

Annual Impact Report Yearbook 2022

Women's Empowerment:
pushing forward gender equality

Reducing Inequality:
increasing access to opportunities

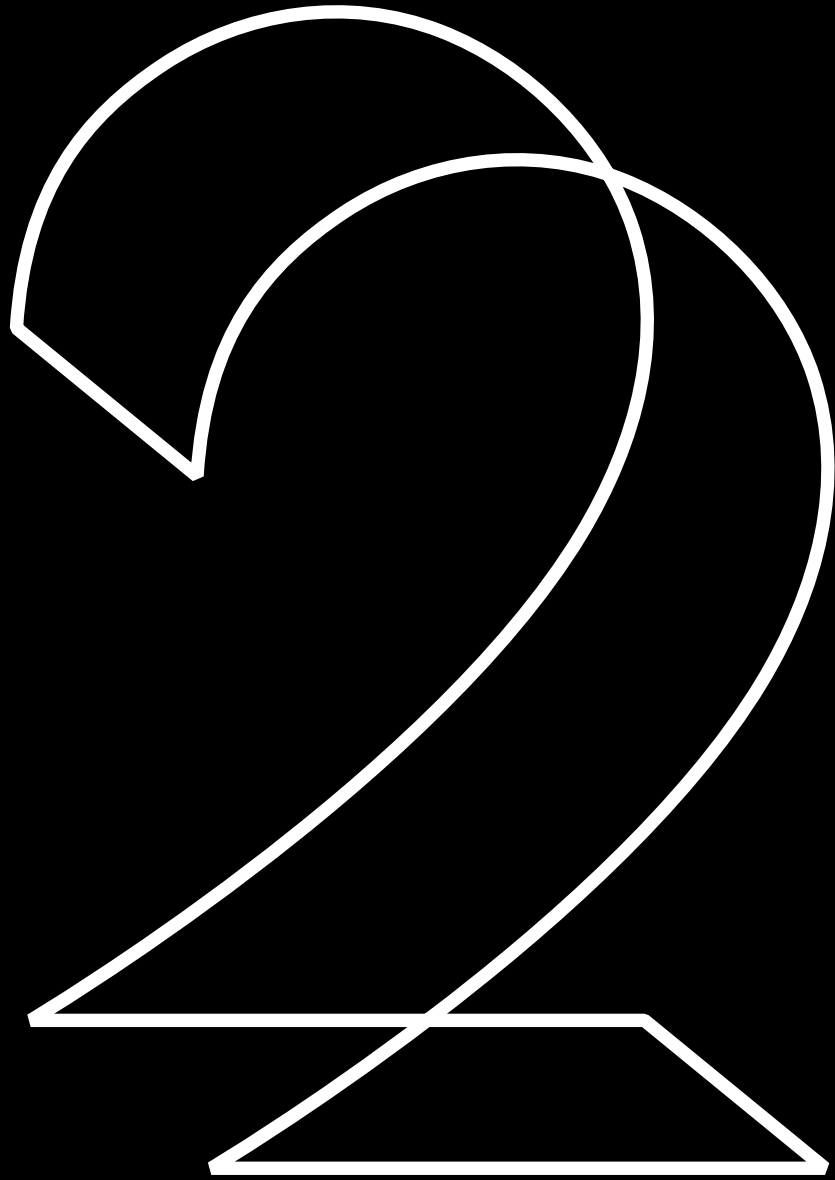
Decent Work:
creating diverse, empowering workplaces

Global Partnerships and Access to Resources:
removing structural and systemic barriers

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“ Pick up the
battle and make
it a better world.
Just where
you are. ”

—Dr. Maya Angelou.



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pushing forward gender equality

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increasing access to opportunities

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removing structural and systemic barriers



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FOREWORD

Wow, time flies. The older enpact and I become, the more often I hear people around me—including myself—quoting this proverb. Actually, it needs to be corrected, you might object. The speed of time doesn't change. Okay, point taken. What does change is our perception of time.

This change in perceiving the speed of time is due to a simple mathematical explanation that we were all taught in elementary school. Any given figure has a numerator and a denominator. The higher the denominator, the smaller the actual value of the number becomes. To make this more tangible: When you were a toddler and turned two years old, one year equaled %50 of your lifetime. When you turn ten years old, one year equals %10 of your lifetime. And when you turn eighty years old, one year will only equal %1.25 of your lifetime. With this in mind, our perception of the speed of time is much easier to explain.

But, whatever the underlying reason might be, I find it hard to believe that in 2023 we will be celebrating one decade of enpact—a total of 3,650 days filled with empowering, inventing, pivoting, struggling, fighting, praying, winning, losing, and impacting.

“And then one day you find ten years have got behind you. No one told you when to run; you missed the starting gun. [...] The sun is the same in a relative way, but you're older. Shorter of breath and one day closer to death. Every year is getting shorter; never seem to find the time.”

— Pink Floyd

Yes, there is some nostalgia involved when I listen to the song “Time.” Actually, you should put it on right now! It's an excellent piece of music and the perfect soundtrack for reading this introduction.



What happened during the last ten years? There are so many stories that could be told. In short: Our organization reinvented itself several times over. We transformed, grew, and changed in so many ways. We built spaces, programs, and networks of varying sizes. Furthermore, we changed offices several times and grew and shrunk in size. Ultimately, we are glad and proud to have impacted tens of thousands of people. It's still hard for us to grasp that number. And, to prove that we are not making this up, we want to provide you with quantifiable and qualitative evidence. Hence, you are currently reading the fourth edition of our yearbook. After experimenting with several formats, it now bears the subtitle "impact report." While it still provides you with human interest stories, it is now much more data- and number-based. On August 19, 2023, enpact will turn ten years old. Another number that is hard for me to fully understand. I have always been inspired by the stories of entrepreneurs. But, I get very skeptical when someone weaves a common thread retrospectively that explains that their success is the logical result of their visionary thinking and personal genius. Needless to say, success is only possible with lots of resilience, hardship, and determination. But, you must never forget the external factors beyond your control that also contributed, such as timing, serendipity, and sheer luck. So, we will not attribute this anniversary merely to our own vision and dedication; we will instead apply a more humble approach. In honor of Neil Armstrong, I am proudly saying: **This is a small step for humanity, but a huge step for enpact.**

But beware. Being humble does not mean being insecure. **We have built something important.** We have built something worthwhile. We have goals and objectives and are taking the leading measures to get there. We are confident in our strengths and are aware of our areas for improvement. We have developed a concrete strategy until 2030.

At the same time, we firmly believe that impact is not only measured in numbers. True socio-economic growth is not only about the highest number of businesses succeeding; it is about the sustainable support infrastructures built and the quality of lives that have been improved. This report communicates a holistic picture of the impact intended and the impact achieved. With this format, we aim to present to you the big picture of our mission: what we have managed to achieve, what we have learned, and what we have in store for our next steps. All within the framework of the Sustainable Development Goals, which is the ultimate "bigger" picture. We are approaching the half-way point to the 2030 deadline, and we all have a collective responsibility to accelerate our efforts and pool our resources towards creating a more equitable world that puts people and our planet first.

We wish you an inspiring experience with our yearbook and a great year ahead! Stay tuned on our different channels as we look forward to announcing exciting updates on our anniversary.

**This is a
small step
for humanity,
but a huge
step for
enpact.**



Dr. Sebastian Rubatscher

Matthias Treutwein

OUR IMPACT FRAMEWORK



2022 Numbers at a glance:

1,387 Number of all people supported

497 All companies/ organizations supported

621 New partnerships established due to the program

1,652 Number of jobs preserved

297 Number of jobs created

646 directly

1,590 indirectly

Number of women supported (direct and indirect)

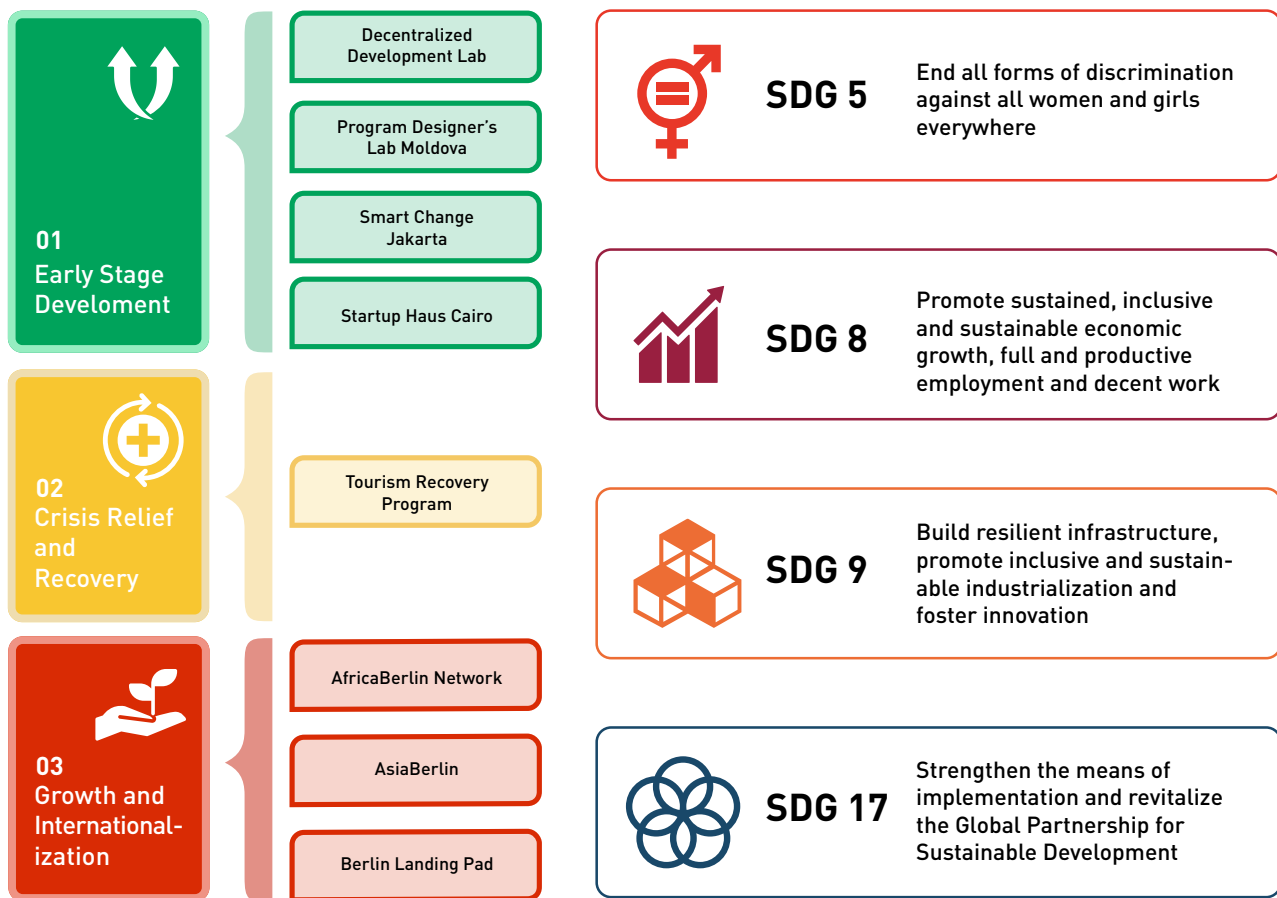


2,113+ hrs
3,974,500€

Number of expert training and mentoring hours

Amount of direct financial support

We pursue our mission to empower entrepreneurship across three core areas. Interventions in each of these core areas directly and indirectly contribute to the United Nations' Agenda 2030. Specifically, we focus on contributing to the achievement of SDG 5, SDG 8, SDG 9, and SDG 17 (see Figure 1).



[Figure 1]

Business areas

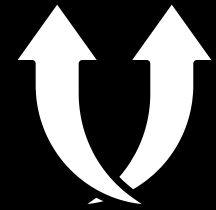
With our tenth anniversary approaching, we have undergone several restructuring efforts while staying true to our core philosophy to empower entrepreneurs. Our approach continues to facilitate quick and efficient access to the crucial resources for sustainable growth: financial support, training, mentoring, and network development. We work with entrepreneurs and support organizations across all development stages and cluster our activities in three business areas:

- **Early-Stage Development:** We empower new and existing businesses and organizations through mentoring, financial support, and training for nine to twelve months.
- **Crisis Relief and Resilience:** In a crisis, we provide quick, direct financial support, resilience training, and mentoring over three to six months for MSMEs to sustain their operations.
- **Growth and Internationalization:** We facilitate market access opportunities, strategic partnerships, and growth-oriented mentoring and training for businesses to expand their global impact.

All our projects are founded on peer-to-peer knowledge exchange, connecting resources across ecosystems, and building global communities that support entrepreneurial activity. We collaborate with partner organizations worldwide that share our vision for the sustainable development of the global entrepreneurship ecosystem. Together, we create projects tailored to the local needs of small businesses and organizations.

CORE AREA 01

EARLY-STAGE DEVELOPMENT



Drawing on our experience in supporting the early-stage development of SMEs and entrepreneurs, enpact is committed to promoting the growth of these businesses in developing countries.

Our approach combines financial support, skill-enhancing measures in business management skills, and access to local and international networks with private and public stakeholders.

SDG contribution

**SDG 5:
Gender Equality**

DDLab incubated and accelerated a rural entrepreneurship project for women called Becoming Nala (formerly Sophie Chan).

In 2022, enpact implemented three projects to achieve this goal. The Decentralized Development Lab (DDLab) in Indonesia and Rwanda supported multidisciplinary teams working on solutions in fields such as rural female entrepreneurship, e-mobility mangrove-friendly aquaculture, and inclusive digitalization.

The Program Designer’s Lab (PDL) in Moldova supported teams implementing cross-sectoral small-scale projects to advance the SDGs. The Smart Change accelerator in Indonesia supported SMEs and startups developing solutions for the mobility sector by connecting them to local government institutions and providing sector-specific expert training.

Additionally, since 2018, enpact has been operating the Startup Haus in Cairo, which acts as a hub for the local entrepreneurial ecosystem, promoting its development through networking, research, and entrepreneurial support projects.

**SDG 8:
Decent Work and Economic Growth**

Smart Change accelerator, PDL Moldova, and the DDLab actively supported SMEs/entrepreneurs to establish their ideas/solutions as marketable products, enabling them to sustain their businesses and employees.

**SDG 9:
Industry, Innovation and Infrastructure**

DDLab increased access to financial support for idea-stage teams in developing countries

The Startup Haus Cairo served as a central hub for the AfricaBerlin Network’s regional activities.

**SDG 11:
Sustainable Cities and Communities**

PDL Moldova and the Smart Change accelerator indirectly contributed to SDG 11 by accelerating SMEs/entrepreneurs developing solutions that contribute to achieving this goal.

**SDG 17:
Partnerships for the Goals**

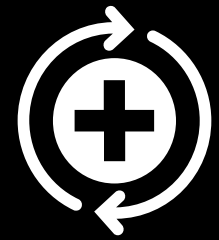
DDLab and the Smart Change accelerator implemented skill-building measures targeted to teams to turn their ideas into marketable products through triangular cooperation within teams, between teams and experts, and between teams and governmental decision-makers

With the DDLab, enpact effectively mobilized financial resources for teams in emerging economies developing solutions to achieve selected SDGs in their local context.

The Startup Haus Cairo acted as a central location for multi-level collaboration.

CORE AREA 02

CRISIS RELIEF AND RESILIENCE



enpact is dedicated to supporting small and medium-sized enterprises (SMEs) and entrepreneurs in developing countries during times of crisis. Among the main objectives is the safeguarding of economic infrastructures, local and regional value chains, jobs, and livelihoods for those impacted by a crisis.

In 2022, enpact launched a unique relief and resilience measure, the Tourism Recovery Program, as the third standalone program of the Empowering Entrepreneurship Initiative.

SDG contribution

SDG 5:
Gender Equality

The program gave priority to women-led businesses in the selection process.

SDG 8:
Decent Work and Economic Growth

By providing direct financial assistance, the program played a crucial role in preserving jobs that were endangered by the pandemic.

SDG 9:
Industry, Innovation and Infrastructure

The program empowered participating businesses to become more resilient through a combination of business management and crisis management training, mentoring, and access to international networks.

SDG 17:
Partnerships for the Goals

The program mobilized financial resources for emerging economies by providing direct financial support to tourism SMEs and implemented effective capacity-building measures with a focus on rebuilding the tourism industry in a more sustainable, resilient direction.

CORE AREA 03

GROWTH AND INTERNATIONALIZATION



In the core area **Growth and Internationalization**, enpact is working to accelerate SMEs and entrepreneurs and strengthen the connection between entrepreneurial ecosystems internationally. It facilitates the exchange of knowledge between entrepreneurs from different regions, as well as between entrepreneurs and key decision-makers in government. This approach not only supports skill enhancement for all stakeholders involved, but also promotes potential business opportunities and international market expansion.

In 2022, enpact implemented the AfricaBerlin Network, AsiaBerlin Summit, and Berlin Landing Pad. These projects provided networking formats, including South-North and North-South knowledge exchange delegations, as well as expert training targeted at facilitating market expansion between entrepreneurs and SMEs of partner countries and the German entrepreneurial ecosystem.

SDG contribution



SDG 9: Industry, Innovation and Infrastructure

DDLab increased access to financial support for idea-stage teams in The AfricaBerlin Network and AsiaBerlin Network increased the integration of participating SMEs and entrepreneurs in international value chains and markets. At the same time, it facilitated access to funding opportunities through expert training sessions and international networking formats such as expert/delegation visits

The Berlin Landing Pad enabled access for international entrepreneurs and SMEs to the Berlin entrepreneurial ecosystem. It entailed a one-month-long component in Berlin and expert training on how to expand and enter the Berlin market.



SDG 17: Partnerships for the Goals

The AfricaBerlin Network, AsiaBerlin Summit, and Berlin Landing Pads projects implemented targeted capacity-enhancement measures for internationalization of SMEs in developing and emerging economies, through North-South, South-South and triangular cooperation between entrepreneurs, SMEs, government decision-makers and ecosystem enablers

All three projects included in their concept the connection between entrepreneurial stakeholders. They linked entrepreneurial drivers from African and Asian countries with Germany, including governmental actors such as the Berlin Senate Department for Economy, Energy and Public Enterprises.

SDG 5

End all forms of discrimination against all women and girls everywhere

Target 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life



SDG 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value



SDG 9

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Target 9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all

Target 9.3 Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets



SDG 17

Strengthen the means of implementation and revitalize the global partnership for sustainable development

Target 17.3 Mobilize additional financial resources for developing countries from multiple sources

Target 17.9 Enhance international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement all the Sustainable Development Goals, including through North-South, South-South, and triangular cooperation





CORE AREA 01

EARLY-STAGE DEVELOPMENT

We empower new and existing businesses and organizations through mentoring, financial support, and capacity-building for nine to twelve months.

A seed, by nature, has what it takes to blossom: from the drive to do so, to all the necessary makings of a plant. However, its nature alone is not enough. Without the right environment, and the right resources, the seed will never break through the surface of the soil.

Objective:

Promote local early-stage entrepreneurship through the combination of financial support, capacity-building and network development.

Locations:

Number of participants and businesses across every location supported by early-stage development projects.

Egypt

+300 Businesses

Indonesia

125 Entrepreneurs
40 Businesses

Moldova

06 Entrepreneurs/
Leaders
06 Organizations

Rwanda

05 Entrepreneurs
01 Business

Starting is the hardest part of, well, anything. We know the value of that initial momentum, and of having the right support pillars when you first decide to take on a challenge or build your own venture. Early-stage development for us means that your back is covered, that you can start your journey as an entrepreneur with fewer barriers, fewer worries and on a more even ground.



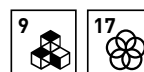
In this section:

01 Local roots, global results

Startup Haus Cairo

Project objective: Promote and enhance network development and support infrastructure, data-based evidence, and funding opportunities of the Egyptian entrepreneurial ecosystem.

Contributes to SDGs: 9,17

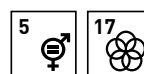


02 Smart cities and smarter ecosystems

Smart Change Accelerator

Project objective: Enable partnerships between startups, corporates and governmental institutions to implement urban innovation in Jakarta.

Contributes to SDGs: 5,17

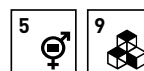


03 The road to sustainability for social enterprises

Program Designer's Lab Moldova

Project objective: Increase the sustainability of the SDG Innovation Fund Moldova (preliminary project) outcomes and prepare supported teams for the acquisition of follow-up projects.

Contributes to SDGs: 5, 9

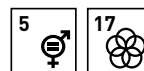


04 Private-public partnerships: one planet, one challenge, one goal

Decentralised Development Lab

Project objective: International and interdisciplinary teams develop and implement innovative and sustainable solutions to specific development challenges defined by partner countries and selected German federal states.

Contributes to SDGs: 5,17





LOCAL ROOTS, GLOBAL RESULTS: CELEBRATING FOUR YEARS OF STARTUP HAUS CAIRO.

Project name: Startup Haus Cairo

Project description:

Startup Haus Cairo is the enpact hub in North Africa and is central to our activities and support programs across the region. It was first established in 2017 with the support of DROSOS FOUNDATION. Startup Haus Cairo is home to workspaces, services, amenities, and dynamic collaboration with a vibrant community where ideas, knowledge, and inspiration are exchanged.

Project partners:

drosos (...)

Project country:  Egypt

Entrepreneurs/businesses supported:

41 tenants, 283 businesses ^[1]

This project contributes to the Sustainable Development Goals as follows:



SDG 9.1

Number of entrepreneurial support programs hosted at Startup Haus Cairo: **12**



SDG 17.9

574 entrepreneurial events (networking, fundraising, webinars, panel discussions, etc.)

41

Number of startups hosted at Startup Haus Cairo

07

Number of startup ecosystems analyzed

47

Number of local mentors involved

32

Partnerships ^[2] **executed by SHC**

[1] While the above number reflects the entrepreneurs that were directly or indirectly supported through the infrastructure built in Startup Haus Cairo, we have worked with countless artists, and aspiring entrepreneurs through over 500 events in the span of the four years. The work at SHC also made it possible to support 558 businesses across the SWANA region.
[2] Partnerships established through MoUs or official agreements; partners with which enpact conducted joint events or projects.]

From Startup Space to Support Infrastructure

“Individually, we are one drop; but together, we are an ocean.” This quote, by Japanese writer Ryunosuke Satoro, captures the guiding principles and long-term vision behind establishing Startup Haus Cairo.

It started with a question in 2017: How can we provide sustainable support that responds to—and is flexible enough to grow with—the needs of the entrepreneurship ecosystem? In order to flourish, people need a solid foundation to stand on, access to concrete resources, a sense of belonging and nurturing, and a sense of purpose.

We believed that this could be achieved through a holistic support center. One that enables and accelerates community building, fills resource gaps, and encourages healthy competition in the entrepreneurship ecosystem by providing diversification in the facilities and services offered.

This is how we envisioned Startup Haus Cairo. The goal was to provide facilities and workspaces for aspiring and current entrepreneurs in Egypt so that they could have a space to build their solutions. When we met with DROSOS FOUNDATION, it was clear from the beginning that we shared the same vision towards reducing inequality through empowering entrepreneurs. With their experience in providing support for youth in Egypt and across the Southwest Asia and North Africa (SWANA) region, they were the ideal partner to join forces with. Here’s a glimpse of what has been accomplished through this collaboration over the last four years:

The impact of Startup Haus Cairo as a community and support center can be measured across five metrics:

- Raising awareness
- Creating jobs
- Economic empowerment
- Lifelong learning
- Policy advice

Raising awareness

When we began, entrepreneurship was not yet widely believed to be a viable career path in Egypt. Hence, it was important to uplift the voices of people who were building their own path and creating their own solutions to the problems they saw around them. Our first impact goal with Startup Haus Cairo was to create visibility for entrepreneurs. This was achieved through building a community and providing a platform. Initially, our target was to have one community exchange event at Startup Haus Cairo every week, which would have amounted to 208 events in four years. This was significantly exceeded, with 574 events implemented to date in virtual, hybrid and offline formats.

First, the majority of the events focused on topics relevant to business growth: legal setup, finances, team building, leadership, and digitalization. With time, culture became another key subject. Why? Because entrepreneurship is driven by—and a reflection of—culture. The growth of the entrepreneurship ecosystem in Egypt can be partially attributed to the global startup boom. However, cultural and political landscape changes in the country also played a crucial role. With 50.9% of Egypt’s population being under 40, there are not enough spaces and communities that give young people the opportunity to express, learn about, and engage in cultural activities. This resulted in 76 of the 574 events focusing on artistic expression and cultural awareness.

“We wish that Startup Haus Cairo continues with the support provided by their workspace to embrace creative entrepreneurs and push forward creative industries locally and globally.”

—Ramzy Helal, CEO, Nubiavest



Nubiavest Performance at the Startup Haus Cairo Four Year Anniversary Event.

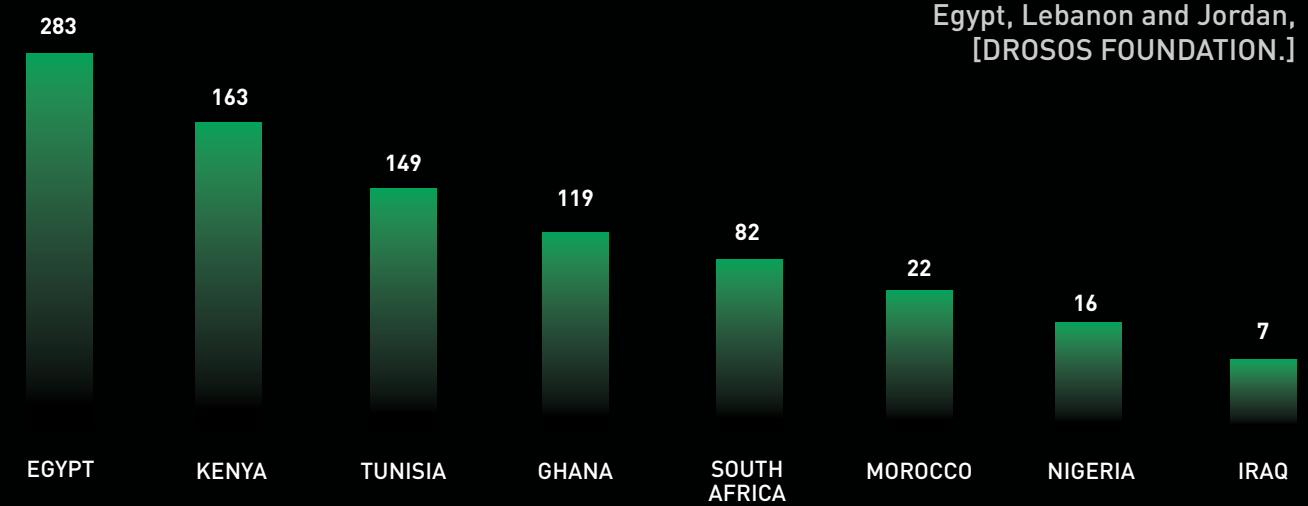
Economic empowerment and creating jobs

Africa is the second most unequal continent in the world, and home to seven of the world’s most unequal countries.^[1] This economic inequality can be fought with ensuring the presence of tools and resources that enable sustainable - and inclusive—job creation and preservation. As a physical space in Egypt, Startup Haus Cairo acted both as a case study and a hosting space to facilitate entrepreneurial support programs and exchange formats across the entire region. Through the foundation laid out in Startup Haus Cairo - both the actual facilities and the connections created around and within it - 841 companies across the SWANA region received various types of support.

“One of the things I appreciate about enpact in managing Startup Haus Cairo is that they are building the local capacity of young and capable leaders, putting the onus and responsibility on Egyptians, led by a bright young woman. To me, it is not just symbolic. It is a statement.”

—Wessam El Beih, Country Director for Egypt, Lebanon and Jordan, [DROSOS FOUNDATION.]

Startups enpact supports, per country



Policy advice

Startup Haus Cairo also acted as a research center for Egypt’s entrepreneurial ecosystem, as it turned into a meeting place for entrepreneurs from the region and experts from around the world. Hence, it was the ideal and fertile ground for conducting research and gathering data on the entrepreneurship ecosystem in Egypt.

Throughout the four years of Startup Haus Cairo, we have published two reports, which analyzed seven different city ecosystems across the country: Alexandria, Assiut, Cairo, El-Gouna, Mansoura, Sohag, Suez.

02

NUMBER OF ENPACT SFI ^[2] REPORTS PUBLISHED

07

NUMBER OF CITIES INCLUDED IN THE SFI ^[2] REPORTS



[1] Oxfam, 2019: A Tale of Two Continents: Fighting inequality in Africa. [Source.](#)

[2] Startup Friendliness Index (SFI) by enpact uses data-driven approaches to provide transparency, comparability and insights that support startup ecosystem decision-making. [Source.](#)

Network and lifelong learning

Perhaps one of the biggest indicators of impact is the ripples created around it. What started out as an entrepreneurship center and workspace grew beyond the initial expectations and goals set for its implementation. This is largely due to the community that has been created around it, both at the local and the global level.

Within the first year of its implementation, Startup Haus Cairo became a catalyst. It grew in terms of how the strategy for support programs in Egypt developed from a platform for bilateral exchange between Germany and Egypt, to a multilateral exchange between Europe, Africa, and Asia.

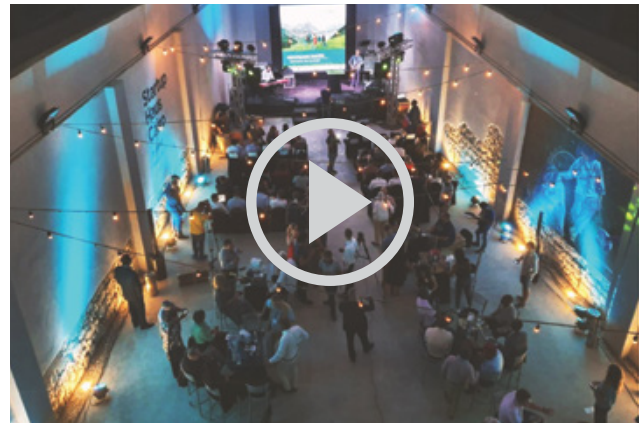
In a mini-documentary that explores the story behind Startup Haus Cairo, Wessam El-Beih reflects on the impact of the space: "I think parts of the achievement was how that physical space has actually become the center for expanding the work of enpact to the region. To me, this represents how much this investment, this collaboration, acted as a true stepping stone to achieving much more than what we intended in the beginning of the partnership."

You can find more information regarding our future plans in the outlook section. For a detailed overview of the journey, lessons learned, and insights acquired over the last four years of setting up, building and growing a support center and community in the heart of Cairo, download the full publication on our website. You will understand why we are both honored and looking forward to continuing our collaboration with the DROSOS FOUNDATION.

If you'd prefer an audiovisual experience, check out our video:



↓
Download
 the full
 publication
 on our
 website



We are proud of the space and the community we've built. In 2023, we are focusing on the development of direct financial support programs as part of our commitment towards early-stage development and building a holistic infrastructure of support in Egypt. We want to dedicate our resources to the launch of new opportunities that are more suited to the needs of our program participants and community. Stay tuned on our social media channels to be the first to learn more.



INITIATING THE SMART CITY: 4.0 ECOSYSTEM IN JAKARTA

Project name: Smart Change

Project description:

2022 witnessed the closure of the SmartChange project - a three - year - long project that targeted the promotion of good governance and sustainable urban development in Jakarta. It consisted of many different components clustered into two pillars that were designed to complement each other. The first involved the empowerment of local authorities in urban innovation, while the second pillar enhanced the underlying macrostructures for an entrepreneurial ecosystem. The basis was the city partnership between Jakarta and Berlin and a triangular cooperation with Bangkok. Within the first pillar, enpact executed the Future City Accelerator and the Jakarta Future City Hub in 2022. Both were targeted at promoting local economic growth in Jakarta with an entrepreneurial ecosystem that enables the development of startups and generates jobs.

Project partners:



Project country: 🇮🇩 Indonesia

Entrepreneurs/businesses supported:

110 entrepreneurs, **37** businesses

This project contributes to the Sustainable Development Goals as follows:



SDG 5.5

52.73% Share of women participants among the total number of participants

40.00% Percentage of supported women participants in leading managerial position

58 Number of women who received access to training



SDG 17.9

15 agreements between businesses and implementing partners (corporations and local governments)

26 Number of sessions between businesses and implementing partners (corporations and public sector representatives)

123 Total number of accelerator workshops & sessions with trainers

110 Total number of new business contacts obtained through the program

Jakarta The most populated city in Indonesia, is expected to take Tokyo’s spot as the world’s most populous city by 2030. This equals a population of 35.6 million and will raise significant urban challenges, such as traffic congestion, waste management, and provision of public services.

For viable solutions, stakeholders from all sectors, residents, and the provincial government of Jakarta require active participation, engagement, and co-creation. More collaborative places for the citizens to foster innovative solutions for urban sustainability are needed. A supportive ecosystem that bridges public resources, large businesses, and creative entrepreneurs plays a crucial role. To achieve this, a hub component was developed within the project. Its genesis was based on the qualitative insights collected through focus group discussions, individual interviews, and feedback. The goal of the program was to tackle eight challenges that entrepreneurs in Jakarta face:

- | | |
|------------------------------------|--------------------------------------|
| 1. EXPERIENCE & NETWORK | 5. FUNDING |
| 2. ROBUST MENTORING | 6. PRODUCTIVITY & BALANCE |
| 3. ACCESS TO MARKET | 7. SPACE & SAFETY |
| 4. GOVERNMENT SUPPORT | 8. TALENTS & NETWORK |

In response to the eight issues mentioned above, enpact has developed a concept for the space regarding the physical space (hardware) and the program (software). The overall design and programs are conceived to have the following unique selling points (USPs):

- a. International connections with a particular focus on Berlin
- b. Government proximity—Jakarta Smart City
- c. Entrepreneurial business consultancy
- d. Community-based support
- e. Research-based support
- f. Personal space and safety provision

“Our business relies deeply on our network, so being inside a circle or a community that can open opportunities to my business is very important.”

—Olga Elisa, Founder, and Managing Director, Alega

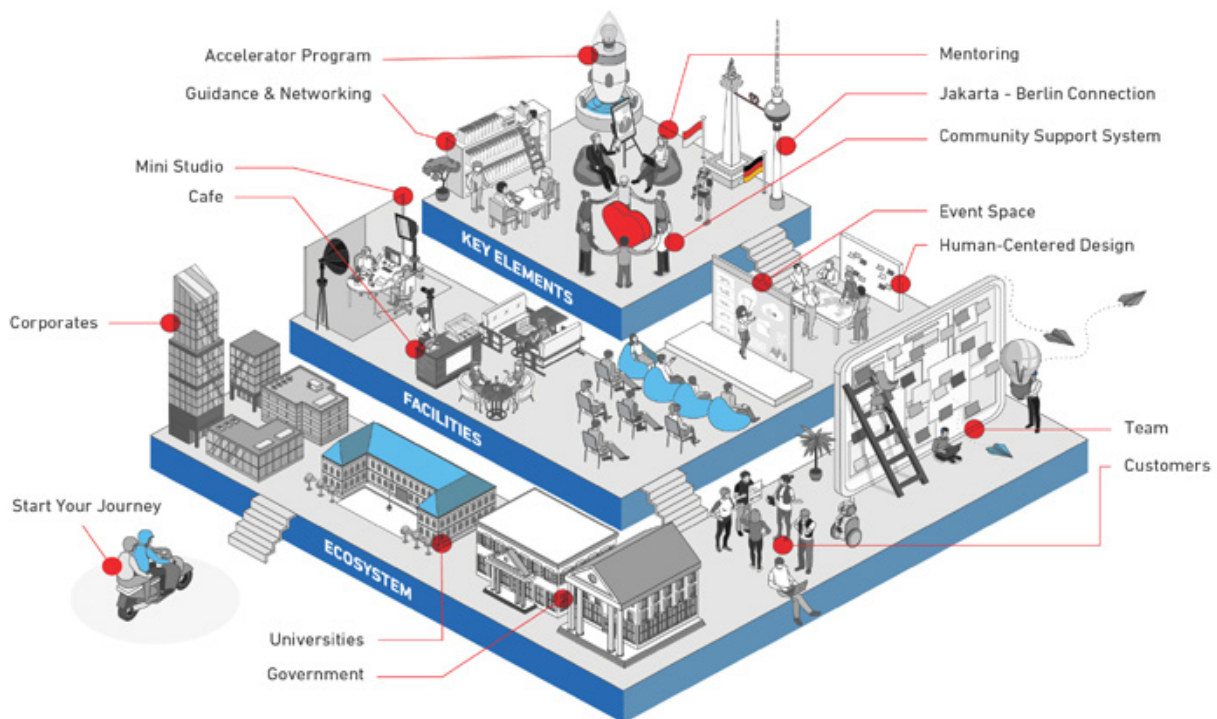


Illustration of the Jakarta Future City Hub concept consisting of space and program features

Jakarta Future City Hub

The Jakarta Future City Hub will be located in Jakarta Box Tower, a prime location in the city that is inclusive of different groups of entrepreneurs and Jakarta citizens in general, yet has proximity to the government. The hub is undergoing a development and construction process and is expected to be accessible in 2023.



Jakarta Future City Hub groundbreaking event in Jakarta Box Tower organized by Smart Change, Jakarta Smart City, and enact.

FUTURE CITY ACCELERATOR ENABLED PUBLIC-PRIVATE PARTNERSHIPS IN TACKLING URBAN CHALLENGES IN JAKARTA

Understanding the need for a matchmaker to bridge innovators and the government, enact implemented the **Future City Accelerator program** to empower entrepreneurs, corporates, and government institutions to solve city challenges with proximity to policymakers. We designed and developed a curriculum for a series of co-creation workshops delivered by mentors and trainers to enable startups and business founders to pilot their use case within the ecosystem.

In 2022, the program enabled cross-sectoral collaboration and strengthened the entrepreneurial ecosystem by launching three rounds of the Future City Accelerator and supporting 37 businesses across various sectors tackling the **Smart Mobility, Smart Economy, Smart Living, and Smart People** aspects in Jakarta

“It’s always a challenge for early-stage tech startups to engage and connect with government-owned businesses and large-scale service providers. This program helped us accelerate connections and engagement, especially with MRT Jakarta.”

—Gerry Mangentang, CEO, Izy.ai



The first round, the **MRTJ Accel X Future City Accelerator**, was implemented in partnership with PT MRT Jakarta, a public transportation rapid rail service company (Jakarta Mass Rapid Transit). The second round supported 25 brand founders in Indonesia. It also witnessed the initiation of the **Hypelokal Awards** with **Hypefast** and **Forbes Indonesia** to supercharge growth in local brands and the creative industries' economy retail ecosystem.

“When we reflect on this program, we understand 2 things: First, Technology alone cannot change the whole sustainability and Second, with just one vision, we cannot grow a whole nation, so networking is important”

—Mathan Kumar, CEO & Founder, Sealog

Sherly of Java Sister Vanilla showcasing at the Indonesia Brand Founders Summit 2022, the biggest local consumer brands conference in South East Asia

The final round was home to the **JAKI Innovation Challenge**. Five startups collaborated with the government of Jakarta by prototyping their solutions with Jakarta Smart City, under Jakarta's Information and Technology Agency. The goal was to improve public service quality and provide citizens with easy access to new public services.

Startups have conveyed that without the program, they would have had minimal opportunities to bridge the network gap in the ecosystem. It would have been challenging to have direct communications with an enterprise owned by a government or large industry, not to mention the ability to have extended one-on-one discussions with them.

Other key insights making the program successful were:

- a. Building a bridge between startups and potential partners.
- b. Preparing the startups before crossing the bridge.
- c. Identifying the non-obvious potential that can serve as additional opportunities between the two parties.
- d. Enabling tangible partnerships between startups and different stakeholders.
- e. Relevant program topics and formats.
- f. Excellent communication and collaboration on the part of the invited implementing partners.

The Future City Accelerator program supported startups and business founders by securing and enabling 15 further cooperation agreements/partnerships with the implementing partners.



Networking session for MRTJ Accel X Future City Accelerator

Support to the Moldovan Government in the implementation of the 2030 Agenda

- Building strong institutions and making better policies
- Providing and using more disaggregated and reliable data
- Funding innovative small-scale projects to foster partnerships for the SDGs



SUSTAINABLE SOCIAL IMPACT IN EASTERN EUROPE

Project description:

The Program Designers' Lab in Moldova (PDL Moldova) provided technical support for six multidisciplinary project teams. The goal was to enable them to maintain their operations, build strategic partnerships, and secure funding in the long term. The program was implemented in collaboration with GIZ Moldova within the framework of the SDG Innovation Fund, commissioned by the German government with the aim of fostering sustainable development in the Republic of Moldova.

Project partners:



Project country: 🇲🇩 **Moldova**

Entrepreneurs/businesses supported:
6 entrepreneurs, 6 organizations

This project contributes to the Sustainable Development Goals as follows:

Areas supported:

- Employment and inclusion of marginalized groups
- Support for autistic persons and their families
- Energy efficiency and environment
- Climate and sustainable urban environment
- Water access for rural communities



SDG 5

14 Number of women who received access to training/capacity building

83.33% Share of women as project leads

83.33% Share of women supported amongst all supported individuals

50.00% Gender ratio among mentors and experts



SDG 9

100% of supported projects developed a sustainability road-map for their continued activities

We stand with the people of Ukraine. When the Russian war of aggression first started, we were deeply distraught to see the drastic effects on the lives of millions of people. To this day, the consequences continue to unfold, and we stand in solidarity with everyone who has suffered and continues to suffer.

While the most tragic impact of the war has been on the lives of the people in Ukraine, the economy has suffered significantly. This strain is felt disproportionately by small businesses, since they have lost clients, partners, and suppliers. Not to mention the wider effect: price hikes, lack of imports and products vital to their operations, nationwide energy disruptions, and more. Humanitarian aid was, is, and continues to be crucial. But, what is also important now is to look beyond the immediate future and immediate needs. This means preparing support for people to regain and maintain their economic independence during and after the crisis - especially the most vulnerable groups.

Prior to February 2022, we had already identified Eastern Europe as a strategic area for projects geared towards training and growth. We started our first program in the region, the Program Designers' Lab in Moldova (PDL Moldova). It provided technical support for six multidisciplinary project teams, enabling them to maintain their operations, build strategic partnerships, and work on securing funding in the long term. Due to the circumstances of the war of aggression, the program was adapted to support organizations in pivoting their activities. Some of the participating organizations shifted their focus to provide aid for refugees, adapt to the change in resources and environment, and become more resilient.

Working with the six organizations allowed us to better understand their needs and how they were impacted. We used this knowledge and insights to secure an immediate support solution for more entrepreneurs from Ukraine and Moldova. As the PDL Moldova wrapped up, we were preparing for the start of the FEMEIE (Female Entrepreneurship in Moldova—Emergency Initiative for Economic Empowerment) program. Now - more than ever - we wanted to contribute to maintain structures, assist people, and support them in not losing hope.

We believe that it is imperative to continue to highlight and raise awareness about the atrocities of war and condemn it and its repercussions. At the same time, we believe that it is equally key to uplift and magnify the voices of those taking action and trying to create change. One of these voices is Ana Popa from the Ecovisio team, who launched Moldova on Bikes, one of the projects participating in the PDL Moldova program.

Moldova on Bikes at a glance

Chisinau bike alliance

20 members

500 people that constantly follow, communicate and show up for bike rides and community events.

Four initiatives,

2,000 followers for the social media pages

80 cyclists on average per bike ride/event.



Ana Popa at enpact's headquarters in Berlin, 2022.

enpact: What motivated you to start it?

Ana Popa: Moldova on Bikes is a natural continuation of what I did as an activist and volunteer. I have been an active cyclist and used my bike as my main means of transport for at least twelve years. Therefore, I am very interested in implementing ideas in mobility. The project is creating a lot of "firsts" as cycling is still a fresh and new topic in Moldova. We are a small, relatively rural country. The potential for agrotourism and ecotourism is significant, and cycling is an ideal way to explore and utilize that.

Tell us, what does Moldova on Bikes do?

It comprises three parts: **first**, building the cycling community in Moldova. During the pandemic, more people became interested in alternative modes of transport. So, we started offering training for beginner cyclists via a mentorship program. Especially for young girls who don't know how to cycle but would like to learn. Because, unfortunately, they do not get the same chances to do so as boys do.

The **second component** is about lobbying and advocacy campaigning. We aim to raise awareness about cycling among the authorities. In concrete terms, we want to enhance the understanding of representatives within the public sector and decision-makers regarding the needs of a cycling infrastructure for the city.

The **third component** is building a bike trail around Chisinau. We want people to be able to benefit from such an opportunity. It would make a significant contribution to sustainable tourism. Building and marking these trails creates even more visibility for cycling, as it would provide around 135 km of trails with scenic routes to famous tourist locations.

Who are the stakeholders that are involved?

We started working with the community we had already built and tried to support its growth. We also started a constructive dialog with the bus drivers on how to better accept and make space for the cyclists on the road. And, of course, the public sector officials. One thing that I learned is that you are closer to the decision-makers than you think you are. If you have the determination and the energy to engage in a particular topic

with campaigning and advocacy, you have a solid chance of getting through. And, the best part is that the regional roots we are establishing now can eventually extend and turn into a national network.



enpact: Who is the actual target audience?

Everyone is interested in cycling! We don't have a formal lobby group; the bike alliance that I co-founded still is an informal initiative. We have a lot of active young people in Moldova. But, they often need more than interest or energy - they need a group to belong to. We aim to start working with people towards a goal that unites us; because there's a lot of potential in Moldova.



How would you evaluate your participation in the PDL? What value did it provide you, and what lessons did you learn?

We benefitted a lot from the program. One downside is that - generally speaking, it is easier to find opportunities abroad. The visit to Berlin was inspiring because the city is also still in the process of becoming a friendlier place for cyclists.

The program helped us to create more structure for our project. We now put everything on paper, plan, and work it out. The visualization exercises were beneficial. Also, we are now better at presenting it and delivering its key message more clearly. All of this helps us better advocate our cause.

When you're part of the activist sphere, you're always reacting to what is happening, as you don't really have time to prepare. As activists, we miss the step of conceptualizing, and visualizing on the paper and have it all structured. The main takeaway from the program is that this work is also important. Even after finishing the program, I still go back to the plans that we had and use them as a guide for my next steps.

In addition, we started to get out of the bubble. We started collaborations with other NGOs working on ecology and environmental topics. While they are not directly part of our community, we began to get more attention. We have crossed a critical threshold and enhanced our social media activities. We now get more attention from people that are not direct bike users.

We have also reached decent leverage in our work with the authorities. Now they are more responsive to our attempts for dialogue. We are proud to have established that credibility in two years. At the local level, I work closely with the respective responsible departments and consult with them on cycling-related issues.

I think it's cool that within a short time - two years - we managed to establish a pretty strong voice around this topic.

We now have a community that is ready to mobilize. For example, there was an unfortunate situation where a former road cycling champion had an accident, and the reaction was organized and immediate from our community; we organized a protest and we organized a ride to raise awareness about bike safety, and more ways to support them. This champion is now an ambassador for our cause. The community is prepared to speak up. This is important because it is still not popular to protest/go out on the street, and we feel we contributed to creating this space.



enpact: What happens after the project?

I will take a break and get a bit of my energy back. I see a lot of potential to continue: from a sustainability point of view, we've established many healthy connections that we want to turn into sustainable and lasting cooperations, especially with the city hall for urban mobility. Now, there is a real possibility to create a deputy for the cause in the central government in the national road administration. A worthwhile idea would be to start a social enterprise to connect the bike topic with a social issue. And try to become economically sustainable. Moldova and Ukraine have become candidates for EU membership, and we have only started the transition to more people-friendly cities. There's a lot of potential and work to do, starting from education and putting these topics into the school curricula.

Ana Popa and the 'Moldova on Bikes' team during the PDL Moldova workshop in Chisinau, 2022.



A PROTOTYPE FOR SUCCESSFUL GLOBAL COLLABORATION AMONG DECENTRALIZED LEVELS OF STATE

Project description:

The Decentralised Development Lab (DDLab) is a twelve-month incubation and acceleration program. It offers multidisciplinary teams from different countries coaching, training, expert exchange, and financial support to develop solutions and maximize social impact for specific challenges.

Project partners:

Supported by the



Implemented by



minds & makers

This project contributes to the Sustainable Development Goals as follows:



SDG 5

Gender ratio among entrepreneurs/ individuals supported: **58.33% women**
 Number of women who received financial support: **14**
One supported project team (Becoming Nala) explicitly targets women]



SDG 17.3

31,500.00€ (direct financial support)
208,000.00€ (financial support as technical support package)

SDG 17.9

4 partnerships between the project teams and governmental institutions enabled through the DDLab

75 of participating teams improved their skills in writing project proposals as a result of the program

Project countries:



Rwanda



Indonesia

Entrepreneurs/businesses supported:

24 entrepreneurs, **4** businesses

75% of project teams improved their pitching skills as a result of the program

54.2% of participants are confident in building an MVP for their projects on their own

The Decentralised Development Lab (DDLab) program was developed by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and commissioned by the Federal Ministry for Economic Development and Cooperation (BMZ) through the framework of the Bund-Länder-Programm (German Government and Federal States Program). The DDLab was designed to bring together actors from decentralized levels of state across different countries to cooperate in developing innovative solutions to mutual challenges.

In collaboration with Indonesia, Rwanda, Peru and Ukraine, the program identified four key challenges to address

1) E-mobility: How might we reduce upfront costs, attract (public and private) investments into, and generally support the implementation of e-bus infrastructure and vehicles?

2) Rural female entrepreneurship: How might we untap the potential of female entrepreneurship for the green and digital future of rural regions?

3) Inclusive digitalization: How might we make public services and active citizen participation inclusive for underserved groups?

4) Mangrove-friendly aquaculture: How might aquaculture become mangrove-friendly, and how might smallholders get involved in the development?

The actual program started with an international call for applications for multidisciplinary project teams, tackling one of the above-mentioned challenges. The underlying rationale was to believe that the applicants had valid answers, but often lacked the financial means to turn these answers into an implementable and scalable solution. In partnership with Minds & Makers and in collaboration with the GIZ, four teams were selected. They received technical and financial support of up to 50,000€, access to events and workshops, one-on-one coaching, and access to an international network. During a six-month-long incubation program, through which they also had the opportunity to come to and work together in Berlin to be introduced to public and private ecosystem players and seek out further support for their solutions. Check out their ventures and their comments about the program below.



E-MOBILITY: TRANSISI

TRANSISI is developing a one-stop solution for assets and investment management in the e-mobility sector. The solution will provide a contracting and financing mechanism that addresses the high upfront obstacles in the electrification of public transport and attracts investment to help accelerate the e-bus adoption in Jakarta.

“It has been a dream for all of us—the possibility to give back to our country. We are in the process of making Jakarta a more livable and breathable city, hence helping our government to achieve a more sustainable Jakarta. I am grateful for the support by GIZ and enpact which is helping us a lot. Especially, their extensive networks allowed us to access many stakeholders that we would never have been

able to reach, such as inno2grid, Hsubject, representatives from Jakarta’s Provincial Department (Jakarta Smart City Unit), SUL E-mobility in Kigali, and more.”

With one exception, all team members have studied and worked in Europe, and are reunited by their dream to use the knowledge and network they’ve built abroad to give back to Indonesia in the form of a viable e-mobility solution.



MANGROVE-FRIENDLY AQUACULTURE: IOT MANGROVES

IoT Mangroves is developing an ambassador program for reducing global carbon emissions, developing aquaculture activities, and working on a mangrove conservation program through eco-friendly tourism in Indonesia. They are also working on disaster mitigation and education to improve preparation for tsunamis and tidal floods through an IoT solution.

“In Lembar Selatan, the population is 10,000. More than 35% are unemployed with very low income or no income. Ecotourism development is a potential income for them through the mangrove ecotourism and agriculture development which is integrated in the ecotourism development.”

Fauzan Milad, along with his team members Bennie, Sarah, Ernie and Gustav are working to create mangrove-friendly aquaculture practices through IoT and digital platforms.



RURAL FEMALE ENTREPRENEURSHIP: BECOMING NALA

Becoming Nala is developing a digital platform for aspiring women entrepreneurs in rural areas. Becoming Nala connects women in rural areas of Rwanda who have an idea-stage or early-stage small business with existing mentoring opportunities, webinars, acceleration projects, and funding. The platform aspires to make it easy for them to get matched with local, regional, or global opportunities that fit their needs.

they are the ones driving the GDP, they are not all being recognized for this. Even worse, women do not get a loan without the husband’s approval. Thanks to the support of the program, we are prototyping the platform and drafting the project plan. Most importantly, we were able to engage different stakeholders, partners and a governmental institution.”

“When you go to farms, it is mostly women doing the hard work, sometimes even while carrying their kids. While

Aline Uwase, together with the Becoming Nala team, is building a platform and community where women can receive mentoring, support, and resources to grow—and grow with—their businesses.



INCLUSIVE DIGITALIZATION: BA11Y

Ba11y is developing a platform where organizations and people with disabilities can work together to discover accessibility issues in their digital assets such as websites, documents, and applications. It invites active participation for underserved groups of users in Indonesia, in this case mainly users with visual impairments, to contribute by submitting reviews so that related stakeholders can have direct feedback to make the necessary changes.

“There are so many digital platforms that are not accessible for people with disabilities. In addition, the community

does not have a channel to report them. We need a means to collect all the insights and surveys directly from the community itself, who also has ideas for technical solutions that can be implemented.”

Rahma U. and her team members Astrid, Didet, Theresa, and Iin created the Ba11y platform. It gathers input and solutions for making digital platforms in Indonesia more accessible for people with disabilities.

Following the incubation, a pitch competition was implemented and streamed from the enact office in Berlin. It resulted in the **Transisi** and the **Becoming Nala** teams winning and being selected to proceed to the acceleration stage.

The acceleration stage includes another round of training in Berlin and Jakarta, with a final conclusion of the program in Kigali in March 2023. During the acceleration phase, they receive additional financial support of up to 200,000€.

The impact of financial support when embedded within a global, public-private-sector partnership

The DDLab was the first program in which we utilized our proprietary framework to:

- Provide support for **non-commercial organizations and teams of individuals** with an idea, rather than an existing business
- Directly **connect multidisciplinary teams with technical expertise and resources** for the development of products and services
- Efficiently **integrate financial support within a decentralized structure** of a federal-state-funded program that involves both private and public actors from different countries, with their different needs and regulations

It directly enabled people from across the world, from the communities themselves, to actually work on solutions that are tailor-made for their specific contexts. In doing so, it contributes to the development goals through providing a blueprint for how global solutions can be built with the support of the state, the backing of the private sector, and the ideas and knowledge of the people who are on the ground. To follow up on the progress of the program and where the teams are now, check out our [website](#).



CORE AREA 02

CRISIS RELIEF AND RESILIENCE

In a crisis, we provide quick, direct financial support, resilience training, and mentoring over three to six months for MSMEs to sustain their operations.

Nothing is certain! While you're busy planning every detail of how to execute your project, allocating every single resource accordingly, you can never prepare for events that are beyond your control - events that can happen from one second to the next. The only way to overcome the impact of such crisis situations is together.

Objective:

Immediate survival with financial and technical support for established SMEs in crisis contexts.

Locations:


Number of participants and businesses across every location supported by crisis relief and resilience projects.

 **Egypt**

150 Entrepreneurs
50 Businesses

 **Tunisia**

300 Entrepreneurs
100 Businesses

 **South Africa**

240 Participants
80 Businesses

 **Kenya**

240 Participants
80 Businesses

 **Mexico**

315 Entrepreneurs
105 Businesses

In emerging economies, formal SMEs can contribute up to 40% of gross national income. This means that small and local businesses are at the very foundation of a country's economic well-being. SMEs are also, by definition, community projects. Through their enterprises, small business owners create jobs locally, often address pressing local challenges, and are more likely to give back to the community as they grow. But, especially in crisis situations, SMEs are more vulnerable to immediate and significant losses than large corporations. This means that they need support infrastructures in place ready to help them to maintain and recover their operations, whenever needed.



From a tour by Hike Maniak, one of the Tourism Recovery Program participants

In this section:

01

How do you define resilience?

Tourism Recovery Program

Project objective:

Strengthen resilience in crisis contexts and improve access to the German tourism industry for young, innovative businesses in the tourism sector in developing and emerging countries.

Contributes to SDGs: 5, 8, 17





HOW DO YOU DEFINE RESILIENCE?

Project name: Tourism Recovery

Project description:

The Tourism Recovery Program was a training, mentoring, and financial support program designed for travel and tourism entrepreneurs in Egypt, Kenya, Mexico, South Africa, and Tunisia. It supported them in maintaining and building resilient, sustainable tourism businesses while recovering from the COVID19- pandemic.

Project partners:



Project countries:

- Egypt
- Tunisia
- Mexico
- South Africa
- Kenya

Entrepreneurs/businesses supported:

1242 entrepreneurs, **415** businesses

This project contributes to the Sustainable Development Goals as follows:



SDG 5

Gender ratio among participants
(male: 54.19%, female: 45.81%)

Gender ratio among employees:
(male: 51.00%, female: 49.00%)

Number of women who received access to training: **569**

Number of women who received financial support: **569**

Direct financial support transferred to women: **€1,707,000.00**

20.47% increase in number of female employees



SDG 8

Number of youth employed by participating businesses (24 years old and younger): **20.82%** of total employees were 24 years old or younger

(674 job positions for youth at the end of the program)

Number of jobs created: **(297** new job positions) **17.98%** increase in total number of employees

(340 businesses) **82.01%** of businesses showed an increase or maintained their number of employees



**SDG
17**

Direct financial support (absolute amount):
€3,735,000.00

Improvement of capacities (self-assessed):
over 50% of participants indicated a high to very high improvement in 7/8 core competencies

(core competencies: organizational management, human resources, business development and sales, (digital) marketing, product/service development, financial management, access to networks, and ecosystem support)

Access to new markets:
34.41% of businesses were able to access new markets thanks to the program

Median monthly revenue growth: **96.19% (between the first program month and the post-program phase = two months after program conclusion)**

Profit and loss: 361.26% increase in median monthly profit from start to end of program. Increase in number of businesses with monthly profits: **74.49% of businesses**

The Tourism Recovery Program—our biggest program to date.

In our Yearbook 2021, we reflected on the journey of how the Empowering Entrepreneurship Initiative came to be, and how the lessons we learned paved the way for the Tourism Recovery Program - the biggest program that enact had ever had. Our goal was to support entrepreneurs in building resilient businesses that could survive the crisis and navigate future challenges and uncertainties.

How do we define resilience?

A resilient business/entrepreneur is able to learn from a given crisis, has or seeks alternative solutions to their current problem, and shows flexibility to adapt to a new context:

The Tourism Recovery Program offered entrepreneurs who were struggling with the impact of COVID - 19 a comprehensive support package that addressed every aspect of their business.

The support package had four key components: financial support, dedicated mentoring, resilience training and network development. The impact, or the extent of resilience reached, was measured across three dimensions: **financial recovery, perception and confidence in business recovery, and ability to adapt and pivot based on circumstances.**

How did each component of the **program** contribute to improving resilience across the three components?

Financial support

For half a year, each participant received 500€ per month to support them in maintaining their operations and recovering their business.



“We’re against buying things cheap and then selling them for expensive prices to tourists in the city. We create partnerships with our artists. Instead of making them our artisans, they’re our partners and suppliers, and we work together to create something special under a fair trade model.”

Irene Covo and her family, representing the founders and current management of La Casa de Donia Way

La Casa de Donia Way is a cultural space that showcases Yucatecan and Mexican culture using the most well-recognized art and handicraft products in the country. The financial support of the Tourism Recovery Program enabled the shop to continue collaborating with and buying from the artisans, who are dependent on the steady weekly income to maintain their livelihoods. This meant a total of eight artisans, their families, and an additional 15 people indirectly through their supply chain.



Hike Maniak tour to Mount Kilimanjaro.

Gitonga Wandai, founder of Hike Maniak, wanted to give Kenyans the opportunity to get to know their own country. For the last five years, his company has been organizing hiking tours with three main goals: to give people the chance to connect with each other, to help them interact with the local environment and culture, and to encourage them to discover something about themselves. Hike Maniak trains and employs young people from the communities it works in as tour guides. Their tours include local food experiences and exposure to handmade crafts. The community also receives a conservancy fee for the tours. They can use it for projects they currently prioritize, like improving their clean water supply or building schools.

“We can’t express how much the support of the Tourism Recovery Program has helped us. It came just as our reserves were exhausted, which meant that we didn’t have to lay off any staff and no one had to leave. Now we’re starting to recover and people are more comfortable to travel again.”

— Gitonga Wandai, Founder of Hike Maniak

Mentoring

Each business was connected with a dedicated mentor, based on their specific needs and the expertise and network they were seeking. For three months, the businesses had frequent and intensive contact with their mentors. 85% of all participants stayed in touch following the program and continued to exchange insights, with some even building long-term partnerships.

Kamaroutes is a woman-owned and fully female-run tourism business. It partners with small businesses and local suppliers to create experiences that are specifically crafted for women. They also focus on hiring and providing opportunities to tourism students and graduates that struggle to find jobs in the market. Last but not least, Kamaroutes gives back to the community, investing parts of their profits to support community projects, such as the center for women in South Africa, which supports girls from different disadvantaged backgrounds.



“Usually, people are not used to seeing big things come from Africa, especially from women, and—even less—when they are black... I am here to change this perception!”

— Vanessa Mbenoun, Founder of Kamaroutes.

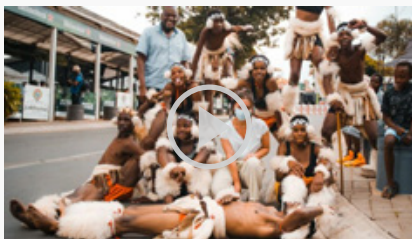
Vanessa Mbenoun, founder of Kamaroutes, in Berlin, 2022.

The program permitted Kamaroutes to maintain their office and the jobs that they have created. They also stressed the profound experience and impact the mentoring component had on them.

“Gabriela does it beautifully. She doesn’t force her opinions on me; she’s quite gentle, even she wants to make a point. She doesn’t tell me what to do. Instead, she also connected me to other experts in her network who are working on similar projects to help us build our marketplace for women-only tours.” - Vanessa on her experience, with her mentor, Gabriela Ahren, a veteran of the travel industry with +30 years of experience.



Gabriela and Vanessa in their first mentoring meeting, South Africa.



Watch The Video
Kamaroutes Creates Equal Opportunities for Women through Tourism

“We went into total lockdown for two months, and there was no work.” That’s how Leila starts her story, talking about her business, Dar Ben Gacem - a boutique hotel in Tunis. Leila and her team had started out in 2020 with growth in mind, things were flourishing, and they were looking forward to a record year in their hotel’s history. Within three months, the world changed.

“When I come here, I have people greeting me and being genuinely happy to see me—It reminds me that by saving the company, you’re also saving 14 families here. They trust me, I trust them, as I became like a member of the company.” Anas Snene, Destination Manager, TUI Tunisia (Leila’s mentor.)

Through the program, they worked together on making the hotel’s operations more sustainable while at the same time on supporting the community and environment more effectively.



Leila Ben Gacem, founder of Dar Ben Gacem.

“The program has given us lots of hope to go forward and keep fighting for our position in this big world.”

— Leila Ben Gacem, founder of Dar Ben Gacem.

Business training

The participants took part in crisis management training courses tackling topics such as resilience and leadership in times of crisis, digitalization, and sustainability.

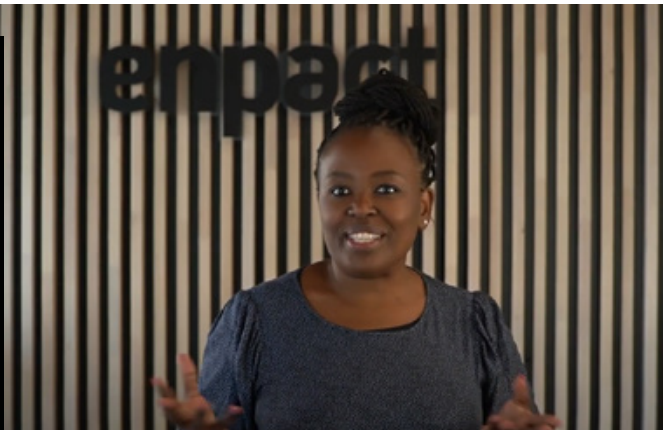
“Before the Tourism Recovery Program, we were merely trying things out. The program changed how we do things; we’re more structured now, and we have concrete processes and roadmaps. We also learned a lot about marketing and communications. This means that we are building our website to maximize engagement; and utilizing the financial support to build a digital strategy. This will allow us to scale up, grow our new products and reach a wider audience.”

— Gugu Sithole, Founder, Glamping Adventures.

Following the program, Gugu Sithole was also the recipient of the Bold Woman Award by Veuve Clicquot. It acknowledged the work of Glamping Adventures in pushing forward sustainable, inclusive tourism in South Africa.

“I was anxious about not having found my purpose, I stressed daily about that, but the program unearthed that for me. I’m living it now.”

— Gugu Sithole, Founder of Glamping Adventures.



Eco Nubia, an alumnus of the Empowering Entrepreneurship Initiative, is an example of a business integrating the UN’s Sustainable Development Goals (SDGs) into its strategies. It started three years ago by transforming the abandoned Bigeh Island in Aswan into a sought-after tourist destination, rebuilding its old houses using natural, locally sourced materials. But that’s not the whole story.

Awarded by the UNWTO as the Best Sustainable Tourism Project in the Middle East, Eco Nubia gives back to the indigenous Nubian community while aligning with the 17 SDGs, with a focus on the four dimensions of sustainable development: human, society, environment, and economy. For instance, to eliminate poverty and hunger and guarantee

a good quality of life for its people, Eco Nubia ensures fair pay and a decent work environment, adopts organic farming on its land, and donates surplus food to those in need.

At the cultural level, Eco Nubia stands for gender equality and women’s empowerment by providing career opportunities for all genders. Women now represent 30% of its workforce, intending to rise by incorporating handcraft activities.



“The relief funds allowed us to save our workers, so we managed to pay the salaries during the COVID-19 time, we managed to expand the project a little bit and created a small farm on the island to grow what we consume.”

— Ahmed Yehia, Founder of Eco Nubia.



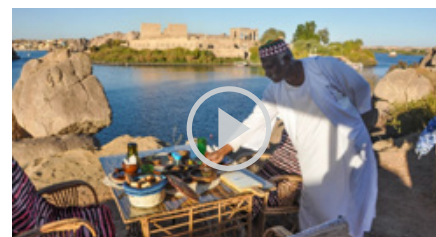
View of the Eco Nubia island.



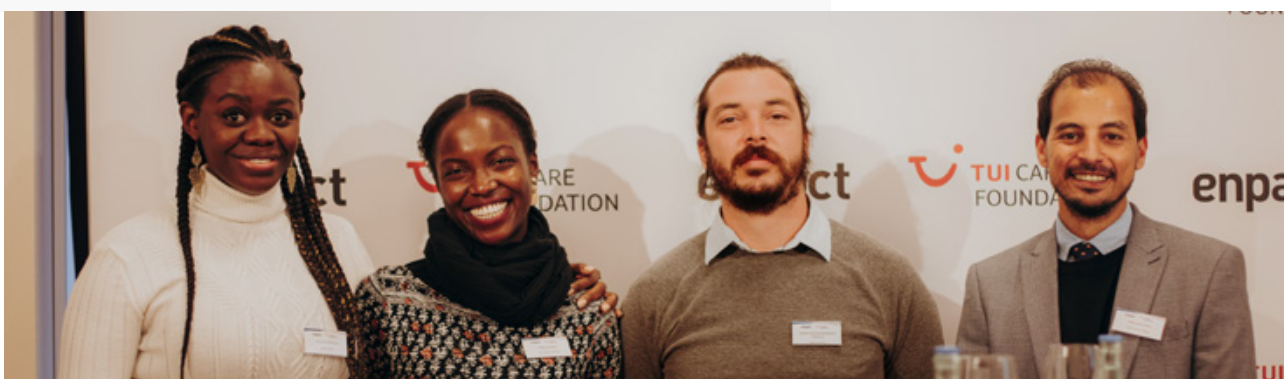
View of the Eco Nubia island.

As for tackling climate change, Eco Nubia’s business model adopts a waste management strategy, along with clean, affordable energy resources, with a plan to utilize solar power in the future. It also is purifying Nile water with natural methods to maintain a clean water supply.

Lastly, to achieve a tangible impact, Eco Nubia builds partnerships with like-minded organizations. Its innovative business model has inspired other entrepreneurs in the region and paves the way for more investments into Nubia.



Watch The Video
Eco Nubia empowers and rebuilds Indigenous Community through Sustainable Tourism



Vanessa Mbenoun, Raisa Ochola, Daniel Baldamus, Mahmoud Atiya at the German Bundestag for an evening event around the role of sustainable tourism in development cooperation.

Beyond the key components of the program

“I’m not only representing my business, I’m also representing my country, it’s a huge opportunity. I look forward to meeting other participants, and I’m also looking forward to making my business more sustainable and investment ready.”
 — Vanessa Mbenoun.

Gitonga, Gugu, Vanessa, and Irene were among the 15 participants selected for an additional activity of the Tourism Recovery Program, the Landing Pad. They all met in Berlin for an intensive two-week workshop designed to be a stepping stone to creating partnerships, finding customers, and further engaging with the EU market.

“Through participating in the Landing Pad, I strengthened my knowledge, learned about access to international markets through workshops, and had conversations with experts and other entrepreneurs in the tourism market.”
 — Irene Covo.

“There has been so much exchange! Between entrepreneurs from the various countries that are represented here, so much connection, so much information sharing, and so many discussions about issues affecting all of us as tourism entrepreneurs. We have expert speakers coming in, presentations, market access and sustainability. I’m looking forward to gaining more insights and forming strategic partnerships.”
 — Gugu Sithole.

The participants of this component obtained on average 20 new leads per business with stakeholders from the German tourism sector during their ecosystem visit to Berlin.

If you’d like to learn more about the pilot programs of the Empowering Entrepreneurship Initiative, we invite you to take a look at our publication [here](#). You can also take a look at the Tourism Recovery Program display in the [online exhibition](#) for all the projects of the Corona Tourism Package, funded by the Federal Ministry of Economic Cooperation and Development.



CORE AREA 03

GROWTH AND INTERNATIONALIZATION

“The world is a small village” was one of the buzzing phrases when technology started peaking near the end of the last century. Today, it is more accurate to say that the world is at your fingertips. It’s easier than ever to communicate and collaborate across borders, which means it’s more important than ever to use these resources to facilitate information exchange and bridging opportunity gaps.

Objective:

Support the socio-economic development and empowerment of entrepreneurial ecosystems in our partner countries and Germany by promoting international cooperation, learning, and access to funding.

We facilitate market access opportunities, strategic partnerships, growth-oriented mentoring, and training for businesses to expand their international impact.

Locations:

 Egypt

 Kenya

 Turkey

 Germany

 South Africa

 Sri Lanka

 Ghana

 Indonesia

 Japan

Through Growth and Internationalization, we establish a two-way street in which all ecosystems involved can benefit. This replaces the one-way flow of information from the North to the South, which has been the focus of traditional capacity building programs in the past decades. Another goal is to contribute to the shift from a competition-based mindset to a collaboration-based one by facilitating more global partnerships.



AfricaBerlin Network expert trip in Berlin, 2022.

In this section:

01 It takes a village

AfricaBerlin Network

Project objective:

Establish a sustainable network among entrepreneurial ecosystems in Africa and Berlin which facilitates opportunities for internationalization, institutionalization, and talent access.

Contributes to SDGs: 17



02 25 years of bridging Asia and Europe

AsiaBerlin Network

Project objective:

Establish a sustainable network among entrepreneurial ecosystems in Asia and Berlin which facilitates opportunities for internationalization, institutionalization, and talent access.

Contributes to SDGs: 5,17



03 Reducing barriers to entry to the EU market

Berlin Landing Pad

Project objective:

Facilitate market entry, remove barriers to access, and create points of connection between international startups and Berlin as an entrepreneurial hub.

Contributes to SDGs: 8, 9, 17





IT TAKES A VILLAGE

Project description:

AfricaBerlin Network (ABN) is a collective platform for actors who support startups and SMEs in international expansion and overcoming the challenges of internationalization. The networking project builds bridges to connect entrepreneurship ecosystems in Berlin with the following four African countries: Egypt, Ghana, Kenya, and South Africa. Through workshops, seminars, trade fair participations and delegation trips, ABN fosters economic cooperation and partnerships that provide a platform for innovative businesses and entrepreneurs across the focus areas.

Project partners:



Project countries:



This project contributes to the Sustainable Development Goals as follows:

537 Network subscribers

643 Number of attendees of all workshops and events



SDG 17.9

Number of actively participating program partners: mentors, experts, coaches, panelists, etc.

Partners: **13**
 Experts: **18**
 Ambassadors: **12**
 Expert trip participants: **11**

Total number of entrepreneurial events (networking, fundraising, webinars, panel discussions, etc.): **25**

Market access sessions : **5**
 Networking sessions: **10**
 Expert sessions: **10**

New business-relevant connections created through the ABN: **32**

Institutional partnerships^[1] between the ABN ecosystems: **13**

[1] Partnerships established through signed MoUs to mutually share activities, open calls in the respective networks as well as to conduct joint workshops, panel discussions, and other events.

AfricaBerlin Network (ABN)

Internationalization is a chair on which the modern world sits. Currently, the number of African youth in the labor force is about 420 million, projected to double by 2050. Cutting-edge innovation and best practices in production and manufacturing are renowned German qualities. Together, the synergized strengths of African countries and Germany have put both territories on a path to sustainable cooperation towards achieving global goals. This would have been inconceivable without a relationship anchored in a multilateral framework for mutual benefit. And the progress achieved thus far would have been impossible without commitment on both sides to make the relationship work.

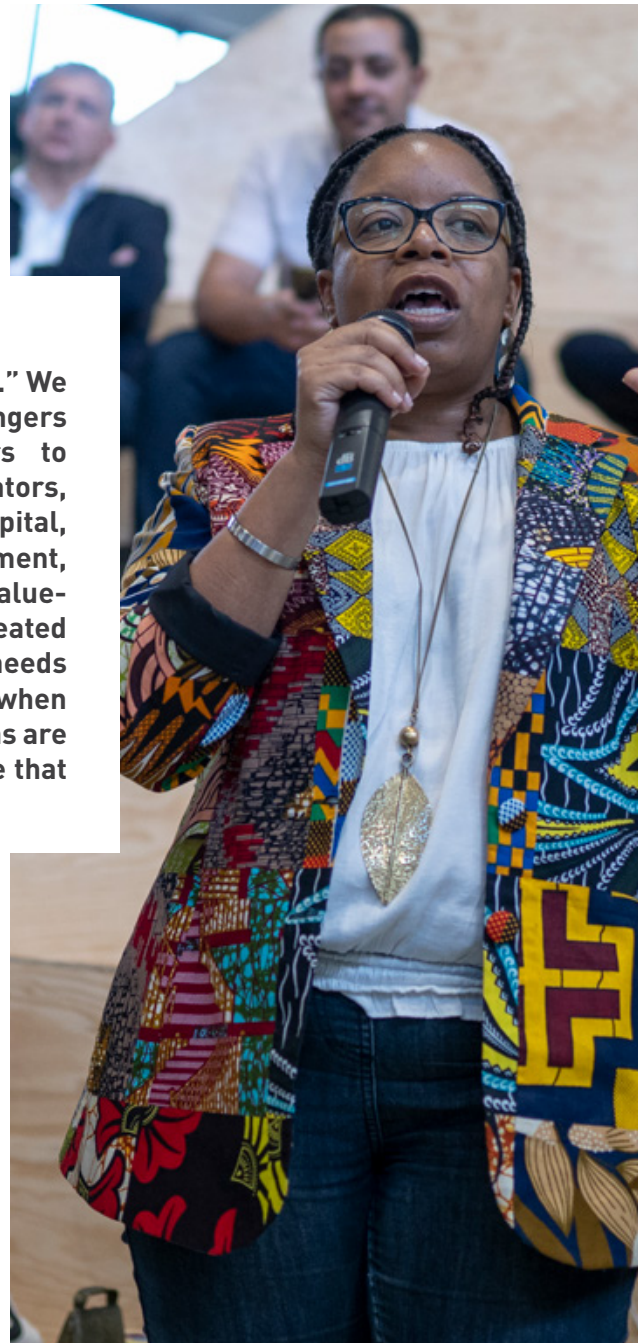
In the second quarter of 2022, we brought twelve African experts to Berlin to identify gaps in startup ecosystems and catalyze strategic partnerships. This experiential trip ignited in one of the participants, Brian Dzansi, Accra Digital Circles, the idea to build a community for digital ecosystem players in Ghana to connect, share ideas, and collaborate on projects. On the back of three successful meetups, digital circles have brought together active actors in siloed pillars within Ghana's digital economy and serve as a resourceful pool of expertise, from which the AfricaBerlin Network (ABN) has directly benefited. And this serendipitous result was partly due to a clash of demographic and sectoral diversities.

In addition to ABN's overarching ambitions of internationalization, institutionalization, and talent access, we now recognize that our platform has also become a sandbox. In it, different layers of diversity interplay, and relationships built in the process can result in a wider impact beyond that which was initially projected for the network. Patricia Okelo, the founder of Kayana Create and ABN member, was spot on when she said,

“We do business with people we like and trust.” We have drawn intersecting lines, turned strangers into friends, and eased cultural barriers to doing business. We have connected innovators, entrepreneurs, and enablers in venture capital, traditional banking, fintech, MSME development, EdTech, STEM, digital marketing and value-added agriculture to each other, and have created instances for them to collaborate. But it also needs to be kept in mind that business happens when people mean business. Enduring collaborations are built with trust and are kept alive by the value that collaborators bring to the table.

When problems like the COVID-19 unfold, we tend to imagine the solution to be hard to come by. On the contrary, it took a village of vaccine experts, researchers, supply chain specialists, funders, governments, and the private sector to develop a solution. This approach is no different from town square gatherings in my paternal village to weigh in on the impact of irregular weather patterns on agricultural yields. The point is, problems, big or small, are best solved through collaboration.

In the past year, ABN harnessed local partnerships to address real pain points of businesses in the areas of business growth and internationalization, raising capital from venture and angel investment sources, increasing awareness of international trade blueprints like the African Continental Free Trade Area Agreement (AfCFTA) and market access information. Through over 40 networking events, we connected founders to investors, enablers to institutional funders, dreamers to doers, and expansion-ready businesses to their peers abroad. We have enacted transformational relationships.



Patricia Okelo at the AfricaBerlin Network expert trip in Berlin, 2022.



25 YEARS OF BRIDGING ASIA AND EUROPE

Project description:

AsiaBerlin, powered by the Berlin Senate Department for Economics, Energy and Public Enterprises, forms a collective platform that brings together communities within the startup ecosystems across Asia and Berlin.

AsiaBerlin enables relationship-building among investors, startups, and bridge-builders by organizing monthly AsiaBerlin events and delegation trips to Berlin and Asia throughout the year. Its flagship event, the AsiaBerlin Summit, is the annual highlight of the all-year-long activities. It is the place to be, where policymakers, startups, and investors meet to discuss the latest tech trends and cross-border collaboration between Asia and Berlin.

Project partners:



This project contributes to the Sustainable Development Goals as follows:



SDG 17.9

16 entrepreneurial events conducted in 2022

Berlin Events: **4**
Local Events: **3**
Satellite Events: **1**

Investors Network Events: **1**
Additional Events: **5**
Delegation Trips: **2**

AsiaBerlin Summit: **41** sessions
11 workshops
704 attendees

Event types:
Berlin Events: AB events focused on networking taking place in Berlin.
Local Events: AB events focused on a specific AB region.
Satellite Events: AB events that occur in conjunction with another event, conference, etc.
Investors Network Events: Events organized for the AB investors network.

New business-related contacts established:

Total: **455** made by **37** individuals



SDG
17.9

New leads:
Total: **137** new leads

Network in numbers

Current number of AB Ambassadors: **33**

Current number of official AB Community Partners: **65** Current number of community platform (Slack) users: **144** members



SDG
5

AsiaBerlin Ambassadors:
12 women ambassadors
out of 33 (**36%**)

Speakers and experts:
83 women out of 262
(**31.68%**)

AsiaBerlin Summit 2022



“We urgently need to scale up our joint efforts. Because, in a nutshell, in the spirit of 2030 Agenda, achieving the 17 goals is not just a job for politicians or politics, the private sector, the scientific community, the civil society and each one of us, we all have a responsibility here. And startups can play an important role in this regard. They are where innovations are forged, where trends are set; with their tech and business models, they show us the ways of working. They respond very rapidly and are flexible and ready to take the risks. They create jobs and contribute to economic development.”

— Svenja Schulze, Federal Minister of Economic Cooperation and Development of Germany.

Svenja Schulze, Federal Minister of Economic Cooperation and Development of Germany, during her AsiaBerlin Summit 2023 keynote speech.



Captured on the AsiaBerlin Summit stage, 2022.

When we started enact nearly ten years ago, among our very first activities was bringing people from different countries together. This culminated in entrepreneurial camps of up to 100 change-makers **However, the AsiaBerlin Summit 2022 was the first time for us to implement an international gathering on this scale.**

The very first AsiaBerlin Summit was held in Berlin in 1997—back then it was known as Asia Pacific Week. Ever since, this annual event has been building bridges across the two continents. It was therefore an honor when we were asked to run the 25th anniversary edition of the summit. This not only allowed us to introduce more interactive, unique formats, but also direct all activities of the summit towards contributing to the SDGs.

The 25th edition witnessed an engaged audience both at its venue, the Spielfeld Digital Hub, and on YouTube streams, with opening ceremonies in Tokyo and Berlin. While Stephan Schwarz, Senator for Economics, Energy and Business of Berlin, highlighted the thriving Berlin startup ecosystem, Svenja Schulze, Federal Minister of Economic Cooperation and Development of Germany, emphasized the impact these startups have on economic development. Expounding on the Asian side of the equation, the remarks from Governor of Tokyo, Yuriko Koike, highlighted the very collaborative spirit of the summit, setting the right tone for the next segments.

The carefully curated program included panels with representatives of the Embassies of India, Vietnam, Nepal, and Thailand. Each speaker shared the stage with industry experts. This format offered insights into how the respective startup ecosystems can allow for accelerated economic growth yet weave sustainability through each venture. This drive for sustainable development, together, in both Berlin and Asian cities, was a focus topic throughout the conference and remains a core mission of AsiaBerlin.

As part of this drive, interaction between the audience and the panelists became a recurring feature of the summit and many impact-driven stories were shared. One of the highlights in this regard was when Asia's first royalty-sharing NFT platform introduced listeners to a new German song, "Berlin! Berlin! Ick lieb dir so sehr!" from an Indonesian artist. Or, when visitors had the opportunity to bring the AsiaBerlin logo to life with an instant customized 3D print, as a souvenir of the three very collaborative, tech-intensive and SDG-focused days spent together at Spielfeld.

In the exciting final session of the summit, the pitch competition had the startup DocVox win a straight entry into the delegation trip to Singapore and Jakarta, organized by AsiaBerlin. Aside from the summit, we also implemented two delegations: One to India, as part of pushing forward the development of urban mobility in the country through facilitating partnerships among Indian and German companies (More on this in the outlook section), and one to Japan and Singapore as a follow-up to the AsiaBerlin Summit.

You can learn more about and engage with AsiaBerlin through their website [here](#).



The impact of an international gathering geared towards change

With the involvement of representatives and attendees from Japan, South Korea, China, Hong Kong, Vietnam, Thailand, Malaysia, Philippines, Indonesia, Singapore, Sri Lanka, India, Pakistan, the summit had 700 attendees on the ground. Nearly two thousand more joined via the different online streams. While the impact of networking cannot be measured as straightforward as financial support or training, creating the opportunity for meaningful connections is the first step towards any real progress. Thus, among the most impactful component of the summit was allowing people to engage and strengthen ties across borders. Second runner-up, were the introductions of startups to the Berlin ecosystem, allowing them to understand and collaborate with the European market. More on this objective can be found in the next chapter.



“We are living at a time when digital technologies are increasingly changing our lives and industrial production. All of this potential is extremely promising. But we must not lose sight of the fact that technological progress can also further deepen existing inequalities. If the digital transformation is left to the forces of the free markets, if technology is used to suppress unwelcome opinions or to spread fake news, it is extremely problematic. We need to make sure that technological change is open and inclusive and supports sustainable development. Technology should not only drive forward economic growth, but also protect our planet at the same time.”

— Svenja Schulze, Federal Minister of Economic Cooperation and Development of Germany.

While the summit was an exciting debut, display, and discussion platform for many technologies from Europe and Asia, the quote by Svenja Schulze, Federal Minister of Economic Cooperation and Development in Germany, reiterates our commitment to and emphasis on how impact should be measured, and how we should set our objectives. Advancement should not be pursued just for the sake of advancement, and progress cannot be measured in numbers alone.



REDUCING BARRIERS TO ENTRY TO THE EUROPEAN MARKET.

Project description:

The Berlin Landing Pad program supports collaborations and partnerships across entrepreneurial ecosystems internationally. The three-month program encourages businesses from around the world to engage with the ecosystem in Berlin and Europe. The main focus is on market entry and business setup, creating connections with potential partners, investors, and customers within the Berlin startup ecosystem.

Project partners:



This project contributes to the Sustainable Development Goals as follows:



SDG 8.5

Youth employed by participating businesses: **69** (25.37% of the total number of employees)



SDG 9.3

Number of teams that pitched at the AsiaBerlin Summit: **3**



SDG 17.9

Total number of mentoring/training hours provided to participants: **45**

Total number of entrepreneurial events (networking, fundraising, webinars, panel discussions, etc.): **5**

Project countries:

Open to all countries in Africa, Asia, Latin America, and Eastern Europe

Entrepreneurs/businesses supported:

24 entrepreneurs, **11** businesses

As the Executive Director of Capy, Dan Hoike and his team previously had little inclination towards exploring the European market—it was simply not on their radar as a Tokyo-based business. Japanese startups tend to expand into North America or Southeast Asia instead. When Dan came across the opportunity for expansion offered by the Berlin Landing Pad program, it felt like the right step at the right time for Capy’s internationalization.

Established in 2012, Capy offers gamified, text-free, mobile-friendly CAPTCHAs that strive to be more secure and more engaging than the conventional variety. It offers protection from password-list attacks, alongside prevention of spambot attacks. Their services can be utilized on a global scale, however, expansion to another continent needs a lot of grit - and a greater appetite for risk. The lack of context, networks and guidance can hinder many entrepreneurs from ever stepping foot outside their local market.



Overall, I now understand the general situation of the market, the business culture of Germany, and also how friendly it is for startups. We now have active contacts in Berlin, consisting of ecosystem builders, as well as sales and distribution partners.”

— Dan Hoike, Executive Director of Capy

Reducing these barriers was the rationale behind the inception of the Berlin Landing Pad program. Its first edition had eleven participants and focused on software-as-a-service (SaaS) startups and scaleups from across Asia to enter the European market via Berlin. “As Capy, we do have the capability,” Dan muses. “However, time and resources are also needed. Thanks to the program, we could access information and save our time in market research.”

This market research shed light on both possibilities and obstacles for Capy. “There is the challenge of complying to GDPR regulations,” admits Dan, referring to the data protection regulations in the European Union. “However, we think we can adapt our product accordingly and improve its global accessibility.” The idea and know-how for how to tackle this challenge was established through the Berlin Startup Lawyers session and the one-on-one coaching delivered by [Berlin Partner für Wirtschaft und Technologie](#), an implementing partner for the program.

Dan was also quick to point out some other sessions he found particularly helpful for Capy. The institutional storytelling session by Raymond Miranda, Founder of Labora[s]tory, and the investor readiness session by Malte Priel led to great outcomes when it comes to delivering captivating pitches, for instance. “Both Raymond and Malte’s sessions combined were good,” Dan recalls. “It was an opportunity to think more clearly about the strategy of pitching.” There were also ample opportunities to improve the product-market-fit. “With Priel Manes, I was very impressed by the tailored insights on business growth and support in crafting a clear action plan,” Dan says, reflecting on the growth strategy session with a mentor with specialized knowledge of the European market, which helped in Capy’s expansion roadmap.



These sessions took place at [betahaus](#), an implementing partner and the main base of operations for the participating startups during their stay in Berlin. It was the inaugural breakfast pitch event here that served as the startups' physical initiation into the Berlin startup ecosystem. At the pitch itself, Dan spoke haltingly, unsure of his fluency in English, and seeking both reassurance and translated interjections from an Indonesian impact team member who happens to be fluent in both Japanese and English. After a while, he stopped speaking for one long minute and looked out into the crowd. "This is my first time pitching in English—you need to encourage me." From the crowd of investors, entrepreneurs, and other ecosystem builders, the loudest, most resounding applause came from his fellow Berlin Landing Pad participants.

The participants had gotten to know each other during the first month-long online component of the three-month hybrid program—and spirits always ran high with peer support. In the process of acquiring distribution partners in Europe, Dan had also found some at its crossroads with Asia. A partnership was forged with a fellow program participant, Ahmet Recai Acikgoz, co-founder of TUSmedline, who became a sales partner for Cappy in Turkey. Another ecosystem builder from the program, Makoto from INFARM, became a source of further connections for Dan in Europe. Both are examples of how peer-to-peer networking of entrepreneurs across borders can lead to accelerated solutions to global problems and how a collaboration-first mindset can take us further. "Also, we are glad to be able to access the connection to Bosch," Dan mentions, referring to another implementing partner of the program, the [Bosch Startup Harbour](#), focusing on fostering corporate-startup partnerships. As a result of the month-long immersion period in Berlin alone, Dan walked away with twelve new contacts—all active, meaningful, and now serving as multipliers for his work.

In a nutshell, just as Cappy helped humanize cybersecurity for companies and customers, the Berlin Landing Pad capitalized upon the power of networks and cross-border human connections. Hence, it supported business growth and European expansion in regard to connections and networks—not only of Cappy—but all the ten other participating startups—forged over coffee, pitches, or occasionally over both.



Networking sessions during the program.



The 2nd and 3rd edition of the Berlin Landing Pad focus on clean tech/green tech startups and Web3.0 scaleups from across Asia, Africa, Latin America and Eastern Europe respectively. Thus, the Berlin Landing Pad is becoming the launching pad that gives participants a gateway to the EU market. With it, we hope to drive forward countless global collaborations that bring different players across ecosystems closer together under our shared goal of pushing forward sustainable business growth. To learn more about the Berlin Landing Pad and the companies participating in each edition, you can check out our [website](#).

Berlin Landing Pad graduation day, 2022.



OUTLOOK

We are proud to announce that with the upcoming legal changes in our structural setup—moving from being a non-profit organization towards being a charitable foundation—we have developed a strategy for the period up to 2030. It is based on the overarching goal of making impact an integral part of German development cooperation through direct financing instruments and promoting sustainable entrepreneurship. We have developed several outcomes with underlying outputs and results to achieve this.

Outcomes and objectives by 2030

We have clustered our external goals into four outcomes:

- 01.** Our development policy approach is established in German development cooperation and extended to other subjects and areas.
- 02.** We are an implementation organization with a proper endowment fund and distribute funding regularly.
- 03.** We are the leading (German) point of contact for international entrepreneurship funding in emerging economies.
- 04.** Our operating and administrative costs are covered by revenue generated from the endowment stock.

These four outcomes have underlying outputs and respective indicators that guide us. Examples are the definition of our strategic partner countries, the total number of projects implemented, beneficiaries supported, expansion and diversification of our funding partner network, the creation of legal and administrative frameworks for financial support distribution, increasing our visibility in Germany and abroad, clustering and leveraging our network, an updated outreach and engagement strategy at all levels, and much more..



Our fifth outcome stems from an internal and organizational development perspective:

05. We work efficiently, effectively, and transparently and are held accountable across all organizational levels.

This includes updating and adapting our internal processes, mandates, incentives, monitoring, evaluation, and performance review systems, compensation schemes, and personal development goals to our new needs and objectives. It also entails revisiting and enhancing our internal commitment when implementing them. Being good at (or even striving for excellence in) the execution of our plans is the engine and heartbeat of our organization: with a strong and steady beat, we can keep on creating opportunities for positive impact.

Regarding our strategic direction, we will concentrate our programs and narrow our geographical focus. In short, we aim to consolidate our work by being active in emerging economies where there is a definite need for our programs and where we can provide added value. This means that we are withdrawing from other regions which are not explicitly emerging economies.

2023

Having started operations in Eastern Europe, we are expanding our plans to be continuously active in the region. With our **Female Entrepreneurship in Moldova – Emergency Initiative for Economic Empowerment (FEMEIE) program**, we support female Moldovan and Ukrainian entrepreneurs affected by the Russian war of aggression. This entails the provision of a support center in Moldova, financial support, access to our global network and resources, and entrepreneurship education and training.

We continue to be very active in Egypt, the headquarters of our regional office for the SWANA region and one of the starting points of enpact's journey. Our Manufacturing Advancement and Development in Egypt (MADE) Program empowers university students and recent graduates. The program offers a curated mix of technical support, resources, and tools to transfer ideas into ready-for-market solutions for aspiring entrepreneurs with innovative ideas for manufacturing across three stages: ideation, pre-incubation, and incubation.



Egypt is also the starting point for another of our projects—an integrated support program for innovative entrepreneurial ideas focusing on social impact. From there we will gradually expand to neighboring countries like Jordan and Lebanon. The program concept consists of four components to create a supportive ecosystem for entrepreneurs with a specific focus on the following sectors: agriculture, including food and water security; tourism; handicrafts; and health. The integrated components will be implemented in consecutive phases for multiple batches, and awareness and network creation for entrepreneurship (idea stage); a pre-incubator for entrepreneurs (pre-MVP stage); an incubator for entrepreneurs (MVP stage); and a Regional Landing Pad for entrepreneurs (scaling-up stage).



With our AfricaBerlin Network, we continue to partner with NGOs, foundations, institutions, universities, businesses, and other changemakers who support African and European ecosystems, specifically focusing on Berlin as the gateway. We aim to cooperatively build a bridge among different ecosystems to facilitate networking and building sustainable partnerships.

Last but not least, we maintain several smaller programs around ecosystem exchange in India and South East Asia, connecting actors from the private and public sectors in India and Germany to build solutions for pressing sustainable development challenges such as mobility in India.



WHAT DRIVES YOU?



We all want to be part of something bigger than ourselves.

We cannot talk about the impact of our work without showing the individuals behind enpact was established by entrepreneurs for entrepreneurs. Our team has over 40 impact-driven, entrepreneurial spirits. We work together from across ten countries in Africa, Asia, and Europe.

Up to this point, the report has reflected on the impact of our projects throughout 2022 from the perspectives of entrepreneurs and changemakers in our network. In this last chapter, we want to highlight the perspectives of the individuals in our organization driving forward this impact. During our annual planning retreat, our enpactors shared different insights regarding their personal highlights from 2022, their motivations, and what enpact means to them. We asked them different questions regarding their personal highlights, their personal motivations, or - to describe enpact in one word.

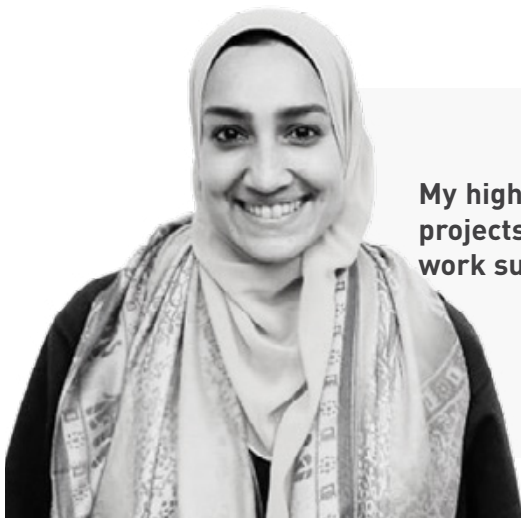


What inspires me the most is the team that I have been working with, either over here in Egypt or in our HQ in Berlin. Also, the projects we have been able to start here in Egypt, tapping on entirely new sectors for enpact and accelerating innovation and development within them.

Rawan Bassam
Senior Manager, Cairo

My highlight was the MADE project. Managing the community and events was a great experience.

Omar Hammad
Project Associate, Cairo



My highlight is dealing with so many different people in our projects, both seniors and fresh grads, which makes my daily work such a unique and new experience—every single day.

Heba Mohammed
Project Associate, Cairo

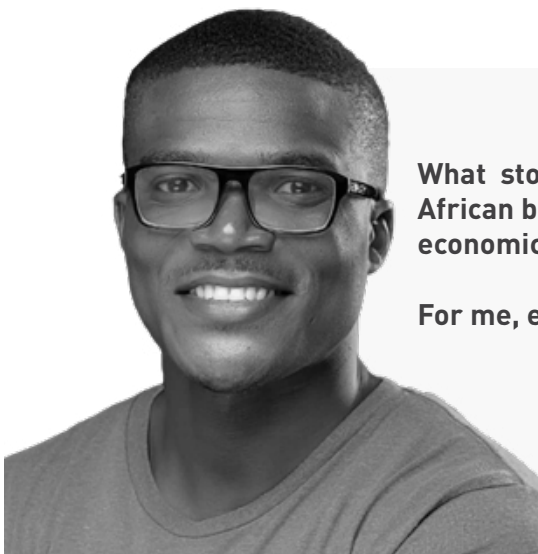


enpact for me is a **ratatouille**. Constantly, different flavors and ingredients are added and become a delicious plate. They taste delicious, and they look fantastic, and that is what I like the most in enpact, which is diversity.

Shaimaa Emam
Project Manager, Cairo

One of the most impactful parts of 2022 was the start of our project in Moldova for Ukrainian and Moldovan female entrepreneurs. Right now we are setting up a support center and in the next couple of months what is now a construction site will turn into a nice event area with lots of workshops, networking sessions, and a community.

Elisabeth Uhlig
Project Manager, Berlin



What stood out in 2022 was resilience. The resilience of African businesses despite COVID-19 aftershocks and global economic difficulties is the most inspiring part of my work.

For me, enpact is a verb: **Do!**

Ernest Armah
Project Manager, Accra



The most impactful moment in my 2022 was the AsiaBerlin Summit'22 as it allowed me to learn and explore myself. I was in charge of the exhibitions, our interaction spots area. I got to know many different partners, sponsors, entrepreneurs and gained really deep insights about the state of different entrepreneurship ecosystems all across Europe and Asia. So, it was the best experience I ever had.

Gabrielle Liu
Project Associate, Berlin

2022? Wow. That was already last year! My highlight is that we managed to juggle so many different projects, like the AsiaBerlin project, summit, delegation trips, and the Berlin Landing Pad. We brought startups from Indonesia, Japan, and Turkey to Berlin, while—in the meantime and applying a core strength of ours—we were leveraging our Berlin ecosystem network, and brought ecosystem actors and entrepreneurs to Singapore and Indonesia. I love working with the community, especially entrepreneurs, that are committed to creating impact, to exploring and finding opportunities, and accessing new markets.

Shira Putrinda
Project Manager, Berlin



enact in one word? Bold. 2022 was another point of inflection towards new beginnings and interesting challenges. Now I know for sure, that every year at enact always brings something new.

Sergio Rakotozafy
Project Manager, Berlin



For enpact in 2022? I think the highlight really was induced by a big lowlight for the whole world: the Russian war in Ukraine. I am glad and proud that enpact was quick to react and able to propose a program that really seeks to improve the situation of women that were affected in Ukraine and Moldova. The most impactful part for me was when the planning process went to its final stages, and we could actually start implementing this project and rolling it out. This was really the start for helping people in Moldova and Ukrainians in Moldova that were affected by this war to get better and to improve their living conditions.

Simon Wendelin Burger
Head of Strategy, Berlin

We have so many different projects. So many activities. One of the biggest milestones was implementing the AsiaBerlin Summit, so kudos to the team there. I am also proud of the DDLab to be honest. We were able to bring the participants to Berlin - once more a great example of how well we work as a team,, with all hands on deck to get them their visas, and organize the events etc. as it was one of the first in-person activities we organized in Berlin since the pandemic.

Wail Daoud
Senior Manager, Berlin

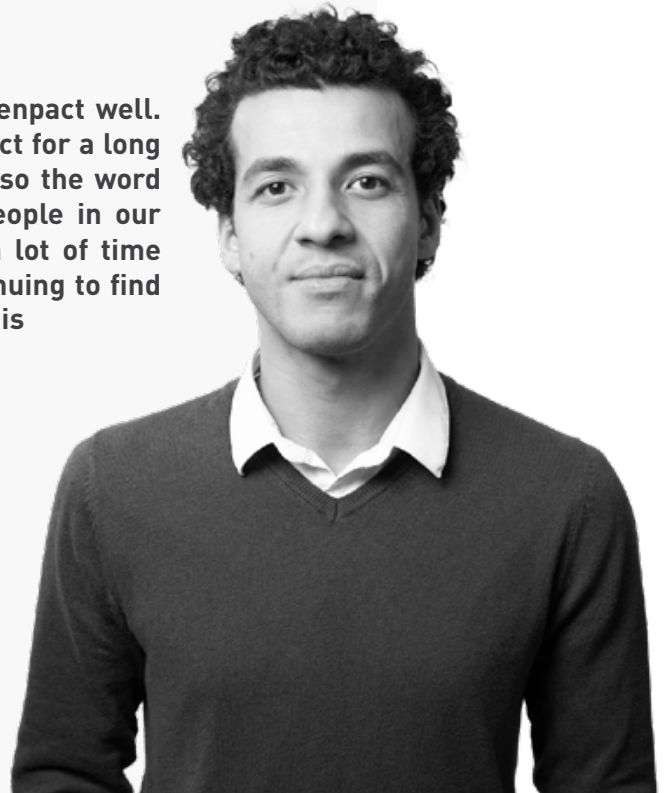




2022 allowed me for the first time to meet the participants of our programs, like the Empowering Entrepreneurship Initiative, the Decentralised Development Lab, AfricaBerlin Network, etc. in an analog way. It was really great to be able to connect with people directly. For me personally, work is not just performing something or selling something. I prefer having a mission and doing something useful for somebody. At enact, we're creating connections and global synergies. enact in one word? **Accelerate.**

Hanna Starchyk
Senior Manager, Berlin

I don't think there is a word that summarizes enact well. For me on a personal level, I have been at enact for a long time, I have been through the highs and lows, so the word that keeps jumping up for me is longevity. People in our generation are typically not known to spend a lot of time working for one organization. So, for me, continuing to find the work motivating, challenging and rewarding is a big testament to the impact we are creating.



Essam Sharaf
Head of Projects, Berlin

To learn more about our team, how we work and available opportunities at enact, check out our [careers page](#).

DONOR AND PARTNERS

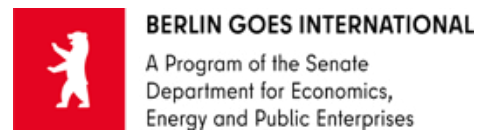
We are thankful for the support and the trust of partner organizations around the world that enable us to continue to reduce economic inequalities and remove structural and systemic barriers.



drosos (...)



BMW Foundation
Herbert Quandt



CREDITS

This impact report was made with love with contributions from Berlin, Cairo, Chisinau, and Accra.

Editor-in-Chief: Matthias Treutwein

Editors: Salma Nassar, Sergio Rakotozafy

Proofreader: Chandler Hill

Design and Packaging: Mohamed Ashraf

Authors: Ernest Armah, Mariam Humayun, Matthias Treutwein, Noha Hussein, Raka Ikrar, Salma Nassar, Sergio Rakotozafy, Tanti Sofyan

CONTACT

+49 30 2799-9582

info@enpact.org;

www.enpact.org

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