

Employment and Skills for Development in Africa (E4D)

Background

The abundance of natural resources in Sub-Saharan Africa and ongoing investments in infrastructure and other sectors, coupled with a young and growing population, create significant potential for sustainable economic development. However, local workforces and companies in these countries often lack skills required by international investors, hindering their ability to gain employment.

Sub-Saharan labour markets are characterised by low productivity, under-employment and precarious working conditions. According to official figures, up to 70% of the working age population in Ghana and Kenya is underemployed, including day labourers without contracts that suffer from extreme poverty because they can only secure a few hours of paid work per week. In rural areas, many people live at basic level of subsistence outside the formal economy.

To address these challenges and create sustainable economic growth in the region, there is a need to provide the local workforce with relevant skills and qualifications that would allow them to access jobs. The private sector should be a key driver of this economic development, as its potential is underutilized in Sub-Saharan Africa.

Engaging private sector actors as active stakeholders in implementing development projects is one of the key features of the Employment and Skills for Development in Africa (E4D) programme, which launched in 2015 and began its second phase January 2020. The E4D programme is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and has been co-funded by the UK Department for International Development (DFID), the Norwegian Agency for Development Cooperation (Norad), the European Union (EU), Royal Dutch Shell, Rio Tinto, Tullow Oil, Quoniam, Sasol, and other private sector partners. The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is responsible for project implementation.

Objective

The E4D programme promotes local employment and addresses skills gaps in six countries: Ghana, Kenya, Mozambique, South Africa, Tanzania and Uganda. E4D builds the capacities of local jobseekers, employees and enterprises to integrate into value chains

of large investment projects; and supports agriculture entrepreneurship to increase value addition and productivity. The programme's target groups include economically disadvantaged populations, such as women and youth. E4D aims to achieve these goals:

- Support 51,000 people into jobs across the six partner countries
- Improve the employment situation of 206,000 people by raising incomes and improving working conditions
- Enhance the business capacity of local companies

Approach

The E4D programme develops and implements development cooperation projects that contribute to bringing people into jobs and improving employment situations in the context of international investments. Each project is based on a partnership between E4D and actors from the private and public sectors, including local authorities, local enterprises and local or regionally based international companies. Some projects also involve collaborations with other stakeholders, such as government agencies, non-governmental organisations, vocational schools, universities, labour unions and business associations.

The E4D programme develops projects to increase demand for skilled labour, for example through enterprise development. These projects create opportunities for vulnerable populations to be integrated into value chains as employees, suppliers, or sales partners. E4D utilises private sector partnerships to enhance the employability of qualified workers, in particular through training courses and work placements. All E4D projects that prove to be successful are replicated and scaled up through the involvement of additional private and public partners. In the following are a few examples of successful projects.

E4D – Impact in Numbers

32,326 *people gained employment*

70,629 *people have increased their income*

32,679 *people improved their working conditions*



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Kenya | Basic employability skills training for young people

To reduce the mismatch between the skills of Kenyan youth and the needs of the labour market, the E4D programme has implemented a project, in cooperation with the Housing Finance Foundation and the CAP-Youth Empowerment Institute, to up skill youth and local suppliers of goods and services. Through this partnership, 3,580 young people have been provided with training on basic skills that are needed for employment, including soft skills. As of now, more than 1,100 of these youth have gained employment after completing the training, and about 270 have set up their own business.

Robert Adingoi, beneficiary of the project: "My favourite part of the training were the life skills courses. Those are the courses that I will not forget because they have given me a lot of impact on how to look for a job, and how to live even without a job."

South Africa | Creating market linkages for smallholder farmers using innovative ICT solutions

Agribusinesses are interested in buying smallholder farmers' products and providing them with support services, but transaction costs are high and many farmers have no access to updated data about the supply chain, which iproductivity. In cooperation with Vodacom, an African mobile communications company, this E4D project aims to assist smallholder farmers to engage in commercial agriculture using sustainable farming methods and innovative technological solutions. The farmers participating in this project are provided with a cloud-based software solution, which offers them important information on weather and agricultural services, and links them to markets and agribusinesses. As a result of this project, 1,000 farmers will find new employment and 3,300 will increase their income by an average of 10%.

Uganda | Strengthening companies' bid management skills and compliance with international HSE standards

This project, implemented in cooperation with the Association of Uganda Oil and Gas Providers and with the Ugandan compliance firm E360, supported 30 companies to raise their capacity to prepare technical bids and reach sufficient health, safety and environmental (HSE) standards so that they would meet the requirements of the extractive industry and adjacent sectors. As a result of this project, more than 5,400 employees from different companies have benefitted from increased work safety and well being at the work place, 678 people have been brought into jobs, and 80% of the firms who participated have declared they are now in a better position to win international tenders.

Joan Kagoro, sales manager at the Eagle Air Limited, a locally owned air transport and logistics firm based in Kampala, Uganda: "After participating in the bid management training, our company has experienced significant improvements in our work processes. For example, we now present bids in a more professional manner, which reflects the level of professionalism our potential clients can expect from us."

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Name of the Programme	Employment and Skills for Development in Africa (E4D)
Goal:	Getting people into jobs and improving the employment situation
Partners:	Governments and local authorities, international and local companies, financial institutions, vocational training institutions, local business associations
Countries:	Ghana, Kenya, Mozambique, South Africa, Tanzania, Uganda
Duration:	2015-2023

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