



### Annexure 3: Outputs

#### Employment promotion for Women for the Green Transformation in Africa (WE4D) programme

Objectives	Target/ Beneficiaries	Eligible Sectors	Eligibility Criteria	Assumptions / Definitions
The employment and economic situation of women, especially in companies that are driving the green transformation, has improved.	People to find decent employment in companies that are driving the green transformation. Of these, 70% are women and 40% are young people.	<p>WE4D green sectors:</p> <ol style="list-style-type: none"> <li>1. Sustainable agriculture and agricultural processing</li> <li>2. Blue economy and aquaculture</li> <li>3. Renewable energy</li> <li>4. Circular economy and waste management including biomass</li> <li>5. Eco-tourism</li> </ol> <p>WE4D greening sectors:</p> <ol style="list-style-type: none"> <li>6. Transport and logistics</li> <li>7. Construction</li> </ol>	<p>Companies that are driving green transformation are those whose products, technologies or services actively shape the transition to an ecologically sustainable economy with a climate-friendly business model and/or create green jobs.</p> <p>These could either be companies that produce environmental goods and services (e.g. companies that exclusively distribute renewable energy) or those that design their enterprises and products in a more environmentally or resource-friendly way by means of material efficiency, energy efficiency, the use of environmentally friendly</p>	<p>For employment to qualify as decent it has to fulfil three criteria: (duration: at least 20 hours per week for at least 26 weeks of the year; working conditions: compliance with the core labour standards of the International Labour Organization (ILO); income: above the local poverty line).</p> <p>Green jobs are decent jobs that contribute to conserving or restoring the environment, whether in traditional sectors such as manufacturing and construction or in new, emerging green sectors such as renewable energies and energy efficiency.</p> <p>Young people are those who are covered by the national definition of the youth age cohort. In South Africa,</p>



Objectives	Target/ Beneficiaries	Eligible Sectors	Eligibility Criteria	Assumptions / Definitions
		<p>Other Sectors with Green processes and products for products and individuals:</p> <ul style="list-style-type: none"> <li>-Recycling &amp; reuse of resources</li> <li>-Protection &amp; natural resources conservation</li> <li>-Renewable energy</li> <li>-Energy efficiency</li> <li>-Reduction of carbon footprint</li> <li>-Reduction &amp; removal of pollution</li> </ul>	<p>preliminary products or other measures.</p>	<p>this is between the ages of 15 and 35.</p>
	<p>Persons, 70% of whom are women and 40% young people, to improve their employment situation in one of the following areas:</p> <ul style="list-style-type: none"> <li>i) Real income increase of 10%</li> <li>ii) Improved gender-specific working conditions</li> </ul>			<p>Improved gender-specific working conditions include infrastructure improvements (for example, gender-specific sanitary facilities) as well as framework conditions for improved economic and social prospects for women within companies and their value chains (for example, through measures against sexual harassment, reconciling professional and family commitments; transparency regarding salaries; measures against discrimination, improved career opportunities for women and young people)</p>



Objectives	Target/ Beneficiaries	Eligible Sectors	Eligibility Criteria	Assumptions / Definitions
	<p>People, 70% of whom are women and 40% young people, to successfully complete a vocational training measure.</p>			<p>Successfully completed means completion with a certificate from the training provider.</p>
	<p>Start-ups and micro, small and medium-sized enterprises (MSMEs) supported by the project that contribute to the green transformation, of which 60% are managed by women, to improve their business capacity in one of the following categories:</p> <ul style="list-style-type: none"> <li>i. Turnover increase</li> <li>ii. Staff increase</li> <li>iii. Access to new markets</li> <li>iv. Introduction of a new product and/or new</li> </ul>			<p>Validation as per:</p> <ul style="list-style-type: none"> <li>(i) Sales: Gender-differentiated and comparative survey of entrepreneurs regarding their assessment of sales</li> <li>(ii) Number of new employees</li> <li>(iii) Number of new selling points (selling existing products to new customers)</li> <li>(iv) Sales of new products/services</li> <li>(v) Relationship between resource use and production (input/output ratio)</li> </ul>



Objectives	Target/ Beneficiaries	Eligible Sectors	Eligibility Criteria	Assumptions / Definitions
	<p>service that contributes to the green transformation and/or that is aimed specifically at women</p> <p>v. Efficiency gains thanks to resource-friendly production</p>			
	<p>Companies and organisations to implement the gender-responsive approaches to employment promotion for women and promotion of the green transformation that partner companies and organisations have successfully tested.</p>			<p>Gender-responsive means that the approaches take into account the gender-specific needs, preferences and barriers of the target groups and thereby directly contribute to gender equality.</p> <p>Evidence of implementation through reports by the organisations (companies, associations, NGOs, ministries, etc.), their business and financing plans, memorandums of understanding or letters of intent.</p>



Objectives	Target/ Beneficiaries	Eligible Sectors	Eligibility Criteria	Assumptions / Definitions
The range of available labour-market-oriented vocational education and training measures, especially for women and for jobs that contribute to green transformation, has improved.	New or adapted labour-market-oriented, gender-sensitive vocational training measures that contribute to the green transformation to be provided by public or private-sector education providers or companies.			New or adapted based on comparison of the curricula and qualification needs analyses (labour-market orientation); assessment of the courses available from the education providers/companies (as evidence of continued availability after the project finishes).
The transition from education and training to the labour market, particularly for women, has improved.	Companies and partner organisations to participate in designing and implementing active labour market policy measures for job seekers.			Participation in designing and implementing active labour market measures by cooperation partners' reports; event documentation/participant lists; advisory minutes; registrations for online offers, etc.
	Beneficiaries, of whom 70% are women, to participate in new or improved			Validation through graduate and participant surveys, documentation of internship certificates/references and job placements.



Objectives	Target/ Beneficiaries	Eligible Sectors	Eligibility Criteria	Assumptions / Definitions
	offers of active labour market policy (e.g. internship programmes, soft skills training courses, careers guidance and advice, and job placement measures).			
The employment opportunities in green value chains, especially for women, have improved.	Partnerships with national and international lead companies to be implemented and help them improve their gender-responsive and green business models in selected value chains.		Lead companies are companies that play a central role in their value chain (e.g. processing companies in the food industry).	<p>Green business models are defined through business ideas that make an environmental and societal contribution. They are the foundation for a business model that builds on the principles of sustainability and converts this into corporate action, for example by manufacturing or providing environmental goods and services or through measures to increase material and energy efficiency, or other measures to make manufacturing processes, products and services more environmentally and resource-friendly.</p> <p>Gender-responsive means that the business models are geared towards contributing to gender equality and</p>



Objectives	Target/ Beneficiaries	Eligible Sectors	Eligibility Criteria	Assumptions / Definitions
				<p>the economic participation of women.</p> <p>Validation through the cooperation agreements/contracts with the partner companies on implementation of the partnership.</p>
<p>The competitiveness of start-ups and MSMEs, particularly companies managed by women, that contribute to a green transformation has increased.</p>	<p>Start-ups and MSMEs to further develop their ecologically sustainable, climate-friendly products, services and business models. Of these 60% are managed by women.</p>			<p>Validation based on cooperation partners' reports (actors from the ecosystem for entrepreneurship and start-ups) regarding the implementation of promotion measures.</p> <p>Entrepreneurship programmes include incubation and accelerator programmes as well as programmes for promoting export orientation.</p>
<p>The prerequisites for successful scaling approaches in the E4D</p>	<p>Successfully tested, scalable approaches to promoting female employment to be available in a prepared format, both of which are gender-</p>		<p>The approaches include, for example, gender diversity management for companies, energy and resource-efficiency audits, and internship or entrepreneurship programmes.</p>	<p>Successful approaches relate to their demonstrable impact on employment as well as their transformative impact on promoting gender equality and/or ecologically sustainable, climate-neutral products, services and business models.</p>



Objectives	Target/ Beneficiaries	Eligible Sectors	Eligibility Criteria	Assumptions / Definitions
implementation countries have improved.	transformative approaches and are approaches to ecologically sustainable, climate-sensitive products, services and business models.			
	Memoranda of understanding for integration of the successfully tested, gender-responsive approaches to promoting female employment or promoting the green transformation to be available from additional companies and organisations.			Validation based on assessment of the memorandums of understanding of companies and organisations