



JOINT
SDG
FUND

Joint Programme Document:

*Accelerating Employment
Creation and Social
Protection Through
Integrated Agriculture Value
Chain Development*



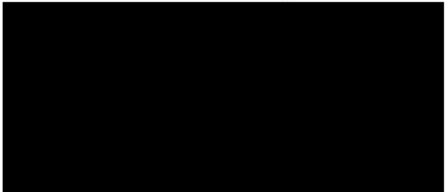
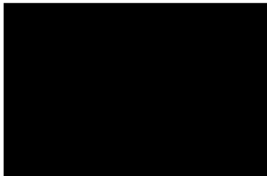
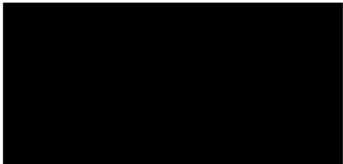
COVER PAGE

MPTFO Project Reference Number	<i>(Leave blank, for automatic population in Quantum)</i>
Country	Malawi
Region	(Africa)
Joint programme title:	Accelerating Employment Creation and Social Protection Through Integrated Agriculture Value Chain Development
Duration:	24 months
Anticipated start and end dates:	October 2024 to October 2026
Short description:	By 2026, the joint programme will ensure that public policies and guidelines on social protection, decent jobs, skill development and agriculture commercialization are reviewed, costed, gender responsive and moved towards implementation to enhance job creation opportunities for the youth, women and other marginalised populations. As the agricultural sector is the main employer of Malawi's working population, the sector has high potential for job creation and social protection extension and comprehensiveness to enhance productive livelihoods. This requires strengthening public and private institutions, including local government to enhance policy coherence, planning, effective implementation and monitoring of employment creation and social protection in line with aspirations of Malawi Vision 2063. The Joint programme is expected to have impact on an estimated 20,400 direct beneficiaries (including policy makers at national, regional and local level, the youth, women and persons with disability, and other vulnerable groups – 60% of which will be women and girls) who will have access to job opportunities and social protection coverage through enhanced productivity, along the agriculture value chains. It is estimated that the Joint Programme interventions will reach approximately 12 million indirect beneficiaries including 3.1 million smallholder families through capacity building of agriculture cooperatives. The JP interventions on curriculum development for secondary school will facilitate school to work transition for secondary school/TEVET Institutions graduates and increase work opportunity for informal sector potentially impacting approximately a total Labour force of 7 million (2013 Labour Force).successful implementation of interventions to promote linkages between agrifood systems and social protection if successfully implemented will potentially influence the design features of social protection programmes (funded and delivered by relevant government Ministries, The World Bank and KfW, resulting in indirect beneficiaries estimated at 600,000 household recipients of the SCTP and CSPWP and 1.3 million AIP recipient households. The Joint Programme results will contribute to achievement of SDG: 1, 2, 4, 5 and 8. The Joint programme will contribute to engine room action 1 through enhancing integrated policy solutions to accelerate SDGs; engine room action 2 by strengthening the capacity of government, private sector and social partners to effectively engage in the design and implementation of strategies for employment and social protection; and engine room action 4 by supporting establishment of financing partnerships with government, private sector and development partners aimed to promote investment in job creation and social protection.

Joint Programme team:	
Resident Coordinator	Rebecca Adda-Dontoh, rebecca.adda-dontoh@un.org
Joint Program RCO focal point	Chimwemwe Don Msowoya, chimwemwe.msowoya@un.org
Lead PUNO JP Focal point	ILO, Patience Matandiko, matandiko@ilo.org
PUNO 2 JP Focal point	UN Women – Ann Chikoko Lipipa, ann.lipipa@unwomen.org
PUNO 3 JP Focal point	FAO, Claudia Patrone, claudia.patrone@fao.org
Total budget:	\$ 4,465,912
Source of funds:	
UN Joint SDG Fund	\$ 1,800,000 .00
PUNO 1 - ILO Co-funding	\$ 400,000.00
PUNO 2 - UN Women-co-funding	\$ 90,000.00
PUNO 3 – FAO co-funding	\$ 426,000.00
Government co-funding	\$ 1,749,912.00
International donor co-funding	\$ 0.00
Other sources co-funding	\$ 0.00
Legal context	The legal basis for the joint programme is the Legal Annex for the signed United Nations Sustainable Development Cooperation Framework (2024-2028). It refers to the cooperation or assistance agreements or other agreements that are the existing legal basis for the relationship between the Government of Malawi and each Participating UN Organizations.

DECLARATION OF COMMITMENT AND SIGNATURES

By signing this Joint Programme document, all signatories commit to work together in a spirit of partnership to achieve the results identified in the results framework, work plan and budget.

Co-Chairs of JP Steering Committee	
Government representative	UN Resident Coordinator
Ministry of Labour Name: Chikond Signature:  Principal Secretary for Labour Date: 28 August 2024	Name: Rebecca Adda-Dontoh Signature:  Date: 29 August 2024
Participating UN Organizations	
Wellington Chibebe Signature: 	Letty Chiwara Signature: 
International Labour Organisation Date: 23 August 2024	UN Women Date: 27 August 2024
Zhijun Chen Signature:  United Nations Food and Agriculture Organisation Date: 6 September 2024	

JOINT PROGRAMME PROFILE

Contribution to Cooperation Framework Outcome(s) and Output(s)	Outcome 1: By 2028, more people, especially the most vulnerable groups, including women, youths, and persons with disabilities, will participate in and benefit from food and nutrition security and a more diversified, inclusive, and sustainable economic growth resilient to shocks. Outcome 2: By 2028, people in Malawi, especially women, youth, and those most left behind, will experience more inclusive good governance, peace, and robust political and civic participation.
SDG Targets directly addressed by the Joint Programme	SDG Target 1.3 - Implement social protection systems. SDG Target 2.3 - Double the productivity and income of small-scale food producers. SDG Target 4.3 - Equal access to affordable, technical vocational and higher education Target 4.4 - Increase the number of people with relevant skills for financial success. Target 5.1-End Discrimination Against Women and Girls, SDG target 5.c - Adopt and Strengthen policies and enforceable legislation for gender equality. SDG Target 8.2 - Diversify, Innovate and upgrade for economic productivity. SDG Target 8.3 Promote Policies to support job creation and growing enterprises. SDG Target 8.6 - Promote Youth Employment, Education and Training
Expected key results of the Joint Programme	Outcome 1: 1) Policies and guidelines on social protection, decent jobs, skills development and agriculture commercialization reviewed, costed, gender responsive and implemented in an integrated and inclusive manner to enhance job creation opportunities. 2) Labor market, TEVET systems capacitated to design gender responsive skills development programmes that match the needs of the labour market. 3) Social protection system at national and sub-national level improved and equipped to implement gender responsive integrated policy packages to enhance coverage Outcome 2: 1) Capacity of MDAs, private sector, employers' organizations, workers organisations, CSO, Women led, and Youth led movements strengthened to collectively promote job creation and social protection extension.
Overview of transformative change	
- Integration	The joint programme will promote integrated policy and programmatic approaches on social protection and skills development with a focus on the agriculture sector. Active labour market interventions linked to social protection benefits and services, gender empowerment and formalisation will be supported through mapping and development of integrated, inclusive and comprehensive job creation and social protection programmes for more productive livelihoods in agriculture. The Joint Programme interventions will be implemented through an integrated approach and will contribute to achievement of the Sustainable Development Goals transitions relating to Decent Jobs and Universal Social Protection, Food Systems, Transforming Education and Climate, Biodiversity, Pollution.
- Scale	By focusing on intersection between national social protection, skills, employment, agriculture, and financing policies and programmes the interventions will result in scaling up government interventions at national, sub-national and sectoral level. The successful implementation of interventions to promote linkages between agrifood systems and social protection if successfully implemented will potentially influence the design features of social protection

	programmes (funded and delivered by relevant government Ministries, the World Bank and KfW, resulting in indirect beneficiaries estimated 600,000 household recipients of the SCTP and CSPWP and 1.3 million AIP recipient households. It is estimated that the Joint Programme interventions will reach the following indirect beneficiaries, including 3.1 million smallholder families (Malawi CCARDESA.org) through capacity building of agriculture cooperatives. The JP interventions on curriculum development for secondary school will facilitate school to work transition for secondary school/TEVET Institutions graduates and increase work opportunity for informal sector potentially impacting approximately a total Labour force of 7 million (2013 Labour Force)
- Speed	The Joint programme implementation approach will target catalytic interventions to be implemented within the 24 months period. In line with the Global Accelerator objectives the project interventions will be implemented concurrently through a coordinated approach. The Joint Programme will within the first 9 months review Policies and develop guidelines on social protection, decent jobs, skills development to enhance capacity of government and national stakeholders to implement social protection and job creation strategies. In addition, Assessments, mapping and analytical studies will be undertaken within the first 9 months to provide evidence for developing integrated policies approaches for jobs and social protection Agri TEVET Curriculum will be reviewed during the first 9 months to support interventions on promoting employment opportunities through linkages to mega farms, and apprenticeship programmes. Evidence-based assessment, informed by consultations at the national and local level with government, partners and private sector stakeholders, contributing to programme design and delivery recommendations will be developed within the first 9 months
- Local context-specific	The Joint programme interventions are well aligned to the Malawi 2063, by focusing on the agricultural sector. Further, the collaboration with Cooperatives and extension workers at national, district and community levels will be strengthened to promote ownership and ensure responsiveness to local context.
- Sustainability	The Joint programme implementation will strive to build ownership through creation of a project advisory Committee Co-Chaired by Government Ministries of Labour and Finance. This will contribute to institutionalising of the interventions within Government policies, structures and resources. Institutionalisation of project interventions will be supported by institutional capacity building interventions that will contribute to sustainability of programme impacts.
Anticipated direct beneficiaries	20,400 beneficiaries with increased opportunities to access jobs and social protection
Anticipated financial leverage	<i>The total amount in USD</i> - Co-funding (within the JP budget): US 2,665,912 • ILO Co-funding – US 400,000.00 • UN Women-co-funding – US 90,000.00 • FAO co-funding – US 426,000.00 • Government co-funding - US 1,749,912.00 - Co-financing (parallel to JP budget): US\$ • US \$ 1.5 million – ILO – Irish Aid Funded Regional Programme on Accelerating Achievement of Universal Social Protection to Leave No One Behind • US \$ 1.2 million IFAD Funded ProAgro Youth Programme on Youth Employment, Skills Development and Enterprise Development

	• US \$ 26,534,125 UNICEF Programme on Social Protection for Gender Empowerment and Resilience _SP-GEAR • US\$ 2 million UN Women – Malawi Girls can Code Project on Skills Development, Gender equality and Employment <i>Co-financing Total – USD 31,234,125.00</i> <i>Anticipated Financial Leveraging - USD 33,900,037</i>
Localization marker score	<i>The total score</i>

The primary focus on SDG Transitions in the JP <i>Select all that are incorporated into the JP strategy and results.</i>	☐ Digital Transformation ☒ Food Systems ☒ Decent Jobs and Universal Social Protection ☐ Energy Access and Affordability ☒ Transforming Education ☒ Climate, Biodiversity, Pollution
Main engine room actions that the JP supports <i>Select all that are incorporated into the JP strategy and results.</i>	☒ Shifts across policy and regulatory frameworks ☒ Capacity building at scale ☒ Deal room (financing mix) ☐ Pipeline of bankable and market-ready projects

Contributions to Jobs and Social Protection Transition

GA policy priorities addressed by the JP <i>Select all that are incorporated into the JP strategy and results.</i>	☒ Social protection extension including access to health care. ☒ Decent jobs creation. ☒ Skills development. ☒ Support to small and microenterprises ☐ Others please specify.
Just transitions that this JP enables <i>Select all that are incorporated into the JP strategy and results.</i>	☒ Formalisation of employment and enterprises ☒ Agri-food systems transformation. ☐ Just Energy Transitions. Climate change adaptation and mitigation. ☒ Structural transformation of the economy (Agriculture Sectors, education) ☐ Demographic transition leading to specific care support. ☒ Access to the labour market for specific groups (e.g. youth, women, persons with disabilities) ☐ Others please specify:

JOINT PROGRAM DESCRIPTION

Executive Summary

The agricultural sector continues to be Malawi's major source of economic growth, accounting for over 90 per cent of export earnings and for 22.1% of the GDP. It employs 76.5 percent of the female and 67.4 percent of the male labour force. Despite this, agriculture is mainly based on small-scale farms, is predominantly rain-fed and register low productivity gains. Geo-political and climate change effects also exacerbate challenges related to poverty, food insecurity and low economic growth, especially in the agricultural sector. The Malawi Vision 2063 aims to transform Malawi into a wealthy and self-reliant industrialised upper middle-income country by the year 2063. The MW 2063 identified Agriculture, Tourism and Mining as key sectors to accelerate national economic development. The vision 2063 acknowledges job creation and social protection as key policy instruments to advance national development.

The Government of Malawi through His Excellency the President Dr Lazarus McCarthy Chakwera expressed interest to become a "Pathfinder Country" of the Global Accelerator in September 2022. The Government committed to develop a National Roadmap for implementation of the Global Accelerator through a participatory approach. Stemming from this, the private sector, civil society including organisations representing women and young people, social partners, UN Agencies with technical support from the Global Accelerator's Technical Support Facility Coordination Team with Government identified entry points for implementation of the Global Accelerator initiative. The GA Draft Roadmap for Malawi has identified three entry points (EP) for accelerating job creation and social protection extension namely: (EP1) Accelerating Agriculture Productivity and Commercialisation; (EP2) Industrialising the mining sector and (EP3) Accelerating Growth of the Tourism Industry. The current proposal will focus on Accelerating Agriculture Productivity and Commercialisation, as per decision made by the Government in consideration of the fact that, the agricultural sector is the main employer of Malawi's working population, it provides high potential for decent job creation and social protection extension, including for establishing linkages and referrals between social protection recipients and people directly dependent on agriculture to enhance their productive livelihood system. As such, the joint programme aims to enhance production, decent work and social protection mechanisms along the agriculture value chain by promoting agriculture commercialisation in line with MW2063. To do so, the joint programme will support review of public policies and guidelines on social protection, job creation, skills development and agriculture, including its commercialization, as well as execute diagnosis and assessments in a consultative and inclusive manner. As a result of this, the programme will capacitate the labour market and Technical, Entrepreneurial and Vocational Education and Training (TEVET) systems to design skills development programmes that match the needs of the labour market as well as to establish linkages and referrals between the social protection system and the agricultural sector. The social protection system at national and sub-national levels will be strengthened to be more inclusive, and equipped to implement integrated programmatic packages that will enhance coverage and comprehensiveness of beneficiaries. Moreover, the programme will strengthen the capacity of Ministries, Departments and Agencies at national and local level, private sector, employers' organizations, worker's organisations, CSO, Women- led, and Youth - led movements to collectively promote job creation and social protection extension and comprehensiveness. The joint programme will support development of strategies to promote sustainable financing for social protection and job creation programmes, such as through social protection costing and fiscal space analysis and establishment of partnerships with Public Development Banks.

The Joint programme is expected to have an impact on an estimated 20,400 direct beneficiaries and 12 million indirect beneficiaries (including the youth, women and persons with disability, and other vulnerable groups dependent on agriculture) who will have access to job opportunities and social protection coverage through enhanced productivity, along the agriculture value chains, and improved linkages and referrals. The programme results will contribute to achievement of the UN Cooperation Framework Outcome 1: By 2028, more people, especially the most vulnerable groups, including women, youths, and persons with disabilities will participate in and benefit from food and nutrition security and a more diversified, inclusive, and sustainable economic growth resilient to shocks; Outcome 2: By 2028, people in Malawi, especially women, youth, and those most left behind, will experience more inclusive good governance, peace, and robust political and civic participation. The joint

programme will contribute to achievement of SDGs: 1, 2, 5, and 8.

1. Baseline and Situation Analysis

Malawi's commitment to the 17 Sustainable Development Goals (SDGs) was nationalised in the 2016-2020 Malawi Growth and Development Strategies, while from 2020 to 2030 it has been guided by the first ten-year implementation plan 2021-2030 (MIP 1) of the long-term vision 2063. According to the Malawi 2022 Voluntary National Review Report for Sustainable Goals, Malawi has made significant progress towards goals 2, 3, 4, 6, and 14 and only moderate progress towards goals 5, 7, 8, 9, 13, and 17. There is little or no progress towards achievement of goals 1, 10 and 15 while insufficient data made it difficult to assess progress towards achieving goals 11, 12, and 16.

2.1 CCA and CF context summary

The agricultural sector continues to be Malawi's major source of economic growth. It accounts for over 90 per cent of export earnings. Importantly, it employs 76.5 percent of the female and 67.4 percent of the male labour force. The structure of the Malawian economy renders it vulnerable to exogenous and endogenous shocks. The economy is largely based on small-scale, low productivity and rain-fed agriculture, which makes it vulnerable to the impacts of climate change. Geo-political shocks, and climate shocks, such as tropical cyclones and disease outbreaks dampened growth in recent years. Climate change and environmental degradation also exacerbate challenges related to poverty, food insecurity and low economic growth. Despite the reopening of the economy after almost two years of COVID-19 containment measures, GDP growth fell to 0.8 percent in 2022 from 2.2 percent in 2021. The largest contributor to the 2022 GDP growth was agriculture (22.1%), followed by wholesale and retail trade (12.6%) and real estate and construction (6.5%). In 2022, a monetary policy was tightened, with the key policy rate hiked to 18% in October 2022 from 12% in 2021. Inflation jumped from 9.3% in 2021 to 21.0% in 2022 on account of higher food and non-food prices (AfDB, 2023).

The vision and aspirations for achieving significant economic growth are expressed in Malawi Vision 2063 (MW2063), which aims to transform Malawi into a wealthy and self-reliant industrialised 'upper middle-income country' by 2063. The vision identified Agriculture, Tourism and Mining as key sectors to accelerate national economic development. Despite some progress made in the implementation of these policies, Malawi continues to face socio-economic challenges and registers implementation gaps due to lack of financing, politicisation, ineffective oversight, coordination, and accountability mechanisms. This continues to affect job creation and social protection efforts. The vision 2063 also recognises job creation and social protection as key policy instruments to advance national development. In acknowledgement of the negative impact of gender inequality across sectors, Malawi 2063 commits to the adoption of gender-transformative approaches that aim to reduce gender power imbalances hindering the economic empowerment of women.

Despite progress on several socio-economic indicators, poverty and unemployment remains persistent and a major challenge, with women and youth being particularly affected (UN Women 2022, The Status of NEET in Malawi). Malawi has a youthful population with 79 percent being below the age of 35 which has huge potential to drive economic growth. The labour force represents 52 percent of the entire population. However, about 28 percent of the labour force is not actively participating in productive economic activities. The youth that are not in employment, education and training (NEET) account for 28 percent, with the rates being much higher among women (38 percent) compared to men (23 percent). The country's unemployment rate is at an average of 21 percent of which 23 percent is youth unemployment. In urban and rural areas, the unemployment rate is 28 percent and 19 percent respectively.

Female participation in the labour market is 72.8 percent compared to 82 percent for men. Women constitute 30 percent of total wage employment in the non-agricultural sector (Malawi Country Gender Profile, 2020). Women continue to face persistent discrimination in the labour market, including the continuing horizontal and vertical occupational segregation; the overrepresentation in low-paid jobs; the persistent gender wage gap; and inadequate maternity protection. Women are more likely to be working as (unpaid) contributing family workers than men

accounting for 7.3 percent of female employment and 4.2 percent of male employment).

Approximately 72 percent of population lives below international poverty line of \$ 2.15 per day, according to the World Bank. Despite the high levels of poverty and ultra- poverty incidence, Malawi's social protection system does not cover all the population in need. The Malawi Social Support Policy (MSSP) and Malawi National Social Support Programme (MNSSP) sets the building blocks of the country's strategy on social protection. Social assistance programmes are the key feature of Malawi's social protection system. The Social Cash Transfer Programme (SCTP) being the biggest programme by budget and coverage only covers 10% of the total ultra-poor households in the country, excluding a significant number of vulnerable households. Malawi's social insurance schemes mostly cover workers in the formal economy leaving an estimated 80% of workers in the informal economy uncovered. Only 21.3 % of the population are covered by at least one social protection benefit and only 19.6 % of vulnerable persons receive non-contributory cash benefit. Only 2.3 % of persons above statutory retirement age are covered by an old-age pension and only 3.3 % of the labour force aged 15+ years is covered by a pension scheme (ILO WSPR 2021). The system does not provide a comprehensive coverage of life cycle risks including maternity, employment injury and sickness benefits which are provided through employer liability arrangements. The current social protection programs are largely donor funded, leading to more support towards non-contributory social protection. Government is currently revising the social protection policy to broaden the scope particularly the inclusion of social insurance. Other reforms providing an opportunity for expansion of social protection coverage includes the review of the Pension Act, Workers Compensation Act and National Labour Policy aimed to enhancing social protection in Malawi. Despite the agriculture sector being the main contributor to the economy, the sector mainly employs semi and unskilled workers. The agriculture sector suffers the greatest losses because of climate change-induced effects. Most smallholder farmers in Malawi are resource-poor with very limited capacity to contain shocks arising from climate change. high dependence on rain-fed subsistence agriculture makes it is highly vulnerable to the impacts of climate change. Small holders Some smallholder households face chronic food insecurity due to inadequate access to farm technologies; low productivity, pre- and post-harvest crop losses; low soil fertility; limited credit facilities to enable farmers obtain modern inputs; lack of infrastructure and information on market access

The unemployment situation has been exacerbated by a high population growth and a long history of placing too much reliance on the formal sector to create and sustain jobs at the expense of promoting entrepreneurship and development of small, micro and medium enterprises which have the huge potential and capacity to help in job creation. The employability of most graduates has been affected by skills mismatch, as the skills they obtain from learning institutions do not match with skills demanded by the industry. There is a need for labour market skills needs assessment to facilitate implementation of skills anticipation strategies. To address these issues, the Government has put several policies to address the skills and labour market gaps. These policies include the National Employment and Labour Policy (NELP) and the National Job Creation strategy aim at addressing labour market gaps, boost skills and enterprise development, generate employment, and improve the quality of life and livelihoods for the population. The NJC strategy aims to foster employment generation within an environment of accelerated, inclusive, resilient, and sustainable economic growth. The Malawi 2063 focuses on agriculture, being the backbone of the economy. Malawi 2063 first pillar outlines how increasing agricultural productivity and commercialization will not only provide raw materials for industry and healthy food but also create job opportunities. The National Agriculture Policy (NAP) of 2016 aims to transform and motivate farmers beyond subsistence farming. It seeks to achieve sustainable agricultural growth, increased incomes for farmers, improved food security, and greater agricultural exports. The policies provide an opportunity for promoting job creation and social protection extension.

2.2 Global Accelerator roadmap

Government of Malawi through His Excellency the President of Malawi Dr Lazarus McCarthy Chakwera expressed interest to become a "Pathfinder Country" of the Global Accelerator in September 2022. The development of the Global Accelerator initiative National Roadmap followed a participatory approach including government, private sector, civil society, UN and social partners, women and youth representative organisations with technical support from the Global Accelerator's Technical Support Facility Coordination Team. The UNCT supported a UN-Government engagement meeting on the GA initiative on 11th April 2023 co-Chaired by the Minister of Labour and the UN Resident Coordinator.

The inaugural meeting promoted awareness of the Global Accelerator Initiative and facilitated institutional buy-in. A joint UN scoping mission was undertaken to Malawi from 19th – to 23rd June 2023 by representatives from the Global Accelerator's Technical Support Facility Coordination Team (including ILO-Lead, UNDP, UNICEF, WFP, UN Women and FAO). The scoping mission undertook consultations with high and technical-level Government representatives, social partners, civil society, UN Agencies, Development Partners, financial institutions, among others to share information on the Global Accelerator and confirm the relevance of the Global Accelerator initiative to the implementation of Malawi's Vision 2063.

A stakeholders' consultation workshop was held to identify potential strategic entry points for implementation of the Global Accelerator initiative in Malawi. The Draft Roadmap for the Global Accelerator initiative in Malawi was developed through a consultative/participatory write-shop held from 23-25 August 2023 including government, social partners, civil society, and the private sector. Further consultative meetings targeting the private sector and youth were held on 23 and 24th May 2024 to enhance the private sector and youth participation in the design and implementation of job creation and social protection policies, strategies and programmes.

The GA Roadmap for Malawi has identified the 3 key entry points to speed up job creation and social protection expansion namely: (1) accelerating **Agriculture** Productivity and Commercialisation, Industrialising the **Mining** sector and Accelerating Growth of the **Tourism** Industry. The selected priority entry points are linked to Malawi Vision 2063 and national policies including, the National Social Support Policy, Malawi Decent Work Country Programme, National Employment and Labour Policy, National Job Creation Strategy, National Tourism Policy, National ICT Policy, Mines and Mineral Policy, National TEVET Strategy, National Agricultural Policy, National Social Welfare Policy, National Youth Policy, and the National Gender Policy and others.

2.3 Opportunities and stakeholders for SDG transition

This Joint Programme seeks to unleash untapped potential in agricultural sector towards achievement of targets under SDGs 1, 2, 4, 5, 8, and 10 through concerted investments in commercialisation, strengthening farmer cooperatives, innovation and value chains development to increase productivity, decent jobs creation and social protection extension. By focusing on increasing productivity and commercialisation in combination with strengthening public institutions and capacities in the public and private sector, more and better-quality employment opportunities for the young people, women and other marginalised groups will emerge. This will contribute significantly to household food and income security, decent and sustainable employment with social protection coverage.

The agriculture sector suffers losses because of climate change-induced effects. Most smallholder farmers in Malawi are resource-poor with very limited capacity to contain shocks arising from climate change and reliance on semi and unskilled workers. There are limited investments in agriculture mechanisation resulting in low productivity. The joint programme will contribute to transforming the agriculture sector beyond subsistence farming to sustainable agricultural growth, increased incomes and improved food security for households using climate Smart Agriculture Technologies. Commercialization of agriculture will be critical for creating more sustainable jobs and extending social protection in the sector, including by improving linkages and referrals with the agricultural sector. The growth of agro-based industries is expected to drive economic development, both in urban and rural centres, which will potentially serve as both markets and export hubs. The public policies, national social protection and employment institutions will be integrated, coordinated and adequately financed to boost productivity, promote creation of decent jobs and extension of social protection across the agriculture value chain. The public and private institutions will be strengthened to design inclusive, and gender responsive skills development programmes aimed to match the needs of the labour market. Collective action involving civil society, employers, workers, farmer organisations, youths, women led and persons with disabilities organisations will be emphasised in the design, implementation and monitoring of national job creation and social protection policies.

b) Pathways of change:

High levels of poverty and inequality, unemployment, and vulnerabilities to climate shocks, and inadequate social protection systems are some of the challenges at national level. Specifically, the development of agriculture sector which has the potential to produce quick gains in sustainable job creation is limited by limited access to farm inputs; low mechanisation; poor land management practices; poor access to finance; weak linkages to markets; limited access to value addition technologies; limited irrigation; and lack of agriculture diversification. These problems are exacerbated by lack of coherence, policy frameworks, programs, as well as implementation.

The solutions to the problems are strategies highlighted in the Malawi Vision 2063 First Ten Years Implementation Plan (MIP1) and the sectoral policies. The strategies generally include policy review, capacity building, engagement of the youth, women and other vulnerable groups in development and system strengthening across the priority areas.

The GA proposes an integrated approach to address these challenges by accelerating Agriculture productivity and commercialization. Potential pathways of change that the joint programme will focus on include systems strengthening (policies and institutions), skills development and capacity building, advocacy and sustainable financing. The main entry points with greatest potential for catalytic impact within the given timeframe and budget include: (i) Employment creation through accelerating investments in agricultural diversification, including promoting apprenticeships programmes and linkages to mega farms, farmer cooperatives, and value addition to enhance productivity, and social protection mechanisms along the value chains. (ii) Scaling up Agri-TEVET programmes to increase employment opportunities through equipping men, women, youth and persons with disabilities with modern agriculture techniques, value addition skills and entrepreneurial capabilities. (iii) Establishment of Sector Skills Councils to enhance collaboration between the industry and TEVET institutions in Skills development and job creation (iii) integrating and operationalisation of youth focused and gender responsive policies, food systems transformation strategies to accelerate decent jobs creation, social protection and just transition. (iv) strengthening the current social protection system by implementing key building blocks of a comprehensive national and sub-national delivery system and referral mechanisms.

Malawi has seen significant investment in the social protection system, and in particular on the Social Cash Transfer Program, Climate Smart Public Works. Key area of the continued improvement of the design and delivery of these programmes has been focused on fostering effective linkages and referrals to connect social protection recipients to complementary support. The Government of Malawi has identified facilitating effective linkages and referrals as a key component that will maximise outcomes within their social protection strategy. Currently, most of the analysis has focused on connecting recipients of social protection with health, education and other local social services with limited attention to promoting linkages with agrifood systems. The joint programme will identify appropriate linkages and referrals between key social protection programmes and the agrifood system. The outcomes of these activities will focus on producing evidence-based programme design and delivery recommendations and an integrated training package that can be adopted by key investment partners leading on the design and delivery of Malawi's social protection system.

c) Key stakeholders:

Key stakeholders for these integrated solutions are the Government of Malawi, Social Partners, UN agencies, International Finance Institutions such as African Development Bank, IFAD, local financial institutions, the academia, private sector actors, CSOs, Youth and Women.

Stakeholder Group	Involvement, interest and relationships
National Government	The Ministry of Finance and Economic Affairs (MoFEA), Ministry of Labor are the primary stakeholders for this joint programme. They co-lead the programme. The Ministry of Labour is the policyholder for Labour and Employment in Malawi and the main entry point for coordinating job creation. The Poverty Reduction and Social Protection Division of the Economic Planning Development (EPD) Department under the Ministry of Finance is responsible for coordinating policy and common systems for Social Protection. The Ministry of Agriculture is the policyholder for Agriculture in Malawi which is the main entry point for this joint Programme. Other ministries contributing to the Joint Programme who would be interested in the legal and financial components of this programme include the Ministries of Justice, Energy, Mining, and Tourism, Trade and Industry, Gender, Youth, who are the policyholders for the other strategic areas related to the Global Accelerator Initiative.
Technical Entrepreneurial Vocational Education and Training Authority (TEVETA)	Strategic partner on Skills Development responsible for designing training Programmes, quality assurance, training and regulating the TVET sector as well as providing policy guidance.
District Government	District Councils are responsible for the implementation of Joint Programme at district level. Within each district council a few structures such as the District Executive Committee will be essential for the Joint Programme. At community level there are two harmonised structures; Area Development Committee (ADC) which is at traditional authority level and the village development committee (VDC) as the lowest recognized structure.
Development Partners	In addition to the Government-led national institutional arrangements in Malawi, Development Partners supporting social protection systems, Skills Development, job creation, Agriculture system (either financially or technically) include: World Bank, German Government through KfW, European Union (EU), Irish Aid, AfDB, FCDO, IFAD, DFID, GIZ, Government of Iceland, Government of Ireland, Government of Norway, ILO, UNICEF, FAO, UN Women, UNDP, WFP
Social Partners	The Employers and Workers Organizations have a mandate to promote decent work through effective participation in social dialogue and national development. The Social Partners working closely with the government will contribute to overall project design, implementation and monitoring. Social partners will ensure the rights and responsibilities of workers and employers are represented in design and implementation of interventions.
CSO	The Civil Society Networks have primary focus to advocate for implementation of the GA initiatives. These CSOs include Civil Society for Agriculture Network, Civil Society Social Protection Network, Federation for Organisation for persons with disabilities, NGO-Gender Coordination Network.

Private sector	The private sector will be instrumental in supporting the implementation of the GA. Key players include the Financial Institutions (Banks, Microfinance and Insurance), Mobile Network Operators (MNOs), the Fintechs (Money Transfer Agents, System Developers), MITC, SMEDI, MCCI and NASFAM.
Academia and Research Institutions	Both the Government and Development Partners have heavily engaged the academia and research institutions in evidence generation for the development of GA. These include: LUANAR, UNIMA, MUST, and MUBAS. The National Statistics Office (NSO) will play roles of leading on research and data generation on job creation and social protection.
Parliament	The Parliament has been identified as one of the key stakeholders for this JP, particularly on lobbying for public financing and ensuring that there is accountability on implementation of job creation and social protection
Malawi Human Rights Commission	The Malawi Human Right Commission (MHRC) is mandated by the laws of Malawi to protect and promote human rights in Malawi. The implementation of JP will respect all human rights. The commission will be responsible for monitoring, investigating and reporting any violation of human rights by all stakeholders implementing JP activities.
Direct Beneficiaries	20,400 direct beneficiaries will be targeted. These will include farmer cooperative members, Men, women, girls, boys and persons with Disabilities that will access Agri-TEVET and social protection programmes. The voices of the beneficiaries are critical for practical solutions that will address their needs necessary for decent job creation and inclusive people centred social protection programmes.
Indirect Beneficiaries	The JP is expected to reach approximately 12 million indirect beneficiaries. This will include current beneficiaries of social protection programmes that will be impacted by the design of interventions resulting from recommendations of the joint programme outputs. Other Indirect beneficiaries will include the youths, Schools leavers and TEVET Graduates that will have enhanced skills due to the curriculum development interventions. The labour force including the informal economy will indirectly benefit from the policy review interventions aimed to support employment and social protection expansion.

2. Programme strategy and theory of change

This Joint Programme is built from the Malawi National Roadmap on Global Accelerator for Jobs and Social Protection. This section provides the rationale and description of anticipated results and the systemic Theory of Change for the Joint programme outlining outcomes, outputs, activities and risks and assumptions.

3.1. Systemic Theory of Change

Focus area 1: As the agricultural sector is the main employer of Malawi's working population, it provides high potential for job creation and social protection extension. The Joint programme will include interventions to enhance productivity, decent work and social protection mechanisms along the agriculture value chains to accelerate employment creation and social protection extension through promotion of agriculture commercialisation, innovation, skills improvement and sustainable financing. The aim of this focus area is to enhance productivity and promote decent work and social protection mechanisms along the agriculture value chain. Accelerating employment creation and social

protection extension through agriculture commercialisation, innovation and value chain development is in line with MW2063 aspirations and is a priority area of the Global Accelerator for jobs and social protection Roadmap.

Focus area 2: institutional strengthening to support employment creation and social protection.

According to the National Job Creation Strategy 2022, institutions for management of job creation including social protection interventions need to be developed and sustained. This is in recognition of the fact that strong institutions contribute to achievement of integrated goals for decent job creation, social protection extension, and just transitions. In this regard, strengthening public and private institutions, including local government is critical to policy development, policy coherence, and effective implementation and monitoring of national development. This focus area therefore emphasises the need of having effective and well capacitated institutions to drive job creation and social protection for socio economic development of the country. The logical flow of the two focus areas is presented in the Theory of Change below:

Outcomes: By 2026	Outcome 1 (United Nations Cooperation Framework - UNCF Outcome 2): <i>By 2026, people in Malawi, especially women, youth, and those most left behind, will experience more inclusive good governance, peace, and robust political and civic participation.</i> • Number of public policies, strategies and systems adopted to create jobs for women and youth • Proportion of local governments that adopt and implement revised policies, strategies, national social protection and employment systems and institutions	Outcome 2 (United Nations Cooperation Framework UNCF Outcome 1): <i>By 2028, more people, especially the most vulnerable groups, including women, youths, and persons with disabilities, participate in and benefit from food and nutrition security and a more diversified, inclusive, and sustainable economic growth resilient to shocks.</i> • Proportion of informal employment in non-agriculture employment, by sex (baseline - National, 0.73, Women, 0.79 and Men, 0.69) • Unemployment rate, by sex, age and persons with disabilities (baseline National, 20 Women, 26 Men, 14) • Total number of youths, women and persons with disabilities employed resulting from initiatives of the GA
Outputs: By 2026	1.1 Policies and guidelines on social protection, decent jobs, skill development and agriculture commercialization are reviewed, costed, gender responsive and implemented in a coordinated integrated, and inclusive manner to enhance job creation opportunities for the youth, women and other marginalized populations. • Number of stakeholders implementing reviewed policies and guidelines on social protection, decent jobs, skills development and commercialization • Number of functional coordinated mechanisms to enhance job creation opportunities for the youth, women and other marginalized groups 1.2 Output 1.2 Social protection institutional architecture at national and sub-national level improved and equipped with legislation and delivery mechanisms to implement gender responsive integrated policy packages to	2.1 Adequate and sustained financing for job creation and social protection most especially for women and the youth (financing for gender equality). • Number of resources mobilization programmes for job creation and social protection designed and implemented. • Number of partnerships established with PDB on financing for sustainable job creation and social protection programmes • Number of financial institutions engaged on financing for job creation and social protection 2.2 Strengthened capacity of MDAs, private sector, employers' organizations, worker's organisations, CSO, Women led, and Youth led movements to collectively promote skills development, job creation and social protection extension. • Number of advocacy initiatives undertaken by women led, youth led movements to collectively promote skills development, job creation and social protection extension.

	enhance coverage. • Number of social protection practitioners and partners trained and equipped in social protection and job creation • Number of institutions with strengthened social protection policy and delivery mechanisms • Number of people benefiting from job creation and social protection initiatives 1.3 Labor market, TEVET institutions systems are capacitated to design and deliver skills development programmes that are inclusive, gender responsive and match the needs of the labour market., including through improved, LMIS, data systems and tools. • Number of institutions capacitated to design and implementing skills development programmes • Number of functional information, data systems and tools in support of the labour market. • Number of programmes created on skills development • Number of people accessing jobs and benefitting from the programmes created on skills development and employment creation • Number of studies and related knowledge products with gender statistics and sex disaggregated data produced and disseminated.	• Number of MDAs, Private Sector, employers' organisations, workers organisations, CSO, Women led, and Youth led movements capacitated to develop integrated policies on skills, job creation and social protection • Number of households using gender transformative approaches with the purpose of redistributing labour and care work in the agriculture sector
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Assumptions

- Government and private sector will continue to prioritise decent work job creation and social protection within overall development
- Government with support of development partners intensify efforts to create linkages between employment, social protection/insurance and skills development
- Investments in agricultural development are increased and effective
- Political will to embrace and implement gender equality commitments
- Government will progressively increase its financial commitment to skills development, employment creation and social protection programmes
- Adequate Investments are made to promote timely production of data for M&E and informed decision making and reporting for the GA to ensure accountability and transparent
- Sufficient resources are prioritised for decent job creation, skills development and social protection interventions
- Interventions towards formalization of jobs and extension of coverage with social protection/insurance, in particular in the agricultural sector are prioritised
- Fair, effective and comprehensive application of human rights, international labour standards and accountability

Risks

- Global and national economic conditions challenge operations due to financial market instability
- Shock including extreme climatic events such as floods and drought will have a negative impact, on government priorities livelihoods and socioeconomic well-being of the population
- Changes and competing Government priorities

- Persistent social norms fail to recognize the importance of unpaid care work and refuse gender role shifts in the home.
- Fraud and corruption
- Unstable economy with increased cost of living, adversely affecting women and youth and their participation in life outside of traditional gender roles
- Lack of adequate coordination leading to duplication of efforts, internal competition, and friction
- Lack of appreciation by stakeholder on social dialogue institutions and mechanisms, both statutory- Tripartite Labour Advisory Council and adhoc Structures

3.2. Description of the Transformative impact

The proposed interventions will have a catalytic impact among the institutions at local, national, and international level by demonstrating the sustained results, which will attract more investments and increase resource flow among the existing related projects. As a pathfinder project, it will provide evidence for financing pipeline projects related to job creation and social protection extension, including improving linkages and referrals with the agricultural sector. The systemic changes brought about by the interventions shall be based on supporting beneficiary permanent socio-economic transformation.

One key purpose of the JP is strengthening the capacity of the agriculture sector to facilitate linkages and integration with decent job creation and social protection for women, youth and marginalised populations. To achieve this purpose, the interventions will work towards demonstrating the impact of engaging, men, women boys and girls in decision making, access to ownership, and control over resources and utilisation of proceeds from agriculture using gender transformative approaches.

Malawi has ratified CEDAW, all fundamental ILO Conventions and none of the international social security standards. However, it is committed to implementation of the Social Protection Floors initiative and Recommendation supporting transition from informal to formal economy. Further, as a member of African Union, Malawi subscribed to implementation of the Protocol of the African Charter on Human and People's Rights and Rights of Citizens to Social Protection and Social Security. The JP will support progressive alignment of the existing legal framework with regional and international human rights and international labour standards, promoting human rights, rule of law, and policies that are centred on the empowerment of women, youth and marginalised groups. It will also support dialogue using different platforms that are relevant to the program beneficiaries. Particular attention will be paid to strengthening and social dialogue mechanisms (regular and ad-hoc) enabling concerns of workers' rights, particularly those working informally in agriculture sector to be heard and represented fully in the national fiscal, economic, employment and social protection policies.

The project is developed in line with the Global, National and Sector strategies that are coherent with LNOB approaches. It will strengthen systems capacity to empower targeted beneficiaries through decent job creation and social protection expansion within the agriculture sector. It will encompass capacity building initiatives to enhance partnerships and sustainable impact on the results through the five dimensions of transformative change (integration, scale, speed, sustainability and local context specific). The table below provides the key elements within the five dimensions of transformative change.

Key pillars of transformative change	Key elements of the joint programme demonstrating transformative change
Integration	• Integrated policy approaches on agriculture, social protection skills development • Active Labour Market Interventions linked to social protection services • Gender empowerment • Formalisation • Identification of adequate financial resources for implementation of integrated policy nexus

Scale	• By focusing on intersection between national social protection, skills, employment, agriculture and financing policies and programmes the interventions will result in scaling up government interventions at national, sub-national and sectoral level. • By leveraging on other ongoing related projects, investments and other development initiatives that are indicated in Annex 1, to ensure greater coverage and impact. • It is estimated that the Joint Programme interventions will reach the following indirect beneficiaries, including 3.1 million small holder families (Malawi CCARDESA.org) through capacity building of agriculture cooperatives. • The JP interventions on curriculum development for secondary school will facilitate school to work transition for secondary school/TEVET Institutions graduates and increase work opportunity for informal sector potentially impacting approximately a total Labour force of 7 million (2013 Labour Force). • Successful implementation of interventions to promote linkages between agrifood systems and social protection if successfully implemented will potentially influence the design features of social protection programmes (funded and delivered by relevant government Ministries, The World Bank and KfW resulting in indirect beneficiaries estimated at 600,000 household recipients of the SCTP and CSPWP and 1.3 million AIP recipient households.
Speed	• Project interventions will not exceed two years • Implementing interventions concurrently • Interventions proposed are quick win interventions • Policies and guidelines on social protection, skills development reviewed to enhance capacity of government and national stakeholders to implement social protection and job creation strategies in the first 9 months. • Assessments, mapping and analytical studies undertaken within the first 9 months to provide evidence for developing integrated policies approaches for jobs and social protection • Curriculum reviewed during the first 9 months to support interventions on employment opportunities and linkages to mega farms, and apprenticeship programmes •
Sustainability	• Building ownership: Involvement of communities or their representatives such as traditional leaders • Institutionalising of the interventions within Government policies, strategies, structures and resources • Institutional strengthening through capacity building interventions and improved processes • Strengthening strategic partnerships • Identification of resources in national budget and matching investments from development partners and public development banks • The JP will work on exploring re-organisation of national budgetary allocations towards earmarking investments to sustain and spur investments into key integrated interventions.
Local context-specific	• The interventions have been aligned to Government policies and strategies, in particular by focusing on the agricultural sector • The existing budgetary allocations in national budget have been assessed with entry points for interventions in agricultural sector, labour market and social protection identified for matching with potential investments from development partners and public development banks. • Collaboration with cooperatives and extension workers at national, district and community levels

3.3. Joint programme results

The Joint Programme will focus on developing the results within the agriculture sector through Accelerating investments in Agriculture, mega farms, farmer cooperatives and value addition to enhance productivity and promote decent work and social protection mechanisms and institutional strengthening to support employment creation and social protection expansion. The joint programme will leverage ongoing projects interventions on the ongoing Regional Programme on Accelerating Universal social protection to leave no one behind. The Joint Programme will extend and enhance inclusiveness, adequacy and fiscal space for the social protection system in Malawi. Interventions on social protection system strengthening and capacity building will be co-financed with the Joint Programme to ensure leveraging of implementation structures and resources. On Skills development interventions the Joint programme will leverage partnerships and implementation structures current ProAgro Youth Programme aimed to enhance Skilled entrepreneurship, support new and profitable Rural Enterprises, and Decent Jobs for young women and men. Including the Global Programme on SKILLS and Lifelong learning currently supporting identification of skills mismatches and

strengthening mechanisms for lifelong learning through work-based learning and quality apprenticeships programmes. Through linkages with the programme on Malawi Girls Can Code the joint programme will contribute to t, Reduction of Digital Gender Divide through Skills Development, Gender Equality and Employment Creation. The joint programme will leverage the 3-year programme on Social Protection for Gender Empowerment and Resilience currently aimed to strengthen policies, coordination and programmes at both national and local level. The Joint programme outputs will be utilised to provide guidelines for future policy review and implementation and. the joint programme will further contribute to strengthen linkages of between social protection and social services activities under output 1.2 of the joint programme will also focus on focus on improving the linkages and referrals for recipients of the scheme and key components of the agrifood system e.g the Affordable Inputs Programme is one of the main programmes implemented by the Ministry of Agriculture. Therefore, activities under the JP will contribute to improving the linkages and referrals between recipients of the scheme with selected social assistance programmes.

Outcome 1 (UNCF Outcome 2): By 2028, people in Malawi, especially women, youth, and those most left behind, will experience more inclusive good governance, peace, and robust political and civic participation

Output 1.1: Policies and guidelines on social protection, decent jobs, skill development and agriculture commercialization are reviewed, costed, gender responsive and implemented in a coordinated integrated, and inclusive manner to enhance job creation opportunities for the youth, women and other marginalised populations.

Activities:

1. Implement diagnostic study on Informality (focus on rural economy and gender), formalisation of rural economy and extension of social protection to workers in agriculture (including simplified delivery mechanisms and financing options).
2. Mapping and alignment of social protection, ALMPs and skills policies and development of guidelines (policy coherence, institutional coordination, capacity including cross cutting issues relating to gender, youth and disability inclusion)
3. Review the National action plan for women economic empowerment and conduct a gender analysis including drawing on Time Use Survey results in the agriculture sector.

Output 1.2: Social protection institutional architecture at national and sub-national level improved and equipped with legislation and delivery mechanisms to implement gender responsive integrated policy packages to enhance coverage.

Activities:

1. Conduct capacity building of Government, Employers and workers on social security standards and integrated policy packages
2. Support pension reforms (social insurance and non-contributory pension reform)
3. Support review of legislation and establishment of fund for Workers' compensation (employment injury benefits)
4. Conduct an assessment to develop a set of programme design recommendations to ensure improved linkages and referrals between selected social protection programmes (SCTP, CSPWP, VSLs, etc.) and the agrifood system in Malawi (agriculture value chains, agrifood business and broader agriculture private sector, rural finance, training and skills development for sustainable agricultural productivity and commercialization, agricultural extension services, etc.).
5. Organise one consultation workshop in Lilongwe for government and non-government practitioners to review and finalise the contents of the assessment on improved linkages and referrals between selected social protection programmes and the agrifood system.
6. Organise three consultation workshops in key cities in Malawi with agribusiness, private sector partners and local government to review and finalise the contents of the assessment on improved linkages and referrals between selected social protection programmes and the agrifood system.
7. Organise one National Launch Event in Lilongwe to disseminate the findings of the assessment and to develop ownership amongst concerned stakeholders.

Output 1.3: Labor market, TEVET institutions systems are capacitated to design and deliver skills development programmes that are inclusive, gender responsive and match the needs of the labour market., including through improved, LMIS, data systems and tools.

Activities:

1. Develop a tool to collect data for the Global Accelerator Results monitoring framework, LMIS ((high-level indicators, some aligned with the SDGs, and traditional employment or social protection sectors)
2. Conduct a study to measure the returns on social protection and employment investments, in terms of social protection coverage, skills development, decent job creation and increased productivity
3. Support women and girls to access Agriculture Technical, Entrepreneurial, Vocational Education and Training for increased skills and employment through linkages to MEGA Farms, Agriculture Commercialisation Project (AGCOM), microfinance institutions and apprenticeship programmes.
4. Develop demand-led TEVET curriculum that will support agriculture mechanisation to promote mega farms cooperatives and productivity (including benchmarking initiatives on support to agriculture mechanisation)
5. Support establishment of a Sector Skills Council (SSC) in agriculture sector (priority sector)

Outcome 2 (UNCF Outcome 1): By 2028, more people, especially the most vulnerable groups, including women, youths, and persons with disabilities, participate in and benefit from food and nutrition security and a more diversified, inclusive, and sustainable economic growth resilient to shocks

Output 2.1: Adequate and sustained financing for job creation and social protection most especially for women and the youth (financing for gender equality). Resource mobilization programmes for job creation and social protection designed and implemented.

Activities:

1. Support design of programmes that promotes skills development, Employment and social protection coverage with pooled funding from National Financing Institutions and Public Development Banks e.g (IFAD. AFDB)
2. Promote engagement with local and international financial institutions to leverage sustainable financing for job creation and social protection especially for women and youth.

Output 2.2: Strengthened capacity of MDAs, private sector, employers' organizations, worker's organisations. CSO, Women led, and Youth led movements to collectively promote skills development, job creation and social protection extension.

Activities:

1. Enhancing capacities of extension workers and cooperatives on Gender Transformative Agricultural entrepreneurship - Gender makes Business Sense, Cooperative Management, Value Addition, Access to Markets, and Climate Smart Agriculture
2. Develop and roll out a modular training package on improved linkages and referrals between selected social protection programmes and the agrifood system, using the "training of trainers" approach.
3. Capacity building on employment impact assessments to foster the creation of more decent jobs including training courses and awareness raising events.
4. Support development of comprehensive Labour Market Information System (LMIS)
5. Building capacity of national institutions including private sector to design, develop and deliver reskilling and upskilling programmes; guidelines to include youth social assistance beneficiaries into ALMPs, reskilling, upskilling and apprenticeship programmes including benchmarking on skills development and apprenticeship programmes.
6. Strengthen social dialogue institutions and mechanisms (both statutory – Tripartite Labour Advisory Council and adhoc) for effective

- contribution to employment and social protection programs
- 7. Develop capacity of public institutions to:
 - a.) Consistently undertake skills needs identification and anticipation (STED/SPEED training) and
 - b.) To produce adequate tools for policy intelligence and programme definition as well as career information
- 8. Undertake mapping on innovations in the agriculture sector and assess their contribution to job creation and social protection

3.4. LNOB framework and Human Rights Mechanisms

The most marginalised groups in Malawi are women, youth, children, people with disabilities, migrants, and the elderly. Disparities between females and males begin as early as school-going age. Most girls do not complete secondary and tertiary education, leading to high illiteracy rates and limited access to socioeconomic services. Malawi is ranked 145 out of 188 countries on the United Nations Gender Inequality Index and 116 out of 153 countries on the Global Gender Gap Index. According to the CCA, women in Malawi experience worse socio-economic conditions compared to men. This includes higher levels of gender-based violence, lower access to education, limited economic opportunities. The labour force participation rate for women is 72.6%, compared to 81.1% for men. Women also face discrimination in the labour market, including occupational segregation, overrepresentation in low-paid jobs, unequal pay, gender wage gap, and inadequate maternity protection.

The population of Malawi is predominantly young, presenting an opportunity to benefit from the demographic dividend. However, young people (18 to 35 years) encounter challenges such as a lack of competitive technical and technological skills for the job market, limited access to productive assets, basic social and protection services, as well as economic, social, and cultural rights. Additionally, they face barriers such as a lack of access to technology and financial resources, as well as stigmatisation.

The 2018 Malawi Population Housing Census thematic report on disability revealed that a higher percentage of individuals without a disability are employed (58.7%) compared to 54% of those with a disability. Overall, persons with disabilities in Malawi face disproportionate challenges, including accessing employment and dignified sources of income. The lack of financial resources makes persons with disabilities vulnerable to violence, particularly women, girls, and persons living with albinism.

The joint programme will carry out advocacy initiatives to support adequate financing for increased job creation and social protection coverage including for women, youths, and persons with disabilities. In alignment with Convention on the Elimination of all forms of discrimination Against Women (CEDAW), the joint program aims to promote gender equality by implementing measures such as gender responsive policies, financing and strategies. In line with the CRPS recommendations, the programme will promote inclusive employment policies and practice, to ensure that persons with disabilities have increased opportunities for employment including having access to social protection. Convention 184 on Safety and Health in Agriculture Convention of 2001 by contributing to strengthening the social protection system and skills development in agriculture to promote decent work in the sector. The Joint programme is aligned to the Employment Policy Convention, of 1964, and of the Human Resources Development Convention, 1975 whose goal is to promote creation of full and adequately remunerated employment. The Joint programme interventions will contribute to strengthening capacity of national institutions to create an enabling environment for creation of decent employment including for marginalised groups. The Joint programme will contribute to implementation of ILO Convention 102 of 1952 on Minimum social security standards by support the establishment and capacity building on implementation of comprehensive social protection system. The Joint programme will contribute to the Convention on the Rights of persons with Disabilities by ensuring that programme interventions facilitate participation and inclusion of persons with disabilities to promote social protection and employment opportunities. The joint programme will contribute to implementation of the International Covenant on Economic, Social and Cultural Rights by promoting job creation interventions, social protection and right to food enshrined iCEDAn article 11 to support adequate standard of living including through agricultural productivity.

List of marginalized and vulnerable groups	Dedicated Output
Women and girls	Output 1.2 Output 2.2.
Youth	Output 2.1
Persons with disabilities	Output 1.2
Older persons	Output 2.1

3.5. Sustainability plan and exit strategy

3.5.1 Sustaining impacts

The implementation of the joint programme will maximize impact and sustainability beyond financing timelines of the current funding. The project will look at sustainability from three perspectives: community, financial and institutional.

To sustain the impact, the project will ensure that there is involvement of communities, including beneficiary groups, Village Development Committees, and traditional leaders. This is important because these are primary beneficiaries as such, they need to be well informed on what the project and their roles in meeting the key objectives of the project. Implementation of the joint programme will engage communities to ensure their buy-in and ownership, sustainability and impacts of project interventions. Meaningful community involvement will also help to ensure that social protection and employment programmes are well-suited to the needs of the beneficiaries.

The Joint programme has an initial lifespan of 24 months. To sustain financing of this project beyond the initial 24 months, the project will ensure government leadership, ownership and institutionalisation of the programme strategies and approaches from the onset. Malawi Government through its Ministries, Departments and Agencies, such as Ministry of Labour, Ministry of Finance, Ministry of Agriculture, Ministry of Gender and Ministry of Local Government and District Councils will be engaged to adopt and finance the strategic activities to ensure financial sustainability. Moreover, most of the JP activities will build on existing Government-owned programmes and policies (such as for instance SCTP, CSPWP, VSLs and AIP), Skills development programmes and seek to complement them by improving linkages and referrals with the agricultural sector. The Joint programme will support implementation of the National policies such as the National Job Creation Strategy, National TEVET Strategic Plan, Skills Development, National Social Protection Policy and National Social Protection Strategy to enhance contextualization and institutionalisation of Joint programme interventions. As an operating and exit strategy, therefore, the Joint Programme will operate within government structures, without creating parallel systems or interventions, to enhance government interventions and ensure long-term sustainability by influencing key programmes' design and implementation.

Implementation of the Joint programme will ensure establishment of the Joint Program Steering Committee which will comprise heads of Ministries, Agencies and key development partners to provide policy guidance on how the project should be implemented. A Joint Program Team will be a technical arm responsible for providing technical support to the project through implementing agencies. At district level the project will use the District Executive Committee and at the Community level entry point will be Village Development Committees. These structures at both district and community level are government approved and will ensure institutional sustainability and leveraging resources. All stakeholders will be engaged to play their roles as highlighted in section 2.3 of the JP and institutionalise the project initiatives to ensure sustainability.

4. Adaptive implementation and Management arrangements

4.1. Adaptive programme implementation

To ensure innovation and resilience, enable the implementation to be adaptive, the project will adopt a flexible approach where strategies are continuously monitored, refined based on evidence-based feedback and the changing operational environment. The Joint programme implementation approach will target catalytic interventions to be implemented within the 24 months period. The first 9 months will focus on review of policies and guidelines on social protection, and skills development to enhance capacity of government and national stakeholders to implement social protection and job creation strategies. In addition, the Assessments, mapping and analytical studies will be undertaken within the first phase of implementation to provide solid evidence for developing integrated policy approaches for jobs and social protection. Curriculum reviewed during the first phase of implementation. will support interventions to promote linkages on skills development and social protection interventions. potentially improving employment opportunities through apprenticeship programmes. To ensure innovation and resilience, enable the implementation to be adaptive, the project will adopt a flexible approach where strategies are continuously monitored, refined based on evidence-based feedback and the changing operational environment. The Joint programme implementation approach will target catalytic interventions to be implemented within the 24 months period. The first 9 months will focus on review of policies and guidelines on social protection, and skills development to enhance capacity of government and national stakeholders to implement social protection and job creation strategies. In addition, the Assessments, mapping and analytical studies will be undertaken within the first phase of implementation to provide solid evidence for developing integrated policy approaches for jobs and social protection. Curriculum reviewed during the first phase of implementation. will support interventions to promote linkages on skills development and social protection interventions potentially improving employment opportunities through apprenticeship programmes. The adaptive approach will be enhanced through incorporating activities such as development of a tool to collect data to monitor the Joint Programme results. A joint monitoring plan will be developed and implemented by all PUNOs to timely monitor milestones and results culminating in the joint annual review of joint work plan.

The JP steering committee will be the high-level Governance Structure for monitoring programme implementation to ensure adaptability to the changing needs and context. The Theory of change (ToC) assumptions stresses that job creation shall continue to be a priority within the Government Development Agenda contributing to the medium to long term sustainability of the project. The JP will leverage on existing related programs for coordination and implementation. In line with the National Job Creation Strategy, the JP will facilitate establishment of the National Employment Committee and Sector Skills Councils to strengthen governance of the labour and employment sector. With the long-term sustainability in mind, the Joint Programme will focus on leveraging existing structures for coordination to the extent possible. There will be an internal structure (UN) to manage day-to-day operations, as well as an external structure with the Government to provide sustainability and ownership.

To articulate this alignment in detail, the UN agencies will develop a detailed joint work plan in collaboration with the Government, where the Government will be at the forefront of the implementation.

- Administrative support, through the Joint Coordination Unit, to the Steering Committee, which has overall accountability for fund allocation and achieving results.
- Signing the Standard Administrative Agreements with Donors and the Memorandum of Understanding with Participating UN Organisations.
- Strategic leadership of portfolio performance, recommendations for which will be brought to the Steering Committee for remedial actions.

The UN Resident Coordinator will lead advocacy efforts for job creation and social protection at the highest level of government. The UN RC will also ensure linkages between the JP with other related JPs and other UNSDCF pillar activities. As a strategic entity, the RC will ensure harmonisation and stronger coherence within the UN.

Participating United Nations Organisations (PUNOs – ILO, FAO, UNWOMEN):

- Each PUNO is accountable for own programmatic and financial results; with organisations jointly responsible for achieving the Joint Programme goal
- Project cycle management (eligibility assessment, formulation, supervision)
- Procurement of services and equipment for project activities
- Financial management for assigned programme component(s), with narrative and certified financial reports annually and at the end for their components of the programme
- Each PUNO is responsible for monitoring its contributions, while the Convening Agency oversees and coordinates to ensure all targets are monitored.
- A Joint Monitoring Plan will include roles and responsibilities for monitoring, timing and methodology
- Monitoring throughout the year; culminating in the joint annual review of joint work plan
- Results based and knowledge management

In terms of implementation of the JP, ILO will take the responsibility as overall technical lead as the convening agency. Whilst it is envisaged that the UN Agencies will implement the components jointly, different activities will leverage the different combinations of UN agencies, as informed by the comparative advantage of each UN agency.

The communications strategy will advocate for unity and collaboration among the various stakeholders in the job creation and social protection landscape while equally informing beneficiaries of job creation opportunities and national social protection systems. The primary narrative of the programme will focus on the importance of government-ownership, coherent, and sustainable job creation and social protection programs and strategies in Malawi. The JP will also leverage on specific UN and Government communication strategies and approaches.

4.2. Management Arrangements

The JP Steering Committee is accountable for the achievement of the joint programme's results and for providing strategic oversight and guidance to the JP team from launch to closure, including adjustments to JP workplan, and strategy. The Steering Committee will review and approve JP progress and evaluation reports. The JP Steering Committee will be co-chaired by Malawi's Ministry of Labour and Ministry of Finance and the United Nations Resident Coordinator Office in Malawi. The Ministry of Agriculture being the policyholder for Agriculture in Malawi which is the main entry point for this joint Programme will closely be involved in the implementation. Apart from the two co-chairs, the JP Steering Committee will comprise of ILO (lead PUNO), FAO, UNICEF, WFP, UNDP, UN Women, IFAD, Ministry of Agriculture, Ministry of Trade and Industry, Ministry of Gender, Ministry of Youth, Representative from the Private Sector, Representatives from Employers and Workers organisations. The frequency of its meetings are once six months, with the possibility to have ad hoc meetings when needed.

The JP Implementing Team will ensure the achievement of results by the programme, in accordance with JP results framework, workplan and budget. The team is composed of selected personnel from ILO, FAO and UN Women. The JP team is accountable to, and has a dual reporting role to, the JP Steering Committee and to their respective PUNOs for the achievement of results. The JP Team will meet at least once a quarter, with the possibility to have ad hoc meetings when needed.

A Joint Coordination Unit (JCU) will be setup to support day-to-day operational and programmatic coordination activities including the following:

- Coordination of the joint project partners;
- Compilation of annual work plans, annual report and final narrative report;
- Coordination of monitoring and evaluation activities towards achievement of annual targets;
- Facilitate reporting to steering committee, donor and government counterparts;
- Assist data analysis and data management in regard of programme activities; and
- Provide guidelines for partnership with NGOs and other stakeholders.

The JCU will be composed of a representative from each of the PUNOs, supporting a coordinator from the Coordinating Agency to fulfil functions relating to work planning, reporting, communications, operational support, and M&E. The Lead Government Ministries Focal Point person will ensure effective government leadership during JP implementation.

5. Monitoring, Accountability, Financial Management, and Public Disclosure

Reporting on the Joint SDG Fund will be focused on concrete results and grounded on evidence. The RCO focal point and lead PUNO is responsible for coordinating and drafting a concise annual report which will be submitted to the Joint SDG Fund Secretariat through the RC by January 31st of the following year. Additionally, a final narrative report will be prepared and submitted to the Joint SDG Fund Secretariat through the RC not later than two (2) months after the operational closure of the Joint Programme activities.

The JP Steering Committee, co-chaired by the Ministry of Labour, Ministry of Finance and UNRC, is mandated to oversee and monitor the implementation of the joint programme, with the involvement of Joint SDG Fund Secretariat to which it must submit data and information upon requested. Additionally, the Joint SDG Fund Secretariat may request additional insights, such as policy papers, value-for-money analysis, case studies, infographics, or blogs/articles, as needed.

PUNOs will be required to include information on complementary funding received from other sources (both UN cost sharing, and external sources of funding/financing) for the activities supported by the Fund, including in kind contributions and/or South-South Cooperation initiatives, in the report.

PUNOs at Headquarters level shall provide the Administrative Agent with the following statements and reports prepared in accordance with its accounting and reporting procedures, consolidate the financial reports, as follows:

Annual financial reports as of 31st December each year with respect to the funds disbursed to it from the Joint SDG Fund Account, to be provided no later than four months after the end of the applicable reporting period; and

A final financial report, after the completion of the activities financed by the Joint SDG Fund and including the final year of the activities, to be provided no later than 30 April of the year following the operational closing of the project activities.

The JP will be using a pass-through fund management modality where UNDP Multi-Partner Trust Fund Office will act as the Administrative Agent. The programmatic UN entity of the Facility shall assume full programmatic and financial accountability for the funds disbursed to it by the Administrative Agent of the Joint SDG Fund (Multi-Partner Trust Fund Office). Such funds will be administered by each UN Agency, Fund,

and Project in accordance with its own regulations, rules, directives and procedures. The entity shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent.

The total budget for the JP is 2.2million to be implemented within a period of two years with no possibility of extension and therefore will not require a joint evaluation. However, in line with the ILO evaluation policy, the ILO will conduct an internal final project evaluation. The ILO internal evaluation will be managed by the project manager and conducted by a consultant. In addition, each PUNO will leverage on the interventions and similar projects supported by other donors. These have set the foundation for the interventions proposed for quick wins within the given timeframe.

Quarterly joint reviews will be conducted to discuss implementation challenges and proposed solutions to the challenges including those that affect achievement of LNOB targets. An annual review will be conducted focusing on the key programmatic areas of the JP before moving into the last year of implementation. At the end of the project, a project completion report will be produced. The report will be produced jointly between Government, UN and all project stakeholders focusing on the efficiency, effectiveness, relevance and sustainability of produced results. The results will be used for decision making in scaling up the interventions and future programming. The JP steering committee will oversee that process of project completion and setting sustainability measures.

ANNEX 1: MAPPING OF RELATED PROJECTS, INVESTMENTS AND OTHER DEVELOPMENT INITIATIVES

Name of project / investment / initiative	Key expected results	Relevance for the JP	Implementing partners	Budget and funding source	Timeframe
Regional Programme on Accelerating Universal Social Protection to Leave No One Behind	Social protection coverage in Malawi extended and enhanced to increase inclusiveness, adequacy and fiscal space Governance of the social protection system strengthened	Social Protection System strengthening Capacity Building of National Stakeholders on comprehensive social protection system	Ministry of Finance, Ministry of Gender, Ministry of Labour, Civil Society Social Protection network, Employers and Workers Organisations	1.5Million US D Irish Aid	December 2022- December 2025
ProAgro Youth Programme	Skilled entrepreneurs, new and profitable Rural Enterprises, and Decent Jobs for young women and men	Youth Employment, Skills development and enterprise development	Ministry of Labour, Ministry of Agriculture, Ministry of Trade and Industry, Ministry of Youth and Sport, TEVETA, FAFOTRAJ,	1.2Million EURO	July 2022- June 2025
SPARK Disability Inclusion Rural Transformation	Persons with disabilities particularly youths and women are employed in the rural economy /agricultural value chains	Capacity building of stakeholders and actors on disability inclusion approaches Capacity strengthening of Organisations of persons with disabilities	Ministry of Gender, Ministry of Labour, Ministry of Agriculture, Ministry of Local Government, Ministry of Finance, Organisations of Persons with Disabilities/Federation of Disability Organisations in Malawi	\$220,000	May 2021- September 2024
Global Programme on SKILLS and Lifelong Learning	Constituents Capacity built to identify skills mismatches and strengthened financing mechanisms for lifelong learning, and design delivery of innovative, work-based learning and quality	Design and delivery of innovative, flexible and inclusive learning options, and quality apprenticeships."	Ministry of Labour, Ministry of Agriculture, Ministry of Trade and Industry, Ministry of Youth and Sport, TEVETA	2,806,500 USD	2020-2024

	apprenticeships programmes				
Malawi Girls Can Code	Skills Development, Reduction of Digital Gender Divide and Empowering Girls and Young Women	Skills Development, Gender Equality and Employment Creation	Ministry of Education, Ministry of Gender, Ministry of Youth, Ministry of Labour	2 million Euros from Embassy of Ireland - Malawi	July 2023 - June 2027
Social protection for gender empowerment and resilience (SP-GEAR Program)	1. Enhance efficiency and effectiveness of Malawi National Social Protection Strategy 2. Enhance resilience and livelihoods of women and girls from vulnerable households through economic empowerment 3. Enhance access to social services by women and girls from vulnerable households	Social Protection System strengthening on policies, coordination and programmes at both national and local level Enhanced participation of women and girls from vulnerable households in gender-transformative and economic empowerment activities Linkages between social protection and social services - nutrition, education, gender-based violence, and sexual and reproductive health, enhanced	UNICEF, PRSP, Dept Social Welfare, Dept Community Development, Dept Gender Affairs, Dept Child Affairs, Dept Disability, Min of Youth, Min of Labour, and Min of Education	USD 26,534,125 EU and Ireland	1 January 2024 to 31 December 2026
Social cash transfer programme	To reduce poverty and hunger and to enhance school enrolment	The social cash transfer programme is the flagship social assistance scheme run by the Government. Activities under the JP focus on improving the linkages and referrals for recipients of the scheme and key components of the agrifood system, including agriculture value chains; agrifood business; rural finance; training and skills development for	Ministry of Gender, Community Development and Social Welfare	USD 50,310,795 Multi donor trust fund and Government of Malawi	Continuous

		sustainable agricultural productivity and commercialization; or agricultural extension services			
Climate Smart Public Works Programme	To reduce poverty, enhance skills and build or maintain community assets	The Climate Smart Public Works Programme is one of the main social assistance schemes run by the Government. Activities under the JP focus on improving the linkages and referrals for recipients of the scheme and key components of the agrifood system, including agriculture value chains; agrifood business; rural finance; training and skills development for sustainable agricultural productivity and commercialization; or agricultural extension services	National Local Government Finance Committee	USD 43,255,718 Multi donor trust fund and Government of Malawi	Continuous
Affordable Inputs Programme	To facilitate access to agricultural inputs by vulnerable smallholder farmers, with the objective of stimulating production, increasing farmers' incomes, and spurring economic growth	The Affordable Inputs Programme is one of the main programmes implemented by the Ministry of Agriculture. Activities under the JP focus on improving the linkages and referrals between recipients of the scheme with selected social assistance programmes	Ministry of Agriculture	USD 93,103,885 Government of Malawi	Continuous
Empowering Women and Youth in Agriculture	Government Extension officers supported the delivery of training to	Youth Employment, Skills development and enterprise development		EUR 2,450,000 UN Multi donor trust fund	15.09.2022 to 14.09.2025

	Farmers Organizations. Farmers Organisations strengthened for engaging selected in value chains. Value Chains under farmer field school networks and cooperatives are competitive on the market.		FAO in collaboration with the Ministry of Agriculture, Mzimba District Council, Kasungu District Council, Ministry of Trade and Industry's, Ministry of Gender, Community Development and Social Welfare, and Ministry of Youth and Sports		
Addressing challenges to adolescent girls' empowerment through sexual and reproductive health and rights (ACE)	The quality and reach of in and out of school comprehensive sexuality education is improved. Service delivery to sexual and reproductive health is improved. The capabilities of adolescent girls and young women to act as change agents in society is increased.	Skills Development, Gender Equality and Employment Creation	FAO alongside UNFPA, Ministry of Youth and Sport, Ministry of Health, Ministry of Education, Ministry of Gender, district administrations, civil society organisations	USD 7 million from Korean Government	May 2021 to Dec 2024

ANNEX 2: Integrated results framework

Joint Programme Outcomes			
Outcome 1 (UNCF Outcome 2): By 2028, people in Malawi, especially women, youth, and those most left behind, will experience more inclusive good governance, peace, and robust political and civic participation			
Outcome indicator 1.1: Number of public policies, strategies and systems adopted to create jobs for women and youth (Baseline can be Zero).	Baseline:0	Target:2	Means of verification: Joint programme progress Report Public policies and strategies
Outcome indicator 1.2: Number of institutions that adopt and implement revised policies, strategies, national social protection and employment systems and institutions (Baseline can be zero)	Baseline:0	Target: 2	Means of verification: Joint programme progress Report Project M& E data base Revised policies or strategies
Outcome 2 (UNCF Outcome 1): By 2028, more people, especially the most vulnerable groups, including women, youths, and persons with disabilities, participate in and benefit from food and nutrition security and a more diversified, inclusive, and sustainable economic growth resilient to shocks			
Outcome indicator 2.1: Proportion of informal employment in non-agriculture employment, by sex	Baseline: National, 0.73, Women, 0.79 and Men, 0.69)	Target: National, 0.69, Women, 0.75 and Men, 0.65)	Means of verification: Joint programme progress Report National Statistical Office Reports
Outcome indicator 2.2: Total number of youths, women and persons with disabilities have access to decent work resulting from initiatives of the GA	Baseline: 0	Target:5 million	Means of verification: Joint programme progress Report Project M& E data base

Joint Programme Outputs			
Output 1.1 Policies and guidelines on social protection, decent jobs, skill development and agriculture commercialization are reviewed, costed, gender responsive and implemented in a coordinated integrated, and inclusive manner to enhance job creation opportunities for the youth, women and other marginalized populations			
Output indicator 1.1.1: Number of policies and guidelines on social protection, decent jobs, skills development and commercialization reviewed	Baseline: 0	Target: 2	Means of verification: Joint programme progress Report Project M & E database Policies, guidelines reviewed

Output indicator 1.1.2: Number and type of stakeholders collectively engaged in job creation initiatives for the youth, women	Baseline:0	Target:10 (Government, Financial institutions, Industry, TEVET institutions, Youth & Women Groups, Cooperatives, Employers Organisations, Workers Organisations, CSOs)	Means of verification: Joint Programme Progress Report Project M & E database
Output indicator 1.1.3 Number of functional coordinated mechanisms to enhance job creation opportunities for the youth, women and other marginalised	Baseline:0	Target: 3	Means of verification: Joint programme progress Report Project M & E database
Output 1.2 Social protection institutional architecture at national and sub-national level improved and equipped with legislation and delivery mechanisms to implement gender responsive integrated policy packages to enhance coverage			
Output indicator 1.2.1: Number of Social Protection Practitioners and Partners trained and equipped in social protection and job creation	Baseline:0	Target:100	Means of verification: Training reports
Output indicator 1.2.2: Number of institutions with strengthened social protection policy and delivery mechanisms	Baseline:0	Target: 2	Means of verification: Joint Programme progress report
Output indicator 1.2.3: Number of people benefitting in GA job creation and social protection initiatives	Baseline 0	Target:20,400	Means of verification: Joint Programme progress report Project M & E database
Output 1.3 Labor market, TEVET institutions systems are capacitated to design and deliver skills development programmes that are inclusive, gender responsive and match the needs of the labour market., including through improved, LMIS, data systems and tools			
Output Indicator 1.3.1 Number of institutions capacitated to design and are implementing skills development programmes	Baseline:0	Target: 5	Means of verification: Joint programme progress Report Project M & E database Policies, guidelines reviewed
Output Indicator 1.3.2 Number of functional information, data systems and tools in support of the labour market	Baseline:0	Target:2	Means of verification: Joint programme progress Report Project M & E database
Output Indicator 1.3.3 Number of programmes created on skills development	Baseline:0	Target:2	Means of verification: Joint programme progress Report Project M & E database
Output Indicator 1.3.4 Number of people accessing jobs and benefiting from the programmes created	Baseline:0	Target:2000	Means of verification: Joint programme progress Report

on skills development and employment creation			Project M & E database
Output Indicator 1.3.5 Number of studies and related knowledge products with gender statistics and sex disaggregated data produced and disseminated.	Baseline:0	Target:2	Means of verification: Joint programme progress Report Project M & E database Studies and Knowledge products developed
Output 2.1 Adequate and sustained financing for job creation and social protection most especially for women and the youth (financing for gender equality)			
Output Indicator 2.1.1 Number of Resource mobilisation programmes for job creation and social protection designed and implemented	Baseline 0	Target: 1	Means of verification: Joint programme progress Report Project M & E database Resource mobilisation programmes
Output Indicator 2.1.2 Number of partnerships established with PDB on financing for sustainable job creation and social protection programmes	Baseline 0	Target:1	Means of verification Joint programme progress Report Project M & E database partnerships established
Output Indicator 2.1.3. Number of financial institutions engaged on financing for job creation and social protection	Baseline: 0	Target:5	Means of verification Joint programme progress report Project M & E database
Output 2.2 Strengthened capacity of MDAs, private sector, employers' organisations, worker's organisations. CSO, Women led, and Youth led movements to collectively promote skills development, job creation and social protection extension			
Output Indicator 2.2.1 Number of advocacy initiatives undertaken by women led, youth led movements, social partners to collectively promote skills development, job creation and social protection extension	Baseline: 0	Target:10	Means of verification Joint programme progress report Project M & E database Initiatives for skills development, job creation & social protection
Output Indicator 2.2.2 Number of MDAs, private sector, employers' organisations, worker's organisations, CSO, Women led, and Youth led movements capacitated on integrated policies on skills development, job creation and social protection	Baseline:0	Target:10	Means of verification Joint programme progress report Project M & E database

Output Indicator 2.2.3 Number of people reached with gender transformative approaches for redistribution of labour and care work in the agriculture sector	Baseline: 0	Target:10,000	Means of verification Joint programme progress report Project M & E database Radio Outreach Data

Alignment with GA objectives

COMPONENT/ACTIVITY	CHECK "X" if proposal addresses
I. Integrated and well-coordinated national public policies and strategies (as part of the development of the national Global Accelerator roadmaps)	
1. Support diagnostics/ stocktaking/ policy appraisals of existing national social protection, employment, just transition strategies, policies, schemes	x
2. Support partner countries in identification and development of integrated policies, strategies, programs	x
II. National frameworks for adequate and sustainable financing of social protection and employment interventions	
I. Support existing and new financing strategies to improve the use of existing resources and to mobilize domestic and international resources in a sustainable and equitable way.	x
III. Strengthened national social protection and employment programmes and systems	
I. Build robust, sustainable, adaptive, and gender-responsive national social protection systems through national social dialogue	x
2. Develop / implement employment policies and programmes to facilitate access to decent work opportunities	x
IV. Strengthened national ownership and consensus building	
1. Support national dialogue for the development of national Global Accelerator roadmaps	x
2. Develop capacities for collective action on social protection and decent jobs	x
3. Provide coordinated technical and policy advise	x
4. Support the adoption of a common results framework and data collection and reporting mechanisms (in line with the Global Accelerator framework)	x
V. Innovation and new knowledge, evidence, and tools	
I. Support knowledge generation	x

ANNEX 2.1: Integrated results framework – Joint SDG Fund global indicators

Joint Programme contribution to Joint SDG Fund global indicators (as relevant)

Engine room 1. Shifting policy/regulatory frameworks			
Number of new or enhanced integrated policy solutions and regulatory changes formulated to accelerate SDGs with Joint SDG Fund support.	Baseline 0:	Target: 2	Means of verification: Integrated policy strategies recommendations in place Guidelines for integrated policy strategies
Number of targeted countries where the integrated policy solutions and regulatory changes are implemented to promote equal access to and use of services, goods and resources by women and girls with Joint SDG Fund support.	Baseline 0:	Target: 1	Means of verification: Progress Report
Number of individuals benefiting from the integrated policy solutions and regulatory changes implemented with Joint SDG Fund support, disaggregated by population segments (e.g. sex, age, persons with disabilities, etc.) with a focus on Leaving No One Behind.	Baseline: 0	Target:5,000	Means of verification: Joint programme progress Report Project M& E data base
Engine room 2. Capacity building at scale			
Number of governmental (both at central and sub-central levels) and non-governmental organizations including social partners with enhanced capacity to design, implement and finance integrated policies, regulations and innovative solutions for SDG acceleration, with Joint SDG Fund support.	Baseline: 0	Target:10	Means of verification: Joint programme progress Report Project M& E data base Ministry/institutional Reports
Number of tools, procedures and mechanisms (e.g. SOPs, training module, incentive structures) developed or implemented, focused on building capacities for SDG acceleration with Joint SDG Fund support (disaggregated by central and local actors).	Baseline:0	Target:3	Means of verification: Joint Programme Reports Curriculum developed Training Manuals
Number of experts identified and deployed to support RCs/UNCTs on SDG acceleration with Joint SDG Fund support.	Baseline:0	Target:0	Means of verification:
Engine room 3. Developing market-ready pipeline of actions.			
Number of integrated multi-sectoral financing solutions or instruments created and launched with Joint SDG Fund support, disaggregated by theme/type.	Baseline:0	Target:0	Means of verification:
Number of actions, projects, businesses or organizations identified for inclusion in market-ready pipeline with Joint SDG Fund support.	Baseline:0	Target:1	Means of verification: Diagnostic/Analytical Study Reports Joint Programme Report
Ratio of actions, projects, businesses or organisations securing funding and receiving investments, in relations to those identified with Joint SDG Fund support.	Baseline:0	Target:0	Means of verification:

Engine room 4. Devising a financing mix (deal room)			
Amount in US\$ of financing leveraged for integrated multi-sectoral solutions, with support from the Joint SDG Fund (disaggregation by type of investors – e.g. Gov, private, PPP, DFIs/IFIs).	Baseline:0	Target:33 million	Means of verification: Joint programme Reports
Ratio of financing leveraged for integrated multi-sectoral solutions against the committed funds provided by the Joint SDG Fund.	Baseline:0	Target:1/12	Means of verification: JP Reports Government financial statements UN Annual results Reports Donor Reports
Number of investors providing direct financing to integrated multi-sectoral solutions developed, with support from the Joint SDG Fund (disaggregation by type of investors – e.g. Gov, private, PPP, DFIs/IFIs).	Baseline:0	Target:1GoM; 1 IFI	Means of verification: Joint programme Reports MoUs developed

ANNEX 2.2: Work plan

Joint Programme Workplan

Outcome/Output	Geographic focus	Start	End	PUNO	SDG Targets	Gender Equality Marker	Human Rights Marker	QCPR function	Budget (US\$)
Outcome 1 (UNCF Outcome 2): By 2028, people in Malawi, especially women, youth, and those most left behind, will experience more inclusive good governance, peace, and robust political and civic participation									
Output 1.1 Policies and guidelines on social protection, decent jobs, skill development and agriculture commercialization are reviewed, costed, gender responsive and implemented in a coordinated integrated, and inclusive manner to enhance job creation opportunities for the youth, women and other marginalised populations	National	Oct 2024	Oct 2024	ILO UN Women	Target 1.3 Target 2.3 Target 8.3, 8.6; 8.5,	2	2	4	85,182.00
Output 1.2 Social protection institutional architecture at national and sub-national level improved and equipped with legislation and delivery mechanisms to implement	National	Oct 2024	Oct 2024	ILO FAO	target 2.3; 1.3; 8.3; 8.5; 8.6 5.1; 5.c; 1.b	2	2	4	325,000.00

gender responsive integrated policy packages to enhance coverage									
Output 1.3 Labor market, TEVET institutions systems are capacitated to design and deliver skills development programmes that are inclusive, gender responsive and match the needs of the labour market., including through improved, LMIS, data systems and tools	National	Oct 2024	Oct 2024	ILO UN Women	Target 8.3; 8.5; 8.6;8.2	2	2	3,4	205,000.00
Outcome 2: By 2028, more people, especially the most vulnerable groups, including women, youths, and persons with disabilities, participate in and benefit from food and nutrition security and a more diversified, inclusive, and sustainable economic growth resilient to shocks									
Output 2.1 Adequate and sustained financing for job creation and social protection most especially for women and the youth (financing for gender equality)	National	Oct 2024	Oct 2024	ILO	Target 1.3; 1.2;1.a; 8.3; 8.6	2	1	5	15,000.00
Output 2.2 Strengthened capacity of MDAs, private sector, employers' organisations, worker's organisations, CSO, Women led, and Youth led movements to collectively promote skills development, job creation and social protection extension	National	Oct 2024	Oct 2024	ILO FAO UN-Women	Target 1.a; 1.3 ; 2.3 8.3, 8.5; 8.6; 8.5,	2	2	4	283,000.00

ANNEX 3: Budget per UNSDG Categories

UNSDG BUDGET CATEGORIES	UNWOMEN		FAO		ILO		TOTAL	
	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)
1. Staff and other personnel	27500	90,000	100,622	426,000	220000	400,000	347,854	916,000
2. Supplies, Commodities, Materials	0		0		25000		25,000	
3. Equipment, Vehicles, and Furniture (including Depreciation)	0		0		15,000		15,000	
4. Contractual services	50000				335,000		385,000	
5.Travel	0		27,000		30,000		57,000	
6. Transfers and Grants to Counterparts	333,000		271,630		105,000		720,048	
7. General Operating and other Direct Costs	10,061		39,248		93,182		132,341	
Total Direct Costs	420,561		438,500		823,182		1,682,243	
8. Indirect Support Costs (7% of total direct costs – except for WFP and UNHCR which should apply 6.5% of total direct costs)	29,439		30,695		57,623		117,757	
TOTAL Costs	450,000	90,000.00	469,195	426,000	880,805	400,000	1,800,000	916,000

ANNEX 4: Risk Matrix

Assess the main risks related to implementation of the JP in the simplified risk matrix below. Risk level should be determined by multiplying the likelihood by the impact. Risk level should be described as Very High, High, Medium, or Low based on the image below. See further instruction below (delete the instructions before finalizing the ProDoc)

Risks	Categories	Risk Level: (Likelihood x Impact, as per instructions)	Likelihood: Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Essential - 5 Major - 4 Moderate - 3 Minor - 2 Insignificant - 1	Mitigation measures	Risk owner
Global and National economic conditions challenge operations due to financial market instability	Financial	High	4- likely	4- Major	JP to develop analytical/diagnostic studies on job creation and social protection JP to support National dialogue on governance and sustainable financing for job creation and social protection	Government (Ministry of Finance and Ministry of Labour) UN (ILO)
Shocks including extreme climate events such as floods and drought will have negative impact on government priorities, livelihoods and socioeconomic wellbeing of the population	Social & Environmental	High	3-possible	3-Moderate	JP to develop analytical/diagnostic studies on job creation and social protection Develop strategy to support risk response including ongoing risk assessment	Government (Ministry of Agriculture, Ministry of Labour, and DODMA) UN (ILO and FAO)
Changes and competing Government priorities	Organisational	Low	2- unlikely	2-minor	JP products to be used for advocacy on sustained investment in job creation and social protection	UN (RCO, FAO, ILO, and UN WOMEN)
Persistent social norms fail to recognise the importance of unpaid care work and refuse role shifts in the homes	Social & Environmental	Low	2- Unlikley	1-Insignificant	JP to support awareness programs to promote Gender Transformative approaches Joint programme to empower women and youth led organisations for constructive policy engagement Community level engagement to support dialogue and mindset change	UN (UN WOMEN)
Fraud and corruption	Financial	High	4-Likely	3-Moderate	JP to advocate for accountability and systems strengthening Support strengthening accountability/oversight mechanisms at national and local government level	Government (Ministry of Finance, Ministry of Agriculture and Ministry of Labour)

					Strengthen anti-corruption measures relating to UN supported interventions Training partners on Internal UN Ant-Corruption Rules and regulations such as Fraud & Corruption awareness, Procurement Rules and procedures, PSEA	UN (RCO, FAO, ILO, and UN WOMEN)
Unstable economy with increased cost of living adversely affecting Women and Youths and their participation in life outside of the traditional gender roles	Financial	High	5 - Certain	4- Major	Joint programme to empower women and youth led organisations for constructive policy engagement	UN(UN WOMEN)
Lack of adequate coordination leading to duplication of efforts, internal competition and friction	Operational	Medium	3- possible	2-Minor	JP outputs to be used to strengthen implementation of integrated policy and programme approaches Joint programme Review meetings Joint Government UN Steering Committee Meetings implement JP Programme M&E Mechanism	Government (Ministry of Finance, Ministry of Agriculture and Ministry of Labour) UN (RCO, FAO, ILO, and UN WOMEN)
Lack of appreciation by stakeholders on the social dialogue institutions and mechanisms both statutory Tripartite Labour Advisory Council and adhoc structures	Organisational	Medium	3-Possible	2-Minor	JB to support programme interventions to empowering Social Partners, Private sector and CSOs for constructive policy dialogue	Government (Ministry of Finance, Ministry of Agriculture and Ministry of Labour) UN (RCO, FAO, ILO, and UN WOMEN)

ANNEX 5: Localization marker

SDG Localisation Marker Score

Please see refer to the detailed guidance on applying the marker here: <https://www.jointsdgfund.org/publication/sdg-localization-marker>

Dimensions	Criteria or eligibility	Responses	Explanation	Means of verification
Programme Design	Does the programme or initiative explicitly include results and/or expected outcomes directly related to advancing SDG localization?	Yes	Yes, contributes to localizing the SDGs 1,2,4,5,8	Progress Reports
	Is at least 70% or more of the programmatic budget allocated specifically to activities that enhance advocacy, actions or monitoring related to SDG localization?	No	No, JP programmes are framed to support acceleration of SDGs in Malawi with focus on employment creation and social protection extension	JP Progress Reports
	Were local and regional governments actively engaged and consulted during the programme design phase?	Yes	Yes. The JP Proposal developed in full consultation with co-lead Government Ministries.	Joint Programme Report Joint Workplans
	Were local service providers and/or other local actors and stakeholders actively engaged and consulted during the programme design phase?	/No	Yes. The JP Proposal developed with full consultation with the private sector, Social Partners, TEVET institutions, Youth Organisations, CSOs and Industry players	Consultative meetings Reports
Advocacy	Has the programme or initiative planned to develop new knowledge material, research, publication or relevant resources related to SDG localization, specifically building on local experience?	Yes	Yes. The JP Proposal activities include development of curricular on skills development	Curricular Study Reports JP Progress Report

			training packages, and analytical studies	
	Has the programme or initiative planned to develop specific events, campaigns, communications or capacity-building activities on SDG localization, especially targeted at local or regional governments, local service providers, or other local actors and stakeholders?	Yes	Yes. The JP Proposal has incorporated a communication plan including media engagement, radio programmes, newsletters	Joint Programme Progress Report
Actions	Does the joint programme or initiative incorporate mechanisms, spaces or activities designed to bolster coherent policies, regulations, plans, programmes, and service-delivery approaches or models by local and regional governments and/or local service providers, facilitating their meaningful contributions to the SDGs and addressing the principles of leaving no one behind?	Yes	Yes. The JP Proposal objective is to support design and implementation of integrated policy approaches to accelerate SDGs	JP Progress Report
	Does the joint programme or initiative have an inclusive and participatory multi-stakeholder approach, involving civil society, academia, citizens, the private sector and/or others to jointly implement transformative initiatives toward localising the SDGs? This could include, for example, mobilising and sharing knowledge, expertise, technologies and financial resources to support the achievement of the SDGs at the local level.	Yes	Yes. The Joint Programme implementation approach will include participatory approach in design and implementation of interventions.	Joint Programme Progress Report
	Does the joint programme or initiative include a multi-level governance approach to address the SDG challenges through collaboration between different levels of government, as well as with international organisations, and local communities? This approach recognizes that effective action requires coordinated efforts at various scales, from local and regional to national and global.	No	Yes. The Joint programme management arrangement include Joint Programme Steering Committee comprising multi-stakeholders	JP Progress Report Steering Committee Reports

	Does the joint programme or initiative feature mechanisms or activities aimed at improving the transparent and accountable financing of SDG localization? This may include the development of decentralised financing policies, the creation of a market-ready pipeline of local actions, expansion of local fiscal space, resource mobilisation by local or regional governments, participatory budgeting approaches, etc.	No	The Joint Programme has included activities aimed at resource mobilisation for job creation and social protection programmes. Further the JP will include co-financing from PUNO	JP Progress Reports
Accountability & Sustainability	Does the joint programme or initiatives include dedicated results, supported by a robust accountability framework, to systematically collect and report on contributions to SDG localization, both at the outcome and output levels?	Yes	Yes. The JP Proposal has planned to set up a monitoring evaluation framework to measure results of the GA initiative	JP Progress Report
	Does the joint programme or initiative include a dedicated plan to ensure the sustainability, leveraging of financial resources and replication/expansion of the SDG actions in additional localities, developed in collaboration with local and regional governments, local service providers and other local actors and stakeholders?	Yes	Yes. The JP programme will leverage the existing programme, structures and resources at national, sub national level to support programme implementation and institutionalisation of approaches	JP Progress Report

Criteria for Scoring

- Marker 3: Between 9 and 12 criteria marked as Yes.
- Marker 2: Between 4 and 8 criteria marked as Yes.
- Marker 1: Between 1 and 3 criteria marked as Yes.
- Marker 0: None of the criteria marked as Yes.

Total # of
Yes

8

ANNEX 6: Gender Equality and Human Rights markers

Gender Equality Marker

Please copy the output as per in the workplan and add the Gender Equality marker score and justify the scoring. Please refer to the UNSDG guidance here:

<https://help.uninfo.org/un-info/results-framework/results-framework-structure/suboutput-level/guidance-on-applying-tags-and-markers/guidance-on-applying-the-gender-equality-human-rights-and-sustaining-peace-markers>

Joint Programme Outputs	GEM Score	Justification
Output 1.1 Policies and guidelines on social protection, decent jobs, skill development and agriculture commercialization are reviewed, costed, gender responsive and implemented in a coordinated integrated, and inclusive manner to enhance job creation opportunities for the youth, women and other marginalised populations	2	All the three studies proposed in the output (on diagnostic study, mapping of social protection and National Action Plan for women economic empowerment) have a strong gender component.
Output 1.2 Social protection institutional architecture at national and sub-national level improved and equipped with legislation and delivery mechanisms to implement gender responsive integrated policy packages to enhance coverage	2	The is no activity that directly contributes to gender equality. The activities focus on the overall social protection system
Output 1.3 Labor market, TEVET institutions systems are capacitated to design and deliver skills development programmes that are inclusive, gender responsive and match the needs of the labour market., including through improved, LMIS, data systems and tools	2	The output contributes to gender responsiveness and there are activities contributing to gender equality and women's empowerment.
Output 2.1 Adequate and sustained financing for job creation and social protection most especially for women and the youth (financing for gender equality	2	The output focuses on initiatives that contribute to gender equality (financing for job creation and social protection most especially for women and the youth)
Output 2.2 Strengthened capacity of MDAs, private sector, employers' organisations, worker's organisations. CSO, Women led, and Youth led movements to collectively promote skills development, job creation and social protection extension	2	The output includes consideration for gender equality. Training module proposed includes gender

Human Rights Marker

Please copy the output as per in the workplan and add the Human Rights marker score and justify the scoring. Please refer to the UNSDG guidance here:

<https://help.uninfo.org/un-info/results-framework/results-framework-structure/suboutput-level/guidance-on-applying-tags-and-markers/guidance-on-applying-the-gender-equality-human-rights-and-sustaining-peace-markers>

Joint Programme Outputs	HRM Score	Justification
Output 1.1 Policies and guidelines on social protection, decent jobs, skill development and agriculture commercialization are reviewed, costed, gender responsive and implemented in a	2	The output will have substantial contribution towards the realization of human rights frameworks such as CEDAW, Convention 184 Safety and Health in Agriculture Employment

coordinated integrated, and inclusive manner to enhance job creation opportunities for the youth, women and other marginalised populations		policy Convention. All activities proposed have considered the elements of promoting human rights related to employment, right to earn a decent living and gender equality. To this effect: 1. Output is explicitly grounded in the enjoyment or fulfilment of human rights 2. Participation and meaningful engagement of various stakeholder including the beneficiary groups/rights holders are incorporated into the output. 3. Issues identified through a thorough human rights analysis, including from a gender perspective, and addressed through capacity development.
Output 1.2 Social protection institutional architecture at national and sub-national level improved and equipped with legislation and delivery mechanisms to implement integrated gender responsive policy packages to enhance coverage	2	The output will have substantial contribution towards the realisation of human rights related to social security, decent living and right to food contributing to realisation of Convention 102 social security standards, CEDAW, CRPD, Covenant on Social Economic and Cultural Rights and Universal Declaration of Human Rights. To this effect: 1. Output is explicitly grounded in the enjoyment or fulfilment of human rights (or lack thereof). 2. References to 'rights holders' and/or 'duty bearers' with respective responsibilities and entitlements 3. Participation and meaningful engagement of various stakeholder including the beneficiary groups/rights holders incorporated into the output.
Output 1.3 Labor market, TEVET institutions systems are capacitated to design and deliver skills development programmes that are inclusive, gender responsive and match the needs of the labour market., including through improved, LMIS, data systems and tools	2	The output will contribute towards the realisation of human rights related to decent employment, education and decent living contributing to the Human Resources Development Convention of 1975, the International Covenant on economic, Social and Cultural Rights and employment policy Convention of 1964. To this effect: 1. Participation and meaningful engagement of various stakeholder including the beneficiary groups/rights holders incorporated into the output. 2. Output targets patterns of discrimination, inequality or marginalization. 3. Output is explicitly grounded in the enjoyment or fulfilment of human rights (or lack thereof).
Output 2.1 Adequate and sustained financing for job creation and social protection most especially for women and the youth (financing for gender equality	2	The output will contribute towards the realisation of human rights related to social security, decent living and gender equality contributing to the CEDAW, Human Resources Development Convention of 1975, International Covenant on economic, Social and Cultural Rights and Employment Policy Convention of 1964. To this effect:

		1. Output targets patterns of discrimination, inequality or marginalization 2. Participation and meaningful engagement of various stakeholder including the beneficiary groups/rights holders incorporated into the output.
Output 2.2 Strengthened capacity of MDAs, private sector, employers' organisations, worker's organisations, CSO, Women led, and Youth led movements to collectively promote skills development, job creation and social protection extension	3	The output will contribute towards the realisation of human rights related to decent employment, gender equality and social security contributing to the CEDAW, Human Resources Development Convention of 1975, International Covenant on Economic, Social and Cultural Rights; Convention 184 on Safety and Health in Agriculture Convention and Employment Policy Convention of 1964: To this effect: 1. Output is explicitly grounded in the enjoyment or fulfilment of human rights (or lack thereof). 2. References to 'rights holders' and/or 'duty bearers' with respective responsibilities and entitlements 3. Participation and meaningful engagement of various stakeholder including the beneficiary groups/rights holders incorporated into the output. 4. Output targets patterns of discrimination, inequality or marginalization

ANNEX 7: Overview of the Learning and capacity building plan for the main stakeholders, including social partners and civil society

Objectives and main activities

The overarching objective of the learning and sharing plan is to enhance knowledge creation, storage and transfer, as an integral part of the implementation of the JP to enhance continuous learning, innovation and improvement towards achievement of the results

1) Strategic approach and objectives for learning and sharing

The approach to learning and sharing during and from this JP will be people-centred and utility-driven, with technology used as a tool to facilitate learning and exchanges. The scope of learning and sharing will include 6 key audiences:

1. JP key technical Focal points – to ensure all Govt, UN staff Social Partners and implementing partners are informed of progress and lessons learned
2. UN (UNCT; UNSDCF; technical staff) – to ensure best practices are adopted at the technical and strategic levels
3. Development Partners– to ensure best practices inform donor business cases related to investments of Donors in Social protection and job creation programmes in Malawi
4. National stakeholders (Government at national, sub national levels; Parliamentarians; social partners, CSOs; TEVETA, Private

- Sector) – to ensure best practices are institutionalised and scaled up.
5. Media – to increase broader public awareness on the importance and impact of investing in job creation and social protection programmes.
 6. Regional / Global employment, rural development and social protection practitioners – to promote experience sharing and cross-pollination of best practices across different contexts.
 7. women, youth led, persons with disabilities and Communities – to ensure that communities are informed of the interventions and supported to participate in skills development and employment and social protection opportunities.

Acknowledging that the PUNOs use different approaches to learning and knowledge management, the approach will be to leverage existing capacity building practices and approaches within participating Agencies that will include, training on integrated policy interventions, national and sub national policy dialogue engagements, social dialogue meetings, institutional capacity strengthening, curriculum development to support agriculture commercialisation, awareness raising initiatives.

The 4x4 approach to learning will be to create and capitalise knowledge to respond to increasing challenges and objectives as well as the expectations of the PUNOs. This will be done systematically initially through a 4-step process, done at the beginning of the joint programme as part of the detailed development of the work plan for the 2-year programme:

1. **Research ventures.** *The learning and sharing plan will cover the topics:*
 - *Formalisation of the rural economy*
 - *Extension of social protection to workers in agriculture*
 - *Mapping of social protection, ALMPs and skills policies*
 - *assessment of linkages and referrals between selected social protection programmes and the agrifood system*
 - *Employment impact assessment*
 - *innovation mapping in the agriculture sector and assess their contribution to job creation and social protection*
 - *Review National action plan for women economic empowerment and conduct gender analysis of time use survey results in the agriculture sector.*
2. Systematise the evidence produced. There has been a lot of evidence generation both nationally and globally on the listed critical areas of learning. These will be reviewed to ensure that learning builds on lessons learned and drives the learning agenda forward.
3. Respond to immediate and practical needs strategically. In line with the specific learning objectives for the 7 audience groups as listed above, specific messaging, tools and materials will be developed.
4. Emerging evidence yields new opportunities for dissemination, research, and action. Discussion will take place with key partners to ensure that recent evidence, including from evaluations, are taken into consideration.

Once this has been done, the findings will be used to inform training and capacity strengthening activities of the joint programme, that is both explicitly and purposely linked to and builds the knowledge base of critical stakeholders. This will include 4 steps:

1. Mainstream the messaging, tools and materials into existing platforms. These include working groups chaired or co-chaired by

the Government and UN agencies, Global Accelerator learning exchanges, ongoing training or learning initiatives. The learning strategy is to utilise these mechanisms to enhance UN's contribution to knowledge creation, storage and sharing in relation to jobs and social protection in Malawi.

2. The programme will create space for staff involved at different levels in the implementation of this JP to interact both virtually and in person. Within the JP implementation work plans, templates and tools for reporting and sharing information will be developed.
3. Continuous monitoring of knowledge creation and learning objectives and adjustments as needed.
4. Lessons learned will feed into discussions on the overall workplan ensure adaptive programming that meets the needs of the government, implementing partners and rural workers in an informed, evidence-based manner. Knowledge sharing activities are designed to take place through-out the program. During the inception period, in combination with the detailed workplan, the "learning and sharing plan" will be developed, with a summary that shows what will be shared, from/by whom, when, how and for what purpose.

ANNEX 8: Overview of the Communications and visibility plan

Overall narrative of the joint programme

Short description: By 2026, the joint programme will ensure that public policies and guidelines on social protection, decent jobs, skill development and agriculture commercialization are reviewed, costed, gender responsive and implemented in a coordinated integrated, and inclusive manner to enhance job creation opportunities for the youth, women and other marginalised populations. the Joint programme will include innovative approaches to review and design integrated job creation and social protection mechanisms and strategies, capacity building of national stakeholders to deliver effective job creation and social protection interventions with the immediate impact on 1500 direct jobs and 2500 indirect jobs. The Joint programme will also support the development of sustainable financing strategies towards increased domestic and international resource mobilisation to ensure increased capacity for sustainable job creation and social protection.

The primary narrative of the programme will focus on the importance of government-ownership, coherent, and investment returns for sustainable job creation and social protection programs and strategies in Malawi.

Pitch: The joint programme on Decent jobs and social protection in the agriculture sector in Malawi will leverage the expertise of UN organisations to enhance the capacity of the Government of Malawi to strengthen its skills development, job creation strategies and social protection systems to enhance national development and promote an inclusively wealth and self-reliant nation to leaving no one behind. The emphasis of the joint programme centres on building an enabling environment and sustainable approaches particularly strengthening integrated policy approaches, institutional strengthening for the Government of Malawi, and national partners to realise the objectives of decent job creation set out in the Malawi Vision 2063, national job creation and social protection strategies.

To achieve this goal, the communications plan will advocate for collaboration among the various stakeholders in the agriculture, labour labour and employment and social protection sectors. The target beneficiaries, private sector, social partners, youth and women led

organisations will be informed and be engaged in the implementation of job creation and social protection strategies, thus building national ownership and consensus that can support government commitment for job creation and improved social protection. The primary narrative of the programme will focus on the importance of government-owned, coherent, and sustainable skills development, job creation and social protection systems in Malawi.

This narrative is in line with the UNSCDF Communications Strategy to communicate the UN's work for the development and people of Malawi, including supporting the Government to deliver the SDGs, leaving no one behind.

2) Objectives and main activities of communication and visibility plan

The communications plan aims to achieve the following objectives, measured with the following indicators:

- Increase awareness and understanding of the importance and impact of investing in job creation and social protection among government, private sector, social partners, CSOs stakeholders and beneficiaries,
 - o # of programmes produced and broadcasted through radio, TV
 - o # of articles featured in newspapers
 - o # of attendees to learning events
 - o # e-newsletters distributed
 - # Number of publications (newsletters, Brochures, Leaflets)
- Increased buy-in for the government-led job creation and social protection interventions among development partners
 - o # of signatures on commitment cards
 - o # of attendees to learning events
- Broadcast the impact of the integrated job creation and social protection policies and programmes
 - o # of programmes supported and communicated on radio, TV
 - o # of articles featured in newspapers
 - o # usage, events, views online, and reactions on social media
 - o # Social media metrics, such as impressions, retweets, and likes

4) Main activities

To reach the different key audiences effectively, the Joint programme will apply a innovative communications activities targeted to each audience:

- **Learning Events** – The joint programme will organise the events and information sessions to introduce the programme and report on progress to key decision-makers and stakeholders. This will include the Joint programme Official Launch event. The meetings will be an opportunity for direct and targeted advocacy, media coverage and social media visibility to promote buy-in for policies and strategies

on advancing job creation and social protection.

- o **Budget:** \$,6,000 for 2 events over the course of the programme (1 events targeting donors and 1 event government; 1 events targeting private sector)
 - o **Responsible Organisation:** ILO, UN Women and FAO
- **Quarterly E-Newsletters – Featuring components of the** joint programme and various stakeholders working on job creation and social protection interventions. By disseminating the quarterly newsletter, the joint programme will be able to broadcast the progress made to targeted audiences.
 - o **Budget:** 0 (covered through internal resources)
 - o **Responsible Organization:** ILO, UN Women, FAO
- **Radio and TV Programming –** To increase awareness on the impact of the joint programme interventions, the programme will support radio and TV programming on major broadcasters and community radio stations to discuss themes around job creation and social protection. Community radio programming will allow better outreach to targeted populations in the agriculture sector in rural areas.
 - o **Budget:** \$8,000
 - o **Responsible Organization:** ILO
- **Media Field Visits –** During Joint programme implementation media field visits will be organised to raise awareness and enhance coverage of the programme's benefits and impacts to government officials, Development Partners, and the general public.
 - o **Budget:** \$8,000
 - o **Responsible Organisation:** FAO, ILO, UN Women
- **Press Releases –** The programme will issue press releases during key milestones of the programme implementation, such as during the Joint programme Launch, Launch of analytical studies to disseminate programme achievements to key stakeholders and the public.
 - o **Budget:** 6,000
 - o **Responsible Organisation:** ILO, UN Women, FAO
- **Media Training –** The programme will hold training workshops targeted for journalists and members of media houses to increase their capacity to accurately report on job creation and social protection interventions. media training will encourage media stakeholders to be champions for change and advocates for improved financing to job creation and social protection programmes.

- o **Budget:** \$ 8,000
 - o **Responsible Organisation:** ILO
- **Visibility Items** – The Joint programme will produce visibility items that will be displayed and distributed to beneficiaries, government officials, and stakeholders. This will include roll-up and tear drop banners, social media post boosting, backdrop banners, leaflets, folders and targeted briefs for different stakeholders (e.g. government briefs, beneficiary info sheets).
 - o **Budget:** \$8,000
 - o **Responsible Organization and Focal Point:** ILO, UN Women, FAO
- **Video** – The Joint Programme will engage DCOM services to document the impact of the Joint programme on decent job creation and social protection in the Agriculture Sector. The Video content will be edited for social media and posted online.
 - o **Budget:** \$6,000 for 2 videos
 - o **Responsible Organization and Focal Point:** ILO

As the lead organisation, ILO will be responsible for the overall monitoring and reporting on the communications plan.

Annex 9: Summary - Progress on Implementation of the SDGs

SIGNIFICANT PROGRESS	WITH MODERATE PROGRESS	LITTLE OR NO PROGRESS
Goal 2: End hunger, achieve food security and improved nutrition, and promote sustainable agriculture Goal 3: Ensure healthy lives and promote well-being for all at all ages Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. Goal 6: Ensure access to affordable, reliable, sustainable and modern energy for all Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development	Goal 5: Achieve gender equality and empower all women and girls Goal 7: Ensure availability and sustainable management of water and sanitation for all Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation. Goal 13: Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy. Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development	Goal 1: End poverty in all its forms everywhere. Goal 10: Reduce inequality within and among countries Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Source: Malawi 2022, Voluntary National Review report for the SDGs