



The future of work centenary initiative

Draft: The Future of Work Centenary Initiative: Zimbabwe Engagement with young people on social media

1. An Analysis of Responses from Data Collection Exercises

1.1 Platforms used to Engagement with Young People

Engagement with the young people in Zimbabwe through social media-used three platforms - Twitter, Facebook and WhatsApp. Starting in April 2016 until June 2016, the campaign allowed young people to contribute to the discussion on the future of work. CO Harare partnered with 263Chat to engage young people.

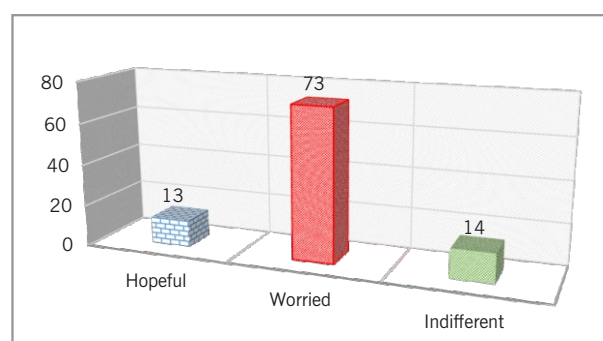
1.2 Job Prospects in Zimbabwe

Young people were asked to share their feelings towards the future of work, with a particular focus on the job prospects in Zimbabwe. “There should be a fourth option-SCARED”

One of the young person's responses on the question. Figure 1 below illustrates the responses from young workers on how they felt with regard to their current jobs or future job prospects, given the current state of the economy. The majority of the respondents (73 per cent) noted that they were 'worried' since they viewed their future as bleak, in terms of employment opportunities. Those in employment were worried that they could lose their employment as retrenchments were on the

increase and companies continued to close – this can be in part attributed to the June 2015 retrenchments following the Supreme Court ruling on termination by notice. Only 13 per cent of the young people were 'hopeful' of the future and 14 per cent described themselves as 'indifferent'.

Figure 1: Feeling Towards Job Prospects in Zimbabwe



Source: ILO CO Harare, 2016

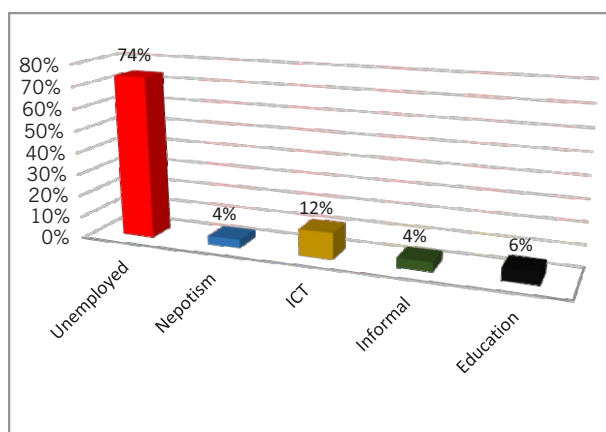
1.2 Characterises the Future of Work

A follow up question was asked, “What one (1) word would you use to describe what the future of work looks like to you?” Seventy-four per cent of the respondents noted that they see unemployment in the future and 12 per cent indicated that ICT was the future of employment, with jobs being driven by innovation and the adaption of new technologies that would make Zimbabwe a more competitive destination. Continuation with education (further studies) was mentioned by 12 per cent as the future, this leaning to the fact there are no jobs. Four per cent

noted that nepotism (a loose reference to economic activity that might not be legal in the strictest sense) and *informal economy* were the future of work. Figure 2 illustrates the responses on the future of work.

Given such a high level of young people worried about their future prospects of employment in Zimbabwe, some of them noted that they were planning to *migrate*, as they saw better opportunities for employment in other countries. Those (young people) staying in the country indicated that the best way to earn an income was to start their small businesses. Such business ventures would have to be flexible, creative and innovative, thus, allowing them to adapt to the changing environment. It was also highlighted that the notion of a single job for a working life was no longer viable.

Figure 2: One Word for the Future of Work in Zimbabwe



Source: ILO CO Harare, 2016

It was also noted the skills development curriculum in the country needs to be improved, as this will allow the country to respond to developments in manufacturing and production. The revamp of the skills development programmes in the country will also allow young people to acquire the must need skills and allow them to enter into employment with hands on knowledge on the jobs they are contracted for. They will be better prepared for jobs in the future.

In their 2014 publication, “The future of work: A journey to 2022”, PWC noted that the world of

work can be categorised into three:

- i. **Blue** (*Big company capitalism rules as organisations continue to grow bigger and individual preferences trump beliefs about social responsibility*);
- ii. **Green** (*Social responsibility dominates the corporate agenda with concerns about demographic changes, climate and sustainability becoming the key drivers of business*); and
- iii. **Orange** (*Companies begin to break down into collaboration networks of smaller organisations; specialisation dominates the world economy*).

The young people agreed with the fact that Zimbabwe's world of work will be the Orange World. They noted that:

Work has transformed since the turn of the millennium because people live more in a punctuated time mode of employment and not in a full cycle of previous generations. Punctuated time is when one gets part time or temporary work and they survive in the here and now. They cannot plan for the future. A full cycle is the kind of stable life time employment with pension benefits. It enables one to plan their life save and enjoy the pension.

With the advent of outsourcing and companies trying to save and do away with responsibilities of pensions and other benefits¹, people start to adapt and there is a desire in people to be their own bosses and start their own companies. Even for those employed in long term jobs with pensions and benefits, they can decide to go on early retirement when they are still young and use their money to start small businesses and projects.

Others noted that:

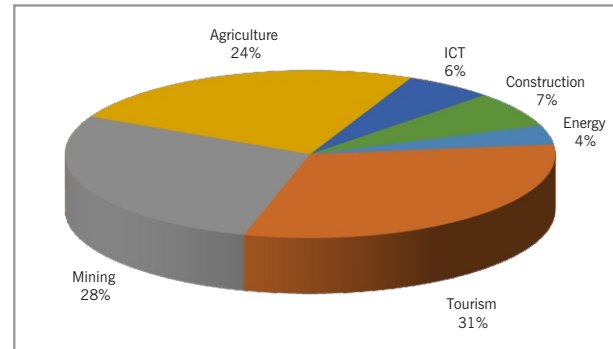
*The future of work is simple. **Home office.** No big organizational structure but fluid interaction determined by need to work and no need for a salary. No permanent full time employees but more flexible.*

Work in the future is going to be based on contractual obligations per deliverable.

¹Here, a full cycle- refers to permanent work.

In terms of the sectors that could key for employment creation in the future, the following sectors were identified; Energy, Tourism, Mining, Agriculture, ICT and Construction. Besides the sectors at the centre of growth currently-mining and agriculture- tourism was noted a sector with great potential in the future.

Figure: Sectors of Future of Work in Zimbabwe



Source: ILO CO Harare, 2016

Young people also noted that the trade unions in the country need to converge and come up with outreach programmes to educate workers on labour rights and labour laws.
