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 **Norway**



# Employment promotion for women for the green transformation in Africa (WE4D)

A Regional Platform for Employment Promotion

Measuring impact for an inclusive green and  
just transition.

BarCamp 6th March 2025

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Implemented by

**giz** Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH



# THE WE4D PROGRAMME



**WE4D** supports employment opportunities, especially for women in Africa and contributes to a green transformation of our partner countries.

**Commissioned by:** German Federal Ministry for Economic Cooperation and Development (BMZ)

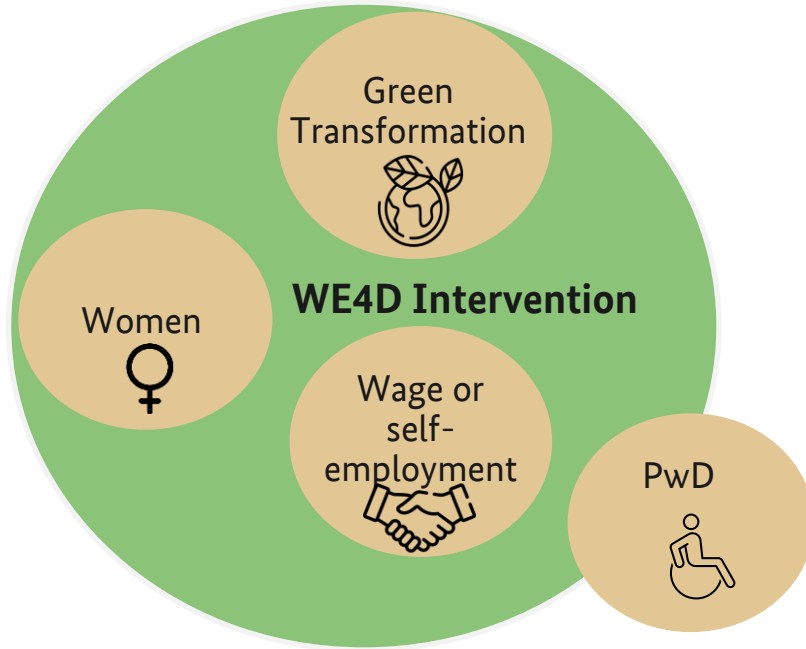
**Co-funded by:** European Union (regional TEI IYBA SEED in Kenya and South Africa, TEI IYBA WE4A), Norad & IKEA

**Implemented by:** Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

**Partner countries:** Cameroon, Kenya, Malawi, Mozambique, Senegal, South Africa, Tanzania, Togo, Uganda

**Duration:** 01/2023 – 12/2027

# SUMMARY OF WE4D APPROACH



**WE4D Formula for Employment Promotion:**

**Employment x Gender x Green Transformation > 0**



**All interventions must include all three dimension.**

# WE4D M&E Team



**Togo**  
1 M&E Focal Person

**Senegal**  
1 M&E Focal Person

**HQ M&E advisor**  
4 M&E Specialists

**Consultant**

## M&E focal points

**Cameroon**  
1 M&E Focal Person

**Kenya**  
2 M&E Focal Persons

**Consultant**

**Tanzania**  
1 M&E Focal Person

**Uganda**  
1 M&E Focal Person

**Malawi**  
1 M&E Focal Person

**Consultant**

**Mozambique**  
2 M&E Focal Persons

**Consultant**

**South Africa**  
1 M&E Focal Person

Besides GIZ staff, **international consultancies** support WE4D on monitoring. The consultants come from Syspons, Mainlevel and Energypedia (digital monitoring tool).



In addition, **local M&E service providers** support the GIZ country teams in data collection.

- WE4D countries
- Countries in which cofinancings are implemented

# WE4D Results Model (simplified)



SDG 5: Gender equality

SDG 8: Decent work and economic growth

SDG 13: Climate action

SDG 17: Partnership for the goals

The employment and economic situation of women, especially in companies that are driving the green transformation, has improved

### Outcome Indicator 1

18,400 people (70% women, 40% youth) have found employment in companies that are driving the green transformation

### Outcome Indicator 2

71,300 persons (70% women, 40% youth) have improved their employment situation (income increase and / or gender-specific working conditions. )

### Outcome Indicator 3

11,750 people (70% women, 40% youth) have successfully completed a vocational training measure

### Outcome Indicator 4

8,300 of the project supported start-ups and MSMEs have improved their business capacity in one of five categories

### Outcome Indicator 5

85 companies and organisations implement the approaches that partners successfully tested

### Output 1

The range of vocational education and training measures geared to the labor market is improved

### Output 2

The transition from initial and further training into the labor market, especially for women, is improved

### Output 3

Employment opportunities in green value chains, especially for women, have improved

### Output 4

The competitiveness of start-ups and MSMEs has increased

### Output 5

The prerequisites for scaling successful approaches in the countries implementing WE4D have improved

# WE4D Results Model (simplified)



SDG 5: Gender equality

SDG 8: Decent work and economic growth

SDG 13: Climate action

SDG 17: Partnership for the goals

## The employment and

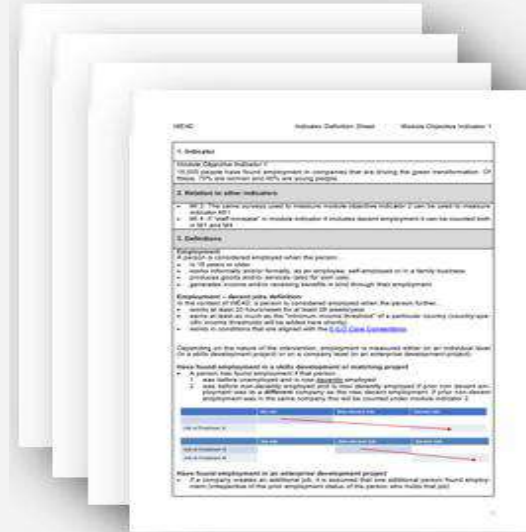
**Outcome Indicator 1**  
18,400 people (70% women, 40% youth) have found employment in companies that are driving the green transformation

Output 1

The range of vocational education and training measures geared to the labor market is improved

## Indicator Definition Sheets (IDS)

For each indicator we have developed **Indicator Definition Sheets** that further explain, define and specify our indicators and guide our methodological approach for M&E.



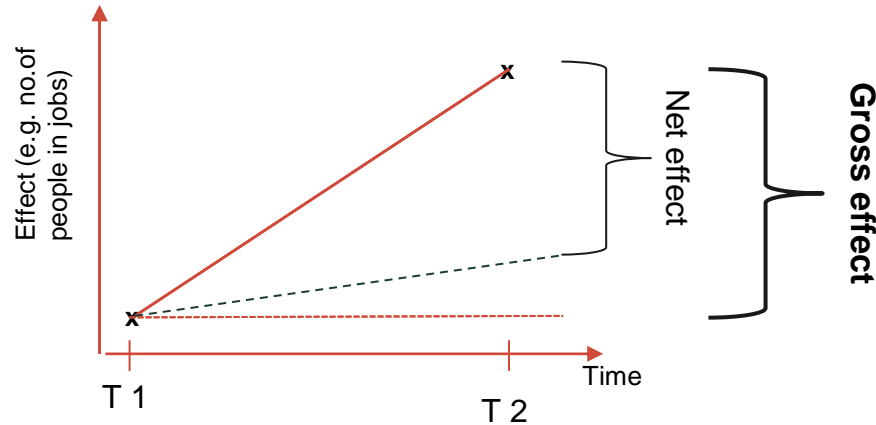
## Improved

**Indicator 5**  
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sites for ssful n the plementing mproved

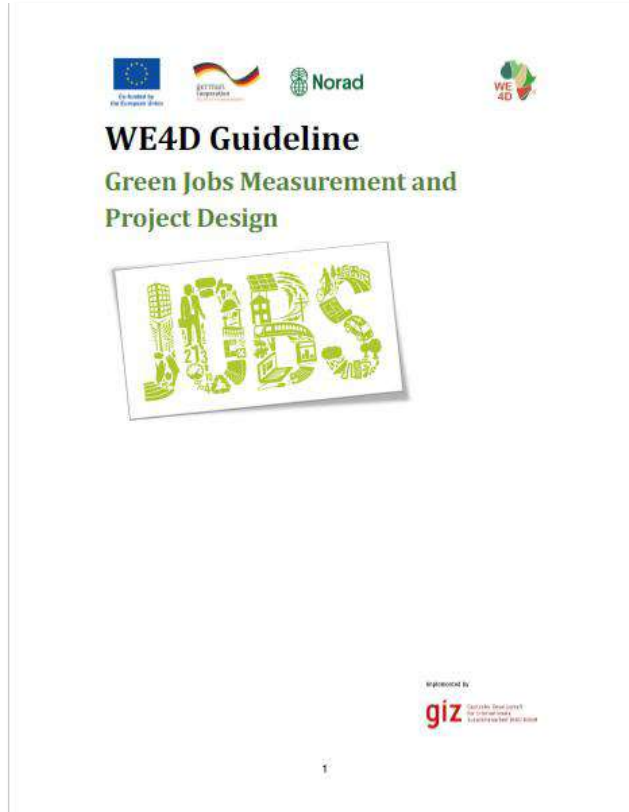
## WE4D minimum requirements for monitoring

Baseline (T 1)	Implementation	Tracer / Enterprise Survey (T2)
Start of Intervention		3 - 6 months after intervention



➔ While we assess progress towards goals, we measure the **gross effects** of our interventions.

# The WE4D Green Jobs Guideline




- summarizes WE4D's approach for creating and measuring employment in companies that contribute to the green transformation.
- defines the concepts and definitions for green jobs.
- The guide is used for:
  1. Designing new measures
  2. Selecting of companies
  3. Developing questionnaires & data collection




# WHAT DO WE COUNT AS GREEN JOBS?

Green jobs are jobs that are created in companies that contribute to the green transformation. These companies should belong to the following sectors:


## „green business models“



Sustainable  
Agriculture /  
Agro-Processing




Blue Economy/  
Aquaculture



Renewable  
Energies




Circular Economy /  
Waste  
Management /  
Biomass




Eco-Tourism

## „greening of business models“

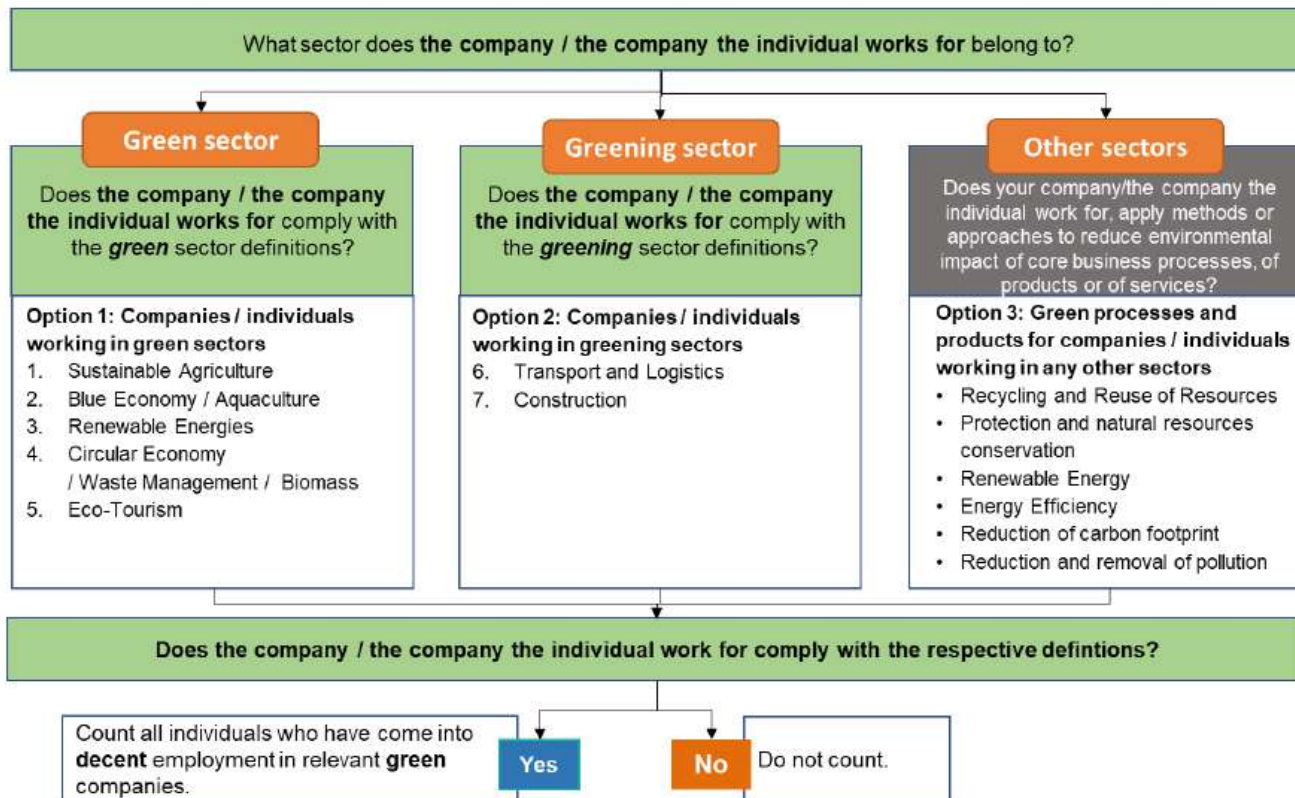


Transport /  
Logistics



Construction

# Decision Tree



# How to Count Green Jobs: Example Sustainable Agriculture

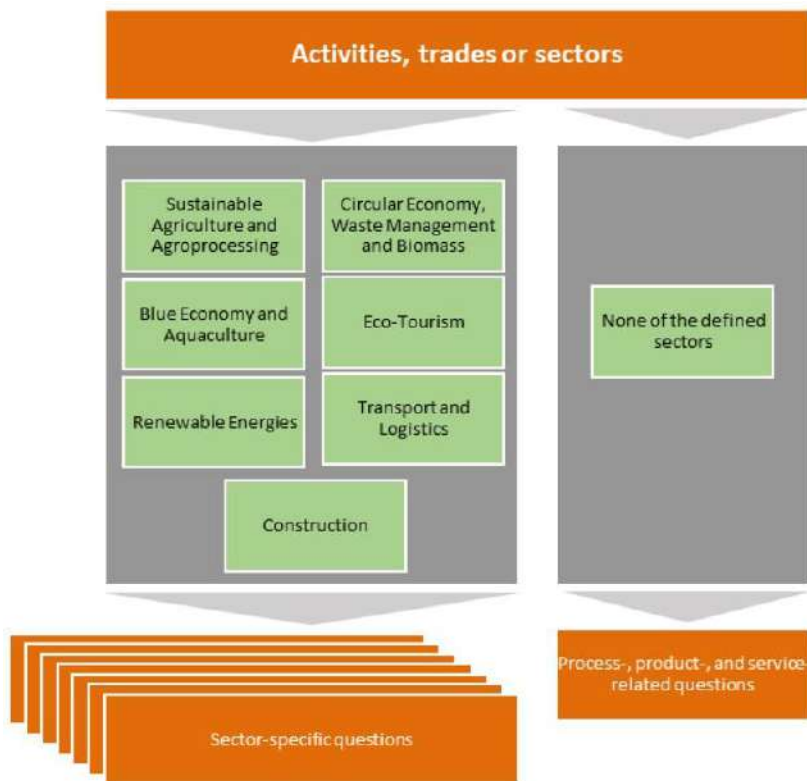


Does your company/the company you work for/your farm/the farm you work for, do business and apply practices related to the following activities?

1. Significant reduction of post-harvest loss
2. Reducing the use of synthetic inputs (e.g. use of fertilizers and pesticides)
3. Improved water management systems (irrigation and drainage)
4. Protection of biodiversity and natural habitats
5. Maintaining and building soil organic matter/soil protection (e.g. conservation and minimum tillage)
6. Crop/livestock diversification (e.g. crop rotation, intercropping)
7. Reduction or further processing of by-products
8. Reduction of food packaging/introduction of biodegradable packaging
9. Wastewater reduction/water conservation
10. Emission management (e.g. through machinery operation based on renewable energy sources)

**Green Job = Job in company that meets at least 3 criteria**

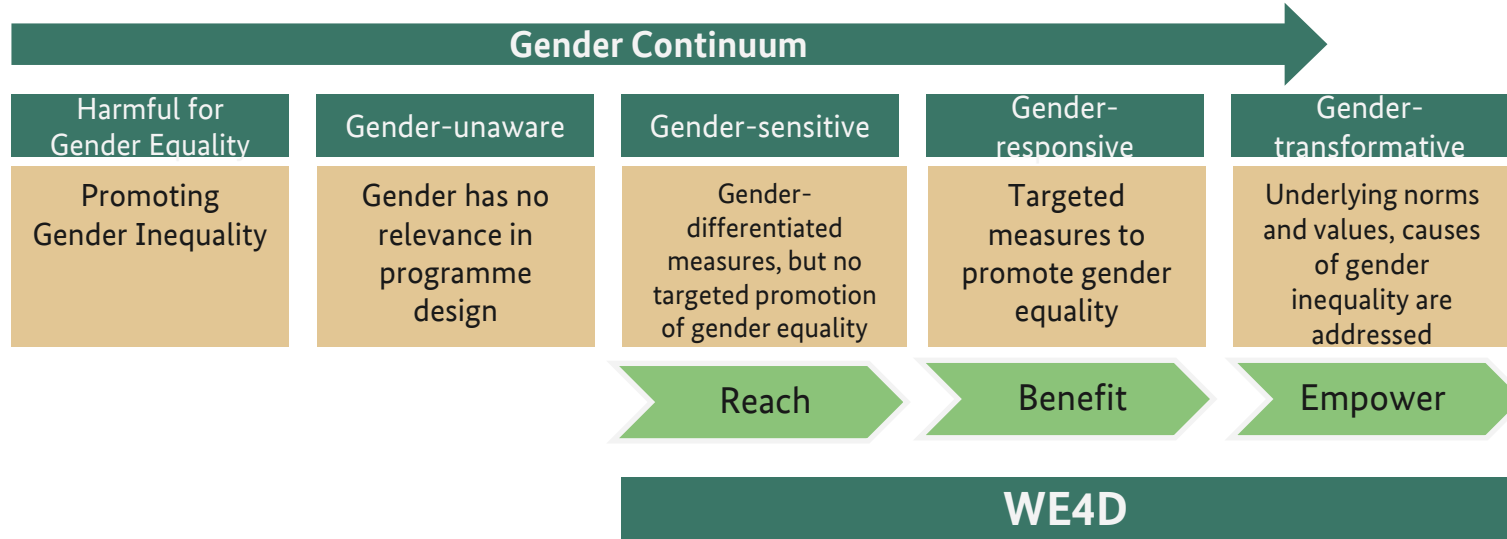
# How to Count Green Jobs



Sector definition are used to derive questions for questionnaires for tracer and enterprise surveys.


# GENDER EQUALITY IN WE4D

- WE4D's main objective is to improve the employment and economic situation of women (GG2)
- Gender equality must be considered throughout WE4D's implementation and in all activities. All WE4D outcome and output indicators are related to gender equality.




# The WE4D Gender Equality Guide


**WE4D Guide**  
Gender Equality in Project Design and Measurement




Harmful for Gender Equality



Gender-Unaware



Gender-responsive



Gender-transformative

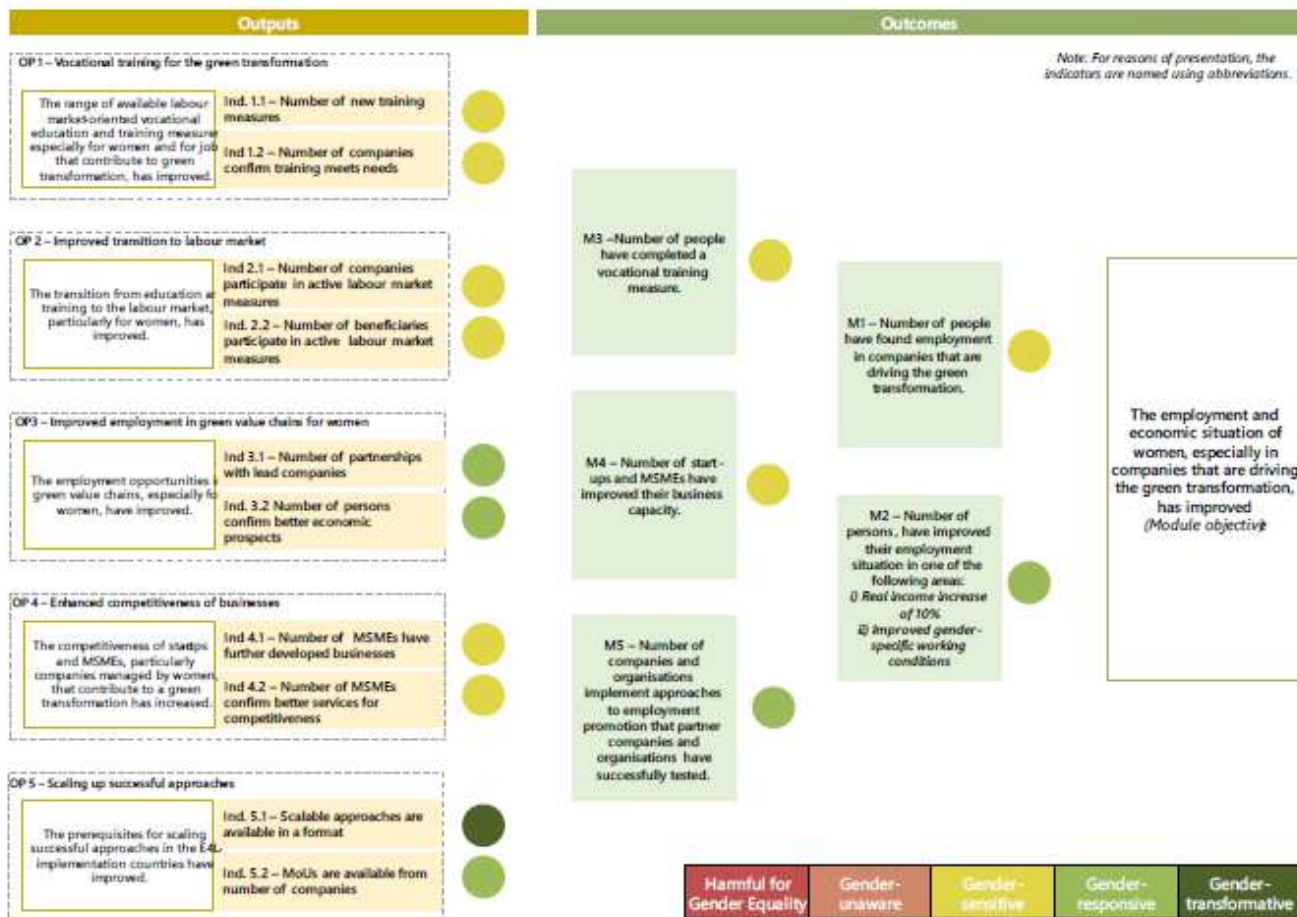
**Table of Contents**

*Click on the content to directly get to the specific section.*

1. Objective of the gender equality guide and approach.....	4
2. Concepts of Gender Equality.....	5
3. The Gender Continuum.....	7
3.1. The categories of the gender continuum.....	7
3.2. Applying the gender continuum.....	8
4. Practical guidance for designing gender-related measures.....	14
4.1. Output Level Indicators.....	14
Output 1 – Vocational Education and Training.....	14
Output 2 – Improved Transition to Labour Market.....	18
Output 3 – Improved Employment in Green Value Chains for Women.....	22
Output 4 – Enhanced Competitiveness of Businesses.....	26
Output 5 – Scaling up Successful Approaches.....	30
4.2. Outcome Level Indicators.....	33
Outcome 1: New Employment.....	33
Outcome 2: Improved working conditions.....	36
Outcome 3: Completed vocational training.....	37
Outcome 4: Improved business capacity.....	39
Outcome 5: Approaches to employment promotion and promotion of the green transformation.....	41

- Creates a common understanding of the objectives and standards of WE4D related to gender equality
- Provides practical guidance for project design and gender-related monitoring and evaluation
- Content:
  - Objective & Structure
  - Terms & Definitions
  - Gender Continuum and WE4D application
  - Practical guidance for designing gender-related measures
  - **Practical guidance for gender-related monitoring**

## Overview of WE4D's indicators categorised according to the gender continuum

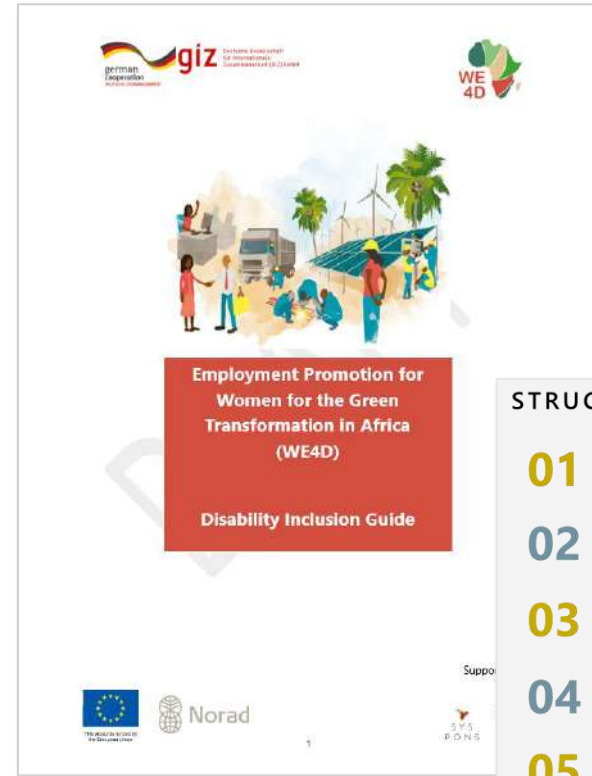




# Including persons with Disabilities in WE4D



- WE4D collects disability-disaggregated data and, to the extent possible, integrates the needs of persons with disability (PwD) in the project activities.
- Disability Inclusion Guide helps...
  - ... WE4D project managers understand how to mainstream PwD needs and considerations in project design.
  - .... WE4D M&E experts understand how to assess the state of PwD-inclusion in a project



## STRUCTURE OF GUIDE

- 01** Introduction
- 02** Key Concepts and Considerations
- 03** Objective of PwD-Inclusion in WE4D
- 04** PwD-Inclusion in Project Design
- 05** PwD-Inclusion in M&E



# PwD inclusion in monitoring

We use the **Washington Group Short Set of Questions on Disability** to collect disability-disaggregated data in our tracer studies among beneficiaries.

**Seeing**

"Do you have difficulty seeing, even if wearing glasses?"

**Hearing**

"Do you have difficulty hearing, even if using a hearing aid?"

**Walking or climbing stairs**

"Do you have difficulty walking or climbing stairs?"

**Cognition**

"Do you have difficulty remembering or concentrating?"

**Self-care**

"Do you have difficulty with self-care such as washing all over or dressing?"

**Communication**

"Using your usual language, do you have difficulty communicating, for example understanding or being understood?"

Table: Washington Group Short Set of Questions on Disability

# Experiences / Challenges



- Set of questions to assess **level of disability** of beneficiaries is considered **highly sensitive** in the local contexts and requires well trained enumerators & adaptation to local conditions
- **Measuring gender transformative approaches** is challenging: transformations in gender inequalities take time to overcome and need sophisticated research methods in order to be evaluated.
- Complex M&E system with many dimensions requires a lot of (staff) **resources** which leads to high complexity in coordination and communication as well as capacity building for and with involved stakeholders.
- Selection of indicators: **Political agenda vs. Implementation/measurement**: political agendas can lead to multi-dimensional and additional indicators which are challenging to measure.



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# Thank you for your attention!

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