

Driving Innovation in Human Resources Technology to Enhance Economic Growth

Presented by:
Jane Mubanga Chinkusu
Ministry of Technology and Science
(MOTS)
October 2022



“INNOVATION”



Technological Innovation which is the development of new material objects or new services with a commercial value

Or

Social Innovation which is the development of practical solutions that promote citizen participation, improve the standard of living and wellbeing of people

In most instances people discuss the technological innovations and underestimate the contribution of social innovations to the economic development of any country.

INNOVATION FOR ENHANCED PRODUCTIVITY



- Technology adoption plays a critical role in enhancing the productivity and innovation provides an economic or social value for any individual or organization,
- Innovation should be understood that it is human-centered and thus depends on the kind of human resource you have in any organization.
- Innovation thrives where the environment is conducive for exploring and creativity

Where are we in Zambia in driving innovation



- Zambia is currently categorized amongst the least Developed Countries with the majority of the population living under abject poverty and the inequalities in Zambia are so immense, the question then is 'is the environment for innovators to thrive ripe.'
- Zambia has very low design capacity, few expertise and technical knowhow to development and promote innovations.
- There is low technology transfer and adoption of emerging, appropriate and specialized technologies by Industry especially the local home grown industry.
- To address this poverty and inequalities in the country we need home grown innovations and provide transformational technologies.
- Home grown industry through MSMEs in the key sectors like manufacturing will have to contribute significantly towards productivity. To achieve this Zambia has to improve the technological advancement in all sectors

What then is the role of Human Resource Managers in driving innovation for economic development



- Drive the emerging trend of deploying digital technologies and artificial intelligence in organizations
- Invest in strategic foresight that helps in sharpening our ability to adapt to the changes in the organization
- Develop innovations in the various opportunities that are in Human Resource Management for efficient and effectiveness such as processes in;
 - Conducting interviews
 - Conducting Appraisal

What then is the role of Human Resource Managers in driving innovation for Economic Development



- Develop Human Resource that have the required skills for innovation especially digital skills. This calls for a complete shift in the way we develop the training plans
- Support the review and development of curriculum that will respond to the current needs in work place
- Invest in digital infrastructure
- Expose your members of staff to modern and emerging technologies

Mandate of the Ministry of Technology and Science



- **The Ministry of Technology and Science is a new ministry created with the mandated to “Formulate and implement policies on Technology, Science, Innovation, Communications and Skills Development for enhanced impact on socio-economic development of Zambia**

Mandate of the Ministry of Technology and Science

- We therefore promote and enforce standards; regulate, license and supervise Development Technology, Science, Communications and Skills” as stipulated in the Government Gazette Notice No. 1123 of 2021.
- The Ministry’s mandate cut across all sectors including the application of technology and innovations in Human Resource





What Is The Ministry Doing in Driving Innovation

Promote and support the development of innovations in the country

- ✓ Technological Innovations agriculture, energy, health, education, water etc
- ✓ Development digital platforms for networking and innovation development
- ✓ Creation of innovation hubs
- ✓ Provision of financial support
- ✓ Linkages to the market of the innovation
- ✓ investment in infrastructure for innovation

Social research needs to be enhanced so that we see an increase in social innovations



What Is The Ministry Doing in Driving Innovation

Providing support to human capital development

- ✓ Supporting science, technology, engineering and mathematics in our schooling system
- ✓ Science and Technology Post graduate scholarship
- ✓ Technical and Vocational Training
- ✓ Internship Training
- ✓ Short training for skills' development
- ✓ Competency based training





What Is The Ministry Doing in Driving Innovation

Promote and support the safe transfer of technology in the different sectors and fields of the economy

- ✓ Nuclear technology
- ✓ Space technology
- ✓ Information and Communication technologies
- ✓ Bio-technology
- ✓ Green Technologies
- ✓ Blue technologies

ZAMBIA Center for Nuclear Science and Technology

RADIOBIOLOGY
heart of the CNST, generates neutrons and ionizing radiation for both industrial and scientific applications

RESEARCH REACTOR
heart of the CNST, generates neutrons and ionizing radiation for both industrial and scientific applications

MULTIPURPOSE IRRADIATION CENTER
fast and efficient solution to improve everyday life: increase product shelf life, disinsect crops, fruits, vegetables, yields and grains

NUCLEAR MEDICINE CENTRE
state-of-the-art technologies in medical diagnostics, radiation therapy and radiopharmaceuticals production for a better & healthier future of the people

MATERIAL SCIENCE

Multiple laboratories
tailor-made commercial and non-commercial applications for national and international clients

ISOTOPES

NEUTRON ACTIVATION ANALYSIS

RADIOPHARMACEUTICALS

RESEARCH REACTOR SIMULATOR

ROSATOM

What Is The Ministry Doing in Driving Innovation



| Funds administered by the Ministry | Target |
|---|--|
| Strategic Research funds | Scientist and Researchers |
| PhD Research funds | PhD Students in science and technology |
| Innovation Fund | Youths with technological innovations |
| Skills Funds | Skills development in selected training institutions |
| Bursary | Students in Public TEVET institutions |
| Post graduate Scholarship | MSC and PhD students in Public Universities |
| Technology business development fund | Innovators, prototype developers and startups |
| Venture Capital Fund (in the process of being | Startup companies |

TARGETS IN THE 8TH NDP



| Human and Social Development Outcomes | Intention of the Deliverable |
|---|--|
| Enhanced Access to Quality Equitable and Inclusive Education and Skills Training | Increase number of youths, women and men with life long skills for wealth creation |
| Enhanced Role of Science Research and Innovation | Enhanced Role of STI in the development process of the country |
| Promote Government Digital Transformation and Government Digital Services | Improve Service delivery, Digital inclusion and Digital Financial Services |
| Enhance Private Sector Participation | Promote private sector role in economic development especially including financing |
| Continuous review and roll out of curriculum | Improve quality and impact of education to economic development |
| Strengthen Policy Coordination, Planning, and Information Management | Create an enabling environment |

TARGETS IN THE 8th NDP



| | | |
|----|--|---|
| 1. | Promote e-commerce | Facilitate a productive and effective economy |
| 2. | Mainstream Digital revolution into national programmes | Tap into the talent and creativity of Zambians especially the youth |
| 3. | Exploit the increased use of digital platforms such as Automated Teller Machines | Enhance financial inclusion |
| 4. | Provide relevant infrastructure to enhance connectivity and support investment in optic fibre | Enhance Service Delivery |
| 5. | Place premium on Science and Technology | Promote innovation and contribute to sustainable development |
| 6. | Devote our efforts in providing skills training for self-employment as well as increasing access to credit | Enable people to work independently |

How can the Ministry converge with ZIHRM



- We need to garner support from society to take innovation with the seriousness it deserves lets all come up with programmes
- We need to get the fundamentals of driving innovation right. The question is who and do we do it.
- We need to talk to all the stakeholders from
 - Different age groups
 - Different ideologies
 - Different parts and location of society
 - Ranging from small to big innovations

What is our task to the members of ZIHRM



1. Partnership towards a common goal and agenda of innovation and technological transformation towards a Zambia that is economically independent
2. Creation of work environment which motivates individual effort and self development and innovation to thrive
3. Development of social innovation for citizen happiness





THANK YOU FOR YOUR ATTENTION