi	World Bank	2010-2015	Public Works and Urban Management Project	No
4	Central African Republic (CAR)	PBSO, UNDP	2008-2010	Appui à la formation par l'apprentissage et à l'insertion des jeunes déscolarisés et désœuvrés des régions affectées par les conflits, comme facteur de consolidation de la paix	Yes
5	Comoros	World Bank	2011-2015	Emergency Crises Response Project	No
6	Comoros	PBSO, ILO, UNDP, UNIDO, FAO	2010-2012	Appui à la pérennisation de la paix par la promotion de l'emploi des jeunes et des femmes aux Comores (APROJEC)	Yes



7	DR Congo	ILO, World Bank	2009-2012	Projet d'Appui à la Réinsertion Economique Durable des Démobilisés en République Démocratique du Congo (AREDD II)	Yes
8	Democratic Republic of the Congo (DRC)	UNDP, UNICEF, FAO	2012-2014	Projet de consolidation de la paix dans les zones minières artisanales de la province du Nord Kivu (project Rubaya)	Yes
9	Guinea	PBSO, UNDP, UNFPA, WFP, UNIDO	2011-2012	Projet d'appui à l'insertion économique des jeunes et des femmes	Yes
10	Guinea	PBSO, UNDP, UNFPA, UNIDU, WFP	2014-2015	Programme nationale d'emploi spécifique pour les jeunes (filles et garçons) a risque de conflit	Yes
11	Guinea-Bissau	PBSO, UNDP	2013-2014	Labour-intensive employment for youth and women in the lead-up to and immediate post-electoral period in Guinea-Bissau	Yes

12	Haiti	PBSO, UNDP, ILO, WFP, FAO, UNIFE M, MINU STAH	2010-2012	Recovery through Employment Generation, Environmental Rehabilitation and Disaster Mitigation	Yes
13	Iraq	ILO, UNO PS	2007-2008	Skills development to support employment generation in Iraq	No
14	Iraq	World Bank	2005-2013	Emergency Community Infrastructure Rehabilitation Project	No
15	Kosovo	UNDP	2005-2013	Active Labour Markets Programme for Youth	No
16	Lebanon	ILO	2008-2010	Enhancing Local Employment, Skills and Enterprises in Nahr el Bared, Lebanon	No
17	Lebanon	PBSO, ILO, UNR WA, UNIC EF	2011-2013	Empowerment of youth at risk through job creation programme in areas of tensions	Yes
18	Liberia	ILO	2007-2010	Poverty Reduction through Decent Employment Creation in Liberia	No
19	Liberia	ILO	2007-2014	Labour-based public works	No

20	Madagascar	World Bank	2009-2013	Emergency Food Security and Reconstruction Project	No
21	Nepal	ILO	2006-2010	Employment Creation and Peace Building based on Local Economic Development (EMPLED)	Yes <sup>1</sup>
22	Nepal	PBSO, ILO, FAO	2009-2011	Jobs for Peace - 12,500 Youth Employed and Empowered through an Integrated Approach	Yes
23	Palestine	World Bank	2007-2011	Emergency Municipal Services (Rehab. II)	No
24	Pakistan	World Bank	2011-2013	Pakistan: Emergency Job Training for Vulnerable Youth	No
25	Sierra Leone	ILO, UNDP	2011-2012	Quick Impact Job Creation for Youth through Labour Based Public Works	No
26	Sierra Leone	World Bank	2011-2015	Youth Employment Support	Yes
27	South Sudan	ILO, UNDP, FAO, UNICEF, UNIDF, UNIFPA,	2009-2012	Joint Programme: Creating opportunities for youth employment in South Sudan	No

		UNO PS, UNES CO				
28	Sri Lanka	ILO	2006-2008	Skills development for economic empowerment and the creation of livelihoods	No	
29	Sudan	ILO, UNDP , UNV, FAO, UNIC EF, IOM, UNID O, UNFP A, UNAI DS, UNO PS	2009-2012	Joint Programme: Creating opportunities for Youth Employment in Sudan	No	
30	Timor-Leste	ILO, UNDP	2007	Work for Peace- Serbisu ba Dame	Yes	
31	Togo	World Bank	2009-2013	Community Development Project ERL	No	

32	Yemen	UNDP	2012-2013	Youth Economic Empowerment Programme (YEEP) – Phase I	No
33	Zimbabwe	ILO	2010-2015	Skills for Youth Employment and Rural Development in Zimbabwe	No

---

Brück: ISDC – International Security Development Center and Leibniz Institute for Vegetable and Ornamental Crops (IGZ); Ferguson: ISDC – International Security and Development Center; Izzi: University of Edinburgh; Stojetz: ISDC- International Security and Development Center and Humboldt-Universität zu Berlin. *Corresponding author:* Ferguson. *Email:* [ferguson@isdc.org](mailto:ferguson@isdc.org). *Telephone:* +49(0)152-0950-9144. *Acknowledgement:*

This work was supported by the World Bank’s Trust Fund for Jobs, in conjunction with the United Nations Peacebuilding Support Office (PBSO); the International Labour Organisation (ILO); and the United Nations Development Program (UNDP)

<sup>1</sup> This figure is based on our own estimate from budgets and expenditures extracted from our program review (See: Section 4) and is, very likely, a large underestimate of true expenditure. First, we only cover programs implemented by UNDP, ILO or the World Bank and/or funded through the UN Peacebuilding Commission. Second, even within these restrictions, budget information is sometimes incomplete or missing.

<sup>2</sup> We note two conceivable routes through which employment programs could deliver these effects. First is through the program effect, itself. That is, the simple presence of a program can contribute to peace and stability, regardless of the outcome of that program. Second is the employment effect, which suggests that peace and stability rely on the more narrow success of the employment program. We note that both notions are compatible with most of the theories we discuss in this section.

<sup>3</sup> We consider antisocial behavior to be any of a range of behaviors that impose negative externalities on the societies in which these acts take place. We consider employment interventions as donor-initiated, donor-funded or donor-managed activities to expand and strengthen the quality and quantity of employment in a country or region.

<sup>4</sup> A more general strand of recent literature (Alvaredo et al., 2018; Rodrik, 2017; Piketty, 2013) may dispute this, by drawing connecting lines between increasing inequalities in the last four decades and ongoing political changes and challenges around the world. However, whether or not such political challenges extend to violent conflict is not clear cut.

<sup>5</sup> In some ways, there appears to be overlaps between the “competition” and “grievance” theories. However, we argue that grievances (at least constructed as we have done so) relies on group-based tensions. That is, one group does not have (or perceives it does not have) something that another group does; and that this distribution is unfair. Our “competition” theory does not, strictly, rely on either group-based faultlines, nor perceptions of ‘fairness’ in the same sense. Therefore, while this theory could come under wider definitions of grievance, we feel that it is useful to delineate them as we have done, noting that none of these theories necessarily exists in a silo and that there are strong logical overlaps between them.

<sup>6</sup> The true scale of this finding is, perhaps, open to debate as a requirement for entry into the program is that a participant is unemployed at the time the training begins. In turn, the reference group, likely, have abnormally low levels of employment, vis-à-vis the population as a whole. However, we do not view the purpose of this article to reflect on methodological imperfections, per se, and therefore do not seek to openly dispute these findings.

<sup>7</sup> These programs are, respectively: “Projet de consolidation de la paix dans les zones minières artisanales de la province du Nord Kivu (project Rubaya)” (DRC); “Projet d'appui a l'insertion économique des jeunes et des femmes” and “program nationale d'emploi spécifique pour les jeunes (filles et garçons) a risque de conflit” (both Guinea); “Recovery through Employment Generation, Environmental Rehabilitation and Disaster Mitigation” in

---

Haiti; “Emergency Community Infrastructure Rehabilitation Project” in Iraq; “Employment Creation and Peace Building based on Local Economic Development (EmPLED)” and “Jobs for Peace - 12,500 Youth Employed and Empowered through an Integrated Approach” (both Nepal); and “Joint program: Creating opportunities for Youth Employment in Sudan” (Sudan), for the internal evaluations; and for the external evaluations; “Empowerment of youth at risk through job creation program in areas of tensions” (Lebanon); “Jobs for Peace - 12,500 Youth Employed and Empowered through an Integrated Approach” (Nepal); “Projet d'Appui à la Réinsertion Economique Durable des Démobilisés en République Démocratique du Congo (ARED II)” and “Projet de consolidation de la paix dans les zones minières artisanales de la province du Nord Kivu (project Rubaya)” (DRC); and “Recovery through Employment Generation, Environmental Rehabilitation and Disaster Mitigation” (Haiti)