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Education, training and decent employment

A path to fight inequalities

As the Belgian development agency, Enabel is dedicated to fostering resilient and inclusive education, training, and employment ecosystems and to promoting sustainable socio-economic growth that leaves no one behind.

Our approach

1

Improving access, quality and management of general education

Together with our partners, we invest in improving primary and secondary education by focusing on teacher training, curriculum reform, and innovative teaching methods to foster student-centered learning. We advocate for the use of digital technologies to enhance both teacher and student capabilities, ensuring digital literacy and increasing digital skills. Enabel also works to improve access to education, particularly for girls and vulnerable youth, by addressing barriers and fostering safe, inclusive learning environments. We are building and rehabilitating schools, prioritizing climate-smart and child-friendly designs. Additionally, we support transparent, inclusive, and accountable school management structures.

2

Skilling for decent jobs

We prioritize skills development to fight (youth) unemployment by bridging the gap between labour market demands and the education and training offer. Mainstreaming digital and green skills ensures youth readiness for the modern economy. This approach prepares a skilled workforce, better equipped to find a decent job or to become an entrepreneur. It benefits individual well-being and economic development, involving the private sector. Additionally, we concentrate on developing inclusive tools and methods to support vulnerable groups' access to the labour market.

Our tools

1

Quality education through teacher training

Enabel is actively involved in the EU Global Gateway flagship initiative, the Regional Teachers' Initiative in and for Africa (RTIA). The goal is to enhance learning outcomes and socio-emotional development of children in Sub-Saharan Africa by cultivating a skilled, motivated, and inclusive teacher workforce in basic education. Belgium has allocated additional funding to this initiative through the Teach2Empower project. Teach2Empower aims to equip children and youth in Africa to become critical, responsible, and active citizens in green, digital, and gender-equal societies by enhancing teachers' capacity for transformative education.

2

Opportunity-driven Vocational Education and Training (OP-VET)

Opportunity-driven Skills and Vocational Education and Training (OP-VET) seeks to shift the paradigm of Vocational Education and Training (VET) by aligning it with actual employment prospects arising from investments, trade, and market dynamics. Unlike reforming entire VET systems, OP-VET tailors solutions to address specific challenges. It aims to stimulate local job creation, foster inclusive economic growth, and promote decent job opportunities. European Union investments in African countries can notably advance these goals, boosting local value addition.

Interested?
Watch this video for more details:



Cross-cutting issues



Inclusion and gender equality

Enabel envisions a world where all individuals, regardless of gender, can achieve their full potential through education and training. Our programmes prioritize overcoming barriers to education, training and decent employment, such as ensuring girls' school attendance and creating safe learning environments. We promote gender-transformative education to challenge harmful norms and empower stakeholders. Recognizing the diverse challenges faced by women and men, we integrate gender perspectives across all activities and engage both men and women in capacity development. We champion an inclusive approach, fostering opportunities for traditionally excluded groups, including people with disabilities, minorities, and those in remote areas, promoting thriving, diverse communities.



Decent work

Enabel bridges the gap between labour market demand and supply, ensuring fair access to decent job opportunities. 'Decent work' encompasses four essential pillars: job creation, workers' rights, social protection, and social dialogue. While our goal is to promote decent employment, we understand it's a gradual process that requires contextual considerations. We demonstrate our commitment through initiatives like formalizing the informal sector, addressing wage disparities, enhancing occupational health and safety, and empowering worker advocacy groups to advocate for workers' rights.

3

Strengthening the education and training system

We strive for sustainable improvements in the education and training system by strengthening the capacities of educational institutions and empowering them to design effective policies. We work closely with partner ministries and local stakeholders to support policy formulation and enhance monitoring and evaluation mechanisms. Our initiatives include implementing results-based planning and budgeting practices and optimizing financial management within the education and training sector.



3

Decent work assessment

To measure and improve the impact of our efforts on employment quality, we've partnered with HIVA-KULEUVEN to create a Decent Work Assessment (DWA) tool. This instrument provides valuable insights into the progress of decent work standards among Enabel's beneficiaries. The DWA systematically evaluates working conditions at the individual worker level in specific companies or sectors. It's designed for structured assessments, considering project time and budget constraints.



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Digitalisation

The rapid expansion of digital technology presents opportunities for sustainable development but exacerbates the 'digital divide', widening socio-economic gaps. Basic digital skills are vital for all citizens to engage effectively in learning, work, and society. Therefore, Enabel advocates for the integration of digital literacy from early education onwards, recognizing its importance for lifelong learning. We also promote the inclusion of job-specific digital skills into skills and employment programs to meet the demands of the digital economy.



The green and just transition

Education and training are vital for tackling global challenges such as climate change, and empowering individuals to make informed decisions and take action. Enabel assists educators and policymakers in integrating climate education, enhancing school leaders' capacity, and promoting climate-focused extracurricular activities. Additionally, we advocate for climate-resilient infrastructure in our programmes. We promote green jobs to boost economic growth and environmental sustainability, improving the quality of work life as education and training are key in transitioning to digital and green economies.

Where we work

General Education

Burkina Faso, Burundi, DR Congo, Niger, Palestine, Rwanda, Tanzania, Uganda and Ukraine.

Training - Employment - Decent work

Benin, Burkina Faso, Burundi, DR Congo, Central African Republic, Guinea-Conakry, Jordan, Palestine, Morocco, Niger, Rwanda, Senegal, Tanzania, Tunisia, Uganda and Ukraine.



DR Congo 2023-2028

Under the governmental cooperation programme, **Belgium supports basic education** across 3 provinces, targeting more than 350,000 students and 2,600 teachers and education staff.



Uganda 2023-2028

84 secondary schools in 5 districts will be **supported**, reaching over 1,000 local communities.

Training of over 2,000 teachers, head teachers, and other education staff.

Each year a minimum of 40,000 lower secondary school students will benefit from **improved access to quality education**, with a particular focus on vulnerable youth.



Rwanda in 2023

More than 2,200 workers in construction and mining have passed the test for the recognition of prior learning. This **certification** puts them in a better position to negotiate better wages.

The workers are supported in the **negotiation of collective bargaining agreements** (CBAs) at company level to offer employment contracts and fair wages. More than 20 CBAs are being negotiated with mining companies.

33 labour **inspectors have been trained** and 2,000 labour inspections were conducted.



Guinea closed in 2023

The INTEGRA project aimed to enhance economic development and job creation by **employing young people in labour-intensive construction work, providing immediate income**. Enabel, along with partners UNCDF and UNDP, has successfully employed 7,500 young individuals.

As part of the project, Enabel supported setting up 13 nurseries to enable young mothers to participate in **training**. These nurseries have hosted 400 children during the project period.

Watch this video
(in french)



Uganda closed in 2023

The Teacher Training Education Sandbox was a testing ground for **educational technology**; it was created by Enabel, the Ministry of Education and the 5 National Teachers' Colleges.

The award-winning innovation has answered the needs that arose from the closure of schools during the COVID-19 pandemic by **preparing teaching institutions to adapt to digital education technology**.

Watch this video



Palestine 2020-2024

The Skilled Young Palestine project aimed to enhance youth **transition to employment and self-employment by boosting their skills and competencies**. At the end, 1,200 young people have completed vocational training, while 2,800 have been trained in 21st-century skills.

As part of the project, Enabel **facilitated access for women to training in non-traditional fields**. Watch Malak's video testimonial showcasing her experience with solar energy training.

Watch this video



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