



Commitment guide to action on Green Jobs for Youth Pact

1. What is a commitment?

To support a just and equitable transition to a low-carbon and circular economy, and boost decent jobs for youth in a sustainable economy, the International Labour Organization (ILO), the United Nations Environment Programme (UNEP), and the United Nations Children's Fund (UNICEF) are working together with young people, governments, social partners, employers' and workers' organizations, education entities, and the private sector towards these overarching goals by 2030:

- Create 1 million new green jobs with existing employers (incl. young women);
- Assist in the greening of 1 million existing jobs:
 - a. 50,000 businesses (including SMEs) are greening their operations.
 - b. 700,000 young people already employed or in the formal education system obtaining green skills, co-creating youth-led initiatives and leveraging the power of most climate vulnerable young people;
 - c. 300,000 young people, not employed, educated, or trained are equipped with employable skills for green/greening jobs (incl. 50% most marginalized/-climate-vulnerable communities).
- 10,000 young green entrepreneurs start a sustainable business with most businesses still active after one year.

The Pact brings together three UN agencies and their multi-stakeholder alliances: UNICEF's Generation Unlimited, the UN Global Initiatives Climate Action for Jobs Initiative and Decent Jobs for Youth both anchored at the ILO, and the Global Opportunities for Sustainable Development Goals (GO4SDGs) anchored at UNEP. The Pact will be co-designed and implemented with youth champions via a [Youth Advisory Group](#).

Partners of the Pact can contribute towards the overarching goals in a financial and non-financial manner.

Stakeholder group	Example of commitments/asks
Member states / Policymakers/ International Organizations	- Engage youth: in negotiations, events and consultations to build policies advancing green skills/green jobs. - Commit as an Ambassador of the Green Jobs for Youth Pact: (i) Demonstrate leadership on this agenda in key

	events and negotiations; (ii) Advocate for decent green jobs and skills integration in Nationally Determined Contribution; (iii) Identify opportunities and support resource mobilization for the Green Jobs for Youth pact; (iv) Track progress on success regarding green jobs and green skills creation; (v) Hold national events enhancing inter-ministerial collaboration and coalitions between different stakeholder groups; - Build structures to foster action from other stakeholders and monitor progress: (i) Green Skill Council (<i>if applicable</i>): Monitor and assess expected number of new green jobs/skills 2030 and yearly report on success; (ii) Green Skills and Learning Accelerator/Hub: Monitor expected number of trainings to be carried out in key target sectors and audit training offer in country - <i>with the support of the International Green Skills and Learning Accelerator</i>
Employers / workers organisations	-Invest in new green jobs: and green activities using resource-efficient and circular approaches for your institution -Promote up/reskilling and greening workforce: for all youth, in collaboration with education partners -Offer mentorship programmes: for young entrepreneurs -Advocacy: for change within your community, report progress to the Pact and influence sector -Support financially and in-kind the Pact
Private sector	- Upskill/reskill youth: in collaboration with education partners green your workforce and support green entrepreneurs through mentorship programmes; - Create new green jobs and activities: develop resource-efficient and circular approaches for your institution - Provide support to green businesses and entrepreneurs: establishing and expanding their operations. - Advocate for the Green Jobs for Youth Pact: (i) Monitoring and reporting progress to the Pact, sharing broadly to influence sector; (ii) Identify opportunities and support resource mobilization for the Green Jobs for Youth pact;

	- Build resources to advance action on this agenda: Share tools, guidelines, resources, research and publish findings on green jobs, just transition, youth employment at the national and local level.
Education institutions	- Conduct research and publish findings on green jobs, just transition, youth employment at the national and local level - Commit to advance green learning and skills offering and green jobs opportunities - Enhance dialogues with employers/governments to develop green curricula and policies
Youth / Youth-led organisations	- Participate and carry out youth-led actions promoting green jobs and green skills - Be an advocate for just transition / green jobs policies with local/national and regional governments - Start your own green business

Commitments made by partners of Green Jobs for Youth Pact will appear on a dedicated website platform. You can apply filters to identify commitments relevant to your work and click on specific commitments to learn more about their scope, approach and get in contact with those partners.

Commitments to the Green Jobs for Youth Pact need to align with the objectives of the Green Jobs for Youth Pact.

2. Who can join?

The Green Jobs for Youth Pact is a UN backed initiative, hosted by UN Agencies. The due diligence process for members is therefore in alignment with the three UN agencies shared procedures and consistent with existing policies. The initiative is looking for Mission Aligned partners that are committed to contributing to the goals of the Pact and are not seeking to engage in this initiative for either a) reputation or b) commercial interests.

Given this, the following considerations will be made for those keen to join the Pact:

Stakeholder group	Criteria
Member states / Policymakers	Contribution to be submitted by: High-level representative, Member State for local/national/regional commitment • The country agrees and commits to the objectives of the Green Jobs for Youth Pact and to support its activities, acting as an “Ambassador” (Essential); • The country has national and/or regional programs and leadership in the area of green jobs/green skills (Preferred);

	● Track progress: Member states will gather results on this agenda with the support of the Green Jobs for Youth Pact and tools from partners (Essential); ● The country will advocate for green jobs and skills integration in Nationally Determined Contribution (Preferred); ● The country will host a national event to enhance inter-ministerial collaboration and coalitions between different stakeholder groups; (Preferred) ● The country will support the establishment of structures to foster action on this agenda, for example through a Green Skills Council or a Hub of the International Green Skills and Learning Accelerator (Preferred); ● The selection of countries will reflect, as much as possible, a regional balance (Preferred); ● The country will identify opportunities and support resource mobilization for the Green Jobs for Youth Pact activities. (Preferred).
International Organizations	Commitment form to be submitted by: Partnership department or equal (tbd): ● The organization has regional and/or national programs in the area of green jobs/green skills (Preferred); ● Track progress: Monitor progress on this agenda through creation further green jobs/green skills and influence (Essential); ● The organization will support the establishment of structures to foster action on this agenda, for example through a Green Skills Council or a Hub of the International Green Skills and Learning Accelerator (Preferred); ● The organization will identify opportunities and support resource mobilization for the Green Jobs for Youth Pact activities. (Preferred).
Employers / workers organisations	Commitment form to be submitted by Management team of organisation: ● Track progress: Monitor progress on this agenda through creation further green jobs/green skills and influence (Essential); ● Paris Aligned: A publicly declared Science Based Target for decarbonisation, aligned with the Paris Treaty (Essential). ● Aligned with Human Rights: Upholding human rights principles of accountability and rule of law, participation and inclusion, and equality and non-discrimination, supporting the core values of the United Nations Guiding Principles on Business and Human Rights and the CRC, including the Children's Rights and Business Principles (Essential). ● Not engaged in the following industries or any industries that either one of the three agencies do not engage with: Fossil fuels,

	Chemicals, including banned pesticides, GMOs, Military, armaments, Tobacco and Alcohol, Gambling, Adult content, violating UN Sanctions and the UN Security Council Resolutions, Breast milk substitutes (Essential) •Leader on Sustainability: Having relevant sustainability activities and publishing environmental or sustainability reports including information on its environmental and CSR activities (Essential). •Strong reputation: Their institution has not been being accused of significant cases of irresponsibility / litigation / or green washing (Essential). •Already engaged with the UN: Already holding an MoU with a UN Agency, or are a signatory of the UN Global Compact (Preferred); •Financial viability and effective governance (Preferred);
Private sector	Commitment form to be submitted by: Management team of organisation • Track progress: Monitor progress on this agenda through creation further green jobs/green skills and influence (Essential); • Paris Aligned: A publicly declared Science Based Target for decarbonisation, aligned with the Paris Treaty (Essential). • Aligned with Human Rights: Upholding <u>human rights principles</u> of accountability and rule of law, participation and inclusion, and equality and non-discrimination, supporting the core values of the United Nations Guiding Principles on Business and Human Rights and the CRC, including the Children's Rights and Business Principles (Essential). • Not engaged in the following industries or any industries that either one of the three agencies do not engage with: Fossil fuels, Chemicals, including banned pesticides ets, GMOs, Military, armaments, Tobacco and Alcohol, Gambling, Adult content, violating UN Sanctions and the UN Security Council Resolutions, Breast milk substitutes (Essential) • Leader on Sustainability: Having relevant sustainability activities and publishing environmental or sustainability reports including information on its environmental and CSR activities (Essential). • Strong reputation: Their institution has not been being accused of significant cases of irresponsibility / litigation / or green washing (Essential) • Financial viability and effective governance (Essential) • Already engaged with the UN: Already holding an MoU with a UN Agency, or are a signatory of the UN Global Compact (Preferred); • The organization will identify opportunities and support resource mobilization for the Green Jobs for Youth Pact activities. (Preferred).

Education institutions	Commitment form to be submitted by: Vice-President University, Head of education organisation • Strong reputation: Their institution has not been being accused of significant cases of irresponsibility / litigation / or green washing (Essential). • The Education Institution has tools and capacity to provide data and research to assess green skills demand from students and private sector (Essential) • The Education Institution is willing to change and adapt their green skilling offering, and green jobs opportunities (Essential) • The Education Institution is willing to host 1 green skills event per year/job fair (Preferred) • The Education Institution is willing to undertake internal audit process once a year (Preferred)
Youth / Youth-led organisations	Commitment form to be submitted by Youth representative: • Aligned with Human Rights: Upholding <u>human rights principles</u> of accountability and rule of law, participation and inclusion, and equality and non-discrimination, supporting the core values of the United Nations Guiding Principles on Business and Human Rights and the CRC, including the Children's Rights and Business Principles (Essential). • Strong reputation: Their institution has not been being accused of significant cases of irresponsibility / litigation / or green washing (Essential).

3. Founding Members and Membership Types:

While the Pact is open for all partners to apply, the Pact will focus on partners that are able to meet the principle of objectives of the initiative and deliver at scale in multiple countries. In addition, as more and more members seek to join the Pact, there are likely to be Working Groups and Categories of membership applied so that there are communities of shared interest where learning and action can be undertaken. A key goal in Year 1 is to establish a set of Founding Members that can really set up the initiative with strong commitments set out. They could come from the following areas:

- a) Government Members: A number of Member States have expressed interest to join, they would be critical partners for this agenda as their policies and direction that other sectors could then engage in.
- b) Public / Private sector Members: Employers are vital if this initiative is to be successful. Their demand for talent with the skills for the transition is what will

trigger action within this space. Working across sectors of work which are carbon intensive would be preferred.

- c) **Educational Members:** Further Education will be key for the provision of skills for young people. This could be Higher / Further Education partners or technology partners that could support the initiative through the provision of their tools.
- d) **Youth Groups:** Building on the existing Youth Advisory Group, the aim would be to involve more youth consistencies through the YAG, in order to reach out to all youth, including from the most vulnerable communities.
- e) **Other UN agencies:** UN agencies aside from UNEP, UNICEF and ILO also working on this agenda as founding partners with efficient existing initiatives could join as partners.

4. Why make a commitment?

The Green Jobs for Youth Pact serves as a catalyzing hub for collaboration between the following stakeholder groups: young people, governments, social partners, employers' and workers' organizations, education entities, and the private sector working together towards the support and creation of green skills / green jobs. The platform will aggregate commitments from different actors in service to young people and the transition to the green economy.

Making a commitment to this unique partnership on green jobs for youth is an opportunity to:

- 1) **Support:** Receive guidance and resources to support the design, implementation, monitoring and evaluation of the commitment;
- 2) **Recognition:** Demonstrate leadership on this agenda by inspiring others to act and participate to key events to share the work conducted, representing the work of the initiative at key High Level events;
- 3) **Communication:** Use of the Green Jobs for Youth Pact logo to support your activities happening under the Pact in line with the objectives of the initiative. Logos of the founding UN Agencies (ILO, UNEP, and UNICEF) cannot be used.
- 4) **Build a coalition:** Collaborate and learn from other partners joining the Green Jobs for Youth Pact, as well as from the founding agencies expertise ILO, UNEP and UNICEF, along with youth networks and the Youth Advisory Group of the Pact, working together to join the dots on this agenda;
- 5) **Deliver:** Impact the society by contributing to the Sustainable Development Goals (SDGs) and participating to reduce the carbon intensity

5. How to make a commitment?

The online engagement platform is the website, which is being developed, used to facilitate partnerships, share knowledge and visualize the commitments of partners towards the Green Jobs for Youth Pact in a first stage. The platform is used to facilitate commitments towards decent jobs more broadly and there is a subsection for the Green Jobs for Youth Pact.

Partners will submit their commitments via a commitment form, shared by ILO, UNEP or UNICEF focal point. The Green Jobs for Youth team will then upload the commitments to the platform and share with the partner before publishing.

At this stage, it is free to join the Pact but this will be considered after a two-year period to explore whether the growth and scale-up of the initiative would require the need for funds from partners.

6. Permissions

All contributions will be evaluated before being accepted as a contribution to Green Jobs for Youth Pact and published on the website. You may receive feedback from the Green Jobs for Youth Pact team. Once approved by Green Jobs for Youth Pact, the contribution and regular progress updates will be publicly available online. Once a contribution has been accepted for publication on this website, your organization or entity will become a partner in the multi-stakeholder alliance of Green Jobs for Youth Pact. You also agree to provide updates on progress and impact when requested.

- I grant to the Green Jobs for Youth Pact – ILO, UNEP and UNICEF a permanent, irrevocable, royalty free, non-exclusive license (including a right of sublicense) to use, reproduce, adapt, publish, distribute and communicate to the public the materials I have provided for the purposes of this website.
- I understand that the right to sublicense includes the right for the Green Jobs for Youth Pact – ILO, UNEP and UNICEF to authorize reproduction of the materials I have provided, including images. This excludes fields which specifically state that the information will not be made public.
- I confirm that my organization wishes to become a Green Jobs for Youth Pact partner and grant the permission to the Green Jobs for Youth Pact – ILO, UNEP and UNICEF - display publicly our logo or emblem on this website and in related communications materials.

7. Send for approval

After completing the commitment information, send by email the commitment draft to your focal point at Green Jobs for Youth Pact team (ILO, UNICEF, or UNEP). You will receive an email with feedback from the team in 14 working days. All contributions will be evaluated before being accepted as a contribution to Green Jobs for Youth Pact and published on the website.

8. Review process

When a commitment is submitted, the reviewing process starts. The focal point of your organization will receive an email notification regarding the feedback provided by the Green Jobs for Youth Pact Team. To complete the commitment process, please review our feedback carefully and resubmit a revised draft as soon as possible. During this period, we may request further information or set up a call/in-person meeting with you. Not all submissions will be accepted as a contribution to Green Jobs for Youth Pact. The Green Jobs for Youth

team may reject any inappropriate submission/draft. In this case, the focal point will be notified.

9. Roles and responsibilities as partners of the Pact

1) Monitoring and accountability

Partners of Green Jobs for Youth Pact agree to provide updates on progress and impact of their commitment(s) on an annual basis through a report. The information will be available publicly on the engagement platform and on the UN Partnerships for SDGs platform to monitor progress of the commitment(s) and to provide a platform for partners to share the achievements and lessons learned based on the commitment(s).

The reporting will follow each organization/entity in house reporting rules.

2) Communication and Outreach

Partners of the Green Jobs for Youth Pact agree to actively share and repost events, new commitments, outputs, and results through their respective networks and social media channels. This collaborative effort will ensure broader visibility and engagement across all platforms, amplifying the impact and reach of the Pact's initiatives.

Partners of the Green Jobs for Youth Pact agree to actively promote the activities taking place under the Pact during international events, conferences, and relevant country-level initiatives. This will help to raise awareness and highlight the Pact's contributions on various global and local platforms whenever appropriate.