



**Employment and social conditions of labour in the agro-industries  
in Mozambique:  
Dynamics of work in the forestry and tea plantations**

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# Presentation structure

- Policy Focus on job creation
- What does the research shows?
  - Employment and productive structures
  - Labor legislation, Social security and labour practices in the agroindustries
- Concluding remarks

# Employment and social conditions of labour in the agro-industries in Mozambique

## Policy focus on job creation in the agriculture sector

- ✓ Direct relationship between job creation and better working and living conditions is assumed
- ✓ Type of employment, its conditions and impact on livelihoods not clearly discussed
- ✓ Linkages between jobs created, other forms of work and livelihoods is almost neglected

# What does the research on forestry and tea plantations suggest?

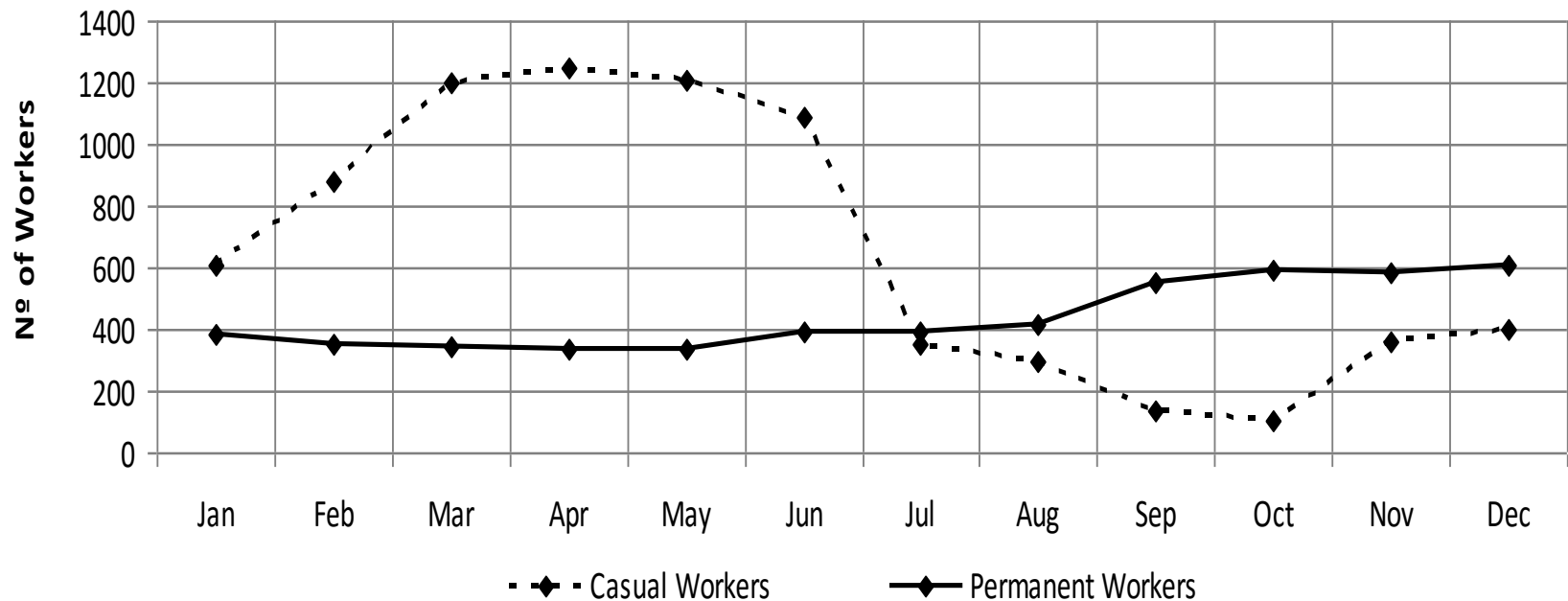
- ✓ Casualization as part of a wider problem of organization of production and work.
  - Reflecting to some extent the conditions for the profitability of agricultural enterprises.
- ✓ Contradiction between job creation and the improvement of the social conditions of labour, given the prevailing type of “extractive” agriculture productive structure.

# What does the research on forestry and tea plantations suggest?

- ✓ Labour structures reflects the prevailing type of 'extractive' productive structure in the agriculture sector.
  - **Eg.** Forestry and tea plantations:
    - Production of commodities for export;
    - Access and control over resources (land, water) and labour force at lower prices;
    - Weak productive linkages with the whole economy.
- Task based system of work marked by intensification of work
- Employment is unstable, unsecure and developed in precarious working and living conditions.

# Permanent and temporary (or casual) work in the forestry sector

Graph 1. Recruitment of the work force in the forestry plantations, Niassa, Company A



Source: Estimate based on the data base referring to 2012 of forestry

# Labour legislation, social security and labour practises in the agroindustries

- Employment structures and social conditions of labour not consistent with the objectives of the labour legislation and social security under the current mode of production organization
  - Labour regime (the modes of recruitment, mobilization and organization of labour in the production process)
  - Working conditions (minimum wage, food, housing, transport, health and safety)
  - Social Security System (registration, coverage and benefits)

# Concluding remarks

- Labour practises are inconsistent with and are outside the limits of labor legislation and social security as suggested by the public policy.
- Implications for the type of labour force that is created, for its productivity and sustainability of the underlying productive and economic struture.
- Need for the transformation of the current type of the productive structure and organization of work, including the underlying working conditions.



*Thank you!*