

Constructing a Labor Market

TVET & Skills Training for Employment in Infrastructure and Extractive Industries in Cabo Delgado, Mozambique

Mollie Gleiberman



IOB

Institute of Development Policy and Management
University of Antwerp

Context

- Natural resource boom in Cabo Delgado, Mozambique
 - Liquefied natural gas (LNG)
 - Rubies
 - Graphite
- Promise of jobs for the local host communities

Three Strands of Literature

Resource Governance/Resource Curse → threat of enclaving and failure to develop local linkages because local population lacks capacity

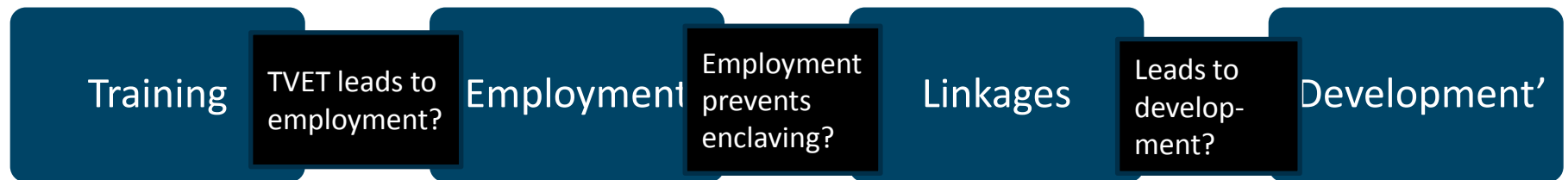
Infrastructure → “infrastructure gap” due to lack of skilled workers to build, operate, maintain large works

Labor/Unemployment → “skills gap” hampering opportunities and creating an unemployment crisis (esp. among youth)

Same solution: technical and vocational education and training (TVET), skills training, capacity-building, etc.



Just add skills?



Training

Mozambicans
are
“unskilled”?

Employment

What type of
labor is valued?

Linkages

Is enclaving
reduced...or
reproduced in
a different
form?

‘Development’

Different ideas
of
‘development’?

TVET & Skills Training in Cabo Delgado

- Donor-funded programs (e.g. GIZ & DFID, Colleges and Institutes Canada, KOICA)
- Local institutes
- Private sector
 - Multinational companies
 - Individuals as employers
 - Consultants

Methods

Qualitative research

- 10 weeks fieldwork (Feb, Apr 2016, May 2017)
- Mainly Cabo Delgado
- Semi-structured interviews (n=28), informal interviews (n=27), one focus group discussion
- Observation

Limitations

- Short time span
- One-sided perspective
- Access

Findings (1)

Practical difficulties in local TVET institutes

- Ill-prepared students (lack of basic literacy/numeracy)
- Insufficient/obsolete equipment → limited opportunities for hands-on, practical learning

Findings (2)

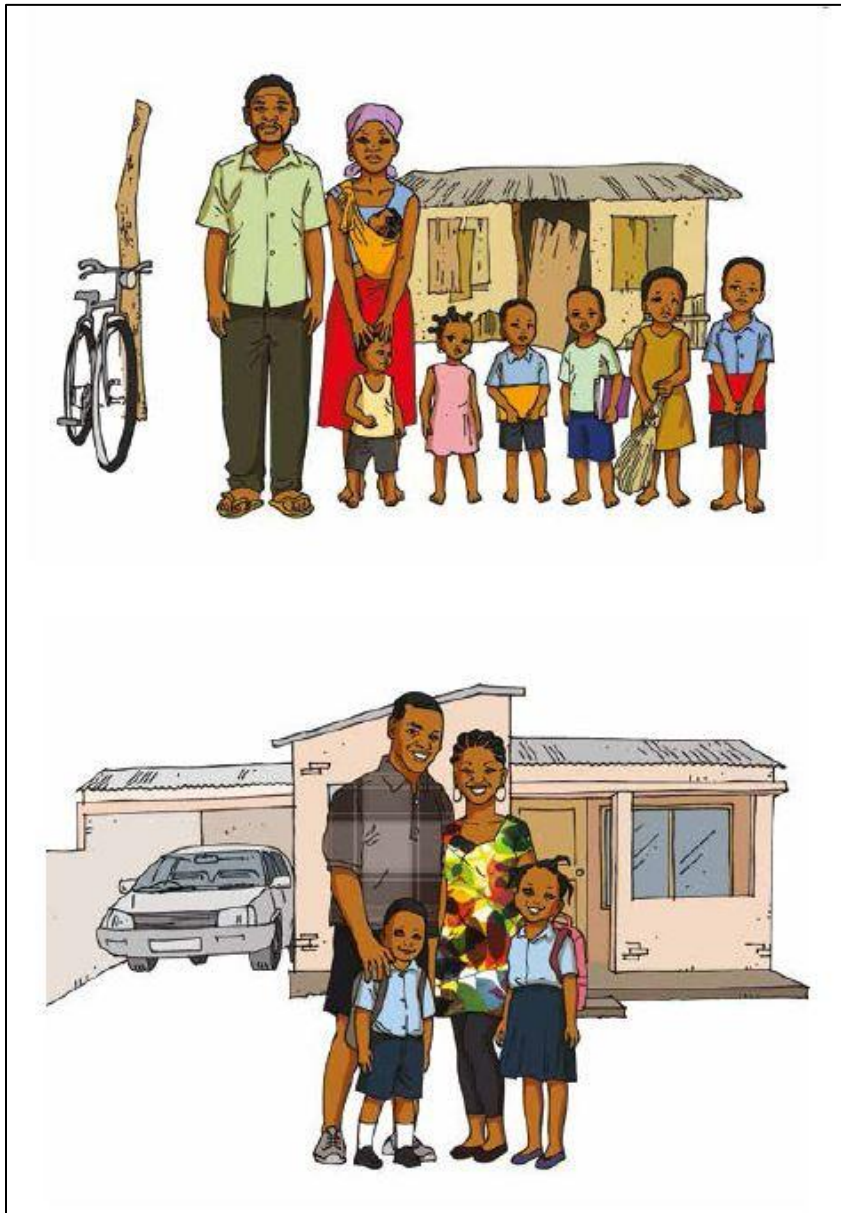
Employment is scarce

- “We are all parasites of the gas industry”
- TVET & skills training are not a pipeline into jobs
 - Misalignment of expectations regarding TVET → Students expect jobs, instructors expect self-employment
- Superfluous jobs → adverse inclusion?
 - Low-skilled jobs, domestic services as part of “social license to operate” but offer very low pay

Findings (3)

Employers seek not only technical skills, but particular attitudes/work ethics

- TVET & skills training produce **new worker subjectivities** in which employees are expected to think and behave in new ways, adopt modes that meet the expectations of foreigners
 - Clashes between different managerial styles of employers
 - Different ideas about time (rotations, lunch breaks)
 - Health, hygiene, appearance
 - Exercise of *pedagogical authority*



**WHAT DO WE FIND IN PLACES WHERE
MANY PEOPLE HAVE MALARIA?**
NOT THIS **BUT THIS**



Left: Illustration accompanying the page on family planning in CTEM's *Supertécnica* day planner.
Right: Malaria-awareness campaign, TVA (1941) - discovered via Carter (2014)

Takeaways

Training

Mozambicans
are
“unskilled”?

Emphasis on soft
skills; training
not just about
welding or
carpentry but
creating new
worker
subjectivities

Employment

What type of
labor is valued?

Work that suits the
needs of MNCs is
considered
valuable; wage
work is valued
more than
subsistence

Linkages

Is enslaving
reduced...or
reproduced in
a different
form?

Precarious jobs;
training does not
create jobs
(“vocational
education
fallacy”);
superfluous jobs
(adverse incorp?)

‘Development’

Different ideas
of
‘development’?

“modernity
package”;
Specific
consumption
practices

Thank you!



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