



Employment creation and social conditions of work in the agro-industries in Mozambique

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Outline

- ✓ Introduction
- ✓ Employment creation and / vs. social conditions of work in Mozambique?
 - Work, employment and productive structure: the case of forestry plantations in Niassa province
 - Implications of the current mode of organisation of work and productive structure in Mozambique
- ✓ Concluding remarks: how to organise different?

Introduction

- Job creation has been the focus of debate in the current development public policies in Mozambique.
 - Eg. The Government's Five-Year Plan (PQG) 2015-2019 (and also the Employment Policy), aims to the creation of 1.5 million new jobs in 5 years to meet the main objective supported in the current PQG 2015- 2019, which is to improve the population's living conditions.

Nevertheless...

- There have been questions about the employment created in the large agro-industries plantations in Mozambique.
- The mechanisms and processes through which employment, under the prevailing growth pattern and productive context in Mozambique, can actually improve peoples's livelihoods and well-being are not clearly discussed and explained.

Introduction

- The research focuses on the analysis of the type of employment created, with particular interest in the study of the relationship between employment patterns, the productive organisation of work, the work experience and structures prevailing, the social conditions, health and the environment as well as the implications of these aspects together for the well-being of workers and their families.
- Well-being is not limited to the creation of employment and to the respective remuneration, or to the consumption and possession of goods, which, although important, are only some of its determinants.
- The research followed a political economy approach and drawn upon on a triangulation between qualitative and quantitative data.
- This research shows that the type of employment created in these agro-industries reflects the prevailing mode of organization of production and work. Employment structures reflects the productive structures and vice-versa.

Employment creation and / vs. social conditions of work in Mozambique?

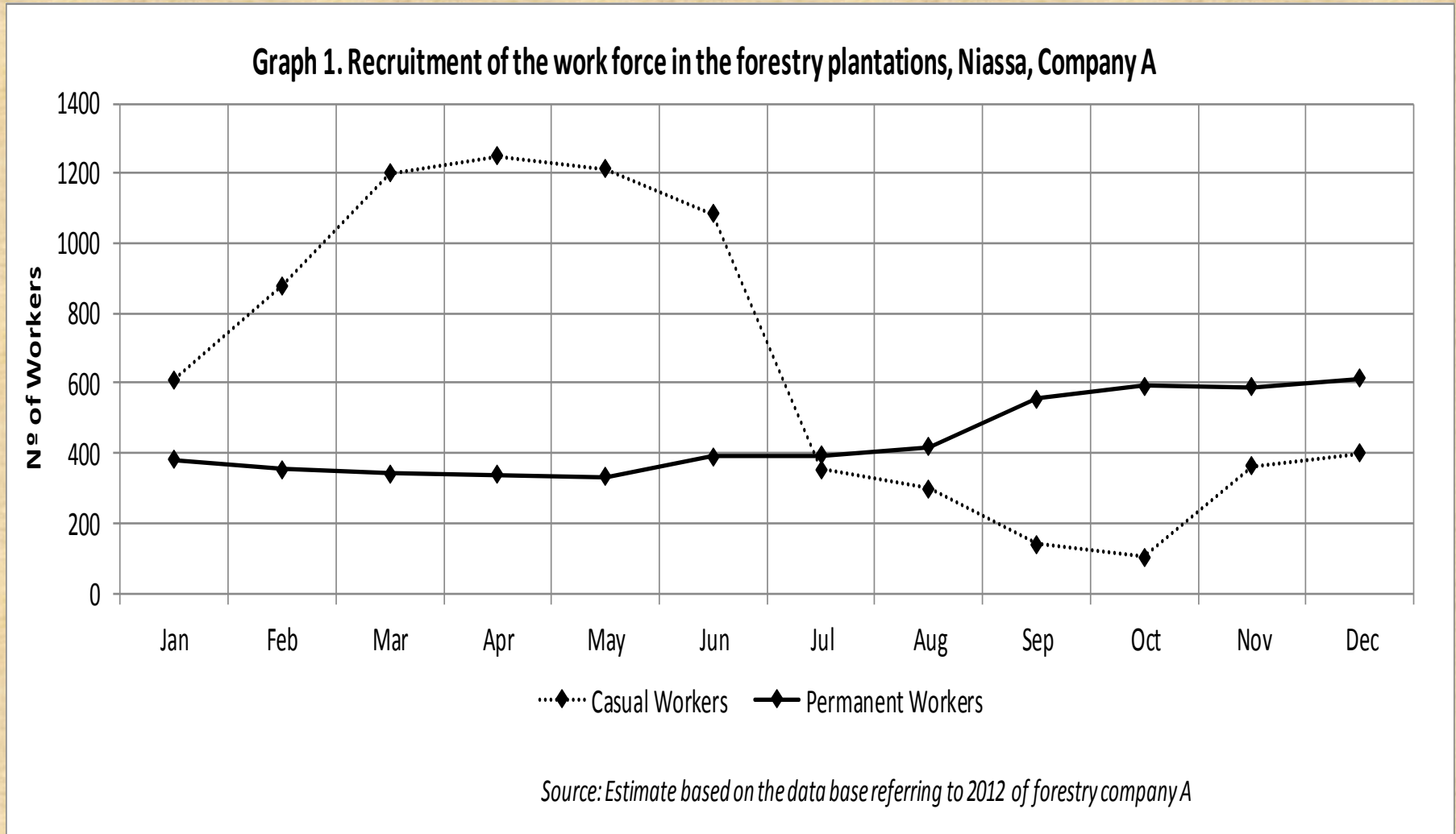
- In the current model of organisation of the productive structure in Mozambique, there is a contradiction between creating employment and improving social conditions of work. Eg. agro-industries (forestry, tea plantations, sugar plantations, etc.).
- This contradiction is explained by the type of the prevailing productive structure, which is narrowed and extractive, focused on the production of primary commodities for export with very low or no processing and with weak productive linkages in the economy. Eg. In the forest plantations, the focus is the planting of eucalyptus and pine for the production of paper pulp for export. Forward linkages are limited, with the exception of wages. There are some backward linkages but not well established (outsourcing to provide some services: land preparation and clearing, planting, etc.).
- In this type of structure, capital has access to and control over resources (eg vast extents of land, water, etc.) and over the productive and work process, at a low cost and with access to cheap labor force which is responsible for their own social reproduction costs.

Employment creation and / vs. social conditions of work in Mozambique?

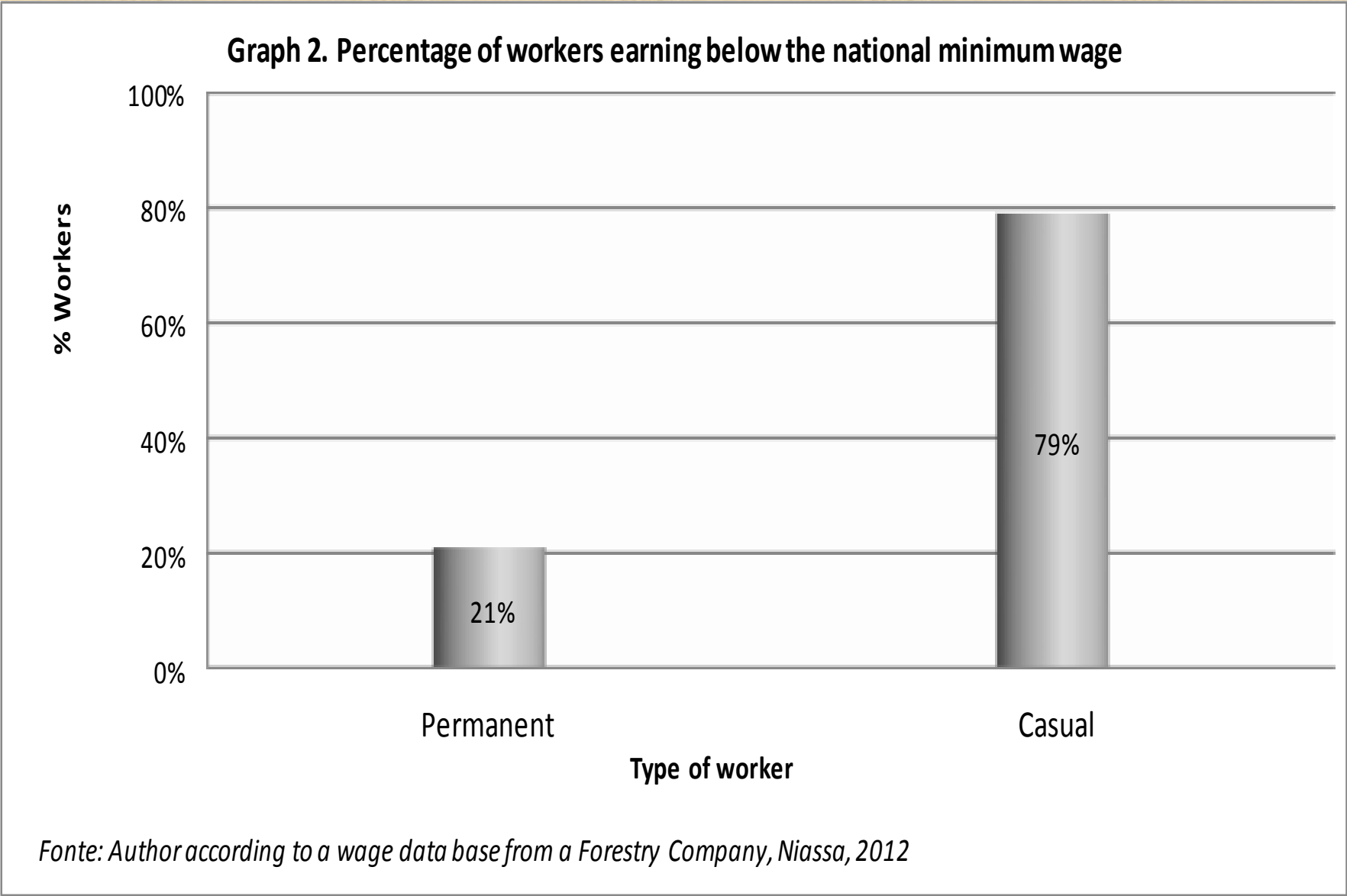
- Employment in forest plantations is mostly casual, unstable and insecure, and developed in a context of tensions and contradictions in productive social relations. The precarious working conditions have implications on the type of labour force and the productive structure generated, and put into question its reproduction and sustainability.
- The current employment structures in agro-industries are the product of the prevailing organisation of production and work, which is task-based and marked by intensification of work.
- The current system of production and work determines the 'actual' work day, its respective wage and its possible benefit from social security. This system exacerbates the ruptures, instability and insecurity of work and income in monoculture.

Employment creation and / vs. social conditions of work in Mozambique?

- ...What is the kind of work actually created?



Employment creation and / vs. social conditions of work in Mozambique?



Employment creation and / vs. social conditions of work in Mozambique?

- The profitability of the companies is based on the payment of low wages and in precarious working conditions where the workers are responsible for their own social reproduction.
- Workers are socially differentiated and get involved in a variety of activities and work, formally and informally subjected to the capital, including paid and unpaid work, agricultural and non-agricultural work, to cope with their livelihoods.
- Family agriculture and wage labour are interdependent and finance each other mutually, so that, given the dependence on monetary income for the consolidation of the peasantry, it supported the costs of its own reproduction.
- Labour relations are complex and surrounded by conflicts. If the prevailing productive mode of organisation of work remains structured as it is, the supply of labour, its productivity and the capital accumulation can be put into question. This is crucial mainly for that production processes that are dependent on labour force and hence cannot be completely mechanised.

Eg. Absentism schemes, sabotage, quality of production.

Concluding remarks: how to organise different?

- It is necessary to challenge the dilemmas that the current mode of economic growth in Mozambique is generating and which have implications for the potential for broad development and improvement of the quality of life of population.
- Some of these dilemmas to face are: (i) concentrated productive structures with limited potential for articulation; (ii) the deepening of specialization around primary production processes and goods with weak (or no) processing for export; (iii) the inability of the economy to generate basic consumer goods and services (food, public transport, education and quality health services, etc.), which are necessary for the sustenance and social reproduction of the workforce, in order to maintain the workforce available and cheap, but with increasing quality of life.

Concluding remarks: how to organise different?

- Look beyond the creation of employment itself its vital. How does the employment created relates with other broad forms of work beyond the 'workplace'!
- How can the unions and other forms of organising labour help in ensuring that one day of work done is actual considered and paid!
- The transformation of the prevailing growth pattern in Mozambique is crucial. The precarious working conditions have implications for the availability and type of workforce that is generated, in the conditions of their reproduction and productivity as well as in the sustainability of the prevailing productive structure in the country.

Thank you!

Hvala!