

# **Adolescent and Youth - Green Jobs Scope of Work** **50 Working Days over a period of 5 Months**

July, 2021

# 1. BACKGROUND AND CONTEXT

At present, there are 1.2 billion people adolescents aged 10-19 years, comprising 16% of the global population, and 23% of the population in sub-Saharan Africa.<sup>1</sup> Africa's adolescents are the world's fastest growing population, and while the global adolescent population is projected to rise just 8% to 1.3 billion in 2050, in sub-Saharan Africa the number of adolescents will rise by 69%, from 253 million to 429 million.<sup>2</sup> Furthermore, adolescents in sub-Saharan Africa, Central and Southern Asia, Oceania (excluding Australia and New Zealand), and Latin America and the Caribbean also face the highest risk of dying,<sup>3</sup> and populations within these regions are among the most vulnerable to the effects of climate change.<sup>4</sup>

Adolescents and young people have taken action on climate change on a range of local and global stages, through advocacy, creating adaptation and mitigation projects, holding governments to account and engaging in policymaking processes. Adolescents – particularly those from disadvantaged groups and with fewer opportunities – must be recognized as equal partners and be involved in all climate – related policymaking processes that have an impact on their well-being, to ensure present and future adolescents not only survive but thrive, as we collectively and effectively respond to the climate crisis. Investing in green skills and jobs and building green life trajectories for Adolescents and Youth is a priority in the climate change agenda.

By 2030, about 25 million young people ages 15–29 are expected to enter the labor force searching for employment. Up to 60 million new jobs in the green economy could potentially be created by 2030. The potential of generating green jobs is particularly high in sectors where there is scope to invest further in green technologies and to build green value chains including climate-smart agriculture, renewable energies, green buildings, sustainable and eco-tourism, natural resource management and built infrastructure. In addition, the climate crisis gravely affects adolescents and youth's right to decent work, where there is a need to their climate resiliency (adaptation/mitigation) in income-generating opportunities, particularly for self-employment in informal work, which many adolescents and youth are involved in. Given the rapid development in green sectors such as renewable energies and green buildings, market expansion has been hampered in many countries by shortage of green skills, and technical expertise. If properly managed, inclusive green growth can provide an opportunity to address the need for youth and adolescent-focused green income-generating activities while simultaneously preserving the environment, increasing climate resilience and building adaptive capacities. Green skills training in sustainable employment is a high priority.<sup>5</sup> A shift to a green economy is an opportunity to create millions of

---

<sup>1</sup> UNICEF. Adolescent demographics 2019 [cited 2021 27 Jan]. Available from: <https://data.unicef.org/topic/adolescents/demographics/>.

<sup>2</sup> World Population Prospects 2019, Online Edition. Rev. 1. [Internet]. United Nations. 2019 [cited 27 Jan 2021].

<sup>3</sup> WHO. Adolescent and young adult health Geneva, Switzerland: World Health Organization; 2021 [Available from: <https://www.who.int/news-room/fact-sheets/detail/adolescents-health-risks-and-solutions>]

<sup>4</sup> Oppenheimer M, Campos M, Warren R, Birkmann J, Luber G, O'Neill B, et al. Emergent risks and key vulnerabilities. Climate Change 2014 Impacts, Adaptation and Vulnerability: Part A: Global and Sectoral Aspects: Cambridge University Press; 2015. p. 1039-100

<sup>5</sup> Dewan S, Sarkar U. From Education to Employability: Preparing South Asian Youth for the World of Work. New York, NY, USA: UNICEF; 2017.

jobs, and tackle the climate crisis.<sup>6</sup> Resources, such as the “Youth Xchange: Green Skills and Lifestyles Guidebook”, can impart green skills and climate change education to adolescents to prepare the future workforce for the green economy.<sup>7</sup>

Save the Children is uniquely positioned with our network and experiences to foster key partnerships with actors in both the private and public sector to ensure an enabling environment that is conducive to connecting youth with desirable green skills and jobs. We will use the market systems development approach to engage leverage points that result in ways to enhance green and decent work creation by making markets - of green products, services and processes - more inclusive for youth and adolescents.

## 2. SCOPE OF RESEARCH

### 2.1 Purpose

The purpose of this consultancy is to help Save the Children (SC) to identify niche and potential areas of green skills and jobs, particularly for adolescents and youth. This will support SC’s positioning in the field of green economies. The proposed findings should include specific strategies for how to effectively include vulnerable girls and young women and have a strong focus on engagement of pro-poor strategies. In addition, the proposed approaches will leverage SC initial activities in the area of green skills and jobs in our programs<sup>8</sup>.

### 2.2 Scope

#### Objectives of the consultancy:

- Identify the niche where SC could make the difference in the green skills and job programming for pro-poor Adolescents and Youth most impacted by discrimination and inequalities.
- Propose a set of principles that defines “Green Job” (self-employment and entrepreneurship as well wage-employment) compatible with SC approaches and principles (i.e. Adolescents Skills for Successful Transition position paper).
- Identify relevant Actors (Public and Private) who could partner with SC and complement our expertise/capacities/implementation approaches.
- Identify possible donors/ financial opportunities from the Private and Public Sectors to be matched with SC’s capacities to work on green skills and jobs in a selected geographic area (countries tbd).
- Identify Job Local Opportunities (i.e. what entrepreneurship/self-employment opportunities exist and what are points of entry for adolescents and youth; what are corporates offering and looking for?) suitable for adolescents and youth (in the selection of COs) on which we can build our programmatic experience.

---

<sup>6</sup> The Green Jobs Initiative. Working towards sustainable development: Opportunities for decent work and social inclusion in a green economy. Geneva, Switzerland: International Labour Organization; 2012.

<sup>7</sup> UNESCO, UNEP. Youth Xchange: Green Skills and Lifestyles Guidebook. Paris, France: UNESCO and UNEP; 2016.

<sup>8</sup> A list of Country Offices (COs) that has experience in Green Skills and Jobs and will collaborate in this assignment will be provided in the first week of the consultancy.

- Provide guidance to a selection of COs / ROs and members on how to design and implement green pathways for and with AYs<sup>9</sup> and strategies to proactively build the requisite skills.

## 2.3 Key Deliverables

1. **An inception report will be produced by the 4th week of the consultancy for discussion and review with the Climate Change task force (CCTF). The Report will include:**
  - a detailed work plan,
  - detailed research methodology (tools and analysis plan),
  - list of interviews and meetings,
  - updated budget.
2. **Desk review, mapping and generic guidance for green job programming for Adolescents and Youth (A&Y), including the most deprived and hardest to reach**

With the help from the CCTF the consultant will:

- Study a selection of programmes/COs to understand and assess existing Green Skills and Job opportunities for adolescents and youth most impacted by discrimination and inequalities (special focus also on gender equality, disability, etc.). This could include assessing strategies, trainings, and options adopted to build green skills and jobs for A&Y and give recommendations for improvements (the revision will be only to the selected programmes/COs).
- Benchmark against peer organizations to understand what their approaches to green skills and jobs for A&Y (strategies, trainings, approaches, etc.) to identify gaps and weakness and start to suggest areas of opportunities.
- Define “green skills and jobs for adolescents and youth” from the literature review and in line with SC principles and how it aligns to international frameworks focusing on just economic transitions to low or zero-carbon pathways. Standard definition, existing frameworks and standards to define “green”, main global policies that encourages/incorporates “green skills and jobs”<sup>10</sup>.
- Map out the possible interest of SC members/COs to apply green skills and jobs programming in their next strategic period.
- Assess the private sector and market demand that will be leveraged as opportunities to create green jobs for A&Y.
- Analyse and include the recommendations provided by AYs thought the implementation of the Youth Innovation Lab (YIL) in one of the selected countries<sup>11</sup>.

<sup>9</sup> Green jobs for AY for SC means we want to build green pathways for and with AYs? What are the steps to take? What trainings we have to change and how? What are the environmental practices we can adopt? Not only to mitigate climate change but also environmental solutions? What partners can we find from the private and public sectors?

<sup>10</sup> For Example: 2030 Agenda for Sustainable Development; interconnected SDGs: 8, 11, 12, 13, 14, 15 and corresponding targets found here: [Relevant SDG Targets related to Environment and Green Jobs \(ilo.org\)](#). Also, reference can be made to ILO’s Labor Standards which is used widely by MDBs, UN agencies, INGOs, climate finance mechanisms including from an environmental & social safeguards perspective.

<sup>11</sup> In order to ensure an active participation of AY and raise their voice into the green agenda, SC Italy with the support of SC Denmark with fund the launch and implementation of the Youth Innovation Lab (YIL) in one of the selected Country Office engaged for the ensuing consultancy. The YIL will focus on recommending urgent action to combat climate change and its impacts with special attention to green opportunities for AYs.

## Outputs:

1. Mapping matrix that will capture the experiences of selected COs and the potential interest of COs willing to expand the area of green skills and jobs in their next strategic period.
  2. Mapping matrix of external experiences (peer organisations) and areas of opportunity for SC.
  3. Briefing on public and private opportunities on green skills and jobs including needs and market offerings identified with a strong focus on gender equality and disability inclusion. The briefing will also focus on strategic partnerships on selected public and private actors that complement SC's role in this area of economic opportunities.
  4. Briefing on the opportunities identified where SC could make a difference and should invest on green skills and jobs for A&Y and provide clear justification for the investment. This will include the voices of AY collected through the YIL.
  5. Draft of a Check-list for Country Offices/Regional Offices to explore Green Opportunities for A&Y including:
    - Minimum environmental and social standards required, including standards of labour conditions, decent wages and occupational safety and security.
    - Key stakeholders to engage
    - Pro-poor, gender and social inclusion considerations
    - Meaningful training/educational path in line with market demand
    - Conditions to achieve scale
- 3. Identification of our “best bet” for projects that can generate green jobs and specific support to early adapter COs to develop their proposals for investment.**

The consultant will:

- In consultation with Task Force and SC Italy, identify key ideas to further develop and co-create with CO teams into concept notes to be submitted to SC Italy (and other members) in line with the recommendations and finding presented in step 1.

## 3. COMPETENCIES OF THE CONSULTANT

- Strong experience designing and evaluating multi-sectorial programs, with technical expertise on livelihoods approaches for adolescents and youth as well as on climate change and environmental sustainability.
- Ability to facilitate and relate to stakeholders at multiple levels and in diverse contexts.
- Understanding of a rights-based approach to programming; value and understanding of the child's right to be heard.
- Solid professional experience with international organizations related with climate change and/or environmental conservation.
- Professional experience in developing countries, preferably in different regions in different contexts (development and humanitarian).

- Proven ability to use quantitative and qualitative evaluation methods.
- Strong data analysis and written English communication skills.
- Strong verbal communication and presentation skills.

## 4. SUBMISSION AND EVALUATION OF PROPOSALS

Consultants meeting the above criteria are invited to submit a proposal to [GreenJobs4AY@savethechildren.org](mailto:GreenJobs4AY@savethechildren.org) with the subject line: "Proposal for Adolescent/Youth and Green Jobs". **Proposal should be received no later than 17<sup>th</sup> September 2021.**

The body of the proposal should include:

- Technical proposal, which includes, but not limited to, understanding of the TOR, methodologies, child rights, timeline, profile of organization or latest curriculum vitae (of the consultant and any supporting team members) in undertaking the Technical Assistance Consultancy Service and tentative work plan. The consultant should clearly indicate his/her previous experiences that are relevant for undertaking the Technical Assistance Consultancy Service and indicate at least three (3) recent NGO references of related work
- Financial Proposal, which includes the total financial requirement in Euros, indicating a breakdown of costs for each activity to be, accomplished which includes travel expenses and hotel accommodations.