



Migration and employment in South Africa: Statistical analysis of the migration module in the Quarterly Labour Force Survey, third quarter 2012

5

**MiWORC Report
June 2014**

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This report was undertaken in the framework of a Service Level Agreement between Statistics South Africa and the African Centre for Migration & Society. ACMS wishes to thank Stats SA for availing data.

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Suggested citation: Budlender, Deborah (2014) *MiWORC Report N°5. Migration and employment in South Africa: Statistical analysis of the migration module in the Quarterly Labour Force Survey, third quarter 2012*. Johannesburg: African Centre for Migration & Society, University of the Witwatersrand.

ISBN 978-0-9922133-4-3



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The Migrating for Work Research Consortium

Building on over a decade of research experience in migration studies, the African Centre for Migration & Society (ACMS) at Wits University has embarked on a partnership with a range of academic (GovINN, University of Pretoria; United Nations University – Centre for Comparative Regional Integration Studies; UNESCO Chair on Free Movement), government (Department of Labour; South African Local Government Association; Statistics South Africa), and international (ILO; International Organization for Migration (IOM)) partners. This partnership is expressed through the Migrating for Work Research Consortium (MiWORC).

MiWORC is based on a matching fund principle. The European Union, in the framework of the EU-South Africa Dialogue Facility (EuropeAid/132200/L/ACT/ZA), funds 50 per cent of the consortium. Beyond an ambitious scholarly agenda, one of MiWORC's objectives is to avail empirically based evidence to the EU-SA Dialogue Facility, a bilateral on-going strategic partnership between the European Union and South Africa, as well as to a range of key stakeholders in government, organised labour, business, and the NGO sector.

Work Package 2: The improvement of existing labour market survey instruments to better reflect migrant workers' position

Existing national statistical instruments omit any description and account of foreigners' participation within the South African economy. By and large, data is inadequate and limited. This work package aims to improve the quality of available statistics on foreign labour in South Africa, and to allow comparison with domestic labour participation at a national and local level. The WP begins with a critical review of the scope and relevance of existing statistical data sets in South Africa and provides recommendations on the technical and institutional aspects of a longer-term improvement strategy, with options that can be implemented, such as a pilot survey. WP2 is guided by an advisory committee comprised of the DoL, Stats SA, SALGA, ILO, IOM, and ACMS.



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Abbreviations and acronyms

ACMS	Africa Centre for Migration & Society
ILO	International Labour Organisation
NEA	Not economically active
NIDS	National Income Dynamics Survey
OECD	Organisation for Economic Cooperation and Development
Q3	Quarter 3
QLFS	Quarterly Labour Force Survey
UIF	Unemployment Insurance Fund
UNESCO	United Nations Educational, Scientific and Cultural Organisation



Executive summary

This report is one of several produced under the Migrating for Work Research Consortium (MiWORC). It provides in-depth analysis of the migration module piloted by Statistics South Africa in the third quarter (Q3) 2012 of the Quarterly Labour Force Survey (QLFS). The first two content sections of the paper provide analysis of the QLFS data. The first provides analysis based on place of birth, while the second provides analysis based on movement in the past five years. The third content section compares the results of the QLFS analysis with results from analysis of other data sources relating to South Africa. The fourth section presents and compares findings in respect of other countries.

Migration by place of birth

Demographics by place of birth

The first question in the migration module asked where each individual was born. Overall, 82 per cent of the working age population was reported to have been born in the same province in which they were living in 2012, with a further 14 per cent born in another province of the country and the remaining 4 per cent born outside South Africa. Men were less likely than women to have been born in the same province (80 versus 83 per cent) and especially more likely than women to have been born outside the country (5 versus 3 per cent).

The question on population group was asked for all enumerated individuals, even if they did not live in South Africa during the apartheid years. Overall, 78 per cent of people living in the same province as that in which they were born were African, 81 per cent of those born in another province were African, and 84 per cent of those born in another country were African. This suggests strongly that Africa is the main source of working age foreign-born people in South Africa.

In terms of provinces, Eastern Cape, followed by Limpopo, were the main source provinces, accounting for 21 and 17 per cent of all those living in a place other than where they were born. These two provinces are also generally regarded as the poorest provinces in the country. Western Cape, at 2 per cent, was the least likely to be named as the source province.

Looked at from the perspective of the current province, in Eastern Cape, KwaZulu-Natal and Limpopo more than 90 per cent of the working age population was reported to have been born in the province. Gauteng (60 per cent) and Western Cape (69 per cent), as the two wealthiest provinces, had the highest levels of in-migration. The percentage born outside the country was highest, by far, for Gauteng, at 8 per cent. In other provinces 4 per cent or less of the population was said to have been born in another country. The relatively high percentages in Mpumalanga and Limpopo (both 4 per cent) probably reflect the fact that these two provinces have borders with other countries.

Comparing province of birth and current province, 92 per cent or more of those born in Western Cape, KwaZulu-Natal and Gauteng were currently living in the province of their birth. In contrast, for Northern Cape, Limpopo and Eastern Cape close on a quarter of all people born in the province and still in South Africa were currently living in another province.

People born outside South Africa were more likely than others to have no schooling, but also more likely than the non-movers to have tertiary education. Overall, it was those born in South Africa but in other provinces than where they were living in 2012 who were the most educated, followed by those born outside the country. This suggests that it is more educated people who tend to migrate.

Work status and employment indicators by place of birth

People who had moved from their province of birth tended to have a higher labour force participation rate (the employed and unemployed as a percentage of the total) and employment rate (the employed as a percentage of the total). They also had lower unemployment rates whether using the official rate (excluding the discouraged) or expanded rate (counting discouraged work seekers as unemployed). Comparing only those who had moved since birth, people born in other countries were even more likely than those born in other provinces of the country to be employed, and unemployment rates for the foreign-born were noticeably lower than for those born in other provinces of South Africa. In general, except for the official employment rate, the indicators for people born in other provinces were closer to those for people moving from other countries than for those who have not moved at all.

The labour force participation rate varies from 64 per cent for those born in Gauteng to 81 per cent for those born in KwaZulu-Natal; the employment rate from 52 per cent for Eastern Cape to 68 per cent for Western Cape; the official unemployment rate from 12 per cent for Northern Cape to 32 per cent for Eastern Cape; and the expanded unemployment rate from 15 per cent for Northern Cape to 34 per cent for Eastern Cape. The relatively low rates found above for labour force participation and employment for those born in Gauteng suggests that those moving from Gauteng were less likely than those moving from other provinces to have moved for work purposes.

Nature of employment

People born outside the country were far less likely than those born in South Africa to be employees, and far more likely to be own account workers (self-employed without employers) or employers. The very large difference in the percentages who worked as own-account workers provides a strong indication of the vulnerable status of many of the foreign-born workers, and possible difficulties in obtaining other employment due to, among others, preference for employment of South Africans and immigration legislation.

People born in other countries were far less likely than those born in South Africa to be employed by government (3 per cent compared to 17 and 14 per cent respectively for those born in the same or another province), or by a government-controlled enterprise (such as a parastatal) (1 per cent versus 2 or 3 per cent respectively). Conversely, the foreign-born were more likely than locally-born to be working in a private enterprise, or in a private household (where they would primarily be working as domestic workers, gardeners or child care workers).

People born in other countries were more likely than those born in South Africa to be classified as managers. This pattern is, however, somewhat misleading as more than a tenth of the managers born in other countries were own-account workers, without employees. People born in other countries were less likely to be



professionals, associate professionals and clerical workers – all jobs that are common in government. They were also less likely than locally-born to be working as operators, which is a job commonly found in industry. The foreign-born were more likely than locally-born people to be working as service and sales workers, as craft-related (skilled) workers, and as domestic workers. The most marked difference between those born in other provinces and those born in the same province was that the former were more likely to be working as elementary (“unskilled”) workers.

In terms of industry, foreign-born workers were markedly more likely than locally-born to be found in construction and trade, and also more likely to be found in agriculture and private households. The latter two are well-known as generally low-paying occupations often with poor working conditions. Trade is the most common industry for the self-employed. Foreign-born were less likely than locally-born to be in financial services and manufacturing.

Foreign-born workers were much more likely than locally-born to work in the informal sector, and also more likely to work in agriculture and private households. Among those born in South Africa, people working in the province of their birth were less likely than those working in other provinces to be working in the formal sector, and somewhat more likely to be working in agriculture.

Focusing on formal and informal employment rather than sector, half (50 per cent) of all foreign-born workers were informally employed, as against 29 per cent of South African-born living in the province where they were born and 22 per cent of those living in other provinces.

The trade union membership rate was reported to be 30 per cent among South African-born employees living in the province of their birth and 32 per cent among South African-born living in another province as against only 12 per cent among foreign-born employees. Overall, the union membership rate was 29 per cent of all employees. For all three benefits analysed, namely contributions to the Unemployment Insurance Fund (UIF), employer contributions to a pension or retirement fund, employer contributions to a medical or similar scheme and paid annual leave, the rate was always highest for South African-born employees living in provinces other than those in which they were born, followed by South Africans living in the same province. Employees born outside the country consistently had a noticeably lower rate of access to benefits than South African-born employees.

Movement in past five years

The migration module asked whether individuals had moved from one province or country to another in the past five years. A total of 1,2 million people of working age were reported to have moved in the past five years – 2 per cent of those who were in 2012 living in the province in which they were born, 12 per cent of South African-born living in another province, and 15 per cent among those born outside South Africa. Those who had moved back to the province of their birth accounted for 37 per cent of all the recent movers. Just over a tenth (11 per cent) of the recent movers were reported to have moved from outside South Africa in their most recent move.

There was again some gender bias among recent movers, in that 46 per cent of recent movers were female as against their 51 per cent share of the working age population as a whole. Among those who had last moved from outside South Africa, only 41 per cent were female.

African and white people (83 per cent and 11 per cent respectively of recent movers, as against their 79 per cent and 9 per cent shares of the working age population) were again more likely to have moved than coloured and Indian people. Of those whose latest move was from outside South Africa, 82 per cent were reported to be African, 8 per cent white, 4 per cent coloured and 5 per cent Indian.

For the country as a whole, recent movers accounted for 4 per cent of the working age population, but the percentage ranged from 1 per cent in KwaZulu-Natal to 7 per cent in Limpopo. The wealthier provinces and those that had borders with foreign countries tended to have higher shares of foreign new-comers.

Work-related reasons for moving dominated at 35 per cent, followed by family-related reasons (26 per cent) and then work-seeking (19 per cent). Education accounted for 9 per cent, leaving 11 per cent clustered as “other” reasons.

However, while about two-thirds (66 per cent) of men were reported to have moved for work or work-seeking purposes, this was the case for only 39 per cent of women. In contrast, 39 per cent of women were reported to have moved for family-related reasons, compared to 15 per cent of men. Similar percentages of African and white people were reported to have moved for work purposes (34 or 35 per cent), but the proportion of Africans who moved for work-seeking purposes was double that for whites (21 per cent and 10 per cent respectively). Africans were least likely to move for family purposes.

Comparing current employment situation with reasons for moving, among those who were employed at the time of the survey, 56 per cent were said to have moved for work purposes and a further 19 per cent to look for work. Among the unemployed and discouraged workers, the percentage who had moved for work-seeking purposes was higher than the percentage who had moved for work purposes. Nevertheless, close on a quarter (22 per cent) of the unemployed said that they had moved for work purposes as did 15 per cent of discouraged work seekers. Family was given as a reason for moving by close on half (46 per cent) of the not economically active, with education accounting for close on a further quarter of this category of individuals.

Comparisons with other South African sources

The 2011 population found that 7 per cent of all people resident in South Africa in October 2011 were born outside the country. This is higher than the 4 per cent recorded by the QLFS for the working age group. This is counter-intuitive as we would expect children to be less likely than older people to be foreign-born as they had had a smaller time in which to move from their country of birth. The Census confirms the finding that the employment rate and labour force participation rate are higher for foreign-born than locally-born, while the unemployment rate is lower.

International comparisons

The OECD website hosts a useful set of “key statistics on migration in OECD countries”. The estimates are for the most part derived from the countries’ labour force surveys and use the working age population aged 15-64 years. They are thus directly comparable with the QLFS estimates for South Africa. Overall, the South African patterns were unusual compared to the more developed countries shown on the OECD database.



All the countries on the OECD database had labour force participation rates for locally-born people that were higher than in South Africa. In South Africa, the rate for foreign-born was higher than for locally born. Among 28 countries on the OECD database, this was true for 15 countries for combined male and female rates.

Almost all countries on the OECD database had higher employment rates for locally born than in South Africa. In South Africa, employment rates were higher for foreign-born than for SA-born. This was true for only eight of the 28 countries listed by the OECD.

Only Spain and Greece had unemployment rates nearly as high as South Africa's. In South Africa, the unemployment rate was lower for foreign-born than for locally-born for male and female combined. This was true for only five of the 25 countries listed on the OECD database.

The data from Namibia's Labour Force Survey of 2012 provide a comparison with a neighbouring country with a somewhat similar history to that of South Africa. However, the question in Namibia's survey relates to citizenship rather than country of birth. Overall, the data show very little difference in the labour force participation rate between Namibians and non-Namibians when male and female are combined. If anything, the rate for foreigners is lower than that for Namibians. This is similar to the pattern for most other countries, but differs from that for South Africa. For both the labour force participation and employment rates, the Namibian pattern for males is similar to that for South African male and female combined, while the female Namibian pattern differs. For both the strict and broad unemployment rates, the rates are noticeably lower for foreigners than for Namibians. This pattern holds across both male and female. The pattern is similar to that for South Africa, but differs from the pattern for most of the countries on the OECD database.



Background

The Migrating for Work Research Consortium (MiWORC) aims at strengthening European Union-South Africa policy dialogue and various pillars of the Strategic Partnership, and building the awareness and capacity of key departments in the South African government. This will be achieved by mapping migration and labour policy frameworks in the Southern African context and the impact of regional policy trends, as well as by collecting new data to complement existing information.

The programme, which covers the period March 2012 to August 2014, is coordinated by the African Centre for Migration & Society (ACMS) based at the University of the Witwatersrand, in partnership with the United Nations University – Centre for Comparative Regional Integration Studies and the United Nations Educational, Scientific and Cultural Organization (UNESCO) Chair on Regional Integration, Migration and Free Movement of People based at the University of Pretoria, and in association with the Department of Labour, the South African Local Government Association and the International Labour Organisation. Statistics South Africa is a key actor, in particular in relation to Work Package 2.

This paper responds to the third leg of Work Package 2, namely in-depth analysis of the migration module piloted by Statistics South Africa in the third quarter (Q3) 2012 of the Quarterly Labour Force Survey (QLFS). While Statistics South Africa has published limited analysis of the migration data in their standard annual publication on the QLFS (Statistics South Africa, 2013), this paper presents the first in-depth analysis of the data.¹

The first two content sections of the paper provide analysis of the QLFS data. The first of these sections provides analysis based on place of birth. It explores and compares the results both between those born inside and outside the country, and for those born in one of South Africa's nine provinces. The second of the sections provides analysis based on movement in the past five years, again comparing results for those moving from outside South Africa and those moving from the nine provinces.

The third content section compares the results of the QLFS analysis with results from analysis of other data sources relating to South Africa. The fourth section presents and compares findings in respect of other countries.

¹ For a comprehensive analysis of the migration module questionnaire, see Budlender, 2013.



Migration by place of birth

Descriptive statistics for place of birth

This sub-section of the paper describes demographic and related characteristics of the working age population by place of birth.

In the third quarter of 2012, South Africa had an estimated population of 33,0 million in the age group 15-64 years, which is the standard age group used for the working-age population in official statistics.

The first question in the migration module asked where each individual was born. The responses distinguished between those born in the same province where they were living at the time of the survey, those born in another province of South Africa, and those born in another country. Table 1 reveals that 82 per cent of the working age population was reported to have been born in the same province in which they were living in 2012, with a further 14 per cent born in another province of the country and the remaining 4 per cent born outside South Africa.² Men were less likely than women to have been born in the same province (80 versus 83 per cent) and especially more likely than women to have been born outside the country (5 versus 3 per cent).

Table 1. Working age population by place of birth and sex

Place of birth	Male	%	Female	%	All	%
This province	12 908 186	80%	14 139 486	83%	27 047 672	82%
Other province	2 438 528	15%	2 296 691	14%	4 735 219	14%
Other country	723 245	5%	511 443	3%	1 234 688	4%
All	16 069 959	100%	16 947 619	100%	33 017 579	100%

Overall, women accounted for 52 per cent of those born in the province in which they were living, 49 per cent of those born in another province, and 41 per cent of those born outside the country. These patterns confirm that men tend to be more mobile than women.

The question on population group was asked for all enumerated individuals, even if they did not live in South Africa during the apartheid years. Where the question was not answered, a population group would have been imputed by Statistics South Africa. Of the working age population as a whole, 25,9 million (79 per cent) were African, 3,1 million (9 per cent) coloured, 0,9 million (3 per cent) Indian and 3,3 million (10 per cent) reported to be white.

Table 2 suggests that the coloured population was least mobile, with 93 per cent living in the same province in which they were born. In contrast, only 74 per cent of white working age people were said to have been born in the same province. Less than 1 per cent of the coloured population was said to have been born in another country – an indication of the fact that this was a category peculiar to apartheid South Africa. For

² Those who were in 2012 living in the same province as that in which they were born might have at previous points in time been living elsewhere.

the other population groups there was little difference in the likelihood that people had been born outside the country, leaving birth in other provinces accounting for the major differences between the population groups. Over a fifth (21 per cent) of white people had been born in a different province from the one in which they were living in 2012.

Table 2. Working age population by place of birth and population group

Place of birth	African	Coloured	Indian	White	All
This province	81%	93%	87%	74%	82%
Other province	15%	6%	9%	21%	14%
Other country	4%	0%	5%	5%	4%
All	100%	100%	100%	100%	100%

Table 3 presents the same information, but with the percentages calculated within each source area rather than within each population group. Overall, 78 per cent of people living in the same province as that in which they were born were African, 81 per cent of those born in another province were African, and 84 per cent of those born in another country were African. This suggests strongly that Africa is the main source of working age foreign-born people in South Africa.

Table 3. Working age population by population group and place of birth

Place of birth	African	Coloured	Indian	White	All
This province	78%	11%	3%	8%	100%
Other province	81%	4%	2%	13%	100%
Other country	84%	1%	3%	12%	100%
All	79%	9%	3%	9%	100%

The module asked for the province (or country, for foreign-born) of birth for those not born in the same province. The country question was open-ended, and Statistics South Africa did not provide this information in the dataset. In terms of provinces, Eastern Cape, followed by Limpopo, were the main source provinces, accounting for 21 and 17 per cent of all those living in a place other than where they were born. These two provinces are also generally regarded as the poorest provinces in the country. KwaZulu-Natal, the next most common source, lagged quite far behind at 10 per cent. Western Cape, at 2 per cent, was the least likely to be named as the source province, with a percentage share even smaller than that of Northern Cape, which accounts for a very small share of the overall population. [Table 4](#) confirms that men were more likely than women to have been born outside the country (23 versus 18 percent of the movers).³ Women were markedly more likely than men to have been born in the Eastern Cape (23 versus 19 per cent), while the opposite gender pattern is found most strongly for Limpopo among the provinces (15 per cent for women versus 18 per cent for men).

³ Appendix 1 provides the provincial codes used in this and later tables.



Table 4. Movers by province of birth and sex

Province of birth	Male	Female	All	All
EC	19%	23%	21%	1 240 957
FS	6%	8%	7%	395 202
GT	6%	7%	6%	375 027
KZ	11%	9%	10%	608 710
LM	18%	15%	17%	1 002 519
MP	7%	7%	7%	416 748
NC	3%	4%	3%	201 138
NW	5%	6%	6%	333 695
WC	2%	3%	2%	148 854
Not South Africa	23%	18%	21%	1 234 688
Unspecified				12 368
All	100%	100%	100%	5 969 907

Table 5 shows the working age population by current province, as well as the extent to which the current population was born elsewhere. In Eastern Cape, KwaZulu-Natal and Limpopo more than 90 per cent of the working age population was reported to have been born in the province. The percentage was lowest for Gauteng (60 per cent) and Western Cape (69 per cent). These wealthier provinces thus had the highest levels of in-migration. The percentage born outside the country was highest, by far, for Gauteng, at 8 per cent. In other provinces 4 per cent or less of the population was said to have been born in another country. In Eastern Cape, Northern Cape and KwaZulu-Natal only 1 per cent of the working age population was said to have been born outside the country. The relatively high percentages in Mpumalanga and Limpopo (both 4 per cent) probably reflect the fact that these two provinces have borders with other countries.

Table 5. Place of birth by current province

Province	This province	Other province	Other country	All	All
EC	97%	2%	1%	100%	4 225 234
FS	89%	9%	2%	100%	1 887 735
GT	60%	32%	8%	100%	7 926 398
KZ	95%	3%	1%	100%	6 880 738
LM	92%	4%	4%	100%	3 426 720
MP	86%	10%	4%	100%	2 376 288
NC	90%	10%	1%	100%	729 741
NW	82%	14%	3%	100%	2 067 374
WC	69%	27%	3%	100%	3 497 349
All	82%	14%	4%	100%	33 017 579

The final table in this series shows the percentage of people born in each province, and still living in South Africa, who were currently (in 2012) living in the province of their birth. Table 6 reveals that 92 per cent or more of those born in Western Cape, KwaZulu-Natal and Gauteng were currently living in the province of their birth. In contrast, for Northern Cape, Limpopo and Eastern Cape close on a quarter of all people born

in the province and still in South Africa were currently living in another province. These patterns must be born in mind when considering later tables which show patterns for people born in a particular province but now living elsewhere ("movers") as the patterns presented below relate only to movers, not for all people born in a particular province.

Table 6. Percentage of people born in province who are currently in province

WC	EC	NC	FS	KZ	NW	GT	MP	LM	All
94%	77%	76%	81%	92%	84%	93%	83%	76%	85%

Table 7 shows the patterns in respect of highest educational achievement by place of birth. Those born outside South Africa were more likely than others to have no schooling, but also more likely than the non-movers to have tertiary education. Overall, it was those born in South Africa but in other provinces than where they were living in 2012 who were the most educated, followed by those born outside the country. This suggests that it is more educated people who tend to migrate. Among those living in the province of their birth, 33 per cent had complete secondary or tertiary education, compared to 46 per cent of those born in other provinces and 37 per cent of those born outside the country.

Table 7. Working age population by highest education and place of birth

Highest education	This province	Other province	Other country	All
No schooling	4%	2%	6%	4%
Incomplete primary	10%	7%	8%	10%
Primary complete	6%	5%	6%	6%
Incomplete secondary	47%	39%	39%	45%
Secondary complete	25%	29%	24%	25%
Tertiary	9%	17%	13%	10%
Other	1%	1%	4%	1%
All	100%	100%	100%	100%

In terms of age, the mean (for those aged 15-64 years) among those born in the province in which they are living was 33,0 years, compared to 34,4 years for those born outside the country and 36,5 years for those born in another province. If the working age populations is divided into two groups, consisting of youth under 35 years of age (58 per cent of all working age) and those aged 35 years and above (42 per cent of all working age), 84 per cent of the youth group were born in the same province in which they were living, as compared to 12 per cent who were born in another province, and 4 per cent who were born outside South Africa. The same percentage of older people was born outside South Africa, but the percentage born in the same province was lower than for youth, at 78 per cent. These patterns result in youth accounting for 60 per cent of those born in the same province, 48 per cent of those born in another province, and 59 per cent of those born outside the country.



Work status and employment indicators by place of birth

This sub-section of the paper presents and analyses the standard employment indicators for individuals in terms of their place of birth.

Table 8 gives the work status of the working age population by place of birth. It distinguishes between the employed, the unemployed (those who want a job and have actively looked for work), discouraged work seekers (those who want a job but have not actively looked), and the not economically active (NEA – those who are not employed but do not want to work, for example because they are full-time students, too old or disabled, or full-time homemakers). The employment indicators show that those who had moved from their province of birth tended to have a higher labour force participation rate (the employed and unemployed as a percentage of the total) and employment rate (the employed as a percentage of the total). They also had lower unemployment rates whether using the official rate (excluding the discouraged) or expanded rate (counting discouraged work seekers as unemployed). Comparing only those who had moved since birth, people born in other countries were even more likely than those born in other provinces of the country to be employed, and unemployment rates for the foreign-born were noticeably lower than for those born in other provinces of South Africa. The difference between the two groups in terms of labour force participation was only two percentage points, confirming that foreign-born who wanted to work were more likely than those born in other provinces to find work. More generally, except for the official employment rate, the indicators for people born in other provinces are closer to those for people moving from other countries than for those who have not moved at all.

Table 8. Work status and employment indicators by place of birth

Status	This province	Other province	Other country	All
Employed	10 082 015	2 760 077	803 216	13 645 308
Unemployed	3 722 727	796 600	148 006	4 667 333
Discouraged	1 987 732	145 715	36 402	2 169 849
NEA	11 255 197	1 032 828	247 063	12 535 088
All	27 047 672	4 735 219	1 234 688	33 017 579
Labour force participation	51%	75%	77%	55%
Employment rate	37%	58%	65%	41%
Official unemployment rate	27%	22%	16%	25%
Expanded unemployment rate	36%	25%	19%	33%

Expressed differently, 6 per cent of all employed people were foreign-born, as against 3 per cent of the unemployed, and 2 per cent of discouraged work seekers and not economically active.

Table 9 provides the employment indicators by the province (or country) of birth for those who were living in a province other than the one where they were born. The labour force participation rate varies from 64 per cent for those born in Gauteng to 81 per cent for those born in KwaZulu-Natal; the employment rate from 52 per cent for Eastern Cape to 68 per cent for Western Cape; the official unemployment rate from 12 per cent for Northern Cape to 32 per cent for Eastern Cape; and the expanded unemployment rate from 15 per cent for Northern Cape to 34 per cent for Eastern Cape. The relatively low rates found above for labour force participation and employment for those born in Gauteng suggests that those moving from Gauteng

were less likely than those moving from other provinces to have moved for work purposes. Conversely, the high rates for these two indicators for KwaZulu-Natal suggest that much of the movement was for work-seeking purposes. The rate for those born outside South Africa falls within the range for the nine provinces for all of the employment indicators.

Table 9. Employment indicators of movers by province of birth

Status	Labour force participation	Employment rate	Official unemployment rate	Expanded unemployment rate
EC	75%	52%	32%	34%
FS	71%	59%	17%	21%
GT	64%	55%	15%	19%
KZ	81%	66%	18%	21%
LM	77%	61%	21%	25%
MP	73%	58%	21%	25%
NC	73%	64%	12%	15%
NW	75%	57%	24%	27%
WC	81%	68%	16%	18%
All SA	75%	58%	22%	26%
Outside SA	77%	65%	16%	19%
All	75%	59%	21%	24%

Table 10 shows the key employment indicators by place of birth for those with secondary or higher education and those with less than this. (Individuals with “other” level of education are excluded from the analysis.) Across both groupings, those living in the province in which they were born tended to have markedly lower participation and employment rates and higher unemployment rates than those born elsewhere. Those born outside the country tended to have the highest labour force participation and employment rates and the lowest unemployment rates. The only exception was the labour force participation rate for those with secondary and above. For this measure, those born in other provinces out-performed people born in other countries.

Table 10. Employment indicators by education and place of birth

Work status	This province	Other province	Other country	All
Secondary complete plus				
Labour force participation	72%	82%	80%	74%
Employment rate	55%	68%	72%	58%
Official unemployment rate	23%	17%	10%	21%
Expanded unemployment rate	28%	19%	11%	26%
Less than secondary complete				
Labour force participation	41%	69%	75%	45%
Employment rate	28%	49%	60%	32%
Official unemployment rate	31%	28%	20%	30%
Expanded unemployment rate	43%	32%	24%	40%



Nature of employment

This sub-section describes the nature of employment for those who were employed.

Status in employment

Table 11 shows relatively small differences in status in employment between people born in the province in which they lived in 2012 and those born in another province. However, those born outside the country were far less likely than those born in South Africa to be employees, and far more likely to be own account workers (self-employed without employers) or employers. Although numbers are small, they also appeared to be more likely to be unpaid family workers. The very large difference in the percentages who worked as own-account workers provides a strong indication of the vulnerable status of many of the foreign-born workers, and possible difficulties in obtaining other employment due to, among others, preference for employment of South Africans and immigration legislation.

Table 11. Employment status by place of birth

Employment status	This province	Other province	Other country	All
Employee	85%	88%	67%	85%
Employer	5%	5%	11%	6%
Own account	9%	7%	21%	9%
Unpaid family worker	1%	0%	2%	1%
All	100%	100%	100%	100%

Table 12 is based on the same numbers, but with the percentages calculated horizontally within employer status rather than vertically within place of birth. The table suggests that those born in other countries are less well represented among the largest status of employee than in other status categories. Those born elsewhere in South Africa are least likely to be working as unpaid family workers (although the numbers in this group are so small that this finding must be treated with great caution).

Table 12. Place of birth by employment status

Employment status	This province	Other province	Other country	All
Employee	74%	21%	5%	100%
Employer	70%	19%	11%	100%
Own account	71%	15%	13%	100%
Unpaid family workers	78%	8%	14%	100%
All	74%	20%	6%	100%

Table 13 provides the disaggregation by province of birth. The percentage who were employees ranged from 78 per cent for those born in Gauteng to 93 per cent for those born in Eastern Cape if one excludes people born outside South Africa. The lower percentage for Gauteng was counter-balanced by a much higher percentage – 13 per cent – of employed people in this province having the status of employer. No other province had employers at more than 9 per cent of employed. Gauteng, Mpumalanga and KwaZulu-Natal

also had above-average shares of their population as own account workers. The non-South African born had a percentage of own account workers more than double that for any province, and non-South African born also had the second highest percentage of employers, second only to Gauteng.

Table 13. Employment status by province of birth

Province	Employee	Employer	Own account	Unpaid family	All
EC	93%	2%	5%	0%	100%
FS	87%	8%	5%	0%	100%
GT	78%	13%	9%	0%	100%
KZ	84%	6%	9%	0%	100%
LM	89%	5%	7%	0%	100%
MP	83%	6%	10%	0%	100%
NC	92%	3%	5%	0%	100%
NW	88%	5%	7%	1%	100%
WC	91%	4%	4%	1%	100%
Not South Africa	67%	11%	21%	2%	100%
All	83%	6%	10%	1%	100%

Type of business

Table 14 shows the type of business in which people were employed. Those born in other countries were far less likely than those born in South Africa to be employed by government (3 per cent compared to 17 and 14 per cent respectively for those born in the same or another province), or by a government-controlled enterprise (such as a parastatal) (1 per cent versus 2 or 3 per cent respectively). Conversely, the foreign-born were more likely than locally-born to be working in a private enterprise, or in a private household. Those in private households would primarily be working as domestic workers, gardeners or child care workers.

Table 14. Type of business by country of birth

Business type	This province	Other province	Other country	All
Government	17%	14%	3%	15%
Government-controlled	2%	3%	1%	2%
Private enterprise	71%	73%	82%	72%
Non-profit	1%	1%	1%	1%
Private household	9%	9%	12%	9%
Don't know	0%	0%	1%	0%
All	100%	100%	100%	100%

Table 15 shows foreign-born people to be least well represented in government and government-controlled workplaces. South Africans born in other provinces are most likely to work in government-controlled businesses. This pattern could reflect the concentration of these workplaces in a few provinces.



Table 15. Place of birth by type of business

Business type	This province	Other province	Other country	All
Government	80%	19%	1%	100%
Government-controlled	67%	30%	3%	100%
Private enterprise	73%	20%	7%	100%
Non-profit	75%	18%	7%	100%
Private household	72%	20%	8%	100%
All	74%	20%	6%	100%

Occupation

Table 16 presents the standard broad occupational breakdown by country of birth. Those born in other countries were more likely than those born in South Africa to be classified as managers. This pattern is, however, somewhat misleading as more than a tenth of the managers born in other countries were own-account workers, without employees. People born in other countries were less likely to be professionals, associate professionals and clerical workers – all jobs that are common in government. They were also less likely than locally-born to be working as operators, which is a job commonly found in industry. The foreign-born were more likely than locally-born people to be working as service and sales workers, as craft-related (skilled) workers, and as domestic workers. There were fewer marked differences between those living in the same province as that in which they were born and those living in another province. The most marked difference was that those born in other provinces are more likely to be working as elementary (“unskilled”) workers.

Table 16. Occupation by country of birth

Occupation	This province	Other province	Other country	All
Manager	8%	9%	12%	8%
Professional	6%	7%	5%	6%
Technical/ associate professional	12%	11%	7%	11%
Clerk	11%	10%	4%	10%
Service or sales worker	15%	14%	17%	15%
Skilled agriculture worker	1%	0%	1%	0%
Craft and related	11%	13%	21%	12%
Operator	8%	9%	5%	8%
Elementary	23%	19%	21%	22%
Domestic worker	6%	6%	7%	6%
All	100%	100%	100%	100%

Table 17 suggests that foreign-born workers constitute a larger proportion of domestic workers than of any other occupation category. In contrast, they are least evident among skilled agricultural workers, clerks and operators. The overwhelming majority of skilled agricultural workers live and work in the province in which

they were born. In contrast, only 59 per cent of domestic workers are reported to live in the province in which they were born.

Table 17. Place of birth by occupation

Occupation	This province	Other province	Other country	All
Manager	69%	23%	8%	100%
Professional	70%	25%	5%	100%
Technical/ associate professional	76%	21%	3%	100%
Clerk	77%	20%	2%	100%
Service or sales worker	73%	21%	6%	100%
Skilled agriculture worker	86%	14%	0%	100%
Craft and related	74%	19%	7%	100%
Operator	73%	26%	2%	100%
Elementary	74%	22%	4%	100%
Domestic worker	59%	28%	13%	100%
All	73%	22%	5%	100%

Table 18 reveals that the statistics for all provinces of birth combined hides substantial variation for those born in other provinces. The patterns must be treated with caution given the level of disaggregation, but there do seem to be some clear patterns. For example, those born in Gauteng and Western Cape were more likely than those born in other provinces to be managers or professionals in provinces others than those in which they were born. Those born in Eastern Cape, KwaZulu-Natal and Mpumalanga were mostly likely to be elementary workers.

Table 18. Occupation by province where born for movers

Occupation	WC	EC	NC	FS	KZ	NW	GT	MP	LM
Manager	15%	5%	7%	9%	12%	13%	18%	8%	5%
Professional	15%	4%	8%	12%	8%	7%	14%	5%	6%
Technical/ associate	20%	7%	21%	18%	10%	9%	18%	11%	8%
Clerk	18%	8%	9%	8%	10%	9%	11%	7%	13%
Service/sales	6%	16%	19%	15%	12%	17%	11%	15%	15%
Skilled agriculture	1%	1%	0%	0%	0%	0%	1%	1%	1%
Craft	7%	15%	11%	11%	12%	10%	10%	17%	13%
Operator	4%	10%	6%	6%	13%	8%	5%	10%	12%
Elementary	11%	24%	12%	14%	19%	16%	12%	19%	23%
Domestic	3%	8%	7%	7%	5%	12%	2%	7%	5%
All	100%	100%	100%	100%	100%	100%	100%	100%	100%

Except for the first category of manager, the occupational classification is broadly based on skill, with the level of skill and knowledge decreasing as one progresses from professional to elementary and domestic workers. Earlier we saw that the educational levels differed by place of birth. Table 19 focuses in on individuals who had completed secondary schooling, including those who had studied further. Those born in



other countries are now even more likely than those born in South Africa to have been managers, as well as domestic workers. The difference in respect of craft workers remains, but is smaller than when there is no educational restriction.

Table 19. Occupation by place of birth for individuals with secondary complete plus

Occupation	This province	Other province	Other country	All
Manager	12%	14%	23%	13%
Professional	10%	12%	12%	11%
Technical/ associate	18%	17%	13%	18%
Clerk	16%	14%	7%	15%
Service/sales	16%	15%	18%	16%
Skilled agriculture	0%	0%	0%	0%
Craft	9%	8%	13%	9%
Operator	6%	7%	2%	6%
Elementary	10%	11%	8%	10%
Domestic	1%	2%	4%	2%
All	100%	100%	100%	100%

Industry

Table 20 presents similar analysis by industry as presented above for occupation. Foreign-born workers were markedly more likely than locally-born to be found in construction and trade, and also more likely to be found in agriculture and private households. The latter two are well-known as generally low-paying occupations often with poor working conditions. Trade is the most common industry for the self-employed. Foreign-born were less likely than locally-born to be in financial services and manufacturing. As with occupation, the differences between South African-born people working in the province of their birth and those working elsewhere were relatively small at this level of aggregation.

Table 20. Industry by place of birth

Industry	This province	Other province	Other country	All
Agriculture	5%	3%	6%	5%
Mining	2%	4%	3%	3%
Manufacture	13%	13%	10%	13%
Utilities	1%	1%	0%	1%
Construction	8%	7%	12%	8%
Trade	22%	20%	30%	22%
Transport	6%	6%	4%	6%
Financial	13%	16%	10%	13%
Services	23%	22%	12%	22%
Private households	8%	8%	11%	8%
Other	0%	0%	0%	0%
All	100%	100%	100%	100%

The proportion of foreign-born workers is highest in construction, mining, trade and private households and lowest in the very small sector of utilities and the very large sector of services. South African-born people living and working in other provinces are most evident in mining, utilities and financial services. These are all sectors that are relatively concentrated geographically. In contrast, South African born people living and working in the province in which they were born have the highest presence in agriculture and services.

Table 21. Place of birth by industry

Industry	This province	Other province	Other country	All
Agriculture	78%	14%	7%	100%
Mining	63%	29%	8%	100%
Manufacture	74%	21%	5%	100%
Utilities	71%	28%	1%	100%
Construction	73%	18%	9%	100%
Trade	73%	18%	8%	100%
Transport	75%	21%	4%	100%
Financial	71%	25%	5%	100%
Services	77%	20%	3%	100%
Private households	73%	19%	8%	100%
All	74%	20%	6%	100%

Table 22 suggests that those born in Mpumalanga, Gauteng, Eastern Cape and KwaZulu-Natal were more likely than others to work in trade in provinces other than those in which they were born; those born in Western Cape, KwaZulu-Natal and Gauteng were most likely to be in financial services, those born in Western Cape, Northern Cape and Free State were most likely to be in community and personal services (which includes most of government), and those born in North West and Mpumalanga were most likely to be working in private households.



Table 22. Industry by province where born for movers

Industry	WC	EC	NC	FS	KZ	NW	GT	MP	LM
Agriculture	3%	5%	3%	5%	2%	4%	2%	3%	3%
Mining	2%	5%	5%	5%	4%	4%	4%	2%	1%
Manufacture	11%	13%	12%	10%	16%	10%	13%	13%	13%
Utilities	1%	0%	2%	2%	1%	2%	3%	1%	1%
Construction	3%	10%	3%	5%	7%	6%	4%	9%	6%
Trade	16%	21%	15%	17%	21%	16%	22%	25%	19%
Transport	7%	6%	3%	5%	6%	7%	4%	4%	10%
Financial	23%	14%	18%	14%	20%	18%	20%	8%	17%
Services	30%	16%	31%	29%	19%	20%	26%	24%	23%
Private households	5%	9%	8%	9%	5%	13%	3%	11%	7%
All	100%	100%	100%	100%	100%	100%	100%	100%	100%

Formal and informal

There are two different ways of distinguishing between formal and informal in terms of work. The first refers to the sector and is based on the nature of the enterprise. The second refers to employment more generally and is based on the nature of the individual job.

Statistics South Africa uses different questions to determine whether employees on the one hand, and employers, own-account workers, and unpaid family workers on the other hand, are in the informal sector. For employees, categorisation as informal sector occurs if income tax is not deducted by the employer and if there are fewer than five employees in the establishment. For categories of employed people other than employees, those who are registered for neither income tax nor value-added tax are considered to be in the informal sector. Statistics South Africa also commonly excludes agriculture and private households when deriving this informal sector classification.

The informal employment measure is defined to include all persons in the informal sector and persons helping unpaid in a family business. In addition, it includes employees in the formal sector and persons employed in private households who are not entitled to basic benefits from their employer in the form of a pension or medical aid and who also do not have a written contract of employment. If an employee has any one of these, the employee will be classified as being in formal employment.

Table 23 reveals that foreign-born workers were much more likely than locally-born to work in the informal sector, and also more likely to work in agriculture and private households. Among those born in South Africa, people working in the province of their birth were less likely than those working in other provinces to be working in the formal sector, and somewhat more likely to be working in agriculture.

Table 23. Sector of work by place of birth

Sector	This province	Other province	Other country	All
Formal	71%	77%	50%	71%
Informal	16%	11%	33%	16%
Agriculture	5%	3%	6%	5%
Private households	8%	8%	11%	8%
All	100%	100%	100%	100%

Table 24 suggests that foreign-born workers account for 12 per cent of informal sector workers, as against four per cent of formal sector workers. The prevalence of foreign-born workers in agriculture and private households lies between the informal and formal sector levels.

Table 24. Place of birth by sector of work

Sector	This province	Other province	Other country	All
Formal	74%	22%	4%	100%
Informal	74%	14%	12%	100%
Agriculture	78%	14%	7%	100%
Private households	73%	19%	8%	100%
Total	74%	20%	6%	100%

Table 25 suggests that, among those who had moved, those born in Gauteng and Mpumalanga were most likely to be working in the informal sector. Those born in Western Cape and Northern Cape were least likely to be working in the informal sector.

Table 25. Sector of work by province where born for movers

Sector	WC	EC	NC	FS	KZ	NW	GT	MP	LM
Formal	87%	76%	83%	77%	81%	70%	79%	72%	77%
Informal	5%	10%	6%	9%	12%	12%	16%	15%	13%
Agriculture	3%	5%	3%	5%	2%	4%	2%	3%	3%
Households	5%	9%	8%	9%	5%	13%	3%	11%	7%
All	100%	100%	100%	100%	100%	100%	100%	100%	100%

Some of the patterns above may seem surprising, but it is important to remember that Table 25 reflects only those who had moved. Table 26 shows different patterns if we combine movers and non-movers and look at the province of birth for those born in South Africa. Those born in Gauteng are now – after Western Cape and Northern Cape – least likely to be in the informal sector. Those born in Limpopo are most likely to be in the informal sector. Free State is now alongside North West for work in private households being common.



Table 26. Sector of work by province where born (movers and non-movers)

Sector	WC	EC	NC	FS	KZ	NW	GT	MP	LM
Formal	80%	69%	70%	66%	73%	71%	83%	63%	60%
Informal	7%	17%	9%	12%	15%	13%	11%	20%	25%
Agriculture	7%	5%	12%	9%	3%	4%	1%	7%	7%
Households	5%	9%	9%	13%	8%	12%	5%	10%	8%
All	100%	100%	100%	100%	100%	100%	100%	100%	100%

Turning to formal and informal employment rather than sector, Table 27 suggests that half (50 per cent) of all foreign-born workers are informally employed, as against 29 per cent of South African-born living in the province where they were born and 22 per cent of those living in other provinces. South African-born people working in provinces other than those in which they were born are thus most likely to be formally employed, and nearly three quarters of them (73 per cent) are in this position.⁴

Table 27. Type of employment by place of birth

Employment	This province	Other province	Other country	All
Formal	67%	73%	43%	67%
Informal	29%	22%	50%	29%
Other	4%	4%	7%	5%
All	100%	100%	100%	100%

Table 28 provides the disaggregated picture for South Africans born in provinces other than those in which they were working. Western Cape stands out at one end of the spectrum, with 82 per cent of the employed in formal employment. At the other end of the spectrum, Mpumalanga had only 66 per cent in formal employment and Gauteng only 68 per cent. However, while in Mpumalanga 30 per cent of the employed were in informal employment, in Gauteng this was the case for 21 per cent, with 11 per cent classified as “other”.

Table 28. Type of employment by province for movers

Employment	WC	EC	NC	FS	KZ	NW	GT	MP	LM
Formal	82%	77%	75%	71%	73%	71%	68%	66%	74%
Informal	12%	22%	20%	19%	22%	25%	21%	30%	23%
Other	7%	2%	4%	10%	5%	4%	11%	3%	3%
All	100%	100%	100%	100%	100%	100%	100%	100%	100%

⁴ The “other” category includes employers and own account workers who are not in the informal sector (Peter Buwembo, Stats SA, personal communication, February 2014).

Trade union membership

The trade union membership rate was reported to be 30 per cent among South African-born employees living in the province of their birth and 32 per cent among South African-born living in another province as against only 12 per cent among foreign-born employees. Expressed differently, South African-born people working in the province in which they were born accounted for 75 per cent of all trade union members, South African-born working in other provinces for 23 per cent, and foreign-born for only 2 per cent.

Overall, the union membership rate was 29 per cent of all employees. Table 29 shows the rates for all people living in places other than where they were born. It shows the highest rates (36 and 35 per cent respectively) for employees born in Limpopo and Eastern Cape and the lowest rate, for South African-born, among those born in Mpumalanga (22 per cent).

Table 29. Trade union membership of mover employees by place of birth

WC	EC	NC	FS	KZ	NW	GT	MP	LM	Outside SA
26%	35%	29%	32%	29%	30%	32%	22%	36%	12%

Table 30 shows the extent of access of employees to various benefits, namely contributions to the Unemployment Insurance Fund (UIF), employer contributions to a pension or retirement fund, employer contributions to a medical or similar scheme and paid annual leave. The first three elements all involve contributions by the employer alongside contributions by the employee.

For all elements, the rate was always highest for South African-born people living in provinces other than those in which they were born, followed by South Africans living in the same province. Employees born outside the country consistently had a noticeably lower rate of access to benefits than South African-born employees.

Table 30. Access to employee benefits by place of birth

Benefits	This province	Other province	Other country	All
UIF	61%	68%	50%	62%
Pension	48%	55%	32%	49%
Medical	33%	37%	20%	33%
Paid leave	59%	66%	51%	60%

Table 31 gives the breakdown by province of birth. Those born outside South Africa continue to do worse than all other groupings except in respect of paid leave, where those born in Mpumalanga were the only ones who had worse access than people born outside South Africa. If we compare Table 30 and Table 31, movers born in Mpumalanga also did worse on other benefits than those living in the province in which they were born.



Table 31. Access to employee benefits by province of birth for movers

Q48UIF	WC	EC	NC	FS	KZ	NW	GT	MP	LM	Outside SA
UIF	63%	70%	64%	68%	75%	66%	58%	60%	67%	50%
Pension	67%	55%	62%	59%	54%	53%	58%	42%	55%	32%
Medical	64%	27%	49%	45%	37%	35%	47%	28%	37%	20%
Paid leave	75%	71%	74%	66%	63%	69%	74%	45%	63%	51%



Movement in past five years

The migration module also asked whether individuals had moved from one province or country to another in the past five years. If they had done so, they were asked to give further details about the most recent move. A total of 1,2 million people of working age were reported to have moved in the past five years – 2 per cent of those who were in 2012 living in the province in which they were born, 12 per cent of South African-born living in another province, and 15 per cent among those born outside South Africa.

Some of those who had moved in the past five years had effectively moved back to their place of birth after a period in another province or country. The 438 thousand who had moved back to the province of their birth accounted for 37 per cent of all the recent movers, the 570 thousand who had moved from another province for 38 per cent, while the 189 thousand foreign-born accounted for the remaining 16 per cent of recent movers.

Just over a tenth (11 per cent) of the recent movers were reported to have moved from outside South Africa in their most recent move. Table 32 shows the distribution across the reported years of the most recent move for those moving from South Africa and from outside the country. As expected, there were fewer in 2007 than for later years because the five years covered only a few months of 2007. Similarly, 2012 numbers were less than 2011 because the survey was conducted before the end of 2012. The fact that the number increases each year between 2008 and 2011 does not necessarily mean that the extent of migration increased over time, as people reported only on their most recent move. Thus some moves in the earlier years would be unreported because the person moved again subsequently and only reported on the latter move. The patterns for movers from within and outside South Africa are similar, but those from outside were somewhat more likely to report that they had been in South Africa for longer. This could reflect under-reporting of recent foreign migrants both because they were less sure of themselves and because they were less likely to be part of the rotating sample for the QLFS.

Table 32. Place from where moved by year

Year	From SA	From elsewhere	All
2007	5%	8%	5%
2008	13%	15%	13%
2009	16%	17%	16%
2010	19%	18%	19%
2011	27%	24%	27%
2012	20%	19%	20%
All	100%	100%	100%

There was again some gender bias among recent movers, in that 46 per cent of recent movers were female as against their 51 per cent share of the working age population as a whole. Among those who had last moved from outside South Africa, only 41 per cent were female.

African and white people (83 per cent and 11 per cent respectively of recent movers, as against their 79 per cent and 9 per cent shares of the working age population) were again more likely to have moved than

coloured and Indian people. Of those whose latest move was from outside South Africa, 82 per cent were reported to be African, 8 per cent white, 4 per cent coloured and 5 per cent Indian.

In terms of age, 4 per cent of those aged 15 to 34 years reported having moved in the past five years as compared to 3 per cent of those aged 35 to 64 years. Youth accounted for 66 per cent of recent movers, as compared to their 58 per cent share of the full working age population.

Table 33 gives the population group distribution of recent movers within and across the current province. The first set of columns in the table show, for example, that 29 per cent of all African movers moved to Gauteng, as against 20 per cent of white movers. In contrast, only 10 per cent of all African movers moved to Western Cape, as against 35 per cent of the white movers. The second set of columns shows that Africans accounted for 89 per cent of recent movers to Gauteng and whites for 8 per cent, while for Western Cape Africans accounted for 61 per cent and whites for 27 per cent. Whites also accounted for 27 per cent of recent movers to KwaZulu-Natal.

Table 33. Distribution by population group of recent movers within and across current province

	Within provinces			Across provinces		
Province	African	White	All	African	White	All
WC	10%	35%	14%	61%	27%	100%
EC	12%	10%	12%	86%	9%	100%
NC	1%	1%	2%	50%	8%	100%
FS	6%	8%	6%	76%	14%	100%
KZ	3%	10%	4%	61%	27%	100%
NW	9%	5%	8%	87%	7%	100%
GT	29%	20%	27%	89%	8%	100%
MP	6%	4%	6%	84%	7%	100%
LM	23%	7%	20%	95%	4%	100%
All	100%	100%	100%	83%	11%	100%

Table 34 shows the share of each province's current working age population that consisted of people who had moved in the past five years. For the country as a whole, recent movers accounted for 4 per cent of the working age population. The percentage ranged from 1 per cent in KwaZulu-Natal to 7 per cent in Limpopo.

Table 34. Share of current working age population that has moved in past five years

WC	EC	NC	FS	KZ	NW	GT	MP	LM	All
5%	3%	3%	4%	1%	5%	4%	3%	7%	4%

Above we noted that 11 per cent of the recent movers moved from outside South Africa. Table 35 reveals that the percentage by current province ranged from 2 per cent in Northern Cape to 15 per cent in Limpopo. Overall, the wealthier provinces and those that had borders with foreign countries tended to have higher shares of foreign new-comers.



Table 35. Share of recent movers who are from outside South Africa by current province

WC	EC	NC	FS	KZ	NW	GT	MP	LM	All
13%	7%	2%	12%	14%	5%	11%	9%	15%	11%

Table 36 shows the main reason given for moving among recent movers. The last column of the table gives the categories used for further analysis so as to avoid disaggregation that is too detailed for the sample size. Work-related reasons dominated at 35 per cent, followed by family-related reasons (26 per cent) and then work-seeking (19 per cent). Education accounted for 9 per cent, leaving 11 per cent clustered as “other” reasons.

Table 36. Reason for moving

Reason for moving	Number	% of total	Category
Work	358 549	30%	Work
Job transfer	56 191	5%	Work
Look for paid work	198 861	17%	Work-seeking
Start a business	24 365	2%	Work-seeking
Look for land for farming	3 529	0%	Work-seeking
Family moved	110 868	9%	Family
Marriage	44 730	4%	Family
School or training	111 981	9%	Education
Live with a relative	142 364	12%	Family
Divorce or separation	9 310	1%	Family
Adventure	17 234	1%	Other
Other	118 917	10%	Other
Unspecified	709	0%	-
All	1 197 606	100%	

Table 37 shows clear differences in the reasons why women and men moved. About two-thirds (66 per cent) of men were reported to have moved for work or work-seeking purposes, while this was the case for only 39 per cent of women. In contrast, 39 per cent of women were reported to have moved for family-related reasons, compared to 15 per cent of men.

Table 37. Reason for moving by sex

Reason	Male	Female	All
Work	43%	25%	35%
Work-seeking	23%	14%	19%
Family	15%	39%	26%
Education	9%	10%	9%
Other	11%	12%	11%
All	100%	100%	100%

Table 38 shows that similar percentages of African and white people were reported to have moved for work purposes (34 or 35 per cent), but the proportion of Africans who moved for work-seeking purposes was double that for whites (21 per cent and 10 per cent respectively). Africans were least likely to move for family purposes.

Table 38. Reason for moving by population group

Reason	African	Coloured	Indian	White	All
Work	34%	46%	46%	35%	35%
Work-seeking	21%	12%	5%	10%	19%
Family	24%	31%	34%	34%	26%
Education	9%	9%	4%	13%	9%
Other	12%	2%	11%	8%	11%
All	100%	100%	100%	100%	100%

Table 39 shows that among those who were employed at the time of the survey, 56 per cent were said to have moved for work purposes and a further 19 per cent to look for work. Among the unemployed and discouraged workers, the percentage who had moved for work-seeking purposes was higher than the percentage who had moved for work purposes. Nevertheless, close on a quarter (22 per cent) of the unemployed said that they had moved for work purposes as did 15 per cent of discouraged work seekers. Family was given as a reason for moving by close on half (46 per cent) of the not economically active, with education accounting for close on a further quarter of this category of individuals.

Table 39. Reason for moving by work status

Reason	Employed	Unemployed	Discouraged	NEA	All
Work	56%	22%	15%	9%	35%
Work-seeking	19%	33%	28%	7%	19%
Family	13%	28%	29%	46%	26%
Education	3%	6%	5%	24%	9%
Other	9%	11%	23%	13%	11%
All	100%	100%	100%	100%	100%

Table 40 is based on similar information, but this time the percentages are calculated within each reason. The table again shows a strong relationship between reasons for moving and current work status. Thus 79 per cent of those who moved for work purposes were employed, as were 50 per cent of those who moved to seek work. Among those who moved for family-related reasons, close on half (49 per cent) were not economically active, with an even higher percentage (71 per cent) not economically active among those who moved for education purposes.



Table 40. Work status by reason for moving

Reason	Employed	Unemployed	Discouraged	NEA	All
Work	79%	11%	3%	7%	100%
Work-seeking	50%	31%	9%	10%	100%
Family	25%	19%	7%	49%	100%
Education	15%	11%	3%	71%	100%
Other	39%	17%	12%	32%	100%
All	49%	18%	6%	27%	100%

Table 41 shows over half of migration from Free State being for work reasons, while for work-seeking Western Cape had the highest percentage, at 29 per cent. Gauteng had the lowest percentage leaving for work reasons (23 per cent) while Northern Cape had the lowest percentage leaving for work-seeking. North West and Gauteng had the highest percentages leaving for family-related reasons while Limpopo and KwaZulu-Natal had the lowest. KwaZulu-Natal had the highest percentage leaving for education, and North West the lowest. For those coming from outside South Africa, coming for work was on the low side compared to individual provinces, while work-seeking and family were on the high side.

Table 41. Reason for moving by source province

Reason	WC	EC	NC	FS	KZ	NW	GT	MP	LM	Not SA
Work	30%	36%	34%	56%	47%	45%	23%	41%	40%	34%
Work-seeking	29%	22%	5%	7%	18%	12%	16%	19%	25%	26%
Family	25%	18%	30%	20%	15%	34%	34%	26%	14%	28%
Education	13%	12%	12%	8%	19%	0%	7%	12%	7%	6%
Other	5%	12%	20%	9%	1%	10%	20%	2%	14%	6%
All	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Table 42 presents similar analysis, but this time by the destination province. Work emerges as the most common reason for moving to all provinces except Eastern Cape, where work-seeking was the most common reason. For Western Cape, close on half of movers were said to have moved for work purposes. Limpopo had the lowest proportion (10 per cent) of movers who were reported to have come to the province for work-seeking purposes, but was one of four provinces (alongside Eastern Cape, KwaZulu-Natal and Mpumalanga) in which more than 30 per cent of movers were said to have moved there for family reasons. This category might include those who had been retrenched and were returning to their rural families. For Free State one-fifth of movers were said to have moved there for education purposes, while for all other provinces this reason accounted for 11 per cent or less.

Table 42. Reason for moving by destination province

Reason	WC	EC	NC	FS	KZ	NW	GT	MP	LM	All
Work	46%	15%	35%	33%	35%	27%	40%	38%	33%	35%
Work-seeking	19%	36%	21%	18%	14%	21%	20%	12%	10%	19%
Family	18%	34%	23%	21%	34%	25%	21%	32%	31%	26%
Education	11%	8%	8%	20%	11%	9%	10%	7%	5%	9%
Other	7%	6%	13%	8%	5%	19%	9%	10%	20%	11%
All	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

If we look only at households which have at least one recent migrant, in 38 per cent of households with two adults (people aged 18 years or above), both of the adults were migrants. Among those with three adults, only 12 per cent were households in which all the adults were migrants. For larger households the percentage in which all adults were migrants fell to 3 per cent or lower.



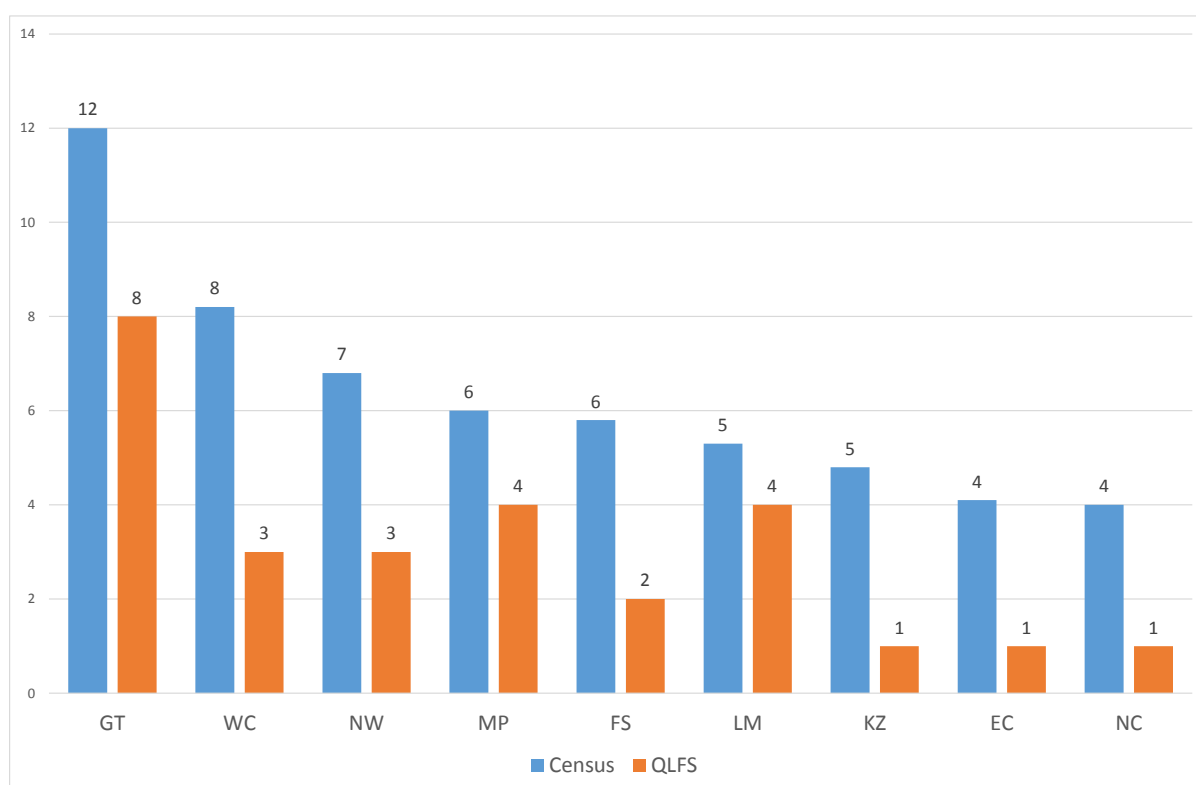
Comparisons with other South African sources

This section compares the results from the QLFS 2012 module with those from other data sources relating to South Africa. It draws heavily on previous research commissioned by ACMS (Budlender, 2013).

The 2011 population census included a question that asked about the country of birth of all individuals. The census found that 7 per cent of all people resident in South Africa in October 2011 were born outside the country. This is higher than the 4 per cent recorded by the QLFS for the working age group. This is counter-intuitive as we would expect children to be less likely than older people to be foreign-born as they had had a smaller time in which to move from their country of birth.

0 presents the percentage foreign-born by current province for the two sources. Gauteng emerges clearly as the province with the highest rate of foreign-born in both sources, with Northern Cape and Eastern Cape ranking lowest. For the provinces in between there is less consistency between the two sources. For all provinces the percentage foreign-born recorded in Census 2011 was higher than the percentage foreign-born recorded in the QLFS 2012 pilot. The relative gap was smallest for Limpopo.

Figure 1. Percentage foreign-born by current province in Census 2011 and QLFS 2012



Source: Census figures derived from Budlender, 2013: Table 18.

The Census confirms the finding that the employment rate and labour force participation rate are higher for foreign-born than locally-born, while the unemployment rate is lower. The Census data were coded by region of birth, and these findings held over all regions (Budlender, 2013: Table 19).

In the first, 2008, wave of the National Income Dynamics Survey (NIDS), 3,3 per cent of adults who provided information themselves (rather than being reported on by proxies) said that they had been born outside the country (Budlender, 2013: 72-75). This is slightly lower than the rate found in the QLFS 2012. Two-thirds (67 per cent) of foreign-born people were categorised as African and 28 per cent as white. In the QLFS, in contrast, 84 per cent were categorised as African and only 12 per cent as white.

For the employed, NIDS suggested – similar to the QLFS – that foreign workers were less likely to be employed in community, social and personal services (which includes much of government). This was, however, the only industry besides mining for which NIDS found a marked difference in favour of foreign workers between locally and foreign-born. In contrast, the QLFS showed only a small difference between locally and foreign-born in mining, but a large difference in trade. The differences between the two surveys could be an indication of the unreliability of analysis of such small samples, especially as the NIDS sample consisted of only 7 000 households, as opposed to approximately 30 000 households covered by the QLFS.

In terms of occupation, both QLFS and NIDS suggested that foreign-born workers were more likely than locally-born to be craft and related trade (i.e. “skilled”) workers. However, while NIDS suggested that South Africans were more likely than foreign-born to be working as elementary workers, this difference was not found in the QLFS. At the “top” end of the classification, NIDS found that South Africans were far more likely than foreign-born to be managers, whereas the QLFS found that this was more likely for foreign-born. This difference could reflect a difference in the approach to coding own-account workers, with Statistics South Africa seemingly tending to code such individuals as managers.



International comparisons

The initial intention was that the findings in respect of South Africa should be compared with findings from other countries. The aim was to present findings from at least two other countries with comparable labour market size. One of the countries was to be a member of the Organisation for Economic Cooperation and Development (OECD) and the other to be a developing country, preferably one within the South African Development Community or elsewhere in Africa.

Unfortunately, it proved difficult to identify any detailed, relevant databases. The OECD database (<http://www.oecd.org/els/mig/oecdmigrationdatabases.htm>) provides some basic statistics, and these are used below in analysis. The Africa regional office of the International Labour Organisation based in Addis Ababa at first seemed confident that they would be able to identify one or more countries with data. However, they did not produce the hoped-for references. The two authors of a recent joint United Nations/OECD fact-sheet on migration also did not respond to a request for information (United Nations and OECD, 2013), despite a personal introduction and reminder emails.

Fortunately, the OECD website hosts a useful set of “key statistics on migration in OECD countries” at <http://www.oecd.org/els/mig/keystat.htm>. The “stock” estimates are relevant for our purposes, as they show the situation at a given point in time. Further, these estimates are for the most part derived from the countries’ labour force surveys and use the working age population aged 15-64 years. They are thus directly comparable with the QLFS estimates for South Africa. The tables that follow use the estimates from the third quarter of 2012 so as to be as directly comparable as possible to the South African estimates.

The international data are presented disaggregated by sex. We therefore first present the South African data disaggregated by sex. We include both the official and expanded unemployment rates for the South African estimates. However, the OECD presents only one employment rate, which is almost certainly calculated in the same way as South Africa’s official employment rate.

Table 43 shows that for labour force participation, the rate was higher for both men and women among those born in other provinces than those born in the province in which they were living in 2012. However, for men the participation rate was highest among the foreign-born, while for women the rate was higher for those born in other provinces than for the foreign-born. A similarly divergent pattern is found for women and men in respect of the employment rate.

For men, both the official and expanded unemployment rates were highest among those living in the provinces where they were born, next highest among those born in other provinces, and lowest among the foreign-born. For women, the rate was again highest for those living in the province in which they were born, but there was little difference between the rates for those born in other provinces or another country.

Table 43. Employment indicators by place of birth and sex

Indicators	This province	Other province	Other country
All			
Labour force participation	51%	75%	77%
Employment rate	37%	58%	65%
Official unemployment rate	27%	22%	16%
Expanded unemployment rate	36%	25%	19%
Male			
Labour force participation	57%	84%	90%
Employment rate	42%	69%	81%
Official unemployment rate	26%	18%	10%
Expanded unemployment rate	34%	20%	12%
Female			
Labour force participation	46%	66%	59%
Employment rate	33%	47%	42%
Official unemployment rate	28%	29%	28%
Expanded unemployment rate	39%	33%	33%

The differences in the patterns for women and men when we have a three-way distinction in terms of place of birth complicates comparison with other countries. For a more accurate comparison, we place in one category all those born in South Africa, regardless of the province in which they were born.

Table 44 shows very little difference between the pattern for the full working age population and those born in South Africa. This is expected given the relatively small proportion of people who were reported to have been born outside South Africa. For both women and men, the labour force participation rates for foreign-born people were substantially lower than those for locally-born. Among men, both unemployment rates were substantially lower for foreign-born than for locally-born. Among women, however, there was no difference by country of birth for the official unemployment rate, while the expanded rate was lower for foreign-born women than locally-born, but with a much smaller difference between the two groups than was found for men.



Table 44. Employment indicators by country of birth and sex

Indicators	All	SA-born	Foreign-born
All			
Labour force participation	55%	55%	77%
Employment rate	41%	40%	65%
Official unemployment rate	25%	26%	16%
Expanded unemployment rate	33%	34%	19%
Male			
Labour force participation	62%	61%	90%
Employment rate	48%	46%	81%
Official unemployment rate	23%	24%	10%
Expanded unemployment rate	30%	31%	12%
Female			
Labour force participation	49%	48%	59%
Employment rate	35%	35%	42%
Official unemployment rate	28%	28%	28%
Expanded unemployment rate	37%	38%	33%

Table 45 gives the labour force participation rates for the various countries. The first noteworthy feature is that all listed countries had labour force participation rates for locally (native-)born people that were higher than for native-born in South Africa. The latter rates were 55 per cent overall, 61 per cent for men and 48 per cent for women. It was only in Turkey that one of the indicators was lower than for South Africa in that the labour force participation rate for women was recorded as being 32 per cent.

In South Africa the labour force participation rates for foreign-born were consistently higher than for native-born. Among the 28 other countries, the same was true for 15 countries when looking at the combined male and female rates, and for seven countries for male-only and 17 countries for female-only. The five countries for which it was true for both male and female and the two combined were Belgium, Denmark, Netherlands, New Zealand and Sweden.

Table 46 gives the employment rates for locally-born and foreign-born working age people in OECD countries.⁵ Again virtually all the countries had employment rates that were much higher than those for native-born people in South Africa. The latter rates were 40 per cent for women and men combined, and 46 and 35 per cent respectively for men and women. The only country with a lower rate, and then only for women, was Turkey, which recorded an employment rate of 29 per cent for women.

As seen above, in South Africa employment rates were noticeably higher for foreign-born than for South African-born among both women and men. This was the case in respect of only eight of the 28 countries shown in the table in respect of women and men combined and for women alone. Among men, it was true

⁵ The codes for this and the following tables are provided in Appendix 1.

for 13 of the 28 countries. In six countries – Hungary, Italy, Luxemburg, Poland, Portugal and Slovakia – it was true for men, women and both combined, as in South Africa.

Table 47 gives the unemployment rates. Above we saw that the official unemployment rate for South African-born was 23 per cent for men, 28 per cent for women, and 25 per cent for the two combined. Table 47 shows that only Spain and Greece had unemployment rates anywhere near this, with all other countries having rates less than 20 per cent, or even in single digits.

For South Africa, the male and combined unemployment rate was lower for foreign-born than for those born in South Africa. Among women, the official unemployment rate was the same for foreign- and locally-born. This situation was found for only two (Hungary and United States) of the 25 countries shown in Table 47 for women and men combined, with five (Hungary, United States, United Kingdom, Turkey and Austria) showing this pattern for men only, and one (Hungary) for women only.

Together these three tables suggest that the South African patterns are unusual internationally.

Table 45. Labour force participation rates for native- and foreign-born by country and sex, 2012

	Native-born all	Foreign-born all	Native-born male	Foreign-born male	Native-born female	Foreign-born female
AUS	78%	74%	83%	82%	72%	66%
AUT	78%	73%	83%	84%	73%	64%
BEL	68%	62%	73%	72%	64%	53%
CAN	79%	78%	83%	84%	76%	71%
CHE	84%	82%	89%	90%	79%	74%
CZE	72%	74%	80%	87%	64%	62%
DEU	78%	74%	82%	84%	74%	64%
DNK	80%	72%	82%	76%	77%	69%
ESP	73%	79%	79%	86%	67%	73%
EST	75%	78%	79%	84%	72%	73%
FIN	76%	75%	77%	81%	75%	69%
FRA	72%	68%	75%	78%	68%	59%
GBR	77%	74%	82%	85%	72%	65%
GRC	67%	76%	76%	90%	58%	63%
HUN	65%	74%	71%	84%	59%	66%
IRL	69%	71%	77%	80%	62%	64%
ITA	62%	68%	73%	81%	52%	58%
LUX	65%	77%	69%	84%	60%	70%
NLD	81%	72%	85%	80%	76%	65%
NOR	79%	76%	81%	81%	77%	72%
NZL	78%	76%	83%	83%	73%	70%
POL	67%	71%	74%	78%	60%	63%
PRT	73%	83%	78%	85%	69%	80%
SVK	70%	73%	77%	80%	62%	67%
SVN	71%	73%	74%	78%	67%	67%
SWE	83%	75%	84%	82%	82%	69%
TUR	54%	53%	76%	75%	32%	36%
USA	72%	74%	77%	85%	68%	62%



Table 46. Employment rates for native- and foreign-born by country and sex, 2012

Country	Native-born all	Foreign-born all	Native-born male	Foreign-born male	Native-born female	Foreign-born female
AUS	74%	70%	78%	78%	69%	62%
AUT	75%	67%	80%	77%	70%	59%
BEL	64%	52%	68%	59%	60%	45%
CAN	74%	71%	77%	77%	70%	65%
CHE	81%	77%	86%	85%	76%	68%
CZE	67%	68%	75%	82%	59%	54%
DEU	74%	68%	78%	77%	70%	59%
DNK	74%	62%	76%	66%	72%	59%
ESP	56%	53%	61%	55%	51%	50%
EST	68%	67%	72%	73%	65%	63%
FIN	71%	65%	72%	71%	70%	60%
FRA	65%	58%	69%	67%	62%	50%
GBR	71%	68%	75%	78%	67%	58%
GRC	51%	51%	61%	59%	41%	43%
HUN	58%	68%	63%	77%	53%	61%
IRL	59%	59%	63%	65%	55%	54%
ITA	56%	60%	66%	73%	46%	50%
LUX	62%	71%	67%	79%	58%	63%
NLD	77%	65%	81%	72%	73%	58%
NOR	77%	72%	78%	76%	75%	67%
NZL	72%	70%	77%	76%	68%	65%
POL	60%	66%	67%	76%	53%	-
PRT	62%	67%	65%	69%	58%	65%
SVK	60%	63%	67%	67%	53%	-
SVN	64%	64%	68%	70%	61%	57%
SWE	78%	64%	79%	69%	77%	59%
TUR	50%	48%	71%	70%	29%	31%
USA	66%	68%	70%	79%	62%	57%

Table 47. Unemployment rates for native- and foreign-born by country and sex, 2012

Country	Native-born all	Foreign-born all	Native-born male	Foreign-born male	Native-born female	Foreign-born female
AUS	5%	5%	6%	5%	5%	6%
AUT	4%	8%	4%	8%	4%	8%
BEL	6%	17%	6%	18%	7%	15%
CAN	7%	9%	7%	8%	7%	9%
CHE	4%	7%	4%	5%	3%	8%
CZE	7%	9%	6%	6%	8%	12%
DEU	5%	8%	5%	9%	5%	8%
DNK	7%	15%	7%	14%	7%	15%
ESP	23%	33%	23%	36%	24%	31%
EST	9%	13%	9%	13%	9%	14%
FIN	7%	13%	7%	13%	7%	13%
FRA	9%	15%	9%	14%	9%	15%
GBR	8%	9%	9%	8%	7%	11%
GRC	24%	33%	20%	34%	29%	32%
HUN	11%	8%	11%	9%	10%	7%
IRL	15%	17%	18%	19%	11%	16%
ITA	10%	12%	9%	10%	11%	14%
NLD	4%	10%	5%	10%	4%	10%
NOR	3%	6%	3%	6%	3%	6%
NZL	7%	8%	7%	8%	7%	8%
PRT	16%	19%	17%	19%	16%	19%
SVN	9%	11%	8%	-	10%	14%
SWE	6%	15%	6%	16%	6%	14%
TUR	8%	9%	7%	7%	10%	14%
USA	8%	8%	8%	7%	8%	9%

One possible reason for a difference in patterns could be the proportion that foreign-born constitute of the working age population. Unfortunately, the OECD website provides this estimate for the population as a whole rather than the working age population. Given that children are less likely than older people to have moved from their country of birth simply because they have had less time to move, these estimates are likely to be lower than the rates would be for the working age population. The website also provides estimates only up to 2011. This is not a serious problem as there is unlikely to be a large change in this rate over the period of one year. South Africa's QLFS migration module suggested that only 4 per cent of the working age population was born outside the country. Among the other countries with estimates on the OECD website, only Poland (at 2 per cent) had a rate lower than South Africa's. Other countries with single-digit rates were the Czech Republic (7 per cent), Denmark (8 per cent), Finland (5 per cent), Greece (7 per cent) Hungary (5 per cent), Italy (9 per cent), and Portugal (9 per cent). As noted above, these are almost certainly under-estimates, as they include children. Nevertheless, there are enough countries with rates of foreign-born similar to South Africa to suggest that the unusual picture in South Africa is not primarily the result of a low rate of foreign-born.



Comparisons with Namibia

The fieldwork for the Namibia Labour Force Survey was carried out in the latter part of 2012, more or less the same period in which the fieldwork for South Africa's QLFS with the migration module was done. The questionnaire includes a question on citizenship which is asked for all persons.

At the time of the survey Namibia had an estimated total population of a little over two million people. Table 48 reveals that 97 per cent of the total population was reported to have Namibian citizenship. This percentage was the same for male and female.

Table 48. Namibia: Population by citizenship

Citizenship	Female	Male	All
Namibia	97%	97%	97%
Angola	1%	1%	1%
Botswana	0%	0%	0%
South Africa	0%	0%	0%
Zambia	0%	0%	0%
Zimbabwe	0%	0%	0%
Other SADC	0%	0%	0%
Other African	0%	0%	0%
Other	0%	0%	0%
Don't know	0%	0%	0%
Unspecified	1%	1%	1%
All %	100%	100%	100%
All number	1 084 845	1 001 082	2 085 927

Table 49 reveals that the picture changes slightly if analysis is restricted to the population aged 15-64 years i.e. the working age population. The percentage Namibian remains at 97 percent for females and male and female combined, but drops to 96 per cent for males. This confirms the common pattern of greater male mobility than female. The small percentage of non-Namibian combined with the small size of the total population means that the estimates should be treated with extra caution.

Table 49. Namibia: Population 15-64 years by citizenship

Citizenship	Female	Male	All
Namibia	97%	96%	97%
Angola	1%	1%	1%
Botswana	0%	0%	0%
South Africa	0%	0%	0%
Zambia	0%	0%	0%
Zimbabwe	0%	0%	0%
Other SADC	0%	0%	0%
Other African	0%	0%	0%
Other	0%	1%	0%
Don't know	0%	0%	0%
Unspecified	1%	0%	0%
All %	100%	100%	100%
All number	624 623	568 482	1 193 105

Table 50 suggests that there is very little difference in the labour force participation rate between Namibians and non-Namibians when male and female are combined. If anything, the rate for foreigners is lower than that for Namibians. This is similar to the pattern for most other countries, but differs from that for South Africa. If males only are considered, the rate is higher for foreigners than for Namibians, similar to the pattern in South Africa but with a smaller gap than in South Africa. If females only are considered, the rate is substantially lower for non-Namibians than for Namibians.

There is a similar gender difference with the employment rate, with a lower rate for foreign than Namibian women, but a higher rate for foreign than Namibian men and for women and men combined. The female pattern is different from that for South Africa.

For both the strict and broad unemployment rates, the rates are noticeably lower for foreigners than for Namibians. This pattern holds across both male and female. The pattern is similar to that for South Africa, but differs from the pattern for most other countries shown above.



Table 50. Namibia: Labour market indicators by citizenship and sex

Indicator	Namibian	Other	All
All			
Labour force participation rate	60%	58%	60%
Employment rate	49%	53%	49%
Strict unemployment	18%	7%	18%
Broad unemployment	29%	17%	29%
Male			
Labour force participation rate	64%	68%	64%
Employment rate	54%	64%	54%
Strict employment	16%	6%	15%
Broad unemployment	24%	12%	24%
Female			
Labour force participation rate	56%	44%	56%
Employment rate	45%	40%	44%
Strict unemployment	20%	9%	20%
Broad unemployment	33%	24%	33%

Table 51 shows the distribution of employed Namibians and non-Namibians across industries. Namibia uses a somewhat different industry classification to that used in South Africa, which complicated comparison. The table nevertheless shows that, as in South Africa, foreigners are far more likely than locals to be employed in trade.

Table 51. Namibia: Employment by industry and citizenship

Industry	Namibian	Other	All
Agriculture	23%	23%	23%
Fishing	1%	1%	1%
Mining	2%	1%	2%
Manufacturing	5%	5%	5%
Utilities	1%	0%	1%
Construction	7%	4%	7%
Trade	16%	26%	16%
Transport & communications	1%	2%	1%
Hotels & restaurants	7%	2%	7%
Financial services	2%	1%	2%
Real estate & business	6%	7%	6%
Public administration	5%	2%	5%
Education	6%	5%	6%
Health & social services	3%	6%	3%
Other services	2%	1%	2%
Private households	11%	13%	11%
Extraterritorial	0%	1%	0%
All	100%	100%	100%

Table 52 shows the distribution of Namibians and non-Namibians across occupations. The largest differences relate to professionals, craft and trade (skilled) and elementary workers. Foreigners are more likely than Namibians to be in the professional group, while Namibians are more likely than foreigners to be in the other two occupational groups.

Table 52. Namibia: Employment by occupation and citizenship

Occupation	Namibian	Other	All
Armed forces	1%	0%	1%
Legislators & managers	3%	7%	3%
Professionals	8%	15%	8%
Technicians & associate professional	5%	6%	5%
Clerks	6%	2%	6%
Services & sales	15%	8%	15%
Skilled agriculture	21%	20%	21%
Craft & trade	15%	10%	15%
Operators	4%	2%	4%
Elementary	22%	28%	22%
All	100%	100%	100%

Table 53 compares the distribution across status in employment for Namibians and foreigners. Here again Namibia uses a different classification to that used in South Africa. Foreigners are, as in South Africa, more



likely than local people to be working as employers or for own account, while locals are more likely to be employees.

Table 53. Namibia: Status in employment by citizenship

Status in employment	Namibian	Other	All
Subsistence with employees	1%	1%	1%
Subsistence no employees	12%	10%	12%
Other employer	4%	9%	4%
Other own account	11%	24%	11%
Domestic worker	8%	11%	8%
Other employee	59%	41%	59%
Unpaid family subsistence	3%	3%	3%
Unpaid family other	2%	1%	2%
Other	0%	0%	0%
Don't know	0%	0%	0%
All	100%	100%	100%

Table 54 shows the distribution of Namibians and foreigners by type of establishment. As expected, foreign people are less likely than Namibians to be working for government. They are also less likely than Namibians to be working in formal private businesses. In contrast, foreigners are more likely than Namibians to be employed in private households.

Table 54. Namibia: Type of establishment by citizenship

Type of establishment	Namibian	Other	All
Government	20%	12%	20%
Parastatal	6%	5%	6%
Formal private	42%	35%	42%
Informal private	6%	5%	6%
Non-profit	1%	3%	1%
Cooperative	1%	0%	1%
Private household farm	10%	15%	10%
Private household non-farm	11%	22%	11%
Other	0%	0%	0%
Don't know	0%	0%	0%
All	100%	100%	100%



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Appendix I: Country and province codes

Code	Country
AUS	Australia
AUT	Austria
BEL	Belgium
CAN	Canada
CHE	Chile
CZE	Czech Republic
DEU	Germany
DNK	Denmark
ESP	Spain
EST	Estonia
FIN	Finland
FRA	France
GBR	United Kingdom
GRC	Greece
HUN	Hungary
IRL	Ireland
ITA	Italy
NLD	Netherlands
NOR	Norway
NZL	New Zealand
PRT	Portugal
SVN	Slovenia
SWE	Sweden
TUR	Turkey
USA	United States

Code	Province
EC	Eastern Cape
FS	Free State
GT	Gauteng
KZ	KwaZulu-Natal
LM	Limpopo
MP	Mpumalanga
NC	Northern Cape
NW	North West
WC	Western Cape



Abstracts

ENGLISH – MiWORC Report N°5. *Migration and employment in South Africa: Analysis of the migration module in the Quarterly Labour Force Survey*

This report provides in-depth statistical analysis of the migration module piloted by Statistics South Africa in the third quarter (Q3) 2012 of the Quarterly Labour Force Survey (QLFS). Based on the analysis of birth place and movement in the past five years, the results are compared with those from both the South African Census 2001 and other international migration data (OECD and Namibia). Overall, a total of 1,2 million people of working age were reported to have moved in the past five years – 2 per cent of those who were in 2012 living in the province in which they were born, 12 per cent of South African-born living in another province, and 15 per cent among those born outside South Africa. Only 4 per cent of the workforce are reported to have been born outside South Africa, with larger concentrations in Limpopo and Mpumalanga.

A key finding of this analysis is that people born in other countries are more likely than those born in other provinces of the country to be employed, and unemployment rates for the foreign-born were noticeably lower than for those born in other provinces of South Africa.

In terms of industry, foreign-born workers were markedly more likely than locally-born to be found in construction and trade, and also more likely to be found in agriculture and private households. The latter two are well-known as generally low-paying occupations often with poor working conditions. In addition, foreign-born workers were much more likely than locally-born to work in the informal sector and in informal employment, enjoyed fewer benefits (such as UIF, medical aid or pension scheme) and were significantly less unionised than South Africans.

The Census confirms the finding that the employment rate and labour force participation rate are higher for foreign-born than locally-born, while the unemployment rate is lower. Overall, the South African patterns were unusual compared to the more developed countries shown on the OECD database. All the countries on the OECD database had labour force participation rates for locally-born people that were higher than in South Africa. In South Africa, the rate for foreign-born was higher than for locally born.

العربية – تقرير اتحاد الهجرة للبحث (MiWORC) رقم 5 . الهجرة والتشغيل في جنوب أفريقيا: تحليل قطاع الهجرة في الإحصائيات الفصلية للقوة العاملة.

يقدم هذا التقرير تحليلاً متعمقاً لإحصائيات قطاع الهجرة التجريبي الذي قامت به مؤسسة إحصاءات جنوب أفريقيا في الربع الثالث من 2012 من الإحصائيات الفصلية للقوة العاملة (QLFS). استناداً على تحليل بيانات مكان الولادة و حركة الهجرة في السنوات الخمس الماضية، تم مقارنة النتائج مع إحصائيات جنوب أفريقيا لسنة 2001 ومع بيانات الهجرة الدولية (لمنظمة التعاون الإقتصادي والتنمية و ناميبيا). بصفة عامة انتقل مجموع مليون و نصف مليون شخص في سن العمل خلال الخمس السنوات الماضية - 2 في المائة من أولئك الذين كانوا في 2012 يعيشون في المقاطعة التي ولدوا فيها، 12 في المائة من المولودين في جنوب أفريقيا و يعيشون في مقاطعة أخرى، و 15 في المائة من أولئك الذين ولدوا خارج جنوب أفريقيا. فقط 4 في المائة من القوة العاملة ولدوا خارج جنوب أفريقيا، بتركيز كبير في ليمبوبو ومبومالانجا.

نتيجة رئيسية في هذا التحليل هي أن الأشخاص الذين ولدوا في بلدان أخرى لهم حظ أكبر للحصول على العمل على الذين ولدوا في محافظات أخرى بنفس الدولة، و نسبة بطالة المولودين خارج البلاد أقل بشكل ملحوظ من نسبة بطالة الذين ولدوا في محافظات أخرى في جنوب أفريقيا.

في مجال الصناعة، العمال المولودين في الخارج هم أكثر وجوداً في قطاعات البناء والتجارة من الذين ولدوا في البلد، وأيضاً أكثر وجوداً في قطاعات الزراعة و أعمال البيوت الخاصة. القطاعان الآخران معروفان بصفة عامة بمهن ذات أجور منخفضة و ظروف عمل سيئة. بالإضافة

إلى ذلك، العمال المولودين بالخارج هم أكثر عملاً بالقطاع الغير الرسمي من الذين ولدوا في البلد، يتمتعون بمزايا أقل (كالتأمين ضد البطالة UIF، المعونة الطبية أو المعاشات)، كما أنهم لا ينتمون إلى نقابات العمال على عكس المواطنين الجنوب الأفريقيين.

تؤكد نتائج الإحصاء على أن المولودين في الخارج لهم معدل عمالة ومعدل مشاركة في القوة العاملة أعلى من المحليين، في حين أن معدل بطالتهم أقل. بشكل عام، بدأت أنماط الهجرة بجنوب أفريقيا غير عادية مقارنة بالبلدان الأكثر نمواً كما في قاعدة بيانات منظمة التعاون الإقتصادي والتنمية. كل البلدان التي على قاعدة بيانات منظمة التعاون الإقتصادي والتنمية لهم معدل المشاركة في قوة العمل للأشخاص المولودين محلياً أكبر من معدل جنوب أفريقيا. في جنوب أفريقيا، المعدل للمولودين في الخارج كان أعلى من معدل المولودين محلياً.

ESPAÑOL - MiWORC Informe N°5. Migración y Empleo en Sudáfrica: Análisis del módulo de migraciones en la Encuesta Trimestral sobre Fuerza de Trabajo

Este informe presenta un análisis estadístico detallado del módulo de migración de la Encuesta Trimestral sobre la Fuerza de Trabajo (QLFS) realizado por 'Statistics of South Africa' en el tercer trimestre (Q3) de 2012. Con base en el análisis de lugar de nacimiento y movilidad en los últimos cinco años, los resultados son comparados con el Censo de Sudáfrica 2001 y otros datos sobre la migración internacional (OCDE y Namibia). De forma general, se ha constatado que un total de 1,2 millones de personas en edad laboral se ha movido en los últimos cinco años – en el año de 2012 un 2 por ciento vivía en la misma provincia en que la nacieron, un 12 por ciento de los nacidos en Sudáfrica vivían en otra provincia así como 15 por ciento de los nacidos fuera de Sudáfrica. Sólo el 4 por ciento de la fuerza de trabajo ha informado haber nacido fuera de Sudáfrica con las concentraciones más grandes encontradas en las provincias de Limpopo y Mpumalanga.

Un hallazgo importante en este análisis permite señalar que las personas nacidas en otros países son más propensas a estar empleadas si comparados con los nacidos en otras provincias del país y la tasa de desempleo de personas nacidas en el extranjero fue notablemente inferior a la tasa de desempleo de personas sudafricanas en otras provincias del país.

Respecto a los de sectores productivos en su relación con la nacionalidad, los trabajadores extranjeros aparecen notablemente más propensos a estar empleados en el ámbito de la construcción civil y comercio así como en la agricultura y en trabajos domésticos. Los dos últimos son más bien conocidos como ocupaciones que a menudo ofrecen malas condiciones de trabajo y salarios precarios. Además, en comparación a trabajadores locales, los trabajadores nacidos en el extranjero son más proclives a ocupar puestos de trabajo informal y en sectores informales de la economía en tanto que disfrutan de un menor número de beneficios (como seguro desempleo UIF, seguro médico o pensión); también se ha constatado que dichos trabajadores están significativamente menos sindicalizados que aquellas personas trabajadoras nacidas en África del Sur.

El Censo confirma el hallazgo de que la tasa de empleo y la tasa de participación en la fuerza laboral son más altas para que los nacidos en el país, mientras que la tasa de desempleo es menor para los nacidos en el extranjero. En general, los patrones sudafricanos han sido inusuales si comparados a los países más desarrollados que conforman la base de datos de la OCDE. Dichos países presentan tasas de ocupación en el mercado laboral más altas para nacionales en comparación a extranjeros; en África del Sur esta tasa es más alta en la población extranjera.

FRANÇAIS – Rapport MiWORC N°5. Migration et emploi en Afrique du Sud: Analyse du module migration de l'Enquête trimestrielle Marché du travail.

Ce rapport fournit une analyse statistique approfondie du module migration administré pour la première fois par Statistics South Africa au troisième trimestre (Q3) 2012 de l'Enquête trimestrielle Marché du travail (QLFS). Fondés sur l'analyse du lieu de naissance et de la migration dans les cinq années précédentes, les résultats sont comparés à ceux du recensement sud-africain de 2001 et à d'autres données internationales sur les migrations (OCDE et Namibie). En tout, environ 1,2 million d'actifs ont changé de lieu de résidence



sur les cinq années précédentes—2 pour cent de ceux qui résidaient dans leur province d'origine en 2012, 12 pour cent des Sud-Africains résidant dans une autre province, et 15 pour cent de ceux originaires d'un autre pays. Seuls 4 pour cent de la totalité des actifs en Afrique du Sud sont originaires d'un autre pays et se concentrent essentiellement au Limpopo et dans le Mpumalanga.

L'un des principaux résultats de cette analyse est que les personnes originaires d'un autre pays ont plus de chances que celles nées dans d'autres provinces du pays d'être employées, et le taux de chômage des personnes nées à l'étranger est sensiblement plus faible que celui des personnes nées en Afrique du Sud.

En termes de secteur d'activité, les actifs originaires de l'étranger se concentrent sensiblement plus que les locaux dans le bâtiment et le commerce, ainsi que dans l'agriculture et l'emploi domestique. Ces deux derniers secteurs d'activité sont caractérisés par de bas salaires et des conditions de travail difficiles. En outre, les actifs originaires de l'étranger sont plus présents dans le secteur informel et dans l'emploi informel que les locaux, jouissent de moins d'avantages sociaux (tels que assurance chômage, couverture médicale, ou fonds de pension) et sont aussi sensiblement moins syndiqués que les Sud-Africains.

Le Recensement confirme que les taux d'emploi et de participation sont plus élevés pour les actifs de l'étranger que pour les locaux, tandis que leur taux de chômage est plus faible. Dans l'ensemble, ces tendances sud-africaines sont inhabituelles en comparaison des données de pays développés comme le montre la base de données OCDE. Dans tous les pays de la base OCDE, les taux de participation des actifs locaux étaient supérieurs à ceux des Sud-Africains. En Afrique du Sud, le taux de participation des actifs étrangers était supérieur à celui des locaux.

PORTUGUES - MiWORC Relatório N°5. Migração e Emprego na África do Sul: Análise do módulo de migrações da Pesquisa Trimestral sobre Força de Trabalho

Este informe apresenta uma análise estatística detalhada do módulo de migrações no terceiro trimestre (Q3) da Pesquisa Trimestral sobre Força Laboral realizado por 'Statistics South Africa' em 2012. Com base na análise de lugar de nascimento e mobilidade ao longo dos últimos 5 anos, os resultados são comparados com o Censo da África do Sul 2001 e outros dados sobre migração internacional (OCDE e Namíbia). De maneira geral, foi identificado que nos últimos cinco anos um total de 1,2 milhões de pessoas em idade laboral se mudou a outra província – no ano de 2012, 2 por cento dessa população vivia na mesma província de nascimento, 12 por cento dos que eram nascidos na África do Sul viviam em outra província e 15 por cento do total era de origem estrangeira. Foi constatado que somente 4 por cento da força de trabalho era composta por pessoas nascidas fora da África do Sul e em maior concentração nas províncias de Limpopo e Mpumalanga.

Um aspecto essencial dessa análise evidencia que as pessoas nascidas em outros países apresentam maior empregabilidade se comparadas com aquelas pessoas nascidas em outras províncias do país e a taxa de desemprego das pessoas estrangeiras foi notadamente inferior a taxa de desemprego das pessoas sul-africanas nascidas em outras províncias do país.

Com respeito aos diferentes setores produtivos em relação à nacionalidade, os trabalhadores estrangeiros são claramente mais propensos a ocupar postos de trabalho no âmbito da construção civil e comércio assim como na agricultura e em trabalhos domésticos. Em especial os dos últimos são comumente conhecidos por oferecerem más condições de trabalho e salários precários. Além disso, em comparação as pessoas trabalhadoras locais, àquelas nascidas no estrangeiro têm maior possibilidade de ocupar postos de trabalho informal e em setores informais da economia onde há pouco acesso a direitos laborais (como Fundo de Garantia ao Trabalhador UIF, seguro médico ou pensão); também foi constatado que esses trabalhadores possuem níveis de sindicalização menores que aqueles trabalhadores nascidos no país.

O Censo confirma a constatação de que a taxa de empregabilidade e de participação na força laboral são mais altas para aquelas pessoas nascidas no país enquanto a taxa de desemprego é menor para pessoas

estrangeiras. Em geral, tais tendências são incomuns se comparadas ao que ocorre nos países mais desenvolvidos presentes na base de dados da OCDE. Todos esses países apresentam uma taxa de ocupação laboral mais alta para aquelas pessoas nascidas nestes países em comparação às pessoas estrangeiras.

SESOTHO – MiWORC Report N°5. Migration and employment in South Africa (Phallo le Khiri Afrika Borwa): Tlhophollo ya tekanyetso e balletsweng ya phallo ho Quarterly Labour Force Survey (Patlisiso ya Kotara ya Basebetsi Bohle).

Tlaleho ena e nehelana ka tlhophollo ya dipalopalo ka boithuto ba phallo bo entsweng ke Statistics South Africa kotareng ya boraro (Q3) 2012 ya Quarterly Labour Force Survey (QLFS) (Patlisiso ya Kotara ya Basebetsi Bohle). Ka ho itshetleha ho tlhophollo ya sebaka sa tswalo le tshisinyeho dilemong tse hlano tse fetileng, dipetho di bapiswa le tse tswang ho South African Census 2001 (Palo ya Batho ya Afrika Borwa ka 2001) le dintlha tse ding tsa phallo tsa matjhaba (OECD le Namibia). Ka kakaretso, paloyohle ya batho ba dimilijone tse 1,2 ba dilemong tsa ho sebetso ho boletswe hore ba entse tshisinyo dilemong tse hlano tse fetileng – dipesente tse 2 tsa bao ba neng ba dula ho diprovense tseo ba tswaletsweng ho tsona ka 2012, dipesente tse 12 tsa bao ba tswaletsweng Afrika Borwa ba dulang provense e nngwe, le dipesente tse 15 pakeng tsa bao ba tswaletsweng ka ntle ho Afrika Borwa, le pokello e kgolo Limpopo le Mpumalanga.

Phumano ya bohlokwa ya tlhophollo ena ke hore batho ba tswaletsweng dinaheng tse ding ka ho ikgethang ba tswaletsweng diprovenseng tse ding tsa naha ba hiruweng, le ba sa hirwang ba etsa bophahamo ba ba tswaletsweng ka ntle ho naha bo be tlase ka ho bonahalang ho feta ba tswaletsweng diprovenseng tse ding tsa Afrika Borwa.

Ho ya ka dipallo tsa kgwebo, basebetsi ba tswaletsweng ka ntle ho naha ba bonahetse ka ho ikgethang mme ba fumaneha ba le bangata ho feta ba tswaletsweng naheng ena mesebetsing ya ho aha le ya kgwebo, mme hape ba fumaneha haholo mesebetsing ya temo le mesebetsi ya ka thoko ya malapa. Mesebetsi e mmedi ya ho qetela e tsejwa haholo ka bophara jwalo ka mesebetsi ya meputso e tlase hape e nang le dipallo tse haellang tsa khiri. Ho feta moo, basebetsi ba tswaletsweng ka ntle ho naha ba ne ba kgotsofala haholo ho feta bao ba tswaletsweng naheng ena ho sebetso karolong e ka thoko e seng molaong le khirong e seng molaong, ba fumana dithuso tse moelana (e tshwanang le UIF, le medical aid (thuso ya kalafo) kapa sekimu sa penshene) mme ba ikamahanya hanyane ho diyunijone ho ena le baahi ba Afrika Borwa.

Palo ya Batho (Census) e paka tshibollo ya hore bophahamo ba khiri le bophahamo ba ho ba le seabo ha basebetsi bohle bo hodimo ba batho ba tswaletsweng ka ntle ho naha ho ena le la ba tswaletsweng naheng ena, nakong eo bophahamo ba bosijo ba khiri bo le tlase. Ka kakaretso, dipatroni tsa Afrika Borwa di ne di sa tlwaeleha ha di bapiswa le tsa dinaha tse tswetseng pele tse bontshitsweng ho database ya OECD. Dinaha tsohle tse ho database ya OECD di bile le bophahamo ba ho ba le seabo ha basebetsi bohle ba naha bo hodimo ho feta ba Afrika Borwa, bophahamo ba ba tswaletsweng ka ntle ho naha bo ne bo le hodimo ho feta ba batho ba tswaletsweng naheng ena.

KISWAHILI - MiWORC Ripoti N ° 5. Uhamiaji na ajira nchini Afrika Kusini: Uchambuzi wa uhamiaji moduli katika Robo Utafiti wa Nguvu Kazi

Ripoti hii inatoa uchambuzi wa kina wa takwimu za uhamiaji moduli majaribio na Takwimu Afrika Kusini katika robo tatu (Q3) 2012 ya Robo Utafiti wa Nguvu Kazi (QLFS). Kulingana na uchambuzi wa mahali pa kuzaliwa na harakati katika miaka mitano iliyopita, ni matokeo ya ikilinganishwa na wale kutoka Afrika Kusini sensa ya mwaka 2001 na wote wengine data kimataifa uhamiaji (OECD na Namibia). Kwa ujumla, jumla ya watu milioni 1,2 umri wa kufanya kazi walikuwa taarifa kwamba wamehamia katika kipindi cha miaka mitano – asilimia 2 ya wale ambao walikuwa katika mwaka 2012 wanaoishi katika jimbo ambayo walikuwa kuzaliwa, asilimia 12 ya Afrika Kusini- kuzaliwa wanaoishi katika mkoa mwingine, na asilimia 15



kati ya wale waliozaliwa nje ya Afrika Kusini. Tu asilimia 4 ya nguvu kazi ni taarifa kuwa wamezaliwa nje ya Afrika Kusini, kwa kiwango kubwa katika Limpopo na Mpumalanga.

Kutafuta ufunguo wa uchambuzi huu ni kwamba watu waliozaliwa katika nchi nyingine ni zaidi kuliko wale waliozaliwa katika mikoa mingine ya nchi kuajiriwa, na viwango vya ukosefu wa ajira kwa kigeni mzaliwa ulionekana kuwa chini ya wale waliozaliwa katika mikoa mingine ya Afrika Kusini.

Katika suala la viwanda, wafanyakazi wa kigeni mzaliwa walikuwa wengi zaidi kuliko ndani ya nchi mzaliwa na walipatikana katika ujenzi na biashara, na pia zaidi uwezekano wa kupatikana katika kilimo na kaya binafsi. Mbili za mwisho ni maalumu kama ujumla chini kulipa kazi mara nyingi na hali duni ya kazi. Aidha, wafanyakazi wa kigeni mzaliwa walikuwa zaidi kuliko ndani ya nchi mzaliwa wa kufanya kazi katika sekta isiyo rasmi na katika ajira rasmi, walifaidika wachache (kama vile UIF misaada ya matibabu au mpango wa pensheni), na walikuwa wanashirika kiasi kwenye umoja wa wafanyakazi kuliko Afrika Kusini.

Sensa inathibitisha matokeo kwamba kiwango cha ajira na nguvu kazi kiwango cha ushiriki ni wa juu kwenye wazalia wa kigeni, wakati kiwango cha ukosefu wa ajira ni ya chini kwenye wazaliwa wa ndani. Kwa ujumla, mwelekeo wa Afrika Kusini ulikuwa wa kawaida ukilinganishwa na nchi zilizoendelea zaidi imeonyesha juu ya database za OECD. Nchi zote juu ya database OECD na nguvukazi ya viwango kwa ajili ya watu ndani ya nchi alizaliwa kwamba walikuwa juu kuliko katika Afrika Kusini. Nchini Afrika Kusini, kiwango cha kigeni mzaliwa ilikuwa kubwa zaidi kuliko kwa ndani ya nchi kuzaliwa.

ISIXHOSA – MiWORC Report N°5. Migration and employment in South Africa (Imfuduko nengqesho eMzantsi Afrika): Uhlalutyo lomlinganiselo omisiweyo wemfuduko kwiQuarterly Labour Force Survey (kuVavanyo lweKota lwabaSebenzi beBonke)

Le ngxelo ibonelela ngohlalutyo olunzulu lweenkcukacha-manani ngemodyuli yemfuduko eqhutywe yi-Statistics South Africa kwikota yesithathu (Q3) 2012 ye-Quarterly Labour Force Survey (QLFS) (yoVavanyo lweKota lwabaSebenzi beBonke). Ngokusekelwe kuhlalutyo lwendawo yokuzalwa nentshukumo kwiminyaka emihlanu edlulileyo, iziphumo zithelekiswa nezo ezivela kwi-South African Census 2001(kuBalo lwaBantu lwaseMzantsi Afrika ngowe-2001) nezinye iinkcukacha zemfuduko zezizwe ngezizwe (OECD neNamibia). Zizonke, bebonke abantu abasisigidi esi-1,2 abeminyaka yokusebenza kuxelwe ukuba benze intshukumo kwiminyaka emihlanu edlulileyo – iipesenti ezi-2 zabo abebehlala kumaphondo abazalelwe kuwo ngowama-2012, iipesenti ezi-12 zabo bazalelwe eMzantsi Afrika abahlala kwelinye iphondo, neepesenti ezili-15 phakathi kwabo bazalelwe ngaphandle kwaseMzantsi Afrika, nengqokelela eninzi e-Limpopo naseMpumalanga.

Ufumaniso olungundoqo lolu hlalutyo kukuba abantu abazalelwe kwamanye amazwe ngokukodwa abazalelwe kwamanye amaphondo elizwe abaqeshiweyo, nabangaqeshwanga benza iqondo labazalelwe ngaphandle kwelizwe eliphantsi ngokubonakalayo kunabo bazalelwe kwamanya amaphondo aseMzantsi Afrika.

Ngokwemimiselo yeshishini, abasebenzi abazalelwe ngaphandle kwelizwe bebonakala ngokuphawulekayo befumaneka bebaninzi kunabo bazalelwe kweli lizwe kwimisebenzi yokwakha neyeshishini, yaye kananjalo befumaneka kakhulu kwezolimo nemisebenzi yabucala yamakhaya. Imisebenzi emibini yokugqibela yaziwa kakhulu ngokubanzi njengemisebenzi yentlawulo ephantsi yaye enemiqathango esilelayo yengqesho. Ngaphezu koko, abasebenzi abazalelwe ngaphandle bebhokholisa kakhulu kunabo bazalelwe kweli lizwe ukusebenza kwicandelo elingekho sikweni nakwingqesho engekho sikweni, befumana amaqithiqithi ambalwa (afana ne-UIF, i-medical aid (uncedo lwezonyango) okanye isikimu sepenshini/umhlalaphantsi) yaye bengena kancinci kwiinyunoyi kunabemi boMzantsi Afrika.

UBalo lwaBantu (i-Census) lungqina ufumaniso lokuba iqondo lengqesho neqondo lokuthatha inxaxheba kwabasebenzi bebonke liphezulu elabazalelwe ngaphandle kunelo labazalelwe kweli lizwe, xeshikweni iqondo lokungabikho kwengqesho liphantsi. Ngokuqukayo, iiphatheni zaseMzantsi Afrika

bezingaqhelekanga xa zithelekiswa nezamazwe aphucukileyo aboniswe kwidatabase ye-OECD. Onke amazwe akwidatabase ye-OECD abe neqondo lokuthatha inxaxhaba kwabasebenzi bebonke abelizwe elingaphezulu kunelo loMzantsi Afrika, iqondo labazalelwe ngaphandle kwelizwe belingaphezulu kunelo labazalelwe kweli lizwe.

ISIZULU - Umbiko No. 5 WakwaMiWORC. Ukufuduka kanye nokutholakala kwemisebenzi eNingizimu Afrika: Ukuhlaziywa kwemininingwane yofuduko kwiNhlolovo Yophiko Lwabasebenzi Yamakwata Onke Onyaka

Lo mbiko uhlinzeka uhlaziyo olunzulu lwezibalo zezinga lofuduko olusingathwe okokuqala ngabakwa-Statistics South Africa ekwateni yesithathu yonyaka (u-Q3) kwiNhlolovo Yophiko Lwabasebenzi Yamakwata Onke Onyaka Yango-2012 (i-QLFS). Kuncike ekuhlaziyweni kwendawo umuntu azalelwa kuyo kanye nokusuka kwakhe kuyo eminyakeni emihlanu edlule, le miphumela iqhathaniswa naleyo ethathwe oHlelweni Lwango-2001 Lokubalwa Kwabantu eNingizimu Afrika kanye nasemininingwaneni yezinga lomhlaba wonke yofuduko (emazweni asayina isivumelwano seNhlango Yobambiswano Kwezomnotho Nakwezentuthuko (i-OECD) kanye neNamibia). Uma sekuhlanganiswe konke, kubikwa ukuthi isamba sabantu abangu-1,2 wesigidi nokungabantu abasezingeni labantu abasebenzayo sasuka ezindaweni esasihlala kuzo eminyakeni emihlanu edlule – ngo-2012, angu-2 amaphesenti abantu ababesahlala esifundazweni abazalelwa kuso, amaphesenti angu-12 wona, kwakungabantu abangabokuzalwa eNingizimu Afrika abahlala kwesinye isifundazwe, bese kuthi amaphesenti angu-15 kwakungabantu abazalelwa ngaphandle kwaseNingizimu Afrika. Angu-4 amaphesenti abasebenzi okubikwa ukuthi bazalwa ngaphandle kwaseNingizimu Afrika, kanti bagcwele kakhulu eLimpopo naseMpumalanga.

Okuqavile okutholwe yilolu hlaziyo ngukuthi abantu abazalelwe kwamanye amazwe basemathubeni angcono okuqashwa kunalabo abazalelwe kwezinye izifundazwe ezweni, kanti izinga lokungabi namisebenzi kwalabo abazalelwe ngaphandle labonakala liphansi kakhulu kunelalabo abazalelwe kwezinye izifundazwe eNingizimu Afrika.

Ngokwezezimboni, abasebenzi abazalelwe ngaphandle kwezwe banokutholakala kakhulu kwezokwakha nakwezohwebo kunalabo abazalelwe ngaphakathi ezweni, kanti futhi banokutholakala kwezolimo nasemizini yabantu. Ezolimo zona kanye nemizi yabantu imvamisa kwaziwa njengemisebenzi eholela kancane nesebenzisa abantu ngaphansi kwezimo ezingezinhle. Phezu kwalokho, abasebenzi abazalelwe ngaphandle kwezwe bavame ukusebenza kakhulu ezimpikweni zemisebenzi ezingahlelekile kanye nakubaqashi abangahlelekile ngokusemthethweni, kunalabo abazalelwe ezweni, futhi bathola imihlomulo embalwa (efana ne-UIF, uhlelo losizo lwezempilo kanye nohlelo lwempesheni) kanti futhi abazihlelile ngokwezinyunyana njengabaseNingizimu Afrika.

Uhlelo Lokubalwa Kwabantu luyakuqinisekisa ukuthi kwatholwa ukuthi izinga lokutholakala kwemisebenzi kanye nezinga lokuzibandakanya kwabasebenzi liphezulu kulabo abazalelwe ngaphandle kwezwe kunalabo abazalelwe ezweni, kanti izinga lokungatholakali kwemisebenzi lona liphansi. Uma kubhekwa konke, okwenzeka eNingizimu Afrika kuyinto engavamile ukwenzeka uma kuqhathaniswa nalawa amanye amazwe athuthukile azeze kwidathabhesi yamazwe asayina isivumelwano seNhlango Yobambiswano Kwezomnotho Nakwezentuthuko (i-OECD). Wonke amazwe akwidathabhesi ye-OECD aba namazinga okuzibandakanya kwabasebenzi abazalelwe ezweni aphezulu kunaseNingizimu Afrika. ENingizimu Afrika, izinga labazalelwe ngaphandle kwezwe laliphezulu kunelalabo abazalelwe ngaphakathi ezweni.



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Project funded by the European Union EU-South Africa Dialogue Facility EuropeAid/132200/L/ACT/ZA.
Coordinated by the African Centre for Migration & Society, University of the Witwatersrand

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