



Annex 1: Expression of Interest

Information sheet

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

1. Purpose

This Call for the Expression of Interest is intended to support the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH **Employment Promotion for Women for the Green Transformation in Africa (WE4D)** programme to identify partnerships which support achieving the WE4D strategy, objectives and approaches.

2. WE4D Strategy, Objectives, and Approaches

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and co-financed by the European Commission, is launching the "Employment promotion for women for the green transformation in Africa" (WE4D) programme.

Strategy

The programme strategy is to establish partnerships with stakeholders from the public and private sector and civil society that will improve the employment opportunities of women in companies and value chains that are driving the economic transition to an ecologically sustainable and climate-friendly business model. Opportunity-driven and demand-oriented measures will be conducted with individual partner organisation and multi-actor partnerships in the implementation countries Kenya, Malawi, Mozambique, Tanzania, Uganda and South Africa with the aim of achieving quantitative employment effects and qualitative, transformative results.

Objective

WE4D running from January 2023 to December 2026 aims to improve the employment and economic situation of women, particularly in companies and value chains that are driving the green transformation in Africa.



Approach

WE4D pursues the German Development Cooperation integrated approach for promoting employment, which addresses both the demand and supply side of the labour market: it promotes entrepreneurship to create demand for labour and it upskills people to meet the demand in the market. This has proven effective during implementation of the predecessor programme Employment and Skills for Development in Africa (E4D) which has started in 2015 and will run till end of this year.

With improved, gender-oriented education and training that addresses topics of particular interest to women (entrepreneurs), women are in a better position to navigate their careers and/or their business development. Increasing the competitiveness of MSMEs (Micro, Small and Medium Enterprises), greater actual gender diversity in partner organisations and companies (*gender diversity management*) and the development of inclusive business models lead to a greater demand for women experts, including in management and leadership positions, and for supplier and service provider companies founded by women.

Companies with diverse teams tend to be more successful than those with a comparatively uniform work force. Since diversity creates positive benefits when people believe in its intrinsic value '*progressive lead companies*' (companies that play a leading role in their respective value chain and have adopted gender diversity as a company value) play a key role here. Not only do they function as a thought leader, but they also allow to reach many target beneficiaries who can then improve their employment situation sustainably. Through training, coaching, advice and other services from business incubators, innovation hubs, accelerators and other actors in the ecosystem for entrepreneurs and start-ups, women are empowered to develop marketable products and services as well as successful business models with growth potential and can then create employment opportunities.

Active labour market measures, such as work placements or job exchanges, target group-specific vocational and career advisory services as well as mentoring and coaching programmes will help training course graduates and other jobseekers to make the transition to sustainable, productive work.

Finally, WE4D being a *regional programme* implemented in 6 countries of Sub-Saharan Africa (Kenya, Malawi, Mozambique, Tanzania, Uganda and South Africa) offers opportunities to work across its target countries: WE4D cooperates with companies, foundations, non-governmental organisations, governments and stakeholders in the financial industry and thereby enables an environment for gender-transformative approaches across countries: it has the potential to counter-act the social and cultural norms and values of the region that restrict or impede employment opportunities for women. Here, the programme can leverage initial successful approaches from the ongoing E4D regional programme, such as the lessons learned from promoting start-ups in the EU-co-financed project 'Women Entrepreneurship for Africa' (WE4A) within the ongoing E4D programme.



3. Scope of Work

Expressions of interest are invited to support the WE4D programme in promoting women employment for the green transformation in South Africa. The focus areas will include, but are not limited to, the following sectors:

- Sustainable Agriculture/Agri-processing
- Circular Economy/Waste Management/Biomass
- Eco-Tourism
- Renewable Energy
- Greener Construction
- Greener Transport and Logistics
- Blue economy and aquaculture

The *key outputs* of the project will focus on:

- Expanding the range of available labour market-oriented education and training programmes, especially for women and for jobs that contribute to the green transformation.
- Facilitating the transition from education and training to the labour market, particularly for women.
- Promoting women's employment opportunities in green value chains.
- Creating an enabling environment for women to thrive in the workplace.
- Enhancing the competitiveness of start-ups and micro, small, and medium-sized enterprises (MSMEs), particularly companies managed by women that contribute to the green transformation).
- Facilitating the greening of companies by achieving or setting new green standards
- Scaling the project approaches in one or more of our partner countries: Kenya, Tanzania, Mozambique and Uganda.

4. Guiding parameters for project partners

The following aspects will be taken into consideration to identify key project partners:

- Experience and expertise as well as innovative ideas on the topic which promotes women's employment and gender transformation.
- Demonstrated knowledge and understanding of the green transformation and sustainable development. Companies driving the green transformation are those that are helping to restructure the economy with their products, technologies and/or services and thus are increasingly creating green jobs. These could be companies that produce environmental goods and services (e.g., companies that exclusively distribute renewable energy) as well as 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 preliminary products or other measures.
- Proven record of accomplishment of working in similar contexts in South Africa or/and within the region.
- Strong networks and partnerships with relevant stakeholders in the targeted sectors.



- Capacity to deliver high-quality outputs within the specified timeline.
- Own contributions (cash or in kind) are a definite plus.
- Cross-cutting impact on objectives (responding to more than one Output Objectives)
- Where possible demonstrating a close working relationship/partnership with implementing partners, including lead companies, training providers and or civil society.
- Proven record of accomplishment for core project management team
- Experience with GIZ and or other international development implementation are of advantage.
- Relevance and suitability of the proposed approach and methodology.
- Impact estimate (People to be trained, jobs to be created, people improving working conditions in accordance with the Output sheet)

5. Submission Requirements

Interested companies/ organisations are requested to submit the **Submission Criteria Template (Annex 2)** in electronic format to the following email address ZA_Quotation@giz.de by no later than **31 August 2023**. Please quote reference **83445076** when submitting the documentation. **Late submissions will not be accepted.**

All queries must be made in writing only, reaching GIZ not later than **18 August 2023** and addressed to: betty.madingwaneng@giz.de

6. Confidentiality

All information provided in the expression of interest will be treated confidentially and used solely for the purpose of evaluating the submissions.

Only shortlisted potential partners will be invited for further discussions or to submit detailed proposals.