

Term Sheet

Breaking Barriers to Employment in the Green and Informal Economies

Request for Applications:
Funding Round 12

Opening: 22 April 2025
Closing: 05 June 2025 (3:00 pm)

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MORE THAN A DECADE OF INNOVATION AND PARTNERSHIP

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1. Objective

The Jobs Fund invites proposals from sector intermediaries in the private, public and not-for profit sectors, with a solid track record in implementation, to tackle high levels of unemployment in South Africa. The focus is on addressing employment barriers within and related to the **green and informal economies, which include micro, small and medium enterprises (SMMEs)**. Proposals must be innovative and implementable within a three-year period; the jobs and initiative must remain sustainable beyond the grant, and applicants must provide matched funding to the Jobs Fund grant.

1.1. Unemployment and Sector Potential

South Africa's labour market continues to face substantial challenges, with a growing labour force and limited job opportunities, leading to persistently high unemployment. In Q4 of 2024, the national unemployment rate stood at 31.9%, with youth (ages 15-34) and women bearing the highest unemployment rates at 33.9% and 44.6%, respectively. Including discouraged workers, the unemployment rate rises to 41.9%.

Of the 17.1 million employed persons in Q4 of 2024, 19.5% (3.3 million) were employed in the informal sector, a slight increase from 16.9% in 2014. Despite this, South Africa's informal economy remains relatively small compared to other emerging economies. The National Development Plan (NDP) targets the creation of 2.1 million additional informal sector jobs by 2030. However, significant policy measures and enabling regulations are needed to address the barriers impeding growth in the sector.

Parallel to this, the **green economy** has the potential to significantly contribute to job creation, particularly in sectors that focus on reducing carbon emissions, improving resource efficiency, and promoting sustainable practices. Green jobs are being created in various sectors, including renewable energy (wind, solar, hydropower, geothermal), agriculture, forestry, transport, and construction.

Despite progress in the green economy, several barriers remain, including the lack of skills, access to financing, and technological challenges. The Jobs Fund seeks to partner with organisations that share its vision to find innovative solutions for unlocking the employment creation potential of both green and informal economies to address South Africa's unemployment crisis.

1.2. Key Definitions:

➤ **Green Economy:**

The green economy refers to economic activities that aim to reduce environmental risks and ecological scarcities and that aim for sustainable development without degrading the environment. This includes sectors like renewable energy, waste management, energy efficiency, and sustainable agriculture.

➤ **Informal Economy:**

The informal economy encompasses economic activities, enterprises, jobs, and workers that are not covered by formal arrangements, such as legal frameworks for enterprise operations or social and legal protection for workers. It includes street vending, market traders, waste pickers, casual labour, home-based workers, small-scale agriculture,

unregistered ride sharing services, domestic work, and other unregistered business activities.

1.3. Employment Barriers in the Green Economy:

- **Skills Gap:**
Lack of specialised skills and knowledge in green technologies and sustainable practices, particularly in underdeveloped and rural areas.
- **Access to Funding:**
Difficulty in accessing capital for green businesses or green initiatives due to high investment risks or inadequate financial infrastructure for start-ups and small businesses.
- **Policy Uncertainty and Regulatory Barriers:**
Inconsistent or lack of supportive policies and regulatory frameworks can hinder growth and investment in the green sector.
- **Limited Market Demand:**
Reduced consumer demand for green products and services, driven by cost and limited awareness of sustainable alternatives.
- **Technological Barriers:**
Limited access to advanced technologies, including renewable energy systems, green manufacturing tools, and other green technologies.

1.4. Employment Barriers in the Informal Economy:

- **Lack of Social Protection:**
Informal workers often lack access to social protection (healthcare, pensions, unemployment benefits), limiting their economic mobility and security.
- **Poor Working Conditions:**
Informal sector workers often face unsafe working conditions, long hours, and limited access to benefits.
- **Access to Markets:**
Difficulty in accessing formal markets, either due to logistical challenges, lack of market knowledge, or exclusion from formal supply chains.
- **Financing Constraints:**
Informal economy workers and businesses often lack access to formal financial services, making it hard to scale operations or access credit.
- **Lack of Business Training and Capacity:**
Many informal sector workers lack business management skills, marketing knowledge, and financial literacy, making it difficult to grow or sustain their businesses.

1.5. Employment Barriers for SMMEs:

➤ Lack of Access to Markets:

Challenges in reaching wider customer bases and competing with larger businesses within established value chains due to logistical challenges, lack of market knowledge among others.

➤ Lack of Access to Appropriate Finance:

Perceptions of high risk of business failure, insufficient or poor credit histories, no or inadequate collateral security inhibiting their ability to access appropriately structured finance solutions required to grow their businesses.

Key issues to be addressed include reducing the cost of funding to beneficiaries and the development of appropriate financing products.

➤ Lack of Adequate Technical and Business Skills:

Inadequate business and financial management, marketing knowledge, human resource skills to grow or sustain their businesses and navigate a complex regulatory framework.

➤ Lack of Access to Enabling Infrastructure

Lack of access to suitable infrastructure and facilities to enable optimal operation of businesses.

1.6. Priority Sectors

This Call for Proposal **prioritises relevant economic sectors and/or sub-sectors that are labour absorptive including (but not limited to):**

1.6.1. The Green Economy examples include:

➤ Renewable Energy (Solar, Wind, Hydro, Biomass, Geothermal):

- **Labour Absorption:** The transition to renewable energy requires labour in various stages of the development lifecycle of these interventions and gives rise to opportunities in manufacturing, installation, operations, and maintenance.

➤ Energy Efficiency:

- **Labour Absorption:** Activities aimed at reducing energy consumption through technology upgrades and improving energy management systems.

➤ Sustainable Agriculture and Agri-Tech:

- **Labour Absorption:** Sustainable farming practices, organic farming, permaculture, and the development of Agri-tech solutions that optimize farming methods.

➤ Waste Management and Recycling:

- **Labour Absorption:** The collection, processing, recycling, and disposal of waste creates jobs in both the formal and informal sectors.
- **Sustainable Construction (Green Buildings):**
 - **Labour Absorption:** Construction of energy-efficient, environmentally friendly enabling infrastructure that uses sustainable materials.
- **Transport and Green Mobility:**
 - **Labour Absorption:** The transition to greener transport systems.
- **Water and Wastewater Management:**
 - **Labour Absorption:** Solutions aimed at efficient water usage, wastewater treatment, and the management of water resources.

Please note that Applications requesting funding to establish or maintain heavy or large infrastructure investment will not be considered.

Refer to Annexure IX for Guidelines on Green Economy interventions

1.6.2. The Informal Economy examples include:

- **Street Vending and Small Retail:**
 - **Labour Absorption:** Street vending and small-scale retail are major contributors to informal sector employment.
- **Construction and Informal Building Trades:**
 - **Labour Absorption:** Informal construction work is a key contributor to job creation, especially in low-income and rural areas.
- **Care Work:**
 - **Labour Absorption:** Domestic work, Early Childhood Development, and Elder care is a significant part of the informal economy, employing many women.
- **Transportation Services:**
 - **Labour Absorption:** Informal transport services such as ride-sharing services, delivery services and bicycle couriers are crucial to local mobility in urban and peri-urban areas.
- **Agricultural Labor (Informal Farming):**
 - **Labour Absorption:** Informal agriculture, including small-scale farming, seasonal crop harvesting and informal agricultural markets, is a major source of employment, particularly in rural areas.
- **Artisans and Craftsmen:**
 - **Labour Absorption:** Informal artisans and craftspeople produce goods for local markets or export, including handmade products such as clothing, furniture, jewellery, and artworks.

➤ **Repair Services:**

- **Labour Absorption:** Informal repair services, including mechanics, electronics repair, and appliance fixes, provide essential services to low-income communities and small businesses.

Refer to Annexure I and Annexure II for a description of the funding windows, barriers and opportunities for job creation in various sectors.

2. Proposal Requirements:

➤ **Innovative Approach:**

Proposals must present innovative and scalable solutions that directly address one or more of the employment barriers identified in the green or informal economy.

➤ **Three-Year Implementation:**

Proposals must be implementable over a three-year period. Clear milestones, timelines, and measurable outcomes must be outlined.

➤ **Matched Funding:**

Applicants must provide matched funding to the grant, either through private sector contributions, revenue generation, or co-financing mechanisms. Refer to Annexure III for more details on matched funding.

➤ **Sector Intermediaries:**

Applicants should demonstrate a strong track record in the relevant sector, with evidence of successful previous implementation, management of large-scale projects, or expertise in the relevant sector.

➤ **Sustainability:**

Proposals should outline how the project will be financially and operationally sustainable after the grant period ends.

➤ **Measurable Impact:**

Clear outcomes on job creation, poverty alleviation, and how the identified employment barriers will be addressed must be included. Proposals should detail the number and types of jobs expected to be created, including employment for vulnerable groups where possible. Refer to Annexure VII for more detail on the Jobs Fund definitions for the various types of jobs that will be recognised.

3. Application and Evaluation Process

3.1. Application Deadline: [5 June 2025; 15h00]

- **High-level Evaluation Criteria**

- Innovation and feasibility of the proposed solution
- Track record of the applicant and team
- Alignment with the objectives of addressing employment barriers in the Green or Informal economies

- Financial sustainability and matched funding commitment
- Potential for measurable impact on job creation

(Refer to the following Annexures for more detail on Eligibility Criteria (Annexure IV and Annexure VI for Impact Criteria)).

3.2. Grant Amount:

The minimum grant amount to be requested is R5 million.

3.3. Matched Funding

Matched funding contributions must be cash i.e. monetary contributions to the project. A minimum of 1:1 matched funding is required from private and public sector partners and 1:0.5 from not-for-profit entities.

The acceleration of the deployment of matched funding during the project implementation period as opposed to grant utilisation and a higher matched funding ratio by the applicant will be deemed to be a more competitive application.

3.4. Support Services:

Applicants will receive guidance and support through Jobs Fund-hosted briefing sessions and detailed instructions will be provided in the application portal.

3.5. Contact Details:

Any enquiries must be submitted by email:



jobsfund@treasury.gov.za

For further information on the application process and to submit your application please visit:



<https://jobsfund.praxisgms.co.za> or www.jobsfund.org.za

4. Detailed guidelines for completion of your application

For applications to be favourably considered, they should clearly identify the barriers they intend to address. These could include, amongst others: Access to finance, markets, technology, infrastructure, skills, technical support, market regulations, sector-specific constraints and value chain or supply chain constraints inhibiting job creation. Refer to Annexure II for examples of barriers and opportunities in sectors.

4.1. Competitive Applications should clearly demonstrate the following:

- **Collaboration & Impact:** Ability to engage and crowd in sector intermediaries, technical support, and resources to drive significant change.
- **Addressing Barriers:** Capability to remove employment growth blockages in the informal and green economies and improve access to value chains and markets.

- **Proven Success:** A track record in implementing successful support for job creation initiatives.
- **Replicability & Scalability:** Potential for the intervention to be replicated or scaled.
- **Innovation:** Introduction of innovations that improve the current intervention's baseline performance.
- **Reaching Marginalised Areas:** Capacity to reach economically marginalised areas such as townships, inner cities, informal settlements, and rural regions.
- **Market Support:** Ability to provide market support and access to business development services for enterprises in informal and green economies.
- **Enterprise Growth & Sustainability:** Ability to incubate, grow, and sustain enterprises.
- **Financial Access:** Ability to design or provide access to suitable financial products for traditionally excluded communities/entrepreneurs.
- **Matched Funding:** Capability to raise matched funding from other sources such as donors or foundations. **(refer to Annexure III for Funding Criteria).**
- **Monitoring & Evaluation:** Establishment of an effective M&E framework with Specific, Measurable, Achievable, Attributable, Relevant and Time-bound (SMART) indicators for measuring project outcomes and impacts. See Annexure VII for Jobs Fund definitions of Jobs, Indicator Protocols and means of verification.
- **Timely Outcomes:** Ability to achieve outcomes within a 3-year timeframe. See Annexure II for examples of interventions that the Jobs Fund would like to support.

A well-defined plausible theory of change together with a realistic timeframe and budget will be an advantage.

4.2. How to Apply

Please note the following:

- Applications must be submitted through the Jobs Fund's online Grant Management System (GMS).
- Applicants should indicate to which funding window they would like to submit their application, viz. Support for WorkSeekers, Enterprise Development or Institutional Capacity Building. Refer to Annexure I for a description of the Jobs Fund Funding Windows.
- Applicants must complete all the questions and submit all the information requested at the point of application. Refer to Annexure IV for Eligibility Criteria. Applications found to be ineligible will be advised and will not be able to advance further in the application process. Refer to Annexure V for examples of Ineligible applications.
- All eligible applications will be competitively assessed against the Fund's **Impact Criteria**. Refer to Annexure VI for the impact criteria.
- The Investment Committee will make the final decision on grant allocations.
- The competitiveness of each project proposal is a key consideration throughout the entire process.

Further information on the application process can be accessed via the Jobs Fund's online Grant Management System: <https://jobsfund.praxisgms.co.za>.

4.3. Opening and Closing Dates

The opening date of the funding round is the 22nd of April 2025, and the closing date is the 5th of June 2025:

- Kindly note that the closing date is final, and no applications will be accepted after the closing date.
- Applicants must pay special attention to the key performance indicators that must be reported on and the means of verification required for these indicators, and note that, depending on the application, secondary indicators may be agreed to.
- Applicants are to note that if they are successful, they will be required to finalise contracting with the Jobs Fund within a minimum timeframe; the specifics will be communicated during project on-boarding with the Fund.
- Match funding must be available at the point of contracting.
- Successful projects must be ready to implement at the point of finalising the Grant Agreement.
- Applicants must be willing to post job opportunities on the SAYouth.Mobi platform.

By applying, the Applicant acknowledges that it (and any implementing partners) will be required to submit to a due diligence process and may, from time to time, be called on to submit supplementary evidence and documentation to support this process. Failure to do so may result in the application being rejected.

5. About the Jobs Fund

The Fund was launched in 2011, and to date, the Fund has successfully implemented eleven funding rounds, catalysing innovative job creation interventions across multiple economic sectors. The Fund is one of the largest Challenge Funds globally and is unique in that it uses in-house technical capacity to implement the programme. The Fund has effectively contributed to the adoption of the challenge fund methodology within the national economy.

Together with our partners, we have achieved the following broad outcomes:

- **Incentivised** and tested innovative approaches to job creation: intervening on both the supply side and the demand side of the labour market.
- **Shared risk** through a matched funding approach, which requires project partners to invest in the project alongside government, at a funding ratio of at least 1:1.
- Successfully **partnered** with the private and non-state sectors, achieving scale and replication of job creation models.
- **Facilitated** the creation of 210,719 permanent jobs and placements against an overall target of 150,000, and an additional 114,534 shorter-term jobs and internships.
- **Supported** more than 180 interventions targeted at addressing constraints in the labour market, using this knowledge to support scale and replication.
- It has **leveraged** more than R14.8 billion in matched funding contributions from project partners to achieve a ratio greater than 1:2, effectively tripling the public investment allocated toward job creation. It has utilised its financial resources to crowd in financial and technical resources beyond its own grant contribution.
- To date, it has **disbursed** more than R7.4 billion in grant funding.

- The Jobs Fund **complements** various other government interventions aimed at supporting either basic income generation or employment creation, but it is quite distinct from these programmes in that the Fund and its partners focus on initiatives that catalyse new demand that is sustainable and which can support long-term job creation.

As a challenge fund, the Jobs Fund uses the following approach:

- It offers a financing mechanism that uses **competition** to identify and support the best solutions to a predefined challenge, in this instance, job creation. This is achieved through the **transparent selection** of interventions against predetermined criteria, which always include an assessment of **additionality**. By this, we mean: Would this intervention have been implemented without the support of the Jobs Fund? We appraise whether the applicant has demonstrated what the additional positive impact or outcome will be if additional resources and capital investment were made into the applicant's proposed intervention, will the results achieved be in addition to what would have been achieved if the applicant had carried on business as usual. We look for a clear articulation of what additional benefits will be achieved over and above the applicant's current baseline activities, i.e., what the applicant would have done anyway in the absence of the capital investment. **Additionality is not requesting funds to finance your current activities.**
- It aims to **catalyse innovation** and new ways of solving the challenge – a Challenge Fund is used where solutions do not yet exist.
- It actively seeks to engage new actors/intermediaries/aggregators both as implementors and financiers by risk sharing and co-investing, i.e., the provision of matched funding. Refer to Annexure III for funding criteria.

Thank you for submitting your application. We look forward to working with you.

Annexure I – Funding Windows

- ❖ **Enterprise Development:** Competitive applications in the Enterprise Development Funding Window include ***initiatives that develop innovative commercial approaches to livelihood development and long-term job creation in ways that combine profitability with high social impact.*** The interventions should reduce risk, remove barriers to market access or improve or broaden supply chains, demonstrate innovation, and address existing business challenges. Proposals should also indicate what Business Development Support would be provided to small and medium-sized enterprises, and/or emerging farmers, and or youth, this includes the provision of appropriately designed finance products.

Initiatives seeking to co-finance enabling infrastructure investments will also be accepted under the Enterprise Development Window, provided the applicant demonstrates how the ***infrastructure investment will unlock entrepreneurial development and job creation*** in the targeted economic sector or geographical area.

Such enabling infrastructure may include: (1) the provision of affordable internet connectivity, (2) the expansion & rollout of technology-enabled platforms that increase productivity or enhance access to markets and finance (3) the provision of small-scale and cost-effective infrastructure to enable small businesses or informal businesses to operate, e.g., provision of trading spaces, light manufacturing spaces and related infrastructure.

- ❖ **Support for Work Seekers:** Competitive applications in the Support for Work Seekers Funding Window are those linking active work-seekers, especially women and youth to green and informal economy opportunities and job placement, including placement in the formal sector. Funding proposals must be **demand-led** interventions that result in ***matching the unemployed with suitable job placements/opportunities.*** The interventions could also aim to ***upskill/re-skill the unemployed and match them with suitable job opportunities.*** These proposals/interventions must result in a job placement for the target group who received the training.
- ❖ **Institutional Capacity Building:** SMMEs, including those in the informal economy, often cannot absorb a significant government stimulus without the type of well-calibrated support offered by intermediary institutions. Internationally, intermediaries such as sector associations, microfinance institutions, and technology companies have succeeded in reaching and providing SMMEs, and informal enterprises with more holistic, tailor-made support. In this funding round, there is an opportunity to support such intermediaries to scale their operations. Through the Institutional Capacity Building Funding Window, the Jobs Fund is interested in supporting intermediaries that respond to the current funding gap created by investors who only focus on short-term Return on Investment (ROI). Ideal applications falling under the Institutional Capacity Building Funding Window are those: (1) that will support interventions aimed at ***strengthening institutions through which SMMEs, jobs, and sustainable livelihoods are created or retained,*** (2) that seek funding for the ***enhancement of the capacity of existing intermediaries to reach more SMMEs and Workseekers,*** and to support the latter to improve their sustainability and to graduate them to eventually access formal ecosystems of support and thereby creating demand for more labour.

Annexure II – Project Examples

The Jobs Fund invites applications that are focused on breaking barriers to labour market entry in economic growth sectors. Below are examples of the types of initiatives that the Jobs Fund would be interested in funding. ***Please note the following ideas/examples are for illustration and guidance – the Jobs Fund welcomes all applications that address its core criteria.***

Interventions could address the following:

➤ Example - Informal Sector

The number of workers in the informal sector in South Africa is estimated to be between 3 to over 5 million, of which between 1,3 and 2,9 million are informal micro-entrepreneurs. The sector presents a challenging business environment, but it has lower entry barriers and provides an income opportunity for a huge part of the South African workforce. Key barriers include Access to Markets, including value chain and supply chain integration, infrastructure, technical support, funding, and security, to mention but a few.

Examples of suitable interventions include:

- Applications that enhance small business resilience in the informal sector, providing support to enable growth, and or creation of employment, and increased economic participation.
- Applications that seek to address barriers that impede the growth of informal sector businesses, including:
 - The lack of access to affordable, appropriately structured financial products. Testing, piloting and scaling of new, innovative financial products and those seeking to test non-traditional means of mitigating inherent risks of funding the sector will be regarded as more competitive.
 - The lack of access to enabling infrastructure such as markets, trading spaces, key trading requirements, storage facilities etc.
 - The lack of access to a wider basket of products and services to support the driving of improved business margins and sustainability.
 - The lack of adequate last-mile delivery services to informal businesses, enabling entrepreneurs to access products timeously without having to limit trading times in doing so.
- Applications that test appropriate incentive structures for the development and promotion of informal and township enterprises.
- Applications that promote the active participation of informal businesses in the green economy. These may include programmes that support the commercialisation of entrepreneurs in waste management, ecotourism and sustainable agriculture, etc.
- Applications from Intermediaries that can support SMMEs to: (1) develop local markets (products and services) and in so doing enhance the circulation of cash/ money in local economies, (2), meet public procurement requirements and access public procurement opportunities, and (3) take advantage of opportunities that may present themselves within the economic context and expand employment and livelihoods development opportunities for women and young people. This could for instance include export opportunities, localisation of manufacturing or taking advantage of outsourcing/supply chain opportunities provided by larger firms seeking to reduce cost or focus on core business.

Additionally, this may include enterprise financing and associated risk-mitigation interventions that facilitate access to more cost-effective finance.

Competitive interventions are those that target participants from economically marginalised areas such as townships, informal settlements, rural areas/ villages and distressed inner-city areas.

➤ **Example – Green Economy**

The potential of the green economy to create jobs is driven by investment in infrastructure and skills, which reduce carbon emissions and pollution, prevent loss of biodiversity and ecosystems, and promote energy and resource efficiency. Green jobs exist and are created in many sectors of the economy such as agriculture and forestry, energy supply, construction, transport, retail, administration, materials management, etc. For instance, green jobs are progressively being created in the energy sector as several economies globally continue transitioning towards renewable energy sources such as wind, solar photovoltaic (PV), solar thermal, hydropower, geothermal and biomass.

Examples of suitable interventions include:

- Applications that enable the recruitment and skilling (or reskilling) of the unemployed into green jobs that have been created. Demand-led interventions will be more competitive.
- Applications that seek to support the reduction of the economy's carbon footprint. These may include the commercialisation of new technologies and methodologies, support of waste management enterprises, sustainable agriculture, ecotourism, manufacturing, greening of existing stock of buildings, etc.
- Applications that seek to test innovative finance models to support the growth of the green economy.
- Applications that provide a comprehensive enterprise support ecosystem for entrepreneurs (including women and youth) and SMMEs active in the green economy. This includes access to finance, business development services (BDS), access to markets, access to technical training, infrastructure and mentorship.
- Applications that support the development of alternate value chains that come about as a result of the growth of the green economy providing access to economic opportunity for entrepreneurs and communities.

Interventions across all sectors should focus on building the Institutional Capability of intermediaries/aggregators/implementers to stimulate demand for new jobs, contribute to sustainable livelihood development, stimulate growth of enterprises, and reduce the regulatory barriers to employment growth.

Applications that are demand-led and adopt an ecosystems approach to developing enterprises, micro businesses in the green and informal sector will be regarded as competitive.

Annexure III – Funding Criteria

1. The Jobs Fund will only consider applications for a minimum Grant amount of **R5 million**.
2. The initiative must be fully implemented within **three years (36 months)**.
3. **The grant should also be fully disbursed within this period, as should the target number of jobs/ livelihood opportunities, enterprises, and other project-specific outcomes.**
4. Post this **three-year** implementation phase, project performance will be monitored and evaluated for a period of **2 years**.
5. The amount of matched funding provided will be a key assessment criterion. A minimum cash-matched funding ratio of 1:1 for private and public sectors and 1:0.5 for NPOs and NGOs is prescribed.
6. Applicants may raise their matched funding contributions from various sources, including loans, grants, own cash, and these must be allocated towards incremental project costs and not existing operating costs of the applicant.
7. Importantly, loan funding must comprise of funds directly borrowed by the applicant and/or for which it is providing security.
8. Matched funding does not include sunk costs, projected revenue from the initiative, loans repaid by borrowers or participants and recycled as new loans (in the case of lending projects).
9. The Jobs Fund will consider funding project administration costs and other expenditures that contribute to building the capacity at the applicant or grant recipient level, but this should not exceed **20%** of the total funding requirement for Enterprise Development and Support for Work-seekers applications and up to **30%** for Institutional Capacity Building Window.

Annexure IV – Eligibility Criteria

The Jobs Fund has pre-determined eligibility criteria. Eligible projects will be assessed for competitiveness based on aspects such as minimum operating experience, infrastructure and administrative capacity to successfully implement the proposed project and demonstrate value for money for the Jobs Fund.

The assessment process commences with a strict appraisal of the project and its compliance with the eligibility criteria. At a minimum, applicants and applications must meet **all** the following criteria:

1. The funding request must be for a minimum grant size of **R5 million**.
2. Applicants must demonstrate the ability to secure matched funding in the form of direct cash contributions at a minimum level of **1:1** for private and public entities and **1:0.5 for NPOs, and NGOs**. Demonstrating the ability to secure matched funding includes the following:
 - a. **Self-funded matched funding:** this must include a written undertaking from the Applicant to contribute matched funding supported by a sufficiently strong financial position as evidenced by the Applicant's Annual Financial Statements.
 - b. **Matched funding from third parties:** this may include the following:
 - i. a formal written undertaking from funders that matched funding has been secured and will be made available towards the project.
 - ii. an application made to a potential funder.
 - iii. an undertaking by a funder to support the Applicant with matched funding to implement the project.
 - iv. progress made toward securing the committed matched funding, e.g., a letter from the funder stating the process and timeframe to finalising the funding application and unmet conditions that the Applicant must satisfy to be considered for funding.
3. Applicants must be in full compliance with governance and administrative requirements (including Tax Compliance).
4. The Lead Applicant/Intermediary, which is the entity that is applying to the Jobs Fund, and who will enter into a contract/Grant Agreement with the Jobs Fund must be solvent, must have been operating for more than two years, and have complete audited or independently reviewed annual financial statements for the previous two financial years (Annual Financial Statements for each of the two years).
5. The Lead Applicant/Intermediary must provide detailed management accounts (covering balance sheet, cash flow and Income & Expenditure statements) for the period from the last Audited/ Independently Reviewed financial Statements to the end of the last full month before the close of the application, i.e., 15 May 2025. Listed entities may submit their latest interim financial statements where management accounts are not available. This may need to be supplemented by additional information from an authorised representative.

6. The Project Implementer/implementing partner, which is the entity charged with the successful execution and completion of the project's activities, must have a track record of more than two years of technical experience in the area of interest.
7. Applicants need to acknowledge that while the intellectual property (IP) will reside with the applicant, all successful applicants must permit the Jobs Fund to use the concept for learning and dissemination purposes. The learning material will be developed in conjunction with the owner of the IP and will not be used for commercial dissemination.
8. Existing/ previous Jobs Fund Partners will only be eligible to respond to the call if they meet **ALL** the following additional criteria as **of 31 March 2025**:
 - a. The project must have reached at **least 50%** of its contracted implementation period in any one of their Jobs Fund-funded projects.
 - b. Performance on applicable contracted job and placement targets combined must be **greater than 50%** inception date in any one of their Jobs Fund-funded projects.
 - c. The project must have reached **at least 50%** inception-to-date expenditure as measured against total contracted expenditure in any one of their Jobs Fund-funded projects.

Note: Conditions outlined in paragraph 8 shall also apply to where an existing/previous Jobs Fund Partner will be an implementing partner in the 12th CFP application and where the applicant has been an implementing partner in any of the Jobs Fund-funded projects.

Annexure V – Ineligible Applications

Examples of ineligible applications include:

Funding exclusively for research and development costs.

1. Funding for the bailout of distressed applicants.
2. Training activities that are not demand-led and that do not result in a job placement. There must be a conversion from training to placement.
3. Initiatives with large capital investment but minimal short to medium-term job-creation potential.
4. Funding of initiatives that will not deliver on their intended performance outcomes within three years of implementation (e.g., new forestry and orchard development).
5. On-lending projects that do not adequately demonstrate that they have a finance-ready pipeline of projects to support.
6. Projects receiving support for the same initiative from other public programmes which may lead to double counting of jobs or other social impact indicators or double-dipping into public funds; or
7. Projects with commercial applications that are overly dependent on grant funding.

Annexure VI – Impact Criteria

In line with the Jobs Fund challenge fund principles, the following impact criteria will be used to select the most competitive projects:

1. **Social Impact:** Initiatives should clearly demonstrate the social impact of the project with emphasis on participants in economically marginalised areas. This includes social impact such as the ability of the intervention to create new jobs, support businesses, provide self-employment to informal sector businesses and participants, etc. Initiatives should be informed by a theory of change that clearly links the proposed intervention to the intended social impact. This link should be plausible, demonstrable and measurable, and should not rest on unrealistic assumptions. Social impact metrics must be measured as per the Jobs Fund indicator protocols as articulated in this Terms of Reference. Refer to Annexure VII. The initiative should also identify project-specific indicators (i.e., measures established by the applicant for their specific project – Refer to the Indicators Example document in the downloads section of the Application Form.
2. **Additionality:** The Jobs Fund aims to support initiatives that would not have taken place without Jobs Fund support and risk sharing because other funders consider the risk of failure too high or the projected financial return too low. Applicants should provide evidence of this in their application. The Jobs Fund will not distort or displace any current and ongoing market activity or investment, rather it will step in and share risk in a manner that will make it more attractive for other funders to participate. Applicants will be required to identify those risk components in the intervention that cannot be funded commercially, and which require grant funding to crowd in other funders. For NPOs, the Jobs Fund will consider funding project administration costs and other expenditure that increases the capacity of these organisations to deliver on their mandates, but this should not exceed **20%** of the total funding requirement for Enterprise Development and Support for Work-seekers and up to **30%** for Institutional Capacity Building Window. The Jobs Fund will also be open to co-finance costs that enhance collection, collation, and access to information on informal enterprises, and or the informal sector in general. For existing Jobs Fund applicants, funding requests must specifically finance activities not already covered by previous Jobs Fund grant allocations. All applicants will be requested to provide details on their previous and current applications for public sector funds.

Assessment of the competitiveness of the application will consider the following: Has the applicant demonstrated what the additional positive impact or outcome will be if additional resources and capital investment were made into the applicant's proposed intervention, will the results achieved be in addition to what would have been achieved if the applicant had carried on business as usual. We look for a clear articulation of what additional benefits will be achieved over and above the applicant's current baseline activities, i.e., what you would have done anyway in the absence of the capital investment. ***Additionality is not requesting funds to finance your current activities.***

3. **Sustainability.** Initiatives should be able to convincingly demonstrate a path to commercial sustainability (for the initiative and enterprise development projects, the sustainability of participants is also critical) beyond the term of the Jobs Fund grant. This should illustrate the sustainability of the jobs created as well as the sustainability of the project itself. The vision for sustainability going forward and beyond the period of JF funding will be carefully assessed, and successful applications will lay out a realistic path to sustainability that is rooted in the experience of implementation and not reliant on unrealistic assumptions.

NPOs and other entities reliant on donor funding may not necessarily be financially sustainable beyond the JF project period but should present a strong case for JF support based on the anticipated impact of the project and the potential for sustainability in the long run. Applications should identify key measurable milestones over the project period to trigger funding.

4. **Matched funding, value for money and risk apportionment:** The Jobs Fund defines value for money in terms of risk-sharing, economy, efficiency, effectiveness and equity. The Jobs Fund aims to leverage existing resources available within the economy. The amount of matched funding provided within the proposed intervention will be a key assessment criterion. Applicants must demonstrate value for money in converting Jobs Fund resources into impact and learning relevant to enhanced job creation. The Jobs Fund looks for the best ratio of outcomes achieved to total costs incurred, i.e., the higher the matched funding leveraged, the more competitive the project will be. While the JF will require direct cash-matched funding contributions at a minimum level of **1:1** for private companies and public sector organisations and **1:0.5 for NPOs/NGOs**. Contributions of **In-kind** matched funding will increase the competitiveness of the project but **will not count towards the cash-match funding requirement**; Applicants will need to demonstrate the risk carried by all parties compared to income derived from the project and what value the initiative will create for participants.
5. **Innovation:** Initiatives must describe what is new or innovative in the proposed initiative and whether this is replicable. Applications should not be simple extensions of existing programmes whose funding is ending. The innovation should entail at least notional innovation e.g., it represents a new, innovative and pioneering approach that departs from other, similar initiatives that have tried to address similar problems or overcome similar barriers. Furthermore, innovation must be contextual and relevant to the current economic context and must demonstrate how the challenges presented and/or exacerbated by the pandemic and lockdown will be innovatively solved for/addressed.
6. **Scale/Replication:** The initiative must show how partners will be leveraged to multiply the outcomes; how costs will be kept low while increasing outputs; and how and the extent to which the intervention/job creation model is replicable. Applications must demonstrate how the initiative will achieve scale/replication in terms of operations/product distribution/access to new markets/increased employment etc. Initiatives must outline the key activities that will be undertaken to achieve this outcome.
7. **Contribution to Systemic Change:** Applications that contribute to broader impact in the sector/industry/value chains or economically marginalised area as well as learning beyond the confines of their specific initiative are preferred. Applications should therefore demonstrate how, through this initiative, consideration will be given to barriers to market growth; regulations and policy; market information; infrastructure; institutional capability; access to finance; effective supply and demand, and how these would be addressed through/by this initiative.
8. **Capacity to implement:** Applicants must demonstrate relevant experience, organisational capacity, key capabilities and the existence of a potential pipeline of participants to be supported. In the case of a consortium, applicants must elaborate on the consortium composition, it must be logical and value-adding, and it must leverage the market position and capabilities of market players. Furthermore, applicants must demonstrate an appreciation of their proposed project's value/supply chain, local specific context and the

determinants of success. Applicants must have appropriate systems to collect, consolidate, and report on financial and progress performance. As part of the application process, applicants will be requested to provide supporting documents that show their track record within their industry and/ or in the economically marginalised areas in which they will implement the project.

Annexure VII – Indicator Protocol Reference Sheets

Applicants are requested to pay special attention to the job definitions below as well as the means of verification that must be submitted quarterly.

The Jobs Fund will track the following high-level performance indicators. Successful applicants will be required to self-report every quarter and submit the means of verification documentation.

Disbursements are contingent upon projects in the minimum achieving eighty percent performance against their quarterly target and the submission of evidence to support performance reports.

Overview - Measurement Indicators

This is an overview of each of the programme indicators. More details and definitions are contained in the pages that follow.

- **Indicator Number 1: Number of new permanent/fixed term/ seasonal jobs created**
 - Indicator 1: Number of new **permanent** positions/jobs (i.e., have signed a permanent employment contract).
 - Indicator 1.1: Number of new **seasonal** positions/jobs (e.g., these employees only work during specific periods, i.e., festive season, school holidays, month-end, long weekends, harvest season, etc.).
 - Indicator 1.2: Number of new **fixed-term** positions/jobs (at least a 12-month contract).
- **Indicator number 2: Number of placements beyond project partners**
 - Indicator 2: Number of beneficiaries placed in **currently vacant permanent full-time** positions/jobs beyond project partners.
 - Indicator 2.1: Number of beneficiaries placed in **currently vacant seasonal** positions/jobs beyond project partners (e.g., these employees work during busy periods, i.e., festive season, school holidays, month-end, long weekends, etc.).
 - Indicator 2.2: Number of beneficiaries placed in **currently vacant fixed-term** positions/jobs beyond project partners (at least a 12-month contract).
- **Indicator Number 3: Number of placements with project partners**
 - Indicator 3: Number of beneficiaries placed in **currently vacant permanent full-time** positions/jobs with project partners.
 - Indicator 3.1: Number of beneficiaries placed in **currently vacant seasonal** positions/jobs with project partners.
 - Indicator 3.2: Number of beneficiaries placed in **currently vacant fixed-term** positions/jobs with project partners (at least a 12-month contract).
- **Indicator 4: Number of short-term jobs** (fixed-term contracts of less than 12 months).
- **Indicator 5: Number of beneficiaries completing timebound internships.**
- **Indicator 6: Number of trained beneficiaries.**
- **Indicator 7: Number of self-employed informal sector entrepreneurs/business owners.**
- **Indicator 8: Number of employed informal sector workers.**
- **JF General Project Specific SMME / SHF Indicator 2.**

Programme Indicator 1 - Number of new positions/jobs

Objective to which the Indicator responds: Sustainable employment created and enabled through a portfolio of funded initiatives.

Definition of the Indicator: A new* permanent/ seasonal/ fixed term (fixed term of at least 12 months) position/job that has been created because of the project, for which an employment contract/agreement has been signed. The new position/job is not directly maintained or paid for using Jobs Fund grant funds.

*New = the position/job did not exist in the project before – it has been created because of the efforts of the project. For example: The growth of an incubated SMME necessitates the need to create new positions/jobs within the company to manage the new workload as it expands. New staff are hired to fill these newly created positions/jobs – this speaks to creating demand for labour.

Please note that internships/ learnerships *cannot* be counted under new job indicators. All internships/ learnerships are to be counted under Indicator 5.

Sub-indicators:

Programme Indicator 1: Number of new permanent full-time positions/jobs

A new position/job that has been created because of the project. The job is expected to exist beyond the grant funding period. It is not maintained or paid for using Jobs Fund grant funds.

Programme Indicator 1.1: Number of new seasonal positions/jobs

A new position/job that has been created because of the project, but it is seasonal (i.e., time spent in the position/job is not full-time and the employee only works during specific periods/seasons/holidays). The job is expected to exist for that period each season/year/holiday and is also expected to exist beyond the grant funding period. It is not directly maintained or paid for using Jobs Fund grant funds.

Programme Indicator 1.2: Number of new fixed-term positions/jobs

A *new fixed term (at least a 12-month contract) position/job that has been created because of the project, for which a fixed-term employment contract has been signed. The new position/job is not directly maintained or paid for using Jobs Fund grant funds.

Unit of Measurement and Disaggregation:

The unit of measure for this indicator is a person (participant/beneficiary).

The total aggregated figure of new permanent positions/jobs created should be broken down in terms of geographic location, gender, age, salary band and race as stipulated in the progress reporting framework.

This indicator will be reported on a quarterly basis. It may, however, be aggregated and audited on an annual basis as part of the required audit activities stipulated in the grant agreement.

DATA SOURCE

Reported numbers will be validated by signed employment contracts/agreements, the Jobs Fund Standard Schedule of Evidence, and/or other acceptable means of verification.

DATA ANALYSIS & REPORTING

These jobs can be reported once the employment contract has been co-signed by the employee and employer.

Each JF Partner will present the data in their quarterly and annual progress report as guided by the reporting framework provided by the Jobs Fund. Data will be analysed to understand the progress against targets and milestones. Data from all projects will be aggregated to enable programme level analysis and reporting.

Programme Indicator 2 - Number of beneficiaries placed in currently vacant positions/jobs beyond project partners

Objective to which Indicator Responds: Improved employability of the unemployed (especially women and youth).

Definition of the Indicator: These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes as well as (where applicable) the time-bound internship and have been employed by companies/enterprises other than the project partners in currently vacant* permanent/ seasonal/ fixed term (fixed term of at least 12 months) position/job.

*Currently vacant = the position/job already exists but is currently not filled. For example: A large corporate has 250 vacancies for client liaison officers, and they are battling to find suitably qualified employees. A work seekers project trains young unemployed graduates in work readiness, sales, and communication, and these graduates are then placed in the currently vacant positions/jobs, thereby filling these vacancies – this speaks to the supply of labour.

Please note that internships/ learnerships *cannot* be counted under placement indicators. All internships/ learnerships are to be counted under Indicator 5.

Sub-indicators:

Programme Indicator 2: Number of beneficiaries placed in currently vacant permanent full-time positions/jobs beyond project partners.

These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes, as well as (where applicable) the time-bound internship and have been employed by companies/enterprises other than the project partners in currently vacant positions/jobs.

Programme Indicator 2.1: Number of beneficiaries placed in currently vacant seasonal positions/jobs beyond project partners.

These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes as well as (where applicable) the time-bound internship and have been employed by companies/enterprises other than the project partners in currently vacant* seasonal positions/jobs (i.e., time spent in the position/job is not full time and the employee only works during specific periods/seasons/holidays).

Programme Indicator 2.2: Number of beneficiaries placed in currently vacant fixed-term positions/jobs beyond project partners.

These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes as well as (where applicable) the time-bound internship and have been employed by companies/enterprises other than the project partners in currently vacant* fixed term (at least 12 months) positions/jobs time.

Unit of Measurement and Disaggregation:

The unit of measure for this indicator is a person (participant/beneficiary). The number of beneficiaries placed by companies/enterprises other than project partners should be broken down in terms of geographic location, gender, age, race, and salary band.

This indicator will be reported on a quarterly basis. It may, however, be aggregated and audited on an annual basis as part of the required audit activities stipulated in the grant agreement.

DATA SOURCE

Reported numbers will be validated by signed employment contracts/agreements, the Jobs Fund Standard Schedule of Evidence, and/or other acceptable means of verification.

DATA ANALYSIS & REPORTING

These placements can be reported once the employment contract has been co-signed by the employee and employer.

Each JF Partner will present the data in their quarterly and annual progress reports as guided by the reporting framework provided by the Jobs Fund. Data will be analysed to understand the progress against targets and milestones. Data from all projects will be aggregated to enable programme level analysis and reporting.

Programme Indicator 3 - Number of beneficiaries placed in currently vacant positions/jobs with project partners.

Objective to Which Indicator Responds: Improved employability of the unemployed (especially women and youth).

Definition of the Indicator: These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes as well as (where applicable) the time-bound internship and have been employed by one of the project partners in currently vacant* permanent/ seasonal/ fixed term (fixed term of at least 12 months) position/job.

*Currently vacant = the position/job already exists but is currently not filled. For example, A large corporate has 250 vacancies for client liaison officers, and they are battling to find suitably qualified employees. A work seekers project trains young unemployed graduates in work readiness, sales, and communication, and these graduates are then placed in the currently vacant positions/jobs, thereby filling these vacancies – this speaks to the supply of labour.

Please note that internships/ learnerships *cannot* be counted under placement indicators. All internships/ learnerships are to be counted under Indicator 5.

Sub-indicators:

Indicator 3: Number of beneficiaries placed in currently vacant permanent full-time positions/jobs with project partners.

These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes, as well as (where applicable) the time-bound internship and have been employed by one of the project partners in currently vacant permanent positions/jobs.

Indicator 3.1: Number of beneficiaries placed in currently vacant seasonal positions/jobs with project partners.

These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes as well as (where applicable) the time-bound internship and have been employed by one of the project partners in currently vacant* permanent seasonal positions/jobs (i.e., time spent in the position/job is not full time and the employee only works during specific periods/seasons/holidays).

Indicator 3.2: Number of beneficiaries placed in currently vacant fixed-term positions/jobs with project partners.

These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes as well as (where applicable) the time-bound internship and have been employed by one of the project partners in currently vacant* fixed term (at least 12 months) positions/jobs.

Unit of Measurement and Disaggregation:

The unit of measure for this indicator is a person (participant/beneficiary). The number of beneficiaries placed in project partners should be broken down in terms of geographic location, gender, age, race, and salary band.

This indicator will be reported on a quarterly basis. It may, however, be aggregated and audited on an annual basis as part of the required audit activities stipulated in the grant agreement.

DATA SOURCE

Reported numbers will be validated by signed employment contracts/agreements, the Jobs Fund Standard Schedule of Evidence, and/or other acceptable means of verification.

DATA ANALYSIS & REPORTING

These placements can be reported once the employment contract has been co-signed by the employee and employer.

Each JF Partner will present the data in their quarterly and annual progress reports as guided by the reporting framework provided by the Jobs Fund. Data will be analysed to understand the progress against targets and milestones. Data from all projects will be aggregated to enable programme level analysis and reporting.

Programme Indicator 4 - Short-term jobs

Name of Indicator: **Number of new short-term positions/jobs**

Objective to which Indicator Responds: Temporary employment created and enabled through a portfolio of funded initiatives.

Definition of the Indicator: A new position/job that has been created as a result of the project, which will exist for a finite period of time (*less than* 12 months in duration) and does not offer a permanent contract to the beneficiary (e.g., construction work, technical assistance, etc.). The position/job is not expected to exist beyond the funding period and may be supported by Jobs Fund grant funds.

Please note that internships/ learnerships *cannot* be counted under short-term jobs. All internships/ learnerships are to be counted under Indicator 5.

Unit of Measurement and Disaggregation:

The unit of measure for this indicator is a person (participant/beneficiary). The figure for new short-term positions/jobs should be broken down in terms of geographic location, gender, age, salary band and race, as stipulated in the progress reporting framework.

This indicator will be reported on a quarterly basis. It may, however, be aggregated and audited on an annual basis as part of the required audit activities stipulated in the grant agreement.

DATA SOURCE

Reported numbers will be validated by signed employment contracts/agreements, the Jobs Fund Standard Schedule of Evidence, and/or other acceptable means of verification.

DATA ANALYSIS & REPORTING

These jobs can be reported once the employment contract has been co-signed by the employee and employer.

Each JF Partner will present the data in their quarterly and annual progress report as guided by the reporting framework provided by the Jobs Fund. Data will be analysed to understand the progress against targets and milestones. Data from all projects will be aggregated to enable programme level analysis and reporting.

Programme Indicator 5 - Completed internships

Name of Indicator: **Number of beneficiaries having completed time-bound internships**

Objective to Which Indicator Responds: Improved employability of the unemployed (especially women and youth).

Definition of the Indicator: These are the participants/beneficiaries who have completed work experience opportunities with potential employers over a pre-determined period and have signed internship contracts with the potential employers.

Unit of Measurement and Disaggregation:

The unit of measure for this indicator is a person (participant/beneficiary). The number of beneficiaries offered internships should be further broken down in terms of geographic location, gender, age, and race as stipulated in the progress reporting framework.

This indicator will be reported on a quarterly basis. It may, however, be aggregated and audited on an annual basis as part of the required audit activities stipulated in the grant agreement.

DATA SOURCE

Reported numbers will be validated by signed internship contracts, letters/certificates of completion and the Jobs Fund Standard Schedule of Evidence.

DATA ANALYSIS & REPORTING

These beneficiaries can only be reported once they have **completed** their internships.

Each JF Partner will present the data in their quarterly and annual progress reports as guided by the reporting framework provided by the Jobs Fund. Data will be analysed to understand the progress against targets and milestones. Data from all projects will be aggregated to enable programme level analysis and reporting.

Programme Indicator 6 - Trained beneficiaries

Name of Indicator: **Number of trained beneficiaries**

Objective to Which Indicator Responds: Improved Employability of the unemployed (especially women and youth).

Definition of the Indicator:

This is the number of participants/beneficiaries that have successfully completed the entire training and mentorship programme as designed by the JF Partner (as outlined in the grant agreement) and have received their qualification/certificates. The training and mentorship programmes are expected to be strongly linked to employment opportunities for successful beneficiaries. Each individual is only to be counted once, upon completion of the training intervention.

Unit of Measurement and Disaggregation:

The unit of measure for this indicator is a person (participant/beneficiary). The number of beneficiaries, who complete the training and mentorship programme, should be broken down in terms of geographic location, gender, age, race, and previous qualifications (NQF Level) as stipulated in the progress reporting framework.

This indicator will be reported on a quarterly basis. It may, however, be aggregated and audited on an annual basis as part of the required audit activities stipulated in the grant agreement.

DATA SOURCE

Reported numbers will be validated by training schedules, training attendance registers, certificates/letters of completion and the Jobs Fund Standard Schedule of Evidence.

DATA ANALYSIS & REPORTING

Like internships, beneficiaries can only be reported as trained once they have **completed the training intervention**.

Each JF Partner will present the data in their quarterly and annual progress reports as guided by the reporting framework provided by the Jobs Fund. Data will be analysed to understand the progress against targets and milestones. Data from all projects will be aggregated to enable programme level analysis and reporting.

Programme indicator 7 - Self-employed informal sector entrepreneurs/business owners

Name of Indicator: **Number of self-employed informal sector entrepreneurs/business owners**

Definition of the Indicator: This indicator measures the point at which a micro business owner can be counted as gainfully self-employed in their business. It measures improvement in a business owner's income from baseline (i.e., when they join the support initiative) to at least 6 months.

Two categories of informal sector entrepreneurs are included below:

Firstly, those micro business owners that are supported from a baseline income of below the Upper-bound Poverty Line (UBPL) to a point where they are earning equal to or greater than the prevailing line, as determined by Stats SA on an annual basis.

Secondly, those micro business owners that are supported from a baseline income of below the National Minimum Wage to a point where they are earning equal to or greater than the minimum wage threshold (per hour or day as the case may be).

In both instances, the entrepreneur's gross income is baselined and then measured over a consecutive six-month period (at a minimum) to track improvements.

The business owner can only be counted as a job once he/she meets a minimum agreed to threshold of personal income from the business over a period of 6 months.

Unit of Measurement and Disaggregation:

The Unit of Measure for this indicator is the informal sector entrepreneur. Data collected for the measurement of this indicator is to be disaggregated in terms of gender, age, geographic location, informal sub-sector and income category.

DATA SOURCE

Data sources for the collection of gainful employment information on the entrepreneurs will include self-reported financials generated by the entrepreneurs. Such information should demonstrate gross profits from entrepreneur businesses that are, at a minimum, equivalent to or greater than the prevailing Upper-bound Poverty Line.

DATA ANALYSIS & REPORTING

These jobs can only be reported once the business owner achieves the minimum thresholds over a period of 6 months (this is an average over 6 months). It is important to note then, that **there is at least a 6-month lag in reporting** (i.e., these jobs cannot be reported until the micro business owner has been tracked for at least 6 months and that he/she has reached the minimum stated threshold).

Entrepreneur business data will be reported by all contracted partners on a quarterly basis. Prior to reporting of these data to the Fund Manager (Jobs Fund), the contracted partner shall ensure the validity and reliability of such data.

Programme indicator 8 - Informal sector jobs

Name of Indicator: **Number of employed informal sector workers**

Definition of the Indicator:

A job that is created in the informal sector and the payment received for the job is equal to or greater than the National Minimum Wage hourly rate.

Informal sector jobs are those jobs that have been created because of the Jobs Fund's support for a particular intervention. The job is not directly maintained or paid for by Jobs Fund grant funds.

Unit of Measurement and Disaggregation:

The Unit of Measure for this indicator is the informal sector employee. Data collected for the measurement of this indicator is to be disaggregated in terms of gender, age, geographic location, informal sub-sector, income category.

DATA SOURCE

Data sources for the collection of employment information on employees will include employment declarations by the employer, co-signed by the employee. Such declarations should include information on the nature of the position, the stated wage, the employment tenure, etc.

DATA ANALYSIS & REPORTING

These jobs can be reported once the employment declaration has been co-signed by the employee and employer.

Employee data will be reported by all contracted partners on a quarterly basis. Prior to reporting of these data to the Fund Manager (Jobs Fund), the contracted partner shall ensure the validity and reliability of such data.

Jobs Fund Project Specific Small Micro Medium Enterprises (SMME) / Emerging / Small Holder Farmers (SHF) Indicator

Name of Indicator: **SMME / SHF Indicator**

Definition of the Indicator:

The regular and systematic collection of social impact data is an essential element of an organisation's value proposition. Social investment is increasingly becoming as important a metric as financial return in integrated reporting, and thus, the regular and accurate measure of impact outcomes is crucial.

A set of SMME/SHF indicators is configured on the JF Grant Management System and all Jobs Fund Partners are required to report on a quarterly basis on the impact that the intervention is having on small, micro and medium-sized enterprises and/or farming operations.

The SMME / SHF indicators are listed below:

Indicator	Description
1a	Number of SMMEs supported through Training & Mentorship
1b	Number of SHFs/EFs supported through Training & Mentorship
1c	Number of SMMEs procured goods/services from
1d	Number of SHFs/EFs procured goods/services from
1e	Number of SMMEs supported by providing access to markets
1f	Number of SHFs/EFs supported by providing access to markets
1g. i	Number of SMMEs supported through funding/funded inputs
1g. ii	Total Rand value of funding/funded inputs for SMMEs
1h. i	Number of SHFs/EFs supported through funding/funded inputs
1h. ii	Total Rand value of funding/funded inputs for SHFs/EFs
2a	Number of black-owned SMMEs supported
2b	Number of black-owned SHFs/EFs operations supported
2c	Number of women-owned SMMEs supported
2d	Number of women-owned SHFs/EFs operations supported
2e	Number of youth-owned SMMEs supported
2f	Number of youth-owned SHFs/EFs operations supported
3a. i	Number of black-owned SMMEs receiving funding/funded inputs
3a. ii	Total Rand value of funding received by black-owned SMMEs
3b. i	Number of black-owned SHFs/EFs receiving funding/funded inputs
3b. ii	Total Rand value of funding received by black-owned SHFs/EFs
3c. i	Number of women-owned SMMEs receiving funding
3c. ii	Total Rand value of funding received by women-owned SMMEs
3d. i	Number of women-owned SHFs/EFs receiving funding
3d. ii	Total Rand value of funding received by women-owned SHFs/EFs
3e. i	Number of youth-owned SMMEs receiving funding

- | | |
|---------------|---|
| 3e. ii | Total Rand value of funding received by youth-owned SMMEs |
| 3f. i | Number of youth-owned SHFs/EFs receiving funding |
| 3f. ii | Total Rand value of funding received by youth-owned SHFs/EFs |
| 4a. i | Number of SMMEs tracked for changes in turnover (revenue) |
| 4a. ii | Number of SMMEs with growth in turnover (revenue) |
| 4b. i | Number of SHFs/EFs tracked for changes in turnover (revenue) |
| 4b. ii | Number of SHFs/EFs with growth in turnover (revenue) |
| 5a | Total number of SMMEs supported (each beneficiary reported once) |
| 5b | Total number of SHFs/EFs supported (each beneficiary reported once) |

Annexure VIII – Theory of Change & Results Chain

All applicants must be able to fully articulate the theory of change for the proposed intervention and be able to develop a result chain for the proposed intervention. The following examples are only for illustrative purposes.

Communicating a Project's Theory of Change and Developing its Results Chain

This document outlines the difference between a Project's Theory of Change and Results Chain and provides illustrative examples of each.

A Results Chain is a diagram that depicts the causal linkages between an initiative and the anticipated outcomes and impact: linking the inputs, activities and outputs with outcomes and a desired impact.

A Results Chain is a clear representation of the stated initiative and should:

- Show what the project is doing and why they are doing it.
- Display the connections in the results chain and the causal linkages, i.e. Is there a clear and logical flow between the inputs, activities, outputs, outcomes, and impact? Is it easily understandable?
- Be results-oriented, i.e., indicates the desired results from the intervention (e.g., increase the number of operational SMMEs to promote new job creation and stimulate local economic development).
- Contain sufficient information to display the logical connections between different project elements but is not overly complex.

Illustrative examples of Results Chains are included below.

A Theory of Change (ToC), on the other hand, is a description of the logical causal relationships in an intervention and the multiple levels of conditions or preliminary results that are needed to achieve a long-term result. It can be presented in text or diagrammatic form, or both. The ToC provides the 'big picture' of the initiative and summarises work at a strategic level, while a results chain illustrates, at the implementation level, the causal links in the change process (i.e., activities, outputs, outcomes, impact).

For example:

The SMME Incubator project aspires to be a progressive SMME finance and development model for South Africa and seeks to change the way that SMMEs are supported.

The project is based on the theory that the provision of appropriate expansion finance for SMMEs (blended finance consisting of part loan and part grant funding), together with business management training and sector-specific mentorship will result in increased business activities, job creation and local economic development. The second theory informing the project is that the development of a SMME Incubation Hub (offering both virtual and on-site support) that actively links small business to large business supply chains will create mutually beneficial and sustainable partnerships that encourage business growth. There is greater recognition that small and large firms do not exist in separate worlds but are rather part of a complementary ecosystem of industrial production, technological change and innovation. Contributing to this new paradigm is the belief that small businesses are much more agile than large businesses, and thus can serve a complementary role, by being able to more readily respond to market and big business

needs, thereby creating shared value. The job creation benefits of the project are that as the supported SMMEs grow and secure new business, they will hire additional employees.

The Theory of Change for the above project would likely read as follows:

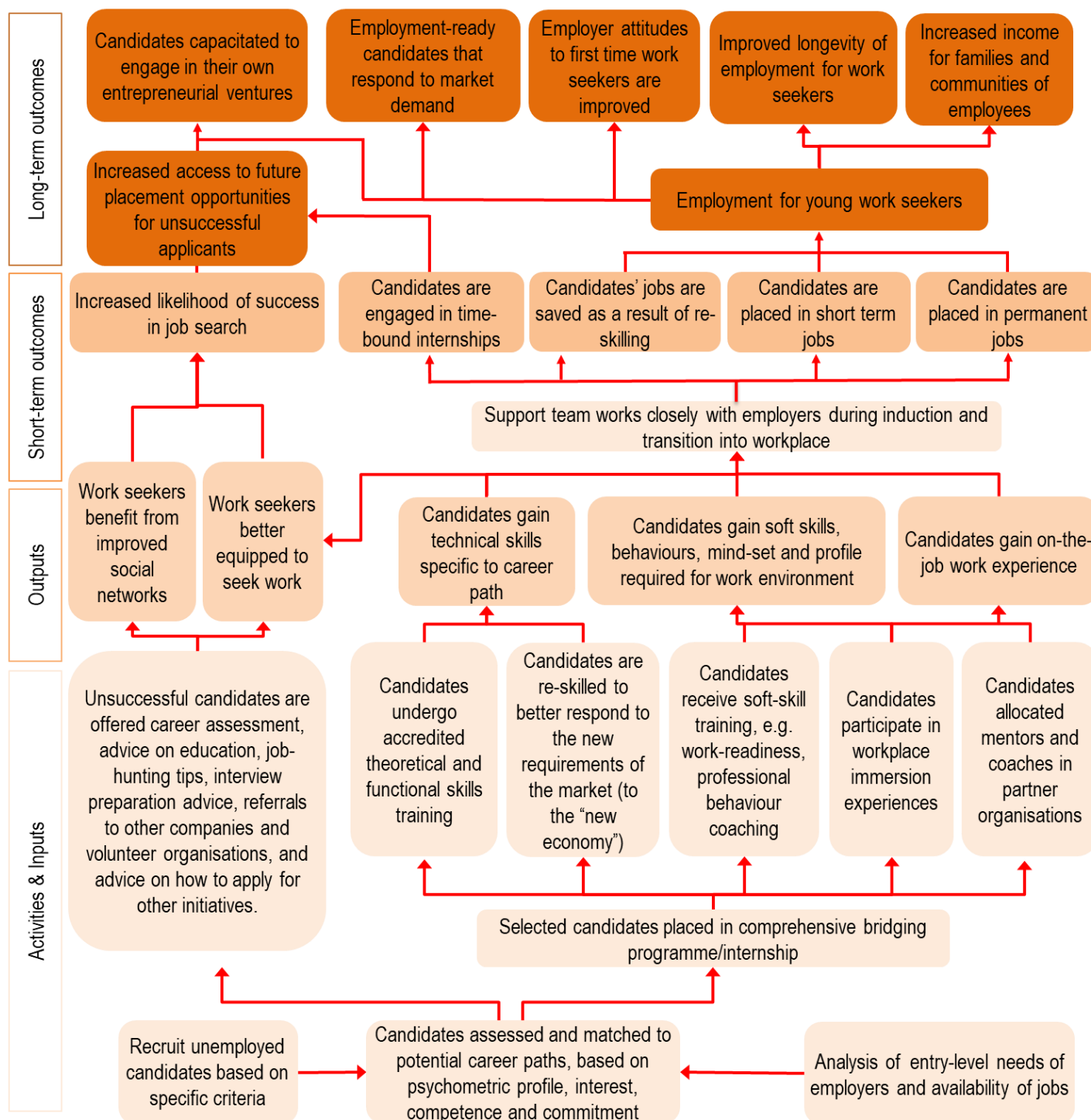
If you provide growth-orientated SMMEs with business management training, sector-specific mentors, access to new networks, linkages to markets (particularly larger business supply chains) and access to blended finance (part loan but subsidised by grant funding) through an easily accessible virtual and physical incubation hub,

Then, SMMEs are likely to adjust their business practices, and the following outcomes are achieved:

- *SMMEs improve their business models*
- *SMMEs secure appropriate and affordable blended finance for growth*
- *SMMEs increase the quality of goods/services*
- *SMMEs improve cost efficiency*
- *SMMEs secure off-take for goods/service, thereby increasing sales*
- *SMMEs build business resilience*
- *SMMEs reduce their risk profile and can secure further expansion finance from more traditional financiers*
- *Large businesses secure required products/services from SMMEs*
- *Jobs are created through business growth and supply linkages*
- *SMMEs successfully graduate out of the incubator and become stable businesses*
- *a self-sustaining incubation hub (through the loan repayment model)*

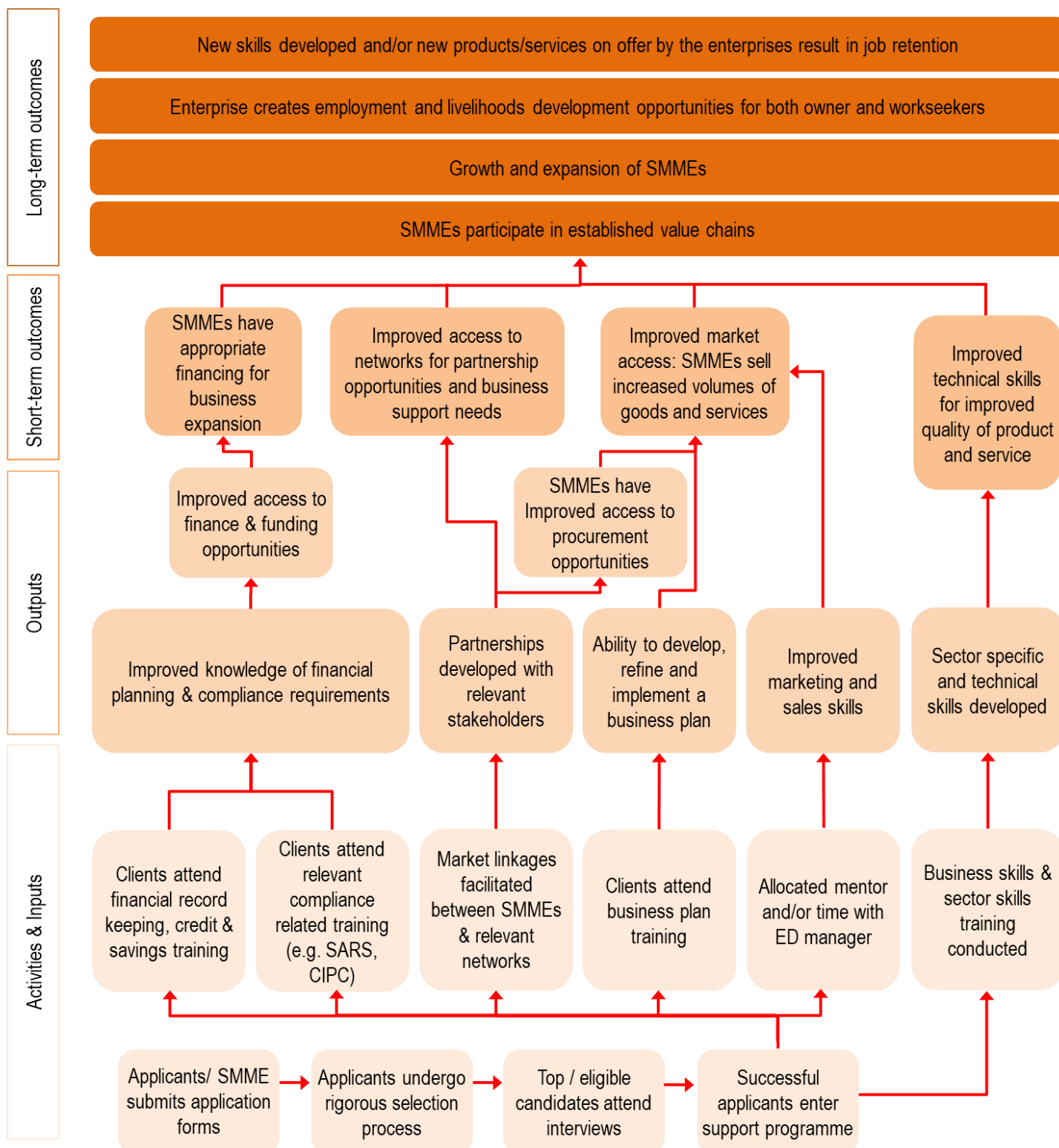
Example Results Chain: Support for Work seekers

Skills development and placement of young people into jobs



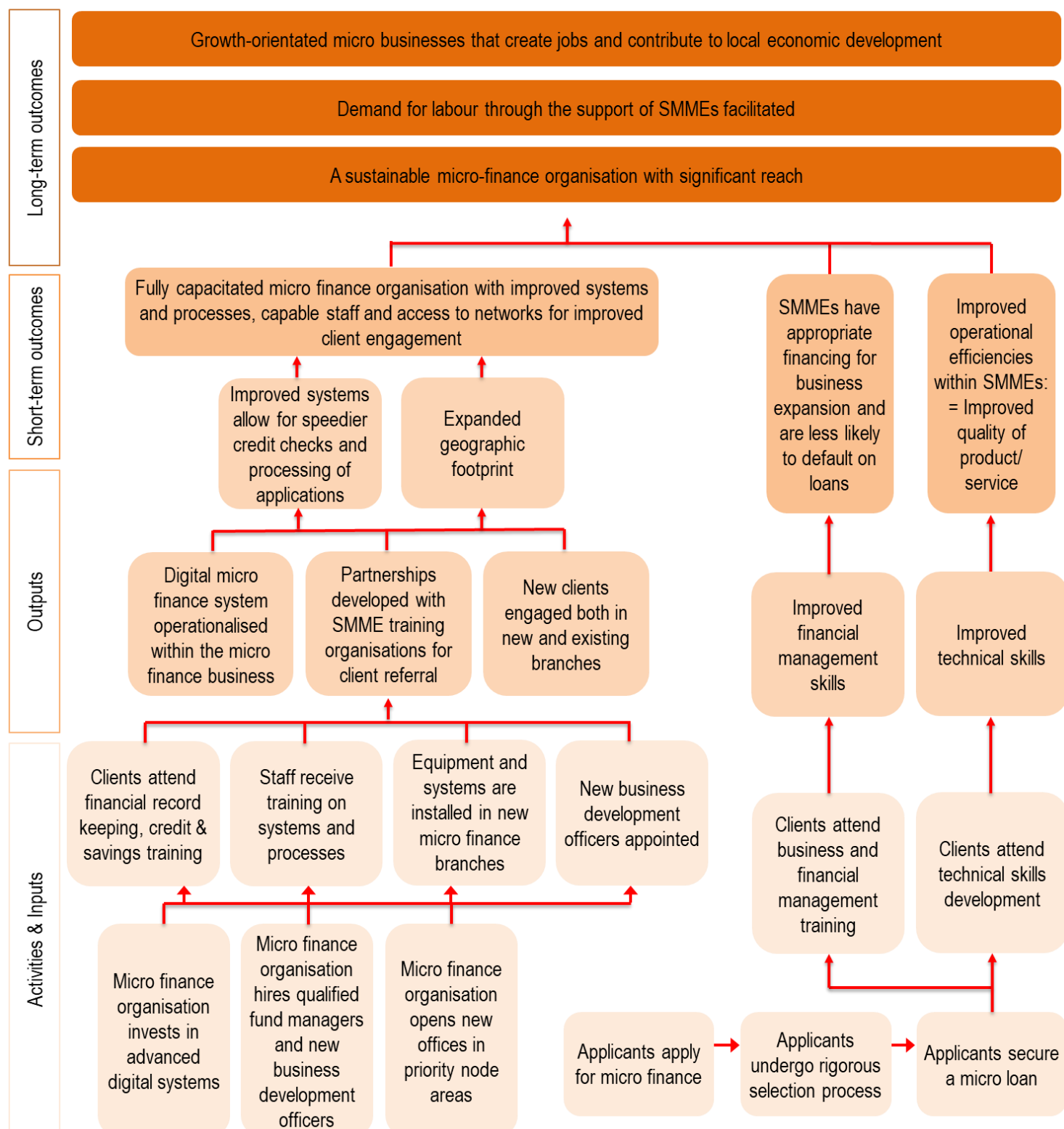
Example Results Chain: Enterprise Development

SMME Support



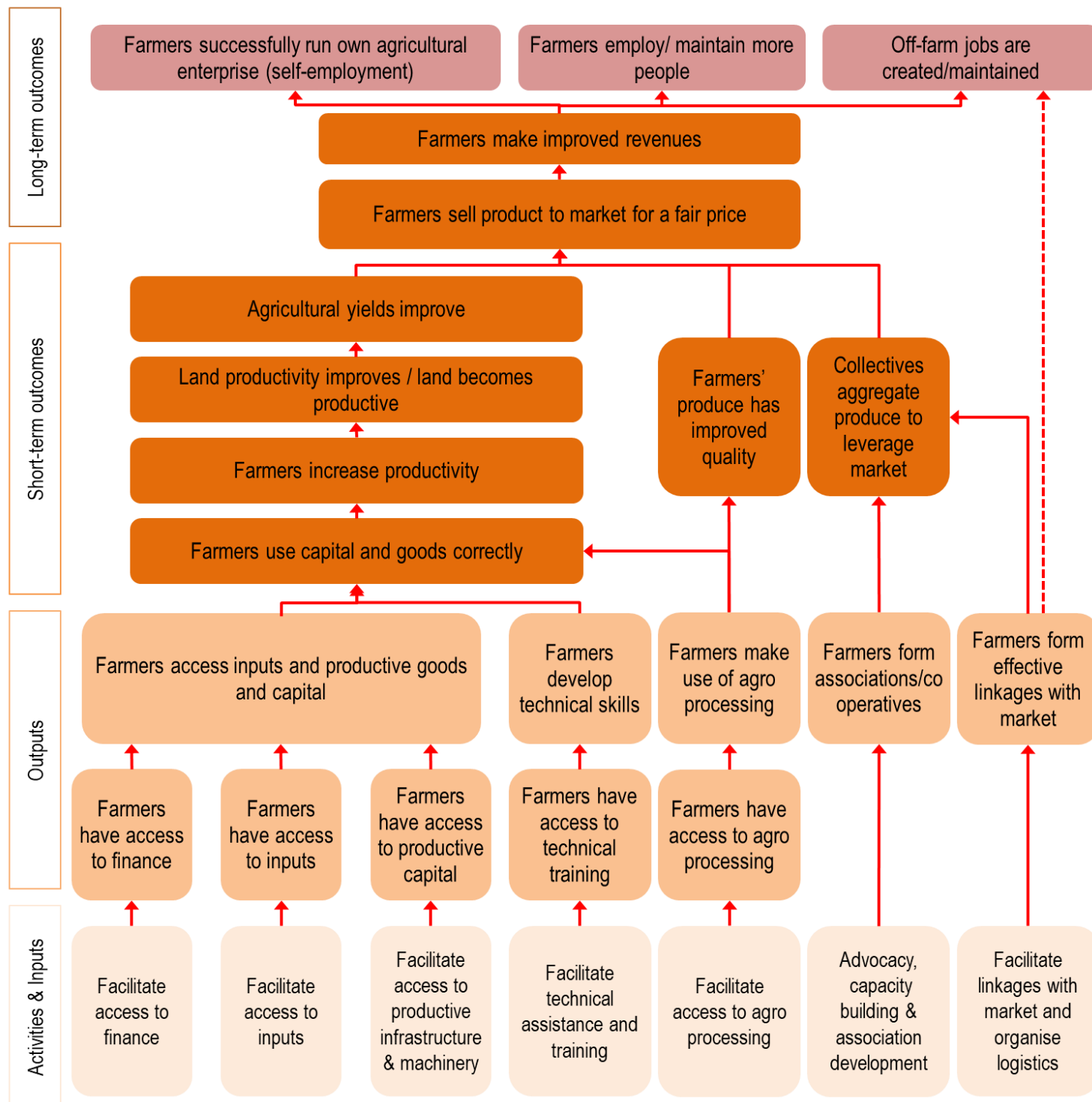
Example Results Chain: Institutional Capacity Building

Building capability to offer micro finance support to micro businesses



Example Results Chain: Agriculture

Smallholder farmer development



Annexure IX- Guidelines for green economy interventions

To classify a project as meeting the criteria for a green economy intervention, the Jobs Fund will focus on the sustainability, environmental impact, and the integration of eco-friendly practices within the economy. The following guidelines will be used to classify projects in the context of a green economy intervention:

➤ Environmental Impact

Projects must contribute to reducing environmental harm and improving the ecosystem. This includes:

- **Carbon Reduction:** Projects that reduce greenhouse gas emissions (e.g., renewable energy initiatives, energy efficiency projects).
- **Waste Management:** Projects that focus on reducing, reusing, or recycling waste materials.
- **Pollution Control:** Initiatives aimed at reducing air, water, and soil pollution.
- **Biodiversity Conservation:** Projects that protect or restore ecosystems, wildlife, and biodiversity.

➤ Resource Efficiency

This involves using resources in a more sustainable way, aiming to minimize waste and maximize the reuse of materials.

- **Energy Efficiency:** Projects that improve energy use, reduce consumption, or shift to renewable sources (e.g., solar, wind, hydropower).
- **Water Conservation:** Projects that reduce water usage or increase the efficiency of water use in industries, agriculture, or urban settings.
- **Sustainable Agriculture:** Practices that promote soil health, organic farming, and water-efficient irrigation.

➤ Low-Carbon Development

Green economy projects should aim to foster low-carbon alternatives to traditional practices:

- **Renewable Energy:** Investments in wind, solar, hydropower, and other renewable energy sources.
- **Sustainable Transport:** Development of public transportation, electric vehicles, and infrastructure to reduce dependence on fossil fuels.
- **Carbon Capture & Storage (CCS):** Technologies aimed at capturing carbon dioxide emissions and storing them underground or using them in other processes.

➤ Circular Economy Principles

Green economy interventions often adopt circular economy principles where the lifecycle of products is extended and waste is minimised.

- **Product Lifecycle Management:** Designing products for durability, repairability, and recyclability.
- **Closed-Loop Systems:** Systems where materials are reused continuously, and waste is minimized through recycling and upcycling.

➤ Social Inclusion and Job Creation in Green Sectors

Green economy interventions must also align with social objectives, such as creating green jobs, especially in communities that need economic development.

- **Green Job Creation:** Creating employment opportunities in sectors like renewable energy, waste management, sustainable agriculture, and eco-tourism.
- **Inclusive Growth:** Ensuring that marginalised communities benefit from the transition to a green economy (e.g., through skills development, enterprise support).

➤ Sustainable Financing

Green projects typically rely on funding sources that promote environmental sustainability and social responsibility:

- **Green Financing Instruments:** Projects that use green bonds, impact investing, or sustainable funds.
- **Climate-Smart Investments:** Financing that prioritises environmental sustainability and climate resilience.

➤ Adaptation to Climate Change

Projects in the green economy also focus on building resilience and adapting to the effects of climate change, including:

- **Climate Resilience Infrastructure:** Building infrastructure that can withstand extreme weather events (e.g., flood defences, drought-resistant crops).
- **Ecosystem Restoration:** Projects that restore natural ecosystems to buffer against climate impacts.

➤ Regulatory and Policy Alignment

For a project to be classified as green, it often needs to align with national or international standards, policies, or certifications that promote sustainability.

- **Green Certifications:** Meeting certification standards such as ISO 14001 (Environmental Management Systems), LEED (Leadership in Energy and Environmental Design), or FSC (Forest Stewardship Council).
- **Compliance with Green Policies:** Adhering to government regulations or international agreements such as the Paris Agreement on climate change.

A project classified as a green economy intervention is typically one that combines environmental sustainability with economic growth while prioritising low environmental impact, resource efficiency, and the creation of inclusive green jobs. It aligns with global sustainability goals, such as those outlined in the UN's Sustainable Development Goals (SDGs), particularly Goal 7 (Affordable and Clean Energy), Goal 12 (Responsible Consumption and Production), and Goal 13 (Climate Action).

Annexure X – Contact Details

To register your application, apply or submit a query, please use the links below.

Any enquiries must be submitted by email:

 jobsfund@treasury.gov.za

For further information on the application process and to submit your application please visit:

 <https://jobsfund.praxisgms.co.za> or www.jobsfund.org.za

To access Jobs Fund social media accounts, please click on the links below:

 https://www.youtube.com/@JobsFund_NT

 https://twitter.com/JobsFund_NT

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