

Employment and Skills for Development in Africa (E4D)

Newsletter – July 2022



Dear partners and friends of E4D,

This newsletter introduces the social impact we achieved in 2021, a year dominated by the socio-economic ripple effects of the Covid-19 pandemic and shaped by E4D's transition away from the oil & gas sectors towards a green economy.

The E4D programme launched 29 public-private partnerships in 2021 in Ghana, Kenya, Mozambique, Nigeria, South Africa, Tanzania and Uganda, with a financial volume of EUR 25.6 million, thereof EUR 6.9 million mobilized from private sector partners. These partnerships up skilled nearly 30,000 people, brought over 8,290 people into decent jobs, and improved the employment situation of 23,613 people. The programme is on track to achieve its outcome indicators by end of 2023.

A key theme in our work has been shifting away from the oil & gas sectors, in line with the updated climate-change mitigation policies of the German Federal Ministry for Economic Cooperation and Development (BMZ) and the Norwegian Agency for Development Cooperation (Norad). All of us at the E4D programme are committed to and take pride in spearheading the global “just transition” framework, which secures workers’ rights and livelihoods during the shift to sustainable production, climate-friendly energy provision and better biodiversity protection.

One E4D project that contributes to a just transition while also addressing immediate pandemic-related needs is a partnership we launched in a touristic region in South Africa’s Greater Kruger National Park, where we are supporting local enterprises to develop new sources of revenue outside the tourism sector and foster greener, more sustainable forms of tourism. Similarly, in Uganda an E4D project is improving urban waste management while increasing waste collectors’ incomes by up skilling them on new techniques, and in Tanzania we train local youth to become solar energy technicians to meet market demand.

The following pages delve into specific country highlights. Thank you for taking the time to stay updated on E4D. I would be happy to hear from you with any questions or suggestions.

Katja Röckel,
E4D Programme Director

More Jobs, Better Jobs, Green Jobs

About E4D

Employment and Skills for Development in Africa (E4D) is a regional platform for employment promotion, focusing on seven sub-Saharan countries. E4D implements development projects in cooperation with private and public sector partners, to bring people into jobs and improve employment situations. E4D is currently prioritizing economic empowerment of women, youth and entrepreneurs, and creation of jobs in sectors like manufacturing, construction and in green sub-sectors like renewable energy and organic agriculture. E4D also supports resilience efforts amid the pandemic.

Commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ), E4D is co-funded by the European Union (EU), Norwegian Agency for Development Cooperation (Norad), Korea International Cooperation Agency (KOICA) and the companies Sasol and Quoniam Asset Management. It is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

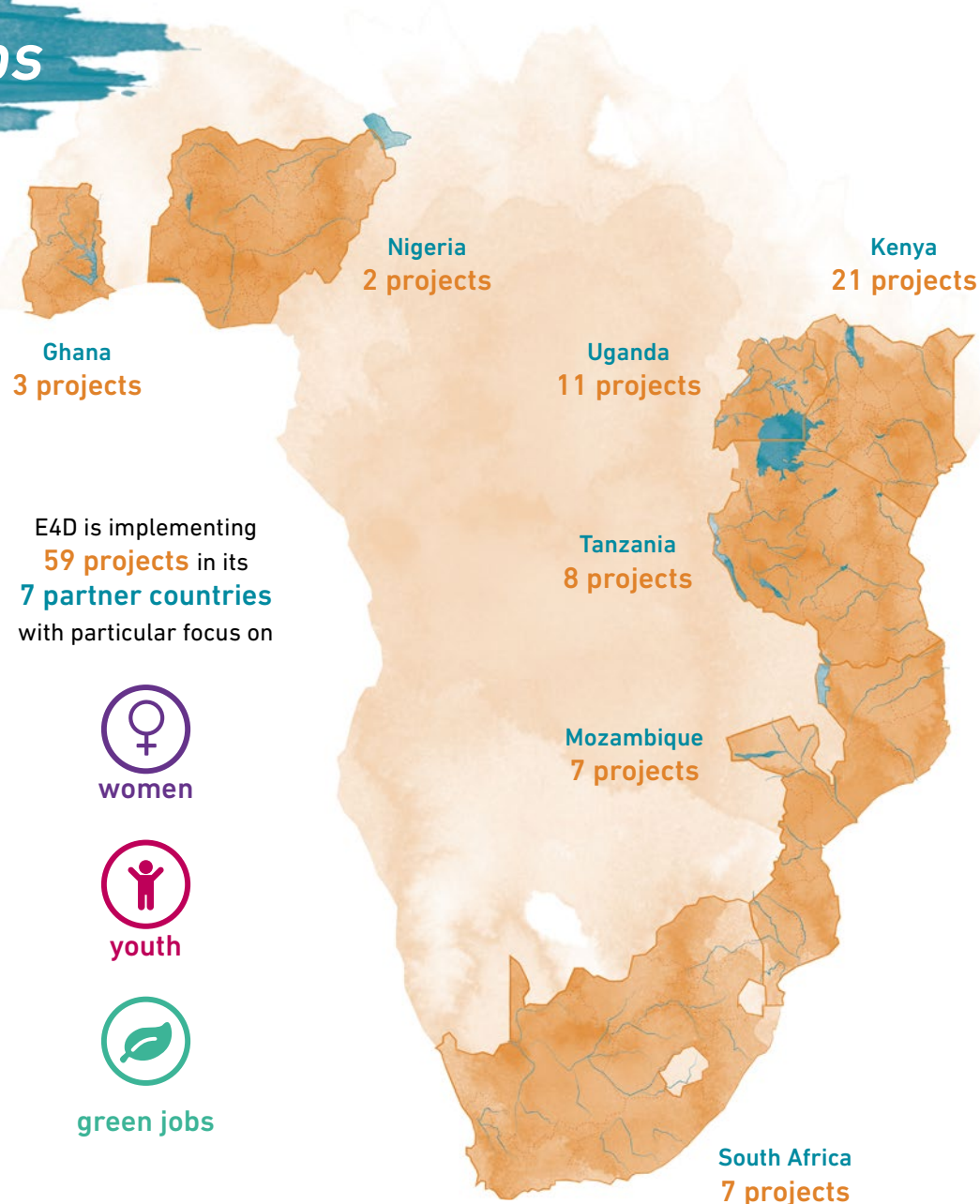
Implementation: Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Countries: Ghana, Kenya, Mozambique, Nigeria, South Africa, Tanzania, Uganda

Timeline: 2015–2023

Impact targets:

1. Boost the number of people employed in the seven partner countries by 62,100
2. Improve the employment situation of 195,000 people by raising incomes, securing jobs and improving working conditions
3. Enhance business capacity of 45,000 local enterprises, thereof 3,000 small- and medium-sized enterprises (SMEs) and 42,000 micro-sized enterprises
4. Promote up scaling of 40 successful development models



Regional Impact

As of March 2022

120 projects have been or are being implemented by the E4D programme



More than
€25,000,000
additional cash or in-kind contributions have been leveraged from the private and public sectors



39,229 enterprises enhanced their business capacities



128,266 people improved their employment situation (increased incomes, better working conditions, etc.)

- women 42%
- youth 32%

40,736 people secured sustainable employment, including 4,480 in green jobs

- women 34%
- youth 41%



116,904 people trained on skills and enterprise development measures

Country Highlights



South Africa



Ghana

Since 2015, the E4D programme, with funding from German Federal Ministry for Economic Cooperation and Development (BMZ), successfully implemented 16 development projects in Ghana, leading to a 10% income increase for nearly 15,000 people. In 2021, all BMZ-funded projects were handed over to another BMZ department as part of a realignment of resources.

E4D continues to implement in Ghana projects funded by the Norwegian Agency for Development Cooperation (Norad) and by the European Union (EU). The common goal of the two Norad-funded projects is to develop the aquaculture value chain along communities in the coastal belt of the Western Region. Activities implemented in these parallel projects are geared towards environmental sustainability through the efficient use of

water and climate-smart production technologies, in line with E4D's core value of promoting green transformation. Through these projects, 130 businesses will enhance their business capacities and an estimated 700 Ghanaians will gain employment, including at least 280 women and 280 youth.

The one EU-funded project that the E4D programme is implementing in Ghana is part of Women Entrepreneurship for Africa, a continent-wide initiative to empower women entrepreneurs through training and mentoring to enhance business capacities. This project will support a total of 2,200 women-led enterprises throughout Africa by the end of 2023; it is expected that 2,700 new jobs will be created in the participating enterprises and 5,300 existing jobs will be secured. E4D Ghana has plans in place to further support gender equality and economic empowerment of women by integrating growth-oriented women-led enterprises in regional value chains, providing them with technical skills upgrading to meet industry standards and linking them to markets and to financial services providers.

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Country Highlights



Since micro-, small- and medium-sized enterprises (MSME) were particularly negatively impacted by the economic crisis created by the pandemic, E4D Kenya has launched four new projects that focus on promoting MSME recovery and resilience, and two ongoing partnerships were upgraded with Covid-19 response measures.

E4D Kenya has launched five new projects in 2022. One of these is a partnership with the social enterprise BuildHer to increase the number of women accessing sustainable jobs and entrepreneurship opportunities in the construction sector. Another is an up scaling of an ongoing partnership with the non-governmental organisation Sightsavers to promote employment of people with disabilities in the information technology sector.

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Kenya

The E4D team in Kenya launched during 2021 three new projects in partnership with the European Union and another with the Korean International Cooperation Agency, while continuing its collaboration with the Norwegian Agency for Development Cooperation. Overall, 23 projects were implemented by E4D Kenya in 2021 – including 16 that are ongoing – focusing mainly on promoting green jobs, strengthening women entrepreneurs, and supporting pandemic recovery efforts of micro-, small- and medium-sized enterprises. As a result of these projects, 7,169 people, of whom 1,864 are women and 788 youth, secured sustainable employment; this includes 1,147 people who secured green jobs.



Mozambique

Of the seven projects implemented by the E4D team in Mozambique in 2021, six are ongoing. Through these projects, a total of 636 people were up skilled and 70 entrepreneurs were supported to improve their business capacities. This has led to 78 people, including 34 women and 41 youth, securing sustainable employment, and an additional 88 people improving their employment situation. While the pandemic has affected implementation, as some components of projects could not be realized due to restrictions on gatherings and gaps in global supply chains, E4D Mozambique is on track to achieve its overall target outcomes in terms of enterprise development, jobs and incomes.

As a result of the shift away from the oil & gas sectors, E4D's existing partnerships in Mozambique with Sasol and Total Energies will not be prolonged beyond the current phase. The E4D team in Mozambique has identified the transport sector as a new strategic sector of focus because it is employment intensive, relevant for economic development of the country, and with much need for improvement of ecological and social impacts. In a multi-partner project – involving the Association of Transporters in Nampula, Lúrio University, the companies Appload Africa and Ideialab – that concluded last year, E4D provided 72 transport businesses with training on business skills and on health and safety in the workplace, and facilitated for the participating businesses access to new markets.

Introducing measures to promote green jobs remains a strategic challenge for E4D Mozambique, as the country's transformation towards a greener economy is at an early stage. Green measures have been successfully introduced in several existing projects, such as the partnership with the MozParks Holdings, in which youth seeking practical work experience are placed in internships in green sectors or businesses.

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Country Highlights



delivery service operators on operational and business skills to enable their professional growth, long-term employability and personal development; through Skills4Riders, 500 people will be up skilled, two driving schools will be capacitated and the teaching skills of 25 driving instructors will be upgraded.

Another project E4D is implementing as part of VET Toolbox involves training on technical and business skills for workers in the agricultural sector with focus on the cashew sub-sector, which offers enormous potential for employment creation and income generation as cashew is the Nigeria's second largest export commodity. The cashew nut project will develop two new training courses on cashew production and processing, train 25 trainers in Nigeria to deliver the courses, and offer these courses to 500 people; following the training, at least 300 of these beneficiaries will be placed in high quality internships or linked to employment opportunities, and the new courses will be made available for public use.

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Nigeria

In its newest partner country, the E4D programme is supporting the implementation of VET Toolbox, which is a partnership of leading European development agencies – including Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), British Council, Enabel (Belgium), Expertise and Agence Française de Développement (France) and LuxDev (Luxembourg) – aimed at promoting vocational education and training (VET) that is demand-driven and inclusive. VET Toolbox is co-funded by the European Union and by the German Federal Ministry of Economic Cooperation and Development.

As part of VET Toolbox, the E4D team in Nigeria has launched the Skills4Riders project, which addresses skill gaps in the transportation and logistics sectors by training



South Africa

Thirteen projects were implemented by E4D team in South Africa in 2021, including six that have been concluded. Overall during last year, 535 beneficiaries of E4D projects went on to secure sustainable employment, including 117 women, 198 youth and 70 people in green jobs. In addition, 10,513 people, of whom 5,992 are women and 1,156 youth, improved their employment situation.

Combating the consequences of the pandemic has been a major theme of E4D's work in South Africa. Easy to understand, comic-style stories about Covid-19 were developed and disseminated in rural areas to raise awareness, as part of the partnership with ClemenGold Foundation. In another project, micro-, small- and medium-size enterprises in marginalised communities

are being trained to comply with official standards, allowing them to access Covid-relief funds distributed by the South African government and by financial institutions.

Other E4D projects in the country combine pandemic-response measures with activities geared towards creating green jobs and engaging the private sector. A partnership with Unjani Clinics NPC is strengthening an existing network of clinics that provide primary health care services in under-served communities. A partnership with SaveAct, a local non-governmental organisation, is improving financial food security and income generation in vulnerable communities to support resilience and sustainability amid crisis. And a partnership with the South African animation film company Triggerfish has successfully attracted international funders such as Disney and Netflix to invest in the local animation industry, thereby creating new employment opportunities for local animators and creatives.

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Country Highlights



Tanzania

The E4D team in Tanzania has been focusing its activities on sectors that have a high potential for creating green jobs, such as transport, information and communication technology (ICT), agriculture and tourism.

One example is in Dar es Salaam and Dodoma, where E4D is collaborating with the Forum for International Cooperation in East Africa to up skill 700 disadvantaged youth who work in the informal sector, and build the capacities of five Tanzanian Technical Vocational Education Training (TVET) institutions. It is expected that as a result of this project 300 youth, including at least 150 women, will establish sustainable small enterprises, and 400 youth, including at least 200 women, will secure sustainable formal employment.

Several E4D activities in Tanzania are a result of cross-sectorial collaborations that involve international partners. In the 'Enabling Youth Employment in Solar PV Energy' project, which is implemented as part of the VET Toolbox initiative with financing from the European Union (EU), young people are provided with skills for green jobs that are in demand in the local labour market. In another multi-partner project, E4D has teamed up with E360 Group (international consulting firm), the Federation of Small and Medium Enterprises-Uganda (not-for-profit membership association) and ITM Tanzania (business development company) to train local enterprises to be more competitive in tenders.

The Korea International Cooperation Agency (KOICA) has partnered with E4D to provide competency-based education and training (CBET) and matching services in Tanzanian vocational training institutes, with the aim of reaching 4,000 disadvantaged youth; it is expected that 1,800 of these youth will secure an internship or a job in the regions of Dodoma, Lindi and Manyara.

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Uganda

The E4D team in Uganda implemented ten projects in 2021, including seven that are on going. While monitoring & evaluation activities were partly disrupted by pandemic-related constraints, tracer studies conducted for six of the projects identified that during last year 434 Ugandans who had benefited from E4D activities went on to secure sustainable employment, thereof 165 women, 217 youth and 60 in green jobs. In addition, 461 beneficiaries, thereof 51 women and 262 youth, increased their income by at least 10%.

E4D's shift away from oil & gas in Uganda is a delicate process that is complicated by the new investments in the sector and high expectations both from the Ugandan Government and the general public on potential benefits for the local population. This is eased, however, by E4D Uganda's diversified project

portfolio that has always focused on transferable skills and by the programme's strong relationship with its political partner, the Ministry of Energy and Mineral Development.

E4D Uganda's pivot towards greener measures was enabled by the on boarding of the European Union (EU) as a funding partner. Two continent-wide, EU-funded initiatives are currently being implemented by E4D in Uganda: VET Toolbox focuses on training solar technicians for large photovoltaic mini-grid projects to enable Uganda's green electrification drive, and the Women Entrepreneurship for Africa provides training and mentorship to women entrepreneurs and helps them build sustainable, pandemic-resilient businesses.

In addition to leveraging resources in the international development sector, E4D Uganda remains true to its private sector-driven mandate. Strong relationships with business member associations, such as the Uganda Manufacturers' Association, and private sector firms, such as Olam Coffee, Stanbic Bank, Kenya Commercial Bank (KCB) and Siced Transport, have led to significant contributions, both financially and in-kind, to the programme's portfolio.

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