Education, digital technologies and the future of work in Africa
PRACTICAL INSIGHTS FROM KENYA

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Introduction

- Digital technology is changing how people work and the terms on which they work, and technology is changing the skills that employers seek

- About 65 percent of children entering primary school today, according to one estimate, will end up working in a job that doesn't yet exist (WEC 2018)

- By 2035 Africa will contribute more to the workforce than the rest of the world

- By 2050 1.25 billion people of working age in Africa. Employment is needed to absorb this growing workforce

- World Bank's The Future of Work in Africa. If digital technologies are harnessed correctly by governments and businesses by ensuring that critical policies and investments are in place…. Sub-Saharan African countries can benefit from digital technology adoption in different ways than other regions

Future of Work in Africa: The Gig Economy

- how can governments harness technology for future of work? The Gig economy

- The gig economy matches businesses to consumers through digital platforms and is characterized by the prevalence of short-term contracts or freelance work, as opposed to permanent jobs

- According to IFC, there will be 230 million "digital jobs" in Sub -Saharan Africa by 2030.

What needs to be done?

The Future of Work in Africa: The Roles of Skills, Informality, and Social Protection in Unleashing the Promise of Digital Technologies for All
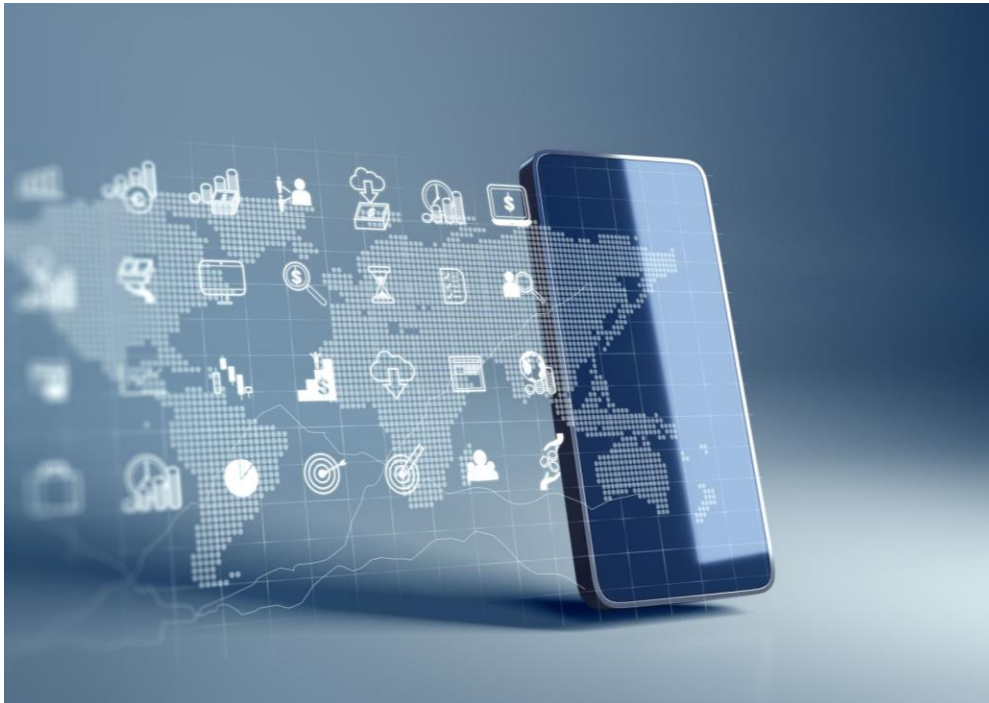
1. Digital infrastructure is available and affordable to all
2. Complementary physical infrastructure such as reliable electricity
3. Support the inventors and entrepreneurs that are needed to develop tools both for upskilling the stock of low-skilled workers in their current occupations and for the new tasks that the adoption of new technologies will enable
4. Develop interventions to facilitate the productivity upgrading of informal farms and firms and to upgrade the skills of their workers
5. Expand the coverage of social protection and labor systems, especially to workers, to spur greater entrepreneurial and worker risk-taking, and to facilitate worker transitions between jobs

World Bank's World Development Report 2019: The Changing Nature of Work

1. Invest in human capital especially in disadvantaged groups and early childhood education to develop the new skills that are increasingly in demand in the labor market, such as high-order cognitive and socio-behavioral skills

2. Enhance social protection to ensure universal coverage and protection that does not fully depend on having formal wage employment

3. Increase revenue mobilization by upgrading taxation systems, where needed, to provide fiscal space to finance human capital development and social protection

Case Study

The future of work in Africa: Perspectives from Kenya – Ajira Digital Program

AJIRA
ajiradigital.go.ke

Initiated in 2016 with four strategic pillars
In 2022: 1,933,011 digital workers

Catalyze and enable the demand side locally, regionally and internationally

Access to dignified work

Work readiness and guidance for the dynamic, always changing digital jobs ecosystem

Training & Mentorship

AJIRA
ajiradigital.go.ke

Empowerment through regulatory, infrastructure and financial support

Access to Infrastructure

Awareness

Build trust and confidence

Insights: Basic Elements

Digital Infrastructure: African countries need to close the digital infrastructure gap

Digital Skills: Improve the quantity and quality of skilled digital workers.

Enabling Environment: Governments need to support a gig economy business environment through policies, laws and regulations

Partnerships: An anchor to successful gig economy initiatives for Africa

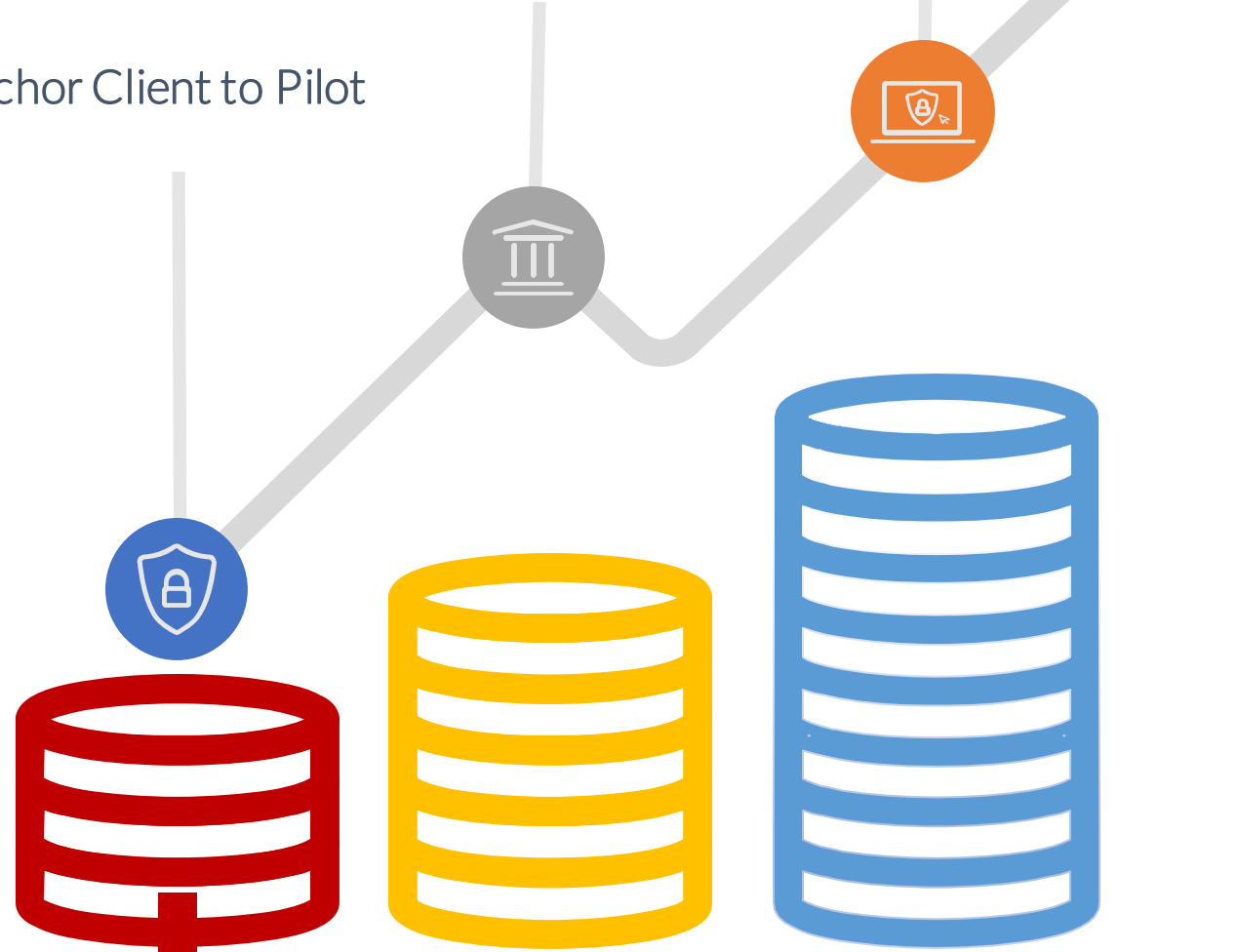AJIRA
ajiradigital.go.ke

DEMAND SIDE:
Increase availability of local, regional and international dignified work

Blue-print or Policy for outsourcing to freelancers,

Anchor Client to Pilot

Private sector engagement to catalyze job creation

Growth of E-Commerce & Job linkage Platforms

Purposefully build and grow local job marketplaces

Conclusion

- With a growing internet penetration in Africa there are huge opportunities for African in the gig economy

- The right skills, infrastructure, regulations and partnerships the gig economy can create jobs and boost economic growth across the continent