# **Annex- 1**

**Terms of References**

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| Name of the Project | Youth Empowerment Programme |
| Unit | Crisis Prevention and Recovery Unit |
| Consulting Services | Individual Consultant Private Sector Partnerships for Green Jobs Advisor |
| Location | Remote, home based |
| Duration | 40 working days until December 2021 |

# **Background:**

COVID-19 has accelerated the urgency to address the climate emergency due to unsustainable economic practices. Pakistan has an opportunity to transform this crisis into an opportunity to invest in accelerating its transition to a cleaner and equitable future, leaving no one behind. It is proposed that investments should be made in green jobs as it is the future and key to transitioning to a green economy.

Before COVID-19, Pakistan’s economy was suffering already: the estimated unemployment rate was 4.20% in 2018; the youth unemployment rate was significantly higher at 7.95% in 2018 and around 9.1% for women. With the environment and climate change, Pakistan is considered 8th most vulnerable to the impacts of climate change according to GermanWatch Climate Risk Index report. However, in recent years, Pakistan has launched multiple plans and projects to build country’s resilience and in 2020 Pakistan was among few countries to have achieved SDG 13.  Building on this momentum, the Prime Minister is committed to creating green jobs as part of his priority to create 1 million new jobs. COVID-19 Green Stimulus package by the Ministry of Climate Change was launched to respond to the economic recession caused by the pandemic lockdowns, which focused on green job creation and restoration of natural ecosystems. UNDP has already supported several climate change efforts in plastics and waste management, water management and natural resource management, as have many development partners. Now, UNDP is interested in taking the agenda of green jobs forward along with the government.

At the national level interest and momentum exists, but efforts are disjointed and sometimes short-lived: there is no National guiding roadmap or coordination platform for partners seeking to promote green jobs. A lack of policy and institutional capacity among key government departments and a lack of awareness and technical, legal and financial means and expertise in the private sector (beyond large Multi-National Companies) all continue to limit the creation of green jobs en masse. If green jobs are indeed to become a priority National Agenda, then a systemic boost is required to transition into a Green Economy which promotes green jobs and significant investments by government, private sector and enterprises, thus contributing to the government’s goal to create 1 million new jobs.

UNDP’s Youth Empowerment Programme (YEP) is aimed at reducing young people’s vulnerability to involvement in anti-social behavior through a range of interventions aimed at creating opportunities for knowledge, skills and leadership development; active citizen and policy engagement; and economic empowerment as means and ends to sustaining peace in Pakistan. Under the recent funds allocated by the regional office, YEP aims to create an enabling environment for green job creation, develop a gender-responsive National Roadmap for Future Green jobs with the government of Pakistan, National Commission for the Status of Women and the provincial women departments, private sector and local entrepreneurs. It will explore green job opportunities in both traditional (textile/agriculture) and non-traditional (research & design/energy/wider manufacturing/construction) sector for women while pushing the boundaries of inclusion by including training/awareness and technical assistance to employers to work towards increasingly safe, accessible, respectful and inclusive workplaces, especially for women, which will, in turn, increase the willingness of women (and families to allow/encourage their wives, mothers, sisters and daughters) to join these workplaces.  A portfolio of experiments will be developed to assess green jobs' impact on the economy and environment, particularly for women and excluded groups.

Under the guidance of Programme Manager, YEP, the climate change private sector consultant will help in building lasting partnership with the private sector to implement various climate change related interventions such as tree planation drives, urban forestry, water recycling, capacity development and training on green jobs, research analysis and learning.

# **Objective of the Assignment:**

UNDP’s Youth Empowerment Programme (YEP) is aimed at reducing young people’s vulnerability to involvement in anti-social behavior through a range of interventions aimed at creating opportunities for knowledge, skills and leadership development; active citizen and policy engagement; and economic empowerment as means and ends to sustaining peace in Pakistan. Under the recent funds allocated by the regional office, YEP aims to create an enabling environment for green job creation. It will leverage over 200 private sector partners to facilitate 10,000 green jobs and build a public-private platform to catalyze national green jobs efforts and ultimately reduce unemployment and improve Pakistan’s resilience to climate change. Against this background, the consultant will help build lasting partnerships with the private sector to promote green jobs and greening of core business practices.

# **Scope of Work**

The Youth Empowerment Programme is engaging an individual consultant to help forge partnerships with large and small high growth private sector businesses for promotion of climate change related interventions as agreed with the Youth Empowerment Programme:

The consultant will work to develop the following deliverables during the specified time:

1. Identify at least 200 private sector companies with climate change as a core business strategy or is an integral part of its social responsibility in line with the Green Jobs project objectives.
2. Build partnership with the private sector companies to help drive the climate change agenda of the programme including generating green jobs with the identified national as well as multinational private sector corporations.
3. Obtain commitment from private companies to implement key actions on greening their business as well as to generate green jobs for young people in the country.
4. Provide input into the green jobs innovation challenge focusing on selecting key private sector firms to adopt green practices including while generating new jobs.
5. Obtain commitment from private companies to practice green recruitment and help place young interns in the businesses which UNDP selects.
6. Collaborate with the other senior consultant on climate change based in the Ministry of Climate Change and ensure buy of the programme activities within the pubic and private sector alike.

# **Deliverables and Payment Schedule**

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| --- | --- | --- | --- |
| **Deliverables/ Outputs** | **Estimated Timelines** | **Percentage for payment** | **Review and Approvals Required** |
| Submission and approval of report on potential partnerships that can be developed with MNCs for a) Job placements and b) Greening their business practices. | Jul-Aug 2021  10-working days | 40% | Programme Manager YEP |
| Submission and approval of signed agreements with five companies for green job placements and greening of their business practices. | Sep-Oct 2021  20-working days | 30% | Programme Manager YEP |
| Submission and approval of final report on future prospects of new green job creation and employment of women in green jobs as well as greening of business practices. | Nov-Dec 2021  10-working days | 30% | Programme Manager YEP |

# **Institutional Arrangement**

The IC will be reporting to the Programme Manager Youth Empowerment Programme Officer, Environment and Climate Change Unit.

UNDP standard Daily Subsistence Allowance (DSA) will be provided for unforeseen official travel only.