

Employment and Skills for Development in Africa (E4D)

Quarterly Update – October 2021



Dear readers,

This Quarterly Update highlights news relating to the E4D programme, including how we have responded to the Covid-19 pandemic.

In its partner countries, E4D is addressing immediate needs of vulnerable enterprises by implementing tailor-made training courses on business survival, digital transformations and protection of workers. Start-up toolkits and equipment have been developed and are being provided to graduates of E4D training courses who in light of the pandemic are opting for self-employment.

To meet the unprecedented challenges caused by the pandemic, the programme has established new partnerships that make us stronger and more effective. One key addition is the Korea International Cooperation Agency (KOICA), a governmental organisation of the Ministry of Foreign Affairs of South Korea. Starting from 2021, with KOICA's support, E4D is providing Competency-based Education and Training (CBET) and matching services in Kenyan and

Tanzanian vocational training institutes, to increase youth employability and place people in jobs.

We have also expanded our cooperation with the European Union by launching three new projects: one focusing on empowerment of women entrepreneurs in Africa; another on improving vocational education and training in Kenya, Mozambique, Nigeria, Tanzania and Uganda; and another on strengthening the blue economy in Kenya's coastal region.

The following pages report on developments in our partner countries, and highlight a new project in Uganda to promote the employment of youth in the construction sector. I hope you enjoy reading.

Please stay healthy and safe,

Katja Röckel,
E4D Programme Director

Employment and Skills for Development in Africa (E4D)

About E4D

The Employment and Skills for Development in Africa (E4D) aims at bringing people into jobs and improving employment situations in seven African countries. E4D is implementing development projects, in cooperation with public and private sector stakeholders, with a focus on economically disadvantaged groups like women and youth.

A key priority of the programme is on green jobs, with the goal of igniting sustainable employment that preserves or restores the environment, in traditional sectors (such as manufacturing and construction) and emerging sub-sectors (such as renewable energy and organic agriculture).

The E4D programme is commissioned by German Federal Ministry for Economic Co-operation and Development (BMZ) and co-funded by European Union (EU), Norwegian Agency for Development Cooperation (Norad) and Korea International Cooperation Agency (KOICA), as well as the companies Sasol and Quoniam.

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, and improving working conditions
3. Enhance business capacities 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 projects and models



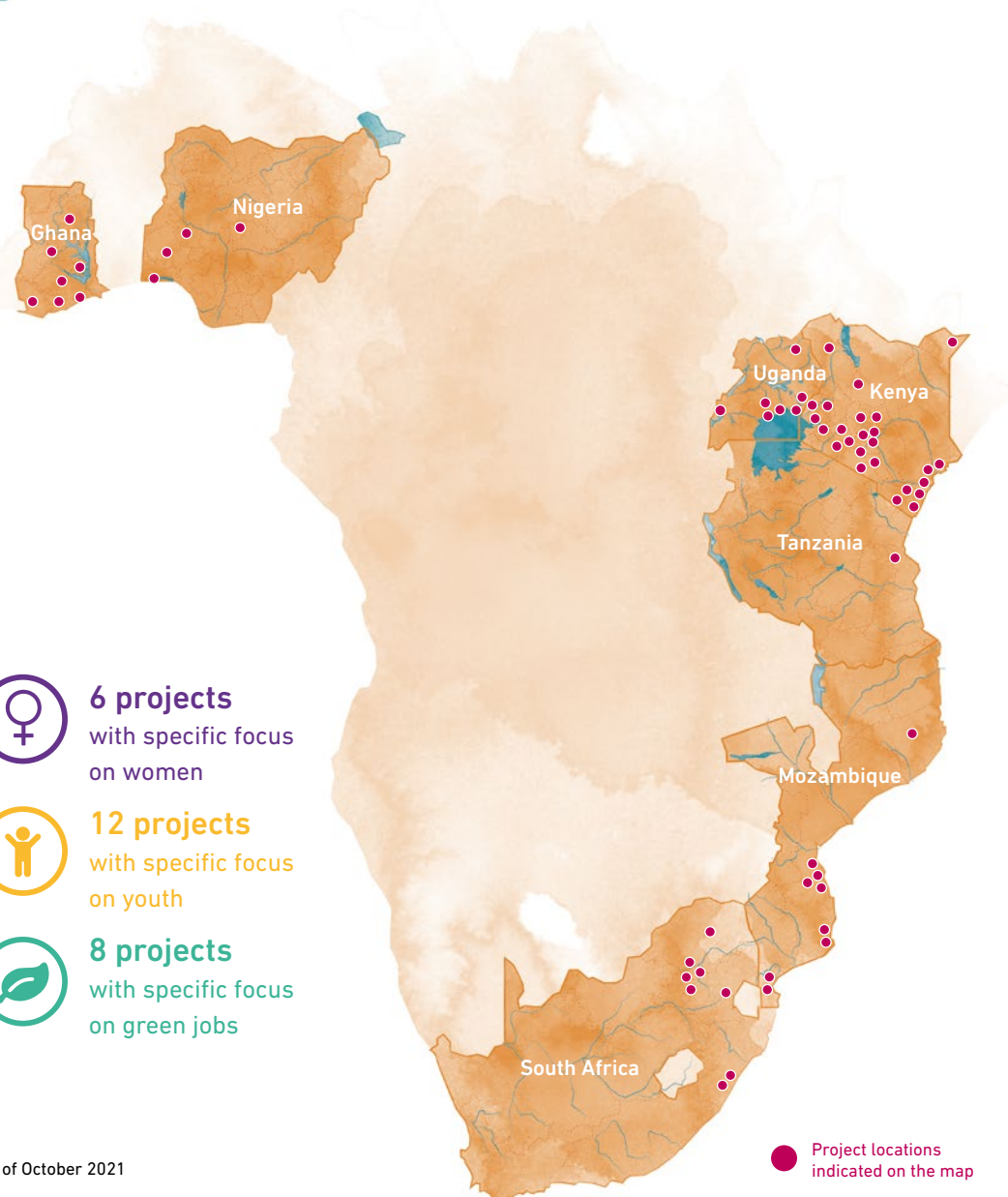
6 projects
with specific focus
on women



12 projects
with specific focus
on youth



8 projects
with specific focus
on green jobs



Regional Impact of E4D Measures

As of October 2021

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
have enhanced business capacities, thereof
999 small- and medium-sized enterprises and
38,226 micro-sized enterprises

32,608 people

have secured sustainable employment
as a result of E4D measures

♀ women 36%
youth 47%
green 10%

116,782 people

reached by E4D activities have improved their
employment situation through income increase
or improved working conditions



103,002 people
were upskilled through E4D projects

Country Highlights



Ghana

Promoting gender equality in the aquaculture and agriculture sectors

The E4D programme is collaborating with the Agricultural Technical and Vocational Education Training (ATVET) authority to introduce in Ghana the Gender makes Business Sense (GmBS) tool, which trains individuals and companies on gender stereotyping and its effect on agribusiness and on operating healthy agribusinesses.

The GmBS tool was developed by the E4D team in South Africa. To effectively roll it out in Ghana, E4D and the Ghanaian Ministry of Fisheries and Aquaculture Development are training zonal directors of the Fisheries Commission and of the Organisation for

Livelihood Enhancement Services, so that they would be able to facilitate GmBS seminars and workshops.

In August 2021, a one-week seminar took place in Aburi (a town located about 45 minutes drive northeast of the capital Accra) for facilitators from four agricultural schools: Wenchi Agricultural Institute, Asuansi Agricultural Institute, Adidome Agricultural Institute and Kumasi Institute of Tropical Agriculture. The seminar included training on gender transformative change and its underlying effects on agribusinesses, practical sessions on topics such as gender stereotyping and power dynamics, and an introduction to various aspects of managing business finance.

The seminar guided agri-entrepreneurs on how to apply a gender mainstreaming approach while building a business, and on how a private business can be an agent of positive social change. The introduction of the GmBS tool in Ghana is a key step in E4D's efforts to promote empowerment of women in the workplace and throughout society.

For further information, please contact john.duti@giz.de



Kenya

Improving a local commodity's value chain to increase incomes and meet global demand

Gum arabic, harvested from acacia trees found in Kenya's Arid and Semi-Arid Lands (ASALs), is an important component used in the food, pharmaceutical and cosmetic industries. The annual global supply of gum arabic is 70,000 metric tonnes, while the global demand is 100,000 metric tonnes.

Collection and sale of gum arabic is a common occupation of women in the ASALs, where social norms hinder women's access to livestock ownership or more profitable jobs. But women in the ASALs mostly lack access to proper training and knowledge on how to tap, store and sell the gum; this limits their incomes.

The E4D programme began its efforts to improve the productivity of gum arabic collectors in the ASALs – particularly women – in 2019, through a skills development project that is implemented in collaboration with Acacia EPZ Limited, an ASALs-based exporter of gum arabic. So far, this project has trained 2,993 gum arabic collectors on sustainable tapping methods and quality standards. In addition, 200 people completed a training of trainers (ToT) on the same topics.

The project has recently been up-scaled to include a training course on a new market available for gum arabic. Second grade and third grade gum, which are currently being disposed because they are not suitable as food, could instead be used as a binding agent in the production of briquettes, resulting in briquettes that burn better and longer with less soot. These new and improved briquettes provide industries and communities with a more efficient source of fuel.

For further information, please contact thomas.jaeschke@giz.de

Country Highlights



Mozambique

Strengthening business skills of local transport companies and connecting them with new customers

The Covid-19 pandemic has drastically reduced the demand for transportation services, thus negatively impacting the road transport sector in Mozambique. In recent months, more than 1,000 people have lost their jobs.

One of the projects that the E4D programme is implementing to help businesses survive these challenging times is a collaboration with the digital marketplace for logistics services Appload, which connects shippers and carriers to plan, book and monitor cargo shipments goods. This project aims at bringing transport micro-, small- and

medium-sized enterprises (MSMEs) in Nampula province into the formal economy and boosting their professionalization and competitiveness by strengthening their business skills and connecting them with new customers.

Through this E4D project, Mozambican transport companies are connected to Appload, thus enabling them to meet industry standards, gain new clients and expand their business. Since June 2021, around 67 transporters have benefited from the project, which is implemented in cooperation with the National Tax Authority, the Association of Transporters of Nampula (ASTRA), the company IdeiaLab and the UniLurio Business School.

While the initial outreach to transporters was met with some challenges, the identified transporters have shown a great interest in cooperating with Appload and actively participated during the training sessions. Throughout 2021, more transporters will be registered in the platform – and thereby offered a unique opportunity to improve their business.

For further information, please contact alexandra.oppermann@giz.de



South Africa

Promoting savings groups to boost livelihood opportunities

A project the E4D programme implemented between December 2018 and December 2020 has been playing a crucial role since the Covid-19 pandemic began disrupting the labour market and causing unemployment to increase. In this project, E4D collaborated with the non-governmental organisation SaveAct, whose focus is on creating and supporting savings groups – which are member-owned institutions that provide a secure place to save money, affordable basic insurance services and the opportunity to take small loans on flexible terms.

The project organised people in rural communities to form saving groups and then engaged them in an 18-month training that included skilling, monitoring and mentorship. This training introduced the saving and internal lending methodology, and provided financial education, such as how to manage debt and cash flows and how to conduct long-term planning.

Overall, 1,097 of the people supported by the project – including 943 women – improved their income by at least 10%. One beneficiary is Nomagugu Mfedu (37), who was running a thriving broiler business in the Eastern Cape before Covid-19 hit. Many of her customers lost their jobs and were unable to pay money owed, but Mfedu stayed afloat because she was able to borrow money from her savings group until she gained new clients. Another beneficiary is the 27 years-old Siviwe Sulani, who established a small-scale farming business at the end of 2020, using capital accumulated through membership in a savings group.

For further information, please contact gavin.watson@giz.de

Country Highlights



Tanzania

Enhancing skills and employability of young people to match labour market needs

A new project launched by the E4D programme, in cooperation with Korea International Cooperation Agency and partners in Tanzania's public and private sectors, aims to reach 4,000 young people who face employment challenges as a result of inadequate trainings or skills mismatch. The project's key activities include providing vocational training courses that are labour-market-oriented; ensuring the preconditions for a successful transition from training to jobs are improved; and promoting public-private cooperation related to employment promotion.

It is expected that about 1,500 of the young Tanzanians selected for the project will benefit from increased employment opportunities, while 1,800 will gain internship opportunities. In line with the E4D gender mainstreaming policy, at least 35% of the beneficiaries will be women; this will be achieved through campaigns on gender role awareness to reduce gender stereotypes, use of successful women role models to encourage more women to join the technical fields, and design of activities and conditions that accommodate the needs of women.

This public-private development project is implemented in cooperation with the Tanzanian Ministry of Education, Science and Technology, Prime Minister Office Ministry of Labour, Youth, Employment and People with Disability, private sector associations, and VETA centres in Dodoma, Babati and Lindi regions. The technical training courses selected for the project include mechatronics, industrial plumbing and welding; each course combines practical and virtual environment using the V-Somo application.

For further information, please contact kabongo.mbuyi@giz.de



Uganda

Grants and coaching for survival and recovery of small businesses damaged by the pandemic

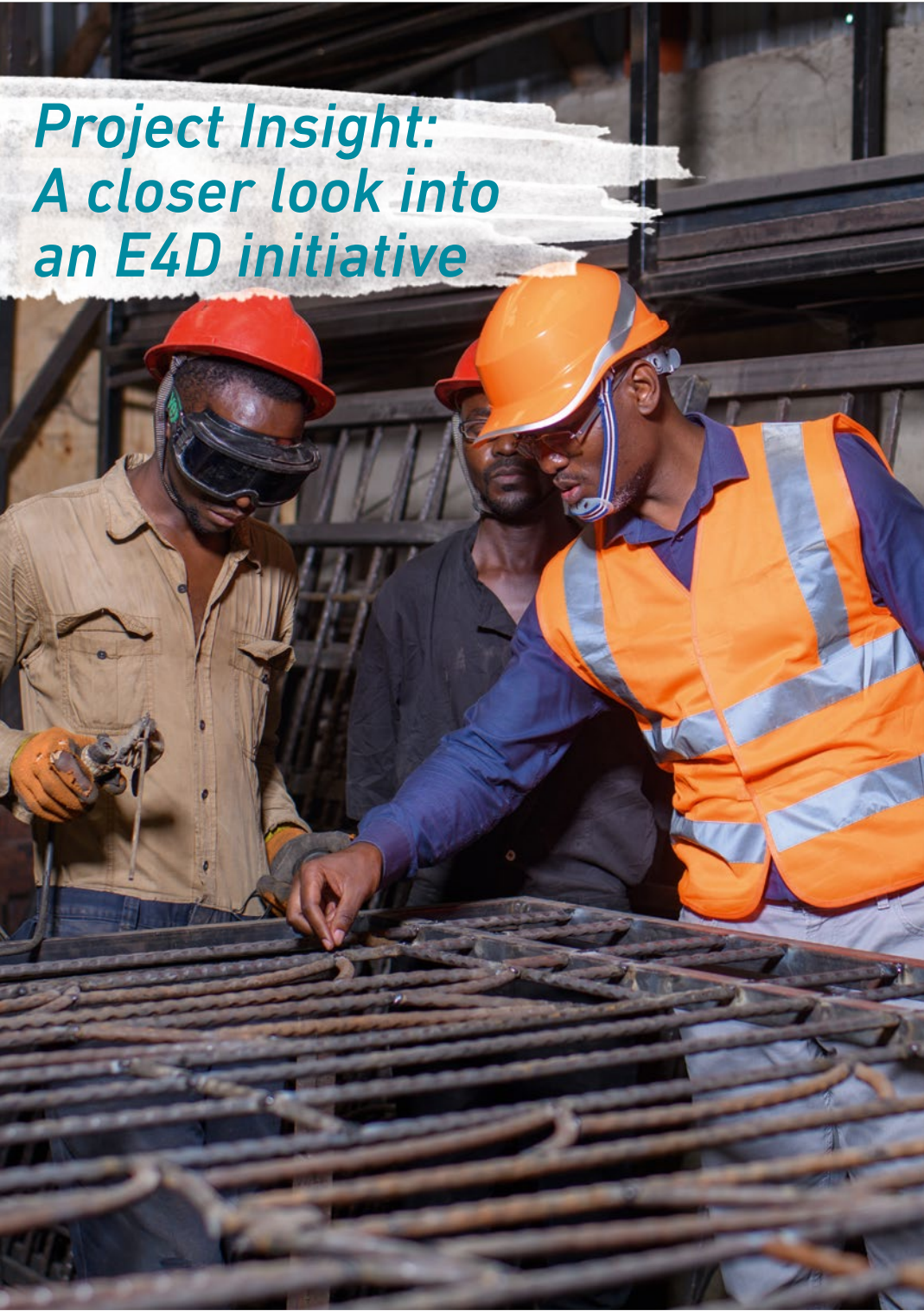
The outbreak of the Covid-19 pandemic in Uganda presented new challenges at the workplace as employers strived to keep businesses running and to support the well being of their workforce. As infection rates increased, counteracted by the Government's lockdown restrictions to curb its spread, the effects on the economy were severe and unprecedented. Many companies were forced to lay off workers, or considered doing so.

In July 2021, E4D partnered with two other GIZ projects – Business Scouts for Development (BSfD) and Natural Resources Stewardship Programme (NatuRes) – to offer

financial €15,000 grants to small- and medium-sized enterprises (SMEs) that completed an online training on strategic decisions for business survival and had a promising business proposal. The grants, along with the training and coaching services, aim to empower the SMEs – all of whom faced severe threats from Covid-19 related challenges – and ignite their potential for growth and development.

Among the nine proposals selected for grants were creative and potentially impactful ideas, such as establishment of eco-tourist kiosks, launching of an innovative online platform for the construction sector, promotion of green building training and accreditation, training and certification of heavy lifting instructors, and production of biochar from waste for climate conservation. By empowering these nine SMEs, this E4D project will enhance value addition activities, support Uganda's transition to a green economy, engage technology and uptake of digital solutions, address sector specific challenges, enhance quality standards, and apply a capacity-development strategy to market development.

For further information, please contact donald.agaba@giz.de

A photograph showing three men in a construction setting. They are wearing hard hats (one red, two orange) and safety glasses. One man is wearing a high-visibility orange vest over a blue shirt. They are gathered around a large grid of steel reinforcement bars (rebar) laid out on a surface. The man in the vest is pointing at the rebar. The background shows a construction site with wooden formwork and other materials.

Project Insight: A closer look into an E4D initiative

Improving the employability of young people in the construction sector

The high demand for construction of more residential houses and for basic infrastructure such as roads, is not adequately being met because of a skills gap in the construction sector.

To address this skills gap, the E4D programme launched a new project, in collaboration with the Kenya Commercial Bank Foundation (KCB Foundation). This project will contribute towards reducing the skills gap in Uganda's construction sector through demand-oriented and practical technical and vocational skills training.

Training will be done in construction related trades which are in high demand on the labour market such as masonry and brickwork, plumbing and pipe work, welding and metalwork, carpentry and joinery, electrical installations and roof tiling. Each course will include training on soft skills and on Health, Safety and Environment (HSE) standards. The three-month long courses will be followed by a three months industry attachment.

To implement the project, E4D will select at least 10 vocational training institutions from all regions of Uganda who meet the criteria to deliver high quality training and have the capacity to handle the high number of beneficiaries undergoing training. This project is set to benefit 2,000 people; at least 40% will be youth ages 15 to 24, and at least 30% of them will be females.

At the end of the training, 440 construction starter toolkits will be distributed to the most promising trainees to enable them to establish their business enterprises. In addition, business development services will be offered to successful graduates who aim to become entrepreneurs.

This partnership with KCBF is one of E4D's regional projects; it is being implemented in Uganda, Tanzania and Kenya.