

DECENT JOBS FOR YOUTH

IMPACT REPORT

Decent Jobs for Youth is the global initiative to scale up action and impact on youth employment under the 2030 Agenda for Sustainable Development

2019-2021

Impact report by partners of:



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Citi Foundation



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The report is a product of the first systematic monitoring process undertaken with partners of Decent Jobs for Youth. We are highly appreciative of the collaboration and contributions by all partners who dedicated their time and expertise and diligently shared their work and impact results with us. We are particularly grateful to the many young changemakers who shared their perspectives to enrich this report. Their experiences will undoubtedly shed light on effective actions to promote productive employment and decent work among young people, everywhere.

The COVID-19 pandemic has altered our work, pushing this publication to end of 2020. The new timeline has nevertheless offered us the opportunity to integrate the work of our partners in counteracting the harsh impacts of the pandemic on young people. This report acknowledges their commitment and rapid response to the crisis and offers inspiration to continue advancing investments with and for young people to avoid "a lockdown generation".

We also wish to thank the colleagues at the ILO and other United Nations (UN) entities for their valuable feedback on the report design and drafting. This is a product of true collaboration and a testament to the impressive achievements of the partnership and opportunities for greater scale and action in the platform of Decent Jobs for Youth.

This report was possible thanks to the outstanding work by the team who led the monitoring and reporting processes, Helen Osborne and Kevin Hempel, with indispensable support from Sava Pantelic. We are grateful to Eesha Moitra from the ILO for bringing the report to closure with the important updates on COVID-19 and the work of our partners in 2020.

Last but not least, we would also like to acknowledge and express our thanks to the Citi Foundation, the Ministry of Labour and Social Economy of Spain, and the Ministry of Foreign and European Affairs of Luxembourg for their continued commitment and financial support to Decent Jobs for Youth.

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ABBREVIATIONS AND ACRONYMS

3RP	Syria Regional Refugee and Resilience Plan	FOMIN	Multilateral Investment Fund of the Inter-American Development Bank
a2i	Access to Information, Bangladesh	G20	Group of 20/ICSB International Council for Small Business
ALMP	Active labour market policies	GenU	Generation Unlimited
ANND	Arab NGO Network for Development	ICT	Information and communications technology
AU	African Union	IDRC	International Development Research Centre, Canada
AUDA-NEPAD	African Union Development Agency – New Partnership for Africa’s Development	IFAD	International Fund for Agricultural Development
AYC	Asian Youth Community	ILO	International Labour Organization
CEB	United Nations System Chief Executives Board for Coordination	INCLUDE	The Knowledge Platform on Inclusive Development Policies
CFYE	Challenge Fund for Youth Employment	INJUVE	The National Youth Institute of Argentina (Instituto Nacional de Juventud de Argentina)
CIRAD	French Agricultural Research Centre for International Development	ITC	International Trade Centre
CIS	Commonwealth of Independent States	ITCILO	International Training Centre of the International Labour Organization
ECOSOC	United Nations Economic and Social Council	ITU	International Telecommunications Union
ECOWAS	Economic Community of West African States	J-PAL	Abdul Latif Jameel Poverty Action Lab
EFE	Education for Employment	M&E	Monitoring and Evaluation
EST	European Student Think Tank	MEL	Monitoring, Evaluation and Learning
Eurofound	European Foundation for the Improvement of Living and Working Conditions	MENA	Middle East and North Africa
FAO	Food and Agriculture Organization	MSMEs	Micro-, small- and medium-sized enterprises
FMYSO	Nigeria, Federal Ministry of Youth and Sports Development	NEET	Not in Education, Employment, or Training

NENA	Near East and North Africa	UNESCO	United Nations Educational, Scientific and Cultural Organization
NGO	Non-governmental organization	UNEP	United Nations Environment Programme
NIYEAP	The Nigerian Youth Employment Action Plan	UNFPA	United Nations Population Fund
OIJ	International Youth Organization for Ibero-America (Organismo Internacional de Juventud para Ibero-América)	UNHCR	United Nations High Commissioner for Refugees
OSH	Occupational Safety and Health	UNIAPAC	International Christian Union of Business Executives
PAGE	Partnership for Action on the Green Economy	UNICEF	United Nations Children's Fund
SDG8	Sustainable Development Goal 8	UNIDO	United Nations Industrial Development Organization
SDG	Sustainable Development Goal	UNMGCY	United Nations Major Group for Children and Youth
SIB	Social Impact Bond	UNOCT	United Nations Office of Counter-Terrorism
SMART	Specific, Measurable, Achievable, Resource-based, with clear and Time-based deliverables	UN-PBSO	United Nations Peacebuilding Support Office
STEM	Science, Technology, Engineering and Mathematics	UNV	United Nations Volunteers
SYTDR	Strategic Youth and Trade Development Roadmap	USAID	United States Agency for International Development
TVET	Technical and Vocational Education and Training	WBL	Work-Based Learning
UN	United Nations	WYR	World Youth Report
UN CEB	United Nations System Chief Executives Board for Coordination	YBI	Youth Business International
UNCDF	United Nations Capital Development Fund	YEFG	Youth Employment Funders Group
UNCTAD	United Nations Conference on Trade and Development	YFJ	European Youth Forum
UN DESA	United Nations Department of Economic and Social Affairs		
UNDP	United Nations Development Programme		

FOREWORD

BY GUY RYDER

ILO DIRECTOR-GENERAL

These are times of terrible uncertainty for young jobseekers. The already-complex labour market challenges they face have been made worse by COVID-19. The socio-economic consequences of the pandemic mean our next generation of workers will be trying to start their working lives in a time of political discord and fears of a global economic recession.

Even before ‘Coronavirus’ became a household word, more than 125 million young people around the world were working but not earning enough to lift themselves out of poverty. A further 267 million youth were not in employment, education or training – so-called NEETs - with young women three times more likely than their male counterparts to be neither employed nor in school.

If we are to find innovative solutions that produce results, in depth and at scale, we must work together. At the ILO, the Global Initiative on Decent Jobs for Youth is our avenue for delivering transformative change, working for and with young people to meet our shared commitment to the 2030 Agenda for Sustainable Development.

The vision behind the Global Initiative is of a world in which young women and men everywhere have greater access to productive employment and decent work. Its four-part strategy, endorsed by all United Nations system heads in November 2015, consists of building a strategic alliance of partners, harmonizing and scaling up action, developing and sharing knowledge, and mobilizing resources for smarter and more effective investments in youth employment.

I am proud that progress has been made on all four of these strategic pillars.

Decent Jobs for Youth has become a key convener of youth employment dialogues that amplify the voices of young people while advocating for the respect and protection of their rights, especially labour rights. Decent Jobs for Youth is also unequivocally an inclusive, multi-stakeholder partnership whose work is infused with a real spirit of collaboration. With the engagement of 80 partner organizations - including UN entities, national governments, social partners, youth-led organizations, the private sector, academic institutions and civil society - we are shaping a human-centred future of work for youth.

The evidence and best practices that have been gathered on the Decent Jobs for Youth Knowledge Facility are informing our work and investments in key areas; including digital and green jobs, quality apprenticeships, youth entrepreneurship and self-employment, and the transition to the formal economy. This knowledge is also improving our understanding of what works in supporting the transition to decent work of young people in the rural economy, those living in fragile situations and those working in hazardous occupations.

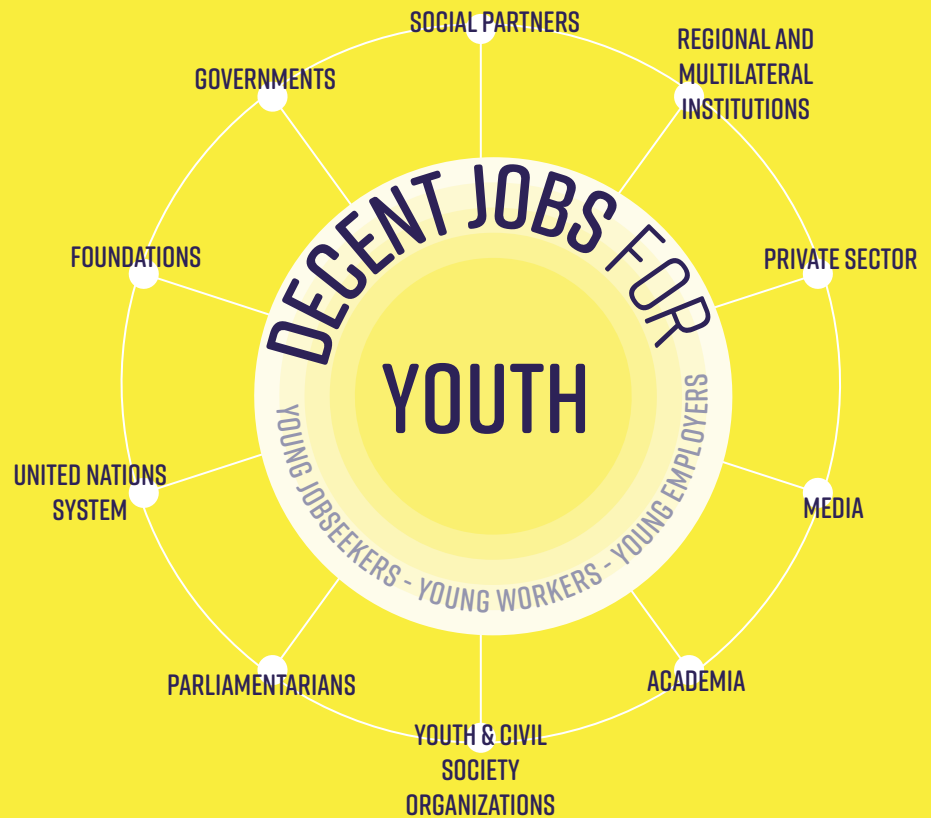
We are already seeing measurable results, which are detailed in this first Decent Jobs for Youth Impact Report. But we need to do more. Progress towards achieving the Sustainable Development Goals (SDGs) has been too slow. The impact of COVID-19 means that investing in the future of our youth is more crucial than ever. We now know what works. We must apply that knowledge with greater energy, commitment and collaboration. If we get our response right we can support both recovery from the crisis and progress towards the longer-term targets of the SDGs.

This Impact Report is published in the spirit of transparency and accountability that the Initiative seeks to generate across the youth employment sector. I hope that in reflecting on the shared achievements and lessons of our global movement you will be inspired to join this growing community and help make decent jobs a reality for young people everywhere.

ABOUT US



WHO WE ARE



The Global Initiative on Decent Jobs for Youth ('Decent Jobs for Youth') is an inclusive global alliance of partners committed to scaling up action and impact on youth employment under the 2030 Agenda for Sustainable Development. We work with and for young people around the world to improve their prospects of decent jobs today and tomorrow.

Since we launched in 2016, 80 like-minded yet diverse partners have joined our common cause: a world in which young women and men have greater access to decent work. Our worldwide Alliance recognizes the important roles of governments, social partners, youth and civil society, parliamentarians, the private sector, the media, the UN, academia, foundations and regional institutions in promoting decent work for youth. Collectively our partners bring a vast network of resources, knowledge and partnerships that we can leverage to achieve a long-lasting, positive impact on the lives of young people everywhere.

With the endorsement of the UN System Chief Executives Board for Coordination (CEB), Decent Jobs for Youth brings together 24 UN entities to shape and take a leading role in the Initiative's purpose and priorities. We are the implementing arm of the UN Youth Strategy's

priority on Economic Empowerment through Decent Work, taking forward a core mandate of the SDGs. This system-wide approach brings coherence across the UN that is a critical part of reaching the systemic change needed to respond to the multiple challenges faced by young people around the world.

"We commit to Decent Jobs for Youth, because this is a critical component of achieving the UN 2030 agenda and in building an inclusive and sustainable global society. The International Trade Centre is committed to boosting youth employment opportunities and entrepreneurship ecosystems across the globe to allow youth to become key actors in promoting and benefiting from 'good trade'. Partnership is an integral part of making this happen. Partnership amongst agencies, between countries and with youth employment and entrepreneurship stakeholders. The Global Initiative on Decent Jobs for Youth offers this platform for collaboration, dialogue and action."



MS. PAMELA COKE-HAMILTON
Executive Director, International Trade Centre (ITC)

“We commit to Decent Jobs for Youth, because we believe that all young people – regardless of their gender, ability, or location – should be empowered to benefit from the employment opportunities offered by the digital economy. In the digital age, investing in digital skills development for youth is a win-win strategy: it makes youth more employable and likely to succeed as digital entrepreneurs, while connecting employers to the talent they need and sparking innovation across sectors. International Telecommunication Union (ITU) proudly continues to lead the digital skills for youth thematic priority of Decent Jobs for Youth, and to encourage the global community to invest in equipping millions of youth with digital skills.”



MR. HOULIN ZHAO
Secretary-General,
The International
Telecommunication
Union (ITU)

“Being a partner of the Initiative has facilitated UNIDO’s positioning in the area of youth employment and entrepreneurship, and has provided leverage to align its programmatic activities with the global agenda on youth, particularly with the UN Youth 2030 Strategy, to which the Decent Jobs for Youth Initiative also responds.”



MR. LI YONG
Director General,
United Nations Industrial
Development Organization
(UNIDO)

“The Initiative has provided the Citi Foundation with a platform to both learn from the work of other organisations and share with them the features of the Foundation’s solutions to youth unemployment. The collective aspect of the partnership has empowered the sector with a tool to scale knowledge, solutions and challenges at an unprecedented level.”



MS. FLORENCIA SPANGARO
Director of Programmes,
Citi Foundation

“We commit to Decent Jobs for Youth, because we want to help equip the next generation for employment. In large parts of the world where informality prevails, it starts with providing youth with formal job opportunities. Globally, through ‘Nestlé needs YOUth’, we help young people develop the skills they will need to find jobs. We also support them to become creative innovators at Nestlé, successful agripreneurs, entrepreneurs and game changers regardless of their field or level of expertise. It helps boost our business too, because youngsters drive change and innovation in our company, keeping it dynamic and competitive.”



MR. LAURENT FREIXE
Executive Vice President,
Nestlé

“We commit to Decent Jobs for Youth because it brings together the vast global resources and convening power of the UN and other global key partners to maximize the effectiveness of youth employment investments and assist Member States in delivering on the SDGs. Collaboration and coordinated action are key if we want to deliver on the 2030 Agenda for Sustainable Development. Poverty, hazardous work, early marriage and childbirth, and unsafe migration create environments in which urban and rural youth are unable to break out of the intergenerational cycle of poverty. Alongside our partners, we see it in our hands to be involved and help to create a prosperous and secure future for young people around the world. We commit to providing youth with the capabilities, opportunities, and enabling environments that they need in order to earn and maintain decent work, and to successfully transition to adulthood.”



MS. SILVIA PARUZZOLO
Global Head, Child Poverty,
Save the Children

“For us, the Global Initiative on Decent Jobs for Youth represents a unique opportunity to scale up awareness and concerted action to provide young women and men with the skills and economic opportunities that will allow them to build a better future for themselves, their families, and their communities.”



MS. ANA MARTINIGUI
Chief Executive Officer
Europe, Education for
Employment (EFE)

81 THEMATIC PRIORITIES

PROVIDE A
COMPREHENSIVE
FRAMEWORK FOR
INCREASING ACCESS TO
DECENT JOBS FOR YOUTH

BUILDING A GLOBAL
ALLIANCE WITH
SHARED PURPOSE

SCALING AND
INNOVATING THROUGH
JOINED-UP **ACTION**

MOBILIZING AND
COORDINATING
RESOURCES

SHARING AND
APPLYING
KNOWLEDGE

15 GUIDING PRINCIPLES

HELP DRIVE THE
QUALITY AND
INCLUSIVITY OF
INVESTMENTS

WHAT WE DO

Decent Jobs for Youth addresses the lack of scale, pace and coherence in the response to the global youth employment challenge. Our strategy pursues one overarching goal: to leverage **Knowledge, Alliances** and **Resources** to foster **Action** that leads to tangible results for young people.

We:

- » Build a strategic **Alliance** of committed partners, and engage stakeholders and world leaders in high-level policy action on youth employment;
- » Expand and scale-up context-specific **Action** at the national and regional levels for systematic and coherent policies and interventions on youth employment;
- » Pool existing expertise and enhance **Knowledge** development and dissemination on what works for youth employment;
- » Leverage **Resources** from existing facilities and mobilize additional resources.

We carry this out across **eight thematic priorities**. For programming and policymaking, these cover different intervention areas, such as quality apprenticeships or entrepreneurship, different contexts, such as rural or fragile settings, and they support disadvantaged youth, such as young workers in hazardous occupations.

All partners of the Initiative subscribe to **fifteen guiding principles**, which provide a framework for effective and collaborative action, a quality benchmark and a shared identity across partners. They encompass best practices in youth employment interventions, including: respect for human rights; gender equality; recognition of heterogeneity of youth; and balance in labour market supply and demand.

COMMITMENTS IN ACTION

Partners take action by making a commitment to Decent Jobs for Youth. **A commitment is a pledge to take joint action on youth employment and a direct contribution towards the 2030 Agenda for Sustainable Development.**

Between the launch of Decent Jobs for Youth and mid-November 2020, partners have made 66 commitments to the Initiative¹ taking forward our cross-cutting agenda of creating synergies through collaboration, scaling up action, sharing and applying knowledge and mobilizing and coordinating resources.

¹ The reporting timeframe is November 2017 when the commitment platform was launched, to November 2020. See Annex 3 for more detail about the reporting methodology

DECENT JOBS FOR YOUTH PARTNER COMMITMENTS

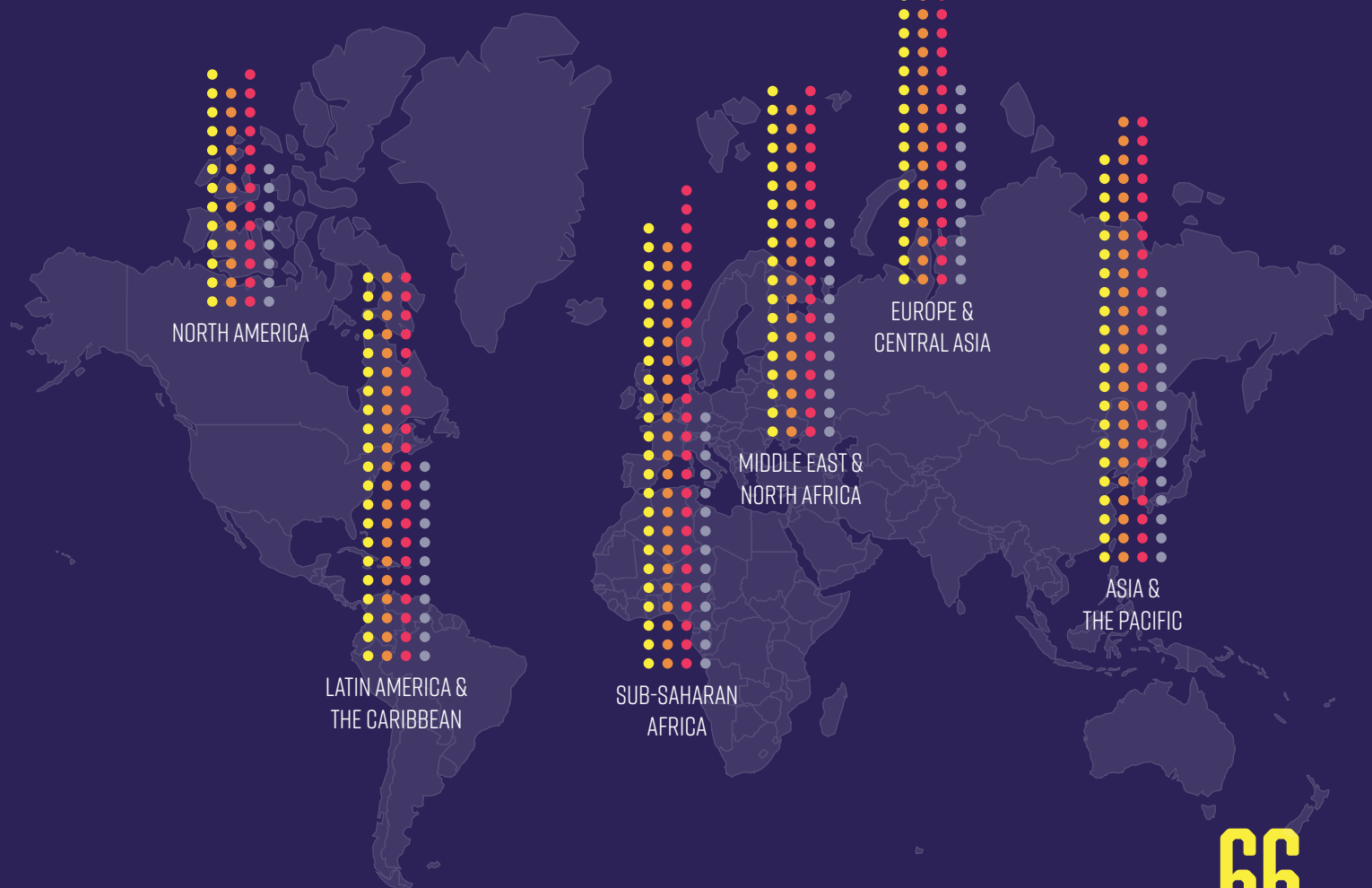
The map showcases the geographical distribution of Decent Jobs for Youth partner commitments and how each of the Initiative's four strategic pillars is incorporated in the commitments.

33,268,341

NUMBER OF YOUNG PEOPLE
TO BE BENEFITED DIRECTLY

58

PARTNERS



66

COMMITMENTS

US \$658,061,421

VALUE OF RESOURCES COMMITTED

WHY NOW

Global challenge. Creating decent jobs for all youth is an urgent global challenge, particularly in light of the wide-scale impacts of the coronavirus pandemic on the lives of young people. In most regions, youth unemployment was already two to four times higher than adult unemployment before the pandemic. Moreover, a large share of young people were “idle”, neither working nor studying, discouraged even to look for work. Even when young people found jobs, they were more likely to work in vulnerable and precarious employment, including in the informal economy, and suffer from higher rates of working poverty than adults². The current pandemic has exacerbated these challenges, making action on youth employment all the more urgent.

Lasting effects. Existing research³ shows that the failure to give young people the opportunity for a successful school-to-work transition can lead to long-lasting “scarring” effects, including future joblessness, lower life-time earnings, and negative consequences on their physical, emotional, and mental wellbeing. The underutilization of human potential is also costly for societies at large. High youth un- and underemployment reduce economic growth and government revenues, and young people’s frustrations can have negative effects on social cohesion and political stability. The COVID-19 pandemic has brought up shocks on both the youth labour demand and supply and, based on the experience of the 2008 financial and economic crisis, we can expect lasting negative

impacts on youth unemployment and rather slow recovery in the long-term unemployment rate among young people. The lack of quality employment is also considered one of the key drivers for young people to migrate, either within their countries or internationally.

Limited progress and the challenges emerged with COVID-19. Even though youth employment has become a policy priority in many countries across the globe during the last decade, progress in improving young people’s labour market outcomes remains modest and further stricken by the impacts of the pandemic. Despite investments from governments, international organisations and other stakeholders, and despite an improving knowledge base on what works to improve youth employment outcomes, this has not yet translated into tangible improvements for young people at the scale needed. At the same time, the world of work is undergoing major structural changes driven by technology, climate change and environment, demographic changes and globalization. New challenges are emerging, including in the context of the COVID-19 crisis, that disrupt current patterns of production and give rise to new forms of employment⁴. They require policy makers to adopt innovative approaches to youth employment, from investments to stimulate the economy and employment, to strategies to support youth-led enterprises, the jobs and incomes of young workers, and their safety and protection at work⁵.

² See for example: Global Employment Trends for Youth 2017: Paths to a better working future International Labour Office – Geneva: ILO, 2017

³ See for example: Kluge J, Puerto S, Robalino D, Romero J M, Rother F, Stöterau J, Weidenkaff F, Witte M. Interventions to improve the labour market outcomes of youth: a systematic review of training, entrepreneurship promotion, employment services, and subsidized employment interventions. Campbell Systematic Reviews 2017:12 DOI: 10.4073/csr.2017.12

⁴ See ILO research on the future of work: <https://www.ilo.org/global/topics/future-of-work/publications/lang--en/index.htm>

⁵ See ILO policy brief on youth employment and COVID-19: https://www.ilo.org/emppolicy/pubs/WCMS_746031/lang--en/index.htm

Key constraints. One of the key constraints to converting increased attention into tangible improvements is that the international community's initiatives often remain fragmented and small-scale, not matching the magnitude of the challenge. When initiatives are successful, they often fail to be scaled-up through national systems. And even though we know much more than a decade ago on how to design successful policies and programmes, this knowledge often fails to reach the right people at the local level in charge of the institutions and initiatives serving young people.

New ways to cooperate, invest, and learn.

The SDGs emphasize the vision of “full and productive employment and decent work for all” (SDG 8). This requires international cooperation and a global coalition of partners who can rally the necessary investments, expertise and implementation capacity to trigger bold new action, generate and foster the use of evidence, and enhance coherence across the UN system and beyond. In doing so, listening to and working with young people, and respecting their rights, is key to successfully supporting their prospects.

“Partnerships such as Decent Jobs for Youth are critical in catalysing innovative action at all levels. It is also garnering much needed system-wide commitment. It is crucial to support young people in this way as they will be agents of change in shaping the future of work”.



MR. ACHIM STEINER

Administrator, United Nations Development Programme (UNDP) – quoted at Decent Jobs for Youth annual meeting 2019

2 MILLION YOUNG PEOPLE ARE CURRENTLY UNEMPLOYED

14 PERCENT PERCENT OF YOUNG PEOPLE ARE NOT IN EMPLOYMENT, EDUCATION OR TRAINING

52 PERCENT PERCENT OF YOUNG WOMEN ARE EITHER WORKING OR LOOKING FOR WORK

9 MILLION YOUNG PEOPLE ARE CURRENTLY UNEMPLOYED

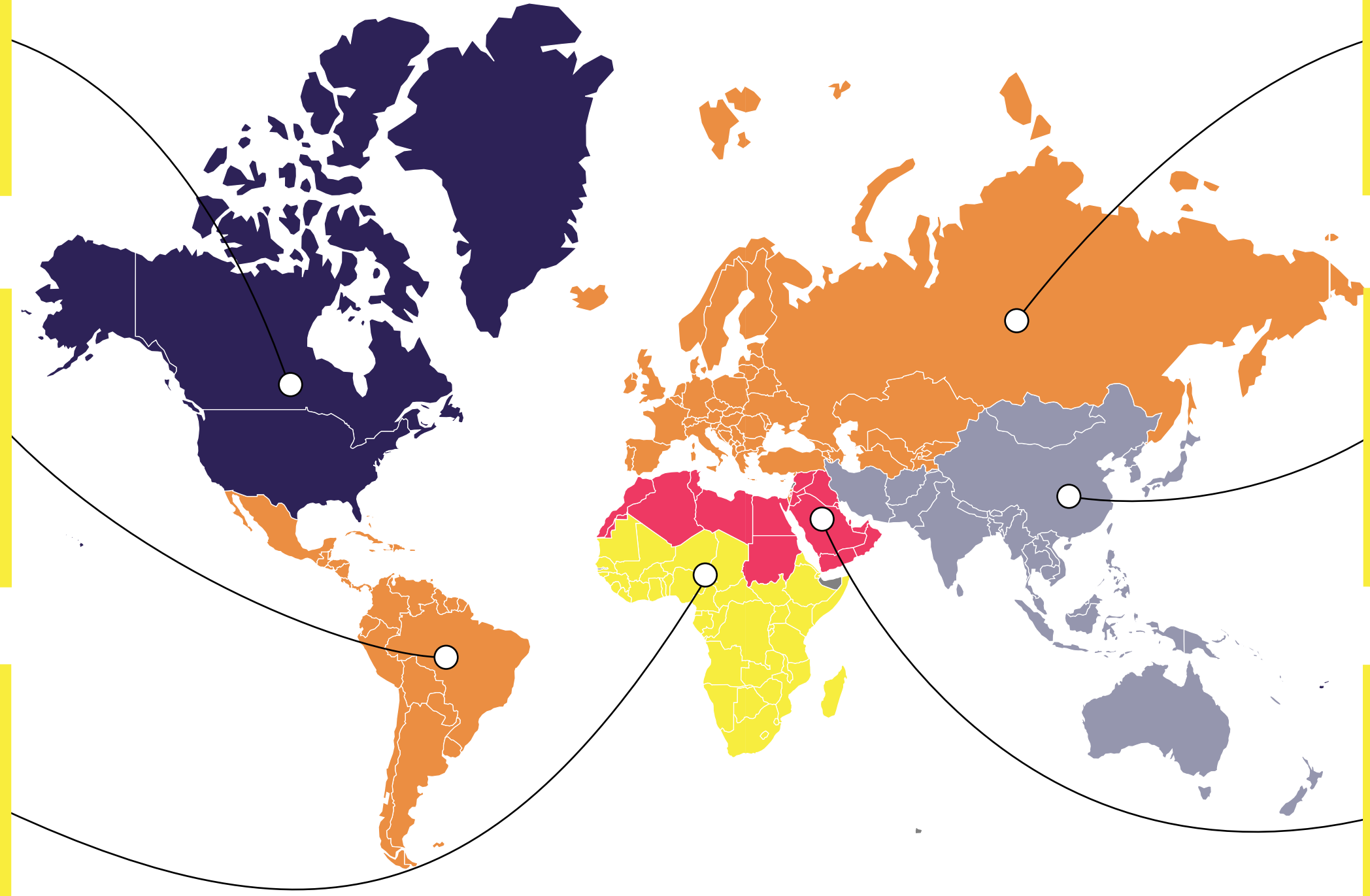
3 MILLION YOUNG PEOPLE ARE WORKING BUT LIVING IN POVERTY

22 PERCENT OF YOUNG PEOPLE ARE NOT IN EMPLOYMENT, EDUCATION OR TRAINING

9 MILLION YOUNG PEOPLE ARE CURRENTLY UNEMPLOYED

65 MILLION YOUNG PEOPLE ARE WORKING BUT LIVING IN POVERTY

19 PERCENT OF YOUNG PEOPLE ARE NOT IN EMPLOYMENT, EDUCATION OR TRAINING



6 MILLION YOUNG PEOPLE ARE CURRENTLY UNEMPLOYED

1 MILLION* YOUNG PEOPLE ARE WORKING BUT LIVING IN POVERTY

22 PERCENT** OF YOUNG PEOPLE ARE NOT IN EMPLOYMENT, EDUCATION OR TRAINING

35 MILLION YOUNG PEOPLE ARE CURRENTLY UNEMPLOYED

55 MILLION YOUNG PEOPLE ARE WORKING BUT LIVING IN POVERTY

31 PERCENT*** OF YOUNG PEOPLE ARE NOT IN EMPLOYMENT, EDUCATION OR TRAINING

5 MILLION YOUNG PEOPLE ARE CURRENTLY UNEMPLOYED

25 PERCENT YOUNG PEOPLE ARE WORKING BUT LIVING IN POVERTY

34 PERCENT**** OF YOUNG PEOPLE ARE NOT IN EMPLOYMENT, EDUCATION OR TRAINING

Source: Global Employment Trends for Youth 2020: Technology and the future of jobs
Please note that these are pre-pandemic figures that are likely to have changed since.

* In Central and Western Asia.
** In Central and Western Asia. This figure is 15 per cent in Eastern Europe and 11 per cent in Northern, Southern and Western Europe.
*** In Southern Asia. This figure is 18 per cent in South-Eastern Asia and the Pacific and 17 per cent in Eastern Asia.
**** In The Arab States. This figure is 27 per cent in Northern Africa.

OUR ROLE IN THE SDGS

Delivering on the 2030 Agenda for Sustainable Development. Decent Jobs for Youth is the overarching global initiative on youth employment under the 2030 Agenda for Sustainable Development. With ILO's leadership, our strategy was devised in 2015 by 19 UN entities committed to increasing the impact of youth employment policies and expanding country-level action. It was endorsed by the UN CEB in November 2015 and launched at the ECOSOC Youth Forum in February 2016.

Impact across SDGs. Through the partner commitments model, Decent Jobs for Youth is designed to deliver impact across all SDGs. While there is a momentum on SDG 8⁶, the dynamic interlinkages of decent work and economic growth mainstream youth employment across the entire Agenda.

Alignment with SDGs reporting. When designing their commitment, Partners specify how their commitment will contribute towards up to **four SDGs and four targets**. Reporting the Initiative's progress – including the results our partners deliver through their commitments – contributes to overall reporting on progress towards the SDGs. Decent Jobs for Youth serves as an action network of the **UN Partnerships for SDGs**⁷, the United Nations' global registry of voluntary commitments and multi-stakeholder partnerships, and is aligned with its reporting framework.

LINKAGES BETWEEN THE SDGS AND THE COMMITMENTS PLEDGED BY PARTNERS TOWARDS DECENT JOBS FOR YOUTH



⁶ Goal 8 is: “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”.

⁷ See <https://sustainabledevelopment.un.org/partnerships/actionnetworks>

CITI FOUNDATION

How does being part of Decent Jobs for Youth help support Citi Foundation's commitment to contributing to implementation of the SDGs?

"We have found that innovations designed and nurtured through collaboration are more likely to succeed in the long term. This was our experience when we co-created Youth Co:Lab in partnership with the UNDP in 2017. Youth Co:Lab is a regional program in Asia that empowers youth to accelerate implementation of the Sustainable Development Goals through entrepreneurship and social innovation. Since its inception, the program has enabled the creation or expansion of over 500 youth-led social enterprises, from an online sign language interpretation tool that enhances communication for the 9 million deaf people in Pakistan to a social enterprise that upcycles textile waste by collecting old clothes and transforming them into higher value products, such as footwear and bags.

A key driver of the program's success is Youth Co:Lab's ability to form alliances with over 100 government, public, and private sector partners to foster a more enabling youth entrepreneurship ecosystem across the region. The program creates national dialogues in which stakeholders across all sectors, including youth, identify local development challenges and solutions, and mentorship and skills training are provided to youth entrepreneurs to empower them to develop solutions. The Decent Jobs for Youth Platform takes this multi-stakeholder approach and scales it. The ability that the platform provides us to tap into the perspective and expertise of different actors enables us to develop and invest in solutions like the Youth Co:Lab – solutions that root their success in their collaborative, holistic approach."



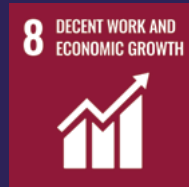
MR. ANUAR JURAINI
Program Officer, Citi Foundation, and



MR. YIBIN CHU
Director and Head of Corporate Citizenship, Asia Pacific

LINKAGES BETWEEN THE SDGS AND THE COMMITMENTS PLEDGED BY PARTNERS TOWARDS DECENT JOBS FOR YOUTH

21
COMMITMENTS



12
COMMITMENTS



3
COMMITMENTS



3
COMMITMENTS



3
COMMITMENTS



VIEWPOINT

BY THE UN ENVOY ON YOUTH

‘Decent Jobs for Youth promote prosperity, participation and peace’

Decent jobs for youth are pathways to economic inclusion, social progress and peaceful and active civic engagement, both for the individuals and for our communities at large. The socio-economic impacts of the COVID-19 pandemic will continue to disproportionately affect young people, some of whom had not yet recovered from the previous economic downturn, while most brace to step into a very uncertain future. Understanding young people’s aspirations and giving them the capabilities and the confidence to realize their goals is paramount to build back better post-pandemic. Young people need to be architects of their shared future, with their voices heard and their rights respected.

This is the approach that has underlined the UN’s work with young people in the design and the ongoing implementation of the SDGs. Far from being mere mentions in and beneficiaries of the 2030 Agenda, young people were active contributors to its development and continue to be engaged in the frameworks and processes that support its implementation, follow-up and review.

The UN recognizes it is uniquely placed to act as a source of protection and support for young people and a platform through which their needs can be addressed, their voices can be amplified, and their engagement can be advanced. On this basis, the UN Youth Strategy YOUTH:2030 was launched in 2018 as an umbrella framework to guide the entire UN as it steps up its work with and for young people across its three pillars – peace and security, human rights, and sustainable development – in all contexts.

One of the five priorities in the Strategy is: “Economic Empowerment through Decent Work - Support young people’s greater access to decent work and productive employment”. Specifically, it sets out a commitment

to: “Renew and strengthen efforts toward decent work for young people by focusing on evidence-based, scalable and innovative solutions and alliances, that translate into positive outcomes for all, locally and globally, including in fragile situations”. This is precisely the purpose and mandate of the Global Initiative on Decent Jobs for Youth, and we are delighted that the Initiative is an official implementer of the Strategy.

The Initiative’s focus on a balanced approach across quantity and quality of jobs, its Guiding Principles that promote quality and inclusivity in investments, and its commitment to elevate the voices and rights of young people are all critical success factors of its work. By virtue of its design, the Initiative ensures that young people actively participate in its activities. Youth-led organisations have been valued Partners of the Initiative since its launch, while youth representatives have played a central role in a variety of the Initiative’s event. What is more, the Initiative’s thematic priority areas offer targeted action plans for specific demographics, including youth in hazardous employment, in fragile situations and transitioning to the formal economy.

The Initiative is pushing the boundaries in collaboration, working with partners large and small, global and local, experienced and emerging, from all sectors and all corners of the world. The Initiative’s flagship approach also makes an important contribution to uniting action across ‘One UN’. We are stronger working together, and we owe it to the 1.8 billion young people around the world to work coherently with them to make a difference in their community.

We look forward to continuing to collaborate closely with the Decent Jobs for Youth and to leveraging the good practices and lessons learned to foster a more youth-inclusive future for all, especially taking into consideration the adverse impacts this pandemic has had on the education and employment situations of young people around the world.

OUR IMPACT IN SUMMARY



BUILDING A STRATEGIC ALLIANCE

1ST EVER UN-WIDE EFFORT FOR THE PROMOTION OF YOUTH EMPLOYMENT WORLDWIDE

24 UN ENTITIES
joined together to set up the Global Initiative

5 YEARS
IN OPERATION

INCREASINGLY DIVERSE MULTI-STAKEHOLDER PARTNERSHIP

7 YOUTH ORGS & **18** CIVIL SOCIETY AND NGOs
have joined the Initiative since its inception

7 GOVERNMENTS & **9** PRIVATE SECTOR
entities pledged commitments

RAPIDLY EXPANDING PARTNERSHIP

58 PARTNERS
pledged commitments

76 PARTNERS
building the Decent Jobs for Youth community

GROWING CONNECTED GLOBAL COMMUNITY

3,973 TWITTER FOLLOWERS

781 LINKEDIN FOLLOWERS

1,242 ORGS
registered on the DJY online platform

Active users of the website come from over

120 COUNTRIES



SCALING UP ACTION AND IMPACT

8 THEMATIC PRIORITIES
drive action

Increasing number of partner commitments

66 COMMITMENTS PLEDGED

15 GUIDING PRINCIPLES
enhance quality and inclusivity of action

Increasing number of youth beneficiaries

33,268,341
YOUNG PEOPLE TARGETED BY COMMITMENTS

16 SDGs
directly impacted by commitments



SHARING AND APPLYING KNOWLEDGE

ACTION-ORIENTED CONVENING AGENDA

130+ EVENTS HELD

or planned since launch: conferences, webinars, workshops, academies, advocacy events organized or participated in

2 ANNUAL CONFERENCES

bringing together Decent Jobs for Youth partners and youth employment stakeholders

Upcoming VIRTUAL COMMUNITY FORUM

to share evidence and best practices on youth employment

ACTION-ORIENTED RESEARCH AGENDA

8 COUNTRIES

engaged in comparative research for Sub Saharan Africa

75 EXPERTS

collaborated in reviewing research proposals

40+ ACADEMICS AND PRACTITIONERS

engaged in youth transitions research via the Global Interdisciplinary Network of Policy Research on Youth Transitions

ACTION-ORIENTED KNOWLEDGE AGENDA

561 KEY KNOWLEDGE RESOURCES on youth employment

68 PARTNERS have made knowledge contributions

7 KNOWLEDGE PARTNERS part of a task team to jointly design and develop the knowledge facility

72K VIEWS

of the Knowledge Facility content pages have been registered till date

MONTHLY

insight newsletters informing stakeholders on the latest knowledge and engagement opportunities



MOBILIZING RESOURCES

US\$ 658,061,421

COMMITTED BY PARTNERS

US\$ 149,652,609

PLEGGED IN 2017 TO KICK START THE INITIATIVE

48 PARTNERS pledged to provide staff/ technical expertise as part of their commitments

US\$ 171,000,000

SIZE OF YOUTH EMPLOYMENT CHALLENGE FUND PLEDGED BY THE GOVERNMENT OF NETHERLANDS

26 PARTNERS offer financial or/or in-kind contributions as part of their commitments

EMPOWERING YOUTH RIGHTS AND VOICES

7 YOUTH ORGANISATIONS actively engaged in our work

12,000+ RESPONSES

Global Survey on Youth & COVID-19

HIGHLIGHTS TIMELINE

MARCH/
NOVEMBER 2015

DESIGN
After a 7- month design phase, the Strategy was adopted by the HLCP (Oct 2015) and endorsed by the UN CEB (Nov 2015)

FEBRUARY 2016

LAUNCH
Decent Jobs for Youth launched by ILO Director-General at ECOSOC Youth Forum, New York.

ALLIANCE
Kick off team established with FAO, UNDP, UNEP, UNFPA, UNIDO, UNWOMEN, and ILO. Strategies for partnerships, knowledge and communications outlined.

JANUARY 2017

ADVOCACY
7 UN entities convene stakeholders at a session “Ending poverty in all its forms and creating decent jobs for youth” at the 2017 ECOSOC Youth Forum, New York

APRIL 2017

KNOWLEDGE
Conference: G20 Conference “ONE WORLD - No Hunger. Future of the Rural World” in Berlin. DJY welcomed as a “valuable platform for strengthened cooperation and policy coherence” in 2017 G20 Declaration

JUNE 2017

ACTION
ITU and ILO launched “Digital Skills for Decent Jobs for Youth” Campaign to mobilize action that bring the benefits of the digital economy to young people

ACTION
5 UN entities launch “Youth Entrepreneurship and Self-employment” campaign to assist young entrepreneurs and improve the sustainability and quality of self-employment opportunities for youth

SEPTEMBER 2017

RESOURCES
Government of Spain joins Decent Jobs for Youth and pledges EUR 2 million to advance its operationalization

ADVOCACY
Decent Jobs for Youth convenes dialogue on Youth Employment for Peace and Resilience in collaboration with Spain and Tunisia on the margins of UNGA, New York

NOVEMBER 2017

ALLIANCE
Decent Jobs for Youth online engagement platform launched

ALLIANCE
By end 2017, Decent Jobs for Youth received 15 commitments from 13 partners, serving a total of 16,412,675 youth across the globe through investments nearing USD 150 million.

NOVEMBER 2017

ALLIANCE
Citi Foundation pledges USD 100 million to prepare 500,000 young people to join the world of work

ALLIANCE
Nestlé commits to helping 10 million young people gain access to economic opportunities

KNOWLEDGE
The ILO publishes “ILO Toolkit for Quality Apprenticeships – Vol. 1: “Guide for Policy Makers”

FEBRUARY 2018

ADVOCACY

Decent Jobs for Youth partners convene a session on “How to use science, technology and innovation to facilitate youth engagement, development and resilience” at the 2018 ECOSOC Youth Forum, New York

MARCH 2018

RESOURCES

Government of Luxembourg joins Decent Jobs for Youth and pledges EUR 2 million to advance country level operations in the Sahel region

APRIL 2018

KNOWLEDGE

ITU launches the “Digital Skills Toolkit”, available in 6 languages.

ALLIANCE

AISEC becomes the first youth organization to join Decent Jobs for Youth

MAY 2018

KNOWLEDGE

“Guide on Measuring Decent Jobs for Youth” is launched as part of ILO’s commitment through the Taqeen Initiative

ALLIANCE

Partners convene the 1st Annual Conference “Innovations for Decent Jobs for Youth” with over 200 participants, Geneva

AUGUST 2018

KNOWLEDGE

Conference: Youth Employment in Agriculture as a Solid Solution to ending Hunger and Poverty in Africa, Kigali

KNOWLEDGE

Launch of the research initiative: “Boosting decent employment for Africa’s youth” with IDRC & INCLUDE

OCTOBER 2018

KNOWLEDGE

Training: Promotion of Youth Employment in Fragile Settings, Turin

NOVEMBER 2018

ALLIANCE

Highlight: Government of Nigeria joins the Initiative and commits to developing Nigeria’s Youth Employment Action Plan

KNOWLEDGE

Conference: Youth Entrepreneurship and Self-Employment (YES) Forum in Dakar

DECEMBER 2018

ALLIANCE

By end 2018, Decent Jobs for Youth received 15 new commitments from 14 partners, serving a total of 18,507,590 youth across the globe through investments nearing USD 200 million.

JANUARY 2019

ALLIANCE

Highlight: Microsoft commits to training 15,505,210 young people

JANUARY/
FEBRUARY 2019

KNOWLEDGE

Research Initiative: Research Workshop on “Boosting Decent Employment for Africa’s Youth” (IDRC, INCLUDE, ILO), Nairobi

MARCH 2019

KNOWLEDGE

Academy: Rural Development Academy, Cairo

ALLIANCE

Highlight: Government of Bangladesh becomes first Asia-Pacific government to commit to Decent Jobs for Youth – train 250,000 youth on digital skills and deliver 340,200 apprenticeships

MAY 2019

KNOWLEDGE

Annual Meeting: 2nd Annual DJY Meeting “Rights and Voices of Youth” and Youth Employment Funders Group Meeting, Rome

ALLIANCE

Highlight: The Government of Netherlands commits to Decent Jobs for Youth with challenge fund for youth employment (USD 171,000,000)

AUGUST 2019

LAUNCH

Knowledge Facility: Launched at the 2019 Global Youth Employment Forum, Abuja

DECEMBER 2019

ALLIANCE

By end 2019, Decent Jobs for Youth received 24 commitments from 23 partners (including 4 young organisations), serving a total of 16,509,910 youth across the globe through investments nearing USD 443 million.

FEBRUARY 2020

KNOWLEDGE

Global Interdisciplinary Policy Research Conference on Youth Transitions organised in collaboration with the Graduate Institute of International and Development Studies, Geneva (IHEID). Global Network on Youth Transitions launched

APRIL 2020

KNOWLEDGE

Decent Jobs for Youth Blog Series: Youth Rights & Voices launched

KNOWLEDGE

Global Survey on Youth and COVID-19 launched and opened between April and May

JULY 2020

KNOWLEDGE

“Toolkit for Quality Apprenticeships – Volume 2: Guide for Practitioners” launched during World Youth Skills Day, “Skills for a Resilient Youth in the Era of COVID-19 and Beyond” organised by Sri Lanka and Portugal, in collaboration with ILO, UNESCO, and UN Envoy on Youth, Virtual.

JULY 2020

KNOWLEDGE

Decent Jobs for Youth featured in the High-Level Political Forum on Sustainable Development side-event, “Youth-led talk show: Youth economic exclusion in times of crisis.”

AUGUST 2020

KNOWLEDGE

Youth & COVID-19 Report: Impact jobs, education, rights and mental well-being launched on the International Youth Day.

OCTOBER 2020

ALLIANCE

ILO and UNICEF signed an MoU which will closely align actions of Decent Jobs for Youth and UNICEF’s Generation Unlimited (GenU).

ACTION

ILO, ITU and the AU launched a programme to create decent employment and enhance skills for youth in Africa’s digital economy.

NOVEMBER 2020

ADVOCACY

Decent Jobs for Youth led the “Youth & COVID-19” session during the Youth at Heart Forum organised by the Dutch Ministry of Foreign Affairs.

DECEMBER 2020

ALLIANCE

By end 2020, Decent Jobs for Youth received 12 commitments from 12 partners, serving a total of 1,080,780 youth across the globe through more than USD 25 million invested.

“We commit to Decent Jobs for Youth, because we want to guarantee decent jobs for all young people on equal terms. It is indispensable for them to live with autonomy, integrate effectively in their society, and achieve sustainable development focused on rights and with a special regard on social justice. To do so, we must respond to their demands with structural transformations that can balance out old debts and prepare us for the challenges of the future. Within the framework of the complex and changing realities that we inhabit today, this will only be possible through collaboration, connecting the local with the global commitment of all actors.”



MR. MAX TREJO

Secretary General, International Youth Organization for Iberoamerica (OIJ)

*Digital Skills for Jobs Campaign has already received commitments to equip more than **15 million young people** with job-ready, transferable digital skills by 2030 – more than triple our initial target of 5 million! ITU is also pleased to continue supporting governments and stakeholders by building their capacity to develop national digital skills strategies, including through our Digital Skills Toolkit.”*



MS. DOREEN BOGDAN-MARTIN

Director, Telecommunication Development Bureau (BDT), International Telecommunication Union (ITU)

“Microsoft’s partnership with Decent Jobs for Youth provides us with an opportunity to structure our long standing commitment with youth through a multisectoral partnership view. This has enabled a more strategic conversation to ensure we are all working together for a future that is for everyone.”



MS. JANE MESECK

Sr. Director, Global Programs & Partnerships, Microsoft Philanthropies

“We commit to Decent Jobs for Youth, because decent employment for youth is central to realizing the vision of a developed Bangladesh by the year 2041. The Government of Bangladesh has placed skills development as a top priority including quality apprenticeships and a focus on digital skills for Bangladeshi youth to tackle the challenges of the 4th Industrial Revolution. The commitment will also significantly help Bangladesh to achieve the targets of SDG Goal 8 by 2030.”



MR. ANIR CHOWDHURY

Policy Advisor, a2i-innovate for all, Government of Bangladesh

“IDRC, INCLUDE and the ILO jointly launched a research initiative, Boosting Decent Employment for Africa’s Youth, to generate rigorous evidence on how soft skills and work-based learning opportunities can boost economic opportunities for young people. The annual conference of the Global Initiative on Decent Jobs for Youth held in May 2019 provided an opportunity to explore alliances with other partners for a concerted effort to achieve greater impact.”



MS. MARTHA MELESSE

Programme Leader, Employment and Growth, Canada’s International Development Research Centre (IDRC)

WHAT MATTERS MOST?

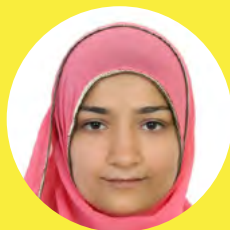
BY YOUNG CHANGEMAKERS

WHAT MATTERS MOST TO YOUNG PEOPLE WHEN IT COMES TO SECURING DECENT JOBS?

WHAT SHOULD STAKEHOLDERS PRIORITIZE TO MAKE THE MOST DIFFERENCE TO YOUNG PEOPLE WHO ASPIRE TO SECURE DECENT JOBS?

Partners of Decent Jobs for Youth work with and for young people at global, regional and country level to advance a world of work in which their aspirations and rights are respected. Knowing what matters most to them is critical to shape current and future investments and actions. In the following section, a selection of impressions from young changemakers who contribute to Decent Jobs for Youth illustrates this need.

“Youth need decent work for several reasons. Having a job will allow us to have stability and design our futures better. Moreover, it will help us achieve the dreams we’ve always wanted. Accomplishing things and being independent will help us on psychological levels and will fill our time with meaningful issues. This means fewer crimes, and helps prevent violent extremism. Some young people work to support their families and this strengthens their social relations since they will be viewed as giving back and as supportive adults.”



MS. NOUHAD AWWAD

Regional coordinator at Climate Action Network - Arab World, Lebanon, 29 (SDG8 focal point for the Arab world at UNMGCY)

“In many cases, the interest among young people who aspire to decent work is the opportunity to gain experience and validate previously acquired knowledge. However, for young people in Panama, access to decent jobs opportunities is severely limited. The most common causes are lack of experience and lack of technical training in the demand areas of the country. There is a constant fight against the well-known “at least two years of work experience required”, representing one of the greatest barriers facing young people in Panama. Further, once young people have reached the age of majority, many begin to help their families financially. Frequently, young people are more concerned about getting paid sufficiently to support their families and sometimes help them get out of poverty, rather than being able to grow professionally.

Stakeholders should develop better or stronger mechanisms for the inclusion of young professionals in the labour field through which their knowledge can be validated and recognized in order to become contributors to the growth of their society. Additionally, a greater link between academic institutions and the labour market is necessary in order to promote a better and adequate inclusion of young people.”



MS. CAROLINA ROJAS

Administrative assistant for the Fabrication Laboratory of Universidad Tecnológica de Panamá, Honduras, 23 (via UN Major Group for Children & Youth, UNMGCY).

“In 2018, my team and I launched Blossom Academy to recruit, train, and deploy a new generation of African data scientists. Based on our impact, we’ve found that young people pursuing digital skills want to (1) secure employment within 30 days of graduation, (2) increase their earning potential, relative to the average local salary, and (3) take advantage of opportunities within the emerging markets by outsourcing their technical talent. By employing a market-driven curriculum, our hiring partners are also eager to leverage the talents of our digitally-skilled youths at a fraction of the cost associated with hiring from more advanced economies.

For greater access to decent jobs, the internet and a myriad of innovative distance learning platforms will play a critical role. Global Initiatives, such as Decent Jobs for Youth, are in a unique position to cultivate ties with local governments and regional institutions to provide subsidized online distance education and restricted data bundles to young people who are unable to finance their skills development. Once there are a high number of digitally literate youths, this creates an added opportunity to collaborate with global job placement platforms to offer short and long-term jobs for young people, which may eventually propel better career choices and enable sustainable entrepreneurial ventures.”



MR. JEPH ACHEAMPONG

Co-founder & Chief Executive Officer, Blossom Academy, Ghana, 25

“Academia, industry and government are among the key stakeholders that can make the most difference to young people who aspire to secure decent jobs. Education institutions, such as secondary schools, universities, and vocational institutes, should form collaborations with industry. Strong links between academia and industry are necessary to provide up-to-date information to young people regarding job trends and skill requirements in order to reduce skills mismatches, but this partnership must go both ways. Industry should take an active part in designing modern curricula to be taught in educational institutes, and educational institutes should take an active part in designing modern ways of work. Moreover, educational institutes and the government should safeguard the interest of marginalized young people by implementing regulations which require all internship opportunities be paid in order to create and sustain fair, inclusive, and equitable decent jobs.”



MS. SANIA HAIDER

Research Analyst, The International Food Policy Research Institute (IFPRI), Pakistan, 25 (member of UNMGCY)

“Our most important role as a society is to guide young people on the transition from education to a stable life. For children growing up today, especially in rural regions such as Appalachia in the United States of America, the path from education to employment is an obstacle course with a very low success rate. While simple fixes may help, removing these obstacles one by one will do little to help young people keep up with our rapidly changing economy in the long run.

We need a new course. Fortunately, we have the evidence about what this could look like. In Switzerland, industry and academia have mapped pathways from education to employment across more than 230 occupations. In Sweden, the government takes active measures to find opportunities for any young person at risk of being unemployed for more than 90 days. If we combine the effectiveness of these successful approaches with the efficiency of new technologies, we have everything we need to chart a new course. Only then will we live in a world where young people, no matter where they were born, can find their way to a stable life.”



MR. AUSTIN HALBERT

Chief Executive Officer, ImpactEd, USA, 26 (UNMGCY Focal Point on Apprenticeships)

“In Europe, a decent job for youth offers a high quality of working life and future prospects of opportunity and security. For many, however, both are lacking. In a competitive job market, supporting young people means closing the youth pay gap, it means ensuring a work-life balance, and it means revitalising representation and voice at work. For the ‘generation internship’, bright prospects also promise not being permanently temporary, adequate social protection and access to continuous education and training both at and outside of the workplace.”

At Decent Jobs for Youth, pro-active young people are given a platform to mobilize and express such pressing demands to a wider audience. Its open door has decisively stimulated and supported European Student Think Tank’s efforts to connect students from London, Bonn, Cambridge, Maastricht, Leiden and Oxford. Indeed, the Initiative’s nature helped build networks, interact with young people and European policy-making actors alike, and organise an event series on ‘Decent Jobs for Europe’s Youth’ to improve understanding of work-related challenges and possibilities. Participating in the Initiative is thus vital for youth in Europe to gather momentum for the 2030 Agenda and voice generational calls for decent jobs.”



MR. ARTHUR CORAZZA

Student, London School of Economics and Political Science (LSE), and former Head Policy Research Officer, European Student Think Tank (EST), Austria, 23

“Young people consider type of job, standards and rights at work and social protection as the most important factors to secure decent jobs. With many countries experiencing growing populations, especially the number of young people, employment creation is not moving forward proportionally. Contractual jobs and temporary jobs are more frequent, causing lack of job protection. Permanent job opportunities or long-term jobs, decent pay, decent working conditions and social protection are desirable to most young people looking for opportunities in the formal and informal economies, followed by opportunities for training and job advancement to ensure the quality of labour supply. Last but not least, young people look for a good work-life balance and sense of meaning from work, while considering decent jobs.”



MS. WAZIHA RAQUIB

Founder, Neeti, Bangladesh, 25 (via UNMGCY)

OUR IMPACT IN FOCUS

The following section focuses on the progress achieved by Decent Jobs for Youth since launch to mid-November 2020. Reflecting its core purpose, results stress the value-add of the Initiative, particularly during today's challenging times.

The objective of the Initiative is **to facilitate increased impact and expanded country-level action on decent jobs for youth through multi-stakeholder partnerships, the dissemination of evidence-based policies and the scaling up of effective and innovative interventions.** It is designed to provide a comprehensive, integrated framework and platform that helps drive coherence across stakeholders' investments, build connections across diverse approaches and leverages the multiplier effects of working collaboratively under a common goal.

The **Initiative** drives impact for young people through its leadership in building a strategic alliance, scaling up action and impact, sharing and applying knowledge and mobilizing resources, whilst promoting youth voices and rights. **Partners** drive collective impact through pledging their commitments in alignment with the Initiative's strategic aims and guiding principles.

"Guiding Principles provide a coordinated framework that aligns our work with global initiatives."



MS. LEI MOTILLA

Former Executive Director,
Asean Youth Community
(AYC)

"Guiding principles on rights-based approaches, combining immediate action with long-term policy interventions, and expanding multi-stakeholder partnerships are essential to the success of individual commitments, Decent Jobs for Youth and the 2030 Agenda."



**MR. PETER ABRAHAM
FUKUDA LOEWI**

Special Advisor to the
Japan Youth Platform for
Sustainability, Former
Global Focal Point for SDG
8, UN Major Group for
Children & Youth (UNMGCY)

THEORY OF CHANGE

**A WORLD IN WHICH YOUNG WOMEN & MEN EVERYWHERE
HAVE GREATER ACCESS TO DECENT JOBS**

VISION



OUTCOMES

**YOUNG PEOPLE GLOBALLY HAVE INCREASED
CAPABILITIES, OPPORTUNITIES AND
ASPIRATIONS TO THRIVE IN THE WORLD OF WORK**

GOAL

**TO LEVERAGE KNOWLEDGE, ALLIANCES AND
RESOURCES TO CREATE ACTION THAT LEADS TO
TANGIBLE RESULTS FOR YOUNG PEOPLE**



**8 THEMATIC
PRIORITIES**

**PROVIDE A COMPREHENSIVE FRAMEWORK FOR
INCREASING ACCESS TO DECENT JOBS FOR YOUTH**

**15 GUIDING
PRINCIPLES**

HELP DRIVE THE QUALITY AND INCLUSIVITY OF INVESTMENTS

PURPOSE THROUGH PRINCIPLES

A set of 15 Guiding Principles are at the heart of our Alliance. All partners subscribe to these principles when they join Decent Jobs for Youth. The principles define a shared purpose and help ensure all actions and investments are value-based and guided by the latest evidence.

Through the Principles, Decent Jobs for Youth enables real progress by promoting human rights, fostering gender equality and strengthening public-private cooperation and coherence. The Principles guide an approach that is coordinated and comprehensive, that actively engages young people to better understand their diverse needs and aspirations, and that can create both immediate benefits and sustainable positive impact for young people everywhere.

The Initiative develops and shares practical guidance to support partners in their journey towards alignment with the spirit of quality and inclusivity reflected in these principles. Partners can work with the Initiative to deepen their expertise across principles most relevant to their vision and priorities.

15 GUIDING PRINCIPLES

1. Multi-dimensional and multi-sectoral approach
2. Rights-based approach
3. Promotion of gender equality
4. Recognition of the heterogeneity of youth and the need to promote targeted approaches
5. Balanced set of interventions
6. Focus on the creation of decent jobs and the improvement of the quality of work
7. Promoting the access of young people to productive assets
8. Expanding investments in youth for quality education and skills development
9. Promoting labour market policies, combining active labour market policies (ALMPs) and social protection measures
10. Combining immediate action with long-term policy interventions
11. Complementarity and coherence between public policies and private sector initiatives
12. Involvement of organizations representing the interests of young people
13. Focus on achieving impact at the country level and pursuing regional perspectives, where appropriate
14. Leveraging existing platforms and lessons learned
15. Expanded multi-stakeholder partnerships

HOW WE REPORT OUR RESULTS

IMPACT AREAS

In the following sections, results are reported across four impact areas, drawing on the Initiative's strategic pillars:



IMPACT AREA 1:
**BUILDING A STRATEGIC
ALLIANCE**



IMPACT AREA 3:
**SHARING AND APPLYING
KNOWLEDGE**



IMPACT AREA 2:
**SCALING UP ACTION
AND IMPACT**



IMPACT AREA 4:
MOBILIZING RESOURCES

SUCCESS FACTORS

In reviewing progress, we specifically take stock against four **factors** identified in the Initiative's strategy¹ as pivotal in determining the success of the Initiative:

- 1. Full ownership of the Initiative by countries in** different regional and development contexts;
- 2. The ability and readiness of the United Nations system to act rapidly and effectively as a global convenor and facilitator, reaching out to non-United Nations actors, mobilizing resources and building capacities and knowledge in support of country-level action;**
- 3. The active engagement and coordinated action of diverse stakeholders under the overarching umbrella of the alliance;**
- 4. The coordination of the mobilization of existing and new funding with a view to achieving scale and impact.**

¹ 'The Global Initiative on Decent Jobs for Youth. The strategy document (22 October 2015)', submitted to the HLCP by the ILO, as chair of the Task Team. The team was composed of: FAO, ITC, ITU, UNCTAD, UNDESA, UNDP, UNEP, UNESCO, UNFPA, UN-Habitat, UNICEF, UNIDO, UNRWA, UN-WOMEN, UNWTO, WIPO, the World Bank Group and (ex officio) the Office of the Secretary-General's Envoy on Youth.

LESSONS LEARNED

Each impact area includes **lessons** that readers can easily navigate. Insights are shared at the Initiative-level and at Partner-level:

@PARTNER-LEVEL

insights and lessons focus on how the various drivers of the Initiative, such as joined-up action, collaboration, generation and application of evidence, innovative and coordinated financing, can help increase impact for young people.



@INITIATIVE-LEVEL

insights and lessons focus on how to maximize the value-add of leading a global multi-stakeholder alliance.



OUR LEARNING CULTURE

We are passionate about learning from the collective experience and insight of our trusted community so that we continue to adapt to the changing needs and aspirations of young people as well as the evolving international development landscape in which we operate. We are ambitious to grow our alliance of like-minded partners of Decent Jobs for Youth to meet the scale of the urgent challenge facing young people seeking to enter and thrive in the world of work.

Further, we are committed to nurturing a culture of reflection and learning within our Initiative so that we maximize our relevance and our value to our Partners and to the wider sector. We are motivated to share our insights in a spirit of openness and transparency so that cooperation and coherence among youth employment stakeholders is increased in service of the young people we exist to support.

GUIDING PRINCIPLES

Reflecting the primacy of the **Guiding Principles** to the Initiative, an illustration of how each one of the fifteen principles drives value is integrated across the impact areas.

SPOTLIGHT TOPICS

We also report on two 'Spotlight' topics:

(1) Innovation; and (2) Voices and Rights.

These were the themes of our annual meetings in 2018 and 2019 respectively. Both these topics have been key focus areas for the Initiative so far, and will continue to be areas of priority going forward.

- » **Innovation:** Each Thematic Priority identifies innovative approaches in its action plan to ensure partners have access to the latest thinking that is driving change on the ground, and to help direct resources to the most promising innovations in the field.
- » **Voices and rights:** The Initiative's progress can be traced to its increasing capabilities in mobilizing young changemakers in its strategy and operations. Through a growing range of strategic relationships with leading youth networks, young changemakers from around the world are directly informing an authentic and accountable approach to promoting youth rights and voices.

DATA SOURCES

Data for the report is drawn from seven primary sources:

1. Resources available on Decent Jobs for Youth's online engagement platform.
2. Partners' commitment registration forms (48 commitments registered as of 31 May 2019);
3. Partners' progress reports, including any supporting documents shared by partners (38 progress reports received, out of 41 commitments registered as of 30 April 2019) - this was the first time partners have reported on their progress¹;
4. Partners' and young changemakers' direct inputs for the Initiative's first Impact Report;
5. Three reflection and learning workshops held in June and July 2019 with:
 - i. Decent Jobs for Youth Secretariat at the ILO;
 - ii. Thematic Priority Co-Leads;
 - iii. Kick-off Team²
6. Decent Jobs for Youth Annual Meeting reports;
7. Resources available on Decent Jobs for Youth Knowledge Facility.

* More details about the report methodology are presented in Annex 3.

¹ Over 92 percent of existing partners as of 30 April 2019 participated in the monitoring process and completed progress report(s) for the commitment(s).

² The Kick-off Team supported the design and launch of Decent Jobs for Youth and includes representatives from the ILO, Food and Agriculture Organization (FAO), United Nations Development Programme (UNDP), United Nations Environment Programme (UNEP), United Nations Population Fund (UNFPA), United Nations Industrial Development Organization (UNIDO), UN Women.

IMPACT AREA I:

BUILDING A STRATEGIC ALLIANCE



Building an “overarching” strategic Alliance is central to the Decent Jobs for Youth value proposition¹. Our Alliance is designed specifically to address the lack of coherence in the youth employment response worldwide. Whilst many organisations, institutions and groups are working hard to provide decent jobs for young people around the globe, it is widely recognized that better coordination is needed for a problem of this scale. When our efforts are harmonized, real change becomes possible. Across the 66 commitments, 44 are directly contributing to building a strategic alliance.²

KEY MESSAGES

Decent Jobs for Youth is:

- » Building an expanding global partnership with common purpose
- » Promoting inclusivity and diversity in the global community
- » Facilitating leadership and ownership of the Initiative by partners
- » Driving alliance-building across partners
- » Supporting the UN system to act rapidly and effectively as a global convenor and facilitator

¹ As stated in the Decent Jobs for Youth founding strategy.

² As reported by partners in their commitment registration form.

AN EXPANDING GLOBAL PARTNERSHIP WITH COMMON PURPOSE

Global ecosystem. We are proud that a total of 76 partners are collaborating in our shared agenda, from governments, youth organisations and civil society, the private sector, UN entities, academia, foundations and regional institutions with 58 partners having registered 66 tangible commitments to Decent Jobs for Youth as of 30 November 2020³. The alliance has grown through referrals and recommendations by existing partners, reflecting a spirit of openness and shared commitment⁴. The active global ecosystem of partners is united by a common purpose to maximize impact for young people through decent work.

@INITIATIVE-LEVEL INSIGHT:

Being open and transparent in consistently questioning the value proposition of a global Initiative helps maintain relevance in a fast-evolving youth employment and wider international development landscape.



Leveraging comparative advantage.

Engagement with Decent Jobs for Youth is centred on each partner contributing its expertise and experience in line with its own priorities and ways of working. Partners then identify opportunities for collaboration based on respective comparative advantage. The Initiative's flagship multi-donor research programme on "Boosting Decent Employment for Africa's Youth" is a prime example of partnership based on respective expertise. Three leading organisations, Canada's IDRC, INCLUDE and the ILO, joined forces in 2018 to develop the three-year research programme to strengthen the generation, synthesis and dissemination of rigorous knowledge and evidence on youth employment in Africa under the aegis of the Global Initiative on Decent Jobs for Youth. With IDRC providing funding for in-depth studies, INCLUDE leveraging its role as a knowledge broker to support evidence synthesis, and the ILO and the Decent Jobs for Youth Secretariat contributing their technical expertise and convening power, the research initiative is well-positioned to support cutting-edge research projects to boost decent jobs for Africa's youth⁵.

³ More partners will have joined the Initiative since the time of writing this report, and we look forward to welcoming many more.

⁴ As reported by the Secretariat during the Reflection and Learning Workshop, June 2019.

⁵ More details about the research initiative are reported in 'Impact Area 3: Sharing and Applying Knowledge'.

AN INCLUSIVE AND DIVERSE COMMUNITY

Large-scale partners. The range of partners in the global alliance is extensive, by their sector, their operating model, the scale of their commitment, and the size of their organisation, network or platform. First, the impact of Decent Jobs for Youth has been significantly enhanced by the active commitment of a number of large-scale global partners. Building on the network of 23 UN System entities, we are delighted to have welcomed seven governments (Argentina, Bangladesh, Canada, Luxembourg, the Netherlands, Nigeria and Spain), multinationals such as Microsoft and Nestlé, private foundations such as Citi Foundation and Fundación ONCE, and youth organizations such as AIESEC, who have each made sizeable investments into the Initiative that leverage their footprint, expertise and networks for the wider benefit of our global community.

Small-scale partners. Alongside, relatively smaller organisations and initiatives have been making significant contributions to our relevance and reach. Our monitoring identified numerous instances of small-scale partners taking a leadership role in the Initiative and/or scaling up impact as a result of engagement with the Initiative. The ASEAN Youth Community (AYC), for example, has managed to leverage connections through the Initiative and, despite limited resources, grow its network. Blossom Academy, a social enterprise based in Ghana, doubled its target number of beneficiaries (to 100) since joining the Initiative.

Open collaboration. There is also diversity across the alliance in terms of how partners engage, in line with their respective priorities. In addition to partners who have registered an official commitment⁶, a range of organisations engage in other forms of collaboration to advance mutual goals. For example, workers' and employers' organisations together with their youth representatives are extensively involved in events convened by Decent Jobs for Youth, often as keynote speakers or in other prominent capacities. In particular, social partners' active participation at the Initiative's Annual Meetings brings important perspectives on youth employment issues, such as during the opening panel discussion at the inaugural Annual Meeting in 2018. At the 2019 Annual Meeting, a workshop session on "Getting heard: the right to organise" brought together representatives of employers' and workers' organisations and civil society organisations to discuss concrete ways to support both young workers' and young employers' rights to organise and have their voices heard.

⁶ See the next section, 'Impact area 2: Scaling up action and impact', for more detail about commitments made by partners.

A PARTNER-LED MODEL FOR ALLIANCE-BUILDING

Collaborative leadership. The Alliance model prioritizes partners having the space for co-ownership of the Initiative. Significant experiences of partners taking the lead in advancing the Initiative's agenda and shaping its strategic direction include:

- » The Government of Luxembourg (Ministry of Foreign and European Affairs, Directorate for Development Cooperation and Humanitarian Affairs), which made a sizeable early investment (EUR 2 million) to support country-level operationalization of Decent Jobs for Youth, focusing on the Sahel region in collaboration with ILO. Country-level ownership is a key driver of the success of the Initiative, as set out in the first strategy⁷.
- » The Initiative's flagship research agenda is designed and implemented through a collaborative leadership model, leveraging the respective expertise of IDRC, INCLUDE, and the ILO⁸.
- » Under the aegis of Decent Jobs for Youth, the ILO and ITU, with the support of the African Union (AU), have together launched a programme with continental reach to create decent employment and enhance skills for youth in Africa's digital economy. The joint programme and partnership is critical to advancing digital development.

- » Each of the Initiative's eight Thematic Plans is co-led by two or more partners, generating important new synergies across the UN system in particular⁹. Development of the comprehensive thematic plans involved not only members of the respective Thematic Priority Working Groups, but also the Initiative's core kick-off team comprising multiple UN entities (ILO, FAO, UNDP, UNEP, UNFPA, UNIDO and UN Women) as well as final validation and feedback by all involved UN entities. Specific emphasis was placed on gender and inclusion issues, such as including young persons with disabilities.

@INITIATIVE-LEVEL INSIGHT:

Developing a new shared identity distinct from founding partners requires building an inclusive collaborative model, giving partners ownership and space for leadership right from design phase. Building an inclusive community of partners with common purpose is a key enabler of developing joint commitments through pooled resources additive to stakeholders' own internal agendas and priorities.



⁷ More details about this commitment are set out in the following section, 'Impact area 4: Mobilizing resources'.

⁸ The value of the Initiative's research agenda is further explored in 'Impact area 3: Sharing and applying knowledge'.

⁹ Details about the leadership of the Thematic Priorities as well as progress achieved to date is reported in the 'Progress Overviews by Thematic Priority'.

Convening for impact. A strategic convening agenda plays a particularly important role in building an active partner-led alliance. A full list of events is available on the Decent Jobs for Youth website¹⁰. Decent Jobs for Youth annual meetings have been instrumental in advancing new opportunities for collaboration across our growing community. Starting with the first Annual Meeting in May 2018, Initiative partners, programme and policy experts, young leaders and other key stakeholders come together each year to stimulate innovative thinking, foster dialogue and mobilize resources and political will to scale up action and impact on youth employment. Specifically, the Annual Meetings are designed with a view to developing and strengthening relationships between key youth employment stakeholders. An intensive two-day schedule encompasses interactive panel discussions, smaller marketplace-style sessions, specialized workshops and informal networking, turning the Annual Meeting into a highly effective platform for building bilateral and multilateral partnerships. In particular, the activity of matchmaking partners was cited as particularly valuable for information sharing, leaning and the potential to initiate future collaborations.

In 2018, a forum held under the auspices of the Youth Entrepreneurship and Self-Employment Thematic Priority action plan, provided significant benefits in terms of its convening impact, and also served to demonstrate useful insights more generally for the Initiative about how to maximize the value of convening. Stakeholders engaged with initiating and running the forum, held in Senegal in November 2018, confirmed that the event would not have taken place in the absence of the Initiative. They further identified specific benefits of gaining new access to relevant

non-UN partners through the forum that have led to new opportunities for collaboration¹¹.

Convening partners in technical forums triggers a cycle of collaboration across partners even without any central steer or oversight. A specific event-based collaboration to explore the role of sport in tackling social exclusion led directly to the development of a new partnership. The “Football for Decent Jobs for Youth” side event at the Initiative’s first Annual Meeting in Geneva in May 2018 served as an important catalyst for the flourishing bilateral partnership between the UEFA Foundation for Children and ITC. Their close collaboration culminated in “Kick for Trade”, a joint initiative announced in July 2019 that combines vocational training, entrepreneurship and football to boost youth employment¹². The Kick for Trade Life-Skills Curriculum¹³ was launched on Youth Day 2020 and it enables youth to build transferable skills through football, with interactive sessions on youth employability and entrepreneurship.

Further, at the 2019 annual meeting in Rome, UNDP Asia-Pacific made several strategic connections e.g with the Commonwealth Secretariat, and shortly afterwards, they co-convened a Government Innovation Lab on youth empowerment in Singapore¹⁴.

In 2020, our convening power moved to the digital sphere. Decent Jobs for Youth mobilized and supported partners efforts to engage virtually through over 50 webinars, bearing a strong focus on youth and COVID-19.

¹⁰ Full list of events available at: <https://www.decentjobsforyouth.org/events>

¹¹ As reported at the Reflection and Learning Workshop with the Thematic Priority Co-Leads and Secretariat, June 2019.

¹² The first projects of the new initiative will kick off in Guinea and The Gambia, building on ITC’s Youth and Trade programme and regional expertise (1) <https://uefafoundation.org/news/kick-for-trade-uefa-foundation-for-children-and-itc-team-up-for-youth-social-inclusion>; (2) <http://www.intracen.org/Kick-for-Trade-UEFA-Foundation-and-the-International-Trade-Centre-team-up-to-support-social-inclusion-for-youth> (3)

¹³ <https://www.decentjobsforyouth.org/resource-details/Publications/802>

¹⁴ <https://medium.com/@undp.ric/when-government-innovation-become-a-futureofwork-lab-insights-from-singapore-2-0-382656cbdd16>

PARTNER-LED ALLIANCES

Partner alliance-building. The Initiative encourages Partners to incorporate multi-stakeholder partnerships into their commitments. The structure of the commitment registration process fosters partnerships between organisations. The commitment Registration Form states: *“We highly encourage commitments based on partnerships of two or more entities”*, and partners bring their own expertise in alliance-building into their interactions with Decent Jobs for Youth. For example, the Digital Skills for Decent Jobs Campaign is a major multi-stakeholder commitment that draws on the Initiative’s own operating model in its design. Alliance-based, action-oriented, and focused on knowledge generation and resource coordination, the campaign advances the Initiative’s agenda under the Digital Skills for Jobs Thematic Priority.

Other prominent examples of alliances developed by partners to maximize reach and impact include:

- » Education For Employment (EFE), an affiliated network of locally-run non-profit organisations in the Middle East and North Africa (MENA), who, in reporting progress on their commitment, cited the importance of coordination across actors: *“Coordination among all actors involved and strong financial support is fundamental to scale action on youth employment that can produce sustainable results”*, Ms. Ana Martingui, CEO Europe, EFE.
- » Development Alternatives, a social enterprise dedicated to systemic transformation, implements its commitment to the Initiative to create economic opportunities through micro enterprise development for youth and women in underserved regions of India through its network of local and global partners.

- » Oxfam IBIS builds diverse and effective partnerships to strengthen technical and job relevant skills for young people in Egypt, Jordan, Morocco and Tunisia through its Youth Participation and Employment Programme (YPE) funded by the Danish Arab Partnership programme.
- » Nestlé’s commitment to help 10 million young people around the world have access to economic opportunities by 2030 is based on a new Global Alliance for YOUTH convening more than 200 like-minded businesses.

The **“Digital Skills for Decent Jobs for Youth”** campaign led by the International Telecommunication Union (ITU) and the ILO has been a cornerstone of the Global Initiative and a key pillar of the Thematic Priority on digital skills since it was launched in 2017. Through continuous advocacy work and knowledge sharing, the campaign has played a vital role in uniting a diverse group of both large and small partners around a common cause. The rapidly growing alliance of national governments, regional organisations, private sector and non-profit organisations is on track to exceed the initial targets of equipping more than 5 million young people with job-related digital skills by 2030.

INTERNATIONAL TRADE CENTRE

Why did ITC decide to take a leadership role in the Youth Entrepreneurship and Self-Employment (YES) Forum? What are the benefits of this Forum? What is the role/added value of an Initiative like Decent Jobs for Youth in convening across the youth employment community?

“As a continuation of the International Trade Centre’s (ITC’s) lead on the thematic area on Youth Entrepreneurship and Self-Employment under Decent Jobs for Youth, since 2018, ITC’s Youth and Trade Programme has taken on the leadership role in organising the Youth Entrepreneurship and Self-Employment (YES) Forum. The YES Forum is unique in that it is the product of a joint UN system effort to bring together voices of young entrepreneurs and youth entrepreneurship experts alike in determining the way forward. Annual co-organisers, in addition to ITC, are the International Labour Organization (ILO), the United Nations Capital Development Fund (UNCDF), the United Nations Conference on Trade and Development (UNCTAD), United Nations Industrial Development Organization (UNIDO), all of which act in collaboration with local organisations and the government of the respective country that the YES Forum takes place in.

The added value of the YES Forum being convened with the input of the Global Initiative on Decent Jobs for Youth is that it offers access to a vast network of stakeholders, all of which are committed to jointly scaling up youth employment. The diversity of stakeholders allows for the incorporation of different perspectives and insights into all themes of discussion, and it ensures that we can all work collaboratively on identifying solutions and next steps. The YES Forum is a great platform to elevate youth entrepreneurship to the top of the global agenda and to recognize the immense asset towards sustainability and innovation that young entrepreneurs hold.”



MR. DAVID CORDOBES

Head, Youth and Trade Programme,
International Trade Centre (ITC)

@INITIATIVE-LEVEL INSIGHT:

Actively facilitating partners to access the benefits of a collaborative Initiative helps engagement and uptake of opportunities. To help drive effective collaboration, ensure clarity and shared expectations in how to derive maximum benefit from engagement. To help sustain collaboration over time, build relationships at different levels across respective Partners, from senior leadership to technical experts and from HQ to field offices. Tailoring the value proposition for each partner regardless of size and contributing role needs to be balanced with efficient and proportionate allocation of resources. In the early phases of growing a global Initiative, consideration needs to be given to the trade-offs between investing in existing partners and expanding to onboard new partners.



NESTLÉ

What is the role/added value of an Initiative like Decent Jobs for Youth in building a strategic alliance?

“If we are to help the next generation get the skills they need to enter the labour market of tomorrow and get access to jobs they like, collaboration is of the essence. The Decent Jobs for Youth initiative has been invaluable in bringing together a wide range of leading and passionate organisations to scale up action and impact in youth employment and employability.

As the main source of jobs, the private sector has a crucial role to play. This is why, together with 19 other committed and leading companies, we created the Global Alliance for Youth. We are convinced that by mobilizing the business community through a Global Alliance, we can help young people on a larger scale and have a bigger impact than we can individually.

Companies are in a unique position to make a real difference for young people in both emerging and developed countries. However, this requires active collaboration with governments, trade unions and civil society organisations, and the active participation of young people themselves. The Decent Jobs for Youth is the multi-stakeholder platform we all need to make this happen.”



MS. KATHRYN ROWAN

Vice-President, Human Resources, Zones Americas, Nestlé and Lead, Global Alliance for Youth

EXPANDED MULTI-STAKEHOLDER PARTNERSHIPS.

The implementation of Decent Jobs for Youth involves multi-stakeholder partnerships, both within and outside the United Nations system. Partners bring their own expertise and added value and engage from the initial phase of Decent Jobs for Youth and throughout its implementation.

Multi-stakeholder partnerships are at the core of Decent Jobs for Youth. The focus on building a strategic global alliance brings together and facilitates connections between stakeholders across sectors, enabling participation and leadership in the Initiative according to the partner's own expertise and priorities. This shared value and same collaborative culture drives partners in how they design their commitments to the Initiative. For example, SOS Children's Villages is leading a global partnership for youth employability, YouthCan!, that supports disadvantaged young people across 25 countries to help them successfully

manage the transition to independent adulthood through a range of activities, including hands-on experience in a real working environment, access to role models as well as mentors and networks, entrepreneurship training, skills sharing and career opportunities. YouthCan! builds on the expertise of partners and provides individualized, holistic support to help prepare young people for the job market. Launched in 2017, the initiative has established six global and more than 130 national corporate partnerships that drive local ownership of activities. Some 1,300 corporate volunteers have shaped and facilitated trainings, exposure to the work environment and acted as mentors to young people in both online and face-to-face meetings. A digital platform, YouthLinks, provides an opportunity for young people and mentors to connect more easily, share materials, create networks and support each other, breaking geographical and time barriers. Partnerships with other NGOs are also enhancing capabilities for peer-to-peer exchange and the quality of the mentoring curriculum.

COMPLEMENTARITY AND COHERENCE BETWEEN PUBLIC POLICIES AND PRIVATE SECTOR INITIATIVES.

Recognizing the key role of the private sector in job creation, Decent Jobs for Youth is actively engaging the private sector and promote complementarity and coherence between public policy and private investment.

Through the global multi-stakeholder Alliance, Decent Jobs for Youth plays an important role in increasing the coordination and coherence across public and private sector investments. Within individual commitments, there are also examples of collaboration that are strengthening alignment between corporate approaches and public policies in order to help create more opportunities for young people to secure decent jobs. In Ukraine, the UNFPA Country Office is leading the coordination between the government, namely the Ministry of Youth and Sports, and the business community, through the Centre for Corporate Social

Responsibility. Together they are implementing the "Ukrainian Pact for Youth: 2020" that joins the efforts of businesses, government and the education sector to create 300 partnerships between companies and education institutions to provide first employment and internship opportunities for 10,000 youth aged 19-25 living in low-income urban areas of Ukraine by 2020. Positive changes being adopted by businesses include: increasing the number of trainee and work positions for young people; developing new long-term programmes on youth employment such as introducing paid internships, soft-skills training and leadership development; and reducing work experience requirements for youth recruitment. Forums held across regions of Ukraine provide an opportunity for potential young recruits to meet with companies who can showcase their improved hiring and retention practices. Through the Pact, the government has developed the National Action Plan for Youth Employment as part of its National Youth Policy, supported by five policy roundtables with young participants.

SOS CHILDREN'S VILLAGES INTERNATIONAL

How does civil society work best with the private sector and others to support decent jobs for youth? What is the role/added value of an Initiative like Decent Jobs for Youth for building a strategic alliance?

“Millions of young people have limited or no access to decent employment. Many jobs require skills and networks that youth, especially those from disadvantaged backgrounds, simply do not have when entering the labour market. This leads to cycles of inequality across generations. The COVID-19 pandemic has created yet a new dimension to the youth unemployment crisis. Providing skills training and mentoring is one effective pathway to ensuring equal opportunities and breaking inter-generational cycles of disadvantage.

Partnerships between the private, public and civil society sectors play an important role in this. For example, SOS Children’s Villages maintains long-term relationships with children who grew up in alternative care or in families facing difficulties throughout their transition to adulthood. The process, generally referred to as ‘leaving care,’ includes skills training and mentorship. Corporate partners and their mentoring employees provide a solid basis for skills development, entrepreneurship and above all, building relationships of trust that increase a young person’s confidence.

‘Decent Jobs for Youth’ is an indispensable initiative to scale up action on youth employment and ensuring that no young person is left behind. It also commits partners to greater efficiency, accountability and transparency. Only through strategic alliances can we have the greatest possible impact in helping young people build their future and become their strongest selves in their own societies”



MS. INGRID JOHANSEN
Chief Executive Officer,
SOS Children’s Villages

'One UN'. In building our strategic alliance, there have been two-way benefits for the UN system. On the one hand, the Initiative has proven to be a valuable mechanism to enable intra- and inter-agency collaboration. On the other hand, the unique position of the UN System as a trusted convenor and the role of the ILO as the specialized UN agency with technical expertise in the world of work are considered critical to establishing and evolving the Alliance.

It is evident that the Alliance is directly influencing the UN System in terms of initiating and supporting new opportunities and platforms for agencies to coordinate better both internally and inter-agency as well as with external partners. This is considered a key benefit for UN entities of being part of Decent Jobs for Youth, and further, is cited as an important driver of success so far¹⁵. This validates the second of the four envisaged success factors for the Initiative as set out in its original strategy: *“the ability and readiness of the United Nations system to act rapidly and effectively as a global convenor and facilitator, reaching out to non-United Nations actors, mobilizing resources and building capacities and knowledge in support of country-level action”*.

Specific examples shared by UN entities of better coordination, coherence and harmonization of efforts include:

- » As a result of the intense work in Burkina Faso through the Decent Jobs for Youth partnership with the government of Luxembourg, partners were at the initial stages of scoping a 'One UN' national strategy on youth employment in dialogue with the country's UN Resident Coordinator. While progress was undermined by the recent political crisis in the country, the Initiative has set an example of collaboration and action for the promotion of youth employment.
- » In the Youth Employment for Peace and Resilience project under the leadership of UNDP, the 'Syria Regional Resilience and Refugee Plan' (3RP) was developed through harnessing the knowledge, capacities and resources of multiple humanitarian and development partners, setting out a strategic and multi-faceted resilience-based response for countries neighbouring Syria that have been impacted by the influx of Syrian refugees. The “3RP is a global first for the UN in terms of its response to crises”.
- » The exchange of experiences, knowledge, best practices and innovations of more than 200 participants at the Youth Entrepreneurship and Self-Employment (YES) Forum in Dakar, November 2018, culminated in a joint declaration on scaling up action and impact on youth entrepreneurship and self-employment in West Africa coordinated by ILO, ITC, UNCTAD, UNCDF and UNIDO.

¹⁵ As reported in the Reflection and Learning Workshop with Thematic Priority Co-Leads, June 2019.

COMBINING IMMEDIATE ACTION WITH LONG-TERM POLICY INTERVENTIONS.

In recognition of the urgent need to achieve better youth employment outcomes, as well as achieving sustainable results and impact, Decent Jobs for Youth is implemented through a combination of time-bound actions and policy interventions addressing both cyclical and structural economic and social issues, and new emerging trends.

The range of coordinated action being taken forward by the Initiative, including by partners through the commitments, cuts across short-term interventions to address urgent needs among young people in securing decent jobs, evidence generation to inform innovations in programming over the medium-term, as well as longer-term, structural change including through policy change. This combination of urgency and sustainability is also frequently evident in partners' individual commitments. In Cambodia, five UN agencies — ILO, UNDP, United Nations Educational, Scientific and Cultural Organization (UNESCO), United Nations Children's Fund (UNICEF) and United Nations

Volunteers (UNV) — are working together to deliver a joint programme that draws on the respective expertise and comparative advantage of each entity. It delivers a range of education and training interventions tailored to the specific needs of different segments of the youth population. Technical and vocational skills, entrepreneurship skills and knowledge on rights and responsibilities at work are provided as relevant to disadvantaged adolescents and youth aged between 12 to 30 years including those with disabilities, living in rural areas, from low-income families, and lower-secondary school drop-outs. At the same time, partners are working with a number of government ministries to build institutional capacity, update curricula and enhance a range of national employment and youth development policies and plans, including to ensure inclusivity in coverage, such as reaching youth with disabilities.

The ILO effect. The ILO's leadership role of Decent Jobs for Youth has been a key success factor in the continued growth of the Initiative. The ILO's unparalleled reputation in the international arena on the topic of youth employment helps attract partners, enable collaboration and convening and advance specific knowledge and resourcing opportunities.

For ITU, the opportunity to co-design a digital skills campaign with ILO under the Decent Jobs for Youth facilitated the focus on both supply and demand side aspects and enabled critical access to technical capability and credibility on the topic of youth employment beyond ITU's standard areas of operations and knowledge. This provided a new platform to leverage their own expertise and networks towards shared goals. In the youth employment project for the Sahel region with the government of Luxembourg, project stakeholders identified

the ILO's in-depth knowledge on quality apprenticeships, skills development and what works in youth employment¹⁶ as a key driver of advancing progress at country-level and identifying the most relevant knowledge gaps to address through the project. Further, the ILO's tripartite model provided valuable mechanisms to build inclusive networks across youth employment actors on the ground in the joint UN commitment supporting the government of Cambodia in the implementation of national employment policies.

In its interactions with Decent Jobs for Youth, the government of Spain recognized the ILO's "authority on the SDGs"¹⁷ and its successful management of the linkages between its own objectives and the 2030 Agenda for Sustainable Development.

@PARTNER-LEVEL INSIGHT:

To build alliances in support of project design and implementation, partners highlighted the importance of rigorous selection processes in their own implementation capabilities. Switch Maven is among the partners whose experience shows that selecting trustworthy and reliable implementing partners proves crucial for a project's success. In addition, ASEAN Youth Community and UNMGCY both cited the importance of identifying synergies and building personal relationships to help anchor institutional collaboration. Motivated and like-minded individuals inside an organisation can serve as entry-points to establish more systematic collaboration mechanisms.



¹⁶ Reported in the project progress summary, July 2019.

¹⁷ Cited at the event in New York, 'Accelerating progress under SDG8 and Promoting full employment and decent work for all', July 2019 https://www.ilo.org/employment/Whatwedo/Eventsandmeetings/WCMS_712498/lang--en/index.htm

PROMOTING LABOUR MARKET POLICIES, COMBINING ACTIVE LABOUR MARKET POLICIES (ALMPS) AND SOCIAL PROTECTION MEASURES.

The focus is on the development of effective strategies that combine ALMPs with social protection measures, including unemployment benefits, and expanding outreach of effective labour market institutions, including employment services. Employment activation measures is fostered, particularly for youth from disadvantaged backgrounds and young women, ensuring equal access to decent jobs.

Decent Jobs for Youth is a unique platform to draw on the latest evidence of what works in youth employment and develop comprehensive, action-oriented, context-specific strategies. ILO's unique technical expertise and convening power enables governments to make detailed diagnoses of the key challenges in their country and to design the most relevant response to the fragmentation and duplication that often constraints progress. Working in collaboration with the government of Nigeria, for example, the Nigerian Youth Employment Action Plan (NIYEAP) delivers a comprehensive approach to youth employment interventions through multi sector collaboration. The Plan emphasizes

the 4Es: Employability, Entrepreneurship Development, Employment Creation and Equal Opportunity, and draws explicitly on the thematic areas of the Initiative. In line with existing policies and planning documents, the NIYEAP has been designed to promote a coordinated and joined-up response over four years from 2021-2024, directly responding to the fragmentation in youth employment interventions in Nigeria, identifying priority areas for action and developing a framework to track and monitor progress. As part of the implementation structures for the coordination framework, Nigeria's Federal Ministry of Youth and Sports Development has a multi-sector Steering Committee in place including ILO as a Technical Advisory partner. From the set-up phase, a strong focus on M&E has been embedded, including through training of key Ministry officials in collaboration with the University of Western Cape, South Africa.

IMPACT AREA 2:

SCALING UP ACTION AND IMPACT

The second pillar of Decent Jobs for Youth is scaling up **Action** and impact. The collective expertise and commitment of the Alliance is leveraged through the Initiative's action-oriented model: *“the active engagement and coordinated action of diverse stakeholders (including Parliamentarians, the private sector and other non-state actors, youth organisations and other NGOs and academia) under the overarching umbrella of the alliance!”* This “active and coordinated” approach is implemented through a rigorous framework of partners pledging ‘commitments’ to Decent Jobs for Youth towards shared goals in line with the SDGs. This system of commitments allows partners to engage with the Initiative in line with their own priorities and resources. Across the 66 commitments, 51 are directly contributing to scaling up action and impact².

KEY MESSAGES

Decent Jobs for Youth is:

- » Accelerating action on youth employment at global, regional and national levels
- » Targeting 33.26 million young people to improve labour market outcomes
- » Providing opportunities for profile-raising and up-scaling of local youth employment interventions
- » Enhancing the quality and rigor of investments in decent jobs for youth
- » Making a broad contribution to advancing the Sustainable Development Agenda 2030

¹ This is the third success factor outlined in the founding Decent Jobs for Youth strategy.

² As reported by partners in their commitment registration form.

HOW DO WE JOIN DECENT JOBS FOR YOUTH?

The Global Initiative on Decent Jobs for Youth is looking for organisations ready to increase the quantity and quality of work opportunities available to young people and to address the barriers that prevent youth from accessing decent work. To join forces with the Decent Jobs for Youth Initiative, prospective partners are invited to:

- » **Endorse the Initiative's Strategy.** Decent Jobs for Youth leverages expertise and resources of multiple partners to catalyse action on youth employment. Insights into the Strategy are shared through this report. See in particular 'How we report our results'.
- » **Subscribe to the Initiative's Guiding Principles.** Decent Jobs for Youth is guided by a dedication to coordinated, innovative and evidence-based action. See above in 'Purpose through Principles' to learn more about the shared value partners derive from the Guiding Principles.
- » **Submit a commitment for review.** Your institution can become a partner by making a commitment in support of decent jobs for young women and men. This report presents the progress achieved so far under the commitments pledged by partners since inception of Decent Jobs for Youth.

"Decent Jobs for Youth is a unique platform to address fragmentation and catalyse effective, innovative and evidence-based action at country and regional levels."



MR. SANGHEON LEE
Director, Employment
Policy Department, ILO

[HTTPS://WWW.DECENTJOBSFORYOUTH.ORG/BECOME-A-PARTNER](https://www.decentjobsforyouth.org/become-a-partner)



FOCUS ON THE CREATION OF DECENT JOBS AND THE IMPROVEMENT OF THE QUALITY OF WORK.

Decent Jobs for Youth supports countries in the identification of sectors and areas with job creation potential and gives priority to youth employment interventions that address the twin objectives of improving the quantity and quality of jobs for youth. This includes measures to lift young people out of poverty or vulnerable employment, and to support their transition from the informal to the formal economy. It also includes innovative approaches and new schemes, piloted by a range of stakeholders, which can be scaled up.

Working at country-level, Decent Jobs for Youth advances a dual agenda of promoting both job creation and job quality for youth. Combining these twin objectives is key to addressing the aspirations for young people everywhere to thrive in the world of work. Partners of Decent Jobs for Youth are committed to these priorities in their work with and for youth, and our platform creates space for innovations and new approaches. Given AIESEC's global reach in mobilizing a range of professional opportunities for young people globally, giving them critical early experience and exposure to formal work, they identified their potential

in raising awareness of how to address the ongoing challenges many young people face in the quality of in-work placements. Through their commitment to Decent Jobs for Youth to develop the leaders of the future by mobilising 4,000 global professional opportunities annually, AIESEC designed a set of sixteen standards to ensure quality in their internship and apprenticeship placements, working with leading companies across 116 countries. The standards cover the preparation period in advance of the placement, the experience during the placement, and follow-up after the placement is completed. Standards focus on clarity and quality in: personal goal setting for the young person, alignment in goals between the young person and the employer, job description and working practices, equal pay, among others. Key benefits reported by the young people include increased 'soft' and language skills, identified as most relevant to the companies engaged with AIESEC.

ACCELERATING GLOBAL, REGIONAL AND LOCAL ACTION

Impact on young people. A particular benefit of the commitments framework is its role in accelerating action at global, regional and local levels. Between the launch of the Initiative and November 2020, 76 leading youth employment stakeholders joined Decent Jobs for Youth as partners. 66 registered commitments have been pledged by 58 of the partners to support more than 33.26 million young people globally. Thirty commitments span multiple regions, improving access to decent jobs for more than 32.19 million. Thirty-six commitments are being implemented across countries in a single region across Africa, Asia, Europe and Latin America, directly targeting **more than 1 million** youth³.

Commitments at the global level have been spearheaded by UN system entities (ITU, UNDP, UNEP, UNIDO and UN DESA), private sector (HP Foundation and Nestlé), youth organisations (AIESEC) and governments (Spain)⁴. For example, at least 550,000⁵ young people were supported through Nestlé's commitment in Africa, Latin America and Europe in 2019, including through the Social Investment Accelerator programme, developed together with the Swiss Agency for Development and Cooperation and Ashoka, which supports young social entrepreneurs in Africa as well as the Alliance for YOUTH that promotes youth employability and entrepreneurship in Latin America and Europe. For its part, AIESEC has partnered with over 1,100 organisations to deliver 3,674 internships and apprenticeships for youth in 116 countries and territories, helping young people develop work-relevant technical, 'soft' and language skills.

A variety of partners focus on driving impact

across **multiple countries in a region**, including the African Union Development Agency (AUDA-NEPAD) (Africa), European Youth Forum (Europe), and Education for Employment (EFE) (Middle East and North Africa). AUDA-NEPAD is supporting the development of employment-oriented technical vocational education and training programmes especially in agriculture and rural development, with more than 2,000 young people trained in 14 African countries. With the help of EFE's job training, placement and entrepreneurship programmes adapted to local needs, 18,858 young people from urban and rural areas of Algeria, Egypt, Jordan, Morocco, Palestine, Saudi Arabia, Tunisia, United Arab Emirates, and Yemen have been connected to the world of work.

Impact at regional level is further accelerated by multiple single-country commitments across Africa (The Gambia, Ghana, and Nigeria), Asia (Bangladesh, Cambodia, and Indonesia), Europe (the Netherlands, Portugal, Spain and Ukraine) and Latin America (Argentina). For example, Code for All Portugal has contributed to Decent Jobs for Youth by offering an intensive 14-week coding bootcamp to 621 unemployed young women and men, facilitating their access to finance and providing them with job search assistance to smooth their training-to-work transition, with the job placement rate for participants currently at 62 per cent. The Government of Bangladesh, through its flagship Access to Information (a2i) programme, has adopted a two-pronged approach by registering two commitments that focus on: (1) offering an inclusive digital skills training programme; and (2) strengthening the country's apprenticeship system.

³ Of the 36 single-region commitments, 19 are implemented in a single country, targeting more than 933904 youth, while 17 commitments are implemented in multiple countries of a single region, targeting 144700 youth.

⁴ This encompasses partners that selected "Global" as part of their commitment registration.

⁵ Up to Q1 2019.

About 22,300 young people received digital skills training, of which 80 per cent are based in rural areas. In addition, 28,460 young Bangladeshis, including 14,205 women, benefited from on-the-job training and practical work experience as part of the apprenticeship programme⁶.

Local to global. Further, the model facilitates the upscaling and/or exposure of local action to the global level, which generates particular value for partners, especially those which are in expansion-mode, smaller or country-specific:

“We want to greatly increase our impact. This initiative has made us think of possibilities on a national level, the European level and even beyond... [The Global Initiative on Decent Jobs for Youth] made our goals more ambitious. Collaborating internationally sets the bar on a whole new level. It’s made the [Buzinezzclub] team step up with new energy.”



MR. LEO VAN LOON
Founder and CEO,
Buzinezzclub

“[We want to] double the target number of beneficiaries... Being a partner of the Decent Jobs for Youth Initiative has given us the credibility to recruit more students for our training programme.”



MR. JEPH ACHEAMPONG
Co-Founder & CEO,
Blossom Academy

⁶ Up to end June 2019.

UNDERSTANDING THE VALUE OF THE GUIDING PRINCIPLES

FOCUS ON ACHIEVING IMPACT AT THE COUNTRY LEVEL AND PURSUING REGIONAL PERSPECTIVES, WHERE APPROPRIATE.

Decent Jobs for Youth is practically minded and focused on the end goal of achieving impact on the ground. The mobilization of and engagement with the United Nations country-based presence and coordination mechanisms is of key importance.

As stated in the Decent Jobs for Youth launch strategy, country-level action and ownership is critical to successful delivery of the Initiative’s goals. Where coordination has been facilitated on the ground, such as in the Sahel region of Africa, opportunities for innovative working and sustainable impact have increased. Across the Commonwealth of Independent States (CIS), the ILO is working to develop joint approaches to address youth employment issues common to the CIS countries and to enhance the existing mechanisms for regional cooperation on youth employment. Through the ‘Partnerships for Youth Employment in the Commonwealth of Independent States’ project, a sub-regional cooperation platform has been created and enables peer reviews on youth employment policies and thematic policy reviews. The platform is actively used to share learning and enhance design and delivery of interventions. A dedicated toolkit has been produced to guide quality peer review, youth labour market analysis and comparative youth employment practices. During its first year of implementation, the thematic focus was on gender, with specific research undertaken. The platform facilitates exchange of experience in addressing country-specific priorities, such as economic diversification in Azerbaijan and internal labour mobility in Kazakhstan. Sub-regional meetings provide a well-validated forum for advancing the ILO global agenda and building national capacities and country-to-country cooperation.

EXPANDING INVESTMENTS IN YOUTH FOR QUALITY EDUCATION AND SKILLS DEVELOPMENT.

Education and skills development enhance both the capacity to work and opportunities to progress at work. Decent Jobs for Youth promotes increased investment in youth with a view to improving access to and the relevance of education and training, and strengthening the connections between education and skills development systems and labour markets. Particular attention is paid to lifelong learning, quality apprenticeships and other work experience schemes that address skills mismatches. Awareness about risks, a secure path in the school to work transition, opportunities in the labour markets and rights at work are promoted including through school curricula.

Within the Global Initiative on Decent Jobs for Youth, significant financial and non-financial resources have been mobilized to enhance the quality and relevance of education and skills development for the changing needs of the workforce. Among partners, this was the joint third most cited Guiding Principle in terms of alignment with design and delivery of commitments. In Bangladesh, a2i, the lead vehicle of the government's public innovation agenda, is working with a whole-of-government approach applying behaviour change methodologies and leveraging the rapid expansion of technologies to create an enabling environment for the development of demand-driven skills nation-wide.

In particular, for unemployed youths aged 17-30 in rural and urban areas who lack opportunities for skills development, a2i is implementing an apprenticeship programme in collaboration with Bureau of Manpower, Employment and Training (BMET), Department of Social Services (DSS), ILO, Actionaid Bangladesh, Oxfam and UNDP.

Based on industry demand, the programme covers over 450 formal sectors, such as agri-business, construction, leather and footwear, as well as informal trades such as welding, tailoring and glass and mirror fitting, through partnerships with more than 3,500 workplaces in 132 upazillas⁷. Industry provides 80 per cent of the investment for implementation in the formal sector, which incentivizes ownership and performance. For the informal sector, the programme is entirely funded by the government. The job placement rate is currently 85 per cent, and a2i is also working at a policy level to ensure 5 per cent of the workforce is recruited through apprenticeships per year by 2023.

⁷ An administrative region in Bangladesh

@PARTNER-LEVEL INSIGHT:

In monitoring progress of commitments to Decent Jobs for Youth, partners identified a range of implementation challenges and lessons learned, in particular those partners who are delivering interventions directly to young people in communities around the world. Here are the top five, based on frequency of citation and relevance to the four strategic pillars of Decent Jobs for Youth:

Linkages with the private sector in the design, implementation and follow-up of training programmes help drive employment outcomes for young people. Switch Maven is among multiple partners who reported on the importance of building strong relationships with local employers to facilitate young people's course-to-work transitions.

Weak capacity among local populations can hinder pace and quality of delivery of training programmes, particularly in newer fields of digital and 'soft' skills. Code for All Portugal is introducing an innovative scholarship programme for teachers from different subjects who can study with the programme and move on to become software developer trainers at their bootcamps.

Digital technology has a key role to play in increasing reach to underserved young people. UNCDF's experience shows how technology can be leveraged as a crosscutting mechanism in expanding financial services: to increase youth's access to financial services; to support young entrepreneurs in attracting innovative investments such as through crowdfunding; and to support more efficient processes for financial service providers. European Student Think Tank adopts social media to maximize their reach and relevance to youth populations, and SOS Children's Villages is developing YouthLinks, a digital platform to connect participants. AUDA-NEPAD is launching agri-business incubators to provide additional post-training support.

Youth champions can have a powerful role model effect especially for hard-to-reach young people. FAO's work has shown the positive effects for young people, especially in rural areas, of being exposed to youth champions who can demonstrate the benefits of decent employment opportunities.

Project administration issues can become significant constraints to progress on the ground, such as: regulatory hurdles (AUDA-NEPAD); visa restrictions in particular hindering regional participation in project activities (UNIDO); and a mismatch between programme length and the annual humanitarian planning cycle (United Nations High Commissioner for Refugees (UNHCR)).



INSTITUTO NACIONAL DE JUVENTUD

In your experience, what are the most significant constraints young people face in accessing decent jobs? What is the role/added value of an Initiative like Decent Jobs for Youth for scaling up action and impact?

“As the future of work becomes the present of work, jobs start to demand new skills that current education schemes do not yet account for. Likewise, employers must also reconvert their traditional relationship with employees if they wish to acquire and keep new talents. Soft skills, teamwork, adaptability, self-esteem and perseverance are some attributes that are key to access decent jobs, especially for vulnerable youths. However, this must also be accompanied by specific tools such as how to create your first résumé and how to look for a job in the first place. This integral approach is what sets the National Youth Institute of Argentina’s (INJUVE) Future Fairs apart from similar policies that tend to the same problems.

This is why an initiative like Decent Jobs for Youth is so important, because it takes youth employability and places it at the centre of the public agenda. Through INJUVE’s alliance with the Initiative, we have managed to increase the visibility of this issue and have had insight into information and policies which seek to increase access to decent jobs.”



MS. ADRIANA CÁ CERES

Former Executive Director,
National Youth Institute of Argentina
(Instituto Nacional de Juventud)

@INITIATIVE-LEVEL INSIGHT:

Moving quickly from global-level to country-level collaboration that brings tangible benefits to young people helps drive value, reach and legitimacy of a multi-stakeholder Initiative. Identifying conducive environments for operations, generating demand at country-level, creating the right incentives for partners to take first steps towards a coordinated response to a jointly identified challenge, and mobilising champions underpin the successful transfer of a global initiative to country-level investment and implementation.



SAVE THE CHILDREN

What is the role of technology in creating scalable and sustainable solutions to close employment gaps for marginalized and vulnerable youth? What is the role/value-add of an Initiative like Decent Jobs for Youth in scaling up action and impact?

“When we are able and deem appropriate to use technology in our work, we can offer solutions that are richer, more relatable, wider reaching, and more cost-effective, and which help us to work more efficiently. The cost of leveraging technology is becoming attainable for most development programs, and advancements in emerging technologies such as Extended Reality (XR) and Artificial Intelligence (AI) are offering disruptive solutions to previous challenges. Through technology, we can bypass many of the systemic inequalities that contribute to employment gaps for marginalized youth, and work to create systems that provide equal opportunities to all. Initiatives like Decent Jobs for Youth can provide guiding principles to maximise the value of our work, a collective voice to advocate for what we still need, and access to the systems, markets and actors that can make scale and sustainability possible.”



MR. STEVE DIPANGRAZIO

Specialist, ICT4D, Youth
Integrated Economic
Opportunities, Save the Children

ENSURING RIGOROUS IMPLEMENTATION

A technical commitments system. The commitments framework is described by the Initiative’s secretariat as “empowering at a technical level”.⁸ It provides a systematic way for partners to identify entry points for collaboration or new knowledge and resourcing opportunities. On the Decent Jobs for Youth online engagement platform, each commitment is individually profiled with user-friendly search functions. For each commitment, key implementation data is shared in a consistent format, including: geographic scope of the commitment; timeframe; number of young people to benefit directly; alignment with Thematic Priorities and with specific SDGs. Key information is also presented about the implementing partners, including their approach and contact details, so this portal serves like a “business card”⁹ for other partners on each organisation’s comparative advantage and any possible collaboration opportunities in the youth employment ecosystem.

Making commitments within this technical framework has enabled a greater range of partners to develop quality approaches to decent jobs for youth, including beyond their typical sphere of expertise.

Decent Jobs for Youth ensures its operations are fully aligned with the UN Partnership Data for SDGs recommendations for greater transparency, coherence, impact, and comparability of the work carried out by multi-stakeholder partnerships across the UN system. Specifically, the structure of the commitment registration forms includes questions that explicitly reflect the SMART criteria¹⁰, including the timeframe for implementation of the commitment, target number of youth beneficiaries and resources allocated. In addition, to ensure comparability and compatibility across platforms, the Decent Jobs for Youth Initiative’s recent progress reporting exercise has been carefully modelled on the UN Partnerships for SDGs reporting framework. The Initiative’s efforts in integrating the SMART approach were highlighted at the Partnership Data for SDGs meeting in April 2018, as well as at the 2018 UN Partnership Exchange.

For example, “FAO introduced a mechanism whereby every FAO project is assessed against its contribution to productive employment and decent work in rural areas, which will greatly enhance the inclusion of decent work perspectives for youth across FAO’s project portfolio”, highlighted Mr. Antonio Correa do Prado, Director ad interim, Social Policies and Rural Institutions Division, FAO.

⁸ As reported at the Reflection and Learning Workshop, June 2019.

⁹ Ibid.

¹⁰ Specific, Measurable, Achievable, Resource-based, with clear and Time-based deliverables.

DELIVERABLES AND LINKS TO SDG TARGETS

2,400 young people trained in relevant skills, including technical and vocational skills, ICT skills and soft skills



5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

Annually, the commitment will help certify 2400 people, mostly young people, in digital competencies. Our strategy is to make training itineraries in computer science and Artificial Intelligence available to social entities for reaching their target audiences.

BY: Jun 2021

400 young people gained work experience, including through internships and quality apprenticeships



8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services

Organizing specialized boot camps for helping young people improve their digital skills for career reorientation. Connecting trained young people with technology companies for achieving at least 60% job placements upon completion of the trainings.

BY: Jun 2021

6,000 young people trained in relevant skills, including technical and vocational skills, ICT skills and soft skills



8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

Equipping young people with basic digital literacy through training and certification pathways; organizing learning workshops and promoting coding & Artificial Intelligence skills among young people.

BY: Jun 2021

MULTI-DIMENSIONAL AND MULTI-SECTORAL APPROACH.

The strategy of Decent Jobs for Youth is built on a multi-dimensional approach to ensure that young women and men in different contexts and situations, including in fragile states and states in protracted crisis, as well as among displaced populations, benefit from coordinated support. This reflects the universal nature of the Sustainable Development Goals.

Whilst the four strategic pillars and eight Thematic Priorities ensure Decent Jobs for Youth is able to take forward a multi-dimensional and multi-sectoral approach at the strategic level, this focus on comprehensive, holistic support also informs commitments undertaken by partners. For example, in 2018 UNHCR launched a partnership with Trickle Up to increase the economic inclusion of the poorest and most vulnerable among refugee populations including youth in 6 countries:

Mozambique, Malawi, Zambia, Zimbabwe, Sudan and Ecuador. 80 per cent of the 3,400 programme participants of “The Graduation Approach” to date were refugees and 20 per cent were from host communities. The Approach aims to ‘graduate’ participants out of poverty through intensive sequenced interventions including consumption support, skills development and access to both employment and entrepreneurship opportunities. In addition, tailored guidance is provided through mentorship. Based on positive outcomes to promote economic inclusion of refugees and empower host communities, plans are underway to scale up this multi-dimensional programme through an international coalition of NGOs led by UNHCR together with the Partnership on Economic Inclusion of the World Bank. The goal is to alleviate poverty for 500,000 refugee and host community households in 35 countries over 5 years.

INTERNATIONAL COUNCIL FOR SMALL BUSINESS

How are opportunities for young people changing in the world of work? What is the role/added value of an Initiative like Decent Jobs for Youth for scaling up action and impact?

“In his book, the Coming Jobs War, Jim Clifton, states that to avoid conflict in societies around the world, “leaders and countries and cities, should focus on creating good jobs because as jobs go, so does the fate of nations.” This statement has now become a common truth in organizations focused on long term economic planning. In particular youth need entrepreneurial education and job creation. Creativity and Entrepreneurship are the immutable skills to ensure progress in the 4th Industrial revolution where the role of workers needs to evolve in the digital economy.

The International Council for Small Business (ICSB) is pleased to partner with ILO’s Decent Jobs for Youth initiative. Under this partnership, ICSB, in conjunction with TVET in Egypt, recently hosted 6000 youths at the 2019 ICSB World Congress in Cairo and Alexandria, Egypt. The theme for the 2019 ICSB World Congress was the “Future of Entrepreneurship.” The United Nations has estimated that there more than 1.8 billion youths in the world. The highest percentage of the world population. The Congress agenda brought together youth entrepreneurs in the MENA region and they shared solutions on lowering the barriers for small business creation.”



MR. AHMED OSMAN

President, International Council
for Small Business (ICSB)

A comprehensive thematic framework. Eight strategically selected Thematic Priorities provide a comprehensive agenda for joint action through the commitments. Design of this thematic agenda ensures that actions are delivered through a comprehensive and integrated approach, tackling the most pressing constraints and building on the most recent evidence. The selection of the eight Thematic Priorities was informed by the long-standing expertise of UN System entities working with diverse partners on youth employment policy making and programming, taking into account promising interventions models, different contexts and the need to support disadvantaged groups of young people to enable collaboration towards large-scale positive change.

This comprehensive approach across thematic priorities enables a systems/whole-of-government approach for national-level change based on breadth in technical expertise, leveraging of comparative advantage per partner and common messaging; and this drives sustainability through institutional cross-fertilisation of technical knowledge.

Progress under each Thematic Priority is reported in the 'Progress Overviews by Thematic Priority'.

In the spirit of the alliance, each Thematic Priority is co-led by UN entities. Collaborative leadership in this way helps bring a more comprehensive and inclusive approach to the Initiative's work on the ground. For example, the entities co-leading the Entrepreneurship and Self-employment Thematic Priority reported the benefits of working across the variation in their respective definitions of entrepreneurship and self-employment and conceptualizing a joined-up strategy, attributing this to a stronger approach overallⁱⁱ. Each Thematic Priority team developed a Thematic Plan in a consistent format that: makes the case for why action is needed; presents latest evidence and innovations; and identifies an action agenda.

ⁱⁱ Reported at the Reflection and Learning Workshop with Thematic Priority Co-Leads, June 2019.

@INITIATIVE-LEVEL INSIGHT:

Having a substantive, comprehensive and clear technical framework for collaboration combined with values-based principles helps provide practical engagement mechanisms for partners and gears interaction towards concrete results and quality interventions. Having a shared understanding of quality helps build trust across a diverse community and commitment to a culture of continuous improvement. Formal linkages to the wider development agenda – notably the 2030 Agenda for Sustainable Agenda – and specific requirements for partners to link their contributions to SDGs also helps drive value for partners and coherence in action. Official status with SDGs reporting is an effective framework to mobilize partner commitments.



BALANCED SET OF INTERVENTIONS.

Decent Jobs for Youth focuses on support to member States to stimulate labour demand at all levels and improve education and training policies and systems so that they respond better to the current and future demands of labour markets, and to promote opportunity-driven self-employment and entrepreneurship as a career option for young people. It promotes inclusive growth and decent employment for young women and men in key economic sectors, including agriculture, manufacturing, trade, ICT, digital economy, tourism, cultural and creative industries, and the green economy.

The multi-stakeholder Decent Jobs for Youth model is geared to ensure balance across demand and supply side interventions. Collectively the commitments span current and future demands of labour markets, with a shared capability to prioritize sectors with potential for high youth labour demand. This focus on balance also drives the design of individual commitments by partners. For example, in The Gambia, through more than 30 implementing partners, International

Trade Centre launched a comprehensive Youth Employment Project (YEP!) combining employment skills training and entrepreneurship promotion in key growth sectors for Gambian youths between 15 and 35 years old, especially youth NEET. To help ensure systems-level change for young people in the country, the project is being implemented with the highest level of government support. The framework for implementation is provided by the national Strategic Youth and Trade Development Roadmap (SYTDR), endorsed by the President, which includes Sector Roadmaps for ICT, Tourism and Agribusiness. It also targets investments at multiple stakeholder levels, including training institutions, MSMEs, and wider awareness-raising campaigns for youth and the wider public, in particular to communicate the benefits of staying in the country rather than taking risks through irregular migration.

ADVANCING THE 2030 AGENDA

Making the case. Within the UN system, the Initiative provides critical internal leverage to advance the youth employment agenda. During progress monitoring, a number of UN agencies reported the value of using the Initiative’s multi-stakeholder commitments as evidence of the need to invest resources in decent jobs for youth in line with the respective institution’s operating model.

“The Global Initiative on Decent Jobs for Youth is a valuable platform for FAO to raise awareness of the critical issue of decent jobs for youth and provide evidence to make the case for investment in agriculture and rural development.”



MR. ANTONIO CORREA DO PRADO

Deputy Director,
Social Policies and
Rural Institutions, FAO

SDGs alignment. The 66 commitments pledged to Decent Jobs for Youth directly impact 13 SDGs¹. For partners, being part of a coordinated contribution to SDGs delivery brings important value².

“The partnership with Decent Jobs for Youth will scale up evidence-based action to improve education in sub-Saharan Africa. This will help more young people to get decent jobs. We are delighted to work with a global, multi-stakeholder alliance that shares our mission to join-up people and resources for greater impact.”



MS. LUCY HEADY

Chief Executive Officer,
Education Sub Saharan Africa

“As a partner of the Global Initiative on Decent Jobs for Youth, we have strengthened our focus to align our skills development initiatives with Sustainable Development Goals (SDGs) to keep coherent with the SDG targets and contribute to the global targets.”



MR. ANIR CHOWDHURY

Policy Advisor,
a2i-innovate for
all, Government of
Bangladesh

¹ As reported by partners in their commitment registration form; partners can select up to 4 Goals and 4 Targets.

² See ‘Our Role in the SDGs’ more detail about how Decent Jobs for Youth directly contributes to delivery of Sustainable Development Agenda 2030.

@INITIATIVE-LEVEL INSIGHT:



Formal linkages to the wider development agenda – notably the 2030 Agenda for Sustainable Agenda – and specific requirements for partners to link their contributions to SDGs also helps drive value for partners and coherence in action. Official status with SDGs reporting is an effective framework to mobilize partner commitments.

UNITED NATIONS POPULATION FUND

How do we ensure no young people are left behind for decent jobs?

“The lack of decent work contributes to poverty at individual, family and community level. Lack of decent jobs is a primary driver of internal and international migration among young people, and undermines national development. To ensure that all young people, without any form of discrimination, have a fair chance to gain decent employment, a broad set of labour market interventions is needed in combination with a major push to expand access to quality secondary education.

These interventions have to target young people in the socio-economic context they live in. In high-income settings, labour market interventions, including skills training and entrepreneurship, may integrate youth into labour markets, but cannot easily compensate for lack of skills. In low and middle-income countries, where formal jobs are scarce, programmes raising the demand for young workers have been shown to improve employment opportunities and earnings, especially among disadvantaged young people.

For young women, child marriage, as well as unintended pregnancy not only undermine their health, but can derail and damage decent work opportunities, with lifelong implications. Because of early marriages and unintended pregnancies young women are forced to drop out of school, lose access to professional opportunities, and are put at a lifelong disadvantage in terms of earnings and career progression. Workplace discrimination further diminishes young women’s development prospects.

These detriments are compounded where young people are exposed to insecurity and violence. Young migrants and displaced persons, particularly where they lack documentation, face considerable challenges, and including them within social services including skills training, livelihoods and other opportunities should be a priority.

The growing hope among many governments to capitalize on a youth bulge to harness a “demographic dividend” will not be realized unless all young people enjoy a healthy life, including reproductive health and rights, dignity and human rights to expand their capabilities. It is a smart investment to improve young people’s access to decent work because it would pay off in terms of economic growth.”



MR. DEREJE WORDOFA

Deputy Executive Director, United Nations Population Fund (UNFPA).

PROMOTION OF GENDER EQUALITY.

Decent Jobs for Youth mainstreams gender equality concerns throughout its implementation. The interventions supported pay particular attention to gender issues and their underpinning socio-economic factors, as well as gender-differentiated transitions to decent jobs and, where appropriate, target young women through positive action. Interventions need to address female entrepreneur's access to finance, measures that reduce and redistribute caring responsibilities, promote men's role in sharing nurturing/paternity responsibilities to ensure that young women have the opportunity to seek decent work and training.

Illustrating Decent Jobs for Youth's leadership in this area, Gender Equality is added as a dedicated thematic area to the newly launched Knowledge Facility, alongside Rights and Voices, in addition to the eight Thematic Priorities that guide the Initiative's work. Further, the ILO guide on Measuring Decent Jobs for Youth provides a comprehensive and accessible introduction to the topics of results measurement and impact assessment, their practical application and a specific focus on gender mainstreaming in the youth employment field. This was the Guiding Principle most frequently selected by partners as informative to their work in reporting on their progress, reflecting how partners perceive the Guiding Principles as 'shared values' across our community. AUDA-NEPAD is among the many partners who cited the influence of this Guiding Principle on the design of their programming and/or policymaking. They have conceptualized a 'gender transformative' approach to TVET and skills development. Moving beyond a focus solely on rates of female participation, their interventions take a broader approach, ensuring that training for women is conducted in conducive environments, for example, and for women in rural areas is conducted in modular forms to enable ongoing balance with household duties, in order to address the multiple dimensions of economic empowerment.

RECOGNITION OF THE HETEROGENEITY OF YOUTH AND THE NEED TO PROMOTE TARGETED APPROACHES.

Decent Jobs for Youth addresses the importance of adopting targeted approaches and

strategies, in recognition of the heterogeneity and needs of different groups of young people, which vary according to individual characteristics (gender, age, socio-economic and family background, educational level, national origin, refugee status, health status, disability). Decent Jobs for Youth also addresses young people that are at risk of violence and crime or that have already been exposed to illegal and or criminal activities with the twin objectives of prevention and rehabilitation supporting their transition to a decent job.

Across Decent Jobs for Youth, the multiple and intersecting opportunities and challenges that young people in different contexts face are being addressed by our global alliance of expert partners. Typically each partner is tailoring its work based on its comparative advantage in understanding the needs of its target demographic(s). For OIJ, their expertise is in identifying and synthesizing the diversity of constraints and aspirations that young people from Ibero-American countries express. In developing their programme of National Youth Forums with key partners including ILO, the Spanish Agency of International Cooperation, Nestlé and Microsoft, OIJ explicitly cited this Guiding Principle as a key reference for ensuring "an inclusive perspective". A representative youth voice is critical to the accountability and validity of this format that is designed to promote social dialogue through collaboration with public, private and social actors. As well as diversity in individual characteristics and backgrounds, OIJ ensured a particular focus on diversity in employment experience was included, depending if young people were employed, self-employed, engaged in work and study, only study or none. OIJ explicitly commits to actively recognizing the heterogeneity of youth in the design and delivery of all programmes.

FUNDACIÓN ONCE

Decent Jobs for Youth recognizes the heterogeneity of youth and the need to promote targeted approaches. How do we best ensure decent jobs for youth are inclusive, and in particular meet the needs of disabled youth?

“Since its creation in 1988, the main objective of Fundación ONCE is to carry out job-training integration and employment programmes for persons with disabilities for global accessibility.

In Fundación ONCE, we firmly believe that the best way to reach social inclusion is through training and employment. Young people with disabilities are a source of talent and, since the year 2016, we are developing several projects in Spain in alliance with the European Union, in particular with the European Social Fund, universities, companies and the National Federations representing young persons with disabilities and their families.

To ensure decent and inclusive jobs meeting the needs of young people with disabilities, a combination of factors is required. The first is to give them the opportunity to gain necessary skills in order to increase their possibilities of employment. The second, to work in partnership to guarantee guidance and follow-up for the successful inclusion of the participants in universities and companies, ensuring job placement. Finally, to combine personalized attention with training specialization and practical training in a collaborating company, in order to ensure that they fully exercise their rights to participate in their communities.”



MR. JOSÉ LUIS MARTÍNEZ-DONOSO
General Director, Fundación ONCE

INNOVATION AT DECENT JOBS FOR YOUTH



Identifying and scaling up promising innovations is central to our joint capabilities to achieve the SDGs. This is more relevant than ever in the changing world of work of the 21st century. Across the youth employment community, stakeholders are focusing their efforts on the most efficient and effective ways to enable the scaling up of game-changing innovations. Accelerators, challenge funds, young changemakers themselves, innovations are changing the way we fund, plan, deliver and learn from our interventions, not least in response to the profound transformations in the world of work.

The ILO's Global Commission on the Future of Work¹ provided detailed analysis of the multi-dimensional change underway in labour markets across the world. It recommended a human-centred agenda for the future of work, including a focus on innovation and economic diversification. In doing so, it cautioned against the risks of uneven diffusion of technological innovations as well as a lack of competition for innovation and enterprise development. Young changemakers hold significant potential to mitigate against both these risks, uniquely inclined towards social innovation and values of justice, equity, and inclusion².

Decent Jobs for Youth has a powerful role to play in providing a platform for innovation pioneers who hold the promise to deliver transformative change for young people in decent work when shaping and aligning disruptive and disconnected interventions. We need to connect and coordinate stakeholders and increase coherence across investments. Decent Jobs for Youth provides an open space for collaboration, and we urge the youth employment community to come together and jointly maximize our collective impact.

¹ Work for a brighter future – Global Commission on the Future of Work. International Labour Office – Geneva: ILO, 2019

² See for example the multiple youth social innovation programmes led by organizations such as The Mastercard Foundation, World Economic Forum, International Youth Foundation among others.

KEY RESULTS

INITIATIVE-LED INNOVATION

LEADING INNOVATIONS ON PRIORITY THEMES

The experts who co-lead the Thematic Priorities ensured that innovation that leads to improved access to employment for young people has been at the heart of Decent Jobs for Youth since its launch in 2016. Each of the eight Thematic Plans contains a dedicated section on innovative approaches to tackling the youth employment challenge. The focus is on stimulating progressive thinking when designing and running programmes, and signalling to partners where the highest potential areas for innovation are currently being identified in the field.

SEEKING INNOVATIVE SOLUTIONS TO ASSIST THE MOST DISADVANTAGED YOUTH GROUPS

Young refugees and young people in host communities are one of the most disadvantaged youth groups in the labour market. Their transition to employment is arduous and impacted by numerous external factors, from regulations to language barriers. In collaboration with partners working on digital skills and digital jobs, the Decent Jobs for Youth team has devised a series of interventions to assist these young people in their quest for decent work. They range from demand-side to supply-side interventions and measures to strengthen intermediation. The innovations and the collaboration with local and global partners leverages the ILO-ITU-AU partnership as well as the experiences from partners contributing to the Digital Skills for Decent Jobs Campaign.

TESTING INNOVATIVE APPROACHES IN DIGITAL KNOWLEDGE EXCHANGE

The design of the Knowledge Facility exemplifies how Decent Jobs for Youth is striving to incorporate the latest cutting-edge practices into its work for partners to maximize value. The intensive design process for the Knowledge Facility led by the Initiative team identified innovative approaches to knowledge transparency and accessibility. The user-centric design approach, with features including advanced search functionality, leveraging of existing resources and active engagement model, all help keep the Facility up-to-date.

GROWING A COMMUNITY OF INNOVATORS IN THE YOUTH EMPLOYMENT FIELD

The Initiative's Annual Meetings serve as a platform for connecting key stakeholders, including young entrepreneurs and changemakers. In both years, young social innovators made important contributions, for example, showcasing the career paths of successful young farmers and "agri-preneurs" in 2019, in line with the recommendations set out in the Thematic Priority on Youth in the Rural Economy.

PARTNER-LED INNOVATION

PILOTING NEW TYPES OF INTERVENTIONS

Across the commitments, there is a growing range of innovation in the design and implementation of Active Labour Market Programmes. For example, in the ILO's commitment in the CIS, the project has supported establishing tripartite partnerships in three pilot regions of Russia as effective instruments for tackling youth employment challenges, accompanied by piloting innovative active labour market measures such as a youth guarantee scheme, wage subsidy programme and entrepreneurship programme. In three new target regions, the project is undertaking an assessment of gaps and challenges in order to support creating youth employment partnerships among institutions, social partners and other stakeholders to promote inclusive, context-relevant labour market innovations.

LEVERAGING TECHNOLOGY TO IMPROVE PROGRAMMING

Digital innovation shows great promise to expand the reach and relevance of employment solutions for young people, not withstanding challenges in access to technology and digital literacy. For example, together with la Caixa Foundation, the social enterprise Development Alternatives based in India held the Technology Challenge to enable young women in rural areas of Uttar Pradesh in India talk about their aspirations, connect with each other in a virtual co-working space and share ideas, skills and talent within a network. It was designed to enable young women to define their aspirations and empower them to overcome the barriers surrounding entering the labour market.

PROMOTING INNOVATION IN YOUTH EMPLOYMENT FINANCING

As reported under 'Impact Area 4: Mobilizing resources', Decent Jobs for Youth is also working to identify and promote innovations in youth employment financing, in particular through results-based financing, impact investing and crowdfunding mechanisms. Social Impact Bonds in particular are emerging as efficient and sustainable ways to invest in improving labour market outcomes for young people over the medium- and longer-term. For example, the work of Buzinezzclub in its commitment is entirely 'paid by performance' through Social Impact Bonds, financed in collaboration with a leading national bank, a private foundation and a city government, to enable savings to public expenditure as well as to the organisation's operations.

ANNUAL MEETING 2018

INNOVATION FOR DECENT JOBS FOR YOUTH

2ND-3RD MAY 2018, GENEVA, SWITZERLAND

OBJECTIVES

1. Stimulate innovative thinking and collaboration on youth employment advancing Decent Jobs for Youth's strategy for 2018-2019.
2. Exchange lessons learned and good practices on innovative financing to scale up action on youth employment.
3. Create an open space for collaboration and networking under the 2030 Agenda for Sustainable Development, launch new commitments for Decent Jobs for Youth, and highlight how existing commitments translate our guiding principles into action.

PARTICIPANTS

237 participants from governments, social partners, youth and civil society, private sector, foundations, United Nations entities and beyond working together to develop innovative approaches in support of decent jobs for youth and the Sustainable Development Agenda.

MAIN TAKEAWAYS

- » **First global partnership event of the Global Initiative** exemplifies the Initiative's emphasis on building an alliance of partners, through a mixture of traditional lectures, panel discussions, interactive marketplace sessions and other networking opportunities.
- » Conference participants on Day 1 focus on innovative programming on decent jobs for youth, with 8 **young leaders** representing a variety of youth-led organisations, UN-system entities, workers' organisations and research institutes **sharing their views and reflections** as part of the closing panel discussion on Day 1 of the conference.
- » Day 2 of the conference dedicated to discussing innovative finance methods to support youth employment under the 2030 Sustainable Development Agenda, including **results-based financing, impact investing and crowdfunding**, with inputs from leading experts and practitioners in the field.

CONFERENCE HIGHLIGHTS

- » **Two marketplace sessions** with short presentations and mini-roundtable discussions provide conference participants with insights into 18 partner commitments and other leading youth employment programmes.
- » **Specialized workshops** provide a platform for partners to cooperate, including the "Football for Decent Jobs for Youth" side meeting.
- » **World Café** used as an opportunity to summarize key takeaways and ways to leverage innovative financing to scale up action on youth employment.
- » Decent Jobs for Youth **Media Zone**.

MORE INFORMATION: [HTTPS://WWW.DECENTJOBSFORYOUTH.ORG/EVENTS/29/EN](https://www.decentjobsforyouth.org/events/29/en)



YOUTH BUSINESS INTERNATIONAL

How do we best ensure young innovators can drive social transformation for all? What is the role/added value of an Initiative like Decent Jobs for Youth in promoting youth-led innovation?

“Tackling the youth employment crisis requires new ideas, new partnerships and action at scale. Youth entrepreneurship is a key part of the solution. At Youth Business International (YBI), as a global network of organisations focused on supporting young entrepreneurs, we are constantly innovating the support we provide.

We have found that empowering young entrepreneurs to drive social change requires a comprehensive package of support. Young people need support to build the skills and confidence to develop and test solutions to the problems they seek to address. They need ongoing mentoring to navigate the challenges they encounter along the way, and exposure to grow their networks. Finally, they need access to appropriate financial services.

Supporting youth-led social innovation also requires systemic change, lowering barriers to innovation and incentivising entrepreneurship. Initiatives like Decent Jobs for Youth are critical in the role they can play to convene key partners, leverage evidence and drive more impactful collaborations in support of young people around the world.”



MS. ANITA TIESSEN
Chief Executive Officer,
Youth Business
International (YBI)

MICROSOFT

What are the opportunities and challenges of digital innovations for decent jobs for youth? What is the role/added value of an Initiative like Decent Jobs for Youth in advancing innovation?

“Technology is a positive force in transforming our world when it is developed and used in trusted, responsible, and inclusive ways. That is why we are working to create meaningful livelihood opportunities for underserved youth through access to digital skills which foster inclusive economic growth. Digital skills are essential for the jobs of today and tomorrow. From digital literacy to computer science education, learning digital skills helps young people develop creativity, critical thinking, and problem-solving skills, opening the door to greater economic opportunity. Unfortunately, these skills are beyond the reach of many young people living in fragile situations. The lack of access to employment opportunities and resources limits their employment prospects.

For example, Microsoft’s partnership with UNHCR on their connected education program is helping to enable digital innovation and livelihoods by reaching over 25,000 refugee young women and men by 2021 in Kakuma, Kenya, with access to accredited, quality and relevant digital learning and market-oriented training opportunities. We are [also] partnering with ILO on the Decent Jobs for Youth Initiative, addressing the digital skills divide—especially for displaced youth and young girls—as this partnership adds value to fostering an enabling environment for young people to succeed in the labor market.”



MS. KATE BEHNCKEN,
Vice-President,
Microsoft Philanthropies

CITI FOUNDATION

**How do we drive sustainability in innovations for decent jobs for youth?
What is the role/added value of an Initiative like Decent Jobs for Youth in accelerating (youth-led) innovations for green and inclusive growth?**

“Long-lasting and sustainable impact depends on large part on a collaborative approach to solutions. When innovations arise from multiple stakeholders, including the public and private sector and, specially, youth, the approach is more likely to succeed in a sustainable manner. For instance, in partnership with UNDP, the Foundation launched the Youth Co:Lab Initiative, a regional program in Asia that empowers youth to accelerate implementation of the UN Sustainable Development Goals through entrepreneurship and social innovation. Since then, the program has enabled the creation or expansion of over 500 social enterprises, from an online sign language interpretation tool that enhances communication for the 9 million deaf people in Pakistan to an AI-enabled mobile device that helps the visually impaired. The resulting social enterprises, developed by youth for youth, but with the guidance of other actors with different levels of expertise, tackle challenges in sustainable and scalable ways by tapping into the experiences of those whose lives they affect.

A key driver of the program’s success is Youth Co:Lab’s ability to form alliances with over 100 government, public, and private sector partners to foster a more enabling youth entrepreneurship ecosystem across the region. The program creates national dialogues in which stakeholders across all sectors, including youth, identify local development challenges and solutions, and mentorship and skills training are provided to youth entrepreneurs to empower them to develop solutions. The Decent Jobs for Youth Platform takes this multi-stakeholder approach and scales it. The ability provided to us by the platform to tap into the perspective and expertise of different types of actors enables us to develop and invest in solutions like the Youth Co:Lab – solutions that root their success in their collaborative, holistic approach.”



MR. ANUAR JURAINI
Program Officer, Citi Foundation, and



MR. YIBIN CHU
Director and Head of Corporate
Citizenship, Asia Pacific

IMPACT AREA 3:

SHARING AND APPLYING KNOWLEDGE



The third pillar of Decent Jobs for Youth is sharing and applying **Knowledge**. Fragmentation in youth employment knowledge limits the scaling up of action. Building on existing evidence, we need to increase understanding of what works to improve labour market outcomes among heterogeneous youth populations facing multiple interconnected constraints; and we need to increase ease of access among stakeholders to relevant and applicable knowledge. As our strategy states, *“in view of the scope of the challenge, the demand largely focuses on scalable and sustainable solutions that can enhance programming and policy-making, including through the exchange of practices amongst actors.”* Across today’s 66 commitments, 53 are directly contributing to sharing and applying knowledge¹.

KEY MESSAGES

Decent Jobs for Youth is:

- » Addressing key knowledge gaps for the youth employment community
- » Increasing access to the latest quality evidence and insight
- » Creating new opportunities for partners to engage in knowledge generation
- » Strengthening knowledge capacity among partners and other stakeholders
- » Enabling improvements in programming and policymaking through the application of knowledge

¹ As reported by partners in their commitment registration form.

ADDRESSING KNOWLEDGE GAPS

Responding to the COVID-19 pandemic. Decent Jobs for Youth is committed to developing timely and relevant knowledge on urgent issues surrounding youth employment. With the COVID-19 pandemic triggering an unprecedented economic and labour crisis globally, developing knowledge on its impacts on youth employment was an immediate priority for us in 2020. To bring youth voices to the forefront and to ensure policy responses to the crisis are evidence-informed, partners of Decent Jobs for Youth conducted a global survey on the impacts of the pandemic on young people's education, employment, mental well-being and rights.

A new Africa research initiative Decent Jobs for Youth is committed to addressing the knowledge gaps that hold back scaling up action in youth employment. In 2018, Decent Jobs for Youth's first flagship research initiative was launched, a major project that reflects the Initiative's spirit and collaborative operating model.

'GLOBAL SURVEY ON YOUTH & COVID-19'

The Global Survey on Youth & COVID-19² was conducted by Decent Jobs for Youth and its partners, including the ILO, UNMGCY, AIESEC, the European Youth Forum, the EU Emergency Trust Fund for Africa and the United Nations Human Rights Office, to promote and protect youth rights and voices amidst the pandemic. The survey ran between April and May 2020 when the pandemic had rapidly transformed into an economic crisis and received over 12,000 responses from youth in 112 countries. The focus of the survey was on four areas of impacts on young people (18-29): namely, employment, education and training, mental well-being, and rights and voices. It also explored young people's actions with regards to social activism and crisis-response behaviours, as well as their perceptions and experience of policy measures.

The resulting report finds the impact of the pandemic on young people to be systematic, deep and disproportionate and calls for urgent, targeted and smarter investments in decent jobs for youth. This study can act as an invaluable resource in guiding policy responses to the pandemic and building back better from the crisis. As the pandemic continues late into 2020, a second round of the survey is planned in 2021.

² <https://www.decentjobsforyouth.org/campaign/COVID19-survey>

‘BOOSTING DECENT EMPLOYMENT FOR AFRICA’S YOUTH’

This multi-donor research initiative led by IDRC, INCLUDE and the ILO, aims to use the power of research to address the evidence gap and guide policies and interventions tackling Africa’s youth employment challenge. In line with the Global Initiative’s thematic priorities, the key research areas of the three-year programme cover soft skills development and digital jobs for youth, as well as the most effective approaches to foster work-based learning programmes and mentorship.

Drawing on each partner’s comparative advantage, the research initiative’s three-pronged approach incorporates: (1) the generation of new, rigorous evidence through research projects funded by IDRC; (2) the synthesis of existing evidence led by INCLUDE; (3) the development of a community of practice and the engagement of youth through multi-stakeholder dialogue promoted by the ILO and Decent Jobs for Youth.

Following a public call that yielded more than 375 research proposals and several rounds of consultations, including a two-day research workshop in Nairobi in early 2019, eight research teams have been selected to receive IDRC funding for their projects. The eight research projects will generate rigorous evidence on what works and why in specific contexts, such as in fragile and conflict-affected regions, integrating gender analysis in every step of the research process.

In addition, a thorough evidence review and synthesis has been implemented, with the objective of analysing key issues affecting youth employment prospects in Africa. Four synthesis reviews were published between 2019 and 2020 on work-based learning schemes³, sustainable job creation⁴, gender barriers and constraints on the job market⁵; and employment creation in fragile contexts and host communities⁶. A new round of reviews has been commissioned in 2020 on the following topics: (i) digital skills and literacy in light of the future of work; (ii) youth employment in the rural economy; (iii) green jobs for youth; (iv) governments’ actions for youth employment; and (v) the impact of different types of crises on youth employment outcomes.

³ <https://www.decentjobsforyouth.org/resource-details/Publications/625>

⁴ <https://www.decentjobsforyouth.org/resource-details/Publications/514>

⁵ <https://includeplatform.net/publications/young-female-and-african-barriers-interventions-and-opportunities-for-female-youth-employment-in-africa/>

⁶ <https://www.youthforesight.org/resource-details/Publications/637>

INTERNATIONAL DEVELOPMENT RESEARCH CENTRE

What did the response to the call for proposals tell you about the need and potential for new knowledge in the youth employment field? What is the role/added value of an Initiative like Decent Jobs for Youth to shape the research agenda in youth employment?

“Harnessing the potential of Africa’s youth continues to be a priority for governments and donors. While the issue has galvanized political commitment and resources across the region, progress has been fragmented and slow. A key barrier is lack of evidence on what works and what doesn’t to guide policies and interventions.

Through Decent Jobs for Youth, the Boosting Decent Employment for Africa’s Youth initiative was created to help address this critical knowledge gap. The initiative aims to study the impact of various innovative approaches in order to help youth develop soft skills and support work-based learning programmes. The interest for new, rigorous evidence on this theme was demonstrated with more than 375 proposals submitted through an open call for action-oriented research, launched in October 2018. Out of these, the top eight were selected to take part in the first cohort of in-depth research projects, bringing together the convening power of 65+ multidisciplinary researchers and 18+ research institutions committed to have a significant impact on the employment trajectory of young people in Africa.

This initiative aims to move the research agenda and global discourse on youth employment beyond the diagnosis of problems by identifying solutions and practical tools that can inform public and private sector investments.”



MS. MARTHA MELESSE

Programme Leader, Employment and Growth, Canada’s IDRC

Updating the evidence base. In November 2020, the Decent Jobs for Youth team kick started an update of the systematic review of youth employment interventions, initially published in 2017⁷. With the support from the Dutch Ministry of Foreign Affairs an ILO technical team will work collaboratively with Decent Jobs for Youth partners and researchers in expanding the base of impact evaluations of youth employment programmes and re-estimating the effects of such interventions on labour market outcomes of young people. This exercise is particularly valuable today and new investments and innovations are pledged to counteract the impact of COVID-19 on young people.

New engagement mechanisms to build knowledge. At country-level, the Initiative creates access for partners to engage in new opportunities to address knowledge gaps that will directly accelerate action. For example, ILO's flagship project supported by the government of Luxembourg in Burkina Faso⁸ has developed an inventory of youth employment projects⁹. The aim was to: aggregate and review systematically the different types of interventions that have been implemented to support labour market outcomes for young people in Burkina Faso; increase understanding about what has – and has not – worked in context; and guide the government on future youth-related policies.

New academic network on youth transitions. Under the aegis of Decent Jobs for Youth, the ILO and the Graduate Institute on International and Development Studies (IHEID), launched the Global Network of Policy Research on Youth Transitions in February 2020. The Global Network was co-created by the academic members from the Global North and the Global South and policy partners with a shared interest in advancing the understanding on youth transitions and youth policies, and as the outcome of Global Conference on Policy Research on Youth Transitions held at IHEID from 21-22 February 2020. The conference brought together academia, researchers and think tanks, from global North and South, working on youth policies across disciplines, with policy and action partners, including Decent Jobs for Youth partners, international organizations, private sector and civil society. Multiple dimensions of youth transitions were examined during the conference including transitions from school to work, conflict and peace, and civic and political participation. With the leadership of the Graduate Institute, the Network has facilitated an exchange of evidence and knowledge about the impact of COVID-19 on youth employment, youth education and youth participation. In 2021, Decent Jobs for Youth will support the growth of the Network through a dedicated portal and a community forum.

⁷ Kluge J, Puerto S, Robalino D, Romero J M, Rother F, Stöterau J, Weidenkaff F, Witte M. Interventions to improve the labour market outcomes of youth: a systematic review of training, entrepreneurship promotion, employment services, and subsidized employment interventions. *Campbell Systematic Reviews* 2017:12 DOI: 10.4073/csr.2017.12

⁸ See Impact Area 4: Mobilizing resources for more detail about this project.

⁹ <https://www.decentjobsforyouth.org/resource-details/Publications/812>

New thematic research. Under the auspices of the Thematic Priorities, new research is being published regularly, such as the working paper on “New technologies and the transition to formality: the trend towards e-formality” (2018), which examines the potential of technology to support transitions to the formal economy¹⁰. In addition, “Case studies on youth employment in fragile situations¹¹” and a theory of change developed jointly by ILO, UNDP, World Bank and UN Peacebuilding Support Office (UN-PBSO) in 2016 contribute to a growing body of knowledge that focuses on the link between (youth) employment programmes and efforts to build peace and resilience in fragile and conflict-affected settings¹².

Similarly, with the support of Citi Foundation, the Decent Jobs for Youth published a research piece on green youth entrepreneurship, exploring the building blocks for stronger policies to support a just transition that is conducive to decent work and productive employment among young people¹³.

¹⁰ See: https://www.ilo.org/employment/Whatwedo/Publications/working-papers/WCMS_635996/lang--en/index.htm

¹¹ See: https://www.decentjobsforyouth.org/wordpress/wp-content/uploads/2017/09/Decent-Jobs-for-Youth_Youth-employment-for-peace-and-resilience_web3.pdf

¹² Employment programmes can facilitate contact between social groups in conflict; address grievances that are root causes of conflict; offer opportunities and alternatives to violence https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_535663/lang--en/index.htm

¹³ See: <https://www.decentjobsforyouth.org/resource-details/Publications/466>

STRENGTHENING KNOWLEDGE CAPACITY

New knowledge tools. Under each of the Thematic Priorities, teams are also working to develop new products that help build the capacity of stakeholders in the youth employment field to share and apply knowledge. For example, the new “Digital Skills Toolkit”, developed in 2018 by ITU under the Digital Skills for Youth Thematic Priority, aims to assist stakeholders engaged in the development of national digital skills strategies fit for the 21st century¹⁴. Similarly, the first and second volumes of a “Toolkit for Quality Apprenticeships” offers practical guidance to policymakers working on the design and implementation of apprenticeship systems and programmes¹⁵. A valuable contribution to practitioners and technical staff is the “Note on Green Jobs” published in 2017 as part of the ILO’s Decent Work for SDGs series, which applies a decent work lens on the SDG Framework and demonstrates how green jobs can be promoted by leveraging synergies between several Sustainable Development Goals¹⁶.

@PARTNER-LEVEL INSIGHT:

Tailoring knowledge products to target audiences helps drive uptake. European Youth Forum advises limiting the use of jargon to make knowledge products ‘youth-friendly’. Collaborating with key stakeholders through the process of developing knowledge products also increases relevance. European Youth Forum works with a range of partners with different areas of expertise in relation to the future of work (including trade unions, think-tanks, cooperatives, NGOs) as an editorial board to provide feedback on draft outputs such as publications.



¹⁴ <https://www.decentjobsforyouth.org/wordpress/wp-content/uploads/2018/04/Digital-Skills-Toolkit.pdf>

¹⁵ See: https://www.ilo.org/skills/pubs/WCMS_607466/lang--en/index.htm; https://www.ilo.org/global/topics/apprenticeships/publications/toolkit/WCMS_748751/lang--en/index.htm

¹⁶ https://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/genericdocument/wcms_560709.pdf

Capacity development through collaboration.

The Initiative has also enabled collaboration between partners that enhances institutional knowledge capabilities. For example, “we have been able to facilitate conversations with UN sister organisations to assess how Blossom graduates could assist their Monitoring and Evaluation (M&E) teams in becoming more data-driven”, Mr. Jeph Acheampong, Co-Founder & CEO, Blossom Academy. Partners are collaborating to support wider capacity development through knowledge sharing, for example via webinars on rural youth employment and green jobs in rural areas, jointly organised by the FAO and the AUDA-NEPAD in 2018.

Guidelines to improve monitoring, evaluation and learning.

In May 2018, in collaboration with the ILO, Decent Jobs for Youth launched a Monitoring, Evaluation and Learning (MEL) toolkit to support partners in enhancing their knowledge capabilities. The ‘Guide on Measuring Decent Jobs for Youth: Monitoring, evaluation and learning in labour market programmes’ offers a comprehensive and accessible introduction to the topics of results measurement and impact assessment, their practical application in the youth employment field and how evidence created via results measurement strategies can lead to improved programming. The Guide offers direction on a wide range of evaluation methods and encourages users to select the most appropriate design feasible in the context of their youth employment intervention. Each note contains a case study, with live stories of youth employment practitioners grappling with challenges of MEL.

The Guide covers the following topics:

1. Diagnosing, planning and designing youth employment interventions
2. Concepts and definitions of employment indicators relevant for young people
3. Establishing a monitoring system
4. Enhancing youth programme learning through evaluation
5. Impact evaluation methods for youth employment interventions
6. A step-by-step guide to impact evaluation
7. Evidence uptake in policy formulation

Knowledge events and training. Decent Jobs for Youth oversees a series of knowledge events, ranging from workshops and training sessions to academies, with the aim of equipping Initiative stakeholders with the skills and evidence to strengthen their action on youth employment. Well-attended specialized workshops at the annual ECOSOC Youth Forum served as a platform to discuss and propose solutions in line with the Thematic Priorities. As an example, an ‘ideathon’ organised at the 2018 Forum brought together almost 200 youth leaders and stakeholders to identify key areas of action in terms of digital skills for youth and access to decent work for youth in fragile situations¹⁷. Furthermore, multi-day training sessions, such as the 2019 Rural Development Academy in Cairo and the 2018 course on “Promotion of Youth Employment in Fragile Settings”, have been designed as capacity building exercises providing policymakers and practitioners with relevant skills to make decent jobs for youth a reality. In 2020, Decent Jobs for Youth has also hosted and participated in several webinars sharing the latest evidence on the impacts of the coronavirus pandemic on young people. For example, a webinar was organised on International Youth Day 2020 to launch the report, “Youth & COVID-19: Impacts on jobs, education, rights and mental well-being” and discuss solutions to build back better from the crisis.

¹⁷ <https://www.decentjobsforyouth.org/news-detail/11>

INCREASING ACCESS TO KNOWLEDGE

A knowledge community. The alliance model of the Initiative facilitates knowledge sharing. Creating a knowledge community of youth employment practitioners, policymakers and other stakeholders brings dual benefits:

First, for partners, it enables access to relevant tools, products and experts that can guide improvements in planning and practice. For example, as a2i explains about its work on apprenticeships across the Bangladeshi government: “We can also learn and adopt good practices on apprenticeship initiatives from other countries which will ensure effective South-South cooperation in future”, says Mr. H.M. Asad-Uz-Zaman, Policy Specialist, Skills for Employment, a2i-innovate for all, Government of Bangladesh.

Second, for the Initiative, it creates a collective voice who can guide priorities and future directions. For example, research initiatives undertaken through collaboration by UN partners substantially shaped the Thematic Plans. The ILO’s multi-partner systematic review on youth employment¹ provided a particularly important foundation for design choices.

@PARTNER-LEVEL INSIGHT:

Further investment and capacity development is needed to improve quality data to support rigorous project design and delivery. Multiple partners reported challenges in data sourcing and/or disaggregation in the implementation of their commitment to Decent Jobs for Youth. UN DESA noted the particular challenge of sourcing data to make robust cross-country comparisons. In Cambodia, ILO reported issues in disaggregating data by gender in relation to project beneficiaries. EFE emphasized the importance of focusing more on labour market assessments to ensure training is tailored to the needs of the local market and has the potential to create relevant economic opportunities for youth.



¹ Kluve J, Puerto S, Robalino D, Romero J M, Rother F, Stöterau J, Weidenkaff F, Witte M. Interventions to improve the labour market outcomes of youth: a systematic review of training, entrepreneurship promotion, employment services, and subsidized employment interventions. Campbell Systematic Reviews 2017:12 DOI: 10.4073/csr.2017.12

Drawing from the success of ILO's Taqeem Initiative and partners' positive feedback, Decent Jobs for Youth will be launching an online community forum for partners to share knowledge and best practices to step up joint action at the country-level.

COVID-19 and new modalities for sharing knowledge. Navigating through the novel challenges presented by the coronavirus pandemic has reiterated the importance of sharing knowledge and evidence among youth employment stakeholders to drive joint, evidence-informed action. The Decent Jobs for Youth Blog Series: Youth Rights and Voices¹ was launched in April 2020 to highlight the impact of the COVID-19 pandemic on young women and men in the world of work and discuss action-oriented policy responses and solutions. It acts as a platform to share emerging analysis, knowledge and country-level evidence, featuring contributions from youth representatives, youth employment experts and Decent Jobs for Youth partners. Started in the context of the pandemic, the blogs will continue to serve as a medium that partners can leverage to share the latest knowledge on creating decent jobs for young people everywhere.

@PARTNER-LEVEL INSIGHT:

Knowledge sharing through networks and other collaborative mechanisms support youth learning outcomes. At Blossom Academy in Ghana, continuous education and gamified workshops for cohorts of alumni help them stay engaged with the programme and given back as mentors. They also found that students feel more supported through learning in small groups (of 2-3 people), and this also promotes peer learning.



¹ <https://www.decentjobsforyouth.org/blogs>

@PARTNER-LEVEL INSIGHT:

Sharing across multiple mechanisms improves knowledge exchange and capacity building and in particular can help build a Community of Practice. The ILO's Taqeem Initiative was designed to achieve gender equality in rural employment outcomes in the Near East and North Africa region through more and better evidence of what works. A Community of Practice of 17 youth-serving and gender-focused organisations was mobilized. This model enabled partners to learn at their own pace. It mixed intensive face-to-face events for deep-dive expert consultancy sessions, peer learning review and knowledge sharing with extensive technical support provided through a network of evaluation experts and an online community. The dedicated online platform also enabled network partners to share best practices and newest insights from impact evaluations.



A new joint Knowledge Facility. In order to systematize the Initiative’s knowledge exchange, a new online Knowledge Facility has been developed¹⁸. The Knowledge Facility is a platform for sharing knowledge and best practices and building a community of experts and researchers in the field of decent work for youth. It serves as a meta-website mapping and linking knowledge on youth employment to strengthen national capacity for the design, implementation and monitoring of youth employment policies and programmes. It was a central commitment in our strategy¹⁹.

Design and preparation of this facility has been a significant focus of the Initiative’s work to date. Indeed making a significant investment in the design phase proved critical to ensure that the new facility is truly demand-led and avoids duplication of existing youth employment knowledge resources and platforms that exist. The facility was pre-launched at the Global Youth Employment Forum held in Abuja, Nigeria on 1– 3 August 2019. The Knowledge Facility was finalized and fully launched in December 2019 with a global campaign

disseminated by partners and a set of webinars, held in January 2020, open to all stakeholders.

In October 2020, a Memorandum of Understanding (MoU) on Skills Development was signed between the ILO and United Nations Children’s Fund (UNICEF). As part of this MoU, the ILO and UNICEF committed to aligning actions of the Global Initiative on Decent Jobs for Youth and UNICEF’s led multi-stakeholder partnership Generation Unlimited (GenU), launched in September 2018. GenU and Decent Jobs for Youth share a common vision to improve the present and future prospects of young people and prepare them for the world of work and life. With knowledge development and dissemination being one of the key areas of collaboration between the two initiatives, GenU and Decent Jobs for Youth will jointly host the Knowledge Facility, making it a one-stop-shop for resources for both partnerships and their members to learn, share, and engage on youth education, skills, decent work, entrepreneurship and engagement through curated tools, data and resources. The joint knowledge facility, Youth Foresight, was launched in May 2021.²⁰

¹⁸ <https://www.decentjobsforyouth.org/knowledge>

“In light of the current pandemic, the work Decent Jobs for Youth does in putting youth employability, employment, and young people’s rights and voices at the core of its work has never been more relevant. Knowledge development and dissemination on youth employment is a key pillar of the Initiative which I believe will be further bolstered through the MoU on Skills Development between ILO and UNICEF. As part of the MoU, Decent Jobs for Youth and UNICEF’s Generation Unlimited are launching a joint Knowledge Facility in 2021 which will act as a valuable hub for resources on youth education, skills, employment and engagement.”



MR. SRINIVAS REDDY

Branch Chief,
Skills and Employability Branch, ILO

¹⁹ The strategy states: “Seeking to maximize its added value, the knowledge facility will: (i) capitalize on the longstanding collective experience and knowledge of the United Nations and other organizations in supporting young people through decent jobs; (ii) serve as a meta-website mapping and linking knowledge on youth employment across the globe; (iii) link and expand the work of the various knowledge platforms; (iv) strengthen national capacity for the design, implementation and monitoring and evaluation of youth employment policies and programmes; and (v) communicate the objectives and results achieved by the Initiative and disseminate knowledge with a view to improving evidence-based policy-making.”

²⁰ Access the new platform here: <https://www.youthforesight.org/>

THE DECENT JOBS FOR YOUTH KNOWLEDGE FACILITY:

LEARN – ENGAGE – CONTRIBUTE

Research and development. To develop the Knowledge Facility, a multi-stakeholder task team was convened to help assess demand and avoid any duplication of existing efforts. The task team represents another significant example of alliance-building, bringing together multiple UN entities (ILO, FAO, UNFPA, UNDP), the Abdul Latif Jameel Poverty Action Lab (J-PAL), the ITCILO, IDRC, INCLUDE, Microsoft and other stakeholders.

The development process of the Knowledge Facility included multiple rounds of consultations, both internally during task team meetings and externally with experts and practitioners in the field. Apart from informing the design of the Facility, this process generated additional positive externalities in the form of aggregate results from a global survey on the knowledge needs of more than 600 youth employment stakeholders from 122 countries that can guide other key actors interested in supporting research on decent jobs for youth.

Design features. The Knowledge Facility has been specifically designed with the end user in mind, with the help of experts attending a workshop organised by the ITCILO in March 2019 that focused on developing key potential user profiles or “personas” to guide the design process. The result of these discussions is a knowledge platform divided into three key sections, “Learn,” “Engage” and “Contribute”, which each allow partners and other users to participate in line with their respective priorities, strengths and interests. A powerful built-in search function facilitates searching for content, including publications, data, toolkits, online courses, events, blogs, platforms on policies, standards and legislation relevant to youth employment, and more.

Next steps. Thanks to the initial contributions from a range of partners, including UN entities, research institutes, youth and civil society organisations, foundations, governments and regional organisations, the Knowledge Facility already contains a wealth of tools, publications, blogs, databases and links to youth employment platforms that provide a strong basis for its future growth. GenU and Decent Jobs for Youth will build on this existing Facility and transform it into a joint Knowledge Facility that serves both partnerships. We will leverage our respective thematic priorities, guiding principles and our partners’ know-how to offer cutting-edge knowledge products. We have already started doing so through the *What Works: A Guide to Action*²¹ launched on 12 August 2020 to mark International Youth Day.

²¹ <https://www.decentjobsforyouth.org/resource-details/Publications/755>

INCLUDE KNOWLEDGE PLATFORM

What do you see as the main barriers practitioners and policymakers face in accessing relevant knowledge to meet their needs? What is the role/added value of an Initiative like Decent Jobs for Youth in addressing these barriers?

“In total, about 3 million academic articles are published every year²², and there is a growing body of rigorous evidence about youth employment²³. Among the practitioners and policymakers that want to use knowledge to its maximum potential, it has become increasingly difficult to find and access quality and most relevant knowledge in such a sea of information.

Knowledge brokering becomes increasingly necessary, by matching knowledge demands to supply. A key tool is evidence syntheses, targeted ‘packs’ of evidence that can inform what works in a given context. Led by INCLUDE, these are a cornerstone of the research partnership on youth employment in Africa, providing in-demand knowledge in a concise form to be used by practitioners and policymakers about how to improve labour market outcomes for young men and women.

We believe the new Knowledge Facility of The Global Initiative on Decent Jobs for Youth is a major step forwards for knowledge brokering across the youth employment community worldwide, enabling partners to access their respective most up-to-date and relevant evidence and insights, maximizing the benefits of being part of a global community.

We are delighted to be a founding partner in the design and launch of the Knowledge Facility. For us it is critical that the facility builds on existing platforms and resources. We have actively contributed by sharing dozens of our relevant publications, including latest synthesis papers on what works and why in boosting productive employment in Africa, and we encourage partners to further contribute and engage.”



PROF. MARLEEN DEKKER

Coordinator of the INCLUDE Secretariat,
Professor of Inclusive Development
in Africa at Leiden University

²² Johnson, Rob, Anthony Watkinson, and Michael Mabe. 2018. “The STM Report: An Overview of Scientific and Scholarly Publishing.” The Hague. <https://doi.org/10.1017/CBO9781107415324.004>

²³ Kluve J, Puerto S, Robalino D, Romero J M, Rother F, Stöterau J, Weidenkaff F, Witte M. Interventions to improve the labour market outcomes of youth: a systematic review of training, entrepreneurship promotion, employment services, and subsidized employment interventions, Campbell Systematic Reviews 2017:12 DOI: 10.4073/csr.2017.12

APPLYING KNOWLEDGE TO IMPROVE PROGRAMMING AND POLICYMAKING

Influencing national policymaking. As a result of knowledge sharing or technical assistance facilitated through the Initiative, national policies and strategies in multiple countries have been positively influenced. As part of their commitments under Decent Jobs for Youth, several national governments and UN entities are focused on the development and operationalization of national youth employment strategies, including in Europe and Central Asia (Armenia, Azerbaijan, Georgia, Russia, Ukraine and Uzbekistan) and Sub-Saharan Africa (Nigeria). Moreover, the ILO's Taaqem Initiative has successfully supported gender equality and employment policy initiatives in North Africa and the Near East through the project's policy influence component, including the establishment of a 5-year regional youth employment plan for North African governments. The development of national education strategies and standards has been a key element of several partner pledges, such as: AUDA-NEPAD's technical assistance for the upgrading of agricultural entrepreneurship curricula in 14 African countries; the efforts of the Government of Bangladesh to align its apprenticeship and skills development programme with the SDGs agenda; or the support provided by the UN Joint Programme to Cambodia's Ministry of Labour and Vocational Training to strengthen competency standards, curriculum and assessment for four occupations.

Influencing international policymaking. At the international level, Decent Jobs for Youth achieved notable influence at the 2017 Group of 20 (G20) meeting. Under the auspices of the G20 Initiative for Rural Youth Employment, FAO and ILO co-organised a side event on Decent Jobs for Youth in the Rural Economy, with the participation of Bill and Melinda Gates Foundation, the French Agricultural Research Centre for International Development (CIRAD) and USAID. As input to the G20, the Initiative was highlighted in a joint World Bank-International Fund for Agricultural Development report, "Rural Youth Employment":

"Development partner support can help governments to develop or strengthen these programs, including the associated diagnostics, and link with initiatives such as the Global Initiative for Decent Jobs for Youth." As a result of the discussions, the annex to the 2017 G20 Declaration included reference to the G20 Initiative for Rural Youth Employment and specifically welcomes Decent Jobs for Youth's value in terms of strengthening cooperation and policy coherence: "We welcome the "Global Initiative on Decent Jobs for Youth", an UN wide-effort led by ILO, as a valuable platform for strengthened cooperation and policy coherence. We acknowledge that "Youth in the Rural Economy" is one key priority area of the Global Initiative and will seek collaboration and synergies in this area".

1 http://www.bmz.de/de/zentrales_downloadarchiv/g20/Rural_Youth_Employment_-_WB-IFAD-Synthesis_Study_DWG.pdf, p.3

2 The Declaration is available at: <http://www.g20germany.de/Content/EN/StatischeSeiten/G20/Texte/g20-gipfeldokumente-en.html> and http://www.g20germany.de/Content/DE/_Anlagen/G7_G20/2017-g20-rural-youth-employment-en_nn=2190012.html

@INITIATIVE-LEVEL INSIGHT:

Leveraging existing platforms ensures the generation of relevant knowledge and avoids duplication. The Decent Jobs for Youth Knowledge Facility builds on the work and ownership of existing knowledge platforms and resources, with a view to leveraging the collective experience. It is conceptualized by UN entities with support of the J-PAL, IDRC, INCLUDE, European Foundation for the Improvement of Living and Working Conditions (Eurofound), United States Agency for International Development (USAID), and YouthPower Learning. At the launch of the Knowledge Facility in August 2019, more than 30 platforms, websites and databases had already been linked through the new facility.



DUTCH MINISTRY OF FOREIGN AFFAIRS

From a government's perspective, what are the priorities for the generation and application of relevant knowledge for youth employment policymaking? What is the role/added value of an Initiative like Decent Jobs for Youth in improving policies through evidence?

"Within its policy on development cooperation, the Netherlands focuses on youth; specifically on education and decent youth employment - matching skills and jobs."

The policy making process of the Dutch Ministry of Foreign Affairs is inspired by consultations with stakeholders, including youth, the private sector, civil society and knowledge institutes. Moreover, in order to achieve better linkages between research and policy, in 2012 the Ministry initiated five knowledge platforms. The INCLUDE platform was commissioned to conduct research on youth employment strategies. INCLUDE brings together researchers from African countries and the Netherlands who work with the private sector, NGOs and governments to exchange knowledge and ideas on how to achieve better research-policy linkages on inclusive development in Africa. A priority for strengthening these linkages is to amplify the voices of youth.

The Dutch Ministry of Foreign Affairs joined the ILO Global Decent Jobs for Youth Initiative as a partner in May 2019. We envisage the Global Initiative to expand the knowledge base and thus to contribute to evidence-based policymaking and programme formulation. Moreover, we hope that the Global Initiative will further the involvement of young people from developing countries in the process of knowledge generation and within youth employment-related policies and programmes."



MR. TIJMEN ROOSEBOOM

Ambassador for Youth, Education and Work, Dutch Ministry of Foreign Affairs

LEVERAGING EXISTING PLATFORMS AND LESSONS LEARNED.

Decent Jobs for Youth builds on past and/or existing youth employment networks and platforms, including those implemented through South-South and triangular cooperation mechanisms.

Part of the founding rationale for Decent Jobs for Youth was to avoid duplication in the youth employment sector and increase coordination and coherence. The Knowledge Facility is a flagship example of building on existing platforms, networks and resources. Following extensive design consultation, the Facility is purposefully designed to leverage the collective experience of a range of partners and share curated state-of-the-art knowledge. In general the Initiative's strategic pillar focused on Sharing and Applying Knowledge is designed to help partners access and learn from evidence from the field to increase impact. This intent also underpinned the ILO's commitment in Near East and North Africa (NENA), the 'Taqeem Initiative – What Works in Youth Employment', in partnership with IFAD.

The Taqeeem initiative was designed to achieve gender equality in rural employment outcomes in the NENA region through more and better evidence on what works, and established a Community of Practice to enable 17 partners to learn from each other's experiences, resources and impact results. Through mixed method knowledge sharing and technical assistance, partners and other stakeholders were able to build from the work of their peers, avoiding duplication and guiding enhanced programme and policy design. Evidence-based policy dialogue targeted at governments, employers, workers, donors culminated in the development of a five-year regional plan on youth employment for the governments of North Africa.

IMPACT AREA 4:

MOBILIZING RESOURCES



As the fourth pillar of the Global Initiative’s comprehensive model, mobilizing **Resources** drives our progress. It is identified as the fourth critical success factor in our strategy: *“coordination of the mobilization of existing and new funding with a view to achieving scale and impact.”* Our strategy further states that: *“The [Sustainable Development Goals] (SDGs) and the related youth employment targets can only be achieved through coherent and coordinated strategies and plans that are able to attract funding from diverse sources, particularly domestic, in both the public and private sectors.”* Decent Jobs for Youth is ambitious to play a pivotal role in mobilizing national and international stakeholders to meet the 2030 resourcing challenge. Across the 66 commitments, 23 are directly contributing to mobilizing resources¹.

KEY MESSAGES

Decent Jobs for Youth is:

- » Scaling up investments for youth employment
- » Improving coordination across youth employment resourcing
- » Facilitating the brokering of funding partnerships
- » Influencing good practices in resourcing decent jobs for youth
- » Unlocking innovations in youth employment financing

¹ As reported by partners in their commitment registration form.

SCALING UP INVESTMENTS

In line with the scale of our ambition, Decent Jobs for Youth has secured multiple significant resourcing partnerships since launch in 2016. Like-minded partners recognize that greater, better coordinated resourcing is critical to addressing our shared commitment to young people around the globe. By partnering with the Initiative, partners are increasing the coherence of their investments across diverse thematic and geographic approaches and increasing their alignment with the SDGs.

Early investments. It is widely reported among key stakeholders engaged in the planning and leadership of the Initiative that significant early financial resourcing has been instrumental to the success of the global multi-stakeholder model². Securing significant public and private financial support early in its initiation and launch demonstrates the recognition for the urgency of the youth employment challenge and the need for a platform like Decent Jobs for Youth to address the fragmentation in the sector. The investments by the governments of Spain and Luxembourg as well as by Citi Foundation are particularly recognized in this regard.

SUPPORTING THE GLOBAL INITIATIVE ON DECENT JOBS FOR YOUTH IN THE SAHEL REGION

The long-standing partnership between the Grand Duchy of Luxembourg and the ILO received a EUR 2 million boost in 2017, with the launch of a new project funded by the Government of Luxembourg that focuses on stimulating youth employment in the Sahel region. The overall objective of the project is

to support country-level operationalization of Decent Jobs for Youth in the Sahel region, by generating new knowledge products and data, initiating pilot interventions at the country level, strengthening capacity and disseminating best practices on boosting youth employment in the Sahel.

Registered as an official commitment, the project embodies the Initiative's strategy and Guiding Principles. With the Grand Duchy providing financial resources and high-level political support, the ILO leveraging its technical expertise and convening power, and national and sub-national stakeholders contributing their experience in the local context, the project benefits from an alliance built on each partner's comparative advantage. The synergies go beyond the individual project-level. In Burkina Faso, close collaboration between implementing partners working on different projects led to lower total overhead costs and greater efficiency in terms of implementation and resource allocation. A strong focus on developing practice-oriented knowledge products, such as the "Toolkit for Quality Apprenticeships - Vol. 1" (2017) and "Toolkit for Quality Apprenticeships - Vol. 2" (2020), provides practical support to scaling up action on the ground. In addition, the School-to-Work Transition survey conducted in Burkina Faso was a pioneering effort to produce much-needed data in the country. In addition to knowledge generation, the Government of Luxembourg and the ILO are committed to promoting knowledge sharing through a variety of events, including a three-day regional workshop on quality apprenticeships in West Africa that brought together representatives of governments, employers' and workers' organisations from Benin, Burkina Faso, Côte d'Ivoire, Mali, Niger and Togo, as well as UN agencies, international experts and civil society organisations.

² As reported at the Reflection and Learning Workshops, June and July 2019

Ongoing investments. Ongoing resource-intensive commitments have helped drive the Initiative's growth and continue to demonstrate recognition of the value of the model for driving scale and coherence across the youth employment field. For example, in May 2019, the Netherlands Ministry of Foreign Affairs pledged a seven-year (2019-2025) commitment to run a EUR 150 million Challenge Fund for Youth Employment (CFYE) to improve the economic prospects for up to 200,000 young women and men in the Middle East, North Africa, Sahel, and Horn of Africa through decent work and income. From the private sector, Microsoft pledged a significant one-and-a-half-year commitment (2018-2019) to increase digital skills among 15 million girls in under-represented populations.

Non-financial investments. Alongside critical funding, various non-financial resourcing contributions have delivered significant value, helping to shape and accelerate the Initiative's agenda:

- » Strategy and planning – multiple UN partners joined the “Kick-Off Team” that led the design and launch of the Initiative, bringing together FAO, ILO, UNEP, UNDP, UNIDO, UNFPA and UN Women;
- » Alliance and convening – partners actively participate in events convened by the Initiative, bringing their commitment and experience and shaping outputs;
- » Action – UN partners co-lead the design and implementation of the eight Thematic Priorities, driving valuable inter-agency coordination and support;
- » Knowledge – many partners and other stakeholders contributed their expertise in reviewing the call for proposals for the research initiative on “Boosting Decent Employment for Africa's Youth” and advising the design of the Knowledge Facility;
- » Communications – partners regularly leverage their communications channels such as social media, websites and newsletters for joint messages and wider sharing and dissemination of the Decent Jobs for Youth agenda.

@PARTNER-LEVEL INSIGHT:

Switch Maven is a specialist in delivering accelerated learning programmes for areas of technology including coding, makerspaces and digital services. Delivering their commitment to Decent Jobs for Youth of a Fast Track Coding Bootcamp for the Philippines has shown that non-financial resourcing is critical to quality implementation. Significant course instruction was required for local trainers, and ongoing monitoring and mentoring of instructors helps to achieve consistency in outcomes.



@INITIATIVE-LEVEL INSIGHT:

Early resourcing is critical to the set-up of a multi-stakeholder global model. The initial phases of preparation and launch require dedicated financing to establish critical mass and momentum towards sustainability. Early movers help attract future investments.



Lean governance. Stakeholders of the secretariat also attribute a certain level of the active engagement in the Initiative to date to its lean operating model³. This maximizes ownership for partners as well as efficiencies in leadership, and partners are not expected to make any financial contribution to the Initiative.

@PARTNER-LEVEL INSIGHT:

In delivering their Digital Skills for Youth programmes, Microsoft has a growing body of experience of the value of providing non-financial resources to partners. Grantees receive capacity building for their own staff, as well as technology donations to ensure they are efficient in their execution, collaboration and communication. Microsoft's resources for non-profits are available at www.microsoft.com/nonprofits



'PREPARING LOW-INCOME WOMEN FOR TECH JOBS IN LATIN AMERICA'

The commitment to Decent Jobs for Youth of almost USD\$1 million by the Multilateral Investment Fund of the Inter-American Development Bank is focused on preparing low-income women with two types of skills widely identified as critical to success in the future jobs market: ICT skills (technical coding) and so-called soft skills. Training consists of a six-month bootcamp where young women are trained as web developers and receive leadership training.

Implemented in Chile, Mexico and Peru over two years 2018-2020 through Peruvian NGO, Laboratoria, 1,000 women have graduated as front-end developers and UX designers with 80 per cent employed in technology jobs within the first six months benefiting from a post-programme salary increase of 2.7 times pre-programme income levels⁴. Key insights have been gained in: reducing drop-out rates through enhancements to the selection process; adopting a self-learning methodology for trainers; and improving market segmentation to tailor product offerings to different types of employer companies.

³ As reported at the Reflection and Learning workshop with the Secretariat, June 2019.

⁴ As reported in the progress report

COORDINATING RESOURCING

International coordination. The Initiative plays a critical role in facilitating better coordination of resourcing, especially in support of youth employment interventions that have the potential for wider replication and higher impact at the country level. The Initiative's framework of mobilizing commitments in alignment with the SDGs exposes partners and the wider community to synergies in funding approaches. The Initiative's leadership in mobilizing and coordinating resources for youth employment has generated wider impacts by influencing a more enabling funding environment for youth employment. Most notably the Youth Employment Funders Group (YEFG), a network of over twenty international donors focused on leveraging resources for youth employment, has convened in parallel to both of Decent Jobs for Youth's annual meetings in 2018 and 2019 in order to maximize synergies for stakeholders. As a next step, the YEFG is in the process of producing a white paper on youth engagement titled "Youth voices in youth employment: A Roadmap for Promoting Meaningful Youth Engagement in Youth Employment Interventions". Sponsored by the Citi Foundation and commissioned to Plan International, the paper will be launched in December 2020 and seeks to improve opportunities for funders to work more meaningfully with young people in their youth employment programs.

National coordination. Coordination in resourcing has proven instrumental to advancing the Initiative's goal of country-level operationalization and ownership. For example, the development of Nigeria's Youth Employment Action Plan was financed through a multi-stakeholder partnership and combination of resources from the ILO, Economic Community of West African States (ECOWAS), Spanish Agency for International Development and the Federal Government of Nigeria. The availability of these resources was directly attributed to the forging of partnerships in the Nigerian Government's progress reporting to the Initiative.

NIGERIAN YOUTH EMPLOYMENT ACTION PLAN

The Nigerian Youth Employment Action Plan January 2019 – December 2022 was developed by the Federal Ministry of Youth and Sports Development (FMYS), as a strategy to respond effectively to the youth employment challenges in Nigeria. The major objectives of the plan are to address fragmentation and harness technical and financial resources for meaningful impact. The plan targets young people between the ages of 18-35 years and details needed actions in support of employment creation for youth in critical economic and social sectors and outlines the financing, implementation, monitoring and evaluation frameworks. FMYS is the lead entity and is responsible for budgetary provisions and for funds mobilization.

@PARTNER-LEVEL INSIGHT:

Building broad alliances helps diversify funding sources and strengthen implementation capabilities. The coalition of funders engaged in the development and delivery of Nigeria's Youth Employment Action Plan underpins the relevance and breadth of its scope and reach. The goal of the plan is to deliver a comprehensive approach to youth employment interventions through multi sector collaboration.



UNLOCKING INNOVATIONS IN FINANCING

Profile raising. In addition to unlocking more and better coordinated resourcing for youth employment, the Initiative is playing a valuable role in identifying and promoting innovations in financing models that have potential for wider testing or uptake across the sector. The Initiative has raised the profile of innovative models among a wider audience of youth employment stakeholders where they typically remain niche, helping to expand opportunities for new partnerships and investments.

@PARTNER-LEVEL INSIGHT:

Innovative partnerships increase access to finance for young jobseekers and workers. Code for All Portugal are building partnerships with employers and the financial sector to increase financing opportunities available to young people. As a result of the strong employment rate of their bootcamp graduates who are typically unemployed (around per cent), banks have confidence to offer the same lending terms as college students.



Social impact bonds. Innovative financing was a specific focus area at the 2018 Decent Jobs for Youth annual meeting. Social impact bonds were identified in particular as an innovative financing approach with an emerging track record. ILO is exploring its comparative advantage in using social impact bonds to support young people not in education, employment or training. iGravity, a specialist impact investment platform, led an expert discussion on this topic at the annual meeting, building on a consultation paper co-developed with ILO in advance¹. It can be noted that Decent Jobs for Youth is particularly well positioned to support the potential roles to advance the innovative financing agenda for youth employment identified in the paper for multiple partners, from convening; advising; setting standards and disseminating knowledge; to training and capacity building.

Drawing on the insights shared by the Nigerian government in designing their Youth Employment Action Plan, the level of rigorous evidence available to inform investment through a Social Impact Bond can be a critical determinant of the feasibility of this innovative product: *“In our experience, the use of social impact bonds is more realistic for interventions with a critical mass of evaluation evidence to inform how the contracts would be structured. For less established or more innovative programmes, and where outcomes are difficult to measure, it may not be feasible due to the difficulty of establishing realistic performance targets”*.

¹ Patrick Elmer, Monica Marino, Patricia Richter, Eileen Zhang. Innovative Finance: Putting your money to (decent) work International Labour Office Geneva: ILO, 2018, 52p. (Paper no. 75)

BUZINEZZCLUB

How does an initiative like Decent Jobs for Youth help influence innovative financing models for youth employment?

“ The Decent Jobs for Youth initiative helps to promote global ‘best practices’. One of the reasons the Buzinezzclub stood out from its competitors is by using an innovative financing model: the Social Impact Bond (SIB). An SIB is a contract with the public sector or governing authority, whereby it pays for better social outcomes in certain areas and passes on the part of the savings achieved to investors. In 2013 the Buzinezzclub started using the SIB in the Netherlands, collaborating with the ABN-AMRO bank, Start Foundation and the city of Rotterdam. This initiative turned out to be a huge success by saving millions of euros in welfare among young people. In 2015 and 2016 two Social Impact Bonds followed throughout the Netherlands, greatly increasing the impact and reach of the organisation. The Buzinezzclub was the first organisation to create an SIB in the Netherlands and continental Europe. By achieving above average results in diminishing youth unemployment in the Netherlands, the UN invited the Buzinezzclub to take part in Decent Jobs for Youth in 2018. By participating, the Buzinezzclub is able to inspire a new network of organisations to use an innovative financial model to increase impact. The knowledge and best practices that are gathered and disseminated by Decent Jobs for Youth inspire and broaden horizons in finding and developing new and innovative financing models for youth employment. With pleasure we have shared our experiences.”



MR. LEO VAN LOON

Founder and Chief Executive Officer, Buzinezzclub

@PARTNER-LEVEL INSIGHT:

Creative thinking and a start-up mindset can help overcome resourcing constraints. In designing their SDG-driven 21st century skills training framework, ASEAN Youth Community applied lean methodologies from the start-up culture in experimenting, iterating, and building strategic relationships to develop their offering. Whilst limited resources were cited as their most significant constraint, through creativity and passion they have achieved endorsements for their model from at least three governments, Malaysia, Singapore and Philippines.



PROMOTING THE ACCESS OF YOUNG PEOPLE TO PRODUCTIVE ASSETS.

Access to productive resources, including land, finance and technology, is an enabling factor for the employment and self-employment of young people in both urban and rural areas. Decent Jobs for Youth promotes the access of young people to assets and to environmentally-sustainable economies (green economy, management of natural resources, biodiversity and ecosystems).

Decent Jobs for Youth is bringing together partners who are focusing on expanding access to the various productive assets that ensure young people can thrive in decent jobs, wherever they live and whatever their background. This includes a focus on environmental sustainability, not least through the agenda advanced under the Thematic Priority on Green Jobs. For inclusive livelihoods, access to capital is of course a central condition, and new technologies are changing the possibilities for hard-to reach young people to gain much needed access to financial services. UNCDF, one of the founding partners of Decent Jobs for Youth, is pioneering digital innovations to improve access to financial and non-financial services to initiate and scale-up action for employment for young people in The Gambia, Guinea, Niger and Senegal.

Partnering beyond the traditional microfinance institutions has opened up new outreach channels, and in particular providing training to partner implementers in conducting market research using human-centred design approaches has helped increase the relevance of services for in-need youth. Further, technologies have helped improve both the relevance and scale of services. UNCDF has supported the development of a financial education app for each partner implementer to be deployed before the end of this year. Digital platforms such as crowdfunding, psychometric testing for loans, and crowdfunding to support young entrepreneurs are also being developed. Meaningful partnerships with diverse stakeholders such as NGOs, TVET institutes, regulators, and youth-serving organisations have helped ensure young people receive holistic and integrated services in parallel and the wider environment is enabling of youth economic inclusion.

PROGRESS OVERVIEWS BY THEMATIC PRIORITY



Over the following pages, summaries of progress for each of the eight Thematic Priorities are presented, including contact details for the respective co-leads to facilitate collaboration across partners.

WHY

The digital economy is rapidly transforming the employment landscape across all industries, including financial services, business services, health, entertainment, transportation and of course, information and communication technologies (ICT). Millions of jobs requiring advanced digital skills will be created in the coming decade, but many countries are projecting a shortfall of skilled workers to fill these jobs. While young people are often considered “digital natives”, the reality is that the majority do not possess job-relevant digital skills. In particular, jobs requiring coding, data analytics, computational thinking and other advanced ICT skills are going unfilled. The coronavirus pandemic has revealed both the importance of digital technology but also the deep digital divides across regions.

HOW

The growth potential of the digital economy presents an opportunity for tackling the youth employment challenge. In June 2017, the ILO and the ITU launched a campaign to bridge the current skills gap. The goal is to equip five million young people with job-ready transferable digital skills – from basic to advanced – by 2030. This will be achieved by delivering or funding digital skills training programmes for youth, mainstreaming digital skills into school curricula, establishing comprehensive on-the-job training systems and mobilizing job creators in the public and private sector to employ young people in digital-centric jobs. There will also be a strong focus on fostering youth-led digital entrepreneurship.

The campaign has led to tangible collaboration in Africa through the ILO-ITU-AU joint programme “Boosting Decent Jobs and Enhancing Skills for Youth in Africa’s Digital Economy”. The joint programme has a strong focus on Cote d’Ivoire, Kenya, Nigeria, Rwanda, Senegal, and South Africa. Moving forward, spin offs leading to action at country level will be critical to ensure the value addition and concrete impact for and with youth.

ACHIEVEMENTS

- » The Digital Skills for Jobs campaign is launched, bringing together 8 partners of the Global Initiative, including national governments, multilateral organisations, the private sector and NGOs, who collectively commit to training 16,800,000 young people in digital skills by 2030
- » Bangladesh commits to the Digital Skills Campaign in March 2019 as part of the country's preparation for the 4th Industrial Revolution, becoming the first Asia-Pacific government to join Decent Jobs for Youth
- » A new “Digital Skills Toolkit” is developed collaboratively with experts and partners to provide policymakers with practical information and step-by-step guidance to develop a national digital skills strategy (available for free in 6 UN languages)¹
- » With Microsoft's commitment to Decent Jobs for Youth, the initial campaign target was reached and a new ambition is set for 2030
- » In October 2020, the ILO, ITU and the AU jointly introduce the joint programme “Boosting Decent Jobs and Enhancing Skills for Youth in Africa's Digital Economy”. The launch followed inclusive consultations with governments, social partners and development partners in the 6 target countries, along with focus group discussions and consultations with young people

WHO

The ITU and the ILO lead this thematic priority. Decent Jobs for Youth brings together a growing number of partners who are committed to identifying and scaling up effective strategies for equipping young people with digital skills.

¹ <https://www.itu.int/en/ITU-D/Digital-Inclusion/Youth-and-Children/Pages/Digital-Skills-Toolkit.aspx>

LINKS/CONTACT

<https://www.decentjobsforyouth.org/theme/digital-skills-for-youth>

CONTACT DETAILS OF THE CO-LEADS:

Dr. Susan Teltscher,
Head, Capacity
and Digital Skills Development Division,
Telecommunication Development
Bureau (BDT), International, ITU
susan.teltscher@itu.int

Ms. Susana Puerto,
Senior Youth Employment Specialist, ILO
puerto-gonzalez@ilo.org

NEXT STEPS

- » Work with partners in identifying strategies to ‘localize’ global commitments so that the impact of global efforts is also tangible at country level
- » Strengthen the engagement of young people in key decision-making processes, including through new partnerships with youth-led organisations and the Digital Skills Campaign's communications strategy
- » Gather more evidence on the impact of digital skills training and the best ways to promote it
- » Advance the implementation of the Joint Programme for Africa
- » Integrate demand side actions to ensure the dialogue and investments on digital skills recognize the needs of the labour demand and connect young people to work

COMMITMENTS AND PARTNERS FOR DIGITAL SKILLS FOR YOUTH

Global Talent Program: Deaveloping the leaders of the future by mobilising 4000 Global Professional Opportunities annually	AIESEC
Digital Skills for Decent Jobs for Youth in Bangladesh	Bangladesh, Access to Information (a2i)
New economy: a partnership for providing youth from West Africa with the data-driven skills required to partake in the global economy	Blossom Academy
Pathways to Progress	Citi Foundation
Code Jobs: hacking bright minds out of unemployment	Code for All Portugal
Inclusive Entrepreneurship Driven by Innovation & Collaboration	Development Alternatives
Connecting Young People to Jobs of the Future	Education for Employment (EFE)
Labour Inclusion: Testing, Automation skills & Soft Skills for Young Mothers	Eidos Global
Power in Knowledge: Solution-Based Research to Tackle Emerging Challenges in European Youth Employment	European Student Think Tank
Employing Knowledge: A Project to Empower Europe's Young in a Changing World of Work	European Student Think Tank
The future of work and youth: advocating for the creation of a youth-inclusive labour market in Europe	European Youth Forum
Nigerian Youth Employment Action Plan	Federal Ministry of Youth and Sports Development, Nigeria
Training economically vulnerable youth in socioemotional competencies and technical skills for the future of work in Latin America	Fondation Forge
Coding and Artificial Intelligence (AI) for Good: Skills & Employability for vulnerable young people in Spain	Fundación Esplai Ciudadanía Comprometida
Foster youth entrepreneurship and prepare for the future of work: Enroll 1 million users in free HP LIFE e-learning program by 2025	HP Foundation
Future Fair: A periodic federal event that seeks joining youths from 18 to 30 seeking employment with national and regional companies	Instituto Nacional de Juventud de Argentina
The Future of Entrepreneurship: Training youths and students in creativity, innovation, and small business creation.	International Council for Small Business (ICSB)
Boosting Decent Employment for Africa's Youth	International Development Research Centre (IDRC)

Digital Skills for Decent Jobs for Youth	International Telecommunications Union (ITU)
Social dialogue on youth employment and the future of work: The National Youth Forums in Ibero-America	International Youth Organism for IberoAmerica
Annual Courses on Future Jobs: Mobile Apps Development, Internet Marketing, Web Development, Java Programming, QA, Game Design	IT STEP Academy
Professional Computer Education: Software Development, Digital Graphics and Design, Networks and Cybersecurity	IT STEP Academy
Youth Opportunity: McDonald's global initiative to remove barriers to employment for two million young people	McDonald's Corporation
YouthSpark: Digital Skills and Computer Science	Microsoft
Preparing Low-Income Women for Tech Jobs in Latin America	Multilateral Investment Fund of Inter-American Development Bank
Dutch challenge fund for mobilizing innovative and scalable solutions for youth employment in the MENA, Sahel and Horn of Africa	Netherlands, Ministry of Foreign Affairs
Economic opportunities for young men and women through inclusive youth participation, capacity building, influencing and partnerships	OXFAM IBIS
Partnership Creates Scalable and Sustainable Technology Solutions to Close Employment Gaps for Marginalized and Vulnerable Youth	Save the Children
YouthCan! Global partnership for youth employability	SOS Children's Villages
Operationalizing the Global Initiative on Decent Jobs for Youth	Spain, Ministry of Labour and Social Economy
Fast Track Coding Bootcamp for The Philippines	Switch Maven
Future Skills: a program for mainstreaming coding & soft digital skills into Primary and secondary Level education across Europe and Africa	ThinkYoung
Access to integrated financial and non-financial services to initiate and scale-up action for youth employment.	United Nations Capital Development Fund (UNCDF)
To support underserved youth to start, grow and sustain businesses- enabling them to create jobs, build communities and transform lives.	Youth Business International (YBI)

Region	Number of commitments
Asia and the Pacific	17
Europe and Central Asia	20
Latin America and the Caribbean	18
Middle East and North Africa	12
North America	11
Sub-Saharan Africa	16

Strategic element	Number of commitments
Alliance	22
Action	28
Knowledge	26
Resources	16

WHY

Globally, education has improved substantially in terms of accessibility, quality and quantity. Although more young people than ever have access to education, youth unemployment remains at historically high levels, which are today exacerbated by the impacts of COVID-19 on education, training and hiring. In view of the widespread skills mismatches, the ILO promotes Quality apprenticeships as a solution that benefits both young jobseekers and employers, by facilitating the school-to-work transition for young graduates, while meeting the skills needs of enterprises. Despite the indisputable benefits of formal apprenticeships, challenges remain in quality assurance and scaling up, particularly in developing countries, as well as the often negative stereotypes placed on young apprentices.

HOW

Decent Jobs for Youth facilitates unique collaborations between enterprises and vocational education and training institutions, with the goal of combining classroom learning with practical workplace training. At country and regional level, we support the review of frameworks and policies on apprenticeships and the development of innovative strategies that incorporate entrepreneurial and digital skills into school curricula. This approach is reinforced by advocacy and knowledge

sharing, allowing us to mobilize resources and share lessons learned on a global scale. By implementing pilot apprenticeship programmes in selected sectors, we support the development of demand-driven training models, designed to equip young people with market-relevant skills.

ACHIEVEMENTS

- » A project on youth employment is implemented in the Sahel since 2017 with funding from the Luxembourg government to improve knowledge on various key topics including quality apprenticeships
- » Two new toolkits, “Toolkit for Quality Apprenticeships - Vol. 1” and “Toolkit for Quality Apprenticeships - Vol. 2” are published in 2017 and 2020 respectively to guide policymakers in improving the design and implementation of apprenticeship systems and programmes. The French version was released in 2020
- » An international multi-stakeholder conference on innovations in apprenticeships (2018)¹ and a training workshop on promoting quality apprenticeships in enterprises (2019)² are organized
- » Regional workshops on Quality Apprenticeships for Asia and the Pacific and West Africa are held in Cambodia (2018)³ and Côte d’Ivoire (2019)⁴

¹ https://www.ilo.org/skills/projects/stwp/WCMS_630379/lang--en/index.htm

² <https://www.itcilo.org/en/areas-of-expertise/skills-development-and-vocational-training/promoting-quality-apprenticeships-in-enterprises>

³ https://www.ilo.org/asia/events/WCMS_646174/lang--ja/index.htm

⁴ https://www.ilo.org/emppolicy/events/WCMS_705866/lang--en/index.htm

- » Technical support with regard to law, policies and initiatives on apprenticeships is being provided to over 30 countries
- » A survey is conducted in 2017 to increase knowledge on national initiatives to promote Quality Apprenticeships in G20 countries, facilitating the sharing of good practices⁵
- » A UNESCO-ETF joint comparative study is conducted on Work-Based Learning (WBL) programmes in the Arab region, building on 8 country reports, to inform new regional guidelines to expand quality WBL, especially for women

WHO

The ILO and UNESCO lead this thematic priority. Decent Jobs for Youth brings together a growing number of partners who are committed to scaling up quality apprenticeship programmes that are mutually beneficial for young people and enterprises.

⁵ https://www.ilo.org/employment/Whatwedo/Publications/WCMS_633677/lang--en/index.htm

LINKS/CONTACT

<https://www.decentjobsforyouth.org/theme/quality-apprenticeships>

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NEXT STEPS

- » Strengthen collaboration between key stakeholders, and develop partnerships beyond governments, employers and training providers to include the private sector and young people, as well as among development partners
- » Explore potential synergies with the Digital Skills Thematic Priority on the benefits of technology in the provision of apprenticeships fit for the 21st century
- » Provide advisory services and capacity development opportunities to ILO constituents in using the “Toolkit for Quality Apprenticeships – Vol 2” to assist practitioners in establishing and strengthening apprenticeships programmes
- » Support the ILO standard-setting process on apprenticeships to strengthen the regulation and promotion of quality apprenticeships
- » Continue an effort to develop a set of relevant indicators for monitoring and evaluation of the status of WBL

COMMITMENTS AND PARTNERS FOR QUALITY APPRENTICESHIPS

Synthesizing evidence from randomized evaluations on youth employment through J-PAL's Policy Insights	Abdul Latif Jameel Poverty Action Lab (J-PAL)
Global Talent Program: Developing the leaders of the future by mobilising 4000 Global Professional Opportunities annually	AIESEC
AseanReady: Promoting 21st-century skills training ready for the future of work in ASEAN 4.0	Asean Youth Community
Skills for Decent Employment: Empowering Youth and Marginalized Groups at Home and Abroad with Demand Driven Skills	Bangladesh, Access to Information (a2i)
Multiannual program for sustainable growth, decent jobs and entrepreneurship for vulnerable youth including refugees in the Netherlands	Buzinezzclub
Pathways to Progress	Citi Foundation
Connecting Young People to Jobs of the Future	Education for Employment (EFE)
Labour Inclusion: Testing, Automation skills & Soft Skills for Young Mothers	Eidos Global
Power in Knowledge: Solution-Based Research to Tackle Emerging Challenges in European Youth Employment	European Student Think Tank
Employing Knowledge: A Project to Empower Europe's Young in a Changing World of Work	European Student Think Tank
Training economically vulnerable youth in socioemotional competencies and technical skills for the future of work in Latin America	Fondation Forge
Passport to Employment: promoting the talent of Young People with Disabilities in Spain.	Fundación ONCE
Boosting Decent Employment for Africa's Youth	International Development Research Centre (IDRC)
United For Youth Employment in Cambodia - United Nations Joint Programme	International Labour Organization (ILO)
Youth Empowerment Project (YEP!)	International Trade Centre (ITC)
Social dialogue on youth employment and green jobs: The National Green Youth Forums	International Youth Organism for IberoAmerica
Social dialogue on youth employment and the future of work: The National Youth Forums in Ibero-America	International Youth Organism for IberoAmerica
Supporting the Global Initiative on Decent Jobs for Youth in the Sahel region	Luxembourg, Ministry of Foreign and European Affairs, Development Cooperation and Humanitarian Affairs
Youth Opportunity: McDonald's global initiative to remove barriers to employment for two million young people	McDonald's Corporation

Nestlé's Global Youth Initiative	Nestlé
Dutch challenge fund for mobilizing innovative and scalable solutions for youth employment in the MENA, Sahel and Horn of Africa	Netherlands, Ministry of Foreign Affairs
Economic opportunities for young men and women through inclusive youth participation, capacity building, influencing and partnerships	OXFAM IBIS
YouthCan! Global partnership for youth employability	SOS Children's Villages
Operationalizing the Global Initiative on Decent Jobs for Youth	Spain, Ministry of Labour and Social Economy
Global Partnership with AIESEC for Youth Engagement and Entrepreneurship	United Nations Industrial Development Organization (UNIDO)
Ukrainian Pact for youth: 2020 - businesses, government and educational sector providing first employment and internships for youth	United Nations Population Fund (UNFPA)

Region	Number of commitments
Asia and the Pacific	11
Europe and Central Asia	14
Latin America and the Caribbean	12
Middle East and North Africa	11
North America	7
Sub-Saharan Africa	12

Strategic element	Number of commitments
Alliance	17
Action	23
Knowledge	21
Resources	11

WHY

Despite rapid urbanization in many countries, around 46 per cent of the world's population, many of them young people, live in rural areas. Young women and men can be catalysts for economic growth and development in rural economies, but only if they have access to decent work. Some of the barriers they typically face include low incomes, hazardous and precarious working conditions, and limited or no access to social protection. Ensuring that rural youth have access to an abundance and variety of quality jobs is not just important for their personal wellbeing, but also key to reducing poverty and achieving global food security in the coming decades.

HOW

Investing in decent jobs for rural youth can catalyse economic growth and development in rural economies as a whole. At Decent Jobs for Youth, our approach centres on developing and supporting efficient agribusiness, value chains and entrepreneurship models. Another key focus area is ensuring that young people have access to productive resources, such as land, technology and financial services. These efforts are complemented by strengthening policies and programmes so that the rural economy benefits from a skilled youth labour force and a positive business climate.

ACHIEVEMENTS

- » Strong bilateral cooperation between the co-leads has been established, both at the global level (between FAO and ILO HQ) and at the local, country level
- » Joint FAO-ILO Programme for Rural Youth Employment in the Sahel: Supporting recovery and building resilience in the aftermath of the COVID-19 crisis" was designed in 2020 and will served as basis for joint resource mobilization
- » A growing global alliance of partners now includes key stakeholders from the public and private sectors, such as AUDA-NEPAD, the implementing agency of the African Union, and Nestlé
- » Key policy processes have been influenced, including the 2017 G20 Summit which highlighted the importance of rural youth employment and acknowledged the importance of the Decent Jobs for Youth Initiative as a "platform for strengthened cooperation and policy coherence"¹

¹ Source: p. 5 https://www.g20germany.de/Content/DE/_Anlagen/G7_G20/2017-g20-rural-youth-employment-en___blob=publicationFile&v=4.pdf

NEXT STEPS

- » Resource mobilization at country level is a constraint to more accelerated progress
- » Initial contact with key stakeholders, such as the private sector, can take time to transform into a formal partnership and concrete action on the ground
- » The cross-cutting nature of the subject can make coordination and reporting more complex

WHO

The Food and Agriculture Organization (FAO) and the International Labour Organization (ILO) lead this thematic priority. Decent Jobs for Youth brings together a growing number of partners who are committed to boosting labour market outcomes and unleashing the potential of youth in the rural economy.

LINKS/ CONTACT

<https://www.decentjobsforyouth.org/theme/youth-in-the-rural-economy>

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NEXT STEPS

- » Focus on partner cooperation and joint programming for projects in rural areas
- » Advancing the Joint FAO-ILO Programme for Rural Youth Employment in the Sahel

COMMITMENTS AND PARTNERS FOR RURAL ECONOMY

AseanReady: Promoting 21st-century skills training ready for the future of work in ASEAN 4.0	Asean Youth Community
Inclusive Entrepreneurship Driven by Innovation & Collaboration	Development Alternatives
Education and youth employment data sharing in sub-Saharan Africa	Education Sub Saharan Africa
Nigerian Youth Employment Action Plan	Federal Ministry of Youth and Sports Development, Nigeria
Advocacy and awareness raising for decent jobs for youth in the rural economy	Food and Agriculture Organization (FAO)
Partnerships for Youth Employment in the Commonwealth of Independent States	International Labour Organization (ILO)
Taqeem Initiative: What Works in Youth Employment	International Labour Organization (ILO)
Supporting the Global Initiative on Decent Jobs for Youth in the Sahel region	Luxembourg, Ministry of Foreign and European Affairs, Development Cooperation and Humanitarian Affairs
Towards Africa Agenda 2063 - Developing Skills and Youth Entrepreneurship for job creation especially in rural areas in Africa	NEPAD Planning and Coordinating Agency
Nestlé's Global Youth Initiative	Nestlé
Youth Employment: Supporting Evidence-Based Policymaking through Local Capacity Development	Partnership for Economic Policy (PEP)
Mobilizing business leaders to provide decent jobs for youth in Africa	UNIAPAC
Teaching Agriculture Practically: Building Ugandan teachers' capability to skill youth for agriculture	VVOB - education for development
To support underserved youth to start, grow and sustain businesses-enabling them to create jobs, build communities and transform lives.	Youth Business International (YBI)

Region	Number of commitments
Asia and the Pacific	5
Europe and Central Asia	4
Latin America and the Caribbean	3
Middle East and North Africa	5
North America	2
Sub-Saharan Africa	10

Strategic element	Number of commitments
Alliance	12
Action	10
Knowledge	13
Resources	7

WHY

Up to 60 million new jobs in the green economy could potentially be created by 2030. If properly managed, green growth can provide an opportunity to address the youth employment challenge while simultaneously preserving the environment and increasing climate resilience. Young people are increasingly concerned about the future of the planet and their genuine interest in environmental issues, as well as the emergence of new employment opportunities in the green economy, can act as key drivers in advancing a Just Transition to environmentally sustainable economies.¹

HOW

Creating job opportunities in the green economy requires a balanced set of policy support that will make these jobs attractive to young people and allow them to be productive while adapting to the effects of climate change. Decent Jobs for Youth focuses on supporting policies and programmes to boost employment creation through greening economies and facilitating new opportunities in green markets such as renewable energy, waste management, sustainable agriculture, green infrastructure, technology and transport sectors through working with businesses and academic institutions.

Actions include anticipating and filling the skills gap in emerging green sectors, facilitating pathways for green entrepreneurship and green enterprise development in value chains, connecting educators, students and businesses and expanding climate resilience-focused employment-intensive investments in ways that specifically target young women and men.

ACHIEVEMENTS

- » The ILO Decent Work for SDGs Note on Green Jobs is published in 2017 to guide technical staff and support the ILO Implementation Plan for the 2030 Agenda for Sustainable Development²
- » The Climate Action for Jobs initiative is launched in 2019 to unite global efforts in ensuring that people's jobs and well-being are at the core of the transition to a carbon-neutral economy.³
- » Publication of the "Growing Green - Fostering A Green Entrepreneurial Ecosystem For Youth"⁴ research paper in December 2019, with the financial support of the Citi Foundation, focusing on the constraints typically faced by young green entrepreneurs and the combinations of support services and policies that better enable them to succeed. The paper was launched at COP25 in Madrid, Spain

¹ See https://www.ilo.org/actrav/media-center/pr/WCMS_647647/lang--en/index.htm and https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_432859.pdf

² Source: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/genericdocument/wcms_560709.pdf

³ <https://www.climateaction4jobs.org/>

⁴ See : <https://www.decentjobsforyouth.org/resource-details/Publications/466>

- » Advocacy work to mainstream youth and green jobs successfully influences specific citations at the World Conference of Ministers Responsible for Youth 2019, Youth Forum Lisboa+21⁵ and UN Environment Assembly UNEA4⁶
- » Collaboration with International Youth Organization for Ibero-America (OIJ) strengthens national dialogues on green jobs in Latin America with a focus on including youth in the decision-making processes.⁷ Seven dialogues were conducted throughout 2019 in Argentina, Costa Rica, Dominican Republic, Guatemala, Honduras, Mexico, and Spain

WHO

The ILO and UNEP lead this thematic priority, leveraging their existing collaboration through the Partnership for Action on the Green Economy (PAGE) and the engagement with young people. Decent Jobs for Youth brings together a growing number of partners who are committed to supporting the creation of green jobs and ensuring that young people have the necessary skills to work and thrive in this sector.

⁵ <https://www.portugal.gov.pt/download-ficheiros/ficheiro.aspx?v=33dae104-7750-48c2-bdf7-07a3a4d6edde>, <https://www.lisboa21.gov.pt/>

⁶ <http://wedocs.unep.org/bitstream/handle/20.500.11822/28500/English.pdf?sequence=3&isAllowed=y>

⁷ See report from the dialogues at <https://www.decentjobsforyouth.org/resource-details/Publications/720>

LINKS/ CONTACT

<https://www.decentjobsforyouth.org/theme/green-jobs-for-youth>

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NEXT STEPS

- » Disseminate the green youth entrepreneurship paper to inform policies and programming
- » Expand the national youth dialogues to other countries and regions
- » Deepen partnerships and more actively explore synergies across co-leads, including synergies with other thematic streams of Decent Jobs for Youth
- » Run research for country targeted operations⁸ to guide policy interventions to influence education institutions and businesses
- » Awareness raising on sustainability skills and green jobs prospects

⁸ Research will cover: 1) current trends in employment intensive sector 2) projected growth in green industries 3) projected skills demand 4) portion of green industries within the country's labour market

COMMITMENTS AND PARTNERS FOR GREEN JOBS FOR YOUTH

From informal to formal economy, and creating livelihoods	Banka BioLoo
Power in Knowledge: Solution-Based Research to Tackle Emerging Challenges in European Youth Employment	European Student Think Tank
The future of work and youth: advocating for the creation of a youth-inclusive labour market in Europe	European Youth Forum
Partnerships for Youth Employment in the Commonwealth of Independent States	International Labour Organization (ILO)
Social dialogue on youth employment and green jobs: The National Green Youth Forums	International Youth Organism for IberoAmerica
Towards Africa Agenda 2063 - Developing Skills and Youth Entrepreneurship for job creation especially in rural areas in Africa	NEPAD Planning and Coordinating Agency
Advocating and utilizing the transition towards an inclusive green economy to create decent jobs for youth	United Nations Environment Programme (UNEP)
Entrepreneurs for Social Change	United Nations Industrial Development Organization (UNIDO)
Skills workshops and advocacy trainings in all UN regions for young people by the UN Major Group for Children and Youth	United Nations Major Group for Children and Youth (MGCY)

Region	Number of commitments
Asia and the Pacific	3
Europe and Central Asia	6
Latin America and the Caribbean	3
Middle East and North Africa	4
North America	2
Sub-Saharan Africa	3

Strategic element	Number of commitments
Alliance	8
Action	8
Knowledge	9
Resources	1

WHY

Studies show that young people want to start businesses, yet the established business rate among adults is substantially higher than it is for youth. This implies that young people face higher barriers to entrepreneurship than adults, and there is a need for better policies aimed at enabling young entrepreneurs to realize their ambitions. Youth-led enterprises have shown to be responsive to social, environmental and economic challenges in their communities, and could therefore be instrumental in contributing to the achievement of development objectives. Amongst other things, youth entrepreneurs primarily employ their peers, which could catalyse more quality job creation in an enabling environment. The COVID-19 pandemic has placed substantial challenges on young entrepreneurs. Recent online surveys carried out by UNIDO and ITC indicate that the major challenge for most young entrepreneurs is market loss, directly felt through a decline in sales and resulting liquidity shortages. Young entrepreneurs were also affected by temporary closure of businesses, employee absences and broken value chains, which made it difficult purchasing raw materials and supplies.

HOW

Decent Jobs for Youth focuses on supporting the development of policies, regulations and institutions that enable and encourage the creation of youth-led enterprises. To tackle weak skills and knowledge transfer, it is crucial to foster peer-to-peer support networks. Improving access to adequate information, training, finance and technology can help lift many of the obstacles that prevent young people from succeeding in business.

ACHIEVEMENTS

- » Collaboration is active and regular between the 5 co-leading organisations
- » A jointly organised Youth Entrepreneurship and Self-Employment (YES!) Forum is held in Dakar, Senegal in November 2018 with over 250 participants
- » The exchange of experiences, knowledge, best practices and innovations at the Forum feed into a joint declaration on scaling up action and impact on youth entrepreneurship and self-employment in West Africa
- » A second YES! Forum is held in Addis Ababa, Ethiopia in November 2019, in collaboration with the African Union

WHO

The International Labour Organization (ILO), the International Trade Centre (ITC), the United Nations Capital Development Fund (UNCDF), the United Nations Conference on Trade and Development (UNCTAD) and the United Nations Industrial Development Organization (UNIDO) lead this thematic priority. Decent Jobs for Youth brings together a growing number of partners who are committed to unleashing the potential of youth entrepreneurship and self-employment through fostering enabling environments and improving access to productive assets.

LINKS/CONTACT

<https://www.decentjobsforyouth.org/theme/youth-entrepreneurship-and-self-employment>

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NEXT STEPS

- » Develop a training package with toolkits that build on existing knowledge and provide practical tips on promoting youth entrepreneurship
- » Synergise lessons and findings from COVID-19 surveys capturing the impact of the pandemic on young entrepreneurs
- » Explore opportunities to advance joint resource mobilization

COMMITMENTS AND PARTNERS FOR YOUTH ENTREPRENEURSHIP AND SELF-EMPLOYMENT

Synthesizing evidence from randomized evaluations on youth employment through J-PAL's Policy Insights	Abdul Latif Jameel Poverty Action Lab (J-PAL)
AseanReady: Promoting 21st-century skills training ready for the future of work in ASEAN 4.0	Asean Youth Community
From informal to formal economy, and creating livelihoods	Banka BioLoo
New economy: a partnership for providing youth from West Africa with the data-driven skills required to partake in the global economy	Blossom Academy
Multiannual program for sustainable growth, decent jobs and entrepreneurship for vulnerable youth including refugees in the Netherlands	Buzinezzclub
Pathways to Progress	Citi Foundation
Code Jobs: hacking bright minds out of unemployment	Code for All Portugal
Inclusive Entrepreneurship Driven by Innovation & Collaboration	Development Alternatives
Connecting Young People to Jobs of the Future	Education for Employment (EFE)
Education and youth employment data sharing in sub-Saharan Africa	Education Sub Saharan Africa
The future of work and youth: advocating for the creation of a youth-inclusive labour market in Europe	European Youth Forum
Nigerian Youth Employment Action Plan	Federal Ministry of Youth and Sports Development, Nigeria
Youth unemployment and underemployment in North Macedonia: Coping mechanisms and strategies	Finance Think - Economic Research & Policy Institute
Creating Sustainable Employment: entrepreneurship support and access to jobs for youth in informal settlement and rural communities in Kenya	Garden of Hope Foundation
Foster youth entrepreneurship and prepare for the future of work: Enroll 1 million users in free HP LIFE e-learning program by 2025	HP Foundation

The Future of Entrepreneurship: Training youths and students in creativity, innovation, and small business creation.	International Council for Small Business (ICSB)
United For Youth Employment in Cambodia - United Nations Joint Programme	International Labour Organization (ILO)
Partnerships for Youth Employment in the Commonwealth of Independent States	International Labour Organization (ILO)
Taqeem Initiative: What Works in Youth Employment	International Labour Organization (ILO)
Youth Empowerment Project (YEP!)	International Trade Centre (ITC)
Social dialogue on youth employment and green jobs: The National Green Youth Forums	International Youth Organism for IberoAmerica
Social dialogue on youth employment and the future of work: The National Youth Forums in Ibero-America	International Youth Organism for IberoAmerica
Towards Africa Agenda 2063 - Developing Skills and Youth Entrepreneurship for job creation especially in rural areas in Africa	NEPAD Planning and Coordinating Agency
Nestlé's Global Youth Initiative	Nestlé
Economic opportunities for young men and women through inclusive youth participation, capacity building, influencing and partnerships	OXFAM IBIS
Youth Employment: Supporting Evidence-Based Policymaking through Local Capacity Development	Partnership for Economic Policy (PEP)
Youth Employment Solutions (YES!) for building a globally competitive, inclusive and resilient youth workforce	Plan International
Partnership Creates Scalable and Sustainable Technology Solutions to Close Employment Gaps for Marginalized and Vulnerable Youth	Save the Children
Operationalizing the Global Initiative on Decent Jobs for Youth	Spain, Ministry of Labour and Social Security
Future Skills: a program for mainstreaming coding & soft digital skills into Primary and secondary Level education across Europe and Africa	ThinkYoung

Access to integrated financial and non-financial services to initiate and scale-up action for youth employment.	United Nations Capital Development Fund (UNCDF)
2019 World Youth Report: Youth Social Entrepreneurship: An Integrated Development Solution Toward the 2030 Agenda	United Nations Department of Economic and Social Affairs (UN DESA)
Economic inclusion of the poorest refugees through the Graduation approach	United Nations High Commissioner for Refugees (UNHCR)
Global Partnership with AIESEC for Youth Engagement and Entrepreneurship	United Nations Industrial Development Organization (UNIDO)
Entrepreneurs for Social Change	United Nations Industrial Development Organization (UNIDO)
Capacity-Building of Technical and Vocational Training Institutes in Indonesia	United Nations Office of Counter-Terrorism
Ukrainian Pact for youth: 2020- businesses, government and educational sector providing first employment and internships for Youth	United Nations Population Fund (UNFPA)
Teaching Agriculture Practically: Building Ugandan teachers' capability to skill youth for agriculture	VVOB - education for development
To support underserved youth to start, grow and sustain businesses- enabling them to create jobs, build communities and transform lives.	Youth Business International (YBI)

Region	Number of commitments
Asia and the Pacific	17
Europe and Central Asia	19
Latin America and the Caribbean	14
Middle East and North Africa	16
North America	9
Sub-Saharan Africa	21

Strategic element	Number of commitments
Alliance	26
Action	31
Knowledge	35
Resources	14

WHY

Globally, more than half of the labour force is working and producing in the informal economy. This work is often characterized by low pay, erratic hours, uncertain employment status and hazardous working conditions. A high proportion of these workers are young men and women, with evidence from twenty countries showing that more than three quarters of young workers aged 15-29 are engaged in informal employment.¹ Before COVID-19 hit the economy, nearly 3 out of 4 young workers were engaged in the informal economy. The limited to no access to social protection and strong barriers to affordable health services and care make them one of the most vulnerable groups, directed at risk of both contagion and poverty. By working with governments, young workers, social partners and employers, Decent Jobs for Youth aims to support young people currently working in the informal economy to make positive transitions towards formal employment.

HOW

Decent Jobs for Youth focuses on improving intermediation between employers and young people looking for their first formal job experience. This includes increased recognition of prior learning and upgrading informal apprenticeships so that they can be counted as real work experience. Innovative technology tools, such as electronic and mobile payment systems, are crucial for assisting young people in starting their first formal business, or in formalizing their ongoing entrepreneurial endeavours. By focusing on the transition to the formal economy, Decent Jobs for Youth complements wider action on the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204).

¹ Source: p. 21 https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_598669.pdf

ACHIEVEMENTS

- » “New technologies and the transition to formality: the trend towards e-formality” published (2018) with a focus on how technologies can enhance the impact of institutional public policies targeting informality²
- » Thematic report “The Youth Transition to Formality” published with the latest statistics and policy approaches³
- » Training modules with around 25 participants on youth transitions to formal economy are developed in the context of the Academy on Youth Employment co-organised by ITCILO and the ILO

WHO

The ILO leads this thematic priority. Decent Jobs for Youth brings together a growing number of partners who are committed to facilitating young people’s transition to the formal economy.

² https://www.ilo.org/employment/Whatwedo/Publications/working-papers/WCMS_635996/lang--en/index.htm

³ <https://www.decentjobsforyouth.org/resource-details/Publications/463>

LINKS/CONTACT

<https://www.decentjobsforyouth.org/theme/transitions-to-the-formal-economy>

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NEXT STEPS

- » Translate global recommendations from the paper on “New technologies and the transition to formality” into targeted regional/country-level policy recommendations and action, in line with the ILO Centenary Declaration for the Future of Work
- » Explore opportunities for collaboration across the thematic priorities, such as with Digital Skills for Youth
- » Focus on developing projects in regions with existing infrastructure and a high potential for rapid scaling up of action, such as in Asia

COMMITMENTS AND PARTNERS FOR YOUTH TRANSITIONING TO THE FORMAL ECONOMY

Synthesizing evidence from randomized evaluations on youth employment through J-PAL's Policy Insights	Abdul Latif Jameel Poverty Action Lab (J-PAL)
Global Talent Program: Developing the leaders of the future by mobilising 4000 Global Professional Opportunities annually	AIESEC
From informal to formal economy, and creating livelihoods	Banka BioLoo
New economy: a partnership for providing youth from West Africa with the data-driven skills required to partake in the global economy	Blossom Academy
Education and youth employment data sharing in sub-Saharan Africa	Education Sub Saharan Africa
Labour Inclusion: Testing, Automation skills & Soft Skills for Young Mothers	Eidos Global
Training economically vulnerable youth in socioemotional competencies and technical skills for the future of work in Latin America	Fondation Forge
Future Fair: A periodic federal event that seeks joining youths from 18 to 30 seeking employment with national and regional companies	Instituto Nacional de Juventud de Argentina
The Future of Entrepreneurship: Training youths and students in creativity, innovation, and small business creation.	International Council for Small Business (ICSB)
United For Youth Employment in Cambodia - United Nations Joint Programme	International Labour Organization (ILO)
Youth Empowerment Project (YEP!)	International Trade Centre (ITC)
Youth Opportunity: McDonald's global initiative to remove barriers to employment for two million young people	McDonald's Corporation
Youth Employment: Supporting Evidence-Based Policymaking through Local Capacity Development	Partnership for Economic Policy (PEP)
Youth Employment Solutions (YES!) for building a globally competitive, inclusive and resilient youth workforce	Plan International

Partnership Creates Scalable and Sustainable Technology Solutions to Close Employment Gaps for Marginalized and Vulnerable Youth	Save the Children
Orientajoven, strengthening employment services for young people in Spain through an extended pool of 3,000 expert counsellors	Spain, Ministry of Labour and Social Economy
Mobilizing business leaders to provide decent jobs for youth in Africa	UNIAPAC
Access to integrated financial and non-financial services to initiate and scale-up action for youth employment.	United Nations Capital Development Fund (UNCDF)
Capacity-Building of Technical and Vocational Training Institutes in Indonesia	United Nations Office of Counter-Terrorism

Region	Number of commitments
Asia and the Pacific	10
Europe and Central Asia	6
Latin America and the Caribbean	9
Middle East and North Africa	5
North America	4
Sub-Saharan Africa	11

Strategic element	Number of commitments
Alliance	10
Action	16
Knowledge	14
Resources	5

WHY

About 2 billion people currently live in areas affected by fragility, conflict and high levels of violence, which often extend over many years and significantly erode development gains. Under these circumstances, young people may be out of school or college and engage in jobs that are informal, unstable, underpaid, or even high-risk and harmful. In extreme cases, they leave their homes in search of safety and a better life and risk becoming victims of trafficking or exploitation.

HOW

Decent Jobs for Youth is focused on expanding the evidence base about what works to support youth in fragile situations. The findings will be used to develop guidance on promoting youth employment in fragile situations, which will in turn allow our partners to launch tailored interventions at country and regional level. Particular emphasis will be placed on empowering youth through innovative use of technology, from promoting skills development and employment creation through cash transfers (especially mobile money), to jobs in service provision and recovery, and enterprise and cooperative development. These efforts are aligned with the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205).

ACHIEVEMENTS

- » The Thematic priority is fully reflected in ILO's flagship Jobs for Peace and Resilience programme¹
- » A strong global-level partnership between ILO and UNDP is established to support youth in fragile situations
- » A Framework (Theory of Change) on how employment programmes can impact peacebuilding is developed jointly by the ILO, UNDP, World Bank and UN Peacebuilding Support Office (2016)²
- » Joint report by ILO, UNDP and UNHCR on Case studies on youth employment in fragile situations (2017) is launched at a High-level event on Youth Employment for Peace and Resilience³
- » An ILO handbook is "How to Design, Monitor and Evaluate Peacebuilding Results into Jobs for Peace and Resilience Programmes" (2019) is developed and published⁴
- » An evidence synthesis paper on the linkages between employment and peacebuilding programmes "Promoting Decent Employment for African Youth as a Peacebuilding Strategy" is published in 2020⁵

¹ https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/WCMS_495276/lang-en/index.htm

² Employment programmes can facilitate contact between social groups in conflict; address grievances that are root causes of conflict; offer opportunities and alternatives to violence https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_535663/lang-en/index.htm

³ ILO, UNDP and UNHCR: Case studies on youth employment in fragile situations (Global Initiative on Decent Jobs for Youth, 2017). Available at <https://www.decentjobsforyouth.org/communications-material>

⁴ How to design, monitor and evaluate peacebuilding results in Jobs for Peace and Resilience programmes (International Labour Organization, 2019). Available here: https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/instructionalmaterial/wcms_712211.pdf

⁵ <https://www.decentjobsforyouth.org/resource-details/Publications/637>

- » New synthesis review ongoing with a focus on the impact of different types of crises on youth employment outcomes, in collaboration with INCLUDE and IDRC
- » Collaboration with ILO and UNHCR to boost opportunities for young refugees and youth in host communities in Egypt and Kenya's digital economies will start in 2021, with support from the Dutch Ministry of Foreign Affairs and in the context of the PROSPECTS partnership⁶

CHALLENGES

- » Cooperation at the local, country level is not always easy to achieve, especially in countries where partner organisations do not have a presence
- » It is challenging to adequately capture the impact and value added of all activities delivered under a thematic priority, as benefits are widespread and interconnected
- » Evidence based on the linkage between youth employment and peace is still scarce

WHO

The ILO and UNDP lead this thematic priority, in collaboration with UNHCR and UNRWA. Decent Jobs for Youth brings together a growing number of partners who are committed to empowering youth in fragile situations and expanding their access to decent work.

⁶ More information on PROSPECTS at <https://www.ilo.org/global/programmes-and-projects/prospects/lang--en/index.htm>

LINKS/CONTACT

<https://www.decentjobsforyouth.org/theme/youth-in-fragile-situations>

CONTACT DETAILS OF THE CO-LEADS:

Ms. Noella Richard,
Youth Global Programme Manager, UNDP
noella.richard@undp.org

Mr. Federico Negro,
Head of Coordination Support unit for Peace and Resilience (CSPR), ILO
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Mr. Ziad Ayoubi,
Head of Livelihoods and Economic Inclusion Unit, UNHCR
ayoubi@unhcr.org

NEXT STEPS

- » Lead advocacy activities to raise the profile of Decent Jobs for Youth at the local, country level with relevant entities
- » Implement joint programmes on youth employment for peace to build evidence on the correlation between peace and employment
- » Implement the joint activities to support young refugees and youth in host communities in Egypt and Kenya and distil lessons for Decent Jobs for Youth partners
- » Disseminate and engage partners and policymakers with the evidence synthesis reports produced in collaboration with INCLUDE and IDRC

COMMITMENTS AND PARTNERS FOR YOUTH IN FRAGILE SITUATIONS

Multiannual program for sustainable growth, decent jobs and entrepreneurship for vulnerable youth including refugees in the Netherlands	Buzinezzclub
Youth unemployment and underemployment in North Macedonia: Coping mechanisms and strategies	Finance Think - Economic Research & Policy Institute
Foster youth entrepreneurship and prepare for the future of work: Enroll 1 million users in free HP LIFE e-learning program by 2025	HP Foundation
YouthSpark: Digital Skills and Computer Science	Microsoft
Dutch challenge fund for mobilizing innovative and scalable solutions for youth employment in the MENA, Sahel and Horn of Africa	Netherlands, Ministry of Foreign Affairs
YouthCan! Global partnership for youth employability	SOS Children's Villages
Orientajoven, strengthening employment services for young people in Spain through an extended pool of 3,000 expert counsellors	Spain, Ministry of Labour and Social Economy
Mobilizing business leaders to provide decent jobs for youth in Africa	UNIAPAC
2019 World Youth Report: Youth Social Entrepreneurship: An Integrated Development Solution Toward the 2030 Agenda	United Nations Department of Economic and Social Affairs (UN DESA)
Youth Employment for Peace and Resilience	United Nations Development Programme (UNDP)
Entrepreneurs for Social Change	United Nations Industrial Development Organization (UNIDO)
Skills workshops and advocacy trainings in all UN regions for young people by the UN Major Group for Children and Youth	United Nations Major Group for Children and Youth (MGCY)
Capacity-Building of Technical and Vocational Training Institutes in Indonesia	United Nations Office of Counter-Terrorism
Ukrainian Pact for youth: 2020 - businesses, government and educational sector providing first employment and internships for Youth	United Nations Population Fund (UNFPA)

Region	Number of commitments
Asia and the Pacific	7
Europe and Central Asia	11
Latin America and the Caribbean	6
Middle East and North Africa	7
North America	5
Sub-Saharan Africa	8

Strategic element	Number of commitments
Alliance	9
Action	9
Knowledge	11
Resources	5

THEME 8: YOUNG WORKERS IN HAZARDOUS OCCUPATIONS

WHY

The situation of young people in hazardous work is of particular concern. More than 37 million young workers aged 15-17 were estimated to be employed in hazardous jobs in 2016¹, and young workers up to the age of 24 are particularly vulnerable to workplace injury. Decent Jobs for Youth not only aims to create jobs for youth, but improve the quality of existing work with regard to productivity, earnings, safe working conditions and other rights, particularly for working youth who continue to live in conditions of poverty and deprivation. As COVID-19 exacerbates the vulnerabilities of young people in the labour market, it also increases the risks of low quality jobs among youth and perpetuates transitions from child labour into hazardous youth employment.

HOW

Decent Jobs for Youth will focus on expanding knowledge and technical assistance to support effective policy and programming that will enable young people to transition out of hazardous work. Activities around this thematic priority will build on ILO's ongoing efforts to promote high standards of occupational safety and health for young workers.

ACHIEVEMENTS

- » ILO SafeYouth@Work Project is implemented in 8 countries to promote the occupational safety and health (OSH) of young workers, with a focus on those aged 15 to 24²
- » Training modules developed with ITCILO and the ILO to incorporate safety at work in TVET
- » A global network of young champions for occupational safety and health is developed (including through participation at the 2019 Decent Jobs for Youth Annual Meeting)
- » Global knowledge and awareness of young worker vulnerability is enhanced, including development of tools to such as the SafeYouth@Work Action Plan

¹ Source: ILO (2017) "Global Estimates of Child Labour: results and trends, 2012-2016" p.9, https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_575499.pdf

² Indonesia, The Philippines, Myanmar, Viet Nam, Argentina, Colombia, Uruguay, Cote d'Ivoire <https://www.ilo.org/safework/projects/safe-youth/lang--en/index.htm>

WHO

The ILO leads this thematic priority. Decent Jobs for Youth brings together a growing number of partners who are committed to securing safe working conditions for young workers.

LINKS/CONTACT

<https://www.decentjobsforyouth.org/theme/young-workers-in-hazardous-occupations>

CONTACT DETAILS OF THE CO-LEADS:

Mr. Ben Smith,
Senior Officer, Child Labour, ILO
smithb@ilo.org

NEXT STEPS

A detailed thematic plan on youth in hazardous occupations is currently being reviewed by partners within and outside the UN system, reflecting the collaborative spirit of the Decent Jobs for Youth Initiative, and is expected to be published in 2021. The thematic plan will further support the development of an impact-oriented programme.

COMMITMENTS AND PARTNERS FOR YOUNG WORKERS IN HAZARDOUS OCCUPATIONS

Future Fair: A periodic federal event that seeks joining youths from 18 to 30 seeking employment with national and regional companies

Instituto Nacional de Juventud de Argentina

Region	Number of commitments
Latin America and the Caribbean	1

Strategic element	Number of commitments
Alliance	1
Action	1
Knowledge	1

RIGHTS AND VOICES AT DECENT JOBS FOR YOUTH



Ensuring we work with young people, not just for them, is at the heart of what we do. We welcome the growing focus across the youth employment community on ensuring young people are directly engaged in the leadership of interventions designed to support their future prospects, and we welcome and support the growing expectations among young people to be heard and respected, including in the workplace.

The evidence base is growing to show how young people's participation in sustainable development interventions can drive better outcomes for all. Typically the literature summarizes outcomes in three categories: (i) personal development through enhanced confidence, skills, self-esteem/self-efficacy, and understanding of the importance of sustainable development; (ii) higher engagement in planning and delivery of

political and government policies and services; (iii) and changed public attitudes, knowledge and behaviours, including power dynamics between young people and adults¹.

Decent Jobs for Youth promotes an inclusive and rights-based youth employment agenda in which young people can find their voice, advance their priorities and help set the agenda. For all young people, especially those facing discrimination and disadvantage, human rights – which include labour rights – provide a base from which they can make their voices heard, assert their interests and find work that is productive and decent.

¹ See for example, Crowley, A (2014), 'Children's Participation in Public Decision-Making', in Westwood J, et al., *Participation, Citizenship and Inter-Generational Relations in Children and Young People's Lives*, Palgrave Macmillan, Hampshire; and Marcus, Rachel and Cunningham, Alex (2016), 'Young People as Agents and Advocates of Development. Evidence gap map report', London, UK: Overseas Development Institute (ODI).

KEY RESULTS

EMPOWERING YOUNG PEOPLE IN THE DESIGN AND LEADERSHIP OF THE INITIATIVE

Young talent has been integrated into the Initiative's leadership bringing significant insight and value. Youth were engaged right from the inception of the Initiative in the operationalization process, for example providing feedback on the central communication aspects of the Initiative. Young people participated actively in the launch at the ECOSOC Youth Forum in 2016, and continue to shape the Initiative's agenda and partnership collaboration opportunities through their participation at ongoing events. For example, at the Youth Entrepreneurship and Self-Employment Forum in Dakar, November 2018, there were youth-only panels and contributions by two young entrepreneurs were noted by a government minister in attendance. The Decent Jobs for Youth Secretariat also comprises young team members under 30 to support the Initiative's activities and outreach. In the specific area of the job creation potential of Africa's digital economy, work is being guided by youth-led research commissioned to students from LSE, UK.

ADVOCATING FOR YOUTH VOICES AND RIGHTS

Decent Jobs for Youth is helping to drive the agenda of rights and voices across the youth employment community. Bringing youth rights and voices to the forefront of policy and action was one of the primary motives of the Youth & COVID-19 Survey. For example, one of the questions they survey asked young people was what measures they would adopt in response to the pandemic: "If you were the leader of your country, what would you do?" The Initiative brings expertise and innovation to how its partners engage more generally with young people across their operations. The choice of theme at the 2019 annual meeting

directly influenced the decision by the YEFG to allocate resources to the development of a new white paper on improving youth participation practices across youth employment funders. Partners also gain a platform to advocate for participatory approaches. For example at the 2019 annual meeting, European Youth Forum was able to provide feedback to other partners on how to make their commitments more youth-inclusive. Following the 2019 meeting, the ITU is actively considering how to incorporate youth engagement more systematically into its activities.

WORKING WITH YOUTH-LED ORGANISATIONS AND NETWORKS IN STRENGTHENING YOUTH VOICES AND RIGHTS

Partners who specialize in youth leadership are a critical channel of youth insight and voice into the Initiative's work. As the Initiative gives space for leadership by partners, there is a consistent mechanism for youth-led design and delivery. AIESEC, Asean Youth Community, European Student Think Tank and European Youth Forum are all key partners. The collaboration with UNMGCY and GenU has been a major milestone for ensuring systematic youth engagement in the Initiative.

INTERNATIONAL YOUTH ORGANIZATION FOR IBERO-AMERICA

How do the National Youth Forums help to promote youth voices and rights, and how do they enhance public policies? What is the role/added value of an Initiative like Decent Jobs for Youth in increasing opportunities for promoting youth voices and rights?

“The Youth Forums are based on the recognition of the following fact: The participation of young people in the management of public policies is a fundamental right, and a condition for them to be effective. Its purpose is to promote social dialogue and connect youth experiences and proposals with the actions of public, private and social actors. Given their methodology, the Forums allow updating diagnoses from young people and nurturing public policies with plural visions, as well as promoting youth empowerment by strengthening critical analysis, creativity, and advocacy. The challenge is to consolidate them as permanent spaces of participation and link the solutions that arise from young people in comprehensive initiatives that contribute to the full enjoyment of their rights.”

In line with this last point, the Global Decent Jobs for Youth Initiative is key to ensure the rights of young people as it provides the institutional support needed for any actions (linked to the programme) to gain sustainability over time; it also contributes to the quality of these actions and the proper management of resources; visibility of the commitments made by the different actors and their compliance, facilitating peer evaluation; and promoting partnerships around good practices with a local-global approach. Its added value will continue to grow as its results connect challenges with solutions and strengthen youth participation in guiding related actions.”



MR. MAX TREJO

Secretary General, International Youth Organization for Ibero-America (OIJ).

PROVIDING SUPPORT AND VISIBILITY TO PARTNERS WHO ACTIVELY PROMOTE YOUTH PARTICIPATION

As the following examples show, across the Initiative's portfolio of commitments, a range of partners bring their expertise in mobilizing the leadership of young people on the ground, and all partners benefit from access to innovations and leading practices in how to promote young people's rights and voices.

Participatory projects. Leading participatory project approaches across the commitments portfolio include: youth Focus Group Discussions to inform priorities and directions of the project with the government of Luxembourg in Burkina Faso; peer-to-peer mentoring in UNIDO's social entrepreneurship training programme; a global youth survey ('Global Youth Survey: Economic Prospects and Expectations', conducted by Ipsos) to guide Citi Foundation's grants and programmes; and an online consultation with 500 youth participants to improve SOS Children's Villages' programming.

Research for policy. A range of commitments are demonstrating the value of youth-led research to influence more youth-inclusive labour market strategies and policies. The European Student Think Tank, a youth-led, student-run team from leading universities across Europe, are researching young people's perspectives on important topics such as atypical jobs, youth and unions, gender inequality, vocational education and social mobility, as well as skills and technological change, to guide EU and other regional policymakers. The European Youth Forum of youth organisations is creating spaces to ensure young people's voices are directly engaged in policy-making at national and regional levels in Europe.

EUROPEAN YOUTH FORUM

The European Youth Forum is the platform of youth organisations in Europe, representing over 100 youth organisations and bringing together tens of millions of young people from all over Europe. The Youth Forum works to empower young people to participate actively in society to improve their own lives by representing and advocating their needs and interests and those of their organisations. Their commitment to Decent Jobs for Youth is focused on advocating for a youth-inclusive labour market across Europe. Development of a new knowledge product, "The Future of Work and Youth"² has increased awareness among key stakeholders and young people themselves about the medium- to long-term opportunities and challenges for young people in the future of work and provided a strong basis to initiate policy dialogues and a follow-up policy paper. A core focus is on inclusivity, ensuring relevance and reach to young people from all backgrounds, educational levels, races, ethnicities, sexual orientations, genders, and young people with disabilities. Through their work, European Youth Forum identified a gap in access for young people's voices in institutional policymaking. They used the launch of their report as an opportunity to bring together all key stakeholders, government and institutional representatives, trade unions, think-tanks and youth organisations, for a World Cafe discussion where the full spectrum of relevant voices could be heard and young people could engage directly with decision-makers.

² European Youth Forum (2019). The Future of Work and Youth. Available at: <https://www.youthforum.org/future-work-and-youth>

Youth consultation. OIJ led 17 National Youth Forums in Ibero-American countries with the participation of approximately 1,700 young people to promote consultation on youth employment and the future of work, leading to national reports with more than 90 youth proposals and regional recommendations presented at ministerial and high-level meetings to enrich the implementation of public policies. International Christian Union of Business Executives (UNIAPAC) convened an international seminar on youth employment with diverse participants including business leaders and 70 West African youth, both young Christians and Muslims, strengthening inter-religious cooperation, resulting in a youth participants' declaration.

STRENGTHENING YOUTH ENGAGEMENT IN SUSTAINABLE DEVELOPMENT AGENDA 2030

Decent Jobs for Youth serves as an official implementing arm of the UN Youth Strategy³, helping to take forward its aim *“to scale up global, regional and national actions to meet young people’s needs, realize their rights and tap their possibilities as agents of change”*. Working in collaboration with UNMGCY, the Initiative strengthens the role of young people in monitoring progress against SDG8. *“By being active members in the Global Initiative, we have been able to get young people and constituencies to events from which their voices would have otherwise been excluded”*, emphasized Peter Abraham Fukuda Loewi, Former Global Focal Point for SDG 8, UNMGCY.

³ United Nations (2018). Youth 2030: The United Nations Strategy on Youth. Available at: https://www.un.org/youthenvoy/wp-content/uploads/2018/09/18-00080_UN-Youth-Strategy_Web.pdf

ANNUAL MEETING 2019

RIGHTS AND VOICES OF YOUTH

28-29TH MAY 2019, ROME, ITALY

OBJECTIVES

1. Stimulate innovative thinking on job creation strategies that foster the rights and voices of young people.
2. Facilitate a dialogue and broker collaboration among participants.
3. Mobilize political will and resources to scale up investment and impact in youth employment.

PARTICIPANTS

Over 200 participants from governments, social partners, academia, youth and civil society organisations, private sector, foundations, and regional and multilateral organisations

MAIN TAKEAWAYS

- » Promoting youth rights at work and strengthening their voice in the world of work are key to achieving a future with decent work for all.
- » The aspirations of young people matter as well as our collective actions to inform them, measure them, and integrate them in decision-making processes.
- » Combating early stereotypes; creating incentives for young women and young mothers to engage in training and employment; developing curricula that builds young women's knowledge, skills and confidence; and working to empower young women to confront sexual harassment are key rights-based actions to boost young women's participation in the labour market.

- » It is crucial to step up youth employment investments that address the specific needs of youth groups, including young people with disability, young migrants and refugees, indigenous youth, and youth in hazardous occupations. Technology solutions that are rights-based can bring these youth groups closer to quality jobs.
- » Targeted legislation, greater coherence between the education system and the labour market, improved active labour market measures, and advocacy and awareness about rights at work are key to safeguard youth rights in the midst of ongoing digital transformations.
- » Organising in groups and leveraging the existence of international labour standards are helping young people mobilize and advocate effectively for their voice and representation.

CONFERENCE HIGHLIGHTS

- » Young global change makers sharing experiences and inspiring action on decent jobs for youth.
- » Co-designed expert sessions on innovative action for decent jobs for youth.
- » TED Talks on key topics around a human-centred agenda needed for a decent future of work for youth.
- » Marketplace sessions with interactive and simultaneous presentations on ongoing and upcoming collaborative initiatives in support of decent jobs for youth.
- » Networking opportunities among participants to explore collaboration opportunities on decent jobs for youth.
- » Launch of new partner commitments towards Decent Jobs for Youth.
- » Decent Jobs for Youth Media Zone.

MORE INFORMATION: [HTTPS://WWW.DECENTJOBSFORYOUTH.ORG/EVENTS/58/EN](https://www.decentjobsforyouth.org/events/58/en)



RIGHTS-BASED APPROACH.

Decent Jobs for Youth strengthens the links between the United Nations normative frameworks and operational activities. It facilitates the effective application of standards and norms to operations on the ground. The rights-based approach promotes respect for human rights and the application of international labour standards and other United Nations normative frameworks relevant to the promotion of decent jobs for young people.

Decent Jobs for Youth is uniquely placed to ensure the global youth employment response integrates a robust focus on respect for young people's rights through mobilizing leadership and technical expertise by relevant UN agencies who uphold standards and normative frameworks. Across the Initiative, focus on this topic has strengthened since the dedicated spotlight on 'Rights and Voices' at the 2019 Annual Meeting. A range of partners bring important values and experiences to our shared knowledge on the primacy on young people's rights and the application of international labour standards. For example, In the Youth Employment for Peace and Resilience project under the leadership of UNDP, multiple UN partners came together to develop an evidence-based plan for a strategic and multi-faceted resilience-based response for countries neighbouring Syria that have been impacted by the influx of Syrian refugees. The Syria Regional Resilience and Refugee Plan ("3RP") is an inclusive model that promotes respect for human rights, delivering an

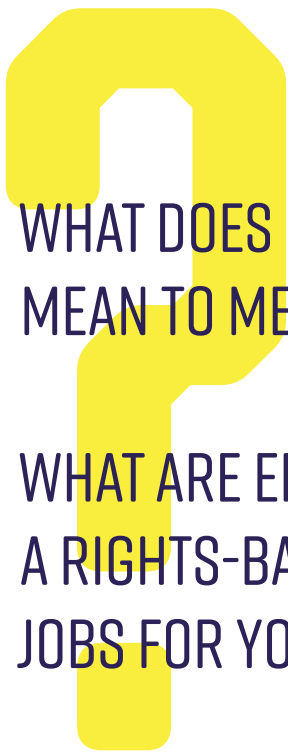
effective and coordinated response to address immediate vulnerabilities, strengthen social cohesion, and build the resilience of people, communities and national systems. Necessarily a key focus is on child protection, including greater attention to positive engagement with refugee adolescents and youth. 3RP partners work with host countries and partners work with host countries and partners to ensure that refugee children and youth can exercise their right to education. Partners and host countries also work together to address the lack of employment opportunities for youth, which is nearly three times higher than that of the overall population since the crisis began. Interventions are aimed at 1) regulatory improvements on work permits for increased refugee access to employment; 2) improving existing labour market conditions through information or skill upgrades; 3) improving the overall business climate and access to finance (including refugee entrepreneurs) to foster more entrepreneurship; and 4) expanding knowledge and research jointly - such as the UNHCR-UNDP Joint Secretariat - through filling knowledge gaps and exploring ways to improve programming and policy in the response.

INVOLVEMENT OF ORGANISATIONS REPRESENTING THE INTERESTS OF YOUNG PEOPLE.

Decent Jobs for Youth facilitates the involvement of these organisations in relevant policy and planning discussions by pursuing active engagement with organisations that represent young people and their interests in rural and urban areas.

Working with youth-led organizations and other organisations representing the interests of young people provides a critical channel for youth voices and leadership into the Global Initiative to help advance our goals. A growing number of organisations are joining the movement, and work on rights and voices is being intensified since the 2019 annual meeting focusing on this topic. The commitment by the European Student Think Tank (EST) illustrates the two-way benefits of engagement with Decent Jobs for Youth. The student-led initiative is a growing platform across the EU, Switzerland and the accession countries to generate knowledge and foster new economic thinking, raising labour market awareness and prospects among young people in the region and influencing EU policymakers. EST reported actively drawing on the Decent Jobs for Youth Guiding Principles in framing their research agenda. Through the development

and dissemination of ‘low threshold’ knowledge products, the research team is highlighting young people’s perspectives on important topics such as atypical jobs, youth and unions, gender inequality, vocational education and social mobility, as well as skills and technological change. Through events, media and other participatory mechanisms they are reaching an increasingly wide European youth audience, equipping them with a contextual understanding and providing an evidence base about youth engagement and rights in the world of work. EST cited membership of the Global Initiative as *“a significant factor in improving the ability of our student-run youth organisation to expand the reach of and raise awareness for the Decent Work Agenda overall”*. In particular, *“the most specific benefit of being a partner at such a high-profile platform is that dedicated, pro-active and knowledgeable young people, who mobilize for a common purpose, have their voices amplified and are being listened to by decision-makers more carefully.”*



WHAT DOES MEANINGFUL YOUTH PARTICIPATION
MEAN TO ME?

WHAT ARE EFFECTIVE APPROACHES TO ENSURE
A RIGHTS-BASED APPROACH TO DECENT
JOBS FOR YOUTH IN MY EXPERIENCE?

To take forward our commitment to the primacy of youth rights and voices in shaping our work, there is no better way than being guided by what young people value and expect when it comes to making youth participation meaningful and promoting rights-based approaches. Here young changemakers from around the world highlight their views, providing valuable insights for all stakeholders dedicated to prioritising the rights and voices of young people in their investments and actions for decent jobs for youth:

“My views on meaningful youth participation have been shaped by our experience developing the Asean Youth Community’s innovative approach to facilitation of young leaders. In AYC workshops, we developed a leadership framework to facilitate a reflective and innovative mindset among youth that challenges them to practice 21st-century skills such as design thinking and entrepreneurship to utilize emerging technologies to accelerate achievement in SDGs that they personally care for.

It starts by focusing on the “Why” (Motivation): Participants define a “societal divide” that they care for the most from personal experiences, reflect on its connection with the global goals, and develop solidarity with society at large. Next they reflect on the “How” (Strategy): Skills to gain to have a deeper understanding of their advocacy and its complexities, as well as leadership tools to influence stakeholders for collaboration. Lastly, they define the “What” (Action): What are the first steps to take now within the limit of their resources and what is the pathway for scale using emerging technologies as an edge to accelerate change and bridge societal divides.

Through this experience, for youth participation to be meaningful it must be deeply connected to the young people’s personal motivations and values; it must provide opportunities for leadership development; and it must be directly connected to taking action.”



MS. LEI MOTILLA

Former Executive Director,
Asean Youth Community

“In today’s world, people believe in the creativity and power of young people, so young people are being involved in decision-making boards, but a stronger impact can be achieved only when youth are also involved in the implementation process. I have interacted with the youth at grass-roots and global levels. The conclusion I made is that most young people feel that their decisions or opinions are not being valued much. To tackle this, I would suggest to include youth as well as experienced older people in chairs and boards to balance the decision-making and implementation processes, with youth having an equal say”.



MR. KISHORE G

Co-Founder, Youth for Sustainable
Impact, India, 20 (member of UNMGCY)

“Youth engagement needs to go beyond tokenistic approaches of involving young people to actual empowerment, where young people have an equal stake and role in developing and implementing youth employment programmes, policies and strategies. This requires decision-makers to change their mindset about what young people can intrinsically do and offer to development, and to see past the beneficiary role that they have youth pigeonholed to. Additionally, it requires an understanding that young people are not a homogenous group, and therefore would have varying needs and accessibility to decision-making spaces that should be addressed.”



MS. IRIS CALUAG

Youth Employment Solutions Programme Officer, Plan International, Philippines, 27 (UNMGCY Regional Focal Point for Asia-Pacific)

“Meaningful youth engagement means allowing the spaces for young advocates to be part of policy discussions and dialogues and truly taking into consideration their contributions and concerns. It means respecting their knowledge and expertise and acknowledging the added value they bring to policy discussions. And to be meaningful, youth engagement needs to respect the diversity of youth and aim as much as possible to bring the voices of the most marginalized groups that normally do not get the chance to make their concerns and voices heard. Networking, building alliances and collective actions are also key for the success of advocacy efforts led by youth. Finally, the commitment to a human-rights-based approach to policies, respecting environmental sustainability and the rights of future generations are essential for meaningful youth engagement in policy advocacy.”



MS. MAY MAKKI

Programme and Research Officer, Arab NGO Network for Development (ANND), Lebanon, 23 (member of UNMGCY)

“Giving youth equal authority, so they are not only included in the boards of decision-making but have equal voice and opportunity to chair. Every department needs a youth advisory unit that makes the institution available, accessible to youth and offers periodic youth engagement services.”



MR. DESMOND ALUGNOA

Co-founder, Green Africa Youth Organization / Pragmatic Youth Empowerment Movement (PYEM), Ghana, 27 (member of UNMGCY)

“Acknowledging the diverse and heterogeneous nature of a group of people which includes half of the world’s population, meaningful youth engagement means creating spaces in existing power structures for the equal participation of a plurality of young people.

For all the talk about “young changemakers,” traditional systems often don’t allow for young people to influence change, and those young people who are able to still force change tend to skew elite. We must be extremely careful not to waste resources “empowering” and creating a bottleneck, and should instead spend more resources ensuring that power structures are transformed to allow more young people to make change.

In order to achieve this, we must transition away from economic, political and social power structures which promote extreme concentrations of wealth and power. A rights-based approach to decent jobs for youth means reaffirming that which is being exploited by these systems, and expanding upon our fundamental rights to create a more just world of work.”



MR. PETER ABRAHAM FUKUDA LOEWI

Former Global Focal Point for SDG 8, UNMGCY, USA/Japan, 30

“In a world with 1.8 billion young people, meaningful youth participation is not an option anymore, it is our shared responsibility. Meaningful youth participation has two core ingredients: providing platforms for engagement and development. First and foremost, we need to listen to what young people care about and what matters to them. You cannot engage anyone meaningfully around your own priorities, those need to be shared. Yet it cannot stop with listening. Conversation and co-creation are necessary for bringing progress.

Secondly, when we want to engage youth in a meaningful way, we need to provide them a platform to learn, develop and grow. That is when we are able to truly empower leadership and potential within them. At AIESEC for over 71 years, we have been creating experiences where young people can develop their leadership and their skills through learning from practical experiences in international settings. Being part of Decent Jobs For Youth with organisations that are investing in youth has enabled us not only to speak up for what matters to young people, but also to have relevant conversations on what kind of partnerships are needed to work towards youth employment together with youth.”



MS. NOELLE GUIROLA PAGANINI

Former Global Vice President Public Relations, AIESEC

LOOKING AHEAD

DECENT JOBS FOR YOUTH SHORT- AND MEDIUM-TERM PRIORITIES

ALLIANCE

- » Expand the Initiative through inviting new strategic partners, maintaining our commitment to inclusivity and diversity, including geographic diversity
- » Strengthen the Initiative by facilitating new and existing partners to mutually benefit, and delivering tailored support to partners where feasible
- » Enhance and deepen engagement with partners around adoption of the Guiding Principles, for example through the development and dissemination of practical and targeted 'how to' notes
- » Continue to foster synergies and seek alignment with other initiatives under the umbrella of the Global Initiative on Decent Jobs for Youth.

ACTION

- » Target the design of 'next generation' commitments defined by strong collaborative models and country ownership
- » Assess the feasibility of different options to build the Initiative's capability to catalyse local-level action and resources
- » Enhance the role of non-UN partners in the leadership of Thematic Priorities
- » Strengthen the relationship in practice between the Guiding Principles and the Thematic Priorities, for example providing dedicated capacity development and knowledge generation on gender in youth employment interventions
- » Maximize the relevance of the Initiative within the context of United Nations reform, driving coordination of UN action on youth employment on the ground.

KNOWLEDGE

- » Expand collaboration in the Knowledge Facility, inviting new platforms and partners to connect and contribute, enhancing its role as a “meta” resource
- » Launch the Decent Jobs for Youth online community platform aimed at offering partners a virtual space to share knowledge and best practices and catalyze partnerships for country-level action on youth employment
- » Advance the multi-stakeholder research agenda ‘Boosting decent employment for Africa’s youth’ to inform programmes, practices and policies
- » Develop specific knowledge products with and for the Decent Jobs for Youth community – see details in the Thematic Priority Progress Overviews.
- » Advance the Network of the Academia outreach and goals for joint collaboration and effective linkages between evidence and policy

RESOURCES

- » Continue to attract resource-intensive partners to support the next phase of the Initiative’s growth
- » Deepen shared understanding of innovative financing approaches to explore new investments in decent jobs for youth
- » Assess the potential for seed funding within the options to build the Initiative’s capability to catalyze local-level action and resources

PLEASE ALSO REFER TO THE NEXT STEPS OUTLINED UNDER EACH OF THE PROGRESS OVERVIEWS BY THEMATIC PRIORITY FOR HIGHLIGHTS OF PLANNED ACTIVITIES OVER THE NEXT 12-24 MONTHS UNDER THE INITIATIVE’S EIGHT AGENDAS BY THEME.

2021: BUILDING BACK BETTER AND THE FUTURE OF WORK

This year has been challenging in creating decent jobs for young people around the globe. To build back better from the crisis, we will take forward our work at Decent Jobs for Youth in the spirit of the International Labour Organization's (ILO) landmark Centenary Declaration for the Future of Work¹. This Declaration promotes a *“human-centred approach to the future of work, which puts workers' rights and the needs, aspirations and rights of all people at the heart of economic, social and environmental policies”*. We will take forward this approach with young people around the world.

What is the ILO Centenary Declaration?

It is a short but crucial statement that looks at the major challenges and opportunities for the future of work, ranging from technology to climate change, from demographic shifts to the need for new skills. It provides guidance for dealing with these pressing issues and a platform for cooperation with other organisations in the international system. It is also a strong reaffirmation of the ILO's social justice mandate given 100 years ago, and the critical role of social dialogue and international labour standards.

What are its recommendations for the world of work?

In order to move forward and create the perspectives for a just and sustainable future we need to invest in people through a human-centred approach to the future of work. That means investing in decent work, lifelong learning and social protection. It means supporting gender equality. It also means investing in the institutions of the labour market so that wages are adequate, working hours are limited, and safety and health as well as fundamental rights at work are ensured. And it means adopting policies that promote an enabling environment for sustainable enterprises, economic growth and decent work for all.

Why this Centenary Declaration?

The ILO marks its Centenary at a time of transformative change in the world of work, driven by technological innovations, demographic shifts, climate change and globalization, which have profound impacts on the nature and future of work, and the place and dignity of people in it. The path outlined by the Declaration will set the way forward for governments, employers' and workers' organisations. It is imperative to act with urgency to seize the opportunities and address the challenges if we are to shape a fair, inclusive and secure future of work, with full, productive and freely-chosen employment and decent work for all.

How did the Declaration come about?

It is the culmination of years of work within the framework of the ILO's Future of Work initiative. As a first step, member States held tripartite dialogues, which provided a rich discussion of priorities, challenges and opportunities at national and international levels. The outcomes of these dialogues informed the work of the Global Commission on the Future of Work, whose recommendations, in turn, helped inform the Centenary Declaration for the Future of Work.

What are ILO Declarations?

Declarations are resolutions of the International Labour Conference used to make a formal and authoritative statement and reaffirm the importance that the constituents attach to certain principles and values. Although declarations are not subject to ratification and are not binding, they are intended to have a wide application and contain symbolic and political undertakings by the member States. In 1944, the Declaration of Philadelphia set out the aims and purposes of the ILO. The fundamental principles it spells out are as relevant as ever today, and are reaffirmed in the Centenary Declaration.

¹ https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_711674.pdf

Looking ahead to the next 12-24 months, what are the key opportunities to increase and improve decent jobs for youth?

“The world’s youth increasingly contend with the limited availability of decent jobs. The World Youth Report 2019 (WYR) addressed this challenge, examining how youth can leverage emerging technologies to create income-generating opportunities and social change through businesses that couple economic and social objectives. Youth-led social businesses that invest in new technologies are worthy of government funding, as they both generate social returns and promote innovation. Governments can also orient young people towards growing economic sectors, such as renewable energy, which create jobs that are both decent and green.

While social businesses hold promises for some, the WYR highlights that some groups of young people, for example, young women, youth with disabilities or indigenous youth, face greater risk of being left behind in this era of fast-growing and frontier technologies. To address such labour market marginalization, the international community has focused on skills development. Updating education curricula and training programmes can, in fact, facilitate the school-to-work transition. However, even those who have acquired appropriate skills may be held back due to discrimination based, for example, on their gender, disability or ethnicity. To create decent jobs and inclusive labour markets, Governments should therefore not only foster skills development but also ensure workers’ rights and protection, particularly from discrimination.

Educational systems can also strengthen the ability of young people to harness technology. Yet, gender imbalances in certain educational fields, including Science, Technology, Engineering and Mathematics (STEM), persist while the tendency to drop out of school is more likely among youth with low socioeconomic status. Member States should thus address structural inequalities by leveraging existing research to make education systems more inclusive and limit the impact that early life disadvantages bear over the life course.”



MR. LIU ZHENMIN

Under-Secretary-General, UN
Department of Economic and Social
Affairs (UN DESA)

WHAT MATTERS

NEXT?

BY YOUNG CHANGEMAKERS

IN YOUR OWN EXPERIENCE, HOW ARE EXPECTATIONS OF THE WORLD OF WORK CHANGING AND WHAT DOES THIS MEAN FOR YOUNG PEOPLE?

WHAT SHOULD BE THE INTERNATIONAL COMMUNITY'S PRIORITIES TO HELP ENSURE YOUNG PEOPLE ARE READY FOR JOBS OF THE FUTURE; AND JOBS OF THE FUTURE ARE DECENT FOR YOUNG PEOPLE?

In this section young changemakers set out what they see as top priorities for stakeholders who are planning future investments and actions for youth employment, based on what they consider to be the most significant changes underway in the world of work and the opportunities and challenges young people will face in securing the decent jobs of tomorrow.

“Youth are three times more likely than adults to be unemployed. In the changing economy and workplace, the voices and rights of youth are more important than ever. We must ensure that youth voices are heard on issues ranging from health and education and that youth are part of the decision-making processes. A group of policymakers or select few youth cannot possibly represent all young people’s views. Youth voices are unique, and we should continue to seek out those voices that are currently lost or unheard as we create policies that affect young people disproportionately. Governments, private sector and multinational organisations should bring in youth voices to earnestly listen and create results with youth for youth. As we look towards a more inclusive future of work, we need to think more boldly with the mindset that the future is already here and that change is not only necessary, but required.”



MS. JIWON PARK

MD candidate, University of Michigan Medical School, Republic of Korea, USA, 24 (UNMGCY Focal Point on ICT education)

“Following ending policies which allow exploitation and the abuse of rights, the next most important thing is to expand what we conceive of as fundamental rights at work. Around the world, young people’s expectations of the world of work are changing based on new business models such as platform economies. Interestingly, the forms of work such as delivery, driving, or freelancing have long existed, and the innovation is primarily for the benefit of the business, not the worker. As young people are already disproportionately affected by shocks and stresses to labour markets, new opportunities to be taken advantage of are leaving more and more young people behind.

In order to ensure that the jobs of the future are decent jobs, the international community must host an honest reflection on the past of work to identify what has not been beneficial. Only through such critical assessments can we guarantee a decent future of work for all.”



MR. SAUL ZENTENO-BUENO

Professor in the Social Sciences and Humanities Division at Tecnológico de Monterrey Campus Chiapas, Mexico, 25 (member of UNMGCY)

“Over the years that I have been involved in youth and children’s development, from grassroots to national and global levels, I have observed that the trend on expectations of the world of work is tilted towards technology, innovations, inventions, and gender issues at the place of work. People are now more interested in how to reduce cost with new technology and methods to make work easier and productive, leading to a shift in expected skills from job seekers during employment. Employers would prefer to pay software developers to develop software to manage operations, account, customer service, and employ less staff in those areas. The demand for science and generally STEM-related skill sets is on the rise, and we have very few people with these skill sets. Many schools and institutions of learning have not been able to bridge this gap, as they continue to use old curricula and methods of teaching.

In my view, the international community should focus on how to influence government policy that could: aid acquisition of such skills as demanded by the world of work; and try as much as possible to get the private sector to take responsibility in providing training and internship opportunity for undergraduates, youths and school children.”



MR. EMMANUEL MICHAEL EMECHETE

Lead Consultant An-oointed and Founder, Orupa Renewables, Nigeria, 27 (member of UNMGCY)

“Expectations from the world of work are changing in all countries and sectors. A lot of jobs that are about to come we cannot imagine right now. That means that youth of today and tomorrow should have a strong voice on reforming educational systems bottom-up on equal terms with employers and governments to reflect these trends. We will need to embrace the advent of the gig economy by pushing for mechanisms that will integrate it into schemes of social security, health insurance systems, retirement plans and unionisation. Without a proactive stance on these issues, crucial for the welfare of our and future generations, younger people will continue to be the main absorbers of any further economic shocks.”



MR. VLADISLAV KAIM

Young European Ambassador, EU Neighbours East, Republic of Moldova, 23 (member of UNMGCY)

“In today’s labour market, the opportunities available to young people do not allow us to fully access our rights. New forms of work that offer limited access to basic workers’ rights are emerging. Access to social protection is poor due to age-based discrimination, new employment statuses, and contribution-based models, which exclude many young people. When our rights are not being upheld and we are unable to find stable and meaningful employment, our expectations of the world of work cannot be met.”

The solution to these challenges has been to focus on the need to “better prepare young people for the labour market”. In reality it is the labour market that is not ready for youth. Governments must adopt legislation to formalize the kinds of work we do. This would allow us to better access our social and economic rights. Investment in support for youth as we enter and navigate the labour market is also required. Governments must invest in jobs that are of quality for the individual while also contributing positively to society and our environment. To improve young people’s access to decent work, more youth-inclusive, sustainable labour market policies are where the international community must start.”



MS. SILJA MARKKULA
President,
European Youth Forum,
28

“When I looked into the initial findings of AIESEC’s Global YouthSpeak survey, I noticed a significant representation of the desire to make a positive impact and the interest to work overseas. Zooming back to my experience of working with our 40,000+ membership network, I can also see the rising preference of virtual work. Youth finds it more productive to take meetings virtually, they like working from different places and thrive in virtual internal communications.”

Reflecting on the observations above, the two keywords I see shaping the future of work are - mobility and purpose. Motivating young people to perform at their best can no longer be black-and-white office policies or plain numeric goals, leaders of these young employees have to be a storytellers, enable their team members to connect their hard work to the impact on the business and on the outcome of the business to the society. Secondly, the capacity to manage young people at work will call in new challenges like virtual engagement and flexible working locations. Partnerships in the scope of Decent Jobs for Youth Initiative should drive a conversation on how can we work those challenges together.”



MR. HILLARY WONG
Formal Global Vice President
Innovation, AIESEC

ANNEX I:

PARTNERS' COMMITMENTS

If you would like to get in touch with partners, please contact decentjobsforyouth@ilo.org

LEAD ENTITY	COMMITMENT TITLE	ENTITY TYPE	STRATEGIC ELEMENTS	SUSTAINABLE DEVELOPMENT GOALS	LINK TO COMMITMENT
Abdul Latif Jameel Poverty Action Lab (J-PAL)	Synthesize evidence from randomized evaluations	Academic institution or scientific community	Knowledge	Goal 8	https://www.decentjobsforyouth.org/commitment/236
AIESEC	Mobilising Professional Opportunities for Youth	Youth organization, civil society, non-governmental, non-profit organization	Action; Knowledge	Goal 4; Goal 8	https://www.decentjobsforyouth.org/commitment/126
Asean Youth Community	21st-century skills training for ASEAN 4.0	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Action; Knowledge; Resources	Goal 8	https://www.decentjobsforyouth.org/commitment/170
Bangladesh, Access to Information (a2i)	Digital Skills for Decent Jobs for Youth, a2i	Government or intergovernmental entity	Alliance; Action; Knowledge; Resources	Goal 8	https://www.decentjobsforyouth.org/commitment/199
Bangladesh, Access to Information (a2i)	Skills for Decent Employment (SDE), Bangladesh	Government or intergovernmental entity	Alliance; Action; Knowledge; Resources	Goal 8	https://www.decentjobsforyouth.org/commitment/194
Banka BioLoo	Mainstreaming the youth in sanitation in India	Private sector	Action; Knowledge	Goal 5; Goal 6; Goal 8	https://www.decentjobsforyouth.org/commitment/226
Blossom Academy	Cultivating data-driven skills in West Africa	Private sector	Action	Goal 8	https://www.decentjobsforyouth.org/commitment/176
Buzinezzclub	Training & volunteer coaching 4 successful careers	Youth organization, civil society, non-governmental, non-profit organization	Action; Knowledge	Goal 8	https://www.decentjobsforyouth.org/commitment/148
Citi Foundation	Pathways to Progress	Foundation or philanthropic organization	Alliance; Action; Knowledge; Resources	Goal 8	https://www.decentjobsforyouth.org/commitment/70
Code for All Portugal	Code Jobs (C)	Private sector	Alliance; Action; Knowledge	Goal 4; Goal 8	https://www.decentjobsforyouth.org/commitment/72
Development Alternatives	System change for youth-led entrepreneurship	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Action; Knowledge; Resources	Goal 1; Goal 5; Goal 8; Goal 17	https://www.decentjobsforyouth.org/commitment/300
Education for Employment (EFE)	Jobs for Youth	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Action	Goal 8	https://www.decentjobsforyouth.org/commitment/130
Education Sub Saharan Africa	Education Data Sharing	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Action; Knowledge	Goal 8	https://www.decentjobsforyouth.org/commitment/330

LEAD ENTITY	COMMITMENT TITLE	ENTITY TYPE	STRATEGIC ELEMENTS	SUSTAINABLE DEVELOPMENT GOALS	LINK TO COMMITMENT
Eidos Global	Teaching Testing & Automation in Argentina	Youth organization, civil society, non-governmental, non-profit organization	Action; Knowledge	Goal 4; Goal 5; Goal 8; Goal 10	https://www.decentjobsforyouth.org/commitment/224
European Student Think Tank	Power in Knowledge	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Action; Knowledge	Goal 4; Goal 8; Goal 10	https://www.decentjobsforyouth.org/commitment/284
European Student Think Tank	Bridging the Knowledge Gap for the European Youth	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Knowledge	Goal 4; Goal 8; Goal 10	https://www.decentjobsforyouth.org/commitment/182
European Youth Forum	Making a youth-inclusive future of work in Europe	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Knowledge	Goal 1; Goal 8; Goal 10	https://www.decentjobsforyouth.org/commitment/207
Federal Ministry of Youth and Sports Development, Nigeria	Nigerian Youth Employment Action Plan	Government or intergovernmental entity	Alliance; Action; Knowledge	Goal 2; Goal 4; Goal 8; Goal 17	https://www.decentjobsforyouth.org/commitment/190
Finance Think - Economic Research & Policy Institute	Coping with youth unemployment in North Macedonia	Youth organization, civil society, non-governmental, non-profit organization	Knowledge	Goal 8	https://www.decentjobsforyouth.org/commitment/332
Fondation Forge	Socioemotional skills for the future of work	Youth organization, civil society, non-governmental, non-profit organization	Action	Goal 1; Goal 4; Goal 5; Goal 8	https://www.decentjobsforyouth.org/commitment/213
Food and Agriculture Organization (FAO)	Advocating for decent jobs for rural youth	United Nations system entity	Alliance	Goal 1; Goal 2; Goal 5; Goal 8	https://www.decentjobsforyouth.org/commitment/80
Fundación Esplai Ciudadanía Comprometida	Coding and Artificial Intelligence (AI) for Good	Youth organization, civil society, non-governmental, non-profit organization	Action; Knowledge	Goal 4; Goal 5; Goal 8	https://www.decentjobsforyouth.org/commitment/339
Fundación ONCE	Passport to Employment for Youth with Disabilities	Foundation or philanthropic organization	Action; Knowledge	Goal 4; Goal 8	https://www.decentjobsforyouth.org/commitment/227
Garden of Hope Foundation	Creating sustainable employment in Kenya	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Action	Goal 4; Goal 5; Goal 8; Goal 10	https://www.decentjobsforyouth.org/commitment/319
HP Foundation	Enroll 1 million HP LIFE users between 2016-2025	Private sector	Knowledge; Resources	Goal 4; Goal 8	https://www.decentjobsforyouth.org/commitment/276
Instituto Nacional de Juventud de Argentina	Future and Jobs for Youth in the 21st Century	Government or intergovernmental entity	Alliance; Action; Knowledge	Goal 5; Goal 8	https://www.decentjobsforyouth.org/commitment/203
International Council for Small Business (ICSB)	Create and Implement entrepreneurship	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Action; Knowledge; Resources	Goal 8	https://www.decentjobsforyouth.org/commitment/234
International Development Research Centre (IDRC)	Boosting Decent Employment for Africa's Youth	Government or intergovernmental entity	Alliance; Knowledge; Resources	Goal 8	https://www.decentjobsforyouth.org/commitment/258
International Labour Organization (ILO)	UNited For Youth Employment in Cambodia	United Nations system entity	Alliance; Action; Knowledge	Goal 1; Goal 4; Goal 5; Goal 8	https://www.decentjobsforyouth.org/commitment/54
International Labour Organization (ILO)	Partnerships for Youth Employment in the CIS	United Nations system entity	Alliance; Action; Knowledge	Goal 8	https://www.decentjobsforyouth.org/commitment/53

LEAD ENTITY	COMMITMENT TITLE	ENTITY TYPE	STRATEGIC ELEMENTS	SUSTAINABLE DEVELOPMENT GOALS	LINK TO COMMITMENT
International Labour Organization (ILO)	Taqeem Initiative: What Works in Youth Employment	United Nations system entity	Action; Knowledge; Resources	Goal 5; Goal 8	https://www.decentjobsforyouth.org/commitment/47
International Telecommunications Union (ITU)	Digital Skills Campaign	United Nations system entity	Alliance	Goal 4; Goal 5; Goal 8; Goal 17	https://www.decentjobsforyouth.org/commitment/58
International Trade Centre (ITC)	Empowering young Gambians through entrepreneurship	United Nations system entity	Action	Goal 4; Goal 8	https://www.decentjobsforyouth.org/commitment/81
International Youth Organism for IberoAmerica	National Green Youth Forums	Other regional or multilateral organization	Alliance; Action; Knowledge	Goal 8; Goal 11; Goal 13; Goal 17	https://www.decentjobsforyouth.org/commitment/264
International Youth Organism for IberoAmerica	National Youth Forums in IberoAmerica	Other regional or multilateral organization	Alliance; Action; Knowledge	Goal 8; Goal 17	https://www.decentjobsforyouth.org/commitment/133
IT STEP Academy	Courses on Future Jobs	Private sector	Action	Goal 4; Goal 8	https://www.decentjobsforyouth.org/commitment/77
IT STEP Academy	Professional Computer Education	Private sector	Alliance	Goal 4; Goal 8	https://www.decentjobsforyouth.org/commitment/76
Luxembourg, Ministry of Foreign and European Affairs, Development Cooperation and Humanitarian Affairs	Supporting Decent Jobs for Youth in the Sahel	Government or intergovernmental entity	Alliance; Action; Knowledge; Resources	Goal 4; Goal 8	https://www.decentjobsforyouth.org/commitment/120
McDonald's Corporation	Youth Opportunity: removing barriers to employment	Private sector	Alliance; Action; Resources	Goal 4; Goal 8	https://www.decentjobsforyouth.org/commitment/163
Microsoft	MSFT Philanthropies commits to empower youth	Private sector	Alliance; Action; Knowledge; Resources	Goal 4; Goal 5; Goal 8; Goal 16	https://www.decentjobsforyouth.org/commitment/136
Multilateral Investment Fund of Inter-American Development Bank	Laboratoria	Other regional or multilateral organization	Action; Knowledge; Resources	Goal 5; Goal 8	https://www.decentjobsforyouth.org/commitment/123
NEPAD Planning and Coordinating Agency	Innovative Skills Development and Entrepreneurship	Other regional or multilateral organization	Alliance; Action; Knowledge	Goal 2; Goal 4; Goal 5; Goal 8	https://www.decentjobsforyouth.org/commitment/116
Nestlé	Nestlé's Global Youth Initiative	Private sector	Alliance; Action; Knowledge; Resources	Goal 2; Goal 4; Goal 5; Goal 8	https://www.decentjobsforyouth.org/commitment/69
Netherlands, Ministry of Foreign Affairs	Dutch challenge fund for youth employment	Government or intergovernmental entity	Action; Knowledge; Resources	Goal 4; Goal 5; Goal 8; Goal 17	https://www.decentjobsforyouth.org/commitment/231
OXFAM IBIS	Youth Participation&Employment in the MENA region	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Action; Knowledge; Resources	Goal 8	https://www.decentjobsforyouth.org/commitment/341
Partnership for Economic Policy (PEP)	Capacity Building, Research and Policy Engagement	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Knowledge; Resources	Goal 4; Goal 8	https://www.decentjobsforyouth.org/commitment/267
Plan International	Youth Employment Solutions (YES!)	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Action; Knowledge	Goal 8	https://www.decentjobsforyouth.org/commitment/208
Save the Children	Scalable Technology Solutions for Youth Employment	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Action; Knowledge; Resources	Goal 4; Goal 8	https://www.decentjobsforyouth.org/commitment/232

LEAD ENTITY	COMMITMENT TITLE	ENTITY TYPE	STRATEGIC ELEMENTS	SUSTAINABLE DEVELOPMENT GOALS	LINK TO COMMITMENT
SOS Children's Villages	Preparing disadvantaged young people for work	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Action; Resources	Goal 4; Goal 8; Goal 10; Goal 17	https://www.decentjobsforyouth.org/commitment/114
Spain, Ministry of Labour and Social Economy	Strengthening employment services for young people	Government or intergovernmental entity	Alliance; Action	Goal 1; Goal 4; Goal 5; Goal 8	https://www.decentjobsforyouth.org/commitment/247
Spain, Ministry of Labour and Social Economy	Operationalizing Decent Jobs for Youth	Government or intergovernmental entity	Alliance; Action; Knowledge; Resources	Goal 4; Goal 5; Goal 8; Goal 17	https://www.decentjobsforyouth.org/commitment/85
Switch Maven	Coding Bootcamp Philippines	Private sector	Action; Knowledge	Goal 4; Goal 5; Goal 8	https://www.decentjobsforyouth.org/commitment/78
ThinkYoung	Mainstreaming digital literacy in Europe & Africa	Youth organization, civil society, non-governmental, non-profit organization	Action; Knowledge	Goal 8	https://www.decentjobsforyouth.org/commitment/218
UNIAPAC	Mobilizing business leaders' commitments in Africa	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Knowledge	Goal 8	https://www.decentjobsforyouth.org/commitment/119
United Nations Capital Development Fund (UNCDF)	Increasing access to finance for youth	United Nations system entity	Action; Knowledge; Resources	Goal 8	https://www.decentjobsforyouth.org/commitment/60
United Nations Department of Economic and Social Affairs (UN DESA)	World Youth Report: Youth Social Entrepreneurship	United Nations system entity	Alliance; Knowledge	Goal 8	https://www.decentjobsforyouth.org/commitment/174
United Nations Development Programme (UNDP)	Youth Employment for Peace and Resilience	United Nations system entity	Alliance	Goal 1; Goal 5; Goal 8	https://www.decentjobsforyouth.org/commitment/84
United Nations Environment Programme (UNEP)	Beat pollution and create green jobs for youth	United Nations system entity	Alliance; Action; Knowledge	Goal 8; Goal 12; Goal 14; Goal 15	https://www.decentjobsforyouth.org/commitment/86
United Nations High Commissioner for Refugees (UNHCR)	Graduation approach for refugees	United Nations system entity	Alliance; Knowledge	Goal 8	https://www.decentjobsforyouth.org/commitment/68
United Nations Industrial Development Organization (UNIDO)	Global Partnership with AIESEC	United Nations system entity	Action; Knowledge	Goal 4; Goal 8; Goal 9; Goal 17	https://www.decentjobsforyouth.org/commitment/61
United Nations Industrial Development Organization (UNIDO)	E4SC	United Nations system entity	Alliance; Action; Knowledge; Resources	Goal 1; Goal 8; Goal 9; Goal 17	https://www.decentjobsforyouth.org/commitment/59
United Nations Major Group for Children and Youth (MGCY)	UNMGCY Action and Advocacy	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Action; Knowledge	Goal 8	https://www.decentjobsforyouth.org/commitment/214
United Nations Office of Counter-Terrorism	TVET Capacity-Building in Indonesia	United Nations system entity	Action; Knowledge	Goal 8; Goal 16	https://www.decentjobsforyouth.org/commitment/172
United Nations Population Fund (UNFPA)	Ukrainian Pact for Youth: 2020	United Nations system entity	Alliance; Action; Knowledge	Goal 3; Goal 8	https://www.decentjobsforyouth.org/commitment/137
VVOB - education for development	Teaching Agriculture Practically (TAP)	Youth organization, civil society, non-governmental, non-profit organization	Knowledge	Goal 4; Goal 8	https://www.decentjobsforyouth.org/commitment/275
Youth Business International (YBI)	Create sustainable change for young entrepreneurs	Youth organization, civil society, non-governmental, non-profit organization	Alliance; Action; Knowledge; Resources	Goal 5; Goal 8; Goal 10; Goal 17	https://www.decentjobsforyouth.org/commitment/221

REPORT METHODOLOGY

APPROACH

This is the first Impact Report of the Global Initiative on Decent Jobs for Youth. It aims to:

1. Report the progress of the Initiative since inception aggregating key results from partner commitments and value-add of the Initiative;
2. Synthesize achievements and lessons learned from growing the Initiative and implementing individual partner commitments;
3. Promote effective approaches to scale up action and ensure decent work for young people in line with the 2030 Agenda for Sustainable Development;
4. Provide stakeholders and partners of Decent Jobs for Youth, including young people, with a platform to share reflections both on the Initiative and the topic of decent jobs for youth;
5. Foster greater transparency, accountability and coherence in line with the Partnerships for Sustainable Development Goals.

Given the wide-ranging nature of the youth employment challenge, and the comprehensive, multi-dimensional approach of Decent Jobs for Youth, this report adopts a mixed method of analysis, combining quantitative data on partners' commitment targets and self-reported progress values with qualitative analysis to identify the Initiative's drivers of impact.

REPORTING TIMEFRAME

The report covers the period from the Initiative's endorsement by the UN Chief Executives Board for Coordination in November 2015 **to November 2020**, including all partner commitments registered by 30 November 2020. By exception references are made to events or other activities beyond this timeframe to maximize the relevance of publication and in line with partners' internal reporting schedules.

In addition, all partners with a registered commitment as of 30 April 2019 were invited to participate in the Initiative's pilot round of partner progress reporting through completion of a monitoring form covering questions on progress, achievements, lessons learned and experiences with the Initiative between the **start date of their commitment and 30 April 2019**.

DATA COLLECTION

Impact Report draws on multiple data sources. The six key sources as listed are each described in more detail:

1. Partners' commitment registration forms;
2. Resources available on the Global Initiative's online engagement platform.
3. Partners' progress reports, including any supporting documents shared by partners;
4. Partners' and young changemakers' direct inputs for the Impact Report
5. Findings from the learning and reflection workshops;
6. Decent Jobs for Youth Annual Meeting reports;

PARTNERS' COMMITMENT REGISTRATION FORMS

Data were extracted from 66 commitment registration forms representing all partner commitments registered under Decent Jobs for Youth as of 30 November 2020. The extracted data includes information on the partner-defined overall target number of youth beneficiaries and standardized deliverables, regions and countries of operation, and partners' selection of Sustainable Development Goals, strategic elements and thematic priorities of the Initiative. As part of the commitment registration process, all information was reviewed by the Decent Jobs for Youth Secretariat.

PARTNERS' PROGRESS REPORTS

As part of the progress reporting exercise, 34 partners shared 38 commitment progress reports (out of 41 commitments registered as of 30 April 2019, corresponding to a 92.7 per cent participation rate). Key information extracted for the purposes of the Impact Report includes: quantitative data (self-reported progress value for the number of youth beneficiaries; progress values per registered standardized deliverable) and qualitative data (key achievements, actions taken, challenges, lessons learned and next steps; link to Decent Jobs for Youth's Guiding Principles; and benefits derived from the being a member of the Initiative). All partner progress reports have been reviewed by the Decent Jobs for Youth Secretariat.

PARTNERS' AND YOUNG CHANGEMAKERS' DIRECT INPUTS FOR THE IMPACT REPORT

Young changemakers and representatives of selected partner organisations have significantly contributed to the Global Initiative's first Impact Report by sharing additional insights and perspectives on decent work for youth.

LEARNING AND REFLECTION WORKSHOPS

To support analysis of the Initiative's value-add, three reflection and learning workshops were designed and conducted during June and July 2019 with:

1. Decent Jobs for Youth Secretariat (26 June 2019, Geneva)
2. Thematic Priority Co-Leads and Secretariat (26 June 2019, Geneva)
3. Kick-off Team and Secretariat (17 July 2019, virtual).

The workshops generated key insights into the achievements, challenges, lessons learned and future developments for the Initiative, including for each of the eight thematic priorities.

DECENT JOBS FOR YOUTH ANNUAL MEETING REPORTS

Conference reports and session recordings of the Global Initiative's 2018 and 2019 Annual Meetings provided additional insights for the Impact Report, in particular for the two spotlight sections on "Innovation" and "Rights and voices".

RESOURCES AVAILABLE ON THE GLOBAL INITIATIVE'S ONLINE ENGAGEMENT PLATFORM

A wealth of resources available on the Global Initiative's online platform were used to develop the Impact Report, including the Initiative's Strategy, Guiding Principles and Thematic Action Plans, details of events organised and other key milestones, and the newly-launched Knowledge Facility.

DATA ANALYSIS

QUANTITATIVE DATA ANALYSIS

Quantitative data, in particular numeric data stemming from partners' commitment registration forms and progress reports, were analysed using internally-developed Excel-based tools. The results are presented as aggregate figures in the report, demonstrating the Global Initiative's reach and impact across regions, strategic elements and thematic priorities.

QUALITATIVE DATA ANALYSIS

Qualitative data analysis was conducted based on the three learning and reflection workshops, as well as the open-ended questions included in partner progress reports. Notes from the workshops and examples based on partners' responses were combined to develop common themes and key messages in terms of progress, challenges and lessons learned at the Initiative- and partner-levels to inform the report. Direct inputs from partners and young changemakers have been integrated across the Impact Report and serve to provide additional details and examples in relation to the key themes and messages of the report.

REPORTING APPROACH

In line with the UN Partnership Data for SDGs recommendations for greater transparency, coherence, impact, and comparability of the work carried out by multi-stakeholder partnerships across the UN system, Decent Jobs for Youth and its partners are committed to regular reporting.

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