

Decent Work Across the Humanitarian, Development and Peace Nexus in the Arab Region

A collaboration between the ILO
and the Nexus Academy

Intercontinental
Hotel
Amman-Jordan
9-12 September
2024

Session 1 – Day 1

What is the Nexus ?

Official Opening

- **Worker's representative - Word of support**
- **Employer's representative - Words of support**
- **Ms Barbara Manzi, UN DCO Regional Director for Arab States a.i.**
- **Ms. Christina Sandberg, SIDA Deputy Head of Section**
- **Ms. Ruba Jaradat, ILO Regional Director for Arab States**
- **Ms. Celeste Drake, Deputy Director General of the ILO (online)**

The Organizing Team



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ILO - Nexus Advisor



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ILO - Chief Regional
Programming Unit



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Hub



Maxence Verpraet

Nexus Academy - UNDP

Nexus Academy is an initiative delivered by the UN-DAC Dialogue Group.
Common good powered by UNDP SURGE Academy.

الدفع قدماً بالعدالة الاجتماعية، تعزيز العمل اللائق



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ILO - Programme Support Officer



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Nexus Academy Manager

Agenda – Day 1

9:00-10:30 Official Opening

10:30-11:00 Break

11:00-12:30 Session 1.1: What is the Nexus

12:30-13:30 Lunch break

13:30-15:00 Session 1.2: Why Nexus Approaches

15:00-15:15 Break

15-15-17:00 Session 1.3: Nexus Stakeholders

Workshop objectives and outcomes

This workshop seeks to provide practical insights into implementing the HDP Nexus in the Arab region amid ongoing instability. It will bring together key stakeholders from the world of work, including ministries of labor, trade unions, and the private sector, alongside humanitarian and development organizations such as the ILO and its partners. The objectives include:

1. Raising awareness and deepening understanding of:

- The HDP Nexus approach in the region, with a specific focus on Yemen, Iraq, Jordan, Lebanon, and Palestine.
- **The significance of integrating decent work principles and engaging social partners** in employment and social protection initiatives within the HDP Nexus, along with practical strategies for implementation in the Arab region.

2. Discussing potential shared principles for employment and social protection programming within the HDP Nexus under various UN strategic frameworks.



Agenda of the event

Session online (self-learning)

Pre-requisite e-learning phase before the workshop to introduce what is the Nexus: [Nexus Essentials Link \(Pilot in Arabic\)](#) and [ILO's introduction to the HDPN \(Available in Arabic\)](#)

Session 1 (Sept 9th-10th):

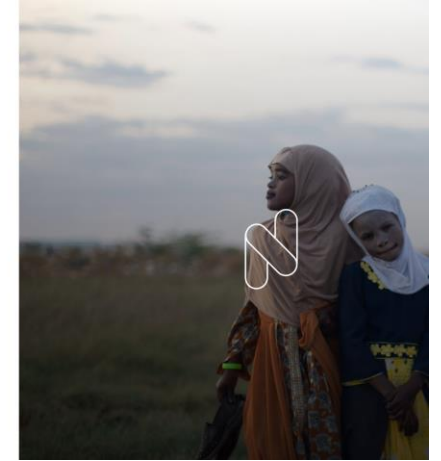
The first session of the workshop will consist of an introduction into what is the Nexus approach and what it entails.

- ▶ Focus on knowledge building: What is the HDPN ? What is the relevance of the Nexus to participant's work, highlighting its three pillars:
Coordination, Programming and Financing + What Role for the Social Partners?

Session 2 (Sept 11th-12th):

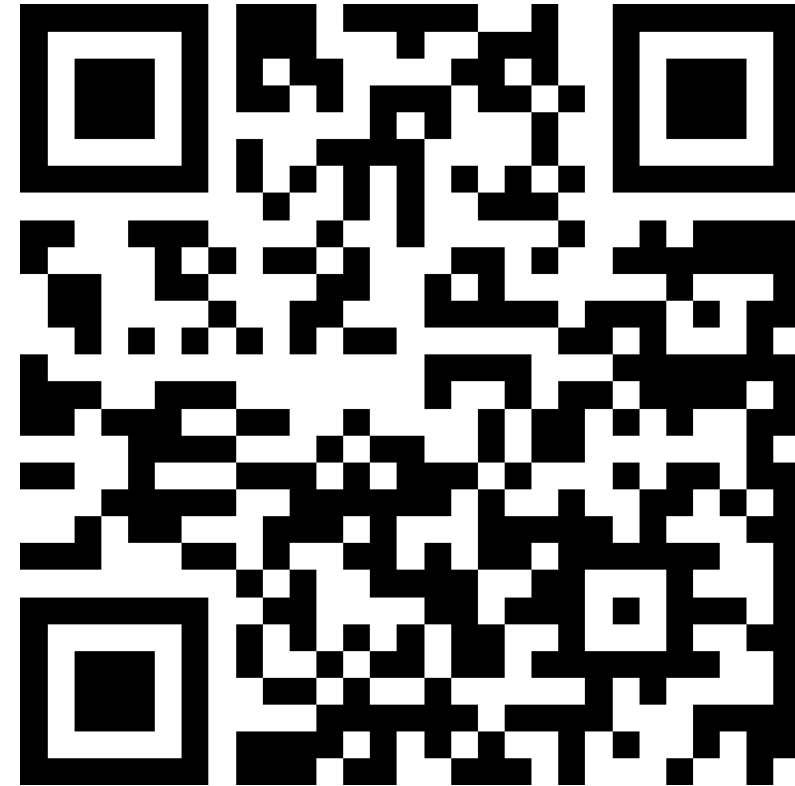
The second session, and half, of the workshop will consist of a deep dive into the relation between Decent Work and the Nexus.

- ▶ Focus on knowledge sharing: Delves deeper into employment and social protection within the Nexus framework by facilitating dialogue among stakeholders on employment and social protection programmes in the region, among for mutual understanding of opportunities and challenges.



Slido Test

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24/24 7/7 Questions on Slido

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► Icebreaker *15 minutes*

Introduce yourselves at your table. Present:

- Your job title, your location
- Your relation to the HDP Nexus and Decent Work

BREAK 

 **10:30- 11:00**



▶ What is the HDP Nexus?

Session 1.1

What is the Nexus ?

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Quiz questions

1. **Humanitarian financing needs have grown exponentially (now asking for \$46.6+ billion for 2024). Therefore, humanitarian needs have grown at same alarming pace, right?**
 - a. Yes, COVID, Famine, El Nino, coups, crises, of course its terrible!
 - b. Yes, but also what is humanitarian?
 - c. Yes but no, we also are asking for more to make a bigger splash
 - d. All of the above
 - e. No
2. The HDP Nexus is a
 - a. Strategy
 - b. Programme
 - c. Project
 - d. All of the above
 - e. None of the above
3. A nexus approach involves merging of humanitarian action, development and peace programming
 - a. Yes
 - b. To some extent
 - c. No
4. A nexus approach is a threat to humanitarian principles
 - a. Yes
 - b. Can be
 - c. No
5. A Nexus approach is primarily about UN coordination
 - a. Yes
 - b. No
6. The Nexus is just a buzzword, donors are not really committed
 - a. Yes, it's just business as usual
 - b. Yes, but we are trying to change/adapt!
 - c. No, we are committed and seeing tangible change!
 - d. No, but changing the way we work is really hard!
7. We don't need – indeed it is dangerous – to include peace actors in the nexus
 - a. Development and humanitarian coordination is difficult enough. Peace actors make the nexus impossible!
 - b. To some extent
 - c. We definitely do need peace actors
 - d. Who is even a peace actor these days?
8. The main problem with the Nexus approach is that everyone thinks it's a great idea, but no one has really proven that it's worked since we don't know what it means
 - a. Depends on every context
 - b. One small victory at a time! What do you define as nexus success
 - c. No

DAC HDP Nexus Recommendation:

Eleven 'principles' to frame coordination, programming and financing approaches



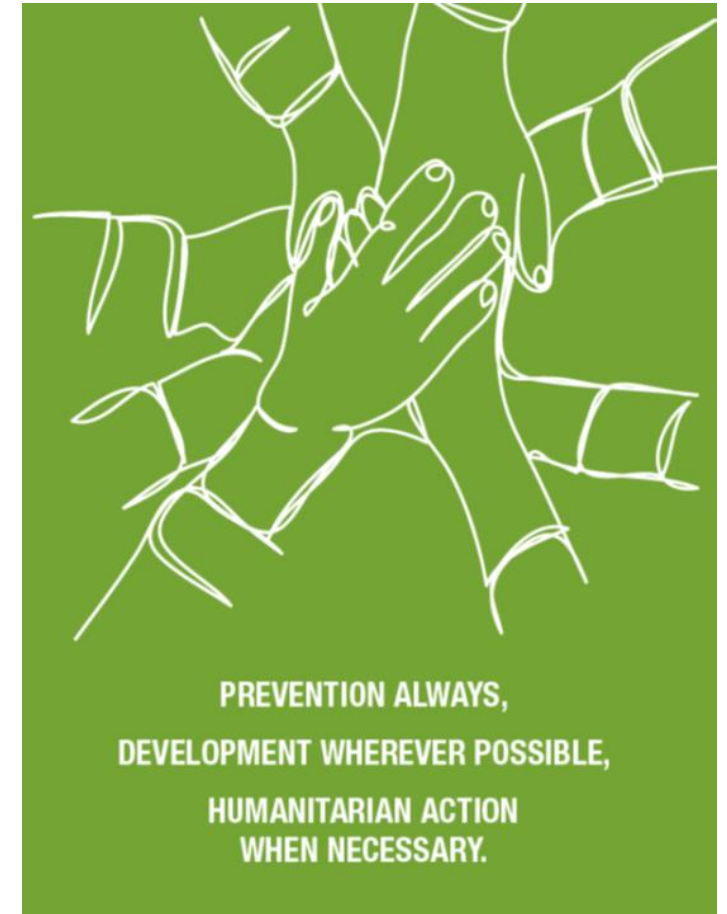
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- **A nexus approach is a way of working** in a specific fragile or crisis context that prioritizes prevention always, development wherever possible, and humanitarian actions when necessary.
- **It does not imply a merging of programmes** or integration of HDP actors and actions, but **better coordination, coherence, and complementarity between them.**
- **It promotes common-sense programming** that addresses the immediate impact of shocks/crises, as well as longer-term drivers of crises and fragility and peace aspects **to reduce people's needs, risks and vulnerabilities.**

What is a nexus approach?

A "nexus approach" aims to strengthen collaboration, coherence, and complementarity between humanitarian, development, and peace actors, capitalizing on agencies' respective comparative advantage to both meet immediate needs, while also reducing risks, addressing overall vulnerability and tackling the root causes of crises to reduce the humanitarian caseload over time and to end need



Definition Exercise

▀▀ *If you were asked by a colleague to define the Nexus in the scope of Decent Work, what definition would you give them?*

▀▀ *Appoint a note-taker.*

▀▀ *Send the definition via email to: nexus.academy@undp.org*

With your peers at your table, agree on a formal definition of the HDP Nexus that applies to your context and the scope of Decent Work. The definitions will be reviewed after the lunch break and we will provide feedback.

Time: 30 minutes

LUNCH BREAK



 12:30- 13:00

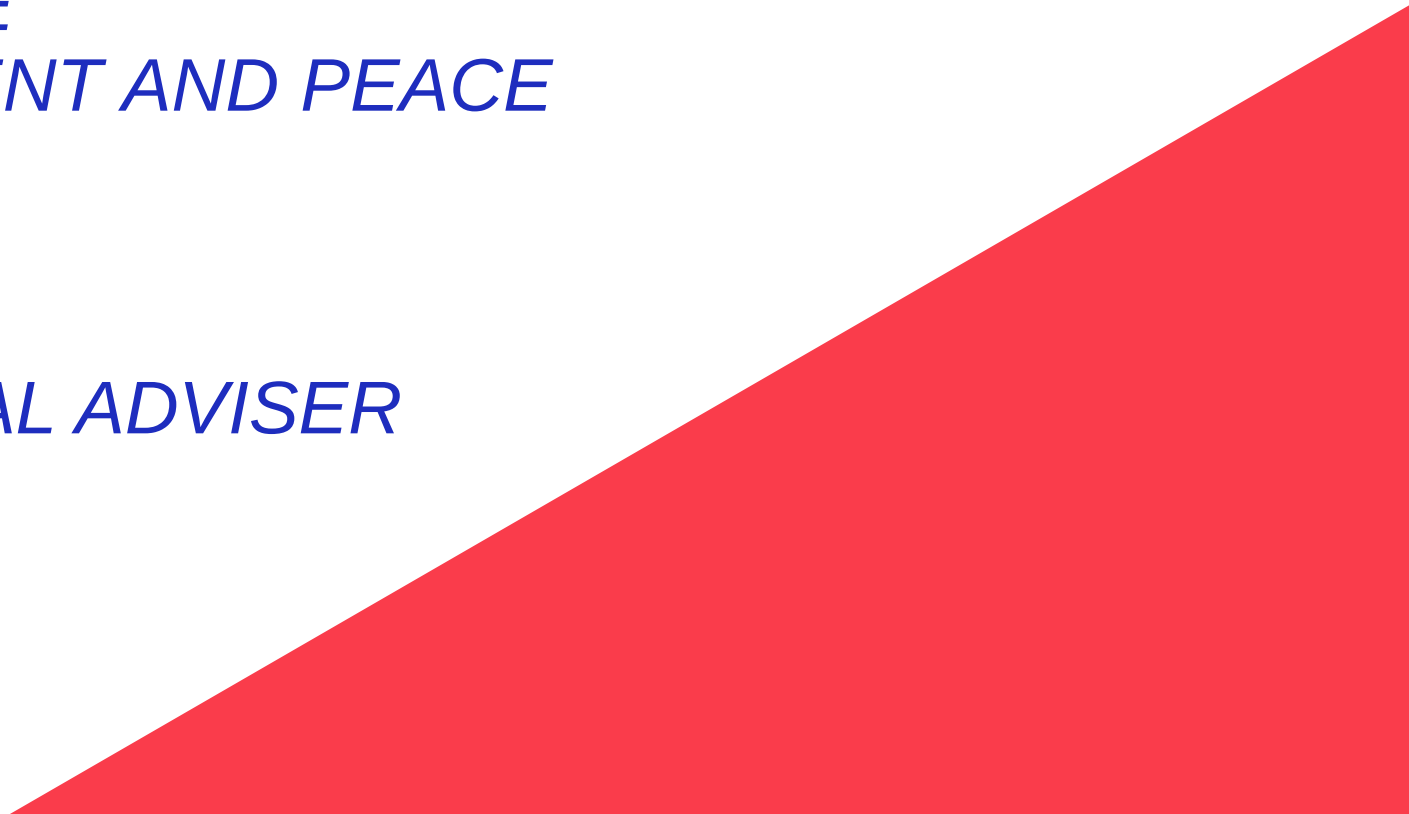


► Why Nexus Approaches?

Session 1.2

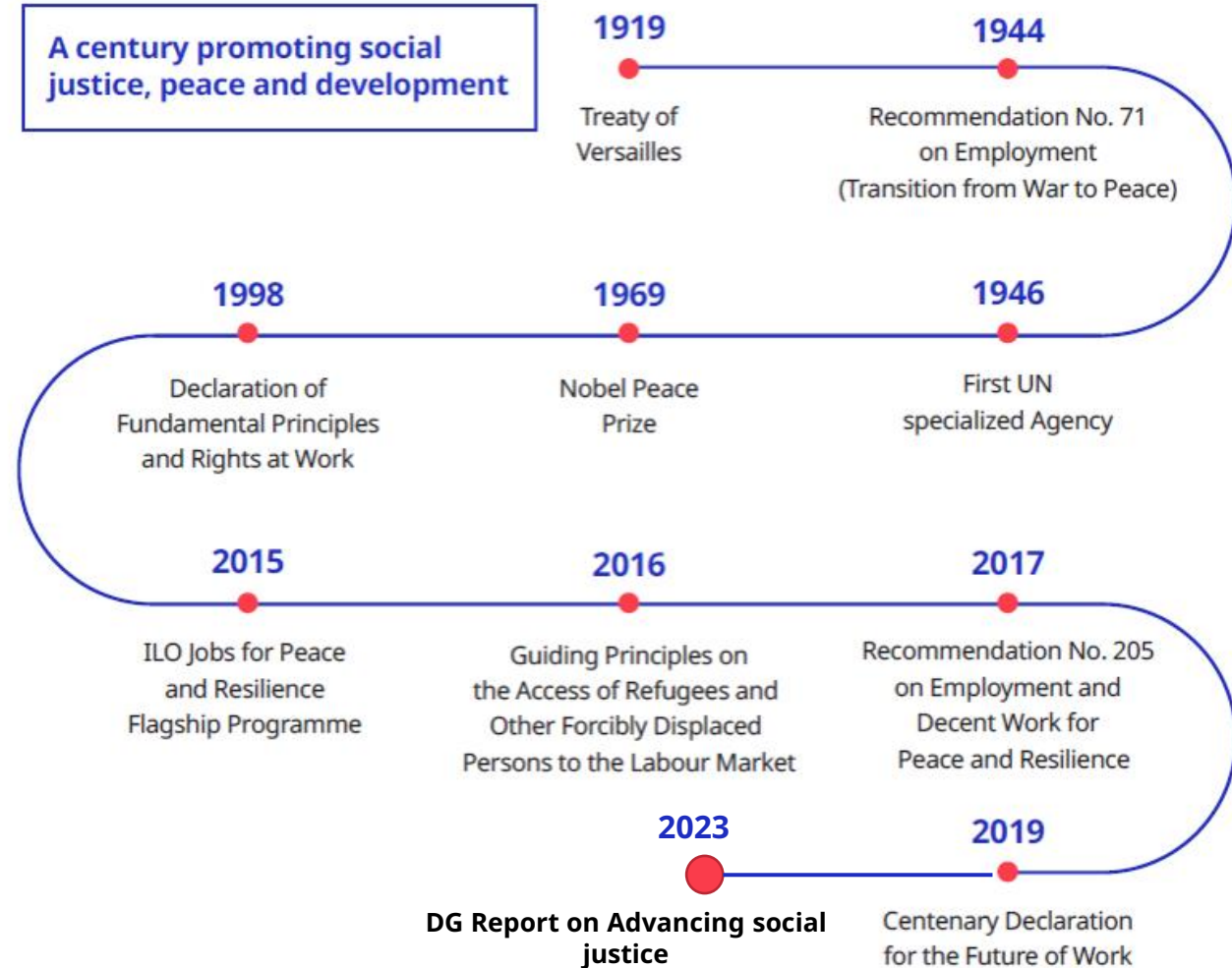
*DECENT WORK ACROSS THE
HUMANITARIAN-DEVELOPMENT AND PEACE
NEXUS*

*NIEVES THOMET
ILO'S HDPN CHIEF TECHNICAL ADVISER*

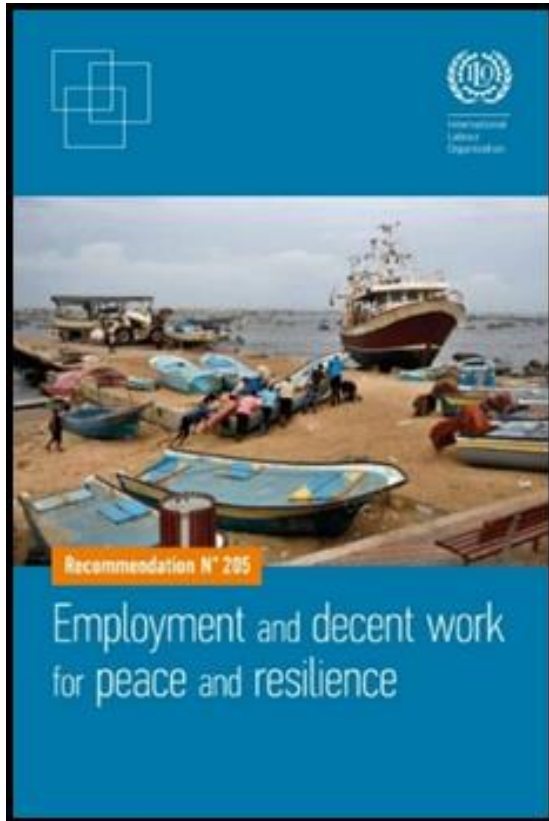


ILO: a Mandate for Peace

«Whereas universal and lasting peace can be established only if it is based upon social justice.» Preamble of the ILO Constitution, 1919



Employment and decent work for peace and resilience Recommendation, 2017 (No. 205)



- I. Objectives and scope
- II. Guiding principles
- III. Strategic approaches
- IV. Employment and income-generation opportunities
- V. Rights, equality and non-discrimination
- VI. Education, vocational training and guidance
- VII. Social protection
- VIII. Labour law, labour administration and labour market information
- IX. Social dialogue and role of employers' and workers' organizations
- X. Migrants affected by crisis situations
- XI. Refugees and returnees
- XII. Prevention, mitigation and preparedness
- XIII. International cooperation

WHAT IS DECENT WORK?

An integrated approach to
development

The Decent Work Agenda has
four interdependent pillars
which all need to be in place to
achieve sustainable and
inclusive development.
Through these the ILO works
to...



Design, set and monitor **international labour standards**, aimed at ensuring economic growth and development are not at the expense of **rights at work**.

Promote jobs and income opportunities by making employment creation a priority.

Ensure **access to social protection** for all, to help make sure no one is left behind.

Foster **tripartism and social dialogue**, ensuring all world of work actors are 'in the room' to represent everyone's needs

Decent Work is the foundation of inclusive societies

Decent Work is more than a job. It promotes and enables:

Inclusive Growth

Equality

Social Cohesion

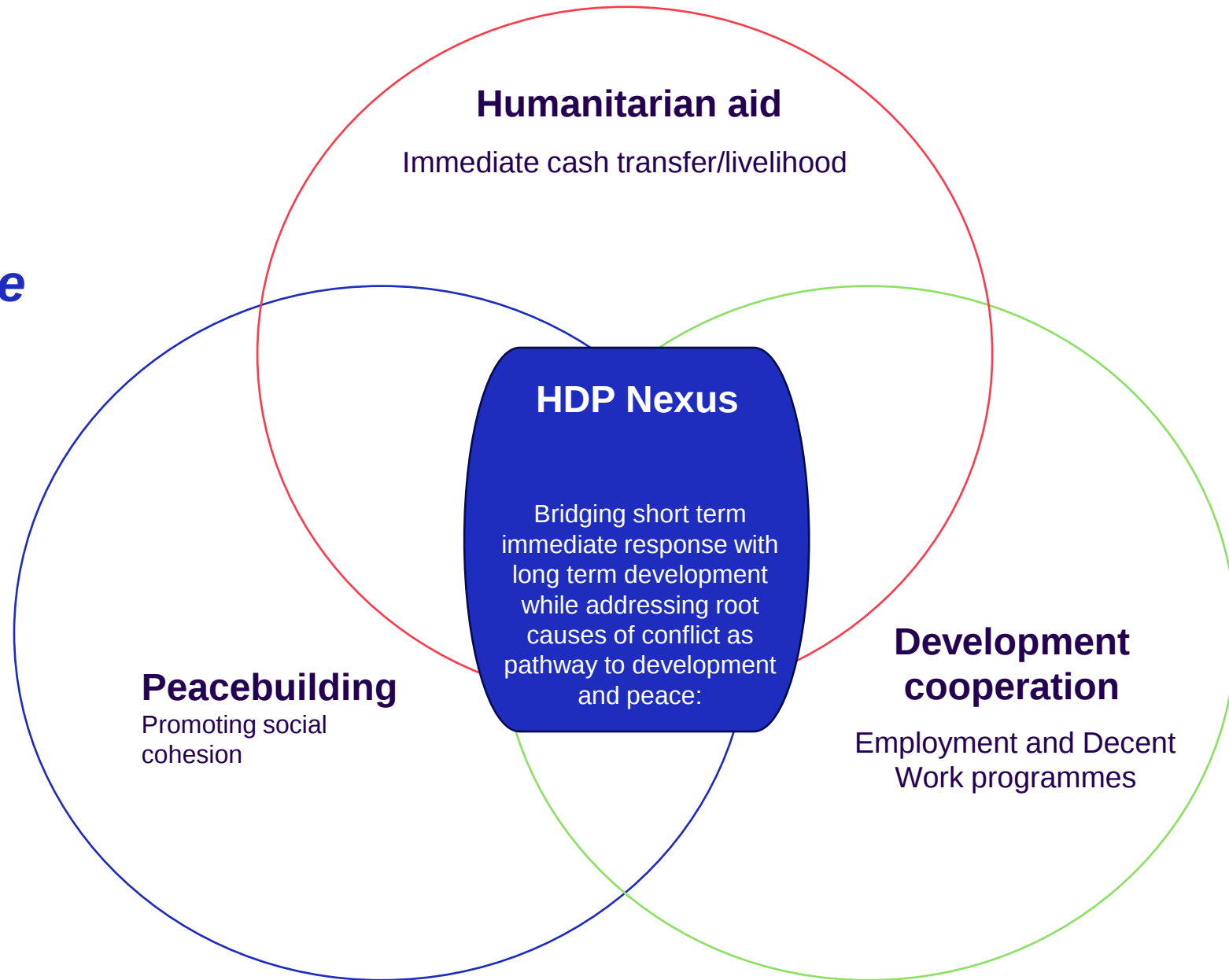
Progress

Protection

Social Peace

Human Dignity

The HDP Nexus *An ILO perspective*



Examples of an ILO programme across the HDP Nexus



Humanitarian response	Development response	Peacebuilding response
Cash for work: Direct and emergency employment creation in the form of immediate short-term cash income opportunities for vulnerable people or communities affected by fragility	Embedded into inclusive Public employment policies/Climate change adaptation/National employment policies	Analysing and addressing conflict drivers related to decent work deficits Promoting contact and trust through joint work, joint trainings, and community contracting. Participatory dialogue enhances the sense of belonging of community members, as well as their social cohesion. Social and environmental safeguards
Cash transfer provision of money to individuals or households affected by crises, to help them meet their basic needs (food, shelter, healthcare, etc.) while allowing flexibility in how they prioritize their spending.	Embedded into national social protection schemes & reinforcing national systems and participation of national partners	Ensuring universality of access

Promoting Joint UN Decent work principles across the HDPN and participation of social partners
Common wage, OSH, Skills development, Labour rights, Anti-discrimination and gender transformative approaches, Social dialogue, Social protection

Key Take Aways: how decent work could be promoted across the HDPN?

- (i) mainstreaming employment and decent work for peace and recovery into **joint UN and national planning and programming frameworks such as CCAs, UNSDF, including in humanitarian settings – Working on DW principles across the Nexus with UN partners (collective outcomes) and ensuring participation of social partners.**
- (ii) designing and implementing programmes and policies in a **conflict-sensitive way to contribute purposefully to peace and resilience** by addressing conflict drivers related to decent work deficits,
- (iii) supporting the creation of immediate gender transformative decent jobs and livelihood opportunities in humanitarian responses, specifically for youth and women, that must be used as **an investment in long-term development,**
- (iv) focusing not only on the **quantity of jobs** created, but also on the **quality and resilience component of work,**
- (v) Strengthening **social partners, labour and economic institutions,** social dialogue and Fundamental Principles and Rights at Work from the humanitarian phase, and
- (vi) **building evidence** on the contribution of decent work, employment and livelihoods programmes to peacebuilding processes.



Why the Humanitarian-Development-Peace nexus approach?

1. **Business as usual is no longer an option.** Challenges like food insecurity, hunger or violent conflicts are compounding. Appeals for humanitarian assistance have risen from about \$9 billion in 2012 to over \$53 billion in 2023, putting constraints on available financing to tackle root causes for more peaceful and resilient societies.
2. HDP nexus approaches are not about diverting humanitarian funding from life-saving activities in a crisis. **It is about reducing needs before life-saving activities become necessary and preventing them from growing.**
3. We must change the way of working to ensure greater impact at country level through **closer coordination & better understanding of risks and vulnerabilities, more agile and adaptive programming and through better utilization of financing.**

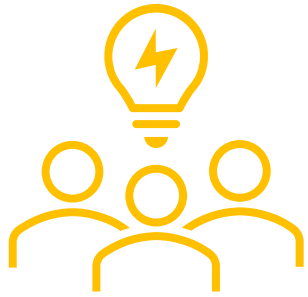
Examples of the HDP Nexus Approach

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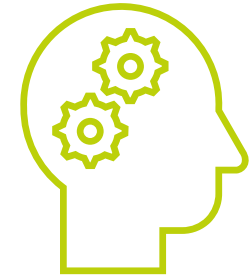


Participant Voices - *Examples of HDP Nexus approaches*

30 minutes



Share an example in 2 minutes on your work within the HDP Nexus:
Coordination mechanism
Joined-up programme
Joint analysis or data collection
Financing Mechanism
Highlight the difference between your work and the Decent Work Agenda ?



Ask your question on
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▶ Reviewing the definitions

► Nexus Stakeholders

Session 1.3

Decent Work Stakeholders

▶ *Name all of the relevant
actors in Decent Work and
the HDP Nexus on the Slido.*

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#9482434



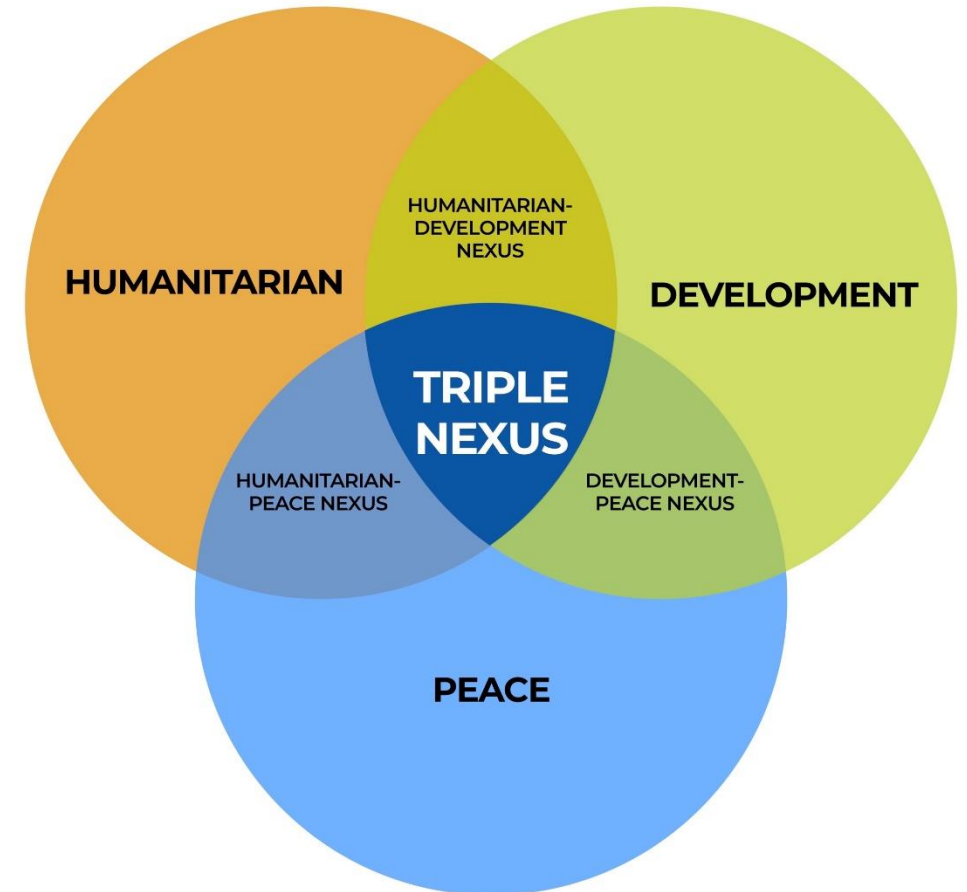
Trilingualism

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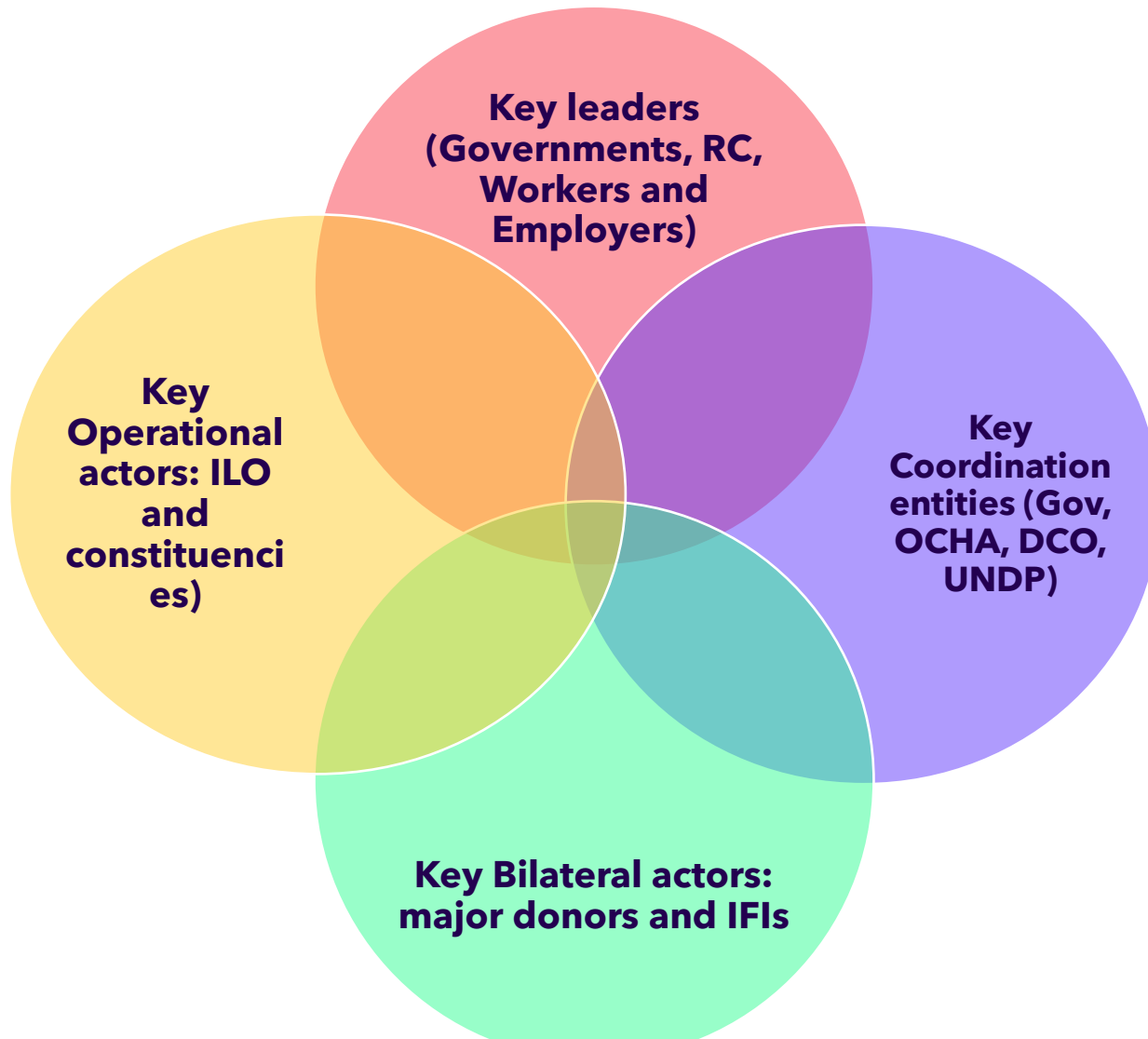
Increased awareness across the three pillars of the nexus to ensure that respective constituencies have a better understanding of the systems, approaches, tools and frameworks that inform and shape humanitarian, development and peace actions

Trilingualism, but which triangles?

1. Humanitarian – Development – Peace
2. Global – Regional – Field
3. Bilateral – Multilateral – Civil Society (including social partners)
4. Trilingualism WITHIN entities
5. Where to fit in:
 - Other fields: Climate and environment; Human rights; security?
 - Other actors: Private sector? Communities, Non-state actors



Multilingualism between the key players



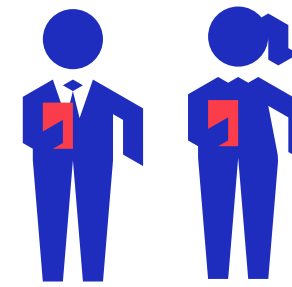
Soft Skills Needed

- Teamplayer
- Courage
- Liberty to take risks – and **fail**
- Lowered expectations with longer timeline
- Sacrifice and ability to say **no**.
- Measuring success by departure!

▶ **SESSION 1.**

The role of World of Work Actors

The Role of Social Partners in the Nexus



- Key contributions to creating sustainable livelihoods, enabling environment and economic opportunities, which are key to recovery and resilience in crisis-affected areas
- Ensuring business continuity and local business development
- Participating into recovery process through collaboration with governments and humanitarian organizations, employers can also help ensure that interventions are aligned with local economic needs and capacities, making them more effective and sustainable.
- Social partners can use their trust capital, networks and convening power to facilitate crisis response: Acting individually or jointly, social partners have proven effective in easing tensions and preventing violent conflicts. They can unite constituents beyond divisive lines such as ethnicity and language, positioning them well to bridge conflicting groups.
- Where state institutions are weak, distrusted, or absent, respected employer and worker organizations may temporarily fill governance gaps.
- Where social partners have a history of constructive engagement, social dialogue mechanisms offer an alternative platform to discuss crisis management.

► . Nobel Prize in 2015, for his "decisive contribution to the construction of democracy in Tunisia after the Jasmine Revolution of 2011".

The Quartet, made up of ILO social partners – the Tunisian General Labour Union and the Tunisian Union of Industry, Trade and Handicrafts, alongside the Tunisian League for Human Rights and the Tunisian Bar Association – was formed when the country's democratic transition efforts were threatened by social unrest.

Jasmine Revolution in 2011 and assassination of a politician and the government is criticized for its laxity towards radical Islamists

The Quartet plays the role of mediator between the different political parties and the institutions in place. He is putting in place a roadmap that includes a national dialogue, direct discussions between the parties, the formation of a government of independents and the adoption of the constitution.

Through social dialogue and cooperation, the Quartet has become the driving force behind a peaceful democratic transition in Tunisia and an exemplary model of excellent cooperation between social partners and civil society organizations.

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Coordination among Stakeholders in the scope of Decent Work

‘How could we coordinate better across the HDP spectrum on Decent Work’?

‘Which actors should be included in the coordination? How could we improve their participations’

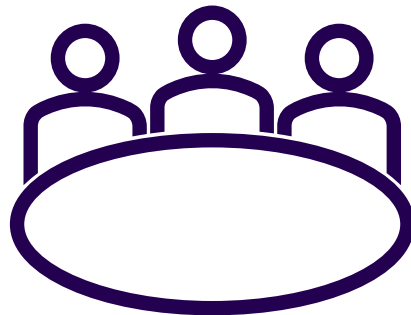
What is the role of social partners (including socio-economic actors) in this ?

- Stuart Kefford -UNDP Jordan County Office Senior Resilience Advisor
- Sofia Yahya - Humanitarian Advisor - British Embassy in Jordan
- Ahmad Abu Shammaleha - OCHA Cash Coordinator Palestine
- Shaza Jondi - ILO Chief Technical Advisor for the Arab States

Open Discussion

Examples of Coordination among Stakeholders in the scope of Decent Work

*Raise your hand to contribute to
the discussion*



*Time: 30
minutes*

Session 1 – Day 2

What is the Nexus ?

Agenda - Day 2

9:00-10:30 Session 1.4: Rightsizing the P

10:30-11:00 Break

11:00-12:30 Session 1.5: Tools and Mechanisms

12:30-13:30 Lunch break

13:30-15:00 Session 1.6: Entry points to the Nexus

15:00-15:15 Break

15-15-17:00 Session 1.7: Nexus supportive financing