Migration and employment in South Africa: An econometric analysis of domestic and international migrants (QLFS (Q3) 2012)

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Migration and employment in South Africa: An econometric analysis of domestic and international migrants (QLFS (Q3) 2012)

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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' positions

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 work package 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	African Centre for Migration & Society
DM	Domestic migrant
EMP1	Restricted measure of employment
EMP2	Expanded measure of employment
IM	International migrant
Infor1	Informal work measure 1
Infor2	Informal work measure 2
Infor3	Precarious employment
MiWORC	Migrating for Work Research Consortium
NIDS	National Income Dynamics Survey
NM	Non-migrant
OECD	Organisation for Economic Co-operation and Development
Q3	Quarter 3
QLFS	Quarterly Labour Force Survey
Stats SA	Statistics South Africa

Executive summary

This report is an econometric analysis of the migration module piloted by Statistics South Africa (Stats SA) in the third quarter (Q3) 2012 of the Quarterly Labour Force Survey (QLFS). **The aim of the econometric analysis is to identify factors that can explain the relative situations of domestic and international migrants in the South African labour market compared to the situation of non-migrants.** It also serves to evaluate if and how an individual's migration status impacts his/her position in the labour market.

Methods

Methodologically, the report proposes a statistical and econometric analysis of the comparative situation of migrants and non-migrants in the South African labour market.

In order to run such an analysis, the concept of 'migrant' is first discussed. Three categories of persons are distinguished:

- **Domestic non-migrants (NM):** this group includes all individuals born in South Africa **who have not moved in the past five years;**
- **Domestic permanent migrants (DM):** this group includes all individuals born in South Africa **who have moved residence in the past five years from a South African province different from the one where they presently live;**
- **International migrants (IM):** this group include all individuals **born in a foreign country.**

The second section of the report provides a statistical analysis of the characteristics of domestic and international migrants. The characteristics of these three categories (NM, DM and IM) are compared. **The report successively analyses the characteristics of age, gender, population group and level of education of these three categories of persons.**

The third section provides a descriptive statistical analysis of the situations of the three groups in the labour market. **Four indicators are examined: employment, underemployment, informal activities and precarious employment.**

The remaining sections present and discuss the results of an econometric analysis of the data. Individual characteristics presented in section two are used in the econometric analysis to explain the relative situations of the three groups in the labour market (presented in section three). The econometric analysis studies their situations with respect to employment, underemployment, informal activities and precarious employment. **The econometric analysis also takes into account the spatial context (type of settlement, province and metropolitan local government (metro) of residence).**

The use of an econometric analysis is particularly appropriate for the study of discrimination in the labour market since it allows us to examine the influence of a single factor while controlling for other factors. In other words, an econometric analysis offers the possibility of conducting *cetirus paribus* (all things being equal) reasoning. This methodology aims to compare two similar individuals distinguished by one characteristic, the studied factors (in this instance migration or non-migration and foreign origin). This

approach allows us to analyse the impact of the studied factor (as an example, gender) in the labour market position of individuals. One of the findings of the analysis is therefore that an international migrant with the same age, gender, and level of education, belonging to the same population group and residing in the same place as a non-migrant South African, has a higher probability of being employed than the latter. The factor looked at here is migration or non-migration.

This type of analysis provides the possibility, after having taken into account the individual and spatial factors explaining an individual's position in the labour market, of considering other explanatory factors. The report analyses the impact of migration status on an individual's labour prospects.

Results

The individual characteristics of the three groups differ substantially:

- **Age:** DM are on average a few years younger than the other two groups. IM are the oldest.
- **Gender**: Women are a majority in the NM group, where they have a higher representation than in the other two groups.
- **Population group**: The percentage of African/Black individuals is higher among DM than among NM and IM.
- **Education:** DM and IM in South Africa are more educated than NM. **However, the migrant populations are also heterogeneous.** IM have both the highest proportion of persons with no education, and a high proportion of persons with at least a secondary level of education. These results, pertaining to the level of education among IM, are not specific to South Africa. International migration literature suggests that migrants are often well educated. By contrast, the situation regarding the educational status of DM is specific to South Africa; DM have on average a significantly higher level of education than the other two groups.

Three indicators have been examined to **analyse the experience of the three groups in the labour market**. A simple statistical analysis reveals:

- **Employment rate:** the rate of employment of IM is higher than for the other two groups. This is a very unusual result, at odds with what is observed around the world. Conversely, the employment rate of DM is significantly lower than that of IM and NM.
- **Underemployment** (defined as a reduced number of working hours): there is no difference between IM and DM; a slightly higher percentage of NM are underemployed.
- **Informal and precarious employment**: South Africa has a relatively small informal sector compared to other sub-Saharan African countries; yet IM are overrepresented in this sector. The percentage of IM working in the informal sector is almost twice as high as that of NM, while there is no difference between NM and DM. There are several possible explanations for this. One is that the informal sector has the lowest entry cost into the labour market. Another is that IM overwhelmingly come from African countries with large informal sectors. They may therefore be importing types of activities which are prevalent in their countries of origin.

Precarious employment shows the same result: IM are much more frequently in precarious employment than NM and DM. This is a situation that they share with most migrants around the world. IM are more likely to have poor working conditions and to occupy positions that nationals are not willing to take.

Econometric analysis was used to illuminate the situations of the three groups in the labour market: it examines **how the individual characteristics of persons in each group can explain their relative situations in the labour market**.

Concerning employment, the main results of the econometric analysis are:

- **The probability of employment increases with age and this age factor plays a more important role for NM than for DM and IM.** The same result was found for underemployment: it decreases with age and decreases more for NM than for DM and IM. The relation between age and informal activities is not significant. The last noticeable result is that the probability that IM are in precarious employment decreases significantly with age.

- **Women are discriminated against in the labour market**. In the rate of employment, this discrimination affects migrants more (especially IM) than NM. The probability of being underemployed is also higher for all women, although the data is not uniform across women in the three groups. DM women are the most discriminated against while IM women are not as underemployed as IM men. Regarding employment in the informal sector, there are no marked differences between men and women. That is not the case concerning precarious activities. While the probability of NM women being employed in a precarious activity is higher than for NM men, DM and IM women are particularly disadvantaged.

- **Concerning the population group categories, results reflect the *apartheid*-established hierarchy which continues to prevail in South Africa.** The White group is the most favoured, then Indians/Asians, followed by Coloureds and at the bottom end of the ladder, African/Blacks. This discrimination only holds for South African-born workers. Differences based on population groups among IM are not significant in the South African labour market; the probability of employment is the same for White and African/Black IM. For both NM and DM, the probability of being underemployed is lower for Whites than for African/Blacks, reflecting the same results identified within the rate of employment. For IM, the results are the opposite. The probability of underemployment is higher for White IM than for African/Black IM. This counter-intuitive finding for IM is largely unexplained by the data. The situation regarding informality and precarious employment conforms closely to what would be expected. Whites are less likely to be employed in the informal sector or to be in precarious employment than African/Blacks. The situation is particularly advantageous for White IM. They are far less likely to be employed in the informal sector or in a precarious activity than African/Black IM. This could be explained by the fact that most White IM enter South Africa as expatriates working for international firms and as academics and highly-skilled professionals with employment guaranteed prior to departure.

- **The report also shows that gender discrimination affects mainly the African/Black population group.** Gender discrimination among Whites is insignificant except for employment in the informal sector, where there involvement is insignificant..

- **Unexpectedly, an individual's level of education impacts employment only at the highest end of the spectrum; the probability of employment does not increase much with an individual's level of education except for those who have completed secondary and tertiary levels of education.** This is especially the case for IM. For NM, investment in education is more rewarded in the labour market, and DM fall between the other two statistically. Conversely, the level of education protects individuals from being underemployed in a similar way across the three groups. Education is, to some degree, insurance against being involved with informal activities or in precarious employment. The probability of being in such activities significantly decreases with the level of education, but this effect is more pronounced for DM and NM than for IM.

- **Study of spatial contexts reveals significant differences in the probability of employment related to one's location of residence.** For instance, the probability of employment is higher for those living in formal rural areas, and lower for those in tribal areas.[1] There are also differences between various metro areas. The probability of both employment and underemployment are the highest for persons residing in the eThekwini metropolitan area, followed by those in Johannesburg; the Ekurhuleni metropolitan area has the lowest rates of both. Informal activities are most present in tribal areas, with lower rates in rural and urban areas. This result, however, does not hold for precarious employment, which is in fact more likely in both rural and urban formal areas.

After having taken into account all individual and spatial factors relevant to employment, underemployment, informal activities and precarious employment, this report examines how the situation in the labour market is related to individuals' migration status.

Regarding international migration, two main results emerge from the econometric analysis:

- **The probability of employment is higher for IM than for the other two categories (DM and NM). In other words, an international migrant with the same age, gender, and level of education, belonging to the same population group and residing in the same place as a South African national, has a higher probability of being employed than the latter.** It is especially the case for African/Black IM, the largest group among IM. White IM do not benefit from their migration status. In fact, it is White NM who are advantaged in the labour market relatively to White IM.

- **IM have a higher probability of being employed in informal and precarious activities than the two other categories. This result only holds for African/Black IM.** For the White population group, the situation regarding informality and precariousness is not related to their migration status

With regard to internal migration, the analysis shows that the situation of DM compared to that of NM is only explained by their individual characteristics (age, gender, population group, and level of education)

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[1] **Formal rural areas** Mainly commercial farming areas
Tribal areas Former homelands areas

and their spatial localisation. Mobility in itself does not exercise any specific influence on their situation. DM are neither positively nor negatively impacted by their status of migrants in the labour market, compared to NM.

Discussion

When compared with other countries, South Africa's high rate of IM employment shows that it is among the very few places where IM are not discriminated against within the labour market of their host country. Everywhere, except in Luxembourg and in southern European countries before the 2011 economic crisis, the rate of employment for IM is significantly lower than for nationals.

The higher probability of IM to be employed in informal or precarious activities is more expected internationally, at least for low-skilled IM. Immigrants everywhere tend to work in the infamous three Ds (dirty, difficult, dangerous jobs) in the most precarious sectors of national economies.

Regarding informal activities, while South Africa has a relatively small informal sector compared to other sub-Saharan African countries (about 18% vs. 72% of employment), IM are overrepresented in this sector. The percentage of IM working in the informal sector is almost twice as high as that of NM, while there is no difference between NM and DM in their participation in the informal sector. There are several possible explanations for this. One is that the informal sector has the lowest entry cost into the labour market. Another is that IM overwhelmingly come from African countries with large informal sectors. They may, therefore, be importing types of informal activities which are prevalent in their countries of origin.

Precarious employment shows the same result: IM are much more frequently in precarious employment than NM and DM. This is a situation that they share with most migrants around the world. IM are more likely to have poor working conditions and to occupy positions that nationals are not willing to take.

This higher probability of IM's employment in the informal sector and precarious activities provides a first explanation to IM's general higher employment probability. It reveals the following pattern: while IM are more likely to be employed, they are more likely to be employed in the informal sector and in precarious employment, both characterised by lower levels of earnings.

These results therefore raise the question of the relative position of IM on in the South African labour market compared to NM and DM. Are they better off because they are more likely to be employed or less well off because they endure poorer working conditions? Only the analysis of their salaries or wages could provide an answer to this question. Unfortunately, while questions on income are included in some waves of the QLFS, this was not the case when the migration module was piloted. This data limitation is particularly unfortunate since it leaves the question of IMs' income levels unanswered and thus precludes any definitive explanation of their situation relative to those of the other two groups.

Lastly, if the QLFS is relatively well suited to analyse the situation of foreign-born individuals in the South African labour market, it is far less suited to analyse internal migration. There are no questions within the survey that enable us to examine circular migration or internal migration of foreign-born workers. This is a consequence of the fact that the QLFS has been developed with an eye to labour force surveys implemented in foreign countries and that in most of those countries (especially OECD countries), internal migration is not an issue for consideration for state authorities.

The QLFS and migration

This report proposes an econometric analysis of the migration module piloted by Statistics South Africa (Stats SA) in the third quarter (Q3) 2012 of the Quarterly Labour Force Survey (QLFS).

This first section defines and discusses how the QLFS can be used to analyse the situation of migrants in the South African labour market. The main focus of this analysis is to assess the survey's reliability, especially in terms of statistical robustness, in analysing migration. After a discussion of the concept of migrants, the report will turn to analysis, examining statistical issues with a particular focus on the question of the sample size of this survey.

1. The migration concept

In order to examine the impact of migrants on the South African labour market, one must first explain the various concepts of migrant that will be used throughout this analysis. Two sorts of migrants will be distinguished: international migrants and domestic migrants.

The category "international migrant" is easy to define: it involves the crossing of an international boundary. This distinction is generally made on the basis of citizenship or place of birth. Since the QLFS does not contain a question on nationality or citizenship but only on country of birth, foreign-born persons will be treated as international migrants.

The category "domestic migrant" is more complex to define, especially in the context of South Africa. It is typically characterised by a move within the same country, between two provinces. Historically, since the earliest periods of industrialisation, domestic migration in South Africa has taken place mostly from rural or tribal areas to urban or mining areas. This is a classic example of internal migration movements that have occurred in most countries around the world as part of urbanisation processes. In the specific case of South Africa, internal migration has been characterised by two types of migration: temporary circular migration (mostly in agriculture and mining) and permanent migration to urban areas.

Migration is circular when the usual place of residence does not change with the move. Temporary migration usually occurs for employment or education purposes, and circular migrants stay connected to their household of origin (in particular by sending remittances) in the usual place of residence. Permanent migrants move to and relocate in a different place. Thus, their usual place of residence changes with the move.

During *apartheid*, due to the strict regulation of domestic migrants (in particular, regulations prohibiting permanent urban settlement for most African/Black migrants), migration was mainly circular (Posel, 2003). The demise of formal *apartheid* does not seem to have immediately affected circular migration patterns. While restrictions on movement and settlement were lifted in the 1980s, circular migration seems to have survived almost unchanged well into the 2000s (Posel, 2003). In 2006, it was still estimated to be three times as large as permanent migration (Stats SA, 2006). However, according to more recent data, there

seems to be a downward trend regarding circular migration, with increasing numbers of temporary migrants choosing to permanently settle in their place of work (Posel, 2010).

In spite of *apartheid's* restrictions on the internal mobility of African/Black people, permanent change of residence (of whites mostly) did take place. According to post-*apartheid* censuses (1996-2001), the percentage of permanent resettlements has remained much the same over the 1975-2001 period at around 11-13 per cent of the total population (Kok et al, 2003).

The last element of this description of the concept of migration used in this report refers to the time of moving. For international migrants, the time of moving, which in this case is the date of entrance into the country, is not taken into account. Convention classifies people as immigrants regardless of their date of entry in the host country.

In contrast, concerning internal migration, the time of moving is one of the main variables of interest; it is the variable that is used to distinguish permanent resettlement from circular or seasonal migration among internal migrants. Usually, internal migration is assessed through a question dealing with the place of residence on a specific date before the survey. This place of residence is then compared with the present place of residence. The interval of time may be one year, five years or more.

2. Measuring migration using the QLFS

The QLFS contains answers to several questions regarding an individual's migration, if there has been any and, in particular, place of birth and movements in the past five years. These questions offer the possibility of measuring both international and internal permanent migration. However, circular migration cannot be assessed using the QLFS migration module in its current format.

The QLFS sample has not been specifically developed to examine questions regarding migration. The number of persons responding as migrants, and in particular international migrants, is thus very low. This poses a serious limit to the design of different comparable categories in an empirical analysis, especially in terms of robustness. This limitation leads us to balance an objective of defining conceptually meaningful categories against the necessity of defining statistically significant ones.

With these caveats in mind, respondents were divided into the following categories:

- Domestic non-migrants (NM): this group includes all individuals born in South Africa who have not moved in the past five years;
- Domestic permanent migrants (DM): this group includes all individuals born in South Africa who have moved in the past five years from a South African province different from the one where they presently live;
- International migrants (IM): this group includes all individuals born in a foreign country.

Table 1 provides the number of individuals for different categories. The sample size of the QLFS database is 85 760 persons. However, about 30 per cent of the sample concerns individuals below 15 years old and thus not included in the working age population[2]. And about 45 percent of the working age population is not economically active (for example, still receiving education, doing unremunerated work in the home, retired, or ill). Once these groups are excluded, the sample that is left contains only about 32,000 observations. **Table 1** provides the size of the sample for different groups of the economically active working age population[3].

Table 1. Sample breakdown by country of birth and type of mobility

	Born in South Africa	Born in another country	Total
No migration	29890	1113	31003
Migration from another SA province	1080	86	1166
Migration from a foreign country	39	120	159
Total	31009	1319	32328

As **Table 1** shows, some categories only contain small numbers of individuals. For instance, out of the total 32,328 economically active individuals, there are only 159 persons who have moved from a foreign country in the past five years. This amounts to less than 0,5 per cent of the total sample. This number is too low to allow any serious investigation regarding the relative situation of this group in the South African labour market.

Moreover, **Table 1** shows that about a quarter of movers from a foreign country where in fact born in South Africa. This raises questions regarding the relevance of the category 'international movers' (defined as those having moved from outside South Africa) for the purpose of this study. However, the category 'international movers born in a foreign country', which could be more relevant, only contains 120 observations. It is also unclear whether those individuals constitute a very different group from the one constituted by domestic movers born outside South Africa (86 in **Table 1**) as the latter have necessarily, at one moment in their life, moved from a foreign country. The only difference between them and movers from a foreign country is that their international migration did not occur during the past five years. Otherwise they would have been classified as international movers in **Table 1**.

These various limitations lead us to consider the following three categories: non-migrants born in South Africa, domestic permanent migrants and international migrants (individuals born in a foreign country).

[2] The QLFS being a household survey, people present in the household at the time of the survey are interviewed hence the presence of minors.

[3] Data in table 1 included discouraged work seekers in the ecomically active working age population (see below on the presentation of the measure of unemployment).

Domestic permanent migrants constitute a sample of 1,080 individuals, while international migrants constitute a sample of 1,319 individuals (**Table 1**). The main difference between these two categories, in addition to the place of birth, is that domestic migrants are on average more recent movers than international migrants. Both categories have experienced migration at one moment in their life. These two groups combined represent about 7 per cent of the QLFS sample of economically active persons. It is low but enough to run a statistically robust econometric analysis. In the analysis, these two groups will be compared to non-migrants born in South Africa (29,890). The three categories of analysis are hereafter designated as: 'Non-migrants' (NM - non-migrants born in South Africa), 'Domestic migrants' (DM) and 'International migrants' (IM).

In sum, the QLFS presents two main limitations regarding the analysis of migration and foreign labour:

- The category "circular migration" has been totally ignored by the survey;
- The sample is very low to robustly assess the different dimensions of migration.

The collection of data on circular migration could easily be addressed in future surveys by introducing a question to identify circular migrants. The second limitation noted implies a different approach to sampling is needed and this may be more complex to address given the methodology of the QLFS (a panel survey with visits to the same households over five quarters). Migration (either internal or international, permanent or circular) can be considered as a rare event and, as such, needs to be taken into account by specific sampling techniques like disproportionate sampling (Bilsborrow et al, 1997). This is a critical aspect that should be taken into consideration in further iterations of the migration module if anything meaningful is to be derived from the data. The same limitation affects, to a greater extent, another South African survey, the National Income Dynamics Survey (NIDS). In its third wave (2012), this survey has a sample of 18 710 South African born and 248 foreign born. This is too low a number for comparative study.

Characterising domestic and international migrants

This section aims to present the different socio-demographic characteristics of the DM and IM populations compared to the NM population. These characteristics will be used in the econometric analysis that follows to explain the relative situation of the three groups in the labour market. The descriptive statistics presented in this section focus on the economically active population only, on the basis of the sampled groups presented in the former section.

Methodological note

Due to sampling errors, non-responses and other reasons, the average calculated for the sample does not give an appropriate estimate of the average for the whole population. The QLFS database provides sampling weight that can be used to correctly expand the calculated statistics to the whole population of South Africa.

However, the aim of the present analysis is not to provide an accurate statistical analysis of the South African labour market but to run an econometric analysis of the determinants of the relative status of NM, DM and IM in this market. In order to run such an analysis, one has to assume that the data used (the QLFS) is a random survey. Thus, the analysis that follows provides a statistical analysis of the QLFS survey without using sampling weight.

3. Age structure

Table 2. Age structure

	Average age	Median age	Standard error
Non-migrants	38,72	36	17,85
Domestic migrants	34,72	32	13,49
International migrants	39,57	35	16,52

As can been seen in **Table 2**, DM are on average a few years younger than the other two groups. IM are the oldest[4].

[4] A test for the difference between the two means confirms that there is a statistically significant difference between the average age of IM and that of NM, the latter being younger.

3.1. Gender characteristics

The second characteristic considered is gender differences.

Table 3. Gender

	% of women
Non-migrants	55,33
Domestic migrants	49,85
International migrants	44,08

The percentage of women is higher in the NM group than in the other two groups (55,33 per cent). Women are almost as numerous as men among DM[5] whereas the percentage of men is higher among IM (44 per cent are women).

While the share of women among DM and IM seems to contest the idea that mostly men migrate for economic purposes (Posel, 2003), the figures should be put into perspective as they include all economically active migrants and not only the employed.

3.2. Population groups

The last demographic characteristic refers to population groups. The population group variables refer to the usual auto-declarative four groups of population used in the South African census. **Table 4** presents data according to population groups.

Table 4. Population groups

	African/Black	Coloured	Indian/Asian	White
Non-migrants	77,48	12,13	2,15	8,24
Domestic migrants	81,87	5,29	0,98	11,86
International migrants	78,65	1,21	3,19	16,95

Of note is the fact that the share of African/Black individuals is higher among DM than among NM and IM. The category Coloured is lower among DM than among NM. Given the irrelevance of the category outside of South Africa, their share among IM is low. Conversely, the share of individuals from the Indian/Asian group is higher among IM than it is among both NM and DM. Regarding Whites, there is a higher proportion of Whites in the IM and DM populations than among NM.

[5] A t-test indicates that the percentage of women in the DM group (49,84 per cent) is not statistically different from 50 per cent.

3.3. Level of education

The question relative to respondents' levels of education requires an indication of one's highest level of education. Six different levels of education were used from level 1 for those having no education to level 6 for those having a tertiary level of education.

Table 5. Level of education

	Average educational level	Percentage in each group in each level of education					
		1	2	3	4	5	6
Non-migrants	3,85	7,50	12,49	6,10	43,52	21,83	8,56
Domestic migrants	4,30	3,02	7,26	5,23	42,58	24,86	17,05
International migrants	3,97	10,22	9,82	5,68	36,46	22,66	15,16

Note: This table provides the average level of education for each group in the second column. The figures that follow below detail the percentage of individuals for each level of education. (The different levels are 1 = No schooling; 2 = Less than primary schooling completed; 3 = Primary schooling completed; 4 = Secondary schooling not completed; 5 = Secondary schooling completed; 6 = Tertiary education[6]).

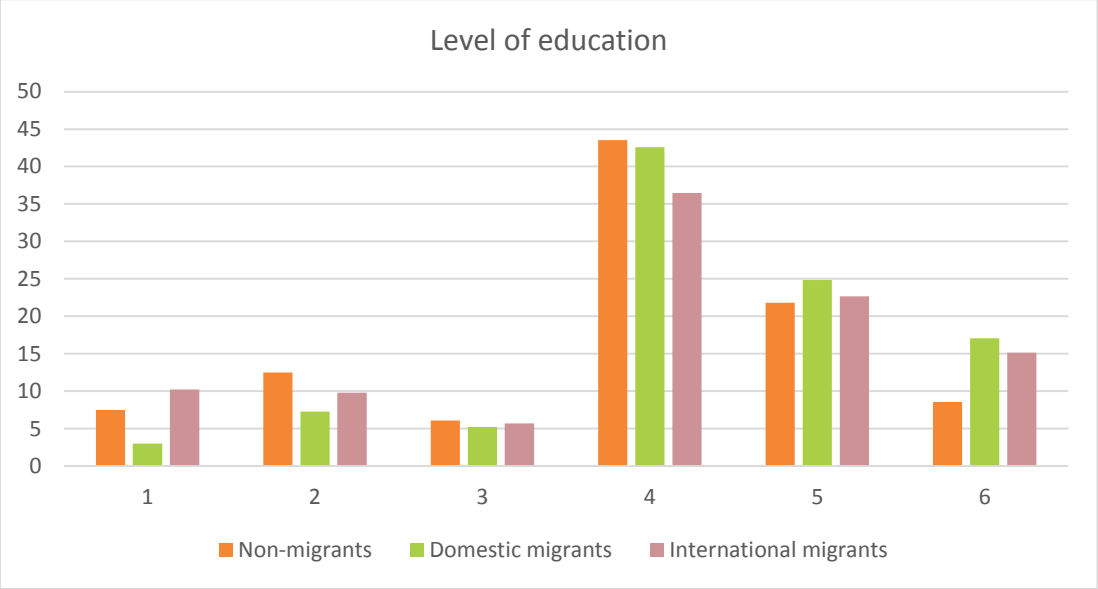
For instance, in the above table, when one averages their level of education, DM stand slightly above 'not completed secondary education' with an educational level of 4,30, with 5,23 per cent of them having completed primary level of education.

While in media or public discourse international migrants are often portrayed as uneducated, poor people in search of jobs and welfare, international analysis shows that migrants are generally better educated than nationals. The South African evidence in this data does not really depart from this situation but reveals an interesting picture. Immigrants in South Africa are more educated than the non-migrant South African population. While small, the difference between the level of education of NM and IM is statistically significant[7] (see **Table 5** above).

[6] I have excluded from the analysis the category 'Other' (Education status = 7) and treated it as missing data.

[7] A Student t mean comparison test indicates that their level of education is statistically different with a p-value of 0,03 per cent (t = 3,59).

Figure 1. Level of education for each group



Note: This figure gives the percentage by level of education for each group. For instance, about 43% of the NM have a level 4 of education. The different levels are 1 = No schooling; 2 = Less than primary schooling completed; 3 = Primary schooling completed; 4 = Secondary schooling not completed; 5 = Secondary schooling completed; 6 = Tertiary education[8].

Figure 1 confirms and completes these results. For instance, NM have the lowest proportion of persons having completed a secondary or a tertiary level of education (in fact, much lower for this latter education level). The highest proportion of persons with no education is found among IM (10 per cent of them) but, at the same time, a high proportion of IM have attained or even surpassed a secondary level of education.

The pattern revealed here concerning the level of education of IM is not specific to South Africa. All the literature on international migration has shown that migrants are generally well educated compared to their home country population and also compared to the national labour force of the place to which they have migrated: "The share of college graduates among recent immigrants exceeded the share among [nationals] in virtually all OECD countries. In some cases the share of college educated among recent immigrants is four to five times as large as the college educated share among [nationals]" (Docquier et al , 2012).

However, the situation regarding the educational status of DM is certainly specific to South Africa. As can be noted in **Table 5**, on average, DM have a significantly higher level of education than the other two groups.

Figure 1 shows that DM constitute the group with the lowest proportion of uneducated individuals and the highest proportion of individuals with a completed secondary or tertiary level of education.

[8] The category 'Other' (Education status = 7) has been excluded from the analysis and treated as missing data.

The employment situation of domestic and international migrants

The aim of this section is to present the main characteristics of the three groups with regard to their situations in the labour market. Three different indicators are presented regarding employment, underemployment and informality. Other indicators measuring respondents' situations in the labour market can also be derived from the QLFS database. However, we have chosen to focus on the three more common indicators found in international comparative studies: employment, underemployment and informal & precarious activities. Descriptive statistics concerning these indicators are presented in this section. These indicators are then analysed and discussed in the next section.

4. Employment

The first indicator refers to employment status. Two measures of employment or unemployment can be identified from the QLFS database depending on how discouraged job seekers are classified.

The first measure of employment **(EMP1)** distinguishes the employed (status[9] = 1) from the unemployed (status = 2) **and excludes discouraged job seekers (status = 3)** and the 'not economically active' (status = 4). **This measure gives an average unemployment rate of about 26 percent.**

The second measure of employment **(EMP2) includes discouraged job seekers (status = 3)** in the unemployed. **This measure gives an average unemployment rate of about 34 percent.**

Table 6 provides two measures of the unemployment rate for the three groups::

Table 6. Employment status

	% of unemployed in EMP1	% of unemployed in EMP2
Non-migrants	26,16	34,57
Domestic migrants	32,51	39,26
International migrants	14,68	18,50

Logically, by including discouraged job seekers among the unemployed, the second measure of unemployment yields a higher rate of unemployment. However, regardless of the definition used, the rate of unemployment of IM is lower than for the other two groups. This is an unusual situation because, in most countries, unemployment rates are generally higher for immigrants than for nationals (OECD, 2013). The absence of reliable data from developing countries precludes comparing South Africa to other developing countries. The difference in unemployment rates between the two groups is thus usually used to measure the disadvantageous position of immigrants in the labour market.

[9] "Status" is the name of the variable in the QLFS (see page 64 of the QLFS metadata document).

When the restrictive measure (EMP1) is used, the unemployment rate of DM is considerably higher than that of IM and NM. As figures in **Table 6** indicate, on average about one third of DM are unemployed. However, with the expanded measure of unemployment, NM become the group most affected by unemployment.

Indirectly, **Table 6** also shows that the share of discouraged job seekers is higher among NM than for the other two groups, with the gap between the two measures of unemployment reaching almost 9 percentage points for NM and less than 4 points for IM.

Methodological note: The QLFS also provides detailed information about unemployment and, in particular, the situation of long term unemployment. However, the samples are too small to run any comparative analysis. For instance, the information regarding long term unemployment is only available for 185 IM and 319 DM. These figures are too low to allow robust statistical analysis (for sample size, see Section One of the report).

4.1. Underemployment

An individual's situation in the labour market can also be indicated through the extent of employment held. One interesting measure of this provided in the QLFS is underemployment. In the QLFS, individuals are considered as underemployed if 'the total hours usually worked is less than 35 hours and [the person] wants to work more hours and is available to start work within the next four weeks'[10].

Table 7 provides the average rate of underemployment for the three groups. Obviously, this situation concerns only those who are employed.

Table 7. Underemployment

	% of each group who are underemployed
Non-migrants	4,51
Domestic migrants	3,76
International migrants	3,90

The rate of underemployment is very low, with only about 4 per cent of the employed being in this situation. However, it tends to be more frequently the case for NM than for the other two groups[11].

[10] Here we consider the QLFS's definition of underemployment. Underemployment can be also defined as employment below one's highest qualification. However, because of small sample size, a comparative analysis of this form of underemployment for domestic and international migrants cannot be assessed using the QLFS.

[11] A statistical test of difference on means indicates that there is no statistically significant difference between DM and IM.

4.2. Informal and precarious employment

The QLFS provides different information concerning the informal sector and the status of informal workers.

The first variable identified in the QLFS concerns the 'sector' of activity, and distinguishes between the formal and the informal sectors. Following international standards, this distinction is based on the status of the activity with regard to the payment of taxes and the number of employees. More precisely, the QLFS provides two different measures of the size of the informal sector, one considering agriculture as a separate sector of employment in addition to the formal and informal sectors, the other dividing agricultural activities into the other two sectors[12]. The latter definition is retained here. **Table 8** provides the percentage of employment in the informal sector for the different groups.

Table 8. Employment structure in the informal sector

	% in the informal sector
Non-migrants	16,57
Domestic migrants	17,97
International migrants	32,65

South Africa is well known for its very low level of informal activities, particularly compared to other sub-Saharan African countries. In some ways, this is confirmed by **Table 8**. The situation of IM with regard to informal activities is very different from the situation of those born in South Africa. The percentage of IM working in the informal sector is almost twice as high as that of NM. About a third of IM are employed in the informal sector whereas this is the case for only 17 per cent of NM (a statistical test confirms that the difference between DM and NM is too low to be statistically significant).

The QLFS provides another perspective on informal activities and identifies persons who are in precarious employment situations. This measure of informal employment is more extensive than the previous one since it includes, in addition to those working in the informal sector, "all persons aged 15 years and older who are employed and work in:

- Private households and who are helping, unpaid, in a household business; or
- Working for someone else for pay and are NOT entitled to basic benefits from their employer such as a pension or medical aid and have no written contract" (QLFS, 2012).

[12] The measure of the informal sector also considers another sector of activities: private households. We have chosen here to exclude individuals working in private households because, by definition, they cannot be included in any of the other sectors (informal or formal) and they represent too small a number of individuals to be considered as a distinct sector in the comparative analysis proposed here.

Table 9 compares the situation of the three groups regarding precarious employment.

Table 9. Precarious employment

	% in precarious employment
Non-migrants	30,25
Domestic migrants	28,68
International migrants	53,29

The situation is similar to the one observed in **Table 8**. IM are much more frequently in precarious employment than NM: over 50 per cent of them are in such a situation compared to only 30 per cent of NM (a statistical test shows that there is no difference of means between NM and DM). This is a situation that they share with most migrants around the world. IM are more likely to have poor working conditions and to occupy positions that nationals are not willing to take.

The percentage of NM in precarious employment is high, about twice the percentage of employment in the informal sector for this group (**Table 8**). A more detailed study shows that precarious employment concerns mainly African/Black persons (more than 90 per cent of IM and DM and about 85 per cent of NM in precarious employment are African/Black).

Determinants of the labour market situation of domestic and international migrants, using econometric techniques

The aim of the following empirical analysis is to identify factors that can explain the relative situations of domestic and international migrants in the South African labour market, compared to the situation of non-migrant nationals. This will be achieved by using econometric techniques.

The first factors explaining an individual's position in the labour market are individual characteristics. For instance, it can be expected that those having a higher level of education will be in a better position in the labour market. However, the relationship between education and employment can be different for immigrants and nationals. For instance, education could be a plus if there is a preference for foreign degrees or, conversely, it could be a hindrance if foreign degrees are less well recognized than domestic degrees in the labour market. Moreover, the relative situations of immigrants and nationals with regard to employment and education cannot be studied without taking into account other determinants. Different factors are likely to come into play: age, gender, and in the particular case of South Africa with its segregation and *apartheid* past, population group. More generally, the individual characteristics of the immigrant and internal migrant populations presented in this section can all explain their relative positions in the labour market compared to non-migrant nationals.

Methodology

Econometric analysis provides the possibility of examining the influence of a particular factor while controlling for the influence of the other factors likely to influence the examined variable. For instance, one cannot analyse the relationship between education and informal employment without taking into account the fact that age or gender also impact engagement in informal activities. Through empirical analysis of factors that impact one's position in the labour market, we are able to pursue *cetirus paribus* (all things being equal) reasoning. This methodology aims to compare two individuals who are similar except for one characteristic, the studied factor (for example, gender). This approach allows analysing the impact of the studied factor (gender) on the labour market position of individuals.

More technically, since the explained variables are all binary variables (being employed or not, in the informal sector or not), one has to estimate relations using the logit technique of estimation. In order to simplify the presentation, the estimated regressions are not directly presented in the text. The text presents results for each explained variable (relative to the situation in the labour market) and each explanatory variable (relative to individual characteristics) for the three groups: international migrants (IM), domestic migrants (DM) and non-migrant nationals (NM). For each variable, the situations are summarized in terms of odds-ratios.

The odds is the probability that the event of interest occurs (for instance the probability of being employed) against the probability that it does not (the probability of being unemployed). An odds greater than 1, for instance equal to 2, indicates that the probability to be employed is twice as high as the probability of not being employed. An odds-ratio is the ratio of two odds. For instance, if one wants to analyse the impact of gender on employment, one can calculate women's odds and men's odds. The ratio of these two odds is an odds-ratio that indicates whether or not unemployment differs according to gender. If the odds-ratio is higher than 1, it means that women have a higher probability of being employed than men. An odds-ratio equal to 1 means that there is no difference related to gender, and an odds-ratio lower than 1 means that men are more likely to be employed than women.

The results presented below also take into account the fact that the studied factors (age, gender, etc.) are different for the three groups of individuals. For instance, as shown above, DM are on average more educated than individuals in the other two groups. When examining the impact of education on employment, one has to take into account the differences between the three groups. As explained above, an odds-ratio refers to the change in odds for the outcome (such as the probability of employment) for a given change in the variable x (for instance, the level of education). As one unit change is not really meaningful when populations differ by their characteristics, the figures give the change in odds for one standard deviation change in x.

5. Employment

Econometric analysis aims to assess the determinants that explain why someone is either employed or not employed. As presented above, two measures of unemployment can be derived from the QLFS database depending on how discouraged job seekers are classified, i.e., either excluded or included in the economically active population. Using these two definitions of unemployment, the two employment variables used in the econometric analysis are now defined.

EMP1: This measures compares the fact of being employed (EMP1=1) to the fact of being unemployed (EMP1=0). In other words, the sample comprises only these two types of individual and excludes discouraged job seekers and individuals who are not economically active from the analysis.

EMP2: This measures compares the fact of being employed (EMP2=1) to the fact of being unemployed or a discouraged job seeker (EMP2=0). In other words, the sample comprises only these three types of individual and includes discouraged job seekers with the unemployed.

In other words, in the first variable (EMP1), discouraged job seekers are excluded from the economically active population whereas in the second variable (EMP2), they are included among the economically active population and classified with the unemployed.

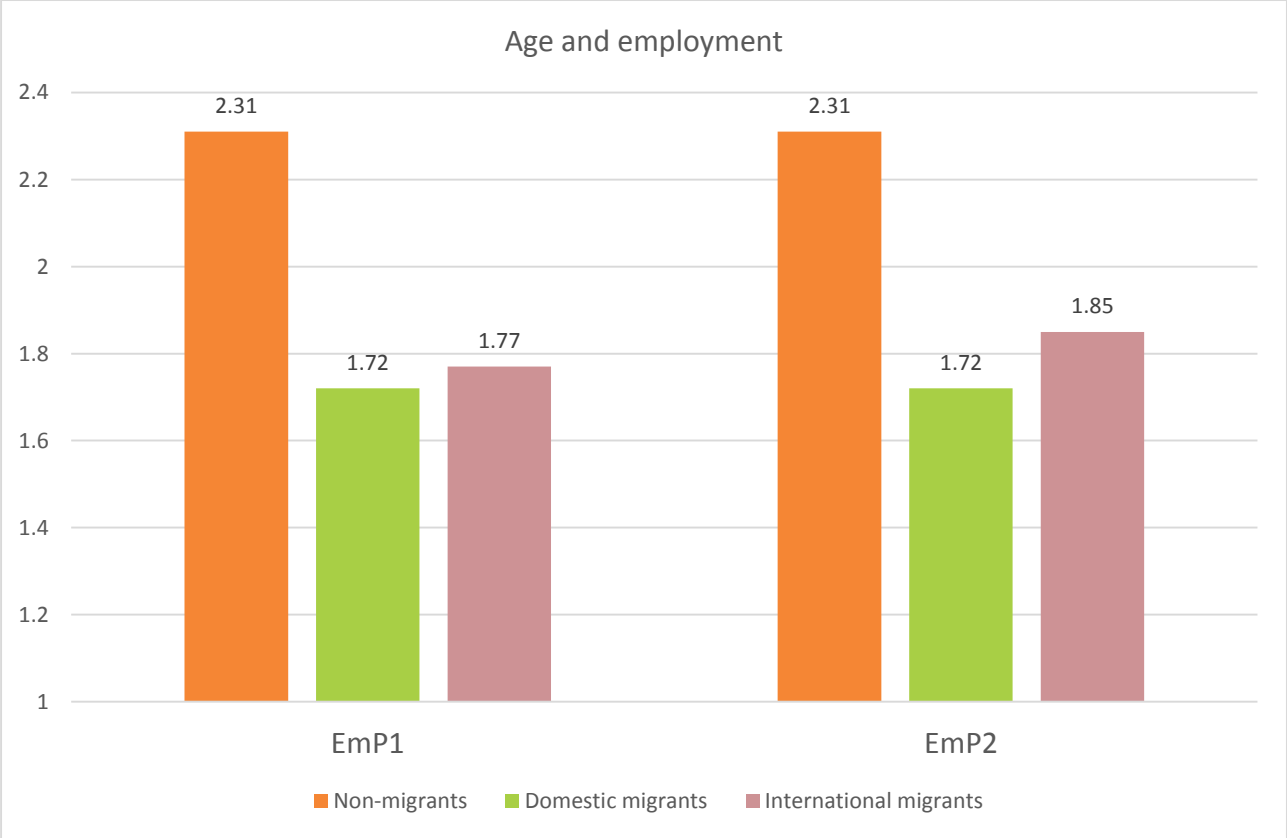
These two binary variables take the value 1 when the observed individual is employed. Thus, the results of the econometric analysis will be presented in terms of "probability to be employed". But they can also be also understood in terms of probability to be unemployed. For instance, if the probability of being employed increases with the level of education, it means that the probability of being unemployed decreases with the level of education. Presenting the results in terms of probability of employment instead of probability of unemployment avoids having to systematically specify which of the two measures of unemployment is used.

5.1 The probability of employment

5.1.1. The impact of age

The relationship between age and employment is a complex one. First, age is a proxy for seniority in the labour market and for higher working competences. Thus one could expect employment to increase with age. At the same time, age can be associated with a qualification becoming obsolete and therefore connoting less employability in older age.

Figure 2. Impact of age on employment (EMP1)



Explanatory example: It is 2,31 times more likely for NM to be employed when their age increases of one standard-deviation, while it is only 1,72 times more likely for DM and 1,77 times (or 1,85 times for the EMP2 measure) more likely for IM.

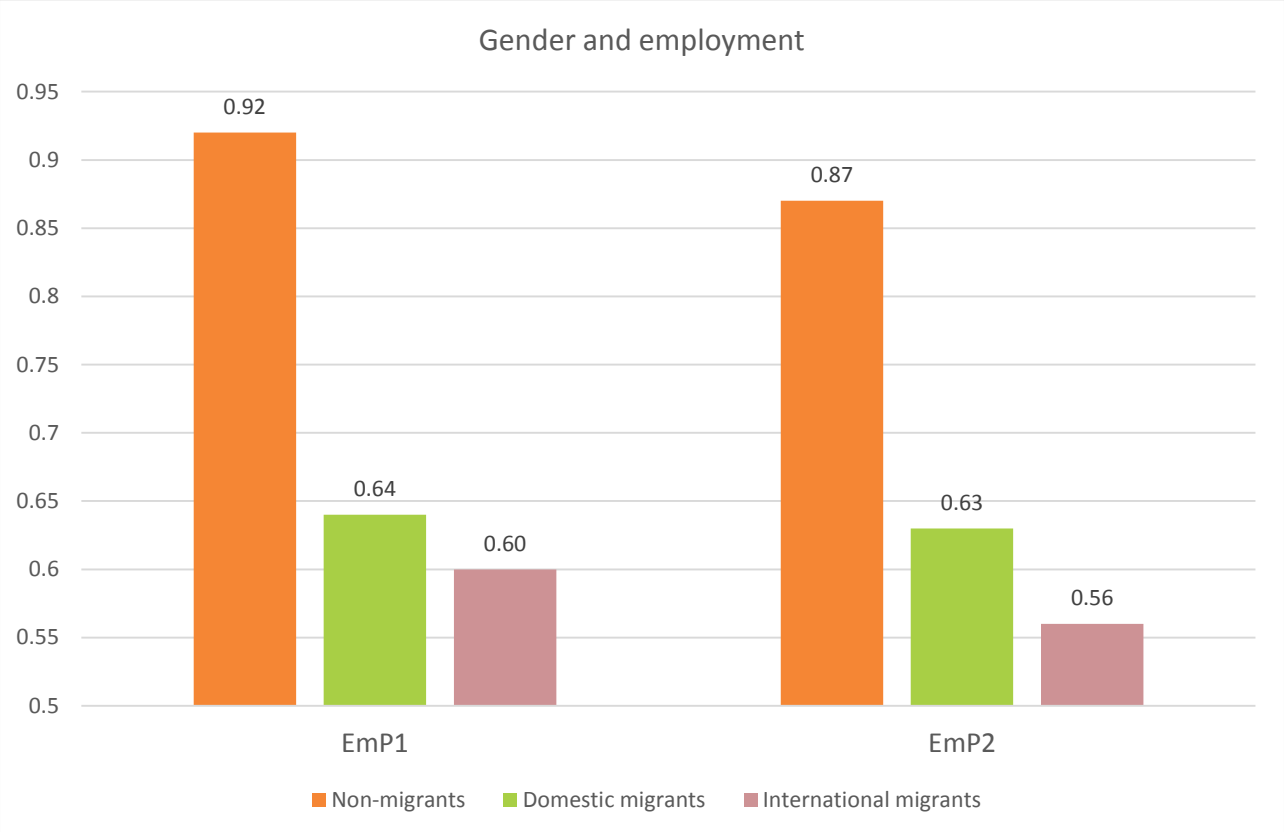
Figure 2 presents the relationship between age and employment for the two measures of employment. The results are very similar for the two variables of employment.

For the three groups, there is a positive impact of age on the probability of employment. This probability increases with age for all groups, but the impact is notably more significant for NM than for any of the other two groups. In other words, relative to older persons, young people are far less likely to be employed when they are NM than when they are IM or DM. The impact of age on unemployment is a little higher for IM (with an odds-ratio of 1,77 or 1,85 depending on the employment measure) than for DM (with an odds-ratio of 1,72), but the difference is not very significant.

5.1.2. The impact of gender

After controlling for the difference in age or education between women and men, there is no objective variable that could explain a differentiated treatment within the labour market on the basis of gender. However, it is well known that women are discriminated against in the labour market.

Figure 3. Gender and employment



Explanatory example: It is 0,92 times as likely for a NM woman to be employed as for a NM man (for the EMP1 variable of employment). It is 0,64 times as likely for a DM woman as for a DM man.

Results in **Figure 3** confirm the less favourable treatment of females in the labour market compared to males. This discriminatory situation is present for NM women, but especially acute for DM and IM women. For instance it is 0,56 times as likely for IM women to be employed as it is for IM men. Stated differently, it is 1,78 times more likely for IM men to be employed than it is for IM women. This demonstrates the high

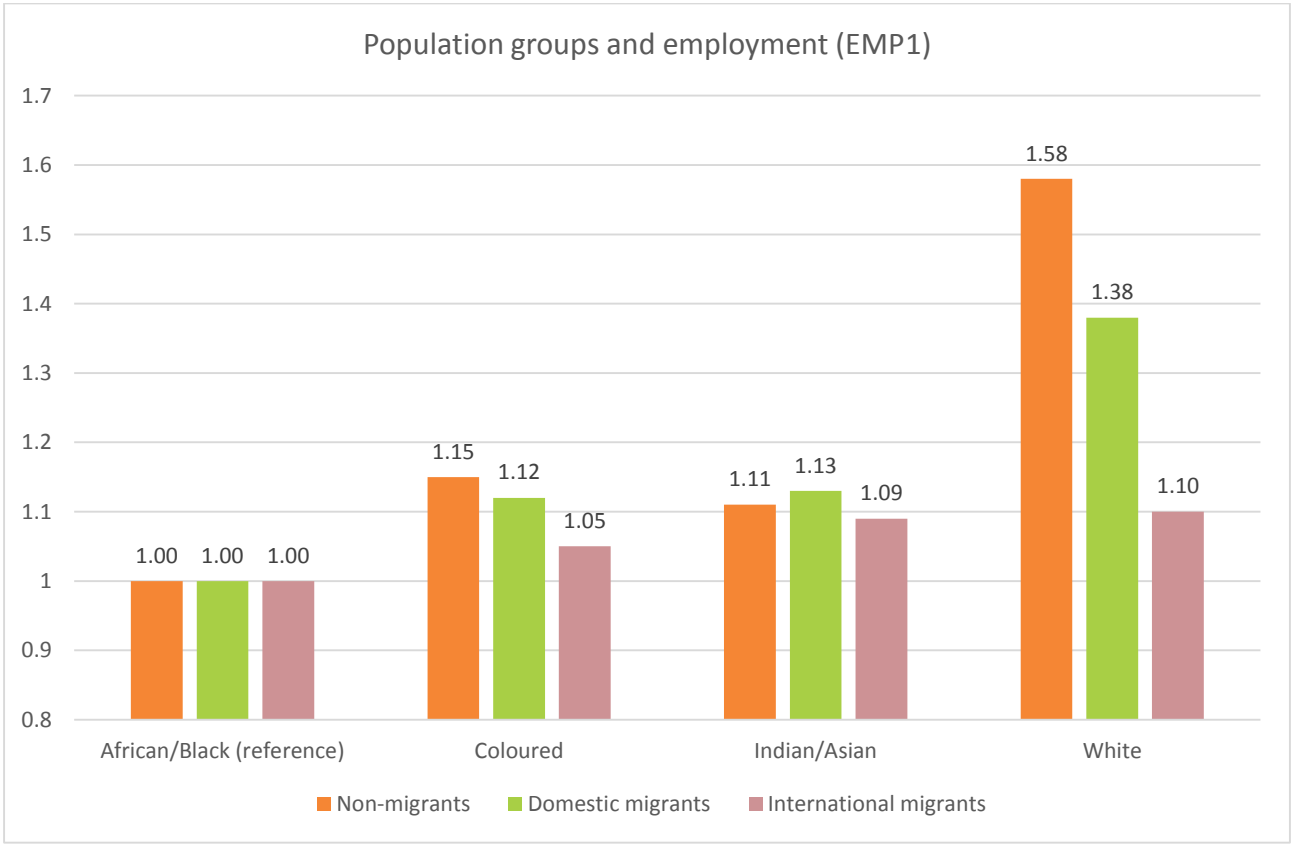
level of discrimination suffered by women in general in the South African labour market. The level of discrimination is slightly higher for the extended measure of unemployment (EMP2) than for the strict measure (EMP1). This suggests that women are overrepresented in the category 'discouraged job seekers'. This certainly confirms the persistence of a pattern of migration in which women follow the main bread-winners, the men, and look after families rather than seek employment[13].

5.1.3. The impact of population group

Again, there is no objective reason for the probability of employment to be related to the fact of belonging to a population group (once age, education and other factors influencing employment have been controlled for). But, as with gender, there are historical reasons for continued discriminatory practices in the South African labour market. Here, a counter-intuitive picture emerges for international migrants.

Figure 4 and **Figure 5** present the odds-ratios for the two variables of employment. Results are presented in two separate figures for ease of reading.

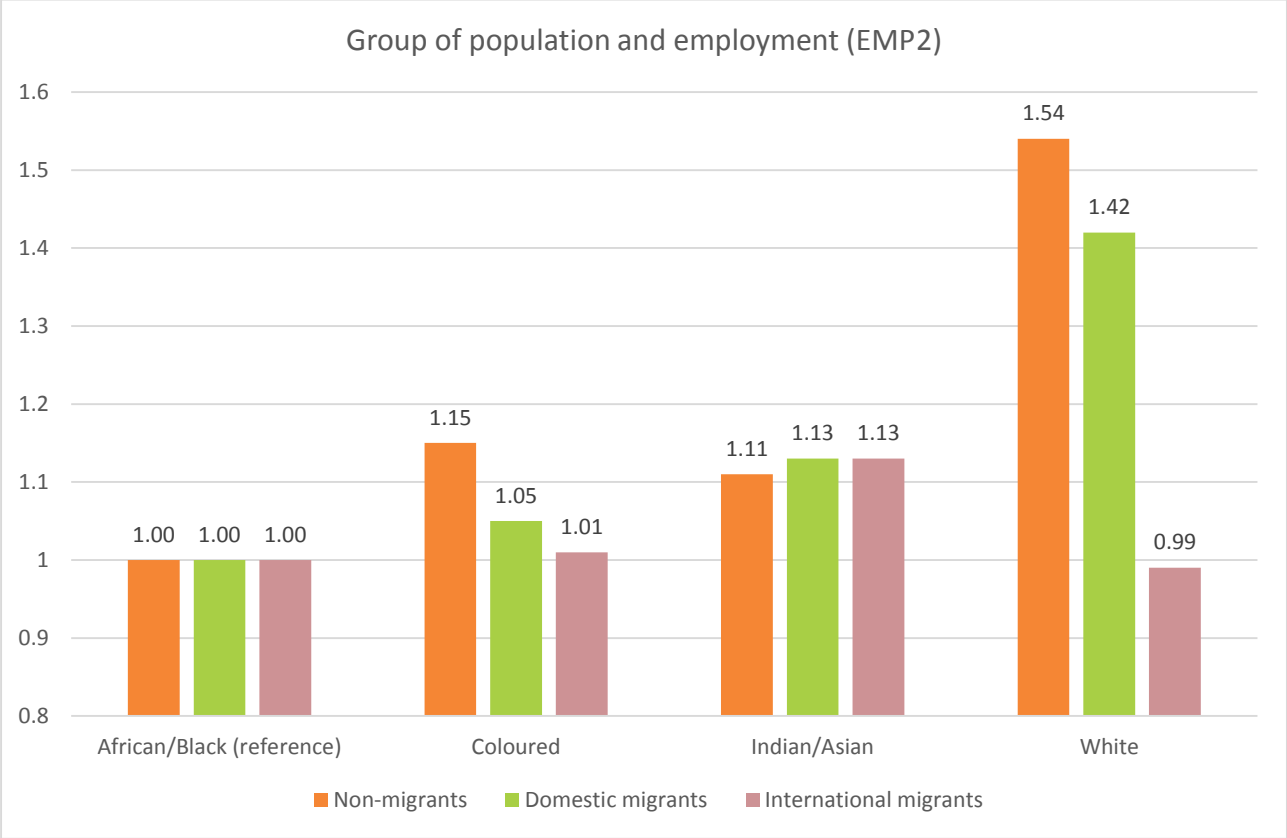
Figure 4. Population groups and employment (EMP1 measure)



Explanatory example: Compared with an African/Black NM, a Coloured NM is 1,15 times more likely and a White non-migrant 1,58 times more likely to be employed.

13 On average, women represent more than 60 percent of the discouraged job seekers but the sample is too low to allow any robust analysis of discouraged job seekers (there are for instance only 40 discouraged women among the IM).

Figure 5. Population groups and employment (EMP2 measure)



Explanatory example: Compared with an African/Black NM, a Coloured NM is 1,15 times more likely and a White non-migrant 1,54 times more likely to be employed.

In both figures, the reference group is African/Black individuals. Concerning the non-migrants and internal migrants, the results are unsurprising given the well-known hierarchical situation in South Africa in which the White group is the most favoured, then Indians/Asians, followed by Coloureds and at the bottom end of the ladder, African/Blacks. The discrimination against African/Blacks or, conversely, the advantageous situation for Whites is particularly significant for NM. For instance, White NM are 1,54 times more likely to be employed than African/Black NM (with a similar age, level of education, gender, etc.). White DM also benefit from an advantageous position in the labour market. The situations of Coloured and Asian/Indian DM and NM individuals are more advantageous than for African/Black nationals, although the gap is not so important.

Interestingly, IM follow a different pattern. Differences based on population groups among IM are not significant in the South African labour market. Whatever the variable of employment used, White IM do not have an advantageous position in the labour market compared to their African/Black counterparts[14]. For that latter measure, the sole group that seems to be slightly advantaged is the Indian/Asian group, but as numbers are low, results should be viewed cautiously. This one difference excluded, the other three groups

[14] In the two estimations, the coefficient associated to the White dummy variables is not statistically significant.

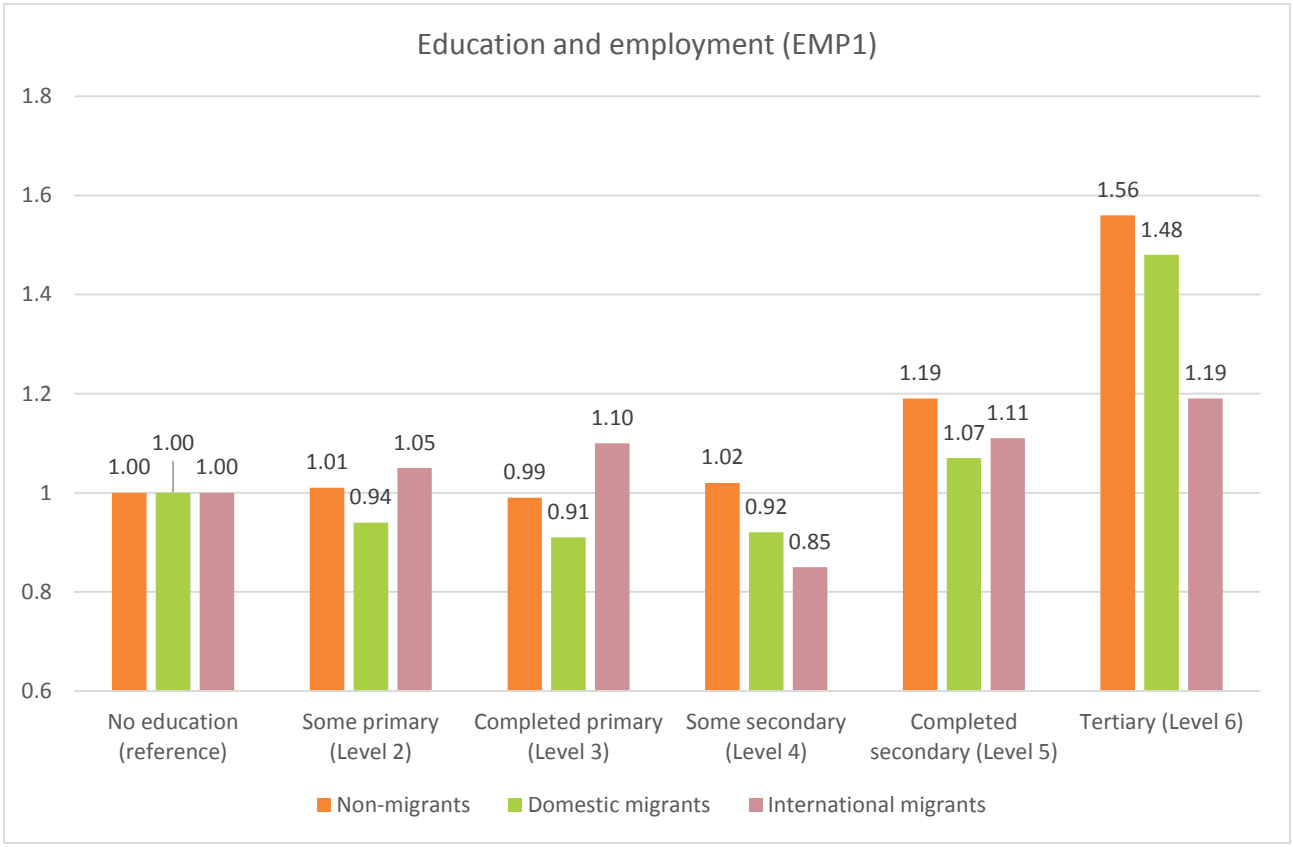
fare very similarly. In particular, White IM are not at all advantaged compared to African/Black IM, which is a particularly counter-intuitive finding and one that is largely unexplained. Together these two groups constitute the majority of IM (about 78 per cent for African/Blacks and 11 per cent for Whites).

5.1.4. The impact of education

Because of the employment structure of most labour markets internationally, more educated people tend to be more employable. As mentioned previously, both domestic and international migrants in South Africa are characterised by higher levels of education, making it all the more interesting to study the relationship between level of education and probability of employment.

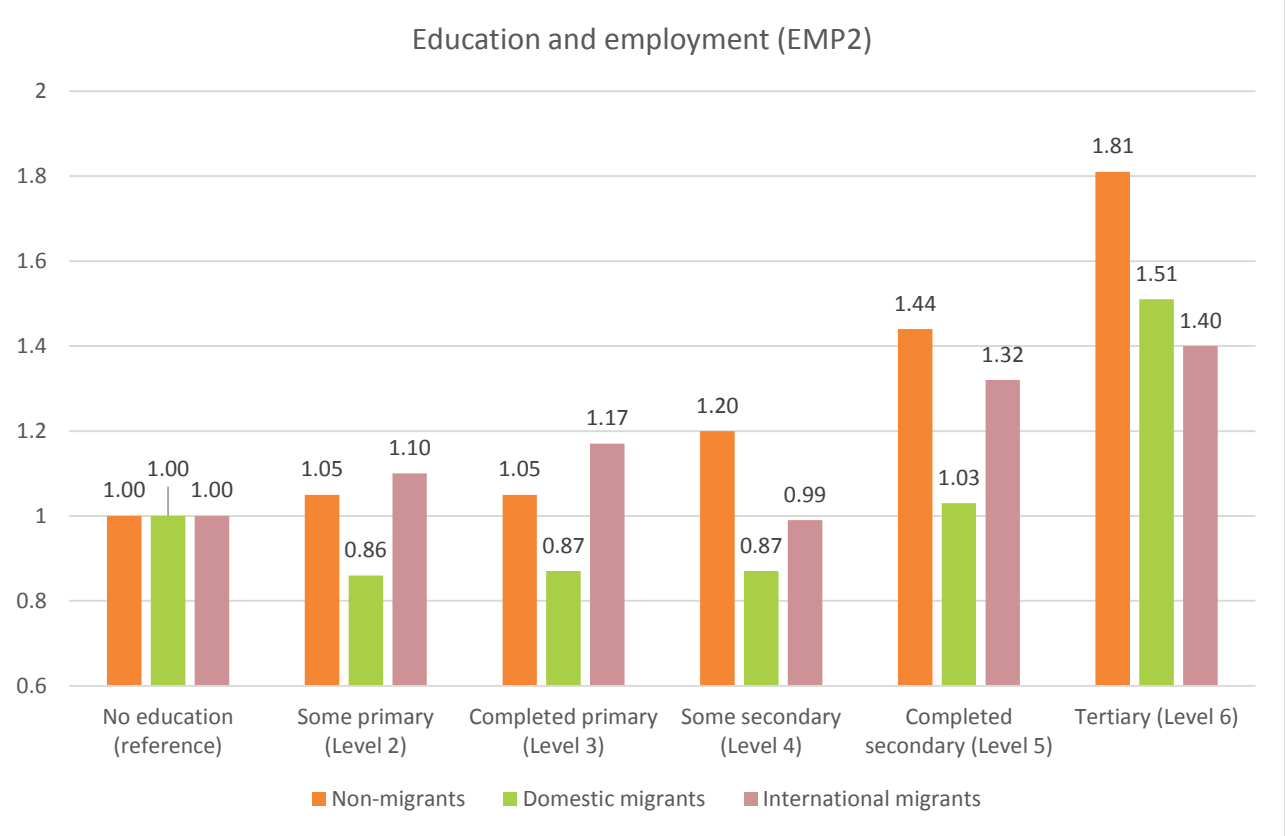
Figure 6 and **Figure 7** present the odds-ratios for the two variables of employment and the different levels of education. Results are presented in two separate figures for ease of reading.

Figure 6. Level of education and employment (EMP1 measure)



Explanatory example: Compared with an uneducated DM, a DM with a completed secondary level of education is 1,07 times more likely to be employed, and a DM with a tertiary level of education is 1,48 times more likely to be employed.

Figure 7. Level of education and employment (EMP2 measure)



Explanatory example: Compared with an uneducated DM, a DM with a completed secondary level of education is 1,03 times more likely to be employed, and a DM with a tertiary level of education is 1,51 times more likely to be employed.

The two figures compare the situation of educated individuals with that of uneducated individuals (the reference variable). The results are somewhat different depending on the measure of employment used.

Concerning the restricted measure of unemployment (EMP1), the first noticeable result is that education (at least for levels below the secondary degree) does not seem to really help. For instance, the probability of being employed is the same for uneducated NM as for NM with a primary or some secondary level of education. The probability of being employed only increases for NM with a completed secondary level or a tertiary level of education. The latter categories are 1,56 times more likely to be employed than uneducated NM. The situation is the same when the other variable of employment (EMP2) is used (**Figure 7**). The probability of being employed seems to increase for each additional level of education (the value of the odds-ratio is higher for each additional level of education going from 1,05 for primary education to 1,81 for a tertiary level of education for the NM) but in fact, only NM with a completed or a tertiary level of education are statistically more likely to be employed.

The situation for educated DM is even worse than for NM. Higher levels of educational attainment but not the highest do increase their probability of employment. The odds-ratios are all close to 1 whatever the measure of employment considered, meaning that the probability of employment is the same for all these intermediary levels of education. It is only the more educated DM, and in particular those with a tertiary level of education who fare slightly better, compared to uneducated DM. This situation of DM as regards

education could explain their higher level of unemployment compared to NM. The underlying reason could be that employers consider that the quality of education differs from one province to another or between rural and urban parts of the country. Thus, those DM while having the same level of education as some NM may be considered by employers as having received a low quality education.

The situation of IM concerning the relation between their level of education and their situation in the labour market is particularly contrasted. The results depend on the variable of employment used. With the first variable (**Figure 6**), education does not increase the probability of employment. The advantage conferred by education is not significant and can even be considered non-existent for IM whatever their level of education [15]. When unemployment is measured with the second definition (EMP2), benefits arising from education are more significant, but only for IM with a secondary or a tertiary level of education. Whereas the situation of IM with a tertiary level of education is very different from to the situation of NM or DM with the EMP1 variable of employment (**Figure 6**), where IM are shown as being a lot less advantaged by their level of education than the other groups, the situation changes when using the EMP2 variable of employment (**Figure 7**). In such a case, IM benefit, as DM do, from having a tertiary level of education, even though this benefit is less than for NM. One explanation for the different situation of IM concerning their level of education could be related to the fact that their qualification earned abroad is not always recognized in South Africa (except for tertiary level of education).

5.1.5. The spatial context

The probability of being employed is necessarily dependent on access to job opportunities. Living in parts of the country where jobs are more available, and tensions in the labour market less pronounced, is associated with a higher probability of employment. Different variables have been used to take into account the spatial context. These results do not differ according to the type of individuals (non-migrants, migrants or immigrants). Thus, they are presented in general without using figures distinguishing the situation for the three types of individuals.

Firstly, a variable indicating that the person lives in one of the six metros (Cape Town, eThekwini, Ekurhuleni, Johannesburg, Nelson Mandela Metro, Tshwane) has been introduced into this section's estimations. The estimation results concerning the metro control variables indicate that there are differences in terms of employment between residing in a non-metropolitan area or in one of the six metros. For instance, the probability of employment is the highest for persons residing in eThekwini, followed by Johannesburg, with Ekurhuleni coming in last. There the probability of employment is lower than in any other part of the country. The situation in Nelson Mandela Metro is better than in Ekurhuleni but worse than in any other parts of the country. The second variable referring to the spatial context is the type of settlement. Four different types are defined in the QLFS: urban formal, urban informal, tribal areas and rural formal[16].

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[15] None of the odds-ratio are statistically different from 1 meaning that there is no difference in the probability of employment for any level of education compared to the non educated.

[16] Urban formal refer to formal housing settlements in towns and cities; urban informal refers to unplanned or unlawful settlements in or near towns and cities; tribal refers to former homeland areas; rural formal refers to mainly commercial farming areas.

The highest probability of employment is found in formal rural settlements. This result holds whatever the measure of employment used. The localization in a tribal area does not influence the probability of employment when the measure is EMP1. However, with the EMP2 measure, living in a tribal area is significantly associated with a lower probability of employment for both NM and DM. This probability of employment is lower than for any other type of settlement. This result points to the greater localization (possibly following returns from urban areas) of discouraged job seekers in tribal areas. The situation of IM is different, probably due to their small numbers in tribal areas.

Methodological note: In order to increase the robustness of these results and control for potential idiosyncratic local factors, the clustered standard errors technique was implemented at the provincial level. Its implementation confirmed previous results.

5.1.6. The relative situations of non-migrants, domestic migrants and international migrants

In the previous section, two main categories of determinants were examined:: those related to individual characteristics (age, gender, population group and education) and those related to spatial localization. These different factors have been studied separately for the three groups of individuals in order to examine the difference between them.

The above analysis shows that IM do not seem to be discriminated against according to their belonging to a particular population group. However, their human capital (as measured by their level of education) is not particularly rewarded in the labour market (except for those having a tertiary level of education). Lastly, female IM are significantly more discriminated against than South African women.

The situation of DM is less favourable than for the other two groups. Like IM, their probability of employment does not strongly increase with age and women are significantly disadvantaged. But while African/Black IM are not discriminated against according to their population group, African/Black DM remain strongly disadvantaged in the labour market, and they are also less rewarded for their investment in human capital (that is for being more educated).

The situation of NM is intermediate. As with DM, the data for this group reflects gender and racial discriminations, but unlike DM they are more rewarded for their investment in their own human capital. Their probability of employment increases also more strongly with their age (meaning that their experience in the labour market is most rewarded than the other two groups).

The last step in the econometric analysis consists in examining if, once individual and spatial factors are considered in the analysis, differences between the three groups continue to hold. This is done by combining the three groups into a single estimation observation. This estimation includes all the variables examined previously in addition to variables indicating if the individual is a DM, an IM or an NM. In the case where individual and spatial factors fully explain the particular situation of an individual in the labour market (in the present case, the probability of employment), variables associated with the particular migration status should not be statistically significant. **Table 10** presents the result of the estimations (for each measure of employment).

Table 10. Employment impact by status, group and education[17]

	(1) EMP1	(2) EMP1	(3) EMP2	(4) EMP2
International migrant	0,942*** (7,67)	1,118*** (4,31)	1,026*** (8,69)	
Domestic migrant	-0,176 (-1,07)		-0,0673 (-0,58)	-1,093*** (-6,01)
Non-migrants		0,176 (1,07)		-1,026*** (-8,69)
Female	-0,229*** (-3,21)	-0,229*** (-3,21)	-0,327*** (-4,76)	-0,327*** (-4,76)
Log(Age)	2,596*** (27,63)	2,596*** (27,63)	2,556*** (25,14)	2,556*** (25,14)
Coloured	0,399*** (4,70)	0,399*** (4,70)	0,407*** (4,90)	0,407*** (4,90)
Asian/Indian	0,729*** (5,45)	0,729*** (5,45)	0,782*** (7,99)	0,782*** (7,99)
White	1,433*** (16,50)	1,433*** (16,50)	1,422*** (15,79)	1,422*** (15,79)
Level 2	0,0553 (0,44)	0,0553 (0,44)	0,181 (1,32)	0,181 (1,32)
Level 3	-0,0199 (-0,11)	-0,0199 (-0,11)	0,220 (1,34)	0,220 (1,34)
Level 4	0,0415 (0,33)	0,0415 (0,33)	0,352** (2,25)	0,352** (2,25)
Level 5	0,378*** (2,99)	0,378*** (2,99)	0,769*** (5,12)	0,769*** (5,12)
Level 6	1,216*** (7,89)	1,216*** (7,89)	1,675*** (10,16)	1,675*** (10,16)
	(-23,33)	(-23,84)	(-22,49)	(-23,02)
N	28 569	28 569	32 130	32 130
Pseudo R^2	0,1505	0,1505	0,1702	0,1702

t statistics in parentheses, * $p < 0$ 1, ** $p < 0.05$, *** $p < 0.01$
Robust standard errors adjusted for clustering (by province).
The population group taken as reference is African/Black. The level of education taken as reference is Level 1 (uneducated).

[17] The complete version of **Table 10** is presented in the annex.

The estimations include all the individual and spatial variables that influence the probability of employment[18]. The results for these different variables have been examined in the previous section and are thus not commented upon here. **The analysis here focuses on the migration status variables**.

Methodological explanation: The variables domestic migrant and international migrant are introduced in the first estimation (regarding EMP1) and in the third estimation (regarding EMP2). These two estimations are therefore run against the non-migrant situation. The coefficient associated with the IM variable is positive and statistically significant.

This result indicates that the IM's probability of employment is higher than that of NM. If one changes the reference variable, such as in estimation 2 where the omitted category is DM, the coefficient associated with the IM variable is still positive and significant. **Therefore, the conclusion that emerges from these two results is that IM's probability of employment is higher than that of DM and NM, because of their migration status**. This result is confirmed in the fourth estimation where this time the reference variable is the IM. In this case, the estimated coefficients associated with the DM and NM variables are both negative and statistically significant, meaning that the probability of employment of these two categories is lower than that of the omitted one, IM. In the second and third estimations, either the DM or the NM variables are omitted. None of the estimated coefficients associated with these two variables are significant, meaning that DM are not advantaged or disadvantaged compared to NM but indeed are in a similar situation, and that both are in a less favourable position than IM.

The estimations presented in **Table 10** show that there is positive discrimination in favour of IM in the South African labour market. While the influence of individual and spatial variables has been controlled for (and thus allows for *cetirus paribus* reasoning), the probability of employment is higher for IM than for the two other categories. **In other words, an international immigrant with the same age, gender and level of education, belonging to the same population group and residing in the same place as a South African has a higher probability of being employed than the latter**.

This is a very unusual result. In particular, it is in complete contrast with the situation of immigrants in the OECD and other developed countries. In most countries, international immigrants usually have a less favourable position in the labour market than nationals (after controlling for the usual factors explaining individual labour market situations). A few exceptions exist. In some countries (OECD, 2013) the situation is the opposite, for instance in Hungary (but with a very small number of immigrants) or Australia (which has implemented a selective visa programme), or in Spain and Portugal before the economic crisis. The isolated uniqueness of South Africa's outcomes calls for further inquiry. How can we explain international immigrants' advantage in terms of employment and unemployment in the South African labour market?

Lastly, further inquiry into gender and racial discrimination was undertaken. Two additional estimations were run, one with a sample including only African/Black individuals and the other including only White individuals. Concerning gender discrimination, the estimations show that while there is a high level of gender discrimination among the African/Black group, there is none among the White group. In other words, White females are as likely as White males to be employed (other things being equal).

[18] The results for the spatial variables are presented in the complete table in the annex.

Regarding migration status, it was again found that, within the African/Black group, IM have a higher probability to be employed. In other words, an African/Black IM has a higher probability of employment than an African/Black NM or DM. In addition, the no difference result between NM and DM relating to their migration status still holds when one considers only the African/Black population group. However, the situation within the White population group differs from previous results. This time, there is no difference between IM and DM related to their migration status and both groups are in a less favourable situation than NM on the labour market. The latter benefit from not being migrants and their probability of employment is higher (other things being equal).

5.2. Underemployment

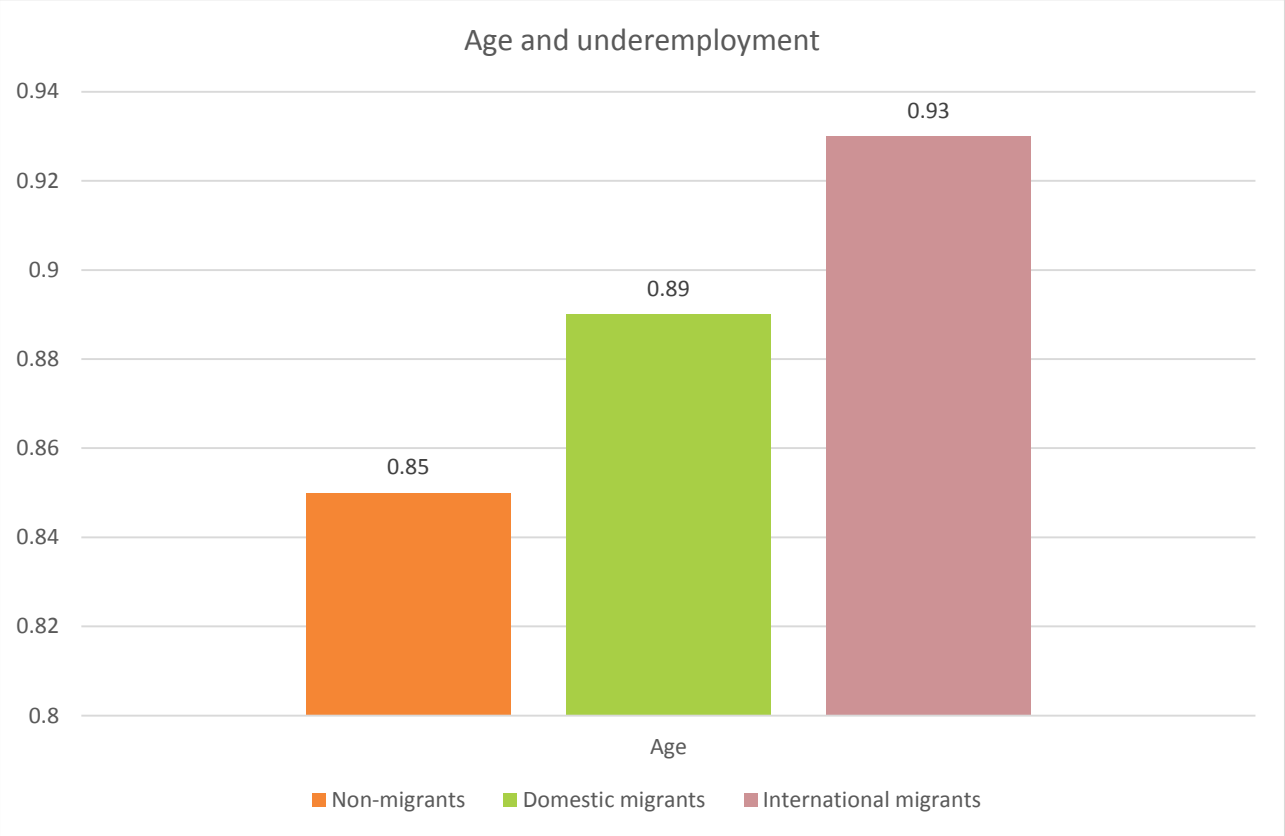
This section analyses the situation in terms of underemployment, that is to say, a situation where individuals work less than 35 hours a week and are willing to work more. As presented previously, DM and IM are less underemployed than NM (without much distinction between the first two groups). It is interesting to examine what role individual and spatial variables play in the level of underemployment for each group.

5.2.1. The impact of age

The first variable is age. **Figure 8** presents the results. Age has a significant impact on the probability of being underemployed. As would be expected, this probability decreases with age. However, the situation is not similar for the three groups.

The impact of age is a lot more important for NM than for DM and IM. For the latter, getting older reduces the probability of being underemployed but to a much lesser degree than for NM.

Figure 8. Age and underemployment



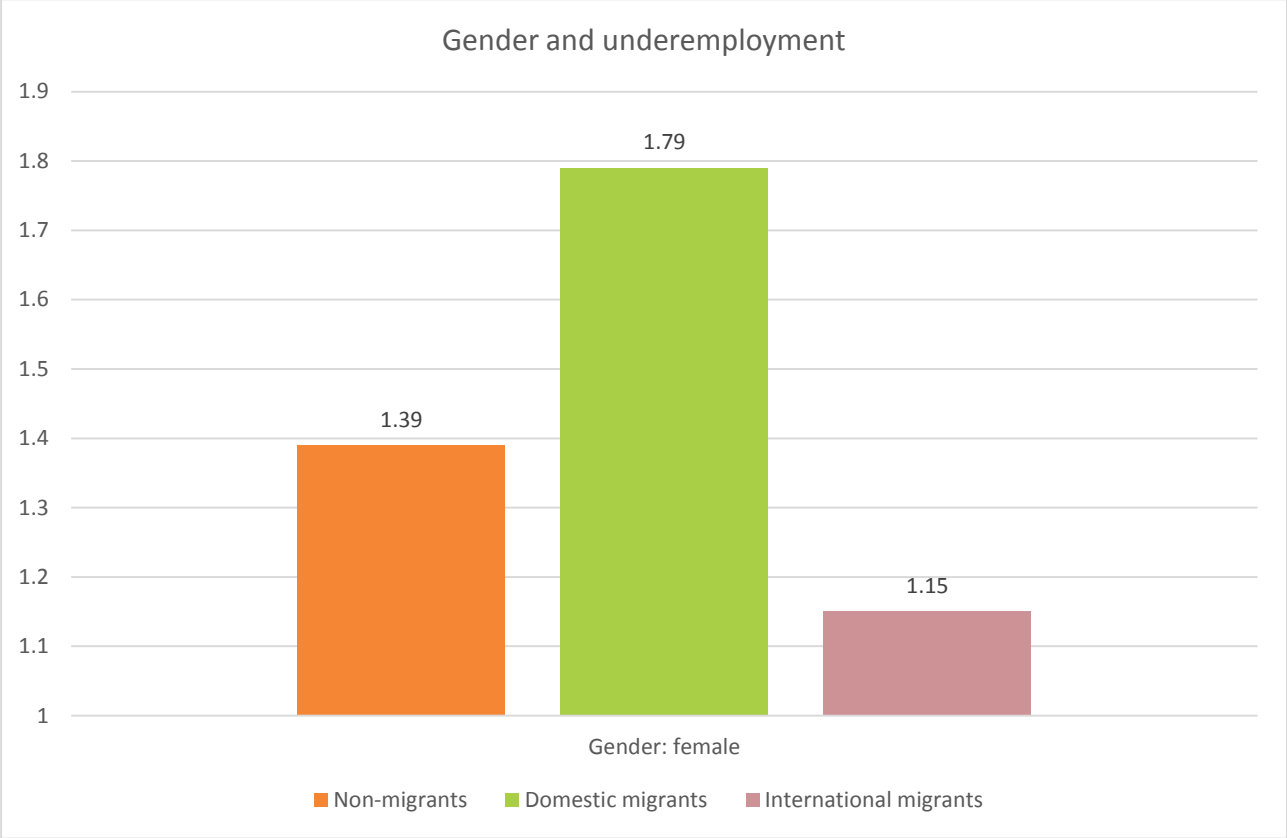
Explanatory example: It is 0,85 times as likely for NM to be underemployed when their age increases by one standard-error. It is 0,89 times as likely for DM and 0,93 times as likely for IM.

While the difference related to age between DM and IM is almost insignificant concerning the probability of employment, it is significant in terms of underemployment.

5.2.2. The impact of gender

With regard to employment, discrimination against women is, as was seen above, much more significant for NM than for the other two groups. That is not the case when one examines the situation in terms of underemployment (**Figure 9**).

Figure 9. Gender and underemployment



Explanatory example: It is 1,39 times more likely for a NM woman to be underemployed than for a NM man. It is 1,76 times more likely for a DM woman than for a DM man.

In this instance it is DM women who are most discriminated against in terms of underemployment. They are much more likely to be underemployed than DM men but also more discriminated against than NM and IM women. Concerning the latter, the probability of being underemployed for an IM woman is not statistically different from the probability of underemployment for an IM man.

5.2.3. The impact of population groups

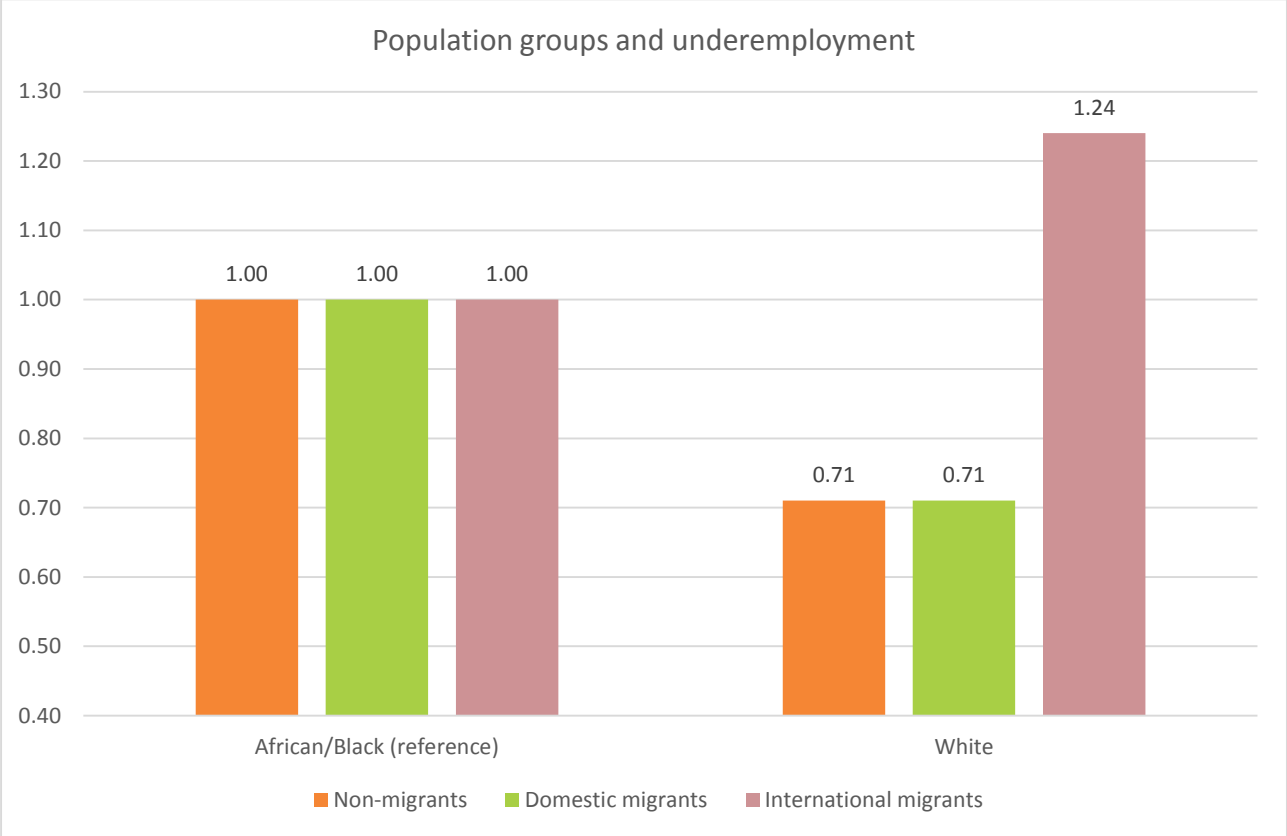
The impact of population groups on the probability of being underemployed relates, as it did for gender, to discriminatory practices in the labour market.

Figure 10 presents the results. Regarding underemployment, only African/Blacks and Whites can be compared due to low numbers in the other two groups.

For both NM and DM, the probability of being underemployed is lower for Whites than for African/Blacks, confirming the same hierarchy as was identified in terms of the rate of employment.

The result is the opposite concerning IM. The probability of underemployment is higher for White IM than African/Black IM. However, the number of White underemployed IM is very low, meaning that the results presented in **Figure 10** should be taken cautiously.

Figure 10. Population groups and underemployment



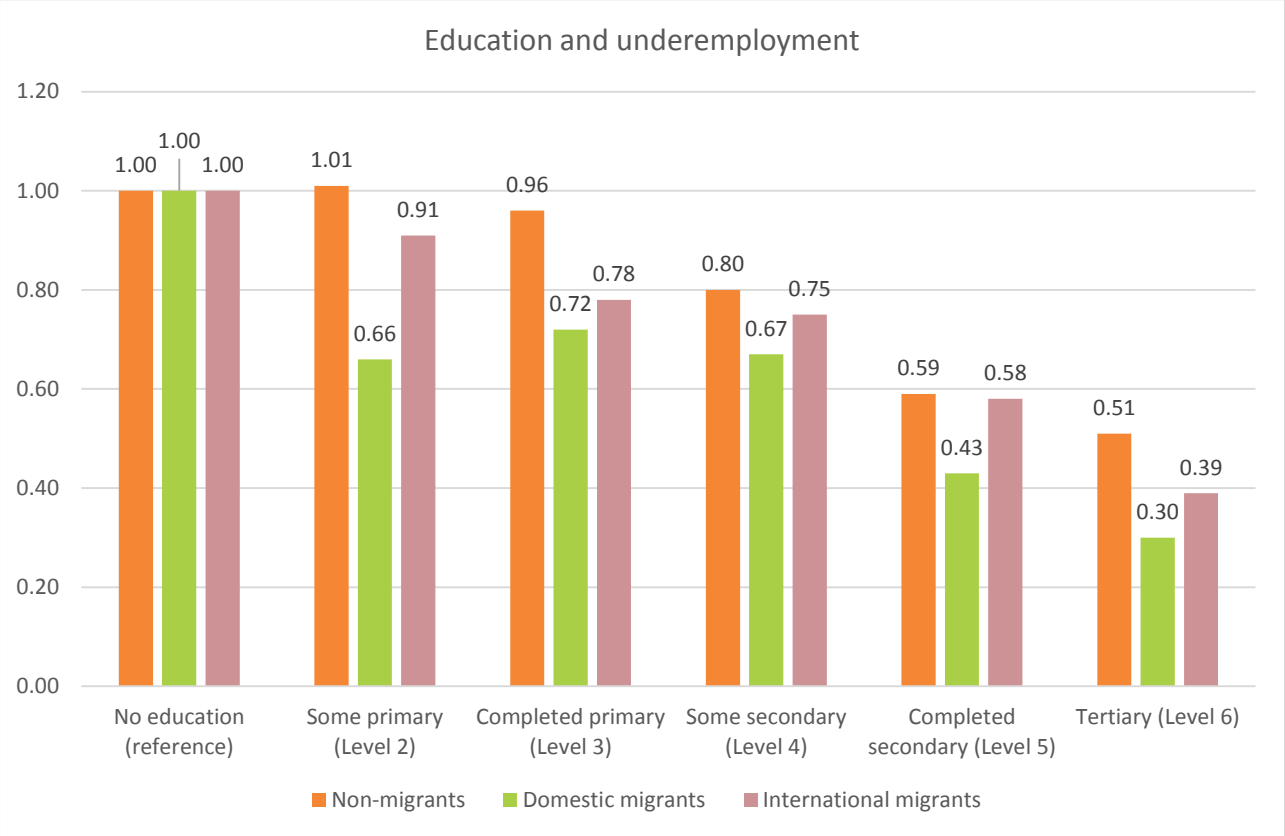
Explanatory example: Compared with an African/Black NM, a White NM is 0,71 times as likely to be underemployed.

5.2.4. The impact of education

The level of education an individual is a factor in employment. One would expect that it should offer some protection against underemployment. **Figure 11** presents the relationship between the level of education and the probability of underemployment.

Results presented in **Figure 11** clearly indicate that for all three groups, education protects against underemployment. The better educated have a significantly lower probability of being underemployed than the less educated. This result holds for the three groups with no significant differences between them. DM benefit somewhat more than the other two groups from their investment in their own human capital via their investment in their education For instance, DM with a tertiary level of education are 0,3 times as likely to be underemployed than DM with no education while the equivalent odds-ratio is only 0,39 for IM and 0,51 for NM.

Figure 11. Education and underemployment



Explanatory example: Compared with an uneducated DM, a DM with a completed secondary level of education is 0,43 times as likely to be underemployed, and a DM with a tertiary level of education is 0,30 times as likely to be underemployed.

5.2.5. The relative situation of non-migrants, migrants and immigrants

The spatial context of underemployment has been examined and its impact explained. The probability of underemployment is lower in Ekurhuleni than in any other metro and higher in Nelson Mandela Metro than in any other metro. Concerning the type of settlement, it is in rural formal areas that the probability of underemployment is the lowest.

As was done for employment, our analysis then examined if, once the impact of individual and spatial variables is taken into account, differences in underemployment between the three groups continue to hold. Detailed results of the estimation are presented in Annex **Table 17**. **In essence, there is no difference between the three groups; none of the three groups has an advantage or disadvantage in terms of underemployment.**

5.3. Employment in the informal sector and precarious activities

As explained before, the QLFS provides two perspectives on informality. First, it allows us to examine informality from the point of view of the type of sector (referred to as Infor1 and Infor2 indicators in the following estimation tables), measuring the percentage of individuals working in the informal sector (the

two measures differ regarding the classification of agricultural activities). The second perspective on informality is through the type of employment (referred to as Infor3), measuring the percentage of persons in precarious employment.

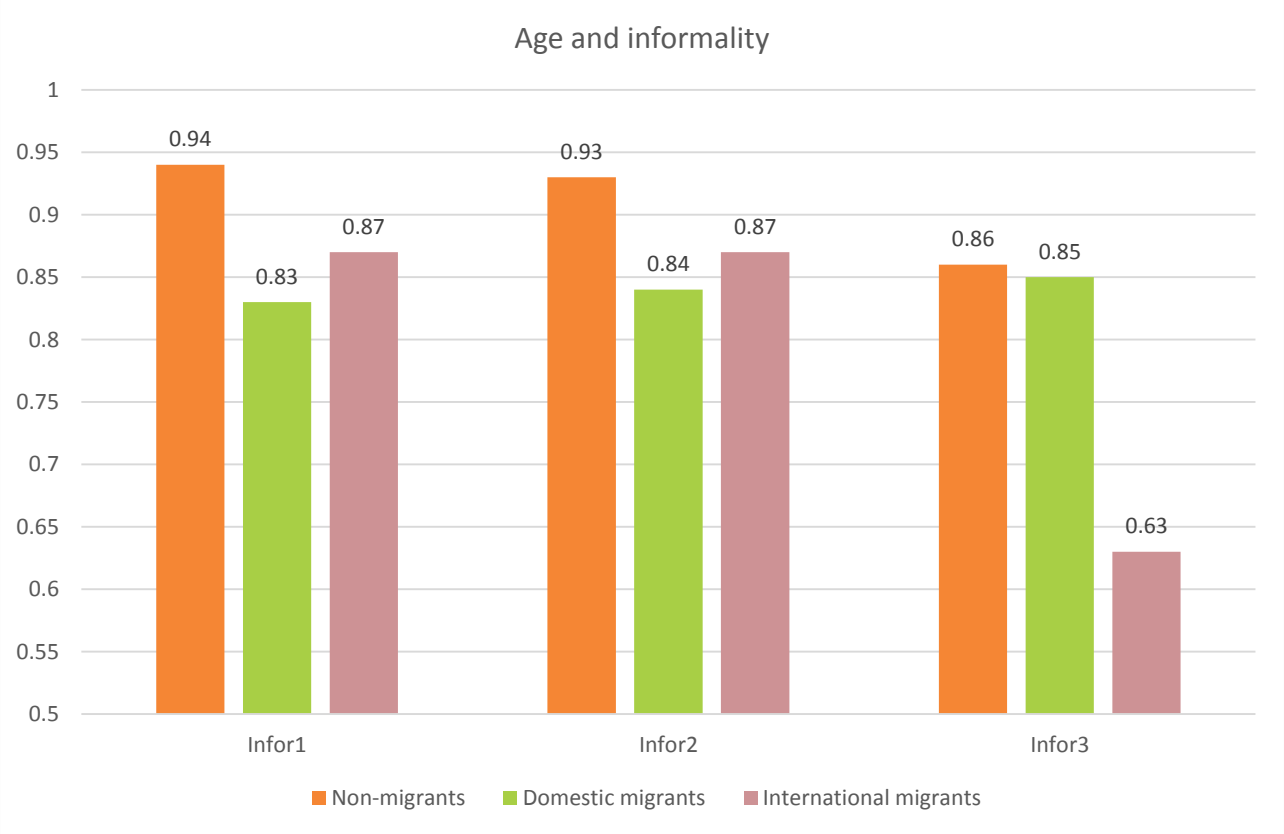
The following sections examine how the individual factors explain the probability of being employed in the informal sector and of being in precarious employment.

5.3.1. The impact of age

There is no particular reason for informality to be related to age. The informal sector is defined by the absence of regulation and taxation and, as such, is a sector of employment that has no reason to be more or less attractive according to the age.

Figure 12 presents the results concerning the age variable for the three different measures of informality.

Figure 12. Age and informality



Explanatory examples: It is 0,94 times as likely for NM to be employed in the informal sector when their age increases by one standard-error (Infor1 measure of informality). It is 0,85 times as likely for DM (Infor3 measure of informality). The odd ratios are all below 1 because there is a negative relationship between age and informality (the probability to be in the informal sector decreases with age).

Regarding the probability of being employed in the informal sector (Infor1 and Infor2 measures), age contributes to somewhat reduce this probability. The reduction is more significant for DM than for the

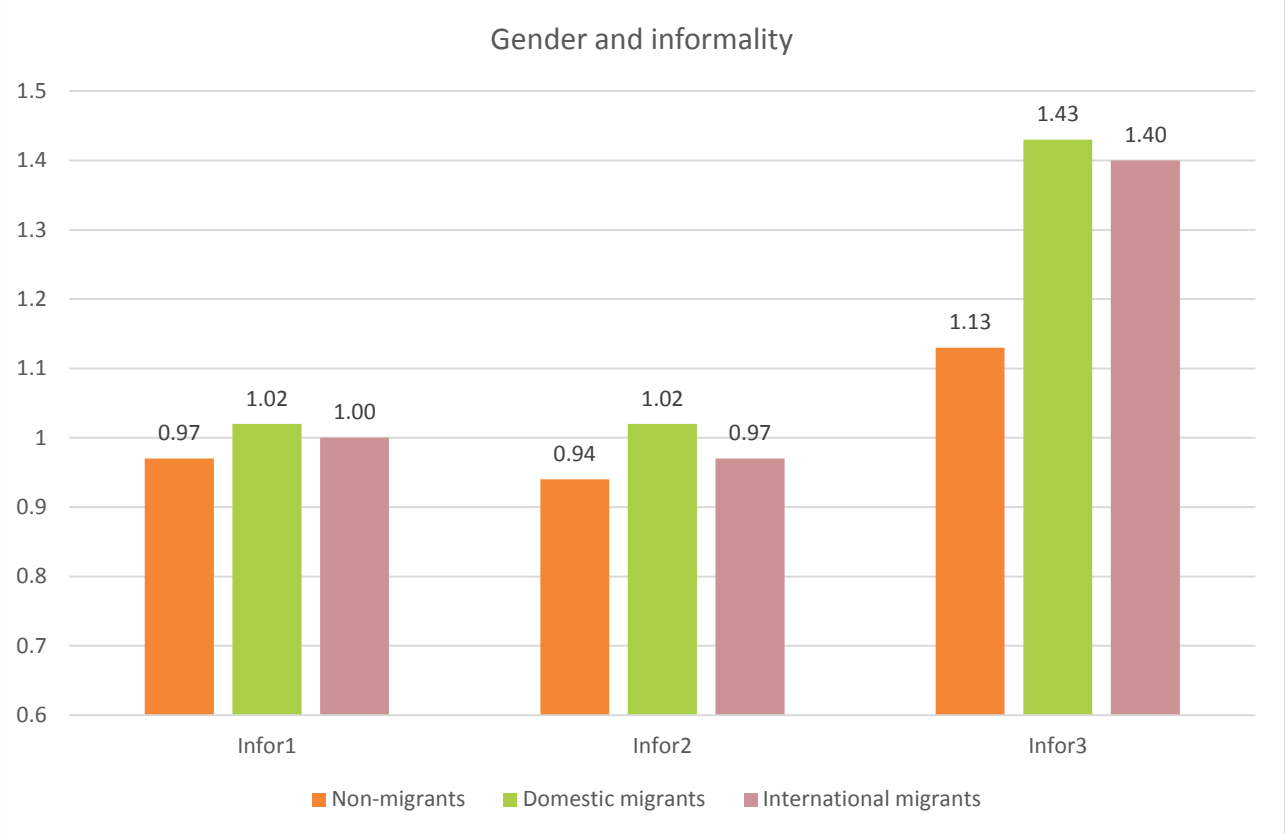
other two groups. For instance, for NM, the probability of working in the informal sector seems unrelated to their age.

Regarding precarious employment (Infor3), if age slightly reduces the probability for NM and DM, it considerably reduces the probability for IM. To get older significantly reduces the risk for IM to be in precarious employment. This result suggests that accepting work in precarious activities may be the lot of recently arrived and probably younger IM, a kind of stepping stone into the labour market before being employed in less precarious conditions.

5.3.2. The impact of gender

Figure 13 presents the results concerning the relationship between gender and informality.

Figure 13. Gender and informality



Explanatory examples: It is 0,97 times as likely for a NM woman to be in the informal sector (Infor1 measure) as for a NM man. It is 1,43 times more likely for a DM woman to be in precarious employment (Infor3 measure) than for a DM man.

Regarding employment in the informal sector, there are no marked differences between men and women. The odds-ratio for the three groups and the first two measures of informality are very close to 1, meaning that if any difference exists, it is not significant.

That is not the case concerning precarious activities. If the probability for NM women to be in a precarious activity is higher than for NM men, DM and IM women are particularly disadvantaged. Women in these two

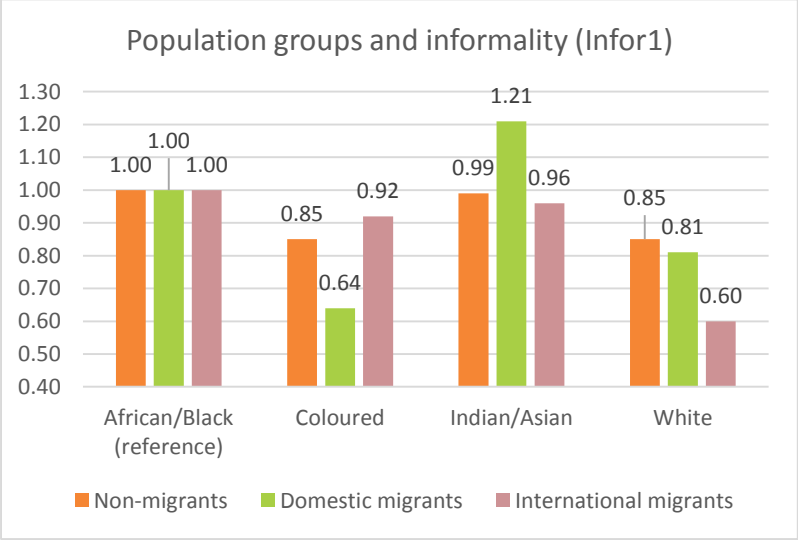
categories have an equally strong higher probability to be in precarious employment than men (without any difference between the two groups of women).

5.3.3. *The impact of population groups*

The following three figures present the result concerning the relationship between population group and informality. Results are very similar for the three indicators of informality. As would be expected, Whites are less likely to be employed in the informal sector or to be in precarious employment than African/Blacks. The situation is particularly advantageous for White IM. They are far less likely to be employed in the informal sector or in a precarious activity than African/Black IM. This could be explained by the fact that most White IM are coming to South Africa as expatriates working for international firms, and as academics and highly-skilled professionals with employment guaranteed prior to departure.

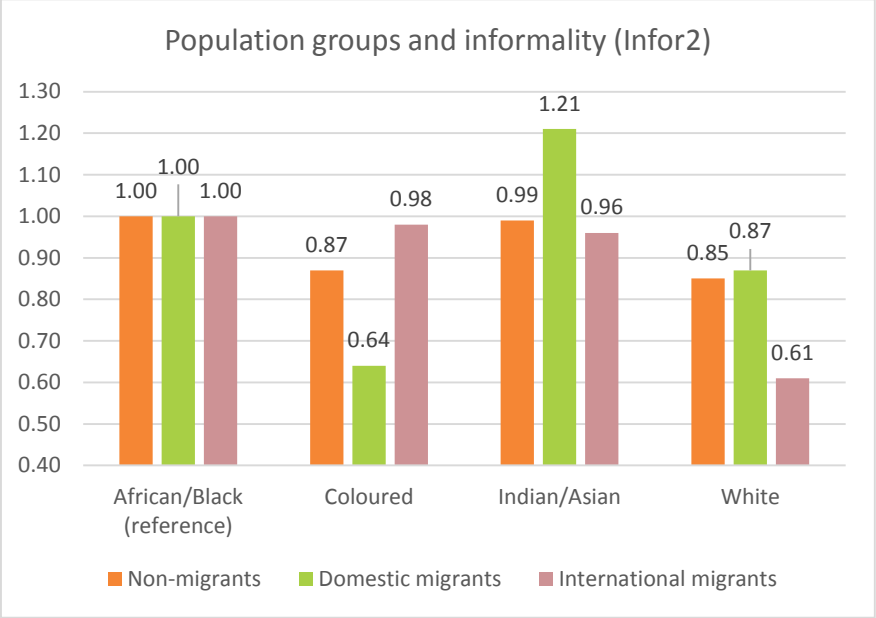
Methodological note: As for underemployment, the size of the Coloured and the Indian/Asian population groups are too small to allow for truly robust comparison.

Figure 14. Population groups and informality (Infor1)



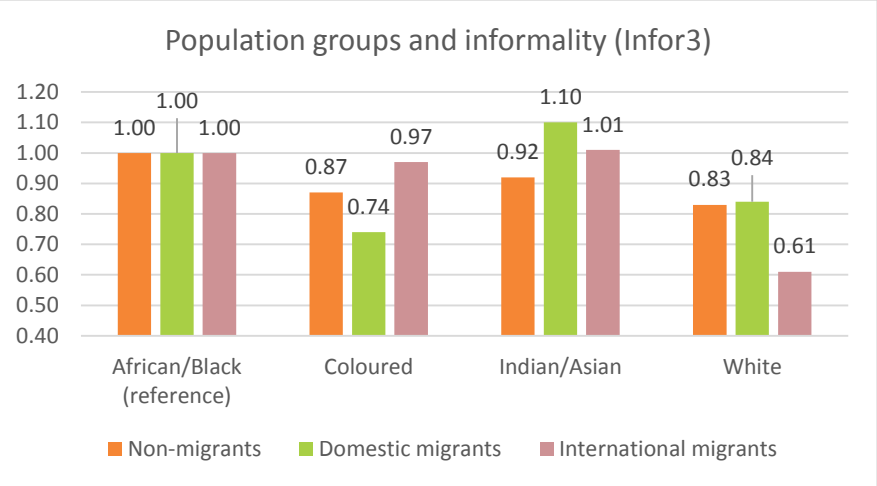
Explanatory example: Compared with an African/Black NM, a Coloured NM is 0,85 times as likely to be in the informal sector (Infor1), and a White NM is 0,85 times as likely to be in the informal sector.

Figure 15. Population groups and informality (Infor2)



Explanatory example: Compared with an African/Black NM, a Coloured NM is 0,87 times as likely to be in the informal sector (Infor2), and a White NM is 0,85 times as likely to be in the informal sector.

Figure 16. Population groups and informality (Infor3)



Explanatory example: Compared with an African/Black NM, a Coloured NM is 0,87 times as likely to be in precarious employment (Infor3), and a White NM is 0,85 times as likely to be in precarious employment.

5.3.4. The impact of education

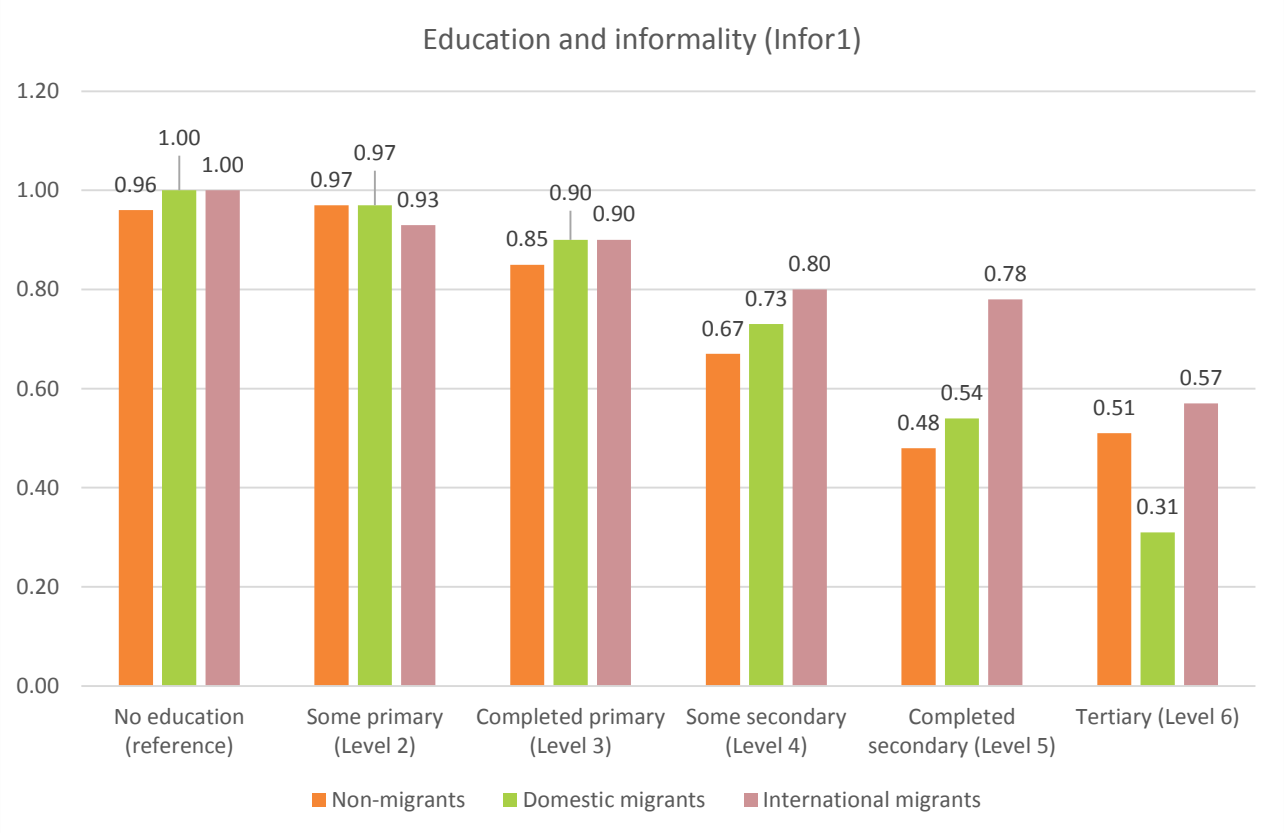
The last individual factor to be examined is education. The following figures present the results for level of education in the three measures of informality across the three groups.

First, concerning the sector of employment, Figure 17 and Figure 18 clearly show that more educated persons are less likely to be employed in the informal sector. This is especially the case for individuals with

at least some secondary level of education. Individuals having a tertiary level of education are a lot less likely to be in the informal sector. For instance, educated NM are 0,51 times as likely (meaning almost 2 times less likely) to be in the informal sector than uneducated NM.

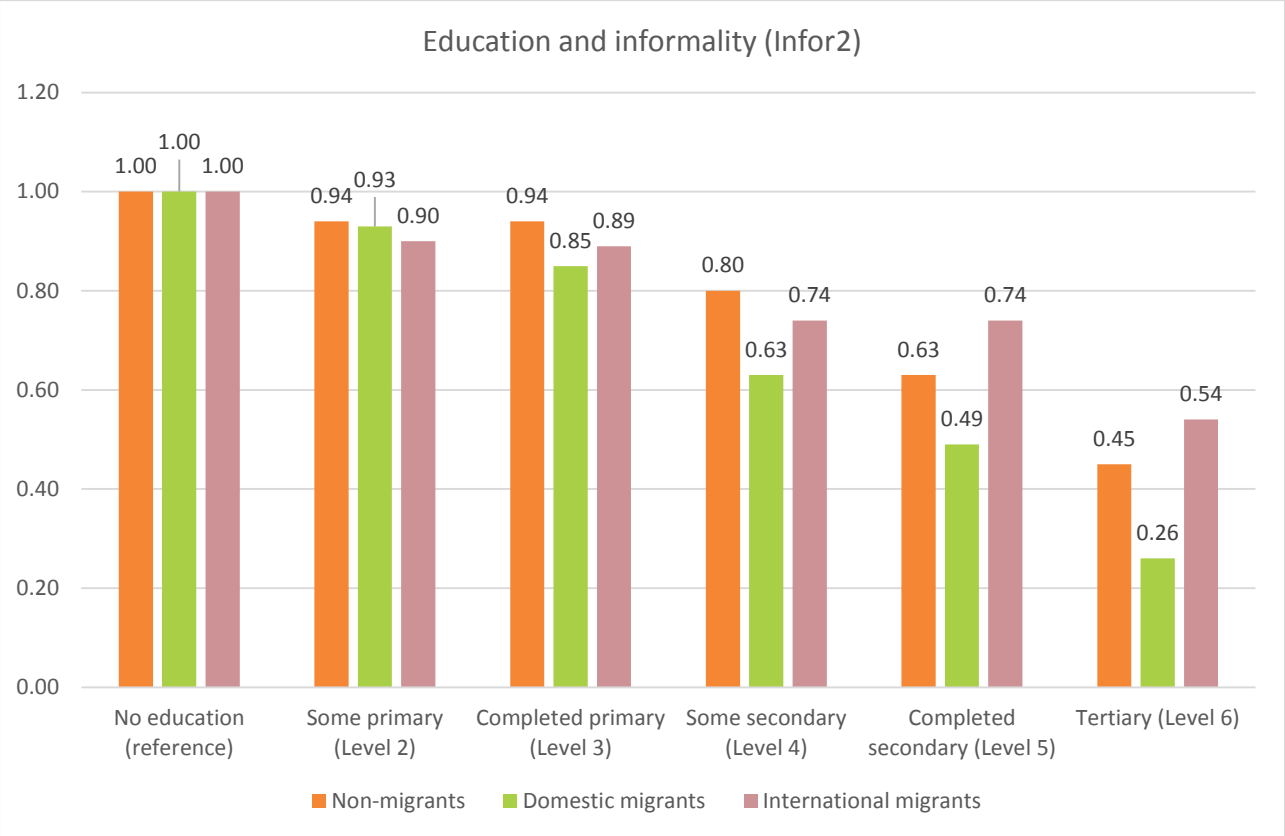
Some differences appear between the three groups. For instance, DM with a tertiary level of education are the group that benefits most from having invested in education. Their probability of being in the informal sector is more than 3 times lower than for uneducated DM. For any given level of education, IM are more likely to be in the informal sector than the other two groups. The discrepancies are particularly noticeable when one uses the Infor2 measure of employment that includes agricultural activities. This confirms qualitative scholarly and anecdotal data pointing to the employment of IM in the agricultural sector in activities not related to their level of education.

Figure 17. Education and informality (Infor1)



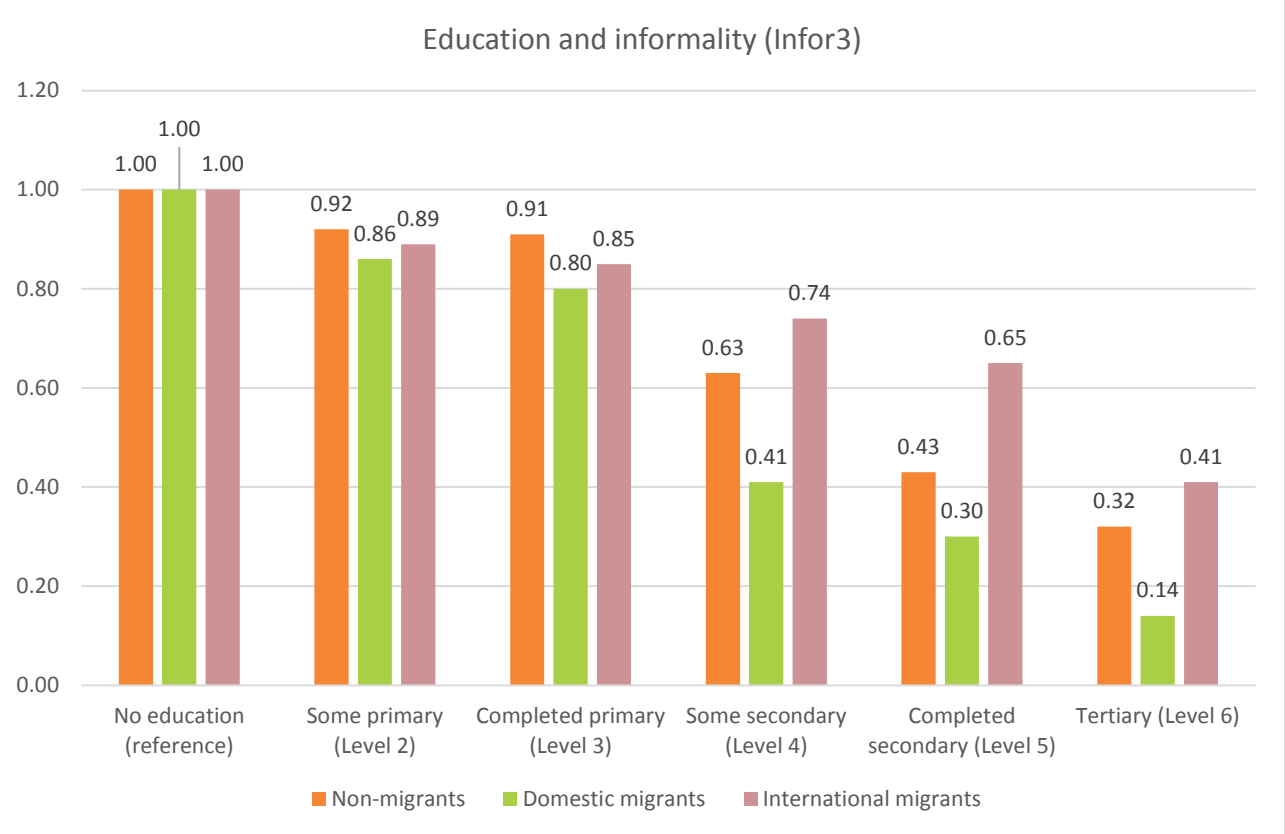
Explanatory example: Compared with an uneducated DM, a DM with a completed secondary level of education is 0,54 times as likely to be in the informal sector (Infor1), and a DM with a tertiary level of education is 0,31 times as likely to be in the informal sector.

Figure 18. Education and informality (Infor2)



Explanatory example: Compared with an uneducated DM, a DM with a completed secondary level of education is 0,49 times as likely to be in the informal sector (Infor2), and a DM with a tertiary level of education is 0,26 times as likely to be in the informal sector.

Figure 19. Education and informality (Infor3)



Explanatory example: Compared with an uneducated DM, a DM with a completed secondary level of education is 0,30 times as likely to be in precarious employment (Infor3), and a DM with a tertiary level of education is 0,14 times as likely to be in precarious employment.

The results concerning precarious employment are relatively similar to this report's findings on it as discussed above. Similarly to more educated persons being less likely to be employed in the informal sector, more educated persons are also less likely to be in precarious employment. Regarding the latter, the protective role of education is even more important. This is specially the case for DM. The more educated DM are, the less likely they are to be in precarious employment. For instance, DM with a completed secondary level of employment are 3,33 times less likely to be in a precarious situation than uneducated DM. With a tertiary level of education, they are about 7 times less likely to be in such a situation.

A higher level of education protects individuals in the three groups from being in precarious employment. However, with respect to activity in the informal sector, DM fare best and IM fare worst. For a given level of education, IM continue to face a higher probability of being in precarious employment than both NM and DM, especially for higher levels of education

5.3.5. The relative situations of non-migrants, domestic and international migrants

As in the former section devoted to employment and underemployment, the impact of spatial variables on informality will now be presented for the three groups together (since these variables do not impact NM, DM or IM differently).

Concerning the metro variables, the main result is that informal activities and precarious employment are more prevalent in the Johannesburg Metro than in any other metro, with the Nelson Mandela metro having the second-most prevalence. Conversely, informal sector activity is less important in the Cape Town, eThekweni and Ekurhuleni metros than anywhere else in the country (without any particular difference between these three metros).

Considering the type of settlement, it is not unexpected to find that informal activities are more present in tribal areas. Conversely, the probability of being in the informal sector is lower for those living in rural and urban formal areas. This result does not hold for precarious employment, which is, in fact, not less likely in formal areas.

Having taken into account all individual and spatial factors susceptible to explaining informal activities, we can now examine unexplained differences related to individuals' migration status. **Table 11** presents the same type of estimation as was previously done for employment. The first three variables at the top of the table relate to migration.

The table reveals that the estimated coefficient associated with the IM variable is positive and highly significant in all regressions. **This means that even after having controlled for the impact of individual and spatial variables, IM are more likely to be employed in the informal sector or to be in precarious employment. In other words, an IM with the same age, gender, and level of education, belonging to the same population group and residing in the same place as a NM has a higher probability of being employed in the informal sector or of being in precarious employment than either a NM or a DM, with no particular difference between the latter two categories.** At any given age, level of education, etc., NM and DM have the same probability of being employed in the informal sector or in a precarious activity.

Thus, IM have the highest probability of being employed in informal and precarious activities. **This result certainly provides a first explanation to the higher probability of employment of IM observed previously (see section 4.1.6.).** This leaves a key question pending, that of income levels. Unfortunately, we cannot answer that question due to the unavailability of data on income. **What becomes clear from the analysis, however, is that while IM are more likely to be employed, they are at the same time also more likely to be in the informal sector and in precarious forms of employment, both known to be associated with lower levels of earnings, especially in South Africa** (Bargain & Kwenda, 2011). This question is discussed further in the conclusion of the report.

Table 11. Employment type by status group and education

	(1) infor1	(2) infor1	(3) infor2	(4) infor3
International migrant	0,903***	0,819***	0,857***	0,985***
	(7,60)	(5,86)	(7,11)	(6,25)
Domestic migrant	0,0835		0,0695	0,0140
	(0,68)		(0,61)	(0,12)
Non-migrant		-0,0835		
		(-0,68)		
Female	-0,0567	-0,0567	-0,128***	0,272***
	(-0,90)	(-0,90)	(-2,70)	(5,91)
Log(Age)	-0,242***	-0,242***	-0,250***	-0,522***
	(-2,84)	(-2,84)	(-2,74)	(-5,51)
Coloured	-0,489***	-0,489***	-0,403**	-0,407***
	(-3,05)	(-3,05)	(-2,10)	(-2,68)
Asian/Indian	-0,0462	-0,0462	-0,0384	-0,463***
	(-0,42)	(-0,42)	(-0,33)	(-7,98)
White	-0,589***	-0,589***	-0,555**	-0,666***
	(-2,74)	(-2,74)	(-2,51)	(-2,58)
Level 2	-0,117	-0,117	-0,183**	-0,264**
	(-1,52)	(-1,52)	(-2,35)	(-2,11)
Level 3	-0,140**	-0,140**	-0,259***	-0,398***
	(-2,16)	(-2,16)	(-5,41)	(-4,04)
Level 4	-0,323***	-0,323***	-0,456***	-0,934***
	(-5,62)	(-5,62)	(-10,16)	(-8,50)
Level 5	-0,840***	-0,840***	-0,973***	-1,799***
	(-12,21)	(-12,21)	(-16,49)	(-15,47)
Level 6	-1,867***	-1,867***	-1,989***	-2,977***
	(-12,58)	(-12,58)	(-11,79)	(-14,49)
N	21 152	21 152	21 152	20 222
Pseudo R^2	0,1071	0,1071	0,1035	0,1589

t statistics in parentheses, * $p < 0,1$, ** $p < 0,05$, *** $p < 0,01$
Robust standard errors adjusted for clustering (by province).
The population group taken as reference is African/Black.
The level of education taken as reference is Level 1 (uneducated).

Finally, as for employment, discrimination on the basis of gender and race was investigated further. Two additional estimations were run, one with a sample including only African/Black individuals and the other including only White individuals.

Results found earlier in the analysis still hold when one considers the African/Black group. Women suffer from discrimination except when employment in the informal sector is measured with the Infor1 variable. IM are also more likely to be in the informal sector and in precarious employment than NM or DM.

Concerning the White population group, the estimations show that gender discrimination only exists for employment in the informal sector (Info1 and Infor2 variables). Concerning the migration status, there is no difference this time between the three groups. White individuals in the informal sector are neither advantaged nor disadvantaged by their migration status.

5.4. Industrial sectors of employment

The QLFS distinguishes ten sectors of employment (the main industries). **Table 12** below presents the share of NM, DM and IM in each sector.

The three groups emerge as characterised by specific profiles when it comes to their distribution across industrial sectors. For instance, DM are more present in mining and to a lesser extent in financial industry than the other two groups. For their part, IM are more present in the agricultural, trade and to a lesser extent the private households sectors than the other two groups. Conversely, they are less present in transport and in the personal service sector.

Table 12. Distribution per industrial sectors

	Non-migrants	Domestic migrants	International migrants
01 = Agriculture, hunting, forestry and fishing	5,39	4,93	7,53
02 = Mining and quarrying	2,67	8,84	4,47
03 = Manufacturing	12,01	7,54	11,07
04 = Electricity, gas and water supply	0,80	1,01	0,19
05 = Construction	6,77	10,29	11,53
06 = Wholesale and retail trade	20,99	18,26	28,09
07 = Transport, storage and communication	5,67	5,80	3,44
08 = Financial intermediation, insurance, real estate and business services	11,81	13,19	9,21
09 = Community, social and personal services	24,43	24,20	12,84
10 = Private households	9,45	5,94	11,53

It is valuable to study how these differences in terms of industrial sectors are explained by individual and spatial variables, and even possibly by migration status.

Methodological note: In order to run such an analysis, one estimation has been run for most industries using the same individual and spatial variables as in former estimations. Each estimation includes, in addition to the control variables, the migration variables. However, due to an insufficient number of observations, it is not possible to analyse the situation in the agricultural, mining, electricity and transport industries. The analysis therefore focuses on manufacturing, construction, trade, financial, service and private households industries.

The complete estimations of this analysis are presented in the annex. **Table 13** focuses on results concerning the migration variables.

Table 13. Comparison between the three groups concerning industrial sector of employment

	International migrants compared to Domestic migrants	International migrants compared to Non-migrants	Domestic migrants compared to Non-migrants
01 = Agriculture, hunting, forestry and fishing	Insufficient number of observations		
02 = Mining and quarrying	Insufficient number of observations		
03 = Manufacturing	No difference	No difference	–
04 = Electricity, gas and water supply	Insufficient number of observations		
05 = Construction	+	No difference	No difference
06 = Wholesale and retail trade	+	+	No difference
07 = Transport, storage and communication	Insufficient number of observations		
08 = Financial intermediation, insurance, real estate and business services	–	–	No difference
09 = Community, social and personal services	No difference	–	No difference
10 = Private households	No difference	No difference	No difference

Explanatory note: IM compared to DM are more likely to be employed in the construction industry (positive sign) and less likely to be in the financial industry (negative sign).

Results in **Table 13** are *cetirus paribus* results because they compare IM to DM with the same age, gender, level of education, belonging to the same population group and residing in the same place. The sole difference in question is their position with regard to migration. The same is true for comparing IM to NM and DM to NM.

Table 13 shows that in most industry sectors, differences exist between the three groups that cannot be explained by individual and spatial differences. For instance, IM are more likely to be employed in the construction industry than the other two groups. IM are more likely to be employed in the wholesale and retail trade compared to both DM and NM without any difference between the latter two groups. Conversely, IM are less likely to be employed in the finance industry compared to the other two groups, without any difference between them. IM are also less likely to be employed in community, social and personal services compared to NM but there is no difference when IM are compared to DM. Finally, there is no difference between IM and DM with regard to employment in the manufacturing industry, but a difference exists between DM and NM (the latter being more likely to be employed in manufacturing).

These results are consistent with results on informal employment, which is prevalent in the construction and trade sectors. For instance, about 44 per cent of individuals in the informal sector (Infor2 measure) are employed in trade, 14 per cent in services and 13 per cent in construction. It is therefore not surprising that IM, who are more likely to work in the informal sector, could be more likely to work in the trade and construction industries. However, this is not the only explanation. Informal employment is more prevalent in the service industry sector, but immigrants are not more likely to work in this sector.[19]

The results are also consistent with the earlier detailed results on precarious employment. IM are more involved in precarious employment than NM or DM. Precarious employment is more prevalent in trade (29 per cent of individuals in precarious activities are employed in this sector – Infor3 measure) whereas IM are more present in the private households (about 24 per cent), service and construction sectors (about 10 per cent each).

5.5. Type of occupation

In addition to the sector of employment, one can analyse the type of occupation. The QLFS distinguishes between ten different occupations. **Table 14** below presents the occupation structure for the three groups.

The distribution of the three groups per occupation is uneven. For instance, compared to the other two groups, IM are more numerous in the 'legislators', senior officials and managers' category[20] and 'craft and related trades' category. They are less prevalent in the 'clerks' category and 'plant and machine operators and assemblers' category. For their part, compared to NM, DM are more prevalent in the categories of 'legislators, senior officials and managers', 'professionals', 'service workers and shop and market sales workers' and 'plant and machine operators and assemblers. NM are dominant in the category of 'elementary occupation'.

[19] Another reason could also be that the service category conflates the employment types of service in government administration with service in the private sector.

[20] A test of difference of means indicates that IM are more represented among managers than DM (in other words, even if the average percentage is close, there is a statistical difference between them). This may also be because of the manner in which persons who are self-employed are categorized as managers.

Table 14. Distribution per occupation

	Non-migrants	Domestic migrants	International migrants
01 = Legislators, senior officials and managers	7,29	9,57	10,70
02 = Professionals	5,36	7,25	6,33
03 = Technical and associate professionals	11,61	11,74	6,98
04 = Clerks	10,71	7,54	3,72
05 = Service workers and shop and market sales workers	14,61	16,09	15,72
06 = Skilled agricultural and fishery workers	0,70	0,43	0,84
07 = Craft and related trades workers	11,01	13,19	21,67
08 = Plant and machine operators and assemblers	8,17	9,42	4,93
09 = Elementary occupation	22,85	20,14	21,77
10 = Domestic workers	7,71	4,64	7,35

As for industrial sectors, these differences in terms of occupation can be explained by the migration status (once the influence of individuals' characteristics and spatial variables have been controlled for). We ran an estimation for most occupations using the same individual and spatial variables as in former estimations. Each estimation includes, in addition to the control variables, the migration variables. However, due to an insufficient number of observations, the agricultural, mining, electricity and transport industries had to be left out. Thus, the analysis focuses on the following occupations: 'legislators, senior officials and managers', 'service workers and shop and market sales workers', 'craft and related trades workers' and those categorised as being in an 'elementary occupation'.

The complete estimations are presented in the annex. **Table 15** presents results for the migration variables.

Table 15. Comparison between the three groups concerning occupation

	International migrants compared to Domestic migrants	International migrants compared to Non-migrants	Domestic migrants compared to Non-migrants
01 = Legislators, senior officials and managers	No difference	+	+
02 = Professionals	Insufficient number of observations		
03 = Technical and associate professionals	Insufficient number of observations		
04 = Clerks	Insufficient number of observations		
05 = Service workers and shop and market sales workers	No difference	No difference	No difference
06 = Skilled agricultural and fishery workers	Insufficient number of observations		
07 = Craft and related trades workers	+	+	No difference
08 = Plant and machine operators and assemblers	Insufficient number of observations		
09 = Elementary occupation	No difference	–	No difference
10 = Domestic workers	Insufficient number of observations		

As in the analysis of employment by industry, **Table 15** presents results that are *cetirus paribus*. IM are compared to DM with the same age, gender, level of education, belonging to the same population group and residing in the same place. The sole difference between them is their position with regard to migration. The same is done when comparing IM to NM and DM to NM.

Table 15 shows that differences in occupation are not strongly related to individual and spatial differences. For instance, while IM are more present among managers than DM, the difference no longer persists once individual and spatial variables are taken into account. However, a difference exists when IM are compared with NM (and also when the latter are compared to DM). There is also absolutely no difference between the three groups for the sales workers category. However, IM are more likely to be craft and related trades workers than DM and NM. Lastly, IM are less likely than NM to be involved in the category 'elementary occupation'.

As with industrial sectors, the results regarding occupation can be related to the relative degree of informality prevalent in different occupations. For instance, workers in an 'elementary occupation' overwhelmingly occupy the informal sector (34 per cent of individuals working in the informal sector have an 'elementary occupation', Infor2 measure), followed by 'craft and related trades workers' (22 per cent) and 'service workers and shop and market sales workers' (20 per cent). This may explain the highest

prevalence of IM among 'craft and related trades workers, but not the other results presented in **Table 15**. For instance, while IM are more present in the informal sector, and while elementary workers are overwhelmingly in the informal sector, the lack of concentration of IM in elementary occupations is only explained by their individual and spatial characteristics. Compared to NM, there are fewer in this occupation than would be expected based on their individual and spatial characteristics.

This applies similarly to the relationship between occupation and precarious employment (Infor3 measure). 'Elementary occupations' account for 32 per cent of precarious workers, while 18 percent of precarious workers are in 'Domestic work', and about 15 per cent are in 'service and shop and market sales work' and 'craft and related trades work'. Yet, here again, the high prevalence of precarious employment among IM only explains their larger presence (once their individual and spatial characteristics are taken into account) among 'craft and related trades workers'.

Conclusion

The aim of this report was to compare the situation of IM, DM and NM in the South African labour market using the QLFS.

Regarding international migration, two main results emerge:

- The probability of employment is higher for IM than for the other two categories. In other words, an international migrant with the same age, gender, level of education, belonging to the same population group and residing in the same place as a national, has a higher probability of being employed than the latter.
- IM have a higher probability of being employed in informal and precarious activities than people in the other two groups.

The first result can be compared to the situation of IM in other countries. According to the DIOC-E database developed by OECD (Dumon et al, 2010), a global migration database that covers 89 destination countries and about 110 million IM, in most OECD and non-OECD countries, employment rates for IM are below that of the native-born population. The OECD exceptions are Luxembourg and southern European countries before the recent deterioration of their labour market conditions. The non-OECD exception is South Africa, an observation that confirms the result of the present analysis. This result may be explained by the educational status of IM migrating to South Africa. In South Africa, as in most OECD countries, IM are more educated than nationals[21]. However, in the case of South Africa, skilled IM are perhaps better rewarded in the labour market than they generally are in other countries. In most OECD countries, IM suffer from being overqualified for their jobs (Dumont et al, 2010). The situation regarding employment of IM in South Africa may suggest that skilled IM are better integrated in the labour market, in positions more in line with their qualifications[22]. The QLFS sample on IM is not large enough especially concerning information on occupation to allow a comparison of occupation and qualification.

The second result is more in line with international trends. Regarding precarious employment, this situation of IM in South Africa is comparable to the situation in most countries, at least for unskilled or low-skilled IM. Immigrants everywhere tend to work in the most precarious sectors of national economies. The situation is also the same concerning employment in the informal sector.

This higher probability of IM's employment in the informal sector and precarious activities provides a first explanation to IM's general higher employment probability. It points to the following pattern: while IM are more likely to be employed, they are more likely to be so in the informal sector and in precarious employment, both characterised by lower levels of earnings. These results therefore raise the question of the relative position of IM in the South African labour market compared to NM and DM. Are they better off because they are more likely to be employed or less well off because they endure poorer working

[21] As shown above this is only the case when one compares IM to NM. The level of education of IM does not differ from that of the DM.

[22] The situation of unskilled IM in South Africa is certainly more in line with what is observed in other countries: a situation of underemployment in positions well below the IM's level of qualification.

conditions? Only the analysis of their income situation could provide an answer to this question. However, while questions on income are included in some waves of the QLFS, this was not the case when the migration module was administered. This data limitation is particularly unfortunate since it leaves the question of IM's income levels unanswered and thus precludes any definitive explanation of their relative situation.

With regard to internal migration, the analysis has shown that the situation of DM compared to that of NM is only explained by their individual characteristics (age, gender, population group, and level of education) and their spatial localisation. Mobility in itself does not exercise any specific influence on their situation. DM are neither positively, nor negatively impacted in the labour market compared to NM.

The next step in this comparative analysis of the labour market situation of IM, DM and NM would be to have more detailed information on the characteristics of individuals in the three groups. For instance, IM have been defined in this analysis as foreign-born but their situation regarding migration has not been taken into account. The size of the QLFS sample is too small to allow distinctions between foreign-born who have moved in the past five years and foreign-born who moved before that. In future analyses it would be helpful to introduce a question in the QLFS about the date of entrance in South Africa. It would also be worthwhile to increase the size of the sample of IM in the QLFS: this would enable a finer analysis of the labour integration of IM in the South African labour market and, in particular, the correspondence between their qualification and their job.

The question of the sample size is the most critical aspect for a comparative analysis of internal migration. In the present analysis, DM have been compared to both IM and NM. However, it may be more appropriate to compare domestic migrants who are South African-born and who have moved from another province in the past five years to international migrants who are foreign-born and who have moved from another province (or country) in the past five years. This last category can already be distinguished using the QLFS but the size of the sample is far too low to allow any robust comparative analysis. Techniques of oversampling used to study rare events would be, for that aim, particularly appropriate. Concerning DM and NM, a question regarding circular migration would be useful in order to distinguish these particular migrants who are largely specific to the South African context.

In summary, if the QLFS is relatively well suited to analyse the situation of foreign-born individuals in the labour market, it is far less suited to analyse internal migration and, in particular, circular migration and internal migration of foreign-born.

Annex

Table 16. The determinants of employment

	(1) emp1	(2) emp1	(3) emp2	(4) emp2
International migrant	0,942***	1,118***	1,026***	
	(7,67)	(4,31)	(8,69)	
Domestic migrant	-0,176		-0,0673	-1,093***
	(-1,07)		(-0,58)	(-6,01)
Non-migrants		0,176		-1,026***
		(1,07)		(-8,69)
Female	-0,229***	-0,229***	-0,327***	-0,327***
	(-3,21)	(-3,21)	(-4,76)	(-4,76)
Log(Age)	2,596***	2,596***	2,556***	2,556***
	(27,63)	(27,63)	(25,14)	(25,14)
Coloured	0,399***	0,399***	0,407***	0,407***
	(4,70)	(4,70)	(4,90)	(4,90)
Asian/Indian	0,729***	0,729***	0,782***	0,782***
	(5,45)	(5,45)	(7,99)	(7,99)
White	1,433***	1,433***	1,422***	1,422***
	(16,50)	(16,50)	(15,79)	(15,79)
Level 2	0,0553	0,0553	0,181	0,181
	(0,44)	(0,44)	(1,32)	(1,32)
Level 3	-0,0199	-0,0199	0,220	0,220
	(-0,11)	(-0,11)	(1,34)	(1,34)
Level 4	0,0415	0,0415	0,352**	0,352**
	(0,33)	(0,33)	(2,25)	(2,25)
Level 5	0,378***	0,378***	0,769***	0,769***
	(2,99)	(2,99)	(5,12)	(5,12)
Level 6	1,216***	1,216***	1,675***	1,675***
	(7,89)	(7,89)	(10,16)	(10,16)
Cape Town	-0,177*	-0,177*	0,110*	0,110*
	(-1,84)	(-1,84)	(1,70)	(1,70)

eThekweni	0,851***	0,851***	0,687***	0,687***
	(8,70)	(8,70)	(10,86)	(10,86)
Ekurhuleni	-0,471***	-0,471***	-0,267***	-0,267***
	(-4,06)	(-4,06)	(-3,95)	(-3,95)
Johannesburg	-0,00315	-0,00315	0,149**	0,149**
	(-0,03)	(-0,03)	(2,43)	(2,43)
Nelson Mandela Metro	-0,463***	-0,463***	-0,159**	-0,159**
	(-4,18)	(-4,18)	(-2,54)	(-2,54)
Tshwane	-0,163	-0,163	-0,0782	-0,0782
	(-1,59)	(-1,59)	(-1,27)	(-1,27)
Urban informal	0,163	0,163	0,163*	0,163*
	(1,56)	(1,56)	(1,75)	(1,75)
Tribal areas	-0,0348	-0,0348	-0,422***	-0,422***
	(-0,22)	(-0,22)	(-5,71)	(-5,71)
Rural formal	1,062***	1,062***	1,044***	1,044***
	(3,87)	(3,87)	(5,71)	(5,71)
Constant	-8,443***	-8,619***	-8,898***	-7,872***
	(-23,33)	(-23,84)	(-22,49)	(-23,02)
N	28569	28569	32130	32130
Pseudo R^2	0,1505	0,1505	0,1702	0,1702

t statistics in parentheses, * $p < 0,1$, ** $p < 0,05$, *** $p < 0,01$
Robust standard errors adjusted for clustering (by province).
The group of population taken as reference is African/Black. The area taken as reference is the Non-Metro. The level of education taken as reference is Level 1 (uneducated). The type of settlement taken as reference is Urban formal.

Table 17. The determinants of underemployment

	(1) Underemployment	(2) Underemployment
International migrant	-0,175	-0,115
	(-0,82)	(-0,40)
Domestic migrant	-0,0603	
	(-0,38)	
Non-migrant		0,0603
		(0,38)
Female	0,658***	0,658***
	(6,24)	(6,24)
Log(Age)	-0,497***	-0,497***
	(-3,40)	(-3,40)
Coloured	-0,0839	-0,0839
	(-0,36)	(-0,36)
Asian/Indian	-1,414***	-1,414***
	(-3,43)	(-3,43)
White	-0,880*	-0,880*
	(-1,93)	(-1,93)
Level 2	-0,0215	-0,0215
	(-0,12)	(-0,12)
Level 3	-0,248	-0,248
	(-1,02)	(-1,02)
Level 4	-0,467***	-0,467***
	(-2,81)	(-2,81)
Level 5	-1,182***	-1,182***
	(-7,26)	(-7,26)
Level 6	-1,774***	-1,774***
	(-7,69)	(-7,69)
Cape Town	-0,224	-0,224
	(-1,38)	(-1,38)
eThekweni	-0,243*	-0,243*
	(-1,69)	(-1,69)

Ekurhuleni	-0,838*** (-5,55)	-0,838*** (-5,55)
Johannesburg	0,162 (1,04)	0,162 (1,04)
Nelson Mandela Metro	0,697*** (4,25)	0,697*** (4,25)
Tshwane	-0,460*** (-3,08)	-0,460*** (-3,08)
Urban informal	0,153 (0,74)	0,153 (0,74)
Tribal areas	0,298 (1,08)	0,298 (1,08)
Rural formal	-0,906*** (-3,45)	-0,906*** (-3,45)
Constant	-0,843 (-1,50)	-0,904 (-1,42)
N	21152	21152
Pseudo R^2	0,0715	0,0715

t statistics in parentheses, * $p < 0,1$, ** $p < 0,05$, *** $p < 0,01$
Robust standard errors adjusted for clustering (by province)
The group of population taken as reference is African/Black. The area taken as reference is the Non-Metro. The level of education taken as reference is Level 1 (uneducated). The type of settlement taken as reference is Urban formal.

Table 18. The determinants of informal activities and precarious employment

	(1) infor1	(2) infor1	(3) infor2	(4) infor3
International migrant	0,903*** (7,60)	0,819*** (5,86)	0,857*** (7,11)	0,985*** (6,25)
Domestic migrant	0,0835 (0,68)		0,0695 (0,61)	0,0140 (0,12)
Non-migrant		-0,0835 (-0,68)		
Female	-0,0567 (-0,90)	-0,0567 (-0,90)	-0,128*** (-2,70)	0,272*** (5,91)
Log(Age)	-0,242*** (-2,84)	-0,242*** (-2,84)	-0,250*** (-2,74)	-0,522*** (-5,51)
Coloured	-0,489*** (-3,05)	-0,489*** (-3,05)	-0,403** (-2,10)	-0,407*** (-2,68)
Asian/Indian	-0,0462 (-0,42)	-0,0462 (-0,42)	-0,0384 (-0,33)	-0,463*** (-7,98)
White	-0,589*** (-2,74)	-0,589*** (-2,74)	-0,555** (-2,51)	-0,666*** (-2,58)
Level 2	-0,117 (-1,52)	-0,117 (-1,52)	-0,183** (-2,35)	-0,264** (-2,11)
Level 3	-0,140** (-2,16)	-0,140** (-2,16)	-0,259*** (-5,41)	-0,398*** (-4,04)
Level 4	-0,323*** (-5,62)	-0,323*** (-5,62)	-0,456*** (-10,16)	-0,934*** (-8,50)
Level 5	-0,840*** (-12,21)	-0,840*** (-12,21)	-0,973*** (-16,49)	-1,799*** (-15,47)
Level 6	-1,867*** (-12,58)	-1,867*** (-12,58)	-1,989*** (-11,79)	-2,977*** (-14,49)
Cape Town	-0,215*** (-3,33)	-0,215*** (-3,33)	-0,245*** (-3,23)	-0,422*** (-5,95)
eThekweni	-0,268*** (-4,24)	-0,268*** (-4,24)	-0,265*** (-4,23)	-0,0466 (-1,05)

Ekurhuleni	-0,258***	-0,258***	-0,253***	-0,477***
	(-3,81)	(-3,81)	(-3,96)	(-8,44)
Johannesburg	0,0703	0,0703	0,0629	0,0460
	(1,03)	(1,03)	(0,96)	(0,72)
Nelson Mandela Metro	0,00335	0,00335	-0,0226	-0,120**
	(0,06)	(0,06)	(-0,42)	(-2,54)
Tshwane	-0,193***	-0,193***	-0,202***	-0,199***
	(-3,05)	(-3,05)	(-3,28)	(-3,60)
Urban informal	0,170***	0,170***	0,181***	0,369***
	(3,99)	(3,99)	(3,39)	(7,64)
Tribal areas	0,829***	0,829***	0,874***	0,682***
	(5,18)	(5,18)	(5,55)	(4,94)
Rural formal	-1,605***	-1,605***	-0,555**	-0,190
	(-6,36)	(-6,36)	(-2,11)	(-1,05)
Constant	-0,207	-0,124	-0,0143	2,177***
	(-0,68)	(-0,33)	(-0,04)	(5,47)
N	21152	21152	21152	20222
Pseudo R^2	0,1071	0,1071	0,1035	0,1589

t statistics in parentheses, * $p < 0,1$, ** $p < 0,05$, *** $p < 0,01$
Robust standard errors adjusted for clustering (by province).
The group of population taken as reference is African/Black. The area taken as reference is the Non-Metro. The level of education taken as reference is Level 1 (uneducated). The type of settlement taken as reference is Urban formal.

Table 19. The determinants of employment in manufacturing and construction sectors

	(1) manuf	(2) manuf	(3) construct	(4) construct
International migrant	-0,129	0,294	0,299*	0,0669
	(-0,54)	(0,83)	(1,80)	(0,24)
Domestic migrant	-0,423***		0,233	
	(-2,95)		(1,13)	
Non-migrant		0,423***		-0,233
		(2,95)		(-1,13)
Female	-0,539***	-0,539***	-1,893***	-1,893***
	(-6,11)	(-6,11)	(-8,12)	(-8,12)
Log(Age)	0,0520	0,0520	-0,582***	-0,582***
	(0,86)	(0,86)	(-4,57)	(-4,57)
Coloured	0,473***	0,473***	0,198***	0,198***
	(2,75)	(2,75)	(2,93)	(2,93)
Asian/Indian	0,477***	0,477***	0,0110	0,0110
	(9,67)	(9,67)	(0,14)	(0,14)
White	0,372***	0,372***	0,257	0,257
	(4,32)	(4,32)	(1,45)	(1,45)
Level 2	0,213	0,213	0,847***	0,847***
	(0,87)	(0,87)	(4,88)	(4,88)
Level 3	0,0294	0,0294	0,400**	0,400**
	(0,12)	(0,12)	(2,08)	(2,08)
Level 4	0,344	0,344	0,224	0,224
	(1,30)	(1,30)	(1,12)	(1,12)
Level 5	0,275	0,275	-0,279	-0,279
	(1,02)	(1,02)	(-1,28)	(-1,28)
Level 6	-0,285	-0,285	-0,729***	-0,729***
	(-0,93)	(-0,93)	(-3,84)	(-3,84)
Cape Town	0,458***	0,458***	0,144**	0,144**
	(2,67)	(2,67)	(2,27)	(2,27)
eThekweni	0,619***	0,619***	-0,121	-0,121
	(4,75)	(4,75)	(-1,48)	(-1,48)

Ekurhuleni	0,909***	0,909***	-0,243***	-0,243***
	(6,50)	(6,50)	(-2,81)	(-2,81)
Johannesburg	0,441***	0,441***	0,181*	0,181*
	(3,19)	(3,19)	(1,88)	(1,88)
Nelson Mandela Metro	0,803***	0,803***	-0,0238	-0,0238
	(5,45)	(5,45)	(-0,32)	(-0,32)
Tshwane	0,220	0,220	0,0277	0,0277
	(1,61)	(1,61)	(0,33)	(0,33)
Urban informal	0,115	0,115	0,466***	0,466***
	(1,63)	(1,63)	(3,95)	(3,95)
Tribal areas	-0,0674	-0,0674	0,647***	0,647***
	(-0,49)	(-0,49)	(5,62)	(5,62)
Rural formal	-0,805***	-0,805***	-1,339***	-1,339***
	(-4,35)	(-4,35)	(-2,86)	(-2,86)
Constant	-2,505***	-2,928***	-0,223	0,00986
	(-11,41)	(-16,87)	(-0,64)	(0,03)
N	21152	21152	21152	21152
Pseudo R^2	0,0449	0,0449	0,1238	0,1238

t statistics in parentheses, * $p < 0,1$, ** $p < 0,05$, *** $p < 0,01$
Robust standard errors adjusted for clustering (by province).
The group of population taken as reference is African/Black. The area taken as reference is the Non-Metro. The level of education taken as reference is Level 1 (uneducated). The type of settlement taken as reference is Urban formal.

Table 20. The determinants of employment in two categories: a) wholesale and retail trade and b) financial intermediation, insurance, real estate and business services sectors

	(1) trade	(2) trade	(3) finance	(4) finance
International migrant	0,392***	0,550***	-0,509***	-0,544***
	(3,11)	(4,08)	(-3,96)	(-2,97)
Domestic migrant	-0,158		0,0345	
	(-1,06)		(0,24)	
Non-migrant		0,158		-0,0345
		(1,06)		(-0,24)
Female	0,304***	0,304***	-0,157***	-0,157***
	(3,66)	(3,66)	(-3,04)	(-3,04)
Log(Age)	-0,636***	-0,636***	-0,692***	-0,692***
	(-7,22)	(-7,22)	(-10,38)	(-10,38)
Coloured	-0,102	-0,102	0,127	0,127
	(-0,82)	(-0,82)	(1,35)	(1,35)
Asian/Indian	0,640***	0,640***	0,283	0,283
	(6,30)	(6,30)	(1,46)	(1,46)
White	0,129	0,129	0,811***	0,811***
	(0,88)	(0,88)	(15,02)	(15,02)
Level 2	-0,327***	-0,327***	0,0335	0,0335
	(-4,16)	(-4,16)	(0,08)	(0,08)
Level 3	-0,131	-0,131	0,440	0,440
	(-1,06)	(-1,06)	(1,12)	(1,12)
Level 4	-0,0653	-0,0653	0,692*	0,692*
	(-0,63)	(-0,63)	(1,89)	(1,89)
Level 5	0,0126	0,0126	0,832**	0,832**
	(0,14)	(0,14)	(2,21)	(2,21)
Level 6	-1,146***	-1,146***	0,946***	0,946***
	(-11,00)	(-11,00)	(2,60)	(2,60)
Cape Town	-0,00828	-0,00828	0,654***	0,654***
	(-0,14)	(-0,14)	(10,33)	(10,33)
eThekweni	-0,315***	-0,315***	0,445***	0,445***
	(-7,98)	(-7,98)	(8,05)	(8,05)

Ekurhuleni	-0,142*** (-4,45)	-0,142*** (-4,45)	0,385*** (10,53)	0,385*** (10,53)
Johannesburg	0,113*** (3,37)	0,113*** (3,37)	1,002*** (21,03)	1,002*** (21,03)
Nelson Mandela Metro	0,131*** (3,89)	0,131*** (3,89)	0,173*** (4,16)	0,173*** (4,16)
Tshwane	0,123*** (3,81)	0,123*** (3,81)	0,533*** (15,25)	0,533*** (15,25)
Urban informal	0,0685 (1,16)	0,0685 (1,16)	0,158 (1,17)	0,158 (1,17)
Tribal areas	0,228*** (2,79)	0,228*** (2,79)	-0,283*** (-2,72)	-0,283*** (-2,72)
Rural formal	-1,290*** (-6,90)	-1,290*** (-6,90)	-0,977*** (-7,56)	-0,977*** (-7,56)
Constant	1,022*** (3,27)	0,864** (2,27)	-0,567 (-1,19)	-0,532 (-0,91)
N	21152	21152	21152	21152
Pseudo R^2	0,0445	0,0445	0,0705	0,0705

t statistics in parentheses, * $p < 0,1$, ** $p < 0,05$, *** $p < 0,01$
Robust standard errors adjusted for clustering (by province).
The population group taken as reference is African/Black. The area taken as reference is the Non-Metro. The level of education taken as reference is Level 1 (uneducated). The type of settlement taken as reference is Urban formal.

Table 21. The determinants of occupation in two categories: a) service workers and shop and market sales workers and b) domestic workers

	(1) service	(2) service	(3) privhous	(4) privhous
International migrant	-0,491*** (-2,93)	-0,440 (-1,56)	0,424 (1,44)	0,408 (1,13)
Domestic migrant	-0,0509 (-0,32)		0,0166 (0,05)	
Non-migrant		0,0509 (0,32)		-0,0166 (-0,05)
Female	0,763*** (12,46)	0,763*** (12,46)	1,795*** (14,01)	1,795*** (14,01)
Log(Age)	1,269*** (13,28)	1,269*** (13,28)	0,488* (1,92)	0,488* (1,92)
Coloured	0,0375 (0,60)	0,0375 (0,60)	-0,649*** (-3,46)	-0,649*** (-3,46)
Asian/Indian	-0,504*** (-2,98)	-0,504*** (-2,98)	, ,	, ,
White	-0,756*** (-7,24)	-0,756*** (-7,24)	-3,206*** (-7,16)	-3,206*** (-7,16)
Level 2	0,375** (2,50)	0,375** (2,50)	-0,0544 (-0,41)	-0,0544 (-0,41)
Level 3	0,526*** (4,22)	0,526*** (4,22)	-0,0686 (-0,46)	-0,0686 (-0,46)
Level 4	1,146*** (9,71)	1,146*** (9,71)	-0,784*** (-4,01)	-0,784*** (-4,01)
Level 5	1,759*** (15,38)	1,759*** (15,38)	-1,992*** (-8,97)	-1,992*** (-8,97)
Level 6	3,064*** (15,36)	3,064*** (15,36)	-4,503*** (-13,16)	-4,503*** (-13,16)
Cape Town	-0,453*** (-5,89)	-0,453*** (-5,89)	-0,117 (-1,41)	-0,117 (-1,41)
eThekweni	-0,301*** (-3,02)	-0,301*** (-3,02)	0,187*** (3,65)	0,187*** (3,65)

Ekurhuleni	-0,489***	-0,489***	-0,221***	-0,221***
	(-5,18)	(-5,18)	(-2,71)	(-2,71)
Johannesburg	-0,733***	-0,733***	-0,155*	-0,155*
	(-7,79)	(-7,79)	(-1,68)	(-1,68)
Nelson Mandela Metro	-0,377***	-0,377***	-0,0852	-0,0852
	(-4,34)	(-4,34)	(-1,34)	(-1,34)
Tshwane	-0,229**	-0,229**	0,0273	0,0273
	(-2,54)	(-2,54)	(0,35)	(0,35)
Urban informal	-0,512***	-0,512***	0,236***	0,236***
	(-6,02)	(-6,02)	(3,06)	(3,06)
Tribal areas	-0,0621	-0,0621	-0,479***	-0,479***
	(-1,02)	(-1,02)	(-3,17)	(-3,17)
Rural formal	-1,100***	-1,100***	0,00131	0,00131
	(-8,23)	(-8,23)	(0,01)	(0,01)
Constant	-7,493***	-7,544***	-3,813***	-3,797***
	(-16,20)	(-15,00)	(-4,15)	(-4,04)
N	21152	21152	20582	20582
Pseudo R^2	0,1536	0,1536	0,2344	0,2344

t statistics in parentheses, * $p < 0,1$, ** $p < 0,05$, *** $p < 0,01$
Robust standard errors adjusted for clustering (by province).
The population group taken as reference is African/Black. The area taken as reference is the Non-Metro. The level of education taken as reference is Level 1 (uneducated). The type of settlement taken as reference is Urban formal.

Table 22. The determinants of occupation in two categories: a) legislators, senior officials and managers and b) service workers and shop and market sales workers

	(1) manager	(2) manager	(3) saleworker	(4) saleworker
International migrant	0,340**	-0,00468	0,0913	0,00946
	(2,04)	(-0,02)	(1,22)	(0,11)
Domestic migrant	0,344*		0,0818	
	(1,80)		(1,01)	
Non-migrant		-0,344*		-0,0818
		(-1,80)		(-1,01)
Female	-0,698***	-0,698***	0,156**	0,156**
	(-10,94)	(-10,94)	(2,31)	(2,31)
Log(Age)	1,441***	1,441***	-0,551***	-0,551***
	(8,13)	(8,13)	(-7,98)	(-7,98)
Coloured	0,435***	0,435***	-0,306***	-0,306***
	(3,60)	(3,60)	(-5,88)	(-5,88)
Asian/Indian	1,316***	1,316***	-0,317***	-0,317***
	(7,17)	(7,17)	(-3,40)	(-3,40)
White	1,204***	1,204***	-0,847***	-0,847***
	(10,49)	(10,49)	(-13,52)	(-13,52)
Level 2	-0,120	-0,120	0,0204	0,0204
	(-0,29)	(-0,29)	(0,09)	(0,09)
Level 3	0,375	0,375	0,298	0,298
	(0,85)	(0,85)	(1,20)	(1,20)
Level 4	1,051***	1,051***	0,713***	0,713***
	(2,71)	(2,71)	(2,77)	(2,77)
Level 5	1,864***	1,864***	1,033***	1,033***
	(4,70)	(4,70)	(3,81)	(3,81)
Level 6	2,143***	2,143***	0,0294	0,0294
	(5,94)	(5,94)	(0,10)	(0,10)
Cape Town	0,206***	0,206***	-0,106**	-0,106**
	(2,73)	(2,73)	(-2,51)	(-2,51)
eThekweni	0,00507	0,00507	-0,218***	-0,218***
	(0,06)	(0,06)	(-5,37)	(-5,37)

Ekurhuleni	0,0838	0,0838	-0,197***	-0,197***
	(1,27)	(1,27)	(-4,36)	(-4,36)
Johannesburg	0,361***	0,361***	0,0191	0,0191
	(5,53)	(5,53)	(0,39)	(0,39)
Nelson Mandela Metro	-0,150**	-0,150**	-0,185***	-0,185***
	(-2,35)	(-2,35)	(-4,34)	(-4,34)
Tshwane	0,322***	0,322***	-0,0565	-0,0565
	(4,97)	(4,97)	(-1,44)	(-1,44)
Urban informal	-0,555*	-0,555*	-0,0762	-0,0762
	(-1,81)	(-1,81)	(-1,10)	(-1,10)
Tribal areas	-0,284***	-0,284***	0,0392	0,0392
	(-2,61)	(-2,61)	(0,55)	(0,55)
Rural formal	-0,0772	-0,0772	-0,875***	-0,875***
	(-0,42)	(-0,42)	(-5,68)	(-5,68)
Constant	-9,531***	-9,187***	-0,286	-0,204
	(-11,45)	(-9,91)	(-0,78)	(-0,52)
N	21152	21152	21152	21152
Pseudo R^2	0,1649	0,1649	0,0459	0,0459

t statistics in parentheses, * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$
Robust standard errors adjusted for clustering (by province).
The population group taken as reference is African/Black. The area taken as reference is the Non-Metro. The level of education taken as reference is Level 1 (uneducated). The type of settlement taken as reference is Urban formal.

Table 23. The determinants of occupation in two categories: a) craft and related trades workers and b) elementary occupations

	(1) craftworker	(2) craftworker	(3) elementary	(4) elementary
International migrant	0,590***	0,600***	-0,285*	-0,209
	(7,82)	(3,56)	(-1,86)	(-1,31)
Domestic migrant	-0,0101		-0,0760	
	(-0,06)		(-1,25)	
Non-migrant		0,0101		0,0760
		(0,06)		(1,25)
Female	-2,028***	-2,028***	0,00560	0,00560
	(-21,80)	(-21,80)	(0,09)	(0,09)
Log(Age)	-0,285***	-0,285***	-0,591***	-0,591***
	(-4,05)	(-4,05)	(-5,68)	(-5,68)
Coloured	0,118*	0,118*	-0,142*	-0,142*
	(1,76)	(1,76)	(-1,68)	(-1,68)
Asian/Indian	-0,306	-0,306	-1,135***	-1,135***
	(-1,19)	(-1,19)	(-4,53)	(-4,53)
White	0,313***	0,313***	-1,819***	-1,819***
	(2,90)	(2,90)	(-16,82)	(-16,82)
Level 2	0,397**	0,397**	-0,291**	-0,291**
	(2,48)	(2,48)	(-1,97)	(-1,97)
Level 3	0,127	0,127	-0,307*	-0,307*
	(0,70)	(0,70)	(-1,79)	(-1,79)
Level 4	0,184	0,184	-0,745***	-0,745***
	(1,16)	(1,16)	(-4,96)	(-4,96)
Level 5	-0,183	-0,183	-1,472***	-1,472***
	(-1,26)	(-1,26)	(-12,29)	(-12,29)
Level 6	-1,046***	-1,046***	-3,049***	-3,049***
	(-5,62)	(-5,62)	(-22,84)	(-22,84)
Cape Town	-0,233***	-0,233***	-0,236***	-0,236***
	(-2,63)	(-2,63)	(-2,62)	(-2,62)
eThekweni	-0,376***	-0,376***	-0,116	-0,116
	(-4,01)	(-4,01)	(-1,45)	(-1,45)

Ekurhuleni	0,00632	0,00632	-0,195**	-0,195**
	(0,07)	(0,07)	(-2,35)	(-2,35)
Johannesburg	-0,0903	-0,0903	-0,261***	-0,261***
	(-0,92)	(-0,92)	(-3,51)	(-3,51)
Nelson Mandela Metro	-0,206**	-0,206**	-0,138	-0,138
	(-2,25)	(-2,25)	(-1,59)	(-1,59)
Tshwane	-0,268***	-0,268***	0,0717	0,0717
	(-2,83)	(-2,83)	(1,00)	(1,00)
Urban informal	0,296**	0,296**	0,169	0,169
	(2,31)	(2,31)	(1,55)	(1,55)
Tribal areas	0,139	0,139	0,288***	0,288***
	(0,91)	(0,91)	(3,62)	(3,62)
Rural formal	-1,530***	-1,530***	1,093***	1,093***
	(-6,96)	(-6,96)	(5,84)	(5,84)
Constant	-0,359	-0,369	2,027***	1,951***
	(-1,10)	(-1,00)	(5,80)	(5,73)
N	21152	21152	21152	21152
Pseudo R^2	0,1355	0,1355	0,1495	0,1495

t statistics in parentheses, * $p < 0,1$, ** $p < 0,05$, *** $p < 0,01$
Robust standard errors adjusted for clustering (by province).
The population group taken as reference is African/Black. The area taken as reference is the Non-Metro. The level of education taken as reference is Level 1 (uneducated). The type of settlement taken as reference is Urban formal.

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Abstracts

ENGLISH – MiWORC Report N°6. ***Migration and employment in South Africa: An econometric analysis of domestic and international migrants (QLFS (Q3) 2012)***

This report is an econometric analysis of the migration module piloted by Statistics South Africa (StatsStats SA) in the third quarter (Q3) 2012 of the Quarterly Labour Force Survey (QLFS). The aim of this analysis is to examine the factors likely to explain the relative situation of international migrants, domestic migrants and non-migrants in the South African labour market regarding employment, underemployment, informal activities and precarious employment.

The first section of the report discusses how the QLFS can be used to analyse the impact of migrants on the South African labour market. Three groups are distinguished: the international migrant (IM), the domestic migrant (DM) and the nonmnon-migrant (NM). The second and third sections provide a statistical analysis of the characteristics (in terms of age, gender, level of education, population group) of domestic and international migrants compared to non-migrants and their situation on the labour market. The fourth section presents the results of the econometric analysis.

Two main results emerge from the econometric analysis:

- **IM have a higher probability of being employed than the other two categories**. In other words, an international migrant with the same age, gender, and level of education, belonging to the same population group and residing in the same place as a South African, has a higher probability of being employed than a South African non migrant. This is a very unusual finding as in most countries where data is available, except in Luxembourg and in southern European countries prior to the recent economic crisis, the rate of employment for IM is a lot lower than for local workers;

- **IM have a higher probability of being employed in informal and precarious activities than the other two categories**. There are several possible explanations for these two aspects. Their overrepresentation in the informal sector may also be explained by the fact that it is the sector with the lowest entry cost into the labour market. Precarious employment shows the same result: IM are much more frequently in precarious employment than NM and DM. One explanation here could be the exploitation of IMs' willingness to accept more precarious conditions and sometimes use precarious jobs as a stepping stone to the formal labour market. This is a situation that they share with most migrants around the world. IM are more likely to have poor working conditions and to occupy positions that locals are not willing to take.

This higher probability of 'IMs' employment in the informal sector and precarious activities provides a first explanation to 'IMs' general higher employment probability. It points to the following pattern: **while IM are more likely to be employed, they are more likely to be in the informal sector and in precarious employment, both characterized by lower levels of earnings**. These results therefore raise the question of the relative position of IM on the South African labour market compared to NM and DM. Are they better off because they are more likely to be employed or less well off because they endure poorer working conditions? There are no data in the QLFS on earnings, therefore precluding any definitive answer to this question.

اللغة العربية– تقرير اتحاد الهجرة للبحث *(MiWORC)* رقم *6* . الهجرة والتشغيل في جنوب أفريقيا :تحليل اقتصادي للمهاجرين المحليين و المهاجرين القادمين من بلدان أخرى*(QLFS (Q3) 2012)*

يقدم هذا التقرير تحليلا اقتصاديا لوحدة الهجرة التجريبية التي قامت بها إحصائيات جنوب أفريقيا *(Stats SA)* في الربع الثالث لسنة *(Q3) 2012*من الإحصائيات الفصلية للقوة العاملة *(QLFS)*. الهدف من هذا التحليل هو دراسة العوامل التي قد توضح الوضعية النسبية للمهاجرين القادمين من بلدان أخرى و المهاجرين المحليين و الغير المهاجرين في سوق العمل الجنوب الأفريقية فيما يتعلق بالتشغيل و التشغيل الضعيف، وأنشطة التشغيل الغير الرسمي و التشغيل الغير المستقر.
الجزء الأول من التقرير يناقش كيف يمكن استخدام الإحصائيات الفصلية للقوة العاملة في تحليل أثر المهاجرين على سوق العمل الجنوب الأفريقي. يتم تمييز ثلاث مجموعات: المهاجرون القادمون من بلدان أخرى *(IM)* والمهاجرون المحليون *(DM)* و الغير المهاجرين *(NM)*. الجزء الثاني والثالث يقدم تحليلا إحصائيا لخصائص المهاجرين المحليين و المهاجرين القادمين من بلدان أخرى (من حيث العمر والجنس ومستوى التعليم، و المجموعة السكانية) مقارنة مع الغير المهاجرين و وضعيتهم في سوق العمل. الجزء الرابع من التقرير يعرض نتائج التحليل الاقتصادي.

النتيجتان الرئيسيتان المحصلتان من التحليل الاقتصادي هي:

- **المهاجرين القادمين من بلدان أخرى لهم حظ أعلى للعمل من الفئتين الآخرين.** بعبارة أخرى، المهاجر القادم من بلد آخر الذي له نفس السن والجنس ومستوى التعليم، و ينتمي إلى نفس المجموعة السكانية، ويقيم في نفس المكان كمواطن جنوب أفريقي، له حظ أعلى للعمل من قرينه الجنوب الأفريقي الغير المهاجر. هذا اكتشاف غريب لأن في معظم البلدان التي تتوفر فيها البيانات، باستثناء لوكسمبورغ و البلدان الأوروبية الجنوبية قبل الأزمة الاقتصادية، فيها معدل تشغيل المهاجرين القادمين من بلدان أخرى أقل بكثير من معدل تشغيل المحليين؛

- **المهاجرين القادمين من بلدان أخرى لهم حظ أعلى للعمل في أنشطة التشغيل الغير الرسمي و التشغيل الغير المستقر بالمقارنة مع الفئتين الآخرين .** هناك عدة تفسيرات محتملة لهذين الجانبين . يمكن تفسير وجودهم الكثير في القطاع الغير الرسمي بسبب أن هذا القطاع هو أقل تكلفة للدخول إلى سوق العمل . و قطاع التشغيل الغير المستقر يُدلي بنفس النتائج: المهاجرون القادمون من بلدان أخرى يترددون بكثير على قطاع التشغيل الغير المستقر مقارنة مع المهاجرين المحليين أو الغير المهاجرين. يمكن تفسير هذا بالإستغلال لحالة المهاجرين القادمين من بلدان أخرى إذ أنهم أكثر استعدادا لقبول التشغيل الغير المستقر و يَعتبرون هذا التشغيل خطوة أولى إلى وظائف أفضل. هذه هي الحالة التي يشتركون فيها مع معظم المهاجرين من بلدان العالم .المهاجرون القادمون من بلدان أخرى هم أكثر قبولا لظروف عمل سيئة و أكثر قبولا لوظائف ليس المحليين على استعداد لقبولها.

هذا الاحتمال الأعلى لتشغيل المهاجرين القادمين من بلدان أخرى في قطاع أنشطة التشغيل الغير الرسمي و التشغيل الغير المستقر يقدم تفسيراً أوليا للاحتمال العمومي الأعلى لتشغيلهم. و يشير إلى النمط التالي :**بينما أن المهاجرين القادمين من بلدان أخرى هم أكثر احتمالاً للعمل، هم أيضا أكثر احتمالاً للعمل بقطاع أنشطة التشغيل الغير الرسمي و التشغيل الغير المستقر، كلا القطاعين يتميزان بأجور جد منخفضة**. لذلك هذه النتائج تثير مسألة الوضعية النسبية للمهاجرين القادمين من بلدان أخرى في سوق العمل الجنوب الأفريقي مقارنة المهاجرين المحليين و الغير المهاجرين. هل هم أفضل حالاً لأنهم أكثر حظا للعمل أم هم أسوأ حالا لأنهم يتحملون ظروف عمل جد سيأة؟ ومع ذلك، ليس هناك أية بيانات في الإحصائيات الفصلية للقوة العاملة *(QLFS)* عن أجور العمال ، مما يحول دون إيجال جواب قاطع لهذا السؤال.

ESPAÑOL – Informe Nº 6 MiWORC. *Inmigración y empleo en Sudáfrica: Un análisis econométrico de los inmigrantes internacionales y nacionales (QLFS (Q3) 2012)*

Este informe es un análisis econométrico del módulo de inmigración pilotado por *Statistics South Africa* (abreviatura *Stats SA*), durante el tercer trimestre (T3) de 2012, de la Encuesta Trimestral de Población Activa (QLFS en inglés). El objetivo de este análisis, es examinar los factores que probablemente puedan explicar la situación relativa a los inmigrantes internacionales, inmigrantes nacionales y los no inmigrantes,

en el mercado laboral de Sudáfrica, en relación con el empleo, el subempleo, las actividades informales y el empleo precario.

La primera sección del informe analiza cómo se pueden utilizar los QLFS para analizar el impacto de los inmigrantes en el mercado laboral de Sudáfrica. Aquí se distinguen tres grupos: el inmigrante internacional (II), el inmigrante nacional (IN) y el No inmigrante (NI). La segunda y tercera sección, proporcionan un análisis estadístico de las características (en términos de edad, sexo, nivel educativo y grupo de población) de los inmigrantes nacionales e internacionales, en comparación a los no inmigrantes, y a su situación en el mercado laboral. La cuarta sección presenta los resultados del análisis econométrico.

Del análisis econométrico surgen dos resultados importantes:

- **Los II tienen mayor probabilidad de estar empleados que las otras dos categorías.** En otras palabras, un inmigrante internacional con la misma edad, género y nivel de educación, perteneciente al mismo grupo de población y residente en el mismo lugar que un sudafricano, tiene mayor probabilidad de ser empleado que un sudafricano no inmigrante. Esto es un hallazgo muy inusual, ya que en la mayoría de los países en los que se dispone de datos estadísticos, excepto en Luxemburgo y en los países del sur de Europa, antes de la crisis económica, la tasa de empleo para los II era mucho menor que la de los trabajadores nacionales;

- **Los II tienen mayor probabilidad de estar empleados en actividades informales y precarias que las otras dos categorías.** Hay varias explicaciones posibles para estos dos aspectos. Se podría explicar su alta representación en el sector informal, por el hecho de que es el sector con el costo más bajo de entrada en el mercado laboral. El empleo precario muestra el mismo resultado: Los II están mucho más frecuentemente empleados en trabajos precarios que los IN y los NI. Una de las explicaciones podría ser aquí la de la explotación de los II, su 'voluntad de aceptar las condiciones más precarias y los puestos de trabajo más precarios, como "trampolín" para obtener un mejor puesto de trabajo en un futuro. Esta sería una situación que comparten con la mayoría de los inmigrantes de todo el mundo. Los II son más propensos a tener peores condiciones de trabajo, y de ocupar puestos que los locales no están dispuestos a ocupar.

Esta mayor probabilidad de empleo de los II en el sector informal y en actividades precarias, representa ser la primera explicación de la mayor probabilidad de empleo en general de los II. Esto apuntaría al siguiente patrón: **mientras que los II son más propensos a ser empleados, también son más propensos a ser empleados en el sector informal y en empleos precarios, ambos caracterizados por los bajos sueldos.** Por tanto, estos resultados plantean la cuestión de la posición relativa de los II en el seno del mercado laboral de Sudáfrica, en comparación con los IN y los NI. ¿Se encuentran éstos en mejor posición, porque son más propensos a ser empleados, o en peor posición, porque soportan peores condiciones de trabajo? Sin embargo, cabe destacar que no hay datos en el módulo de inmigración QLFS referentes a los sueldos, lo que impide, de ese modo, una tener respuesta más concreta a esta pregunta.

FRANÇAIS – Rapport MiWORC N°6. *Migration et emploi en Afrique du Sud : Analyse économétrique des migrants locaux et internationaux (QLFS (Q3) 2012)*

Ce rapport est une analyse économétrique du module de migration assuré par Statistics South Africa (Stats SA) au troisième trimestre (Q3) 2012 de l'enquête trimestrielle sur le marché du travail (Quarterly Labour Force Survey (QLFS)). Cette étude a pour objectif d'examiner les facteurs susceptibles d'expliquer la situation relative des migrants internationaux, domestiques et des non migrants sur le marché du travail sud-africain pour ce qui est de l'emploi, du sous-emploi, des activités informelles et de l'emploi précaire.

La première partie de ce rapport explique comment la QLFS peut être utilisée pour analyser les incidences des migrants sur le marché du travail sud-africain. On distingue trois groupes : le migrant international (MI), le migrant domestique (MD) et le non-migrant (NM). La deuxième et la troisième parties fournissent une analyse statistique des caractéristiques (en terme d'âge, de sexe, de niveau d'éducation, de groupe de population) des migrants domestiques et internationaux comparés aux non-migrants et de leur situation sur le marché du travail. La quatrième partie présente les résultats de l'analyse économétrique.

Deux résultats ressortent de l'analyse économétrique :

- **Les MI ont une plus forte probabilité de trouver un emploi que les deux autres catégories**. En d'autres mots, un migrant international du même âge, du même sexe et ayant le même niveau d'éducation, appartenant au même groupe de population et résidant au même endroit qu'un Sud-Africain, a une plus grande probabilité d'être employé qu'un Sud-Africain non migrant. Il s'agit d'une conclusion inhabituelle parce que dans la plupart des pays pour lesquels les données sont disponibles, excepté le Luxembourg et quelques pays de d'Europe méridionale avant la crise financière, le taux d'emploi des IM est bien plus bas que celui des travailleurs locaux.

- **Les MI ont une plus forte probabilité d'être employés dans des activités informelles et précaires que les deux autres catégories**. Plusieurs possibilités peuvent expliquer ces deux aspects. Leur surreprésentation dans le secteur informel peut s'expliquer par le fait qu'il s'agit du secteur où les coûts d'entrée sur le marché du travail sont les plus bas. L'emploi précaire montre les mêmes résultats : les MI occupent plus fréquemment des emplois précaires que les NM et les MD. Ceci pourrait s'expliquer par l'exploitation de l'empressement que montrent les MI à accepter des conditions de travail et d'emploi précaires comme un tremplin vers de meilleurs débouchés. C'est la situation que vivent la plupart des migrants partout dans le monde. Les MI risquent davantage d'avoir des conditions de travail médiocres et d'occuper des positions dont les locaux ne veulent pas.

Cette plus forte probabilité d'emploi de MI dans le secteur informel et dans des activités précaires fournit une première explication de la probabilité générale d'emploi des MI. Elle souligne le modèle suivant : **bien que les MI aient de plus fortes chances d'être employés, ils ont une plus forte probabilité d'être employés dans le secteur informel et dans des emplois précaires, qui se caractérisent par des niveaux inférieurs de rémunération**. Ces résultats soulèvent donc la question de la position relative des MI sur le marché du travail sud-africain par rapport aux NM et aux MD. Sont-ils dans une meilleure position ou dans une moins bonne position d'emploi, parce qu'ils sont prêts à endurer des conditions de travail plus dures ? Il n'y a aucune donnée sur le revenu associée au module de migration de la QLFS et qui aurait permis de répondre à la question.

PORTUGUES - MiWORC Relatório N°6. ***Migração e o emprego na África do Sul: Uma análise econométrica de migrantes nacionais e internacionais (QLFS (Q3) 2012)***

Este relatório é uma análise econométrica do módulo de migração que foi pilotado pelo Statistics South Africa (Stats SA) no terceiro trimestre (Q3) de 2012 do Inquérito Trimestral às Forças de Trabalho (QLFS, sigla Inglêsa). O objectivo desta análise é examinar os factores que possam explicar a situação relativa de migrantes internacionais, migrantes internos e os não -migrantes no mercado de trabalho Sul-Africano sobre o emprego, subemprego, actividades informais e emprego precário.

A primeira parte do relatório discute como o Inquérito, QLFS, pode ser utilizado para analisar o impacto dos imigrantes no mercado de trabalho Sul-Africano. Destacam-se três grupos: o migrante internacional (IM), o migrante nacional (DM) e o não-migrante (NM). A segunda e terceira secções apresentam uma análise estatística das características (em termos de faixa etária, género, nível de educação, grupo populacional) de

migrantes nacionais e internacionais, em comparação com os não-migrantes e a sua situação no mercado de trabalho. A quarta secção apresenta os resultados da análise econométrica.

Dois resultados principais emergem da análise econométrica:

- **Os IMs têm uma maior probabilidade de emprego do que as outras duas categorias** . Em outras palavras, um migrante internacional com a mesma idade, sexo e nível de escolaridade, pertencente ao mesmo grupo populacional e a residir no mesmo lugar que um Sul-Africano, tem uma maior probabilidade de ser empregado do que um não- migrante Sul-Africano. Este resultado é muito invulgar pois na maioria dos países onde existem dados disponíveis, excepto no Luxemburgo e em países do sul da Europa pré-crise económica, a taxa de emprego para IMs é muito menor do que para os trabalhadores locais;

- **Os IMs têm uma maior probabilidade de serem empregados em actividades informais e precárias do que as outras duas categorias**. Existem várias explicações possíveis para estes dois aspectos. A sua sobre-representação no sector informal pode ser explicado pelo facto de que é o sector com o mais baixo custo de entrada no mercado de trabalho. O trabalho precário reflecte o mesmo resultado: Os IMs são muito mais frequentemente empregados em trabalho precário do que os NMs e os DMs. Isto pode ser explicado pelo facto que a vontade dos Migrantes Internacionais de aceitar condições e empregos precários como "portas de entrada" para melhores empregos, é explorada. Esta é uma situação que eles compartilham com a maioria dos migrantes em todo o mundo. Os Migrantes Internacionais, IMs, são mais propensos a aceitarem más condições de trabalho e cargos do que os trabalhadores locais .

Esta maior probabilidade de os IMs aceitarem emprego no sector informal e actividades precárias fornece uma primeira explicação à maior probabilidade de emprego da parte dos IMs. Assim, destaca-se o seguinte padrão: **Apesar de os IMs serem mais susceptíveis a serem empregados, eles também são mais susceptíveis a serem empregados no sector informal e em trabalho precário, ambos caracterizados por baixos níveis de rendimentos** . Portanto, estes resultados levantam a questão da situação relativa de IMs no mercado de trabalho Sul-Africano em relação aos migrantes nacionais e aos não-migrantes, DMs e NMs, respectivamente. Será que eles estão numa situação melhor por terem mais possibilidade de obter emprego, ou será que se encontram em pior situação por terem de suportar piores condições de trabalho? Contudo, não existem dados no módulo de migração QLFS sobre rendimentos, impossibilitando assim uma resposta definitiva a esta questão.

SESOTHO – MiWORC Report N°6. Migration and employment in South Africa (Tlaleho ya No.6:Bofalli le khiro Afrika Borwa) Tlhophollo ya tsa moruo ya bafalli ba lehae le ba matjhaba (QLFS (Q3) 2012)

Ena ke tlaleho ya tlhophollo ya tsa moruo ya mojule ya phallo e tsamaiswang ke South Africa (Stats SA) kotareng ya boraro (Q3) 2012 ya Quarterly Labour Force Survey (QLFS)(Patlisiso ya Kotara ya Basebetsi Bohle). Sepheo sa tlhophollo ena ke ho lekola mabaka a ka etsahalang ho hlalosa maemo a kamano ya bafalli ba matjhaba, bafalli ba lehae, le bao e seng bafalli mmarakeng wa mesebetsi mona Afrika Borwa mabapi le khiro e tlase, mesebetsi e poraefete le mesebetsi e kotsi.

Karolo ya pele ya tlaleho e bua ka mokgwa oo QLFS e ka sebediswang ka wona ho hlopholla sefutho sa bafalli mmarakeng wa khiro ya Afrika Borwa. Dihlopha tse tharo di a hlaloswa: bafalli ba matjhaba (IM), bafalli ba lehae (DM) le bao e seng bafalli (NM). Dikarolo tsa bobedi le tsa boraro di nehelana ka tlhophollo ya dipalopalo tsa matshwao (ho ya ka boholo ba dilemo, bong, bophahamo ba thuto le sehlopha sa botjhaba) a bafalli ba lehae le ba matjhaba ha ba bapiswa le bao e seng bafalli mmoho le maemo a bona mmarakeng wa mesebetsi. Karolo ya bone e emetse diphetho tsa tlhophollo ya moruo.

Diphetho tse pedi tsa bohlokwa di tswa tlhophollong ya tsa moruo:

• **Di-IM di na le menyetla e hodimo ya ho hirwa ho ena le mefuta e mmedi e meng**. Ka mantswe a mang, bafalli ba matjhaba ba tshwanang ka boholo ba dilemo, ka bong le thuto ba mofuta o le mong wa botjhaba le ba dulang sebakeng se tshwanang jwalo ka baahi ba Afrika Borwa bao e seng bafalli. Ena ke tshibollo e sa tlwaelehang haholo jwalo ka ha mafatsheng a mangata moo ho nang le tlhahisoleseding e fumanehang ntle le Luxembourg le dinaheng tse ka borwa ba Yuropu pele ho tsietsi ya moruo, bophahamo ba khiro ya di-IM e tlase haholo ho ena le ya basebetsi ba lehae;

• **Di-IM di na le menyetla e hodimo ya ho ba khirong mesebetsing e seng boemong le e kotsi ho ena le mefuta e meng e mebedi**. Ho na le ditlhaloso tse sehlotshwana tse ka bang teng mabapi le dintlha tsena tse pedi. Ho ba bangata ha bona karolong e poraefete ho ka hlaloswa jwalo ka nnete ya hore ke karolo e nang le ditjeo tse tlase haholo tsa ho kena mmarakeng wa mosebetsi. Khiro e kotsi e bontsha sephetho se tshwanang: Di-IM di atisa ho hlaha kgafetsa ka bongata mesebetsing e kotsi ho feta di-NM le di-DM. Tlhaloso e nngwe mona e ka ba ho qhekellwa ha di-IM ka lebaka la boikemisetso ba tsona ho amohela maemo a kotsi le ho nka mesebetsi ya tsona e kotsi jwalo 'mehato' e lebisang mesebetsing e molemo. Ana ke maemo ao ba abelanang ka ona le bongata ba bafalli lefatsheng ka bophara. Di-IM di atisa ho ba le maemo a mosebetsi a fatshe le ho ba mesebetsing e sa batlweng ke batho ba lehae.

Monyetla ona o hodimo wa khiro ya di-IM karolong e poraefete le mesebetsing e kotsi e fana ka tlhaloso ya pele ya khiro e hodimo ka bophara ya di-IM. E bontsha patrone e latelang: nakong eo di-IM di na le menyetla e hodimo ya khiro, ho feta moo di na le menyetla ya ho hirwa karolong e poraefete le khirong e kotsi. Ka bobedi a bontshwa ka mephahamo e tlase ya meputso. Diphetho tsena ka hona di hlahisa potso ya kamano ya sebaka sa di-IM mmarakeng wa khiro ya Afrika Borwa ha ho bapiswa le di-NM mmoho le di-DM. Ana di molemong hobane di na le menyetla ya khiro kapa ha di molemong ka lebaka la ho tiisetsa maemo a tlase a mosebetsi? Leha ho le jwalo, ha ho dintlha mojuleng wa phallo wa QLFS malebana le meputso, ka hoo ho behelwa ka thoko le efe karabo e tiileng ya morero ona.

KISWAHILI – Ripoti No. 6 ya MiWORC Uhamiaji na ajira nchini Afrika Kusini: Uchambuzi wa kihisabati wa data za takwimu za wahamiaji wa ndani na wa kimataifa (QLFS (Q3) 2012)

Ripoti hii ni uchambuzi wa kihisabati wa data za takwimu za moduli ya uhamiaji uliojaribiwa na Takwimu za Afrika Kusini (Stats SA) katika robo ya tatu (Q3) ya 2012 ya Utafiti wa Nguvu Kazi wa Kila Robo Mwaka (QLFS). Lengo la uchambuzi huu ni kuchunguza sababu zinazoweza kufafanua hali tofauti za wahamiaji wa kimataifa, wahamiaji wa ndani na watu ambao si wahamiaji katika soko la ajira Afrika Kusini kuhusiana na ajira, upungufu wa ajira, ajira zisizo rasmi na zisizo za kawaida.

Sehemu ya kwanza ya ripoti hujadili jinsi gani QLFS inaweza kutumiwa kuchambua matokeo ya wahamiaji katika soko la ajira nchini Afrika Kusini. Makundi matatu inaainishwa: wahamiaji wa kimataifa (IM), wahamiaji wa ndani (DM) na watu ambao si wahamiaji (NM). Sehemu ya pili na ya tatu hutoa uchambuzi wa takwimu za sifa (kuhusiana na umri, jinsia, kiwango cha elimu na kundi la idadi ya watu) ya wahamiaji wa ndani na wa kimataifa wakilinganishwa na watu ambao si wahamiaji pamoja na hali zao katika soko la ajira. Sehemu ya nne inatoa matokeo ya uchambuzi wa kihisabati wa data za takwimu.

Matokeo mbili makuu inaibuka kutoka uchambuzi wa kihisabati wa data za takwimu:

• **Wa IM wanao uwezekano mkubwa wa kuajiriwa kuliko makundi mengine mawili**. Kwa maneno mengine, mhamiaji wa kimataifa mwenye umri huo huo, jinsia hiyo hiyo, na kiwango cha elimu hicho hicho ambaye anapatikana katika kundi moja la watu na anayeishi katika sehemu moja kama Mwafrika Kusini ana kiasi kikubwa kabisa cha uwezekano wa kuajiriwa kuliko Mwafrika Kusini

ambaye si mhamiaji. Hii ni matokeo isiyo ya kawaida kabisa kwa kuwa katika nchi nyingi ambapo data zinapatikana, isipokuwa katika Luxembourg na kwenye nchi za Kusini mwa Ulaya katika kipindi cha kabla ya mtikisiko wa uchumi, kiwango cha ajira ya wa IM ni chini sana kuliko kiwango cha ajira ya wafanyakazi wa ndani;

• **Wa IM wana zaidi kuliko makundi mengine mawili uwezekano mkubwa wa kuajiriwa katika shughuli zisizo rasmi na zisizo za kawaida**. Kuna uwezekano wa maelezo kadhaa kuhusu hali hizi mbili. Uwakilishi mno wao katika sekta isiyo rasmi unaweza kuelezwa kwa ukweli kwamba ni sekta ambayo ina gharama ya chini zaidi katika soko la ajira. Ajira isiyo ya kawaida inatoa matokeo ile ile: Wa IM wanapatikana mara nyingi zaidi katika ajira isiyo ya kawaida kuliko wa NM na wa DM. Moja ya maelezo hapa inaweza kuwa matumizi ya nia ya wa IM kukubali zaidi hali zisizo za kawaida na kazi zao zisizo za kawaida kama 'mawe ya kukanyagia' kuelekea kazi bora. Hii ni hali ambayo wao hushiriki na wahamiaji wengi duniani kote. Wa IM wana uwezekano zaidi wa kuwa katika mazingira duni ya kazi na kuchukua nafasi ambayo wenyeji hawapo tayari kuchukua.

Hii uwezekano mkubwa wa ajira za wa IM katika sekta zisizo rasmi na shughuli zisizo za kawaida hutoa maelezo ya kwanza ya uwezekano mkubwa zaidi wa ajira za wa IM kwa jumla. Inaelekeza katika vielezo vifwatavyo: wakati wa IM wanapoweza zaidi kuajiriwa, wanaweza pia kuajiriwa katika sekta zisizo rasmi na katika ajira zisizo za kawaida, zote mbili zinaainishwa kwa viwango vya chini zaidi vya mapato. Kwa hiyo, matokeo haya huleta swali la nafasi tofauti za wa IM katika soko la ajira nchini Afrika Kusini ikilinganishwa na wa NM na wa DM. Je, wao ni bora zaidi kwa sababu wana uwezekano zaidi wa kuajiriwa au hawaridhiki ipaswavyo kwa sababu wanavumilia hali duni ya kazi? Hakuna hata hivyo data katika moduli ya uhamiaji ya QLFS kuhusu mapato, kwa hiyo, jibu kamili halitaweza kutolewa kwa swali hili.

ISIXHOSA – MiWORC Report N°6. Migration and employment in South Africa (Ingxelo yeNo.6:Imfuduko nengqesho eMzantsi Afrika) Uhlalutyo lwezoqoqosho lwabafuduki basekhaya nabamazwe (QLFS (Q3) 2012)

Le ngxelo luhlalutyo lwezoqoqosho lwemodyuli yofuduko ekhokelwa yi-Statistics South Africa (Stats SA) kwikota yesithathu (Q3) 2012 ye-Quarterly Labour Force Survey (QLFS)(yoVavanyo lweKota lwaBasebenzi Bebonke). Injongo yolu hlalutyo kukuvavanya imiba ekunokwenzeka ichaze imo yolwalamano lwabafuduki bamazwe, abafuduki basekhaya, nabangengabo abafuduki kwimalike yemisebenzi yaseMzantsi Afrika ngokuphathelele kwingqesho, ingqesho ephantsi, imisebenzi engekho sikweni nengqesho eyingozi.

Icandelo lokuqala lengxelo lixoxa ngendlela i-QLFS inokusetyenziswa ngayo ukuhlalutya ifuthe labafuduki kwimalike yengqesho yaseMzantsi Afrika. Amaqela amathathu ayabalulwa: abafuduki bamazwe (IM), abafuduki basekhaya (DM) nabo ingengabo abafuduki (NM). Amacandelo esibini nawesithathu abonelela ngohlalutyo lweenkcukacha-manani- lweempawu (ngokobudala ngeminyaka, isini, iqondo lemfundo, neqela lobuzwe) lwabafuduki basekhaya nabamazwe xa lithelekiswa nabo ingengabo abafuduki kwakunye nemeko yabo kwimalike yemisebenzi. Icandelo lesine limele iziphumo zohlalutyo lwezoqoqosho.

Iziphumo ezibini ezingunqoqo zivela kuhlalutyo lwezoqoqosho:

• **Ii-IM zinabathuba aphezulu okuqeshwa kuneendindi ezinye ezimbini**. Ngamanye amagama, abafuduki bamazwe abafanayo ngobudala, isini, neqondo lemfundo, abeqela elinye lobuzwe nabahlala kwindawo efanayo njengabemi boMzantsiAfrika abangengabo abafuduki. Olu lufumaniso olungaqhelekanga kakhulu njengoko kumazwe amaninzi apho idata ifumanekayo, ngaphandle kwase-Luxembourg nakumazwe akumzantsi waseYuropu phambi kwengxaki yezoqoqosho, iqondo lengqesho le-IM liphantsi kakhulu kunelo labasebenzi bengingqi;

• **Ii-IM zinamathuba aphezulu okuba sengqeshweni kwimisebenzi yabucala nenengozi kunezinye iindidi ezimbini**. Khukho iinkcazelo eziliqela ezinokubakho malunga nale miba emibini. Ukuba baninzi kwabo kwicandelo labucala kungachazwa ngenyaniso yokuba licandelo elinezona ndleko ziphantsi zokungena kwimalike yomsebenzi. Ingqesho enengozi ibonisa isiphumo esifanayo: ii-IM zidla ngokwenzeka kaninzi kwingqesho enobungozi ukugqitha ii-NM nee-DM. Inkcazelo enye apha inokuba kukuxhatshazwa kwee-IM ngokuzimisela ukwamkela iimeko eziyingozi nokuthatha imisebenzi yazo eyingozi 'njengamanyathelo' asingisa kwimisebenzi engcono. Le yimeko ababelana ngayo noninzi lwabafuduki kwihlabathi ngokubanzi. Ii-IM zidla nokuba neemeko zomsebenzi ezingaphucukanga nokuba semisebenzini engafunwa ngabantu bengingqi.

Eli thuba eliphezulu lengqesho yee-IM kwicandelo labucala nemisebenzi eyingozi libonelela ngenkcazelo yokuqala yengqesho ephezulu ngokubanzi yee-IM. Ibonisa iphatheni elandelayo: xeshikweni ii-IM zinamathuba aphezulu okuqeshwa, kananjalo zinamathuba okuqeshwa kwicandelo labucala nakwingqesho enengozi, womabini abonakaliswa ngamaqondo aphantsi emivuzo. Ezi ziphumo ngako oko ziphakamisa umbuzo wolwalamano lwendawo yee-IM kwimalike yengqesho yaseMzantsi Afrika xa zithelekiswa nee-NMs kwakunye nee-DM. ingaba zingcono kuba zinamathuba okuqeshwa okanye azikho ngcono ngenxa yokunyamezela iimeko eziphantsi zomsebenzi? Nangona kunjalo, akukho zinkcukacha kwimodyuli yemfuduko ye-QLFS ngokuphathele kwimivuzo, ngako oko kubekelwa bucala nayiphi impendulo eqinisekileyo yalo mba.

ISIZULU – Umbiko No.6 wakwaMiWORC Ukufuduka kanye nokutholakala kwemisebenzi eNingizimu Afrika: Ukuhlaziywa kwezibalo zezinga lokufuduka kwabantu bangaphakathi kuleli lizwe kanye nabasemazweni aphesheya (QLFS(Q3)2012).

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 (iQLFS). Inhloso yalolu hlaziyo ngukuhlola lokho okungachaza isimo esihambisana nokwenzekayo kubafuduki basemazweni aphesheya, abangaphakathi ezweni kanye nalabo abangasibo abafuduki embonini yezemisebenzi eNingizimu Afrika maqondana nokutholakala kwemisebenzi, ukuqashwa kwabantu ngezinga elingaphansi kwesibalo esilindelekile, imisebenzi engahlelekile ngokusemthethweni kanye nemisebenzi engaqinisekisiwe.

Isigaba sokuqala sombiko sikhuluma ngokuthi iNhlolovo Yophiko Lwabasebenzi Yamakwata Onke Onyaka ingasetshenziswa kanjani ukuhlaziya igalelo labafuduki embonini yezemisebenzi eNingizimu Afrika. Kunamaqoqo amathathu ahlukaniswe kanje: abafuduki basemazweni aphesheya (IM), abafuduki bangaphakathi eNingizimu Afrika (DM) kanye nabangesiboa bafuduki (NM). Isigaba sesibili nesesithathu sihlinzeka uhlaziyo lwezibalo ngokwezinhlobo ezahlukene (okuyiminyaka, ubulili,i zinga lezemfundo, ubuhlanga) babafuduki bangaphakathi eNingizimu Afrika nabasemazweni aphesheya uma beqhathaniswa nalabo abangesibo abafuduki kanye nesimo sabo kwezemboni yezemisebenzi. Isigaba sesine sinikeza imiphumela yokuhlaziywa kwezibalo zezinga lokufuduka.

Kubili okuvelile ohlaziyweni lwezibalo zezinga lokufuduka:

• **Abafuduki basemazweni aphesheya banethuba elikhulu lokuqashwa kunalezi ezinye izigaba**. Ngamanye amazwi, umfuduki waphesheya olinganayo ngeminyaka, nofanayo ngobulili nolinganayo ngezinga lokufunda futhi wohlanga olufanayo, ohlala endaweni eyodwa nalowo waseNingizimu Afrika, unethuba elikhulu lokuqashwa kunowaseNingizimu Afrika ongesiye umfuduki. Lokhu akusiyo into eyejwayelekile emazweni amaningi okukwazekile ukutholakala imininingwane yawo, ngaphandle kwaseLuxembourg kanye nasemazweni aseYurophu ngaphambi kokuvela kwezinkinga

kwezomnotho lapho, izinga lakhona lokuqashwa kwabafuduki basemazweni aphesheya lilincane uma liqhathaniswa nelabasebenzi bangaphakathi kulelo zwe;

- **Abafuduki basemazweni aphesheya banethuba elikhulu lokuqashwa emisebenzini engahlelekile ngokusemthethweni nengaqinisekisiwe kunalezi ezinye izigaba ezimbili**. Zikhona ezinye izincazelo ezimbalwa ezikhona okungayizo ezidala lezi zimo. Ukugcwala kwabo ophikweni olungahlelekile ngokusemthethweni kungachazwa wukuthi yilona phiko oluholela kancane kakhulu uma abantu bengena ophikweni lwezemisebenzi okokuqala. Imisebenzi engaqinisekisiwe nayo iveza imiphumela efanayo: Abafuduki basemazweni aphesheya batholakala kakhulu emisebenzini engaqinisekisiwe kunalabo abangesibo abafuduki kanye nabafuduki bangaphakathi ezweni. Incazelo yalokhu kungaba ukuthi abafuduki basemazweni aphesheya bayaxhashazwa ngoba bevuma ukwemukela izimo ezingaqinisekisiwe nemisebenzi yabo engaqinisekisiwe ukuze bayisebenzise njengesitebhisi esingabenyusela emisebenzini engcono. Lesi yisimo esifanayo kubafuduki emhlabeni wonke jikelele. Kulula ukuba abafuduki basemazweni aphesheya basebenze ngaphansi kwezimo ezibucayi futhi babe nezikhundla abantu bakuleli zwe abangazimisele ukungena kuzona.

La mathuba amakhulu okuqashwa kwabafuduki basemazweni aphesheya ophikweni olungahlelekile ngokusemthethweni nolwemisebenzi engaqinisekisiwe kusipha incazelo ekahle yokuqashwa kwabo kakhulu. Kuveza lesi sithombe esilandelayo: Yize abafuduki basemazweni aphesheya benamathuba amaningi okuqashwa, baqashwa ophikweni lwemisebenzi engahlelekile ngokusemthethweni nengaqinisekisiwe, nokuyizimpiko ezaziwa ngokuholela kancane. Ngakhoke, le miphumela isishiya nombuzo wesimo esihambisana nokwenzeka kubafuduki basemazweni aphesheya embonini yezemisebenzi eNingizimu Afrika uma beqhathaniswa nabangesibo abafuduki kanye nabangabafuduki bangaphakathi ezweni. Ingabe bangcono ngoba banamathuba amakhulu okuqashwa noma ingabe banebhadi ngoba babekezelela ukusebenza ngaphansi kwezimo ezibucayi? Ayikho-ke kodwa imininingwane ekhona kwiNhlolovo Yophiko Lwabasebenzi Yamakwata Onke yamazinga okufuduka ekhuluma ngamaholo, nokuyinto evimba ukuba sithole izimpendulo okuyizonazona.

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