



JOINT
SDG
FUND

Joint Programme Document:

Promoting productive
and decent jobs and
extending of social
protection coverage
within the framework of
just transitions in the
Republic of Guinea



COVER PAGE

MPTFO Project Reference Number	<i>(Leave blank, for automatic population in Quantum)</i>
Country	Republic of Guinea
Territorial/Geographic Focus	<i>Specify the locality, territory, geographic areas where the programme activities will take place.</i>
Joint programme title:	MGA: Promoting productive and decent jobs and extending of social protection coverage within the framework of just transitions in the Republic of Guinea
Phase I Duration:	<i>18 months (maximum of 18 months)</i>
Phase I Start and end dates:	<i>01/2026 to 06/2027</i>
Short description:	This joint programme is part of the implementation of the SIMANDOU 2040 socio-economic development programme and will contribute to: (1) strengthening the implementation of integrated employment and social protection policies and multi-stakeholder coordination mechanisms; (2) enhancing national capacities to conduct diagnostics and impact assessments on employment and social protection; (3) supporting public employment programmes, employment services and mechanisms that promote formalization; (4) establishing a social protection scheme adapted to workers in the informal economy
Joint Programme team:	
Resident Coordinator	<i>Name and contact email</i>
Joint Program RCO focal point	Manuela TOREE Head of RCO, email: torrem@un.org Amadou Diallo, Focal Point, email: amadou.diallo1@un.org
Lead PUNO JP Focal point	ILO Director : Samira DAOUD, email: daouds@ilo.org Focal point : Dramane BATCHABI : batchabi@ilo.org et Amadou SAKHO : sakho@ilo.org
PUNO 2 JP Focal point	UNDP RR Anthony Ohemeng-Boamah, email: anthony.ohemeng-boamah@undp.org DRR Alassane BA, email: alassane.ba@undp.org Focal point: Mamadou Sarifou Diao DIALLO, Economiste national, email : mamadou.sarifou.diallo@undp.org et Fatoumata Binta Diallo: fatoumata.binta.diallo@undp.org
World Bank Country Director/Manager	<i>Name and contact email</i>
World Bank Practice Manager	<i>Name and contact email</i>
World Bank TTL (ADM responsible) ¹	<i>Name and contact email</i>
Anticipated Total Budget:	<i>Total anticipated sum from all sources of funds</i> - Co-funding (within the JP budget): 200 000 US\$ (Phase I) - Co-financing (parallel to JP budget): 8 300 000 US\$ (Phase II)

¹ TTL of the P code to which the grant is linked is automatically the TTL of the grant. TTL must be ADM responsible and must ensure that ASA processing adheres to the for country, regional and global activities (see [Accountability and Decision Making \(ADM\) framework](#)).

Phase I Budget (for approval):	\$ 1,050,000
Source of funds:	\$ XXX,XXX
UN Joint SDG Fund (Phase 1)	\$ 1,050,000
PUNO 1 co-funding	\$ 100,000
PUNO 2 co-funding	\$ 100,000
RSR-ADSP Umbrella Trust Fund	\$
World Bank co-funding, <i>if applicable</i>	\$ XXX,XXX
Government co-funding	\$ N/A
International donor co-funding	\$ N/A
Other sources co-funding	\$ N/A
Legal context	The legal basis of the joint programme is the legal annex of the Cooperation Framework for Development between the United Nations System and the Government of Guinea (2024–2028), signed on 29 December 2023

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.

I hereby confirm that the funds requested are in accordance with the approved Work Plan & Joint Programme Document. I also certify that the copy transmitted to the MPTF Office is a true copy of the original which is secured by the RC Office. I have received documentation from Participating Organizations demonstrating committed amounts where applicable. I also confirm that the PUNOs' indirect cost does not exceed 7%.



Joint Programme Lead	
GOVERNMENT COUNTERPART	Name of Representative: Ministère de l'Emploi, du Travail et de la Protection Sociale <i>P/O le Secrétaire Général</i> Name of Ministry: Mory CONDE <i>Aboubacar Kourouma</i> Date and Signature: <i>19 février 2026</i>
UN RESIDENT COORDINATOR	Name, Title : Dr Jean Marie Kipela, RC a.i. Date and Signature:
Participating UN Entities	
LEAD PUNO	Name, Title: BIT, Samira DAOUD, Directrice DWT/CO Dakar Date and Signature: 12 FEB 2026
PUNO 1	Name, Title: PNUD, Anthony OHEMENG-BOAMAH, RR Date and Signature:

JOINT PROGRAMME PROFILE

Contribution to Cooperation Framework Outcome(s) and Output(s)	By the end of 2028, populations—including women, adolescent girls and boys, children, persons with disabilities, and those living in rural, peri-urban, and hard-to-reach areas, particularly the most vulnerable—will use quality, equitable, sustainable, and inclusive basic social services, including in emergency situations. Populations—including women, adolescent girls and boys, children, persons with disabilities, and those living in rural, peri-urban, and hard-to-reach areas, particularly the most vulnerable—access social protection mechanisms and adopt practices and behaviors that promote the use of basic social services (education, health, nutrition, WASH, and protection), including in emergency situations. National institutions and local authorities have strengthened capacities to reinforce financing mechanisms, particularly domestic financing, for basic social services (education, health, nutrition, and protection), including in emergency settings. Policies and programs aimed at improving the business environment are enhanced, efficient, and inclusive, and promote entrepreneurship and employability—particularly for young people, women, and vulnerable groups—through a systemic value-chain approach in key economic sectors. Innovative approaches and initiatives are developed to support internal and external resource
---	---

	mobilization for the financing and implementation of interventions aimed at achieving the SDGs.
SDG Targets directly addressed by the Joint Programme	1.3 – Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable. 3.8 – Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all. 4.4 – By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship. 8.2 – Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors. 8.3 – Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services. 8.5 – By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
Expected key results of the Joint Programme	<i>Include (up to) 3 main expected results</i> 1. Institutional frameworks are strengthened in terms of implementing integrated employment policies and their financing; capacities for employment evaluation and foresight analysis are enhanced; and mechanisms for social dialogue on employment and social protection are reinforced. 2. Investment programmes in priority productive sectors maximize the creation of decent jobs, the extension of social protection, and the development and implementation of coherent active and passive labour market measures targeting demobilized workers along the Simandou corridor, women, youth, and vulnerable groups in the intervention areas. 3. Programmes to extend social protection coverage to workers in the informal economy and to people living in poverty and vulnerability are established and institutionalized (a scheme adapted to informal workers).
Anticipated direct beneficiaries	<i>The total number / percentage of the targeted or overall population</i>

	Phase I: 300 demobilized workers concerned by training and employment policies, and 3,000 informal sector workers covered by the social protection extension policy. Phase II: 50,000 demobilized workers 165,000 informal sector workers.
Anticipated financial leverage (both phase I and phase II)	<i>The total amount in USD</i> - Co-funding (within the JP budget): 200 000 US\$ (Phase I) - Co-financing (parallel to JP budget): 8 300 000 US\$ (Phase II)
Justification for financing from the M-GA. Please describe why the proposed activity benefits from collaboration of World Bank and UN agencies. How will this activity make best use of the comparative advantage of each participating agency? (250 words max.)	The proposed programme aligns with the M-GA funding criteria by mobilizing the complementary expertise of the World Bank and UN agencies to deliver integrated solutions in support of decent work and social protection. The World Bank provides strategic support in policy dialogue, reform assistance, investment financing, and technical support, particularly on employment and social protection systems. The ILO and UNDP provide strategic support, technical expertise, and operational capacity in the areas of employment and decent work, skills development, transition to the formal economy, and strengthening social protection systems. This collaboration promotes participatory, inclusive, and structural reforms tailored to the needs of informal-economy workers and vulnerable groups, while aligning with the priorities and objectives of the Government's Simandou 2040 Programme in the context of a major transformation of the Guinean economy.
The secondary focus on SDG Transitions in the JP <i>Select all that are incorporated into the JP strategy and results, in addition to Social Protection and Jobs transformation as the primary focus.</i>	☐ Digital Transformation ☐ Food Systems Transformation ☐ Energy Access and Affordability ☐ Transforming Education ☐ Climate, Biodiversity, Pollution

JOINT PROGRAM DESCRIPTION

*Respect the max number of pages / words – all other content to be included in additional annexes.
Unless explicitly mentioned, refer to the overall JP, including both phase I and phase II.*

1. Baseline and Situation Analysis (*max 500 words*)

In Guinea, the employment system is characterized by significant deficits in decent work, with an employment rate of 52% (42% for working-age women), underemployment rates of 43% for women and 35% for men, an employment informality rate of 96%, and a vulnerability rate in employment of 83% (ENESIG, 2019). Eighty percent of businesses operate in the informal economy. The social protection (SP) system remains embryonic, poorly integrated, and reliant on external financing, with low effective coverage estimated at 3.7% nationally. While employment and social protection policies and strategies have recently been adopted or are under revision, and major investments are being implemented under the Simandou 2040 Programme, the potential for creating decent jobs in productive sectors remains largely untapped, and training, insertion, and formalization mechanisms are highly insufficient.

The Simandou 2040 Programme is the development strategy adopted by the Guinean authorities to make the exploitation of the world's largest iron deposit (the Simandou mine in the southern part of the country) a driver of comprehensive and structural transformation nationwide, and, consequently, the main lever to put Guinea on a development trajectory. In practice, this strategy is structured around five pillars: Agriculture, Industry, and Trade; Education and Culture; Infrastructure, Transport, and Technology; Economy, Finance, and Insurance (including the creation of a sovereign wealth fund); and Health, Social Protection, and Well-being of the population. At the core of this programme are 122 investment projects across these sectors, implemented in collaboration with private-sector companies. The interventions of this joint programme aim to accelerate the operationalization of national policies on employment and social protection, support strategies for financing employment and social protection, and implement programmes targeting informal-economy workers and vulnerable groups, while strengthening social dialogue mechanisms. The preferred approach is that of an integrated employment and social protection intervention across all sectoral policies, based on innovative mechanisms to reach populations traditionally excluded—particularly in the informal sector—while maximizing the social impact of private investments that are currently transforming the Guinean economy.

2. Programme strategy and Theory of Change

(max five pages or 4000 words in total, excluding graphical representation of the ToC and tables).

This programme aligns with the Government's priorities in the areas of employment and social protection, as outlined in the Simandou 2040 development strategy. It aims to jointly, and in an integrated manner, promote the creation of decent jobs and the extension of social protection to the informal sector, which encompasses 96% of Guinean workers.

2.1. Theory of Change *(max 1000 words)*

The programme aims to support:

- The implementation of the National Employment Policy;
- Active and passive labor market measures to accelerate the creation of productive and sustainable jobs;
- The development of a social protection scheme adapted to informal workers and its expansion through a systematic enrollment approach along value chains.

In line with government guidelines and the Simandou 2040 development strategy, this programme will focus on three main target groups:

1. Demobilized workers along the Simandou corridor: More than 50,000 workers were employed for the construction of the massive Simandou project. With the completion of the works, the Government has committed to remobilize these workers.
2. Workers directly employed in projects under the Simandou 2040 programme: Within the framework of the Simandou programme, the Government has identified several projects to be implemented across various sectors. Special attention must be given to the social impacts of these projects in terms of job creation and social protection expansion.
3. Communities affected by the spillover effects of the Simandou 2040 programme: The Simandou project has three main components: iron ore extraction, a railway of approximately 670 km, and a deep-water port. Improving the living conditions of communities living around these facilities, or those affected by the Simandou programme, is a government priority.

For each of these groups, an integrated approach linking job creation, technical and vocational training, and social protection expansion will be implemented through two phases.

Demobilized workers along the Simandou corridor:

The programme will support the development of a comprehensive remobilization action plan in partnership with AGUIPE. Building on a profiling exercise already conducted, this plan will identify relevant technical and vocational training according to labor market needs and specify the social protection measures required to support these training periods, for example through temporary cash transfer policies.

In the first phase of the programme, this plan will be developed and implemented through a pilot project involving 200 to 300 demobilized workers. Following this initial phase and a detailed evaluation, a second phase targeting all 50,000 workers will be launched via AGUIPE.

Potential direct employment under Simandou 2040 projects:

The joint programme's support will primarily involve conducting ex-ante social impact analyses of each of the 122 relevant projects using the Global Accelerator's SMSD tool, analyzing skills requirements for implementing the Simandou projects, and implementing dual training programmes. These analyses will identify the profiles and skills required by the various projects, measure the gap between current skills supply and sector demand, guide the planning of vocational training programmes, adapt curricula, and determine teaching modalities, particularly workplace-based learning (modernized apprenticeships, dual training). They will also guide the implementation of dual training schemes aligned with the skills and qualified labor needs of projects under the Simandou programme.

Moreover, the analyses will measure the impact of different projects on job creation, social protection improvement, and inequality reduction. The results will be used in discussions with private investors involved in these projects, convened within existing private investor networks and under a three-way partnership with the Guinean authorities, companies and the PUNOs, to develop plans for enhancing the social dimension of these investments. Special attention will be given to opportunities to extend social protection to all jobs created, and the findings will also support the deployment of the National Employment Policy. This technical support will ensure, in line with the highest-level ambitions of the Guinean authorities, the maximal social impact of the Simandou 2040 programme. Most of these studies will be conducted during the first phase, accompanied by exchanges with private investors facilitated by the government and the Guinean employers' association. They will also inform government discussions to produce general recommendations on investment modalities, including the drafting of an investment project maturation guide (below referred sometimes as the PPBSE guide for Employment and Social Protection) envisaged in this joint programme. The second phase will implement these recommendations in the projects implemented.

Communities affected or associated with the Simandou 2040 programme:

Support will be provided for the structural economic transformations driven by this development strategy, promoting social progress in key economic sectors already targeted by the government (agriculture, agro-processing, transport, industry, health, etc.) and generalizing access to social protection along the value chains being developed. This expansion requires developing a social protection scheme adapted to informal economy workers and mapping these economic sectors to generalize the scheme through systematic contribution collection.

The first phase will focus on developing an integrated social protection scheme within the existing Guinean social protection system, in coordination with the *Caisse Nationale de Sécurité Sociale*, including defining and politically validating the legal framework and financial parameters (building on an ongoing actuarial analysis), as well as developing a national systematic enrolment strategy. A pilot scheme will then be implemented targeting 3,000 workers, 60% of whom will be women.

The second phase will focus on operationalizing the strategy for extending social protection along value chains, in connection with the dedicated scheme, supporting its deployment in each key sector of the Simandou 2040 programme. This programme is therefore structured around the development potential of the Simandou 2040 programme and the Guinean government's strong commitment to making it an inclusive, human-centered development driver. It aims to support the structural transformation of the Guinean economy promoted by this development strategy, ensuring that the massive public and private investments achieve maximum social impact through an integrated approach linking employment, vocational training, and social protection expansion. This approach will

align these investments with Guinea's development objectives, addressing the need for decent jobs for Guinean youth and reducing social and health vulnerabilities.

2.2 Description of the Transformative impact

Alignment with National Strategies

The SIMANDOU 2040 Programme is Guinea's socio-economic development plan for the next fifteen years. The joint programme is fully aligned with the implementation of this national strategy and will contribute to maximizing its social impact through support for decent job creation and the extension of social protection. Upon completion of both phases, this programme will have significantly strengthened the social dimension of Guinea's Simandou 2040 development strategy, relying on a national roadmap, whose preparation it will also help to facilitate.

Key Changes

First, the programme will establish mechanisms to support employment and technical and vocational training, in order to accompany and maximize job creation under the Simandou 2040 Programme. Up to 50,000 low or unskilled workers, underemployed or unemployed following their demobilization, will be guided toward opportunities arising from transformations in the Guinean economy. These demobilized workers along the Simandou corridor live in rural areas with high poverty levels, and their placement into sustainable employment will structurally reduce household vulnerability, generate new fiscal revenue for the Guinean State, and expand the social protection contribution base.

Through capacity-building support for AGUIPE, mobilization and support for the implementation of the recently validated Labor based approach (HIMO) strategy for demobilized workers—including support for achieving the Prime Minister's target of 100,000 youth jobs, support for dual training within this framework, and cooperation with the private sector facilitated by this programme—Guinea's ability to implement its national employment policy will also be structurally strengthened, with major consequences for a country with a very young population.

The programme will also support the general transformation of the Guinean economy driven by the massive investments of the Simandou 2040 Programme, notably through the 122 projects selected by the authorities. By analyzing their social impact, formulating and implementing improvement recommendations with investors—particularly leveraging the ILO's links with Guinean employers' associations—this programme will systematically integrate decent work and social protection considerations into planned investment projects. This will mobilize significant financing for social investment and has the potential to sustainably transform private investment practices in Guinea. Finally, the programme will complement all these investments with a strong and committed policy to extend social protection, in line with the recent constitutionalization of universal health coverage. It will first support the development of a social protection scheme for informal economy workers, making it possible to extend coverage to 97% of the active population, including the most vulnerable households. By expanding social protection beyond a small minority of civil servants or formal private-sector employees, the programme paves the way for a massive increase in the contribution base—the only viable option for achieving sustainable and long-term financing of social protection. Moreover, this extension approach will be applied to the informal economy through the systematic enrollment method already tested in Côte d'Ivoire and Senegal, particularly along value chains (where it enabled coverage of one million people within a few years on the Ivorian coffee-cocoa value chain). This approach will mobilize part of the profits generated by companies operating in Guinea to finance health coverage enrolment, drastically reducing the health vulnerability of workers and poor

households. Extending social protection to informal workers through value chains also represents a major opportunity to integrate social protection across all development support projects in Guinea able to reach beneficiaries, in line with the vision promoted by the Global Accelerator. Implementing this approach represents a decisive structural change with major implications for informal-sector workers and will dramatically increase social protection coverage in Guinea.

At the end of Phase I, a set of conditions must be met to ensure the secure unlocking of Phase II. These conditions include the following:

- The adoption of the decree on the social protection scheme, accompanied by capacity-building activities initiated for the Guinean administration.
- The development of a partnership between the Guinean authorities, the M-GA PUNOs, and the companies responsible for projects under the Simandou 2040 Programme, specifically for the conduct of social impact analyses.
- The establishment and validation of a monitoring protocol with at least 20% of the companies involved in Simandou 2040 projects, enabling them to report on and measure improvements in their social impact;
- A formal commitment by at least 20% of the companies involved in Simandou 2040 projects to ensure the automatic registration of their employees (direct and indirect) throughout their supply chains;
- The establishment of an official platform for dialogue with the government on its social investment strategy for the health and well-being pillar of the Simandou 2040 Programme, including discussions on the sources and level of revenue from the Simandou Programme, or other budgetary sources, allocated to the activities of this joint project ;
- The operationalization of the tripartite coordination framework for the National Employment Policy.

The medium and long-term impact of this programme can be summarized in three dimensions:

- Support for the implementation of structural public policy tools such as the National Employment Policy, the labor market information system, the Labor based approach strategy, and a social protection scheme for informal economy workers;
- The creation of new partnerships or cooperation modalities, particularly with the numerous private investors involved in the Simandou 2040 Programme, who will increasingly integrate social considerations into their investments thanks to this project, or with development partners, by incorporating systematic social protection enrollment into their practices;
- Transformation of living conditions for Guinean youth, who will be guided toward long-term training and employment pathways, and for informal-sector workers and vulnerable households, for whom access to social protection will be established.

Describe the overall impact through the five dimensions of transformative change using the table below (in brief bullet points)

Key pillars of transformative change	Key elements of the joint programme demonstrating transformative change
Integration	Integrated approach linking decent job creation, vocational training, and social protection All job creation will incorporate social protection, and vocational training will be supported by social protection measures Private investments and sectoral development support projects will be accompanied to ensure they systematically integrate social protection and decent job creation The extension of social protection will be primarily implemented through an integrated approach along value chains and through the relationships between informal-economy workers and public or social economy institutions
Scale	The first phase of the programme will develop tools and pilot schemes for demobilized workers (300, the majority of whom are women) and informal-sector workers (3,000, 60% of whom are women). The Phase II scale-up will be exponential, covering 50,000 demobilized workers, and, for social protection extension, 5% of the 97% of the active population in the informal sector, i.e., 165,000 people, through the development of a dedicated scheme and an adapted extension strategy.
Speed	The existence of national strategies and data in the employment sector (National Employment Policy, HIMO Strategy, Demobilized Workers Profile, etc.) will enable the rapid implementation of the pilot scheme for demobilized workers, while strong political commitment to universal health coverage (recent constitutionalization of the right to such coverage) will allow the establishment of a dedicated scheme for the informal sector without delay. The extension of the employment policy to all demobilized workers and the social protection policy to all informal-sector workers will be rapidly achievable at the end of Phase I, leveraging the momentum of the Simandou 2040 Programme and similar experiences in other countries in the sub-region.
Sustainability	The programme envisages the implementation of strategic and structural public policies, with strong political support, ensuring their long-term sustainability. Anchoring interventions within the Simandou programme, which is the Government's priority and the reference point for all

	development partners and investors, guarantees the sustainability of actions. The implementation of a social protection scheme dedicated to informal-sector workers, but integrated within the national framework, and the expansion of its contribution base ensures the sustainability of the initiative. Existing national institutions, namely the Caisse Nationale de Sécurité Sociale (CNSS) and the Caisse Nationale de Prévoyance Sociale (CNPS), will be responsible for implementing the social protection scheme.
Local context-specific	All initiatives developed within this programme are based on strong contextualization, supported by long-standing expertise in Guinea and extensive consultations with national authorities and social partners. The extension of social protection to the informal economy through a dedicated scheme, the analysis of systematic enrollment mechanisms, and the implementation of the National Employment Policy are all based on the analysis of the specific characteristics of informal work in Guinea

3. *Financing Jobs and Social Protection Systems* (max 1000 words)

The programme benefits from a contribution of USD 200,000 from the two UN agencies. Its main objective is to develop a financing mechanism based on a quadruple resource mobilization through a scaling-up approach, aiming for a leverage effect of one to eight:

- Within the framework of the Simandou 2040 programme, the Government plans to establish a Sovereign Wealth Fund, financed by mining sector revenues, particularly those from the exploitation of the Simandou iron ore deposit. This fund could make social investments aligned with the objectives of the present joint programme, and technical support will be provided to national partners to guide resource allocation for maximizing decent employment and social protection.
- Mobilization of private resources from investors involved in the Simandou 2040 programme, aligned with the objectives of the present programme regarding decent job creation and social protection extension.
- Mobilization of international public resources, through the integration of social protection into development projects implemented by development partners.
- Mobilization of contributory funding from informal-sector workers, through the extension of social protection to this major segment of the economy.

Twenty percent of the programme budget will be dedicated to conducting social impact studies for private investment projects under Simandou 2040 (5%), evaluating the costs for decent job creation and the establishment of a social protection floor, identifying options for creating fiscal space from mining revenues, and ensuring these revenues are used to maximize decent employment and social protection. It will also fund workshops in partnership with employers' organizations and private investors, under the oversight of national authorities as part of a tripartite partnership between private-sector stakeholders, the government and the PUNOs of this joint programme. All these initiatives aim to align public and private investments with the country's social objectives, as outlined in the present

joint programme, in connection with the financing strategy of the Global Accelerator roadmap, which will be drafted in parallel to coordinate these efforts. Similarly, a cross-cutting initiative to integrate employment and social protection issues into Guinea's sectoral policies will be implemented. The joint programme will also support the organization of a national roundtable of technical and financial partners and the private sector to mobilize resources for the implementation of the flagship objectives of the National Employment Policy.

According to the Minister of Planning, the Guinean Sovereign Wealth Fund will have an initial allocation of USD 1 billion in 2026. This fund is intended to finance priority sectors of the economy, including education, health, vocational training, job creation, and improving the population's well-being. Consultations with national authorities in November 2025 confirmed the Government's intention to use the Global Accelerator as a lever to enhance the social impacts of the Simandou 2040 programme. Studies and analyses on creating budgetary space from mining revenues to promote jobs and extend social protection will be conducted, and advocacy will be undertaken to allocate funds to these priorities, with a realistic goal of mobilizing 0.5% of this fund (USD 5 million) for the objectives of the present joint programme's second phase. Cooperation will be established with the two ministries overseeing the Global Accelerator in Guinea (the Ministry of Planning and Cooperation and the Ministry of Labour and Civil Service), as well as with the Presidential Council, to ensure that the programme's social objectives are integrated into public investments. The preparation of a PPBSE guide within the joint programme will further ensure this cross-cutting integration, maximizing the leverage of invested funds to achieve the stated objectives.

For private investors, stakeholders from the 122 investment projects associated with the Simandou 2040 Programme will be approached and sensitized through joint social impact studies. Similar work will be conducted with the main companies involved in the Simandou mine (Simfer, Winning Consortium Simandou, etc.), in coordination with their teams in charge of social policies or CSR. These private actors will also be invited to participate in workshops drafting the national roadmap, to ensure the country's social priorities are fully integrated into their practices. Above all, key companies under the Simandou Programme will be invited to join a tripartite partnership established between the PUNOs, the government, and private-sector actors, in order to formalize their commitment to a process of assessing and improving the social impact of their projects. One component of this partnership will involve a commitment to enroll their employees, as well as those of their subcontractors, in a social protection scheme, while another will focus on the establishment of an information-sharing and monitoring protocol to track improvements in their social impact.

For development partners, their involvement in drafting the roadmap will allow integrating vocational training, decent jobs, and social protection issues across all their projects. The development of a social protection extension strategy along value chains will multiply the resources mobilized to achieve this objective, making each project impacting a specific economic sector a vehicle for spreading social protection and collecting contributions.

More broadly, the establishment of a social protection scheme for the informal sector and its deployment along value chains through a systematic enrolment approach will generate, at the end of Phase II, a total of USD 3.3 million in contributions, based on the target of covering 5% of the active population in the informal sector (165,000 people) with health insurance, at an annual contribution rate of USD 20 (approx. GNF 170,000, consistent with amounts in comparable countries but to be confirmed after parametric studies validated in Phase I). In total, at least USD 8.3 million will be mobilized through worker contributions and social investments from the Guinean Sovereign Wealth Fund, for a joint programme financing of USD 1,050,000, with a much larger amount potentially achievable through the convergence of private investments and development cooperation projects toward the programme's objectives.

The first phase will be dedicated to the development of the frameworks and mechanisms required to achieve the project's ambition in terms of financial mobilization. To this end, it will focus on establishing relationships of trust among the various stakeholders capable of ensuring optimal engagement by governments, private-sector actors, and development support partners, upon whom financial participation and the orientation of efforts toward the objectives of the present joint programme will depend in Phase II.

Despite this gradual progress toward fund mobilization, certain financial leverage objectives may be deployed as early as the first phase. These notably include financing mobilized through the tripartite partnership between private companies, the government, and the UN PUNOs, that will be established during the first six months of the project, through the joint mobilization of existing counterparts within the Guinean Employers' Association, the Ministry of Planning, and the Presidential Council. Twenty percent of these companies will be supported in Phase I in conducting studies on their social impact, improving that impact through a monitoring and information-reporting protocol, and, more specifically, extending access to social protection across their supply chains. The amounts mobilized under this strategy will come in addition to the USD 60,000 from contributions of the 3 000 workers involved in the pilote phase of the social scheme dedicated to informal workers.

A budget of USD 2 million in public resources to support the objectives of the present programme will be expected in Phase I, representing 0.2% sourced from the Wealth Fund, or, failing that, from other parts of the national budget. This investment will notably correspond to an increase in the budget allocated to social protection programmes related to the extension of health insurance as part of the universalization of coverage that has been identified as a top priority for the Guinean government, that should be operationalized during the year 2026, as well as to programmes dedicated to skills development and job creation.

4. Partnerships and stakeholder engagement (max 500 words)

This joint programme will be implemented by the ILO and UNDP, under the aegis of the Ministries of Planning and International Cooperation and of Labour and Civil Service, in coordination with the Resident Coordinator (RC), who will ensure strategic oversight, alignment with the United Nations Cooperation Framework, and coordination among stakeholders.

Several monitoring committees of the Accelerator, currently being established, will also be responsible for overseeing this joint programme:

- A Global Accelerator Implementation Committee, chaired by the two lead ministries, with designated representatives from these ministries, other involved ministries, social partners and international technical partners (including PUNOs of this joint project). This committee will notably have to guide the major political and strategic priorities of the M-GA; to ensure the coherence of joint work plans with national public policies; to promote multisectoral coordination and integrated reforms, and to ensure resource mobilization and high-level advocacy.
- Within this GA Implementation Committee, a technical committee will be established, composed of a limited number of technical representatives from the institutions of the Implementation Committee, with the following responsibilities: to ensure joint planning, technical coordination, and consolidation of activities; to validate the annual joint work plans, technical reports, and shared results frameworks; to monitor implementation and results through an integrated monitoring and evaluation system; to strengthen interministerial cooperation and the active participation of technical departments and services, and to prepare

Steering Committee (Copil) meetings and consolidated progress reports. To strengthen the effectiveness of this technical committee, a joint monitoring and coordination team dedicated to this joint project and established for its duration will also be set up within it, comprising representatives of the ILO, UNDP, the World Bank, and the Ministries of Labour and Planning.

In parallel, two additional committees that will play an important role in the implementation of the Global Accelerator in Guinea will be kept informed of the progress of this joint project and consulted on strategic matters:

AUN System Monitoring Committee, responsible for overseeing the roadmap's drafting and ensuring the collective contribution of the entire UN system to the implementation of this project, following a "ONE UN" approach.

A National Global Accelerator Group, including representatives from all ministries concerned with these issues, the Presidency or Prime Minister's office, development partners, social partners, civil society organizations, and others, which will be established to draft the roadmap. Although members of the GA Implementation Committee will be part of the National Group, the National Group will be much broader, with several representatives from different institutions, including individuals with lower levels of seniority and varying technical expertise.

Dedicated consultations will also be conducted with networks of private partners involved in the Simandou 2040 Programme, as well as with development partners, notably European partners, in coordination with the European Delegation in Conakry.

5. Towards the Right to Social Security for All and Leaving No One Behind (max 500 words)

Interventions supporting employment and social protection policies and programs will target women as 60% of the beneficiaries. The specific conditions of women in the labor market, particularly in informal employment, as well as situations of discrimination, will be specifically analyzed in the employment and social protection diagnostics. The LNOB (Leave No One Behind) approach will be incorporated into the *ex-ante* analyses of investment projects using the SMSD tool, allowing the identification of project impacts on particularly vulnerable groups (households living in extreme poverty, women, youth, persons with disabilities), and thereby strengthening targeting policies to ensure the right to decent work for all. Specific measures will be identified with local partners (women's associations, groups of women entrepreneurs, etc.) to address the constraints faced by women in accessing decent employment.

Training policies for demobilized workers specifically target young workers from rural backgrounds, in line with the Simandou corridor's demographics. By directing them toward training adapted to the transformations of the Guinean economy and supported by temporary social protection benefits, these measures help young Guineans remain integrated into their communities and ensure their role as providers for their households. Such policies therefore benefit particularly vulnerable rural households and contribute to preventing forced migration trajectories. Similarly, the implementation of the national employment policy and the national Labor based approach (HIMO) strategy supported by this joint programme will particularly target the many migrant workers present in Guinea and working on Simandou 2040 projects, and maximize access to the right to decent work for youth as well as for vulnerable households and persons with disabilities. The extension of social protection through a systematic enrollment approach allows the programme to reach the most vulnerable populations, especially those distant from institutions, as it is based on mechanisms to collect social contributions that overcome the lack of integration into public and official schemes. This approach also significantly reduces structural gender inequalities in access to social protection by making

enrollment automatic, avoiding the need for household head approval, which addresses one of the root causes of unequal access to healthcare for women and children. By massively expanding the contributory base, it enables the financing of the social protection system and makes the implementation of universal health coverage, as desired by the Guinean authorities, possible—benefiting the most vulnerable households, including women, the elderly, persons with disabilities, and young children, who will thus be able to exercise their right to social security. The parameters of this informal sector scheme will also take into account the specific economic constraints faced by Guinean women, following the model of gender-sensitive RSPC (*Régime social pour les Petits Contribuables*) work conducted in Senegal.

List of marginalized and vulnerable groups ²	Dedicated JP Output
Women and girls	1,2,3
Children	3
Youth	1,2,3
Persons with disabilities	1,2,3
Older persons	3
Indigenous peoples	
Refugees & asylum seekers	2
Internally displaced persons	
Other groups: (please specify which)	
Other groups: (please specify which)	
Other groups: (please specify which)	

6. Challenges and Risks (max 500 words)

Describe how these may affect timelines, resources, implementation, and collaboration³. In particular, highlight the 'deal-breaker' challenges that would require restructuring of the proposal, coherently with those in focus in the Theory of Change sections. Outline specific mitigation measures or contingency plans and risk owners.

This joint programme is closely aligned with the Guinean government's national development strategy, the Simandou 2040 Programme. The strong political backing provided by this alignment may also make the programme somewhat dependent on the country's political developments. However, the recent re-election of President Mamady Doumbouya in December 2025, with 86% of the vote, following

² The other marginalized and vulnerable groups include, amongst other, minorities (incl. Ethnic, religious, linguistic...), people of African Descent, persons deprived of their liberty, peasants and rural workers, human rights defenders (incl. NGOs, journalists, union leaders, whistleblowers...), migrants, stateless persons, LGBTIQ+ persons (sexual orientation and gender identity), persons living with (HIV/AIDS, leprosy...), persons with albinism, victims or relatives of victims of enforced disappearances, victims of (slavery, torture, trafficking, sexual exploitation and abuse...). List as per the standard 20 LNOB groups according to the Implementation Guide for the Output Indicator Framework for measuring the United Nations contribution towards the Sustainable Development Goals: https://1102656428-files.gitbook.io/~files/v0/b/gitbook-x-prod.appspot.com/o/spaces%2F-MbDdHe_y0zwBb9YTe4W%2Fuploads%2F4114YgYQuQo7qKb5ycyL%2FG%20-%2020221031-%20Implementation%20Guide.pdf?alt=media&token=e54c735a-c0a6-4984-8025-2f8b777d1d89.

³ For reference, find the Fund's risk categories here: [Joint Programming Risk Categories for reference.pdf](#)

a campaign structured around the Simandou 2040 programme, drastically limits the risk of changes in political priorities. The priorities identified within this project also correspond to widely shared objectives, which have long enjoyed the support of both the highest authorities and the Guinean administration. The risk of delays in the exploitation of the Simandou mining project, or of implementation of the Simandou 2040 programme, still exist but most of the actions proposed here (namely the National Employment Policy, the social protection scheme for informal economy, professional training initiatives, etc.) rely on institutional engagement that have already been set in motion.

While the consequences of potential delays in the exploitation of the Simandou mine or in the implementation of the Simandou 2040 Programme on the rollout of the activities presented herein are therefore very limited, negative impacts may be anticipated with regard to the financial leverage dimension of this proposal. It is primarily for this purpose that the establishment of a formal dialogue platform with the government (and notably the Minister of Planning and International Cooperation, co-lead of the Global Accelerator and also head of the strategic committee of the Simandou 2040 Programme) is envisaged, focusing on its investment strategy under the health and well-being pillar of the Simandou 2040 Programme, and more broadly on its policy ambitions in these areas.

This platform will enable discussions on the share of resources generated by the Simandou 2040 Programme that will be allocated to these thematic areas and to the objectives pursued by the present project. Above all, it will allow for the monitoring of the availability of these funds and, where appropriate, for the identification and earmarking of alternative financing drawn from the national budget dedicated to these themes.

Such a process is all the more appropriate given that the actions in question correspond to major strategic (and presidential) priorities of the Guinean State, notably the extension of social protection, the development of apprenticeships, and the implementation of the national employment policy. Under these circumstances, while certain resources generated by the exploitation of the Simandou mine are intended to be invested in these areas, other public financing sources may be mobilized to complement them if needed. For the same reason, if certain actions presented herein cannot be implemented in a timely manner due to financing constraints, other actions initially planned for Phase II will be brought forward, in particular those benefiting from the strongest political support and requiring lower financial commitments from public or private partners (SIMT, PPBSE Guide, Intensive Labor Approach Training, Social Protection Scheme).

A significant risk for this joint project relates to the limited experience of national partners in implementing a social protection system covering the entire population, as current schemes remain embryonic and limited to a small minority. Nevertheless, substantial technical support is already being provided to the competent authorities, and the scale of these needs has been taken into account in the project's theory of change, which explains the emphasis on preliminary studies and diagnostics, as well as pilot schemes in Phase 1.

Finally, mobilizing private actors involved in the Simandou 2040 Programme projects will be crucial to ensure that social considerations are systematically integrated, including through modifications to standard engagement practices for private companies. Strong political commitment in this regard from the highest Guinean authorities—reflected in the priority axes of the Simandou 2040 Programme, repeated statements by the Head of State and the government, as well as certain legislative texts (such as the local content law)—suggests that this risk will be limited. The likelihood of a communication impasse with these actors is also reduced by the availability of analytical tools deployed within this programme, which will be highly useful for private companies, most of which have dedicated units addressing the social aspects of their interventions and investments.

7. Sustainability and exit strategy (max 500 words)

This joint programme is based on the implementation of structural public policy instruments in the areas of employment, vocational training, and social protection. In each of these three domains, it seeks to support the implementation of major legal frameworks and core public mechanisms (national employment policy, dual training programmes, social protection scheme for the informal sector, etc.), which can be sustained over the long term by Guinean authorities. Moreover, the proposed actions are designed around a two-phase approach, enabling progressive ownership by national and local authorities following an initial diagnostic phase or pilot projects.

Specifically, the work related to the remobilization of workers along the Simandou corridor is itself founded on a sustainable approach, as it aims to guide demobilized workers toward stable employment through targeted training opportunities. By strengthening AGUIPE's capacity in this regard and establishing the conditions for scaling up this initiative to all relevant demobilized workers, this joint programme firmly positions its contribution within a long-term ownership and sustainability dynamic.

Regarding actions related to the extension of social protection, this joint programme seeks to develop a dedicated scheme for informal economy workers, designed to be fully integrated into Guinea's social protection system and managed by national actors. Its rollout through the systematic enrollment approach along value chains further ensures strong ownership by communities and cooperatives operating within the same production sector. Contributions collected through this approach also represent the most sustainable mechanism for financing social protection. In the social protection component, the programme therefore anchors its action in an inherently sustainable approach, serving as a key link in the development of a social protection system that is both owned by the population and capable of self-financing over the long term. The pilot phase will provide the opportunity to support the Ministry of Labour's administration in taking ownership of and managing the social protection mechanism being implemented, the technical parameters of which will have been established at the conclusion of the pilot phase. Capacity-building activities will be carried out for senior administrative staff, and a technical unit will be set up to ensure the operation of the scheme beyond the pilot phase, in relation with the CNPS and the CNSS. The legislative text formalizing the creation of the scheme will specify the details of the institutional framework and clearly define the allocation of responsibilities for the management of the scheme and the implementation of systematic enrolment mechanisms, in relation with local authorities.

Regarding the contribution of private sector actors under the Simandou 2040 Programme, this joint project will support the establishment of a structured partnership between private companies involved in the Programme, the M-GA PUNOs, and the Government of Guinea. This partnership will promote the systematic use of ex-ante social impact analysis for major public investment projects.

It will define the application of the SMSD and other analytical tools, specify the assessment criteria to be considered, and establish a protocol for implementing recommendations during project roll-out, in close collaboration with the PUNOs. This partnership will also be institutionalised through the Employment and Social Protection Guide within the planning, programming, budgeting, and M&E (PPBSE) chain for sectoral projects (also planned under this joint project), creating a lasting and structural impact on how investment projects are constructed (including requirements for PPP). Lastly, the work related to the remobilization of workers along the Simandou corridor is itself founded on a sustainable approach, as it aims to guide demobilized workers toward stable employment through targeted training opportunities. By strengthening AGUIPE's capacity in this

regard and establishing the conditions for scaling up this initiative to all relevant demobilized workers, this joint programme firmly positions its contribution within a long-term ownership and sustainability dynamic.

Management arrangements (max 500 words)

The Resident Coordinator (RC) will provide strategic oversight, ensure alignment with the United Nations Cooperation Framework, and coordinate among all stakeholders. The RC will also facilitate dialogue with the Government and partners.

The ILO, as the lead agency of the Joint Programme, will monitor progress and oversee operational coordination. In collaboration with the ILO, UNDP will lead the implementation of support to employment policies and programs, as well as formalization initiatives in Guinea.

The ministries responsible for labor, employment, social protection, and planning will steer implementation and institutional coordination. Civil society, social partners, local authorities, and the private sector will also be involved throughout the process. The joint programme steering committee is organized according to the recommendations of the UNSDG Guidance Note on Joint Programmes and holds the prerogatives set out therein.

9. Monitoring, accountability, financial management, and public disclosure

Standard text – do not change

Reporting on the Joint SDG Fund will be focused on concrete results and grounded in evidence. The RCO focal point and lead PUNO is responsible for coordinating and drafting a concise annual report (using the Fund Secretariat template/guidance), which is submitted to the Joint SDG Fund Secretariat through the RC by January 31st of the following year. Additionally, a final narrative report must be prepared and submitted to the Joint SDG Fund Secretariat through the RC no later than two (2) months after the operational closure of the Joint Programme activities.

The JP Steering Committee, co-chaired by the RC, 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.

A minimum of 5% of the JP budget is allocated for monitoring, reporting, evaluation, audit and communications. Indirect costs of the Participating Organizations recovered through project support costs will be 7%, with exception of WFP and UNHCR which should be 6,5%. All other costs incurred by each PUNO in carrying out the activities for which it is responsible under the Fund will be recovered as direct costs. Procedures on financial transfers, extensions, financial and operational closure, and related administrative issues are stipulated in the Operational Guidance of the Joint SDG Fund. PUNOs and partners must comply with Joint SDG Fund brand guidelines, which includes information on donor visibility requirements.

ANNEX 1: Mapping of related projects, investments and other development initiatives

List relevant initiatives from the UN system, Government, IFIs, bilateral donors, civil society, the private sector, and other partners, as relevant.

Name of project / investment / initiative	Relevance for the JP	Lead actors and partners	Budget and funding source	Timeframe
	<i>In this column, specify how the initiative will have a direct influence on the JP, or how it will be directly influenced by the JP. Explain the connection highlighting substantial elements, beyond mere alignment of objectives.</i>			
Programme de Renforcement des Capacités du Ministère de l'Economie et des Finances (PCRC-MEF)	The PCRC-MEF will directly influence the Joint Programme by enabling the integration of employment and social protection objectives into macroeconomic and budgetary frameworks through the implementation of pro-employment and pro-social protection planning and budgeting tools. The strengthened capacities in public expenditure analysis and resource mobilization provided by the PCRC-MEF will be essential to operationalize the sustainable financing strategy envisaged by the Joint Programme. Moreover, the digitalization of public financial management systems supported by the PCRC-MEF will create synergies with employment and social protection monitoring platforms, ensuring transparency and accountability. Finally, strengthening the MEF's role in intersectoral coordination	Ministry of Economy and Finance (MEF), in collaboration with the Ministries in charge of Budget and Planning	\$2,6 millions USD including 1.6 millions USD from the Government and 1 millions USD from UNDP	2025-2027

	will facilitate the alignment of macroeconomic policies with social inclusion and decent job creation objectives, thereby ensuring strategic coherence between the two programmes.a			
<i>Programme cadre de renforcement des capacités du Ministère du Plan et de la Coopération Internationale (PROREC)</i>	The PROREC will directly influence the Joint Programme by consolidating the National Planning System (NPS), enabling the integration of decent employment and social protection objectives into national and territorial strategic frameworks, in alignment with the Simandou 2040 Programme and the SDGs. By optimizing aid coordination and establishing a structured dialogue with development partners, PROREC will facilitate the mobilization and alignment of external financing necessary for the implementation of the Joint Programme's actions. Furthermore, the rigorous monitoring and evaluation system and the strengthening of the national statistical system planned under PROREC will provide reliable data to measure the Joint Programme's impacts on employment and social protection. In return, the Joint Programme will provide sectoral diagnostics, employment and social protection indicators, and interactive consultation mechanisms that will enhance the quality of the plans and partnerships managed by PROREC, thus ensuring a strategic synergy between planning, financing, and implementation of public policies	Ministry of Planning and International Cooperation (MPCI), in collaboration with the Ministries in charge of Economy and Finance, as well as Budget	2.6 millions USD including 1.6 millions USD from Government and 1 millions USD from UNDP	2026-2028

Reintegration and Enterprise development for Sustainable Employment and Transition	To support the Government of Guinea in the design and implementation of a national emergency strategy for labour reintegration and decent job creation	Ministry of Vocational education, vocation training and employment and Ministry of Labour Guinea	Project submitted to the Embassy of Japan by ILO Budget : 1.515.000 USD	2026-2027
---	--	--	--	-----------

ANNEX 2: Integrated results framework, work plan and budget

Remarks:

- There should be a minimum of one outcome from the CF.
- All results and related budgets under a joint programme are tagged as 'joint' in UN Info and UNO ERP systems for reporting on the QCPR and Funding Compact.
- A minimum of 5% percent of the JP budget is allocated for monitoring, reporting, evaluation, audit and communications.
- For [gender equality, human rights, and peace markers \(the latter optional\)](#) the coding is done per output. Further annex asks for justification. Please add a column for the Sustaining Peace Marker should it be applicable for the joint programme.
- For the QCPR function, kindly refer to the UN Info guidance [here](#).

Joint Programme Outcomes				
CF Outcome statement 1: By the end of 2028, Guinean populations – particularly youth, women and vulnerable groups, notably in disadvantaged areas – actively participate in economic growth supported by a diversified, inclusive, equitable, sustainable and decent job-creating economy				
Outcome indicator 1.1: Change in number of people engaged in more productive work of which – women, youth, disadvantaged people/regions, disability, ...	Baseline: Labour underutilisation rate by age, sex, location, migration status, disability status...	Target Year 1/Phase I: Reducing the rate by 5%	Target Year 2/ Phase II: Reducing the rate by 10%	Means of verification: Labour force survey Enterprise survey Local surveys / employment impact assessments in the targeted areas/populations
Outcome indicator 1.2: Change in number of people in decent jobs (disaggregated by age, sex); change in informal employment by sex, age, sector.	Baseline: Informal employment by age, sex, location...	Target: Reducing the rate by 5%	Target Year 2/ Phase II: Reducing the rate by 10%	Means of verification: Labour force survey Enterprise survey Local surveys / employment impact assessments in the targeted areas/populations
Resources allocated to jobs, skills, and employability programs (disaggregated into domestic resources, donor programs and IFI lending, and	National budget IFI data	Significant increase of the resources allocated directly to jobs creation and skills development	Significant increase of the resources allocated directly to jobs creation and skills development	National budget, public expenditure review and budget programs 2025 2026

private contributions)				
Outcome statement 2: By the end of 2028, populations, including women, girls and boys, children, persons with disabilities, and those living in rural, peri-urban, and hard-to-reach areas – particularly the most vulnerable – use quality, equitable, sustainable, and inclusive basic social services, including in emergency situations				
Outcome indicator 2.1: Number of persons and percentage increase in effective population coverage by social protection systems (disaggregated by sex and branch of SS), including children, people with disabilities, migrants	Baseline: 3.7% national level	3 000 people in the pilot phase	165 000 workers in the informal economy	Means of verification: National surveys, assessments
Outcome indicator 2.2: Resources allocated to social protection programs (disaggregated into domestic resources, donor programs and IFI lending, and private contributions)	Baseline: National budget 2024 and 2025	Target: Increase of budget allocated to SP programs by 50%	Target: Increase of budget allocated to SP programs by 60%	Means of verification: National budget, public expenditure review and budget programs 2025 2026

Joint Programme Outputs				
Output 1.1 The implementation of the National Employment Policy (PNE) and targeted programs for decent work is effectively underway.				
Output indicator 1.1.a: A tripartite coordination framework for the National Employment Policy is operational at the central, sectoral, and local levels.	Baseline: No	Target Year 1/Phase I: Yes	Target Year 2/ Phase II: Yes	Means of verification: Minutes of coordination meetings
Output indicator 1.1.b: A financing strategy for employment is available for rapid implementation.	Baseline: No	Target Year 1/Phase I: Yes	Target Year 2/ Phase II: Yes	Means of verification: Financing strategy document developed
Output indicator 1.1.c.1: At the sectoral level, planning, programming, budgeting, and	Baseline: No	Target Year 1/Phase I: Yes	Target Year 2/ Phase II: Yes	Means of verification: Tools established

M&E tools – the Employment PPBSE Guide – in support of employment and social protection are available				
Output indicator 1.1.c.2: At the sectoral level, the capacities of staff (sectoral BSDs, Directors, or Heads of Departments) are strengthened to master the planning, programming, budgeting, and M&E tools – the Employment and Social Protection PPBSE guide – established to support decent employment.	Baseline: 0	Target Year 1/Phase I: 45	Target Year 2/ Phase II: 100	Means of verification: Training workshop reports
Output indicator 1.1.d.1: At the local level, planning tools for employment are available – the Employment Guide within the Local Development Plans (PDL) / Integrated Action Plans (PAI)	Baseline: No	Target Year 1/Phase I: Oui	Target Year 2/ Phase II: Oui	Means of verification: Tools established
Output indicator 1.1.d.2: At the local level, the capacities of staff in local directorates are strengthened to master the planning tools for employment – the Employment Guide implemented within the Local Development Plans (PDL) / Integrated Action Plans (PAI).	Baseline: 0	Target Year 1/Phase I: 45	Target Year 2/ Phase II: 150	Means of verification: Training workshop reports
Output indicator 1.2: The SIMT (<i>Système d'Information du Marché du Travail</i>) is structured, strengthened, and operational.	Baseline: No	Target Year 1/Phase I: Yes	Target Year 2/ Phase II: Yes	Means of verification: Activity report on the SIMT, SIMT action plan, deployed statistical platform, and trained users
Output 2. Public and private investment programs in priority sectors optimize the creation of decent jobs and the extension of social protection				
Output indicator 2.1.a: A Labour based approach	Baseline: No	Target Year 1/Phase I: Yes	Target Year 2/ Phase II: Yes	Means of verification: Administrative acts

coordination unit exists and is operational				establishing the HIMO Unit
Output indicator 2.1.b: Number of actors trained on Labor based approaches and percentage who have improved their skills.	Baseline: 0	Target Year 1/Phase I: 100	Target Year 2/ Phase II: 180	Means of verification: Training report and modules
Output indicator 2.1.c: A public employment program designed and validated, including school-work sites in the targeted sectors (infrastructure, mining, agriculture).	Baseline: No	Target Year 1/Phase I: Yes	Target Year 2/ Phase II: Yes	Means of verification: Program document developed
Output indicator 2.2 : An integrated approach to assess the impact of public and private investments on decent work and social protection, with a gender-sensitive perspective, through the use of the SMSD model, is established.	Baseline: No	Target Year 1/Phase I : 20% of the companies are accompanied	Target Year 2/Phase II : 122 studies conducted	Means of verification: The studies are conducted, and their results are communicated and followed up with the private sector for the 122 projects of the Simandou 2040 Programme.
Output 3: A social protection program/scheme adapted for informal economy workers is established.				
Output indicator 3: The social protection scheme for informal economy workers is established (3,000 workers covered, including 60% women in pilote phase).	Baseline: No	Target Year 1/Phase I: Yes	Target Year 2/ Phase II: Yes	Means of verification: Descriptive document of the social protection scheme established

Joint SDG Fund Indicators

Global indicator		Phase I	Phase II
S.3.1.	Number of people benefiting from enhanced jobs policies and social protection policies	300 demobilized workers and 3,000 informal sector workers for the extension of social	50,000 demobilized workers and 165,000 informal sector workers for the extension of social protection.

		protection.	
S.3.2.	Number of reforms, policies and programmes that have been adopted to enhance social protection or decent jobs	2 : the labor market information system (SIMT) and the social protection scheme dedicated to workers in the informal economy	2

ii. List of key outcome indicators for the M-GA (please select all that apply)

	Final Outcome Indicators
Accelerated creation of decent and productive jobs	☐ Change in number of people in work of which wage work and self employment ☐ Change in number of people engaged in more productive work of which women, youth, disadvantaged people/regions, disability,... (measured by changes in wages or firm profits) ☐ Change in number of people in decent jobs (disaggregated by age, sex) ○ Change in informal employment, by sector and sex (SDG 8.3.1) and, where possible, by age and disability status ○ contributing to social security by employment status ○ working within the range of 'normal working hours' (35-48h/week) ○ earning less than the defined benchmarks (for example, XX per cent of the median wage or median labour income), by status in employment ○ affiliated to a union, a professional organization, a workers' association or a member-based organization of workers, by status in employment. ○ covered by Fundamentals Principles and Rights at Work ☐ Alignment of wage growth with productivity growth ☐ Change in the number of learners benefiting from lifelong learning opportunities, by sex
Accelerated achievement of universal, comprehensive, adequate and sustainable social protection	☐ Number of persons and percentage increase in effective population coverage by social protection systems (disaggregated by sex and branch of SS), including children, people with disabilities, migrants ☐ Number of persons and percentage of population with increased level of benefits ☐ Number of persons and percentage increase in legal coverage for social protection ☐ Number of persons and percentage of population covered by a new branch of social security / social protection programs ☐ Total amount of social security contributions collected from workers (with a trend over years) / [and possibly: as a percentage of total social protection expenditures]
	Intermediate outcome Indicators
	☐ Resources allocated to social protection programs (disaggregated into domestic resources, donor programs and IFI lending, and private contributions)

	☐ Resources allocated to jobs, skills, and employability programs (disaggregated into domestic resources, donor programs and IFI lending, and private contributions) ☐ Use of evidence in program design
	Other relevant outcome indicators (please fill in as many as necessary)
	☐

PHASE I Joint Programme Workplan

Outcome/Output	Geographic focus	Phase I Start	Phase I End	PUNO	SDG Targets	Gender Equality Marker	QCPR function	Phase I Budget (US\$)
Outcome 1. By the end of 2028, Guinean populations – particularly youth, women and vulnerable groups, notably in disadvantaged areas – actively participate in economic growth supported by a diversified, inclusive, equitable, sustainable and decent job-creating economy								
Output 1. The implementation of the National Employment Policy (PNE) and targeted programmes promoting decent employment is effective	National	January 2026	June 2027	UNDP and ILO	8.2, 8.3, 8.5, 4.4	2	4: Capacity development and technical assistance	625 000
Output 2 Public and private investment programmes in priority sectors are optimized to maximize the creation of decent jobs and the extension of social protection	National	January 2026	June 2027	UNDP and ILO	1.3, 8.2, 8.5	2	4 : Capacity development and technical assistance	205 000
Outcome 2: By the end of 2028, populations, including women, girls and boys, children, persons with disabilities, and those living in rural, peri-urban, and hard-to-reach areas – particularly the most vulnerable – use quality, equitable, sustainable, and inclusive basic social services, including in emergency situations								
Output 3. A social protection programme/scheme	National	January 2026	June 2027	ILO and UNDP	1.3 et 3.8	2	4 : Capacity development and	220 000

adapted to workers in the informal economy is established							technical assistance	
---	--	--	--	--	--	--	----------------------	--

ANNEX 3: PHASE I Budget per UNSDG Categories

UNSDG BUDGET CATEGORIES	PUNO 1 UNDP		PUNO 2 ILO		TOTAL	
	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	55,000	100,000	315,498	100,000	370,498	200,000
2. Supplies, Commodities, Materials	28,000		3,000		31,000	
3. Equipment, Vehicles, and Furniture (including Depreciation)	2,000		2,000		4,000	
4. Contractual services	137,196.2617		231,418		368,614.26	
5. Travel	30,000		22,196.6		52,197	
6. Transfers and Grants to Counterparts	120,000		0		120,000	
7. General Operating and other Direct Costs	25,000		10,000		35,000	
Total Direct Costs	397,196.2617		584,113		981,309	
8. Indirect Support Costs (7% of total direct costs – except for WFP and UNHCR which should apply 6.5% of total direct costs)	27,803.73832		40,887.882		68,691.62032	
TOTAL Costs	425,000	100,000	625,000	100,000	1,050,000	200,000

ANNEX 3: Gender Equality, Human Rights, Peace 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: The implementation of the National Employment Policy (PNE) and targeted programmes promoting decent employment is effective.	2	A significant contribution to gender equality and women's empowerment in the implementation of the National Employment Policy (PNE) and targeted employment programs, including the employment market information system, analysis and monitoring tools (indicators, targets), as well as technical and vocational training. The program will follow a gender-sensitive approach, ensuring that at least 60% of the targeted populations are women. It will also ensure the consideration of structural gender constraints and inequalities through the planned participation of women's associations and women entrepreneurs' groups. Both ex ante and ex post analyses will systematically include a gender approach to maximize women's empowerment through access to decent and sustainable employment and to concretely measure the project's contribution to reducing the root causes of gender inequality. The initiatives aimed at supporting demobilized female workers along the Simandou corridor will follow an individualized approach, taking into account the specific constraints and aspirations of each woman. A gender-sensitive perspective will be central, addressing structural inequalities that limit women's opportunities (family responsibilities, power imbalances within the family, limited access to education and training, etc.) in order to provide tailored support and offer training and employment opportunities that can help reverse these structural inequalities.
Output 2: Public and private investment programmes in priority sectors are optimized to maximize the creation of decent jobs and the extension of social protection	2	The impact analysis and social studies conducted using the SMSD will systematically aim to assess the impact of investments on women and children, both in terms of the creation of decent jobs and the expansion of social protection, as well as in the reduction of social inequalities. These studies will also build recommendations followed by actionable implementation steps through joint work with private sector actors involved in these projects. Furthermore, this joint program will ensure the implementation of the Labor intensive approach strategy, adhering to the gender-sensitive recommendations it includes, while guaranteeing a minimum of 60% women among its beneficiaries
Output 3: A social protection programme/scheme adapted to workers in the informal economy is established.	2	By establishing a social protection system tailored to informal sector workers, this action will significantly contribute to reducing the vulnerability of women, who are overrepresented in the informal economy and among its most vulnerable members. These women are also among those at the highest risk in terms of health needs, particularly regarding maternity-related risks. Most importantly, this activity aims to implement a strategy for systematic enrollment in social protection, bypassing voluntary registration, which has been identified as one of the main factors behind women's unequal access to healthcare, due to power imbalances within family structures in Guinea. Therefore, this initiative represents an innovative approach to reducing structural gender inequalities in the health sector. Special attention will also be given to the specific constraints faced by women and their types of employment in the design of the social protection system for the informal sector, drawing inspiration from the work done in Senegal in developing a Gender-Sensitive <i>Régime Social pour les Petits Contribuables</i> (RSPC)

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. The implementation of the National Employment Policy (PNE) and targeted programmes promoting decent employment is effective.	2	The activity is intrinsically focused on the realization of the right to decent work (SDG 8) by supporting the Guinean authorities in establishing public policy frameworks that enable all Guineans of working age to access opportunities tailored to their skills, while also helping them develop those skills to achieve financial independence and decent living conditions. This will be achieved with a specific focus on vulnerable, marginalized, or discriminated profiles, notably women, people with disabilities, and youth from rural areas. The approach will be based on the dignity of individuals and their right to earn a livelihood that ensures their autonomy and that of their families. It will prioritize attention to the specific career trajectory and aspirations of each demobilized worker or young person seeking training, on an individual basis. Direct investment and the active participation of the people concerned will be central to the implementation of activities related to creating decent jobs for women, by encouraging contributions from women's associations and women entrepreneurs' groups, as well as from social partners, ensuring that the voices of those most affected play a central role in the program's implementation. Special attention will also be given to intersecting factors of discrimination or marginalization (gender, disability, ethnicity, social background) within the program. Finally, all activities will be supported by a thorough analysis of employment and vocational training issues, approached from a human rights perspective, gender-sensitive, and aimed at developing long-term empowering capacities
Output 2. Public and private investment programmes in priority sectors are optimized to maximize the creation of decent jobs and the extension of social protection	2	The activities described here are based on the idea of maximizing the social impact of public and private investments so that Guinea's economic development is human-centered and grounded in the inalienable rights of individuals. To this end, they primarily aim to make the human right to decent work and social security a reality across all transformations of Guinea's economy. The chosen approach, along with the tools used in the ex-ante analyses, notably the SMSD, ensures that no group of the population will be left behind. On the contrary, detailed analyses of marginalized profiles (gender, disability, social background, household structure, region of residence, age) will be possible, serving as the basis for advocacy and technical support in the implementation of investment projects. This will concretely make fundamental human rights accessible to the entire population. Therefore, the activities related to investment impact analysis will adopt a rights-based approach, ensuring that any financing introduced into the economy contributes to the realization of human rights and maximizes the country's social development. This will be done by relying on reliable data and viewing potential workers as holders of the right to live in decent conditions, free from need and social risks
Output 3. A social protection programme/scheme adapted to workers in the informal economy is established.	2	The activities related to the implementation of a social protection system for informal sector workers and its extension through value chains represent a major step forward in realizing the human right to social protection for Guineans throughout their life cycle. For the first time in Guinea, an adapted legal framework will make this access possible for the vast majority of the working population (96%), in line with the recent constitutional recognition of the right to universal health coverage. This objective is intrinsically linked to an approach aimed at combating the marginalization of certain populations, as the system covers informal sector workers, who are the most vulnerable and marginalized across the country, often excluded from traditional public policies. By adopting a contributory approach and building on existing collectives within the value chains, these activities are fully aligned with a participatory and emancipatory approach. Workers themselves, through collectives and cooperatives, will actively engage in their dedicated social protection system, thereby exercising their right to live free from social risks as active stakeholders, with the responsibilities that this entails. Finally, the approach of systematic enrollment, based on a social protection regime tailored for

		informal workers, draws on extensive work done in the sub-region to specifically address the effectiveness of the human right to social protection. This includes developing mechanisms that are adapted to the real conditions of each population, with the aim of reducing structural inequalities, particularly between formal and informal sector workers, and addressing gender disparities.
--	--	---

Sustaining Peace Marker

(optional- please only fill out if relevant, and add the marker to the workplan above)

Please copy the output/outcomes as per in the workplan and add the Sustaining Peace marker score justify the scoring. Please refer to the UNSDG guidance here: 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	SPM Score	Justification
Output 1 : The implementation of the National Employment Policy (PNE) and targeted programmes promoting decent employment is effective.	3	This Output strengthens inclusive governance through tripartite social dialogue (Steering Committee, Employment Technical Committee, sectoral commissions, and local committees), reduces factors of fragility (unemployment, marginalization of youth and women), and establishes accountability mechanisms around the National Employment Policy (PNE) and the PPBSE tools. This contributes transformatively to the prevention of tensions related to the labor market.
Output 2. Public and private investment programmes in priority sectors are optimized to maximize the creation of decent jobs and the extension of social protection	2	This output introduces ex ante/ex post analyses of employment and social impacts, HIMO units, and a public employment program, which reduces socio-economic risks in sensitive areas, particularly in the Simandou corridor, and promotes a more equitable distribution of opportunities. Although conflict mediation or management mechanisms are not explicitly addressed, the focus remains significant for social cohesion.
Output 3. A social protection programme/scheme adapted to workers in the informal economy is established.	2	Through the extension of social security to informal workers, this output contributes to reducing inequalities and economic vulnerability, which are key factors of tension. The enrollment mechanisms through value chains and the institutional/legal framework strengthen inclusion and trust in the state. Although the output remains primarily focused on technical reforms, community dialogue and conflict prevention will be integrated into the implementation process of the activities

ANNEX 4: Overview of the Communications and visibility plan

Present the strategy and activities for strategic communications for the joint programme. It should be integrated into the work plan of the joint

programme and costed. Communication results and approach should reflect country and programme context. Relate this plan with the objectives to the overall SDG communication approach (plan/strategy) of the UNCT, and relevant government communication strategy/ies.

- Note that the joint programme must respect Joint SDG Fund brand guidelines, including information on donor visibility requirements*
- Use the format provided below and do not exceed 2-3 pages, not counting eventual graphs.*

Overall narrative

- Briefly formulate the main narrative for the joint programme that will be communicated about the joint programme – max one paragraph*

The main narrative of this joint program is based on the principle of an unprecedented and innovative cooperation between United Nations agencies (including beyond the PUNO) and the World Bank, integrated into the development strategy of the Guinean authorities, known as the Simandou 2040 Program. This development strategy is already the subject of major communication campaigns through various channels (advertisements, public displays, numerous government communications, etc.), in which social and inclusive development issues are mentioned as a priority. The present joint program aims to align with this institutional communication without merging with it. It will be presented as an initiative aimed at ensuring that the Simandou 2040 Program fosters human-centered development and makes fundamental rights to decent work and social security a reality in Guinea. Due to its association with an initiative around which all Guinean public policies are structured, the program will benefit from significant visibility and will be easily understood in its logic and structure, while reflecting its own principles and vision, distinct from the achievements of national authorities.

The emphasis will therefore be placed on ensuring effective access to the rights this program enables through the collective efforts of several key international institutions in Guinea. Through this, the program will specifically target unemployed youth, women, and vulnerable households, ensuring that the ongoing transformations of Guinea's economy benefit the entire population by creating the conditions for a dignified life for everyone, based on decent work supported by human capital development and protection from major social risks.

Objectives and main activities

- Include max 3 objectives, referring to the main audiences, and list maximum 5 activities under each. Indicate who will be responsible and how the progress will be monitored*

The three main objectives of this communication plan are as follows:

- **Reach national institutions and partners** to ensure political ownership throughout the implementation of the program and the Global Accelerator in Guinea. This will be done by developing tailored communication strategies, including dialogue platforms (especially related to the drafting of the roadmap), policy briefs, and reports or studies.
- **Engage private sector actors** to ensure their involvement in the program's activities, particularly in the joint work to maximize the social impact of investments. Dedicated actions will be organized to reach this specific audience, including roundtables, multi-stakeholder events, interventions within investor networks, and targeted communications towards each company involved in these projects.
- **Target beneficiaries and the groups or institutions they belong to** through specific actions of awareness, promotion of results, and, most importantly, their inclusion in the development of activities. Communication campaigns will combine traditional approaches (TV and radio broadcasts, including community channels in various languages, posters, community network mobilization, brochures) and newer technologies (social media, promotional partnerships with Mobile Money companies for awareness, as has been done in other countries in the sub-region).

All of these communication activities will be carried out under the joint responsibility of the two PUNOs, and their implementation will be entrusted to the project officer recruited specifically to support the implementation of this joint programme. This person will coordinate the communication actions of the agencies, systematically promoting a “ONE UN” approach. They will integrate and harmonize the efforts of the various agencies by mobilizing a wide range of communication methods adapted to effectively reach and engage target audiences. These methods will include the strategic use of social media for real-time updates and interactions, the production and dissemination of traditional materials such as brochures, newsletters, and press releases, as well as the sharing of impact stories highlighting the tangible benefits and achievements of the joint programme. In addition, the project officer will facilitate information sharing through national and international media, ensuring broad visibility and strengthening the programme’s alignment with the global SDG objectives. The communication strategy of the joint programme will be firmly rooted in the principles of gender equality and inclusion, ensuring that all messages reflect these core values. It will use language, visuals, and narratives that are free from stereotypes and biases, while actively questioning and deconstructing them, and will ensure the participation of women throughout the process. Communication activities will be engaging, audience-centred and responsive to feedback.