

Grand Bargain in 2020:
Annual Self Report – Narrative Summary

Name of Institution: International Labour Organization (ILO)

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Question 1: Reflecting on the information you have provided in the Excel spreadsheet, please highlight the 2 or 3 key outcomes or results relating to the Grand Bargain that your institution achieved in 2019?

In 2019, the ILO has achieved significant results in at least two areas related to the Grand Bargain:

Participation. A key outcome of the ILO's efforts in 2019 is the emphasis on the engagement and accountability to communities affected by crises. Recipients of aid have been directly involved in employment-intensive investments projects where men and women participate in the development of essential infrastructures (e.g. Jordan, Mauritania and Philippines), with the ILO always associating and working through the trade unions and employers organisations that alongside government are members of the ILO. Feedback mechanisms following skills training have also been developed (e.g. Turkey) where evaluation forms are filled in by recipients and analysed. A standard methodology promoting the direct involvement of a wide range of stakeholders in conflict analysis and project design is being piloted in several countries such as Lebanon, Sierra Leone and Liberia. The participatory conflict and peacebuilding analysis undertaken in those countries allowed the reinforcement of the capacity of project staff to improve conflict and peace sensitive programming.

Harmonizing Reporting. Significant efforts have been made in the simplification and harmonization of reporting requirements. Following the decision to participate in the pilot initiative and the adoption of the 8+3 reporting template in 2018, the ILO has focused on further systematizing its use outside pilot countries for humanitarian-related activities. Country offices in charge of such activities have been further encouraged to use the template. In the same dynamic, donors not signatories of the Grand Bargain have been consulted and sensibilized to the 8+3 initiative to instigate its use.

Question 2: Please explain how the outcomes/results have or will lead to long-term institutional changes in policy and/or practice.

Although not a humanitarian agency, the ILO has capitalized on its Grand Bargain commitments to influence the definition and evolution of its development cooperation strategy and approaches along internationally accepted principles and good practices. This has been the case for activities in the humanitarian-development nexus, with the enhancement of mechanisms of coordination and planning with humanitarian and peace-building organizations, as well as for the overall development cooperation programme (especially for cross-sectoral issues like transparency, participation, quality funding and management costs).

At the institutional level, it is worth mentioning the [ILO's Governing Body October 2019 follow-up](#) regarding Resolution 205 concerning employment and decent work for peace and resilience (pages 15-16). This included the establishment of a new unit (Coordination Support Unit for Peace and Resilience) tasked with ILO-wide coordination of all crisis-related employment interventions, which has helped in harmonizing approaches, systematizing information and enhancing intra and inter organizational coordination.

Question 3: How has your institution contributed to the advancement of gender equality and women's empowerment¹ in humanitarian settings through its implementation of the Grand Bargain? What results/outcomes have been achieved in this regard? (please outline specific initiatives or changes in practice and their outcomes/results).

Not necessarily driven by the Grand Bargain per se but rather as overall ILO commitments, the ILO has been consistently applying gender-equality considerations and women's economic empowerment tools to its interventions, in line with the [ILO Action Plan for Gender Equality 2018-21](#) and the International Labour Conventions No. [100](#) and [111](#). Through a capillary network of focal points in every department and field office, all interventions – including those in humanitarian contexts – are reviewed in terms of their commitment to gender equality and women's empowerment. This is especially relevant in the context of displacement-related interventions, where the needs, situation and empowerment opportunities for women are carefully considered from design to reporting, together with those of other more vulnerable groups.

As an example, within the context of the design of a new multi-agency programme on displacement and reintegration financed by the Netherlands ([PROSPECTS](#)), the ILO has run in 2019 gender and disability awareness workshops in Nairobi and Beirut to ensure that programme teams include these considerations in programme design. The ILO strongly focused on the development of gender policies where they do not exist, with special attention to women refugees.

In its response to the Syrian refugee crisis in Lebanon, which aims at creating employment opportunities for displaced Syrians and host communities, the ILO developed several measures to ensure women's inclusion and gender equality, including: gender-responsive management and recruitment policies as prerequisites for submitting bids; training on gender-responsive safeguard practices including on workplace harassment; gender-sensitive working hours arrangements. As a result, women make up on average 10% of the concerned workforce across the programme, with peaks of 24 %.

Question 4: How has the humanitarian-development nexus been strategically mainstreamed in your institutional implementation of the Grand Bargain commitments?

The ILO, given its mandate and lessons learned from past and current programmes, has a strong incentive to better link humanitarian, development, and peace action. The ILO has developed an increased collaboration with humanitarian actors with an accent put on contribution its specialised technical expertise, its body of international labour standards and its tripartite structure. It joined fora such as the IASC Results Group on HDN and the inter-agency working groups on DDR and DRR. The ILO contributed to the development of social protection tools along with actors such as the World Bank, UNICEF and WFP in crisis-affected countries and to the development of the UN Common Guidance on Resilience. It carried out joint assessments in Burkina Faso, Cameroon and

¹ Refer to the IASC definitions of gender equality and women empowerment, available [here](#).

Rwanda for refugee health coverage, as well as PDNAs in Mozambique, Tunisia and India.

The ILO is also adapting its resource mobilization strategy given the changing nature of its programmes by exploring possible untapped funding windows in the humanitarian-development-peace nexus space. New operational partnerships aiming to bring additional capabilities and resources to crisis-affected countries are underway. The upcoming ILO-WTO partnership for jobs, trade and peace is an example. Jointly with UNICEF, UN Women and WHO among others, the ILO raised resources from the SDG Fund to implement integrated social protection programmes in order to support national systems in implementing cash-based and services interventions.

The commitment to work along the nexus aims at ensuring that immediate humanitarian assistance can be complemented by early recovery and reconstruction support. This is reinforced by efforts guided by other Grand Bargain Work Streams such as:

Localization and Participation. Inclusive approaches creating a win-win situation for refugees and host countries have been implemented. The ILO-UNHCR Approach to Inclusive Market Systems (AIMS), for instance, offers a concrete approach to transition from humanitarian emergency to sustainable development in forced displacement settings. The AIMS focuses on sustainability and local ownership, and addresses issues related to market inclusivity through the facilitation of efforts of local market actors. Expected outcomes are the creation of opportunities in local markets and the reinforcement of the capacity of the target population to seize them.

The capacity of local responders was also enhanced by the organization of a Massive Online Open Course on resilience solutions for refugees and Forcibly Displaced People.

Cash. Importance has been given to share information and develop standards in a collaborative manner. Through joint briefs on lessons learned, guidelines and reports with agencies such as UNICEF or UNHCR, the ILO has worked to ensure that knowledge related to cash programming and transition to national social protection mechanisms are collaboratively enhanced.