



The Expert Group for Aid Studies

Invitation for proposals: Evaluation of Sweden's Efforts to increase Employment in Sub-Saharan Africa

The Expert Group for Aid Studies (EBA) is a government committee mandated to evaluate and analyse the direction, governance and implementation of Sweden's official development assistance (ODA). EBA engages researchers and other experts to carry out studies of relevance for policymakers and practitioners.

EBA works with 'dual independence'. This means that EBA independently defines what issues to explore and which studies to commission, while the author(s) of each report is responsible for the content and the conclusions.

EBA hereby invites proposals for an evaluation of Sida's efforts to increase employment in Sub-Saharan Africa. The main evaluation question is how well Swedish aid has contributed to this objective.

Background

Productive employment and decent work are among the most important ways out of poverty for individuals and groups in low- and middle-income countries. This means that job creation and employment can be considered key goals for development assistance. A particularly urgent and difficult challenge for the world lies in contributing to more decent and productive employment for Africa's growing population. Sustainable Development Goal 8, "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all", mirrors this vital challenge.

The current Policy framework for Swedish development cooperation and humanitarian assistance (2016) highlights employment and decent work as important areas of inclusive economic development. Employment has, moreover, been a focus of Sida's work in almost all countries in Sub-Saharan Africa during more than a decade and employment was recorded as an operational area of work in 33 bilateral strategies for Africa during the period 2011- 2021. In line with this long-standing prioritization, the Swedish government (having announced a reform agenda of Sweden's development cooperation) highlights the centrality of economic development through work, economic development, mobilization of private capital and trade (UD-kuriren, March 2023).

Sida's "employment portfolio" in Sub-Saharan Africa, 2011- 2021

In a portfolio overview covering the years 2011-2021, completed as part of the preparations for this call, a total of 114 projects with employment as a stated goal have been identified (see Appendix 2). The total disbursement value of Sida's employment portfolio during the period amounts to a little over 670 million USD. It is worth noting that this includes larger projects (i.e., multi-donor funds) where employment is one of several

aims of the project. Looking at the distribution of contributions by both disbursement value and frequency over the period, we can see that the size of Sida's employment portfolio increases considerably over time both regarding size and number of projects.

The projects are primarily concentrated to 10 countries in the region. More than 60% of total disbursements went to eight countries: Tanzania, Liberia, Kenya, Ethiopia, Rwanda, Zambia, Zimbabwe, and Mozambique, which reveals a strong focus on east and southeast Africa. Ethiopia, Rwanda, Tanzania and Zambia had 9 projects each in the employment sector during the period. While Tanzania stands out as the largest recipient in volume, Sida has been most active, in terms of the number of projects, in Somalia and Liberia. In each of these two countries, 11 projects have been implemented or initiated during the period.¹

Table 1. Employment projects by country, value of disbursements (2011-2021)

Country	Disbursements, M USD (Deflated)	Number of projects
Tanzania	142.38	9
Regional	120.27	20
Somalia	86.21	11
Liberia	64.39	11
Kenya	43.27	6
Ethiopia	42.52	9
Rwanda	41.04	9
Zambia	40.18	9
Mozambique	35.13	6
Mali	16.78	3
Uganda	16.75	8
Zimbabwe	14.02	7
Sudan	5.05	1
Democratic Republic of the Congo	3.89	3
South Sudan	1.79	1
Ghana	0.09	1
Total	673.82	114

Source: OECD-DAC CRS

The average project size during the period is approximately 6 million USD, while the median size is 2.67 million USD. It is important to note that the 10 largest projects (out of 114) make up approximately 50% of total disbursements during the period, which means that a large part of the investment is tied to a small number of projects.

Implementing partners are primarily CSOs and multilateral organisations. It appears that nearly half of the projects have had a focus on improving employment for youth, while nearly a third of the projects have had a focus on women. It is also evident that employment projects are working across a diverse range of sectors, with the agricultural and social infrastructure sectors being the most frequently recorded.

¹ Looking closely at the bilateral strategies of these two countries, employment creation was possibly envisioned to be a means of also addressing the root causes of conflict.

Increasing employment by improving vocational skills of the unemployed and improving access to markets or finance for firms and entrepreneurs are the two most frequently recorded types of projects.² Vocational skills development projects tend to be implemented by CSOs or multilateral agencies and focus on skills development in a broad range of sectors, with a substantive number of projects focused on vocational skills development for youth (see examples in the portfolio analysis). For projects that seek to improve access to markets and/or finance, a range of modalities are used, such as guarantees, grant financing or improving the policy environment. The sector “Business policy and administration” is highly represented in both volume and frequency of contributions (but no or few projects focus explicitly on trade or trade promotion to create jobs).

Aim and Evaluation Questions

The purpose of this evaluation is **to assess how well Swedish aid has contributed to (additional) employment and jobs in Sub-Saharan Africa**. The study should stimulate learning by establishing what has influenced the success or failure of projects and, thus, how Sweden could work more effectively to contribute to increased employment in the future. The purpose of the evaluation is both accountability and learning.

Two interrelated questions shall guide the study:

1. How well has Swedish aid contributed to new additional jobs and employment in Sub-Saharan Africa during the period of study? What is the quality of the jobs and employment created?
2. What explains the degree of success and failure in these interventions?

Comments to question 1

Question 1 is the evaluation’s fundamental and result-oriented summative question with the number of additional created jobs as the main dependent variable. We also ask: “How well...” (In question 1) to make the question explicitly evaluative.³

No reliable or full answer to question 1 can be given without addressing thoroughly the issue of causality and additionality. Additionality refers to the change over and above what would have occurred without the intervention. A focus on additionality is important when evaluating labour market policies and interventions and the evaluator should evaluate the effective change that the intervention has made, taking, for example, potential dead weight loss and crowding out effects into account.

The sub-question adds the quality dimension to jobs and employment (sustainable, decent, productive, cost per job etc). The specific quality dimensions of interest will be decided after consultations between EBA, the evaluation team and the reference group.

² Examples of vocational skills development projects for the unemployed include World Vision’s CORE project, which was intended to develop the vocational skills of unemployed women and youth in Rwanda in subjects such as carpentry, pottery and masonry, and the UNIDO-Volvo vocational training programme, whose purpose was to develop a training academy for youth that was tailored towards various roles in the Zambian mining sector.

³ “When asking questions about outcomes, it is not just about what changed or whether targets or goals were met, the question is: How substantial and valuable were the outcomes?” (Davidson, 2013).

Comments to question 2

Question 2 is explanatory, should form the basis for both learning and for causal analysis and therefore relates back to question 1. Question 2 could also relate to specific strengths and weaknesses in the preparation, design or implementation of interventions that have or could have affected the effectiveness of projects in terms of job creation.

The evaluation questions are primarily focused on Sida's projects in Sub-Saharan Africa and not on Sida's internal workings.

Who is this study for? Intended users

The main target groups for this evaluation include staff working with employment and market sector development at the Swedish Ministry for Foreign Affairs, Swedish embassies, Sida and at partner organisations. Additional target groups are people in civil society, as well as people who work with development effectiveness and governance of Swedish development assistance.

Implementation and methods

The main objective of the study is to provide grounded, rigorous, and elaborated responses to the evaluation questions. Tenderers are encouraged to let their expertise in job creation, employment and impact evaluation guide the choice of approach in answering the three questions. If needed, the evaluator(s) are given the opportunity to, in dialogue with the study's reference group, slightly refine or adjust the formulation of the evaluation questions.

The study shall focus on interventions in sub-Saharan Africa during the period 2011- 2021. One possible way to make this manageable is to concentrate on a small number of large or long-term interventions and conduct in-depth case studies of a limited number of interventions (4-10) in 2-5 countries. Another possibility (or a complement) is to group projects according to type of theory of change (for example vocational skills development, access to market, MSD-approach etc.). Note also that a small number of interventions in the portfolio (less than 10%) have received the lion's share of disbursed funds.

Proposals that include qualitative case studies should clearly describe criteria for case selection and it is vital to first map the employment portfolio thoroughly to be able to justify a sample of cases to be studied.

It is probably very important to, early in the process, synthesise previous research about employment creation in Africa, for instance focusing on improving the vocational skills of the unemployed and on employment projects for youth and women. This serves to generate relevant hypotheses about what could promote or hinder goal achievement in these interventions (in their specific theories of change).

The issue of causality should be analysed carefully. Scientific method(s) suited to this purpose must be employed to ensure valid and reliable findings and conclusions, and a high degree of transparency should be applied. Examples of evaluation designs that could be considered are case-based and theory-based approaches, such as theory-driven evaluation (Chen, 1990), contribution analysis (Mayne, 2012), process-tracing (Beach and Pedersen, 2013) or, if possible, a combination of statistical and qualitative approaches. Choices regarding study design and specific methods should be carefully motivated.

It is important that the study contributes to learning for key audiences. This underlines the importance of attempting to understand how and why results have been achieved or not, how contextual factors have played in, how conclusions relate to previous research and evaluations and if interventions have been designed in the right way.

Potentially important (but probably not exhaustive) empirical material for the study includes written sources from Sida, the MFA and other Swedish and international actors in the form of, e.g., evaluations, final reports, and previous research.

After the signing of the contract, EBA will provide the author(s) with more detailed information about the contributions relevant for the study.

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While there is no requirement for the main applicant to understand Swedish, the evaluation team should include someone with the ability to analyse documents written in Swedish.

For all studies, EBA sets up a reference group consisting of experts in the field of study (members are designated by EBA in dialogue with the authors). The overall purpose of the reference group is to strengthen the quality of the report. The group will be chaired by one of EBA's members. See also EBAs Policy and guidelines for quality assurance of studies (<https://eba.se/en/policy-for-quality-assurance/>)

The evaluator(s) shall deliver a report (in English) presenting the results from the study to be published in EBA report series. The length of the report should not exceed 25 000 words (about 50 A4-pages), excluding annexes.

The evaluator(s) shall present the final report at a public dissemination event (details to be specified in consultation with EBA at a later stage).

Procurement procedure, budget, and timetable

The procedure will be a restricted procedure in two stages.⁴ At both stages, tenderers are expected to disclose potential conflicts of interest pertaining to members in the evaluation team, as this may be a ground for exclusion of a proposal.⁵

First stage: Application to submit tenders

- All suppliers have the right submit a request to participate in response to this call (apply to submit tenders). EBA will invite five (5) suppliers to submit tenders.

⁴ The Public Procurement Act (2016:1145), chapter 6, section 3.

⁵ We expect tenderers to give an account of members' potential conflicts of interest and to argue for why a certain condition will not constitute a conflict of interest.

- Applications to submit tenders shall be registered at the tender portal Kommers Annons eLite www.kommersannons.se/elite, no later than September 8 2023. The application shall contain:
 1. CV of the principal investigator
 2. A list of the principal investigator's most relevant (academic or grey) publications (at most 5 studies from the last 10 years are to be listed)
 3. Preliminary team (if more than one author), presented using at most 300 words.
 4. Three full sample studies conducted by members of the proposed team. At least one shall have been authored by the principal investigator. Note that the studies should be sent in as files, not as links in a document.
- Applicants are kindly asked not to submit any unsolicited material.
- Selection of applicants to invite to submit tenders will be based on the submitted material assessed against sub-criteria 1-5 of criterion 2 in Appendix 1 (at the end of this document). Since the proposed team is preliminary, main weight will be put on the principal investigator's experience and competence.
- Suppliers must submit a self-declaration in the form of a European Single Procurement Document (ESPD) by filling in the tender form at www.kommersannons.se/elite. Please make sure enough time is allocated for completing the ESPD form when submitting the expression of interest.

Second stage: Submission of tenders

- Selected suppliers are invited to submit a full proposal. The proposal shall be written in English and no longer than 10 pages. The proposal shall include a detailed presentation of study design, methods used and delimitations. Choices made shall be clearly justified. It is up to the tenderers themselves to choose the design and method of the evaluation. The proposal shall also include a presentation of the members of the evaluation team, a detailed schedule, clear allocation of time and tasks between the members of the group, and a budget (stated in SEK, including price per hour for each team member).
- As appendices to the proposal shall be included: (i) CVs; (ii) at most three sample studies (reports or articles) carried out by members of the proposed team. At least one shall have been authored by the principal investigator. These studies may be the same as or different from the ones in the first stage.
- The maximum cost for this evaluation is SEK 2 000 000 excl. VAT. The budget shall be denominated in SEK. The budget shall enable four meetings with the study's reference group (see Implementation and methods) and participation at the launching event. The reference group will meet in Stockholm, but one or two meetings may be held virtually.
- The proposal shall be registered at the tender portal Kommers Annons eLite www.kommersannons.se/elite, no later than October 22 2023. Tenderers are advised to monitor the tender portal regularly, as it is not possible to guarantee the receipt of e-mails.

- Proposals shall be valid until 31 December 2023.

Questions to EBA during the process

- During the procurement process, EBA is not permitted to discuss documentation, tenders, evaluation or any such questions with tenderers in a way that benefits one or more tenderers. All questions shall be sent to the Questions and Answers function on the procurement portal Kommers Annons eLite, www.kommersannons.se/elite. Questions and answers to questions are published anonymously and simultaneously to everyone registered for the procurement.
- Any questions related to the first stage may be posed until August 29. Questions will be answered more irregularly during July.
- Any questions related to the second stage may be posed until October 6.

Preliminary timetable

Last day to apply to submit tenders (first stage)	8 September 2023
Invitation to (5) suppliers to submit tenders	20 September 2023
Last day to submit full tender (second stage)	22 October 2023
Decision by EBA	8 November 2023
Contract signed	November 2023
First reference group meeting (inception phase)	December 2023
Reference group meeting (if needed)	
Full draft report delivered	November 2024
Reference group meeting	December 2024
Final report delivered	February 2025
Reference group meeting	March 2025
Decision by EBA	April/May 2025
Launch event	May/June 2025

Selection of proposals in the second stage

- An assessment group comprising members of EBA will assess proposals received based on the relationship between price and quality. The following criteria will be used when assessing proposals received:
 1. Quality of proposal, in terms of design, methods and plan for implementation (weight: 50 per cent).
 2. Experiences and qualifications of team members in the areas of interest (weight: 40 per cent).
 3. Cost (weight: 10 per cent).
- See Appendix 1 at the end of this document for the factors that will be considered under each of these three criteria. The assessment of each proposal will be based on the material submitted by the tenderer by the end of the bidding period.

Confidentiality

After the communication of EBA's selection, all submitted proposals will become official documents, meaning that the Swedish principle of public access to official records applies. Sentences, sections, or paragraphs in a document may be masked in the public version if "good reasons" (thorough motivations in terms of causing economic damage to the company) can be provided and deemed valid. The tenderers are fully responsible for making their claims of confidentiality.

About the Expert Group for Aid Studies (EBA)

The Expert Group for Aid Studies (EBA) is a government committee mandated to evaluate and analyse the direction, governance, and implementation of Sweden's official development assistance. The aim is to contribute to an efficient implementation of well-designed aid. EBA focuses primarily on overarching issues within Swedish development assistance, not on individual projects. EBA consists of an expert group of eight members and a secretariat placed in Stockholm. In 2023 the Expert Group consists of: Torbjörn Becker (chair), Julia Schalk (vice chair), Kim Forss, Torgny Holmgren, Staffan I. Lindberg, Malin Oud, Anders Pedersen and Andreas Wladis.

References

Coulibaly et al (2019), *Job creation for youth in Africa: Assessing the potential of industries without smokestacks*, The Brookings Institution.

Davidson, J (2013), *Actionable evaluation basics*, Real Evaluation Ltd.

Fox et al. (2020). *Africa's youth employment crisis is actually a »missing jobs" crisis*, The Brookings Institution

Ruffer et al. (2018), *Evaluation of the market systems development approach. Lessons for expanded us*

Tarp and Addison (2014), *Recom Position paper, Aid, Growth and Employment*, Unu Wider.

Appendix 1 – Assessment criteria

Criteria	1. Quality of proposal in terms of design, methods and plan for implementation. (Weight: 50 per cent)	2. Experiences and qualifications of team members in the areas of interest. (Weight: 40 per cent)	3. Cost. (Weight: 10 per cent)
Scale	Criteria 1 and 2 are graded on a scale of 0–5 where: 5=Extraordinary or exceeds all expectation; 4=Very good; 3=Good; 2=Fair, reasonable, in line with what can be expected; 1=Sub-standard; 0=Not applicable/not possible to assess. Sub-criteria are assessed in falling importance according to number but are not graded numerically.		Continuous grade [0,5] as a share of the lowest bid offer, where the lowest bid is graded 5.
	Each criterion is finally weighted (0.50*Criterion 1+ 0,40*Criterion 2 + 0,10*Criterion 3) to obtain a total grade in the interval [0, 5].		
Specifications (numbered in order of importance)	<p>1. Does the study design, i.e. suggested methodological approach and plan for implementation, make it possible to fulfil the study's purpose?*</p> <p>2. Have the approach and method(s) been described in a specific and transparent manner?</p> <p>3. Have important or pertinent limitations with the method been described and discussed clearly?</p> <p>4. Will the study design enable conclusions that can be expected to form the basis of use, learning and reflection among the study's target groups?</p> <p>5. Does the proposal have a thorough and realistic workplan and timeline?</p> <p>* An overall assessment that the evaluation is feasible to implement and that it can be implemented without any ethical breaches occurring is presupposed. While such an appraisal is required, it is not included as a separate sub-criterion.</p>	<p>The team participants' experience of:*</p> <ol style="list-style-type: none"> 1. Evaluation or research in the areas of employment, job creation, labour market, vocational skills development, market sector development 2. Academic merits of the team members 3. Impact evaluation methodology or advanced research methodology including case studies 4. South- Saharan Africa especially East and Southeast Africa 5. Quality of the studies attached to the proposal 6. The team members' engagement in the evaluation as specified in the proposal's work and time plan and as shares of proposed budget. <p>* Sufficient language skills in relation to the needs of the assignment are required to be shown and are therefore not specified as a separate sub-criterion.</p>	Total price in SEK (VAT excl.)

Appendix 2 – Brief Portfolio Analysis of Swedish Aid for Employment

Summary – Portfolio Analysis

This document is a brief portfolio analysis of Sida's work in the employment sector in Sub-Saharan Africa over an eleven-year period. A portfolio mapping exercise was undertaken using OECD CRS Data for the years 2011-2021 – the last eleven years for which data was available. A total of 525 contributions, representing 114 unique projects,⁶ have been identified, primarily concentrated in some 10 countries in the region. Sida has been most active in Somalia and Liberia, with 11 projects implemented or started in the period in both countries. Increasing employment by improving the vocational skills of the unemployed and improving access to markets or finance are the two most frequently recorded project Theories of Change (ToC). Vocational skills development projects tend to be implemented by NGOs/CSOs or multilateral agencies (e.g., the UNDP) and focus on skills development in a broad range of sectors, with a substantive number of projects focused on vocational skills development for youth (examples provided in the portfolio analysis). For projects that seek to improve access to markets and/or finance, a range of modalities are used to achieve this – for example guarantees, grant financing or improving the policy environment. Implementing partners are primarily NGOs/CSOs and multilateral organisations, with the total value of the portfolio being approximately c. 673 million USD over the period. From the data consulted, it appears that nearly half of projects had a focus on improving employment opportunities for youth, while nearly a third of projects had a women focus.

A mapping of bilateral country strategies in the period follows the portfolio analysis below. The document concludes with a section covering how the data has been identified, collected and organised.

Section 1 – Portfolio analysis

Geographic focus

Excluding regional (multi-country projects), virtually all projects have been implemented in countries where Sweden has a bilateral development cooperation strategy in place currently, with Ghana being the sole exception. Mirroring Sweden's strategic priorities for the region, this entails that geographically most projects have been implemented in Eastern and Southern Africa. While Tanzania is the country with the highest disbursement value of employment projects, projects in conflict and post-conflict contexts (Somalia, Liberia, Ethiopia, Rwanda) emerge as the most frequently recorded.

⁶ Note that activity reporting is not uniform, and many projects have multiple entries, both across several years but also within years. This is particularly the case with regional projects, with disbursement figures often spread across countries that the project operates in. To identify unique projects, the mapping therefore looked at the Project Title. Where this was the same (or very similar) the disbursement figures (and other data) were merged to produce a single 'project' entry. However, each contribution represents a unique entry into the OECD CRS dataset.

Table 1. Projects by country, value of disbursements

Country	Disbursements, M USD (Deflated)
Tanzania	142.38
Regional	120.27
Somalia	86.21
Liberia	64.39
Kenya	43.27
Ethiopia	42.52
Rwanda	41.04
Zambia	40.18
Mozambique	35.13
Mali	16.78
Uganda	16.75
Zimbabwe	14.02
Sudan	5.05
Democratic Republic of the Congo	3.89
South Sudan	1.79
Ghana	0.09
Total	673.82

Table 2. Projects by country, frequency

Country	Frequency
Regional	20
Liberia	11
Somalia	11
Ethiopia	9
Rwanda	9
Tanzania	9
Zambia	9
Uganda	8
Zimbabwe	7
Kenya	6
Mozambique	6
Democratic Republic of the Congo	3
Mali	3
Ghana	1
South Sudan	1
Sudan	1
Total	114

Going on to look at the allocation of disbursements (by million USD) within the CRS Data, employment projects are concentrated in 'Least Developed Countries' (LDCs): in itself, this is not surprising as most Sub-Saharan African countries are LDCs.

Table 3. Disbursements (M USD) by Income Status

Country Income Status	Disbursements, M USD (Deflated)
LDCs	499.9799659
Part I unallocated by income	113.6434772
LMICs	47.77457946
Other LICs	12.32413104
UMICs	0.094811002
Total	673.8169647

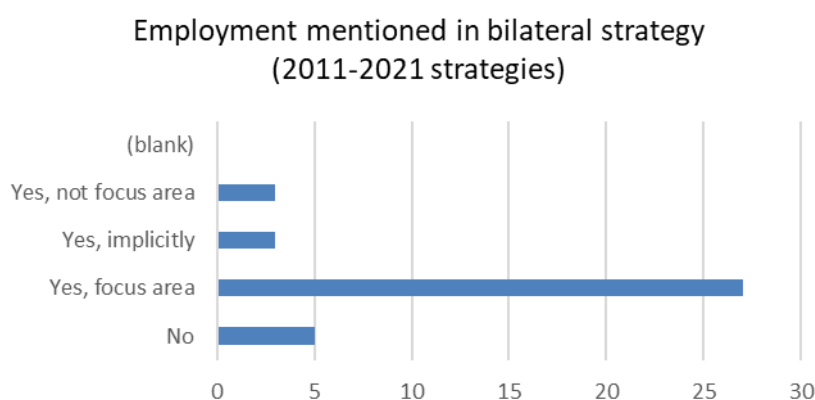
Table 4. Contribution frequency by Income Status

Country Income Status	Frequency, contributions
LDCs	374
Part I unallocated by income	75
LMICs	30
Other LICs	16
UMICs	2
Missing	28
Total	497

Employment in Swedish bilateral strategies

Consulting 38 bilateral country strategies from partner countries spanning the period (see Section 2 – Mapping of bilateral strategies), employment was recorded as an operational area of work in 33 of the bilateral strategies.

In 27 strategies it was overtly noted as a focus area of the strategy, 3 strategies imply that employment was a focus area (e.g., “increasing livelihood opportunities”), while a further 3 mentioned employment as an area of operation, though it was not formulated as a focus area for Sida for the strategy period. In five strategies employment was not mentioned at all (three of these were in Sudan).

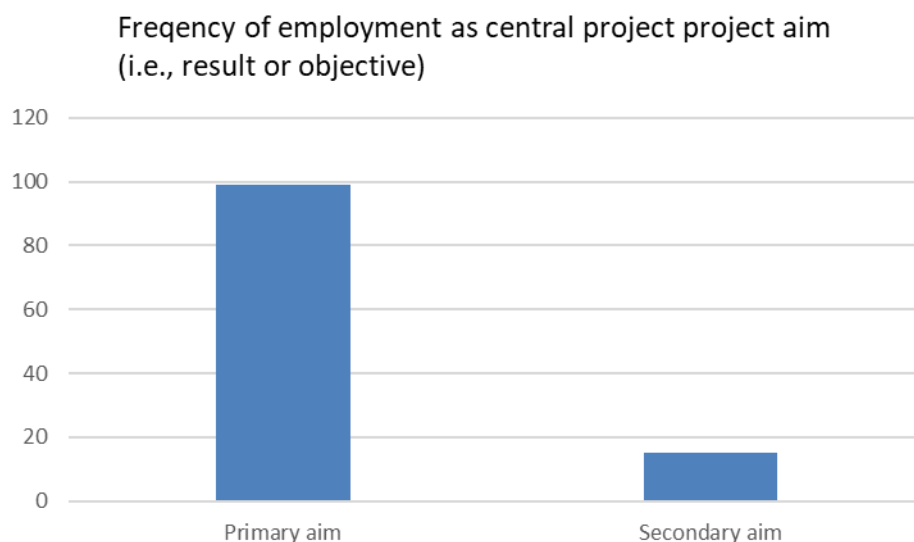
Chart 1. Employment mentioned in bilateral strategies, frequency

Looking closely at the bilateral strategies of the two largest recipient countries of employment projects (Liberia and Somalia), employment creation in these two instances was possibly envisioned by Sida to be a means of addressing the root causes of conflict. The Liberia 2008-2013 bilateral strategy notes that employment reduces the risk of a return to conflict, while the 2016-2020 strategy states that increased integration into the formal economy contributes to addressing the root causes of conflict. The bilateral strategy for Somalia (2018-2022), similarly, stresses the importance of vocational education and training for economic empowerment as a method of combatting radicalism.

The aims of employment projects

Regarding the number of projects that worked with employment as a central aim of the project – as opposed to a foreseen, but not targeted result or objective – this stands at 99 to 15, as displayed in Chart 2.

Chart 2. Employment as central project aim



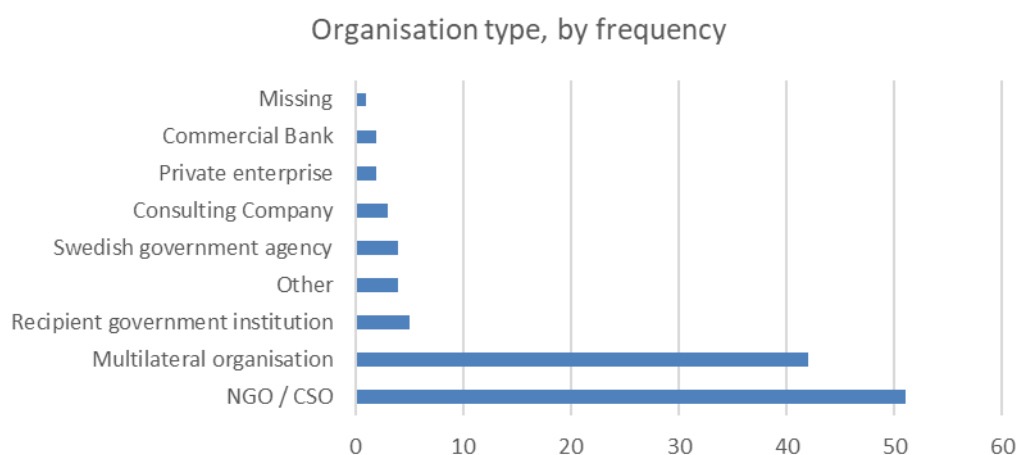
From the data consulted, it appears that nearly half of projects had a focus on improving employment opportunities for youth, while nearly a third of projects had a women focus. Meanwhile, less than a quarter of projects had both a youth and women focus.

Table 5. Projects by Youth and Women focus

Women Focus	Youth Focus	Women & Youth Focus
37	50	25

Sida implementing partners for employment projects

Regarding organisation type of the implementing partners, most employment projects were implemented by multilateral organisations and NGOs/CSOs. By frequency, NGOs/CSOs comprise a little less than half of the implementing partners on employment projects (see Chart 3 and Table 6), however multilateral organisations made up the largest recipient type in terms of value of disbursements (Table 7).

Chart 3. Implementing partner organization type (frequency of projects)**Table 6. Implementing partner organisation type (frequency of projects)**

Organisation type	Frequency
NGO / CSO	51
Multilateral organisation	42
Recipient government institution	5
Other	4
Swedish government agency	4
Consulting Company	3
Private enterprise	2
Commercial Bank	2
Missing	1
Total	114

Despite the low frequency of recipient government institutions as an implementing partner type, these organisations account for a large share of the total value of disbursements over the period, driven by the presence of two very large, multiannual government-led development projects where employment is a key component (for example, a social protection programme in Tanzania).

Table 7. Implementing partner organisation type (frequency of projects)

Organisation type	Value of disbursements, M USD (Deflated)
Multilateral organisation	257.4808654
NGO / CSO	176.7944747
Recipient government institution	168.5765433
Consulting Company	57.37752763
Other	6.185843803
Private enterprise	3.983281825
Swedish government agency	1.540370011
National Development Bank	1.476717949
Commercial Bank	0.359714001
Missing	0.051162001

Projects were implemented by some 62 different implementing partners, with the most represented project partner being a series of multilateral agencies: the World Bank (10), ILO (10), UNDP (6) and UNIDO (6). 13 of 20 regional projects are implemented by multilateral agencies.

Table 8. Implementing partner organisation (Top 10, frequency)

Implementing Partner (Top 10)	Frequency
World Bank	10
ILO	10
UNDP	6
UNIDO	6
We Effect	5
SNV	5
Swedish Public Employment Service	4
Mercy Corps	4
Tanzania Social Action Fund III-PSSN-DPs	2
ONE EARTH FUTURE FOUNDATION, INC.	2

In terms of value of total project disbursements by implementing partner, the list of the largest 10 recipients is dominated by recipient government programmes and multilateral agencies. Adam Smith International, a consulting company, and SNV and Musika, NGOs, also feature within.

Table 9. Implementing partner organisation (Top 10, by value)

Implementing partner (Top 10)	Disbursements, M USD (Deflated)
Tanzania Social Action Fund (Tanzanian government programme)	106.5803088
World Bank	82.34858674
UNDP	51.30184572
Adam Smith International Ltd	35.00275018
Agricultural Sector Development Support Programme (Kenyan government programme)	31.33633426
ILO	31.30337607
FAO	30.92629524
SNV	30.58413482
Musika	22.40856322

The total value of the employment portfolio is a little over 670 million USD in the period (measured by disbursements, USD deflated), although it is worth noting that this also includes larger projects (i.e., multi-donor funds) where employment is one of many aims of the project.

As it was not possible to delineate how much of the project budget financed activities that worked towards job creation, this likely serves to inflate the total value of the project

portfolio. The average size of a project during the period is approximately 6 million USD, while the median size of a project is 2.67 million USD.

Thematic and sectoral scope of employment projects

Regarding the project ToC/Project Modality, capacity building/vocational skill development as a means of fostering employment emerged as the most common project type. Typically, projects sought to provide vocational skills to the unemployed (particularly youth) or develop the skills of small business owners to grow their businesses, as a means of fostering growth and thereby creating jobs. Examples of vocational skills development projects for the unemployed include: World Vision's CORE project, which was intended to develop the vocational skills of unemployed women and youth in Rwanda in subjects such as carpentry, pottery and masonry, and the UNIDO-Volvo vocational training programme, whose purpose was to develop a training academy for youth that was tailored towards various roles in the Zambian mining sector.

The next most frequently recorded Project Modality/ToC was improved access to finance and/or markets. Typically these projects sought to strengthen links between producers of agricultural goods and markets, or improve access to capital (often by acting as a grant provider) for Micro, Small and Medium-Enterprises (MSMEs) and smallholder farmers. Examples of these types of projects include the *Entrepreneurship & Skills Development through the Green enterPRIZE* project implemented by the ILO in Zimbabwe. In addition to providing training in vocational skills for youth, it sought to provide youth-led enterprises with financing through a Challenge Fund to support the growth of their business. Another example is Access to Finance Rwanda, an NGO which has received core support, which worked with local credit cooperatives to increase access to, and the utilisation of, finance by businesses across several value chains.

To note is that Technical Assistance to state actors can involve capacity building, but is also understood as other forms of technical support provided to state actors; for example support in policy formulation and implementation, or assistance in establishing a new government entity, etc.

Table 10. Projects Theory of Change / Modality of Support

Underpinning Theory of Change / Modality of Support	Frequency
Capacity Building / Vocational Skills Development (to ultimate beneficiaries)	49
Improved access to finance / access to markets, stimulating economic growth and thereby job creation (implied):	30
Unclear / Other	21
Technical Assistance to state actors to improve enabling environment	18
Market Systems Development (alternately, M4P; Market Systems Approach, etc.)	10
Value-Chain Development	10
Investments in labour-intensive infrastructure construction	8
Core support to NGO	7
Improved access to energy stimulating economic growth and thereby job creation (implied):	7
Support to advocacy to improve enabling environment	6
Strengthening global networks / platforms related to employment in Sub-Saharan Africa	2

To briefly note on Theory of Change/Project Modality: these have been recorded in one column as it naturally followed that the latter (Project Modality) tended to stem from the former (ToC). I.e., for projects whose underpinning ToC was premised on (for example) developing vocational skills to improve employability, the Project Modality revolved around the provision of vocational skills training to the unemployed. The notable exceptions to this are Market Systems Development (alternately M4P or Market Systems Approach) and Value Chain Development projects; in both instances, often the underpinning ToC and Project Modality are continually developed and adapted as the project goes on; entailing that it was difficult to precisely determine the exact ToC/Project Modality that the contribution had employed in practice. Instead, these contributions were labelled either Value Chain Development or Market Systems Development. Lastly, many of the projects considered were multifaceted in nature, and often had components with disparate modalities and underpinning ToCs. For this reason, most projects have been attributed with more than one ToC/Project Modality.

Looking at Sector Coding in the OECD CRS Data, it becomes evident that employment sector projects are coded as working across a very diverse range of sectors, with the Agriculture and Social Infrastructure sectors the most frequently recorded.⁷

⁷ This might possibly reflect the importance and size of the agricultural sector in African countries (and the frequency of projects that work with smallholder farmers and value chain development), in addition to the presence of several government-led social protection programmes that overtly work to create employment opportunities in the data.

Table 11. Projects by Sector (Top 10), by value

Sector (Top 10)	M USD Disbursed, deflated
Agriculture	165.52
Other Social Infrastructure & Services	103.21
Other Multisector	101.51
Business & Other Services	47.87
Government & Civil Society-general	38.016
Transport & Storage	36.97
Reconstruction Relief & Rehabilitation	36.46
Conflict, Peace & Security	25.11
Secondary Education	24.65
Banking & Financial Services	22.37

Examining the most popular project sectors by contribution frequency (see Table 12 below), both the agriculture and social infrastructure sectors again emerge as the most common. What this might suggest is that the top 10 sectors (by value) are not driven by the presence of a few, larger projects (which would likely be reflected in a smaller number of contributions).

Table 12. Projects by Sector (Top 10), by frequency

Sector (Top 10)	Frequency
Agriculture	111
Other Social Infrastructure & Services	89
Government & Civil Society-general	37
Business & Other Services	37
Transport & Storage	29
Secondary Education	27
Industry	21
Other Multisector	20
Banking & Financial Services	18
Conflict, Peace & Security	15

Looking at the purpose codes, which provide a more granular breakdown of the sector-level data into various types of activities within the sector,⁸ we can see that both ‘agriculture development’ and ‘employment creation’ figure prominently in the data, while ‘multisector aid’ features prominently in the total value of employment contributions. Lastly, ‘business policy and administration’ is highly represented in both volume and frequency of contributions.

⁸ Aid Atlas | Visualise international development finance (aid-atlas.org)

Table 13. Projects by Purpose (Top 10), by value

Purpose Code Label (Top 10)	M USD Disbursed (Deflated)
Agricultural development	130.1935056
Multisector aid	88.866639
Employment creation	73.87910738
Business policy and administration	47.8681036
Road transport	36.9734215
Immediate post-emergency reconstruction and rehabilitation	36.46489015
Agricultural policy and administrative management	30.24582227
Social Protection	27.34498881
Civilian peace-building, conflict prevention and resolution	25.11245608
Vocational training	24.64748994

Table 14. Contributions by Purpose (Top 10), by frequency

Purpose Code Label (Top 10)	Frequency
Agricultural development	73
Employment creation	70
Business policy and administration	37
Agricultural policy and administrative management	30
Road transport	29
Vocational training	27
Small and medium-sized enterprises (SME) development	18
Social Protection	16
Civilian peace-building, conflict prevention and resolution	15
Democratic participation and civil society	14

Changes in employment project data across the period

Lastly, looking at the distribution of contributions by both disbursement value and frequency over the period, we can see that over the period the size of Sida's employment portfolio increases considerably as time progresses, both in regard to size and contribution frequency. This trend in the data may, however, be driven by more detailed and comprehensive reporting by Sida to the OECD. In the last four years of the data (2018-2021), the total value of the portfolio seems to plateau whilst the frequency of contributions increases. This might suggest the proliferation of either larger, regional projects, or multiple, smaller projects.

Table 15. Contributions by Year, value

Year	M USD Disbursed (Deflated)
2011	11.16943014
2012	7.413924009
2013	20.7988899
2014	22.18634358
2015	40.00829351
2016	80.83976299
2017	84.4187036
2018	111.4642924
2019	101.1962178
2020	94.09795622
2021	100.2231505
Total	673.8169647

Table 16. Contributions by Year, frequency

Year	Frequency of contributions
2011	8
2012	15
2013	21
2014	22
2015	24
2016	41
2017	40
2018	71
2019	61
2020	80
2021	142
Total	525

Section 2 - Mapping of bilateral strategies

Bilateral strategies for existing Swedish partner countries active in the period were consulted to determine whether employment was i) a focus area, ii) an area of operations, or iii) was not intended to guide Sida's work during the period. The findings of the below mapping are discussed in the section above, however worth noting is that employment has been a focus of Sida's work in the region in all countries except Sudan during the period.

Strategies not available on the Ministry for Foreign Affairs website or on other publicly available sources of data during the period were not covered.

Table 17. Mapping of bilateral strategies 2011-2021 in Sida partner countries

Country	Strategy	Employment mentioned?	Selection of most relevant text in strategy
Burkina Faso	Burkina Faso Strategy, 2018-2022 (Swedish)	Yes, focus area	Improved opportunities for sustainable livelihoods, with a focus on small-scale agriculture.
Democratic Republic of Congo	DRC Strategy 2009-2012	Yes, implicitly	Pro-poor economic development focusing on agriculture and forestry. The objective for this area is higher income and improved food security for poor women and men.
	DRC Strategy 2015-2019	Yes, focus area	Improved opportunities for productive employment for women and young people that is socially and environmentally sustainable
	DRC Strategy 2021-2025 (Swedish)	Yes, focus area	Sida's activities should focus on the root causes of conflict, for example by improving opportunities for productive employment with decent working conditions.
Ethiopia	Ethiopia Strategy 2016-2020 (Swedish)	Yes, focus area	Improved conditions for productive employment with decent working conditions, particularly for women and youth
	Ethiopia Strategy 2022-2026 (Swedish)	Yes, focus area	Improving the conditions for productive employment with decent working conditions
Kenya	Kenya Strategy 2009-2013	Yes, not focus area	Extension services coupled with better access to markets, inputs and financing facilitate the commercialisation of the agricultural sector, leading to better food security, economic growth and more productive jobs in rural areas
	Kenya Strategy 2016-2020 (Swedish)	Yes, focus area	Improving the conditions, particularly for women and youth, for productive employment with decent working conditions
	Kenya Strategy 2021-2025 (Swedish)	Yes, focus area	Improved conditions for productive employment with decent working conditions, and for free and fair trade.
Liberia	Liberia Strategy 2008-2013	Yes, focus area	More productive and income-generating employment levels for poor women and men, mainly in agriculture
	Liberia Strategy 2016-2020 (Swedish)	Yes, focus area	Improving the conditions for productive employment with decent working conditions, especially for women and youth
	Liberia Strategy 2021-2025 (Swedish)	Yes, focus area	Increased opportunities for productive employment with decent working conditions

Mali	Mali Strategy 2016-2020 (Swedish)	Yes, focus area	Increased sustainability and resilience in agriculture, with a focus on sustainable food supply, productive employment with decent working conditions and the sustainable use of natural resources
	Mali Strategy 2021-2025 (Swedish)	Yes, not focus area	Activities in the agricultural sector can also contribute to productive employment under decent conditions.
Mozambique	Mozambique Strategy (2008-2012)	Yes, implicitly	Increased household incomes and enhanced food supply for small-scale farmers and farm workers, above all women, through effective and sustainable use of natural resources
	Mozambique Strategy 2015-2020	Yes, focus area	Greater opportunities, particularly for women and young people, for decent work and productive employment and entrepreneurship
	Mozambique Strategy 2022-2026	Yes, focus area	Improving the conditions for productive employment with decent working conditions
Rwanda	Rwanda Strategy 2010-2013	Yes, focus area	Improved living conditions for poor people in rural areas. Note: the strategy then lists a number of programmes working overtly towards 'employment'.
	Rwanda Strategy 2015-2019 (Swedish)	Yes, focus area	Increased opportunities for decent and productive employment and entrepreneurship, especially for women and youth
	Rwanda Strategy 2020-2024 (Swedish)	Yes, focus area	An economically inclusive development, strengthened conditions for, and increased access to, productive employment with decent working conditions
Somalia	Somalia Strategy 2013-2017 (Swedish)	Yes, focus area	Increased number of the population, especially youth, in employment that provides sufficient income to support themselves
	Somalia Strategy 2018-2022 (Swedish)	Yes, not focus area	The strategy will contribute to productive employment with decent working conditions and to increased entrepreneurship at local level
Sudan	Sudan Strategy 2008-2011 (Swedish)	No	
	Sudan Strategy 2014-2016	No	
	Sudan Strategy 2018-2022 (Swedish)	No	

South Sudan	South Sudan Strategy 2014-2016	No	
	South Sudan Strategy 2018-2022 (Swedish)	Yes, implicitly	Increased opportunities for sustainable livelihoods
Tanzania	Tanzania Strategy 2006-2010	Yes, focus area	A strong private sector that creates growth and employment opportunities for the poor.
	Tanzania Strategy 2013-2019	Yes, focus area	Developed markets in agricultural production with the ambition that more poor people – primarily women – find employment and increase their incomes.
	Tanzania Strategy 2020-2024 (Swedish)	Yes, focus area	Improved opportunities for productive employment with decent conditions and increased productivity and sustainability in agriculture.
Uganda	Uganda Strategy 2009-2013	Yes, focus area	[This strategy objective] relate[s] to the NDP sub-goal of raising household living standards, improving the quality and accessibility of income-generating employment
	Uganda Strategy 2014-2018	Yes, focus area	Increased productive employment opportunities for women and young people
	Uganda Strategy 2018-2023 (Swedish)	Yes, focus area	Improved conditions and access to productive employment with decent work, sustainable entrepreneurship and free and fair trade
Zambia	Zambia Strategy 2013-2017	Yes, focus area	Increased employment opportunities in rural and peri-urban areas and opportunities to start and run productive businesses
	Zambia Strategy 2018-2022 (Swedish)	Yes, focus area	Improved opportunities for sustainable livelihoods, with a focus on productive employment with decent working conditions, especially for women and young people
Zimbabwe	Zimbabwe Strategy 2011-2012 (Swedish)	No	
	Zimbabwe Strategy 2017-2021 (Swedish)	Yes, focus area	Improved opportunities for sustainable livelihoods, with a focus on sustainable food security, productive employment with decent working conditions, especially for women and young people
	Zimbabwe Strategy 2022-2026 (Swedish)	Yes, focus area	Sustainable livelihoods, including food security and productive, resilient and sustainable agriculture

Section 3 - Method for identifying relevant contributions

As noted, the portfolio mapping focused on Sub-Saharan Africa and excluding other Swedish actors (e.g., the Swedish Research Council). Due to the very few contributions that are reported by Sida as working for the purpose of ‘employment’, to identify contributions the ‘long description’ of each of the c. 50,000 contributions was searched for keywords related to employment, job creation, etc.⁹ For those including relevant keywords, the entire long description of the contribution was analysed to determine whether the contribution worked towards improving employment – that is, job creation – as either an intended or secondary project objective or result.¹⁰

All contributions whose long description suggested increasing employment (e.g., through increasing employment, increasing livelihood opportunities, reducing unemployment, creating jobs, etc.) were initially included. Job creation could be described overtly as the project purpose, or as a sub-component, intended result or foreseen side-effect. The mapping took a broad perspective on this: if ambiguous, a contribution was included in the initial mapping.

This list of contributions was then cross-checked, and complemented, by the inclusion of contributions with a principal objective ‘Employment’ marker, using a list of contributions provided by Sida. All contributions were included – for further inspection – with a principal ‘Employment’ marker in instances where it was unclear based on the project long description what the broader purpose of the project was.

Based on this long-list of contributions, OECD CRS Data, OpenAid, Project Documents, Project Reports, project evaluations, partner websites, and other forms of publicly available information were consulted to identify the objective of the project, the underpinning Theory of Change and/or modality of support, whether projects had a focus on women and/or youth, in addition to several other factors. Contributions that, upon closer inspection, did not work towards employment as either a primary or secondary objective were removed from the portfolio mapping (these were mainly livelihood resilience and research projects). The result is 1) a document that describes 114 unique projects implemented in the period, in addition to 2) the underpinning OECD CRS Data for these projects.

Limitations

Further, the portfolio mapping is based on information within the OECD CRS Data; contributions working towards job-creation where this information was not included in the ‘long description’ were possibly not captured in the mapping. As the OECD CRS Data was complemented by Sida’s mapping of their work in the employment sector this likely relates to very few contributions however.

⁹ The search terms were “employment”, “job”, “livelihood”, “market systems”, “income generat”, “income generation”, “labour”, “global deal”, “unemployed” and “employ”.

¹⁰ At this stage, all activities whose long description suggested increasing employment (e.g., increasing employment, increasing livelihood opportunities, reducing unemployment, creating jobs, increasing income generation opportunities, skills development to improve employability, etc.) were included. The purpose could be described overtly as the project purpose, or as a component or side-effect (e.g., the project is expected to create jobs by undertaking XYZ). It took a ‘broad’ perspective on this; if ambiguous, a contribution was included in this initial mapping.

Lastly, for a large number of contributions no information (excluding the OECD CRS Data) was publicly available to determine the scope of the project. For these contributions, the underpinning ToCs, women/youth focus and other information may not be fully representative of the scope of the project.