



► Operationalising Decent Work Across the HDP Nexus - ILO Tools

June 2023

HDPN & CONFLICT SENSITIVITY CHECKLIST - *to be used by projects or programmes during design or when design is being reviewed*

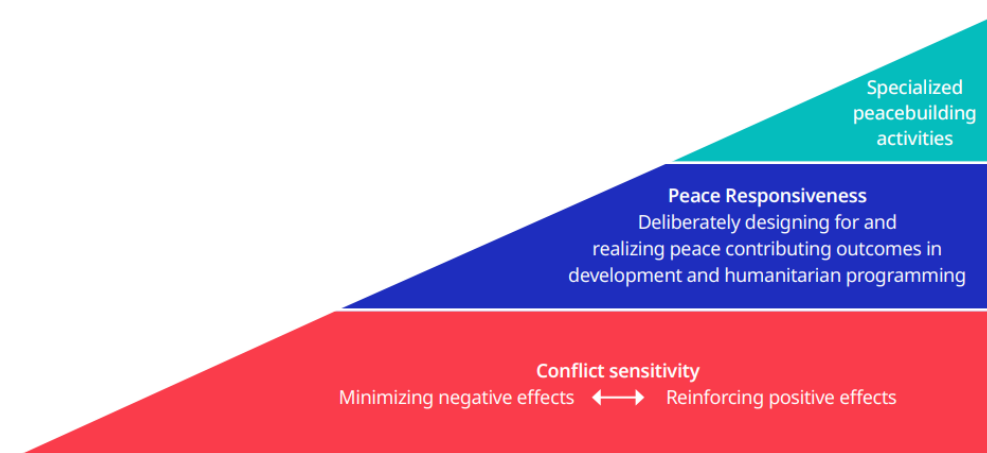


Sweden
Sverige

What is the HDPN approach and conflict sensitive programming?

- **"The "HDP Nexus approach"** refers to the aim of strengthening collaboration, coherence and complementarity between Humanitarian, Development and Peace actors and strategies. The approach seeks to capitalize on **the comparative advantages of actors under each pillar** in order to reduce overall vulnerability and unmet needs in target contexts in the immediate, short and medium term, while addressing root causes of conflict (conflict drivers) contributing to factors that may strengthen peace and resilience.
- **Conflict-sensitive programming** refers to the ability to develop a structured understanding of the interaction between the context and project interventions, and to minimize the intervention's potential negative impacts ('do no harm') and maximize its positive impacts on conflict ('do some good'), deliberately contributing to peace and resilience. For the ILO, this can e.g., mean that interventions provide concrete decent work opportunities, while also enhancing contact among the crisis-affected population to increase social cohesion, and/or seek to reduce (real or perceived) grievances and sense of injustice. The image below illustrates the different levels of ambition

◀·· Conflict insensitive Doing no harm Doing some good Proactively contributing to peace ···▶



This checklist is a tool for ILO project and programming teams to help ensure that planned interventions are:

- ☒ aligned with the HDPN approach; and
- ☒ conflict sensitive.

	Question	Yes	No
Project/programme alignment with the HDPN approach			
	Is the proposed intervention clearly based on the ILO's comparative advantage and mandate to address issues pertaining to the world of work?		
	Are expected results primarily formulated as short- to medium term development outcomes rather than an immediate humanitarian response?		
	Is the proposed intervention planned in strategic partnership and complementarity with other UN agencies (including humanitarian actors), aiming to make a contribution towards the achievement of jointly formulated collective outcomes ?		
	Is the project strategy context specific ?		
	Is it clear how the project/programme seeks to target and reach individuals or groups in situations of high vulnerability ?		
	Have joint monitoring approaches with HDPN partners been considered/sought/agreed as relevant?		

	Question	Yes	No
Conflict sensitivity: Background check on consultation and situation analysis			
	Has a Peace and Conflict Analysis (CPA) been conducted of the target area/country to deepen understanding of peace and conflict dynamics and their interactions with decent work issues in the context it operates?		
	When conducting the PCA, was a diverse cross section of leaders/representatives consulted to avoid that the project will be considered aligned to one group over another? <i>If uncertain, please consider whether the consultation process included/should include both formal and informal leaders/representatives of:</i> ✓ Worker's organizations ✓ Employers' organizations		

	Question	Yes	No
	✓ Government (national, regional or local as relevant) ✓ The private sector, including relevant economic actors and interest groups/associations ✓ Relevant ethnic community groups ✓ Religious groups/congregations ✓ Migrants and forcedly displaced persons and/or their associations ✓ Women's groups ✓ Youth groups ✓ People with disabilities ✓ The elderly		
	Did the PCA produce a snapshot of peace and conflict trends? <i>If additional analysis is needed, consider the following aspects and add to the snapshot as relevant:</i> ► An overview of types of conflicts in the country or relevant geographic area (What are the main conflicts and how do they manifest? What are the main dividing lines? Is there a history to conflicts that is important to consider to fully understand their dynamics?); ► Actors (groups) involved in and affected by conflicts; ► Impacts of conflicts on decent work; ► Openings for peace (including where there is a potential that conflict-sensitive and peace responsive decent work programming may have positive effects on conflict resilience and social cohesion); ► Positive and negative trends?		
	Have existing conflicts relating to access to livelihood resources been mapped out and understood? <i>If additional analysis is needed, please consider the following questions:</i> ► What livelihood opportunities exist, and who is included/ excluded from these? How does people's nationality, but also ethnic, religious (as relevant), social or identity markers, including gender, affect their access? ► For which groups is decent work accessible or inaccessible, and why? Does inaccessibility of decent work create or exacerbate grievances?		
	Have formal and informal barriers to accessing decent employment opportunities and/or other resources relevant to livelihoods (e.g., finance, land) been analysed and identified, from the perspective of host communities, IDPs, refugees and other forcibly displaced persons?		
	Have ILO's migration specialists been consulted as needed to support the analysis of barriers facing forcedly displaced persons?		
Conflict sensitivity: Target area and beneficiary selection			

	Question	Yes	No
	Is the decision to target certain areas and not others based on conflict sensitive considerations? <i>If additional analysis is needed, please consider the following questions:</i> ▶ Who are the principal beneficiaries to benefit from the intervention in the target area? Do they belong to a group involved in conflict? ▶ Have potential beneficiary groups been excluded from/not been considered for project support (and of so why)? ▶ Will one or more groups benefit more than others (and if so why)? ▶ Are there groups that will not be serviced by the intervention, that may develop resentment against groups serviced? ▶ Is there a risk that selection of target areas and/or beneficiaries within these areas can be seen as biased and therefore cause resentment among beneficiaries not able to access support?		
	Have clear, transparent and unbiased criteria been identified for selection of beneficiaries in the target group (based on socio-economic indicators but also considering social indicators such as gender, ethnicity, language, religion, migrant status, age, etc as relevant)?		
	Have/will the selection criteria been/be communicated in the target area so that all social groups understand who is supported by the programme and why?		
Conflict sensitivity: Partners			
	Will the project/programme partners in government and the private sector be perceived as fair/unbiased? <i>If additional analysis is needed, please consider the following questions:</i> ▶ Has the possibility that government or other partners are associated with a particular ethnic group been considered? ▶ Is there a risk that partners will be perceived as discriminatory towards certain groups? ▶ If partners may be perceived as biased or discriminatory, does the project strategy address this? ▶ Have measures to mitigate any remaining consequences for project neutrality been put in place?		
	Have mechanisms to monitor the application of selection criteria by implementing partners been identified/developed, making sure that intended recipients of project support are actually targeted?		
	Have gender-sensitivity been included in implementing partner monitoring mechanisms?		

	Question	Yes	No
Conflict sensitivity: Project/programme strategies and implementation			
	Does the project strategy address formal and informal barriers to beneficiaries' access to decent employment opportunities and/or other resources relevant to livelihoods (e.g., finance, land)?		
	Is the project approach gender responsive, i.e., will it actively support women to equally benefit from project services? Have measures been identified to ensure that discrimination against women based on gender regarding access to opportunities and benefits is not reproduced by the project?		
	Have potential risks that project support will negatively affect existing markets, distribution networks, suppliers, or local services been analysed? Have adjustments to programming been made to mitigate negative effects in that regard?		
	Has the program's potential positive impact on institutions, relationships and behaviour that support conflict resilience and social cohesion been maximized (including considering how project service/support is delivered to beneficiaries)?		
	Will a transparent, representative and independent information and complaints system be established - accessible to both literate and non-literate beneficiaries and in all relevant languages?		
	Have the risk of retaliation against stakeholders who express concerns or grievances been considered and mechanisms identified to ensure their safe communication with the project?		
	Does the strategy include mechanisms for managing differences, tensions and conflicts?		
	Has a conflict-sensitive risk analysis been conducted? Have reprogramming efforts been made to address risks?		
	Are any viable opportunities for contributing to peace being missed?		
Conflict sensitivity: Project/programme monitoring			
	Does the results framework explicitly include peace outcomes and indicators?		
	Have peace and conflict-relevant indicators been included in the results framework, e.g., to measure effects on social cohesion, trust between community groups, etc?		
	Does the monitoring plan show how conflict sensitivity indicators will be monitored during project/programme implementation and how monitoring data will be used to ensure that no		

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	Question	Yes	No
	harm is done and/or that contributions are made towards peace and resilience where possible?		
	Are regular project team meetings to review monitoring data and the need to update the PCA and risk analysis foreseen, to ensure that no harm is done, that contributions towards peace and resilience are made where possible and to assess possible reprogramming needs in response to changes in the context?		

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