

JOB CREATION

This section describes Fortune Development Centre's vision on how to harness the power of organisations, data, and technology to provide powerful insights and actionable intelligence for creating jobs. It helps build context into enabling organisations to understand how the tasks they implement fit into the processes and procedures to create employment. Ideally, it aims for a "start up project" approach, beginning with simple project implementation information before moving onto the more complicated.

Job creation is a burning issue in a situation where there is about 81% unemployment in Honde Valley as we go into 2021. Unemployment remains stubbornly high in Zimbabwe. The country is said to have an unemployment rate of over 90%, with millions of people surviving on informal trade. At the same time, those who are in work are increasingly at risk of low incomes, job instability and poor career prospects. In Zimbabwe and other emerging economies in Africa, informal employment remains an important issue, with many people working long hours for low pay with limited social protection. Certain groups of people have been more affected than others by the crisis, including youth, women, low skilled people, single parents, people with disabilities, and older workers.

Job creation can be stimulated through a stable macroeconomic framework, but also structural policies which encourage innovation, skills, and business development. In order for new jobs to be created, businesses need access to skilled people, to business networks, to finance, and to space to start up and expand. Where national policies are sufficiently flexible and adjustable, local level actors can develop integrated approaches to growth, maximising employment opportunities, and helping to tackle inequalities and social exclusion in their communities.

As a private voluntary organisation, Fortune Development Centre's thrust is to create local cooperation partnerships in order to give communities more control over their own lives. Owing to the fact that central government decision makers may lack objective reality as frequently they have no direct experience of the problems which they seek to address, non-governmental organisations play a catalyzing role of mobilizing local people and villagers for the purpose of undertaking social work and infrastructural development in their communities.

By pioneering projects such as providing online networking opportunities for local communities, water resources management, eco-tourism and establishing of an agricultural consortium, Fortune Development Centre would play the role of recruiting marginalized people in the ventures. This, undoubtedly, would benefit the community through job training and income generation.

The partnership between Fortune Development Centre and Engineers Without Borders, Sweden in the implementation of Water Resources Harmonization in Ward 10 of Honde Valley is capable of creating hundreds of jobs as agriculture is the main economic activity in this area. Taking it from another context, the general cleaning of the area would consist of treatments on the existing vegetation in the area that would be affected by the construction of the proposed mega water tanks and pipelines needed. Treatments of new vegetation through planting, hydro seeding and plantations to facilitate the environmental integration of pipelines, channel of shallow water, roads and restoration of areas affected by the construction works. The water tank construction, in itself, involves specialised manpower,

such as builders, plumbers, carpenters, drivers, and none artisan workers such as general hands.

Hydrological networks have an important part to play in all this. On the one hand they form the basis for the required analyses and on the other they help the application of the procedures. Setting up a hydrological station requires investment for infrastructure equipment, logistics, and for operation and maintenance.

It should be noted that NGOs are distinct employers from the others in that, they have special characteristics such as varied assignments and duties, a combination of paid and voluntary work, small working communities, expectations of spontaneity, self directedness, and the central position of self induced funding. The role of NGOs is to develop the ability of creating new job opportunities in the borderline between the services provided by the private and public sectors in order to improve employment. They also play the role of enhancing the employability of long term unemployed people so that they can join the open labour market. As a matter of fact, skills development, even in a short period of time or learning by doing, could be of considerable importance to the volunteers/employees if it helps them to find a job in the open labour market.

Fortune DC's starting point is building future leaders that have the ability to be creative and innovative. We strive to ensure the lesson plans are engaging enough to build school leavers into future leaders. It's essential to have programs which would improve vocabulary, presentation skills and problem solving through data research in our skills development. The market today is much more competitive and school leavers cannot meet success without grit, intelligence and a strong entrepreneurial spirit. Instilling these values in the youths will give them a competitive advantage for years to come.

Entrepreneurs are essential to the future. Educational institutions should be dedicated to training the next generation of global thinkers. It follows that cultivating the spirit of innovation along with the skills which support entrepreneurship among our school leavers is a mission critical endeavour. Policymakers should keep future job creating start ups in mind whenever they hear an argument to protect the economic status quo. Business Start ups do not destroy jobs; they create them. It turns out that entrepreneurs are the most valuable players in the economy. Recent studies look at job creation and job destruction to confirm that start ups create three million jobs per year and, unlike existing firms, start ups do it without destroying thousands more in the process. Entrepreneurs are always creating a new market or finding innovative ways to challenge incumbents in an existing one, which is how old ideas get replaced with new ones.

In the new global economy, start up firms have been considered a key player in economic development. The reasons for their significance are their contributions to job creation (which increases employment) and economic growth at the regional, national, and industrial levels. Several breakthrough innovations and major businesses have been generated by start ups. The Cybernet Hauna Internet project, which was started by Fortune Development Centre in March 2019, has the capacity to create jobs in specialised areas such as ICT technical operations, website development and database creation, computerised financial and manpower management, marketing, and so forth.

Entrepreneurs look for market opportunities it can be for goat meat or goat cheese, apiculture or fishery to realize that there is a huge gap for constant supply of quality goat meat or

cheese; or honey or fish to challenge old ideas. The first step for an entrepreneur is to import improved exotic breeds of goats or invent new ways of bee keeping. Fairtrade has attracted a lot of attention worldwide recently and this is a specialization that may create new overseas markets and bring better profits.

There are opportunities to establish call centres that serve many countries, leveraging on the pool of professionals from various disciplines, with the available skills in unemployed graduates, which are synonymous with call centre jobs. Marketing and communication companies could operate a remote regional call centre for global giants as well as outsourcing the handling of large customer bases for telemarketing, research, and offering customer support and handling queries. This model has worked elsewhere as countries such as India and the Philippines are top call centres for global technology and retail giants.

Furthermore, eco tourism is being viewed more and more as a way to form a more rewarding travel experience, as well as enhancing the magnitude of poverty due to creation of mass employment generation opportunities and social and hospitality services that are fairly distributed to all the host community stakeholders. The eco-tourism project being implemented by Fortune Development Centre will facilitate and stimulate tourism to Honde Valley away from the usual popularized attractions like the Victoria Falls and Great Zimbabwe. There is need to develop new tourist destinations to supplement the now “old and tired” tourist destinations. Tourists are always looking for new tourist attractions.

The prioritisation of job creation is informed by a prevalent assumption that employment has a positive impact on both poverty reduction and stability. It is assumed that job creation reduces poverty directly by increasing household incomes, and indirectly by stimulating the economy through the creation of demand. It is also assumed that job creation promotes stability by reducing incentives to participate in conflict, and by legitimising the State, as well as supporting the institutions and processes critical for the effective functioning of a State, for example through tax revenue, thereby promoting increased economic activity and further employment growth. In this way, job creation can contribute to a virtuous cycle of poverty reduction and improved stability, with mutually reinforcing outcomes.

Youth unemployment has been a particular problem for many local economies following the downturn and the Covid-19 pandemic. In many countries including Zimbabwe regional disparities in youth unemployment have grown wider, with the youth unemployment rate now exceeding 40% in some regions. While young people without skills and experience can find it hard to break into the labour market for the first time, other populations and communities can also experience important barriers to employment. Immediate barriers to work can include a lack of affordable childcare, poor transport links and complex welfare arrangements that make reconciling work and benefits difficult. In the longer term, living in areas which are isolated from the labour market, have high levels of drug and criminal activity, poor health outcomes can create structural impediments to growth.

There is a preponderance in the growth of informal employment in Honde Valley and the whole Zimbabwe in general. Informal economy workers often work in the most hazardous jobs, conditions and circumstances across all economic sectors agriculture, mining (makorokoza), industry and services. Typically, informal sector units are small scale, engaging mainly non waged and unorganised workers in precarious work processes and labour arrangements, largely unregulated and unregistered, falling outside of state regulations and control. High exposure to risks combined with low coverage of social protection, place

most informal economy workers in a very vulnerable situation. Although not everyone in the informal economy is poor, a significant proportion of the poor are in the informal economy, and, because they are poor, the occupational risks are compounded by such factors such as precarious housing, low quality nutrition, a lack of access to clean drinking water and sanitary facilities, and a lack of basic health services.

For many informal sector operators, their home and workplace are one and the same place. Vulnerability to diseases and poor health, therefore, result from a combination of undesirable living and working conditions. It is well established that gender inequality is more prevalent in the informal economy, where women are concentrated in the lower end and earn significantly less than men. It is also in the informal economy that child labour and bonded labour are most prevalent and most difficult to address.

Fortune Development Centre's vision is to find ways to address the problems that lead to informal employment and joblessness caused by lack of jobs in the market. One way to address unemployment is through policies that seek to improve the job readiness of people who are unemployed or are making the transition from education to work, thereby making them more prepared to move into a job (or into a wider variety of jobs) when there is a faster rate of growth in employment. The key elements of these policies should be to ensure that skill levels are raised to make the unemployed and school leavers viable job applicants and to provide pathways for them into permanent employment. The policies also need to address the diversity of backgrounds of people who are unemployed.

In Ward 10 of Honde Valley, Fortune DC has embarked on leadership training to include understanding of statistics and data/information gathering, manpower and financial management, community mobilization and outreach coordination, communication handling and leadership qualities in order to lay the foundations for success. However, such efforts should be complemented by programs such as private sector wage subsidies to provide an effective means of promoting employment opportunities for people who are relatively job ready. For those with substantial impediments, there is a need to give more focus on provision of skills this is best done when it is targeted at and tied to an employment opportunity. It is likely to involve tailored intervention and may be relatively expensive. But it is important to remember in doing the cost benefit analysis that the payoff may be to create a productive worker for the next 40 years.

There are projects to be done in the community that create benefits for all, e.g., via local government in rural areas. However, these need proper planning and funding so that the workers have the skills and appropriate infrastructure. Some funding in these types of projects may well create much wider benefits that justify more public spending! Similarly, the creative industries have many project options that create both employment and enjoyment. Finally, Job Creation options should include socially useful projects, fewer public service cuts and ensure employers recruit and train locally before importing labour.

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