

## Guiding Principles for Engagement

The partners of Decent Jobs for Youth subscribe to 15 guiding principles, which set the basis for effective and collaborative action on youth employment.

**1 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.

**2 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.

**3 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.

**4 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.

**5 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.

**6 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.

## DECENT JOBS FOR YOUTH

### THE GLOBAL INITIATIVE FOR ACTION

**7 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).

**8 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 .

**9 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.

**10 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.

**11 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 actively engages the private sector and promotes complementarity and coherence between public policy and private investment.

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

**13 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.

**14 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.

**15 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.