

KINGDOM OF ESWATINI

Multi-annual Indicative Programme 2021-2027

1. The overall lines of the EU's partnership with Eswatini

1.1. Basis for programming

The EU has been a reliable partner of Eswatini since 1977, focussing on several sectors over the years, including agriculture, trade and regional integration, health, education, social protection, infrastructure, human rights, gender equality, civil society organisations (CSOs) and culture.

Past cooperation between the EU and the Kingdom of Eswatini under the 9th and 10th EDF focused on the education sector specifically on increasing access and quality of education. The Support to Education and Training Programme (SET) 1 assisted Eswatini in improving access to basic education resulting in a net enrolment rate of 97 % by the year 2015. Under the SET 1 Programme support focused on the improvement of the quality of primary education. Further support resulted in the production of the National Education Training and Improvement Plan (NETIP) which is an implementation plan guiding the management and coordination of the education sector.

The latest National Indicative Programme (NIP) under the 11th EDF for the period 2014-2020 (62M€) focused on two key areas: agricultural value chains and social protection. In addition, under the 11th EDF Regional Indicative Programme, a large private sector development programme was launched to promote job creation, improve the business environment and investment climate through the promotion of public private dialogue, as well as support to the EU-SADC (Southern African Development Community) Economic Partnership Agreement (EPA) implementation, the country's transition to an export-based economy, and regional value-chains integration. These areas are in line with both the country's Poverty Reduction Strategy and Action Programme, and the EU priorities in our partnership with Africa, namely: reduce poverty, create decent jobs, support good governance, climate change, digitalisation, migration and address inequalities.

Eswatini has developed several strategic national policy frameworks, which draw on Vision 2022, aspiring Eswatini to be among the top 10% of the medium human development group of countries in the UN's Human Development Index. This ambition has been delayed to 2030. Government has in place the Strategic Roadmap 2019-2023 and the National Development Plan (NDP), which set out priorities and allocate resources towards achievement of the 17 Sustainable Development Goals (SDGs). These documents, as well as the international

commitments that the government is signatory to, including to the UN Agenda 2030 and the AU Agenda 2063, guide development planning of the country.

Consequently, the **basis for the programming** of the post-2020 EU cooperation is defined by the country's national strategic policy framework including the National Development Plan (NDP) 2019/20 – 2021/22 and the Strategic Roadmap 2019 – 2023.

Despite progress made in some sectors such as education, health, HIV and AIDS prevention, the country still faces many challenges. These include sluggish economic growth, fiscal challenges, rising unemployment rates affecting in particular the youth and rural population, high levels of poverty and inequality, low levels of foreign direct investment and poor human development indicators that are not in line with the lower middle-income status of the country. The COVID-19 pandemic has compounded the existing challenges articulated in the NDP and progress towards achieving SDGs has deteriorated over the years. To address the impacts of COVID-19 on the economy, and accelerate economic recovery, the country needs to improve income generation and wealth creation in key priority sectors already identified in the NDP: agriculture, manufacturing & agro-processing, tourism, mining & energy, and ICT. Eswatini launched a Post Covid-19 Economic Recovery Plan that confirms these priority sectors.

The existing political and socio-economic challenges have been aggravated by Covid-19 pandemic and the civil unrest. Of great concern are the challenges exacerbated by the COVID-19 pandemic that resulted in the disruption of education, health and social protection services impacting negatively on women and children mostly. Evidence from school closures suggests an increase in sexual and domestic violence and other forms of human rights violations.

An emerging humanitarian crisis with increasing food insecurity is another risk expected to deteriorate further with Russia's war aggression against Ukraine.

This Multi-annual Indicative Programme (MIP) prioritises bringing EU support as close as possible to the people in the most vulnerable situation in Eswatini, to support progress towards the SDGs. Concretely, the MIP focuses on **empowering the disadvantaged youth and women via skills, income generation and employment** through a series of interventions to improve access to **formal and non-formal education** and the quality and relevance of the **TVET** (technical and vocational education and training) system in close partnership with the private sector and CSOs. Whenever possible, the EU will ensure an overall conflict sensitive engagement and will seek the integration and complementarity of actions, including with the Erasmus+ programme. Projects will be designed to support durable peace and long-term stability across the country in support of Eswatini's but also the EU's overall priorities.

1.2. **Status of joint programming**

All EU Member States Ambassadors accredited to Eswatini are based in either Pretoria or Maputo. Nevertheless, the EU Delegation (EUD) has had some engagements for possible future collaboration with Member States' development aid agencies and development banks. The European Investment Bank (EIB), which has in the past invested in public finance, agriculture, water harvesting and in the energy sector, has expressed interest in future cooperation with the EUD. Discussion with EIB will continue to explore the possibility of a Team Europe Initiative (TEI) addressing cross cutting issues in the context of the MIP human development priority area

1.3. **Priority area of the EU's cooperation with Eswatini**

The MIP is based on a clear understanding of the EU and Eswatini's mutual interests and responsibilities, reflecting a longstanding and reliable partnership. In view of recent civil unrests and the volatile political situation, EU support will be brought as close as possible to the citizens by working, where possible, with and through civil society organisations and the private sector, while encouraging a continued comprehensive and inclusive dialogue among all national stakeholders. Whenever possible and justifiable, the use of flexible procedures applicable in crisis situations, including the use of "crisis modifiers", will be sought in order to enable early action and rapid response to new crisis that could occur during the implementation phase.

To achieve maximum impact, the EU cooperation with Eswatini will concentrate on one priority area, **Human Development and Social Inclusion**, embracing the standard of living and education dimensions of human development through a focus on two interlinked sectors of intervention:

- **Market-driven vocational education and training (TVET), and**
- **Empowerment of disadvantaged youth and women in vulnerable situations**

Under these sectors, **gender equality and empowerment of girls and women** will be pursued as a horizontal priority in line with the objectives of the EU's Gender Action Plan (GAP) III¹. Moreover, with market-driven TVET as a main sector of intervention, this MIP is aligned with the objective set by Commissioner for international partnerships to dedicate at least **10% of the funding of programmes under the Commissioner's responsibility to education** during the 2021-2027 period. In addition, the MIP will contribute to the implementation of the proposed Youth Action Plan in EU external action (2022-2027) that focuses on youth participation and empowerment.

The majority of Eswatini youth and women is unemployed either because their acquired skills do not match labour market, or because they have no skills for productive employment. Many disadvantaged youth and women, especially in rural areas, do not even fulfil the requirements to access the formal TVET system. Ongoing support to private sector development that started under the 11th EDF NIP², clearly revealed a shortage of adequately skilled labour as a major constraint for supported companies to grow and switch to higher value-added activities and export-ready products.

In this context, the TVET component under this MIP aims to complement existing private sector development and EPA implementation support with targeted actions to address the shortage of skilled labour and the underlying mismatch between skills taught at school and qualifications marketed by the private sector. The actions planned on empowerment of youth in vulnerable situations aim to support those among unemployed youths who are lacking the basic conditions to enter the formal TVET system and facilitate their participation in the labour market through basic training, informal learning and economic empowerment. **The sectors chosen under the Human Development and Social Inclusion priority area are hence mutually reinforcing and highly complementary both to one another, and to the ongoing**

¹ The [Gender Action Plan III](#) is a Joint Communication from the EC and the EEAS to the European Parliament and to the Council, endorsed by 24 EU Member States through [Presidency Conclusions](#).

² The Eswatini partner country window (EUR 5 Mio.) of the "Support to Job Creation and the Investment Climate" under RIP AAP 2019; the Eswatini support to EPA implementation action (EUR 6 Mio.) under the AAP 2020 in favour of Eastern Africa, Southern Africa and the Indian Ocean, and the 11th EDF NIP "High value crop and horticulture project" and "Eswatini Livestock Value Chain Development Programme"

support actions implemented under the previous national and regional programming documents.

TVET is both a key dimension of human development, and an important human-centred driver of a country's investment climate. Under this sector, EU support will target improving access to, and quality and relevance of, vocational education and training through curricula development, upgrading of training equipment and material, training of TVET service providers, in particular personnel, on-the job training of students, apprenticeships, including informal vocational training. It will also promote international capacity building partnerships in the field of vocational education and training under the Erasmus+ programme. The objective is to strengthen national vocational education and training systems in line with labour markets and skill needs of those sectors of the economy that have the highest potential for job creation and contribution to the country's transition to an export-based economy as selected and supported under ongoing private sector development programmes. The interventions will include a particular focus on improving digital skills with a focus on women and youth, as well as the development of new skills needed for the integration of green and circular economy objectives into companies' business models and practices.

TVET is intrinsically tied to private sector development: whereas private sector development supports job creation and hence increased labour market, high-quality TVET systems are essential to supply an adequately skilled workforce that is needed to satisfy the labour market from newly created jobs. This highlights the importance of building actions planned in the TVET sector on results achieved under existing private sector development programmes under the 2014-2020 National and Regional Indicative Programmes, namely increasing productivity and competitiveness of Eswatini's agricultural and manufacturing sectors, and supporting the country's transition to an export-led economy.

The empowerment of disadvantaged youth and women in vulnerable situations sector will complement the actions in the TVET sector with targeted measures to address the barriers that disadvantaged segments of the population in vulnerable situations face in acquiring skills and entering the formal labour market. The objective is to create the conditions for disadvantaged youth in vulnerable situations to benefit from education and training opportunities supported under the TVET component of the MIP, and finally to be able to improve their livelihoods through productive work, employment and entrepreneurship. Activities will focus on providing targeted and specific social services to youth, women and girls who are the most affected by the social ills of poverty and lack of basic services. Women and girls carry the heaviest burden of poverty and the COVID-19 pandemic has worsened the situation resulting in an increase of school dropouts and teenage pregnancies. The EU will provide support to youth in vulnerable situations by enhancing and strengthening mechanism for psychosocial support at community level, improving access to education by fostering reintegration to formal schooling. Further support will aim to empower the youth, and women in particular, with life skills to participate in income generation activities in order to improve their livelihoods and resilience. Moreover, the EU aims to support the development of skills that will help youth and adolescents to become social innovators and entrepreneurs by providing experiential learning to help them identify challenges in the communities and create entrepreneurial solutions.

1.4. Justification and context

Despite its middle-income status, Eswatini's development challenges mirror those of low-income countries. Eswatini faces high unemployment, which is estimated to have increased from 23 % in 2016 to 33.3 % in 2021, and is higher among women, the youth and the rural

population. The unemployment rate amongst youth aged 15-25 years is as high as 58.2% and 65.9% in the rural areas and 34.1% in the urban areas (Eswatini Labour Force Survey, 2021). In addition, 35% of young people are neither in education, nor in employment or training. Of those young people employed, 40% are in vulnerable employment, and 77% in informal employment.

In Eswatini, human capital is further undermined by low adult survival rate, poor nutrition and poor learning outcomes. The overall Human Development Index is 0.611, which puts the country in the medium human development category ranking at 138 out of 189 countries and territories. Challenges to build human capital include the world's highest HIV prevalence rate for people of ages 15–49, poor maternal and child health care and rising incidence of non-communicable diseases. Eswatini has high levels of child malnutrition and stunting,^[1] and half of the children are affected by micronutrient deficiencies. Eswatini has a large skills gap, the education system does not meet the needs of the labour market and education-spending efficiency needs improvement.

The COVID-19 pandemic resulted in disruption of education, health and social protection services, affecting in particular women and children. During the lockdown periods in both 2020 and 2021, the Ministry of Education and Training (MOET) reported increasing number of girls falling pregnant and missing end of year examination. School closures have exacerbated the learning crisis that existed before the pandemic, with children in vulnerable situations the most adversely affected. Preliminary estimates suggest that the COVID-19 pandemic may push poverty up in Eswatini. Job and income losses related to COVID-19 lockdowns are also pushing many people into poverty.

In Eswatini, TVET is supplied at the secondary and tertiary level under supervision of the MoET. Many institutions, however, operate outside of the regulatory framework and offer programmes awarding in-house and/or foreign certificates. These private training centres focus mainly on providing trainings in the fields of accounting, bookkeeping, business management, or technical skills like entry-level motor mechanics at often very high costs, which is an entry barrier for poor and youth in vulnerable situations. The key challenge with both public and privately provided vocational education and training is the lack of involvement of the private sector in the development and implementation of training programmes, and the resulting mismatch and shortage of skills and competencies that companies require to grow

Eswatini's NDP, the Strategic Roadmap and the need to respond to the above-mentioned challenges inform the selection of Human Development and Social inclusion as the single priority area for this MIP with a focus on TVET and empowerment of youth in vulnerable situations. Ongoing actions by development partners were taken into account in order to avoid possible duplication. The EU action under the priority area will also be complemented by promoting the campaign “bring children back to school” and advocating for the ratification and implementation of the ILO conventions by Eswatini.

1.5. Duration of the MIP and option for synchronisation

The Eswatini MIP will have a duration of seven years (2021-2027). A mid-term review of the MIP is foreseen in 2024.

2. EU support per priority area and proposals of Team Europe Initiatives

2.1. Priority area: Human Development and Social Inclusion

EU support will be carried out under **one priority area**, which will cover the following sectors:

- **Market-driven Technical and Vocational Education and Training** (113 and 114);
SDGs 1, 2, 4, 5, 8 and 10
- **Empowerment of disadvantaged youth and women in vulnerable situations**
(160)SDGs 1, 4, 5, 8, 10, and 16

The underlying rationale for the selection of the priority area Human Development and Social Inclusion is that education and skills can be a key pathway in Eswatini for a large part of unemployed youth and women in vulnerable situations as TVET is an enabling factor to access economic opportunities through support from private sector and value chain development. This priority area will advance the social and economic inclusion that is needed for the country’s recovery from the impacts of the Covid-19 pandemic and recent violent protests. The actions under this MIP build on the outcomes from the EU’s existing private sector development support that seeks to strengthen the local support ecosystem for enterprises to move into sustainable, higher-productivity activities and to take advantage from their participation in regional and international trade. The lack of an adequately skilled workforce is a binding constraint for companies in Eswatini to realise their growth and export potential.

At the same time, the high levels of inequality and lack of economic opportunities for young people and other groups in vulnerable situations pose a potential threat to peace and stability in the country. With the choice of TVET and empowerment of youth in vulnerable situations as sectors under this priority area, the MIP addresses both these challenges.

The development of TVET also offers an opportunity to contribute to Eswatini’s environmentally sustainable, climate resilient and low carbon development, by building green skills in the TVET programmes.

Across all of the above-mentioned sectors, complementarities with relevant regional programmes will be explored. In particular, the envisaged regional Team Europe Initiative on opportunity-driven TVET and skills in Africa will be used to orient and complement the country programme further towards bridging the gap between the skills and needs gaps identified in selected private sector areas and value chains offerings potential for more productive employment.

Risks	Mitigating measures
Continuing political, security turbulence, civil unrest in the country and natural disasters.	Support capacity building and social skills for participation in a national dialogue to fast track negotiations and implementation of political and policy reforms. Inclusion of Crisis Modifier and flexibility of funding to adapt in case of new or exacerbated human-induced and climate-disasters.
Lack of Government’s institutional and absorption capacity in the face of fiscal constraints	Support Government in reviewing sector policies including budget allocations required to maintain technical expertise; partnerships with private sector and non-governmental training providers

Poor or limited capacity of national actors (i.e. departments / agencies / NGOs / private sector) to efficiently implement actions under the priority area	Involve partners in the design of actions to encourage ownership and build capacity for effective implementation of programmes.
Poor coordination amongst partners	Advocate for sector dialogues (including through existing State-Business Relations structures) and projects steering committees to enable all partners to work jointly in defining and addressing their sector's priorities.

Well-designed technical assistance projects aiming at building capacity and fostering ownership among beneficiary partners will help mitigate these risks.

The engagement and participation of civil society, including that of local and international non-governmental organisations (NGOs) and the development agencies of the EU Member States, as well as the private sector, will be actively sought for the identification, formulation and implementation of the interventions in this priority area. Actions could explicitly support strengthening of capacities of civil society organisations to address human capital needs of target groups in a vulnerable situation with a focus on youth, women and the rural population. By involving this segment of population in the project cycle, they will become invested stakeholders and target beneficiaries. In the area of skills development, the participation and engagement of the private sector is of paramount importance. Bridging the private sector and TVET is essential for success.

2.1.1 Overall and specific objectives

Overall objective

Through market demand TVET, empowering the economic and social inclusion of Eswatini population, with a special focus on disadvantaged groups.

The overall objective for the priority area is to contribute towards human capital development and social Inclusion by strengthening vocational education and training in line with labour market demands and skill needs, with a particular focus on the economic empowerment and inclusion of youth, women and other disadvantaged groups.

Specific objectives (SO) related to the priority area

SO 1: To support the youth by enhancing skills through market driven vocational education and training, and alliances with the private sector, for employability and self-employment.

National Technical vocational education and training (TVET) systems can only be effective if the skills they deliver are in line with labour markets and qualification needs of formal and informal enterprises. There should hence be a natural interest by the public and private sector to collaborate in the development and delivery of TVET systems. The actions under this sector will facilitate such public-private collaboration to involve private sector actors in dialogue on the design of TVET curricula, the identification of priority sectors for skills development and job creation, and the development of apprenticeship and work-based learning schemes, as well as encouraging and facilitating linkages between the private sector and TVET institutions. Such public-private dialogue will be organised in the framework of the existing State-Business Relations (SBR) structure facilitated by the ongoing ‘Support to Job Creation and Investment Climate in Eswatini’ Programme. Moreover, alliances between companies and relevant training providers will be facilitated to develop and implement market-driven vocational education and training programmes. This will allow a broadening of the concept of TVET to include, besides formal school/centre-based learning, also non-formal and informal technical vocational training and work-based learning opportunities offered by companies participating in the programme.

A focus will be on skills needed in sectors and value chains that have a particular potential for decent job creation and export-led growth, and that have been selected for support under existing programmes on agriculture and private sector development and offer opportunities for synergy with NaturAfrica initiative³. These value chains include agriculture and agro-processing, livestock, creative industries (including textiles) and tourism. These actions will include a focus on building resilient value chains aligned to social and environmental standards to support sustainable growth. The actions will also promote the development of skills, in particular digital skills, that will help businesses become more environmentally sustainable, climate resilient and low-carbon, thus contributing to the implementation of Eswatini’s NDC.

A particular challenge is to work with informal firms and their support organisations on adapting TVET and skills development to the circumstances of micro- and small enterprises in the informal economy in order to raise productivity and working conditions of people employed in informal settings. Relevant actions include the development of schemes to train master craftspersons and micro-entrepreneurs that provide the majority of work-based learning opportunities for young people in the informal sector. At the same time, the need for more

³ NaturAfrica is the regional initiative in favor of biodiversity conservation in Africa, funded under the SSA RIP, which foresees the possibility to support activities in the SADC’s Great Limpopo and Lubombo transfrontier conservation areas in southern Africa

flexible and agile skills development responses including initial training for new labour market entrants as well as up-skilling of already employed workers, in particular for youth and women, to support job retention responding to short term needs will be addressed. Support to informal micro- and small enterprises will apply a broader and not only a narrow skills perspective based on the experience that many challenges faced by micro- and small firms are multi-faceted and not just limited to skills training. Actions will respond to these very specific requirements of informal firms and offer support which links interventions strengthening the capacity of training providers and employers to provide work-based learning with other measures such as mentoring, advisory services to improve basic business management and support to improve access to customers and markets i.e. challenges which often prevent that skills interventions can fully develop their potential and enable micro- and small companies to generate the expected added-value from training. These measures will focus on firms in sectors and value chains with a potential for decent job creation and growth.

SO 2: Empowerment of disadvantaged youth and women in vulnerable situations in order to improve their economic and social inclusion.

Under the objective of empowerment of disadvantaged youth and women in vulnerable situations, the focus will be on supporting the country to mitigate the socio-economic impact of the COVID-19 pandemic amongst targeted youth and women in a vulnerable situation, particularly girls and young people with disabilities. The aim of this component is to improve their well-being through health information, mental health support, counselling and special needs education and training targeting disadvantaged adolescents in a vulnerable situation who have dropped out of school due to the COVID-19 pandemic. This action will also foster education and reintegration to the formal school system. Furthermore, the support will aim at empowering them with the necessary life skills to participate in income generation activities in order to improve their livelihoods.

2.1.2 Expected results per specific objective

For each specific objective, expected results are set out in annex 1, Intervention Framework.

- S01-R1.1.1. Strengthened capacity of TVET providers (incl. curricula, equipment and material) to offer inclusive access and quality training that responds to identified skills needs in targeted sectors
- S01-R1.1.2. Strengthened capacity and involvement of employers (chamber of commerce, business and professional association, etc) to provide inclusive work-based learning schemes for TVET and skills developments in targeted sectors
- S01-R1.1.3. Increased access of youth and women to TVET programmes leading to (self-) employment.
- S02-R2.1.1 Employability, entrepreneurial and life skills of disadvantaged and in vulnerable situations women and youth strengthened
- S02-R2.1.2 Vulnerable youth supported with mental health services and psychosocial support with a focus on pregnant girls / adolescent mothers and boys who drop out of school due to COVID at community level.

S02-R2.1.3 School dropout incidences reduced through implementation of school reintegration and remedial interventions for targeted pregnant girls, adolescent mothers and boys.

2.1.3 Indicators (including baseline and targets), per expected result

The main indicators for measuring the results are contained in the Intervention Framework set out in Attachment 1.

2.1.4 Possible use of blending and guarantees for investment under EFSD+

The choice of aid modalities to be used in Eswatini is limited as capital markets are relatively low with a small number of securities, illiquidity, and a narrow investor base. This is aggravated by the government's persisting fiscal challenges manifested through increased domestic debt, hiring and wage freeze as well as lower capital investment. These fiscal challenges weigh heavily on reserves, exposing the country to the risks of external and internal shocks limiting the potential for guarantee and blending operations in Eswatini.

Blending or guarantee operations with EIB or other Technical and Financial Partners may be envisaged under certain conditions, aimed at creating an enabling infrastructure to allow the education system to better serve vulnerable groups' needs. Emphasis may also be put on increasing access and digital literacy to bridge the gap between young people skills and the labour market, foster innovation and support entrepreneurship. Possible bankable projects would allow acquired skills from TVET to translate into productive initiative. That would, in turn, contribute to reducing unemployment rates.

With government prioritising fiscal consolidation to stabilise the macroeconomic environment, the proposal of EFSD+ guarantee operations could be explored to improve the investment climate and support private sector in cooperation with European Development Finance Institutions (DFIs). Subject to improvement in Eswatini's macroeconomic situation and investment climate, and confirmation during the implementation phase, it is envisaged that an indicative amount of EUR 5 million could potentially be used between 2021 and 2024 to provision EFSD+ guarantee operations.

The EUD is exploring areas of collaboration with the EIB and other European DFIs present in the region. The possible envisaged TEI will address cross cutting issues in the context of the MIP human development priority area

2.2 Proposals of country Team Europe Initiatives

Although EU Member States and European DFIs are not resident in the country, there could be a TEI foreseen with Member States development agencies like the German Agency for International Cooperation (GIZ), Swedish International Development Cooperation Agency (SIDA) etc., as well as European DFIs. Furthermore, further interest from the EIB in future cooperation with the EU Delegation, resulted in a mission in the country in March 2022. The EUD is exploring areas of **collaboration with** other European Development Finance Institutions present in the region such as AFD. Joint discussions will continue in order to explore the possibility of a TEI addressing cross cutting issues in the context of the MIP human development priority area

Complementarities from regional Team Europe initiatives will be explored (refer to 2.1).

3. Support measures

3.1. Measures in favour of civil society

Eswatini has a diverse and fragmented civil society comprising non-governmental organisations (NGOs), community-based organisations (CBOs), faith-based organisations (FBOs), trade unions and political organisations operating in difficult circumstances of a restrictive political, legislative, cultural and economic environment. In Eswatini, like elsewhere in the world, many CSOs exist because of attempts to satisfy perceived needs that are overlooked by government and/or the private sector. CSOs have a significant role to play in successful service delivery. They can influence real and meaningful change in Eswatini when they network and collaborate effectively.

The European Union has significantly strengthened its engagement with CSOs over the last few years. The recent process for the development of the post 2020 EU-CSO Civil Society Roadmap, 2021 CSO Mapping, Democracy and Human Rights Country Strategy 2021-2024 and Gender Country Profile together with the Country Level Implementation Plan (CLIP) 2021 has revealed that CSOs in the country face several challenges. These include weak internal governance, weak technical, management, financial and leadership skills. Furthermore, lack of coordination within the CSO community, cooperation and accountability with other stakeholders such as the government and the private sector is also a challenge. The onset of the COVID-19 pandemic and the civil unrest experienced since mid-2021 has further worsened the organisational and institutional capacities of CSOs in the country.

In recognition of the many challenges and obstacles faced by the CSOs in the country, the EU support to CSO will seek to strengthen their capacity to mobilise, implement and account for funding in order to sustain their operations. EU support will also focus on strengthening their capacity to advocate for various issues such as democracy, human rights and rule of law, gender equality and women's empowerment. Growing expectations about civil society organisations' actions highlight the need for enhanced support to their capacity development so that they make a meaningful contribution to the development process of the country.

In line with the renewed engagement of the EU regarding gender issues, the Gender Action Plan III (GAP III) provides a policy framework for the EU to boost its level of engagement focusing on five pillars⁴. The EUD wants to make the engagement on gender equality more effective as a crosscutting priority in its policy and programming work. In addition, funds will be allocated for a targeted gender specific (G2⁵) programme, designed by reference to the GAP III and the CLIP 2021. Further support to CSOs will focus on the protection and promotion of freedom of association and expression, media freedom and pluralism, online and offline, and access to information, as well as possible capacity support to youth organisation.

3.2. Cooperation facility

A specific allocation is foreseen under this MIP to fund a Cooperation Facility that can be flexibly used for:

- Supporting capacity development and institutional building, including through technical assistance, exchange of public expertise and twinning; including through TAIEX and Twinning, when relevant

⁴ https://ec.europa.eu/commission/presscorner/detail/en/IP_20_2184

⁵ stand-alone gender-targeted actions, marked "G2" as per the [OECD-DAC gender equality policy marker](#)

- Supporting policy dialogues: events, conferences, studies, fellowships, exchange platforms to support sector dialogues leading to policy reforms and engagement with governments and other stakeholders;
- Possible support for the participation of Eswatini in EU Programmes and cooperation with EU Agencies, where relevant;
- Financing communication including strategic communication and fight against disinformation and visibility actions on EU cooperation and public diplomacy specific interventions to promote EU policies and values as well as its multilateral agenda in the partner country;
- Supporting the preparation, implementation and evaluation of the EU cooperation actions, including via technical assistance and specific interventions upon EU initiative.

4. Financial overview

Although the duration of this MIP is seven years, the indicative allocations for Eswatini and for the priority area and support measures laid down in the table below are provided for the 2021-2024 period only. The indicative allocations for 2025-2027, as well as the possible modification of other substantial elements of this MIP, will be subject to a decision by the EU. This decision should be preceded by a review of the implementation of this MIP, which should include a dialogue with the authorities and other stakeholders of Eswatini.

	Amount (MEUR)	%
Priority area: Human development and social inclusion	26.5	83%
Support measures	5.5	17%
TOTAL for initial period 2021-2024*	32	100%

**Subject to its confirmation through the implementation phase, it is expected that out of the total of EUR 32 million, an indicative amount of EUR 5 million may be used between 2021 and 2024 to provision EFSD+ guarantee operations under the priority area.*

Attachments

1. Intervention framework
2. Donor matrix showing the current indicative allocations per sector

Attachment 1. Intervention framework

Priority area 1: Human Development and Social Inclusion			Sources of Verification
Specific objective 1: To support the youth by enhancing skills through market driven vocational education and training, and alliances with the private sector for employability and self-employment.			
Expected Results	Indicators	Baseline & targets	
R1.1.1 Strengthened capacity of TVET providers (incl. curricula, equipment and material) to offer inclusive access and quality training that responds to identified skills needs in targeted sectors	<p>1. Number of curricula for skills interventions in selected value chains drafted/updated in close cooperation with private sector and civil society organizations</p> <p>2. Number of people who have benefited from institution or workplace based VET/skills development interventions supported by the EU, disaggregated by sex , employment status and age</p>	<p>Baseline : (0) 2022</p> <p>Target: to be determined at the start of the action in line with current situation and situation in selected value chains / envisaged interventions</p> <p>Baseline : (0) 2022</p> <p>Target: in line with current situation and situation in selected value chains / envisaged interventions</p>	<p>Number of curricula programmes developed; Reports from joint development of curricula; Process flowcharts developed for public-private sector collaboration</p> <p>Baseline, Mid-term and end of term assessment to be conducted as part of the action.</p> <p>Education Sector Working Group Quarterly Updates and reports</p>
R1.1.2 Strengthened capacity and involvement of employers (chamber of commerce, business and professional association, etc) to provide inclusive work-based learning schemes for TVET and skills developments in targeted sectors	<p>1. Number of alliances between companies and relevant training providers facilitated through the programme.</p> <p>2. Number/Increase of employers providing inclusive work-based training disaggregated by company size and economic sector.</p>	<p>Baseline : (0) 2022</p> <p>Target: to be determined at the start of the action.</p>	<p>Employer surveys – quantitative and qualitative</p>
R1.1.3 Increased access of youth and women to TVET programmes leading to (self-) employment.	<p>1. Percentage of youth and women participating in TVET programmes (of total enrolment) increased by X%</p>	<p>Baseline : 33 % women enrolment</p> <p>Target: at least 50 % of students enrolled and</p>	<p>Government of Eswatini Landscape Analysis of Skills for Employability</p>

	2. Percentage of employed TVET graduates within 12 months from graduation (disaggregated by age, sex and residence)	<p>participation in TVET by 2027 being women.</p> <p>Baseline⁶: Age: 15-24 Male Urban: 43% Male Rural: 57% Female Urban: 40.3% Female Rural: 59.7%</p> <p>Target: to be determined at the start of action implementation.</p>	<p>Programme (Skills Audit Report).</p> <p>Eswatini Education Management and Information System (EMIS) Reports</p> <p>Swaziland High Education Council Reports</p>
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Specific objective 2: Empowerment of disadvantaged youth and women in vulnerable situations, to improve their economic and social inclusion.			Sources of Verification
Expected Results	Indicators	Baseline & targets	
R2.1.1 Employability, entrepreneurial and life skills of disadvantaged and in vulnerable situations women and youth strengthened	<p>Number of women and youth (age 15 – 35) attending Social Innovation and Enterprise Workshops</p> <p>Number of youth (age 15 – 35) with a certificate of completion of on-the-job trainings and apprenticeships in Private Sector companies (disaggregated by sex)</p>	<p>Baseline: 0 (2022) Target⁷: 500</p> <p>Baseline: 0 (2022) Target: to be determined at the start of action implementation.</p>	<p>Labour Force Survey</p> <p>Internal Reports</p> <p>UNICEF Report</p>
R2.1.2 Vulnerable youth supported with mental health services and psychosocial support with a focus on pregnant girls / adolescent mothers and boys who drop out of school due to COVID at community level.	Number of disadvantaged youth in vulnerable situations provided with life skills, mental health services and psychosocial support and participating in income generation activities for improved live hood and resilience. (Disaggregated by sex, age, disability, etc.)	<p>Baseline: not in place in 2022</p> <p>Target: to be determined at the start of action implementation.</p>	<p>Baseline, Mid-term and end of term assessment to be conducted as part of the action.</p> <p>UNICEF Report</p>

⁶ Eswatini Integrated Labour Force Survey, 2021

⁷ Concept note: "UPSHIFT Eswatini : Engage marginalized adolescent as social entrepreneurs in Eswatini"

<p>R 2.1.3 School dropout incidences reduced through implementation of school reintegration and remedial interventions for targeted pregnant girls, adolescent mothers and boys.</p>	<p>Number of pregnant girls, adolescent mothers and boys reintegrated to formal education through EU support (disaggregated by sex and age)</p>	<p>Baseline: (2022) Target: to be determined at the start of action implementation</p>	<p>Schools reports Education Management Information System Report (EMIS) UNICEF Reports</p>
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Attachment 2. Donor matrix showing the current indicative allocations per sector

Donor matrix showing indicative allocations per sector 2019/20

USD'000

Partner*	Education & Training	Health	Water & Sanitation	Agriculture	Fuel & Energy	Infrastructure	Governance	ICT	Climate change	Capacity Building	Cross-Cutting	Multi-Sector	Social Protection	Trade	Other	TOTAL
AfDB			29,721.13													29,721.13
BADEA						473.98										473.98
EIB																0.00
EU	1,159.03	327.07	18.85	4,947.08			1,784.17			3,892.31		14,712.82	2,000.25			28,841.57
GEF									53,064.36							53,064.36
Global Fund		37,227.77														37,227.77
India				37,927.10												37,927.10
Japan	5,392.16			2,300.24						202.42		600.00				8,494.82
Kuwait						780.46										780.46
OFID						1,226.08										1,226.08
Qatar																0.00
ROC (Taiwan)	100.00	7,950.00		2,250.00	3,500.00	969.00	200.00	142.00		100.00				50.00	4,739.00	20,000.00
ADFD																0.00
UAE																0.00
FAO		301.19		396.85												698.04
IFAD				900.52												900.52
UNAIDS		23.17														23.17
UNDP							80.95	608.30	354.71			332.66			176.56	1,553.17
UNFPA		714.81									328.46					1,043.26
UNICEF	487.48	2,050.82	452.45										531.52		803.65	4,325.92
UNODC																0.00
WFP				1,600.00												1,600.00
WHO		2,034.25														2,034.25
USA	885.00	47,235.00						217.00	147.00			35.00				48,519.00
WB																0.00
Totals	8,023.67	97,864.08	30,192.43	50,321.78	3,500.00	3,449.52	2,065.12	967.30	53,566.07	4,194.73	328.46	15,680.47	2,531.77	50.00	5,719.21	278,454.61

* Partners reporting to ACMS/MEPD