



CO-WORKING SPACE: A BASIS OF SOCIAL SUPPORT FOR SELF-EMPLOYEE AND FREELANCERS IN ADDIS ABABA of ETHIOPIA

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Article history:	Abstract:
Received: October 11 th 2022 Accepted: November 11 th 2022 Published: December 28 th 2022	With the growth of the sharing economy, co-working is becoming a phenomenon of global importance. As the number of co-working spaces in the world's leading metropolitan cities has increased, in recent years more and more knowledge workers who are most active in the creative industry sector have begun to take advantage of the shared urban office environment known as co-working spaces. As a result of these assumed benefits for knowledge creation, co-working spaces have been conceptualized as micro-groups in analogy to what groups can be understood as. The results of the thematic data analysis show that the main factors are considered effective in their ability to drive the dynamics of knowledge creation in co-working spaces. "Geographical concentration of interconnected companies, specialty suppliers, service providers, companies from related industries, and related institutions." these factors are actually considered to be effective by key actors related to co-working spaces. Thematic data analysis shows four main factors that are considered to be effective in their ability to cultivate in-depth knowledge in co-working spaces namely choosing, combining, Interactive design, and developing in co-working spaces

Keywords: Co-working Space, Entrepreneurship, and Sharing economy

INTRODUCTION.

Ethiopia is in the eastern part of Africa and is a landlocked country in the Horn of Africa. The city is the seat of the African Union and has an international image. One such aspect is its urban environment. . Economy and Agricultural Production and exports in Ethiopia have had a major impact on increasing Africa. The city has made great developments bringing new innovations especially for spaces and start-ups and freelancers prefer co-working spaces, due to flexible arrangements, whether you are a full-time employee or an independent freelancer, co-working spaces offer the best of both world. You get the relaxed comfort of working from home, along with a city that hosts an office social atmosphere and the coincidence that comes from random conversations with people you just meet, while the surroundings are absolutely beautiful, though, organizations believe that's what sets them apart is their emphasis on building a strong professional community, their aim is to create an environment where the creative social dynamic of Addis Ababa welcomed its first co-working space through Ice Addis 2011, and now the number of co-working spaces in different areas of the city is increasing. The main goal is to work with a group of high potential entrepreneurs. The co-working space business environment in Addis Ababa has developed rapidly over the past few years

and there has been an increase in infrastructure, growth and development of co-working spaces in exciting innovations with a strong community remains a key source of support for professional and personal development and collaborations and new projects blog economic forum, to increase business, entrepreneurship, activity, and startup.

There is a co-working space practice in Addis Ababa by allowing the flexibility of communication with the online community via the the facebook group or <https://www.Instagram.com>, there are online interactions and meetings where they share events, culture and training workshops and that is very important for a strong community.

1. Shared values and common goals.
2. Sharing culture or behavior.
3. Facilitate trust, communication, and togetherness.
4. Maximized interaction.
5. Share experiences.

The formation mentioned above is a strong branding that is supported by the community as well as the space and it is very important of the co-working space in Addis Ababa.

There are some indications that co-workers do identify at least to some extent with the global co-working community and/or co-working space in which they work. People who work in co-working spaces are part of a



global co-working community, connected to each other through various media. This definition highlights that a co-working space is more than a shared office; colleagues share the same core values

Conceptualization Framework The concept of co-working space as a micro-cluster seems to relate to the cooperative dimension of the cluster given that the main philosophy behind shared work concerns collaborative which is supported by a set of core values around collaboration, openness, community, accessibility, and sustainability (Chapman, 2018).

Conceptual Framework

Introduction
Theoretical Framework
Research Design
Data Analysis and Discussion
Conclusion

Scope of Study

1. Co-working space in Ice-Addis,X-hub and Blue-moon Addis, a newly established business Ethiopia capital
2. Co-working space of business environment in Addis Ababa.

Research question

1. What type of co-working space is needed in Addis Ababa to benefit the local community?
2. What innovative activities does tenant Addis do and expect from a coworking space company?

Definition of Terms

Addis Ababa the capital of Ethiopia: The city where the establishment is located. SOHO: Small Office/Home Office. Incubation facilities or business incubators (BI): are facilities to support individual or corporate entrepreneurial businesses

1. Co-working spaces are community centers and collaboration centers.
2. Self-organizing professionals are people who need a place to get their work done.
3. SOHO Small office space / home office.

LITERATURE REVIEW

The Arising Co-working Spaces in Africa

In Ethiopia is currently undergoing a dynamic boost in the co-working business and it would keep on growing

In addition, conferences bring people from the community together. At the co-working space level, the "host" or "community manager" organizes events to strengthen exchange and community thinking, as well as explaining how a sense of community emerges in the co-working space (Chapman, 2018). In short, the cooperative movement includes a kind of groupthink. Being part of the same social group promotes supportive behavior and makes it easier to ask colleagues to listen to work-related as well as personal concerns.

compared to what we have seen, since its initiation in the past few years ago. There will be more co-working spaces in Ethiopia, within 90% of these places coming into being quickly in the very last 3 years. According to an investigation prepared by Co-working space agencies in Ethiopian, the co-working industry is expected to see flourished. This rapid rate of growth is credited to majority of the total population of Ethiopian people those are living in urban area which is the millennial and also the many opportunities currently flooding the country. The co-working industry is developing rapidly and supporting Ethiopian community. For instance, infrastructures, with various attractive innovations the industry is changing quickly and lots of updated spaces are opening doors to entrepreneurs every month. The most fascinating part is that, all these spaces have their own distinctive business model and fundamental pricing plans.

According to Co-working space in Ethiopia, the community has been benefited co working spaces since had been established in Addis Ababa 2011, co working space or flexible office is platform for creating an atmosphere co-working space is where people have wonderful time and work efficiently. In Africa there is very fascinating business in co working space its doors to a newly established business in 2011, which have enticed other shared office spaces to the capitals. The attractiveness of share office spaces in South Africa has



increased dramatically in recent years, which is having huge impact on entrepreneurship in the country. Many entrepreneurs now favor using a co-working.

The country has less than 6% internet penetration and 30% mobile phone penetration. Ice-Addis didn't see this as a circumstance that causes difficulty; they saw an opening and created the first co-working space in Addis Ababa in 2011 which host a number of startups and entrepreneurs in the country (Tassewazagne,2016). Many co-working spaces are springing up all around the continent and they all have proven to be an essential tool for young entrepreneurs, allowing them access to valuable resources, skills, knowledge, and infrastructure at a minimal cost.

Ice-Addis is the first innovation hub & co-working space in Ethiopia established in May 2011. The co-working space recently moved to a new modern building in the heart of Addis Ababa. Ice-Addis is partly an open community workspace, part vector for investors and part pre-incubator for young energetic tech-entrepreneurs.64% of Ethiopia's population is beneath the age of 24. And while 70% of students graduate from STEM fields, (stands for science, technology, engineering and mathematics) and it included a wide variety of fields:

- Life Sciences.
- Accounting.
- Civil engineering.
- Psychology.
- Statistics.
- Electrical Engineering.
- Computer Programming.

The country is weighed down by high unemployment and lack of opportunities for the coming of age youth. Making certain youth engagement in the economy means securing the future of our Ethiopia nation (Maasho,2014). After all, 80% of Ethiopian's population rely on agricultural production in order to make agriculture sexy, "We are tapping into youth creativity to raise the living standard and put Africa into the global economic playground. Ice-Addis, blue Moon and Xhub are the most popular co-working space in Addis Ababa. Ice-Addis focuses on technology and the creative industry while blue Moon looks for innovators combining agriculture and technology to improve agribusiness in Ethiopia. Blue Moon is private sector initiative co-working space, established in 2016, as Ethiopia's first youth agribusiness incubator and seed funding investor, founded by Dr.Eleni Zaude Gabre-Madhin, it attract intellectual in agricultural and fertilizer production company.

RESEARCH METHODOLOGY

Research methodology

The research design of this research is qualitative, so it intends to provide in-depth and interpreted insights about the meaning attached to phenomena. actions, decisions, beliefs, values, etc. in their social world. As the best answer to the main research question it was well thought out to draw from judgments and interpretations from the perspectives and experiences of the respondents familiar with the ways in which the dynamics of knowledge creation among co-workers are promoting growth across the different co-working spaces of this research. , is the main reason for conducting qualitative research methods. Respondents were selected in preference based on certain features that enabled detailed investigation and understanding into the topic of interest (Ritchie et al., 2003). Therefore, this study attempts to offer in-depth insights into how knowledge creation can be fostered effectively in co-working spaces based on respondents' perceptions, instead, it aims to apply to large populations which are more common for quantitative studies (Berg et al., 2001).

UNITS OF ANALYSIS

The research unit is related to co-working space which has been categorized as a research unit and is intended for co-working space, while the research unit is related to co-working space which categorically can be considered in accordance with these provisions.

Action. The interviews were held between 1st to 30th October 2019 and all the interviews took place in different places where the respondent wanted this image is the respondent's interview where collected and took party participation. Regular collective agreements for meetings with respondents are carried out face-to-face, or via e-mail correspondence. Prior to each interview the respondent was informed what the purpose of the interview was, how long the interview would approximately take, how the data would be collected and prepared, and that the data would only be used for academic purposes. The procedure where interviews were introduced to respondents was carried out steadily. Regardless of whether the first contact with respondents was face-to-face, or via email, all respondents were told why they had been approached for this research, and they were made to understand what the purpose of the research was by introducing them. to the main topic of interest. At other times, each respondent was asked to confirm whether they understood what the research was about, and if they accepted the truth, they could make a meaningful contribution to the research. Finally, respondents who wished to participate were asked when it would be appropriate to conduct the interview, and whether they



would appreciate it if the meeting could be held in a co-working space outside the coffee shop.

DATA ANALYSIS

The mainly imperative understandings from the interview data, as interpreted by the researcher, have been gathered into four major themes and are clearly outlined along together with their matching sub-themes in Table 2. Each argument of a theme or sub-theme will partially offer a respond to the core research question

of this study. In addition, allowing for that this study also designed to determine whether there are considerable disparity between the perspectives of respondents from co-working spaces that have been categorized as distinctive regarding their size and population, and between the view of co-working freelancers, small-scale entrepreneurs, corporate office members and coworkers, these thoughtfulness have been taken into consideration throughout the discussion of the finding.

Table : Coding Thematic outline

	Connection Searching for Links	Interactive Plan Central get-together Areas	Enlightening Material Support
	Software Based System	Open Floor Plan	Context-related Knowledge
	Social Simulation (Vibrancy)	External Characteristics	

The Act of Selecting.

In this table has been gathered the main imperative understand from the interview data, and coding thematic outlines, from the interview data it appeared vivid that the respondents distinguish selection to be an essential way in which knowledge creation dynamics can be encouraged amongst coworkers. While earlier studies pointed out that managers of either small or large organization generally select coworkers based on their shared practice or similar knowledge background beside their academic studies (Merkel, 2015), it was taken from the interview data that similarity on characteristics such as age, earnest desire for some type of achievement or distinction and equal challenges also seemed to encourage driving forces of knowledge creation among coworkers in any field or system (Moriset,2013). Peculiarly, respondents from co-

working spaces with smaller populations articulated how selection on such characteristics could weight on formation of new notion; while respondents from larger co-working spaces, where normally no selection occurred, indicated how such motivating forces for were mainly the result of the quantity and multiplicity of available resources within the co-working population. By means of this, the latter finding validates the value of many available population feeble the ties or closeness within clusters such as described in the theoretical argument (Scott, 1998), while the former, as will be illustrated in the next section, specifies that through selection coworkers possibly will develop firmer ties of closeness when they can identify themselves with others, which as a result can have a encouraging influence on formation of new notion dynamics (Amin,2004).

Respon dents	Name	Co-working space	Work Category
1	Gabre Josef	ICE-ADDIS	Freelancer
2	Sanawi Masfil	ICE-ADDIS	Business coworker
3	Rudwan Eto	ICE-ADDIS	Business coworker
4	Wandimu Sabre	ICE-ADDIS	Freelancer(student)
5	Mohammed Abdi	ICE-ADDIS	Freelancer
6	Hermela Akilu	ICE-ADDIS	Business coworker
7	Jafer Muse	ICE-ADDIS	Freelancer(student)
8	Ali Bardam	ICE-ADDIS	Freelancer(student)
9	Amadi Gorse	ICE-ADDIS	Small- scale entrepreneur freelancer
10	Hanna Yussuf	BLUE-MOON	Agricultural coworker
11	Niyyat Imman	BLUE-MOON	Freelancer(graduated student)
12	Salina Sabidu	BLUE-MOON	Freelancer(graduated student)
13	John Edurus	BLUE-MOON	Freelancer



14	Abel Erdon	BLUE,MOON	Freelancer
15	Negasi Ababe	X-HUB	Small- scale entrepreneur coworker
16	Kofi Ibraha	X-HUB	Freelancer
17	Kaleb Naziru	X-HUB	small- scale entrepreneur coworker
18	Amari Yalezi	X-HUB	small- scale entrepreneur coworker

Table : Respondents Name

This table describes how the respondents information collected and gathered related their experiences.

CONNECTION OF FORMATION.

Despite that the formulation of idea of co-working spaces as micro clusters (Gandini, 2015) it was proposed that the local concentration of inventive knowledge workers kind of by design leads to interactive dynamics of knowledge creation given the advantages that such local environments of circumstance provide, the respondents of this study regularly mentioned, similar to findings, how merely providing space was often not satisfactory to encourage such dynamics among coworkers (Merkel, 2015).

Another respondent own word "What we become aware of is that the people at first thought they were in here only for themselves, even though I approached them and highlighted how we find it important that everyone dynamically participates and contributes something to the community. It may seem a bit like we try to impose a specific kind of social-cultural behavior, but that is in reality what we aim for."

Three main methods that were recognized by the respondents as efficient concerning the making of connections between coworkers are discussed in the following sections.

EXTERNAL CHARACTERISTICS:

Similar to how most co-working spaces integrated central meeting areas into their environments in order to induce interactive dynamics among coworkers, many of them also either had included meeting spaces purposely designed for interactions with external coworker members, or were situated in vibrant parts of the city center in the presence of lots of meeting places and a multitude of co-working spaces, thereby facilitating similar dynamics. The weight of a location in the city center especially appears to be of significance for smaller co-working spaces as they normally did not have the space area to integrate meeting session specifically devoted to interactions with external coworker members, in compare to the larger co-working spaces:

One respondent own translation "On the fourth floor it feel like a place for an investors lounge. It will probably become something like an excellent surroundings where investors, but also other interested people who want to

get an impression of what is going on inside here, can have a cup of coffee and meet with the people from the startups of Xhub Addis co-working space." As derivative from the interviews these external attributes of co-working spaces were mostly recognized to be positive for meeting with customers and partners, but also for networking and learning about the activities of other coworkers. The findings mainly match with the ways in which (Asheimetal,2007) portray how networking, knowledge exchange, and 'buzzing' among creative workers typically occur at informal meeting places such as bars and cafes, and how such communications facilitate opportunities for identifying valuable information on issues such as activities of other co-located firms from related industries, and information about gifted individuals.

INTERACTIVE PLAN

Respondents from all design plan smaller, medium and larger co-working spaces recognized how particular arrangements within the exterior physical designs of co-working spaces have the ability to effectively encourage knowledge formation dynamics among coworkers. Especially, innermost meeting points, open work floors and the ways in which co-working spaces can help as interactive atmospheres for connecting with external different co-working members that were regarded important in this aspect.

As spoken by the respondents, the core contribution of these design arrangements appears to be that they smooth the progress of regular face-to-face interactions among coworkers which can direct to the discovery of new and unexpected opportunities. In compare to cluster studies, these approaching from a micro-scale not only indicate how the local concentration of interrelated companies within a certain geographical area facilitate interactive dynamics that can lead to knowledge creation, but also designate which particular aspects of such settings seem to encourage those dynamics.

CONCLUSION

This study pointed out four main factors that were regarded as effective in their ability to encourage



knowledge formation movements within co-working spaces: Selection, Connect, Interactive Design and Enlightening.

First, much in line with the findings from the research studies, selection based on a shared practice, or similar knowledge background was perceived as an effective way to look after knowledge formation. Selection on such criteria was found to result in collaborative practices among coworkers such as knowledge exchange, and the mutual testing of each other's products and services with the objective of improvements. It showed that similarity on personal characteristics such as age, life style, related challenges and ambition make up important factors for coworkers to connect with each other, which is why selection on such criteria could add in nurturing knowledge formation among coworkers. Selection on such specific criteria especially appears to be of significance at co-working spaces with lesser populations, which indicates that in a micro cluster environment knowledge formation to a great extent seems to rely on firm ties between coworkers resulting from likeness on personal characteristics. The importance of selecting process for complementary resources which typically concern the skills of freelancer knowledge coworkers that can bring substantial contributions to the development the products and services of startup companies based inside Ethiopia and connect to the outside world.

Lastly, selection based on the criteria of experience can especially be helpful for co-working spaces with many inexperienced coworkers as it can enable them to learn from others that are more experienced.

Responses from this study suggest that such dynamics almost appear to apply to large and medium-sized co-working spaces, and to more varied populations due to general deficiencies in the selection process in such settings (Granovetter,1973).

In contrast, the importance of selection, and the vital position of supervisors and co-working space staff in all their efforts to encourage cooperation among colleagues at both the personal and professional levels in co-working spaces that are smaller in terms of size and population, cannot be explained by the notion of cluster theory as it exists today, which makes it only partially useful for studies that engage with the dynamics of knowledge formation within a shared workspace framework. Therefore, the conceptualization of co-working space as a micro-cluster seems to be the most widely used.

In addition to insights from previous studies on co-working spaces, this study has shown for example that while selecting processes for colleagues with related practices, or similar skill backgrounds, it is considered

important for knowledge-sharing dynamics to emerge so that colleagues can engage in them. also spoke about in person, indicating that co-working spaces particularly with smaller populations should take this into account in their selection process as it can benefit colleagues in their needs.

The findings of this study also indicate that most coworkers expect managers to take the lead in building connections with other coworkers. Lastly, this research also indicates how co-working spaces can encourage the formation of new ideas through specific design arrangements, and by allowing colleagues to benefit from certain events that are relevant to their wishes. This insight can be used for the physical enhancements, as well as the social and professional dynamics that occur in co-working spaces.

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