



International
Labour
Organization

Decent Work and Internal Displacement

Mapping of ILO Experiences
and Recommended Actions

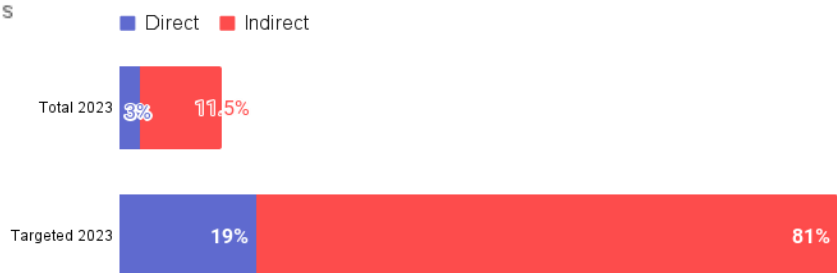
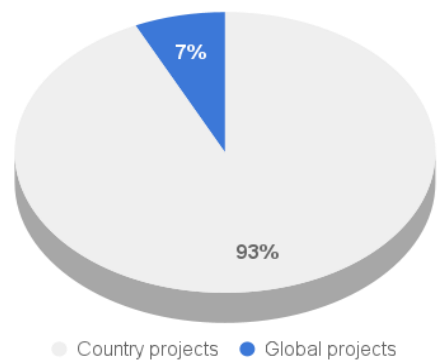
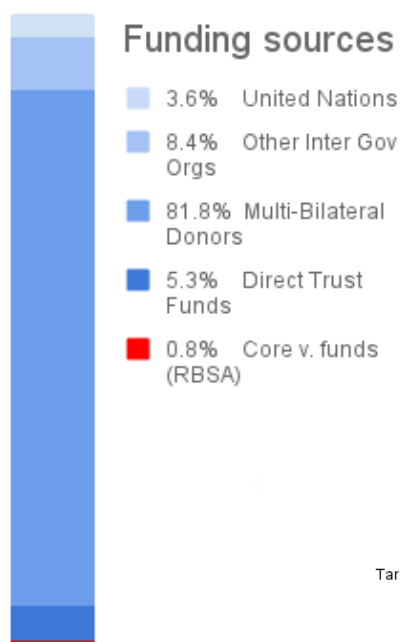
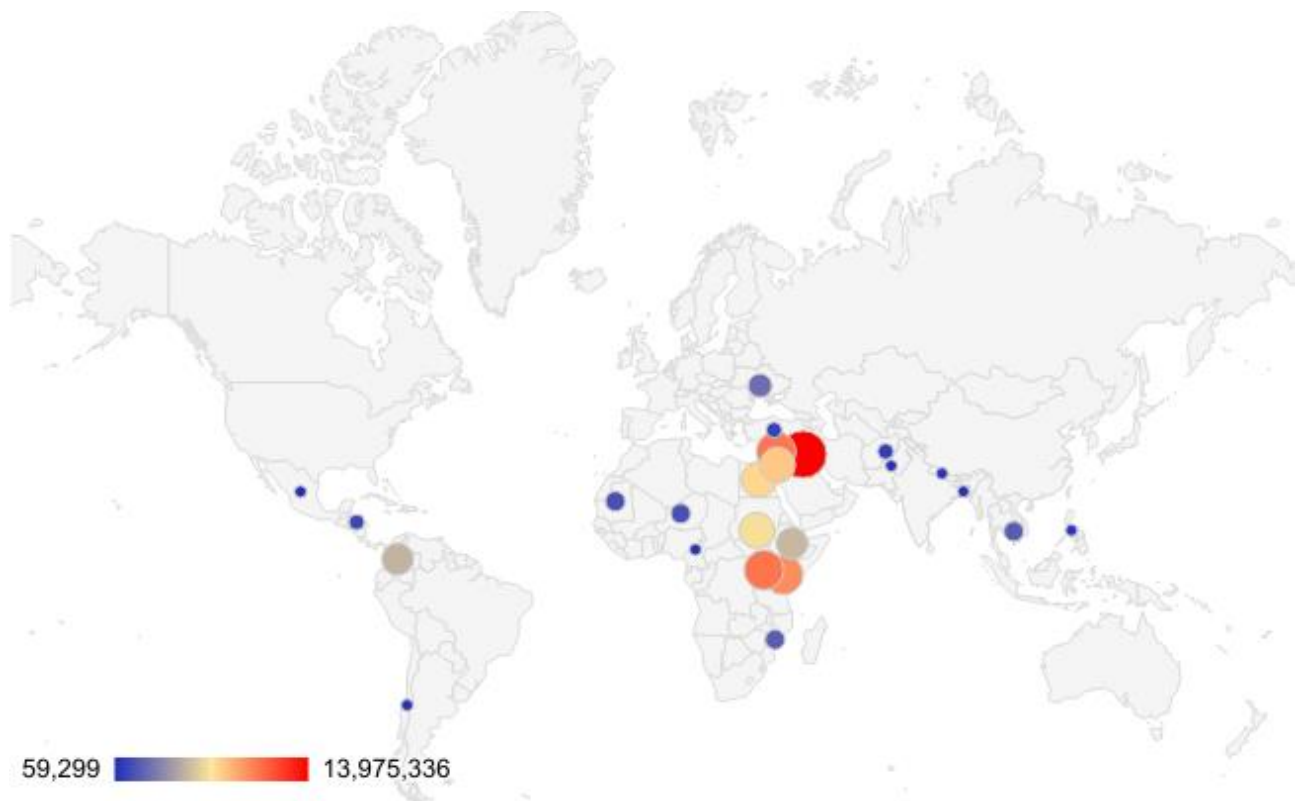
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ILO Dashboard Excerpts

September 2023

Budget 2023

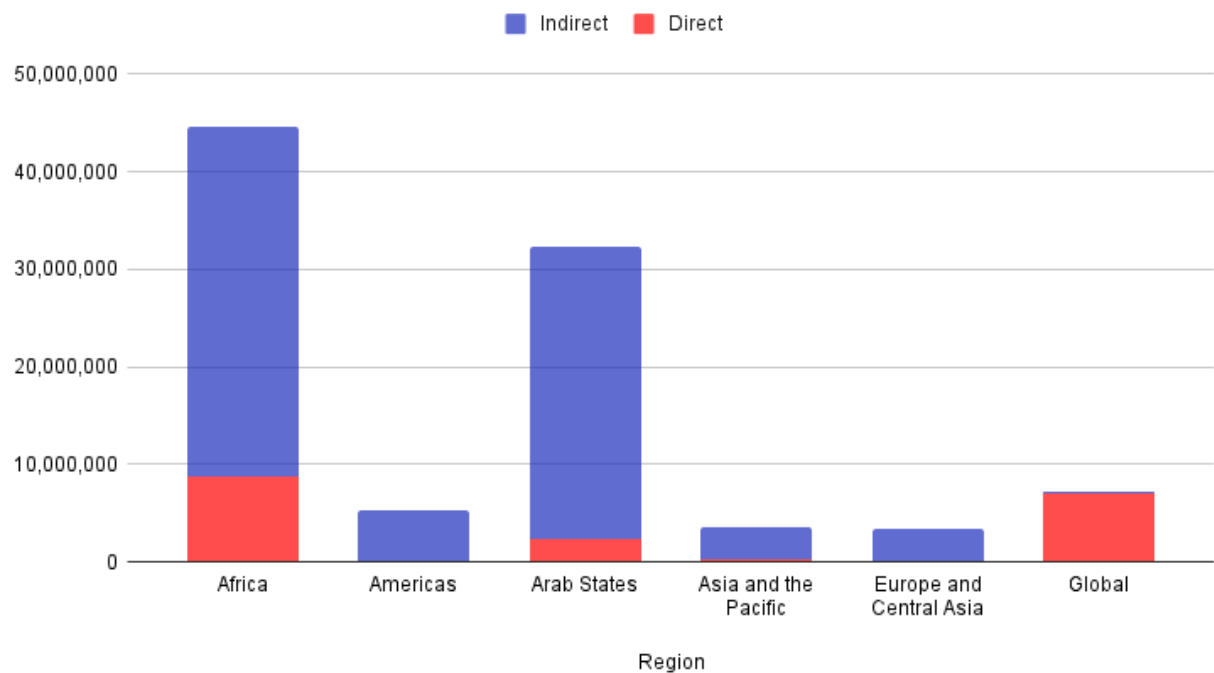


% of budget directly or indirectly targeting IDPs

2023

2023

2023 Budget - projects directly and indirectly targeting IDPs (USD), by Region



Budget 2023 (USD) directly or indirectly benefiting IDPs, by country

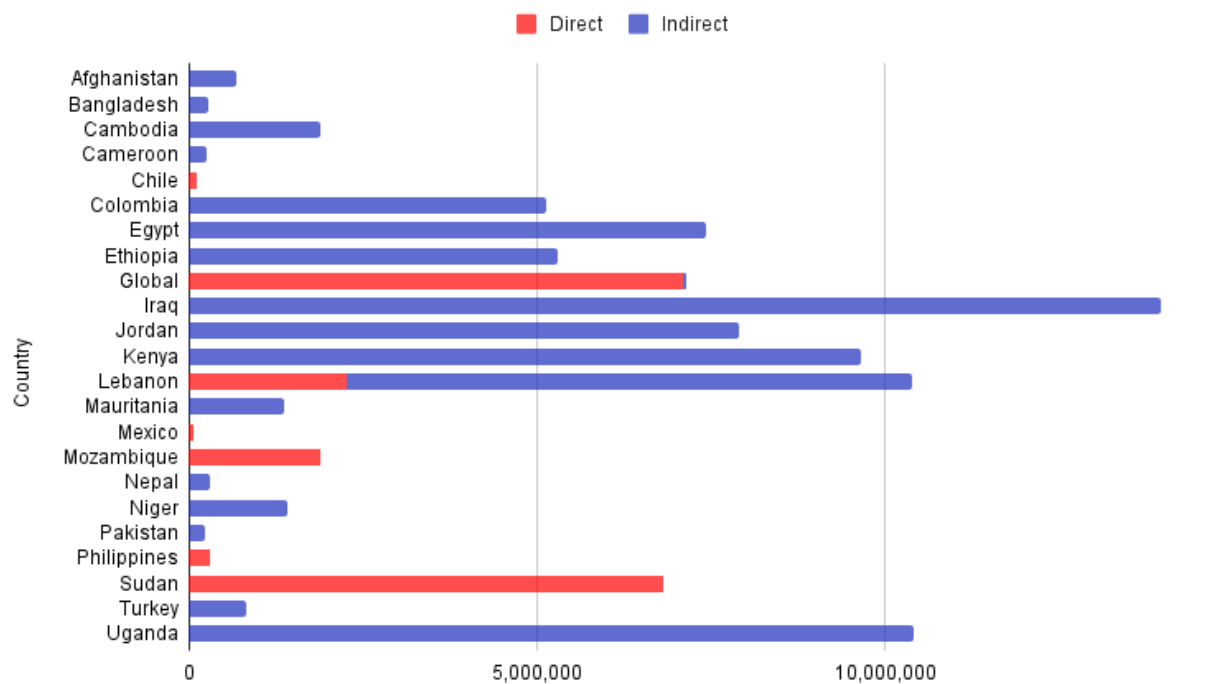


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Foreword

This document discusses the International Labour Organization's (ILO) initiatives on internal displacement. It takes stock of engagement, methodologies, challenges, and strategies for integrating Internally Displaced Persons (IDPs) into decent work policies and programs. Focusing on the Humanitarian-Development-Peace Nexus (HDPN), the report assesses global and field experiences and highlights key lessons and needs for future measures for IDP inclusion. Special attention is given to valuable partnerships that help the ILO leverage the decent work agenda, and to country-level alignment with International Labour Standards. The findings are expected to contribute to the development of a draft 2024 ILO Action Plan on Internal Displacement, which aims to guide ILO offices in promoting decent work in settings of internal displacement.

Introduction

Fragility, conflict, human rights violations and disasters are among the drivers of forced displacement. Whether internal or cross-border, displacement disrupts people's livelihoods and makes it difficult to access income and livelihoods, particularly as the majority of host and transit countries are emerging economies and, in some cases, are themselves affected by situations of fragility, conflict and violence. Because of unresolved conflicts and ongoing fragility in many countries, refugee and IDP returns are at an all-time low and the displacement situations are becoming increasingly protracted. The world currently grapples with 71.1 million IDPs. 62.5 million people were forced to leave their homes because of conflict and violence, and 8.7 million as a result of disasters¹; yet, they remain within their country's borders due to, i.e., the willingness to stay close to their areas of origin, lack of choice and means to move further, lack of physical and financial resources for cross-border movement.

Conflict and disaster intensify hardships for marginalized groups, particularly affecting women, children, and other vulnerable populations. These crises not only deepen poverty but also cause, often protracted, forced displacement. The impacts are multifaceted, affecting economic, social, and health aspects, and often lead to increased workplace rights violations, especially in fragile settings.² The risk of sexual and gender-based violence, including harassment, escalates following crises and disasters. Contributing factors include overcrowded conditions, inadequate lighting, and the lack of secure sanitation facilities tailored to women's needs.³

IDPs are often involved in informal work and businesses around agriculture and small trades in the areas where they are clustered. Forced displacement has a strong rural dimension, as large numbers of displaced people originate from rural areas, and many host communities are in rural settings. Consequently, there are major implications in terms of the degradation of agricultural land and collapse of food production in the areas left behind, and increased pressure on natural resources, food security and agricultural systems in the host communities. At the same time, around 50% of IDPs are living in urban areas, where oftentimes they have very scarce work opportunities and end up competing for poor quality jobs with hosting communities in the informal economy where jobs are characterized by lack of social protection, low wages and poor working conditions, exploitation along with little opportunity for formal skills development or benefiting from business development services. Women tend to face additional obstacles, such as discrimination, gender-

¹ IDMC, 2023. Global Report on Internal Displacement. <https://www.internal-displacement.org/global-report/grid2023>.

² ILO, 2021. Employment and decent work in the Humanitarian-Development-Peace Nexus, p.29.

³ ILO, 2022. Gender equality and women's empowerment in the world of work in fragile, conflict and disaster settings, p. 10.

based violence, and increased care responsibilities resulting from changes in family dynamics due to displacement.⁴

Despite the challenges, forcibly displaced persons have important social and economic contributions to make. They may bring skills, know-how and talent, and can make up for labour market shortages in host and transit communities. Both in sudden onset and protracted crises, causing short term or protracted displacement respectively.

Internal displacement is often a sensitive political issue, influenced by various dynamics such as cultural, political, ethnic, or civil conflicts, potentially limiting their access to rights and services available to fellow citizens within their own country. Displacement in one's own home country may affect fundamental rights, so it is important to find solutions for IDPs to either return to their area of origin or to establish themselves fully as members of the (host) community.

The ILO is dedicated to advancing decent work in situations of displacement and addressing root causes of forced migration co-caused by decent work deficits, thereby ensuring the complete enjoyment of human rights and decent work for all, including IDPs. This document intends to offer subsidies to make this happen in practice. It delineates the existing approaches, and maps out global, regional, and country-level initiatives directly or indirectly benefiting IDPs within the organization. It assesses the current state of ILO's implementation of work related to IDPs, addressing key challenges and opportunities for ensuring IDPs' full access to decent work.

Policy Context

Definition of Internally Displaced Persons

The *International Recommendation on Internally Displaced Persons Statistics* (2020) endorses the definition brought by the *UN Guiding Principles on Internal Displacement*⁵ and emphasizes the international consensus around its key components: (1) IDPs movement is forced or involuntary, setting them apart from economic and other migrants by choice; and (2) They stay within internationally recognized state borders, in contrast to refugees who cross such borders. Therein, IDPs are defined as:

persons or groups of persons who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of or in order to avoid the effects of armed conflict, situations of generalised violence, violations of human rights, or natural or human made disasters, and who have not crossed an internationally recognized state border.

The Action Agenda on Internal Displacement

The Secretary-General established a High-Level Panel on Internal Displacement at the end of 2019. In June 2022, building on the recommendations in the report, the SG put forth a draft SG Action Agenda on Internal Displacement (AA) to 'anchor' the Panel's recommendations within the UN system. It outlines 31

⁴ ILO, 2021. Employment and decent work in the Humanitarian-Development-Peace Nexus, p.42.

⁵ While the UN Guiding Principles on Internal Displacement are not legally binding, their authority has been recognized globally, particularly as they draw from international humanitarian and human rights law. The Africa Union in particular has codified the UN Guiding Principles on Internal Displacement in the 2009 Convention for the Protection and Assistance of Internally Displaced Persons in Africa, the "Kampala Convention", preceded by the 2006 Great Lakes Protocol on the Protection and Assistance to Internally Displaced Persons.

Source: <https://emergency.unhcr.org/protection/legal-framework/idp-definition>

commitments for the UN system to advance solutions to internal displacement, prevent future displacement crises from emerging, and strengthen the quality of protection and assistance provided to those who are already displaced. A major issue of the AA is that internal displacement must be recognized as a humanitarian, development, peace and protection priority, within the HDPN approach both in response and prevention of displacement.

The ILO is committed to participate in the joint UN efforts to support the AA. The Agenda, adopted by the UN General Assembly in 2016, presents five key pillars: prevention, protection, humanitarian assistance, durable solutions (return, local integration, resettlement), and redress. The ILO, leveraging its expertise in labour standards and economic challenges faced by IDPs, is well-placed to help find durable solutions by providing technical assistance, awareness, capacity building, and fostering collaboration. The AA serves as a valuable resource for the ILO in building a sustainable economic empowerment strategy for IDPs, advocating for policies and programs that promote decent work, social protection, skills training, financial inclusion, and inclusive decision-making processes for this group.

ILO Recommendation 205

Recommendation No. 205 (2017) outlines guiding principles for promoting employment and decent work during crisis situations. It emphasizes the ILO's pivotal role in crisis response, centred on promotion of employment and decent work. This includes a focus on employment promotion, labour market access and integration, as well as capacity development and institution building, in collaboration with regional and international entities.

The Recommendation emphasizes the need to "pay special attention to population groups and individuals who have been made particularly vulnerable by the crisis, including, but not limited to, children, young persons, persons belonging to minorities, indigenous and tribal peoples, persons with disabilities, internally displaced persons, migrants, refugees and other persons forcibly displaced across borders".

In the event of a crisis resulting in large numbers of IDPs, the R205 specifically refers to the need to:

- (a) support the livelihoods, training and employment of internally displaced persons, with a view to promoting their socio-economic and labour market integration;*
- (b) build resilience and strengthen the capacity of host communities to promote decent employment opportunities for all, with a view to ensuring that the livelihoods and employment of local populations are maintained and their ability to host internally displaced persons is strengthened; and*
- (c) facilitate the voluntary return of internally displaced persons to their places of origin and their reintegration into labour markets when the situation allows it.*

The Humanitarian Development Peace Nexus and ILO involvement

Crises, whether they manifest as conflicts, pandemics, forced displacements, disasters or socio-economic shocks, cannot be solved by one set of actions alone. Humanitarian, development and peace actions all have a role to play in many of these crises: humanitarian response to save lives and protect people, development assistance to address multi-dimensional structural challenges, and peace action to ensure that countries can sustain peace, i.e., prevent the outbreak, escalation, continuation and recurrence of conflict. This is why, in conflict-affected and protracted-crisis contexts, ensuring coherence, complementarity and collaboration across the Humanitarian-Development-Peace Nexus (HDPN) is so important to realize rights, reduce needs, vulnerabilities and risks, and address drivers and underlying causes of conflict in the long term. Capitalizing on the linkages between the humanitarian, development and peace pillars of the nexus is equally important

for disaster risk reduction and for ensuring that immediate needs are met, while disaster risk is reduced, and resilience strengthened in the long term.

In the context of collective outcomes, the IASC has recently used the following to describe the link with the HDPN: "Humanitarian assistance, development cooperation and peacebuilding are not serial processes: they are all needed at the same time in order to reduce needs, risk and vulnerability. Collaboration can be achieved by working towards collective outcomes, over multiple years, based on the comparative advantage of a diverse range of actors. Collective outcomes have emerged as a strategic tool for humanitarians, development and peace actors to agree on a concrete and measurable result that they will jointly achieve in a country with the overall aim of reducing people's needs, risks and vulnerability. This has also been recognized by OECD DAC members when they put out their recommendations."

The Decent Work agenda through the ILO and its constituents have an important role to play in crisis response and should aim to be proactively involved in the nexus at an early stage, supplementing humanitarian emergency action with interventions such as immediate livelihood creation, while stimulating and supporting long-term socio-economic development in an inclusive and rights-based manner. In an emergency response, there is an understandable focus on the immediate provision of essential goods and services. While such measures are necessary, they should be made part of a wider, long-term vision for recovery, which not only promotes self-sufficiency, institutional building and sustainable livelihoods, but also addresses the underlying factors of fragility that made the society and economy particularly vulnerable to external shocks in the first place. In this way, decent work and social justice are promoted as key drivers of resilience and peace.

The Action Agenda on Internal Displacement: ILO meaningful engagement

Overview of ILO's Work on Internal Displacement

The ILO's work with IDPs has not been primarily guided by a deliberate strategy, having often emerged on a case-by-case basis. As the ILO consolidates its approach to working with IDPs, emphasis will lie in addressing durable solutions⁶, prioritizing local integration or the voluntary return of IDPs to their homes when feasible and safe. The ILO's mandate is well positioned to proactively contribute to promoting IDPs' access to labour market opportunities and make sure their labour rights are respected in a way that does not put them in competition with the host community, especially where labour markets lack dynamism.

Moreover, the ILO has consistently cultivated alliances and partnerships with fellow UN agencies, notably UNHCR and IOM, or UNDP to align efforts, cooperate and better serve crisis affected people and communities.

Moving forward, and to fully deliver on its AA commitments, the ILO will articulate a more explicit operational framework for its involvement in internal displacement contexts, with attention to avoiding potential conflicts with countries' agendas and thus ensuring critical alignments therein. Additionally, while the ILO's alignment with the AA is clear, the organization needs to carefully navigate and strike a balance in its approaches.

Incorporating specific focus and guidance on internal displacement in ILO's programmatic work may be challenging in some cases considering that ILO's initiatives are normally addressed to the whole community,

⁶ Defined by the UNHCR Global Report 2005 as "any means by which the situation of refugees can be satisfactorily and permanently resolved to enable them to live normal lives" and considered applicable to IDPs.

with not specific targeting for any particular groups. More specifically, here are a few elements, challenges to be considered when targeting IDPs:

- a. ambiguity in IDPs' legal status hinders categorization and benefit provision because, on occasion, IDPs' nationality is not legally considered for benefits targeted at citizens because in theory they should have access to the same benefit, while they are normally not be eligible for benefits targeted at refugees.
- b. diverse interpretations of IDP definitions among states add complexity and may require that support to IDPs is deliberate, clearly articulated and delivered equitably.
- c. addressing displacement is complex due to unique socio-economic and political conditions in varied contexts. These conditions can include, for example, insecurity from high rates of crime or ethnic conflict, and economic deprivation caused by natural disasters or armed conflicts.
- d. programmatic work will need to pursue decent work for IDPs, while ensuring coordinated, people-centred responses that contribute to enhancing human security
- e. ILO's development cooperation programmes and projects do not normally track budgets dedicated to IDPs. This may limit the organization's vision of this group's specificities. A deeper understanding of their needs would lead to better targeted support, integrated within the broader ILO policies and programmes.
- f. the tripartite structure of the ILO at country level is fundamental for both ensuring inclusiveness of IDPs under governmental employment and labour policies and programmes, protecting labour rights and creating/expanding employment, skills, entrepreneurship capacity and social protection. However, despite its relevance in promoting International Labour Standards, in the HDPN, the ILO often lacks presence and thus does not always participate in decision-making at UNCT or governmental level about IDPs.

C1. Meaningful Participation and Systematic Inclusion of IDPs and Local Community Members

“AA Commitment 1: *Redouble efforts to ensure meaningful participation and systematic inclusion of IDPs and local community members of all ages, genders and diversities in decision-making on solutions, including by scaling up community-based planning, and advocate with States to put in place measures to ensure IDPs are heard and included in solutions planning.*

Facilitating meaningful participation of IDPs in decision-making processes, both at the national and local levels, is a fundamental aspect. The objective in this commitment is to ensure a seamless integration of IDPs into society, safeguarding their rights, meeting their needs, and harmonizing with the socioeconomic and cultural context of the host communities. This calls for nurturing open communication and awareness raising, inclusivity, non-discrimination and empowerment of both IDPs and the hosting community. Moreover, it entails fostering social dialogue at both national and local levels to ensure the inclusion of IDPs into pertinent national and local work-related policies and programs. Coordinating at this level may be challenging or even unfeasible in cases where state authorities are responsible for persecuting or excluding IDPs. In such instances, implementing local-level measures and involving social partners can be a valid alternative.

Action points

- Ensure systematic implementation of peace and conflict analysis for informing any initiative promoting decent work in displacement settings to comprehend local conflict and fragility factors dynamics (see guidance in the tools).

- Prevent displacement by addressing multiple root causes. While the ILO may not see itself as a primary actor in the prevention of displacement, it recognizes the importance of addressing root causes of conflict through education and socioeconomic solutions, as well as through promoting decent work and fundamental principles and rights at work. This includes prevention of displacement due to climate change and extreme events, potentially through safe and regular migration pathways to adapting to climate change impacts.
- Prevent new displacement crises by leading or collaborating on:
 - Investing in employment-intensive infrastructure and small businesses.
 - Building skills and supporting IDP entrepreneurship.
 - Enhancing the disaster resilience of housing and infrastructure.
 - Adapting infrastructure's resilience to disasters using labour intensive methodologies.
- Promote local integration and cultural understanding. Political settings and power relations change and, when working with host communities, it is important to acknowledge the complexity of social cohesion and engage in broad dialogue with a range of diverse actors. This requires careful consideration of power dynamics while still delivering sound socioeconomic benefits:

In the **Philippines**, the ILO has demonstrated its comparative advantage in working with IDPs because it was the first agency to support rural enterprises, formal combatants, and the Muslim Mindanao minority, where a civil war had recently ended. Specifically in Mindanao, which has a semi-autonomous government, the ILO has consistently promoted participatory dialogue, and this has paid off in the long term, because it opened doors for the organization despite context changes. The ILO was also the only agency that returned to project sites and sustained livelihood support for community enterprises that had been funded by the World Bank. The ILO's work in the Philippines has shown that it is well-positioned to help IDPs find durable solutions to their displacement.

- Promote stakeholder engagement, especially workers, employers, and training institutions, as they can have relevant roles to play. For example, in terms of responding to conflicts and disasters and playing an active role in post-crisis recovery, workers' organizations may wish to bear in mind the following (non-exhaustive) checklist:
 - What are the immediate priorities to "put people to work", including rebuilding critical infrastructures?
 - What role should be played by workers' organizations, in collaboration with employers' organizations and the ILO, in organizing an effective, coordinated response?
 - What type of support is required in the rapid recovery phase?
 - What changes are needed for the longer-term recovery of the populations affected?
 - What changes are needed to reduce the vulnerability of jobs and income to societal conflicts, natural disasters, and other large-scale hazards in the future?

This might include changes of policy direction, a strengthening of the active population, training in new skills, the creation of new businesses, an improvement of support services, better infrastructures, "stronger" workers' organizations, or a focus on cooperatives, for example.⁷
- Deploy return strategies, when safe. Successfully navigating challenges related to climate change and violence can enable safe and sustainable return efforts for IDPs. Even though people on the move may

⁷ ILO, 2022. Dealing with crises arising from conflicts and disasters. ILO training manual for workers' organizations. p. 64.

maintain a bond with their ancestral homes, and the hope to reinstate interrupted relationships, basic conditions must be met to guarantee a safe return, be it a reliable supply of water; be it mechanisms to stop the flooding, etc. What needs to be avoided is IDPs going back only to prepare for another disaster.

- Implement fair recruitment principles and guidelines in as part of labour mobility work. With respect to climate change, adaptation and resilience strategies might reduce threatened communities' susceptibility to displacement and safe labour mobility may enable those who move and those who remain in their communities to adapt to the impact of climate change. Fair recruitment and decent work in the countries of destination provide protection and a source of livelihood for those moving and their communities of origin (through remittances) while it can address skill gaps in the countries of destination.
- Ensure IDPs' involvement in policies, programs, and infrastructure projects through training and capacity building. Leveraging the role of the ILO constituents in project design and delivery may represent an opportunity to (i) facilitate the integration of IDPs' perspectives, (ii) emphasize the importance of stakeholder's participation, particularly for diverse groups; and (iii) pursue gender balance in decision-making spaces.

C2. Whole-of-Government Solutions Strategies

“AA Commitment 2: Support States to develop and implement whole-of-government solutions strategies with measurable progress indicators that are guided by the views and capacities of IDPs and local communities, and to embed solutions within national and local development plans.

Whole-of-government solutions strategies are concerted, multi-sectoral efforts involving various government departments and agencies at both national and local levels, in a way that they contribute to the successful development of host communities, the integration of IDPs into the socioeconomic fabric, and consequently, the enhancement of social cohesion. The ILO places focus on strengthening the local economy, improving value chains, promoting skills development, and expanding social protection, including health protection.

Action points

- Support the UN agencies in adopting a one-UN approach to sustainable livelihoods for IDPs, with focus on decent work and labour rights. In this, provide jobs and social protection for informal workers that are also displaced. Additionally, the ILO and the UN can (i) acknowledge IDPs' weak negotiating power and leverage their demands in negotiations with governments; and (ii) operationalize these demands into concrete, coordinated, solutions for sustainable livelihoods.
- Acknowledge and integrate measures to promote gender equality and non discrimination in the design of durable solutions. Displaced persons, especially women, face increased domestic burdens due to the destruction of infrastructure and often shoulder primary responsibility for childcare and eldercare. Additionally, crises can cause men's loss, injury, or migration, forcing women to suddenly take on new responsibilities and provide for their families.
- Design coordinated (as opposed to isolated) interventions that help the socio-economy recovery in post (and protracted) crisis settings. For example, employment intensive programs which are temporary, but

are linked to skills training, entrepreneurship and increase opportunities for young people, including IDPs.

- Deploy interventions based on the ILO concrete and tested tools and approaches, such as the Employment-Intensive Investment Programme (EIIP), as well as programmes on skills development, cooperative development training, and social protection schemes.
- Build inclusive infrastructure that prioritizes people, particularly IDPs; involve them in the design, planning, and implementation. For example:

An EIIP program in **Somalia** exemplifies enhancing IDP livelihoods through strategic infrastructure development. The primary goal was upgrading urban roads to IDP resettlement areas, resulting in better access to the resettlement areas, improved living conditions, economic empowerment, and social cohesion. Both host communities and IDPs actively participated in the workforce, promoting teamwork and solidarity. Workers experienced on-the-job training, gaining practical skills. Post-project, additional training opportunities ensured their long-term skill development and increased employability.

- Replicate successful approaches. In Mozambique, the ILO learned valuable lessons from the results of project Decent Work for Youth in Mozambique (DW4YM):

Enhancing skills for youth participation in the socio-economic development of **Northern Mozambique**:

- *Integrated approaches*: The project strategically identifies convergence points, integrating curriculum development, technical and soft skills, enterprise engagement, mapping, and value chain analysis. For example, the EIIP component engages youth through training and provides input and mentorship so they can create business for themselves; the project then involves the community to facilitate the creation of market linkages.
- *Sustainability through integration*: This integrated approach has remarkably accelerated implementation, unlocking new markets and fostering entirely new value chains in sectors like agriculture, fisheries, restaurants, and food processing.
- *Tailored to IDPs*: The project's expansion and diversification of training/implementing partners, along with collaboration with local enterprises and the local government, offered profound insights, resulting in the engagement with IDPs with customized activities to meet their specific needs.
- *Gender responsiveness in interventions*: women were encouraged to participate in EIIP; some training institutions set full targets for women; partners established connections with hotels and enterprises, increasing women's access to these value chains. Enrolment of women and men in training often reflected the traditional gender segregation in jobs and sectors. This was a necessary trade-off to align with family and community preferences. Ultimately, men were less prone to join women-dominated sectors than the opposite.

- Explore and test, along with partners and the tripartite constituency, measures to encourage gender balance and challenge stereotypes in training, job creation and entrepreneurship, in view of obtaining more inclusive and equitable results.
- Promote the application of universal social protection to IDPs. National social protection systems include both contributory and non-contributory schemes and programmes, including humanitarian cash transfers, in line with ILO Recommendation No. 202 on Social Protection Floors and other social security

standards. When assessing IDPs' access to social protection, countries should consider adequacy and coverage, i.e.:

- Assess the functionalities and reach of social protection systems for IDPs.
- Investigate the scope of delivery, whether within camps, via humanitarian action, or through national programmes, schemes and mechanisms.
- Evaluate the sustainability of social protection provision for IDPs.
- Support national governments to ensure social protection reach and coverage to include IDPs in remote and rural areas. This encompasses enhancing social protection delivery in remote areas, and in doing so ensuring sustainable coverage of national programmes, rather than creating ad hoc cash transfer programmes for specific population groups.
- Explore options for social protection financing. Consider contributions from IDPs themselves and other financial options; in case of formal social security schemes, consider employers' contributions options.
- Acknowledge the importance and address transition support to IDPs. Transition support refers to the changes or shifts that individuals or communities may undergo concerning their economic, social, or demographic circumstances.
- Integrate learning from the Global Compact on Refugees experience. Whilst the Global Compact on Refugees does not address internal displacement; it highlights the role of the multilateral system in addressing displacement issues. This framework advocates bold socioeconomic responses through a holistic, all-of-government approach, which could guide/inspire the ILO practice/involvement in displacement settings.

C11. Private Sector Development and Engagement

“AA Commitment 11: The UN will work with relevant partners to identify three to four contexts where there are opportunities to pilot means of strengthening engagement with the private sector, working with UN Resident Coordinators.

Private sector development in the context of internal displacement means to facilitate the establishment, recovery, and support of businesses, micro, small, and medium enterprises (MSMEs) of IDPs. This entails designing and implementing holistic strategies to ensure access of IDPs to relevant business development services (BDS) and financial services as well other relevant services and information.

The ILO's Approach to Inclusive Market Systems (AIMS) was developed to promote livelihoods of forcibly displaced persons and aims to integrate forcibly displaced persons into sectors and value chains with potential for inclusive growth and job creation. The engagement of already existing private sector actors in the regions where IDPs have settled is of strategic importance in this regard to ensure IDPs are connected suppliers of required inputs and services as well as off-takers and ultimately end markets. While AIMS has been applied in many countries to integrate refugees into markets of their new host countries, experience with using AIMS for IDPs remains limited to date.

Action points

- Use the 'Approach to Inclusive Market Systems' (AIMS) to identify sectors and value chains with potential for IDP-inclusive growth and job creation and design strategy to integrate IDPs into selected sectors.
- Create opportunities for businesses to grow and move beyond the local markets, including through export opportunities.
- Support the development of community-based productive projects for populations at risk of internal displacement. For example, in the case of several countries in Latin America, individuals often resort to self-displacement to escape extortion and violence. Criminal groups frequently attempt to impose 'war taxes' on businesses, pushing them into the informal sector to evade exposure and extortion.

An upcoming project in **Honduras** aims to collaborate with the private sector (employers' organisations) and involve local chambers of commerce active in crime-vulnerable communities to devise more effective approaches. The focus will be on promoting community-based productive businesses, formalizing them, and establishing conditions to safeguard them from extortion, and thus preventing forced displacement. This new project builds upon learning of a recently closed UNHCR/ILO project in Honduras that worked with organised youth in local communities to prevent forced displacement, focusing on their organizational capacities, entrepreneurship skills and awareness raising.

- Propose a pilot programme to test and generate evidence of the value of engagement of the private sector in working with IDPs, in line with the AA target. A draft idea on such pilot, to be implemented in Ethiopia, is outlined here:

Proposed Pilot Programme in Ethiopia: Advancing Local Economic Solutions for IDPs and Host Communities

ILO experts well-versed in the dynamics of internal displacement recommend that the ILO take the lead in initiating a pilot programme in Ethiopia. This program would be tailored to promote sustainable local economic solutions for internally displaced persons (IDPs) and their respective host communities.

Key aspects of this initiative encompass:

- a. the development of integrated economic solutions for decent work utilizing the full set of ILO's specialized tools and methodologies.
- b. comprehensive evaluation aimed at documenting best practices and consolidating evidence regarding the positive impact of the long-term development focus privileged by the ILO approach on social cohesion.

Ethiopia's diverse and complex context offers an invaluable testing ground, enabling the potential programme to gather substantial insights into the real challenges at hand and evaluate the viability of an integrated approach within such settings. An approach characterized by caution and consideration of possible sensitivities is paramount. This approach strongly emphasizes integrated development for both host communities and IDPs, particularly in cases where opportunities or conditions for IDPs to return to their original homes are limited.

C23 | C24. Advocacy for Better Protection and Assistance of IDPs

“AA Commitment 23: *Call on States to protect the rights and respond to the needs of their displaced citizens and residents in line with the Guiding Principles on Internal Displacement and relevant laws and policy frameworks, such as the Kampala Convention.*

“AA Commitment 24: *Advocate for States to work proactively to ensure IDPs of all ages, genders and diversities have access to public systems and services.*

Advocacy and policy dialogue for the adoption and implementation of International Labour Standards go together with programmatic interventions safeguarding labour rights and combatting, i.e., discrimination, inequality, child and forced labour within IDP populations and the communities hosting them. To establish ownership of internal displacement solutions, stakeholder representatives must collaborate to shape a shared vision, enhancing the sustainability of interventions. This is why the involvement of relevant ministries, such as Ministries of Labour, Social Welfare, Health, Agriculture/Rural Development, Women's Affairs, Interior, and Education, is important to also ensure IDPs are covered, and that social protection system are able to delivery and reach remote and rural populations also to promote access to health care. When designing projects', programs', initiatives' strategies in conflict affected or fragile context characterised by displacement consider how peace and conflict dynamics interact positively and negatively with decent work issues.

Action points

- Advocate for the internalization and implementation of International Labour Standards within the IDP context, considering that standards are valid for the whole country and its population. This can run concurrently with strategic peacebuilding roadmaps, ensuring a sustained, long-term focus on durable solutions for both displaced populations and host communities.
- Systematically ensure that programmes and projects in displacement settings as conflict-sensitive and contribute purposefully to peace (peace responsive).
- Engage in joint collaborations with other actors across the HDPN in displacement settings to implement R205 guidelines effectively and promote legal and developmental frameworks that foster peaceful coexistence and social cohesion within regions marred by violence and disasters.
- Facilitate the proactive involvement of IDPs in initiatives pertaining to employment and decent work focused on preventing, responding to, and resolving displacement challenges.
- Embed internal displacement considerations in policies for promoting responsible business and contrasting the effects of climate change.
- Engage in partnerships with national governments to formulate national policies, encompassing the vital inclusion of IDPs in these strategies.

In **Colombia**, for example, while the government is at the final stages of formulating a comprehensive national policy addressing the needs and concerns of conflict victims, covering government capacity, financial services and improving living conditions for the populations affected by the conflict, UNHCR and ILO work to combine methodologies and propose services and income generation activities linked to the national strategy. In the country, the understanding is that targeting IDPs signifies enhancing inclusion and protection of human rights and social well-being. Knowledge generated in this regard, for instance, can provide insights on how to address internal displacement into labour policies, social security, and financial education.

- Propose to involve workers' organizations in the consolidation phase of peace processes. Consider that political processes leading to negotiating resettlement are often too high level to allow Trade Unions to join. However, workers' organizations can be instrumental in the consolidation phase of the peace process. At this stage it will be up to governments to create legitimate spaces for the inclusion of trade unions and other critical actors in civil society to join.
- Advocate for a **tripartite** approach at all levels of dialogue, including when the subject-matter is conflict, peacebuilding, and development. In fact, the examples coming from **Africa** are inspiring:

- The regional representations of workers' and employers' organizations, i.e., Horn of Africa Confederation of Trade Unions (HACTU) and Confederation of IGAD Employers (CIE) have recently received legitimate space to sit at the table of the Intergovernmental Authority on Development (IGAD) in Horn of Africa.
- The African Union (AU) has advanced quite significantly in this front, and a promising practice can be inspirational for future dialogue. For example, through the AU Peace and Security Council, which is a standing decision-making organ of the AU for the prevention, management and resolution of conflicts, among its main pillars, the Continental Early Warning System (CEWS) offers an opportunity to interphase with trade unions and civil society organizations aimed at collecting their views on perceived socio-economic and political situations that have the potential to degenerate into a conflict situation.

These examples indicate that multi-stakeholder peace and conflict resolution forums are entry points for the ILO to enhance tripartism and collaboration with governments, employers and trade unions in other regions and subregions.

- Advocate for the protection for IDPs from unacceptable and dangerous forms of work including child labour, forced labour and promote Occupational Safety and Health as it is likely that IDPs will be working in/on hazardous conditions.

C30. Institutional Strengthening and Accountability on Protection & Assistance of IDPs

“AA Commitment 30: *Work with and through local systems, local authorities and local civil-society actors as much as possible, supporting locally led responses and avoiding the creation of parallel structures.*

The ILO strives to facilitate active involvement and complete engagement of key institutions within the world of work, in policy dialogue and in programmatic decision-making. This includes government institutions like the Ministry of Labour, workers' and employers' organizations, and civil society.

To facilitate access to the labour market and uphold labour rights for both IDPs and their host communities, institutions must possess the capacity to deliver long-term solutions within the HDPN. Furthermore, ensuring the enactment of IDPs' rights requires adequate data on displacement circumstances to inform policies and programs, documentation of evidence-based good practices, and the appreciation of institutional knowledge and learning.

Action points

- Improve both ILO internal coordination by establishing a clearer role and responsibility and a division of labour for dealing with displacement. And ensure collaboration with UN system for a global and programming level in countries. Considering collaborating through joint programs for programme delivery in conflict and fragile contexts can be challenging and costly. In Ukraine the UN is testing a model by which agencies agree on a division of labour and define mutually supportive, yet independent, parallel tracks for programme delivery, hence ensuring the implementation pace and delivery of results is not tied to other partners.
- Integrate decent work considerations into humanitarian responses, leveraging the ILO's expertise and emphasizing multi-stakeholder collaboration for the benefit of IDPs. Agencies, funds, or programs that provide immediate humanitarian response are relevant partners for promoting access to Decent Work opportunities and application of ILOs for IDPs and their hosting communities. The ILO adds value through local and national policies and actions that promote decent work principles. In short, enhance stakeholders' capacity to work with vulnerable populations subject to significant human rights violations (e.g., trafficking, child labour, forced labour etc.) and ensure labour legislation protections are upheld.

In **Honduras**, within the context of a Peacebuilding Fund project, the ILO has been working with UNHCR and the Honduran government to support the implementation of the Law on Internal Displacement. The law was passed in April 2023 and is designed to provide protection and assistance to people who have been forced to flee their homes due to violence or natural disasters. The ILO has been working with the government and UN partners, especially UNHCR, to develop policies and programs that specifically address the needs of IDPs. These policies include access to employment, social security, and education. One specific project is expected to deliver concrete results around these issues (see Section 3 above).

ILO's capacity to address internal displacement in the framework of the HDPN

Action points

- Ensure the UN definition of "internally displaced persons" is shared and owned across ILO teams and country offices. Build on and expand from the existing focus on refugees. For example, in the case of the PROSPECTS programme, focus has lied primarily on refugees and host communities, even though the ILO has been mindful not to misrepresent the needs and rights of IDPs.

- Take an early and active role when a crisis hits. Hence the recent establishment of the Action Program on crises and post crisis aiming to coordinate and create policy coherence for all actions pertaining decent work in crisis settings. For this, the organization must gain in-depth understanding of how to apply its expertise in these contexts, which consist in both possessing and expanding knowledge, and effectively implementing it, with adequate funding. This proactive approach should allow to establish a strong presence and expand the organization's influence within a given country, to ensure impactful and meaningful implementation of decent work standards and programs for IDPs.
- Strengthen data collection, monitoring and reporting, including budgets monitoring and reporting. These need to be conceptualized, aligned with the UN and IFIs mechanisms (e.g. IMF) and resources, and put in place to assess work impacting IDPs directly or indirectly. Gender, age, diversity and peace dimensions must be considered at all levels of these processes, with due attention to context-specific intersectionality.
- Maintain strategic focus and tactic investment for enhancing the development of host communities and strengthen social cohesion and solidarity with IDPs by:
 - a. Developing the local economy: Encourage decent job creation, enterprise and cooperative development, skills enhancement, productivity improvement, equality and non discrimination measures. Strengthen value chains, also by integrating new chains.
 - b. Addressing deeper issues through sustainable interventions, including improving social protection (including health protection) delivery particularly in remote/rural areas characterized by an informal economy (e.g. like it has been implemented by the PROSPECTS program).
 - c. Combining local economic development with the enhancement of socioeconomic infrastructure.
 - d. Collaborating with the private sector and other partners, especially by focusing on micro and small enterprises as well as value chains.
 - e. Ensuring safe and fair working conditions for individuals in the informal economy, promoting non-discrimination, equality and decent work elements such as reasonable pay, access to social protection including health care and basic human rights at work, addressing child labour and forced labour.
- Consider increasing the presence of the ILO in the dedicated UN mechanisms, such as the Steering Group on Solutions to Internal Displacement of the Office of the Special Adviser on Solutions to Internal Displacement, as well as other relevant instances led by the civil society for addressing and monitoring internal displacement, such as the Internal Displacement Monitoring Centre (IDMC).

ILO initiatives directly or indirectly targeting IDPs, by country

| Country | Project title | Budget (USD) | Short description | Technical approaches | Specific inputs for IDPs |
|-------------|--|--------------|---|--|---|
| Afghanistan | Promoting Employment and Decent Work through Private Sector-led Economic Recovery and the HDPN. | 500,000 | The project aimed to enhance access to decent work, sustainable livelihoods, economic resilience, and peace for all Afghans using a market systems approach, aiming at contributing to poverty reduction and improved livelihoods. The project benefits from guidance and ownership enhancement through a Project Advisory Committee representing chambers of commerce, industries, and labour unions. | PUSH interventions were designed to improve the capacity of beneficiaries to engage in the market system. PULL interventions were designed to stimulate MSME growth and job creation. | Converted training centres or company premises into housing for IDPs. |
| Afghanistan | A Road to Decent Jobs for all Afghans | 987,463 | Same as above | Same as above | same as above |
| Cameroon | Support for crisis-affected communities through targeted economic empowerment and inclusive community planning in North- West and South-West regions of Cameroon, within the HDPN. | 50,000 | The main objectives of the project are: (a) to ensure that conflict affected selected communities are provided with relevant, appropriate, and targeted economic empowerment and inclusive community planning activities in North- West and South-West regions of Cameroon, within the HDPN for 06 (six) months. (b) to reinforce social cohesion and peace building in all the 04 identified councils (Santa and Bamenda 2 in the NW, Limbe 2 and Tiko in the SW). This is a pilot initiative for greater mobilization of resources from donor. | Using EII approaches, the training of community members and support of developing income generating activities. | Support girls and boys (IDPs) victims of the crisis to obtain valid documents (birth certificates, marriage certificates and national Identification papers where applicable). Train and support to at least 40 community members (IDPs) both male and female to carry out a sustainable income generating activity. Sensitize vulnerable and conflict affected communities and ensure their access to sustainable information that will reinforce social cohesion and peace building responsible; Reinforcement of social cohesion. |

| Country | Project title | Budget (USD) | Short description | Technical approaches | Specific inputs for IDPs |
|----------|---|--------------|---|--|--|
| Cameroon | Empowering women for resilient economies and peaceful communities in the refugee affected regions of East and Adamawa in Cameroon. | 6,469,366 | The project aims to contribute to economic growth and social cohesion among refugees, IDPs and host communities, through the development of women's entrepreneurship and cooperatives in agricultural value chains. | Local economic development and market-based approaches to build the capacity of women entrepreneurs and cooperatives, while creating opportunities in selected agricultural value chains. Support HIV/AIDS protection and prevention, and improved access to social protection, including social health protection. | Entrepreneurship capacity building. Facilitated access to financial services and products. Social protection. |
| Colombia | Mi Comunidad Mi Causa | 4,678,179 | Income generation programme aimed at consolidating or strengthening productive profile initiatives for 24 groups entitled to collective reparation. | To consolidate or strengthen the productive profiles of groups/communities entitled to collective reparation through technical assistance, professional training, and support, aiming for better and increased income generation opportunities. | Guided activities to generate efficient technical and budgetary planning. Implementation, and support for groups' profiles. |
| Colombia | Formandonos para a Paz Total | 7,854,679 | Provide professional training according to the competencies and skills currently demanded by the productive sector, aiming for better opportunities for employment inclusion and income generation. | Not informed | Provide training aligned with the competencies and skills currently sought by the productive sector. |
| Ethiopia | Skills and Labour-based training for IDPS in cobblestone, green works. | 100,000 | Short term skills training in construction works, masonry, followed by demonstration works on 500 m community access road | Skills development. Pilot demonstration through works road project. | Target 100 |
| Ethiopia | Enhancing the Livelihood of Persons with Disabilities among IDPs, Refugees, and Host Communities through Inclusive Skill Development and Employment Opportunity | 50,000 | Skills training with business development skills (BDS) training; Disability Inclusion employment Training (DIET) for managers and owners of Organizations. | Business Development Skills. Disability Inclusion Employment Training. | Target 50 IDPs |

| Country | Project title | Budget (USD) | Short description | Technical approaches | Specific inputs for IDPs |
|----------|--|--------------|--|--|--|
| Ethiopia | PROSPECTS | 10,000,000 | AIMS is used in Jijiga (Somali Region) as part of a larger programme with different components to create jobs for forcibly displaced in the dairy and livestock value chains. | | Mostly focused on refugees from Somalia and hosting communities, but due to high fragility also IDPs. |
| Iraq | Tackling the Worst Forms of Child Labour amongst IDPS, Refugees, and Vulnerable Host Communities in Iraq | 2,945,958 | The project aims to increase protection and find sustainable solutions that address the root causes of child labour in the country. It targets both children in or at risk of the worst forms of child labour and their families. | Child Labour Monitoring System (CLMS). Piloting a cost-effective model for a gradual reinsertion of children in education. Training teachers and school administrators. (SCREAM) methodology. Skills training and income-generating activities. Links to cash transfer programmes. Support the development of a National Action Plan (NAP) against child labour. Media campaign on the worst forms of child labour. | Increasing access to quality education for children through Developing. Enrolling children at risk of or involved in child labour in formal education, and non-formal catch-up programmes for children who have dropped out. Engaging vulnerable children in the ILO's Supporting Children through Education, Arts and the Media (SCREAM) methodology. Skills training and income-generating activities to older siblings and caretakers of vulnerable children. Linking families of vulnerable children to existing cash transfer programmes. |
| Iraq | Social Protection Programme: Leveraging Effective Response and Accelerating Reform (Phase 2) which is under designing stage. | 8,502,302 | Provide workers and their families including IDPs with enhanced access to comprehensive and sustainable social security and active labour market programmes. | Social security Active labour market programmes | Activities are under development. The project is planned to be implemented jointly along with UNICEF and WFP. |
| Iraq | PROSPECTS - Inclusive jobs and education for refugees and host communities in Iraq | 13,932,913 | The project objective is to strengthen decent work in Iraq to mitigate stress factors and support inclusive socio-economic enablers for access to labour markets and empowerment of forcibly displaced persons and host communities. | | Forcibly displaced persons: formal and non-formal education, learning and skills programs. Host communities: quality education, relevant skills and knowledge for school, life and transition to decent work. |

| Country | Project title | Budget (USD) | Short description | Technical approaches | Specific inputs for IDPs |
|------------|--|--------------|---|--|--|
| Kenya | Promoting Pathways to Economic Inclusion and Social Protection for Refugees and Host Communities in Kenya | 6,500,000 | Focused on promoting decent work of urban refugees, IDPs and vulnerable host communities. | Combines AIMS (sectoral approach to promote livelihoods) and interventions to include target groups into social protection systems. | Yes |
| Mozambique | Decent Work for Youth in Mozambique (DW4YM). Enhancing skills for youth participation in the socio-economic development of Northern Mozambique | 4,000,000 | The project plans to: 1. Train 5,000 vulnerable youth for better job prospects in agriculture, fisheries, and aquaculture. 2. Generate 1,750 direct job opportunities. 3. Enhance work-based learning in local Technical Vocational Education and Training (TVET) systems. 4. Improve market access for young agri-entrepreneurs through integrated agribusiness hubs, enhancing value addition and market connections. | Inception study & rapid analysis of skills Develop an Employment Impact Assessment Tool Improvement of rural infrastructure Demand-driven TVET Agribusiness hubs & anchor enterprises Work based learning | Project inputs available for IDPs. Project learning led to further engagement with IDPs through customized activities to meet their specific needs |
| Pakistan | Eliminating child labour and forced labour in the garment value chain – an integrated approach | 8,749,672 | Cash for Work projects and the pilot Employment Intensive Investment Project (EIIP) implemented in flood impacted across Pakistan (RBTC). This benefitted local communities but also internally displaced people who had to vacate their dwellings and move to surrounding districts in search of shelter and to livelihoods. | Cash for work EIIP Access to services. | Provided equal opportunity to the internally displaced people but also complemented income earning opportunities with other services such as access to health, education, sensitization on Gender Based Violence and FPRW. |

| Country | Project title | Budget (USD) | Short description | Technical approaches | Specific inputs for IDPs |
|--|---|--------------|---|--|---|
| Ukraine | Enabling the participation of women in the labour market by expanding childcare services | 750,000 | Support to the development and pilot-testing of affordable childcare service models, the adoption of care legislation and policies, and the formalisation of the care sector. | <p>Workplace solutions created with the employers' support, public-private partnerships, cooperatives.</p> <p>Analysis of existing policies and services that facilitate women's return to work after childbirth, followed by a tripartite consultation to amend current legislation.</p> <p>Development of a package to support the formalization of nannies.</p> | Childcare solutions, mainstreaming children from vulnerable groups (incl. IDPs) |
| Ukraine | Inclusive labour market for jobs creation in Ukraine | 8,600,000 | <p>Modernization of public employment services enabling them to offer more effective and inclusive active labour market policies.</p> <p>Better alignment of skills and demand from the private sector.</p> <p>Support to social dialogue mechanisms to solve critical issues such as informal employment, wages, or gender discrimination.</p> | <p>Public employment services.</p> <p>Alignment/matching skills with private sector demand.</p> <p>Social dialogue mechanisms.</p> | Support to relocated businesses and job matching, skills development. |
| HQ Skills PROSPECTS Egypt, Iraq, Jordan, Lebanon, Ethiopia, Kenya, Uganda and Sudan | Partnership for improving prospects for forcibly displaced persons and host communities (PROSPECTS) | 16,932,825 | The project objective is to strengthen decent work in countries impacted by forced displacement to mitigate stress factors and support inclusive socio-economic enablers for access to labour markets and empowerment of forcibly displaced persons and host communities. | <p>One ILO integrated and innovative approach to project design, bringing together ILO technical departments, the social partners and field offices.</p> <p>Developmental approaches to forced displacement.</p> | Medium-Term Outcome 1: Increased number of forcibly displaced and host community people (migrants, returnees, IDPs and refugees) with quality education |

ILO strategies and planned initiatives on internal displacement, by country

| Country | ILO Approach | Lessons Learned about ILO involvement in IDPs settings | Challenges while integrating IDPs in policies and programs | Schemes for IDPs in 2024/25 | Plans to work on IDPs? | Why? | When? | Funds allocated (USD) | Funds needed (USD) |
|-------------|---|--|--|---|------------------------|---|-----------|-----------------------|--------------------|
| Afghanistan | Market system development approach. Involve third parties to improve access to beneficiaries. | ILO has a facilitatory role in the sustainable job creation and income generating opportunities, especially in fragile economies. | Mobility of IDPs interfere with longer term development initiatives. Bans imposed by the de facto Taliban administration restricting women movement and eliminating them from education, employment and income earning opportunities outside their homes. | There is a need to consider the use of tablets to improve access to online learning for girls. | Yes | They are the most vulnerable among the poor in Afghanistan. There is a need to contribute to their achievement of durable solutions. | 2024 | | 50,000 |
| Cameroon | Despite the lack of an explicit approach, the integration of work with IDPs is considered in the framework of the nexus Humanitarian – Development – Peace, thanks to ILO recommendation 205, 2017, on the decent work for peace and resilience. We also seek partnerships with other UN Agencies like IOM and UNHRC. | 1. The HPDN gives the ILO the opportunity to better target IDPs and complement time-limited humanitarian interventions with development actions, thus promoting sustainable peace. 2. The political sensitivity of the IDP issue calls for high-level dialogue between the UNS and the Government, as well as with local authorities. 3. To avoid exacerbating conflicts between IDPs and host communities, ILO interventions must target both groups in the field simultaneously. | 1. Good collaboration with other UN Agencies. 2. Identification of IDPs, many of whom have lost their civil status documents. 3. Insecurity in the implementation areas, which increases operating costs. 4. Political sensitivity, which sometimes prevents us from addressing the root causes of population displacement. | The PPTD 2022 - 2026 currently being adopted and the KOICA-ILO project; phase 2 is currently being drawn up and has explicitly identified IDPs as direct beneficiaries. | Yes | The attacks perpetrated by the Islamic sect Boko Haram in the Far North and the stalemate of the socio-political crisis in the English-speaking regions of North-West and South-West (NOSO) since 2016, are responsible for nearly 1 million internally displaced people in Cameroon. | 2024-2025 | Not yet estimated | 1,500,000 |

| Country | ILO Approach | Lessons Learned about ILO involvement in IDPs settings | Challenges while integrating IDPs in policies and programs | Schemes for IDPs in 2024/25 | Plans to work on IDPs? | Why? | When? | Funds allocated (USD) | Funds needed (USD) |
|------------------------------|--|--|---|--|------------------------|--|-------------|-----------------------|--------------------|
| Colombia | Vocational training in the framework of a roadmap for labour inclusion and income generation. | <p>1. The importance of context and territory analysis: value added when interventions effectively address the specific needs of the population in accordance with the territorial context.</p> <p>2. Focus on relevance and quality fundamental to achieve an effective response.</p> | <p>1. Coordinate stakeholders; maintain a unified framework while ensuring that each entity realizes its purposes in a coordinated and comprehensive manner.</p> <p>2. Communities and territories ownership of the interventions needs strengthening, as well as their self-sustainability.</p> <p>3. Involvement of all territorial actors, including civil society needs to be substantive.</p> <p>4. Information systems need to be more comprehensive, harmonized, and up-to-date.</p> | <p>1. Develop a roadmap to guide interventions in a more organized, phased, and coordinated manner.</p> <p>2. Public education efforts to clarify the legal and regulatory & rights frameworks.</p> <p>3. Stakeholder participation to create a unified, coordinated, and harmonious approach, ensuring a clear and comprehensible concept of income generation.</p> | Yes | In Colombia, there are 10 million victims of the armed conflict who require programs and policies focused on their reparation and restoration of rights. | 2024 - 2031 | | 40,000,000 |
| Ethiopia (and Somali region) | PROSPECTS programme has launched several interventions supporting the social and economic integration of IDPs (in the Somali region). These are designed on short-term technical skills training, as well as labour-based works. | This is a new component of PROSPECTS, so the programme has not yet studied the model being piloted. | N/A | 3.2M IDPs require support and reintegration. Addressing this is a national priority to mitigate potential violence and conflicts. PROSPECTS focuses on displaced communities and plans to integrate IDP programming in the upcoming phase. | Yes | Acute need to support IDPs reintegration in the country (3rd largest in the world). | 2025 - 2027 | | 500,000 |

| Country | ILO Approach | Lessons Learned about ILO involvement in IDPs settings | Challenges while integrating IDPs in policies and programs | Schemes for IDPs in 2024/25 | Plans to work on IDPs? | Why? | When? | Funds allocated (USD) | Funds needed (USD) |
|---------|--------------|--|---|---|------------------------|---|-------------|-----------------------|--------------------|
| Iraq | | <p>It remains essential to build capacity for research and establishing databases, combined with frequent surveys and case studies.</p> <p>It is critical to involve host communities in decision making and activities in order not to foster tensions at the local level.</p> <p>In order to improve employability training activities need to be supplemented with post-training support.</p> | <p>Lack of evidence/data and research/studies related to the state of IDPs.</p> <p>Higher unemployment rate and degree of informality, financial exclusion.</p> | Addressing issues related to IDPs will possibly appear in next the DWCP as part of the five-year strategic plan (2025-2029). | Yes | It is because issues related to IDPs is one of the top priority areas of the current Government of Iraq. | 2024 | | |
| Kenya | AIMS | | Main focus of donors and governments is often on refugees, not IDPs | AIMS forms the basis of our approach, but for now mostly applied to refugees | Yes | AIMS will continue to be used to support forcibly displaced persons. | . | | |
| Somalia | AIMS | | Main focus of donors and governments is often on refugees, not IDPs | AIMS forms the basis of our approach, but for now mostly applied to refugees | Yes | AIMS will continue to be used to support forcibly displaced persons | . | | |
| Ukraine | | ILO expertise is in high demand as the reintegration of IDPs remains a big issue. | Our pilot interventions are short of hardware to create evidence smoother and quicker. | As internal displacement gets protracted, additional measures will need to be put in place to reactivate the IDPs in the hosting communities and incentivize their return to their original place of residence where it is safe should be regarded as part of the vulnerable groups | Yes | We are implementing relatively small projects in some pilots. To scale up countrywide, it will take a multimillion programme, inclusive of a grant component... | 2024 - 2025 | 1,000,000 | |

| Country | ILO Approach | Lessons Learned about ILO involvement in IDPs settings | Challenges while integrating IDPs in policies and programs | Schemes for IDPs in 2024/25 | Plans to work on IDPs? | Why? | When? | Funds allocated (USD) | Funds needed (USD) |
|-----------|--------------|--|--|--|------------------------|---|-------|-----------------------|--------------------|
| HQ Skills | | It is critical to involve host communities in decision making and activities in order not to foster tensions at the local level. In order to improve employability training activities need to be supplemented with post-training support. | Higher unemployment rate and degree of informality, financial exclusion. | No as we don't specifically work with IDPs | No | The projects we are backstopping aren't targeting IDPs specifically | | . | |

| Country | ILO Approach | Lessons Learned about ILO involvement in IDPs settings | Challenges while integrating IDPs in policies and programs | Schemes for IDPs in 2024/25 | Plans to work on IDPs? | Why? | When? | Funds allocated (USD) | Funds needed (USD) |
|--------------|--|--|---|---|------------------------|---|-----------|-----------------------|--------------------|
| HQ Migration | <p>Re. policy engagement and the partnership with UNHCR: work in displacement contexts, ILO's approach is very much about inclusion of e.g. refugees, IDPs and host communities as these are often groups that are marginalised and at risk of suffering from exclusion, decent work deficits and abuse.</p> <p>Such an inclusive approach also contributes to social cohesion between displaced and host communities.</p> <p>Re. climate change and human mobility: the objective is to ensure that populations are not 'displaced' by extreme climate events and climate change and that safe labour mobility enable those who move and remaining communities to adapt to the impact of climate change.</p> <p>Ensuring that labour mobility leads to fair recruitment and decent work in the countries of destination provide protection and a source of livelihood for those moving and their communities of origin (through remittances) while it can address skill gaps in the countries of destination.</p> | <p>The ILO has few policies/guidance that recognise the specific situations of IDPs (one exception is Rec. 205) as these populations are nationals and therefore are in principle cover by all ILS. However, they can suffer from persecution and exclusion, including in the labour market which means that in practice they are not able to access their rights.</p> | <p>The ILO would gain in seeking clarity and strengthening its position on how it engages with the question of internal displacement.</p> | <p>Some of our work related to climate induced displacement concerned IDPs so an institutional clearer position on this dimension would be helpful.</p> | Yes | <p>Commitment to implement the Joint ILO-UNHCR Action Plan 2023-2023 that include IDPs among the target populations; also, implementation of the conclusions of the General Discussion Committee on Just Transition adopted at the 111th ILC.</p> | 2023-2026 | | |

Annex 1. List of projects involving IDPs directly or indirectly

| # | Country | Project code | Budget (USD) | Project title | Source |
|----|-------------|---------------|--------------|---|-----------|
| 1 | Afghanistan | AFG/22/02/USA | 987,463 | A Road to Decent Jobs for all Afghans | Survey |
| 2 | Afghanistan | AFG/23/02/UND | 500,000 | Promoting Employment and Decent Work through Private Sector-led Economic Recovery and the HDPN Project | Survey |
| 3 | Bangladesh | BGD/21/03/NLD | 810,203 | Strengthening Skills and Entrepreneurship in Agro-Food Systems for the Host Communities and Rohingya People in Cox's Bazar (UNJP, ILO lead, with FAO) | Dashboard |
| 4 | Cambodia | KHM/21/02/NZL | 3,180,743 | COVID-19 socio-economic recovery for returning migrants and host communities in North West Cambodia | Dashboard |
| 5 | Cameroon | CMR/04/20/KOR | 6,469,366 | Empowering women for resilient economies and peaceful communities in the refugee affected regions of East and Adamawa in Cameroon | Survey |
| 6 | Cameroon | CMR/xx | 50,000 | Support for crisis-affected communities through targeted economic empowerment and inclusive community planning in North- West and South-West regions of Cameroon, within the HDPN | Survey |
| 7 | Colombia | COL2303 | 7,854,679 | FORMANDONOS PARA LA PAZ TOTAL | Survey |
| 8 | Colombia | COL2304 | 4,678,179 | MI COMUNIDAD MI CAUSA - | Survey |
| 9 | Egypt | EGY/19/50/NLD | 12,658,128 | PROSPECTS - Inclusive jobs and education for refugees and host communities in Egypt | Dashboard |
| 10 | Ethiopia | n/a | 50,000 | Enhancing the Livelihood of Persons with Disabilities among IDPs, Refugees, and Host Communities through Inclusive Skill Development and Employment Opportunity | Survey |
| 11 | Ethiopia | n/a | 100,000 | Skills and Labour-based training for IDPS in cobblestone, green works. | Survey |
| 12 | Global | GLO/23/07/HCR | 54,356 | Joint ILO & UNHCR Technical Officer – Social Health Protection for Refugees and Host Communities 2023 | Dashboard |
| 13 | Global | GLO/19/51/NLD | 16,932,825 | Partnership for improving prospects for forcibly displaced persons and host communities (PROSPECTS) | Survey |
| 14 | Iraq | IRQ/19/02/MUL | 2,945,958 | Tackling the Worst Forms of Child Labour amongst IDPS, Refugees, and Vulnerable Host Communities in Iraq | Survey |
| 15 | Iraq | IRQ/23/03/EUR | 8,502,302 | Social Protection Programme: Leveraging Effective Response and Accelerating Reform (Phase 2) which is under designing stage. | Survey |
| 16 | Iraq | IRQ/20/02/UNE | 498,868 | Employment Intensive Investment Programme through Conservation of Cultural Heritage in Iraq | Dashboard |

| # | Country | Project code | Budget (USD) | Project title | Source |
|----|------------|---------------|--------------|---|---------------------|
| 17 | Iraq | IRQ/20/06/EUR | 7,754,380 | Social Protection Programme, Leveraging Effective Response and Accelerating Reform | Dashboard |
| 18 | Iraq | IRQ/19/50/NLD | 13,932,913 | PROSPECTS - Inclusive jobs and education for refugees and host communities in Iraq | Survey |
| 19 | Jordan | JOR/19/50/NLD | 13,058,793 | PROSPECTS - Inclusive jobs and education for refugees and host communities in Jordan | Dashboard |
| 20 | Jordan | JOR/21/01/USA | 4,694,899 | Formalizing Access to the Legal Labour Market for Refugees and Host Communities in Jordan – Phase III | Dashboard |
| 21 | Jordan | JOR/22/01/ITA | 801,689 | Towards a more inclusive economy through immediate job generation and enterprise development for vulnerable refugees and host communities in Jordan _ Phase II | Dashboard |
| 22 | Kenya | KEN/19/51/NLD | 16,506,922 | PROSPECTS - Inclusive jobs and education for refugees and host communities in Kenya | Dashboard |
| 23 | Kenya | KEN/23/01/USA | 6,500,000 | Promoting Pathways to Economic Inclusion and Social Protection for Refugees and Host Communities in Kenya | Survey |
| 24 | Lebanon | LBN/19/50/NLD | 14,899,461 | PROSPECTS - Inclusive jobs and education for refugees and host communities in Lebanon | Dashboard |
| 25 | Lebanon | LBN/22/01/EUR | 2,456,331 | Improving living conditions and resilience of refugees displaced by the Syrian crisis and vulnerable hosting communities in Lebanon | Dashboard |
| 26 | Lebanon | LBN/23/01/SWE | 1,387,090 | Promoting decent jobs for Lebanese host communities and Syrian refugees | Dashboard |
| 27 | Mauritania | MRT/22/01/USA | 1,500,000 | Promoting economic inclusion and social cohesion through market-based livelihood and employment interventions for refugees and host communities in the moughataa of Bassikounou. | Dashboard |
| 28 | Mauritania | MRT/23/01/USA | 1,150,000 | Promoting social cohesion through economic inclusion and job creation for refugees and host communities in the moughataa of Bassikounou. | Dashboard |
| 29 | Mexico | MEX/20/51/UND | 325,452 | Capacity building of local governments in Mexico City to strengthen the socioeconomic integration of migrants, refugees and forcibly displaced persons through access to decent work, sustainable livelihoods and social dialogue | Dashboard |
| 30 | Mozambique | MOZ/21/03/IFA | 4,000,000 | Decent Work for Youth in Mozambique (DW4YM). Enhancing skills for youth participation in the socio-economic development of Northern Mozambique | E-mail Dashboard |
| 31 | Nepal | NPL/22/06/HCR | 291,222 | Building inclusive markets for refugees and host communities in Nepal | Dashboard |
| 32 | Niger | NER/19/01/USA | 3,919,320 | Market based livelihood interventions for refugees and host communities in Niger | Dashboard |
| 33 | Niger | NER/23/01/USA | 774,061 | Self-reliance and sustainable enterprises for refugees and host communities in Ouallam (Niger) | Dashboard |

| # | Country | Project code | Budget (USD) | Project title | Source |
|----|----------|---------------|--------------|--|------------------|
| 34 | Pakistan | GLO/17/15/EUR | 8,749,672 | Eliminating child labour and forced labour in the garment value chain – an integrated approach | E-mail Dashboard |
| 35 | Ethiopia | ETH/19/50/NLD | 10,000,000 | PROSPECTS | Survey |
| 36 | Sudan | SDN/19/50/NLD | 11,933,328 | PROSPECTS - Inclusive Jobs and Education for Host Communities Refugees and other Forcibly Displaced Persons in Sudan | Dashboard |
| 37 | Turkey | TUR/17/07/EUR | 13,494,680 | Job Creation and Entrepreneurship Opportunities for Syrians under Temporary Protection and Host Communities in Turkey | Dashboard |
| 38 | Turkey | TUR/18/01/DEU | 10,631,439 | Promoting Decent Work for Syrian Refugees and Host Communities in Turkey through Investment in Skills, Improved Service Delivery and Transition to Formality | Dashboard |
| 39 | Uganda | UGA/19/51/NLD | 18,851,212 | PROSPECTS - Inclusive jobs and education for refugees and host communities in Uganda | Dashboard |
| 40 | Ukraine | UKR/17/01/DNK | 8,600,000 | Inclusive labour market for jobs creation in Ukraine | Survey |

Annex 2. Useful tools and guidelines

Policy

- Recommendation N° 205. Employment and decent work for peace and resilience
https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---ifp_crisis/documents/publication/wcms_631491.pdf
- Employment and decent work in the Humanitarian-Development-Peace Nexus
https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/instructionalmaterial/wcms_141275.pdf
- Employment and decent work in refugee and other forced displacement contexts. Compendium of ILO's lessons learned, emerging good practices and policy guidance
https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_763174.pdf
- Gender equality and women's empowerment in the world of work in fragile, conflict and disaster settings
https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_840082.pdf
- Guiding principles. Access of refugees and other forcibly displaced persons to the labour market
https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_536440.pdf
- Peace and Conflict Analysis. Guidance for ILO's programming in fragile and conflict-affected contexts:
https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_776063.pdf
- Sustaining peace through decent work and employment
https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_771498.pdf

Guidelines, approaches, methods

- Approach to Inclusive Market Systems (AIMS) for Refugees and Host Communities
<https://www.ilo.org/empent/Projects/refugee-livelihoods/lang--en/index.htm#CBG>
- A Guide to Market-Based Livelihood Interventions for Refugees. ILO-UNHCR Handbook
https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---ifp_seed/documents/instructionalmaterial/wcms_550036.pdf
- Human mobility and labour migration related to climate change in a just transition towards environmentally sustainable economies and societies for all
https://www.ilo.org/global/topics/green-jobs/publications/just-transition-pb/WCMS_860606/lang--en/index.htm
- The humanitarian development nexus in action: A review and mapping of market-led approaches in forced displacement contexts
https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_882326.pdf
- Training for Rural Economic Empowerment (TREE)
https://www.ilo.org/skills/projects/WCMS_731670/lang--en/index.htm
- Inter-Agency Toolkit | Preventing and Responding to Child Labour in Humanitarian Action | The Alliance for Child Protection in Humanitarian Action
<https://alliancecpha.org/en/cltf>

Annex 3. Methodological note

This methodological note presents an overview of the research conducted in September 2023 to map the International Labour Organization's (ILO) efforts concerning internal displacement globally. The research utilized a qualitative approach, incorporating open-ended interviews, a survey, and document review to gather information. The data collected was then analyzed using a coding framework comprising two distinct code groups. Additionally, information was triangulated with the ILO Global Project Dashboard database.

Data Collection

The research involved a total of 12 interviews (seven men and five women), comprising seven ILO officials from field offices and five ILO officials from specialized teams at the ILO headquarters. The objective of these interviews was to gather insights and perspectives on the ILO's work related to internal displacement. The selection of interviewees aimed to encompass a diverse range of experiences and expertise within the organization.

Furthermore, a survey focused on country-level experiences was administered to collect information on projects directly and indirectly addressing the needs of internally displaced persons. A total of 8 survey responses were received, offering valuable insights into the specific initiatives undertaken by the ILO in this domain.

Lastly, a review of the ILO project dashboard's dataset was conducted, with data retrieved in September 2023. The review aimed to triangulate the information obtained from interviews and the survey, ensuring the reliability and validity of the findings. Additionally, it sought to assess the current budget investment in internal displacement and set a baseline for the year 2023. A criterion was established to determine the relevance of projects listed in the dataset in the context of internal displacement, categorized as:

1. **Directly targeting IDPs:** explicit references to "Internal Displacement" or "Internally Displaced Persons."
2. **Indirectly targeting IDPs:** projects making references to host communities.

Projects with neither reference were marked as not relevant and were not reviewed.

Data Analysis

The data analysis process involved coding the collected information using a coding framework consisting of two code groups. The first code group assessed the data considering potential project rationale, encompassing the codes of *sustainability*, *prevention*, *protection*, and *ILO comparative advantage*. These codes were used to identify and categorize the various issues that the ILO addresses in its work on internal displacement.

The second code group assessed the ILO's alignment with the organization's commitments to the UN Action Agenda on Internal Displacement, encompassing the codes of *participation of internally displaced persons*, *whole-of-government solutions*, *private sector engagement*, *advocacy*, and *institutional capacity and accountability*. These codes were employed to identify the strategies used by the ILO to address internal displacement and to analyze the maturity of the projects concerning existing commitments to the Action Agenda.

Limitations

The study limitations worth noting include:

1. **Sample Size:** Despite efforts to capture diverse perspectives, the small sample size could limit the generalizability of the findings.
2. **Potential Bias:** The perspectives and experiences shared by the interviewees may not fully represent the complete spectrum of activities and initiatives undertaken by the ILO. Moreover, survey responses could be influenced by self-reporting bias, wherein respondents may tailor their answers to align with the organization's goals and objectives.
3. **Lack of External Validation:** The study relied on triangulation through document review. In future stages, seeking external validation from additional stakeholders or field experts may enhance the results and bolster the research conclusions' reliability.

Overall, the study realized its objective as an internal organizational exercise and will effectively inform the future dialogue on the role of ILO in including IDPs.