



The Global Accelerator on Jobs and Social Protection for Just Transitions

Steering Group

Terms of Reference

Endorsed on 20 February 2024

Process: A working group composed of all current eligible members of the Steering Group developed the TORs for the GA Steering Group through several rounds of discussions and comments provided in writing. The final version was endorsed during the first meeting of the Global Accelerator Steering Group on 20 February 2024.

1. Background

The Global Accelerator on Jobs and Social Protection for Just Transitions (the Accelerator or GA thereafter) is an initiative of the UN Secretary General launched in September 2021 to help countries address multiple crises, accelerate economic recovery while investing in social development and green transition, and prepare for current and future challenges (formalization, youth employment, gender equality, green transition, digital economy, etc.). The Global Accelerator aims to support the creation of decent jobs, the extension of social protection to the people who are currently excluded, and to facilitate "just" transitions for all. This multi-stakeholder initiative is also a means to achieve a more effective and coordinated form of multilateral cooperation — an imperative for addressing current and future crises.

The Global Accelerator includes **three mutually supportive areas of work** that help countries advance from their respective starting point:

- Pillar 1: in-country development and implementation of integrated and coordinated employment and social protection **policies and strategies** that facilitate just transitions;
- Pillar 2: establishment of national financing frameworks and the mobilization of **public and private domestic and international resources** to invest in universal social protection and inclusive, environment- and gender-responsive employment interventions; and
- Pillar 3: improvement of **multilateral cooperation** on jobs and social protection for just transitions, including with International Financial Institutions (IFIs) to provide more coordinated support for countries.

The Components of the Global Accelerator Governance Structure:

The Global Accelerator governance structure is comprised of three main bodies namely the Steering Group, the Technical Support Facility and the National Steering Committees.

In addition to these three main bodies, the GA's governance structure will coordinate with the governance structures of different funding streams. See Annex 2.

- I. **Steering Group (SG):** At the global level, a Steering Group composed of Pathfinder Country governments, UN, social partners, public development banks, donors, and civil society will provide the strategic direction for all engagements on the Global Accelerator.

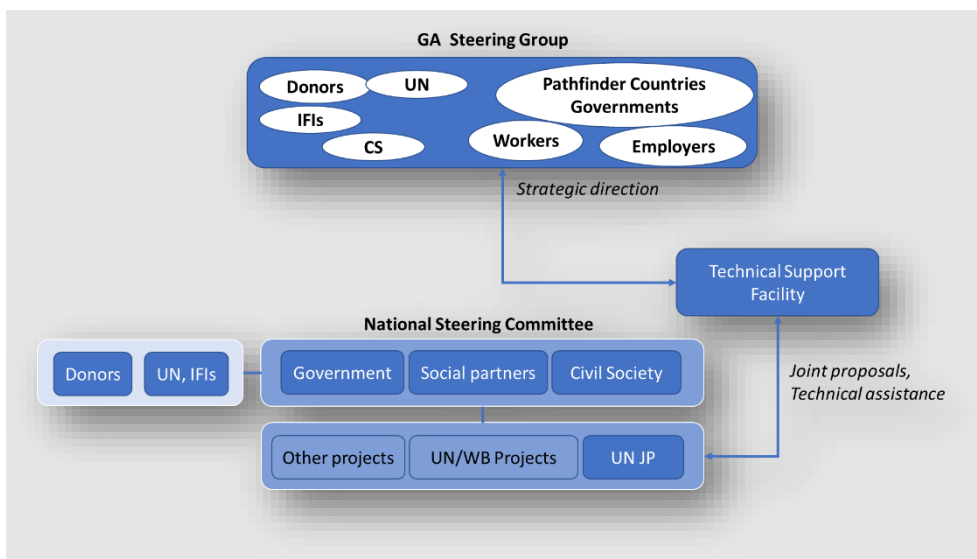
- II. **Technical Support Facility (TSF):** The Technical Support Facility is composed of a Coordination Team (FAO, ILO, UNDP, UNICEF, UN Women and WFP), global/regional hubs of experts, and country teams in charge of a portfolio of development cooperation activities. The TSF operates at the global, regional, and country level to facilitate and support the implementation of the GA, leverage existing capacity, and enhance support when needed in UN Country Teams led by the UN Resident Coordinators. The TSF Coordination Team is the official secretariat of the Steering Group. See Annex 1 for more details on the roles and responsibilities of the TSF.

- III. **National Steering Committees (NSCs):** The National Steering Committees are composed of participating ministries, social partners, civil society, and supported by UN Resident Coordinators and participating UN agencies, development banks, donors, and others as appropriate. NSCs are chaired by the leading Ministry or governmental institution, which should have strong convening power. It is important that social partners and civil society organizations are effectively involved. Where feasible, the NSC should build on existing coordination and national dialogue structures and can include political level (at Ministerial level) and technical level committees.

The NSC's responsibilities include:

- a. Overseeing initial diagnostics exercises and the design of the national roadmap
- b. Supporting, monitoring and reviewing roadmap implementation to ensure high-quality delivery as well as coherence with national strategy and development priorities.
- c. Ensuring synergy amongst participating ministries, donors, development banks, UN agencies, private sector, social partners and civil society, and consistency with national strategies and the roadmap, and
- d. Reviewing and validating consolidated reports on results and impacts and submitting them to the Technical Support Facility for review and consolidation of results and impact.

Overview of the governance structure:



2. Purpose and activities of the Global Accelerator Steering Group

The Global Accelerator on Jobs and Social Protection for Just Transitions will be governed at global level by a Steering Group. The Steering Group is composed of the governments of Pathfinder Countries, social partners, public development banks, donors, the United Nations, and civil society. The GA Steering Group's proposed main functions include:

Strategic guidance for the Global Accelerator

- Ensure that the activities and financing of the Global Accelerator are at all times in line with its **Implementation Strategy**.
- Provide **strategic direction to the Global Accelerator**, based on regular updates from the Technical Support Facility and the National Steering Committees.
- Provide guidance on the **alignment and coherence** of the Global Accelerator with other UN and international initiatives in the field of social protection, employment and just transitions.
- Develop **common prioritization guidelines** that apply to all Funding Rounds.
- Ensure **collaboration with financing initiatives and partnerships** that support the implementation of the GA (e.g., the *Multistakeholder Engagement to Implement the Global Accelerator on Jobs and Social Protection for Just Transitions* and the *World Bank Social Protection & Jobs Compass (M-GA)*, the *Joint SDG Fund Window*, etc.).
- Facilitate the onboarding of **new Pathfinder Countries, donors and other members of the GA**.
- Give **guidance on Funding Rounds** and global activities. Proposals submitted to different funding rounds will be shared with the SG for their information, and the peer reviews and scoring will be shared for their strategic guidance.
- The SG reviews and approves its own **Terms of Reference**.

Monitoring progress made in countries and at global level:

- The SG will acknowledge the **finalized results framework** for the Global Accelerator.
- The SG will receive **updated information on the progress made** in Pathfinder Countries and the consolidated impact of the GA based on a common results framework.
- It will review, provide feedback and approve **annual reports** on progress made and impact.
- It will ensure coherence and identify possible synergies across GA projects and advise on additional technical and financial support required.
- It will disseminate the **consolidated impact** of the Global Accelerator and the good practices emerging from the Pathfinder Countries. It will share/showcase the results and impact achieved (such as on social protection extension, decent employment creation, formalization, poverty reduction, fiscal space increase, etc.) in global fora.
- The GA Steering Group will ensure that planning and implementation of programmes is **grounded in the principles** mentioned in the Implementation Strategy of the Global Accelerator, including gender equality and human rights, the Leave No One Behind principle, and International Labour Standards.
- It will discuss the results of **independent evaluations of the Global Accelerator**.

Global knowledge and dissemination of results and evidence:

- The SG will receive and analyse information on the development of **global knowledge and research products**, handbooks and tools, as well as analytical work at country level in order to promote good practices. This includes a global observatory (dashboard) that will more specifically

measure the financing gaps to achieve universal social protection and decent employment in Pathfinder Countries.

- It will contribute to the **dissemination of these products**.
- It can **suggest** new knowledge products and tools.

Advocacy and resource mobilization:

- The SG will **advocate for investments** in the extension of social protection and the creation of decent jobs to facilitate just transitions, based on the evidence produced by the GA.
- It will be a **strong advocate of international solidarity** and will support concrete measures to put this solidarity into action.
- It will actively mobilize **international financing** for social protection and decent jobs, to complement and support domestic resource mobilization efforts.
- Global advocacy efforts will also be **adapted to national contexts** to convince all stakeholders at national level.
- The SG will further link the Global Accelerator to the global debates on SDG acceleration, financing for development, social justice, etc.
- It will support the preparation of the High Impact Initiative events.
- It will ensure coherence with USP2030 (see Annex 3).
- It will provide guidance on resource mobilization strategies, proposed by the TSF.

4. Establishment and Composition of the Steering Group

The GA Steering Group includes sitting members, members and observers, representing:

- Pathfinder Country governments
- donors/development partners
- public development banks
- UN agencies
- social partners (workers and employers' representatives)
- civil society organizations

Only sitting members have voting rights. Members are part of a constituency and can influence the decision-making process. Observers are not part of the constituency groups and can only contribute upon invitation.

Representation in the Steering Group will be by constituency:

- Seats with voting rights will be capped at 19 seats.
- They will be allocated among the key constituencies list (see above).
- Each of the 19 constituency representatives with a seat on the Steering Group holds decision-making functions and has one vote.
- Meetings will take place at technical level with the exception of one annual meeting that will be at the Principal/Assistant Director General level (3rd level of the organization).
- The ILO chairs the SG, and a co-chair is elected once per year.

The Steering Group is guided by the Global Accelerator’s mission. Each sitting member strives to act in line with both its own organization and its respective constituencies’ priorities. Representation of sitting members is for a renewable one-year term that starts at the first Steering Group meeting in a given calendar year and ends at the opening of the first Steering Group meeting in the second consecutive calendar year.

Each constituency will develop its own process to designate one representative and one alternate for each of its seats to the Steering Group. The representative(s) and alternate(s) of each constituency must make every effort to participate in all the Steering Group meetings to help ensure the fair representation and continuity of Global Accelerator activities.

A quorum of 60% or more (11 or above) Steering Group sitting members is required for a Steering Group meeting to proceed. Steering Group sitting members may nominate an alternate to represent their entity/constituency at a meeting of the Steering Group. Such alternates are entitled to participate in the decision-making process. The Steering Group Chair (or co-Chair) and the Secretariat (TSF Coordination Team) should be notified of the names of the alternates in writing via email prior to the commencement of the respective Steering Group meeting.

Technical staff of all members may be called on for their specific expertise, and as relevant for each agenda of the Steering group meetings. Potential members (falling into one of the constituency categories) and other stakeholders could be invited to participate as observers.

Proposed composition of voting rights (to be discussed):

	Governments		International organizations		Social partners and civil society	
	Pathfinder Countries	Donors /Development partners	UN Agencies	Public Development Banks	Social Partners	Civil Society
Number of voting rights	5	4	3	1	4	2
Details			1 permanent member: ILO 2 rotating members	1 rotating member	IOE and ITUC 1 worker and 1 employer organizations from Pathfinder Countries on rotation	2 CSOs on rotation to represent different groups (at least 1 from the Global South)

5. Decision-making and meetings protocol

- The TSF Coordination Team will share a draft agenda before the meeting for comments and approval on a no-objection basis. Meeting minutes shall be circulated by email.
- Points for decision will be identified in the agenda of each meeting. This may include the adoption of the TORs, the adoption of the annual report, recommendations for proposals to be funded, knowledge products and tools to be developed.
- SG endeavors to take decisions by consensus. When consensus cannot be reached, a two-thirds majority of the votes is needed.
- The GA Steering Group will organize at least one meeting per year. It may hold additional meetings upon request of any sitting member or the Technical Support Facility, and depending on the activities of the SG such as the organization of high-level events and Funding Rounds, for which specific sessions will be organized.
- The meetings will be organized in English (we can look into the possibility of automatic translation of the transcripts).

Annex 1. Roles and Responsibilities within the Technical Support Facility (TSF)¹

The TSF is responsible for supporting the implementation of the Global Accelerator. The TSF is comprised of a **Coordination Team** that oversees the management of all TSF activities, a **Hub of Experts** at global and regional levels from various agencies, and a **portfolio of national development cooperation activities**, including joint UN programmes (UNJPs), in pathfinder countries.

a) TSF Coordination Team

As of January 2024, the Coordination Team includes FAO, ILO, UNDP, UNICEF, UN Women and WFP.

The Coordination Team is overall responsible for:

- Planning, coordination and oversight of Accelerator activities, including coordinating technical support to countries as needed, the continuous development of a development cooperation portfolio, the development of partnerships with agencies and development banks that wish to align their programmes to the Accelerator, and global monitoring and evaluation of the Accelerator. Support to countries will be done following agencies HQ/RO/CO accountability frameworks and as a support to existing regional initiatives such as Issue Based Coalitions (IBCs) and other regional structures to avoid duplication and promote coordination.
- Resource mobilisation: Development and implementation of a resource mobilisation strategy with a strong focus on supporting work within pathfinder countries and the UN system's technical support.
- Communications, and visibility to sensitize and raise awareness among development professionals and national counterparts surrounding the Global Accelerator's level of ambition and planned activities, as well as its potential and eventually achieved impacts.
- Elaboration and operationalisation of the overall M&E framework at global and national level testing its suitability and fitness for use or adaptation in pathfinder countries and ensuring operability with a result monitoring tool to track timely and accessible inputs into the M&E framework and related reporting.
- Constitution of the selection committee of the Joint SDG-F Window on Decent Jobs and Universal Social Protection for Just Transitions to be comprised of a group of experts from within and outside the Hub of Experts to lead the review of national project proposals received.
- Results consolidation among Accelerator-supported projects to monitor investments from countries and development community in universal social protection, job creation and just transition and to monitor progress toward the achievement of SDGs and other target indicators, including through the annual publication of results.
- Knowledge management and dissemination including periodic events that facilitate the cross-country exchange and expertise, and development of publications related to emerging themes in Accelerator operations such as formalization, taxation, financing, and the extension of social protection.

TSF Coordination team have the following roles and responsibilities within the Joint SDG Fund Window: ²

- It develops a workplan and budget plan for revision and recommendation by the SG and final approval by the OSC;

¹ This Annex is received from the TORs of the TSF and is agreed language.

² This is received from the TORs of the Joint SDG Fund Window on Decent Jobs and Universal Social Protection.

- It consolidates progress reports on an annual/regular basis as required while financial reports are consolidated and shared by the Joint SDG Fund Secretariat as agreed in the Standard Administrative Agreements;
- It develops with the Joint SDG Fund Secretariat the Descriptions of calls and funding rounds that include, amongst other process for applications, guidance and template for proposals, selection criteria, quality and other technical requirements;
- It provides technical guidance on the methodology for technical review of proposals, coordinates technical review, consolidates the results of the technical review, and submits recommendations for proposal selection and funding allocations;
- It facilitates alignment and builds synergies between this Window and other thematic priorities/windows of the Fund and supports the achievement of Fund's cross-cutting results (localization, gender, youth, SDG data, LNOB) related to this Window;
- It coordinates technical support at the global and regional levels to provide support to the delivery of transformative results at the country level, to include learning and knowledge management (tools, research, studies), and/or the deployment of expertise to provide more specific technical assistance to National Programme Implementation Teams in pathfinder countries;
- It conducts technical reviews of Joint Programmes' annual and final reports, and other progress updates to provide consolidated technical analyses, including identification of best practices, lessons learned, and areas for improvement or additional investment; it implements the Results Framework of the Global Accelerator, and consolidates results and impact.

b) Hub of Experts³

The goal of the Hub of Experts is to provide countries necessary technical support to complement existing employment and social protection expertise at country level. This includes expertise in key topics for Accelerator operations (just transitions, the care economy, formalization, financing, and other priority areas). It is important to note that agencies providing support via the Hub of Experts will have different modalities for the provision of technical support in countries, including those with decentralised regional structures as well as those with a higher proportion of HQ based expertise. In many regions there are strong existing mechanisms to undertake this work, which will continue to provide this support as part of the broader Hub of Experts modality. It is the responsibility of the Coordination Team to build an understanding of existing structures and expertise within the system and facilitate as required access of countries to system experts which draws from staff of members of the Coordination Team and other organizations, responding to country needs and bringing the appropriate expertise together to address national issues, while also developing normative guidance to support country joint programmes. The Hub of Experts will support:

- Responding to country demands from national teams for specialized expertise needed to support in-country project implementation.
- Providing expert review of project proposals submitted to the Joint SDG-F Window on Decent Jobs and Universal Social Protection for Just Transitions as members of a selection committee.
- Capacity building through participation in specialized technical and regional workshops and information exchanges, including in South-South learning initiatives.

³ This is received from the TORs of the TSF and is agreed language.

- Contributing to research publications organized by the Coordination Team on key emerging topics such as ensuring just transitions, developing the care economy, formalization, digitalization, and others.

c) Country teams in charge of a portfolio of development cooperation activities

The heart of the TSF is at country level, with national teams including UN agencies led by the UN Resident Coordinator. The national teams will lead the development of an engagement strategy and plan of action, and develop an associated portfolio of development cooperation activities taking the following potential formats:

- Projects launched under the auspices of the Global Accelerator in pathfinder countries, including those financed by the Joint SDG-F Window on Decent Jobs and Universal Social Protection for Just Transitions.
- Other interventions, including existing programmes, that have been reviewed and (re)aligned to the Global Accelerator's M&E framework.

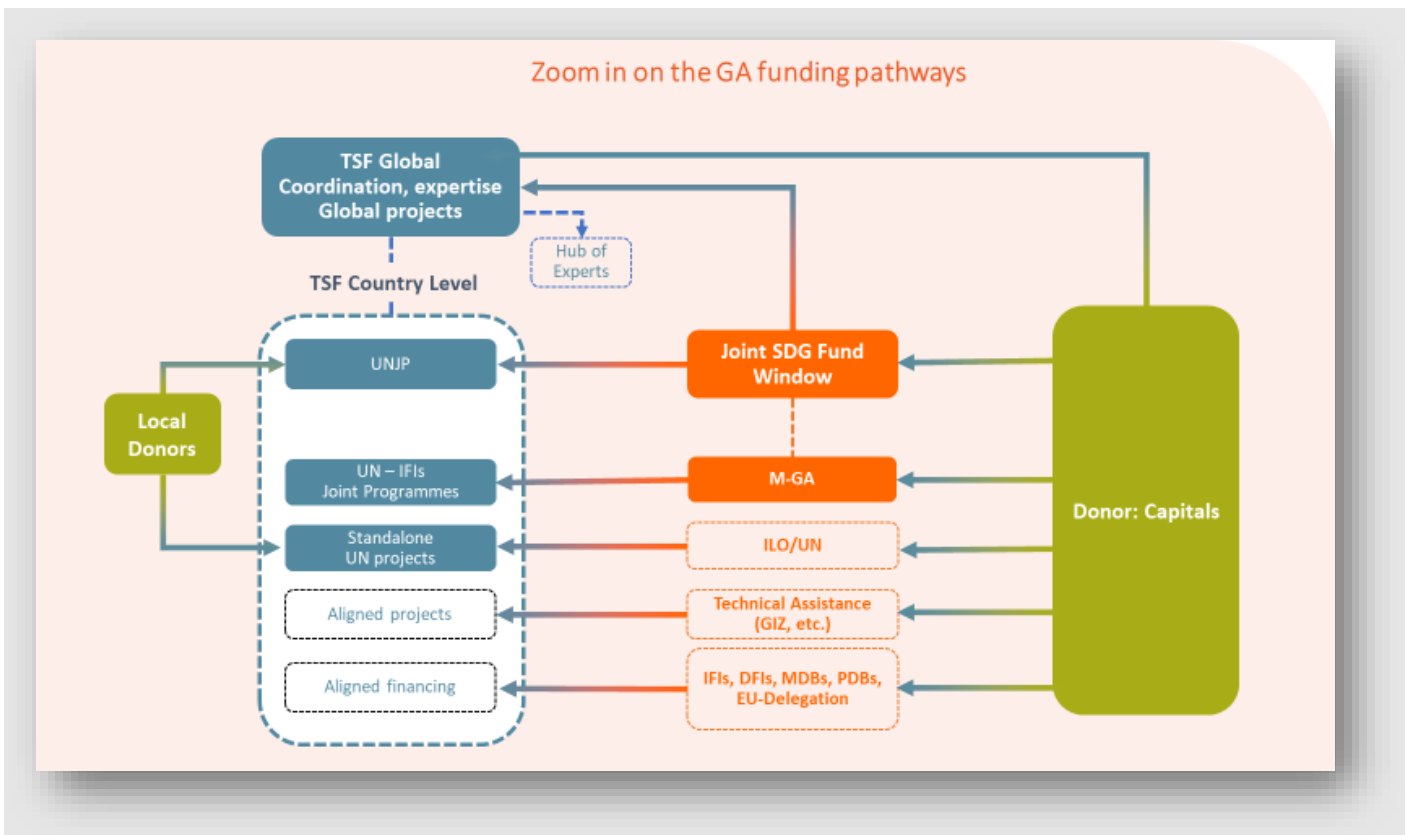
Annex 2. GA Funding Streams

The budget of the Global Accelerator will be financed from a combination of the following sources:

- I. **A Joint SDG Fund Window on Decent Jobs and Universal Social Protection** organizing funding rounds to kick-start joint UN programmes in pathfinder countries as catalytic streams. In addition, the Window sets aside and transfers some resources to support the GA coordination team and the hub of experts. The Window will provide the catalytic investment and help demonstrate results and impact of the Global Accelerator approach while attracting additional resources. The Joint SDG Fund's Operational Steering Committee (OSC) is responsible for the management and oversight of the Window, including decision-making on launching and operationalizing the Window, approving funding allocations and Joint Programmes under the Window, ensuring coordination of partnerships and resource mobilization activities, and other related functions in line with the Fund's Terms of Reference and the Operational Guidance. The OSC receives technical recommendations from the Technical Support Facility (TSF) coordination team (or Management Team in case of the M-GA), and programmatic support from the Joint SDG Fund Secretariat.
- II. **The Multistakeholder Engagement to implement the Global Accelerator on Jobs and Social Protection for Just Transitions and World Bank Social Protection & Jobs Compass (M-GA).** The M-GA is an integrated technical and financing mechanism that fosters collaboration among UN organizations, International Financial Institutions and further partners who are interested in advancing the joint goals of the GA and the World Bank's Social Protection and Jobs Compass. Funding is located in two separate windows: i) the UN Joint SDG Fund Window, and ii) the World Bank's Rapid Social Response – Adaptive and Dynamic Social Protection Umbrella Trust Fund (RSR-ADSP UTF). The M-GA will be implemented through specific funding rounds opened to World Bank and UN teams in pathfinder (and non-pathfinder) countries where UN/WB will jointly support national counterparts in the design and implementation of the GA and Compass.
- III. **Joint UN programmes** developed locally. UNRCs and participating agencies can complement the resources received from the UN Joint SDG Fund Window and the M-GA by mobilizing local donors to support a UN Joint Programme on the GA.
- IV. **UN agencies' stand-alone projects and multi-partner funds** at the country, regional and global levels in support of the theory of change of the Global Accelerator; such projects would help support country level implementation of the Global Accelerator, while also securing the necessary resources for the technical coordination of the initiative, the establishment of the results framework, and evidence building.
- V. **Additional financial resources provided by development and financial partners** (e.g., EU delegations, World Bank, French Development Agency, KFW, GIZ, etc.) that wish to align new or ongoing bilateral and multilateral programmes with the Global Accelerator's roadmaps in pathfinder countries. Most of these resources would be directed to the country in the form of **budget support and loans**, but the UN system could in some cases provide the necessary technical assistance for their execution. The TSF has developed a Public Development Banks (PDB) working group as part of the governance of the Global Accelerator to share country experiences and develop a joint research agenda on social investments that will be promoted at the Finance in Common Summit (FICS). The GA results framework will help capture these contributions to the GA, even if they are not channelled through UN Joint Programme.

- VI. **In-kind contributions and staff secondment.** Development partners can second staff or provide in-kind contributions to the GA Coordination Team, Hub of Experts or Country Teams. This includes the JPO programme.
- VII. **Regular budget resources** of participating UN agencies. Participating UN agencies in the TSF have agreed to dedicate staff time to support the implementation of the Global Accelerator.

The above-mentioned funding streams aside, **the major bulk of the resources** for the Global Accelerator will be generated by the pathfinder countries themselves, in line with the Financing roadmap of the Global Accelerator. It is expected that the GA will through its financing and policy integration pillars generate the necessary domestic resources – both public and private – to achieve universal social protection, the creation/formalization of jobs, and just transitions. This “catalytic effect” will happen for instance by supporting governments in improving the public finance management of national programmes for employment and social protection, by increasing public social budgets, by creating incentives for enterprises to formalize and for workers and employers to finance social security in a sustainable manner, etc. The GA will also identify and develop combined policy packages (based on concrete examples such as the Monotax) that can generate high economic, social and fiscal returns.



Annex 3. Links with USP2030

Based on the discussion during the “USP2030 & Global Accelerator” technical and strategy workshop, on 27 & 28 September 2023, the following linkages have been identified:

- USP2030 can contribute to the technical assistance delivered under the GA through i) its network of members and ii) the cross-cutting expertise present in and produced through the USP2030 working groups (on social protection and financing, climate change, digital transformations, etc.).
- This is ensured by representation of members of USP2030 in the governance structure of the GA across all levels, particularly the hub of experts, the national country teams and the GA Steering Group.
- Knowledge and experiences generated by the implementation of the GA can feed back into the pool of expertise constituted by USP2030, especially on joint country work.
- USP2030 can support the dissemination of this knowledge and experiences.
- USP2030 has limited representation and reach at country level, so to mitigate this, USP2030 members who are present in pathfinder countries will be involved in the implementation of the GA.
- In turn, the TSF coordination team will keep USP2030 informed about progress regarding the implementation of the GA.