



► How the ILO is redefining refugee livelihoods and advancing host community development

Episode 4 – Refugees at work – What are their prospects?

► Transcripts

► Nick

One of the things that we have seen through the Prospects programme is that we are beginning to create a situation whereby the contribution of refugees alongside the contribution of national workers inside an economy are the same.

► Tom

As the number of refugees continues to increase worldwide and the average length of displacement now exceeds a decade, forced displacement has become a tragic reality for millions of people facing a wide range of geopolitical, social, climate, and other crises. With the increase in complexity and duration, the involvement of development organizations is critical to accompany and support a humanitarian response. With a mandate to promote social justice and decent work for all, the International Labour Organization, is doing work to provide support and assistance to governments, social partners and other actors and countries that host refugees.

So, what are the rationale and objectives of the ILO's contemporary engagement and forced displacement contexts? What lessons can be drawn from over a decade of active engagement by the ILO in this space? These are some of the questions and issues that we'll be exploring in this new podcast series, "Refugees at Work, What Are Their Prospects?" It's being presented by the ILO's Prospects Programme or Partnership for Improving Prospects for Forcibly Displaced Persons in Host Communities.

I'm Tom Netter and I'm your host throughout these podcasts. In this episode, we talk to Nick Grisewood, Global Programme Manager for the ILO Prospects Programme, to find out more about the ILO's refugee response and the role of PROSPECTS.

Nick, welcome to the podcast.

► Nick

Thanks very much, Tom, and thank you very much for having me on this really important podcast, which is coming at such an important stage in terms of the history of the refugee response, the forced displacement response among organizations and governments worldwide.

► Tom

Ok, well, it's good to have you. Now, let's start with the basics. Why has the ILO become involved in situations of forced displacement? And what is its mandate and what are the unique contributions that it can make?

► Nick

So, I would like to set the scene here a little bit, I think, Tom, in terms of the basics and why the ILO has become more involved. And I would say more involved rather than involved in situations of displacement. If we refer back to the podcast by Katy Long, where she looks at the history of the ILO in terms of its engagement in forced displacement over the years, and going back to the turn of the 20th century with movements of refugees from Russia at that point, and then also the displacements following World Wars I and II, the ILO was already engaging quite heavily in terms of trying to help connect refugees to employment, to livelihoods, and to new beginnings following the displacement from their countries of origin.

So I think it's important to already state from the outset that this is not a new area for the ILO. Right from its earliest years, the ILO has been heavily engaged in this particular area of work. And from that time, of course, the World War II, we also then moved on to the establishment of the United Nations High Commission for Refugees and the 1951 Refugee Convention, which set the framework for how the international community would respond to refugee movements from that moment on. And the ILO's engagement, obviously, from that point on was also a little bit more sporadic, a little bit more ad hoc, because there were other agencies which were now engaging more centrally around the humanitarian response to refugee movements.

► Tom

Well, what do you mean by "ad hoc"?

So we were engaged. We were engaged, but at a distance. We were doing that as and when we were requested to come in and support, and various technical branches of the ILO were supporting UNHCR and others in this space. So what has changed? Why is the ILO so involved now? Why are we so engaged at this particular moment in history? And this, I think, picks up a little bit on the comments from Professor Zetter in the very first podcast of this series.

The last decade or so has seen a massive increase in global attention to refugee movements. And this has created what I would describe as a perfect storm of events and responses coming together and forcing the world's attention on the plight of displaced populations around the world. And maybe more than that, also the fact that more and more of these displaced populations are in situations of protracted displacement, that they've been outside of their countries, in some cases now, for one or two generations.

So it's the sort of the length of displacement which has become so problematic. So the stars, if I may use that expression, sort of literally aligned for the ILO and for the international community. And a key factor of this, I would say, Tom, was the crisis in Syria, which erupted in 2011 with the Arab Spring, and which led to a very rapid and a very large movement of displaced people in the region, particularly affecting the countries in the region, Jordan, Lebanon, Turkey, and ultimately, when you look at where Syrian refugees are today, worldwide.

Interestingly, at that time, a small anecdote, I was managing a child labour project for the ILO in Jordan, and I had my first real-life encounter with a refugee crisis. And what struck me at that time was that the earliest needs assessments of the Syrian refugees in Jordan pointed out that their main concern, the focus of their real interest was how to find a job, how to set up a livelihood that would enable them and their families to begin to exist in this new environment, this new life of theirs in these different countries.

From 2012 onwards, therefore, following the Syrian crisis, we began to get a little bit more involved in the work with governments, with other UN agencies on the Syrian response. Our portfolio of activities really began to grow in the region. In Turkey in particular, we had a very strong programme on the Syrian crisis response. And from this, we began to grow our own experience and expertise around forced displacement movements.

► Tom

And what did that entail?

► Nick

So, discussions were also beginning to grow and evolve exponentially at all levels on the critical importance of rethinking how the global community needed to increasingly address situations of what we call mixed migration flows. So these would be flows of people within and across borders who could be refugees, who could be irregular migrants, people moving around for work and looking for new opportunities, and also, of course, ordinary migrants, people who are moving for work whereby they have a job that they will be going to in a new country and so on. So more and more mixed migration flows.

And 2016 was a watershed year for the ILO, for the UN more broadly, and for the global community. It's hard to know where to start as I begin to describe what the landscape is and was at that time that really brought the ILO

to the fore in forced displacement response. But I think a key area is that the United Nations General Assembly adopted what came to be known as the New York Declaration for Refugees and Migrants at the General Assembly in September 2016. The New York Declaration itself included two annexes calling for global compacts to be developed, one by UNHCR on refugees and one involving IOM and other agencies that would look at migration. The ILO was heavily involved in the development of both of these global compacts.

Prior to this UN General Assembly adoption of the New York Declaration and at the donor conference, on Syria that was held in London in February of the same year, 2016, the hosting countries, the countries that hosted the Syrian refugees, Jordan, Lebanon, and Turkey, committed to providing economic opportunities for Syrian refugees and vulnerable host community members in return for greater investments from the donor community to help share the responsibility for looking after all of these displaced populations. In addition, Jordan also presented what came to be known as the Jordan Compact, which was an agreement to extend economic opportunities to these refugees in return for improved access to European markets. So in terms of trade and economic opportunities for Jordan as a whole.

And these developments are significant. They really kick-started efforts to review forced displacement response globally and to introduce the concept of the Humanitarian Development Peace Nexus, and encouraging stronger engagement of development organizations like the ILO in refugee responses and at a much earlier stage of displacement. While this was happening, and this is why I'm saying it's quite interesting to look at the wider context because so much was going on at that particular time in history, the ILO itself had to take a very hard look at its own engagement, realising the need to strengthen policies on forced displacement response.

► Tom

Ok, well, then, what did this hard look show?

► Nick

We needed a more comprehensive and coherent policy framework in which we could then embed a stronger programmatic approach to engage on supporting refugees and the communities that host them. And this policy discussion was also reinforced by a demand from the ILO's own constituents looking for support from the organization to understand how they could engage. On the basis of this, and following some discussions in our own internal governance structures, we proceeded with a tripartite meeting in July of 2016 that resulted in the adoption of what is called the ILO's guiding principles on the access of refugees and other forcibly displaced persons to the labour market.

In the following year, in 2017, the International Labour Conference adopted Recommendation 205 on Employment and Decent Work for Peace and Resilience. And this instrument includes a dedicated section that focuses on measures necessary to support refugee access to labour markets. Combined, these policies provide a really solid framework for the ILO response to forced displacement. And I should also mention that this was a really robust internal discussion among the ILO's constituents, ministries of labour and social partners made up of workers and employers' organizations. These constituents are not naturally engaged in forced displacement response in many countries, and they need a lot of support to understand their roles, their responsibilities, and how they can engage, not only to help the refugees who are displaced in their countries, but also to support the vulnerable populations, the host community populations that look after these refugees while they are in their country.

And all of this happened in between 2015 and 2017. People sometimes say that things don't move too quickly within the UN framework. But on this occasion, they really did. And the ILO was also extremely involved in the global discussions that led to the development of the Global Compact on Refugees. This culminated in December 2018 with the affirmation of the Compact by the UN General Assembly, a new blueprint for all involved in supporting refugees.

And I think what's important to note here, Tom, is that for the ILO, it was really essential that we included a reference to the concept of decent work, particularly in the section on jobs and livelihoods in the Compact. And we managed to do that. In addition, footnoted to this particular section are the two ILO policy instruments on forced displacement. These are the two that I've just referred to, the ILO Guiding Principles and ILO Recommendation 205.

So for the ILO in many ways, it's not a question of why we are involved or should we be involved. There is now an imperative for us to be involved and our roles and responsibilities are clearly confirmed and defined through all of these different UN policy instruments. And as I said before, while this was happening, our own refugee response on the ground, particularly on the Syrian crisis, continued to grow, and we continued to learn and expand our experience and expertise in this space, which also elevated the visibility and the credibility of the ILO in the forced displacement space.

► Tom

Thank you, Nick. So, in light of all these developments, what is the PROSPECTS programme and how is it different from other programmes?

► Nick

Again, all of this, I think, Tom, needs to be placed in the framework that I've just laid out in my previous response. The Prospects Programme is an initiative of the Kingdom of the Netherlands, a very flexible, a very progressive, and a very strong donor in the space of forced displacement. And the Netherlands was also heavily involved and very supportive of the Compact for Refugees. They understood that in order for there to be a strong, united, coordinated response from within the multilateral system, that we would have to find a way to encourage the development of partnerships between humanitarian and development organizations. This was an imperative that emerged very frequently in the discussions on the Global Compact while the Compact itself was being developed. The importance that humanitarian and development organizations came together to focus on a more holistic refugee response.

So this initiative, if I may go so far as to say this, was really the foundation for the creation of a very, very concrete example of what the Humanitarian Development Peace Nexus should be. It was ahead of its time, if I'm really honest about this. It's very much a learning model of partnership. And what the Netherlands did was that they reached out to different actors within the humanitarian and development communities. They brought together, as well as the International Labour Organization, the UNHCR, the High Commission for Refugees, UNICEF, the International Finance Corporation, the private sector agency, and the World Bank. And the idea was that they would establish a partnership between these organizations, focusing on several countries, five on the African continent and three in the Arab states. And the idea was that they would bring us together to help work on a programme of response that would be framed by the Global Compact on Refugees.

The aim of this was to look at really creating a holistic socioeconomic model of response for refugees and host communities in this country. I think what's important to note here is that we also need to understand that the task in hand, i.e. making the Global Compact on Refugees a reality, is huge. So what the donor did, what the Netherlands did, was they wanted to ensure that we began to use Prospects as a model where we could experiment with a holistic approach to responses to refugees in these different countries. That meant that we needed to restrict our ambitions at the beginning. We only worked in certain geographical locations in these different countries.

So it was really important that we also focused on what each of us bring to the table in terms of making this Prospects programme a reality. So we spent the first couple of years understanding each other better, what we do, the work that we do, where our strengths lay, so that we could make sure that we bring the best of our organizations to this particular partnership, and how we could leverage other areas of work that we already carry out in these in these countries. This was not setting up a programme that was built on nothing or built in a vacuum. This was a programme that was already emerging in wider UN programmes that already occur in these different countries.

For the ILO, we were able to bring in, for example, some of our work on employment that we already conduct in these countries, some of our work on social protection, some of our work on skills, some of our work on employment services. We understood very quickly that this was going to be a whole of ILO and a whole of UNHCR and a whole of UNICEF and World Bank and IFC approach.

We actually believe that the engagement of the International Finance Corporation was a very intuitive idea of the Netherlands, because if we are going to be looking at jobs, if we are going to be looking at socioeconomic development, then it is really important that we also have private sector working with us.

► Tom

Ok, can you elaborate on the partnership itself a little more?

► Nick

I think where we would really applaud the Netherlands was in terms of their initiative to bring five disparate United Nations and multilateral organizations together. This was not an easy process. And I think it's also incumbent upon us to acknowledge that it took a long time for us to understand each other better, to understand the way we work, to understand our governance structures, to understand our different programmes, to understand even our different technical areas and what our different technical expertise could be. We also had to look at how we interacted with each other. We had to look at how the programme itself was going to become an integrated programme rather than a typical programme whereby you have this agency doing that, you have this agency doing that, and yet they don't necessarily talk to each other.

After a while, and I would say this is the case now in one or two countries, you would look at the programme as the Prospects programme. You wouldn't necessarily look at this as this is the ILO or this is the World Bank or this is UNICEF. Even the word itself, Prospects, has become ubiquitous in these in these countries. And I think that is a mark of, I don't want to use the word success because we still have a long way to go, but this is a mark of how the situation has improved in terms of how we as UN agencies and as the finance agencies of the World Bank and the IFC, how we have learned to work with each other better and how we have learned to share better the different roles and responsibilities of this programme. And we are seeing this going from strength to strength as we move into phase two.

And then maybe just a final point on this is that even the Netherlands itself has almost become one of the partners. They're not just a donor. They engage with us inside the technical discussions in these programmes. They engage with us in terms of the learning from these programmes. Prospects is a learning programme. The whole aim of this programme is to look at what can work, what can work better, where have we made mistakes in the past, where can we improve going forward, and how do we pass this learning on to others? Because this cannot just end with the five agencies that are working inside of this programme. This is about sharing that experience and that expertise. Prospects is almost a petri dish of learning how to really operationalize the global compact for refugees. And I think this is one of the fundamental successes that we are beginning to see emerge from the prospects programme.

► Tom

Well, would you be able to share more on the path PROSPECTS has taken in light of what you describe as a holistic approach?

► Nick

Sure. I think here, Tom, it's important to mention that there is a very strong focus in the Prospects programme on host communities. We wanted to avoid a situation whereby the Prospects programme was viewed as yet another refugee programme. This has already been shown to be problematic in the past, and this is what the Global Compact on Refugees was now trying to focus on. How do we expand beyond just a very narrow focus on refugees and refugee camps and settlements to look at what can be the advantage of expanding that focus to wider socioeconomic development. In some ways, not even necessarily focusing on refugees or host communities, but rather focusing on the socioeconomic situation itself.

So we wanted to look at expanding opportunities that would benefit nationals. And this was quite a deliberate focus of the programme. We needed to make sure that the programme did not discriminate between refugees and host communities. We don't want economies to differentiate between different populations who might be within a particular community. What was important for us was to be able to expand all of the socioeconomic opportunities in that particular area, so that no matter who was in the local economy, the local labour market, they would be able to benefit from the opportunities that were being created through the activities that we were all conducting.

So from a developmental perspective, the role of the bank and the role of the IFC and the role of the ILO was to focus on the economy and labour markets itself. What was required in these local communities in order to ensure that there would be a thriving and very inclusive local economy? We looked at the private sector situation. We looked at the public sector situation. What was the situation, for example, of local employment services? What was the situation of the local vocational training institutions? How could we help to build the capacity of these institutions so that they could absorb the numbers, particularly from the refugee community, but also that they were more and more linked to very real opportunities in the local economy?

Hence the importance of ensuring that private sector was very much part of this this focus as well. We needed to make sure that we understood what employers needed. We needed to ensure that we understood what sectors were active in these different areas. And this enabled us to look at what sort of skills might be required, what business opportunities might be there.

And of course, the other thing we needed to focus on was what were the challenges that were facing these different institutions and these different enterprises in these particular areas. For example, there are many legal challenges facing refugees when it comes to setting up new businesses. Can they register their businesses? Can they access finance to be able to establish and grow their businesses? Can refugees access local TVET institutions, skills training institutions? Are they able to come out of these programmes in these institutions with a national certificate, a certificate that would be recognised in a local labour market. Do they need work permits to be able to work in the country? If so, what is the process? How can we support that? How can we work with local government so that refugees might be able to obtain these work permits in a way that will not be too problematic, that employers understand what is required of them when they wish to employ refugees inside their company.

So we needed to look at the entire world of work cycle in these different geographical locations so that we could understand what the needs and expectations were and that we could also understand what it was that was required from us to support these different institutions to create the thriving labour markets and local economies that would ensure that everybody benefits. Key for us as well in all of this, I think, is the fact that we also wanted to avoid what would be called the segregation, further segregation of labour markets.

► Tom

So how does this look with respect to ILO's mandate for social justice in the world of work?

► Nick

One of the challenges that we have, Tom, here is really trying to emphasise the importance of decent work in labour markets. And particularly when you're working with such vulnerable populations such as refugees. If refugees do not understand what is required of them to be able to work inside that labour market, for example, getting a work permit to be able to get a job, the risk we run is that employers might begin to view refugees as a source of cheap and relatively exploitable labour. We want to avoid this. It doesn't help the local labour market. It doesn't help local government. It doesn't help society. And it can sometimes, unfortunately, begin to entrench views that refugees are the other. Refugees are coming here. They're taking over jobs, mainly because they might be cheaper. They might be exploitable. They will do whatever is required because they simply want to earn a wage to be able to provide for themselves and for their families.

So we needed to also make sure that refugees can also access their rights, that refugees can also get access to whatever it might be in terms of their rights that will help them to establish that livelihood, whether it's having the legal status to be able to open a bank account, to be able to access finance from banks, to be able to obtain a work

permit. We had to look at both sides of the table. This was also a question, therefore, of working with local governments. Do they have the capacity to be able to handle the additional demands that are going to be made from them with more and more refugees coming to work in local labour markets?

So for us, this was a question of looking at what we already do as the ILO, but this time also looking at it from the context of this is another population that we need to support. Refugees who come with a certain level of vulnerability, who also come with a certain lack of access to their rights and who need additional support to be able to access the opportunities that might exist in these local labour markets. So from an ILO perspective, this was very much about reinforcing the concept of decent work in these local labour markets, while also acknowledging the fact that quite often the local labour markets are informal. Most of the employment that is available will be informal. Even some of the small enterprises that will be established might even also be informal. It doesn't mean that we can't work there. It doesn't mean that we can't bring the ILO's expertise and experience to bear. And it also means that we aim for better.

This is the situation today, but the situation can certainly improve tomorrow. But it can only improve if we make sure that the ILO's normative framework, all of our conventions and our recommendations, and the work that we do with our constituents, is also brought to bear in these local labour markets. This also means that we have to spend a lot of our efforts in terms of making sure that our constituents are involved in this process as well. We need the ministries of labour involved in these refugee response programmes. We need to ensure that workers' organizations are there. Refugees are workers, they are also entitled to rights and to support. And we also need to bring our employers' organizations into this context because their members are those who will provide employment to refugees. They need to understand the challenges. They need to understand the particular situation of refugees. They need to understand the role of organizations like UNHCR in this particular context. So again, we're working on all sides of the table and with all the different stakeholders and actors who operate in labour markets and in local economies.

► Tom

Okay. So what are the key elements of a successful economic inclusion for refugees?

► Nick

Good question, Tom. Actually, one of the things that I think is important to reinforce here is that we have to be very careful in a programme that is seeking to help very vulnerable people, whether they are refugees, whether they are internally displaced persons, or whether they are host community members, it's really important that we look at them as a whole. In other words, that we look at their journey from the moment that they leave education, or even as they're continuing some of their education, for example, if they were to engage in occupational training or in skills development, that we then look at their journey through the labour market, through the world of work, to the moment when they might even retire or a moment when perhaps the situation in their country may improve and they may be able to return to their country voluntarily and reintegrate into their into their previous life.

And so what we do as the ILO, but as the ILO with these other partners, is we look at every single element of that journey and we make sure that there are transitions between these different moments. So, for example, once we have an idea of what the needs of the labour market are, of what the opportunities are for new businesses to be set up, we can work with the skills development institutions and with refugees and host communities in terms of making sure that they are being trained in the occupations and in the areas of work that are required by the labour market, whether that's formal or informal, that they achieve the certification they need to be able to sell that in the labour market, if you like. But then we work with them in terms of looking what else could be required, perhaps an apprenticeship programme, for example, that would act as that link between their education, their training, and the labour market. We've done this in Uganda, for example, where we worked in the hotel industry, working with hotel owners, working with the Hotel Owners Association, to set up an apprenticeship programme with the support of the Ministry of Labour and with the trade unions and the employers' organizations to enable young people to spend time in work-based learning that would ease that transition into the world of work.

And then once we look at the world of work, what are the opportunities that there are? Is there waged employment that might be relevant? Are these refugees and host community members appropriately trained to take up these opportunities? Might there be some livelihoods opportunities? Might there be people who would like to set up their own business to a look at what value chains might be in the local market? In other words, if we're looking at the agricultural sector, what sort of crops might we be looking at? What sort of work do farmers need to be able to produce to either help with other value chains that we can develop based on this, and therefore what opportunities exist for setting up these small businesses? And once you set up that small business, do you have the business development services that are required in order to support these young people or older people as they set up their businesses?

Can we bring the banks or microfinance institutions in to ensure that people can access that finance, either to set up their business or even to expand their business? Do people understand what social security means? Do they understand what social protection means? Do the institutions that provide social protection know about refugees in the labour market? Are they engaging with refugees? Are we making sure that these different institutions are speaking to each other?

So we need to look at that holistic journey into the world of work. And then eventually we hope that if they would be able to return, they would return to their home countries with skills, with businesses. They won't be a burden on their new countries when they arrive. These will be thriving people who are looking at new opportunities in the country that hopefully will have returned to peace. And we are beginning to look at this return process in prospects as well, for example, as the situation in Syria has improved and as refugees begin to return, we are also looking at how we can work with Syria as an emerging country in terms of being able to accommodate their people as they return and being able to ensure that there is a softer landing, if you like, as they return to their countries. But they are coming back with skills. They are coming back with agencies and they are coming back with a determination to help their country rebuild.

So there is a cycle that we need to look at. And this is the successful economic inclusion strategy for refugees and for host communities. Again, addressing the needs and the expectations of all populations within that framework.

► Tom

Okay, then, what policy recommendations would you prioritize for governments and international organizations to enhance refugee access to sustainable livelihoods and decent work opportunities?

► Nick

I think it's important to keep in mind, Tom, that some of these countries have already very strong, comprehensive policy frameworks for refugee response and for immigration. The challenge is not always so much what are the policy recommendations? I would even go so far as to say the policies are there. Sometimes these policies are regional, but they are there. They exist. Uganda is a case in point. Ethiopia is also another country that has a very strong policy on refugee response and forced displacement response. Egypt has just seen a new asylum law brought in. In Kenya, also, the Refugee Act and what is now being called the Sharika Plan are looking at a more development-oriented refugee response in those countries. So the problem is not so much the policies. They are there.

The problem is really the capacity and occasionally the intention of governments and other actors in those countries, in these economies, to be able to implement these policies. Sometimes this can be a capacity issue, and this is something that we're doing in Prospects. We're working a great deal with the different parts of government that each of our agencies work with. So for the ILO, we work very, very closely with ministries of labour, with ministries of employment, with ministries of youth, to look at how we can make those policies a reality on the ground. Where are the challenges in terms of these policies being implemented? What is it that it would take to make sure that these policies begin to translate into access for refugees to sustainable livelihoods and decent work opportunities?

And again, what we are trying to be very cautious on here in terms of policy recommendations is that we need to distinguish policies that are specific to refugees, refugee policy, refugee acts, asylum laws, et cetera. And then what are specific to socioeconomic inclusion? And there we would include a much broader range of policies, including on employment, including on education and training, including on social protection, for example.

Something that we would like to look at going forward is that these policies, the fundamental policies of the labour market and access to employment, become more inclusive of refugees who will be inside those countries. When we begin to work with governments to ensure that policies are more inclusive of whoever is in the country, whoever is in the labour market and the economy, then we are moving to a stage of not necessarily just focusing on policies that directly target refugees, but rather policies that directly target particular elements of the socio-economic landscape. And at that point, you're really looking at the key elements of socioeconomic inclusion for refugees. And that also helps to dissipate tensions between communities.

One of the things that we have seen through the Prospects programme is that we are beginning to create a situation whereby the contribution of refugees alongside the contribution of national workers inside an economy are the same. We are seeing less and less reference to the other. It's more about people just living and working together, people trying to simply have a livelihood that will enable them to look after their families to ensure that their children get the opportunities that they might not have had because of their displacement. And that we begin to address some of the social cohesion elements of the programme as well. And policies, the government policies that frame that, whether they are development policies or whether they are particular policy frameworks that look at the wider socioeconomic landscape.

Once we begin to infuse these policies with a sense of inclusion, we reduce the sense of the other, as Roger Zetter referred to in his first podcast. We're beginning less to look at different categories of individuals within a labour market, within society, within a community, and rather, we are looking at what is it that will enable all of these populations to be able to work together, to be able to live together, and to be able to enjoy the fruits of their livelihood together.

So these are the policy recommendations that we would like to look at as the ILO. It's not so much specific policies. It's how we support governments to be able to operationalize them, to be able to implement them. And how do we ensure that the regular policy work of government is beginning itself to become more inclusive of everybody in society?

► Tom

Thanks, Nick. Now, finally, do have anything to say to wrap this up.

► Nick

Something quite remarkable about the Prospects programme for the ILO is that it mirrors our engagement in forced displacement in the first half of the 20th century. Katie Long reminded us that historically, displacement is closely connected with poverty in terms of how it occurs and also how it can be solved by understanding the issues that refugees and the communities that host them face. And work, access to employment is the central piece of the puzzle.

In the 1920s, the ILO was concerned about the impact of displaced people on labour markets of host countries and how to limit or avoid labour market segmentation that can exacerbate the exploitation of refugees as workers but also disadvantaged national workers. So at that time, we recognised the importance of decent work at the core of the displacement response. So in some ways, we've sort of come full circle. And once again, decent work frames the ILO's response. And on top of that, the Prospects concept encapsulates the need for creativity; the creativity that Katie referred to in designing forced displacement solutions, the willingness to try out new responses, to be bold and to be more ambitious.

So here, as we re-engage in this historical loop, if you like, the Prospects Programme offers us, the ILO and the other partners in this programme, it offers us an opportunity to be better versions of ourselves this time around.

► Tom

Well, that was really, really comprehensive Nick and very interesting, so thanks so much for being with us today. I'm Tom Netter, and you've been listening to an episode in the ILO PROSPECTS podcast series. For more on this and to listen to this and the other episodes, go to www.ilo.org/prospects. Meanwhile, thank you for your time.

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