

Employment for Sustainable Development in Africa (E4D)

Background

The abundance of natural resources in Sub-Saharan Africa and the on going and upcoming international investments in the region's extractive industry, coupled with a young and growing population, create significant potential for sustainable economic development. However, the local workforces and companies in these countries often lack skills that are in demand in the extractive industry, 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, Cameroon 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. This underemployment and the increasing youth unemployment have been the root causes of displacement and migration.

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 in the extractive industry or in sectors that support it, such as transport, construction, logistics, and agribusiness. The private sector should be a key driver of this economic development, but in Sub-Saharan Africa its potential is currently underutilized. Therefore, the E4D programme engages private companies and sets up public-private partnerships that aim to support people into employment.

Objective

Through cooperation with business and public sector partners, the objective of E4D is to promote employment, raise incomes and improve working conditions. The programme's target groups include economically disadvantaged populations, such as women and youth. E4D aims to achieve these goals:

- Boost the number of people employed in the seven target countries by 31,000
- Raise the income of 100,000 workers by an average of 10%
- Improve the working conditions of 40,000 people, primarily in terms of social security, health care, occupational safety and labour rights

Impact in Numbers

19,100 *people in jobs*

48,800 *people with increased income*

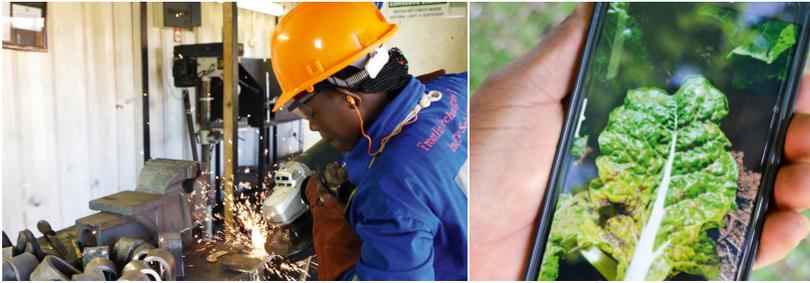
18,700 *people improved their working conditions*

Approach

The E4D programme – commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and cofinanced by the UK Department for International Development (DFID), the Norwegian Agency for Development Cooperation (Norad), Royal Dutch Shell, the Korean International Cooperation Agency (KOICA), Quoniam, Rio Tinto, the European Union (EU) and Tullow Oil – develops and implements public-private cooperation projects that contribute to sustainable employment in seven Sub-Saharan countries, with an emphasis on promotion of employment in the context of international investments in natural resources.

The E4D programme's core approach is to engage stakeholders in the private and public sectors in projects that promote employment. Each E4D project is based on partnerships with 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. On one hand, 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. On the other hand, E4D uses private sector partnerships to enhance the employability of qualified workers, in particular through training courses and work placements.

A key component of E4D programme is the E4D/SOGA – Employment and Skills for Eastern Africa initiative, which is focused on Kenya, Mozambique, Tanzania and Uganda. E4D/SOGA up skills local workers and businesses for opportunities in natural resource based industries and in adjacent sectors such as construction, maintenance, logistics, manufacturing and food supply.



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All E4D projects that prove to be successful are replicated and scaled up through the involvement of additional private and public partners. Here are a few examples of successful projects:

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, E4D/SOGA has launched 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 basic employment skills, including soft skills and practical training. At least 60% of youth trained in this project will find employment while about 15% will set up their own business. Currently, more than 1,100 people are employed and about 270 (14% of the graduates) are self employed.

“My favorite [part of the training were] the life skills courses. Those are the courses that I won’t 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,” said Robert Adingoi, a 28-year old Kenyan from Busia County.

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 is a barrier to informed decision-making. In cooperation with Vodacom, an African mobile communications company, this 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 web and mobile software solution, which offers them important information on weather and agricultural services. These digital platforms also improve the farmers’ linkage to markets and agribusinesses. It is expected that

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 – Uplifting enterprises in the oil and gas supply chain in bid management and to comply 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 in preparing technical bids as well as Health, Safety and Environmental 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.

“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,” said Joan Kagoro, a sales manager at the Eagle Air Limited, a locally owned air transport and logistics firm based in Kampala, Uganda.

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Name of the Programme	Employment for sustainable development in Africa (E4D)
Goal:	Establish partnerships with private sector and public sector partners to promote employment, raising incomes and improve working conditions
Partners:	<ul style="list-style-type: none"> ■ National and international companies operating in the programme countries ■ National governments and official implementation partners
Partner countries:	Cameroon, Ghana, Kenya, Mozambique, South Africa, Tanzania, Uganda
Overall term:	2015-2023

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