The peacebuilding process is a long-term task whose success depends on the holistic and integrated implementation of various post-conflict reconstruction programmes from landmine clearance, demobilisation and reintegratiom of former combatants, and revitalisation of livelihoods to macro-level institutional changes that address the structural causes. Each aspect of post-conflict reconstruction is as crucial as the others, and failure in one aspect would mean a harder process for the realisation of others. Apart from the inter-relatedness between various post-conflict reconstruction initiatives, there are also certain imperatives that would have profound implications for the peacebuilding process such as the provision of a secure environment, political willingness of national and international actors, the right of displaced persons to return to homes of origin and having access to political decision making mechanisms. Experience also shows that access to job opportunities is also one of those imperatives, and it needs to be considered as an integral part of the post-conflict reconstruction process.

This challenge is particularly decisive in a reconstruction context following armed conflict, as one of the devastating impacts of such conflicts is an almost total disintegration of the pre-war economic and institutional structures, and their replacement by the dynamics of a war economy. A number of different countries
around the world (such as ranging from Afghanistan, Bosnia-Herzegovina, Cambodia, Sri Lanka and Timor-Leste to Angola, Guatemala, Mozambique and Rwanda) are now in the process of dealing with the challenges of post-conflict reconstruction. Considering that there were 15 intra-state armed conflicts in 2001, it is expected that the knowledge and capabilities of the international community in response to such challenges will be further tested in the future. Although, post-conflict reconstruction programmes need to be tailor-made to their operational contexts, it is important that our response is based on lessons learned from previous experiences. *Jobs after War* is therefore, a timely publication, which brings together experiences of job creation in a number of different post-conflict environments. The book draws mainly from the International Labour Office’s (ILO) knowledge and experience in this field, though it also incorporates other insights as well.

*Jobs after War* is structured around four main parts. First, the book presents an overview of the challenges related to employment creation in contemporary post-conflict reconstruction environments. This overview includes a number of appropriate theoretical and practical approaches to the challenge such as the concepts of human capital and security, and measures for the revitalisation of labour markets. It firmly situates employment in the processes of post-conflict reconstruction and peacebuilding, exploring appropriate mechanisms through which the gap between policy and implementation can be bridged.

The second part of the book is rightly allocated for the experiences of some conflict affected groups who might require special attention such as former combatants, refugees and internally displaced persons (IDPs), youth and women. The chapters in
this part explore how these groups can be targeted in an effective way by job promotion programmes so that they can be enabled to participate fully in social, economic and political life. The third section of the book focuses on a number of different elements of an integrated response to the job challenge in conflict-affected countries. The ILO’s ‘decent work’ concept draws up the framework of discussions on various relevant issues and sectors. Finally, the conclusions by Date-Bah underline a number of important issues in responding to the employment crisis as well as the role of the ILO in this process.

*Jobs after War* shows that tackling the immense decent work deficits and challenges in post-conflict contexts is a complex task with many dimensions and there can be no quick fix solutions. The challenge of reform should be an integral part of the response which needs to address the specific needs of different conflict-affected groups. This volume is also effective in showing why the response needs to be employment-intensive and why it should not only deal with the supply side of the labour market but also its demand-side. It is also clearly considered that the creation of employment is not only an economic issue, but it is a challenge with profound implications for the wider processes of peacebuilding, reconciliation and conflict prevention. *Jobs after War* is particularly praiseworthy in covering a wide range of related issues from international labour standards to human insecurities. It is particularly rich with the contextualisation of related issues and concepts, as most chapters either use lessons learned in a cross-cultural context, or are based on single case study examples. It is also important to note that the volume is an impressive collation of the ILO’s experiences in response to the employment crisis in post-conflict contexts.
Overall, *Jobs after War* is an extremely important contribution to the field of post-conflict reconstruction as it provides a comprehensive, insightful and innovative exploration of the challenge of employment promotion. The discussions show that a better understanding of the linkage between employment creation and post-conflict reconstruction is necessary for a sustainable peacebuilding process.