

## Editorial: Innovation of Modern Industrialised society for Africans by Africans

Africa is blessed with abundant natural and human resources, but continue to struggle in terms poverty, unemployment and inequality. Poverty is a worldwide challenge and it remains the main cause of socio-economic problems in many countries globally, particularly in Africa. A large percentage of people in Africa live without the basic needs such as education, health, clean water and sanitation, electricity and food. Many people in Africa remain jobless in particular the youth. Poor leadership and corruption continues to increase in Africa. Over the years, many programmes and initiatives have been put in place to reduce poverty, unemployment and inequality in Africa. Literature suggest that these interventions make a difference in the lives of people but their impact is not adequately huge to boost billions of underprivileged people out of poverty, unemployment and inequality in Africa. The European Union (2018) points out that the contribution of the Small and Medium Enterprises (SME) is one of the ways of reducing unemployment and increasing economic growth in developing countries. This is collaborated with the World Bank (2018) study that amplified that SMEs contribute significantly to both the gross domestic product (GDP) and the total employment in developing economies. Furthermore, entrepreneurship also addresses the problem of youth unemployment, and government concerns on promotion of economic development in developing countries (Mmesi, 2015; Oosthuizen & Cassim, 2015). Therefore, a new way of thinking out of the box in Africa is needed, "innovation of modern industrialised society for Africa by Africans". Literature points out that innovation can create changes in the form of new methods, ideas, goods, services, markets and can lead to the reduction of unemployment, poverty and inequality.

### ABOUT THIS SPECIAL ISSUE

This special issue addresses the pandemic issues in Africa such as unemployment, poverty, inequality, economic growth and governance. **The first paper** assessed the relationship between financial sector development and income inequality in the Southern African Development Community (SADC) region for the period from 1980 to 2016 using the GMM technique. The novelty of this study was that the study measured financial development using different dimensions which are financial depth, financial system stability, financial efficiency, financial access and financial liberalization. The findings of this paper revealed that the financial sector development overall does have an impact on income inequality in the selected SADC countries. **The second paper** utilised a qualitative approach to examine the constrains that hinder the sustainability of small businesses in South Africa. Literature suggest that the failure rate of small businesses is high due to poor infrastructure, poor financial management, poor access to market, poor education and empowerment, crime, poor marketing strategies etc. Notwithstanding, the importance of small businesses to economic development and growth in Africa cannot be overlooked. Small businesses act as a vehicle to unlock the socio-economic ills of poverty, unemployment and inequality in Africa. The findings revealed poor management, poor planning and lack of appropriate technology as some of the challenges confronting small businesses. **The third paper** utilised a qualitative approach to examine the contribution of survivalist in eradicating poverty and unemployment in sub-Saharan Africa in particular South Africa. Literature suggests that the survivalist entrepreneurs is unexplored. This study contributes to some principal aspect of entrepreneurship literature namely survivalist entrepreneurship, entrepreneurial motivation, glass ceiling debate, contingency perspective, and family-work perspective. . The findings suggest that survivalist entrepreneurs are able to assist in the socioeconomic development of an economy if appropriate support is given to them by government or through some public-private growth initiatives.

**The fourth paper** examined the effect of entrepreneurial marketing on the performance of small and medium enterprises in South Africa. This paper put forward an interesting argument that the relationship between Entrepreneurial Marketing (EM) and performance is inconclusive. The paper also highlighted that there is scarcity of quantitative studies on EM and firm performance and that personal performance has received little empirical attention and has been marginalised in EM research. Furthermore, the paper pointed out that the combination of both firm and personal indicators give a more comprehensive measure of performance. The results of this study showed significant positive relationships between some dimensions of EM and organisational and personal performance. Theoretically, the study linked EM to the personal performance of the owners of SMEs. Empirically,

the study adds to the literature on the relationship between EM and the financial performance of SMEs. **The fifth paper** touches upon employee construction of work-values among support staff of Lagos State University in Nigeria by specifically examining the conception of work-value that workers have about the job they are employed to do using a mixed method. The study also pointed out that the conception that workers have about their jobs affect their level of commitment and performance. The result indicate that the staff's construct of work-values varied with regards to gender, cadre, and professions. Married female employees preferred the intrinsic part of their job, such as convenience, autonomy, and hours spent at work which allowed them to attend to their domestic roles of a wife and mother. The majority of the junior cadre conceived job security as illusionary, thereby, making them extrinsically oriented, however, work-values varied among the professions, which were clustered along departmental lines.

**The sixth paper** deals with another interesting aspect of the mining sector on inequality, governance and poverty in South Africa, the paper examined the transformative interventions mainstreaming historically disadvantage black South Africans (HDBSA) into the mining sector. The paper provided a good background and legislative framework of how the black South Africans were excluded from ownership of mining resources during apartheid regimes. This discussion was followed with a discussion on post 1994 of how the South Africa government introduced innovative transformative legislation and policies which seek to ensure that there is meaningful participation and transformation of the mining sector in order to mainstream and benefit the black majority. Furthermore, this paper highlighted that there is also need for effective and efficient implementation of interventions in order to achieve the desired outcomes of broad minerals beneficiation particularly by the HDBSA. The last interesting paper for this special issue provided insight from the youth perspective, the youths are the leaders of tomorrow. The paper assessed the influence of perceived time and entrepreneurial skills constraints as possible barriers to entrepreneurial interest of students using a multiple regression analysis. The results revealed that perceived time and entrepreneurial skills constraints jointly influenced entrepreneurship interest. The findings of this paper are valuable to the policy makers and professionals in promoting the spirit of entrepreneurship among the youth, with the consequence decline rate of joblessness.

In summary, I would like to thank all the contributors and referees for this special issue. This special issue is providing a contribution from diverse fields by providing practical and innovative ways of dealing with the pandemic issues in Africa such as unemployment, poverty, inequality, economic growth and poor governance. This volume will also provide planners and policy makers in Africa with practical recommendations in dealing with the social ills in Africa.

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