



# THE FUTURE OF WORK

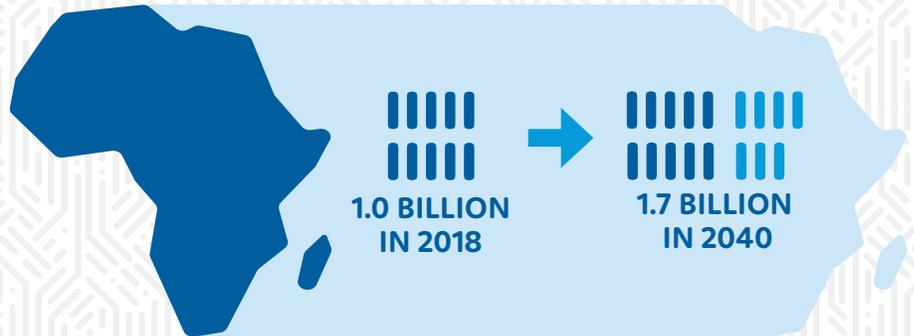
## IN SUB-SAHARAN AFRICA



**AFRICAN DEPARTMENT**

Between 2018 and 2040, the population of Sub-Saharan Africa is projected to increase dramatically.

To keep pace with population growth, 20 million jobs per year will need to be created over the next two decades.



### UNCERTAINTY #1 GLOBAL ECONOMIC INTEGRATION

Impact on trade and financial flows

### UNCERTAINTY #2 TECHNOLOGY

Impact on jobs and wages

### UNCERTAINTY #3 CLIMATE CHANGE

Impact on growth and food security

## WHAT COULD A WORLD OF WORK LOOK LIKE?

### Three Possible Scenarios for the Future of Work in Sub-Saharan Africa

*(Additional details on the following page)*

#### AFRICA ARISEN

Technology has increased productivity, the global system has remained integrated and agricultural innovations have mitigated the effects of climate change. These opportunities would have been successfully leveraged by sub-Saharan Africa, creating an emerging vibrant middle class. However, in a gig economy, job volatility is the norm.

#### AFRICA FOR AFRICA

Advanced economies have established protectionist policies fueled by technology displacing workers. Sub-Saharan Africa would have to chart its own course in a volatile global economy and political environment. Regional integration could spur some growth. Governments would struggle with the limited tax revenue.

#### AFRICA ADRIFT

Rapid automation has reshored manufacturing to advanced economies, climate change is worse than anticipated. In sub-Saharan Africa, development policies have been thwarted by these global developments, leaving most economies stagnant and indebted. Informal jobs in subsistence agriculture and low productivity services remain dominant.

	AFRICA ARISEN	AFRICA FOR AFRICA	AFRICA ADRIFT
<b>GLOBAL ECONOMIC INTEGRATION</b>	Deepening integration	Reversal of integration with advanced economies, but greater integration within Africa	Volatility/trade wars
<b>TECHNOLOGY</b>	Empowers workers	Displaces workers in advanced economies but lower wages insulate Africa	Thwarts industrialization
<b>CLIMATE CHANGE</b>	Mitigated by technology	Weights on growth	Forced urbanization and migration
<b>INFRASTRUCTURE</b>	<ul style="list-style-type: none"> <li>Digital infrastructure alongside traditional infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>Regional infrastructure to create common market</li> </ul>	<ul style="list-style-type: none"> <li>Infrastructure to link with the rest of the world obsolete</li> </ul>
<b>ECONOMY</b>	<ul style="list-style-type: none"> <li>Urban centers as innovation hubs</li> <li>Integration with global value chains</li> <li>Second green revolution</li> </ul>	<ul style="list-style-type: none"> <li>Regional integration and value chains</li> <li>Traditional mix of agriculture, manufacturing, and services</li> </ul>	<ul style="list-style-type: none"> <li>Rapid urbanization and poverty trap</li> <li>Commodities exports dominate</li> <li>Consumer services for elites</li> </ul>
<b>FUTURE OF WORK</b>	<ul style="list-style-type: none"> <li>Project-based</li> <li>Multinationals and global value chains dominate</li> <li>Professional services</li> <li>Limited job security</li> </ul>	<ul style="list-style-type: none"> <li>Project-based</li> <li>Use of technology for local solutions, but still traditional modes of production</li> <li>Grassroot innovators flourish</li> </ul>	<ul style="list-style-type: none"> <li>Subsistence activities dominate</li> <li>Large scale economic migration with no place to go</li> </ul>
<b>SKILLS FOR SUCCESS</b>	<ul style="list-style-type: none"> <li>Creativity, innovation, entrepreneurship, STEM</li> <li>Basic digital literacy, emotional intelligence</li> </ul>	<ul style="list-style-type: none"> <li>Entrepreneurship to develop African solutions</li> <li>Digital skills</li> <li>Technocratic civil service</li> </ul>	<ul style="list-style-type: none"> <li>Endowments and connections</li> <li>Education provides exit ticket, but inefficient and limited to the elite</li> </ul>
<b>REST OF THE WORLD</b>	<ul style="list-style-type: none"> <li>Provides financing</li> <li>Limited migration</li> </ul>	<ul style="list-style-type: none"> <li>Return of diaspora</li> <li>Remittances decline</li> </ul>	<ul style="list-style-type: none"> <li>Source of demand for commodities</li> </ul>
<b>CHALLENGES</b>	<ul style="list-style-type: none"> <li>Income security</li> <li>Increasing dependence on technology multinationals</li> </ul>	<ul style="list-style-type: none"> <li>Financing</li> <li>Informality</li> <li>Income volatility</li> </ul>	<ul style="list-style-type: none"> <li>Conflict and insecurity</li> <li>Convergence with AMs/EMs</li> </ul>

## TODAY'S POLICIES FOR TOMORROW'S JOBS



### GET CONNECTED

Invest in traditional physical infrastructure and digital infrastructure.



### FLEXIBLE EDUCATION SYSTEM

Invest in skills that will complement technology.



### SMART URBANIZATION

Create cities which are drivers of innovation and growth.



### STRENGTHEN SOCIAL SAFETY NETS

Provide support for workers facing frequent job transitions and uncertain incomes.



### TRADE INTEGRATION

Regional trade integration could be a driver of development.