



2018 Grand Bargain Annual Self-Reporting – International Labour Organization (ILO)

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Work stream 1 - Transparency

Aid organisations and donors commit to:

1. *Publish timely, transparent, harmonised and open high-quality data on humanitarian funding within two years of the World Humanitarian Summit in Istanbul. We consider IATI to provide a basis for the purpose of a common standard.*
2. *Make use of appropriate data analysis, explaining the distinctiveness of activities, organisations, environments and circumstances (for example, protection, conflict-zones).*
3. *Improve the digital platform and engage with the open-data standard community to help ensure:*
 - *accountability of donors and responders with open data for retrieval and analysis;*
 - *improvements in decision-making, based upon the best possible information;*
 - *a reduced workload over time as a result of donors accepting common standard data for some reporting purposes; and*
 - *traceability of donors' funding throughout the transaction chain as far as the final responders and, where feasible, affected people.*
4. *Support the capacity of all partners to access and publish data.*

Transparency work stream co-conveners reporting request: How will you use the data from IATI within your organization including, for example, for monitoring, reporting and vis-à-vis other Grand Bargain commitments?

1. Baseline (only in year 1)

Where did your organisation stand on the work stream and its commitments when the Grand Bargain was signed?

2. Progress to date

Which concrete actions have you taken (both internally and in cooperation with other signatories) to implement the commitments of the work stream?

The ILO further improved its systems and procedures to capture and disseminate data on results achieved and funds spent. Good progress has been made on voluntary contributions (around 40% of ILO's budget), focus no shifting to get the same level of granularity on regular budget work funded from assessed contributions. The transparency portal ([DC dashboard](#)) has been complemented with a more detailed internal dashboard that allows management to make allocation decisions on the basis of real-time figures. On-line information on ILO results is now available through the [on-line ILO results report](#) (Programme Implementation Report 2016-17, launched at the ILO's Governing Body in March 2018).

Figures on funds received in response to humanitarian appeals and annual allocations by the ILO are regularly reported to OCHA FTS, with latest submission made on 26 February 2018.

Discussions on IATI implementation are ongoing, seeking to develop automation of data publishing to the greatest extent possible, which would however require additional time and investments in terms of resources.

3. Planned next steps

What are the specific next steps which you plan to undertake to implement the commitments (with a focus on the next 2 years)?

In the short term, ILO plans to move forward on IATI by filling the time gap since its last data release, with a focus on voluntary funding. To understand experiences and best practices in capturing both voluntary and assessed contributions, ILO officials will participate in a workshop on IATI compliance, stemming from the latest United Nations Strategic Planning Network (UNSPN) and hosted by IOM in April 2018.

An internal mechanism to fully implement IATI standards has been agreed upon by the ILO Sherpa (Deputy Director-General for Field Operations) and the Deputy Director-General for Management.

4. Efficiency gains

Please indicate, qualitatively, efficiency gains associated with implementation of GB commitments and how they have benefitted your organisation and beneficiaries.

While not solely driven by the Grand Bargain but also related to requests from ILO's Governing Body and donor reviews such as MOPAN, the public availability of real-time expenditure data across countries, outcomes and source of funds has already reduced the need for other, off-line reporting that were more onerous to prepare. As the implementation of the commitments under this work stream are still at the early stages, it is too early to quantify efficiency gains. However, once fully implemented and once initial costs are recovered, it is expected to positively contribute to the organization's Results-Based management principle of integrated budgeting and simplify reporting to both FTS and OECD-DAC.

5. Good practices and lessons learned

Which concrete action(s) have had the most success (both internally and in cooperation with other signatories) to implement the commitments of the work stream? And why?

Informal exchanges with other UN agencies have proven to be useful to better understand common challenges and potential solutions, but also to make the right "business case". Another lesson is the incremental approach, for instance initially focusing on OCHA FTS data for the ILO's work related to the Syrian Refugee Crisis and then to look at systematizing this across relevant country operations.

Work stream 2 – Localization

Aid organisations and donors commit to:

1. *Increase and support multi-year investment in the institutional capacities of local and national responders, including preparedness, response and coordination capacities, especially in fragile contexts and where communities are vulnerable to armed conflicts, disasters, recurrent outbreaks and the effects of climate change. We should achieve this through collaboration with development partners and incorporate capacity strengthening in partnership agreements.*
2. *Understand better and work to remove or reduce barriers that prevent organisations and donors from partnering with local and national responders in order to lessen their administrative burden.*
3. *Support and complement national coordination mechanisms where they exist and include local and national responders in international coordination mechanisms as appropriate and in keeping with humanitarian principles.*
4. *Achieve by 2020 a global, aggregated target of at least 25 per cent of humanitarian funding to local and national responders as directly as possible to improve outcomes for affected people and reduce transactional costs.*
5. *Develop, with the Inter-Agency Standing Committee (IASC), and apply a ‘localisation’ marker to measure direct and indirect funding to local and national responders.*
6. *Make greater use of funding tools which increase and improve assistance delivered by local and national responders, such as UN-led country-based pooled funds (CBPF), IFRC Disaster Relief Emergency Fund (DREF) and NGO-led and other pooled funds.*

Localisation work stream co-conveners reporting request: What percentage of your humanitarian funding in 2017 was provided to local and national responders (a) directly (b) through pooled funds, or (c) through a single intermediary?¹

1. Baseline (only in year 1)

Where did your organisation stand on the work stream and its commitments when the Grand Bargain was signed?

2. Progress to date

Which concrete actions have you taken (both internally and in cooperation with other signatories) to implement the commitments of the work stream?

The International Labour Conference adopted in June 2017 [Recommendation No. 205 on Employment and Decent Work for Peace and Resilience](#), a normative instrument providing guidance to member states, organizations and practitioners dealing with employment and decent work issues in fragile settings arising from conflict or disaster. While Recommendation No 205 is a global initiative, it will have significant country implications under the direct responsibility of local institutions who have

¹ The “Identified Categories for Tracking Aid Flows” document agreed through silence procedure ([available here](#)) provides relevant definitions. The detailed data collection form ([available here](#)) may also assist you in responding to this question. Returning this form with your self report is optional, but encouraged.

contributed to the recommendation by sending inputs (from over 80 countries) during the preparatory work.

Developing capacities of local institutions in order to enhance their role in economic recovery and employment generation is the main focus of ILO involvement in fragile situations. The default modality of programme implementation remains therefore to work in support of and through its national constituents (Ministries of Employment and Labour, Trade Unions, Employers' Organizations). Moreover, chambers of commerce, local governments, cooperatives and economic actors are also routinely involved.

In Turkey, for example, all ILO's programmes targeting Syrian refugees are implemented with the local Chambers of Commerce, the employment service ISKUR, and local institutions such as the South Eastern Anatolia Regional Development Administration, regional development agencies and municipalities. Also in Turkey, ILO assisted in the implementation of the government's Regulation on Work Permits of Foreigners under Temporary Protection (FuTP).

This is also reflected in the intervention model of the ILO's [Employment-intensive investment Programme \(EIIP\)](#), which relies national partners rather than direct ILO implementation. For instance, EIIP is creating short to mid-term employment opportunities for the Lebanese and Jordanian host communities and for Syrian refugees through infrastructure works. In Jordan, the ILO is implementing projects through the Ministries of Agriculture, Public Works and Housing, Education, Municipal Affairs and Labour. In Lebanon, the ILO is implementing projects with the Ministry of Labour and the Ministry of Social Affairs.

Over the course of 2017, capacity building to enhance the capacities of local governments, trade unions and employers' organisations on promotion of decent jobs for peace and resilience have been conducted in Colombia, Sierra Leone, Lebanon as well as through a global course at the ILO's International Training Centre in Turin. Through trainings on relevant labour market regulations and employment strategies, the ILO has supported Jordanian public employment services to develop their capacity to serve the employment needs of Syrian job seekers.

In its analysis of market systems to test the labour markets' absorption capacities for refugee labour, the ILO puts a very strong emphasis on the need for local ownership of future interventions, as part of its sustainability strategy. New ILO interventions approved in 2017 in four African countries in fragile situations (Somalia, Sierra Leone, Comoros, Central African Republic, others) have integrated specific efforts to strengthen local institutions to provide employment opportunities for the most vulnerable.

The ILO is today not able to establish accurately the proportion of funds channelled to local and national partners as compared to other partners, as such information is not specifically tagged when issuing implementation agreements, service contracts or grants. Apart from manual reviews for a particular country programme, discussions have been held, looking into ways to track this in ILO's ERP system.

3. Planned next steps

What are the specific next steps which you plan to undertake to implement the commitments (with a focus on the next 2 years)?

The ILO is rolling out its [Jobs for Peace and Resilience \(JPR\) flagship program](#) at the national level, pursuing full involvement and participation of local institutions throughout the process. Enhancing institutions' capacities to cope with fragility is in fact the long-term scope of the JPR approach.

As part of the implementation of Recommendation No 205, national institutions in at least 8 countries per biennium are expected to have enhanced their capacities and knowledge to mainstream the Recommendation No. 205 in national policies and programmes.

The ILO will, in consultation with other UN agencies, explore possible ways to track funding provided to local and national responders in its ERP system. This may include the introduction of new customer typologies.

4. Efficiency gains

Please indicate, qualitatively, efficiency gains associated with implementation of GB commitments and how they have benefitted your organisation and beneficiaries.

Although hard to assess through quantitative metrics, it is clear that a stronger reliance on and capacity building activities aimed at local actors have allowed to achieve greater sustainability of ILO interventions.

As a technical solution to track funding provided to local and national responders has not been implemented yet, it is premature to assess efficiency gains. The eventual implementation will in any case imply initial transaction costs, as an investment by the office will be required to make the necessary changes in its ERP and harmonize its data accordingly.

5. Good practices and lessons learned

Which concrete action(s) have had the most success (both internally and in cooperation with other signatories) to implement the commitments of the work stream? And why?

Working through local institutions has added value to the ILO work and embedded an understanding of how different groups of workers (refugees, host communities and other groups) are impacted by labour market interventions. In some instances, local institutions may not have the capacity to respond and will require capacity-building and measures for institutional strengthening.

Taking into account barriers for national partners to accessing and proactively participate in humanitarian response and recovery work (knowledge, financial and administrative capacity of national governments and institutions), the ILO plans to continue the work to enhance capacity development of its local constituents in this area, building on early good results in Central African Republic, Somalia, Sierra Leone, the Comoros and others.

Providing access to labour markets, training and livelihoods for refugees is often a new area of engagement for institutions based on policy initiatives at the national level, and coordination between various ministries is key to bridging the humanitarian-development nexus. An innovative approach in Jordan and Turkey to address refugee interventions has been to establish inter-ministerial bodies, often

under the auspices of Prime Ministers' offices to facilitate the process. These bodies have included relevant ministries, including for example, Labour, Social Protection, Education, Interior, Foreign Affairs, Health, Public Works, local government, etc.

Work stream 3 – Cash

Aid organisations and donors commit to:

- 1. Increase the routine use of cash alongside other tools, including in-kind assistance, service delivery (such as health and nutrition) and vouchers. Employ markers to measure increase and outcomes.*
- 2. Invest in new delivery models which can be increased in scale while identifying best practice and mitigating risks in each context. Employ markers to track their evolution.*
- 3. Build an evidence base to assess the costs, benefits, impacts, and risks of cash (including on protection) relative to in-kind assistance, service delivery interventions and vouchers, and combinations thereof.*
- 4. Collaborate, share information and develop standards and guidelines for cash programming in order to better understand its risks and benefits.*
- 5. Ensure that coordination, delivery, and monitoring and evaluation mechanisms are put in place for cash transfers.*
- 6. Aim to increase use of cash programming beyond current low levels, where appropriate. Some organisations and donors may wish to set targets.*

1. Baseline (only in year 1)

Where did your organisation stand on the work stream and its commitments when the Grand Bargain was signed?

2. Progress to date

Which concrete actions have you taken (both internally and in cooperation with other signatories) to implement the commitments of the work stream?

The ILO has developed a concrete approach to advancing social protection systems in humanitarian and in contexts of fragility. This is designed to leverage – and not replace – existing systems to deliver benefits and services and to orient humanitarian interventions toward the longer-term objectives of creating rights-based social protection and employment entitlements, building up local and institutional capacities and strengthening resilience against future shocks. This approach is now being mainstreamed in the ILO's Global Flagship Programme on [Building Social Protection Floors for All \(SPF\)](#).

The ILO co-chairs the [Social Protection Inter Agency Cooperation Board \(SPIAC-B\)](#). Within this framework, several Inter-agency Social Protection Assessment Tools have been developed, including Core Diagnostic Instrument (CODI), Social Protection Policy Options Tool (SPPOT) and the Public Works (PWP) Tool.

In 2017 the inter-agency Multi-Partner Financing Facility for Social Protection Floors was created and is known as the UN SPF Window under the UN Joint Fund for Agenda 2030. The Window will complement resources mobilized by individual agencies for their own operations, and can be used to foster Delivery as One methods of operations as well as reinforce our common principles of harmonization and institutionalization; preparation and prevention; reinforcement, not replacement; and inclusion of the forcibly displaced for bridging the humanitarian-development divide.

As part of this partnership, ILO and UNHCR have developed a Technical Cooperation Programme (TCP) to scale up access of forcibly displaced people and host communities to basic income security and health care, ensuring that they are more resilient to the impacts of displacement and other shocks. Feasibility assessments were carried out jointly by ILO and UNHCR in four countries across Africa to develop proposals for the integration of refugees, asylum-seekers, internally displaced persons and stateless people into nationally-organized health insurance and services provision schemes.

Several ILO cash-based public works programmes have provided not only wages and income security to the most vulnerable, but have also created much needed public assets (e.g. roads, bridges, schools and health centres), environmental protection and climate resilience (e.g. water and soil conservation, irrigation), and services (e.g. social and health services, early childhood development, cultural and sports related activities) in countries like Jordan, Lebanon, Nepal, Timor and Tunisia. In Jordan and Lebanon, wages have been provided to both Syrian refugees and host communities to enhance access to employment opportunities and livelihoods and to combat the worst forms child labour and unacceptable forms of work. Since 2017, some initiatives in Jordan under these employment intensive programmes have started using UNHCR's Common Cash Facility for transactions of salaries, a facility through which refugees withdraw cash from cash points using iris scanning without the need for a card or PIN.

3. Planned next steps

What are the specific next steps which you plan to undertake to implement the commitments (with a focus on the next 2 years)?

WFP and ILO have defined potential areas of cooperation in 2017 in Turkey, for instance, ensuring that beneficiaries of the Emergency Social Safety Net (ESSN), managed by WFP, are linked to more long-term livelihood activities provided by ILO. This way, it is aimed to bridge short-term humanitarian aid and more long-term development measures. The collaboration will include adapting ESSN eligibility criteria and/or create a transitional period assistance plan to reduce disincentives for beneficiaries to engage in formal employment and other livelihoods activities that would otherwise lead to a loss of ESSN assistance.

Support and technical assistance to some 30 countries in Employment Intensive Investment Programmes (EIIP) is envisaged over the next two years. South-South capacity building workshops are planned to support this, including the annual bilingual Learning Forum on Public Investment and Employment Programme at the global level, with regional training events in in South Africa and Costa Rica, in addition to the 18th Regional Seminar for Labour-based Practitioners that will be hosted by the Government of Tunisia in 2019.

4. Efficiency gains

Please indicate, qualitatively, efficiency gains associated with implementation of GB commitments and how they have benefitted your organisation and beneficiaries.

Not available at this stage

5. Good practices and lessons learned

Which concrete action(s) have had the most success (both internally and in cooperation with other signatories) to implement the commitments of the work stream? And why?

Challenges to implementation include differing levels of commitment by constituent governments to opening access to public services and benefits programs to non-nationals or internally-displaced persons, and the continued challenges to improving coordination across a wide range of actors within and outside the UN system who are active in humanitarian contexts.

Even in emergency situations, it is important to adopt a long-term vision from the first few days of response and relief efforts. Interventions should be oriented toward supporting state reconstruction and the (re)establishment of the social contract, as well as supporting a state to meet its humanitarian obligations. The ILO's labour-intensive emergency employment schemes have offered immediate relief and livelihood opportunities with a long-term vision of building local productive capacities of individuals and institutions through community contracting and local resource-based approaches.

Work stream 4 – Management costs

Aid organisations and donors commit to:

1. *Reduce the costs and measure the gained efficiencies of delivering assistance with technology (including green) and innovation. Aid organisations will provide the detailed steps to be taken by the end of 2017.*

Examples where use of technology can be expanded:

- *Mobile technology for needs assessments/post-distribution monitoring;*
 - *Digital platforms and mobile devices for financial transactions;*
 - *Communication with affected people via call centres and other feedback mechanisms such as SMS text messaging;*
 - *Biometrics; and*
 - *Sustainable energy.*
2. *Harmonise partnership agreements and share partner assessment information as well as data about affected people, after data protection safeguards have been met by the end of 2017, in order to save time and avoid duplication in operations.*

Aid organisations commit to:

3. *Provide transparent and comparable cost structures by the end of 2017. We acknowledge that operational management of the Grand Bargain signatories - the United Nations, International Organization for Migration (IOM), the Red Cross and Red Crescent Movement and the NGO sector may require different approaches.*
4. *Reduce duplication of management and other costs through maximising efficiencies in*

procurement and logistics for commonly required goods and services. Shared procurement should leverage the comparative advantage of the aid organisations and promote innovation.

Suggested areas for initial focus:

- *Transportation/Travel;*
- *Vehicles and fleet management;*
- *Insurance;*
- *Shipment tracking systems;*
- *Inter-agency/common procurement pipelines (non-food items, shelter, WASH, food);*
- *IT services and equipment;*
- *Commercial consultancies; and*
- *Common support services.*

Donors commit to:

5. *Make joint regular functional monitoring and performance reviews and reduce individual donor assessments, evaluations, verifications, risk management and oversight processes.*

Management costs work stream co-conveners reporting request: What steps have you taken to reduce the number of individual donor assessments (if a donor) or partner assessments (if an agency) you conduct on humanitarian partners?

1. Baseline (only in year 1)

Where did your organisation stand on the work stream and its commitments when the Grand Bargain was signed?

2. Progress to date

Which concrete actions have you taken (both internally and in cooperation with other signatories) to implement the commitments of the work stream?

In 2017, several initiatives have been undertaken to maximize efficiency in procurement operations. These include:

- *The development of a new Functional Design solution for the tracking and reporting of the Procurements' Long Term Agreements (LTAs), previously done manually.*
- *Three major joint tenders were launched in 2017 by Common Procurement Activities Group (CPAG) of Geneva. The tenders resulted in the conclusion of LTAs.*
- *The In-tend Contract Management module has been deployed to provide comprehensive control of ILO's suppliers Service Level Agreements (SLAs) through the use of Key Performance Indicators (KPIs) and Document Management. The automation of Document Reminders ensures internal units and suppliers keep their information up to date.*
- *4 major Office Directives/Procedures have been issued or updated, with the aim of streamlining procurement rules and procedures and decentralising procurement operations. The thresholds for formal competitive bidding and review by contracts review committees were raised, resulting in simpler and faster procurement.*
- *The ILO is an active participant of the UN Global tender on Vehicles finalised in 2017, which allows to buy directly from the car manufacturer at corporate rate.*

- *The ILO has signed in 2017 an agreement with UNOPS to access its UN Web Buy Plus solution.*

Albeit not specific to the Grand Bargain commitments only, in 2017 the ILO's internal Business Process Review has seen significant results on streamlining back-office functions and costs:

- *A complete roll out of an online collaborative appraisal management work-space for project proposals. This platform brings many benefits including transparency, coordination and streamlining the revision and clearance processes.*
- *The ILO launched in 2017, a reporting module that provides a central repository for donor reporting, including financial statements, thus enhancing the management of compliance with reporting requirements. This online workspace also serves as a repository for donor agreements.*

Good progress has been made to put in place standardized arrangements that can be called upon when needed. The ILO has for instance recently entered into relevant framework agreements with the World Bank and the African Development Bank. Similar solutions are under discussion with other partners.

In terms of reduction of duplications and use of technologies, since 2017 initiatives in Jordan under Employment Intensive Programmes have started using UNHCR's Common Cash Facility for transactions of salaries, through which refugees withdraw cash using iris scanning.

In 2017 changes have been made to the existing [ILO/Japan Fund for Building Social Safety Nets in Asia and the Pacific](#) (SSN Fund) to establish a permanent reserve to rapidly mobilize resources in response to natural disasters in the region.

The ILO also strives, where possible, to reduce duplication of costs in procurement and logistics. For instance, in Turkey, UN inter-agency joint procurement initiatives are being carried out in particular for event management, ticketing, transportation etc. When cost-efficient and possible, ILO project offices are established in facilities shared with other UN agencies or hosted by the Ministry of the beneficiary country, thus reducing administrative costs.

3. Planned next steps

What are the specific next steps which you plan to undertake to implement the commitments (with a focus on the next 2 years)?

As part of further progress on UN Reform, the ILO expects to see opportunities for common services and systems at country level to provide efficiency gains and cost savings. Specifics are under discussion within a series of UN working groups. This is work in progress and will be reporting upon the office functions and costs.

4. Efficiency gains

Please indicate, qualitatively, efficiency gains associated with implementation of GB commitments and how they have benefitted your organisation and beneficiaries.

Not specific to the GB commitments but the ILO's own Business Process Review has led to significant reduction in processing time for several administrative processes (recruitment, procurement).

Increased joint programming with other UN agencies and partners beyond has also provide economies of scale with more of funding being available for services to beneficiaries.

5. Good practices and lessons learned

Which concrete action(s) have had the most success (both internally and in cooperation with other signatories) to implement the commitments of the work stream? And why?

Not possible to be specific at this stage but ILO does notice that a clear general climate of addressing problems jointly and promoting effective collaboration is the result of the GB push.

Work stream 5 – Needs Assessment

Aid organisations and donors commit to:

1. *Provide a single, comprehensive, cross-sectoral, methodologically sound and impartial overall assessment of needs for each crisis to inform strategic decisions on how to respond and fund thereby reducing the number of assessments and appeals produced by individual organisations.*
2. *Coordinate and streamline data collection to ensure compatibility, quality and comparability and minimising intrusion into the lives of affected people. Conduct the overall assessment in a transparent, collaborative process led by the Humanitarian Coordinator/Resident Coordinator with full involvement of the Humanitarian Country Team and the clusters/sectors and in the case of sudden onset disasters, where possible, by the government. Ensure sector-specific assessments for operational planning are undertaken under the umbrella of a coordinated plan of assessments at inter-cluster/sector level.*
3. *Share needs assessment data in a timely manner, with the appropriate mitigation of protection and privacy risks. Jointly decide on assumptions and analytical methods used for projections and estimates.*
4. *Dedicate resources and involve independent specialists within the clusters to strengthen data collection and analysis in a fully transparent, collaborative process, which includes a brief summary of the methodological and analytical limitations of the assessment.*
5. *Prioritise humanitarian response across sectors based on evidence established by the analysis. As part of the IASC Humanitarian Response Plan process on the ground, it is the responsibility of the empowered Humanitarian Coordinator/Resident Coordinator to ensure the development of the prioritised, evidence-based response plans.*
6. *Commission independent reviews and evaluations of the quality of needs assessment findings and their use in prioritisation to strengthen the confidence of all stakeholders in the needs assessment.*
7. *Conduct risk and vulnerability analysis with development partners and local authorities, in adherence to humanitarian principles, to ensure the alignment of humanitarian and development programming.*

Needs assessment work stream co-conveners reporting request: What hurdles, if any, might be addressed to allow for more effective implementation of the GB commitment?

1. Baseline (only in year 1)

Where did your organisation stand on the work stream and its commitments when the Grand Bargain was signed?

2. Progress to date

Which concrete actions have you taken (both internally and in cooperation with other signatories) to implement the commitments of the work stream?

In the June 2017 [Recommendation No. 205 on Employment and Decent Work for Peace and Resilience](#), needs assessments were recognized by ILO's tripartite constituents as an element of coherent and

comprehensive crisis response strategies, to be implemented by ILO member States. The Recommendation calls for a crisis response approach that includes a coordinated and inclusive needs assessment with a clear gender perspective.

The ILO has supported the Post Disaster Needs Assessment (PDNA) and the Disaster Recovery Framework (DRF) methodologies to strengthen linkages between humanitarian assessment and longer-term recovery. In October 2017, the International Training Centre of the ILO, the UN Development Group, the World Bank and the European Union organized a [Training of Trainers on PDNA and DRF methodologies](#). This initiative, which contributes to implement commitments no. 1, 2, 3, 4 and 7 of the Grand Bargain's work stream 5, aimed to present and validate the revised PDNA/DRF training package and to expand the current pool of trainers to support future in-country trainings and assessments.

In 2017, ILO participated in the PDNA/RRF (Recovery and Resilience Framework) initiative in Somalia to assess the impact of the protracted drought and the needs for sustainable recovery and resilience, and to define priorities to address root causes of recurrent crises and famine in the country. The ILO also undertook assessments of the impact on employment and livelihoods of the disaster events that hit Mexico and the Caribbean (Dominica and Saint Maarten) and in Yemen as well as in Haiti post Hurricane Matthew.

Joint UNHCR-ILO "[Guide to market-based livelihoods interventions for refugees](#)" has been published in 2017 and a [training programme offered jointly with ITC-ILO](#) is building the capacities of UNHCR and other humanitarian and development organisations working to promote refugee livelihoods to conduct assessments and develop livelihoods promotion strategies using the same methodology and framework.

The ILO worked with WFP, UNDP and RDPP to produce the multi-partner assessment "[Jobs Make the Difference: Expanding Economic Opportunities for Refugees and Host Communities](#)" published In April 2017. The study outlines empirically grounded evidences and recommendations for achieving the jobs target set at the London conference.

3. Planned next steps

What are the specific next steps which you plan to undertake to implement the commitments (with a focus on the next 2 years)?

In the next two years the ILO will:

- contribute to develop a PDNA module to assess the human impact of disasters;*
- provide support to build and consolidate a team of Africa-based experts who will enhance inter-agency collaboration and increase effectiveness of recovery activities in the region;*
- participate in joint assessment exercises, as required, to analyse the impact of disasters on employment, livelihood and social protection.*

The ILO will operationalise its comprehensive framework for refugee responses to support the implementation of the pledges of the Jobs Compact and the CRRF Coordinating Mechanism in Ethiopia and other CRRF countries. The framework addresses non-discrimination in the labour market for

refugees through equality of access and treatment, and reinforcing improvements to labour rights and working conditions through social dialogue. Through its ongoing collaboration with UNHCR, other countries may be identified for joint interventions that would include this range of socio-economic assessments.

The ILO will also build on its model of labour market impact assessments – conducted in the framework of the response to the Syrian crisis at national (Jordan) and local (Turkey) levels – with the aim to establish an assessment methodology that can be applied in situations of crisis and of large mixed migration movements. This assessment methodology examines quantitative and qualitative impacts of large movements of refugees/forcibly displaced persons on labour markets, livelihoods and other income-generating activities, including access to services.

4. Efficiency gains

Please indicate, qualitatively, efficiency gains associated with implementation of GB commitments and how they have benefitted your organisation and beneficiaries.

As a partner of the PDNA group, the ILO contributes to increasing the efficiency and thoroughness of needs assessments, and also benefits from the collaborative approach promoted through the PDNA/DRF methodology. For instance, employment and livelihoods assessments that are mainly based on secondary data (on agriculture, industry, commerce and tourism sectors), data is collected and then shared by the relevant organisations and lead ministries. This increased efficiency of data collection and encourages inter-agency coordination. In this sense, the PDNA methodology tries to help smooth some of the main challenges of work stream 5, particularly the high competitiveness among agencies and the lack of a common approach to synthesize information. On the other hand, the DRF methodology can contribute, over time, to better align assessment results and response analysis, planning and funding.

5. Good practices and lessons learned

Which concrete action(s) have had the most success (both internally and in cooperation with other signatories) to implement the commitments of the work stream? And why?

ILO's contribution to PDNA/DRF reports introduces employment and livelihoods concerns from the earliest stage of the recovery phase, supporting the generation of decent jobs and incomes and promoting better alignment between humanitarian and development programming. The ILO uses its participation in PDNA/DRF as a platform to advance its values and mandate in crisis-affected countries and to engage with its constituents so as to understand their needs. This paves the way for the development of long-term integrated interventions that aim to build resilience, develop employment recovery strategies, enhance local capacities to address labour related issues in crisis and mainstream the Decent Work agenda. In line with the principles contained in R205, the ILO places great importance on the use of local knowledge, capacities and resources and is committed to support and strengthen local ownership, capacities and resilience. This approach addresses the challenge of work stream 5 regarding the lack of inclusion of local populations and presents clear linkages with work stream 2 on localization.

Work stream 6 – Participation Revolution

Aid organisations and donors commit to:

1. *Improve leadership and governance mechanisms at the level of the humanitarian country team and cluster/sector mechanisms to ensure engagement with and accountability to people and communities affected by crises.*
2. *Develop common standards and a coordinated approach for community engagement and participation, with the emphasis on inclusion of the most vulnerable, supported by a common platform for sharing and analysing data to strengthen decision-making, transparency, accountability and limit duplication.*
3. *Strengthen local dialogue and harness technologies to support more agile, transparent but appropriately secure feedback.*
4. *Build systematic links between feedback and corrective action to adjust programming.*

Donors commit to:

5. *Fund flexibly to facilitate programme adaptation in response to community feedback.*
6. *Invest time and resources to fund these activities.*

Aid organisations commit to:

7. *Ensure that, by the end of 2017, all humanitarian response plans – and strategic monitoring of them - demonstrate analysis and consideration of inputs from affected communities.*

1. Baseline (only in year 1)

Where did your organisation stand on the work stream and its commitments when the Grand Bargain was signed?

2. Progress to date

Which concrete actions have you taken (both internally and in cooperation with other signatories) to implement the commitments of the work stream?

Participation through social dialogue and empowerment of local institutions and civil society organizations are part of the core mandate of the ILO. The ILO considers local participation to be imperative in reducing fragility and ensuring sustainability, and strives to ensure proactive participation of local tripartite organizations, private sector and civil society.

ILO's model of engagement at the community level is typically through the social partners, employers' and workers' organizations, where possible. ILO country offices orchestrate the inclusive and participatory development of Decent Work Country Programs (DWCP) and oversee project steering committees, which engage government, social partners and civil society. In 2017 seven new DWCPs were approved through tripartite consultations (Côte d'Ivoire, Tunisia, Bangladesh, China, Lao PDR, Samoa, Viet Nam and Albania) and 3 extended (Uzbekistan, Cameroon, The Gambia).

In the context of the Syrian crisis response, the ILO has promoted close consultations with tripartite partners (workers' and employers' organizations and government) in Turkey, Jordan and Lebanon, and at various levels from regional to national, on the implementation of policies that affect refugee and host communities alike.

In 2017 the ILO and UNHCR, in coordination with the government of Jordan, launched the [Zaatari Office for Employment](#), the region's first employment office for refugees, to help Zaatari camp's residents to access formal work opportunities, and supported the facilitation of a jobs fair for refugees. The centre provides employment services and facilitates the issuance of work permits.

The Systemic Approach to Inclusive Markets (SAIM), introduced by the ILO, offers a human-centred approach to market and livelihoods development. SAIM puts refugees and other key stakeholders at the core of its analysis: through focus group discussions, workshops, and interviews, beneficiaries express their realities, concerns and needs. In collaboration with UNHCR as well as local implementing partners, the ILO has conducted 13 such analyses to date, a further six are in progress.

Since the signature of a framework agreement with the g7+ in 2014, the ILO has strengthened its relations with self-declared fragile states based on South-South and Triangular Cooperation practices, supporting capacity building for employment-related actions in peace-building and state-building as the foundation for transitioning to peace. The ILO Academy on promotion of decent jobs in fragile and conflict affected settings: A fragile-to-fragile perspective (Freetown, Sierra Leone, 27 November - 1 December 2017) provided the opportunity to social partners and government from fragile countries to share and discuss problems and policy solutions related to the promotion of decent jobs in fragile and conflict-affected settings. The feedback received will inform the development of the strategy for the Jobs for Peace and Resilience (JPR) flagship programme.

3. Planned next steps

What are the specific next steps which you plan to undertake to implement the commitments (with a focus on the next 2 years)?

To encourage the participation and ownership by ILO's constituents i.e. workers' and employers' organisations and governments of Recommendation 205, a Massive Open Online Course (MOOC) will inform on the core components and practical implications of the Recommendation. Furthermore, a central component of the MOOC will be modules allowing course users to share their experiences in implementing measures as envisaged by the Recommendation 205, which will serve as an important source of feedback to the ILO with regards to challenges and lessons learned in planning and implementing employment-based solutions for peace and resilience on the national level.

In an effort to enhance the participation of stakeholders and beneficiaries in project design and evaluation, the ILO is developing an enhanced results framework of employment promotion programmes, which will include instruments and indicators to measure peace-related outcomes and impact of its employment-creation programmes in disaster- and conflict-affected countries. In this effort, the ILO builds on previous research on three "theories of change" of how employment can contribute to peace and resilience, and will develop and disseminate with its partners practical evaluation tools, such as an entry- and exit-survey of final beneficiaries of its employment programmes and key stakeholder surveys, to receive valuable feedback on the outcomes and impact of its

employment programmes in fragile settings and enhance the knowledge on what works in building peace through decent work.

4. Efficiency gains

Please indicate, qualitatively, efficiency gains associated with implementation of GB commitments and how they have benefitted your organisation and beneficiaries.

Increased participation by beneficiaries and local constituents allowed to better understand needs and supported the identification of key areas of intervention, facilitating the initial scoping and market analysis performed by ILO officials on the ground.

5. Good practices and lessons learned

Which concrete action(s) have had the most success (both internally and in cooperation with other signatories) to implement the commitments of the work stream? And why?

Mainstreaming participation mechanisms has ensured local ownership of project design and implemented measures, which has in turn enhanced the sustainability of policies, institutions and processes established.

Work stream 7 - Multi-year planning and funding

Aid organisations and donors commit to:

- 1. Increase multi-year, collaborative and flexible planning and multi-year funding instruments and document the impacts on programme efficiency and effectiveness, ensuring that recipients apply the same funding arrangements with their implementing partners.*
- 2. Support in at least five countries by the end of 2017 multi-year collaborative planning and response plans through multi-year funding and monitor and evaluate the outcomes of these responses.*
- 3. Strengthen existing coordination efforts to share analysis of needs and risks between the humanitarian and development sectors and to better align humanitarian and development planning tools and interventions while respecting the principles of both.*

Multi-year planning and funding work stream co-conveners reporting request: Please report the percentage and total value of multi-year agreements² you have provided (as a donor) or received and provided to humanitarian partners (as an agency) in 2017, and any earmarking conditions.³ When reporting on efficiency gains, please try to provide quantitative examples.

1. Baseline (only in year 1)

Where did your organisation stand on the work stream and its commitments when the Grand Bargain was signed?

² Multiyear funding is funding provided for two or more years based on a firm commitment at the outset

³ For the Grand Bargain definitions of earmarking, please see Annex I. Earmarking modalities, as contained with the final agreement, available [here](#).

2. Progress to date

Which concrete actions have you taken (both internally and in cooperation with other signatories) to implement the commitments of the work stream?

Following consultations with its donors, in 2017 the ILO introduced an allocation criteria for un-earmarked core voluntary funds ([Regular Budget Supplementary Account - RBSA](#)), in order to increase the scope of its intervention capacity in fragile states, in the context of ILO's global flagship programme on Jobs for Peace and Resilience (JPR). Funds have been allocated to 10 countries (including Comoros, Central African Republic, Somalia, Sierra Leone, Colombia, Syria, Iraq, Sri Lanka, Myanmar and Ukraine) to implement integrated employment-promotion and sustainable enterprise-creation projects, which will benefit resilience and livelihood creation. All these allocations span across multiple years (ILO's biennium 2018-19).

With respect to collaborative planning, the ILO is strongly engaged at the regional and country level in the elaboration of the Syrian 3RPs as well as of the response plans for Lebanon, Jordan and Turkey. A comprehensive refugee response programme for Turkey has been developed, covering the years 2017-2021. Multi-year funding has been granted, which contributes to sustainable outcomes.

As a primarily development-oriented agency, the ILO receives a significant amount of funds through multi-year arrangements. 24 out of 27 currently ongoing projects under the ILO's components of the Syria 3RP 2017 cover more than 1 year period (for a total of USD 47 million received in 2017), while 5 are also multi-year in terms of allocations by funding partners (of which 3 were received in 2017, for a total of USD 13.6 million).

In an effort to improve alignment between humanitarian and development planning tools, in 2017 the ILO has improved, in consultation with OCHA, its method to report voluntary funding to FTS, in order to more properly account for long-term, multi-year livelihood and income-creating activities within existing appeals.

3. Planned next steps

What are the specific next steps which you plan to undertake to implement the commitments (with a focus on the next 2 years)?

Using the RBSA allocations as seed funding, the ILO plans to mobilize further multi-year funding in order to expand its programme and operations in fragile states and disaster and conflict-affected countries. In addition, using these RBSA resources to support work in countries listed above, the ILO is developing indicators to measure peace-related outcomes of its employment creation programmes in fragile and disaster- and conflict-affected countries.

4. Efficiency gains

Please indicate, qualitatively, efficiency gains associated with implementation of GB commitments and how they have benefitted your organisation and beneficiaries.

No quantitative estimates exist on the efficiency of multi-year planning and funding. However, it is qualitatively noticeable that they improve funding predictability, allowing for larger programmes, longer-term planning and therefore, more impactful results.

5. Good practice and lessons learned

Which concrete action(s) have had the most success (both internally and in cooperation with other signatories) to implement the commitments of the work stream? And why?

The early inclusion of UN development agencies at the UNCT level by RCs and/or HCs when a humanitarian crisis starts, as well as more coordinated interagency consultation of all relevant actors (based on their mandate and comparative advantages) would greatly support the development of multi-year response plans that better align humanitarian and development planning tools.

Work stream 8 - Earmarking/flexibility

Aid organisations and donors commit to:

1. *Jointly determine, on an annual basis, the most effective and efficient way of reporting on unearmarked and softly earmarked funding and to initiate this reporting by the end of 2017.*
2. *Reduce the degree of earmarking of funds contributed by governments and regional groups who currently provide low levels of flexible finance. Aid organisations in turn commit to do the same with their funding when channelling it through partners.*

Aid organisations commit to:

3. *Be transparent and regularly share information with donors outlining the criteria for how core and unearmarked funding is allocated (for example, urgent needs, emergency preparedness, forgotten contexts, improved management)*
4. *Increase the visibility of unearmarked and softly earmarked funding, thereby recognising the contribution made by donors.*

Donors commit to:

5. *Progressively reduce the earmarking of their humanitarian contributions. The aim is to aspire to achieve a global target of 30 per cent of humanitarian contributions that is non earmarked or softly earmarked by 2020⁴.*

Earmarking/flexibility work stream co-conveners reporting request: Please specify if possible the percentages of 2017 vs 2016 of:

- Unearmarked contributions (given/received)
- Softly earmarked contributions (given/received)
- Country earmarked contributions (given/received)
- Tightly earmarked contributions (given/received)

1. Baseline (only in year 1)

Where did your organisation stand on the work stream and its commitments when the Grand Bargain was signed?

2. Progress to date

Which concrete actions have you taken (both internally and in cooperation with other signatories) to implement the commitments of the work stream?

The ILO receives fully un-earmarked funding ([Regular Budget Supplementary Account - RBSA](#)) from 8 donors - Belgium, Denmark, Germany, Italy, Luxembourg, Netherlands, Norway and Sweden, - which amounted to approximately USD 30 million in the biennium 2016-2017.

⁴ For the Grand Bargain definitions of earmarking, please see Annex I. Earmarking modalities, as contained with the final agreement, available [here](#).

Reporting on results on the use of the Regular Budget Supplementary Account is through the [Programme Implementation Report](#) , supplemented by the [Decent Work Results Dashboard](#), which provides extensive and accessible information on country-level results and is publicly available. Financial information of RBSA allocations are also available online on the [ILO's development cooperation dashboard](#).

- *Un-earmarked contributions received (not only humanitarian): 2016-17: USD 29.2 million. Please note that un-earmarked voluntary contributions follow a bi-annual cycle thus comparison between 2016 and 2017 is not possible.*
- *Softly earmarked contributions received (not only humanitarian): approximately USD 20 million.*
- *Tightly earmarked contributions (not only humanitarian): 2016: USD 239 million / 2017: USD 356 million.*

3. Planned next steps

What are the specific next steps which you plan to undertake to implement the commitments (with a focus on the next 2 years)?

The ILO will continue to deepen its engagement with the core group of donors providing un-earmarked funding, including through field visits (Senegal, April 2018).

The ILO has further developed a plan to substantially increase visibility of programmes and projects funded through RBSA allocations through RBSA success stories, brochures, open data, etc.

4. Efficiency gains

Please indicate, qualitatively, efficiency gains associated with implementation of GB commitments and how they have benefitted your organisation and beneficiaries.

Un-earmarked funding represent the most flexible and therefore most useful typology of funds for the ILO to be able to rapidly deploy in situations of emergency and crisis, based on its own assessments of priorities and opportunities to leverage further lightly-earmarked or fully earmarked funds. At present, however, no significant increase in the number of donors willing to provide un-earmarked contributions has been observed yet.

5. Good practices and lessons learned

Which concrete action(s) have had the most success (both internally and in cooperation with other signatories) to implement the commitments of the work stream? And why?

Nothing to report in addition to what is mentioned above.

Work stream 9 – Reporting requirements

Aid organisations and donors commit to:

1. *Simplify and harmonise reporting requirements by the end of 2018 by reducing its volume, jointly deciding on common terminology, identifying core requirements and developing a common report structure.*
2. *Invest in technology and reporting systems to enable better access to information.*
3. *Enhance the quality of reporting to better capture results, enable learning and increase the efficiency of reporting.*

1. Baseline (only in year 1)

Where did your organisation stand on the work stream and its commitments when the Grand Bargain was signed?

2. Progress to date

Which concrete actions have you taken (both internally and in cooperation with other signatories) to implement the commitments of the work stream?

Considerable investments in IT have allowed to roll out in January 2018 an online reporting system that monitors in real time compliance with reporting requirements and provides a single repository for both narrative and financial reporting.

The ILO has joined the piloting of the 8+3 template and has started discussions with ICVA on the adaptation of the template to its needs, as well as informed its field offices covering the pilot countries about its participation in piloting the template. However, the limited number of projects in the pilot countries above the concern that funding partners of those projects have not joined the pilot, may prevent immediate implementation. The piloting of the template has been agreed with SIDA for a project in Somalia, which is scheduled to start activities in 2018.

General ILO reporting templates have been amended to include specific fields on efficiency gains and value for money.

3. Planned next steps

What are the specific next steps which you plan to undertake to implement the commitments (with a focus on the next 2 years)?

Continuous improvement of the online reporting system is ongoing and is foreseen to continue for 2018. Further mid to long-term improvements could include, subject to discussions with the resource partners and available resources, a further automation of reports submission, either by providing to partners direct access to the repository or by implementation of IATI fields.

On harmonized reporting templates, next steps include the finalization of the adaptation of the 8+3 template and a discussion on adoption by partners and field offices. Depending on the portfolio of projects in the pilot countries and the propensity of partners to engage in the pilot, the extension to other countries may be foreseen as a potential alternative.

4. Efficiency gains

Please indicate, qualitatively, efficiency gains associated with implementation of GB commitments and how they have benefitted your organisation and beneficiaries.

The implementation of new technology solutions for the monitoring of report submissions allows for more efficient and transparent reporting management, reducing the workload on the office responsible for centralized monitoring.

Reporting on joint UN projects takes place through commonly agreed and consolidated reporting standards and templates.

5. Good practices and lessons learned

Which concrete action(s) have had the most success (both internally and in cooperation with other signatories) to implement the commitments of the work stream? And why?

See above

Work stream 10 – Humanitarian – Development engagement

Aid organisations and donors commit to:

1. *Use existing resources and capabilities better to shrink humanitarian needs over the long term with the view of contributing to the outcomes of the Sustainable Development Goals. Significantly increase prevention, mitigation and preparedness for early action to anticipate and secure resources for recovery. This will need to be the focus not only of aid organisations and donors but also of national governments at all levels, civil society, and the private sector.*
2. *Invest in durable solutions for refugees, internally displaced people and sustainable support to migrants, returnees and host/receiving communities, as well as for other situations of recurring vulnerabilities.*
3. *Increase social protection programmes and strengthen national and local systems and coping mechanisms in order to build resilience in fragile contexts.*
4. *Perform joint multi-hazard risk and vulnerability analysis, and multi-year planning where feasible and relevant, with national, regional and local coordination in order to achieve a shared vision for outcomes. Such a shared vision for outcomes will be developed on the basis of shared risk analysis between humanitarian, development, stabilisation and peacebuilding communities.*
5. *Galvanise new partnerships that bring additional capabilities and resources to crisis affected states through Multilateral Development Banks within their mandate and foster innovative partnerships with the private sector.*

Humanitarian-Development engagement work stream co-conveners reporting request: What has your organisation done to operationalise the humanitarian-development nexus at country level?"

1. Baseline (only in year 1)

Where did your organisation stand on the work stream and its commitments when the Grand Bargain was signed?

2. Progress to date

Which concrete actions have you taken (both internally and in cooperation with other signatories) to implement the commitments of the work stream?

Decent work sits at the intersection between humanitarian action and development cooperation. By the very nature of its mission, ILO's intervention focus on creating the necessary institutional, economic and societal conditions for the creation of durable solutions for refugees, internally displaced people and their hosting communities, by building resilience and providing livelihood opportunities that are decent, fair, sustainable and beneficial to both hosting and hosted communities.

At the operational level, this covers principle areas of ILO's decent work agenda such as labour market assessments, skills development, active labour market programmes, such as apprenticeships,

entrepreneurship development, working conditions and rights at work, social dialogue, and addressing trafficking, forced labour and child labour, among others.

- The 2016 [“Guiding Principles on the Access of refugees and other forcibly displaced persons to the labour market”](#) assists member States and other national and international partners in formulating sustainable labour market and livelihood responses;
- The adoption of [Recommendation 205](#) in 2017 that provides a normative framework for world-of-work related measures to prevent and respond to the devastating effects of conflicts and disasters on economies and societies;
- [The Jobs for Peace and Resilience Flagship Programme](#) supporting livelihood creation in fragile, conflict affected and disaster prone countries through decent employment generation.

The ILO has taken active steps toward enhancing joint planning with humanitarian organisations to address needs, risk and vulnerability in a coherent and comprehensive way.

For instance, building on the 2016 Memorandum of Understanding with UNHCR on durable solutions for refugees, in March 2017 the two organisations agreed on a joint action plan to support the implementation of the Comprehensive Refugee Response Framework (CRRF). Cooperation has included joint assessments, research, data collection and analysis, training and capacity building, as well as integrated policy approaches to, for example, work permit systems. Joint advocacy activities are developed to promote inclusive approaches to integration in labour markets and access to livelihood opportunities and social protection.

Feasibility assessments were carried out jointly by ILO and UNHCR in four countries across Africa to develop proposals for the integration of refugees, asylum-seekers, internally displaced persons and stateless people into nationally-organized health insurance and services provision schemes. Market assessments and value chain analyses have been conducted so far in 12 refugee hosting countries. The goal is to help refugees become economically independent through market-based interventions, thereby shrinking the need for humanitarian assistance. As a result, the ILO-UNHCR [“Guide to market-based livelihood interventions for refugees”](#) was published in 2017.

The ILO worked with WFP, UNDP and RDPP to produce the multi-country joint assessment [“Jobs Make the Difference: Expanding Economic Opportunities for Refugees and Host Communities”](#) published in April 2017. The study outlines empirically grounded evidences and recommendations for achieving the jobs target set at the London conference.

The ILO Office for Turkey and WFP has also defined new areas of collaboration in 2017 aiming to bridge short-term humanitarian aid and more long-term development measures. For instance, ensuring that beneficiaries of the Emergency Social Safety Net (ESSN), managed by WFP, are linked to more long-term livelihood activities provided by ILO.

Jointly with its International Training Centre, the ILO has developed a knowledge sharing and training platform for policy makers and development practitioners working in the promotion of decent work in situations of fragility caused by conflict, disasters and widespread violence. See: [From fragility to resilience through decent work](#).

3. Planned next steps

What are the specific next steps which you plan to undertake to implement the commitments (with a focus on the next 2 years)?

ILO will be scaling up its work described in the various sections of the report, either related to work in the context of the CRRF or in fragile states and countries in crisis. This includes stepped up engagement with a range of Grand Bargain partners. Furthermore, an expanded collaboration with UNPBSO has been developed on peacebuilding and employment to reinforce also the nexus with peacebuilding activities.

In order to advance social protection systems in humanitarian contexts, the ILO will implement with UNHCR concrete country applications (e.g. in Bangladesh, Cameroon, DRC, Ecuador, Ethiopia, Iraq, Jordan, Lebanon, Pakistan, oPt, Syria and Uganda), and contribute to the working group on the nexus between humanitarian aid and development in social protection under the SPIAC-B.

Additional engagement is also foreseen for 2018 within the framework of the HDN IASC Task Team.

4. Efficiency gains

Please indicate, qualitatively, efficiency gains associated with implementation of GB commitments and how they have benefitted your organisation and beneficiaries.

5. Good practices and lessons learned

Which concrete action(s) have had the most success (both internally and in cooperation with other signatories) to implement the commitments of the work stream? And why?

ILO's recent interventions in engaging development approaches at an earlier stage in crisis responses have shown:

- *Labour-based approaches are viable even in middle income countries like Lebanon and Jordan.*
- *ILO approaches works to strengthen existing institutions and mechanisms and support resilience rather than creating parallel structures. ILO is also investing in local structures and improving capacities as well as service delivery.*
- *Protecting workers' rights through awareness-raising and supporting the meaningful engagement of trade unions and strengthening social dialogue are key elements and an added value of the ILO implementing a local development approach*
- *Identifying growth and market opportunities through value chain assessments has been an excellent tool for social cohesion*
- *ILO interventions adopt a comprehensive approach towards skills, assessing refugees' skills as well as labour market needs.*
- *In refugee responses, all ILO interventions involve host communities, who are already under pressure, to avoid social tensions and to improve their resilience to cope with the situation.*

In order to ensure better coordination and collaboration between humanitarian and development actors, Humanitarian Coordinators and Resident Coordinators at the UNCT level should increase efforts

to meaningfully and systematically engage all relevant agencies (based on their respective comparative advantages and expertise) when planning UN responses when a crisis strikes.