



# The Global Accelerator on Jobs and Social Protection for Just Transitions

Conceptual foundations, lessons learned and opportunities

## A changing global context

- **Overlapping crises**—pandemics, armed conflicts, trade disruptions and geopolitical tensions—have weakened growth and further deepened inequality
- **Climate change and intensifying natural disasters** are compounding longstanding socio-economic challenges: impacts on lives and economies are much heavier in countries that are less prepared and able to recover
- **Technological change**, in particular with the advent of AI questions tested developmental models – manufacturing is becoming less and less employment intensive, and now employment in services also facing an upheaval
- **Ageing societies**—across most developed and a growing number of developing countries—face rising healthcare and pension costs with shrinking workforces, while regions with younger populations are struggling to harness their demographic dividend
- **Rising debt levels and the erosion of international solidarity** with potential severe implications for employment and social outcomes

# What is at stake with decent jobs?

## Prospects of achieving selected targets of SDG8 and related targets by 2030, World

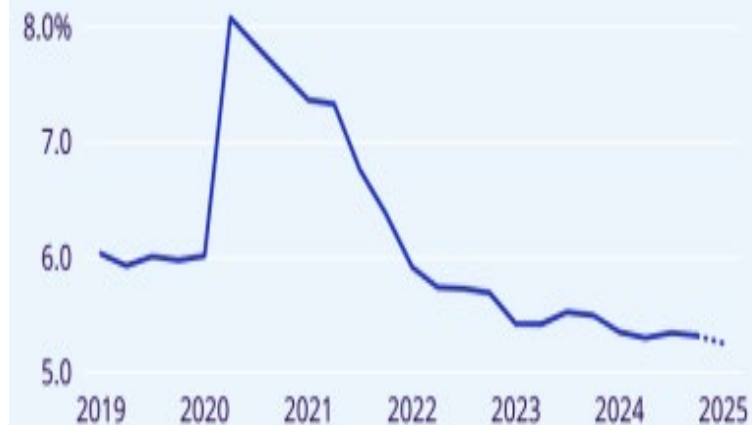
Economy dimension		Social inclusion and decent work dimension	
Target	Prospect	Target	Prospect
8.1 GDP per capita	Good	1.1 Working poverty	good
8.2 Labour prod. growth	Unsatisfactory	1.3 Social protection	unsatisfactory
8.5 Unemployment	Good	5.5 Female managers	unsatisfactory
8.10 Financial account	Good	8.3 Informality	poor
9.5 R&D expenditure	Unsatisfactory	8.5 Gender income gap	poor
7.1 Electricity	Excellent	8.6 Youth NEET	unsatisfactory
		8.7 Child labour	unsatisfactory
		10.4 Labour income share	unsatisfactory

# Economic slowdown in 2025, with strong headwinds

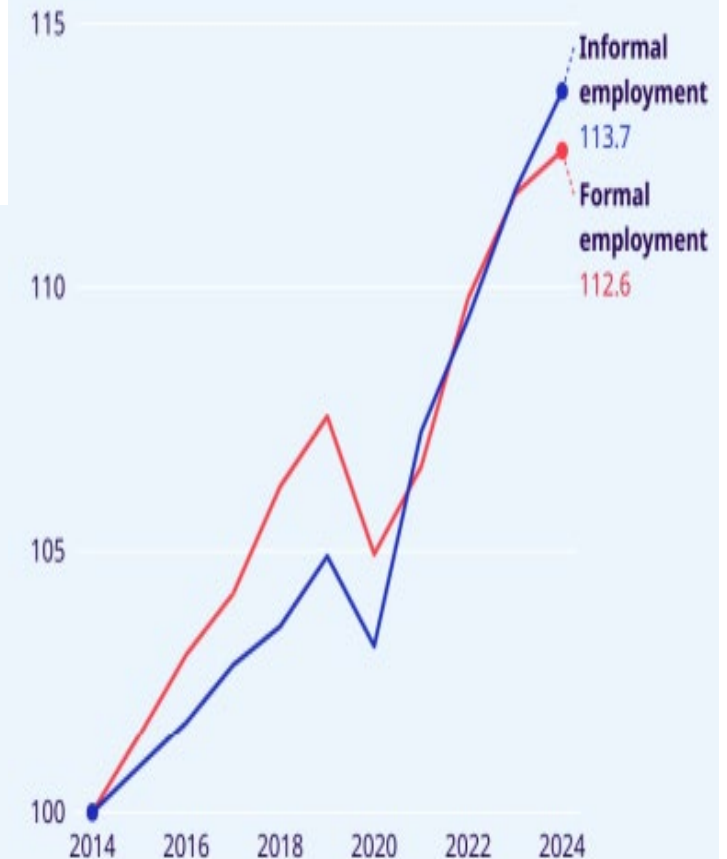
## *And with mixed developments in employment*

(WESO Update May 2025)

► Figure 1. Unemployment rate, 2019 Q1-2025 Q1

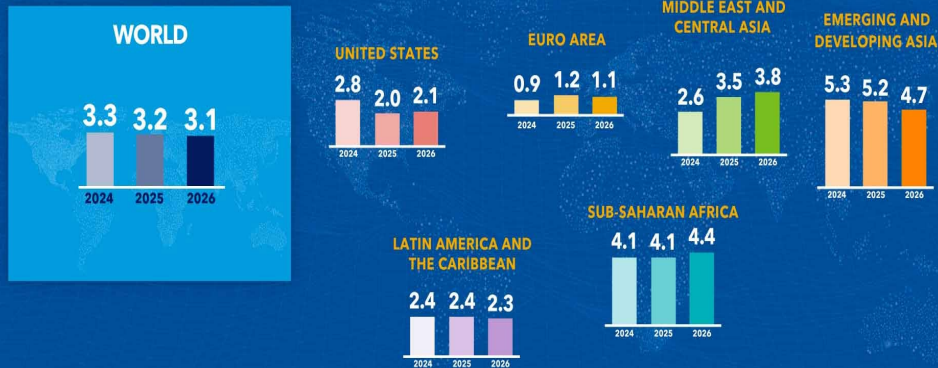


► Figure 5. Formal and informal employment (index), 2014-2024



## WORLD ECONOMIC OUTLOOK OCTOBER 2025 GROWTH PROJECTIONS BY REGION

(REAL GDP GROWTH, PERCENT CHANGE)

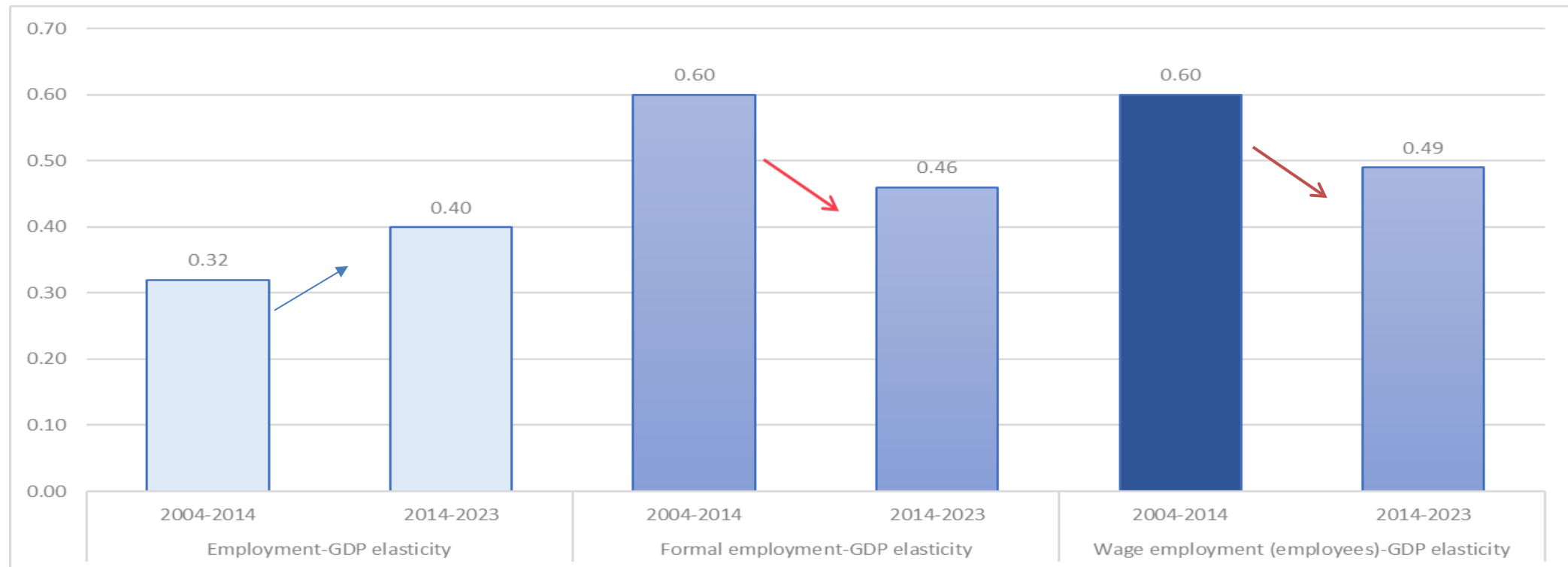


Source: IMF, *World Economic Outlook*, October 2025.

Note: Order of bars for each group indicates (left to right): 2024, 2025 projections, and 2026 projections.

# Weakening capacity of economic growth to create quality jobs

*In recent years, economic growth tended to create fewer formal employment and wage employment, especially in middle-income countries*

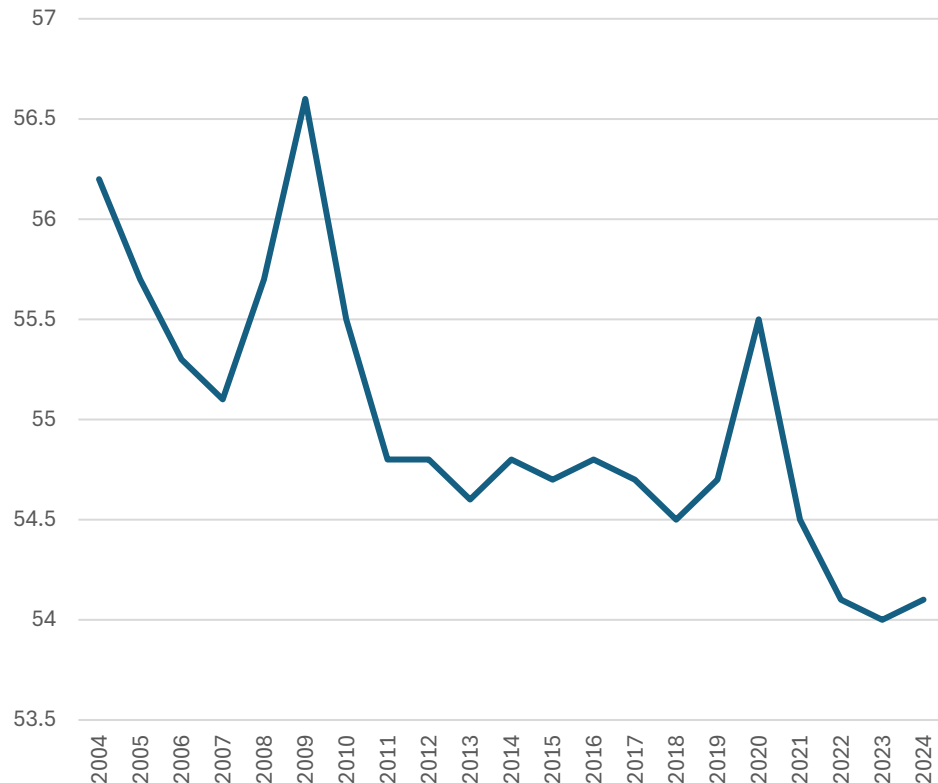


Source: ILO estimates

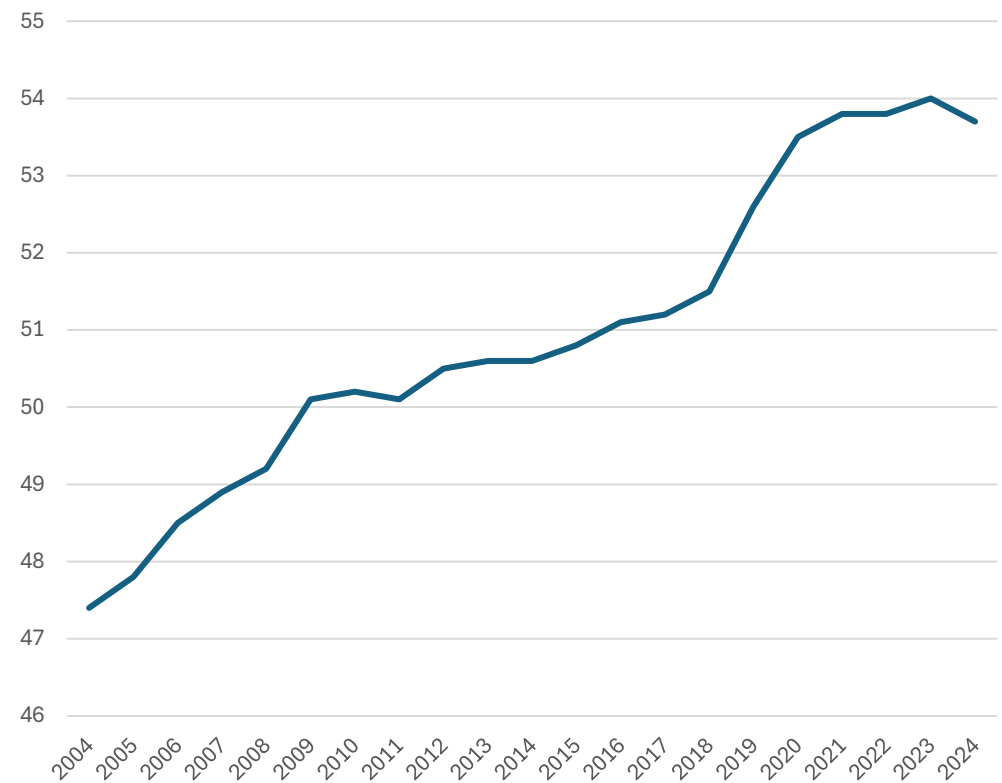
# Shifting Labour Markets and Deepening Inequality

Decline in labour income shares (as labour income growth continued to lag behind productivity growth), while gender gaps in labour income have narrowed

Labour income share as percent of GDP, G20, 2004-2024 (%)



Ratio of women's to men's labour income, G20, 2004-2024 (%)

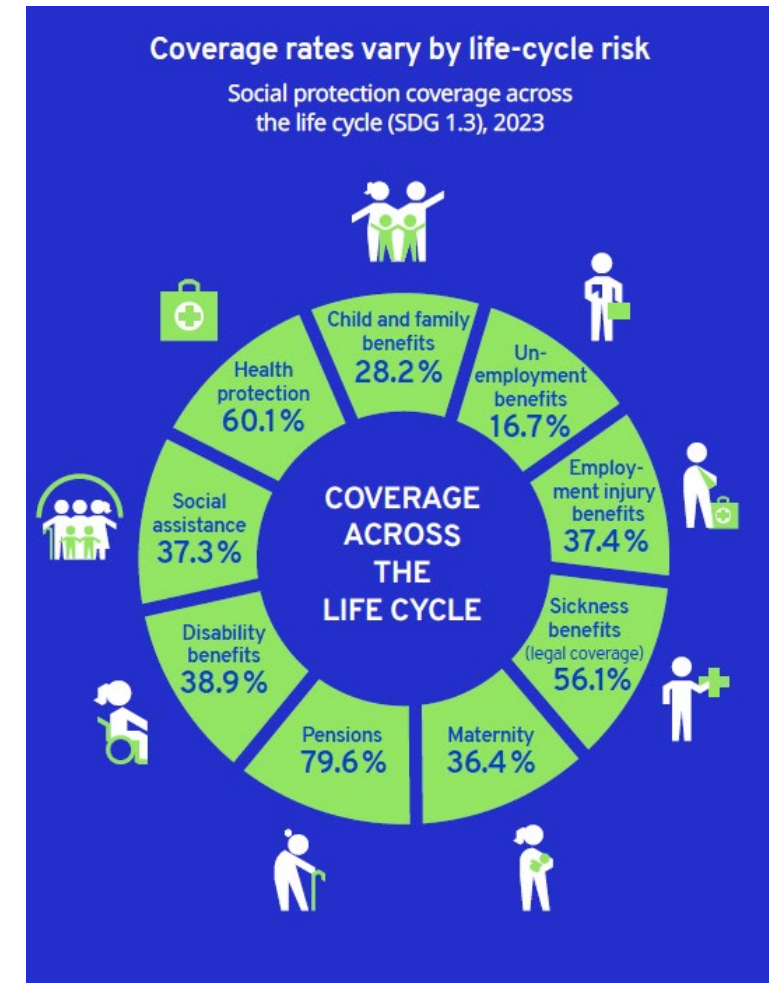
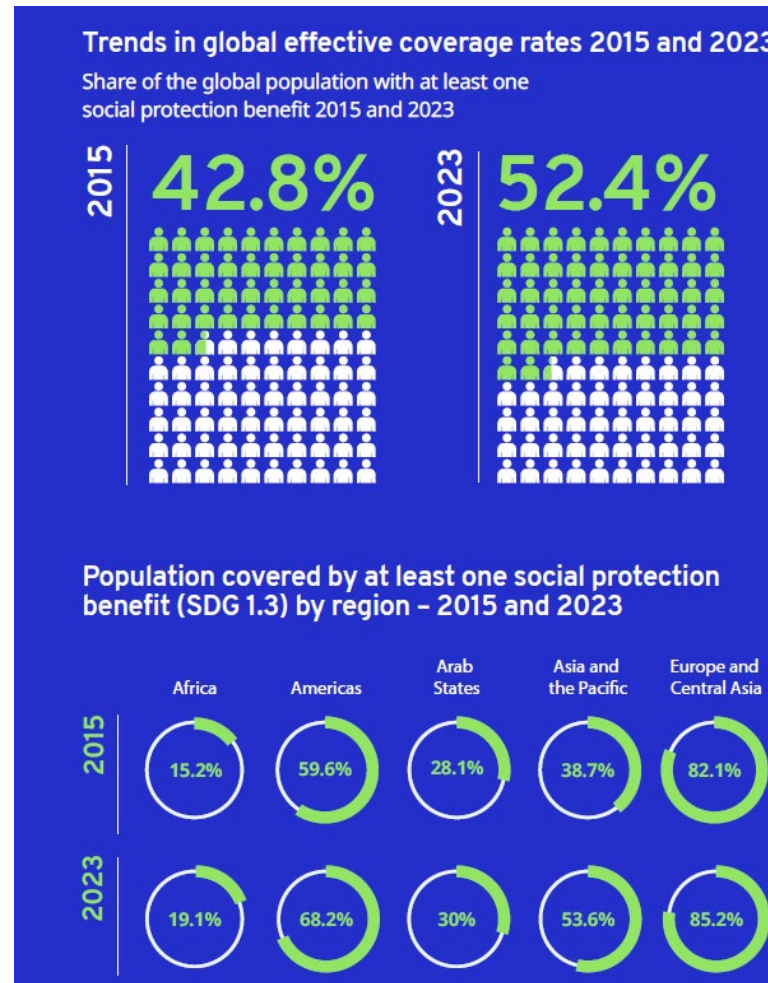


Source: ILOSTAT, ILO modelled estimates, August 2024.



## Persistent social protection deficits

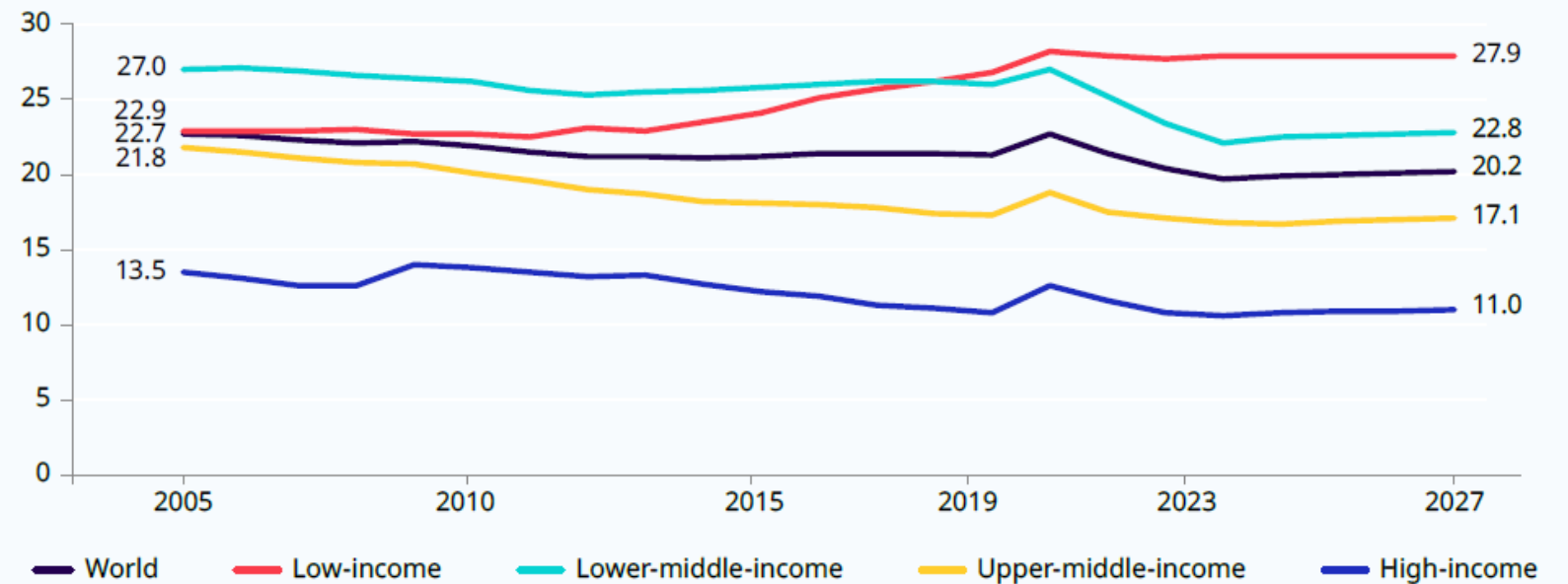
For first time, more than half of the global population has access to at least one social protection benefit (SDG 1.3.1),  
However, disparities across groups and countries remain.



Youth NEET remain elevated  
and investment in education has not yet translated into decent jobs opportunities.

- 2 in 3 young adult workers in developing economies hold qualifications that do not match well to their job
- Shares of undereducated working young adults has declined over time, while shares of the overeducated has increased

► **Figure 1.4. Share of youth not in employment, education or training by country income group, 2005–27 (percentage)**



Source: ILOSTAT, ILO modelled estimates, November 2025.

Source: ILO Global Employment Trends for Youth 2024



# Large untapped potentials

## *Decent job creation in digital and green economies*

Total Employment Gains by 2030 compared to business-as-usual scenario

### DIGITAL AND GREEN PROJECTIONS

on top of that...



By 2030, BAU scenario will push the global employment up to **3.5 billion**...

**23.5 million**

additional jobs

Investment to achieve 90% broadband coverage

DIGITAL SCENARIO

**37.2 million**

additional jobs

Policies and investment to achieve 1.5 °C goal

GREEN SCENARIO

**57.6 million**

additional jobs

When efforts are combined

COMBINED GREEN/DIGITAL

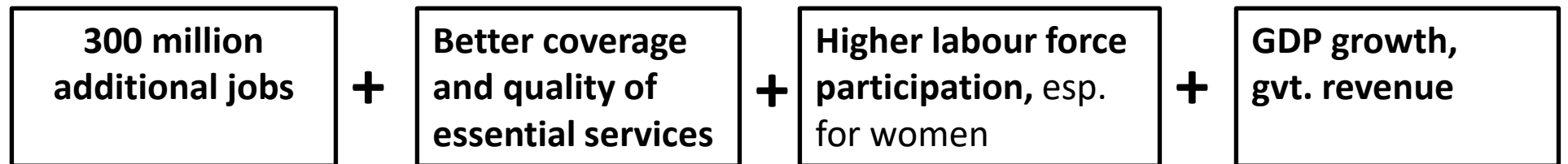
# Investing in the care economy

Investment in care is a **powerful driver of gender equality, decent work and sustainable development**, and a key component of universal social protection.

Nearly 300 million decent jobs could be created by 2035 through investments in universal childcare and long-term care services alone.

Of these jobs, 80 per cent would be filled by women, helping to close persistent gender gaps while expanding access to essential community services.

**Investing in closing  
care policy gaps =**



Relevance  
of GA in  
new  
context

Doha WSSD2 Political Declaration	Global Accelerator Response
1. Address persistent poverty, inequality, and unfinished social development agenda	Targets the structural drivers of poverty by combining <b>decent job creation and social protection expansion</b> , treating them as mutually reinforcing investments rather than standalone interventions
2. Need to translate political commitments into integrated national action	Provides an <b>operational platform</b> for whole-of-government and multi-stakeholder coordination, aligning employment, social protection, financing, and sectoral policies with national development priorities
3. Commitment to social justice, human rights, and leaving no one behind	The GA is grounded in <b>rights-based and standards-driven approaches</b> , prioritising women, youth, informal workers, migrants, and persons with disabilities
4. Managing global shocks and ensuring just transitions	Positions jobs and social protection as <b>core enablers of just transitions</b> , supporting countries to respond inclusively to climate change, digitalisation, demographic change, and economic shocks.
5. Call for adequate, predictable, and coherent financing for social development	Promotes <b>coherent financing frameworks</b> , aligning domestic resources, development cooperation, and international finance, and reframing social protection and employment as productive investments.
6. Need for measurable action, accountability, and results	The GA's <b>Results Monitoring Framework</b> translates Doha's broad commitments into <b>measurable outcomes and indicators</b> , enabling tracking, learning, and accountability at country and global levels.

## Questions

- ❖ What are big new trends in your country which require strong integrated jobs and social protection responses?
- ❖ What are the key challenges you perceive to actually bring about integrated jobs and social protection responses?



## Key takeaways from 3 years of implementation

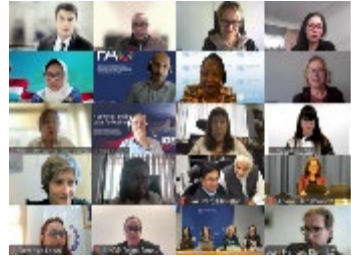


# High level political commitment has ensured accelerated action and resource mobilization

*It is a testament to the continued commitment and value placed on cooperation to achieve the Sustainable Development Goals for the Pathfinder countries and the whole world," **H.E. Akka Pundit Sapheacha Aun Pornmoniroth, Deputy Prime Minister and Minister of Economy and Finance of Cambodia***

*"The Global Accelerator's fuel is financing. The country roadmaps are great unifying frameworks and a way to harmonize approaches for coherent interventions around jobs and social protection," **Karin Schelzig, Director, Human and Social Development, Asian Development Bank.***

*"The Global Accelerator serves as a valuable model, demonstrating how coordinated efforts can lead to more impactful and efficient use of resources." **Alvaro Diaz, Deputy Director of Multilateral and European Development Policies at the Ministry of Foreign Affairs, EU, and Cooperation of Spain***

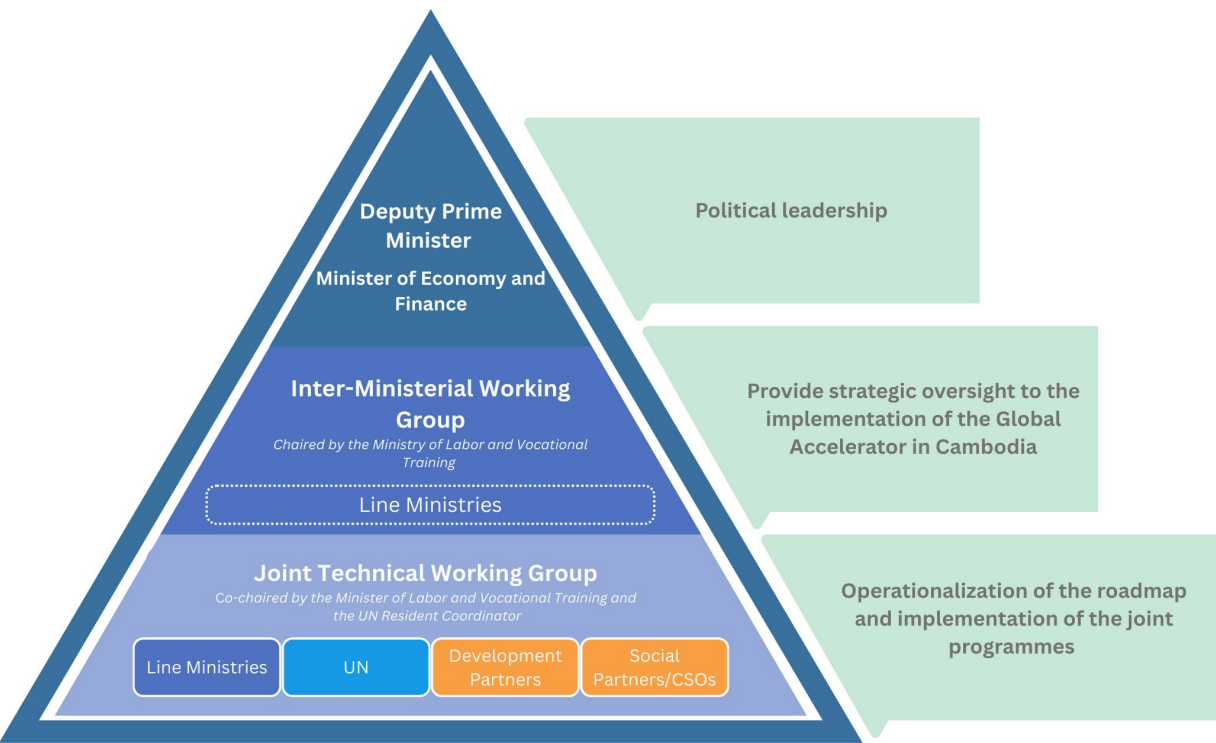


# The role of the Steering Group is instrumental for global political support and advocacy

- 2022 HLPF Outcome (OP110),
- 2022 [G7 Leaders Communiqué](#)
- 2022 [G20 Labour and employment Minister's communiqué](#)
- 2023 CSocD Resolution (OP39)
- 2023 [G20 Leaders communiqué](#)
- 2023 [EU Council Conclusions for a Social, Green and Digital transition](#)
- 2023 SDG Declaration (OP14) - One of the 12 High Impact Initiative of the UN and one of the 6 transitions to accelerate SDGs
- 2024 [G20 Development Ministers communiqué](#) for reducing inequalities
- 2024 [Conclusions of the Economic and Social Council forum on financing for development](#), the, 2022 HLPF Outcome (OP110), and the 2023 CSocD Resolution (OP39),
- [Finance in Common Summit Final Communiqués](#) since 2022
- **HLPF 2025** – [Ministerial declaration](#)
- **FFD4 2025**: Selected as a Sevilla Action Platform
- **WSSD 2025**: [Doha Political Declaration of the “World Social Summit” under the title “the Second World Summit for Social Development”](#)



# Governance structures enable democratic participation by all actors

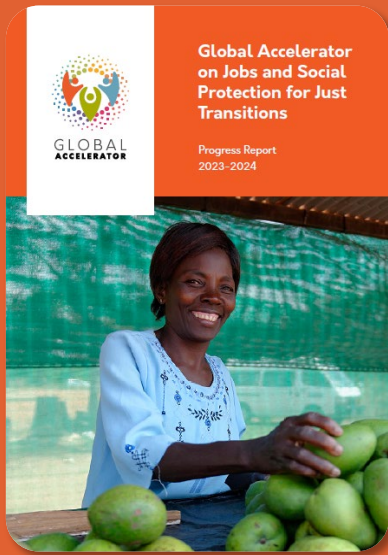


Example of a National Governance Structure (Cambodia)

Country	Leading ministries / institutions
Albania	<ul style="list-style-type: none"><li>Ministry of Finance</li><li>Ministry of Health and Social Protection</li></ul>
Cabo Verde	<ul style="list-style-type: none"><li>Ministry of Finance, National Planning Directorate</li><li>Ministry of Family, Inclusion, and Social Development</li></ul>
Cambodia	<ul style="list-style-type: none"><li>Ministry of Economy and Finance</li><li>Ministry of Labour and Vocational Training</li></ul>
Colombia	<ul style="list-style-type: none"><li>National Planning Department</li><li>Ministry of Finance and Public Credit</li></ul>
Indonesia	<ul style="list-style-type: none"><li>Ministry of National Development Planning</li></ul>
Malawi	<ul style="list-style-type: none"><li>Ministry of Labour</li><li>Ministry of Finance and Economic Affairs</li></ul>
Namibia	<ul style="list-style-type: none"><li>Ministry of Labour, Industrial Relations and Employment Creation</li><li>Ministry of Finance and Public Enterprises</li><li>National Planning Commission</li></ul>
Nepal	<ul style="list-style-type: none"><li>National Planning Commission</li><li>Ministry of Labour, Employment and Social Security</li><li>Ministry of Industry, Commerce and Supplies</li></ul>
Paraguay	<ul style="list-style-type: none"><li>Minister of Labour, Employment and Social Security</li></ul>
Philippines	<ul style="list-style-type: none"><li>The Secretary of Department of Labour and Employment</li></ul>
Rwanda	<ul style="list-style-type: none"><li>Ministry of Finance and Economic Planning</li></ul>
Senegal	<ul style="list-style-type: none"><li>Ministry of Economy</li></ul>
Uzbekistan	<ul style="list-style-type: none"><li>Ministry of Economy and Finance</li><li>The National Agency of Social Protection</li></ul>
Vietnam	<ul style="list-style-type: none"><li>Ministry of Home Affairs (Ex MOLISA)</li></ul>

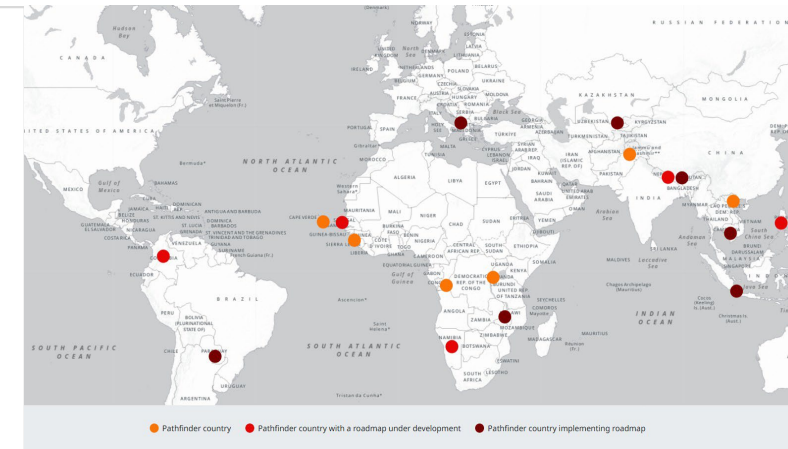
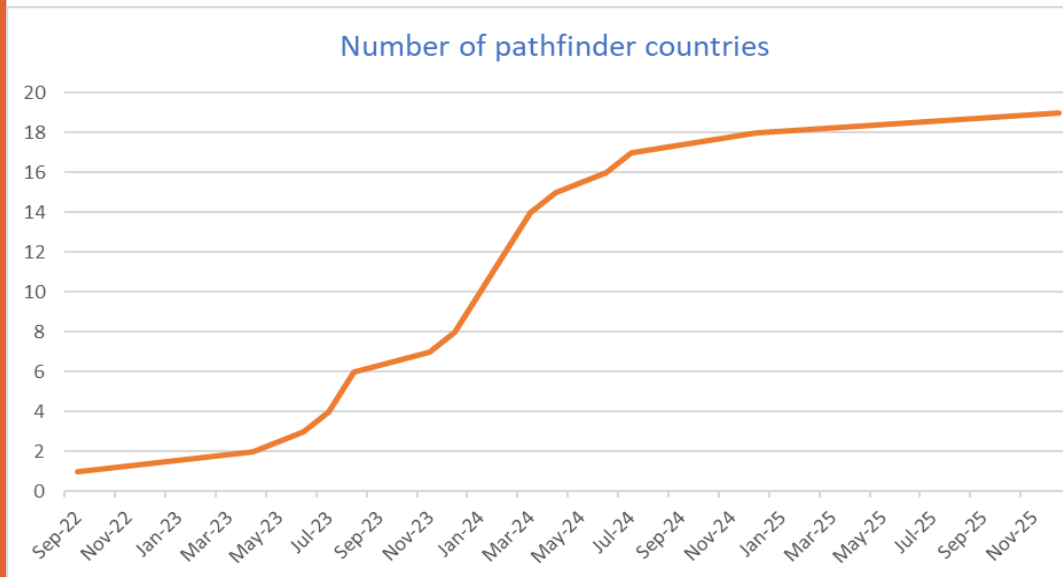
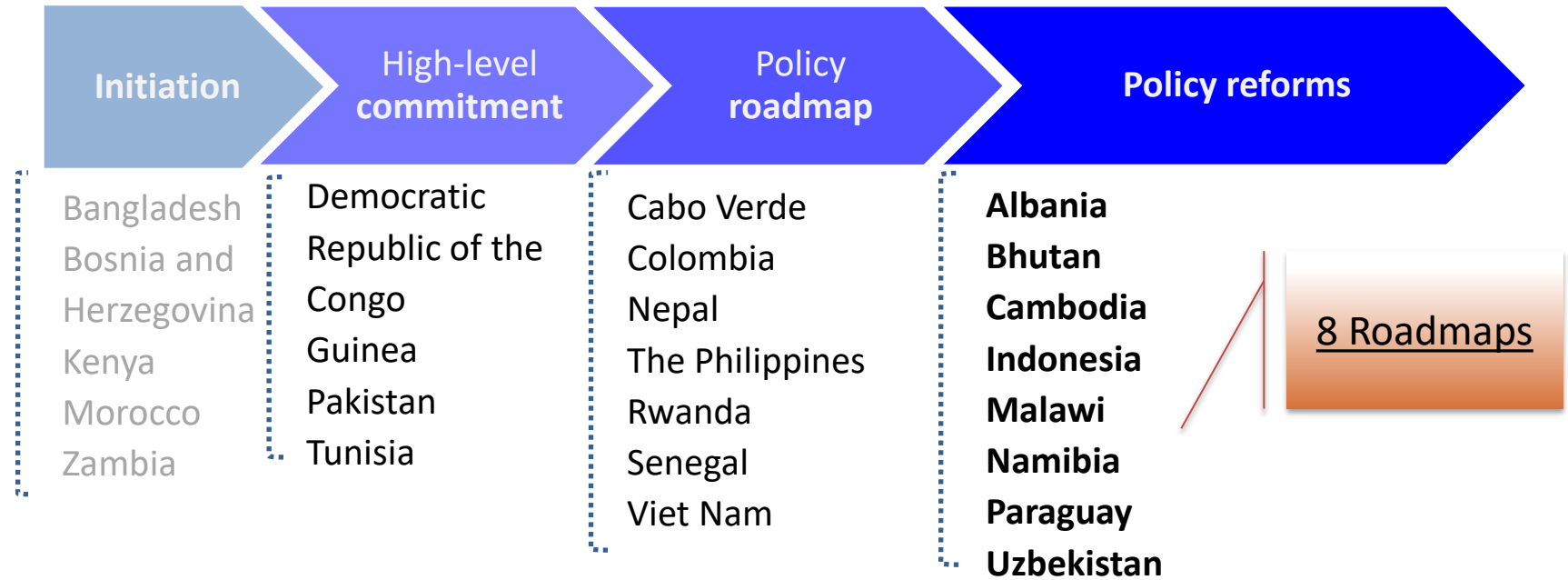
(TVET is under Ministry of Education and Training , Social Security under Ministry of Finance)

# Country Engagement: A steady demand



First Progress report is available on the website  
Second Progress report (May 24- Sep 25) will be published soon.

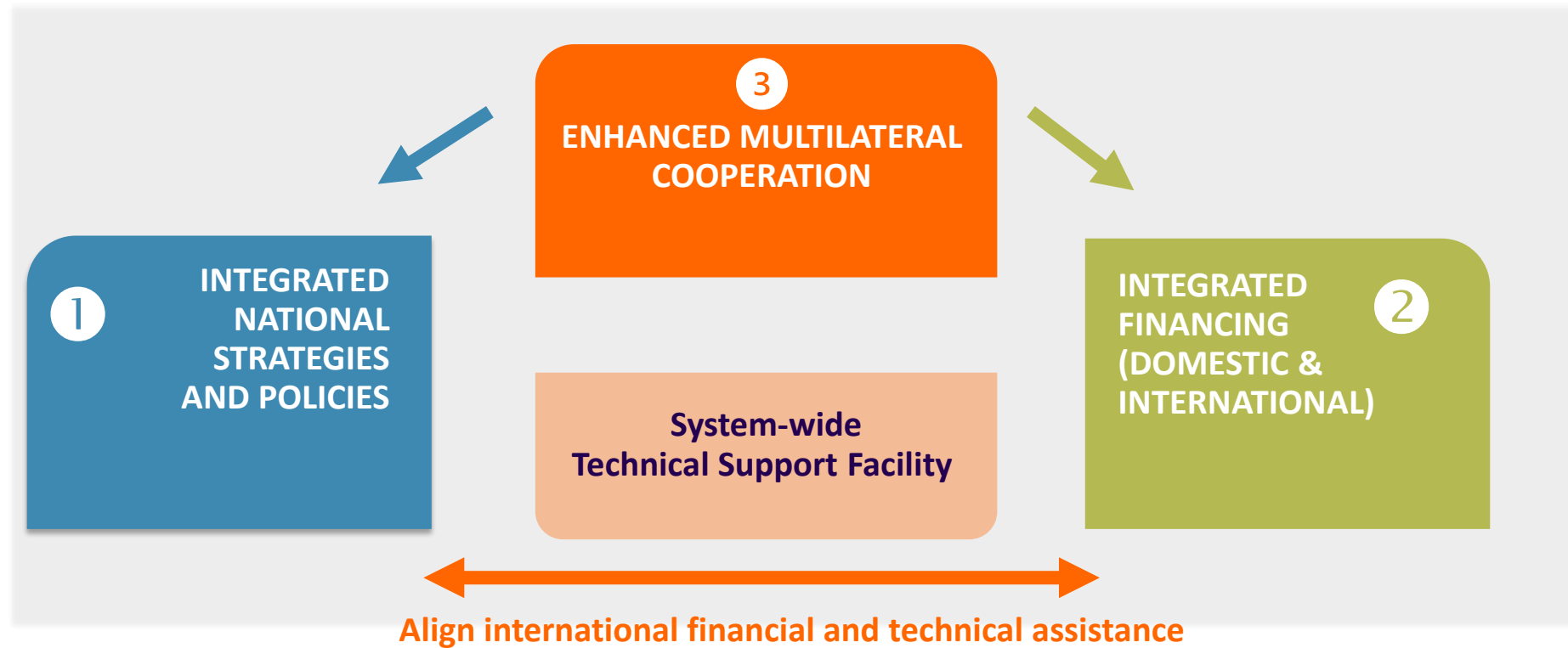
As of December 2025, there are 19 pathfinder countries.



**For more info: [Global Accelerator Pathfinder Country Dashboard](#)**

Roadmaps enable coherent action, have strong national ownerships and are attracting alignment from various partners

Social dialogue, trust and coordination are key to manage disruptions



# Thematic focus of the roadmaps



## **Formality (Extending Social Security, policy coherence)**

In 8 Countries, 24 Actions

- **MW Malawi** ▶ Promote formal/informal economy social protection extension via formalization, ALMP alignment.
- **NA Namibia** ▶ Expand social protection to informal/self-employed workers via legal/admin barrier removal
- **NP Nepal** ▶ Strengthen data systems and administrative capacities to support informality-to-formality transition.

## **Green (Climate & Sustainable Investment, Agriculture)**

In 5 Countries, 22 Actions

- **PY Paraguay** ▶ Design/pilot strategies for National Climate Change Adaptation Plan 2022–2030
- **RW Rwanda** ▶ Promote green investment initiatives in manufacturing
- **PH Philippines** ▶ Expand MSME support ecosystems: finance, business services, digitalization, green value chain, etc

## **Demographic change (Care & Elderly)**

In 7 Countries, Actions

- **BT Bhutan** ▶ Integrate a comprehensive, medium-term pension system covering all into the social protection MIS
- **ID Indonesia** ▶ Create long-term care benefit scheme to improve access for older persons
- **UZ Uzbekistan** ▶ Create simplified registration mechanisms for mahalla care services

# Target groups focus of the roadmaps

SCAN ME



## YOUTH (Skills & Employment)

In 12 Countries, 72 Actions

- **KH Cambodia** ▶ Enhance TVET quality and accessibility through digitalization and quality assurance mechanisms
- **AL Albania** ▶ Prioritize targeted reskilling for older, low-skilled workers and those in manual jobs
- **PY Paraguay** ▶ Ensure local skills development for pulp mill investment project hiring and environmental management

## PERSONS WITH DISABILITIES (PwD)

In 7 Countries, 27 Actions

- **SN Senegal** ▶ Disability Census – Conduct special disability census with ANSD
- **UZ Uzbekistan** ▶ Introduce barrier-free principles in urban planning and transportation
- **ID Indonesia** ▶ Strengthen employment opportunities and job quality for persons with disabilities

## VULNERABLE GROUPS

In 6 Countries, 24 Actions

- **KH Cambodia** ▶ Implement graduation-based social protection programme & “1.5 million” TVET and SP programme
- **AL Albania** ▶ Promote digital delivery of social and mental health services for vulnerable groups
- **PY Paraguay** ▶ Expand social protection system coverage and create mechanisms against risks

The Technical Support Facility can drive integration and scale, while ensuring harmonized approaches



## GUIDANCE for ROADMAP DEVELOPMENT and IMPLEMENTATION

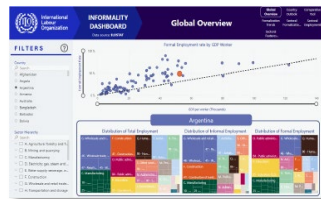
- Country engagement guidelines: Provide key steps, templates and guidance for the inception phase of the Global Accelerator
- Global Accelerator roadmap development guidance and template provides guidance on the analytical framework, the structure and content of the GA roadmaps.
- Global Accelerator Financing Strategies Guidelines (tb finalized)
- Terms of Reference for Lead Agencies: clarify roles and responsibilities of lead agencies vis a vis RCO and national stakeholders
- Documenting GA governance structures at national level
- Global Accelerator Theory of Change and Results Framework: Provides the overall theoretical underpinning of the GA, clarifies how the change happens, and identify key indicators for monitoring and reporting on results
- Hub of expertise (under development)





# TSF Toolbox: Integrated technical tools

Technical areas in high demand in joint programmes	Key tools / approaches
Integrated diagnostics and policy options – Measuring ex-ante and ex-post impact of policies and investments	<b>Macro modelling:</b> <a href="#"><u>Structural model for sustainable development</u></a> <a href="#"><u>Employment impact assessments</u></a>
Fiscal space analysis and options	<a href="#"><u>Macroeconomic diagnostics</u></a> for jobs, social protection and just transitions
Informality diagnostics	<a href="#"><u>Informality dashboard</u></a>
Tracking public spending on employment and social protection	<b>Employment and Social Protection Expenditure Reviews</b>
Linking social protection systems with Active Labour Market Policies or Skills development	<b>Global ALMP knowledge repository</b> (in collaboration with WB) Guide on aligning skills development and national social protection systems Support to the design of <a href="#"><u>integrated policy approaches &amp; delivery mechanisms</u></a> for employment, skills and social protection ( <b>GA Korea project</b> )
Financing strategies	Guide on mainstreaming Decent Work in INFFs
Capacity development	<b>GA Training:</b> Online course & in-person (in preparation with ITC)





# Resources mobilized



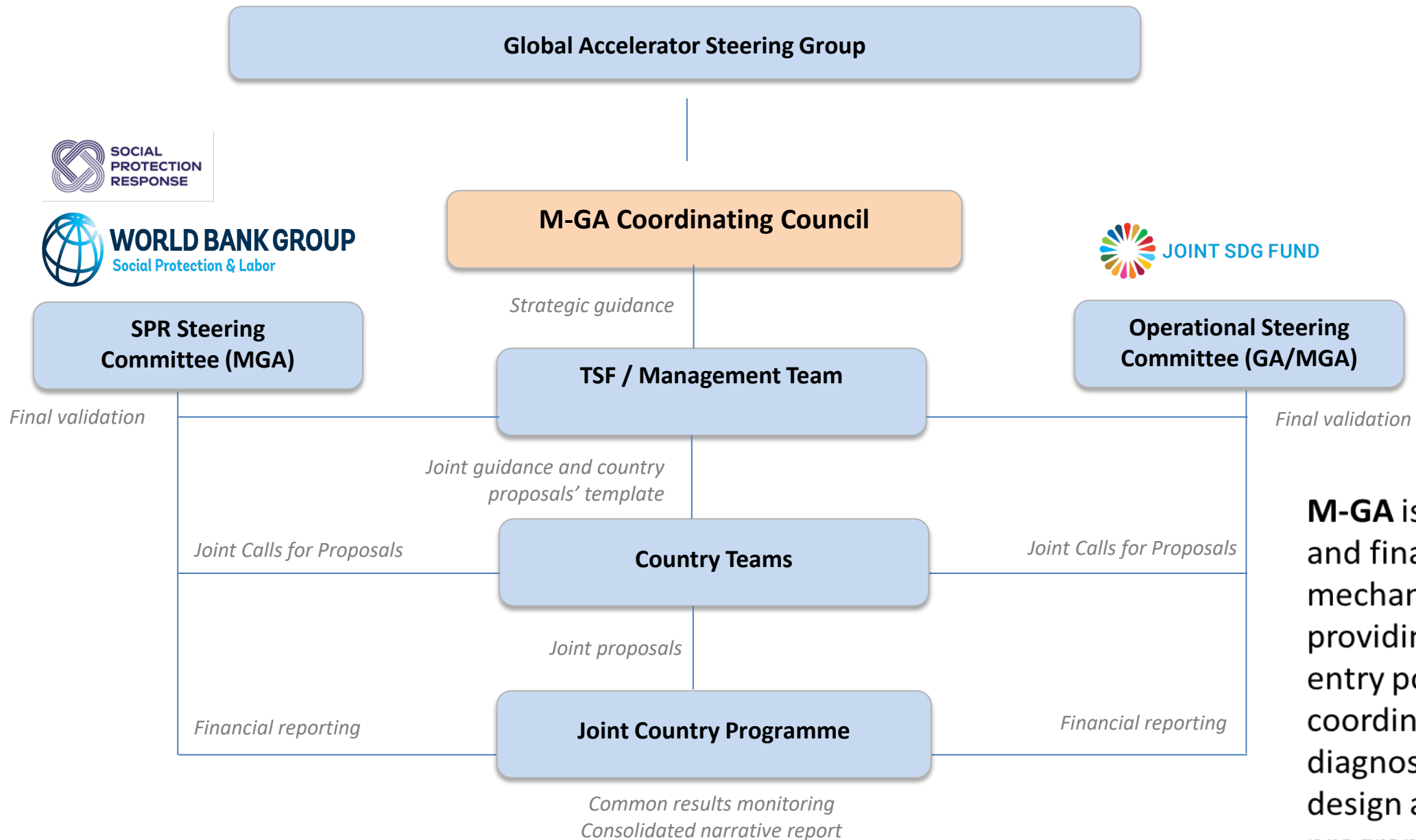
Catalytic funding through the UN Joint SDG Fund, in collaboration with the World Bank



Total of Euro 45 million channeled to support the GA implementation:

		Spain	Germany	Belgium	France	Korea	Ireland	Total
Joint SDG Fund Window		EUR 10M		EUR 3M				13M
M-GA	JSDGF Window		EUR 3.5M + Eur 10M + Eur 5M				EUR 1.2M	19.7M
	WB's RSR ADSP Fund	EUR 1M	EUR 3.5M + EUR 10M + EUR 10M				EUR 1.2M	25.7M
Single agencies projects					EUR 0.3M	Euro 2.4M		2.7M
----- First funding round of the Joint Programmes, ----- Second funding round of the Joint Programmes, ----- Other projects								

- First funding round (March 2024):
  - 23 joint programmes launched at the country level (6 High-Impact Track, 8 Seed Funding Track, 9 M-GA projects)
  - 1 global project supporting the TSF
- M-GA Second Funding Round (May 2025):
  - 2 tracks: pathfinder and thematic (climate, formalisation and crisis)
  - 23 joint programmes launched (11 pathfidner track, 12 thematic track) + Pakistan funded by the Joint SDG Fund



**M-GA** is a technical and financing mechanism providing a single-entry point for coordinated diagnostics, policy design and joint programming

# Key Lessons Learned

The experience form over 40 Joint Programmes and 8 global products funded through the UN Joint SDG Fund and in collaboration with the World Bank's Social Protection Response UTF (M-GA) in both Pathfinder and non-Pathfinder countries.

## What worked Well

- Integrated programming at scale
- Complementary UN-World Bank partnership
- System-level impact
- Cross-country learning and global public goods



## Critical success factors

- Clear leadership and roles
- Policy anchoring
- Agility and flexibility

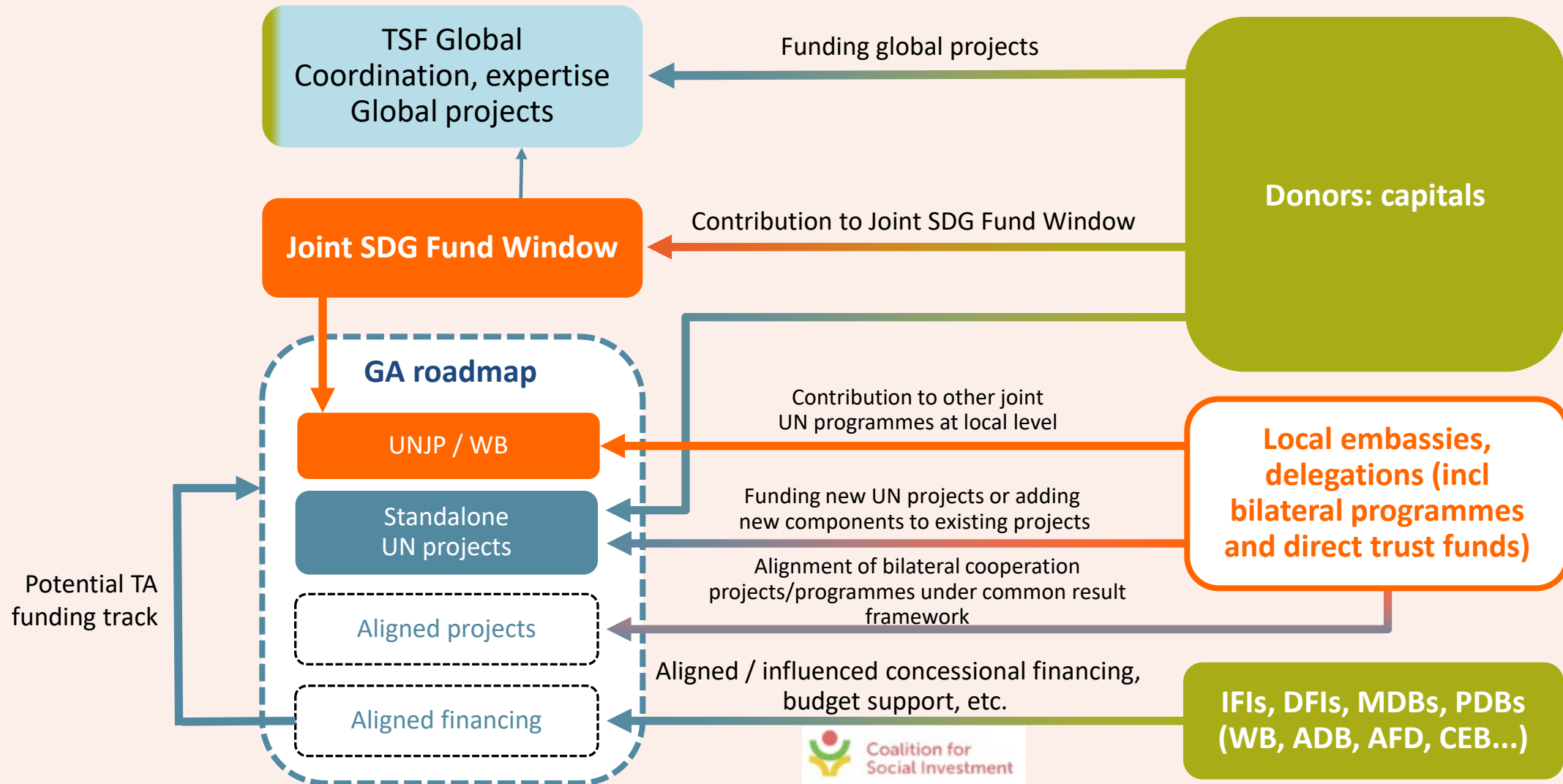


## Key challenges and mitigation

- High coordination and transaction costs
- Procedural misalignment
- Reliance on external funding



# Multiple funding pathways have enabled flexibility by development partners and financing institutions



# Lessons on Financing strategies

**Financing Strategies that consider the full range of financing mechanisms available are essential for successful improvements of investments on jobs and social protection**

## What worked well

- The questions on “How to finance” and “what are the most adequate financing mechanisms” are embedded in the elaboration of Roadmap
- All countries already invest in SP and jobs, understanding how much is invested and the alignment with policy objectives helps to identify real financing gaps
- Quantifying the financial needs for the different components of the roadmap allows for better targeting of resource mobilization efforts – easier to take advantage of opportunities

## Critical success factors

- Ministry(ies) of Finance/Economy /Planning are part of the Roadmap development
- Different financing mechanisms are considered – not only government’s budget
- Clear targets, roles responsibilities, and accountability of all actors.

## Key challenges & mitigation

- Tight fiscal space and competing priorities for financing in the country
- Complex interventions are difficult to cost
- Lack of experience with financing mechanisms beyond government budgets

# The GA can be a vehicle to support policy coherence

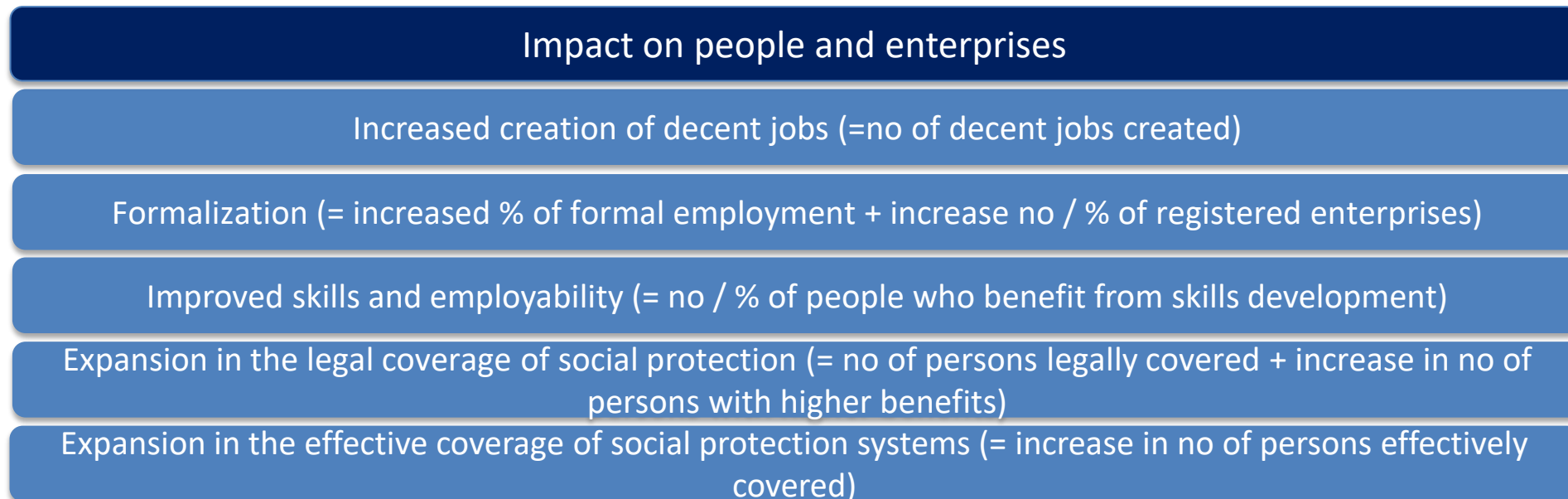
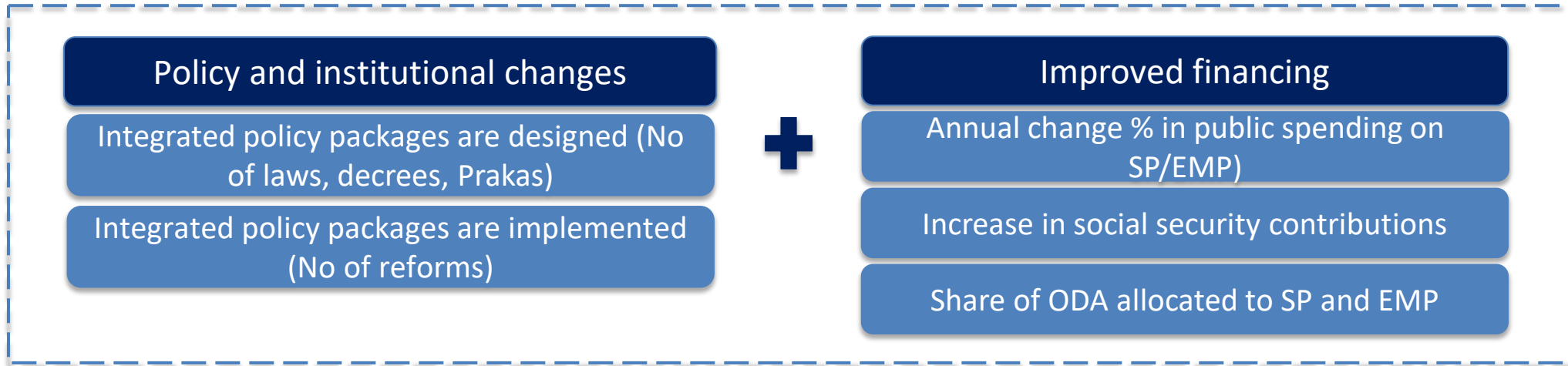
## Main policy coherence challenges related to employment and social protection policies:

- **Fragmentation** across institutions and policies, which are often developed in silos across ministries.
- **Misalignment** between economic and social goals, with macroeconomic policies often prioritizing growth and stability over employment creation and social protection.
- **Lack of social dialogue** and social partners engagement.
- **Limited capacity and experience** of Governments in policy integration, compounded by deficits in policy coordination among national and international stakeholders.

## Potential impacts of the GA on policy coherence:

1. **At the macroeconomic level**, through supporting Governments identify macro-fiscal policy options that prioritize decent job creation, the expansion of social protection, and green investments.
2. **At the level of public finance management and investment prioritization**, to enhance effectiveness of spending and ensure stronger social multipliers.
3. **Policy coherence in integrated employment and social protection policies.**
4. **When designing and implementing other policies and investments (energy, agriculture, transport)** by including employment and social protection as critical elements and essential conditions for the successful implementation of these policies and investments
5. **At the delivery level (single window services, administrative and digital convergence).**

# Measuring progress is complex, but progress is clear







**Questions?**