EURO-MEDITERRANEAN Green Jobs Charter
PREAMBLE

The Egrejob Project was conceived to address the youth unemployment challenge in the Euro-Mediterranean region through an analysis of the skills needed to unleash the green jobs potential along with development of training programmes to boost the competitiveness of targeted territories.

As a result of the joint work conducted and the lessons learned throughout the implementation phase, Project Partners believe that:

- Green jobs, defined as those that contribute to preserving and restoring the environment while ensuring decent working conditions for employees and the viability of enterprises, can be found and created in both traditional sectors of the economy and in new, emerging green sectors;
- Fostering skills for a green economy can greatly contribute to reducing unemployment and enhancing competitiveness in Euro-Mediterranean economies;
- Closing the skills gap should remain a long-term priority for governments, business and training institutions committed to boosting economic growth and increasing decent employment opportunities, especially for the youth, while protecting the natural capital of the region;
- Synergies between public and private sector organizations as well as academic and training institutions should be enhanced so as to achieve dynamic regional skills development systems that can help match demand with the provision of skills and foster the inclusion of young workers in the Euro-Mediterranean labour markets.

Through the publication of the Euro-Mediterranean Green Jobs Charter, EGREJOB Partners:

- Recognise the importance of green jobs for sustainable development;
- Reiterate their commitment to acting in accordance with the set of agreed values that have served as the backbone of the Project and characterised its implementation;
- Commit themselves to dissemination of the Project results and implementation approach throughout their extended networks and partnerships.

All signatories of the Charter adhere to its principles and express their commitment to supporting the promotion of green jobs and the enhancement of skills development programmes and systems aimed at increasing youth employment opportunities in the Euro-Mediterranean region.
VISION AND VALUES

The vision to be achieved is that of a society that recognizes the importance of protecting the environment while creating a job-rich green economy that contributes to sustainable development and social inclusion. The priorities of the Charter are linked to the 2030 Agenda for Sustainable Development and its 17 SDGs and strictly related to the Europe 2020 Strategy, namely:

- Smart growth, developing an economy based on knowledge and innovation;
- Sustainable growth, promoting a more resource-efficient, greener and more competitive economy;
- Inclusive growth, fostering a high-employment economy promoting social and territorial cohesion.

The Egrejob experience allowed the Consortium to pilot and consolidate new research methods and skills development approaches conducive to promotion of green jobs. In the light of this experience, project partners conceived this Charter as a means of encouraging adoption of institutional behaviour that can contribute to Egrejob goals far beyond its implementation framework, such as:

- Commitment building;
- Engagement of local actors in creation of a green culture;
- Promotion of sustainable solutions;
- Promotion of green projects;
- Educational activities through schools and universities;
- Visibility of good practices that can be replicated.

Adoption of the Charter requires the signatories to adhere to the values of understanding, sharing and cooperation necessary to build a greener future, summarised as follows:

- **Awareness**, that is monitoring and understanding of progress towards a green economy at all levels (local, national and international) through research, training and networking. In order to raise awareness, it is important that the information is up-to-date, clear, transparent and shared between the various actors involved on a regular basis.

- **Sharing**, that is dissemination of values and objectives through creation of common portals, web tools and networks. This will raise visibility while allowing actors to share past and present experiences, opportunities, problems and good practice with a view to finding solutions that pursue a common objective, namely the sustainable development of our territories, economies and societies.

- **Collaboration**, that is helping local actors in various countries to maintain the spirit of mutual learning and handle the complexity of the desired transition to a sustainable development path.
THE EURO-MEDITERRANEAN GREEN JOBS CHARTER

AREAS OF INTERVENTION

TRAINING

The partners’ objective is the planning and development of a training offer spanning more levels, from basic education through university to continuing education that can raise awareness of the knowledge required by the production system, eliminating discrepancies between the needs expressed by professional businesses and the skills actually available on the labour market. The ultimate objective is to support three types of intervention:

• Awareness-raising through education in environmental issues at school/college level in order to create interest in environment-related matters;
• Developing accessible and effective training activities aimed at strengthening existing environmental expertise and/or building new environmental skills;
• Training courses, not only theoretical but also practical, which can enhance previously acquired competences.

In order to make this possible, action in this area of intervention should be conducive to:

• Facilitating effective interactions between policy makers, social partners, business and training systems;
• Creating networks between universities, educational institutions, research centres, companies and institutions so as to promote introduction of green issues at all levels of teaching and training;
• Monitoring the demand for skills at local level and the dynamics of the labour market;
• Expanding and diversifying training opportunities that address the emerging demand for green jobs;
• Assessing the training impact on future employability of trainees;
• Providing training for companies on how to consume fewer resources and be more environmentally responsible;
• Providing training programmes for those who lose their jobs owing to structural changes linked to the greening of economies, so as to contribute to their future employability and reintegration in the labour market;
• Promoting certification of green skills, so as to disclose new job opportunities for young people who will see their competences recognised in the opening-up of green job opportunities and potential in a wider area, thereby facilitating their mobility.

EMPLOYMENT

The development of the green economy contributes to achievement of social objectives: it represents an engine of growth and of creation of green and decent jobs capable of contributing to poverty eradication and social inclusion. To increase green jobs and, in consequence, all types of work, is an unavoidable objective that we pursue for full realization of economic development.

Actions in this area of intervention should be conducive to:

• Job creation through investing in environmentally sustainable production, consumption and management of natural resources;
• Improvement of the quality of jobs by adopting more environmentally-friendly production processes;
• Creation of effective support policies for entry into and remaining in the labour market;
• Greening of traditional jobs through retraining associated with the restructuring of production processes;
• Promotion of local economic development practices by governments and private sector that ensure sustainability;
• Improvement of women’s access to employment and reduction of gender inequality;
• Promotion of youth entrepreneurship, so as to encourage creation of sustainable enterprises;
• Use of the Egrejob permanent platform: integrated with the Green Jobs database, it will be a precious matching tool at the disposal of young green job seekers and providers, with consequent enhancement of opportunities for green jobs.
**KNOWLEDGE AND PROMOTION**

The green economy requires the development and sharing of new knowledge and skills. This will be achieved thanks to the consolidation of institutional channels and networks of experts and through the collective creation of a repository of knowledge and tools made available to the wide public.

To this end, we are committed to:

- Disseminating knowledge and information on approaches, tools, policies and experiences relating to environmental sustainability and green jobs creation;
- Raising awareness of the green economy potential among public and private stakeholders that can play a crucial role in the promotion of employment and socio-economic development;
- Implementing awareness campaigns on sustainable production and consumption, that could call the attention of civil society organisations and citizens;
- Promoting the design and implementation of environmental policies by the local government, that could contribute to skills development for a local green economy to grow;
- Promoting the design and implementation of enterprise development policies and tax incentives that could encourage productive investment in environmental goods and services sectors.

**MONITORING AND EVALUATION**

In order to monitor progress in the above-mentioned areas of intervention, indicators and verification tools should be put in place as integral part of the action planning. Assessing and monitoring throughout implementation facilitates an understanding of whether the path taken was appropriate.

If applied for instance to the training area of intervention, evaluation systems can be structured at different levels:

- Assessment of the level of expertise (through tests, questionnaires, etc.) that each participant has prior to the training (ex-ante);
- Checking of actions taken for the purpose of monitoring their process and implementing of corrective interventions, if needed (in itinere);
- Measurement of objectives achieved by the participants in relation to training activities, including through comparison with the competences they possessed prior to the training or by monitoring follow-up initiatives in the medium term (ex-post).

Monitoring of the actions taken can develop through a number of activities which track the actual progress of the objectives. In this sense, involved parties may think of:

- Creating partnerships between companies and employment agencies to facilitate recruitment of people with green skills;
- Developing a computer-based system for keeping updated data on intake of workers;
- Drafting and sharing reports of implemented policies and programs that can inform about what has been done and inspire future interventions;
- Collecting and analysing data on the labour market covering working conditions, contract typologies, and effective transition from training to real work;
- Classifying current jobs that help provide environmental services and resource management;
- Assessing periodically, through updating of the data, the possible development of demand for green job profiles;
- Evaluating the impact of green growth policies and strategies on the labour market;
- Developing strategies for coping with the loss of jobs in sectors disadvantaged by green growth policies;
- Organising annual meetings among partners and signatories of the Charter to discuss the progress in activities and good practices already implemented.

As signatories to this Charter, it is our intention to carry out the activities stated in our respective action plans so as to maintain and strengthen our network, and to disseminate and exchange knowledge and good practice with social actors in the whole Euro-Mediterranean area.
The 2007-2013 ENPI CBC Mediterranean Sea Basin Programme is a multilateral Cross-Border Cooperation initiative funded by the European Neighbourhood and Partnership Instrument (ENPI). The Programme objective is to promote the sustainable and harmonious cooperation process at the Mediterranean Basin level by dealing with the common challenges and enhancing its endogenous potential. It finances cooperation projects as a contribution to the economic, social, environmental and cultural development of the Mediterranean region.

The following 14 countries participate in the Programme: Cyprus, Egypt, France, Greece, Israel, Italy, Jordan, Lebanon, Malta, Palestine, Portugal, Spain, Syria (participation currently suspended), Tunisia. The Joint Managing Authority (JMA) is the Autonomous Region of Sardinia (Italy). Official Programme languages are Arabic, English and French (www.enpicbcmed.eu)

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The European Union is made up of 28 Member States who have decided to gradually link together their know-how, resources and destinies. Together, during a period of enlargement of 50 years, they have built a zone of stability, democracy and sustainable development whilst maintaining cultural diversity, tolerance and individual freedoms. The European Union is committed to sharing its achievements and its values with countries and peoples beyond the borders.

Sustainable development, far from being a definitive condition of harmony, is rather a process of change in which the exploitation of resources, the direction of investments, the orientation of technological development and institutional changes are made in such a way as to be coherent with future needs as well as with present ones.

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