



# PIDA JOBS OUTLOOK 2<sup>nd</sup> Ed.

6<sup>th</sup> PIDA WEEK, JAN 21, 2021

# PIDA Job Creation Toolkit

- An online platform that is currently being applied for advisory services by AUDA-NEPAD to AU Member States.
- **Estimates potential direct and indirect, induced and secondary jobs that can be created for regional infrastructure projects during the project preparation, construction and operation & maintenance (O&M) phase over the lifecycle of the project.**
- **Was launched during the 2018 PIDA Week** annual conference in Zimbabwe.

HOME TOOLKIT ▾ ABOUT US APPROACH CONTACT US LOGIN

## THE PIDA JOB CREATION TOOLKIT

### PROGRAM FOR INFRASTRUCTURE DEVELOPMENT IN AFRICA (PIDA)

Welcome to the Job Creation Toolkit aimed at maximizing the African jobs resulting from the preparation, construction, and operation of Africa infrastructure projects. Project Owners, technical partners, and government policy makers can estimate the total job impact from their projects (including indirect, induced, and economic spill-over jobs) and also think through possible ways to increase the number and quality of African jobs. Click one of the four buttons below to estimate jobs, access the job database, review options to maximize jobs, and telescope into case studies.

ESTIMATE JOBS HERE ACCESS JOBS PROJECTIONS MAXIMIZE JOBS TELESCOPE INTO CASE STUDIES

Implemented by giz

©2012-2018 PROGRAMME FOR INFRASTRUCTURE DEVELOPMENT IN AFRICA TERMS & CONDITIONS

# Four Functions



# Four Functions

## 1. Estimate Jobs:

- estimate the full spectrum of jobs created from projects including:
  - **Direct jobs** : jobs during preparation and construction
  - **Indirect jobs** : jobs by suppliers to the project
  - **Induced jobs** : jobs by spending of direct and indirect workers
  - **Secondary jobs** : jobs as a result of improved infrastructure service from completed projects (economic spill-overs)
- disaggregate job estimates by sectors of the economy in which jobs are created
- develop **scenarios** to test how different project inputs and country sources change the level and country location of estimated jobs

Utilizes national **Input-Output tables** covering African countries generated from the [Global Trade Analysis Project \(GTAP\)](#) database consisting of regional input-output data, macroeconomic data and bilateral trade flows.

# Four Functions

## 2. Job Projections:

- presents and aggregated view of estimated jobs created by various projects

## 3. Maximize Jobs:

- explores the possibilities of increasing the number and quality of jobs
- provides a range of **job maximization policies, programs, processes** that project owners can apply

## 4. Case Studies:

- provides examples from both developing and developed countries that leverage existing project & policy interventions;

# Job Maximization

- The objective is to provide guidance on how to maximize jobs:
  - Ways to Maximize Overall Employment (Youth & Gender)
  - Ways to Improve Policy & Regulatory Support
  - Ways to Integrate Training & Skills Development (TVET), also curricula in high schools, universities, etc.
- Example:
  - Integrate job creation focus into each phase of project (e.g., ToRs in all contracts – feasibility studies, ESIA, PPP, EPC etc.)
- Module Structure:
  - 10 Actions
  - Action Steps
  - Examples & links to resources

# 10 Job Maximization Actions

- ACTION 1: Develop African Infrastructure Skills
- ACTION 2: Implement a Project Social Impact Management Plan
- ACTION 3: Create a Project Local Content Policy
- ACTION 4: Selectively Implement Labour-Intensive Methods
- ACTION 6: Focus National Procurement Policies on Youth & Gender
- ACTION 7: Launch Sector Investment Programme with Local Content Requirements or Incentives
- ACTION 8: Implement Tax Incentives to Increase Local Content
- ACTION 9: Adapt & Scale Educational Programmes
- ACTION 10: Crowd in Investors that Prioritize African Job Creation

# Toolkit Use as a Planning & Management Tool

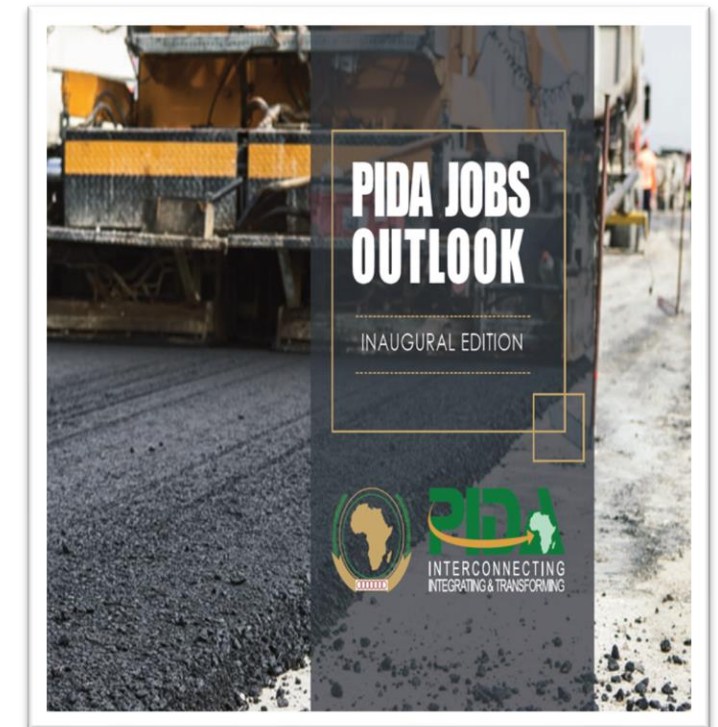
- Labor Planning: Plan for skills development, recruitment, & placement
  - For each host and beneficiary country, calculate estimated job needs by economic sector by project phase (see “Chapter 5 Estimated Jobs by Economic Sector”)
  - Provide job descriptions for estimated **direct and indirect jobs** to local and national governments, business organizations, highschoools, TVETs, universities, others as appropriate
  - Provide estimated **induced and secondary jobs** by economic sector to local and national governments, business organizations, and educational
  - Plan for **recruitment and transfers of employees** from project preparation & construction to other jobs
- Supplier Planning: Plan for local sourcing of materials, services, equipment
  - Liaise with local suppliers (international, national, and SMEs) early to realize local employment and save costs
  - Liaise with government agencies to plan ahead and ensure local labour can be absorbed when it is needed (e.g. with national and RECs on industrial policy)
- Prepare a stronger negotiation position based on the provision of local services/benefits backed by Toolkit estimations (e.g., reflect in ToRs requirements)
- Double check local employment benefits provided by investors/credit providers with Toolkit estimations



# What is the PIDA Jobs Outlook?

- The inaugural PIDA Jobs Outlook was launched during the 2019 PIDA Week conference in Cairo.
- Feature **job estimates from selected transport and energy projects in the PIDA portfolio.**
- A tangible demonstration of the Toolkit which allows users to explore ways in which to maximize job creation from infrastructure projects and thus capitalize on Africa's demographic dividend and opportunities for wider regional economic development.

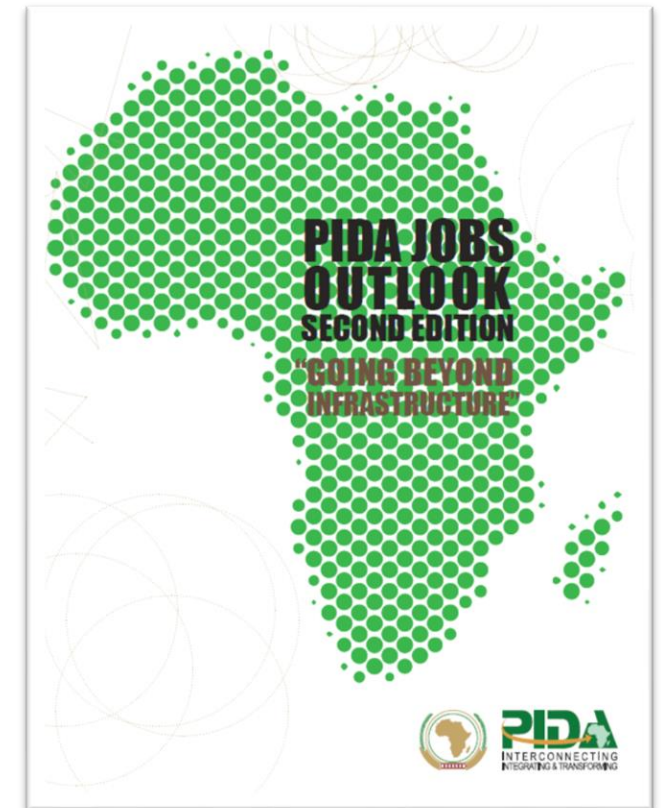
PIDA Jobs Outlook  
*inaugural edition*



# The 2<sup>nd</sup> Edition of the PIDA Jobs Outlook

- 34 MS Countries, 94 projects
- PIDA projects published in the Toolkit Direct Jobs estimations (measured in average annual jobs) Secondary Jobs estimations (measured average annual jobs) List of PIDA projects in that specific country Top 3 Economic Sectors (ranked according to secondary jobs estimations)
- Estimates of direct jobs created by the project during the preparation, construction, and operation and maintenance phase of the project
  - Estimates of secondary jobs resulting from anticipated improved infrastructure services
  - Data on countries top three performing economic sectors based on secondary job estimations and selected projects
  - Analysis of two PIDA corridors to contextualize job estimates

## PIDA Jobs Outlook Second edition



# Focus on Corridors: Case Studies

1. **The Inga 3 Hydropower Plant:** project in the Democratic Republic of Congo which will **generate 11 050 MW** with transmissions lines within DRC and across borders.
2. **The North South Multimodal Transport Corridor:** which entails the design and implementation of a smart corridor system for both road and rail on the multi-modal African Regional Transport Infrastructure Network (ARTIN) in Southern Africa.

# Illustrative Country Profile – South Africa

## SOUTH AFRICA



PIDA projects published in the Toolkit	Direct Jobs: (Average annual jobs)	Secondary Jobs: (Average annual jobs)	PIDA PROJECTS	Top 3 Economic Sectors (ranked according to secondary jobs/ annually)
7	115,313	2,901,949	<ul style="list-style-type: none"> <li>Inga 3 Hydropower Plant</li> <li>Durban Port Expansion</li> <li>South Africa - Zimbabwe Second Transmission Interconnector (Zimbabwe section)</li> <li>South Africa - Zimbabwe Second Transmission Interconnector (South Africa section)</li> <li>Harare - Nyamapanda Road Project</li> <li>Gwanda - Beitbridge Road</li> <li>Bulawayo - Gwanda Road</li> </ul>	<ul style="list-style-type: none"> <li>Electricity, Gas, and Water Generation &amp; Distribution</li> <li>Mining</li> <li>Trade</li> </ul>

# PIDA Projects

Country profiles illustrate the impact of regional integration, as projects profiled in a particular country are either;

- **Host countries-** The project is in one or more countries. Each host country can provide local labour and content such as supply of equipment and resources needed in the construction of a project.
- **Beneficiary countries-** This refers to countries that benefit indirectly from the operational project. Beneficiary countries enjoy economic spill over effects that For example, an energy project could deliver energy to the host country and three other African countries, creating secondary jobs in four countries related to the project's delivery of energy

# Upgrading the Job Creation Toolkit

## Currently underway to:

- Update the I-O tables for all countries as per the new version of GTAP database (with 2014 reference year)
- Add the capability to estimate jobs for more sup-sectors
- Enhancing the scenario manager
- Refine estimation outputs (disaggregation by gender, age and occupation)
- Improve the interface and user interactions

# Conclusion

The development of the Toolkit and, thus advisory services of the toolkit are dependent **on the quality of relevant data shared by MS relating to the project**, to ensure more MS countries are profiled and promote use of the Toolkit, stakeholders are encouraged to share project information on the Virtual PIDA Information Centre (<https://www.au-pida.org/>)

شكرا

MERCI

OBRIGADO

THANK YOU

Contact Information

Towela Nyirenda-Jere (AUDA-NEPAD)

Email: [towelan@nepad.org](mailto:towelan@nepad.org)

Tel. :+27 11 256 3600