Community of Practice Charter



Last updated:
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Charter of the Community of Practice of the Global Accelerator on Jobs and Social Protection for Just Transitions

This Charter is the "constitution" and "operational plan" of our community, mixed together:

- ✓ **It describes what our community of practice (CoP) is about and how it works.**
- ✓ **It is an internal document that encapsulates main points about our community.**
- ✓ **It aims to keep us organised and guide our work.**
- ✓ **It is a living document that we should be reviewing and updating regularly.**

The Community Charter helps us think through and identify the key aspects of our community.

This first version of the Community of Practice of the Global Accelerator on Jobs and Social Protection for Just Transitions' Charter was developed based on the feedback from prospective members provided through a members needs survey and through a co-creation workshop embedded in the capacity building and knowledge exchange forum of the Global Accelerator, that gathered national teams of the pathfinder countries actively participating in the implementation of the Global Accelerator on Jobs and Social Protection for Just Transitions. Participants included government representatives as well as representatives of workers' and employers' organizations, civil society representatives, UN country team members directly involved in advancing the national Accelerator roadmaps, as well as donor representatives. Decisions were further refined during a first meeting of the CoP Core Group, which met on 17th March 2026.

This Charter aggregates what we have decided for our CoP:

- The reasons why we are forming the community – the 'what' and 'why' of the community (purpose),
- The members whose needs we want to address (people),
- How we conduct the business of the community (practice).

It is aimed to be revised and refined as our community matures.

PURPOSE

Background and purpose

Context: Countries are working on advancing integrated approaches to accelerate the achievement of the SDGs related to jobs and social protection. While progress is underway, teams face common challenges related to implementation, coordination, evidence use, financing and institutional capacity. A structured space for continuous exchange can help countries accelerate learning, troubleshoot issues, and strengthen the effectiveness of their national Roadmaps to accelerate achievement of their aims.

Need this CoP is addressing:

- Facilitates sharing of knowledge, evidence, and good practices across countries.
- Supports effective implementation of national Roadmaps, learning from peers facing similar challenges.
- Facilitates access to technical expertise

It **enables members to collectively achieve more than what they can achieve individually**

Primary scope: knowledge exchange**,** practitioners support and learning

Domain

The CoP aims to support countries by addressing system-level fragmentation at policy and implementation level between jobs and social protection, persistent coverage gaps, and inefficiencies in financing. Through collective action, the CoP supports institutional alignment, development of gradual and inclusive integration models, and coordinated engagement to support the sequencing of national funding and international financing for coherent and well-timed reforms.

Focus areas:

(1) Strategic direction & results framework,
(2) Financing social protection and jobs,
(3) Integrated policy approaches & delivery systems,
(4) Inclusive and gender responsive programming

PEOPLE

Membership

Ours is a CoP serving country-level practitioners, technical officials and policymakers, cross-sectoral actors working across jobs and social protection (to break fragmentation and align approaches, as per GA's mandate), social partners and civil society, and partners supporting national systems.

Different levels of engagement:

- *CoP manager* and *TSF leads* (as '*Core Team*'), to administer the CoP
- *'Core Group'*, active members playing a guiding role
- *Network Members*, who participate and contribute to the activities of the CoP

Operating model

- Core Team and Core Group to co-design and co-administer the Community.
- Decisions made with the Core Group on a consensus basis
- 1 *CoP 'Focal Point'* per country nominated to coordinate
- Availability of the Network Members to problem-solve specific issues/ questions faced by other members.
- Written communication in English, French and Spanish, formal exchange sessions with interpreters, informal exchange sessions mediated by multilingual CoP Manager.

Behaviours

A **trusted learning environment** with level playing field, small-group work, and democratic participation.

Desired behaviours for the CoP: trust, respect, collaboration, reciprocity, network/ idea/resource sharing, openness to discuss what works and what does not at country level.

Strategy (tools, facilitation norms, incentives) to generate these behaviours: safe space to openly share experiences, sessions dedicated to specific actors (eg. technical government counterparts, social partners and civil society; discussion on failing forward to learn from what did not work

PRACTICE

Content & programming

Workplan with key deliverables developed over a year-period.

Activities: *Learning/practice webinar;* peer to peer *clinics* on specific issue; *capacity building* by experts, *peer support* (via mailing list, enabling support from peers to develop new insights and ideas); co-design of *tools* to support practice where relevant, including a shared *repository of key resources*.

Platforms & convening

- *Online sessions*
- *F2F interactions* if and where possible (e.g. ICT-ILO event)
- *Shared repository* to access information on a) GA guidance, b) CoP member progress, c) broader guidance on key thematic areas
- Online *community page* & *mailing list*

Resources

The TSF is providing the support of a consultant who will act as a community manager to facilitate development and management of the community. Countries may provide additional support through their Joint Programmes

Measurement & ROI

- #/% of countries reporting applied lessons;
- Number of Roadmap milestones completed with CoP support;
- Frequency of cross-country support requests and resolutions;
- Participant satisfaction surveys;
- Documentation from countries that adapted peer practices.



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