

# Exploring the future of the world of work to inform skills policy

Options for alternative African futures

Presented at  
**African Forum on Youth Skills and Business in the Digital Age** UCT GSB  
**18 April 2018**

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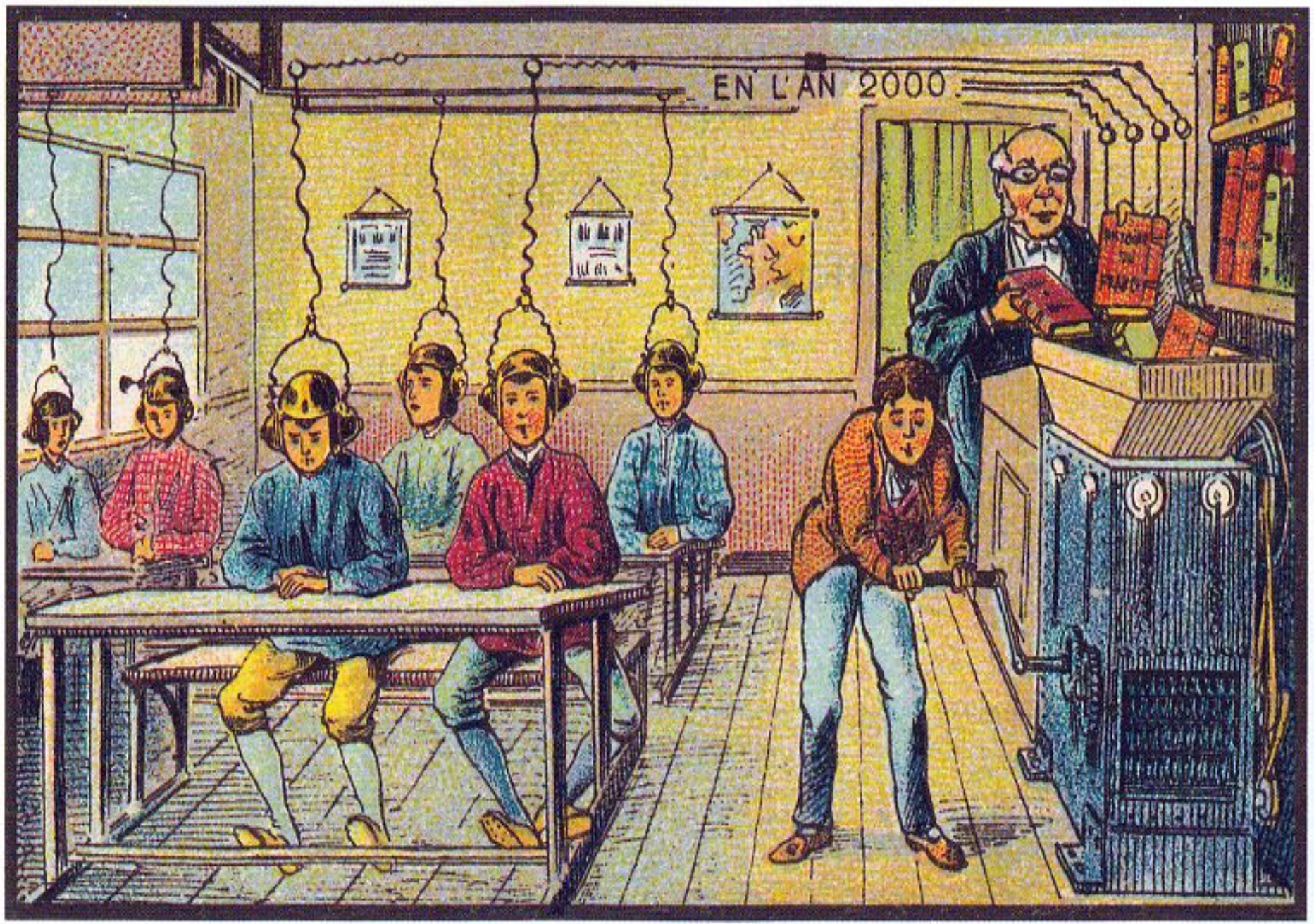
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*Co-creating the atmospherics for meaningful decision-making*





At School





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**20 - 30 - 50**

# Sneak Skill Lvl. 101



# The Mouseion at Alexandria

Ptolemy c. 300BC (war scholar & patron of intellectual life)

A research institute with lecture halls, laboratories & guest rooms for visiting scholars.

Archimedes & Euclid: mathematics & physics.

Astronomer Aristarchus of Samos: solo-centricity.

The library (added by Ptolemy's son), contained an unparalleled collection of scrolls thanks to a government edict mandating that foreign ships hand over scrolls for copying.

First chief of the library, Eratosthenes, measured the earth's circumference to an accuracy within a few hundred miles.





# Ge'ez scrolls – Axum (Ethiopia & Eritrea)

inscriptions on coins (c. AD 270/290) (intended for international trade) highlight the fact that Aksumites were a literate people with knowledge of both Ethiopic and Greek languages ... followed the weight standards which existed in the Roman Empire

Aksumite Empire developed its own alphabet, the Ge'ez alphabet (which evolved from Epigraphic South Arabian during the late pre-Aksumite and proto-Aksumite period (c. 450AD)

A link between the trading systems of the Mediterranean and the Asiatic world & shows the extent of international commerce at that time

51 references in the Bible to "Ethiopia"

A cosmopolitan & culturally important meeting place for Egyptian, Sudanic, Arabic & Indian travellers, with Sabeen, Jewish, Nubian, Christian, and Buddhist minorities

## Augustine of Hippo (Annaba, Algeria)

*Bishop of Hippo Regius*



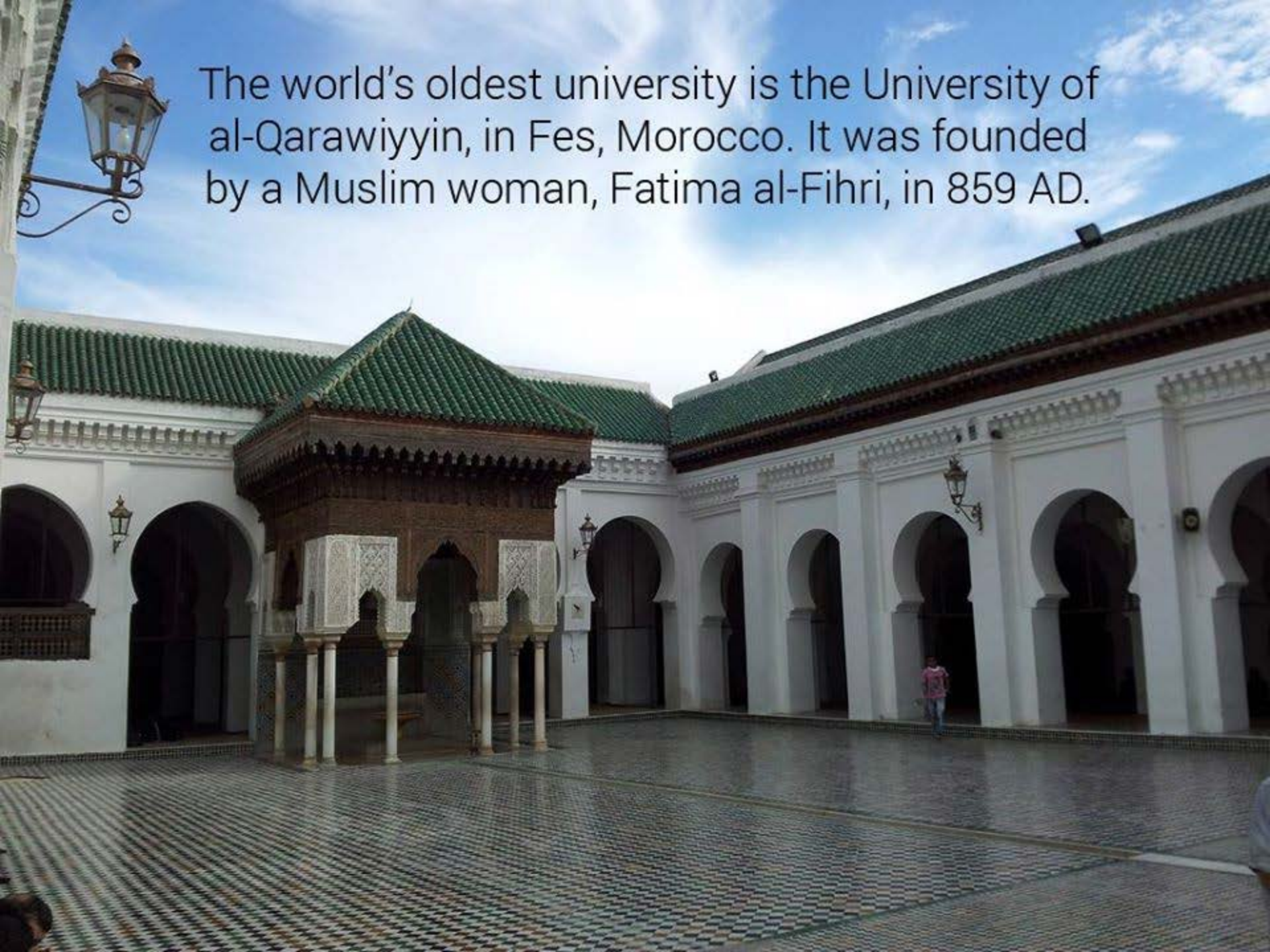
Painting by **Justus van Gent**, circa 1474

(13 November 354 – 28 August 430)

- Rational beings possessing free will
- *Just war theory*



The world's oldest university is the University of al-Qarawiyyin, in Fes, Morocco. It was founded by a Muslim woman, Fatima al-Fihri, in 859 AD.

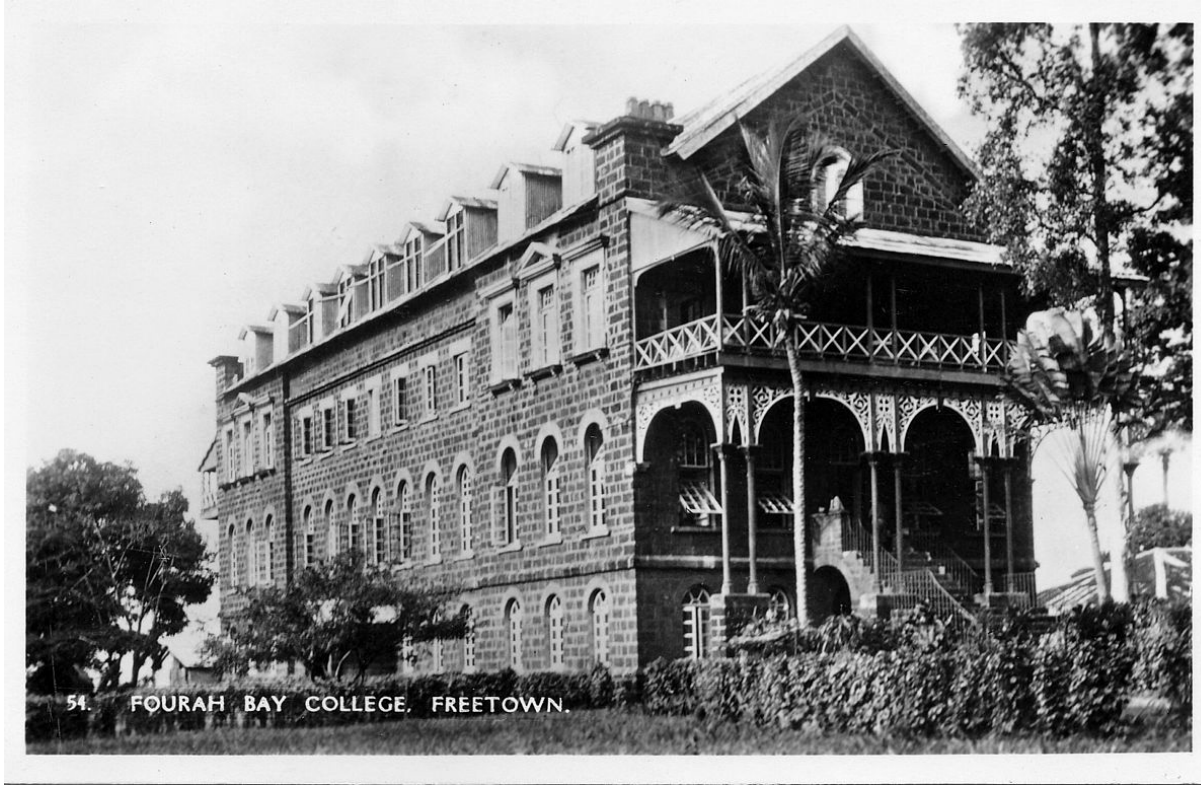




جامعة الأزهر



AL-AZHAR UNIVERSITY



54. FOURAH BAY COLLEGE, FREETOWN.



# FOURAH BAY COLLEGE



UNIVERSITY OF SIERRA LEONE  
*EST. 1827*



# Berlin Confere nce



v. Cambremont. de Coarcel. Marquis v. Penafiel.  
Graf Napnik. Said Pasha.

Graf de Kaunay.  
v. d. Straten.

Koffin.  
Naindre.

v. Kullerow.  
Graf Denomar.

Henry Sanford.

Jüßf Bismard.

v. Dind.  
Graf Szeghenyi.

Sveibert v. Bildt.

Graf Wilhelm Bismard.  
Unterhaatssekretär Reich.



May 2000





December 2011



December 2011



November 2012





**The  
Economist**

MARCH 2ND - 8TH 2013

[economist.com](http://economist.com)

Inside China's black jails  
Italy's disastrous election and the euro  
The lessons from Britain's downgrade  
Exporting American gas  
Why you don't have to come to work

# Aspiring Africa

A 14-page special report on the world's fastest-growing continent

# The Economist

APRIL 16TH-22ND 2016

Autism: beautiful minds, wasted  
Solar power comes of age  
Should your tax return be public?  
Bathroom politics in America  
Starchip enterprise: interstellar travel

## Making Africa work

A 14-page special report



Albania	AL300	Croatia	HR348	France	FR348	Ireland	IE300	Latvia	LV300	Netherlands	NL300	Romania	RO300	Spain	ES300
Austria	AT300	Cyprus	CY300	Germany	DE300	Israel	IL300	Lebanon	LB300	Nigeria	NG300	Saudi Arabia	SA300	Sweden	SE300
Bahrain	BH300	Czech Rep.	CZ300	Gibraltar	GI300	Italy	IT300	Japan	JP300	Malaysia	MY300	Qatar	QA300	Sri Lanka	LK300
Bulgaria	BG300	Denmark	DK300	Greece	GR300	Hong Kong	HK300	Luxembourg	LU300	Poland	PL300	Singapore	SG300	Turkey	TR300
Canada	CA300	Egypt	EG300	Hungary	HU300	India	IN300	Malta	MT300	Portugal	PT300	South Korea	KR300	USA	US300
China	CN300	Finland	FI300	India	IN300	Iran	IR300	Mexico	MX300	Peru	PE300	South Africa	ZA300	UK	GB300



The Economist

AUGUST 20TH-26TH 2016

India's cow economy  
America's mortgage market: still a mess  
Bureaucrats, meet algorithms  
Revenge fantasies in country music

# Africa's fragile democracies



ISSN 0950-0804



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Australia €6.50 Cyprus €6.50 Germany €6.50 Israel NIS41.00 Lebanon L121,000 Nigeria Naira 1,700 Saudi Arabia Riyals 5 SR66  
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Bosnia BAM10 Iceland €6.50 Hungary HUF1,170 Kenya KSh480 Malta €6.50 Portugal (cont) €6.50 Slovenia €6.50 UAE Dirham 45  
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# Trump letter to African leaders says he 'deeply respects' people of continent after 's\*\*\*hole' furore

President on charm offensive after African Union said it was 'frankly alarmed' by his remarks

[Jon Sharman](#) | 2 days ago | 89 [comments](#)

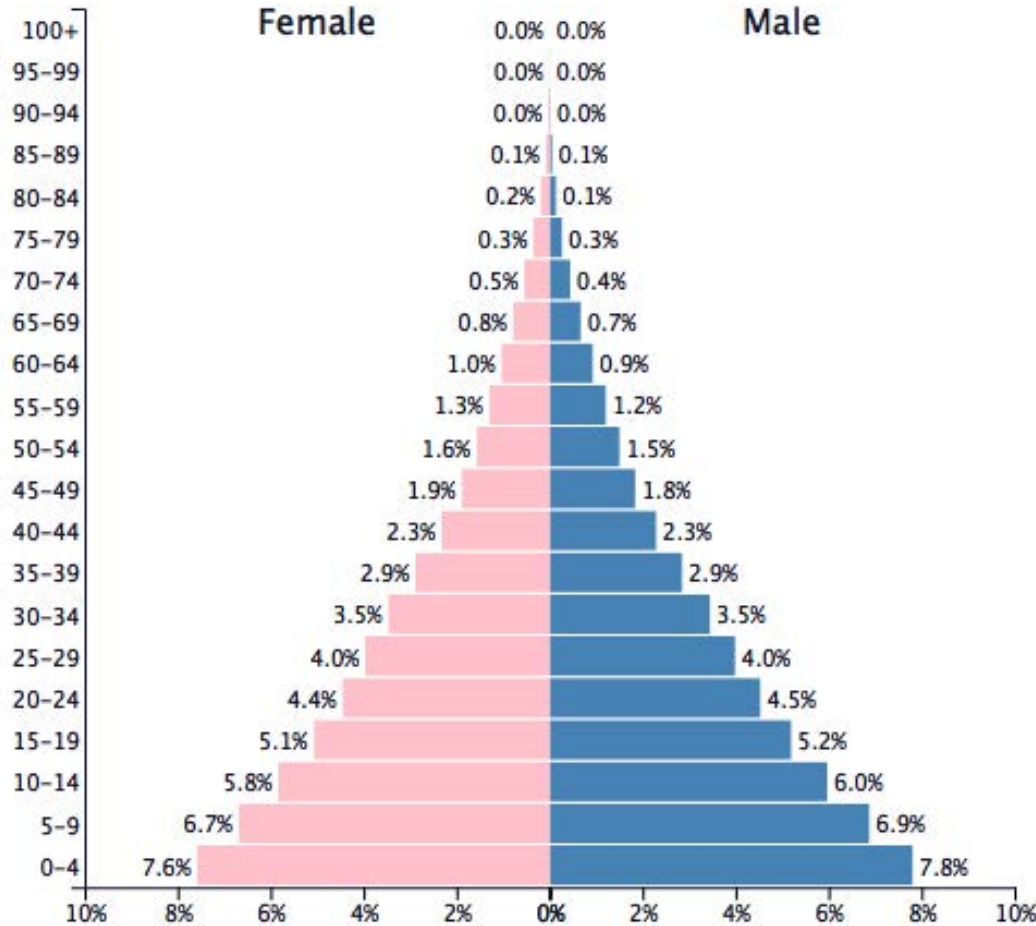


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The Independent US



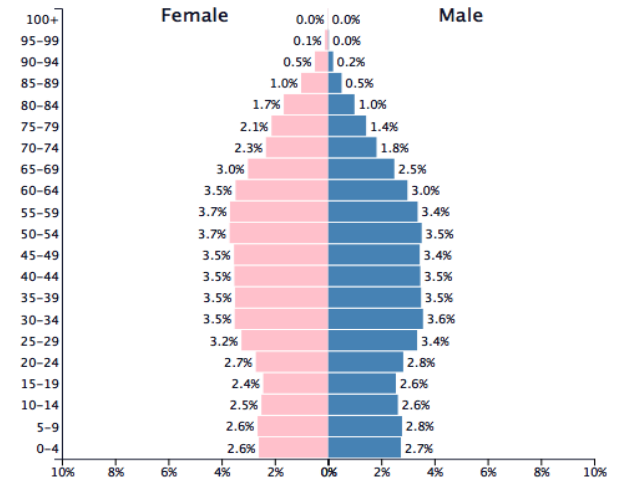


# Africa

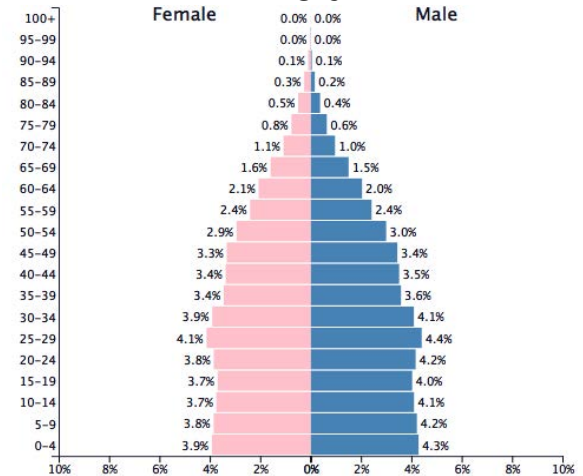


2017 populationpyramid.net

## Europe



## Asia



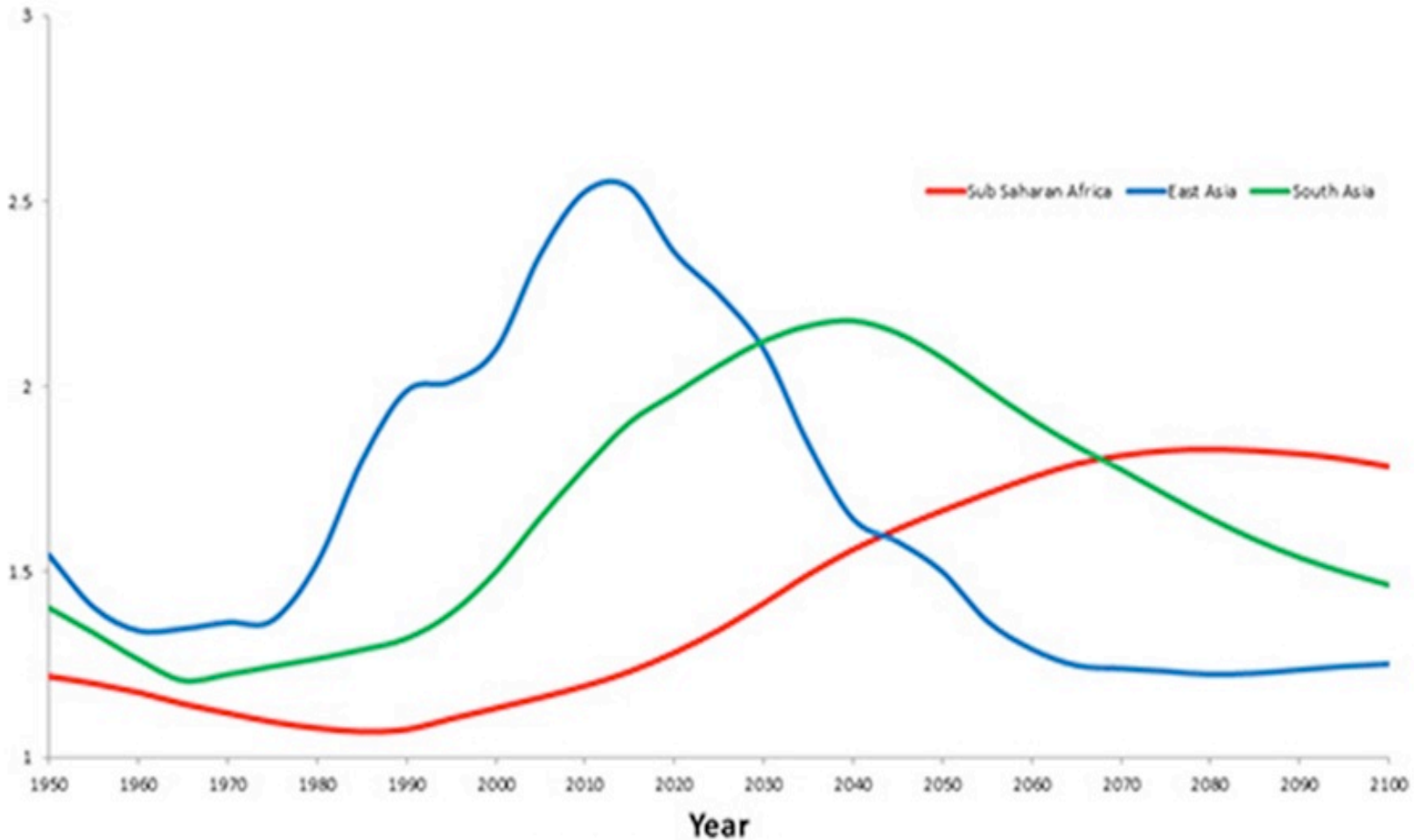




# The future in numbers: Our demographic dividend potential

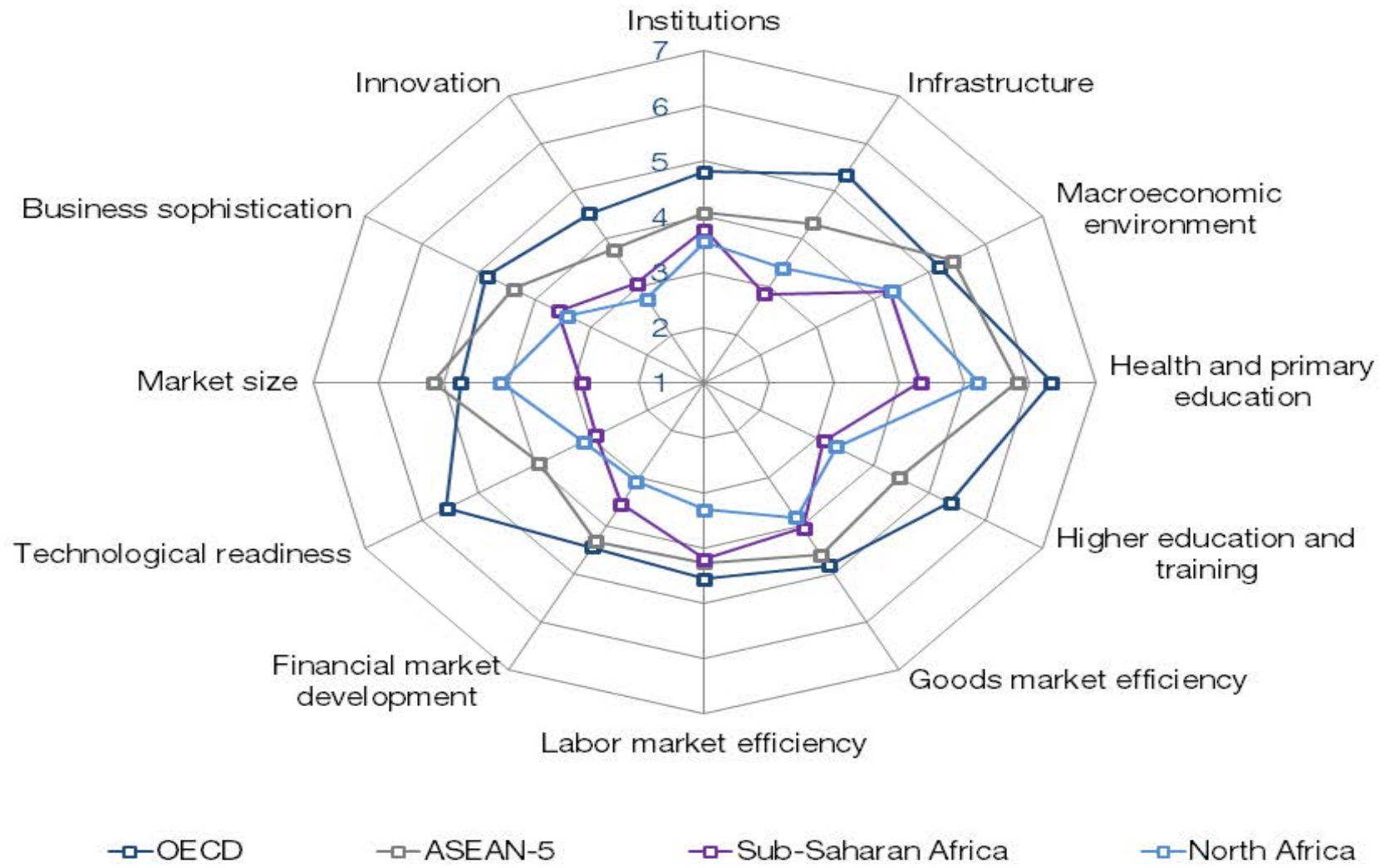
Ratio of Working Age to Dependents

Ratio of Working Age to Dependents



Source: World Bank Medium Fertility Variant

# Africa's Competitiveness Landscape in International Comparison



Source: Global Competitiveness Index 2015-2016

North Africa (2015-2016 sample): Algeria, Egypt, Mauritania, Morocco, Tunisia

Sub-Saharan Africa (2015-2016 sample): Benin, Botswana, Burundi, Cameroon, Cape Verde, Chad, Côte d'Ivoire, Ethiopia, Gabon, Guinea, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mauritius, Mozambique, Namibia, Nigeria, Rwanda, Senegal, Seychelles, Sierra Leone, South Africa, Swaziland, Tanzania, Uganda, Zambia, Zimbabwe

<https://www.weforum.org/agenda/2016/05/6-reasons-to-invest-in-africa/>

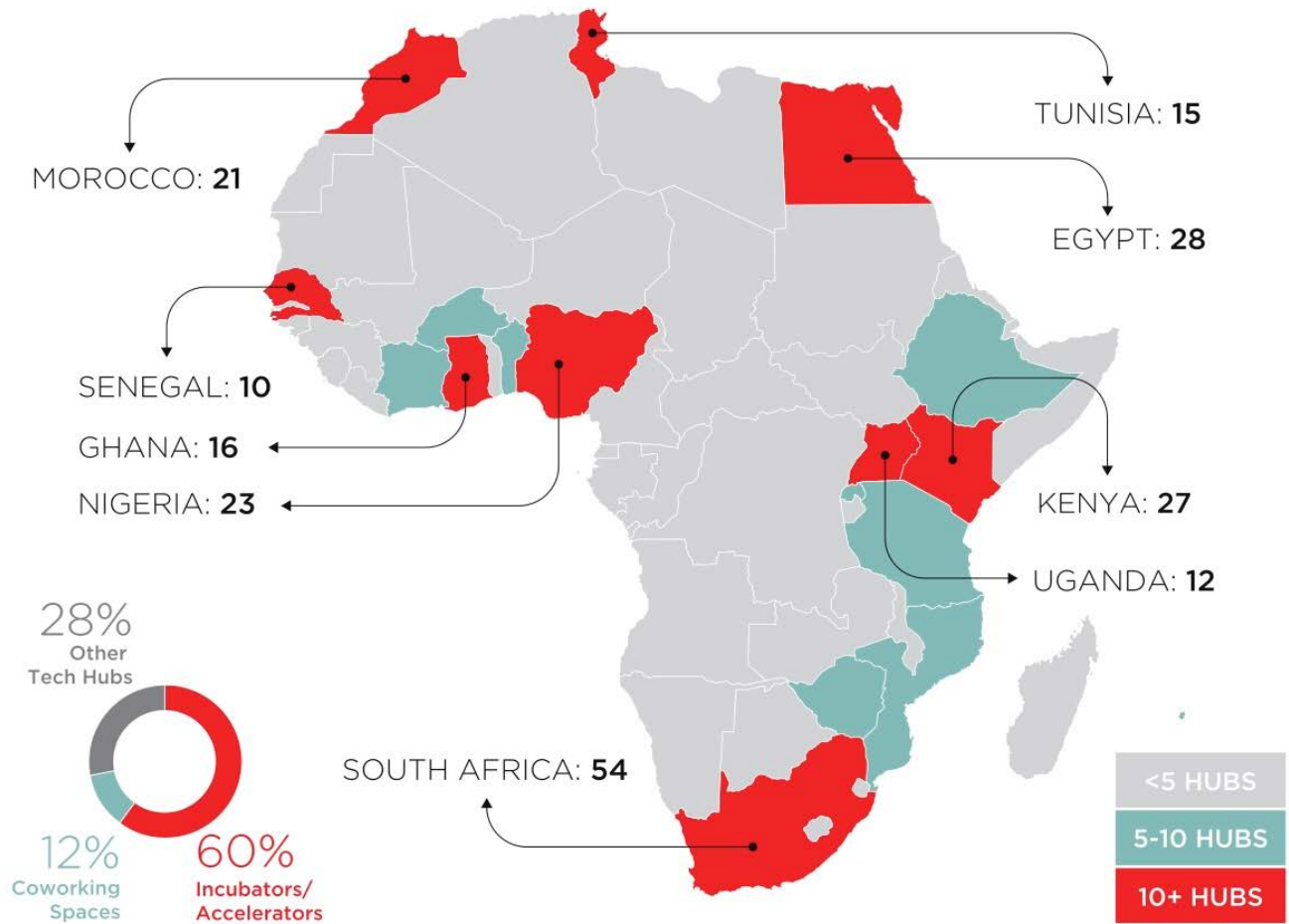




# Tech Hubs

**AFRICA:**

**314 ACTIVE\* TECH HUBS IN 93 CITIES IN 42 COUNTRIES**

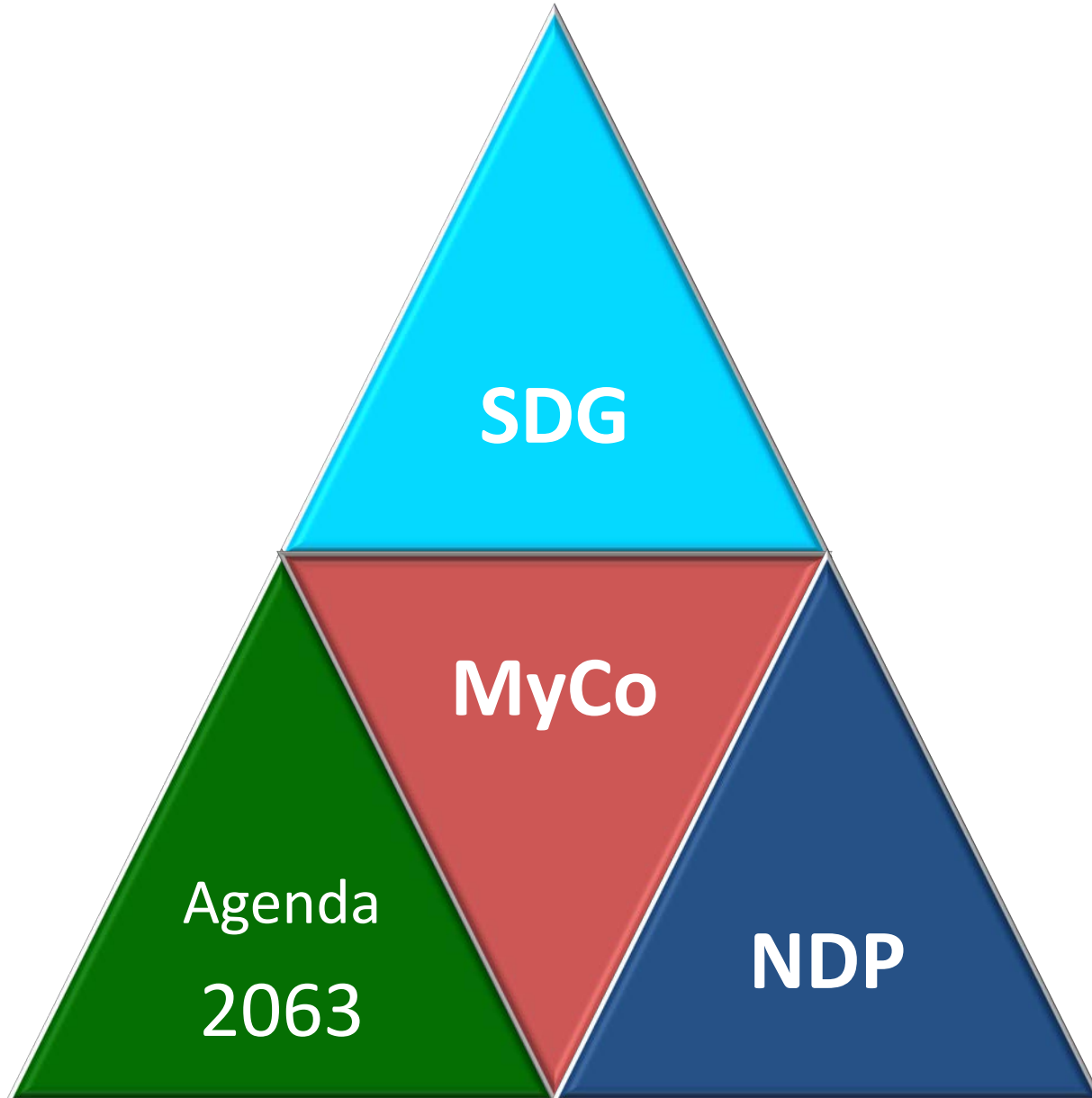


Source: GSMA Sub-Sahara Africa 2017





# Context





Those who know  
where they come from  
also know  
**where they've been**



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# African USP



**How is the world  
a-symmetrically  
structured  
in favour of Africa?**





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# The confidence triad



**Citizenry**

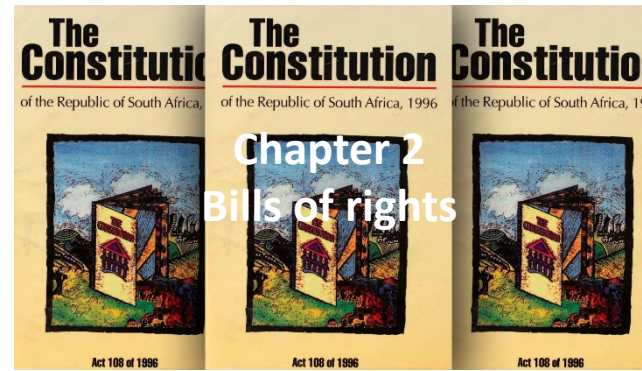
Consumer  
Civil  
participation

Investment

Policy

**Business**

**Government**



## 16. Freedom of expression

(1) Everyone has the right to freedom of expression, which includes -

(a) freedom of the press and other media;

(b) freedom to receive or impart information or ideas;

(c) freedom of artistic creativity; and

(d) **academic freedom and freedom of scientific research.**

'study & conclude consistent with pedagogical philosophy without fear or favour'

<https://www.insidehighered.com/views/2010/12/21/defining-academic-freedom>

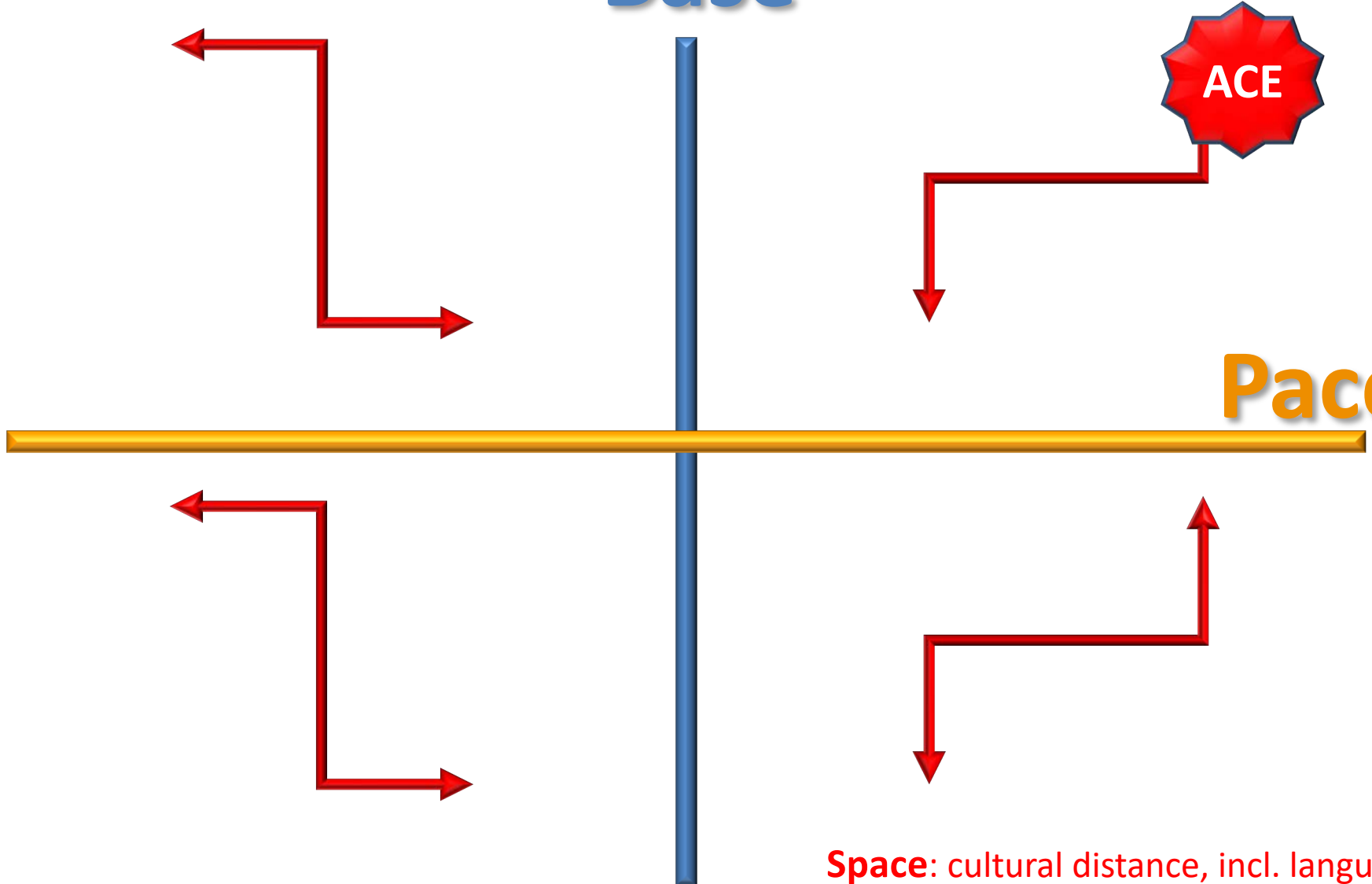


# Ace-of-base-in-space

Base

ACE

Pace



**Space:** cultural distance, incl. language, religion, legal system, ease of doing business





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Africa cannot wait  
for time to tell.



Africa must  
tell time.



THANKS, BUT  
MY HOMEWORK  
IS A LITTLE  
BEYOND YOUR  
SKILL SET,  
MOM.





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# Cohesion & Collaboration



Growth

High

Growth

High

Low

Redistribution

Low

Redistribution

## Exceptionalism

## Surfing 4IR



Growth

High

Growth

High

Low

Redistribution

Low

Redistribution



# Factionalism & Self-interest

— ROE Education

— Paradigmatic

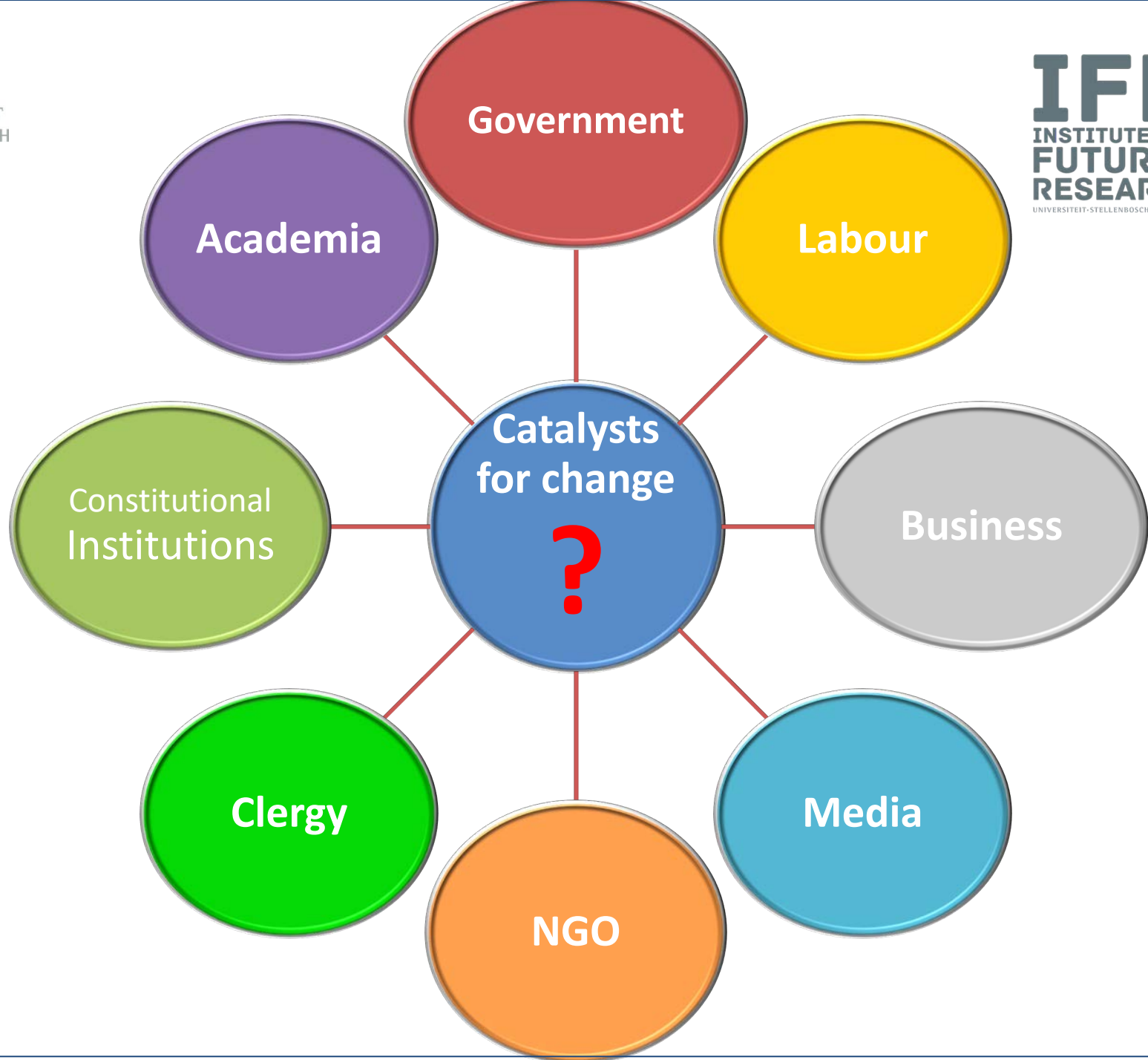




# Our role

## in strategic futures?

1. Which **obsolescent habits** have precipitated **current trend breaks**?
2. How do we discern the **noise-to-signal ratio**?
3. Does our generation have, and do we inspire, **futures projects**?
4. How do we overcome the risk of **akrasia** & develop humble courage?
5. What are we learning from our **skunkworks** through **Experimentation and Rapid Prototyping**?
6. Of what are we the **nimble and agile harbinger**, i.e. the shining light of things to come?
7. Where are we the **vanguard or bellwether** across sectors, i.e. what are we signaling to future generations?
8. **What should we be designing as evidence of our leading anticipatory competence?**



A close-up photograph of a man's face peering through a narrow vertical slit in a white-painted wooden door. The man has a wide, toothy grin, showing his teeth, and his eyes are looking slightly to the left. The lighting is bright, highlighting his facial features.

Have a

Vuja day

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# Alternate paradigms?

## Classical perceptions in transience

West?

Rule of Law

Economics

Politics

Leadership

ORDER?

Social  
dynamics

Africa?

Leadership

Politics

Economics

Rule of Law

CONTROL?