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Note to any reader other than me of this file

Please note: this is not my full paper. It is only an indication of what the paper will be about and the books I would like to consult in the literature review for the paper.

I am loading it to try and overcome a problem I have with accessing Congress papers.

Johann Maree

Title of paper: Will skills shortages impede economic development in Sub-Saharan Africa?

Background

After many decades of political turmoil and economic stagnation the African continent is on the rise. More and more countries are becoming democratic with changes of government and presidents happening peacefully through the ballot box. At the same time the economy of Africa is experiencing lift-off. It is the continent with the fastest economic growth in the 21st century and investors are increasingly turning their attention to Africa.

Political super-powers, the United States of America, European Union, and China, are all making concerted efforts to establish or maintain their influence in Africa. India's links have expanded. There is also intra-regional investment with many South African companies spreading across Sub-Saharan countries.

But Africa still remains a continent with immense diversity. Authoritarian and dictatorial regimes exist cheek to cheek with democracies. Religious extremism is tearing some countries apart. Not all African countries are thriving economically. Some are thriving because of their mineral resources, others due to innovative diversification.

However, a major feature of the economies of many Sub-Saharan Africa (SSA) countries is that they are still predominantly informal with low levels of technology and productivity that require mostly low educational and skill levels. Employment in these countries is mainly informal which is not regulated in any way. However, there exist a growing number of African countries with significant formal sectors, including ones that are attracting considerable amounts of foreign investment and where multinational corporations (MNCs) are locating themselves.

Aim of paper

The aim of the paper is to explore whether the human resources that the growing formal economies require are available in sufficient numbers and whether enough is being done to ensure an adequate supply of skills for future needs. The reason why this is an important question is that the formal economy requires more educated and skilled labour than the informal economy. Good education and skills training are therefore essential. What is more, an adequate supply of a wide range of skills is going to be required as countries develop industrially as their economies become more diversified and sophisticated.

The existing methods of skills and apprenticeship training in many Sub-Saharan African countries are geared for informal sector requirements and are not adequate to meet formal sector requirements. Much of it consists of on-the-job training by observing and doing. But to meet the requirements of modern industrial economies institutions of education and training geared to the needs of the formal economy will have to be established in sufficient numbers.

Research Method

The paper will establish what is actually taking place in a selected group of countries in Southern, Eastern and Western Africa. Three to six countries will be selected from the following pool (at least one from each region):

Southern Africa: South Africa, Angola, Mozambique, Zambia

Eastern Africa: Kenya, Ethiopia, Tanzania, Uganda, Burundi

Western Africa: Nigeria, Ghana, Cameroon, Senegal

Primary data will be collected in each of the countries by means of interviews, documents, and on-site visits.

Preliminary research hypotheses

Preliminary research has generated the following hypotheses:

1. The existing provision of skills in all Sub-Saharan African countries is presently inadequate to sustain economic growth and development over a long period of time.
2. The provision of an adequate supply of skills requires a combined and coordinated effort on the part of the state, employers, non- governmental organisations (NGOs) and trade unions.

Literature Review

Before commencing on the fieldwork a literature survey will be done on investment and economic development in Africa, the extent of the informal economy and employment in Sub-Saharan Africa, and on existing education, training and skills development taking place in the sub-continent, based on exploring some of the readings in the bibliography below.

The conference paper

The paper will commence with the major relevant findings uncovered from the literature review. It will be divided into three sections: 1) investment and economic development in Africa, 2) the extent of the informal economy and employment in Sub-Saharan Africa, and 3) the existing education, training and skills development taking place on the sub-continent. It will then address the two hypotheses generated for the paper including the findings of empirical research that will have been completed.

The conference paper will not be regarded as the final version as more fieldwork will still be done after the conference. Upon completion of the fieldwork the paper will be revised and

extended to incorporate the additional research completed. The paper will then be submitted to an appropriate high impact journal for publication.

Potential Bibliography

On investment and economic development in Africa:

- Chitonge, Horman. 2015. *Economic growth and development in Africa : understanding global trends and prospects*. New York, NY : Routledge.
- Layla Al-Zubaidi and Jochen Luckscheiter, editors. 2014. *Africa rising: who benefits from the continent's economic growth?* Gardens, Cape Town : Heinrich Boll Stiftung.
- Perez-Villar, L., and Adnan Seric. 2014. *Multinationals in sub-Saharan Africa : domestic linkages and institutional distance*. Vienna: United Nations Industrial Development Organization, 2014.
- Diana Games, compiler. 2013. *Business in Africa: corporate insights*. Johannesburg: Penguin Global.
- Terri R. Lituchy, Betty Jane Punnett and Bill Buenar Puplampu, editors. 2013. *Management in Africa : macro and micro perspectives*. New York : Routledge.
- Rotberg, Robert I. 2013. *Africa emerges : consummate challenges, abundant opportunities*. Cambridge : Polity Press.
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- Kojo Menyah, Joshua Abor, editors. 2012. *Finance and development in Africa*. Bingley, UK: Emerald.
- Carmody, Padraig Ristead. 2011. *The New Scramble for Africa*. Cambridge, UK; Malden MA: Polity Press.
- Punam Chuhan-Pole and Manka Angwafo, editors. 2011. *Yes Africa can: success stories from a dynamic continent*. Washington, D.C.: World Bank.
- Fantu Cheru and Cyril Obi, editors. 2010. *The rise of China & India in Africa : challenges, opportunities and critical interventions*. London : Zed Books.
- Kaplinsky, Raphael and Mike Morris. 2010. *The policy challenge for sub-saharan Africa of large-scale Chinese FDI*. Madrid, Spain: Elcano Royal Institute of International and Strategic Studies.
- Barreto, Montserrat Lleyda. 2009. The impact of democracy on economic growth in sub-Saharan Africa. Masters dissertation. University of Cape Town.
- Roger Southall and Henning Melber, editors. 2009. *A New Scramble for Africa? Imperialism, Investment and Development*. Scottsville: University of KwaZulu-Natal Press.

On the informal economy and informal employment:

- Nancy Benjamin and Ahmadou Aly Mbaye ; with Ibrahima Thione Diop. 2012. *The informal sector in francophone Africa: firm size, productivity and institutions*. Washington, D.C.: World Bank.
- Lynn Schler, Louise Bethlehem and Galia Sabar, editors. 2011. *Rethinking labour in Africa, past and present*. London: Routledge.
- Ilda Lindell, editor. 2010. *Africa's informal workers: collective agency, alliances and transnational organizing in urban Africa*. London: Zed Books ; Uppsala, Sweden: Nordiska Afrikainstitutet.
- Imraan Valodia, editor. 2008. *The informal economy in South Africa: issues, debates and policies*. Durban : School of Development Studies, University of KwaZulu-Natal.
- Palmer, Robert. 2004. *The informal economy in Sub-Saharan Africa: unresolved issues of concept, character and measurement*. Edinburgh: University of Edinburgh, Centre of African Studies.
- Eleanor Preston-Whyte and Christian Rogerson, editors. 2001. *South Africa's Informal Economy*. Cape Town: Oxford University Press.

On education, training and skills development:

- Johanson, Richard and Adams, Avril. 2004. *Skills Development in Sub-Saharan Africa*. Washington DC: World Bank, Special attention will be paid to the following sections: Executive Summary pp.1-14, and ch.6 Building Skills for the Informal Economy, pp.127-148. The Executive Summary contains the following sections: Making Reforms Work in Public Training, Opening Markets for Nongovernment Training Institutions, Recognizing Formal Sector Enterprises as Trainers, Building Skills for the Informal Economy, and Promoting Training Reforms with Financing.
- Beveridge, Maike; King, Kenneth; Palmer, Rob; and Wedgwood, Ruth. 2005. *Re-integrating Education, Skills and Work in Africa: Towards informal or knowledge economies? Towards autonomy or dependency in development?* Scotland: Centre of African Studies, University of Edinburgh. My focus will be on the following chapters in the book:
- Jacques Charmes. 2005. Rethinking Africa's Ordinary Economies: The informal/formal and the farm/non-farm divides, pp.217-245.
- Fred Fluitman. 2005. Poverty Reduction, Decent Work and the Skills It Takes, pp.247-263.
- Yumiko Yokozeki. 2005. Education for Sustainability in Africa: The role of Traditional Apprenticeship Training, pp.305-319.
- Kenneth King. 2005. Education, skills, Knowledge and Work on the World's Development Agenda, 2005, pp.437-463.
- McGrath, Simon. 2005. *Skills Development in Very Small and Micro Enterprises*. Cape Town: HSRC Press. Ch.1 The existing state of knowledge about very small and micro enterprises in South Africa, and ch.2 Experiences from the rest of Africa, pp.1-24.

Akoojee, Salim; Gewer Anthony; and McGrath, Simon, eds. 2005. *Vocational Education and Training in Southern Africa; A Comparative Study*. Cape Town: HSRC Press.