

Workers, the 4th Industrial Revolution & Future of Work

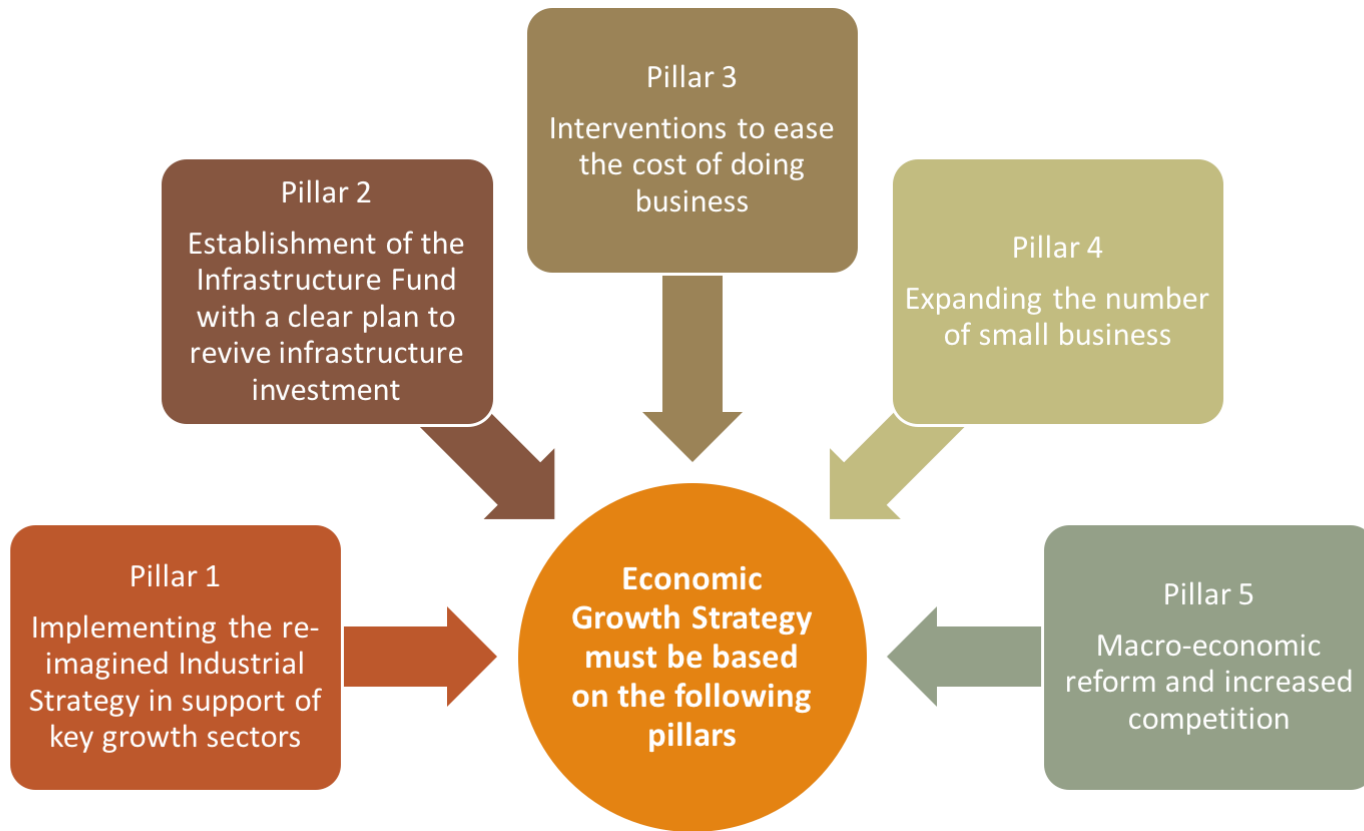
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FOURTH INDUSTRIAL REVOLUTION

Re-imagined Our Industrial Outlook

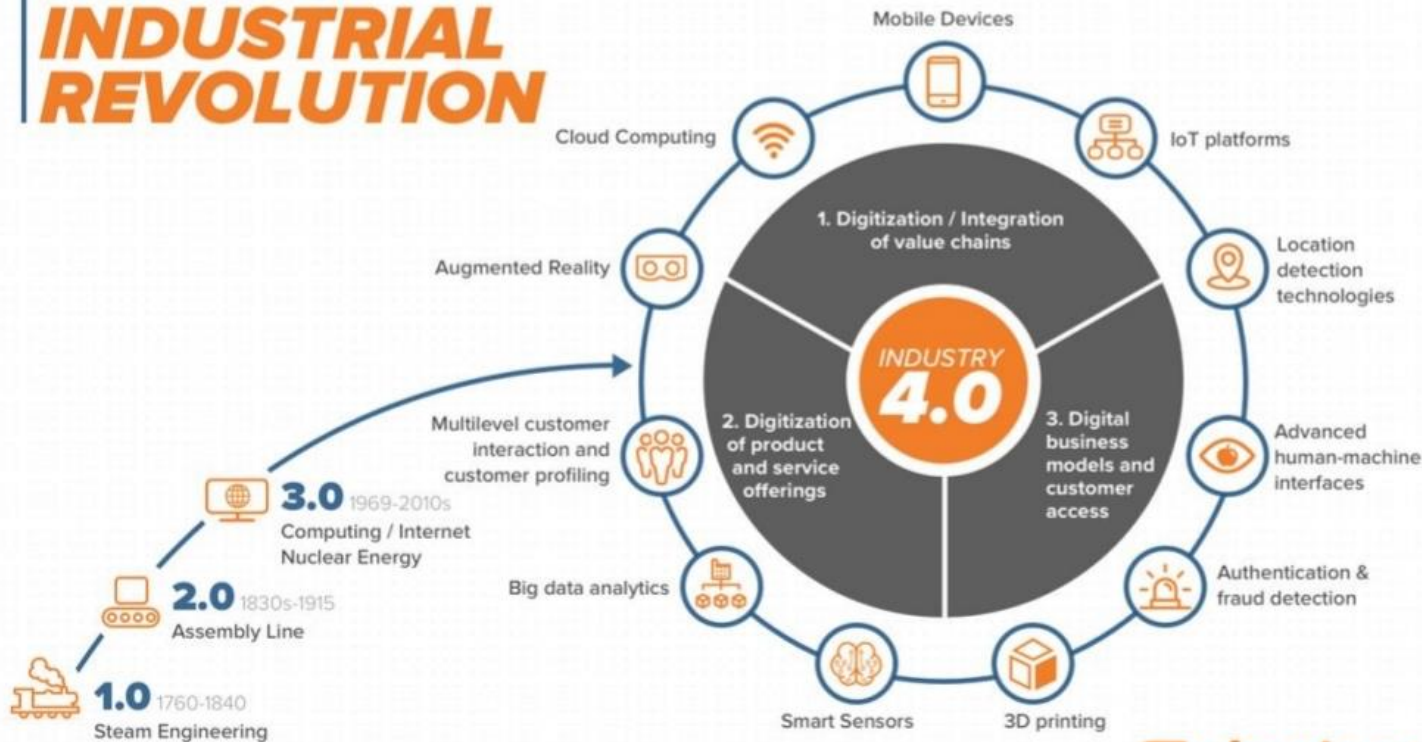


Economic Growth 'Strategy'



Technology a necessity to respond to human challenges

FOURTH INDUSTRIAL REVOLUTION



shockoe™
Enterprise Mobile Solutions
Apps for the Fourth Industrial Revolution



Discourses of Inclusion

Our approach:

4th Industrial Revolution (4IR) debate is centred on:

- workers' rights,
- human rights,
- and decent working standards.

4IR capacity to augment human – technology is an enabler



Transition

- Ostrich approach of denialism? Failure to plan is equal to planning to fail.

Or

- Plan for a just transition?

Reap the technological & socio-economic rewards;
Protect jobs, workers & their families; &
Sustainable development.



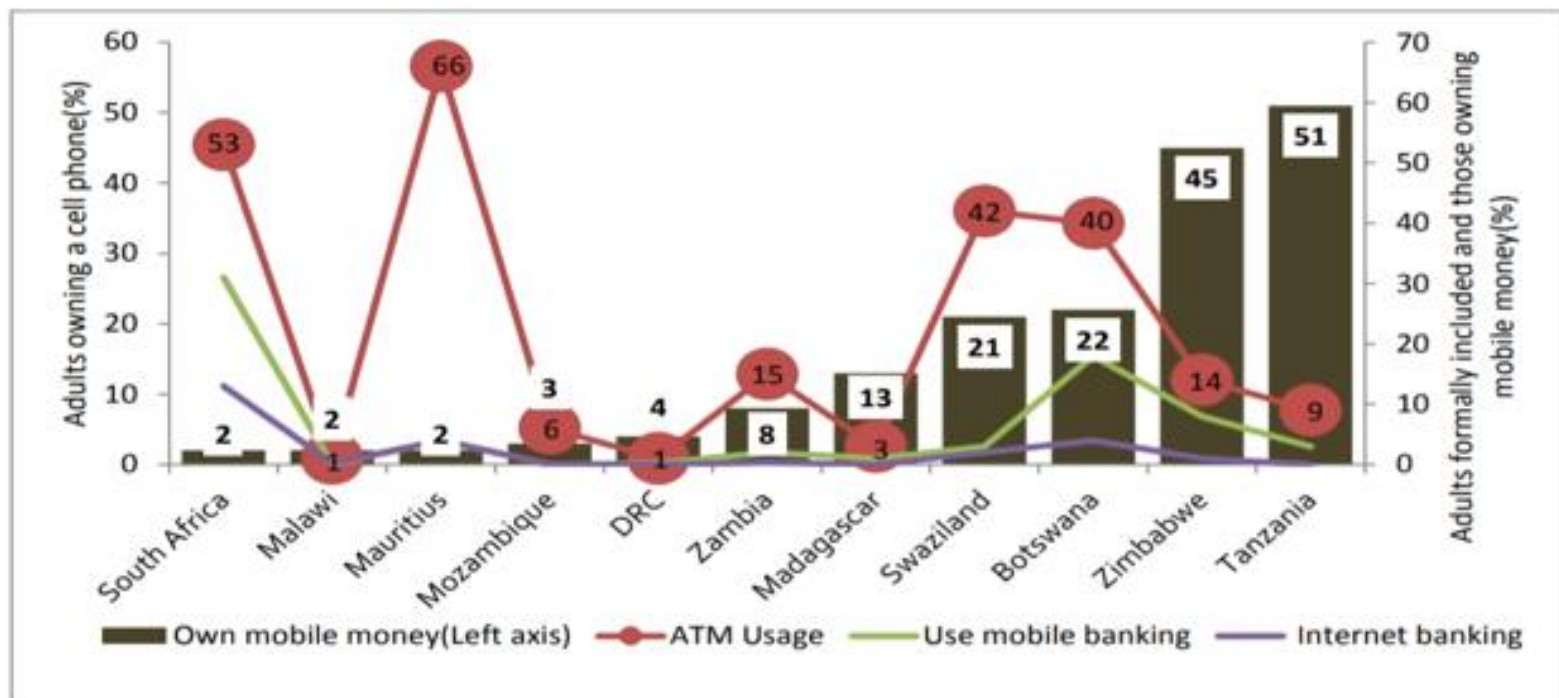
What was and what is fading

- Milk men;
 - Switch board telephone operators;
 - Clothing (weavers, spinners, dyers);
 - Human alarm clocks;
 - Rat catchers; &
 - Street-light lamp lighters.
-
- Call Centre's
 - Camera person (Broadcasters)
 - Print media
 - Conventional Broadcasters



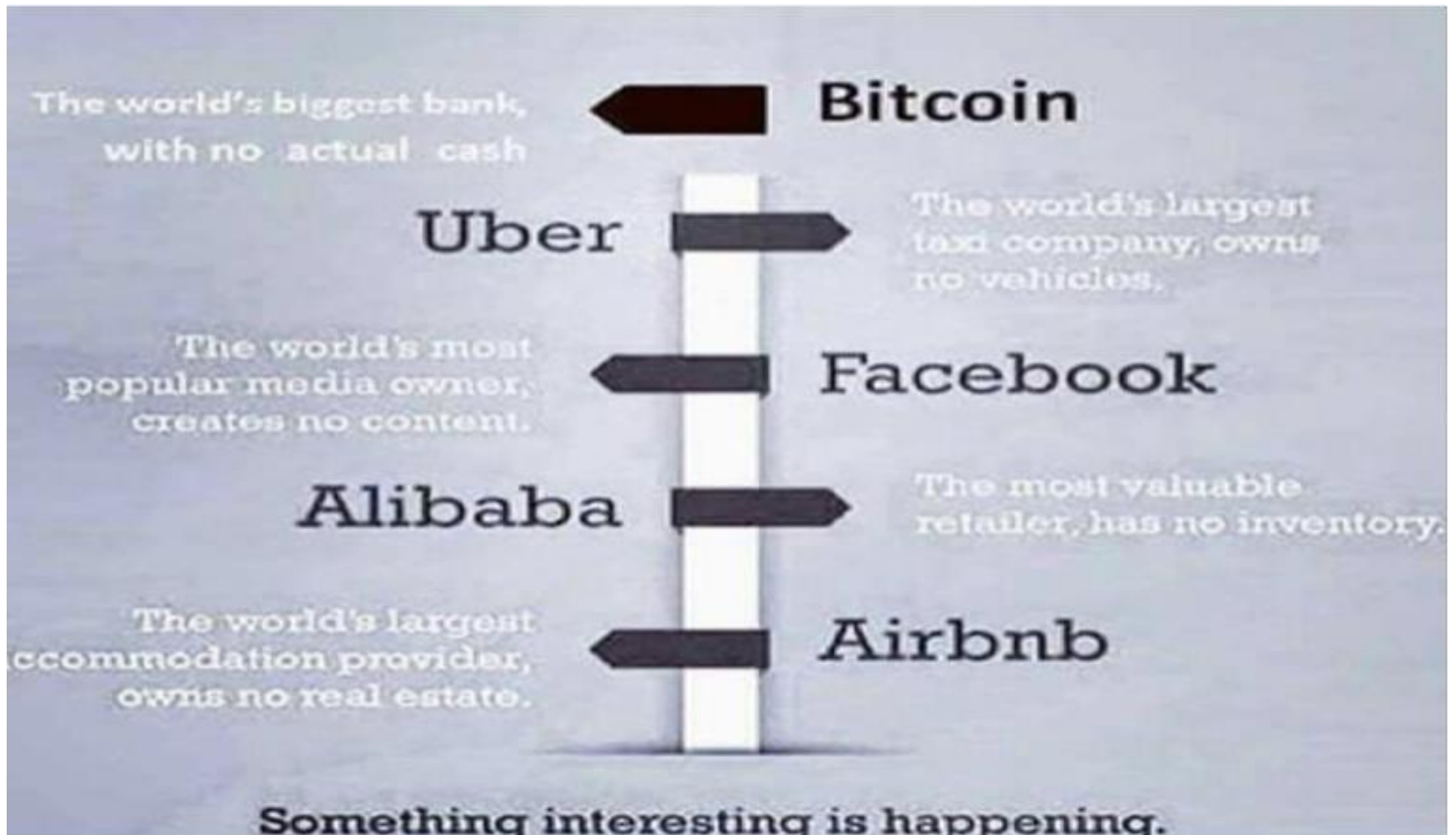
Money transaction

Figure 2: Mobile money, ATM usage, mobile and internet banking



Source: FinScope Surveys

Ever changing world



4th Industrial Revolution – Opportunity?

- Many of the opportunities the 4IR offers are internet based.
- Globally the proportion of women using the internet is 12% (ITU, 2017).
- SA's internet penetration stands at 56% - Kenya (83%).
- Internet access and cheap data are a driver of innovation i.e. informal sector (Kenya, Nigeria and India).
- South Africa's data price amongst the highest in the world. (In 2016 study second only to Brazil).

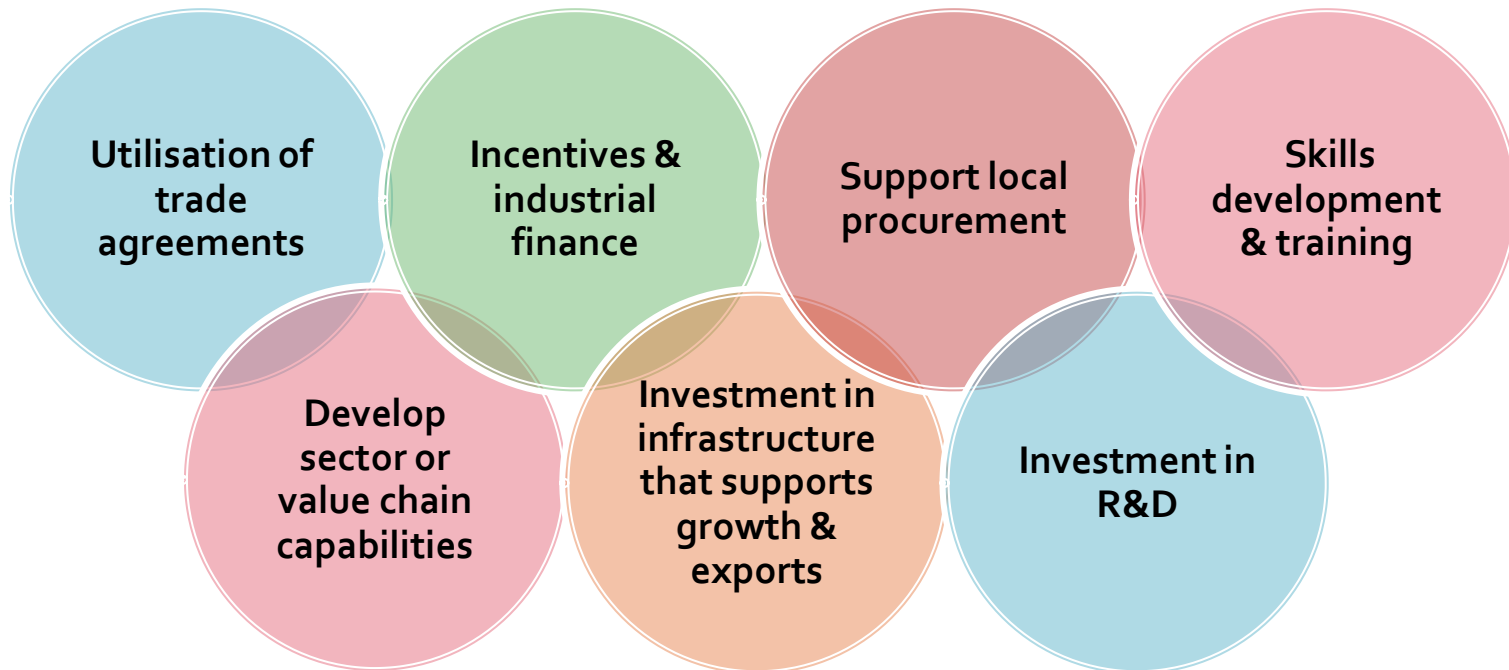


Education and Skills

- Our academic curriculum be aligned to meet the market demands
- A recognition of indigenous languages to redress the imbalances of the past (in a South African context).
- The universities must increase intake on critical skills, particularly science and technology.
- The recognition of prior learning must be utilised and loosen the processes of accreditation.
- Must have a glide path to skill those that were left out by the apartheid legacy.
- MICT Seta mandate to be strengthen in reaching out to the current work force to squire relevant skills.
- The multinationals companies are to be compelled in complying with legislations particular to address the question of upskilling.



On Policy reforms



Stable and cost effective electricity and water

Underpinned by a supportive and stable macro-economic framework

Access to broadband



Research and Development

- An exclusive research which sidelines labour, civil society and the poor in general. The state and private sector has an exclusive engage.
- Benchmarking with developed countries it is mostly failing due to non incorporation of our diversity element.
- With all the waste that we collect i.e. e-waste cooperatives can assist to reduce unemployment and formalise the vulnerable informal recycling industry.
- With the shortage of ICT related skills funding – employers need to invest on training of workers.



Policy, Regulation and Legislation

- Delay in policy formulation is destroying implementation.
- Forever changing political policies of the ruling party are confusing the public.
- Local regulators – i.e. ICASA needs to be capacitated to deal with the complexities of 4th Industrial Revolution
- A SADC framework on regulatory
- Snail pace regulations implementation in the era of evolving innovation is a serious barrier. In RSA the Digital migration “fiasco”.
- Reforms in policies and policy we can have powerful legislations.
(Broadcasting and diversity)



Conclusion

- Create conducive environment for SME's to grow the job market.
- Infrastructure rollout must be used to create decent sustainable jobs.
- Encourage local procurement through tax reforms.
- Privacy, cybercrime and cybersecurity must be prioritised when formulating laws
- Invest in research
- Social compact and oversight platforms



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Abstract (photo) from the mtn presentation



Siyabonga

